Interviewer: Can you please state your name, title and affiliation?

Dr. Sampaio: Great. I'm Anna Sampaio. I'm professor of political science and ethnic studies at Santa Clara University.

Interviewer: Thank you. Now, can you tell us a bit about your personal background, specifically where you are from or what was your home or family life like for you growing up?

Dr. Sampaio: So I'm from several places. I, my family emigrated to this country about years ago from South America. Specifically a family, from Brazil and Argentina. And they moved to the East coast initially, Boston, Rhode Island, and then kept moving west. And so I was born in Iowa, of all places, and live there from first ten years of my life. And then my family moved to Arizona, and I lived there for about ten years, and then I moved to California, lived there for about ten years, moved to Colorado, lived there for about ten years. I think my math is adding up. I moved to new Jersey. I lived there for three years or so, and now I'm back in California, so I claim California. It's, where I situated myself. But I have family in lots of different places. And so it's been a bit of a circuitous route for us to getting situated. My family really their experience with so much informed by the immigrant experience, because my family came here primarily for work and, had my brother and my sister here in the United States. It was that opportunity to come for work and that kind of distance from the immediate family that was also really informing my background growing up. I was the first in my family to go to college and university here.

Dr. Sampaio: But my father had gone to medical school back in Brazil and was coming here to do residency. And so, you know, there was both, class status that was informed by, you know, his opportunity in medical school, but it was also different, because we didn't have kind of a, neither my parents were initially citizens, and we didn't have other family here in the United States. And he was still going through his residency. So we didn't we had a kind of limited kind of, kind of middle class opportunity. And what else can I tell you? I came from a very religiously conservative family very much informed by a kind of strong Catholic traditions that really pervaded every moment of my life and, made me increasingly less Catholic as I got older and older. And, more probably critical and cynical about that institution, even though now I am at a Jesuit institution and more for its kind of social justice aspects. But, I was in, let's see, I went to high school in Arizona, where our family was, and then ended up going to college and university at Santa Clara University, which is currently where I'm working. It was my alma mater and was

there for my undergraduate and then went to UC Riverside in Southern California for my graduate work. Completed that. And then my first job was at UC Denver. And that's where I was for about ten years, and then all these other places. Then I moved.

Interviewer: So wonderful. And how were you introduced to the field of political science?

Dr. Sampaio: So for me, political science, was something I gravitated to, in part because I was really interested in these questions about power, power inequality kind of access to power in, in part because of what I had seen in my own life and my family's life. There were so many moments in which our family's experience was informed by moments of inequality, or my dad getting pushed out from his residency. You know, or things that I was living in, in my own home life. I was the third, I was the youngest child, and there were a lot of conflicts growing up between myself and my siblings, myself and my parents, and especially growing up. And, like I said, a fairly conservative religious household. There was a lot of pushback for me. And so there's questions about power and and access to power and equality were always kind of very present in my life. And then politics seemed to be the kind of natural outlet for that. And having certain teachers in certain classes when I was coming up through high school in particular, kind of gave me language for that and gave me kind of a way to express that. And then once I got into college, that really cemented it, because I was at Santa Clara University because it's a Jesuit school, because it's informed by these social justice values. I really kind of found and this community of people who were talking about the issue of power, but in a lens that was informed by social justice.

Dr. Sampaio: So really being mindful about how we address things, that systematic inequality wasn't just personal inequality, it was systematic inequality. And that kind of gave me breath, but really where I ended up feeling probably the most grounded. I went to Santa Clara University. I was away from home for the first time. I was at this religious school, and I was at this moment where I just hated everything about this kind of religious tradition, and I was ready to leave. And what save d me at that moment was I found ethnic studies and Multicultural Center and what was at the time called Mecha-Elfrente, which now is usually called like the Latine or Latinx Student Union. And I found this group of people that were, kind of reflecting the kind of upbringing that I had were talking the language that I talked were, were really created home fo r me in a space that I didn't necessarily feel at home right away and, literally saved me. You know, literally made me feel welcome, grounded. And, you know, I, I fell in love with these people. It was not just, a sense of academic relationship. It was home. And it was my ability to kind of recreate home in that space. And so that really married for me both this interest in power and politics with this

kind of grounded sort of philosophy and, and engaged kind of community around issues of race and ethnicity.

Interviewer: That's wonderful. And can you tell us a bit more about your graduate school experience?

