

Leon Grunberg  
Department of Comparative Sociology  
1500 N. Warner,  
Tacoma, WA 98416  
USA  
Email: [grunberg@ups.edu](mailto:grunberg@ups.edu)  
Phone: 253 879 3598  
Cell: 253 302 6051

### EDUCATION

- 1967-1970            University of Sussex, American Studies, B.A.  
(Honors -- Upper Second)
- 1971-1972            University of Manchester, Sociology, Certificate  
in Education
- 1974-1979            Michigan State University, Sociology, Ph.D.  
(With Ph.D. work completed at the University of Michigan, Fall 1976 and  
the University of Chicago, Spring 1976)

### PROFESSIONAL POSITIONS

- 2008-present            Chair, Department of Comparative Sociology.
- 1991-present            Professor, Department of Comparative Sociology, University of Puget  
Sound
- 1995-1999            Professor and Chair, Department of Comparative Sociology, University of  
Puget Sound
- 1985-1991            Associate Professor and Chair, Department of Comparative Sociology,  
University of Puget Sound
- 1979-1985            Assistant Professor, Department of Comparative Sociology, University of  
Puget Sound
- 1972-1974            Lecturer in Social Studies at High Wycombe College of Technology  
and Art, England

### ACADEMIC HONORS AND AWARDS

- 2009                    Rockefeller Foundation Fellowship for One Month Residency at Bellagio  
Center, Italy.
- 2002-2006            Research grant from the National Institutes of Health to continue study of  
“The Health Effects of Downsizing and Corporate Restructuring” and to  
examine the “Experiences of Women Managers in a Male Dominated  
Workplace” (with E. Greenberg and Sarah Moore) (value: \$1.4 million)

- Designated "Distinguished Professor" by University Faculty Advancement Committee
- 2001 President's Award for Teaching Excellence
- 1999-2000 John Lantz Senior Sabbatical Award, awarded by the University of Puget Sound
- 1996 Designated "Distinguished Professor" by University Faculty Advancement Committee
- 1996 Research Grant from the National Institute of Health, to study "The Effects of Corporate Downsizing and Restructuring" with co-P.I. Professor Ed Greenberg (value \$880,000)
- 1992-1993 John Lantz Senior Sabbatical Award, awarded by the University of Puget Sound
- 1991 Sears-Roebuck Foundation Teaching Excellence and Campus Leadership Award (outside funded award)
- 1991 Research Grant from the National Institute on Alcohol Abuse and Alcoholism, to study "Workplace Risk Factors for Substance Abuse" with co-P.I. Professor Ed Greenberg (value \$488,024)
- 1990, 1987 Martin Nelson Summer Award, awarded by the University of Puget Sound (value \$4,000 each time)
- 1989 Research Grant awarded by University Enrichment Committee, to study the interrelationships between work, participation, and substance abuse and to prepare a proposal to the National Institute of Alcoholism and Alcohol Abuse (value \$1,005)
- 1985 Burlington Northern Foundation Faculty Achievement Award (outside funded award for scholarship and teaching)
- 1985, 1983 Research Grant awarded by the University of Puget Sound Enrichment Committee, to conduct research on a comparison of British and French industrial policies (value \$3,000)
- 1982-1983 Research Grant by University of Puget Sound Enrichment Committee, to conduct research on producer cooperatives in the Plywood Industry (value \$1,000)
- 1978 Finalist, Student Conference on International Business; co-sponsors were the Institute of International Education and the Academy of International Business
- 1974-1979 Comparative Area Fellowship; awarded by Michigan State University
- 1976 Traveling Scholar of the Committee for Institutional Cooperation

