

# *Sociology Research Practicum*

(2008 to 2000)

## 2008

Arango, Karla. "Expanding Responsibility Beyond Job Description: How Teamwork and Mission Statement Encourage Employees To Go Above and Beyond"

-This paper explores the extent to which teamwork and commitment to a company's mission statement has an effect on how employees come to feel their responsibilities extend past their job descriptions.

Asmar, Sophie. "Workplace Responsibility in High-Tech Organizations: The Effects of Open Communication"

-This paper looks at how open communication affects the way employees of an organization feel that workplace responsibility should extend beyond explicit job descriptions.

Barba-Iñiguez, Mariana. "Keeping Teachers on Track: Shared Workplace Responsibility in Schools"

-This research paper explores the effects that an organization's reward and sanctions as well as its mission statement have on the degree of responsibility that employees practice.

Bryant, John. "Law Enforcement, The Desperate Need For Good Organizational Culture"

-This paper explores the communication that takes place between police officers inside a police department and also looks at the relation between the department's organizational structure and its mission statement.

Charlton, Ashley. "Trust and Communication: Predictors of Workplace Responsibility"

-This paper examines the role trust plays in altering the organizational structure of a company and the part trust plays in employees going beyond their job descriptions for their co-workers.

Detweiler, Elly. "Improving Organizational Culture: Redefining Traditional Business Models"

-This research paper tests the hypothesis that less bureaucracy in a company equals more shared understanding of having more responsibility than what lies within employees' specific job descriptions.

Duncan, Courtney. "Variations in Organizational Culture Surrounding Workplace Responsibility"

-This paper looks at the variables that lead employees to go above and beyond their job descriptions, including motivators such as positive reinforcement.

Engellenner, Elizabeth. "Personal Freedom Within Organizational Culture"

-This article examines the theory that strong levels of unified camaraderie lead to higher levels of widely shared feelings of shared responsibility.

Escorcía, Deniss. "Strict Role Designation and Connectedness to Organizational Goals in Bureaucratic Organizations"

-This paper analyzes organizational culture, specifically an employee's sense of workplace responsibility within a bureaucratic organization.

Fahey, Maggie. "Teamwork versus Hierarchy: Explaining for Variation in Shared Responsibility"

-The goal of this research paper is to try to explain for the variation of shared responsibility in organizational culture, specifically how responsibility extends beyond explicit job descriptions and roles.

Gurnee, Connor. "Creating Great Organizations: Developing a Culture of Shared Responsibility"

-This paper attempts to reveal characteristics of an organization in which employees feel that workplace responsibilities should extend beyond explicit job descriptions.

Hicks, Tommy. "The Impact of Open Communication and Employee Benefits on Workplace Responsibility"

-The purpose of this paper is to look at factors that aid organizational culture and workplace responsibility.

Jaimez, Nadia. "Reward System and Open Communication Between Ranks Within the Culture of Shared Responsibilities in a Financial Institution"

-This paper develops the model of organizational culture and the encouragement or discouragement of associates to have a broad sense of responsibilities.

Johnson, Michelle. "Open Communication and the Reinforcement of Trust in Organization"

-This paper looks at the means by which organizations adapt and change to maintain the belief that workplace responsibility should extend beyond defined job descriptions.

Kamada, Noriko. "Sustaining Workplace Responsibility: Impacts of Rewards, Communication, and Non-verbal

Communication”

-This paper examines the characteristics of an organization that leads to sustaining a culture of extending workplace responsibility beyond explicit job descriptions.

Linney, Claire. “The Culture of Workplace Responsibility in Non Profit Organizations”

-This paper examines the culture of workplace responsibility in nonprofit organizations.

Maginot, Patrick. “Culture of Workplace Responsibility: Effects of Incentives and Strict Role Designation”

-This paper tests an idea based in the structural-functional perspective that the definition of roles will influence levels of responsibility beyond explicit job descriptions.

Mena, Kathryn. “Defining Shared Beliefs of Workplace Responsibility: Teamwork and Organizational Identity”

-This paper focuses on a particular aspect of organizational culture: how far employees of an organization come to believe that workplace responsibility should stretch further than explicit job descriptions.

Meyer, Tara. “Organizational Culture: A Study of Open Communication Networks, the Use of Symbols, and their Relative Effects on Responsibility”

-This paper studies the result that the more people engage in open networks of communication, the more they will feel that they have responsibility to act beyond their explicit job descriptions.

Orozco, Griselda. “Organizational Integration and Job Satisfaction: Important Factors for a Culture of Shared Job Responsibilities”

-This paper focuses on an area of organizational culture defined by the shared sense of job responsibilities among employees and what motivates them to go beyond their job expectations.

Peek, Katee. “Reinforcing Responsibility within an Organizational Culture using Open Networks of Communication and Organizational Identity”

-This paper focuses on the idea that if there is a synthesis of both open networks of communication and the organizational identity is known throughout the organization, the more employees feel that their workplace responsibility should extend beyond their explicit job descriptions.

Pollock, Aubrie Claire. “The Development of Shared Understanding regarding Workplace Responsibility: The Importance of Employee Training Interactions and Communication within Organizations”

-This paper looks at the role of communication in shaping shared understandings regarding workplace responsibility within organizations.

Rojas, Amanda Elise. “Hawthorne Effects: Some Observations and Recommendations”

-This paper tested competing theoretical explanations in an effort to determine why a broad sense of job responsibility comes to dominate in some organizations while other organizations develop cultures which encourage that employees narrowly define their job roles.

Tarantello, Kelly. “Working Together: The Difference between Individual Work and Group Dynamics within the Workplace”

-This paper contrasts group dynamics of organizational culture with the individual dynamics in organizational culture.

Webber, Kylee Marie. “Extended Responsibility: Uncovering Ways Meaningful Work and Past Success Influences Employee’s Responsibility to Extend Beyond Job Tasks”

-This paper explores which variables differentiate between workers at separate organizations that are expected to extend beyond specific responsibilities.

Wetherley, Emily. “The Impact of Initial Peer Observation and Reward Recognition on the Culture Of Shared Responsibility within Organizations”

-This paper examines organizations where new members observe their peers engaging in extended responsibilities, and were more likely to have adapted their work ethic to fit the norm.

## 2007

Alonso, Ingrid. “Expressing Feelings Safely at the Workplace”

-Examination of organizational culture at a specific corporation that held a wide belief that everyone should be able to express feelings safely in order to enable efficiency.

Alvarez, Maricela. “Teamwork and Open Communication Between Ranks Create Shared Commitment to Mission”

-This study explores how a shared commitment to the organization's mission leads to innovation as well as form and foster organizational culture.

Butts, Ashley. "Open Book Management and Acculturation of Newcomers in Development of Shared Responsibility"

-Studies the importance of 'shared responsibility' in the work place in order to determine how that ideology fosters cohesive environments.

Campbell, Lindsay. "Fostering a Sense of Shared Responsibility in Organizational Culture"

-This paper examines factors influencing the culture of a small family-owned retail business that impact a strong sense of shared responsibility for the success of the organization.

Casterson, Kristin. "Organizational Culture of Collaboration and Sharing Best Practices: Impacts of Management Styles and External Pressure"

-This study examines the value placed on collaboration and sharing best practices in an organizational culture.

