

PSCI 5807 F
Analysis of International Organizations

Research-intensive online course with synchronous class meetings
Tuesdays, 6 p.m. – 9 p.m. EST, Zoom® class link

Instructor: Dr. Martin Geiger, Associate Professor, PSCI and EURUS
Office Hours: Tuesdays, 4 p.m. – 6 p.m. EST, or alternative day/time (please get in touch with me by email to receive a personal Zoom® invitation)
Email: martin.geiger@carleton.ca

First class: September 15, attendance required and mandatory
No class: October 20 (alternative format: individual & team meetings I)
October 27 (reading week)
November 3 (alternative format: individual & team meetings II)
December 8 (to accommodate extensive student research required in this course)
Last class: December 1, attendance is required and mandatory

1) Course Description

Rather than examining specific issues of global governance or viewing global politics predominantly through a state-centred lens, this course focuses on international organizations (IOs) – specifically, international governmental/intergovernmental organizations (IGOs). IOs are often criticized, but they serve important functions in international relations (IR), world politics, and global governance.

In this course, we will focus on a wide range of IOs, including the United Nations (UN), the World Health Organization (WHO), the North Atlantic Treaty Organization (NATO), the World Trade Organization (WTO), and the International Organization for Migration (IOM). We will scrutinize these IOs in terms of their relative independence, autonomy, and political weight, understanding them as self-interested and increasingly powerful actors on the global stage and in specific areas such as collective security, development, trade, and humanitarian assistance. We will analyze and discuss the evolution of these organizations, their internal structures, their interests, their external relations with states and other international, corporate, and collective actors, their roles in global politics, and their contributions to global governance. Our course will focus on a selection of globally relevant IOs. Discussions of the European Union (EU) and other regional IOs (e.g., African Union) are covered by other courses in the Department of Political Science and other specialized programs (e.g., offered by the Institute of European, Russian, and Eurasian Studies, the Norman Paterson School of International Affairs, the Institute of African Studies).

How to analyze and "study" international organizations? This course not only provides a refresher on relevant theoretical and policy-related discussions of IOs but also teaches applicable methodological skills that enable students to conduct their own empirical analysis of a specific international organization.

- *What is the role and influence of IOs in global politics?*
- *How can IOs effectively address specific challenges, such as climate change?*

- *What reforms are needed to increase their effectiveness, impact, and relevance?*

This course depends on the continuous, active participation and engagement of all students; it follows a strongly research- and project-oriented format. This course is not a lecture-only course; students are expected to familiarize themselves with relevant theoretical and policy-related discussions and to dive deep into existing scholarship, knowledge, and information. The main goal of this course is to promote independent student research, guided and facilitated by the instructor. Students will work alone and in teams, and each student will be required to conduct their own comprehensive, thorough literature research and internet-based inquiry. Students are responsible for researching a specific IO that is assigned to them at the beginning of the term.

2) Course Format

Course format: research-intensive online class; synchronous, weekly class meetings using Zoom®. This course focuses on classroom teaching, promotes learning in the virtual classroom, and aims to facilitate original and independent student research. It is not an e-module-based online course; Brightspace® is not used, except for distributing reading materials and other logistical purposes. The use of artificial intelligence (AI) and applications like ChatGPT is prohibited; students are asked to write their assignments without the help of such applications.

3) Learning Outcomes

By the end of the course, students will be familiar with basic concepts and theories in international organization (IO) studies. They will be able to understand the primary debates, issues, and challenges related to global governance, as well as the relevance and importance of IOs. The assignments and discussions in our course will enable students to evaluate the development of specific IOs, their internal structures, their own interests, their external relations with states and other international, corporate, and collective actors, their roles in world politics, and their contributions to global governance. Students will be able to justify their own position with respect to global governance and particular challenges in world politics; the relationship between IOs and state sovereignty; specific policy areas (including collective security, trade, development, climate change, human rights, and humanitarian assistance); and evolving and possible future governance structures beyond the state. This course will enable students to participate in academic and policy-oriented debates about IOs, the contexts and outcomes of their activities, and the current state and possible future of global governance. In addition, by the end of this course, students will have acquired advanced, comprehensive research skills necessary to conduct academic research effectively and successfully, including for their future master's or doctoral thesis project.

