

# BARBARA J. JUNISBAI, PhD

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## EMPLOYMENT

since 2025	Full Professor of Organizational Studies, Pitzer College
spring 2024	Adjunct Professor, Dept. of Behavioral and Organizational Studies, Claremont Graduate University
fall 2022	Interim Director, Critical Action & Social Advocacy (CASA), Pitzer College
2021-24	Faculty Co-Director, Center for Teaching and Learning, Claremont Colleges Consortium
2020-25	Associate Professor of Organizational Studies, Pitzer College
2016-20	Assistant Professor of Organizational Studies, Pitzer College
2014-16	Assistant Professor, Department of Political Science and International Relations, Nazarbayev University (Astana, Kazakhstan)
2011-14	Assistant Dean of Faculty, Pitzer College
2010-11	Visiting Assistant Professor of Political Studies, Pitzer College
2001-03	Information Officer, U.S. Agency for International Development (USAID), Central Asia Regional Mission (Almaty, Kazakhstan)

## EDUCATION

Ph.D.	Political Science, Indiana University, December 2009  <u>dissertation</u> : <i>Market Reform Regimes, Elite Defections, and Political Opposition in the Post-Soviet States: Evidence from Belarus, Kazakhstan, and Kyrgyzstan</i>  <u>awards</u> : Fulbright-Hays Doctoral Dissertation Fellowship, Title VIII Research Scholar, Smith Richardson Foundation World Politics and Statecraft Fellowship, Mellon Dissertation Write-Up Fellowship, Association for the Study of Nationalities (ASN) Best Doctoral Student Paper Award, Central Eurasian Studies Association (CESS) Best Doctoral Student Paper Award, IU Political Science Departmental Award for Best Dissertation of the Year
M.I.S.	Information Science, Indiana University, May 2002
B.A.	International Relations and Geography, San Francisco State University, May 1998 graduated <i>Phi Beta Kappa</i> , <i>summa cum laude</i> , and with departmental honors

## RESEARCH AND TEACHING INTERESTS

- *scholarship of teaching and learning*: prison education, liberatory pedagogies, feedback loops
- *organizational studies*: organizational culture, organizational learning, communities of practice
- *post-Soviet/Central Asian politics*: comparative authoritarianism, intra-regime conflict, public opinion

## PUBLICATIONS

*Scholarship of teaching and learning: blind peer reviewed*

Junisbai, Barbara, Reggie Bullock (Pitzer '22), and Brian Charest. 2025. "[Transformative Disruption: Faculty Perspectives on the Inside-Out Prison Exchange](#)." *Professing Education* 23 (1): 68-87.

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* 42 (5): 604-611. [2016 impact factor 1.287]

Junisbai, Barbara. 2014. "The Promise and Potential Pitfalls of a 'Learning-Centered' Approach to Creative Social Inquiry." *Journal of Political Science Education* 10 (3): 331-351. [2014 impact factor 1.005]

*Scholarship of teaching and learning: in progress*

Junisbai, Barbara, Reggie Bullock (Pitzer '22), and Brian Charest, "What Prison Education Means to Faculty: How Teaching 'Inside' Impacts College Instructors 'Outside'," manuscript in preparation.

Junisbai, Barbara, Reggie Bullock (Pitzer '22), and Brian Charest, "Colluding with or Challenging the Carceral State? Faculty Perspectives on the Inside-Out Prison Exchange," manuscript in preparation.

*Organizational studies: in progress*

González-Morales, M. Gloria, Alyssa Birnbaum, Jennifer Feitosa, and Barbara Junisbai, "Development and Validation of a Family-Building Friendly Climate Scale," 40 qualitative interviews underway.

Ilyasov, Marat and Barbatra Junisbai, "Visions for the Liberal Arts in the Age of AI," proposed study under human subjects review.

*Post-Soviet/Central Asian politics: blind peer reviewed*

Junisbai, Barbara. 2025. [\*The Pitfalls of Family Rule: Patronage Norms, Family Overreach, and Political Crisis in Kazakhstan and Beyond\*](#). Ithaca, NY: Cornell University Press.