Chen, I Min. "The Impact of Peer Interaction and a Flexible Schedule in the Workplace on Employees' Sense of Shared Responsibility towards Organization"

-Examines the role of peer interactions in the workplace, along with flexible schedules, which help to create sense of sharing responsibility toward the organization.

Cownie, Suzanne. "Feeling Comfortable Communicating Across Levels of Organization"

-This study focused on the shared belief that people within an organization can feel comfortable communicating at various levels within that organization.

Cummings, Seth. "Is it Safe to Express Yourself on the Job? – The Case of a Peculiar Organization"

-This paper contributes to the study of organizational culture by examining causes of variation in a shared belief in the safety of expressing divergent ideas, as a necessary component of culture in organizations aimed toward innovation.

De La Peza, Efraín Andrés. "An Office with a View: A Study on the Role of Symbols and Relationships in Employee Sense of Value"

-Explores how the level of investment within an employee, supervisor relationships, and the presence of value laden symbols in the physical environment impact and cause change within an organization's culture.

De La Rosa Aceves, Aurelia. "Collaborative Culture Clash"

-This paper explores the idea that everyone is after the same goal: to make the organization as innovative as it can be through teamwork, because this is how it will adapt and sustain itself within the evolving needs of the external environment.

Dodd, Amy. "Creating and Sustaining a Widely Felt Sense of Interdependence in Organizations"

-This study hypothesizes that the level of communication among and between the ranks of workers impacts the degree to which there is a widely felt sense of interdependence within an organization.

Erker, Catherine. "Impacts on Organization Culture: Fostering a Sense that Each Person Matters"

-This paper seeks to study and better explain how organizations create, maintain, and reinforce a culture that has a shared sense that each person matters"

Erker, Sarah. "Speaking Out as Part of Organizational Culture: Positive Reinforcement Matters"

-This study highlights the importance of positive reinforcement from management, social interactions both inside and outside of the organizational setting, and employee collaboration on projects as leading to the shared belief in an organization that people have voice.

Flores-Fernandez, Joaquina. "Committing to a Common Goal"

-Focuses on the idea that where there is open door management there will be a shared sense of commitment towards a common goal of success.

Fowler, Laura. "Expressing Risk-Taking in Organizational Culture"

-This paper proposes that organizational culture must evolve along with the structure of the company to maintain a climate that encourages risk-taking.

Kinslow, Lisa "Study of Organizational Culture: Exploring Variation of Employee Level of Shared Commitment to the Mission"

-Explores variance in organizational culture; the specific issue of employee shared commitment to the mission is being evaluated.

Giannini-Covarrubias, Gabriel Ramon. "Loyalty of Staff: Employees' Shared Commitment to Mission"

-Employees' commitment to the organization's mission has a positive impact on the outcomes of the organization.

Hanson, Pomai. "Building Trust"

-Paper examines how the levels of trust in a hierarchical situation affect organizational relationships.

Hartsock, Christine. "How the Level of Shared Commitment to Mission is affected by the Amount and Quality of Interaction between Ranks"

-This research proposes that the level of shared commitment to mission is affected by the amount and quality of interaction between ranks.

Hastings, Caitlin. "The Impact of Vertical and Horizontal Communication on the Shared Sense Employees should Take Initiative in the Workplace"

-Findings indicate higher levels of communication have a positive impact on the sense of shared employee initiative.

Hunt, Melissa. "Freedom to Express Divergent Ideas"

-Discussing the notion that positive interactions between supervisors and employees creates a culture in which employees feel safe sharing divergent ideas, which facilitates change.

McQuaid, Kevin. "Having Voice"

-Using an open door environment and encouraging a spirit of open debate encourages employees to feel they have voice in the organization.

Meyer, Stephanie. "Creating an Innovative Organizational culture from Within"

-Diverse input of employees facilitates innovation and in order to achieve this, organizations need to eliminate barriers toward employees such as bureaucratic and hierarchical structures.

Moore, Charlie. "Organizational Culture: Feeling Safe to Express Yourself"

-Research focuses on the organizational culture and most specifically on employees' ability to feel safe in expressing themselves.

Morales, Jacqueline. "Voice in an Organizational Setting"

-Organizational culture needs to stress open communication among all hierarchical levels of employment.

Nojopranoto, Lia. "The Realization of Voice through Symbols and Compensation"

-This study investigates the development of organizational culture through the emphasis of subordinate-superior dynamics. This organizational culture cannot be cultivated unless employees genuinely believe they are fairly compensated for their individual contribution.

Ongman, Kelly. "Development and Variance of Trust within Organizations"

-Open networks of communication and peer-mentoring play a crucial role in organizational success by determining the amount of trust in an organization.

Pierotti, Maggie. "Mutually Value-Based Interaction Engenders Commitment to Organizational Mission"

-This paper will argue that mutually value-based interaction among employees engenders shared commitment to organizational mission. Mutually value-based interaction creates a sense that each person is valuable in terms of time, talent, and effort.

Poon, Kendrick. "Impact of Organizational Structure of Communication and Organizational Identity of Comfort of Communication between Ranks: An Application of Sociological Theory"

-If an organization wishes to be able to respond quickly to client needs or to achieve a high level of innovation, it is important for members of the organization to be able to communicate with one another regardless of ranks comfortably.

Rodriguez, Angelica. "Strengthening Commitment to Mission: Significant Interactions in the Workplace"

-This study focuses on the shared value of commitment to mission and the interactions that can be strengthened and affect this commitment.

Sanidad, Cristina. "Culture of Empowerment: Impact of Symbols and Role Designation"

-This research began with the assumption that, other things being equal, the more that symbols reflecting the mission and values of the organization are incorporated into the work environment, the more empowered the rank and file will be.

Soares, Monica. "Building a Culture of Inclusion through Employee Decision Making and Conformity in Dress"  
-Many organizations have looked for ways to develop a culture of inclusion in order to make their organization successful. By allowing employee decision making and conformity in dress, a culture of inclusion can be fostered.

Vasserman, Olga. "Creating an Organizational Culture of Inclusion and tolerance Towards Homosexuality"  
-The focus of this paper is a corporate culture of inclusion and tolerance toward homosexuality and how such a culture can be created and sustained.

Walker, Tracey. "How Shared Belief is Reinforced in Organizations"  
-Studies peer-voice in organizational culture.

## **2006**

Aconito, Melissa. "Cohorts in Transition: A Growing Disparity. A Comparison of Foster Care and Non-System Involved Youth."

- This study argues that the foster care system prepares transitioning youth less effectively overtime relative to youth transitioning out of institutions like the family home or university systems. The research found that difficulties are increasing in the foster care system and the problem is not currently being addressed.

Arias, Sharon. "Understanding the Impacts That Social Adaptation and Parents' Income Have on their Children's Choice to Enter the Workforce or Educate Themselves Academically."

- The findings reveal that both the social adaptation and parents' income have an impact on the choices that Mexican immigrant children are making relating to education and the workforce.

Backes, David. "Alcoholism and Drug Addiction: The Effects of the Changing Recovery Industry on the American Family."

- This paper indicates that new cultural awareness of alcoholism and drug addiction, and the incorporation of family into the recovery process not only make it easier to find help and recover, but that the lessened social stigma also make it easier for the addict or alcoholic to re-assimilate into society.

Bernard, Dionisialynn. "The Influence of Ethnic Second Generation Academic Success: Multicultural and Bilingual education vs. Family and Community Support."

