

APPENDIX A

May 2002

Curriculum Vita

PATRICIA GURIN

HOME ADDRESS:

1315 Beechwood
Ann Arbor, MI 48103
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OFFICE ADDRESS:

**Program on Intergroup Relations
The University of Michigan
3000 Michigan Union
Ann Arbor, MI 48109-1109
(734) 036-1875**

EDUCATION:

B.S. 1950-54 Northwestern University -- Pre-Law
M.S.W. 1956-58 University of Wisconsin
Ph.D. 1960-64 University of Michigan, Social Psychology

Master's Thesis: Housing Segregation Processes in Madison, WI
Doctoral Dissertation: Bases of Power and Modes of Resolving
Dissonance

FIELDS OF INTEREST:

Social psychology, personality and social structure, adult development,
gender roles.

Political mobilization, collective behavior, reference groups.

Personal and social identity, social differentiation, self.

OCCUPATION:

**2002 Nancy Cantor Distinguished University Professor, Ermita,
Psychology and Women's Studies, The University of Michigan;
Consultant Intergroup Relations, Conflict & Community
Program, The University of Michigan**

- 2002-present** **Director of Research, Program on Intergroup Relations, The University of Michigan**
- 1974-2002** **Professor, Psychology and Women's Studies, The University of Michigan**
- 1966-present** **Faculty Associate, Institute for Social Research, University of Michigan**
- 1991-1998,**
1998-1999 **Chair, Department of Psychology,
Interim Dean, College of Literature, Science, & the Arts**
- 1999-2002** **Chair, Department of Psychology**
- 1992-1997** **CAAS Faculty Associate**

PREVIOUS POSITIONS:

- 1969- Associate Professor, Department of Psychology, The University of
74 Michigan
- 1966- Assistant Professor, Department of Psychology, The University of
69 Michigan
- 1966- Fellow, Residential College, The University of Michigan
69
- 1960- Research Associate, Monteith College, Wayne State University
61

HONORS AND FELLOWSHIPS:

Alpha Lambda Delta, graduation from Northwestern University, Summa Cum Laude

National Institute of Mental Health Predoctoral Fellowship, 1960-63

Rackham Prize Fellowship, 1963-64

Sigma Xi

Standard Oil Junior Faculty Distinguished Teaching Award, The University of

Michigan, 1969

Award for Outstanding Teacher, Literary College, The University of Michigan, 1971

Resident Scholar, Russell Sage Foundation, 1983-1988

Visiting Scholar, Columbia University, 1983-84; 1987-88

Society of Fellows, The University of Michigan, 1987-present

Distinguished Faculty Award, Michigan Association of Governing Boards,
1990

Thurneau Professorship, 1992-1995

PROFESSIONAL AND SERVICE ACTIVITIES:

Chair, Research Review Panel on Social Problems, National Institute of
Mental Health, 1975-76; member, 1972-74.

Member, Life Course Research Review Committee, National Institute of
Mental Health, 1979-1983.

Commissioner, National Commission for Working Women, 1979-1981.

Chair, Advisory Committee, Minority Single-Headed Households,
Rockefeller Foundation, 1981-present; chair, 1985-1989.

Board of Directors, American Institute for Research, 1980-present, Vice-
chair, 1988-1998, Chair 1999-present.

Chair, Board of Director, "Soundings" (Ann Arbor, Michigan, social service
agency for women in the middle years), 1978-1983.

Chair, SPSSI Subcommittee on Media Use of Social Science, 1987.

Consultant, Youth Employment Problems, The Casey Foundation, 1986-
1988.

Member, Visiting Committee of the School of Social Work, University of
Michigan, 9/1/96 - 5/31/99

ADMINISTRATIVE EXPERIENCE:

Interim Dean, College of Literature, Science, and the Arts, 1998-1999

Chair, Department of Psychology, 1991-1998, 1999-2002

Chair, Social Psychology Doctoral Program, The University of Michigan,
1977-82

Executive Committee, Department of Psychology, The University of
Michigan, 1970-74; 1978-80; 1989-91

Administrative Committee, Women's Studies Program, The University of
Michigan, 1989; Women's Studies Executive Committee, 1990-92

Undergraduate Chair, Psychology Department, The University of Michigan,
1989-91

Chair, Supervisory Committee for the Joint Doctoral Program in Social Work and the Social Sciences, The University of Michigan, 1987-91

Executive Committee, Institute for Social Research, The University of Michigan, 1991-present

Executive Board, Rackham School of Graduate Studies, The University of Michigan, 1976-77

Director's Advisory Committee, Institute for Social Research, The University of Michigan, 1979-83

Chair, Institute for Social Research Development Program, The University of Michigan, 1983-84

PUBLICATION AND PAPERS:

BOOKS AND MONOGRAPHS

Gurin, P., & Katz, D. (1966) Motivation and aspirations in the Negro College. Ann Arbor, MI: Institute for Social Research.