Dr. Sampaio: Yes. Yeah. Okay. This is where. Yeah, immediately. Like, yeah. So my undergraduate and graduate school experience were almost diametric opposite because my undergraduate experience not it's not free from, its own unveilings, but because it was this community of people dedicated to social justice that's real. It's not just lip service. And I want to kind of underscore that for just a second. When I was an undergraduate was when there was this massacre in El Salvador in I want to say it's of, six Jesuit priests and, their housekeeper and her daughter and some of those Jesuit priests were actually at my school. And those Jesuit priests were massacred precisely because they were in the process of advocating for, people in El Salvador, particularly people who were living in rural communities, indigenous people, and people who were being targeted by the state. And they knew that they were in harm's way. Those Jesuits knew that they were targets of the state, and they still went there, and they still took on that job. And they did so mindful that they were putting them selves at risk. And I remember thinking, oh, s***, you know, this, this, this is real. This isn't lip service. These are people who they live, this commitment to social justice in a way that is inspiring and and I knew that that's what I wanted to be a part of. I knew that that community was real. And so I that informs so much my undergraduate experience, so much of my kind of understanding of politics. The classes, the, the faculty. And then when I got to graduate school, it was almost a diametric opposite. It was politics stripped of power. It was politics in the most cosmetic, academic sense that had no grounding in these questions.

Dr. Sampaio: And I was interested about injustice, inequality, race, gender, and literally I remember being told by one of my faculty in the program, we don't care what you study, it's how you study it. And so because I was really interested in studying Latinos. I was interested in studying gender, and they're like, yeah, yeah, that's fine. You just have to be able to put it in an equation, right? So if you can create these variables around issues of race or gender an d just plug them into this operation, then you can study whatever you want. We don't really care. We don't care if that's framed in social movements or framed in Congress. But it's got to be through this very quantitative lens and this very behavioral lens. And at the time, I didn't really understand what that meant. But I found out very quickly we had to go through a whole sequence of methods that was designed to be punishing. It was designed to root out students. Really again, I didn't have this at the language at the time, but it was designed to root out the women and the

people of color in the program. That's precisely what it was. It's three sequences of statistics, lending and kind of advanced statistics with this guy who is such an a******, such an a******. And I, I've always regarded myself as a really conscientious student, a really good student in graduate school. And I failed that class. F****** failed that class. And I was at the brink of dropping out at that particular moment. And it was such a punishing, incredibly punishing environment. This was a man who, despite the fact that we had the, you know, access to advanced statistical programs and we could do all these regression analysis online. He was making us do it by hand. He was making us do advanced regression by hand and marking out all of the equations with all of the steps and then taking off points along the way.

Dr. Sampaio: And it was, it was such a punishing environment, I failed. Not only did I fail, and I was seriously thinking about dropping out, I actually went back to my alma mater. It was taking a break. I was, I think I was on spring or summer break, and I went back to Santa Clara University, and I met with one of the faculty and policy there, and I told her my experience was just sobbing, sobbing and sobbing. And she's like, look, you need to stay. You need to stay because this isn't an isolated incident. There's other people that are going through this like you, but the field needs to be transformed, and it's not going to happen if you leave. And, you know, that just felt like a lot of weight. But it was also a reminder I wasn't alone. I wasn't by myself. Long story short, I find out later not only should I have not failed that class that I had to redo it the next year. So it cost me actual money. I had tried to reach out to people to be an advocate, to say, hey, this is ridiculous. You should not have failed this class. This is really an arbitrary punishment because it wasn't like me. And like three other people that failed. The class was all women and all people color. And, but I find out later, a couple of years down the road, we didn't need the class. The class never needed to happen. And, we should have gone through. And it just seeds in me such anger because I know this man used his status as a way to punish us, to target us and punish us, and to try to push us out. And it's just the fact that he got away with it for so many years. It's just it's so hateful. But, I ended up graduating. I, was rooted in political theory with some kind of American politics as well, and really trying to do race, and ethnic politics from that lens, but also bringing in people from social and anthro, because we didn't have folks in policy at the time who could mentor and kind of guide me and so kind of hobble together, I would say a committee of people who would help my work and, ended up finishing there and then going out on the job market. I wasn't complete, I was in ABD mode when I ended up going on the job market, and then, yeah, it was. Oh, God. Sorry, I hated graduate school. I hated graduate school so much. So, so, so much. Yeah. I felt really scarred by that experience and felt very much, like I l earned what I didn't want to do in political science. I learned what I didn't want to be in terms of a professor. I learned a lot about whatnot. What what was the worst end of the process, so.