- This study seeks to see how successful second generation students are in achieving academic success. The findings in this study find that there is no definite answer on how successful these students are and that further research still needs to be conducted.

Bird-Vogel, Carly. "Occupational Segregation: A Qualitative Study."

- The findings of this study indicated that college women recognize that occupational segregation was once a structural issue, but they do not recognize it as a contemporary issue, despite the fact that the majority of respondents' chose sex-typed jobs.

Bishop, Elizabeth. "A Comparative Look at Mental Disorders and the American Dream."

- This paper examines whether it was more difficult of people in the 1960s with mental disorders than it is for people now in 2006 with mental disorders. The research found that there is not significant difference with how these people felt that their disorder affected their lives.

Bogart, Gillian Hope. "What are the impacts of Hip Hop Culture and Community Involvement on Identity development on Multiracial People?"

Findings show that on an individual level, Hip Hop culture and community involvement have a positive effect on multiracial development and provides individuals with agency.

Clark, Lauren. "Dual-Career Families: The Children's Perspective."

- This study found that children raised in dual-career American families tend to be stronger advocates of gender equality that the children raised in families in which their mother has stayed at home, believe in equal distribution of household work that is not based upon gender and will be more open to having dual-career families in the future.

Cozad, Michelle. "Parent's Expectations of their Asian Immigrant Children and Education."

- This study finds that Asian parents have a significant influence on their child's education through strong cultural Asian traditions. The parents own personal experience with their parents and discrimination helped to motivate the way that they influenced their children.

Crum, Natasha. "The Misrepresentation of African Americans: Prime Time Televisions and Advertising."

- Study tries to answer some of the reasons of how racism has manifested through the representation and portrays of minorities on television and how this continues to negatively affect African Americans self identity.

Dezember, Michelle. "Overcoming Elitism: The Cultural environment of American Museums."

- The change in American life and its value system has cause American museums to reevaluate themselves. A greater movement has been made by museums to move towards involving traditionally underserved communities.

Due, Roxane. "Single Parent Families in the Black-White Community: The Impact of the Welfare Reform."

- Changes in the system have been somewhat positive for both African American and white single mothers but both feel that it still does not meet the basic needs of many existing single family households.

Duran, Victoria, "Mexican Immigration and Blacks: The Influence on America's Color Line."

- This paper seeks to examine the effects of Mexican immigration on Black communities and how this creates cohesiveness as well as tension amongst these groups.

Garcia, Rene. "The Latin-American Dream."

- This study researches the effects of primetime television and Hollywood productions on Latinos living in California.

Gonnerman, Ashley. "Mexicans in the United States: and the American Dream."

- This paper explores what the true dynamics are that mostly affect Mexican immigrants' ability to reach the "American Dream."

Govea, Lucero. "The 'American Dream' and Higher education among second Generation Mexican-Americans."

- This study researches what the factors are that are affecting second generation Mexican-Americans from obtaining college degrees and achieving the American Dream.

Harris, Janel Nadia. "AIDS: A Rude Awakening from the American Dream."

- This paper explores what are the underlying issues prohibiting the African American community from effectively combating HIV infections and AIDS.

Holmes, Toriana S. "Generationally Challenged 'Strapped' for the Dime."

- This study finds that the education that has become required for entry into low-paying jobs is difficult to finance and can take years to pay off.

Jones, Rebecca A. "American Dreams and Realities: The Transformation of the American Dream along generations of Latin American Immigrants: A Qualitative Analysis."

- This research studied the different perceptions about the American Dream along immigrant generation, interviewing mother and their children. The study found that there were similarities between mothers and their children.

Mariscal, Zachary. "Strategies and the Relationships of Parents and Special Needs Children with the Educational Systems after WW11."

- This paper argues that parents see that there is a division amongst their special needs and other typical children.

Mazariegos, Gladys. "Latino Immigrants Decision to Stay in the United States."

- This research found that the prominent reason that most Latinos continued to reside in the United States was due to economic stability regardless of what connections they had to other people prior to arriving in the United States and after.

McAvoy, Kat. "School Choice in Seattle: A Family Case Study."

- This study explores how the Catholic education experience that parents received affected the decisions of where they were going to send their children to school. The study found that parents tended to take a maximizing benefits approach for their children when deciding where they were going to send them to school.

McGlynn, Patricia. "The Social Problem of Homelessness: How the social Structure affects Rehabilitation and living Conditions."

- This paper examines how social structures focus on certain policies that perpetuate the state of homelessness.

Menor, Mark. "Filipinos and the Race Race in Academia: A Review of Academic Performance in Light of 'Model Minority' Archetypes."

- This research explores how the pervasiveness of the "Model Minority" image affects the academic performance of second-generation Filipinos as compared to second-generation Chinese.

Nguyen, Jamie. "Immigrant Asian Families and Fulfilling the American Dream: A study of Vietnamese and Filipino

immigrant families and the pressure they put on their children to be educated.”

- The study found that due to the level of acculturation and assimilation of these two immigrant groups Filipino families were less likely to put pressure on their children to excel academically than Vietnamese families.

Nguyen, Ling Chi. “Vietnamese American Adaptation and the American Dream.”

- The findings in this project supported the theory that while immigrant social institutions persist, they don’t benefit all members in the same way, can cause conflict and in general a fluid negotiated process.

Quintanilla, Clarissa. “Housing Crisis and Latino Immigrants: A Case Study of Latinos in San Francisco’s Mission District.”

- This study analyzes how the influx of immigrants into the United States and the recent housing crisis has impacted the Latino immigrant communities through a case study of Latinos living in the San Francisco Mission District.

Rasplica, Kara. “Roles of women in a Society Valuing education and Family: What is the Correct Decision for Obtaining the ‘American Dream’?”

- This research looks at views held by young adults on what they believe is a successful balance between career and family in achieving the American Dream.

Renteria, Griselda. “The Battle between “Nationals” and Chicanos” Immigrant vs. Non-Immigrants Latino Juvenile Gangs.”

- This research studies the variance between why juveniles join gangs and the structures between Latino immigrants and on-immigrant youth. The findings show that the reasons are more similar than different and there is no significant difference within the structure.

Rodrigues, Alisha. “Present but Invisible: The Rise of Female Gang Participation and its Influence on Their Roles within the Gang.”

- My findings reveal that the rapid increase in female gang participation is due to the increase in power females have gained in general through society, in the workplace, and at home, and because of this rapid increase, the roles of female gang members have changed dramatically.

Schweickart, Ashley. “Sociology Research Practicum: Measuring the Efficacy of Worker Retraining Programs in the State of California.”

- It was found that the completion of these retraining programs did indeed impact the future economic success of the workers in a positive manner.

Tostado, Ana. “Mexican Immigrant Values and the Legalization Experience by Mexican Immigrants during the 1986 Amnesty (IRCA) and their Acquisition of the American Dream.”

- This study finds that Mexican immigrants that were legalized through IRCA were able to acquire their ideal American Dream and believed that they were stressing educational values to their children when what the research found was that they were actually stressing work ethic over higher education.

Vallorz, Bianca. “The Circular Effects of Television and Feminism.”

- This paper addresses the circular issue of popular television shows reflecting the different women’s social movement, and in turn, women idealize the women that they view on the television shows.

Vazquez, Angelica. “Structural & Cultural factors: Mexican & Mexican Americans Attaining a Higher Education”

- This study revealed that cultural and structural factors are both crucial components for Latinos in their pursuit of a higher education.

