

BARBARA JUNISBAI, PHD

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CURRENT POSITION

2016- Assistant Professor of Organizational Studies, Pitzer College, Claremont, CA
2017-19 Extended Graduate Faculty, Claremont Graduate University

EMPLOYMENT HISTORY

2014-16 Assistant Professor of Political Science, Nazarbayev University, Astana, Kazakhstan
2014- External Reviewer, MA Admissions Committee, Nazarbayev University and University of Wisconsin, Madison
2013 Kazakhstan Country Expert, Varieties of Democracy Project (V-Dem)
2010-11 Visiting Assistant Professor, Pitzer College
2001-03 Information Officer, United States Agency for International Development (USAID), Central Asia Regional Mission, Almaty, Kazakhstan

EDUCATION

Ph.D. Political Science, Indiana University, January 2010
Market Reform Regimes, Elite Defections, and Political Opposition in the Post-Soviet States: Evidence from Belarus, Kazakhstan, and Kyrgyzstan
subfields: Comparative Politics; American Politics (high pass)
minor: Research Methods
M.I.S. Information Science, Indiana University, 2002
B.A. International Relations, with a minor in Geography, San Francisco State University, 1998
graduated *Phi Beta Kappa, summa cum laude*, and with departmental honors

COURSES TAUGHT

Pitzer College	<ul style="list-style-type: none">• Organizational Theory• Politics of Organizational Culture• Authoritarian Institutions• US Democracy in Comparative Perspective• College (Inside-Out Prison Exchange)	<ul style="list-style-type: none">• First-Year Seminar• Post-Soviet Politics• Intro to Comparative Politics• Congress and the Presidency
Nazarbayev University	<ul style="list-style-type: none">• Graduate Seminar in Comparative Politics• Senior Capstone in Political Science• First-Year Seminar	<ul style="list-style-type: none">• Introduction to Political Science• US Politics and Government

RESEARCH INTERESTS

- comparative political institutions and cultures, organizational bases of politics
- comparative authoritarianism, comparative democratization
- post-Soviet politics and society
- learning-centered pedagogy and academic assessment

PUBLICATIONS

Peer-reviewed articles

Junisbai, Barbara, and Azamat Junisbai. "Are Youth Different? The Nazarbayev Generation and Public Opinion in Kazakhstan," *Problems of Postcommunism*. [accepted for publication on 8 August 2018]
Junisbai, Barbara, Azamat Junisbai, and Baurzhan Zhussupov. 2017. "Two Countries, Five Years: Islam in Kazakhstan and Kyrgyzstan through Public Opinion Surveys," *Central Asian Affairs* vol. 4, no. 1: 1-25.

- Junisbai, Barbara, Sara Lowe, and Natalie Tagge. 2016. "A Pragmatic and Flexible Approach to Information Literacy: Findings from a Three-Year Study of Faculty-Librarian Collaboration," *The Journal of Academic Librarianship*, vol. 42, no. 5: 604-611. [2016 impact factor 1.287]
- Junisbai, Barbara, Azamat Junisbai, and Nicola Ying Fry. 2015. "Mass Media Consumption in Post-Soviet Kyrgyzstan and Kazakhstan: The View from Below," *Demokratizatsiya: The Journal of Post-Soviet Democratization*, vol. 23, no. 3: 233-256.
- Junisbai, Barbara. 2014. "The Promise and Potential Pitfalls of a 'Learning-Centered' Approach to Creative Social Inquiry: Lessons Learned from an Undergraduate Seminar on Authoritarianism through Literature and Film," *Journal of Political Science Education*, vol. 10, no. 3: 331-351.
- Junisbai, Barbara. 2012. "Improbable but Potentially Pivotal Oppositions: Privatization, Capitalists, and Political Contestation in the Post-Soviet Autocracies," *Perspectives on Politics*, vol. 10, no. 4: 891-916. [2012 impact factor 1.963, ranked #10 in political science]
- Junisbai, Barbara. 2010. "A Tale of Two Kazakhstans: Sources of Political Cleavage and Conflict in the Post-Soviet Period," *Europe-Asia Studies*, vol. 62, no. 1: 235-269. [2010 impact factor .464; ranked #22 in area studies]
- Junisbai, Barbara, and Azamat Junisbai. 2005. "The Democratic Choice of Kazakhstan: A Case Study in Economic Liberalization, Intra-Elite Cleavage and Political Opposition," *Demokratizatsiya: The Journal of Post-Soviet Democratization*, vol. 13, no. 2: 373-392.

