

CURRICULUM VITAE

JAMES E. GRUBER
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PROFESSIONAL FOCUS.

I am a social psychologist whose primary focus for the last twenty-five years has been sexual harassment. The end result of one national and three international research projects has been a substantial number of journal articles, conference presentations, and workshops. Additionally, I have been active as an expert witness in sexual harassment and have given testimony in county, state, and federal courts. In the last five years I have undertaken a new research venture: Bullying and sexual harassment in middle and high schools. As workplace sexual harassment was twenty-five years ago, school bullying and sexual harassment are emerging research and legal topics.

EDUCATION

University of North Carolina: Ph.D. (1976), M.A. (1973), Sociology.
University of Wisconsin: B.S. (1970), Sociology and Psychology.

ACADEMIC EXPERIENCE

1992 - present	Professor of Sociology The University of Michigan-Dearborn Dearborn, MI
1979-1992	Assistant (1979-82) and Associate Professor (1982-1992) of Sociology, The University of Michigan-Dearborn Dearborn, MI
1975-1979	Assistant Professor of Sociology, The University of Wisconsin-Parkside Kenosha, Wisconsin

TEACHING: Courses taught on a regular basis

Social Problems
Poverty & Inequality
Social Psychology
Men & Masculinities
Gender Roles
Introduction to Women's Studies
Social Research Methods
Sociological Theory

CURRENT COLLABORATIVE RESEARCH PROJECTS (2000-present)

With Susan Fineran, University of Southern Maine.

- Health and Academic Outcomes of Middle and High School Bullying and Sexual Harassment.
- 2008 "Sexual Harassment and the Mental Health of Women and Girls." In M. Paludi (Ed.) *The Psychology of Women At Work: Self, Family, and Social Effects*, M. Paludi (Ed). Praeger. (In press).
- 2007 "The Impact of Bullying and Sexual Harassment on Health Outcomes of Middle and High School Girls." James Gruber and Susan Fineran. *Violence Against Women*, 13,627-643.
- 2007 "Comparing the Health Risks of Bullying versus Sexual Harassment Among Adolescents." Presented at the annual meetings of the International Coalition Against Sexual Harassment, New York, August.
- 2006 "The Impact of Bullying and Sexual Harassment on School and Academic Outcomes of Middle and High School Students." James Gruber and Susan Fineran. Presented at the annual conference of the Society for the Study of Social Problems, Montreal, Canada. August.
- 2006 "Bullying and Sexual Harassment: A Comparison of the Effects of Victimization on the Mental and Physical Health of Students in Junior High and High School." 11th Annual Conference of the Society for Social Work And Research. San Antonio, TX. January.
- 2004 "Predictors and Outcomes of Harassment in Middle School." James Gruber and Susan Fineran. Presented at the Society for the Study of Social Problems. San Francisco, CA. August.
- 2004 "Impact of Sexual Harassments Victimization on the Mental and Physical Health and Coping Responses of 8th Grade Students." Susan Fineran and James Gruber. Presented at the annual conference of the Society for Social Work Research. New Orleans. January 15.

"Comparing the Impact of Bullying and Sexual Harassment Victimization on the Mental and Physical Health of Adolescents." (under review, *Sex Roles*)

"Trouble at School: The Health and Academic Consequence of Bullying and Sexual Harassment in Middle and High School." UM-D Campus Grants application. Funded February 2007: \$4,936.

- Health and Academic Consequences of Workplace Sexual

Harassment for High School Girls.

2005 "Sexual Harassment of Teens At Work." Presented at the annual conference of the Society for the Study of Social Problems. Philadelphia, PA. August.

"Youth At Work: Adolescent Employment and Sexual Harassment." (under review, *Child Abuse & Neglect*)

- Comparison of Targets and Perpetrators of High School Sexual Harassment In South Africa and the U.S.

2006 "Sexual Harassment in High School in South Africa and the United States: Correlates of Victimization and Perpetration." Presented at the World Congress of Sociology, Durban, South Africa. July.

With Phoebe Morgan, Northern Arizona University.

2008 "Sexual Harassment and Male Dominance: Toward An Ecological Approach." In M. Paludi (Ed.) *The Psychology of Women At Work: Obstacles and the Identity Juggle*. New York: Praeger. (In press).

