



WSSA NEWS

Volume 51, Issue 3

Summer 2019



President's Wrap-Up

WSSA Conference 2019



by Debra D. Andrist, Ph.D.
President, WSSA
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Thanks to all those long-term, short-term and new members who took part in the third—and final—year of the WSSA trilogy of conference sites paraphrasing the 1960s Burt Bacharach/Dionne Warwick song, WSSA knew the way to San . . . Diego (2019), San . . . Antonio (2018) and San . . . Francisco (2017)! To your relief, I am sure, no more cheesy clichés of this sort, as we will meet in Portland, Oregon, April 1-4, 2020!

As always, San Diego proved to be everything the local public relations and tourist sites tout

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Featured Article

Western Wyoming Community College's Undergraduate Research Symposium



by Jessica Clark, Ph.D.
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High in the Rocky Mountains exists a rare gem in higher education – a community college that not only encourages and supports faculty research, but also undergraduate research. Western Wyoming Community College is anything but traditional. This two-year, comprehensive community college serves 29,000 square miles and encompasses 5 counties in Wyoming (Carbon, Lincoln, Sublette, Sweetwater, and Uinta counties). With 80 full-time faculty, and approximately 300 adjunct

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in every way. When attendees were not participating in panels or other WSSA activities, their reports cited very positive “extracurricular” experiences in such an all-around spectacular site as this city is.

After the lead-in few months of some unforeseen and unimaginable logistical--and uncontrollable-in-spite-of-our-best-efforts--obstacles on several fronts, the program did finally get published, mostly correct, the app did get on-line and was workable and more and the conference took place! The vast majority of participants and sessions, etc., went according to our best intentions and plans, helping to mitigate the “glitches” on the way and in San Diego. Yes, there were a few of those here-and-there, e.g., the initial need for about 30 rooms in the “overflow” hotel due to record-breaking attendance (in addition to about 300 rooms at the Grand Hyatt and lots of “local” attendance); a few no-show presenters without notice; a few non-registered presenters; a cozier-than-preferred room for a large section which had to be moved, etc. However, we do learn useful information from every conference in order to plan that the next be even better; many times, we glean more from the very few problems than from the multitude of went-according-to-plan aspects!

For another year of WSSA history, this past conference, number featured outstanding prizewinners, great presentations and discussions, very pleasant—and delicious fare—receptions and so much more. Again, thanks to all associated with 2019, as the people involved in every way are the foundation and heartbeat of the organization!

Hope to see you in Portland in 2020! Though quite different from San Diego and Southern California, Portland is another place allowing WSSA to combine the best of the professional opportunities and experiences via our inter-disciplinary and diverse conference with the area’s on-going full range of vacation-consistent sensory amenities. Portland features tactile pleasure and spectacular visual scenery, gustatory delights at all levels of dining, auditory and visual gratifications, shopping and more. Portland, like San Diego, offers it all, though in another context!

Do mark your calendars for the Dec. 1 deadline for paper submissions on-line at the WSSA website and the conference itself the first days of April 2020

“Western Wyoming Community College’s Undergraduate Research Symposium” *Continued from page 1)*

faculty, Western serves 2500 full-time students, with a 3,500 credit course headcount. Given its isolation, Western has evolved into a cultural mecca for southwestern Wyoming, boosting nationally recognized athletics, theatre, forensics, as well as research programs.

Prior to 2010, Western’s research program was impressive, yet largely housed within the Natural Sciences. Supported with research funding provided by the National Institute for Health’s INBRE program, most of the research being conducted centered on the medical field. In 2012, research at Western slowly opened its doors to include undergraduate research in the social sciences and beyond – with history, anthropology, communication, sociology, social work, psychology, and exercise science (to name a few). As undergraduate research at Western expanded, the Director of Hay Library (Western’s library) offered to organize an annual showcase (i.e. symposium) for all research groups across campus – launching Wyoming’s first Undergraduate Research Symposium for community college students (college freshman and sophomores).

Since 2015, this interdisciplinary event has provided “WWCC students with an appropriate venue to present their research and scholarship. The Symposium consists of oral presentations and a poster presentation” every April. The vetting process is fairly intense, as all student projects must be sponsored by a qualified research faculty member (i.e. a current scholar active in the field). In addition, all students are required to submit an “intent to present” form and a “symposium application” form. This two-step process allows research faculty to evaluate proposals, ensuring that only quality projects are showcased at the symposium.