Katz, I., & Gurin, P. (Eds.). (1969). Race and the social sciences. New York: Basic Books.

Gurin, P., & Epps, E. (1975). Black consciousness, identity, and achievement. New York: John Wiley and Sons.

Gurin, P., & Morrison, B. (1976). Market experiences and expectancies of black and white men and women. Ann Arbor, MI: Institute for Social Research.

Morrison, B., & Gurin, P. (1982). Socialization in the classroom. Ann Arbor, MI: Institute for Social Research.

Hill, M.S., Duncan, G., & Gurin, P., et al. (1985). Motivation and economic mobility. Ann Arbor, MI: Institute for Social Research.

Gurin, P., Hatchett, S., & Jackson, J. (1989). Hope and Independence: Blacks' Reactions to Party and Electoral Politics. New York: Russell Sage Foundation.

Tilly, L., & Gurin, P. (Eds.) (1990). Women, Change, and Politics. New York: Russell Sage Foundation.

Gurin, P., Lehman, Jeffery, & Lewis, Earl (In press). Defending Diversity: Michigan's Affirmative Action Cases. Ann Arbor, MI: University of Michigan Press.

Hurtado, A. and Gurin, P. Quien Soy? Quienes Somos? Chicana/o Identity in a Changing U.S. Society. In press. University of Arizona Press.

Gurin, P., & Epps, E. (1966). Some characteristics of students from poverty backgrounds attending predominantly Negro colleges in the Deep South. Social Forces, 45, 27-39

Gurin, P. (1966). Social class constraints on the occupational aspirations of students attending some predominantly Negro colleges. Journal of Negro Education, Yearbook XXV, 4.

Katz, I., & Gurin, P. (1969). Race relations and the social sciences: Overview and further discussion. In Katz, I. & Gurin, P. (Eds.). Race and the social sciences. New York: Basic Books.

Gurin, P., Gurin, G., Lao, R., & Beattie, M. (1969). Internal-external control in the motivational dynamics of Negro youth. Journal of Social Issues, 25, 29-53.

Gurin, G., and Gurin, P. (1970). Expectancy theory in the study of poverty, Journal of Social Issues, 26, 83-105.

Gurin, P. (1970). Motivation and occupational aspirations of Southern Negro college youth. The American Journal of Sociology, 75, 607-631.

Gurin, P. (1974, Spring). Psychological dimensions of minorities' work force participation. Sloan Management Review, 47-49.

Gurin, G., & Gurin, P. (1975). Personal efficacy and the ideology of individual responsibility. In Strumpel, B. (Ed.). Economic means for human needs: Social indicators of well-being and discontent. Ann Arbor, MI: Institute for Social Research.

Gurin, P. (1977). The role of worker expectancies in the study of employment discrimination. In Wallace, P. (Ed.). Women, minorities, and employment discrimination. Boston: Lexington Books.

Gurin, P., & Gaylord C. (1976). Sex-role constraints: The college-educated black woman. In McGuigan, D. (Ed.). Research on women and sex roles. Ann Arbor, MI: Center for Continuing Education for Women, University of Michigan.

Gurin, P., & Gaylord, C. (1976). Educational and occupational goals of men and women at black colleges. Monthly Labor Review, 9, 10-16.

Gurin, P., & Pruitt, A. (1977). Counseling implications of black women's market position, aspirations, and expectancies. In Conference on the educational and occupational needs of black women, Vol. I and II. Washington, DC: Government Printing Office.

Gurin, P. (1977). Commentary on heterosexual sexual relations. In Green, R. (Ed.). Current issues in research on sexuality. Washington, D.C: National Institute of Mental Health.

Fairchild, H.H., & Gurin, P. (1978). Traditions in social psychological

analysis of race relations. In Katz, D. (Ed.). American Behavioral Scientist. (Vol. 21). Beverly Hills, CA: Sage Publications.

Gurin, P., Gurin, G., & Morrison, B. (1978). Personal and ideological aspects of internal and external control. Social Psychology Quarterly, 41, 256-275.

Gurin, P., Miller, A.R., & Gurin, G. (1980). Stratum identification and consciousness. Social Psychology Quarterly, 43, 30-47.

Miller, A.R., Gurin, P., & Gurin, G. (1980). Age consciousness and political mobilization of older Americans. The Gerontologist, 40, 691-700.