Book chapters

- Junisbai, Barbara, and Azamat Junisbai. "Comparing Political Generations in Kazakhstan: A Quantitative Analysis of Economic and Democratic Attitudes," in *Youth and National Identity in Central Asia*, ed. Marlene Laurelle. Pittsburgh, PA: Pittsburgh University Press. [accepted for publication]
- Junisbai, Barbara. Forthcoming in 2020. "Informal Politics: Elite-Led Pressure Groups," *Cambridge History of Inner Asia: The Modern Age*, eds. Annette Bohr and Edmund Herzig. Cambridge, UK: Cambridge University Press. [accepted for publication]
- Junisbai, Barbara, Azamat Junisbai, and Baurzhan Zhussupov. Forthcoming in 2019. "The Nazarbayev Generation," *Kazakhstan: Society and Governance (Kazakhstan: Société et Gouvernance)*, ed. Jean-Francois Caron. Quebec, Canada: Laval University Press. [accepted for publication]
- Junisbai, Barbara, Azamat Junisbai, and Baurzhan Zhussupov. 2018. "Two Countries, Five Years: Islam in Kazakhstan and Kyrgyzstan through the Lens of Public Opinion Surveys," in *Being Muslim in Central Asia: Practices, Politics and Identities*, ed. Marlene Laurelle. Leiden, The Netherlands: Brill. [reprint] <https://brill.com/abstract/title/32666>
- Junisbai, Barbara, Azamat Junisbai, and Nicola Ying Fry. 2018. "Mass Media Consumption in Post-Soviet Kyrgyzstan and Kazakhstan: The View from Below," in *Mass Media in the Post-Soviet World: Market Forces, State Actors, and Political Manipulation in the Informational Environment after Communism*, ed. Marlene Laurelle and Peter Rollberg. New York, NY: Columbia University Press. [reprint] <https://cup.columbia.edu/book/mass-media-in-the-post-soviet-world/9783838271163>
- Junisbai, Barbara. 2011. "Oligarchs and Ownership: The Role of Financial-Industrial Groups in Controlling Kazakhstan's 'Independent' Media," *After the Czars and Commissars: The Press in Post-Soviet Authoritarian Central Asia*, eds. Eric Freedman and Richard Shafer. East Lansing, MI: Michigan State University Press. <http://msupress.org/books/book/?id=50-1D0-3C4D#.WIVOI5M-e88>

Book reviews

- Junisbai, Barbara. 2014. Review of *Why Communism Did Not Collapse: Understanding Authoritarian Regime Resilience in Asia and Europe*, edited by Martin K. Dimitrov (New York: Cambridge University Press, 2013), in *Perspectives on Politics* (2014): 503-504.
- Junisbai, Barbara. 2012. Review of *Building States and Markets: Enterprise Development in Central Asia*, by Gul-Berna Özcan (Hampshire, UK: Palgrave Macmillan, 2010), in *East European Politics*, vol. 27, no.

4 (November): 482-483.

Junisbai, Barbara. 2012. Review of *Chaos, Violence, Dynasty: Politics and Islam in Central Asia*, by Eric McGlinchey (Pittsburgh: University of Pittsburgh Press, 2011), in *Perspectives on Politics*, vol. 10, no. 2 (June): 461-463.

Reports and interviews

Junisbai, Barbara, Azamat Junisbai, and Christopher Whitsel. 2017. "What Makes 'Ardent Democrats' in Kazakhstan and Kyrgyzstan?" *PONARS Eurasia Policy Memo No. 489*. Available at:

<http://www.ponarseurasia.org/memo/what-makes-ardent-democrats-kazakhstan-and-kyrgyzstan>.

"Golovkin Carries Belts and Kazakhstan's Hopes," interviewed by the *Daily Breeze*, September 15, 2017.

Available at: <https://www.dailybreeze.com/2017/09/15/whicker-golovkin-carries-belts-and-kazakhstans-hopes/>.

"Women in Academia – Dr. Barbara Junisbai," interview with the *Nazarbayev University Political Science Review*, March 8, 2016. Available at: <https://nupsreview.wordpress.com/2016/03/08/women-in-academia-series-dr-barbara-junisbai/comment-page-1/>.