4) Required Literature

All sources used in this course (primarily journal articles, book chapters, and other materials) can be accessed through Carleton's library system and the 'ARES' system, free of charge. All required and supplementary sources are listed below (see course schedule). In this course, students conduct independent literature research and are required to find relevant literature and information for their case study using, e.g., Carleton's library system.

5) Evaluation at a Glance

Standing in a course is determined by the course instructor and subject to the approval of the Faculty Dean. This means that grades submitted by an instructor may be subject to revision. No grades are final until they have been approved by the Dean.

Assignment #1	Brief class input October 6/October 13	10%
Assignment #2	Annotated bibliography due October 6	15%
Assignment #3	Class presentation November 10/November 17/November 24/December 1	25%
Assignment #4	Written case study due December 8	35%
Class participation	Consistent, informed and relevant contributions throughout the term	15%

6) Class Assignments

At the beginning of the term, each student will be assigned the case of a specific international organization (e.g., WHO, NATO, or ILO) and asked to research this organization and complete four course assignments, including a final research paper (case study) examining their organization, its activities and role in global politics, and its continued and future relevance.

Assignment #1, Brief class input, 10%

On October 6/October 13, students will deliver brief inputs introducing their IOs to the class and providing first research insights. The completion of this assignment is required for a passing grade in this course. Exceptions may apply, e.g., in cases of specific medical circumstances. Students are expected to present on the day assigned to them. Any contravention, including health-related circumstances, that hinders the student from presenting on the assigned date must be reported to the course instructor before or immediately after the class presentation. Students will receive feedback and a grade within 5 to 7 business days after their presentation. The use of artificial intelligence (AI) and applications like ChatGPT is prohibited in this assignment.

Assignment #2, Annotated bibliography, 15%

In preparation of their class presentation (assignment #3) and final paper (case study; assignment #4), and based on their own, independent extensive literature research, each student will submit an annotated bibliography. Students are asked to find, review and select appropriate academic and non-academic sources, and each title should come with an explanation (annotation; 3-5 sentences long) why the selected source is relevant, and how it contributes to a deep, up-to-date and precise understanding of the IO assigned to them. Students are asked to submit a bibliography listing and describing at least 12-15 sources by October 6 (11:59 p.m. EST). They are invited to use a citation style of their own choosing. The submission of this written assignment is required for a passing grade. Late submissions will not be accepted, except for valid reasons (e.g., medical circumstances) reported to the course instructor before or immediately after the submission deadline. Students are

asked to submit their bibliographies as PDFs and email them to the course instructor. They will receive feedback and a grade for this assignment within 5 to 7 business days after submitting it. Students are not allowed to submit any assignment previously submitted in another course. The use of artificial intelligence (AI) and applications like ChatGPT is prohibited in this assignment.

Assignment #3, Class presentation, 25%

On November 10/November 17/November 24/December 1, students will deliver longer class presentations examining and discussing their IOs. Their presentation is based on their previous assignments and discussions held during individual and team meetings. The length of each presentation will depend on the final enrolment and will be communicated at the beginning of the academic term alongside other relevant details (e.g., use of PowerPoint, and style of the presentation). The class presentation is required for a passing grade in this course. Exceptions may apply, e.g., in cases of specific medical circumstances. Students are expected to present on the day assigned to them. Any contravention, including health-related circumstances, that hinders the student from presenting on the assigned date must be reported to the course instructor before or immediately after the class presentation. Students will receive feedback and a grade within 5 to 7 business days after their presentation. The use of artificial intelligence (AI) and applications like ChatGPT is prohibited in this assignment. In addition to their class presentation, each student is asked to provide a relevant academic or non-academic text (speaking to their case study/IO) that will be shared with the other students and assigned as a mandatory background reading. This text needs to be submitted to the course instructor during the week that precedes the student's individual class presentation (week of November 3/November 10/November 17/November 24).

Assignment #4, Written case study, 35%

On December 8 (due no later than 11:59 p.m. EST), students must submit a final research paper (written case study). This final assignment must be saved as a PDF file and emailed to the instructor. Students are expected to consider feedback from the instructor and other students when writing their case study. The paper should be approximately 4,500 words (excluding bibliography) and must be researched and written by themselves as an individual, completely independent assignment.