2005 *In the Company of Men: Sexual Harassment and Male Dominance*. James Gruber and Phoebe Morgan (Eds.). Northeastern University Press. November.

2003 "Rediscovering the Links Between Male Dominance and Sexual Harassment." James Gruber and Phoebe Morgan. Presented at the annual conference of the Society for the Study of Social Problems. Atlanta, GA. August 12.

2002 "Theory and Research on Sexual Harassment in Male-Dominated Occupations." Organizer and discussant of panel at the Tenth Conference of the International Conference Against Sexual Harassment. August 16. Chicago, IL.

With Liisa Husu, University of Helsinki, and Kaisa Kauppinen, Finnish Institute of Occupational Health. (Part of a larger collaborative research study of sexual harassment on college campuses around the globe)

2004 "Sexual Harassment in a University Context." Liisa Husu, Kaisa Kauppinen, and James E. Gruber. Presented at the Sex and Gender Equity conference. Hanassaari, Finland. June.

2000 "Sexual Harassment in a Cross-Cultural Context: A Multi-National Study" James E. Gruber and Eros DeSouza. Presented at the Ninth Conference of the International Coalition Against Sexual Harassment. August 8. Washington, D.C.

"From G.E.M. to the Classroom: Exploring Links Between National Levels of Gender Equality and Sexual Harassment of University Students in Two Nations." J. Gruber, L. Husu, & K. Kauppinen. (under review, *Equal Opportunities International*)

OTHER PUBLICATIONS (After 1980)

- 2003 "Sexual Harassment in the Public Sector." In M. Paludi and C. Paludi (Eds.), *Academic and Workplace Sexual Harassment: A Handbook of Social Science, Legal, Cultural, and Management Perspectives*. Greenwood Press.
- 2001 "Sexual Harassment." *Encyclopedia of American Studies* (3 pages)
- 1999 "Not Taking It Anymore: Women Who Report or File Complaints of Sexual Harassment." S. Welsh and J. Gruber. *Canadian Review of Sociology and Anthropology*, 36, 559-583.
- 1998 "The Impact of Male Work Environments and Organizational Policies on Women's Experiences of Sexual Harassment." *Gender & Society*, 12, 3, 301-320.
- 1996 "An Epidemiology of Sexual Harassment: Evidence from North America and Europe." In W. O'Donohue (Ed.), *Sexual Harassment: Theory, Research, and Treatment*. New York: Allyn & Bacon.
- 1996 "Sexual Harassment Types and Severity: Linking Research and Policy." In M. Stockdale (Ed.), *Sexual Harassment in the Workplace*. Thousand Oaks, CA: Sage.
- 1995 "Women's Responses to Sexual Harassment: A Multivariate Analysis." J. Gruber and M. Smith. *Basic and Applied Social Psychology*, 17, 4, 543-562.
- 1993 "Social and Family Pressures on Anxiety and Stress during Pregnancy." K. Kalil, J. Gruber, J. Conley, & M. Sytniac, *Pre- and Perinatal Psychology*, 8, (2): 113-119.
- 1993 "Antecedents and Outcomes of Woman-Unfriendly Experiences: A Study of Scandinavian, Former Soviet, and American Women." K. Kauppinen and J. Gruber. *Psychology of Women Quarterly*, 17 (4): December.
- 1993 "Sexual Harassment of Women in Non-Traditional Jobs: Results from Five Countries." K. Kauppinen and J. Gruber. *CEW Research Reports*. Ann Arbor: Center for the Education of Women. March.
- 1992 "A Typology of Personal and Environmental Sexual Harassment." *Sex Roles* 26 (11/12): 447-64.