## 2005

*Alvarado, Laura E.* “Identifying Variation in Community Service Involvement from High School to College.”

- The differing levels of community service participation between high school and college were studied, as well as the impact of class and race on those differing levels.

*Amormino, Kathleen.* “Increasing Participation in Race Specific Formal Bridging Activities.”

-Contact theory is supported by this study which finds that race specific formal bridging activities has an effect on students’ participation in these activities, while gender does not.

*Braunstein, Alexandra R.* “Social and Academic Involvement: Understanding What Factors Impact College Students’

Sense of Connectedness.”

-This research finds social involvement to have a significant positive impact on students' sense of connectedness, while academic involvement fails to make a significant impact.

Bressette, Kristen A. “Strengthening College Students' Sense of Connectedness through Campus Involvement.”

-This study concludes that involvement in athletics and even more so, clubs/organizations result in students' stronger sense of connectedness. Race/ethnicity was controlled for.

Camoroda, Stephanie L. “Factors that Influence the Sense of Social Connectedness of Mixed-Heritage College Students.”

-Students with mixed-heritages were studied, revealing an overall sense of social connectedness to the university. Involvement in activities, friendships groups, self-perceptions, and socio-economic class all prove to have an impact.

Campot, Ali. “Institutional Commitment on Campus: Choices of College Life that Build the Collective Conscience.”

-This paper researches the relative impacts of students' identification to a major and students' exposure to active learning experiences on their commitment to their institution. Religious preference, race, gender, and academic year are taken into control.

Correa, Fredy. “The Impacts of Racially Diverse Experiences on Being Culturally Aware.”

-Contact theory explains the findings that socially diverse experiences and academic diverse experiences increase a student's cultural awareness.

Dierks, Scott. “Social Identity Construction of White Masculinity in College Baseball Players at Santa Clara University.”

-This paper examines the definition of whiteness, masculinity, male-identity construction and how these factors play a role in the lives of college baseball players.

Galindo, Laura M. “Higher Socialization: The Effects of Student Minority Status on Social and Academic Integration.”

-This study explores race and religion and their effects on social and academic integration to a college campus.

Gutierrez, Cristelda. “The Impact of Pre-College Educational Capital and Social Class on Social Connectedness in College.”

-The findings of this study indicate that both pre-college educational capital and social class fail to have an impact on social connectedness while the control, race/ethnicity, does demonstrate a significant impact.

Hermosillo, Alejandra. “What are the Comparative Effects of High School and College Involvement on Sense of Social Connectedness?”

-After controlling for race/ethnicity, gender, and transfer status, college involvement has a significant impact of students' sense of social connectedness, whereas high school involvement does not.

Lund, Kelley A. “Effects of Gendered Education on Participation in Volunteerism/ Service Work.”

-This study finds that attitudes, characteristics, and behaviors have a significant effect on students' participation in volunteer/service work.

Macaraeg, David. “Race and Religion and Their Effects on Participation in Activities.”

-Results from this study show that race/ethnicity has a significant impact on participation in social and social awareness activities while religion does not.

Ostensen, Joy Michele. “The Impact of Past Community Service and Institutional Values on Students' Intent to Serve the Community in the Future.”

-After controlling for gender and freshman benevolence, this study investigates the impact of high school and college community service work on students' intent to continue with service work in the future.

Pasmore, Amica J. “Formal and Informal Diversity Experiences: Understanding What Factors Impact College Students' Racial Diversity Opinions.”

-This research demonstrates that while formal diversity experiences have a moderate positive impact of students' racial diversity opinions, informal diversity experiences failed to have an impact.

Rodriguez, Michelle. “Racial Awareness and its Effect on the College Student's Sense of Connectedness.”

-Findings from this study show a negative correlation between awareness of race and a student's sense of social connectedness to the college campus. Additionally, whites are found to have an overall stronger sense of connectedness than students of color.

Romano, Shannon. "The Impacts of Diversity-focused Curriculum, Activities and Identity on Awareness of Diversity Issues."

-This research proves that race/ethnic identity has a significant effect on students' awareness and perceptions of diversity issues, while gender identity does not.

Sanchez, Evelyn. "The Influence of Pre-College and College Diversity Experiences on Students' Perceptions of the Diversity Environment."

-This quantitative study finds that neither pre-college nor college diversity experiences surface significant relationships with students' perceptions of the diversity environment. Qualitative data does however show that students' school background affects students' perceptions.

Sanchez, Sabrina I. "Students' Feelings of Connectedness Through University Involvements."

-After controlling for school, gender, and religion, this research displays that college involvement in general has a positive correlation with feelings of connectedness and that the involvement does not have to be connected to specific college values.

Sasaki, Maria. "Relating Socioeconomic Background and Political Orientation to Social Justice Perspectives."

-This paper finds that, after controlling for race and gender, students' political orientations have a significant effect on their social justice perspectives, whereas students' socioeconomic backgrounds fail to have an effect.

Sbicca, Joshua A. "Social Justice in University Life: The Influence of Peer Group Interactions and Institutional Values on Perceptions and Behaviors."

-After controlling for political affiliation and race/ethnicity, this research proves that both student interactions with university and other students and university structure and values have an effect on college students' level of social justice behavior.

Taft, Benjamin A. "Identifying Key Components of Students' Sense of Connection to College Campuses."

-This study focuses on the findings that personal views on diversity affect sense of connectedness, while participation in academic-related diversity activities does not.

Taylor, Jennifer L. "The Impact on School of Study and Liberal Education on Sense of Belonging."

-The findings of this study show that there is a slight relationship between students' field of study and liberal education with their sense of belonging to the university.

Will, Nicole A. "Identifying the Role of Religion in Feelings of Connectedness to Universities."

-This research finds that race/ethnicity is the key factor in determining a student's level of connectedness to the university, while religion demonstrates a weaker, yet significant relationship.

Zambrano, Martha M. "Does Diversity Exposure and Sense of Connectedness Affect the Perceptions of a Positive Campus Climate?"

-The results of this research show a positive correlation between previous exposure to white environments and sense of connectedness to the university.

## **2004**

Ashford, Erin. "What is Impacted by One's Hours Spent Helping the Underprivileged at Volunteer Organizations?"

-The purpose of this study is to examine college students' hours spent helping the underprivileged in relation to social interactions and values shaped by organizations' mission statements.

Bisignano, J. Barrett. "The Impact of Socioeconomic Status and Interaction on Volunteers' Commitment to Non-profit Organizations."

-This study tests divergent theories by measuring the effects of "conveyance of values through interaction with staff members" and "socioeconomic status" on the strength of commitment to non-profit organizations, also exploring the differences in commitment levels between genders.

Buckowski, Jennifer S. "No Man is an Island: The Significance of Relationships within an Organization and their Effects on Volunteer Attitudes."

-This research paper explores what elements can contribute to a volunteer's positive outlook on his/her role in a given organization, analyzing how relationships between all employees, regardless of rank, affect a volunteer's confidence level.

*Budd, Elizabeth L.* "Identifying the Key to Increasing Volunteer Commitment to Non-Profit Organizations."

-This study measures the relative impacts of positive interaction and the salience of a mission statement on volunteer commitment levels to non-profit organizations, and controls for the field of study of the volunteers.