The final version of the case study will be evaluated according to the following criteria: Argumentation, Organization, and Logic (Is the case study presented logically and convincingly?); Research and Use of Evidence (Is the case study based on a comprehensive literature review and does it make effective use of available research sources? Does the paper draw on class discussions and at least some of the major readings in the class? Does the paper include at least 15 sources? Does the paper include proper citations and a bibliography?); Communication (Is the case study structured and written as clearly and concisely as possible?). The paper should also be free of spelling and grammatical errors. Case studies that do not address the case (IO) assigned to the student at the beginning of the semester will receive a "fail" grade.

Late submissions will be subject to a 5% penalty per 24 hours (excluding weekends), unless for valid reasons, including health-related reasons. Submissions received after December 23 (11:59 p.m. EST) will no longer be accepted and will receive a failing grade, except for valid reasons, such as health-related reasons. Contravening circumstances, including health-related reasons, must be reported to the course instructor before or immediately following the submission deadline. The use of artificial intelligence (AI) and applications like ChatGPT is prohibited in this assignment. Students are not allowed to submit any assignment previously submitted in another course.

Class participation, 15%

Students will be evaluated based on their regular attendance and on consistent, informed, and thoughtful/relevant contributions to class discussions, including during team/small-group meetings. Students are expected to read all class readings and other assigned material and to attend each class meeting well prepared. Students are required to have their cameras on during class meetings but may be exempt from this expectation for health-related or other reasons.

7) General Policies

- The University takes instructional offences (including plagiarism) very seriously. Please make sure that you are familiar with the regulations regarding instructional offences.
- The use of artificial intelligence (AI) and applications like ChatGPT is prohibited in this course. Students are not allowed to submit any assignment previously submitted in another course.
- All course materials, including PowerPoint presentations, outlines, and other materials, are protected by copyright and remain the intellectual property of their respective author(s). Students registered in the course may take notes and make copies of course materials for their educational use only. Students are not permitted to reproduce or distribute lecture notes and course materials publicly for commercial or non-commercial purposes without express written consent from the copyright holder(s).
- To promote an inclusive and respectful class atmosphere and effective class discussions, students attending and participating in this class will need stable internet access. They are asked to keep their cameras switched on during class meetings, except when they are prevented from doing so due to, e.g., health-related, technical, or other reasons; they should communicate this to the course instructor.

8) Course Schedule

In preparation of our first online class (September 15): Please review readings and notes from other courses you have taken, such as undergraduate courses in international relations (IR), European integration, international economics, or other areas. Also consider what you have heard in the media and public discourse about international organizations; you may even have had work experience with international organizations:

- (1) What are international organizations? What are intergovernmental organizations?
- (2) Why do we need international organizations?
- (3) Why should we study them?
- (4) How to study international organizations?

Recommended readings (in case you have not yet taken courses on international organizations):

- Abbott, K. & Snidal, D. (1998), "Why States Act Through Formal International Organizations", *Journal of Conflict Resolution* 42(1): 3-32.
- Barnett, M. N. & Finnemore, M. (1999), "The Politics, Power, and Pathologies of International Organizations", *International Organization* 53(4), pp. 699-732.
- Finnemore, M. (1993), "International Organizations as Teachers of Norms", *International Organization* 47(4): 565-597.
- Hawkins, D.G. et al. (2006), "Delegation Under Anarchy: States, International Organizations, and Principal-Agent Theory", in: Hawkins et al. (eds.) *Delegation and Agency in International Organizations*. Cambridge University Press, pp. 3-38.

- Karns, M. P. et al (eds.) (2015), *International Organizations. The Politics and Processes of Global Governance*. 3rd edition. Lynne Rienner Publishers, chapters 1, 2, 3, 4, 5, 6, and 12.
- Keck, M. E. & Sikkink, K. (1999), "Transnational Advocacy Networks in International and Regional Politics", *International Social Science Journal* 51 (159): 89-101.
- Lipson, C. (1991), "Why are Some International Agreements Informal?", *International Organization* 45(4): 495-538.
- Martin, L. & Simmons, B. (2012), "International Organizations and Institutions", in: Carlsnaes, W. et al. (eds.), *Handbook of International Relations*. 2nd edition. Sage, pp. 326-351.
- Mearsheimer, J. (1994), "The False Promise of International Institutions", *International Security* 19(3): 5-49.
- Ness, G. D. & Brechin, S. R. (1988), "Bridging the gap: International organizations as organizations". *International Organization* 42(2): 246-273.
- Pease, K.-K. S. (2019), *International Organizations. Perspectives on Global Governance*. 6th edition. Routledge, chapters 1 and 2.
- Tallberg, J. & Jönsson, C. (2010), "Transnational Actor Participation in International Institutions", in: Jönsson, C. & Tallberg, J. (eds.) *Transnational Actors in Global Governance: Patterns, Explanations, and Implications*. Palgrave Macmillan, pp. 1-21.