Junisbai, Barbara, and Azamat Junisbai. 2020. "Are Youth Different? The Nazarbayev Generation and Public Opinion in Kazakhstan." *Problems of Postcommunism*, 67 (3): 251-263. [2020 impact factor 2.127]

Whitsel, Christopher, Barbara Junisbai, and Azamat Junisbai. 2019. "Polarization During Institutional Decline: Variation in Educational Attainment in Post-Soviet Central Asia, 1991-2006." *European Education* 51 (3): 186-211. [2019 impact factor 1.389]

Junisbai, Barbara, and Azamat Junisbai. 2019. "Regime Type versus Patronal Politics: A Comparison of 'Ardent Democrats' in Kazakhstan and Kyrgyzstan." *Post-Soviet Affairs* 35 (3): 240-257. [2018 impact factor 2.200]

Junisbai, Barbara, Azamat Junisbai, and Baurzhan Zhussupov. 2017. "Two Countries, Five Years: Islam in Kazakhstan and Kyrgyzstan through Public Opinion Surveys." *Central Asian Affairs* 4 (1): 1-25.

Junisbai, Barbara, Azamat Junisbai, and Nicola Ying Fry (Pitzer '14). 2015. "Mass Media Consumption in Post-Soviet Kyrgyzstan and Kazakhstan: The View from Below." *Demokratizatsiya: The Journal of Post-Soviet Democratization* 23 (3): 233-256.

Junisbai, Barbara. 2012. "Improbable but Potentially Pivotal Oppositions: Privatization, Capitalists, and Political Contestation in the Post-Soviet Autocracies." *Perspectives on Politics* 10 (4): 891-916. [2012 impact factor 1.963]

Junisbai, Barbara. 2010. "A Tale of Two Kazakhstans: Sources of Political Cleavage and Conflict in the Post-Soviet Period." *Europe-Asia Studies* 62 (1): 235-269. [2010 impact factor 1.19]

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* 13 (2): 373-392.

*Post-Soviet/Central Asian politics: policy reports and interviews*

Duvanova, Dinissa, and Barbara Junisbai. 2022. [\*"Outsourcing Violence: Provocateurs and Power Struggles in Kazakhstan, January 2022," PONARS Eurasia Policy Memo No. 781.\*](#)

Junisbai, Azamat, and Barbara Junisbai. 2019. [\*"Institutional Trust in Kazakhstan versus Kyrgyzstan," PONARS Eurasia Policy Memo No. 573.\*](#)

[\*"O Raschetlivom i Apolotichnom Pokolenii Novogo Kazakhstana"\*](#) ("On Kazakhstan's Discerning and Apolitical New Generation"), *Fergana News*, January 8, 2019.

Junisbai, Barbara, Azamat Junisbai, and Christopher Whitsel. 2017. [\*"What Makes 'Ardent Democrats' in Kazakhstan and Kyrgyzstan?" PONARS Eurasia Policy Memo No. 489.\*](#)

[“Golovkin Carries Belts and Kazakhstan’s Hopes,”](#) interview with *The Daily Breeze*, September 15, 2017.

“Women in Academia – Dr. Barbara Junisbai,” interview with the *Nazarbayev University Political Science Review*, March 8, 2016. <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.

[“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.

#### *Post-Soviet/Central Asian politics: chapters in edited volumes*

Junisbai, Barbara, and Azamat Junisbai. 2019. “Are Youth Different? The Nazarbayev Generation and Public Opinion in Kazakhstan,” in *The Nazarbayev Generation: Studies on Youth in Kazakhstan*, ed. Marlene Laruelle. New York, NY: Lexington Books. [reprint]

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 Laruelle. Leiden, The Netherlands: Brill. [reprint]

Junisbai, Barbara, Azamat Junisbai, and Nicola Ying Fry (Pitzer ’14). 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*, eds. Marlene Laruelle and Peter Rollberg. New York, NY: Columbia University Press. [reprint]

Junisbai, Barbara. 2011. “Oligarchs and Ownership: The Role of Financial-Industrial Groups in Controlling Kazakhstan’s ‘Independent’ Media,” in *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.