## PUBLICATIONS

### Books and Book Chapters

- 2010 “Turbulence: Boeing and the State of American Workers and Managers” (with Sarah Moore, Ed Greenberg and Pat Sikora). Yale University Press. In press.
- 2010 “Transnational Corporations” (co-author, Mike Veseth) in Introduction to International Political Economy, 5<sup>th</sup> Edition by Balaam and Dillman. Pearson. Forthcoming.
- 2007 “A Serendipitous Career” in Sociologists in a Global Age: Biographical Perspectives. Editor, Mathieu Deflem. London: Ashgate
- 2007 Discourses on the Beautiful Game. Co-editor with Sunil Kukreja. New Delhi: Ashwin-Anoka Press.
- 1996 “The IPE of Multinational Corporations” in Introduction to International Political Economy by D. Balaam and M. Veseth (Prentice Hall). Revised.
- 1991 “The Plywood Producer Cooperatives” International Handbook of Participation in Organizations, Vol. II, R. Russell and V. Rus (eds.). Oxford University Press.
- 1981 Failed Multinational Ventures: The Political Economy of International Divestments (D. C. Heath, Lexington Books).

#### Journal Articles

- 2009 “Managing in Tough Times: The Impact of Layoffs on Front Line Managers” (with Sarah Moore and Ed Greenberg). Journal of Employee Assistance, 33, 1.
- 2008 “The Changing Workplace and its Effects: Employee Attitudinal and Behavioral Responses over Time in an American Company.” Journal of Applied Behavioral Science, 44, 215-236.
- 2008 “Downsizing and Alcohol Use: A Cross-Logged Longitudinal Examination of the Spillover Hypothesis” (with S. Moore, E. Greenberg, and P. Sikora). Work and Stress, 22, 51-68.
- 2007 “Type of Job Loss and its Impact on Decision Control, Mastery, and Depression: Comparison of Employee and Company- Stated Reasons” (with Sarah Moore, Pat Sikora and Ed Greenberg) Current Psychology, 26, 71-85.
- 2007 “Expanding the Tension-Reduction Model of Work Stress and Alcohol Use: Comparison of Managerial and Nonmanagerial Men and Women” (with Sarah Moore, Pat Sikora and Ed Greenberg). Journal of Management Studies. 44, 261-283.
- 2007 “Work Stress and Alcohol Use: Examining the Tension-Reduction Model as a Function of Worker’s Parent’s Alcohol Use” (with Sarah Moore, Pat Sikora and Ed Greenberg). Addictive Behaviors, 32, 3114-3121.
- 2007 “Managerial Women and the Work-Home Interface: Does Age of Child Matter” (with Sarah Moore, Pat Sikora and Ed Greenberg). Women in Management Review, 22, 568-589.

- 2006 “Managerial Reactions to Implementing Layoffs: Relationships to Health Problems and Withdrawal Behaviors” (with Sarah Moore, and Ed Greenberg). Human Resource Management, 45, 2, 159-178.
- 2006 “Surviving Repeated Waves of Organizational Downsizing: The Recency, Duration and Order Effects Associated with Different Forms of Layoff Contact” (with Sarah Moore and Ed Greenberg). Anxiety, Stress, and Coping, 19, 309-329.
- 2005 “Are Female Supervisors Good for Employee Job Experiences, Health, and Well-Being” (with Sarah Moore and Ed Greenberg), Women in Management Review, 20, 86-95.
- 2004 “Development and Validation of a Scale to Measure Beliefs About Women Managers,” Current Psychology, 23, 3, 245-257.
- 2004 “Repeated Downsizing Contact: The Effects of Similar and Dissimilar Layoff Experiences on Work and Well-Being Outcomes” (with Sarah Moore and Ed Greenberg), Journal of Occupational Health Psychology, 9, 3, 247-257.
- 2004 “The Responses of Male and Female Managers to Workplace Stress and Downsizing.” (co-authors Sarah Moore, Ed Greenberg and Leon Grunberg) North American Journal of Psychology, 7, 297-314.
- 2003 “A Longitudinal Exploration of Alcohol Use and Problems: Comparing Managerial and Non-Managerial Men and Women” Addictive Behaviors, 28, 687-703.
- 2002 “Is Lean Mean? Workplace Transformation and Employee Well-Being” (with Richard Anderson-Connolly, Edward Greenberg and Sarah Moore), Work, Employment and Society, 16, 389-413.
- 2002 “Women Managers and the Experience of Work-Family Conflict” American Journal of Undergraduate Research, 1, 3, 9-15 (with Megan Apperson, Heather Schmidt, Sarah Moore and Ed Greenberg).
- 2001 “Differences in Psychological and Physical Health Among Layoff Survivors” (with Sarah Moore and Ed Greenberg), Journal of Occupational Psychology, 6, 1, 15-25.
- 2000 “The Relationship Between Alcohol Problems and Well-Being, Work Attitudes and Performance: Are They Monotonic?” (with Sarah Moore and Ed Greenberg), Journal of Substance Abuse, 11, 183-204.
- 2000 “Surviving Layoffs: The Effect on Organizational Commitment and Job Performance” in Work and Occupations (with R. Anderson-Connolly and Ed Greenberg), 27,1.
- 1999 “Work Stress and Self-Reported Alcohol Use: The Moderating Role of Escapist Reasons for Drinking” Journal of Occupational Health Psychology, 4, 29-36 (with Sarah Moore and Ed Greenberg).
- 1999 “Alcohol Consumption, Drinking Patterns and Alcohol Problems Among Managerial and Non-Managerial Women and Men” Current Psychology (with Sarah Moore and Ed Greenberg), 18, 3, 272-286.