*Crewse, Jessica.* "Empowering Volunteers: Organizational Training and Feedback and Interaction with Clients as Factors affecting Volunteers' Sense of Agency."

-This study examines the effects of *Organizational Training and Feedback* and *Interaction with Clients* on *Volunteers' Sense of Agency* in community service organizations.

*Estess, Elisabeth.* "I HATE IT. I LIKE IT. I LOVE IT. Improving Morale Among Teenage Volunteers in a Local Community Service Organization."

-This study of teenagers, conducted through qualitative and quantitative methodologies, finds that interaction between staff and volunteers is a key element in boosting morale among teenage volunteers, and also finds that volunteers who are forced by their school or other organization to fulfill requirements are less likely to enjoy their volunteer experiences.

*Fersch, Kristin.* "Volunteer Transformation: The Impact of Socialization into Organization and Core Self Concept on Commitment."

-This study tests competing theories by measuring the effects of "socialization into organization" and "compassionate core self concept" as reasons why a volunteer stays committed to a particular organization.

*Garvey, Elizabeth.* "What Inspires Commitment in Volunteer Organizations?"

-The independent variables in this study include difference in respect obtained in college and high school and adherence to organization's values, and are used to investigate the central question in this paper, which is, what affects a person's level of commitment within a volunteer organization?

*Gisler, Erin B.* "The Effects of Job Satisfaction and Strong Relationships with Staff and Other Volunteers on Commitment to Volunteering in High School."

-This study tests the influence job satisfaction and relationships with staff member and other volunteers have on high school volunteers' commitment to volunteering at organizations.

*Hansen, Nicole.* "Social Interaction and Religion: Do they Impact Volunteers' Views of Service?"

-This study examines the effects of positive interaction, particularly acceptance and positive attitude, and religious attendance on volunteers' views of volunteering.

*Hernandez, Erica.* "Empowering High School Volunteers to Stay Committed: The Effects of Pride and Rewards."

-This study examines rewards and pride as variables affecting commitment while also controlling for organizational missions and values.

*Hilger, Catherine Bailey.* "Fostering Organizational Buy-In: Factors Leading to Strong Volunteers and Institutional Success."

-This study examines the effects of a volunteer organization's use of symbols and an organization's structural ability to address an important social problem on the institutional buy-in of new volunteers.

*Kemper, Nicole.* "Labeling of Volunteers versus Role Strain on Supervisors: What Influences the Nature of Feedback in Organizations?"

-This study examines the effects of labeling volunteers/workers and role strain on supervisors/management on the nature of feedback in organizations.

*Kendrick, Erica Michelle.* "The Impact of Supervisor Interaction and a Volunteer's Fulfillment on Future Attitudes towards Volunteerism."

-This study looks at the impact of supervisor interaction for clarity and understanding while completing a task and the level of fulfillment of a volunteer while volunteering on the volunteer's future attitudes towards volunteerism.

*Kennedy, Christina A.* "Level of Communication with and Feedback from Staff vs. the Integration of Organizational Values: What Factors Most Influence the Volunteer Sense of Agency?"

-This study contrasts the role of communication with and feedback from staff, and the integration of organizational values as it influences volunteers' sense of agency within the organization.

*Kinnear, Megan.* "Volunteer Agency and the Expression of Leadership: The Significance of Validating Interaction."

-This study compares the effects of interactions expressing authority differences and validating peer interaction on a volunteer's sense of agency and expression of leadership.

*Mariscal, Sandy R.* "Human Capital in Organizations: The Impacts of Feedback and Buy-In of Organizational Values"

on Volunteers' Sense of Agency.”

-This study used quantitative and qualitative data to examine the effects of feedback given to volunteers and buy-in of organizational values on volunteer agency within organizations.

*Masterson, Lisa.* “Volunteer Responsibility and Staff Encouragement: Which has a greater effect on volunteer commitment?”

-This research seeks to develop a better understanding of how individual responsibility and staff encouragement affect the level of commitment volunteers exhibit towards organizations to which they donate their time and resources, while controlling for outside factors, such as gender and previous volunteer experience.

*Moore, Jasmine Sheree.* “Supervisor vs. On-Site Peer Interaction: What Impacts Volunteer Sense of Agency Within an Organizational Context?”

-Supervisor interaction and on-site peer interaction with volunteers are studied to examine the impact, if any, they exert on volunteer sense of agency.

*Moreno, Salvador.* “How Attitudes and Involvement in Race Specific Activities Effect Students' Sense of Social Connectedness.”

-This research looks at how college students' activities develop or aid in their sense of social connectedness. Also, this study looks at whether or not this social connectedness causes students to branch out and interact with a more diverse group of students.

*Napoleon-Ally, Bianca.* “What's on the Inside—Does it Really Matter?: A Sociological Analysis of Internal Factors of Volunteer Organizations which Contribute to Volunteer Commitment.”

-This study examines a series of variables that are responsible for volunteer commitment, including the volunteer's understanding of an organization's mission statement/values, interaction with various members of the organization, as well as feelings of making a positive contribution.

*Navarro, Christina.* “What Influence Do Feedback and Self-concept Have on a Volunteer's Commitment to an Organization?”

-This particular research study tests structural functionalism and symbolic interactionism by measuring the influence that “feedback” given by an organization and volunteer's “self-concept” have on a volunteer's commitment to an organization.

*Nguyen, Cecilia.* “Organizational Mission Values vs. Role Comfort: Impact Community Service Commitment.”

-The purpose of this study is to see whether buy-in of an organization's mission values or comfort in role impacts volunteers' commitment.

*Offer, Maureen.* “Successful Organizations: How to Achieve Adoption of Organizational Values in Volunteer Settings.”

-This study examines the effects of presenting volunteers with symbolic incentives and interaction between individuals within the organization on the adoption of organizational values in volunteer settings.

*Parsons, Claire.* “Humanitarianism in a Modern World: Does Altruism Still Exist?”

-This study takes a closer look at how volunteers are impacted by their experiences in non-profit organizations, closely evaluating two separate factors—volunteer buy-in and volunteer relationship with staff—that are likely to influence volunteer enthusiasm toward humanitarianism.

*Paz, Melissa.* “Volunteer/Client Interaction and Coordinator Feedback: What Causes Volunteers at Service Organizations to Feel Useful?”

-This study examines the effects of volunteer/client interaction and positive feedback received from coordinators on volunteers' sense of usefulness at community service organizations.

*Quilici, Lauren.* “Interpretation Matters!: The Effect of Social Opportunities on Volunteer Commitment in Charitable Organizations.”

-This study addresses aspects of organizational learning, testing the effects of social opportunities (interactions with staff, volunteers, and friends, chance to make new friends, etc.) while volunteering and chances for volunteer personal responsibility on commitment to charitable organizations.

*Rodriguez, Eloisa Ivette.* “Self-Interest or Dedication: Motivational Factors Behind Future Volunteerism Among High School and College Students.”

-This study examines the effects of self-interest and dedication on high school and college students' future volunteerism.

*Wiesner, Michael.* "Feeding Hearts and Helping Hands: The Effects of Identification and Motivation on Volunteer Commitment."

-The paper explores quantitative and qualitative links between organizational motivation and commitment among volunteers.

*Williams, Azuri M.* "Altruism vs/ Egoism: Why Do College Students Really Volunteer?"