Kalmuss, D., Gurin, P., & Townsend, A. (1981). Feminist and sympathetic consciousness. European Journal of Social Psychology, 11, 1-15.

Miller, A.R., Gurin, P., & Gurin, G. (1981). Group consciousness and political participation. American Journal of Political Science, 25, 494-511.

Gurin, P. (1981). Labor market experiences and expectancies. Sex Roles, 7, 1079-1092.

Townsend, A., & Gurin, P. (1981). Re-examining the frustrated homemaker hypothesis: Role fit, personal dissatisfaction and collective discontent. Sociology of Work and Occupations, 8, 464-488.

Gurin, P., & Brim, O.G., Jr. (1984). Change in self in adulthood: The example of sense of control. In Baltes, P.B. & Brim, O.G., Jr. (Eds.). Life-span development and behavior (Vol. 6). New York: Academic Press.

Gurin, P. (1984). Barriers to recognizing personal deprivation: Review of Crosby, F.J. "Relative deprivation and working women." Contemporary Psychology, 29, 209-210.

Gurin, P. (1985). Women's gender consciousness. Public Opinion Quarterly, 43, 143-163.

Corcoran, M., Duncan, G., Gurin, G., & Gurin, P. (1985). Myth and reality: The causes and persistence of poverty. Journal of Policy Analysis and Management, 4, 516-536.

Gurin, P., & Townsend, A. (1986). Properties of gender identity and their implications for gender consciousness. British Journal of Psychology, 25, 139-148.

Hurtado, A., & Gurin, P. (1987). Ethnic identity and attitudes toward bilingualism. Hispanic Journal of Behavioral Sciences, 9, 1-18.

Gurin, P. (1987). The political implications of women's statuses. In Crosby, F. (Ed.) Modern women managing dual roles. New Haven, CT: Yale University Press.

Gurin, P., & Markus, H. (1988). Gender identity: Cognitive and political implications. Revue Internationale de Psychologie Sociale, T.1. No. 2, 257-274.

Gurin, P., & Markus, H. (1989). The cognitive consequences of gender identity. In Skevington, S. & D. Baker (Eds.). The Social Identity of Women. Beverly Hills, CA: Sage Publications.

Tilly, L., & Gurin, P. (1990). Introduction: Issues and controversies in women's politics. In Tilly, L. & Gurin, P. Women, Change and Politics. New York: Russell Sage Foundation.

Rodriguez, J., & Gurin, P. (1990). Intergroup contact and social identity. Hispanic Journal of Behavioral Sciences, 12, 235-255.

Hurtado, A., Rodriguez, J., Gurin, P., & Beals, J. (1992). The Impact of Mexican descendants' social identity on the ethnic socialization of children. In Bernal, M. & Knight, G. (Eds.). Formation and Transmission of Ethnic Identity. Austin, TX: University of Texas Press.

Gurin, P., Hatchett, S., & Jackson, J. (1992). Solidarity and black politics. Contemporary Psychology, 37, 1249-1250.

Gurin, P., Nagda, B., Lopez, G., & Steir-Younis, L. (1993). Diversity and Multicultural Curriculum: Understanding Social Causation. The Michigan Journal of Political Science, 12, The University of Michigan Student Journal of Political Studies.

Hurtado, A., Gurin, P., & Peng, T. (1994). Social Identities: A Framework for Studying the Adaptations of Mexican-descent population. Social Problems, 41, 129-151.

Gurin, P., Hurtado, A., & Peng, T. (1994). Group Contacts and Ethnicity in the Social Identities of Mexicanos and Chicanos. Personality and Social Psychology Bulletin, 20, 521-532.

Lopez, G.E., Gurin, P., & Nagda, B.A. (1998). Education and understanding structural causes for group inequalities. Political Psychology, 19(2), 305-329.

Gurin, P., Peng, T., Lopez, G., & Nagda, B.R. (1999). Context, identity, and intergroup relations. In D. Prentice & D. Miller (Eds.). Cultural divides: The social psychology of intergroup contact.

Gurin, P. (1999) New research on the benefits of diversity in college and beyond: an empirical analysis. Diversity Digest, Spring, 5.

Gurin, P. (1999, September). The benefits of diversity: a theoretical and empirical analysis. College Board News, 28, 3.

Gurin, P. (1999). The power of the Apfelbaum analysis. Feminism & Psychology, 9(3), 278-281.