- 1992 "The Sexual Harassment Experiences of Women in Nontraditional Jobs: Results from a Cross-National Survey." *Proceedings of the First National Conference on Sex and Power Issues in the Workplace*. Seattle, WA (March).
- 1990 "Methodological Problems and Policy Implications in Sexual Harassment Research." *Population Research and Policy Review* 9(3): 235-354
- 1989 "How Women Respond to Sexual Harassment: A Critical Review of the Research Literature." *Sociology and Social Research* 74 (1): 3-10
- 1986 "Women's Responses to Sexual Harassment: An Analysis of Sociocultural, Organizational, and Personal Resources Models." J. Gruber and L. Bjorn. *Social Science Quarterly* 67 (4): 814-26.
- 1982 "Awareness of Sex Discrimination and Sexual Harassment among Women Autoworker". L. Bjorn and J. Gruber. *Michigan Sociological Journal*, (Fall): 7-24.
- 1982 "Blue Collar Blues: The Sexual Harassment of Women Autoworkers," J. Gruber and L. Bjorn. *Work and Occupations* 9 (3): 271-98.

INVITED AND REFEREED PAPER PRESENTATIONS (pre-2000)

EUROPE

- 1999 "Sexual Harassment: What It Is, Why It Happens, and What To Do About It." Seminar presented at the National Institute of Work Life. Stockholm, Sweden. October 4.
- 1999 "Two Decades of Sexual Harassment Research and Policy: What We Know and What We Need To Know for the 21st Century." Seminar presented at the University of Helsinki. Helsinki, Finland. October 11.
- 1999 "Sexual Harassment Policies and Procedures: Guidelines for Effective Policies, Complaint Procedures, and Investigations." Lecture given at the University of Tampere. Tampere, Finland. October 12.
- 1996 "Sexual Harassment Experiences of Women in Europe, the U.S., and Canada". J. Gruber. Presented at the International Conference on Women, Work, & Health. Barcelona, Spain. April 19.
- 1992 "The Sexual Harassment Experiences of Former Soviet Women: How They Differ from Americans and Scandinavians." Presented at the Family Research Laboratory, Tartu University, Tartu, Estonia. (October)

- 1992 "Sexual Harassment and Gender Hostility in an International Context: The Experiences of Women in Five Countries. Presented to the faculty of Helsinki University, Helsinki, Finland. (September).
- 1990 "National and Workplace Policies for Deterring Sexual Harassment." Presented to the staff of the Equity Office of the Swedish government. Stockholm, Sweden. (June).
- 1990 "Translating Good Research into Effective Policy: The Case of Sexual Harassment." Presented to the Office of the Equality Ombudsman of the Finnish Government. Helsinki.

UNITED STATES (1994-1999)

- 1999 "Coping with Sexual Harassment: How Women Deal with the Problem, and Why." J. Gruber. Discussant. Eighth Annual Conference of the International Coalition Against Sexual Harassment. August 8. Chicago, IL.
- 1998 "Women's Responses to Sexual Harassment: Descriptive Analysis of Personal Status, Organizational, Situational, and Attitudinal Factors." J. Gruber. Presented at annual meetings of the Society for the Study of Social Problems. San Francisco. August 21.
- 1998 "Trouble Aplenty: The Impact of Multiple Forms, Duration, and Number of Harassers on Women Targets." Presented at seventh annual conference of Sociologists Against Sexual Harassment. San Francisco. August 19.
- 1997 "Informational and Proactive Methods of Addressing Problems of Sexual Harassment". J. Gruber. Presented at the annual conference of Sociologists Against Sexual Harassment. Toronto. August 10.
- 1996 "The Impact of Organizational Policies on Women's Experiences of Sexual Harassment". J. Gruber. Presented at the annual conference of the American Psychological Society. San Francisco, CA. June 29.
- 1995 "Sociocultural and Organizational Predictors of Six Types of Sexual Harassment: Results from International Surveys", J. Gruber, M. Smith, & K. Kauppinen-Toropainen. Presented at the annual meetings of the American Sociological Association. August 20. Washington, D.C.
- 1994 "Sexual Harassment Experiences of Scandinavian, Former Soviet, and American Women", J. Gruber and K. Kauppinen. Presented at the annual meetings of the American Psychological Association. August 16.

**LEGAL CONSULTING: Sexual Harassment
Expert Witness (Trial/Hearing Appearances) and (in italics) Select
Depositions and Citations**

[Since 1984 I have given approximately 40 depositions. Most cases settled before the trial or hearing commenced].