SEPTEMBER 15

Course overview and start on research tasks

- Assignment of an individual case study
- Instructions for class assignments (incl. required extensive literature and internet research)
- Preparation of assignments #1 and #2

Class Discussion: Taking Stock of Existing Knowledge

- What are international organizations? What are intergovernmental organizations?
- A brief history of international organizations
- Why do we need international organizations?
- Why should we study international organizations? How to study them?

SEPTEMBER 22

Reconceptualizing "international organizations as 'world organizations' (theory workshop)

Required readings:

- Koch, M. (2015), "World Organizations. (Re-)Conceptualizing International Organizations", *World Political Science* 11(1): 97-131.
- Geiger M & Koch M (2018), "World Organizations in Migration Politics: The International Organization for Migration", *Journal of International Organizations Studies* 9(1): 23-42.

Supplementary readings:

- Barnett, M. N. & Finnemore, M. (2004), "International Organization as Bureaucracies", in: Barnett, M. N. & Finnemore, M., *Rules for the World. International Organizations in Global Politics*. Cornell University Press, pp. 16-45.
- Ellis, D.C. (2010), "The Organizational Turn in International Organization Theory", *Journal of International Organizations Studies* 1(1): 11-28.
- Hurd, I. (2011), "Choices and Methods in the Study of International Organizations", *Journal of International Organizations Studies* 2: 7-22.

- Pease, K.-K. S. (2019), International Organizations. Perspectives on Global Governance. 6th edition. Routledge, chapters 3 and 4.

SEPTEMBER 29

Enhancing Research Skills – Analysis of International Organizations

Students will receive training on advanced, extensive literature research: How to conduct a comprehensive and “deep” literature search? How to prepare class assignments? Preparation of assignments #1 and #2.

SEPTEMBER 30 – OCTOBER 13

- *Individual and team meetings with instructor (I) (to be concluded October 13; mandatory meetings). All students will meet the course instructor individually and as a team with other students to initialize and deepen their research*
- *Preparation of assignments #3 and #4*

OCTOBER 6

Brief class inputs (I), class assignment #1

- Organizations in the fields of security and human rights, finance and trade

Required readings:

- Karns, M. P. et al (eds.) (2024), International Organizations. The Politics and Processes of Global Governance. 4th edition. Lynne Rienner Publishers, chapters 7 and 9.
- Karns, M. P. et al (eds.) (2024), International Organizations. The Politics and Processes of Global Governance. 4th edition. Lynne Rienner Publishers, chapter 8.

OCTOBER 6

Annotated bibliographies (assignment #2) are due, e-mail submission by 11:59 p.m. EST

OCTOBER 13

Brief class inputs (II), class assignment #1 (cont’d)

- Organizations in the fields of security and human rights, finance and trade (cont’d)
- Organizations in the fields of environment/mitigation of climate change, development, and humanitarian assistance
- Individual and team meetings (I) to be concluded today. Preparation of assignments #3 and #4.

Required readings:

- Karns, M. P. et al (eds.) (2024), International Organizations. The Politics and Processes of Global Governance. 4th edition. Lynne Rienner Publishers, chapters 7 and 9.
- Karns, M. P. et al (eds.) (2024), International Organizations. The Politics and Processes of Global Governance. 4th edition. Lynne Rienner Publishers, chapter 8.
- Karns, M. P. et al (eds.) (2024), International Organizations. The Politics and Processes of Global Governance. 4th edition. Lynne Rienner Publishers, chapters 10 and 11.