- 1998 "Correlates of Drug Testing Attitudes in a Sample of Blue Collar Workers," The Employee Rights and Responsibilities Journal, 11, 135-150 (with Sarah Moore and Ed Greenberg).
- 1998 "Work Stress and Problem Alcohol Behavior: A Test of the Spillover Model" (with Sarah Moore and Ed Greenberg), Journal of Organizational Behavior, 19, 487-502.
- 1996 "Industrial Work and Political Participation: Beyond Simple Spillover," Political Research Quarterly (with Ed Greenberg and Kelly Daniels).
- 1996 "The Relationship of Employee Ownership and Participation to Employee Safety" (with Ed Greenberg and Sarah Moore), Economic and Industrial Democracy, 117, 221-241.
- 1995 "Work Alienation and Problem Alcohol Behavior" (with Ed Greenberg), Journal of Health and Social Behavior, 36, 83-102.
- 1986 "Power Relations, Productivity and Safety: An Empirical Investigation," Sociologie et Societes, special issue on Work and Health.
- 1986 "Safety, Productivity and the Social Relations in Production: An Empirical Study of Worker Cooperatives," International Journal of Sociology and Social Policy, special issue on Work and Health, 6, 87-102.
- 1986 "Workplace Relations in the Economic Crisis: A Comparison of a British and French Automobile Plant," Sociology (Journal of the British Sociology Association), 20, 503-529.
- 1984 "Productivity and Safety in Worker Cooperatives and Conventional Firms" (co-authored with Jerry Everard and Mary O'Toole). International Journal of Health Services, 14, 279-287.
- 1983 "The Effects of the Social Relations of Production on Productivity and Workers' Safety: An Ignored Set of Relationships," International Journal of Health Services, 13, 621-634.

#### CONFERENCES

- 2009 "Living Through a Decade of Change: A Case Study of Boeing Commercial Airplanes." 9th EURAM Conference in Liverpool, England, May 11-14, 2008.
- 2008 "Globalization, Outsourcing and Employee Well Being." Northwest International Educational Association, May 9.
- 2005 "Implementing Layoffs: The Effects on Manager's Health and Attachment to the Organization" (with Sarah Moore and Ed Greenberg). Presented at the Western Academy of Management Conference.
- 2004 "The Responses of Male and Female Managers to Workplace Stress and Downsizing." Presented at Western Psychological Association meetings – Phoenix, AZ by Nancy Maki (co-authors Sarah Moore, Ed Greenberg and Leon Grunberg) 2004 "Attitudes of Managers versus Nonmanagers in

