Sungjoo Choi, Political Science and International Affairs.
*Demographic Diversity in Management and Organizational Effectiveness: Empirical Analysis of the Federal Workforce*

The demographic changes in the American workforce affected by civil rights legislation and affirmative action programs have led to unprecedentedly high diversity or heterogeneity within organizations. As organizations increasingly operate in a diversified context, understanding how diversity in the composition of organizational groups affects outcomes, such as organizational performance and job satisfaction, is of increasing importance. Some research in business management has shown that demographically diverse top management teams (TMTs) might deal with heterogeneous work groups more effectively than homogeneous TMTs, resulting in higher effectiveness. Given that public organizations have been structured in hierarchies similar to business management, this finding could have important implications in public organizations, too. Nevertheless, the applicability of the findings to public organizations is still questionable because of sectoral distinctions that might lead to different results in disparate contexts. This study explores how demographic diversity in top management team (TMTs) affects organizational effectiveness in the context of public organizations. The effects of racial/ethnic diversity and gender diversity of TMTs on organizational performance and job satisfaction of employees will be tested, analyzing data extracted from the demographic profile of the federal workforces (2010 Central Personnel Data File) and a secondary survey (2010 Federal Human Capital Survey). To test relationships, this study will utilize hierarchical linear modeling (HLM) or mixed level modeling in order to take agency specific effects into account. Results of this pilot research will contribute to a future expanded study on managing increasingly diversified workforces in the public sector successfully.

Sarasij Majumder, Geography and Anthropology
*Hinterland Cosmopolitanisms: Circular Migration of Young Jewelry Workers in Rural India.*

This project reverses the usual urban sprawl narrative of urbanization through an ethnographic study of influence of migrant villagers on rural life. This study will contribute to geographical, anthropological and sociological understanding of urbanization by tracing the attitudinal changes among villagers in rural West Bengal in India, who are influenced by their fellow young and middle-aged migrant villagers. Migrant villagers move to big cities and return to their villages with new perspectives on life, work and land. The study will show that urbanization is not only state directed or industrialization-driven sprawl but also a transformation in the attitudes, priorities and consumption practices of villagers.

Jennifer McMahon-Howard, Sociology and Criminal Justice
*Examining Awareness, Attitudes, and Perceptions of Justice Regarding the Commercial Sexual Exploitation of Children*
This project explores college students’ and criminal justice professionals’ awareness, attitudes, and perceptions of fairness regarding the commercial sexual exploitation of children (CSEC). Whether referred to as juvenile/child prostitutes, prostituted juveniles, trafficked youth, commercially sexually exploited children, or child sex trafficking victims, children under the age of 18 who are being sold for sex have been viewed and treated as offenders by the criminal justice system; however, as researchers and advocacy groups have uncovered the unique circumstances faced by prostituted youth (i.e., forced prostitution, sex trafficking, and/or exploitation by pimps), preliminary research indicates that the initial efforts to change the way law enforcement views and treats juveniles involved in prostitution may have been successful. There has been no research, however, examining how criminal justice professionals and the larger society view prostituted youth, which may play a large role in determining the success or failure of lobbying efforts to change the laws that pertain to prostituted youth. Since the Federal Bureau of Investigation identified Atlanta as one of the 14 cities with the highest incidence of the commercial sexual exploitation of children and the Governor’s Office for Children and Families (2010) estimates that there are over 400 girls who are used in prostitution each month in Georgia, it is clear that prostitution involving juveniles is a major problem in Georgia. Therefore, for this project, I intend to address this growing social problem in Georgia by designing a questionnaire, collecting data, and analyzing the results of a survey examining societal awareness, attitudes, and perceptions toward CSEC. The research discussed in this proposal will mark the beginning of a much larger in-depth study of societal attitudes and treatment toward the commercial sexual exploitation of children (CSEC). This work builds on my past research on victims of child physical abuse, sexual abuse, and neglect, aligns with my teaching focus on victimology and criminology, and furthers my contributions to scholarly research in the fields of sociology, criminology, criminal justice, and social work. The proposal requests support for equipment and supplies for data collection and analysis, travel costs for data collection, and a course release to allow adequate time to develop the questionnaire and collect the data.