"The Political Implications of Kazakhstan's Success at the 2012 Olympics," interview with the *Monocle Daily* (UK), August 9, 2012. Available at: <http://www.monocle.com/monocle24/?openshow=112>.

"Poslednyaya Popytka 'Novykh Bogatykh' Razygrat' Karty Demokratii v Kazakhstane" ("The Nouveau Riche's Last Attempt at Playing the Democracy Card in Kazakhstan"), interview with *Radio Free Europe/Radio Liberty Radio Kazakh Service*, November 18, 2011. Available in Russian at:

http://rus.azattyq.org/content/oppositional_movement_democratic_choice_kazakhstan_barbara_junisbai/24394309.html.

Junisbai, Barbara. 2002. "Controlling Conflict in Central Asia," *Foreign Service Journal*, vol. 79, no. 9: 47-50. Available at: <http://reliefweb.int/report/kazakhstan/focus-usaid-controlling-conflict-central-asia>.

WORKS IN PROGRESS

Junisbai, Barbara, and Azamat Junisbai. "Regime Type versus Patronal Politics: An Examination of Political Attitudes in Kazakhstan and Kyrgyzstan." [under review at *Post-Soviet Affairs*]

Junisbai, Barbara. *Risking Retribution: The Business of Political Opposition in Post-Soviet Eurasia*. [book manuscript]

GRANTS, FELLOWSHIPS, AND HONORS

2018-19 Active Learning Faculty Fellowship, Claremont Colleges Center for Teaching and Learning

2018 Research Fellow, "Youth and National Identity in Central Asia," Institute for European, Russian and Eurasian Studies, Elliott School of International Affairs, George Washington University (\$4,000)

2018 Summer fieldwork grant, "Local Responses to Global Challenges: The Case of Birmingham, UK," Institute for Global-Local Action and Study, Pitzer College (\$5,000)

2018 Course development grant for [Inside-Out](#) course on "College," Center for Teaching and Learning, The Claremont Colleges (\$1,500)

2017 Grapples and Oranges Featured Teacher, in recognition for dedication to teaching and mentoring writers on campus, Pitzer College Writing Center <https://www.pitzer.edu/writing-center/grapples-and-oranges/>

2013-14 Co-PI, Assessment in Action (AiA) project to assess first-year seminar collaboration with The Claremont Colleges Library on first-year information literacy, implemented by the Association of College and Research Libraries and funded by a National Leadership Demonstration Grant by the Institute of Museum and Library Services (\$249,330)

2012-14 Co-PI, "Value Systems in Comparative Perspective," National Science Foundation (\$100,000)

2010-11 Hoffman Junior Postdoctoral Fellow in Eurasian Studies, The George Washington University

- 2010 Institute for European, Russian and Eurasian Studies (declined)
 2010 Research Fellow, Woodrow Wilson Center for International Scholars, Washington DC (\$12,000)
 2010 Greenough Award for Best Dissertation of the Year, Indiana University Political Science Department (\$500)
 2009 World Politics and Statecraft Fellowship, Smith Richardson Foundation (\$7,500)
 2009 Mellon Dissertation Write-Up Fellowship, Indiana University Russian and East European Institute (\$7,500)
 2009 Best Doctoral Student Paper Award, Association for the Study of Nationalities
 2009 Best Doctoral Student Paper Award, Central Eurasian Studies Association
 2007-08 Fulbright-Hays Fellow, fieldwork in the Kyrgyz Republic and Republic of Belarus (\$50,000)
 2007 Title VIII Research Scholar, fieldwork in Kazakhstan, ACTR/ACCELS (\$7,500)