Because of the rigor associated with the process, most research faculty at Western mentor one to five

2019 - 2020

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WESTERN SOCIAL SCIENCE ASSOCIATION is a professional educational organization committed to multidisciplinary and interdisciplinary scholarship, service, and collegiality. The Association's mission is to foster professional study, to advance research, and to promote the teaching of the social sciences, as well as to promote social justice, equitable treatment, and the application of due process for all peoples. Founded in 1958, WSSA draws on scholars and others in over 30 disciplines, or "sections," from all over the world. WSSA convenes an annual conference, publishes the *Social Science Journal*, a juried quarterly research journal, and the WSSA News, the association's quarterly newsletter. Registration for the WSSA annual conference automatically confers membership in the Association, at no extra charge. For those who will not be joining us at the conference, but would still like to be voting members and to receive the publications, subscription-only memberships can be purchased from our website. Prices are \$45 (individual); \$60 (includes spouse); \$35 (student); \$30 (retired). For further information, contact Larry Gould, Executive Director, WSSA, 2307 Chof Trail, Flagstaff, AZ 86005, phone: 928-606-2248, e-mail: larry.gould@nau.edu

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GETTING TO KNOW A SECTION

HISTORY



*by Monica S. Gallamore, Ph.D.
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The History section of the WSSA is just that, a section with a focus on historical study. The discipline of history is varied, as is this particular section. We accept papers about any area of history and any time period. This could include ancient history, African History, American history, women's history, or any other area that people research. Over the years, I have answered numerous questions about acceptable topics because many people think the section caters only to the history of the American West. The section has participants from various countries and various backgrounds. The wide range of presenters has meant many wonderful and diverse topics have been shared over the years. One year we had a presentation from someone who studies material culture and this presenter brought a variety of items including a quilt to discuss their work and research.

I became the History Coordinator for the section in 2011. I was a last-minute addition and was added as the coordinator only for the conference portion of the event. At that Salt Lake City meeting, I knew that I wanted to grow the section and work to bring in other people who, like me, might still be studying for their degrees. At the time, I was finishing my Ph.D., was new to academia in this capacity, and was "green" about organizing and building interest in a conference. What I knew was that, when I first attended the WSSA in 2009, presenting as a graduate student, it meant a great deal for me to participate with established academics.

Over the years, I worked, along with my co-coordinators, to build and maintain an inclusive history section. By inclusive, we mean to bring in people at all levels of their studies. Every year there are advanced undergraduate students, graduate students, and faculty, including professors emeriti. It is important for the section and its participants to be open to bringing new academics into the fold. We do this by creating an inviting atmosphere where students feel comfortable sharing their research. For many years, I have proudly encouraged my own students to participate and have watched numerous other faculty bring their students as well.

An important and fun aspect of the history panels is that all moderators are encouraged to facilitate a conversation after the presentations. Instead of presenting extensive prepared remarks after the panelists finish, history moderators incorporate the audience into conversations about the topics. It is during these "conversations" that people pose ideas for sources, ask the presenters to share more information, and interact in a relaxed manner about history. Those conversations foster long-lasting contacts and have provided the most positive feedback for the section.

“Western Wyoming Community College’s Undergraduate Research Symposium” *Continued from page 2)*

students per academic year.

While some faculty can afford to pay their research students (via grants like INBRE), most are offering college elective credit for faculty-led research groups. These groups afford students opportunities to participate in application-based learning (or experiential learning). In addition, these research groups have afforded students opportunities to present their research at larger symposiums – in the state, region, and nation.



Clark and students at conference

For instance, Western students frequently participate in the University of Wyoming Undergraduate Research Days in Laramie, Wyoming (at the state’s only research institution).

Those who participate in Sweet Memories (the research group I launched at Western in 2011) also regularly present at



Kaitlynn Snell

the Western Social Science Association. Students, like BriAnna Logan, Alexis Mitchell, Melia Dayley, Savannah Mitchell, Samantha Worden, Carlos Gonzalez, Kaitlynn Snell, and Savannah McCauley, have represented Western well at WSSA with paper presentations in the Rural and Agricultural Studies section and posters in the Poster Session.

Indeed, last year in San Antonio, Carlos Gonzalez walked away with WSSA’s recognition for Best Poster.



Carlos Gonzalez

Research at Western is pretty spectacular. It provides freshman and sophomores (and sometimes even high school students – i.e. Savannah McCauley) with opportunities to do professional research with faculty. They learn about literature reviews, evidence and data gathering, analysis, and reporting. They are provided with opportunities to present at professional conferences, and, for some, to co-author publications with their faculty mentors. Upon transfer to four year institutions, these students are ready to conduct senior-level, if not graduate-level, research in their field of study. Western is the community college of the 21st century – a place that is not only affordable, but also innovative and cutting edge.