Gurin, Patricia. "The Compelling Need for Diversity in Education," January 1999. Expert report prepared for the lawsuits *Gratz and Hamacher v Bollinger, Duderstadt, the University of Michigan, and the University of Michigan College of LS&A*, U.S. District Court, Eastern

District of Michigan, Civil Action No. 97-75231; and *Grutter v Bollinger, Lehman, Shields, the University of Michigan and the University of Michigan Law School*, U.S. District Court, Eastern District of Michigan, Civil Action No. 97-75928. [On-line]. Available:

<http://www.umich.edu/~urel/admissions/legal/expert/gurintoc.html>

Reprinted in: *Michigan Journal of Race & Law*, 5(1), 1999, 363-425.

Reprinted in: *The University of Massachusetts Schools of Education Journal*, 32(2), 1999, 36-62. Gurin, P. Supplemental Expert Report, July 13, 2000.

Gurin, P. Supplemental Expert Report for *Grutter, et al. v. Bollinger, et al.*, January 10, 2001.

Gurin, P. "What Does Campus Diversity Mean? Response to Wood and Sherman," University of Michigan website, May, 2001.

Sumida, S., & Gurin, P. (2001) "A celebration of power." In Schoem, D. & Hurtado, S., *Intergroup dialogue: Deliberative democracy in school, college, community, and workplace*. Ann Arbor, MI: University of Michigan Press. Downing, R., Lubensky, M.E., Sincharoen, S., Gurin, P., Crosby, F.J., Queriolo, S., and Franco, J. (2002). "Affirmative action in higher education." *Diversity Factor*, 10 (2) pp 15-20.

Gurin, P., Dey E.L., Hurtado, S., and Gurin, G. (2002) "Diversity and Higher Education: Theory and Impact on Educational Outcomes." *Harvard Educational Review*, 72 (3) pp 330-366 To be reprinted in *Rethinking Pedagogy in Diverse College Classrooms*, forthcoming. *Harvard Educational Review*, Cambridge: Massachusetts Gurin, P., Nagda, R., Lopez, G. "The Benefits of Diversity in Education for Democratic Citizenship." In press. *Journal of Social Issues*.

Hurtado, S., Dey, E.L., Gurin, P. and Gurin, G. (In press). "College Environments, Diversity, and Student Learning." In J.S. Smart (Ed.), *Higher Education: Handbook of Theory and Research*, Vol. 18. New York: Agathon Press.

Nagda, B.A., Gurin, P., and Lopez, G. "Transformative Pedagogy for Democracy and Social Justice." In press. *Race, Ethnicity, Education* Gurin, P., Hurtado, S., Dey, E.L., and Gurin, G. "Educational Benefits of Diversity," In Gurin, P., Lehman, J., and Lewis, E.). *Defending Diversity: Michigan's Affirmative Action Cases*. Ann Arbor, MI: University of Michigan Press.

PAPERS READ AT MEETINGS

Gurin, P. (1966, September). Getting to college out of poverty. Paper presented at the meeting of the American Psychological Association.

Gurin, P. (1967, September). The effects of civil rights activism on the political ideology of Negro college students. Paper presented at the meeting of the American Psychological Association.

Gurin, P. (1968). Expectancy dimensions in the motivation of minority students. Paper presented at the Higher Education Conferences sponsored by

the Southern Regional Education board, 1968.

Gurin, P. (1969). Black consciousness and achievement. Paper presented at the meeting of the American Psychological Association.

Gurin, P. (1974). Psychological issues in the study of employment discrimination. Paper presented at the Conference on Employment Discrimination, Massachusetts Institute of Technology, Cambridge, MA.

Gurin, P., & Gurin, G. (1975). Personal and political powerlessness among older Americans: A national probability sample. Paper presented at the 28th Annual Meeting of the Gerontological Society, Louisville, KY.

Gurin, P. (1977, November). Responsibility and blame: A critical issue in work with low-income and minority adolescents. Paper presented at the meeting of the Association for Adolescent Psychiatry Washington, DC. (Published in the Proceedings of the Symposium, Editor, Paul Weisberg.)

Gurin, P. (1978, March). Labor market experiences and expectancies of black and white men and women. Paper presented at the meeting of the American Educational Research Association, Toronto.

Miller, A.H., Gurin, P., & Gurin, G. (1978, September). Electoral implications of group identification and consciousness: The reintroduction of a concept. Paper presented at the annual meeting of the American Political Science Association, New York.

Gurin, P. (1979, February). Public trust in the political process. Presentation in a symposium, "Crisis in Confidence," East Carolina University.

Miller, A.R., Gurin, P., & Gurin, G. (1979). Age consciousness and political mobilization of older Americans. Paper presented at the annual meeting of the American Gerontological Society, Washington, DC.

Gurin, P. (1980, October). Sense of efficacy: Its dependence on judgments of the self and the world. Paper presented at the Social Science Research Council conference on "Perceived Control Across the Life Span."

