

# 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  
  
dissertation: *Market Reform Regimes, Elite Defections, and Political Opposition in the Post-Soviet States: Evidence from Belarus, Kazakhstan, and Kyrgyzstan*  
  
awards: 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 *Phi Beta Kappa*, *summa cum laude*, and with departmental honors

## PROFESSIONAL DEVELOPMENT

Nonviolent Communication Academy, Beginner's Pathway, spring 2026  
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

## RESEARCH AND TEACHING INTERESTS

praxis-based learning, emergent facilitation, inter-generational classrooms, cohort- and community-building communities of practice, organizational culture, organizational learning, self-assessment, peer feedback

## PUBLICATIONS

- 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, Reggie Bullock (Pitzer '22), and Brian Charest. 2025. "[Transformative Disruption: Faculty Perspectives on the Inside-Out Prison Exchange](#)." *Professing Education* 23 (1): 68-87.
- Duvanova, Dinissa, and Barbara Junisbai. 2022. "[Outsourcing Violence: Provocateurs and Power Struggles in Kazakhstan, January 2022](#)," *PONARS Eurasia Policy Memo No. 781*.
- 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, Azamat, and Barbara Junisbai. 2019. "[Institutional Trust in Kazakhstan versus Kyrgyzstan](#)," *PONARS Eurasia Policy Memo No. 573*.
- Junisbai, Barbara. 2019. "[O Raschetlivom i Apolotichnom Pokolenii Novogo Kazakhstana](#)" ("On Kazakhstan's Discerning and Apolitical New Generation"), *Fergana News*, January 8.
- Junisbai, Barbara, Azamat Junisbai, and Christopher Whitsel. 2017. "[What Makes 'Ardent Democrats' in Kazakhstan and Kyrgyzstan?](#)" *PONARS Eurasia Policy Memo No. 489*.
- 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, 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, 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. 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]
- 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. 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.
- Junisbai, Barbara. 2011. "[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.
- 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*

## WORK IN PROGRESS

González-Morales, M. Gloria, Alyssa Birnbaum, Jennifer Feitosa, and Barbara Junisbai, "Development and Validation of a Family-Building Friendly Climate Scale," 15 qualitative interviews complete, and thematic coding underway.

Ilyasov, Marat and Barbara Junisbai, "Visions for the Liberal Arts in the Age of AI," 40 qualitative interviews complete, and transcript cleaning underway.

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.

## AWARDS AND HONORS

- 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, [Signature Course Fellowship](#) on Human Thriving (\$50,420)
- 2024 Course development grant for ORST151: Participatory Action Research, [Justice Education Center](#), 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," [Sontag Center for Collaborative Creativity](#), 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," [Center for Teaching and Learning](#), 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)

## PANELS, WORKSHOPS, AND CONFERENCES (SINCE 2020)

- Teaching demonstration, "The Org Studies Inside-Out Learning Laboratory," [Pitzer College Family Weekend](#), November 2025.
- Panel organizer and presenter, "Beyond Course Evaluations," Center for Teaching and Learning (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.
- Roundtable organizer and participant, "Convict Criminology #3: Challenges of 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.
- 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.
- Workshop facilitator, "Peer Review as Community-Building," CTL Fundamentals in Inclusive Teaching, April 2023.
- 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.
- "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.
- 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.
- Lead facilitator, "[The Transformative Power of Organizational Metaphors](#)," [The Inaugural Conference of the Justice Education Initiative](#), April 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.
- 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.
- Faculty panelist, "The Inside-Out Course: A Conversation on Building the Prison to School Pipeline," University of Redlands, 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.
- 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, “Post-Pandemic Teaching: Surprising Successes,” Claremont Colleges Consortium, April 2021.

Faculty panelist, “Alternative Approaches to Grading,” Pitzer College, March 2021.

Teaching Demonstration, “[Organizational Studies and the Praxis of a Liberal Arts Education](#),” Pitzer College 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.

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

### **SERVICE TO PROFESSIONAL AND COMMUNITY ORGANIZATIONS (SINCE 2020)**

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 (SINCE 2020)**

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, Pitzer College, May 2024

Pitzer representative, Faculty Library Advisory Council, 2023-24

Organizer, Organizational Studies faculty retreat, Pitzer College, August 2023, October 2025, January 2026

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

Organizer, Organizational Studies dinner honoring graduating seniors, Pitzer College Alumni Weekend, April 2023

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

Lead author, Organizational Studies Self-Study, Pitzer College, summer-fall 2022

Facilitator, community-building and visioning sessions, Strategic Planning Retreat for the Offices of the Treasurer, Human Resources, and Facilities, Pitzer College, summer 2022

Elected member, Appointments, Promotion, and Tenure Committee, Pitzer College, 2021-23

Founding member, Justice Education field group, Pitzer College, 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, 2020-2

Co-chair, Diversity Committee, Pitzer College, 2020-21

Founding member, [Racial Justice Initiative](#) Steering Committee, Pitzer College Office of the President, 2020-21

## ACADEMIC ADVISING (SINCE 2020)

*Current advising load:* 33 Pitzer, Scripps, and Claremont McKenna College students

*Graduate school acceptances:* Cal State Long Beach (2026), 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:* Thomas J. Watson Fellowship (2026); Teach for America (2025); University of Mississippi Undergraduate Research Experience (2025); Peace Corps (2024); Mellon Mays Undergraduate Fellowship (2024); Napier Initiative for Creative Leadership (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*

### 2025-2026

1. Chi Adi, "You are of This Place, It is Changing You," Organizational Studies, Pitzer College, expected May 2026. (1st reader)
2. Lucy Faulkner, "TBD," Environmental Analysis and Organizational Studies, Pitzer College, expected May 2026. (2nd reader)
3. Aaron Matsuoka, "TBD," Organizational Studies and French Studies, Pitzer College, expected May 2026. (1st reader)
4. Sofia Presser, "Exploring Pedagogical Differences of Elementary Education," Sociology and Organizational Studies, expected May 2026, Pitzer College. (2nd reader)
5. Wynne Chase, "Take This For Granted: A Guidebook of Tips and Q&As to Demystify the Grant Process for Nonprofits," Organizational Studies, Pitzer College, December 2025. (1st reader)
6. Sophia Heffner, "Madison, Wisconsin as a Climate Haven: Infrastructure, Environmental Justice, and Community Voice," Environmental Analysis and Organizational Studies, Scripps College, December 2025. (2nd reader)
7. Malia Loo, "Status Cue: A Calendar Extension to Reduce Social Scheduling Friction for College Students," Customer Experience Engineering and Organizational Studies, Pitzer College, December 2025. (2nd reader)
8. Juliya Makhanov, "The Coffee Shoppe Reimagined: Designing a Relational, Inclusive, and Sustainable Third Place," Organizational Studies, Scripps College, December 2025. (1st reader)
9. Blake Weld, "Opportunity Over Infrastructure: A New Policy Framework to Address Spatial Segregation in Paris's Banlieues," Organizational Studies and French and Francophone Studies, Scripps College, December 2025. (1st 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)