#### **AWARDS AND HONORS**

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| 2025 | Student Marshal, Class of 2025 Commencement, Pitzer College (elected by the senior class)  |
| 2025 | Co-PI, “Development and Validation of a Family-Building Friendly Climate Scale,” Blaise Challenge Award, Claremont Graduate University, with M. Gloria González-Morales, Alyssa Birnbaum, and Jennifer Feitosa (\$24,663)                        |
| 2024 | University of Notre Dame, Institute for Ethics and the Common Good, <a href="#">Signature Course Fellowship</a> on Human Thriving (\$50,420)   |
| 2024 | Course development grant for ORST151: Participatory Action Research, <a href="#">Justice Education Center</a> , Claremont Colleges Consortium (\$5,000)  |
| 2024 | Student Marshal, Class of 2024 Commencement, Pitzer College (elected by the senior class)  |
| 2023 | Course Development Grant, “Building a Community of Practice,” <a href="#">Sontag Center for Collaborative Creativity</a> , Claremont Colleges Consortium, with Tessa Hicks-Peterson, Stephanie Liu-Rojas, Tricia Morgan, and Kathy Yep (\$5,000) |
| 2023 | Student Marshal, Class of 2023 Commencement, Pitzer College (elected by the senior class)  |
| 2021 | Inaugural Faculty Curator, The Work of Yusef Pierce, Pitzer College Art Galleries  |
| 2021 | Student Marshal, Class of 2021 Virtual Commencement, Pitzer College (elected by the senior class)  |
| 2020 | Student Marshal, Class of 2020 Commencement, Pitzer College (elected by the senior class)  |
| 2019 | Open Classrooms Week, selected for “faculty to visit and observe the classrooms of excellent, inclusive teachers,” <a href="#">Center for Teaching and Learning</a> , Claremont Colleges Consortium  |
| 2019 | Student Marshal, Class of 2019 Commencement, Pitzer College (elected by the senior class)  |
| 2018 | Active Learning Faculty Fellow, Center for Teaching and Learning, Claremont Colleges Consortium  |

- 2018 3<sup>rd</sup> place, Dancing with the Claremont Stars, Claremont Colleges Ballroom Dance Company (with Elijah Whitsett, Harvey Mudd College '19)
- 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 Course development grant for ORST161: College [Inside-Out](#), Center for Teaching and Learning, Claremont Colleges Consortium (\$1,500)
- 2017 Grapples and Oranges Featured Teacher, in recognition for dedication to teaching and mentoring writers on campus, Pitzer College Writing Center
- 2013 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, with Sara Lowe and Natalie Tagge (\$249,330)
- 2012 Co-PI, "[Value Systems in Comparative Perspective](#)," National Science Foundation, with Azamat Junisbai (\$100,000)
- 2010 Hoffman Junior Postdoctoral Fellow in Eurasian Studies, The George Washington University Institute for European, Russian and Eurasian Studies (\$12,000 declined)
- 2010 [Fellow](#), Woodrow Wilson Center for International Scholars, Washington DC (\$12,000)

## CONFERENCE PARTICIPATION (SINCE 2020)

### *Scholarship of teaching and learning*

- Roundtable organizer and participant, "Convict Criminology #3: Challenges of Equity, Sustainability, and Collaboration with the Carceral State in Inside-Out Programs," Annual Meeting of the American Society of Criminology, Philadelphia, PA, November 2023. With Kenny Butler (Pitzer '22), Damian Busby (Pitzer '23), Arthur Groneman, and Brandon Kellum.
- "Transformative Disruption: Perspectives on Teaching in Prison," paper presented at the Annual Conference on Education and Justice, University of Hawaii, Honolulu, October 2023. With Reggie Bullock (Pitzer '22) and Brian Charest.
- "The Impacts of 'Inside-Out' on Faculty Self-Conception, Pedagogy, and Beyond," paper presented at the Annual Convention of the National Council of Teachers of English (NCTE), Anaheim, CA, November 2022.