CONFERENCE PAPERS

- “The First Family and Intra-Elite Conflict in Patronal Presidential Regimes: Examples from Central Asia,” paper to be presented at the Annual Conference of the Italian Association for the study of Central Asia and the Caucasus (IASCAC), University of Trieste, Italy, December 2018.
- “Patronage Norms, the First Family, and Presidential Legitimacy in Central Asia,” paper to be presented at the 50th Annual Convention of the Association for Slavic, East European, and Eurasian Studies (ASEEES), Boston, MA, November 2018.
- “The Nazarbayev Generation and Public Opinion in Kazakhstan,” paper presented at the Annual Conference of the Central Asian Studies Society (CESS), the University of Washington, Seattle, WA, October 2017.
- “‘Ardent Democrats’ in Kazakhstan and Kyrgyzstan: Political Context and Support for Democracy,” paper presented at the Program on New Approaches to Research and Security in Eurasia (PONARS Eurasia) 25th Annual Conference, Washington, DC, September 2017.
- “Political Context and Political Values: A Comparison of Democratic Attitudes in Kyrgyzstan and Kazakhstan,” paper presented at the Central Eurasian Studies Association/European Society for Central Asian Studies Regional Conference, Bishkek, Kyrgyzstan, June 2017.
- “Democracy, Anyone?” paper presented at the Annual Meeting of the American Political Science Association, Philadelphia, PA, September 2016.
- “‘Forging’ a National Identity for External Consumption: Kazakhstan, Globalization, and the Dilemmas of Post-Soviet Nation-Building,” paper presented at the International Conference of the Uppsala Centre for Russian and Eurasian Studies, Uppsala University, Sweden, June 2014.
- “Perfect Storm: Aligning Multiple Expertise to Improve Information Literacy at the First-Year Level,” presentation (with Natalie Tagge) at the New Directions in Information Literacy Conference, Augustana College, Rock Island, IL, April 2014.
- “Exploring Politics through Literature and Film: The First Year Seminar as an Introduction to College Writing and Creative Social Inquiry,” paper presented at the Teaching and Learning Conference, American Political Science Association (APSA), Long Beach, CA, February 2013.
- “Variation in Post-Soviet Political Opposition and Implications for the Study of Authoritarian Regimes,” paper presented at the International Conference on Eurasia, Russia, China, and India, Slavic Research Center, Hokkaido University, Sapporo, Japan, July 2012.
- “Improbable Oppositions in the Post-Soviet Autocracies,” paper presented at the Annual Conference of the American Political Science Association, Washington DC, September 2010.

INVITED TALKS AND LECTURES

- “Looking Back, Looking Forward: Strategic Perspectives for First-Generation College Students,” panelist,

- One Gen student organization, Claremont McKenna College, April 2018.
- “Wondering and Wandering with Old and New Eyes: How the Unfamiliar Can Spark our Curiosity and Our Imaginations.” lecture, the Global/Local Mentorship Program, Pitzer Study Abroad, Quito, Ecuador, March 2018.
- “Unpacking the ‘Competition’: Business-led Opposition in Post-Soviet Eurasia,” invited talk at the Political Science Department, Indiana University, Bloomington, IN, January 2014.
- “Going Paperless for Course Evaluations: Pitzer’s Experience Piloting Two Online Course Evaluation Systems,” invited talk (with Joanne Zhang), Bite of Learning Speaker Series, Harvey Mudd College, Claremont, CA, November 2013.
- “Privatization, Capitalists, and Political Contestation in the Post-Soviet Autocracies,” invited talk, Oldenborg Learning Center, Pomona College, Claremont, CA, February 2013.
- “Innovations to the First-Year Seminar (FYS) Program: With a Focus on Student Writing and Faculty Mentoring,” invited talk, Regular Meeting of the Pitzer College Board of Trustees, February 2013.
- “Overview of Russia’s Relations with the Post-Soviet States,” guest lecture, POL100: Introduction to International Relations, Scripps College, February 2013.
- “Variations on Kazakh-ness: What Internationally Competitive Sports Tell Us about Identity and Nation-Building in Kazakhstan,” invited talk, Research Focus Group on Identity, University of California Santa Barbara, Santa Barbara, CA, May 2012.
- “Studying Opposition Movements in Kazakhstan: Qualitative Research Methods and Data Analysis,” guest lecture, SOC95: Contemporary Central Asia, Pitzer College, April 2011.
- “The Kyrgyz Conflict: Overview and Forecast,” public talk, Woodrow Wilson Center for International Scholars, Washington DC, July 2010.
- “Business Elites and Political Opposition Movements in the Post-Soviet Autocracies,” policy briefing, U.S. Department of State, Washington DC, June 2010.

