

A Z D R E N C O M A

Department of Sociology
Washington State University
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EDUCATION

- Washington State University, Pullman WA
Ph.D., Sociology, A.B.D.
Chair. Dr. Erik Johnson
- Washington State University, Pullman WA
M.A., Sociology, 2021
Thesis: "Testing the Relationship Between Political Cueing and
Environmental Opinion"
Chair. Dr. Erik Johnson
- Rutgers The State University of New Jersey, New Brunswick NJ
B.A., Sociology (*Magna Cum Laude, High Honors*) 2016
Thesis: "Social Influences on Disaster Risk Communication"
Chair. Dr. Lee Clarke
Minor: Social Justice

RESEARCH & TEACHING INTERESTS

Environmental sociology, climate change, methods (experiments, survey design, GIS), organizations, inequalities.

PUBLICATIONS

Johnson, Erik W., Azdren Coma, and Sam Castonguay. forthcoming. "The Presence of Climate and Justice Issues Among Major US Environmental Nonprofits." *The Nonprofit and Voluntary Sector Quarterly*.

TEACHING EXPERIENCE

- Instructor Winter 2022
 - Introduction to Sociology – SOC 101
- Instructor Summer 2022
 - Social Deviance – SOC 360

- Modified a 16-week course to fit a 12-week format, restructured the grading system, adjusted and deliberated on the course schedule, readings, assignments, and quizzes. Special emphasis was placed on tracking student progress, and giving individual feedback to help improve student outcomes.
- Graduate Teaching Assistant Fall 2022
 - Criminology – SOC 361 (taught by Dr. Jennifer Schwartz),
 - Duties include grading assignments and exams on Canvas, developing assignments and programming quizzes into Canvas, assisting students in understanding concepts in criminology, and reorganizing the entire Canvas course space.
- Graduate Teaching Assistant Spring 2022
 - Quantitative Techniques in Sociology – SOC 321 (taught by Dr. Jennifer Schwartz),
 - Duties include grading assignments and exams on Canvas, assisting students in understanding concepts in statistics.
- Graduate Teaching Assistant Fall 2020 - Fall 2021
 - Introduction to Sociology – SOC 101 (taught by Dr. Erik Johnson),
 - Duties included grading assignments; Blackboard, Canvas, peerScholar and mTuner content and grade management; designing and distributing several surveys; aggregating survey data; developing and publishing the syllabus.
- Graduate Teaching Assistant Spring 2020
 - Sociology of Food - SOC 336 (taught by Dr. Sarah Whitley),
 - Duties included grading weekly assignments and provided feedback to 52 students, developing and conducting in-class activities.
- Graduate Teaching Assistant Spring 2019 - Fall 2019
 - Introduction to Sociology – SOC 101. Supervisor: Dr. Kristin Cutler,
 - Led weekly recitations for two sections,
 - Duties included preparing weekly recitation lectures and activities, grading, managing Blackboard content and grades, designing and distributing midterm surveys, evaluating student performance, reviewing for exams, teaching academic writing skills.
- Graduate Teaching Assistant Fall 2018
 - Introduction to Sociology – SOC 101 (taught by Dr. Erik Johnson),
 - Duties included grading essays and in-class assignments for 94 students; Blackboard content and grade management; designing and distributing surveys, aggregating survey data with Remark software, and producing findings,
 - Met one-on-one with academically at-risk students to ensure their academic success, including goal setting, exam preparation, time management tips.

GUEST LECTURES

Topic: Introduction to Criminology Fall 2022

- Developed and presented lecture on the fundamentals of criminology for the Sociology of Criminology – SOC 361 (taught by Dr. Jennifer Schwartz).

Topic: **Survey Design** Spring 2022

- Invited to lecture for *Marketing Research* - MKTG 368 (taught by Dr. Mycah Harrold).

Topic: **Environmental Sociology** Fall 2021

- Produced and recorded an animated lecture on Panopto for *Introduction to Sociology* SOC 101 students (taught by Erik Johnson). Lecture available on Youtube.

Topic: **Environmental Sociology** Spring 2021

- Produced and recorded a lecture on Panopto for *Introduction to Sociology* SOC 101 students (taught by Erik Johnson)

Topic: **Food Insecurity** Spring 2020

- Lectured on Supplemental Nutrition Assistance Program (SNAP) for *The Sociology of Food* SOC 336 (taught by Dr. Sarah Whitley).