### *Post-Soviet/Central Asian politics*

- Panel discussant, "Solutions that Create Problems: Examples from Education Reforms in Kazakhstan, Kyrgyzstan, Tajikistan, and Uzbekistan," Central Eurasian Studies Society (CESS), Pittsburgh, PA, October 2023.
- Panel organizer and discussant, "The Politics of Reform in Kazakhstan," Annual Convention of the Association for the Study of Slavic, East European, and Eurasian Studies (ASEEES), Chicago, IL, November 2022.
- Panel discussant, "Public Opinion, Leadership Succession, and Judicial Politics in Central Asia," Annual Convention of the Association for the Study of Slavic, East European, and Eurasian Studies (ASEEES), Chicago, IL, November 2022.
- "The Pitfalls of Family Rule," paper presented at the Annual Meeting of the American Political Science Association (APSA), Montréal, Quebec, September 2022.
- "The Repertoire of Repression in Post-Soviet Autocracies: What Can We Learn from Kazakhstan's Failed Coup?" paper presented at the Program on New Approaches to Research and Security in Eurasia (PONARS) Spring Policy Conference, Washington, DC, March 2022. With Dinissa Duvanova.
- "Are Young People Different? Public Opinion in Kazakhstan," paper prepared for the British Association for Slavonic and East European Studies (BASEES), Cambridge, UK, May 2020 (canceled due to COVID).

## TALKS, WORKSHOPS, AND EVENTS (SINCE 2020)

### *Scholarship of teaching and learning*

Keynote speaker, "Beyond 'Sage on the Stage' and 'Guide on the Side': the Power of an Authentic Teaching Narrative," After Grad: Teaching Careers Week, University of California Riverside, May 2022.  
Faculty panelist, "The Inside-Out Course: A Conversation on Building the Prison to School Pipeline," University of Redlands, March 2022.

### *Scholarship of teaching and learning (Claremont Consortium)*

Workshop co-facilitator, "Grading and Ungrading," Summer Course Re-design Institute, Center for Academic and Faculty Excellence, Claremont Graduate University, June 2023. With Sadie Otte.  
Faculty panelist, "Open Pedagogy: Teaching with Pressbooks and Hypothesis.is," Pomona College, December 2020.

### *Scholarship of teaching and learning: Claremont Colleges Center for Teaching and Learning*

Panel organizer and presenter, "Beyond Course Evaluations," CTL Inaugural Faculty Fellows Day, May 2024.  
Workshop facilitator, "Peer Observation Triads: A Collaborative Community of Educators who Observe, Converse, and Learn from Each Other," CTL Teaching Tune-up, January 2024.  
Workshop facilitator, "In-class Activities," CTL Fundamentals in Inclusive Teaching, September 2023.  
Workshop facilitator, "Peer Review as Community-Building," CTL Fundamentals in Inclusive Teaching, April 2023.  
Workshop co-facilitator, "Difficult Discussions," CTL Teaching Tune-Up, January 2023. With Michelle Decker.  
Faculty panelist, "Post-Pandemic Teaching: Surprising Successes," April 2021.

### *Scholarship of teaching and learning: Pitzer College*

Lead facilitator, "[The Transformative Power of Organizational Metaphors](#)," [The Inaugural Conference of the Justice Education Initiative](#), April 2022.  
Workshop organizer and facilitator, "Inclusive Pedagogies, Part 2," designed for a group of 18 Pitzer faculty and student participants, August 2021.  
Workshop organizer and facilitator, "Inclusive Pedagogies, Part 1," designed for the full Pitzer faculty, April 2021.  
Faculty panelist, "Alternative Approaches to Grading," Pitzer College, March 2021.  
Teaching Demonstration, "[Organizational Studies and the Praxis of a Liberal Arts Education](#)," Family Weekend, February 2021.  
Faculty representative, "[Launch of the First Bachelor's Degree Pathway in the U.S. for Currently Incarcerated Students based on the Inside-Out Curriculum](#)," December 2020.

### *Post-Soviet/Central Asian politics*

Invited speaker, "The Pitfalls of Family Rule in Central Asia and Beyond," Havigurst Center for Russian and Post-Soviet Studies, Miami University of Ohio, Oxford, OH, April 2023.  
Invited speaker, "Russia's War on Ukraine in Historical and Political Context," United National Association Pomona Valley Chapter, Claremont, CA, March 2022.  
Invited speaker, "Interpreting Kazakhstan's Recent Political Unrest," Central Asia Working Group, University of North Carolina Chapel Hill, March 2022.  
Expert panelist, "[What is Happening in Kazakhstan?](#)" Hosted by the Central Asia Program at George Washington University and co-sponsored with the Carnegie Endowment for International Peace, the Davis Center for Russian and Eurasian Studies, the Oxus Society for Central Asian Affairs, and Radio Free Europe/Radio Liberty, January 2022.