Interviewer: You touched on this a little bit, but did you have any mentors along the way?

Dr. Sampaio: So I did as an undergraduate, I definitely did as an undergraduate. And again, they were rooted in ethnic studies. I did have, I would say some in poli sci. So they hired their first Latino faculty member, poli sci, when I was there, and he was fantastic. And he was so good. And just I mean, immediately I clicked with him and I had my first independent study and kind of started understanding this field of research, kind of by virtue of, and, there were a couple other folks in poli sci that were really good mentors as an undergraduate, as a graduate. No, I did not. I did not. I had people who were mentoring me in political theory so that they were able to kind of help guide me through strains of political theory. I had people who were sounding boards for me in American politics, who I still consider kind of friends and colleagues. I didn't have somebody who was mentoring me in my work. And even more importantly, to me, it was the absence of not just a mentor, but an advocate. Right. So there's people who I've seen since or have had my life be academic mentors who, again, kind of precede to translate or guide through documents or procedures. But what was really failing for me was not having an advocate, somebody who's in the room when the door got closed and saying she should get the fellowship or somebody who was deciding who was going to be recommended for this job that was coming out, that, you know, local UC or somebody who was taking your position and, you know, amplifying it, somebody who was an advocate. And and I didn't have that. I didn't have that graduate school, and I didn't find that until I was in my first job.

Dr. Sampaio: And then I started meeting people beyond my department in Latino politics, in feminist theory. Just amazing people, just this incredible community opened up. And that's when I started meeting people like, Mary Hawkesworth. Just, just amazing mentor. Gary Segura, John Redding, Rodolfo Rosales, so many people, who who were, who became mentors for me. And then I also met colleagues. I met, you know, Latinas in other parts of the country who were also doing poli sci who I thought didn't exist. I didn't have any idea we're kind of in this mix as well. And it turned out the time when I was in graduate school, there were only, gosh, there were about five other Latinas who were doing politics around the country, not necessarily political theory or the same exact field, but at the time, there were only two dozen or so Latinas who had ever done political science as a PhD. Right? So we used to joke like we could not fly to the same conference on the same plane, because if it went down, it was going to be like an Air Force One situation. You know, we're going to wipe out the entire field. But it was, it was in these conference s, specifically in the Western in these pre-conference meetings, in these business meetings where I met Cristina Beltran, I met Edwina Barvosa, I mentioned Janni Aragon, I met, Michelle Michelson, I met, gosh, I started meeting other Latinos around the country who were doing this kind of parallel work. And so, Lisa Garcia Bedolla. Yeah. So that's kind of where I

ended up finding not only mentors and advocates, but then a kind of broader community of people as well.

Interviewer: That's wonderful.

Dr. Sampaio: Yeah.

Interviewer: And how would you characterize the political social environment in the US while you were in college and graduate school, and were you involved in social or political activism as a student?

Dr. Sampaio: Yes, absolutely. So it was George Bush senior years when I was an undergraduate. The war in Iraq had happened. And, that was the kind of first I, it wasn't my awakening. And then it was my way into foreign politics. I was already kind of aware of domestic politics, but, there was also a lot of conflict going on our campus. There were some fraternities that had done these incredibly racist and sexist newsletters that got leaked to the public, and, there was also a kind of growing consciousness for students in ethnic studies and in the multicultural center that, you know, this was a primarily white institution. It was not a campus that was very welcoming, and it was definitely not for a first generation students. And that incident within the fraternities had kind of catalyzed this community of students that came to be known as this unity movement, because it was cross-racial cross-ethnic, that was pushing for an expansion of ethnic studies. At that time, it was the institutionalization of a diversity requirement which had been institutionalized, our campus expansion of faculty hiring and student admissions and scholarships and other opportunities and that unity movement. So I was part of that through the kind of Mecha group that I was working with. And because I was sitting on the board for the multicultural center, and so we had mobilized on campus, and that was really successful.