-This study investigates motivation behind volunteering, testing whether college students volunteer for altruistic or egoistic reasons.

## **2003**

*Aguilera, Laura.* "The Jesuit Experience: Measuring Success at Santa Clara University."

-This study explores whether the racial-ethnic identity of the student alone or their socio-economic background can effect the level of perceived success in their overall experience at Santa Clara University.

*Arellano, Jorge.* "The Roots of Ethnic Identity: Is it Social Class, Parental Influence, or Something Else?"

-Using conflict theory and symbolic interactionism as a theoretical foundation, this study examines the impact of social class (conflict theory) on parental reinforcement of racial/ethnic identity (symbolic interactionism) and strength of racial/ethnic identity.

*Butler, Julia.* "Ethnic Identity: The Influences of Parents, Peers and the Media."

-This study examines the influence of parents, peers, the media, gender, and race on the development and construction of ethnic identity.

*Cadena, Yadira.* "Formation, Class, and Parental Reinforcement as Predictors of Ethnic Identity."

-This study examines the role of class, parental reinforcement of ethnic identity, and overall college experience on an individual's ethnic identity. It examines how and why ethnic identity is formed.

*Calvo, Raquel.* "Classes Role in Ethnic Identity."

-This study examines the role of class on the ethnic identity of biracial college students, through the use of conflict theory and symbolic interactionist theory.

*Carrillo, Amanda.* "The Influence of Ethnic Identity in Community Involvement: The Case Among College Students."

-This study examines the effect that ethnic identity has on community involvement and voluntary participation specifically amongst college students, taking into account social economic status, race and gender.

*Crespo, Stacey.* "I Choose Both: The Effects of Racial Stereotypes and Integration on Biracial Identity Expression."

-This study explores the roles racial stereotypes and integration play in influencing the strength of biracial ethnic identity expression.

*Fofana-Dura, Santigie.* "Social Identity."

-This study examines the role of religion, age, gender, class, and race on social identity.

*Galvin, Daniel.* "Generations Removed From Immigration, Socio-economic Status and How We Learn About Ourselves."

-This study examines the formation of ethnic identity, taking into consideration one's association with the past through cultural events and the separation of generations from initial immigration.

*Gonzaga, Angela.* "Socio-Economic Status, Levels of experienced Racial Disadvantage and Privilege, Diversity of Social Networks: Finding the Best Indicator of High Racial/Ethnic Identity Amongst White Americans."

-This paper explores the variance in the saliency of racial/ethnic identity amongst White Americans, why a sense of racial/ethnic identity is so strong for some White Americans and completely nonexistent for others.

*Gonzales, Linda.* "Do Individuals Have Control Over Their Identities? A Look at the Interplay Between SES, Choice of College Major and Saliency of Ethnic Identity."

-This study examines the influences of SES and choice of field of study (or major) on the saliency of ethnic identity among college students.

*Landa, Emmanuel.* "The Impact of Ancestry and Parent's SES on the Formation of People's Ethnic Identity."

-This study focuses on the effects of ancestry and parent's socialization on the strength of ethnic identity, also taking into account parent's socioeconomic status and the exposure to other groups.

*Linarez, Elvira.* "Conflict, Symbolic Interactionism and Social Reproduction: What Actually Impacts Academic Achievement Among College Students?"

-This study examines how the strength of ethnic identity effects the academic success of college students, using Conflict Theory, Symbolic Interactionist Theory, and Social Reproduction.

*Marciano, Nicole.* "Mead vs. Marx: Why does Racial/Ethnic Identity Matter?"

-This study compares the relative importance of parental reinforcement, social networks, and social class as determinants of racial/ethnic identity.

*Martinez, Lisa.* "The Function of Education: Patterns of Political Participation Among College Age Students."

-This paper explores the role of socioeconomic status, gender, racial/ethnic identity, and network diversity in the variation in political participation in college age students.

*Nguyen, Hieu.* "Impact of Perception of Unequal Opportunity vs. Diverse Education on Ethnic and Racial Salience."

-This study examines whether perception of unequal opportunity or multicultural education has a significant impact on ethnic and racial salience, testing the conflict perspective and structural functionalist theories as they pertain to factors that may increase or decrease ethnic/racial salience.

*Noriega, Leticia.* "Influences on Racial-Ethnic Identity: Socioeconomic Status vs. Institutions."

-This paper compares the impact of socioeconomic status (SES) with the impact of institutions on one's racial-ethnic identity.

*Ochoa, Noemi.* "Literature and its Effects on Race/Ethnic Identity: Determining Cause and Effect."

-This study examines the effect literature has on the salience of person's ethnic identity based on level of education.

*Ortiz, Janette.* "Educational Success in College: Does Ethnic Identity and Socioeconomic Status Really Matter?"

-This study examines the influence of ethnic identity and socioeconomic status on the educational success of ethnic minorities.

*Ray, Erica.* "Cooley Vs. Mead: How is Ethnic Identity Formed?"

-This study explores possible explanations of how ethnic identity is formed, examining parental socialization, Conflict Theory, and Symbolic Interactionism.

*Re, Jennifer.* "How to be an 'American': A Study of Multiple Identities."

-This study explores the links and conflicts between cultural identity and "American" identity, also examining connections between patriotism and other forms of identity, such as cultural and class identity.

*Reyes, Randy.* "Proof That Parental Influence Through Stressing the Importance of Racial/Ethnic Pride is Important in the Development of One's Identity."

-This study examines the impact of parental transmission of cultural aspects and socioeconomic status on the salience of ethnic identity.

*Starr, Michelle.* "High School Friendship vs. Ethnic Salience: What Drives the Diversity of College Social Networks?"

-This study investigates whether high school friendships or racial/ethnic salience play a bigger role in affecting the diversity of current social networks.

*Straw, Nicholas.* "Symbols and Conflicts and the Impact They Have on Ethnic Identity."

-This study analyzes how parent's socioeconomic status and diversity of social networks effects ethnic identity.

*Sudario, Eillenil.* "Conflict versus Symbolic Perspective: Examining what Impacts Inter-ethnic Identity and Intra-ethnic Identity Salience."

-This study examines the effect of bilingualism, a person's race/ethnicity, parent's educational level attained, and gender on inter-ethnic and intra-ethnic identity salience.

*Tapiador, Crystal.* "Socioeconomic Status vs. Parental Values and Reinforcement of Race/Ethnicity: What Impacts the Racial/Ethnic Identification of College Students?"

-This paper explores the relationship between Socioeconomic Status (SES) and Parents' Values and Reinforcement of Race/Ethnicity and their impact on Racial/Ethnic Identification after controlling for race and gender.

*Thomas, Kim.* "Second Generation Latinos: A Study of the Affects of Integration and Socioeconomic Status on Ethnic Identity."

-This paper explores the affect of integration and socioeconomic status on ethnic identity.

*Torres, Xiomara.* "The Role of Ethnic Identity in Education."

-This paper looks at the importance of ethnic identity and academic success and also examines socioeconomic status as a determinant that may or may not affect academic success, looking at gender as a control variable.

*Vasquez-Ramos, Citlali.* "Salience of Ethnic Identity: The Effects of Informal Versus Formal Socialization."

-This study looks at how the informal socialization of generational status of the respondent and how the formal socialization of the amount of school can affect the salience of ethnic identity.

*Yulo, Asia.* "Ethnic Identity: The Role of Marginalization and Ethnic Culture."