Information Now Posted

The final, official, **2019 conference program** is now posted on the WSSA website, along with the 2019 abstracts, under Conferences -> 2019 San Diego -> 2019 Program and Abstracts. These final official versions differ from the printed program and the app provided during the Conference in that presenters who were absent from the conference, or who failed to register for the conference, have been removed.

Winners of WSSA 2019 awards are now posted on the WSSA website, under WSSA Awards/Careers -> WSSA Competitions & Awards. Included are the awards for Outstanding Emerging Scholars, WSSA Distinguished Book, and Larry Gould Best Article, as well as the student competition winners for Best Papers in the Undergraduate and Graduate categories and the

The WSSA News accepts proposals for articles from members, including students, faculty, researchers, and public agency employees.

It also accepts announcements of awards, publications, and promotions of members, as well as obituaries and other announcements, such as election to office.

Deadlines for inclusion are generally late July or early August for the Fall issue, early- to mid-December for the Winter issue, late February for the Spring issue, and early June for the Summer issue.

To propose an article, read the submission requirements above and follow the instructions. Announcements should be sent directly to the News editor, Kate Herke, at WSSA.Admin@nau.edu.

Meet the Undergraduate Paper Competition Winners



by *William Schaniel*
University of West Georgia (retired)
Global Scholastic Services
WSSA Student Grant & Award Coordinator

WSSA has had Undergraduate, Graduate, and Wicks Dissertation paper competitions, in addition to the Friday Breakfast Student Poster Session, for over a decade. Students submitting to all of these competitions presented in the 2019 WSSA Conference in San Diego.

The undergraduate papers submitted to the Undergraduate Paper Competition had a blind review by a committee of 4 scholars from a range of disciplines. Two papers stood out for their writing and content. The highest rated and Best Undergraduate Paper winner was **"Make Them Suffer: How the United States has Criminalized and Complicated the Process of Seeking Asylum for Central American Refugees"**. The author was **Carlos Eduardo Espina**, a junior in Geography at Vassar College, located in Poughkeepsie, NY. He submitted his abstract to the Association for Borderlands Studies Section, for the conference. He was then encouraged by the Association for Borderlands Studies to submit his paper to the competition. He plans to continue his studies on Borderlands and to pursue a graduate degree, possibly in Geography. Carlos plans to participate in future WSSA conferences as he works towards a Ph.D.

The close second paper and Honorable Mention winner was **"Systemic Voter Suppression on the United States-Mexico Border: The Socioeconomic Consequences of Involuntary Political Silence"**. This paper has two co-authors, **Kimberley Kern & Audra Attaway**, Northern Arizona University, Yuma Branch Campus. Both are seniors majoring in Social Work. The paper was presented in the Social Work section at the San Diego meeting. In late spring both authors were interviewing for positions in Social Work. They hope to stay in the Yuma area. Kimberley plans to pursue a master's degree in a few years after she has gained some work experience. Audra plans to build her career in Social Work. Both plan to continue to participate in the WSSA Social Work section, since the rapid changes in the country going on mean rapid changes in the field of social work.

Please encourage your best students, undergraduate and graduate, to submit their work to be presented at the 2020 WSSA meeting in Portland. And when they submit their abstract to a WSSA section, they can also enter the 2020 paper competitions. There are cash awards for the winners of the competitions and they receive their award checks at the Friday President's Luncheon.

Future Conferences

- 2020 Portland, Oregon** -- Portland Marriot Downtown Waterfront -- April 1 through April 4, 2020
- 2021 Albuquerque, New Mexico** -- Albuquerque Hyatt Downtown -- March 24, 2021 through March 27, 2021
- 2022 Denver, Colorado** -- Denver Marriott City Center -- March 30, 2022 through April 2, 2022
- 2023 Tempe, Arizona** -- Tempe Mission Palms -- April 12, 2023 through April 15, 2023
- 2024 San Antonio, Texas** -- Hyatt Regency, San Antonio -- April 3, 2024 through April 6, 2024
- 2025 Seattle, Washington** -- Sheraton Grand Seattle -- April 2, 2025 through April 5, 2025

Importance of creating inclusive work environments



by Meghna Sabharwal, Ph.D.
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The growing number of cities, counties and states passing non-discrimination policies to protect LGBT employees are making an important step toward bringing greater diversity to our workplaces.

However, it's important to keep in mind that diversity without inclusion is like a bird without wings, unable to take off and reach for heights. We often hear the terms diversity and inclusion used together as if to suggest that inclusion happens automatically when we have a diverse workforce. However, this is a misnomer; organizations that believe that inclusion is a by-product of diversity are bound to fail.