Dr. Sampaio: And that really was a kind of, it was a really important way for me to kind of put my interests in politics into a praxis. And that was really informed. And then after undergraduate, I went to work for a community service organization, the Mexican-American community service organization, which was a large nonprofit in San Jose. And I was doing work, primarily with gang intervention, gang prevention work in parts of San Jose that were dominated by Latino communities. And, then decided that I wanted to go back to graduate school and and in graduate school was when, Clinton actually, became president. And so the dynamic really changed. But

what became a really salient issue were, concerns about globalization and about this kind of growing economic inequality and how that was affecting particularly communities of color, both inside the United States, outside the United States. And so two kind of issues became kind of prominent in my own activism. One was, unionizing. So that was at that time that the UC's were trying to unionize graduate students. And so I was part of that effort to unionize graduate students across the, at the time, nine UC campuses. And then, I was also sort of in dialog with people who were talking about this building, kind of a budding, fair trade kind of community. It was just it's really nascent stages. So but I was kind of hooked into via, Latino studies and Latin American studies, a kind of growing population of people who were trying to help support this, particularly fair trade network of, you know, people were buying things in the United States, but they were also sending money, and they were also kind of raising awareness in the United States. And so those kind of two issues, came into focus to me, in part because of the kind of external factors.

Interviewer: And you've been mentioning this, a little bit, but can you tell us about your research trajectory? So what was your dissertation topic? What is your current main area of focus? And were there any particular scholars whose work was influential in your thinking and research?

Dr. Sampaio: Yeah. Yes. And there's so much in there. So forgive me if I'm going to kind of wind around. So my dissertation topic was in this intersection between, political theory and Latino politics. What I want to say about this, I was really interested in trying to explore how the political science, manifested race, ethnic, racial and ethnic politics in a theoretical sense and really investigating the way in which Latino subjects in particular got either flattened out and smashed within the kind of quantitative empirical methods into or, you know, flattened out or smashed into these, really bivariate kind of variables that really had very little political sense to them or in the way in which they got fragmented and, dissipated in a kind of political theory world. And so I had done a lot of kind of investigation into all of the published articles around race, ethnic and politics and Latino politics in particular, to kind of investigate how these subjects were represented and the problems associated with it. And that dominated my, dissertation. And really, it was kind of a dissertation that was crafted both for my interest but also to satisfy my committee. And I, sort of finished the dissertation and then left it. I actually did try to publish pieces of it. I had sent chapters of it to at the time, PRQ to which I got, a typed note that said, we don't do this in political science. This is not relevant to our field.

Dr. Sampaio: We didn't at the time had PGI had didn't have J REP didn't have any other outlets besides APSR and PRQ and PRQ was supposed to be the friendlier kind, kinder, more inclusive, to which I found out, no, they weren't at all. And so my dissertation kind of has sat in these files,

and I never published anything out of that, in part because there was no home for it. There was no outlet for, what happened for me then, when I got into my first job is these interests, particularly around globalization, really took hold and my research actually became informed , really around building both, academic, theoretical and practical networks between, Latinos, the United States and folks in Latin America around free trade. And that's where I started. I hooked up with the group of people that were doing, helping to promote the fair trade. I'm sorry. Yeah, Fair Trade Coffee network. And they were particularly working in Chiapas, which is the southernmost state of Mexico, which at the time had just gone through this, kind of quasi revolution of sorts in response to NAFTA. People had had this uprising and there was still a lot of movement that was going on in civil society in Chiapas. And so I, along with a group of other, just kind of network of indigenous women and Chicanos and Latinos in Colorado at the time I was living, went to Chiapas kind of several times and worked on building this network of women who were interested in expanding fair trade networks beyond coffee into weaving, into food networks. And so it was doing a lot of this kind of cross-border work. And also documented and writing about it. And that became kind of a subject that I really explored early on. And then, kind of ended up moving into kind of more American electoral politics, just out of kind of a budding interest in how, Latino legislators were kind of emerging and responding to some of the dynamics. And so over time, my kind of research ended up moving into kind of two different fields, one of which was dominated by issues of immigration and kind of transnational, politics, and another which was really dominated by American politics. And, the response or the emergence of Latino, particularly at the national level, Latino, Latina, congressional members and their kind of work and advocacy. So that's kind of come through kind of two different strains, have really dominated my work. And that's kind of where I am right now. And, and they, they sometimes overlap, but they really have kind of diverged, you know, two different worlds.

Interviewer: That's fascinating.

Dr. Sampaio: Yeah. Yeah.

Interviewer: That's really fascinating work.

Dr. Sampaio: Thank you.