OCTOBER 14 – NOVEMBER 3 (in lieu of full class meetings October 20 and November 3)

- *Individual and team meetings with instructor II (mandatory meetings). All students will meet the course instructor individually and as a team with other students to initialize, discuss and deepen their research and to prepare assignments #3 and #4.*

OCTOBER 20

No class meeting (we do individual and team meetings instead)

- Preparation of assignments #3 and #4

OCTOBER 27

No class meeting (reading week)

NOVEMBER 3

No class meeting (we do individual and team meetings instead)

- Preparation of assignments #3 and #4

NOVEMBER 10

- **The Next UN Secretary General: Who will replace António Guterres?**

Class presentations (I), class assignment #3

- Organizations in the fields of security and human rights

Required readings:

- academic and non-academic sources supplied by presenters

NOVEMBER 17**Class presentations (II), class assignment #3**

- Organizations in the fields of finance and trade

Required readings:

- academic and non-academic sources supplied by presenters

NOVEMBER 24**Class presentations (III), class assignment #3**

- Organizations in the fields of environment/mitigation of climate change, development, and humanitarian assistance

Required readings:

- academic and non-academic sources supplied by presenters

DECEMBER 1**Class presentations (IV), class assignment #3****Class summary and outlook**

- Organizations in the fields of environment/mitigation of climate change, development, and humanitarian assistance

Required readings:

- academic and non-academic sources supplied by presenters

DECEMBER 8

No class meeting (to accommodate extensive student research required in this course)

- Final version of the case study (assignment #4) is due, e-mail submission by 11:59 p.m. EST

Political Science Course Outline Appendix

REQUESTS FOR ACADEMIC ACCOMMODATION

You may need special arrangements to meet your academic obligations during the term. For an accommodation request the processes are as follows:

Student Mental Health

As a university student, you may experience a range of mental health challenges that significantly impact your academic success and overall well-being. If you need help, please speak to someone. There are numerous resources available both on- and off-campus to support you. Here is a list that may be helpful:

Emergency Resources (on and off campus):

<https://carleton.ca/safety/resources/>

Carleton Resources:

Mental Health and Wellbeing: <https://carleton.ca/wellness/>

Health & Counselling Services: <https://carleton.ca/health/>

Paul Menton Centre: <https://carleton.ca/pmc/>

Academic Advising Centre (AAC): <https://carleton.ca/academicadvising/>

Centre for Student Academic Support (CSAS): <https://carleton.ca/csas/>

Equity & Inclusivity Communities: <https://carleton.ca/equity/>

Off Campus Resources:

Distress Centre of Ottawa and Region: (613) 238-3311 or TEXT: 343-306-5550, <https://www.dcottawa.on.ca/>

Mental Health Crisis Service: (613) 722-6914, 1-866-996-0991, <http://www.crisisline.ca/>

Good2Talk: 1-866-925-5454, <https://good2talk.ca/>

The Walk-In Counselling Clinic: <https://walkincounselling.com>

Academic consideration for medical or other extenuating circumstances: Students must contact the instructor(s) of their absence or inability to complete the academic deliverable within the predetermined timeframe due to medical or other extenuating circumstances. For a range of medical or other extenuating circumstances, students may use the online self-declaration form and where appropriate, the use of medical documentation. This policy regards the accommodation of extenuating circumstances for both short-term and long-term periods and extends to all students enrolled at Carleton University.

Students should also consult the [Course Outline Information on Academic Accommodations](#) for more information. Detailed information about the procedure for requesting academic consideration can be found [here](#).

Pregnancy: Contact your Instructor with any requests for academic accommodation during the first two weeks of class, or as soon as possible after the need for accommodation is known to exist. For accommodation regarding a formally-scheduled final exam, please contact Equity and Inclusive Communities (EIC) at equity@carleton.ca or by calling (613) 520-5622 to speak to an Equity Advisor.

Religious obligation: Contact your Instructor with any requests for academic accommodation during the first two weeks of class, or as soon as possible after the need for accommodation is known to exist. For more details [click here](#).

Academic Accommodations for Students with Disabilities: The Paul Menton Centre for Students with Disabilities (PMC) provides services to students with Learning Disabilities (LD), psychiatric/mental health disabilities, Attention Deficit Hyperactivity Disorder (ADHD), Autism Spectrum Disorders (ASD), chronic medical conditions, and impairments in mobility, hearing, and vision. If you have a disability requiring academic accommodations in this course, please contact PMC at 613-520-6608 or pmc@carleton.ca for a formal evaluation. If you are already registered with the PMC, please request your accommodations for this course through the [Ventus Student Portal](#) at the beginning of the term, and no later than two weeks before the first in-class scheduled test or exam requiring accommodation (*if applicable*). Requests made within two weeks will be reviewed on a case-by-case basis. For final exams, the deadlines to request accommodations are published in the [University Academic Calendars](#). After requesting accommodation from PMC, meet with me to ensure accommodation arrangements are made. Please consult the PMC website for the deadline to request accommodations for the formally scheduled exam (if applicable).