Creating a diverse workforce is an important precursor to creating an inclusive workplace. As Verna Myers, a diversity expert said: "Diversity is being invited to the party, and inclusion is being asked to dance." What if you did not know how to dance? What if you knew one kind of dance and not another? What if you wanted to be a part of deciding what dance the party will feature? These questions probe us to think of how inclusion operates in our workplaces. Just being asked to dance is not sufficient in achieving inclusion, one must invest the time and energy to understand the level of dance proficiency of the individual invited to the dance.

In a study in [*Public Personnel Management*](#), I investigated this very question – are diversity management efforts enough to improve organizational performance? I found that while diversity management efforts like work-life balance programs, training and mentoring were important for improving organizational performance, they were not sufficient.

To reach their full potential, organizations must provide an inclusive work environment. Inclusive environments require strong and committed leadership that treats employees with fairness and seeks participation from employees when it affects their work decisions. The findings of the study show that organizations that just provide structural and policy changes to accommodate diverse employees are not fully successful in increasing performance. Diversity management efforts in conjunction with an inclusive work environment result in the most productive organizations. For example, when you have office parties, be mindful that not everyone drinks alcohol or eats non-vegetarian food, including non-alcoholic beverages and also vegan and vegetarian options, signals to the employees that all are cared for. Similarly, having gender neutral bathrooms at workplaces indicates that everyone's needs are met. We should also avoid language that enforces certain stereotypes, especially when we write job advertisements and conduct evaluations.

As academics and educators we must strive to create inclusive learning environments in which the needs of all students are met. We can start by creating a safe space where students feel empowered to talk about difficult topics. We can do this by creating a positive learning environment where similarities and differences are celebrated. Including a diversity statement in your syllabus that sets the expectations and tone for the class might be a great way to break the ice and discuss the importance of creating an inclusive classroom.

Inclusive work environments also help retain employees. In a recent study on LGBT employees in the federal workforce published in the [*American Review of Public Administration*](#), my co-authors and I found that LGBT employees are more likely than heterosexual employees to express their intention to leave the federal government. However, LGBT employees who experienced a fair working environment in which differences in performance are recognized in a meaningful way and awards are distributed based on

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Announcements Invited for new Column

With this issue, the WSSA News initiates a new column, to be called “**Moving On**”.

The News will now begin accepting announcements pertaining to its current members. These notices may announce awards, publications, and promotions of members, as well as non-academic achievements and honors, such as election to public office. They will also include obituaries and other “in memorium” pieces.

Announcements should be sent directly to the News editor, Kate Herke, at WSSA.Admin@nau.edu.

Possible Hiatus in Online Access to the *Social Science Journal*

Due to our imminent change in publishers for the *Social Science Journal*, some members may experience some difficulty in attempting to access online copies of the Journal.

When final contracts have been signed with the Journal’s new publisher, that information will be posted on the WSSA website, at <http://www.WSSAweb.com>.

“Importance of creating inclusive work environments” *Continued from page 7)*

one’s performance and not personal favoritism were significantly less likely to report their intent to turnover than heterosexual employees.

Interestingly, the study also found that the type of agency LGBT employees worked in influenced their turnover rates. Agencies classified as “communal” or “feminine” (e.g. Department of Education, Department of Veteran Affairs, and Department of Housing and Development), report higher probability of retaining LGBT workers than LGBT workers employed in “agentic” or “masculine” agencies (e.g. transportation, finance, military). On 20 various measures used in the study, the authors found that LGBT employees were less likely to agree that their workplaces were inclusive.

If organizations want to realize their full potential, they need to create work environments that are fair, open, cooperative, supportive and empowering, else organizations will remain like birds without wings.

A version of this piece was published on June 7, 2019 in Austin Statesman and Bloomberg
<https://www.statesman.com/opinion/20190607/opinion-diversity-is-not-inclusion-organizations-need-both>

The Bert and Phyllis Lamb Prize in Political Science

Rewarding Innovation and Good Writing



Paul F. Weisser of Saint Vincent College, Latrobe, PA accepts the 2019 Lamb Prize. Others in the photo are Dr. Berton Lee Lamb, Chair of the Lamb Prize Steering Committee and Past President of the Western Social Science Association and Dr. Donna Lybecker, Chair of the Lamb Prize Selection Committee and Chair of the Department of Political Science at Idaho State University.

download the Winning Paper

[“I Believe We are Lost: the Worst Casualties of the Great War.”](#)

Deadline for Application and Nomination for the 2020 Prize
February 14, 2020



- ◆ Submissions will open for the 2020 Conference on August 1, 2019.
- ◆ Registration for the 2020 conference will also begin on August 1, 2019.
- ◆ Students entering the student paper competitions must first submit their abstracts to the appropriate section for presentation at the conference, then submit the full paper to the competitions.