International expert, “*Youth of Kazakhstan 2020: Report Launch and Discussion*,” Ministry of Information and Culture of Kazakhstan, Astana, Kazakhstan, December 2020. [In Russian]

## ACADEMIC ADVISING (SINCE 2020)

### *Undergraduate adviser*

- Current advising load: 27 Pitzer, Scripps, and Claremont McKenna College students
- Graduate school acceptances: Claremont Graduate University (2025), Cal State San Bernardino (2025), University of Southern California (2025), Cal State Dominguez Hills (2024), University of Pennsylvania (2023), Vanderbilt University (2023), University of Hawaii (2022, 2024), Cal Poly Pomona (2023), Cal State Sacramento (2022), Tufts (2022), Tulane (2022), NYU (2021), University of California Berkeley (2021), University of Michigan (2021), University of California Riverside (2020), Georgetown University (2020)
- Fellowships and awards: University of Mississippi Undergraduate Research Experience (2025), Peace Corps (2024), Mellon Mays (2024); Napier Award (2022, 2024); University of New Mexico Undergraduate Research Experience (2023); Horticulture Society of Southern California (2023); Kallick Award for Community Service (2022, 2023); Jesse Unruh Assembly Fellowship, Capitol Fellows Program (2022); Executive Fellowship, Capitol Fellows Program (2022); Summer Institute for Medical Students, Hazelden Betty Ford Foundation (2022); Fulbright Fellowship to Nepal (2024), Uganda (2022), Taiwan (2022), and Spain (2021); Getty Marrow Undergraduate Internship (2021)

### *Undergraduate thesis reader*

#### 2024-2025

1. Sami Gottsegen, “Political Identity and Public Space: Problematizing Open Space Preserves in Marin County,” *Organizational Studies*, Pitzer College May 2025. (3rd reader)
2. Cameron MacDonald, “Revolutionary Play: Using Story Telling Games to Handle Real Shit,” *Organizational Studies and Studio Art*, Pitzer College, May 2025. (3rd reader)
3. Rachel Roxarzade, “So That Everyone Can Partake: A Menu of Options for Handling Food Allergies in College Dining Halls,” *Organizational Studies*, Pitzer College, May 2025. (2nd reader)
4. Lucy Waggoner-Lu, “Records of Love, Justice, and Spirituality: Conversations and (Hi)stories of Subjugated Knowledge,” *Religious Studies and Organizational Studies*, Scripps College, May 2025. (2nd reader)
5. Max Barak, “Reconstructing Truth: Digital Epistemic Harms and the Shift Toward Institutional Responsibility,” *Philosophy and Organizational Studies*, Pitzer College, December 2024. (1st reader)
6. Stryder Rodenberg, “Xerophilia: Lessons from a River,” *Organizational Studies*, Pitzer College, December 2024. (3rd reader)
7. Adaija Shepherd, “Unpacking Diversity, Equity, and Inclusion Myths: Striving for Lasting Organizational Accountability,” *Organizational Studies*, Pitzer College, December 2024. (1st reader)
8. Ella Sundstrom, “Palaces for the People: How the Historical Development of Organizational Culture in American Public Libraries Aids Librarians in Navigating Growing Politicization,” *Organizational Studies*, Scripps College, December 2024. (1st reader)
9. Anjuli Turner, “How Code-Switching Impacts Authenticity Among Black Professionals,” *Organizational Studies*, Pitzer College, December 2024. (1st reader)

#### 2023-24

1. Amya Bolden, “Small Business Survival Mechanisms: Navigating External Financing During Covid-19,” *Economics and Organizational Studies*, Pitzer College, May 2024. (2nd reader)
2. Molly Craig, “The Evolution of Attractiveness: A Comparative Analysis of Beauty Norms at Scripps College,” *Organizational Studies*, Scripps College, May 2024. (1st reader)
3. Sophie Dorn, “Roadblocks Ahead: High-Speed Rail Setbacks in the United States—Reflections and

Ramifications,” Environmental Analysis and Organizational Studies, Pitzer College, May 2024. (2nd reader)