- 2002 Elkins et al. v. American Showa, Inc. U.S. Federal Court, Southern District of Ohio, Western Division. Class action hearing testimony: March.
- 1998 Long and Long v. DuPont, Inc. Binding arbitration hearing. August.
- 1998 Lyons v. ABC Paving Co. Binding arbitration hearing. Hearing testimony: March.
- 1997 Estate of Barbara Synnestvedt et al. v. Michigan Department of Social Services. Deposition: November. *The plaintiff, a social worker at Maxey Boys Training School had been murdered by a juvenile resident. Case settled before trial for \$2 Million.*
- 1996 Capiccioni et al. v. Gulf County, Florida. United States District Court, Northern District. Deposition given. *(Case settled before trial). This was a case following criminal prosecution of a sexual harasser (Sheriff of Gulf County). The estate of Ms. Capiccioni sought damages for years of sexual harassment from the Sheriff and deputy sheriffs that led to her suicide. Settlement: \$1.5 Million.*
- 1996 Barcume et al. v. City of Flint. Binding arbitration. (formerly U.S. District Court, Eastern District of Michigan). *Eleven present and former police officers sued the city for years of sexual harassment. Two appearances at arbitration hearings.*
- 1995 Harper v. Southeast Alabama Medical Center. U.S. District Court for the Middle District of Alabama, Southern Division. Trial testimony: November.
- 1995 Rooney v. Controlled Power Company. Oakland County Circuit Court. Trial testimony: April.
- 1995 Michigan Department of Civil Rights, ex rel, Hoekstra, Brownell, and DeRose v. Area Agency on Aging. Hearing testimony: January.
- 1994 Greenfield v. Michigan State University. Ingham County Circuit Court. Trial testimony: October.
- 1993 Harris v. Forklift, Inc. U.S. Supreme Court. *My research cited in an amicus curiae by the American Psychological Association in a case decided by the Court. (Only the second sexual harassment ever to receive a Supreme Court ruling).*
- 1992 Sparks v. Northeast Alabama Regional Medical Center. United States District Court, Northern District of Alabama. Deposition given. *(Case settled before trial). One of the first federal*

cases in the south to bring charges against medical organizations. (See Harper, 1994, also).

- 1990 Fowler v. General Motors and F. Davis. Wayne County Circuit Court. Trial testimony: November.
- 1987 Jando and Jando v. Denny's Inc. United States District Court, Eastern District. Deposition given. *(Case settled before trial). One of the first federal sexual harassment cases nationally against a restaurant chain.*
- 1987 Cote et al. v. Detroit Free Press. U.S. District Court. Ann Arbor, MI. Trial testimony: November.
- 1986 Rabiidue v Osceola Refining. An Amicus Curiae to the U.S. Supreme Court filed by the Michigan Trial Lawyers cited my article (with Lars Bjorn), "Blue Collar Blues," extensively and attached the article in its entirety to the brief. The Supreme Court did not take the case.
- 1986 Eide v. Kelsey-Hayes. Michigan Appellate Court. August. The Court noted and approved of my expert testimony in the 1984 trial in Wayne County Circuit Court.
- 1984 Eide and Eide v. Kelsey-Hayes. Wayne County Circuit Court. Trial testimony: February.

WORKSHOPS (since 1990)

- 1999 "Sexual Harassment: What It Is, Why It Happens, And What To Do About It." Center For Corporate and Professional Development. University of Michigan-Dearborn. May 19
- 1998 "The Changing Role of Experts in Title VII and Title IX Sexual Harassment Cases." Presented at the seventh annual conference of Sociologists Against Sexual Harassment. San Francisco. August 19.
- 1996 "Expert Witness Consulting in Sexual Harassment Cases. Fifth annual conference of Sociologists Against Sexual Harassment. New York, NY. August 17.
- 1995 "Creating A Harassment-Free Workplace: Effective Policies and Procedures". Presented to the medical staff of Battle Creek Health Systems. Battle Creek, MI
- 1995 "Sexual Harassment: A Research and Policy Perspective from an Expert Witness". Presented at Harassment in the Workplace Seminar, sponsored by Michigan Trial Lawyers Association. May 18. Novi, MI.
- 1995 Mock trial appearance as a sexual harassment expert witness. Mid-winter meetings of the Employee Rights and Responsibility Committee of the American Bar Association. March 18-20. Key West, FL

- 1992 The Michigan Employment Legal Issues Forum Roundtable on "Sexual and Racial Harassment: Recent Developments in the Law". Presented to the staff of the law offices of Miller, Canfield, Paddock, & Stone. March 11.
- 1992 "Sexual Harassment in Traditional and Non-traditional Workplaces." National Conference on Sex and Power Issues in the Workplace. March 20-21. Seattle, Washington.
- 1992 "Sexual Harassment in Canada and the United States: Comparing Women's Experiences and Organizational Policies". Presentation at the Luncheon Seminar of the LaMarsh Research Programme in Violence and Conflict Resolution, York University, Toronto, Ontario. February.