Interviewer: We're going to shift gears a little bit. What does being a political scientist of color mean to you?

Dr. Sampaio: This is a such a loaded question. And I saw that on that list. So it's it's interesting. I tend to not I tend to not say that I'm a person of color because I've largely benefited from white skin privilege over my lifetime. You know, as a light skinned Latina, that's that's kind of been the case. I always, you know, I, I claim my identity as a Latina, but, I think it. Is so that's in part kind of the language that I use. What it has meant to me to be a Latina in this field has been, you know, toggling between a sense of exclusion and marginalization and, and the palpable sense that I was not meant to be here, that this is not my home, that this is not where I'm supposed to be. And the let's create community where we can find it, let's, you know, build us a place where we want to be. And if the channels don't exist, let's let's create them. And so much of my career as either a graduate student, a junior faculty or senior faculty has been about creating home and creating community and finding people and bringing them together. And lots of times that has happened in a very oppositional way. I don't tend to be, I don't tend to be a super oppositional person. You know, I that's just not the kind of way. But I've been forced into that, you know, and I feel like I have had to kind of adopt this kind of really b**** mode so many times in places. And, it's not the person I've wanted to be. And yet that's been the way I've kind of been able to maneuver through lots of these different places, to survive, to thrive, to get kind of the few things that I felt like I needed or to be an advocate for other folks, too. So I, I have found having to kind of create the spaces that I wanted or needed or other folks felt like they needed and, has been really a dominant theme. And, in that process also not only being able to try to do survive and, and again kind of situate myself and ground myself, but also being able to be a channel, safe place, a sanctuary for other folks, who are also finding themselves feeling isolated and marginalized. And that's often been for other Latino students. It's been for other students of color, but it's also been for women and non-binary people who felt also marginalized in this field. So I, I'm, I'm those kind of communities have come both naturally to me. But it's also something I'm seeking as an advocate.

Interviewer: Now, I know this has come up, but I want to ask what challenges, if any, have you faced throughout your career, either due to your race, gender, or chosen field of study?

Dr. Sampaio: Oh, we haven't even scratched the surface. Scratched the surface. Oh, God. Yeah. Yeah. Yeah, I, I, you know, the incident with the guy who was teaching that, stats was, was a really hostile one, but, yeah, incredibly hostile. And it really, it really consolidated the sense that this was not a discipline for me. And I was going to have to fight for my very survival in the discipline and was such an execution of power, such a such a a really bold faced, just execution

of our intent to kind of lead us out. But, there's been so many more that are far more nefarious and nefarious, far more subtle, nuanced. You know, at the same time, I was going through graduate school, one of the guys who was the strongest mentors for anyone interested in doing Latino or Latin American studies was just the most notorious sexual harasser, right? Like, I cannot tell you the amount of times I would walk into his office and have a minute conversation, which he just stared at my boobs the entire time. Right? This is a guy that only wanted to come and hug us when we saw him. You know, you know, would come sidle up to us and, like, put his hands on our legs and all of these things. It's just gross displays. And we all knew. Oh, look, if you're going to try to get anything for this guy who's also the one of the few that would hire us, one of the few that was advocating behind closed doors for us. You're going to have to kind of work through this muck, right? You know, there were so many graduate students that were just a******* that were, you know, really reflecting this field. That said, if you're not doing American, if you're not doing behavioral work, if you're not doing quantitative work, what are you doing here? And you have no business here.

Dr. Sampaio: And, you know, again, it was always a fight for who was going to get the TA-ship, who was going to get the fellowship, who was going to get the funding, who was going to be the ad, who was going to be the mentee of the faculty, who was going to speak their name the loudest? That was always an issue. I, I would say in, you know, that that in some degrees was replicated in my first job. It was replicated in places where I would try to, maybe apply or get funding the sense in which I am not supposed to be here and the work that I'm doing is not either real political science or is not valued as a political science. Field or subject. That's just so, so, so, so many incidents. Part of where I always left open this channel around ethnic studies since I was going through political science, because I knew at some point I would probably end up leaving the field. I knew that at some point, this was probably not going to be a long term sustainable career in political science. And so ethnic studies and women and gender studies, and I've worked in both departments as well as poli sci have always been a kind of retreat space for me. And knowing that at some point I was probably going to become to, to, unsustainable as an institution, as a home, as a place where I could see my career thriving. So, I know that I'm, I'm not giving you lots of detailed experiences, but there are so many of them, it's really hard to weed them out. That must have been very difficult. Yeah, yeah. No, I, I can't tell you the number of times I've wanted to leave. Leave the field, leave my work, leave that like just the number of times I've had that come to Jesus kind of, oh my God, how am I going to do this? How is this going to happen? And had to find other people to reflect my experiences, or save me, or just to kind of be that sounding board to, you know, ground myself and kind of recollect. Yeah, yeah.