Topic: **Experimental Methods** Fall 2019

- Invited to lecture for *Social Problem* SOC 102 (taught by Alana Inlow)

Topic: **The Sociology of Health** Spring 2019

- Invited to lecture for *Research Methods in Sociological* SOC 317 (taught by Alana Inlow)

PRESENTATIONS AND PUBLIC EVENTS

- Poster presentation, **2022 Academic Showcase Expo**, Pullman WA March 2022
- Public Roundtable Discussion of Local Non-Profit Organizations.
 - Discussing **Illegal Landfills and Access to Clean Drinking Water** in Struga, North Macedonia. September 2021
- The Nonprofit and Voluntary Sector Quarterly (NVSQ) symposium on **Climate Change and the Voluntary Sector** August 2021
- ASA Presentation - **Section on the Environment Roundtable** August 2021
- WSU Annual **Academic Showcase** April 2021
- Graduate and Professional Student Association (GPSA) **Research Exposition** poster session April 2021
- **Aresty Research Center Symposium** April 2016
- **Departmental Honors Thesis Public Presentation** April 2016

AWARDS AND HONORS

- WSU - Depew, Ann Madsen Memorial Fund, \$2000 2022
- WSU - Fred. R. Yoder Memorial Graduate Fellowship in Sociology, \$3500 2021
- WSU - Jeanne Jewett Scholarship, \$2000 2021
- WSU - Department of Sociology Graduate Student Excellence Award, \$600 2020
- WSU - Crimson Community Grant, \$973 2020
- WSU - The Professional Development Initiative Grammarly Membership 2020
- WSU - Paul and Bessie Landis Scholarship, \$1500 2020
- WSU - Paul and Bessie Landis Scholarship, \$1500 2019
- Rutgers – SAS - Henry Rutgers Scholar Award, \$1000 2016
 - In recognition of the outstanding thesis for the academic year.
- Rutgers – Sociology Department – Benjamin Zablocki Prize, \$200 2016
 - Awarded for exceptional commitment to exploring the sociological imagination.
- Rutgers University – SAS Paul Robeson Scholar 2015–2016

RESEARCH AND WORK EXPERIENCE

- **Research Assistant** for the Social & Economic Sciences Research Center (SESRC) at WSU August 2022 – present
 - Programming surveys in Qualtrics.
 - Programming and preparing live reports for clients.
 - Constructing graphs from the survey data.
 - Implementing the graphs in reports, summarizing the findings, including qualitative data.
- **Program Evaluator** for the Social & Economic Sciences Research Center (SESRC) at WSU Summer 2022
 - Programming surveys in Qualtrics.
 - Programming and preparing live reports for clients.
 - Constructing graphs from the survey data.
 - Implementing the graphs in reports, summarizing the findings, including qualitative data.
 - Delivered reports include: “Evaluation of National Science Foundation Advanced Technological Education Grant Activities: 2021-2022” prepared for the American Association of Community Colleges, and “Everett Community College IUSE, GEOPATHS: Grant Years 2020-2021 and 2021-2022”.
- **Program Evaluator** for WSU Entrepreneurship Skills and Knowledge Accelerator (WESKA) conference, Arvin Sahaym June 2022
 - Edited and programmed previous years surveys into Qualtrics, adding new questions and refining the survey, collecting the data from two surveys (before and after the conference), delivering a 35-page report which demonstrated the impacts of the conference on attendees.

- **Survey Design Consultant** for the Social & Economic Sciences Research Center (SESRC) at WSU Fall 2021-Spring 2022
 - Consultant for the SESRC's free clinic providing guidance on survey design and qualitative and quantitative data analysis.
 - Services provided to clients include help with overall survey design, question design, data statistical analysis, sample selection.
- **Data Scientist** for the SESRC at WSU Summer 2021
 - Produced the report, "Washington Recreational Boating Accident Statistics (2021)" for the Washington State Parks, Boating Program.
 - Under my leadership, a colleague and I cleaned and transformed 20 years of raw data on Washington State boating accident reports, we merged the data into a single file, and produced statistics to analyze boating accidents, injuries, and deaths.
 - The 56-page report included a regression analysis, a 5-page executive summary, and 46 different graphs and 37 tables.
 - The findings in this report have been presented to the Washington State Legislation by the Washington State Parks, Boating Program.
- **Census Field Supervisor (CFS)** for the U.S. Census Spring – Summer 2020
 - Served as a first-level supervisor for a group of approximately 6 to 15 Field Representatives (enumerators) and was responsible for data collection in hard-to-count populations and areas (including homeless populations and those with non-permanent or transient housing).
 - Officially swore in enumerators as official U.S. government workers, training them on survey procedures, population contact, data collection integrity, and standards, as well as safe practices during the COVID-19 pandemic. My obligations included problem-solving in the field, especially with survey refusals, unreachable populations, negotiating with individuals unwilling to communicate with the Census in the field.
 - Gathered information on group quarters, preparing enumerators for the census count. I was also tasked with canvassing and locating the difficult-to-reach populations using community resources.
- **Web Designer** for Washington Rural Jails Network Spring 2020
 - Worked for Professors Jennifer Schwartz and Jennifer Sherman, WSU.
 - Built the website, <https://labs.wsu.edu/wrjn/>
 - Acquired and established the domain, <https://wrjn.site/>, integrating with WordPress to host a live discussion board for rural Washington law enforcement officials.
 - Developed and published consent forms on Qualtrics
- **Research Assistant** for Professor Erik Johnson, WSU Spring 2020
 - Assisted in research for the project, *Policy and Legislative Outcomes of Environmental Movements*.
 - Used ProQuest to sift through over 4500 articles documenting environment or climate change-related protests within the United States

between 1990 and 2020. I categorized and graphed the protest data, illustrating shifting trends in U.S. protest focus.