UNIVERSITY SERVICE.(Major or enduring assignments)

- 2005 Chair, Provost Search Committee
- 2004-05 Faculty Senate. Chair.
- 2003-04 Faculty Senate. Vice-chair. Chair, Tenure and Promotion Committee.
- 1999-2003 University Budget Committee. (Chair, 2000-01)
- 1999-2001 CAS&L Executive Committee
- 1998-1999 Grievance/Ombud Task Force
FUTURES, Chair, Values Scan team
- 1997-2005 Commission for Women Executive Board.
- 1996-present Women's Studies committee
Agenda for Women
- 1994-1997 Faculty Senate
Faculty Senate Tenure and Promotion committee
- 1988-1991 Division of Interdisciplinary Studies, Associate Dean
- 1985-1987 Sponsored Research & Development, Director of Sponsored Research.
- 1984-1987 MA in Education Degree Program Committee
- 1983-1987 Academic Affairs Advisory Committee (AAAC)
- 1980-1985 Campus Grants Committee. (Chair 1982-84).
- 1979-1985 CAS&L Executive Committee (Behavioral Sciences and At-Large representative)

SERVICE TO THE PROFESSION.

- 2005- Program Co-chair. Society for the Study of Social Problems
2006 annual conference (held August 2005, Philadelphia, PA)

- 1995-2006 International Coalition Against Sexual Harassment (ICASH) Program Committee member. ICASH holds an annual conference on workplace and education sexual harassment and policy/legal changes and implementation. The conference extends for two days and draws presenters from around the globe.
- 1999 Co-Chair, annual conference of the International Coalition Against Sexual Harassment. August 7-8, 1999. Chicago, IL
- 1995 Program Chair, annual national conference of Sociologists Against Sexual Harassment. Conference held August 20, 1995. Washington, DC.

AWARDS AND DISTINCTIONS

- 2002 Recipient of the Distinguished Research Award. University of Michigan-Dearborn. March.
- 1999 Recipient of the Sarah Goddard Power Award. University of Michigan. February 14.
- 1996 Recipient of annual Distinguished Service Award. University of Michigan-Dearborn. March 16.
- 1995 Listed and cited as a national researcher and expert witness in *Sexual Harassment: Research & Resources*. Published by the National Council for Research on Women.
- 1993 Susan B. Anthony Award. Presented by the University of Michigan-Dearborn Commission For Women. February.

MEDIA APPEARANCES/INTERVIEWS

- 2002 Interviewed and quoted in *Detroit News and Free Press* article "Automakers Struggle to Stem Harassment."
- 2001 Interviewed and quoted in *New York Times* article "If Women Complain at its Factories, Does Ford Listen?" January.
- 1991 Interviewed and quoted in the *Detroit Free Press* for an article on workplace sexual harassment
- 1991 Interviewed live twice on the morning J.P. McCarthy Program during the Clarence Thomas confirmation hearings.
- 1988 Interviewed and quoted extensively in "Sexual Harassment in the Fortune 500," in *Working Woman*. December.
- 1988 Guest appearance on *Kelley and Company* (Channel 7) to discuss problems faced by working women.
- 1986 Interviewed quoted in "Sexual Terrorism on the Job," in *Metropolitan Detroit*. January
- 1986 Interviewed live by Diana Lewis on Channel 7's "Live At Five"

news program on sexual harassment of blue-collar women.

- 1985 Guest appearance on *Sonya*, a local talk show that was syndicated nationally, to discuss sexual harassment in the auto industry.
- 1981 Interviewed and quoted in *Detroit Free Press* article "Sexual Harassment on the Line."