-This study attempts to find out whether external processes of labeling such as marginalization and discrimination, or internal processes such as self-identification through being surrounded by people of the same ethnicity and consequently practicing one's culture more, are more influential on one's sense of ethnic identity.

## 2002

*Adauto, Lianna.* "The Effects of GPA and Parental Encouragement on Future Aspirations."

- This study examines the effects of student GPA and parental encouragement on decisions students make before, during, and after college.

*Antoncich, Megan.* "The Masked Reality: The Affects of Quality of Education on Career Choice."

- This study examines the role that the quality of one's education plays in choosing a career and uncovers the threshold effect that exists among Santa Clara students, which prevents the full implications of impact of quality of education from being seen.

*Berry, Joshua.* "From Marx to Mead: A Redefinition of Class Boundaries and the Role of Encouragement in the Formation of Occupational Aspirations."

- This study examines the relationship among household income, parents' educational levels, high school parental encouragement and medical career aspirations using the conflict and structural functionalist theoretical frameworks.

*Chrisman, Morghan.* "The Influence of Parental Encouragement and Family Social Economic Status on Students' Career Choice."

- Using the symbolic interactionist and conflict theoretical frameworks, this paper examines the effects of parental encouragement and family social economic status on students' career choice.

*Chu, Clara.* "Career Aspiration: Is it dependent on socioeconomic status, network opportunities, or the effects of different roles?"

- Using conflict, network, and role theories, this study examines the importance of socioeconomic status, contact with high status network ties, and gender in the decision to pursue a career in the medical profession.

*Corbinook, Toshiko.* "Parental Involvement and Career Choice."

- This study uses the conflict and symbolic interactionist theoretical perspectives to examine the effect of parental involvement in students' academics and students' career aspirations.

*Del Real, Michelle.* "Accounting for Economic Opportunity and Encouragement in the Development of Career Choice for College Students at Santa Clara University."

- This study examines the symbolic interaction and conflict theoretical perspectives by looking at the role that socioeconomic status, ethnicity, and faculty feedback play in student success in college.

*Figueroa, Sandra.* "It's Not all About the Money: Career Choices in the Medical Field."

- This study examines the role of socioeconomic status and gender differences in the choice of a career in the medical field.

*Freitas, Lisa.* "The Effects of School Quality, SES, Ethnicity, and Tracking on Higher Career Aspirations."

- This study examines the effects of school quality, SES, tracking, and the barriers that ethnic minorities are faced with in the development of high career aspirations.

*Hallead, Jenna.* "Career Choice, A Sociological Perspective: Why are some people doctors and others not? Structural Functionalism and Conflict Theory."

- Using the structural functionalist and conflict theory approaches, this study examines why some people choose a medical career and others do not. It looks at the role of school type, students' values, and gender on medical school

aspirations.

*Hernandez, Jennifer.* "Why Do Some People Become Doctors and Others Not? Looking Through the Lenses of Symbolic Interactionism and Conflict Theory."

- Using symbolic interaction and conflict theories, this study examines the effects of parental encouragement and socioeconomic status on academic achievement and career choice. It discusses the effect of SES on school quality, the differences between the public and private sector of education and how they effect academic achievement, the effects that parental encouragement have on children, and gendered stereotypes.

*Jimenez, Esperanza.* "How Does Parent SES, Quality of Education, Role Models, and Ethnicity Affect the Career Choice of an Individual?"

- This study explores why some people reach or choose a higher status career choice and others don't by looking at the effects of SES using conflict theory and the effects self concept using the symbolic interactionist perspective.

*Kalogrides, Demetra.* "The Formation and Maintenance of Aspirations: The Role of Socioeconomic Status and Values."

- This study examines the role of altruistic values and socioeconomic status in the formation of occupational aspirations. It also discusses factors, such as faculty feedback, that affect the maintenance of career aspirations throughout college.

*Kawakami, Mariko.* "Family Influence, School Quality, Tracking and Socioeconomic Status: The Impetus Behind a Person's Career Choice."

-Using conflict and symbolic interactionist theories, this study examines the relationships between school quality, family influence, and tracking in the formation of career aspirations. It argues that the full effects of SES cannot be seen in the sample drawn from Santa Clara because of homogeneity of parents' incomes.

*Madrid, Susie.* "Factors Affecting Career Motivation and Aspiration."

- This study examines the influence that role models and SES play in developing certain career aspirations. It looks at differences in motivation for obtaining a MBA and obtaining a MD.

*Rue, Patrick.* "The Effects of Parental Encouragement and Educational Opportunities as Determinants of Medical School Aspirations."

- This study looks at the relationship between undergraduate college students aspiring to go to medical school and how aspirations are effected by parental encouragement and educational opportunities.

*Skourtes, Erin.* "SES and Gender's Role in Shaping the Values that Lead to Career Choice."

- This study examines how students' socioeconomic status and gender affect values that lead to differences in career choice. It looks at value differences between students who want to obtain an MBA and those who want an MD.

## 2001

*Aronson, Summer.* "Single Mothers, Role Strain, and Burnout: A Qualitative Investigation"

- This research investigates the experience of single mothers coping with role strain and burnout.

*Azavedo, Judy.* "The Cost-Benefit Analysis: Family or Work?"

- This paper explores the cost-benefit analysis between having a family and working for young adults and how this analysis can have an effect on the structure of the family.

*Bobadilla, Eric.* "Why Do Some People Become Medical Doctors and Others Not?: A conflict and network theory analysis of career selection."

- This paper explores whether the decision to become a doctor is made based on family socioeconomic status or the quality and amount of network ties a student has access to.

*Brown, Marissa.* "Single Motherhood: Generations of Experience."

- This research explores the aspects of generations of single mothers, mainly how single motherhood has changed over generations and how single motherhood has an effect on the dual life of being a single mother having to work and care for children on her own.

*Castorena, Patricia Davlia.* "Female Assembly Workers in Silicon Valley: The Impact of Layoffs, Job Insecurity, and Coping Strategies."

- This qualitative study explores the effects of job insecurity on both married and single female assembly workers at a

large electronics company in Silicon Valley.

*Corona, Paul.* "Generations and Parental Involvement: What leads to career aspirations and desires?"

- This research explores the effects of grandparents' place of birth on the educational outcomes of their children and grandchildren and the effects that parents' education has on involvement with their children's education.

*Cosentino, Sabrina.* "Affects of Self-Care on Latchkey Children."

- This study examines the effects of self-care on latchkey children in three areas: academic, social, and behavioral, while also examining the differences between lower class and middle class children.

*Escalera, Marisol.* "Impacts of WORK and Time Famine on MEXICAN women in 2K1."

- This paper examines the way in which Mexican women in the millennium continue to struggle at home and in the workplace, while also seeking to identify some of the factors that impact the lives of working women in the Silicon Valley.

*Flint, Paulina.* "Nonprofit Survival Strategies: Implications of Silicon Valley on Nonprofit Funding and Employee Retention."

- This study examines the state of expanding nonprofit organizations, paying close attention to the societal impacts they experience, and exploring issues such as funding, employee retention, cost of living, and employee benefits.

*Gibson, Wendy.* "Career Aspirations: A Look Behind the Reasoning to Pursue a Medical Career: A Structural/Functionalist and Symbolic Interaction Perspective."