ACADEMIC ADVISING

Undergraduate adviser

Pitzer College, 2011-14, 2016-present (current advising load 48 students)

Nazarbayev University, 2014-16

- Graduate school acceptances: Bocconi School of Management (2018), Claremont Graduate University (2018), London School of Economics (2018), Columbia University (2018), University of Notre Dame (2018), University of Redlands (2015), University of Virginia (2013), London School of Economics (2012), University of Southern California (2012)
- Fulbright fellows: Ecuador (2013), Nepal (2013), South Korea (2013), Thailand (2013), Bangladesh (2012), Brazil (2012), Bulgaria (2012), Spain (2012)
- Other fellowships (selected): Teach for America (2018); English Teaching Assistantship with the French Ministry of Education, administered by the Fulbright program (2013); Carnegie Endowment for International Peace (2012); Pomona College Independent Summer Research Program in Almaty, Kazakhstan (2012)
- Funded language study programs: Critical Language Summer Program, Arizona State University (Russian, 2013); Intensive Summer Language Program, Cornell University (Nepali, 2013); UK Summer Institutes (2013); ACTR Russia and Eurasian Outbound Programs for summer study in Moscow (Russian, 2011)
- Internships and training (selected): Kaya Collaborative Internship for Filipino Americans (2018), Eli Lily Summer Internship Program (2018), Management Leadership for Tomorrow Career Preparation Program (2018), Asian Pacific American Institute for Congressional Studies Summer Internship Program (2017), Americans for Progress Internship Program (2017)
- Study abroad: Botswana, China, Denmark, Ecuador, England, France, India, Italy, Japan, Morocco,

Nepal, Scotland, Spain, Vietnam

Undergraduate thesis reader

- Sophie Morgan Burns, "Organizational Culture and Wilderness Adventure Programs: Perspectives of Outward Bound Instructors and Participants," Scripps College, Organizational Studies, 2018 (1st reader)
- Rachel J. Geller, "Schools Uniting Neighborhoods: Sustainable and Racial Equity in a Community Schools Initiative," Scripps College, Organizational Studies, 2018 (2nd reader)
- Harry J. Polstein, "Becoming You: The Path to Living a Mindful Life," Pitzer College, Special Major, 2017 (3rd reader)
- Clare Schuett-Hall, "Addressing Sexuality: Organizations in Undefined Space," Scripps College, Organizational Studies, 2017 (2nd reader)
- Megan Hester, "Power and Gender Dynamics in a Market Culture: A Case Study," Scripps College, Organizational Studies, 2016 (2nd reader)

PhD dissertation adviser

- Rena Salayeva, "Finding Democracy in Authoritarian Elections: Strategies for Mobilizing and Rewarding Russian Voters," Claremont Graduate University, Politics and Government Department, 2017 (3rd reader)
- Nurken Aitymbekov, "Nation-Building in Kazakhstan: The Kazakh versus Kazakhstani Controversy," Al-Farabi Kazakh National University Department of Philosophy and Political Science, 2015 (outside reader)

MA thesis adviser

Nazarbayev University Political Science and International Relations Department, 2015-16

- Raikhan Satymbekova, "Women in Parliament: A Comparative Study of Kazakhstan and Belarus" (1st reader)
accepted to Erasmus Mundus Master's Program in Feminist Studies at University of Barcelona (fully funded, declined) and to the MA Program in Gender and Feminist Studies at Central European University (CEU) in Budapest, Hungary (fully funded, accepted), fall 2016
- Zhaniya Turlubekova, "Legacies, Bribes, or Culture: Prosecuting Large-Scale Drug Trafficking in Kazakhstan" (2nd reader)
accepted to PhD in Cultural and Global Criminology at University of Leeds (fully funded), fall 2016
- Makhabbat Issabekova, "Attract or Restrict? Kazakhstan's Migration Policy toward High-Skilled Labor" (2nd reader)
- Aisulu Kazhikenova, "Choosing Aid: When Do States Become Donors?" (2nd reader)

SERVICE

Governance committees

Member, Western Association of Schools and Colleges (WASC) Steering Committee, Pitzer College, 2018-19