Survivors of Sexual Violence: As a community, Carleton University is committed to maintaining a positive learning, working, and living environment where sexual violence will not be tolerated, and its survivors are supported through academic accommodations as per Carleton's Sexual Violence Policy. For more information about the services available at the university and to obtain information about sexual violence and/or support, visit: <https://carleton.ca/equity/sexual-assault-support-services>.

Accommodation for Student Activities: Carleton University recognizes the substantial benefits, both to the individual student and for the university, that result from a student participating in activities beyond the classroom experience. Reasonable accommodation will be provided to students who compete or perform at the national or international level. Write to me with any requests for academic accommodation during the first two weeks of class, or as soon as possible after the need for accommodation is known to exist.

PETITIONS TO DEFER

Students unable to write a final examination because of illness or other circumstances beyond their control may apply within **three working days** to the Registrar's Office for permission to write a deferred examination. The request must be fully supported by the appropriate documentation. Only deferral petitions submitted to the Registrar's Office will be considered. [See Undergraduate Calendar, Article 4.3](#)

INTELLECTUAL PROPERTY

Student or professor materials created for this course (including presentations and posted notes, labs, case studies, assignments and exams) remain the intellectual property of the author(s). They are intended for personal use and may not be reproduced or redistributed without prior written consent of the author(s). Permissibility of submitting substantially the same piece of work more than once for academic credit. If group or collaborative work is expected or allowed, provide a clear and specific description of how and to what extent you consider collaboration to be acceptable or appropriate, especially in the completion of written assignments.

WITHDRAWAL WITHOUT ACADEMIC PENALTY

Please reference the [Academic Calendar](#) for each term's official withdrawal dates

OFFICIAL FINAL EXAMINATION PERIOD

Please reference the [Academic Calendar](#) for each term's Official Exam Period (may include evenings & Saturdays or Sundays)

For more information on the important dates and deadlines of the academic year, consult the [Carleton Calendar](#).

GRADING SYSTEM

The grading system is described in the Undergraduate Calendar section [5.4](#).

Standing in a course is determined by the course instructor subject to the approval of the Faculty Dean. This means that grades submitted by the instructor may be subject to revision. No grades are final until they have been approved by the Dean.

ACADEMIC INTEGRITY

Academic integrity is an essential element of a productive and successful career as a student. Students are required to familiarize themselves with the university's [Academic Integrity Policy](#).

PLAGIARISM

The University Senate defines plagiarism as "*presenting, whether intentional or not, the ideas, expression of ideas or work of others as one's own.*" This can include:

- any submission prepared in whole or in part, by someone else, including the unauthorized use of generative AI tools (e.g., ChatGPT);
- reproducing or paraphrasing portions of someone else's published or unpublished material, and presenting these as one's own without proper citation or reference to the original source;
- submitting a take-home examination, essay, laboratory report or other assignment written, in whole or in part, by someone else;
- using ideas or direct, verbatim quotations, or paraphrased material, concepts, or ideas without appropriate acknowledgment in any academic assignment;
- using another's data or research findings;
- failing to acknowledge sources through the use of proper citations when using another's works and/or failing to use quotation marks;

- handing in "*substantially the same piece of work for academic credit more than once without prior written permission of the course instructor in which the submission occurs.*"

Plagiarism is a serious offence that cannot be resolved directly by the course's instructor. The Associate Dean of the Faculty conducts a rigorous investigation, including an interview with the student, when an instructor suspects a piece of work has been plagiarized. Penalties are not trivial. They can include a final grade of "F" for the course.

RESOURCES (613-520-2600, phone ext.)

Department of Political Science (2777)	B640 Loeb
Registrar's Office (3500)	300 Tory
Centre for Student Academic Success (3822)	4 th floor Library
Academic Advising Centre (7850)	302 Tory
Paul Menton Centre (6608)	501 Nideyinàn
Career Services (6611)	401 Tory