4. Marina Rodriguez-Garcia, “Navigating the Unknown: How productivity has shifted in the classroom and in the workplace pre and post COVID, a series of interviews conducted with alumni and current Pitzer students,” Organizational Studies, Pitzer College, May 2024. (1st reader)
5. Sarah Snyder, “Divergent Definitions of Sustainability in Discussions of the Inland Empire Logistics Industry,” Environmental Analysis and Organizational Studies, Pitzer College, May 2024. (2nd reader)
6. Serina Thompson, “The Cultural Fabric of Family Support: Parental Leave Policies in Sweden and the United States,” Organizational Studies, May 2024, Scripps College. (1st reader)
7. Alex Wise, “Threats to Due Process: The Intersection of Narrow Discovery Rules and the Trial Penalty,” Political Studies and Organizational Studies, Pitzer College, May 2024. (1st reader)
8. Aviva Maxon, “Diversifying the Work Force: Women in Plumbing,” Organizational Studies, Scripps College, December 2023. (1st reader)

#### 2022-23

1. Nejat Ali, “Reimagining Education: The Role of Afrocentric Schools and Values in Addressing Black Students Success,” Africana Studies and Organizational Studies, May 2023, Pitzer College. (2nd reader)
2. Aloha Cerit, “Conceptions of Class, Career, and Mobility at Pitzer College,” Organizational Studies and Sociology, Pitzer College, May 2023. (1st reader)
3. Amaya Gustave, “‘Us First’: Merging Perspectives on Workplace Diversity, Equity, and Inclusion,” Organizational Studies, Pitzer College, May 2023. (1st reader)
4. Bella Hubbard, “Work as the New Religion: And Rest as a Response,” Organizational Studies, Pitzer College, May 2023. (1st reader)
5. Aditi Madhok, “WOC in Work: Growing Opportunities for Capacity,” Organizational Studies, Pitzer College, May 2023. (1st reader)
6. Laila Ujvarosi-Kent, “Crime, Illness, and Abolition: An Exploration of the Connective Tissue Within,” Organizational Studies, Scripps College, May 2023. (1st reader)
7. Shay Reifert, “From Pitzer to Education: Exploring Alumni Expertise,” Organizational Studies, Pitzer College, May 2023. (1st reader)

#### 2021-22

1. Milly Chi, “‘[Everyone] Developed an Appetite for Capitalism’: My Grandfather’s History Selling Black Market U.S. Post Exchange Goods in Cold War Taiwan,” Asian American Studies and Organizational Studies, Pitzer College, May 2022. (2nd reader)
2. Lilin Keicho, “The Organizational Transformation of an Inter-Collegiate Acappella Group,” Organizational Studies, Scripps College, May 2022. (1st reader)
3. Jessica Sass, “Facing History and Native Curriculum in Canada,” Political Studies and Media Studies, Pitzer College, May 2022. (2nd reader)
4. Hannah Thalberg, “Implementing Disordered Eating Interventions in Institutions of Higher Education,” Organizational Studies, Scripps College, May 2022. (1st reader)
5. Brandon Baer, “Street Smart Solutions to Homelessness: A Conduit Approach for Representing People Experiencing Homelessness in Los Angeles Policy,” Environmental Analysis and Organizational Studies, Pitzer College, December 2021. (2nd reader)
6. Alexandra Rivasplata, “The Economic and Social Decline of Women’s Colleges Across the United States,” Economics and Organizational Studies, Scripps College, December 2021. (2nd reader)

#### 2020-21

1. Liz Kreppel, “Meta-Analysis of Peer Counseling on Mental Health of Youth,” Psychology and



Organizational Studies, Pitzer College, May 2021. (1st reader)

2. Xiang (Stella) Li, "Workplace Sexual Harassment and Its Relationship to Mental Health Outcomes and Job Satisfaction: A Closer Look into the Experience of Young Chinese Professionals," Psychology and Organizational Studies, Pitzer College, May 2021. (1st reader)
3. Tyra Popovich, "Surfing Superheros: Role Models and Representation of Black Surfers in Film and Media" Organizational Studies, Pitzer College, May 2021. (1st reader)
4. Emma Haskell, "Social Media as a Tool for Anti-racist Corporate Disruption in the Fashion Industry," Media Studies and Organizational Studies, Scripps College, December 2020. (2nd reader)
5. Annabel Walsh, "Corporate Social Responsibility and Corporate Performance: Does It Pay to be Good?" Scripps College, Economics and Organizational Studies, Scripps College, December 2020. (2nd reader)