- Relationship to Layoff Contact,” poster session at Western Psychological Association meetings in Phoenix, AZ by Frances H. Moore. Coauthors as above.
- 2003 “Work and Health Effects of Surviving Layoffs: a Longitudinal Examination.” Presented at the Fifth Interdisciplinary Conference on Occupational Stress and Health in Toronto, Canada.
- 2001 “Disengagement from Work” (with Lindsay Taggart). Presented at the Pacific Sociological Association Meetings in Vancouver, BC in April, 2002.
- 2001 “Differences in Psychological and Physical Health among Layoff Survivors” (with Sarah Moore and Ed Greenberg). Research Society on Alcoholism meetings in 1999 at Hilton Head, SC
- 2000 “The Changing Workplace, Alcohol Problems and Well-Being: Findings from our Research Program and Reflections on their Meaning,” invited presentation at the Smithers Symposium on Alcohol in the Workplace, Cornell University, New York City, October 12-13.
- 2000 “Coping with Change: The Impact of Job Reengineering” presented at the Pacific Sociological Association meetings in April 2000 at San Diego (with Richard Anderson-Connolly and Ed Greenberg).
- 2000 “Work Reorganization at Boeing.” Invited presentation at the Institute for Work and Technology at the Science Center in North Rhine, Westphalia, Germany.
- 1999 Speaker on “Labor in the Global Economy” at the Northwest International Education Association conference in Seattle.
- 1998 “Surviving Layoffs: The Effect on Organizational Commitment and Job Performance (with R. Anderson-Connolly and Ed Greenberg). International Work Psychology Conference in Sheffield, England.
- 1998 “The Relationship of Layoff Threat and Mastery to Work Performance,” presented at the American Psychological Association-NIOSH Conference in Washington, DC (with Sarah Moore and Ed Greenberg).
- 1997 “The Effects of Downsizing at a Large American Company: A Qualitative Investigation” presented at the Pacific Sociological Association meetings in San Diego (with Hannah Knudsen).
- 1997 “The Promise and Reality of Teamwork at a Large American Company,” presented at the Pacific Sociological Association meetings in San Diego (with Hannah Knudsen).
- 1997 “Work Attitudes and Alcohol Use: Distinguishing Between Social and Escapist Drinkers,” presented at the Society for the Study of Social Problems in Toronto (with Sarah Moore and Ed Greenberg).

- “On the Lingering Effects of Downsizing: The Job Attitudes of Survivors,” presented at the American Sociological Association meetings in Toronto (written with Ed Greenberg).
- 1996 “Work and Alcohol,” invited presentation at the NIAAA’s Working Group on “Research on Alcoholism in the Workplace” in Washington, DC, April 1996.
- 1995 “The Relationship of Employee Ownership and Participation to Employee Safety” Paper presented at conference on “Understanding the Work Environment” in Stockholm, Sweden.
- 1994 “Work Alienation and Problem Alcohol Behavior” (with Ed Greenberg), Society for the Study of Social Problems meetings in Los Angeles, CA.
- 1994 “Work Stress and Problem Alcohol Behavior: A Test of the Spillover Model” (with Sarah Moore and Ed Greenberg). Research Society on Alcohol meetings in Maui, HI..
- 1993 Progress Report on NIAAA study presented at Working Group on Alcohol in the Workplace, in Washington, DC.
- 1993 “Skill, Participation in Decision Making, and the Sense of Mastery” (with Ed Greenberg). Presented at International Conference on “New Trends in Organizations” in Haifa, Israel.
- 1993 “Testing, Alienation, and Work Stress Models on Alcohol Problem Behavior” (with Ed Greenberg); presented at the Society for the Study of Social Problems meetings in Miami, FL.
- 1985 “Safety, Productivity and the Social Relations in Production: An Empirical Study of Worker Cooperatives,” American Sociological Association meetings in Washington, DC.
- 1984 “Workplace Relations in the Economic Crisis: A Comparison of a British and French Automobile Plant,” American Sociological Association meetings in San Antonio.
- 1983 “Productivity and Safety in Worker Cooperatives and Conventional Firms” (co-authored with Jerry Everard and Mary O’Toole). Pacific Sociological Association meetings.
- 1982 “The Effects of the Social Relations of Production on Productivity and Workers’ Safety: An Ignored Set of Relationships,” Tenth World Congress of Sociology in Mexico City.