- This study looks at the different effects of role models within students' families and outside students' families and how these role models have different affects on students' aspirations to pursue a career in medicine.

*Gleeson, Shannon.* "Burnout in the Non-Profit Human Services: A Structural Analysis."

- This study demonstrates that there are multidimensional causes of staff burnout while also exploring the ecological framework of a staff and organization to see where points of tension have arisen.

*Guerra, Alexandra.* "The Effects of Company Culture."

- This paper examined the social construct of company culture and how aspects of this culture effect the company and its employees.

*Gutierrez, Yadhira.* "Professional Realization and the Bilateral Intrusion Resulting from the Adoption of Multiple Roles."

- This study undertakes the mission of unveiling the dynamics of they work-family interface at a prominent litigation firm in the Silicon Valley.

*Huerta, William.* "Time Famine: The Effects on Latchkey Children."

- This study reflects on the experiences of latchkey children and links their experiences to trends found among academic achievement, social development, and deviant behavior.

*Koch, Bryna.* "Durkheim, Weber and Marx, OH MY! A study of Class, Potential, and Occupational Aspirations with Theoretical Implications."

- This study uses an integrated analysis of the achievement/ascription dichotomy to describe occupational aspirations using a combination of conflict and structural functionalist theories.

*Logan, Patrick.* "Happiness and Satisfaction in the Workplace."

- This research analyzes what it is that keeps people working in a stressful working world.

*McCann, Kelley Marie.* "Salaried vs. Hourly and the Time Bind in Silicon Valley."

- This research explored the experiences of salaried workers work versus hourly workers work and how balancing work and child care.

*Pettit, Heidi.* "To be or Not to be: Wealth, Role Models, Parental Encouragement and who Aspires to Seek and Advanced Degree."

-This study explores the effects of SES, gender, parental encouragement, and mentors on students' to become medical doctors.

*Rodriguez, Deanna.* "Athletics: Just a Part of Your Life or Is It Your Life?"

- This research investigated the notion that athletics has an effect on the lives of athletes, mainly aspects of life effected by athletics pertaining to attributes, family, relationships, and occupations.

*Rowan, Gwendolyn.* "The Creation of the AT Work Day Care & Its Effects On Children."

– This paper examines the possible effects on children caused by the unique environment of the at work childcare facility.

*Shakoor, Atif.* "The Time Bind and Family Structure In Regards to Ethnicity."

– This research examines the effects of the time bind on the family structure and ethnicity while also looking at the ways in which people of different ethnic backgrounds respond to this phenomenon.

*Shemwell, Kasey.* "Family Structure and the Effects on Children."

– This research paper explores the phenomenon of the family structure and if the type of family structure one is raised in has an influence on the type of family that individual chooses to raise their own children in.

*Stamos, Lisanna.* "Nursing Our Futures: An Exploration of the Shortage in Silicon Valley."

– This research presents a study on the national nursing shortage with a focus on a local hospital in Santa Clara valley, and concentrates on the more aggressive recruitment strategies and the importance of improving the image of nursing.

*Syed, Kareem.* "Choosing to Become a Doctor or Choice Only for the Privileged."

- This study examines the effects of role models and SES in the choice of a medical career using both conflict and symbolic interactionist perspectives.

*Tancongco, Eric.* "High-Tech Dating and Courtship."

– This research studies the commitment to work of high-tech information workers and observes how it affects their dating and courtship habits.

*Vaka, Brian.* "How does role strain and role conflict differ between dual income and single income families?"

– This research examines the difference between role strain and role conflict among dual and single income families.

*Westphal, Jason.* "Why Do Some Students Become Doctors?"

- This study examines the effects of socioeconomic status and peer influences on the formation of aspirations toward a career in medicine.

*Winters, Kathryn Swangren.* "The Sociological Creation of the 'Supermom'."

– This research discusses the variance that occurs and the difference between expectations and stress levels of stay-at-home mothers and working mothers.

## 2000

*Bond, Steven.* "Adult Child-Parent Relations: Predictors from the Childhood Experience."

--This research project is based upon what predicting variables of a student's childhood experience, including the aspect of a divorce between parents, have an impact on the current relationships children have with their parents.

*Boynton, Christina.* "Factors that Influence the Ability and Desire to Role Switch."

--This paper examines which factors effect the ability and the desire for people to comfortably move in and out of family and work roles.

*Castaneda, Veronica.* "Communication Technology and Teens: The Impact of Cell Phones and Pagers on Teen Freedom."

--This paper explores how through the use of cell phones and pagers, teens are now receiving more independence, with the consent of their parents.

*Emerson, Dana.* "Strength of Students' Relationships with Family and Friends by E-Mail."

--This study focuses on relationships between students' use of e-mail and how it affects their relationships with their family and friends while away at college.

*Flores, Emily.* "The Impact of Cell Phones and E-mail on Relationships."

--This research examines the degree that parental income affects the comfort level of college students' e-mail and cell phone use, and the impact that the use of technology has on their personal relationships.

*Flores, Enrique S.* "Parents' Love Reproduces Good Grades."

--This research explores the effect, influence, and/or impact of parents' education on the roles they perform, specifically in family and work, and how role-switching, role-strain, or balance ultimately affects their children's performance in school.

*Garcia, Gladys.* "The Effects of teen Ownership of Cellular Phones and Pagers on the Parent-Teen Relationship."  
--This paper analyzes how this growing trend of communication devices affects the relationship between teens and their parents.

*Hewitt, Jill A.* "Youth Care in the 21<sup>st</sup> Century (Is Technology Watching our Youth?)."  
--This empirical study focuses on the use of cell phones and pagers in assisting working parents with teen supervision, suggesting that while parents are giving more freedom to their children through pagers and cell phones, most parents are still holding on to the traditional family values of monitoring females more closely.

*Jones, Brian.* "How the Use of Electronic Mail is Affecting Relationships."  
--This paper analyzes how technological changes such as Internet access, the cellular phone boom, and the use of electronic mail affect social and family relationships.

*McColley, Nicole Leah.* "Communication Technology Interference and Home Life: The Consequences of Crossing Forbidden Boundaries."  
--This research describes and explores the empirical relationship between Communication Technology Interference, while at home, and Family Life Satisfaction.

*Muniz, Esmeralda Del Carmen.* "Cyberspace and Social Inequalities in the Twenty First Century."  
--Focusing on high school teens, this empirical study supported by conflict theory discusses cyberspace and social inequalities in the Twenty-First Century.

*Naumes, Sarah L.* "Successful Role-Switching Among Contemporary Silicon Valley Employees: An In-Depth Look at Employees and their Successful Role-Switching Between that of the Parent, Spouse, Friend and the Employee."  
--This study examines the influence of role switching on one's relationship with his/her family, friends, and workplace success in a sample of 82 Silicon Valley employees.

*Rubio, Maricela.* "The Reality of Internet & E-mail Influences in Student-Parent Relationships."  
--This paper explores college life and the influence of technology, particularly on family relationships.

*Valle, Cristina.* "Information and Communication Technology: Exploring access and use of technology and its effects on relationships with significant other."  
--This study explores access and use of electronic mail, voicemail, and cell phones and how they affect relationships with significant others, based on a survey of 174 college students.

*Vennola-Stover, James.* "Ideology as it Contributes to Student Success."  
--This study examines whether parent's education creates culture capital that fosters computer skills through parent-student relations, and if that in turn contributes to a higher GPA.