#### *MA thesis and PhD dissertation reader*

1. Miras Orazbek, "Resilience of the Mass Democracy Movement in Belarus," Nazarbayev University (Astana, Kazakhstan), MA conferred in May 2022.
2. Vladimir Ni, "Causes of Ethnic Clashes in Kazakhstan," Nazarbayev University, MA conferred in May 2021.
3. Akbota Shakeeva, "National and Civic Identities in Kazakhstan," Al-Farabi Kazakh National University (Almaty, Kazakhstan), PhD conferred in May 2021
4. Alina Nurtas, "Environmental Policy as a Foreign Policy Tool," Nazarbayev University, MA conferred in May 2020.

#### **SERVICE (SINCE 2020)**

##### *Service to professional and community organizations*

External reviewer, *Journal of Political Science Education*, *Problems of Post-Communism*, and *Post-Soviet Affairs*

Elected member of the board, [Central Eurasian Studies Society](#) (CESS), 2021-23

Chair, CESS Communications Committee, 2022-23

Member, CESS Summer (Tashkent, Uzbekistan) Conference Organizing Committee, 2022

External reviewer, [Carnegie Corporation of New York](#), since 2021

Member, international advisory board, [Central Asian Survey](#), 2020-22

Appointed member, [Advisory Committee on Racial Equality](#), Claremont Unified School District, 2020-21

Kazakhstan country expert, [Varieties of Democracy Project](#) (V-Dem), 2020

External reviewer, MA Admissions Committee, Nazarbayev University, 2020, 2021

##### *Service to Pitzer College and the Claremont Consortium*

Faculty representative, WASC Reaccreditation Steering Committee, 2025-2027

Co-creator and co-facilitator, Peer Observation Triads, a pilot program comprised of faculty from Claremont McKenna, Harvey Mudd, Pitzer, and Scripps Colleges, summer and fall 2024

Faculty representative, search committee for Vice President for Student Affairs and Dean of Students, May 2024

Pitzer representative, Faculty Library Advisory Council, 2023-24

Organizer, Organizational Studies faculty retreat, August 2023

Organizer, community sound bath, open to faculty, staff, and students, May 2023

Organizer, Organizational Studies dinner and celebration of graduating seniors, Alumni Weekend, April 2023

Organizer, "We Belong Together: Staying Connected through Institutional Harm," community workshop open to faculty, staff, and students, March 2023



Faculty advisor, Organizational Studies Student Association, since spring 2023  
Lead author, Organizational Studies Self-Study, summer-fall 2022  
Facilitator, community-building and visioning sessions, Strategic Planning Retreat for the Offices of the Treasurer, Human Resources, and Facilities, summer 2022  
Elected member, Appointments, Promotion, and Tenure Committee, 2021-23  
Founding member, Justice Education field group, 2021-2022  
Faculty mentor, International Student Orientation, session on academic and cultural adjustment, since 2021  
Admission committee member, BA Pathway Program for Incarcerated Students, California Rehabilitation Center, 2020, 2021, 2022, 2023  
Academic adviser, BA Pathway Program for Incarcerated Students, California Rehabilitation Center, since 2020  
Co-chair, Diversity Committee, 2020-21  
Founding member, [Racial Justice Initiative](#) Steering Committee, Office of the President, 2020-21

## 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://cess.org>  
Organization Development Network, <http://www.odnetwork.org/>  
Program on New Approaches to Research and Security in Eurasia, <http://www.ponarseurasia.org/>

## PROFESSIONAL DEVELOPMENT

Sociocracy Academy, Level 1, summer 2025  
Cultural Organizing 101, Highlander Research and Education Center, summer 2024  
Clear Leadership Program, spring 2024  
Post-Tenure Pathway Finders, National Center for Faculty Development and Diversity, summer 2023  
Elevate Training Academy, levels 1-3, fall 2021-spring 2022  
Inside-Out Prison Exchange Teaching Certification, Temple University, summer 2018 and winter 2021  
Faculty Success Program, National Center for Faculty Development and Diversity, summer 2018  
Management Development Program, Harvard University Graduate School of Education, summer 2012