#### BOOK REVIEWS

- 2001 Managing the Global: globalization, employment and quality of life, by Donald Lamberton (ed). Choice
- 1990 Safety in the Workplace, by Sandra Dawson, et al., Contemporary Sociology.
- 1987 Workplace Democracy, by E. Greenberg, Contemporary Sociology.

Leon Grunberg  
Curriculum Vitae  
1986

- 8 -

- The Share Economy: Conquering Stagflation, by Martin L. Weitzman, American Political Science Review.
- 1985 The Second Industrial Divide: Possibilities for Prosperity, by M. J. Piore and C. F. Sabel (ed.), American Political Science Review.
- 1985 Forces of Production: A Social History of Industrial Automation, by David F. Noble, American Political Science Review.
- 1984 What Do Unions Do?, by R. B. Freeman and J. Medoff, American Political Science Review.
- 1984 Multinational Managers and Poverty in the Third World, by Lee Travis (ed.), Journal of Economic Issues.
- 1984 Beyond the Wasteland: A Democratic Alternative to Economic Decline, by S. Bowles, D. Gordon, and T. Weisskopf, American Political Science Review.
- 1983 Deindustrialization of America, by Barry Bluestone and Bennett Harrison, American Political Science Review.
- 1983 New International Economy, by H. Mackler, A. Martinelli and N. Smelser (eds.), American Political Science Review.

#### OTHER PROFESSIONAL ACTIVITIES

- 2005 Member of Assessment team for Social Sciences and Humanities Research Council of Canada
- 2004 Assessed Dr. Rospenda's professional work for the College of Medicine, University of Illinois at Chicago
- Various years Article Reviewer: Social Problems, Work and Occupations, and Journal of Occupational Health Psychology,

#### UNIVERSITY SERVICE

- 2009 Member of Faculty Panel for Conversation with Todd Benjamin
- 2008 Member, Selection Committee for James Dolliver NEH Professor
- 2008 Speaker, Fall Campus Day
- 2008-- Chair, Department of Comparative Sociology
- 2007-- Member Curriculum Committee
- 2007 Lecturer at Ideas at Work and Play during Orientation Week.
- 2006 Selection committee for Associate Vice President
- 2006 Selection committee for University Professor of Natural Sciences
- 2005 Member Institutional Review Board



Leon Grunberg  
Curriculum Vitae  
2005 (May)

- 9 -

|                |   |
|----------------|---|
|                | Convocation Speaker at Graduation ceremony                            |
| 2001-2004      | Discussion Leader at four New Faculty Orientations                    |
| 2002, 2003     | Member, Writing Excellence Prize Awards Committee for Social Sciences |
| 2001-2004      | Member, Budget Task Force   |
| 2002           | Selection Committee for James Dolliver Professor                      |
| 2000           | Member, Faculty Scholarship Committee                                 |
| 1998-1999      | Member, Curriculum Committee  |
| November 1999  | Speaker, WTO Teach-In   |
| 1997-1998      | Member, Faculty Scholarship Committee                                 |
| October 1998   | Presentation of Research at UPS Board of Trustees Retreat             |
| April 1998     | Host, Scholarship Luncheon  |
| November 1997  | Member, Wyatt Chair Selection Committee                               |
| October 1997   | Lantz Sabbatical Fellowship Selection Committee                       |
| March 1997     | Speaker, "The Capitalist Threat" at IPE Roundtable                    |
| April 1996     | Diversity at the Crossroads Conference, chaired a session             |
| 1995-1999      | Chair, Department of Comparative Sociology                            |
| 1995-1998      | Selection Committee for International Programs                        |
| August 1995    | New Faculty Orientation   |
| 1991-2004      | Member, Faculty Advisory Committee on International Political Economy |
| Summer 1995    | Meeting with Consultant for Business Curriculum                       |
| November 1994  | Meeting with Lyle Rexler, Consultant for Capital Campaign             |
| 1993-1994      | Member, Enrichment Committee  |
| 1993-1994      | Business Curriculum Review -- Mellon Faculty Team on Organizations    |
| 1992-1994      | Selection Committee for Truman and Watson Fellowships                 |
| November 1993  | Speaker, Daedalus, "Work and Well Being"                              |
| October 1993   | Speaker, Open Forum on South Africa                                   |
| September 1993 | Speaker, English Forum, "How to Read a Book"                          |
| May 1993       | New Faculty Retreat at Crystal Mountain                               |
| September 1992 | Presentation in John Dickson's class                                  |