- **Program Assistant** at the WSU Entrepreneurship Skills and Knowledge Accelerator (WESKA) conference Spring 2019
 - Assisted Professor Arvin Sahaym, WSU.
 - WESKA is a week-long program dedicated to non-business WSU graduates or postdoctoral associates who are curious about entrepreneurship.
 - My tasks included administering a survey in two waves (before and after the conference) and determining changes in knowledge and attitudes of participants, conducting analysis to test for statistically significant effects.
 - In addition, I wrote biographies and introduced guest speakers, organized and distributed conference literature, and photographed the event.
- **Chief Operating Officer** for Diligent Commercial Cleaning Services (DCCS), Old Bridge, NJ. 2016–2018
 - DCCS served clients in NY, NJ, and PA, and employed on average 24 full-time and part-time employees.
 - Ensured that business operations continued to function efficiently and effectively, including communicating and cooperating with companies and clients to deliver our services and many of the roles I had as general manager.
- **General Manager** for DCCS 2011–2016
 - My role within this position included directly dealing with clients and employees to ensure that the services provided met customer expectations. In this role, I was also responsible for hiring and training employees, inspecting job sites, maintaining supplies and equipment.

RESEARCH SKILLS AND SOFTWARE

- **Experimental Methods** (Survey Experiments, A/B testing, Qualtrics, Google Forms, Prolific, MTurk)
- **Quantitative Research Methods** (STATA, Excel)
- **Survey Design**
- **Geographic Information System** (ArcGIS ESRI)
- **Education Software** (peerScholar, mTuner, Blackboard, Canvas, Panopto, Remark Grading software)
- **Web Design and UX Design** (WordPress, Squarespace, SEO & SEM)
 - I have designed and launched several professional websites.
- **Computer-Aided Drafting** (CATIA, AutoCAD)
- **Languages** (Albanian – high proficiency in the standard, Tosk, and Gheg dialects. Macedonian – good proficiency)

SERVICE

Washington State University

- **University Appeals Board (Student Conduct Board)** 2019-2021
 - I reviewed University Conduct Board hearings that have been appealed, with cases including violations of academic integrity, Title IX violations, and other violations of school policies.
 - All Appeals Board members have been through a selection process and go through yearly training on due process, the burden of proof, cultural competency, implicit bias, and more.
- **GPSA Research Exposition Judge** 2020
- **Compliance and Civil Rights (CCR) – Student Feedback Committee** 2019- 2021

WSU Sociology Department

- **SGSO Community Service Committee** 2018-2020
 - I developed and operated a Graduate-Application mentorship program. The *SGSO Graduate School Application Mentorship Program* paired undergraduate students (especially first-generation students) interested in applying to graduate school with graduate students who volunteer to help and guide them through the application process.
 - I have gathered and distributed all supplemental materials intended to assist undergraduates throughout the application process, including developing an application timeline, providing guidance for application essays, resources for the GRE, and more.
- **SGSO Louis Gray Award Committee** 2020-2021
 - Created and distributed a survey to determine an award recipient.

Community Engagement

- **Citizens Climate Lobby**, survey data analyst. December 2021 – present
 - Created graphs of survey data. Provided more concise statistical analysis for a general audience.
 - Assisted with editing a report that was presented to the Pullman city council, September 2022.
- **Online Albanian Community Census Survey** consultation February 2021, 2022
 - Helped a small internet community get better data about their users by providing feedback for the design of the survey and conducting statistical analysis on their results.

North Macedonia

- **Struganët për Strugën / Стружани за Струга**, co-founder 2017 –2021
 - NGO, Struga, North Macedonia. Tackling environmental justice issues, organizing petitions, protests, media events, meetings with local political leadership.
 - Applying observations from academic literature on organization and social movements.
- **Helios Electron** consultation work, Struga, North Macedonia 2019

- I did Pro-bono consulting work to advise a minority-owned electronics factory.
- I conducted a broad organizational performance review based on sociological literature on organizations and communication, assessing the system's functioning, and producing a 10-page report for the CEO, highlighting possibilities for organizational improvements.

ACADEMIC MEMBERSHIPS AND AFFILIATIONS

- American Sociological Association 2018 – present
 - Environment and Tech Section 2018 – present
- Citizens Climate Lobby – Palouse 2021 – present
- Climate Change & the Voluntary Sector Virtual Seminar Series 2021 – present
- Environmental Sociology Lab, WSU 2019 – 2021

Last update: 2022-11-18