Gurin, P. (1981, September). Political mobilization of social identity: Common and unique themes. Paper presented at the meeting of the American Psychological Association, Los Angeles.

Gurin, P., & Townsend, A. (1982, May). Labor market socialization of gender consciousness. Paper presented at the meeting of the North Central Sociological Association.

Gurin, P. (1984). Social identity: A schematic aspect of self? Paper presented at the meeting of the American Psychological Association, Toronto.

Gurin, P., & Hurtado, A. (1985). Ethnic identity: The case of Mexican-origin persons in the U.S. Paper presented at the meeting of the Interamerican Congress of Psychology, Caracas.

Gurin, P. (1985, August). Working-class women: Dual identities and group

consciousness. Paper presented at the meeting of the American Psychological Association, Los Angeles.

Gurin, P., & Rubin, M. (1985, August). Building bridges: White feminists consider racism and poverty. Paper presented at the meeting of the American Psychological Association, Los Angeles.

Gurin, P. (1987, April). A Psychologist Looks at Schema Research in Political Science. Paper presented at the meeting of the Midwestern Political Science Association, Chicago.

Gurin, P. (1987, July). Interdisciplinary Research on Political Participation. Paper presented at the meeting of the International Society of Political Psychology, San Francisco.

Panel. (1987). Changing Sex Roles -- The Dilemma of Work and Home. Panel discussion of the American Psychology Association SPSSI's Committee on Sexism, New York.

Gurin, P. (1989). Psychologically Compelling Situations and Personal Change. Paper presented as an Invited Address, Division 8, at the meeting of the American Psychological Association, New Orleans, LA.

Gurin, P. (1990). Black Identity and Political Consciousness. Paper presented at the University of California, Santa Cruz, CA.

Gurin, P. (1990). Diversity and Personal Development. Paper presented at the meeting of the Society of Fellows, University of Michigan, Ann Arbor, MI.

Gurin, P. (1992). Multiculturalism: A social context for cognitive change. Paper presented at the Graduate Center of the City University of New York.

Gurin, P. (1992). Social context and collective identities. Paper presented at Princeton University, Princeton, NJ.

Gurin, P. (1994). Ethnicity, identity, and conflict. Paper presented at Stanford University, Palo Alto, CA.

Gurin, P. (1995). Thinking about inequality. Paper presented at the Ohio State University, Columbus, OH.

Gurin, P. (November, 1999) Educational implications of diversity for African American students. Paper presented at Stanford University Conference on Race.

Gurin, P. (November, 1999) Diversity in Public Institutions. Paper presented at the National Association of State University and Land-Grant Colleges in San Francisco.

Gurin, P. (November, 1999). Graduate education: does diversity matter? Paper presented at University of California at Los Angeles.

Gurin, P. (April, 1999). The social psychology of diversity. Paper presented

at Stanford University.

Gurin, P., Hurtado, S., Dey, E., & Gurin, G. (March, 2000) The Educational Value of Diversity in Higher Education. Paper presented at the American Association of Higher Education in Anaheim, California.

Gurin, P. (May, 2000). Invited talk: Social Psychology and the law: the case of affirmative action. Paper presented at University of California, Santa Cruz.

Gurin, P. (October, 2000). Invited talk: What Makes Diversity Work. Talk presented at the University of Massachusetts at Amherst.

Gurin, P. (March 23, 2001). Invited talk: The Unfinished Research Agenda on Diversity. The Civil Rights Project, Harvard University.

Gurin, P. (March 29, 2001). Invited talk: Meeting Diversity in a Changing Political Climate. Northeastern Association of Graduate School Deans Conference, Annapolis, MD.

Gurin, P. (April 10, 2001). Invited talk: Challenges to Diversity from Legal Cases. Talk presented at Bowling Green State University, Bowling Green, OH.

Gurin, P. (June, 2001). Social Science in Affirmative Action Cases. Paper presented at National Conference on Race & Ethnicity in American Higher Education, Seattle, WA.

Gurin, P. (November, 2001) Diversity: An Opportunity for Undergraduate Education. Bates College,

Gurin, P. (November, 2001) Graduate Education: Challenges Presented by Diverse Students. National Association of Graduate School Deans Conference, Los Angeles, Calif.

Gurin, P. (March, 2002) Civic Education: the Challenges of Diversity. Occidental College. Los Angeles, Calif.

Gurin, P. (October, 2002) The Value of Diversity in Professional Education. Association of Medical Colleges. Washington. D.C.

Gurin, P. (November, 2002) The Legal Challenge to Diversity. Michigan State University, Lansing, MI