- 1991-1992 Co-Chair, Senate Subcommittee on Child Care
- Fall 1991 Participant, Hewlett Seminar on International Political Economy
- 1984-1990 Chair, Department of Comparative Sociology
- 1987-1990 Member, Professional Standards Committee
- 1986-1990 Departmental Representative, Transfer Campus Day evenings
- September 1990 Speaker, Middle East Forum: Middle East Policy, Past, Present, and Future
- November 1989 Speaker, Open Forum on South Africa: Is Apartheid on the Way Out?
- October 1988 Speaker, South Africa Forum: Faculty/Student Panel Discussion
- 1988 Chair, Senate Subcommittee on South Africa
- October 1987 Speaker, Friday Society, A Progressive Agenda
- May 1987 Speaker, Board of Trustees Meeting (Talk on South Africa)
- May 1987 Speaker, Committee on Investment Responsibility (on South Africa)
- January 1987 Speaker, Committee on Investment Responsibility (discussed South Africa)
- 1982-1987 Member, Hearst Writing Prize -- Social Sciences Committee
- 1980-1987 Faculty Coordinator, Alpha Kappa Delta and Sociology Club
- 1986 Participant, Accreditation Visit for Occupational Therapy Program
- 1984-1985 Chair, Enrichment Committee
- 1987-1990 Member, Senate Subcommittee on South Africa
- 1983-1985 Member, Enrichment Committee
- 1979-1985 Library Coordinator, Department of Comparative Sociology
- 1985 Member, Henry Luce Professorship Program Committee
- 1984-1985 Member, Residential Life Committee
- 1979-1984 Member, Urban Affairs Committee
- April 1984 Speaker, Forum on Central America, sponsored by Department of Foreign Languages
- September 1983 Speaker, Point/Counterpoint Discussion on Ezra Solomon's book, sponsored by Dean of Students
- April 1983 Speaker, Friday Society, Workers' Cooperatives

Leon Grunberg  
Curriculum Vitae  
November 1982

- 11 -

- Speaker, Hunger Awareness, sponsored by Chaplain's Office
- September 1982 Speaker, Teach-In: Perspectives on the Arms Race, sponsored by various campus groups
- April 1982 Speaker, Forum on Nuclear Arms: An Ethical Dilemma, sponsored by various campus groups
- October 1981 Speaker, Teach-In on the Economy, sponsored by Mortar Board Society
- May 1981 Faculty Advisor, Forum on El Salvador, sponsored by the Sociology Club, the APGS, and the Feminist Student Union
- April 1981 Speaker, Tea and Sherry: "The Situation in El Salvador"
- April 1981 Speaker, Daedalus Society: "Capital and Communities: Free to Leave"
- November 1980 Speaker, Friday Society: "International Capital"
- April 1980 Lecturer: "The Off the Wall" Lecture: "The Future of England: Controversial Views," sponsored by Mortar Board Society
- April 1980 Panelist, "Intellectual Confrontations of the Year: America in the 80s," sponsored by Alpha Kappa Delta (Sociology Honorary Society)
- January 1980 Panelist, Cambodia Forum, sponsored by Association of Politics and Government students (APGS)
- Winterim 1980 Guest Speaker, Critical Sociology (Ibsen)
- Spring 1979 Guest Speaker, BPA 472 International Business (Knudsen)\