Lynn Patterson, Geography and Anthropology

*Greening the Economy: Local Economic Development Planning in Georgia*

Through the American Recovery and Reinvestment Act, federal funding priorities now reflect an emphasis on greening the economy. Over the next 5 years, there is a potential for 50,000 new green jobs across the state of Georgia. This pilot project will examine the local economic development planning in Georgia with a focus on green industries and green jobs. I will assess the readiness of local communities with regard to existing policies and programs and identify best practices within these communities. I will also highlight additional policies and programs for adoption that would increase competitiveness for local jurisdictions to recruit, retain and expand green industries. Dissemination of results will include academic publications and professional outreach. Results from this pilot will form the foundation for a proposal to the Economic Development Administration to study national economic development planning trends in green industry and green job recruitment.
Katya Vladimirov, History and Philosophy and Nina Yermakov-Morgan, English
*Returning to Russia: Tracing the Russian Diaspora’s Reconstruction of Nation and Identity*

This collaborative project, based upon 50 oral histories conducted by Dr. Katya Vladimirov and Dr. Nina Yermakov-Morgan as initial research material, is foundational to a database project, a book-length collection, conference papers, as well as teaching resources. There are two, individual applications for this collaborative project, representing the separate work as well as the joint work of each applicant.

The rebuilding of an idealized Russia by Russian immigrants, émigrés, and their children is a phenomenon that has recently arisen at the crossroads of politics, culture and economics. In a post-Communist world, these people are returning to a newly wealthy, modern, and open country in order to reinstitute perceived values and establish new ones and to reinvest in new forms of commercial, educational, and juridical practice. Our proposed project is to collect 50 oral histories from a range of immigrants and émigrés (and their children) in order to represent the philosophy of these individuals and trace their roles in nation (and imagination) building. These 50 interviews constitute the original research phase of the project. The narratives and personal contributions of many of these individuals form an important and influential yet unexplored resource of history and memory dating from the Revolutionary period, which, if lost, will never again be encountered, much less recorded. There are no books or searchable databases representing this group (formed as a result of two large migrations: in the 1920s and in the 1940s) and their work. This unique, international project will require both international travel as well as *full use* of the two project faculty’s language skills in Russian, Spanish, French and English in order to attend to the diverse communities of the Russian Diaspora.

Margaret Walters, English
*Biography of Liliane Kaufmann: Chapter Four, Career Woman*

My project focuses on completing research begun in 2010, working in two archives in Pittsburgh, PA, for my biography of Liliane Kaufmann, and in writing chapter four, Career Woman, both for the biography (and book proposal for a publisher) and for dissemination at the 2012 Conference on College Composition and Communication. Chapter four will be a transitional chapter showing the changes in Liliane’s life as Edgar’s womanizing becomes highly publicized in the Pittsburgh papers. During the 1930s, Liliane became increasingly independent from Edgar, including acquiring a separate apartment and taking over the eleventh floor of Kaufmann’s Department Store in downtown Pittsburgh and creating the Vendome Shops. This chapter will also detail her work with the Irene Kaufmann Settlement House and Emma Kaufmann Farm. The chapter will also detail how, though their married life was fraught with marital discord over Edgar’s infidelities, they were nevertheless very productive periods for both—building Fallingwater, often referred to as America’s most beautiful house—and making the department store into a unique showcase for European goods and fashion. The conference paper will focus on her literacy work in the Pittsburgh settlement house community and will be part of a panel on literacy.
As water resource is getting less and less available in today’s world, how to control water is an urgent problem for the human being. This research emphasizes on the various types of organized violence over water control and the changing patterns of control of these violence in the past one and a half centuries in China. During that time, the organized violent conflicts over water control in the Jianghan plain have persisted through China’s political transformations from an imperial empire to a Republican state to a socialist country. This demonstrates that organized violent conflicts caused by environmental issues are not necessarily related to social political form and its change. Popular conflicts including small conflicts that occurred among residents of upper and lower reaches, residents lived in both banks of the same river sections, and residents of neighboring villages/polders. Sometimes the conflict was so severe and involved so many people that the state had to intervene. In general, such conflicts were less frequent in the People’s Republic of China than in the Qing dynasty and the Republican era. The explanation of these changes and continuities will help us to have a better understanding of today’s Chinese society and the Chinese people, the relationship between social ideology and society, and the relationship between human beings and their living environment. The fund support will help me visit China to collect archival materials that recently become available; the project fits well with KSU’s promotion of global learning and the increasing global trend of environmental concern.