Member, Curriculum Committee, Pitzer College, 2017-18

Member, Writing Assessment Team, Pitzer College, 2017-18

Member, Strategic Master Planning Team, The Claremont Colleges Library, 2016-17

Member, Teaching and Learning Committee, Nazarbayev University, 2014-16

Member, Dean's Council, Nazarbayev University, 2014-15

Co-chair, Diversity Committee, Pitzer College, 2013-14

Ex-officio member, Academic Standards Committee, Pitzer College, 2013-14

Chair, First-Year Seminar Task Force, Pitzer College, 2012

Co-chair, Teaching and Learning Committee, Pitzer College, 2011-14

Selection/search committees

Search committee member, Dean of Faculty hire, Pitzer College, 2018-19
Selection committee member, Central Eurasian Studies Society (CESS) Book Award, 2018
Selection committee member, Central Eurasian Studies (CESS) pre-conference workshops, 2018
External reviewer, MA admissions, Nazarbayev University Political Science Department, 2016-2018
Search committee member, Nazarbayev University Political Science Faculty and Chair hires, 2014-15
Evaluation committee member, Claremont Colleges Library Undergraduate Research Award, spring 2014
Search committee co-chair, Director of Academic Assessment hire, fall 2011
Fulbright evaluation committee member, Pitzer College, 2010-12, 2016

Conferences and events

Organizer, panel on "The Regime as Performer: Political Norms, Discourse, and Legitimacy in Russia and Central Asia," the 50th Annual Convention of the Association for Slavic, East European, and Eurasian Studies (ASEEES), to be held in Boston, MA, November 2018.
Chair, panel on "Civil Society and Political Activism in Putin's Russia," the 50th Annual Convention of the Association for Slavic, East European, and Eurasian Studies (ASEEES), to be held in Boston, MA, November 2018.
Discussant, panel on "Education and Performance in Eurasia," the 50th Annual Convention of the Association for Slavic, East European, and Eurasian Studies (ASEEES), to be held in Boston, MA, November 2018.
Discussant, panel on "Post-Soviet Authoritarianism: Resilience or Deterioration?" the 49th Convention of the Association for Slavic, East European, and Eurasian Studies (ASEEES), Chicago, IL, November 2017.
Discussant, panel on "The Inclusive Classroom," Annual Teaching and Learning Conference of the American Political Science Association, Long Beach, CA, February 2017.
Discussant, Program on New Approaches to Research and Security (PONARS) Eurasia Policy Workshop, sponsored by George Washington University, the University of Wisconsin, and Nazarbayev University, Astana, Kazakhstan, June 2015.
Organizer, public talk on "The Future of Democracy in the 21st Century," given by political theorist Jeffrey C. Isaac (Indiana University), Pitzer College, Claremont, CA, March 2013.
Organizer, faculty colloquium on publishing in *Perspectives on Politics*, The Claremont Colleges, March 2013.
Chair, panel on "Elite Networks and Political Competition in Central Asia and the South Caucasus," Annual Convention of the Association for Slavic, East European, and Eurasian Studies, Washington DC, November 2011.
Chair, panel on "Authoritarianism in the Former Soviet Union: Causes and Consequences," Annual Conference of the American Political Science Association, Seattle, WA, September 2011.
Chair and discussant, panel on "Prospects for Change in Central Asia," Annual Convention of the Association for Slavic, East European, and Eurasian Studies, Los Angeles, CA, November 2010.
Moderator, "The High Jacking of a Government and the Collapse of a Society: The Kyrgyz Protests and Violence of 2010," Rumi Forum, Washington DC, June 2010.

Peer reviewer

Manuscript reviewer for *Central Asian Survey*, *Europe-Asia Studies*, *International Journal of Communication*, *Journal of Political Science Education*, *Journal of Politics*, and *Perspectives on Politics*

LANGUAGES

Russian – fluent; Kazakh – elementary; Spanish – elementary; Mandarin – basic

PROFESSIONAL ASSOCIATIONS

American Political Science Association, <http://www.apsanet.org/>
Association for Slavic, East European, and Eurasian Studies, <http://www.aseees.org/>
Central Eurasian Studies Society, <http://www.centraleurasia.org/>
Organization Development Network, <http://www.odnetwork.org/>
Program on New Approaches to Research and Security in Eurasia, <http://www.ponarseurasia.org/>

PROFESSIONAL DEVELOPMENT

Inside-Out Prison Exchange Teaching Certification, Temple University, summer 2018
Faculty Success Program, National Center for Faculty Development and Diversity, University of California Los Angeles, summer 2018
Management Development Program, Harvard University Graduate School of Education, summer 2012

REFERENCES

Jeff Lewis, Associate Professor of Organizational Studies
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