Interviewer: Now, in your view, what is necessary in order to further diversify the discipline and make it more equitable and welcoming to scholars of color in the profession?

Dr. Sampaio: Yeah. That's also a loaded question, a great question and a question that it's, but it's and I'm certainly not telling anybody in this room anything that they don't already know. I think that there is a whole scaffolding of services and resources that need to happen from undergraduate, experiences, where people have appropriate mentors to graduate, experiences where there are faculty who can also reflect their interest. I found that even picking the right graduate school was a real challenge at the time that I was going through it, because there was so much pressure to move into the most prestigious institutions, when in fact those were not the places that have the ability to speak for, speak to, and mentor me in the areas that I wanted to, to work in. And that was also true when I went to go get a job, there wasn't anybody to translate and say, God, no. That school that. No, you're going to hate it. You're going to hate it there. You know, they might hire you, but then you're going to be isolated and just going to hate it. So being able to have resources at the graduate school level, not only to provide funding that's certainly necessary and mentorship that's definitely necessary, but advocacy, like there is a difference to me between being a mentor and being an advocate. And while I've had some mentors, I have not always had the right advocates.

Dr. Sampaio: And the advocacy I think is key. Both in terms of resources like money, but also people who are familiar who have a an understanding of these other fields that they can then translate that, talk about that. There is a informal, both mentoring and advocacy network that exists for folks who are doing quantitative American behavioralist work, and it comes in the form of citations. It comes in the form of people reading each other's work and talking it up. It comes in the form of obviously faculty hires, but there's not that same network of advocacy and mentorship for folks who are doing, particularly REP or gender based work that is not behavioral or is not quantitative, that same body of places to publish that same citation network, that same group of people who are going to teach your work or teach it to graduates, it doesn't exist. And so part of the scaffolding has to be mentoring, advocacy that also is attentive to the various subfields of work. And for me, lots of the folks that I met and who I've known, who are most marginalized are not only people who are doing REP and gender based work, but are doing it outside of, of a behavioral lens and outside of a quantitative ones who are doing either historical, theoretical, comparative, or experimental or methodological work that was not in that kind of quantitative, empirical, American behavioral lens. And so I think a lot of the kind of diversification has to be attentive to those field divides, those methodological divides, and really being able to support, mentor and advocate for that. And then through obviously, people's careers as junior faculty and faculty, that mentorship and advocacy has to continue. One of the places that I found, is a real absence is in resources for, faculty who are going through issues of, harassment, discrimination in the workplace. So I've had issues where labor issues, where I've had to consult people at the AAUW because I could not otherwise find, you know, a kind of legal consult ant that I could talk to about some things that I was facing. I've known a lot of

other, women in poli sci and other fields, who had other kind of labor based issues that didn't have an outlet they could go to. So I think that those kind of resources have to also be extended through kind of a faculty member's life, not just these vulnerable moments of graduate school as well.

Interviewer: So building off of that, in addition to the existing diversity, equity, and inclusion programming, what is your advice to associations like the APSA or WPSA on how best to support scholars of color in the profession as they approach milestones in their career?

Dr. Sampaio: I mean, that's you know, I think it's very much kind of what I was just saying about having a kind of scaffolding of services and a kind of attention to people and throughout those different stages of a career. I think that a lot of the work, tends to be concentrated in the undergraduate period, as well as the graduate period, which, rightfully so, are incredibly vulnerable, precarious periods in people's lives. But that, period when you are a junior faculty or even once people are tenured, the resources and the advocacy tends to fall off. The perception is you've somehow arrived, don't necessarily need that kind of care. And should have already established a community and the enough resources that you can protect, yourself and kind of on your own and, and to some degree, you definitely do have more status. And privilege. But there really does need to also be an attention to that. I know so many women who have left the field. Gosh, so many. We just had this discussion, so many Latinas and Black women who've left political science after they've gotten tenure. And it was they've gone into women's gender studies, they've gone to cultural studies, they've gone American studies, they've gone to ethnic studies. And precisely because they knew that they had kind of reached a peak in political science, there was nothing more for them. There was no longer going to be, kind of, thriving community for them. And ended up moving outside the field and are thriving in these other disciplines, but are I don't think they are less able to transform the discipline of political science. Right, because they're no longer taking on graduate students or political science. They're no longer being hired in political science discipline. And sometimes people are no longer reading their work because they'll say, oh, this is cultural studies. Now, we don't need to read it. It's no longer something our students need to be assigned. So, that kind of advocacy has to also extend through that life.

Interviewer: Shifting gears again, you have held a number of leadership positions in the profession, including with the APSA and WPSA. What, in your view, makes a good leader or what did you learn from these experiences?

Dr. Sampaio: Yeah, I've had the benefit of having, been in a, in those kind of some of those leadership positions with people who were extraordinary leaders. Dianne Pinderhughes, Gary Segura, gosh, there were so many people who really demonstrated what it meant to be able to maneuver through the se institutions. Tony Affigne, and what was always remarkable to me was their capacity to translate so that, good leaders, were people who not only were incredibly well read, who could speak across subfields and communities, were certainly willing to kind of listen and engage. They weren't they weren't what I would say. They weren't sacks of potatoes that were not going to push back. Right. They were also going to be people who, when s*** was coming down and it was, you know, needed to be called out. They were willing to do that as well. Tony does that beautifully, beautifully, beautifully. But they had this capacity to, like I said, translate, the American behavior realist to the political theorist, the comparative politics, to the, international relations people. They had this capacity even when they didn't know the work, to be able to offer some kind of bridging across communities. The other thing I, I found with really effective leaders is they were they were present, physically present in these communities.

Dr. Sampaio: So they would show up for meetings and receptions. They would go talk to people in those spaces. Michael Brintnall, who was the kind of first executive officer who I met at APSA at the time, when Kim was first hired, was really great. And, you know, he's this big White guy, but he would come to all he was really mindful of coming to all the Latino receptions, all the gender politics receptions, all of the receptions for women of color, and literally talking to this really goofy White guy, talking to people, meeting people, going up to, talk to people he didn't know. And being present, being physically present. So when we saw him, we also knew, oh, hey, there's an issue with the panel allocation for the section. We can talk to Michael. We know he's going to be there and he's going to give us an answer. And if he can't that day, he's going to follow through with us. And so that presence and that mindfulness to be connected in those communities on a continual basis, and also being able to look out for those communities either, like I said, pushing back when things with things came up or being able to follow through. When we have questions or concerns, what's also really important.

Interviewer: Now, is there anything else you would like to share with us?

Dr. Sampaio: I think the one issue that I didn't talk about was, when I was on the APSA council and I was on the APSA council when there was, this huge issue around sitting of the conference. This was when the state of Louisiana had passed a state, referendum on, ban, there's a ban on same sex marriages or any instances thereof that really nullified not only the marriage contracts, but also people's ability to, claim their children to advocate on behalf of spouses in the event of, you know, a person being hospitalized or dying. And so that became a huge issue about where

APSA would send its resources, and it set up this conflict between folks in REP and folks in, kind of gen der based work. And I, along with a couple others, were on the council at the time, and that was one of these really threading the needle kind of conversations that brought home not only how salient these issues around race and gender were but also these questions about intersectionality and how we not only approach that question of intersectionality. Who are the people who are able to kind of talk about that in an informed way and craft decisions that are not binary, that are not single issue or single access, but can really kind of help lead in an intersectional fashion. , And that was a kind of whole other layer of kind of work that I don't think the discipline had grappled with effectively or has grappled with effectively, and I think is really work that's been done primarily by women of color in this kind of discipline, not only theoretically, but also on the ground. Dianne Pinderhughes, which was the president at the time, really helped lead us in that way. And I know Paula McClain has tried to also provide leadership in that fashion, but I think those intersectional issues also are incredibly important, again, both theoretically and academically, but also in a practical way, as the kind of discipline. And even the association kind of confronts these concerns that are emerging from these different communities, too. So that was just one other issue that I mentioned before.

Interviewer: Thank you for raising that.

Dr. Sampaio: Yeah.

Interviewer: Thank you very much for your time. This does conclude our interview.

Dr. Sampaio: Great. Thank you.

Interviewer: Thank you.