

## VITAE

### Personal Data

#### Paul Stevenson Gray

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Date and Place of Birth: March 26, 1943. San Francisco, California

Marital Status: Married to Leigh E. Gray, ACSW

### Educational History

Dates	Institution	Degree	Department
1961 - 1965	Princeton University	A.B.	Politics
1965 - 1966	Stanford University	M.A.	Education
1969 - 1972	Yale University	M.Ph.	Sociology
1972 - 1977	Yale University	Ph.D.	Sociology

### Employment History

1966 - 1969	Secondary School Teacher, San Mateo, California
1971	Teaching Assistant, Yale University, Department of Sociology
1974	Acting Instructor, Yale University, Department of Sociology
<b>1975 - present</b>	<b>Instructor to Associate Professor of Sociology, Boston College,</b>
1988	Visiting Professor, St. John's Seminary, Boston, MA
1994 - 2007	Founding Faculty Chair, <i>Leadership for Change</i> , an Executive Training Program sponsored jointly by the Carroll School of Management and the Department of Sociology, Boston College
1996-2007	Senior Consultant, Center for Corporate Citizenship, Boston College
2000-2007	Private Practice as a Business Consultant, specializing in corporate citizenship, leadership development and strategic planning.

### Research Experience

1970, Research on Voluntary Organizations in New Haven, Connecticut

1970, Research on Voluntary Organizations in Kingston, Jamaica

1972-1973, Research on Organized Labor in Ghana, West Africa

1980-1982, Research on Large Philanthropic Foundations in the U.S.

1983-1986, Chief Consultant, 1985-86, Co-Principal Investigator, "Worker Education for the 1980's." A labor education project supported by the Fund for the Improvement of Post-Secondary Education (FIPSE), U.S. Department of Education.

1987-1988, Principal Investigator, Research on the Economic Impact on Independent Higher Education in Massachusetts, Social Welfare Research Institute.

1989-1991, Teaching of Sociology at the Pre-College Level.

1993-94, "Jews at Christmas." An interview and writing project supported by the Thomas Murphy Foundation as part of an interdisciplinary study, *THE CONTRADICTIONS OF CHRISTMAS*, Social Welfare Research Institute, Boston College.

1992-97, "Getting In: A Study of Family Dynamics During the College Application Process" (w/ David A. Karp and Lynda Lytle Holmstrom).

1996-97, Project Executive, Community Audits, Battelle Institute, Columbus, Ohio. Center for Corporate Community Relations, Boston College.

1999, Project Executive, Community Audits, Bristol-Myers Squibb, Plainsboro, N.J., Center for Corporate Community Relations, Boston College.

2000, Senior Consultant, Community Audits, Motorola Communications, Phoenix, AZ; Chicago, IL; Southeastern Iowa, Center for Corporate Community Relations, Boston College.

2001, Senior Consultant, Social Impact Assessment, BP, Chicago, IL Center for Corporate Citizenship, Boston College.

2002-2003. Senior Consultant, Community Audits, Bristol-Myers Squibb, Plainsboro, N.J.; Senior Consultant, The Mohegan Tribe, Uncasville, CT.

2003 Consultant, Urban Ecology Institute, Chestnut Hill, MA.

### Publications

#### *Books:*

Economics for Ghanaian Trade Unionists. Accra: Ghana Labour College, 1973.

Unions and Leaders in Ghana: A Model of Labor and Development. Buffalo, N.Y.: Conch Books, 1981.

The Research Craft, 2nd Edition (with John B. Williamson *et al*). Boston: Little, Brown, 1982.

\_\_\_\_\_, Reprinted. Fairfax, Va.: Tech Books, 1992.

The Research Imagination (with John B. Williamson *et al*). Cambridge University Press, 2007.

Private Property for All: How MicroCapital Can Develop the World (with David Satterthwaite).  
(in preparation)

Leading Responsible Change. Ed. (in preparation)

#### *Articles and Chapters:*

"Voluntary Organizations in Ghana." Journal of Voluntary Action Research V, 3-4 (1977).

"Voluntary Organizations and National Development in Jamaica."  
Journal of Voluntary Action Research, VI 3-4 (1977).

"Collective Bargaining in Ghana." Industrial Relations, XIX, 2 (Spring) 1980.

"Exchange and Access in Field Work." Urban Life, IX, 3 (October) 1980.

"Learning Research Methods by Doing Research" (w/ Phyllis Meighen).  
Improving College and University Teaching, 28, 4 (Fall) 1980.

"The Genesis of Trade Unions in Ghana." Journal of African Studies, VIII, 2 (Summer) 1981.

"The Effects of Voluntarism on Pressure Group Success: The Case of Organized Labor in Ghana."  
In David Horton Smith and Jon Van Til (eds.) International Perspectives on Voluntary Action Research. Washington, D.C.: University Press of America, 1983.

"Labor Education Research and Community Development." Social Report, Spring, 1985.

"Trouble in the House of Labor: Can Unions Respond?"(w/Russ Eckel). Changing Work, Spring, 1986.

"Careers and Grad School: A Move You May Not Have Considered."  
Careers and the College Grad, 1987 Edition.

"Sociology." In Charting a Course: Social Studies for the 21st Century. A Report of the Curriculum Task Force of the National Commission on the Social Studies in the Schools. Washington, D.C.: NCSSE, 1989.

"Talking Down Government." Social Report IX, 1 (1990).

"Sociology in the Schools." In Virginia S. Wilson, *et al.* (eds.) Teaching History and the Social Studies: Handbook of Trends, Issues, and Implications for the Future. Greenwood Press, 1993.

"Integrating the Financial and Social . . . for the Common Good"  
(w/Steve Waddell). Social Report X, 3 (1994).

"Leaving Home for College: Expectations for Selective Reconstruction of Self"  
(w/David A. Karp and Lynda Lytle Holmstrom). Symbolic Interaction 21(3) 1998.

\_\_\_\_\_ Reprinted in Sociological Odyssey. Patricia A. Adler and Peter Adler (eds), Wadsworth, 2000 and 2006 (forthcoming).

\_\_\_\_\_ Offered as a selection in Intersections: the Customizable Reader for Sociology.  
Ralph B. McNeal, Jr. and Kathleen A. Tiemann (eds), Pearson, 2005, 2006.

"Why Laundry, Not Hegel? Social Class, the Transition to College, and Pathways to Adulthood"  
(w/Lynda Lytle Holmstrom and David A. Karp). Symbolic Interaction. 25, 4 2002.

"Of Roots and Wings: Letting Go of the College-Bound Child" (w/Lynda Lytle Holmstrom and David A. Karp). Symbolic Interaction, 27, 3, 2004.

"Why Don't Companies Do 'The Right Thing?' Reflections on Experience from *Leadership for Change*."  
In Ethical Behavior in Flawed Systems, ed. J. McMorroo *et al.* In preparation

"Learning Teams." In Paul S. Gray (ed.) *Leading Responsible Change*. In preparation)

"The Second Shift and the College Bound Child" (w/Lynda Lytle Holmstrom and David A. Karp). In preparation.

"Admission and Redemption: Parental Biographies and College Aspirations for their Children."(w/David A. Karp and Lynda Lytle Holmstrom). In preparation.

#### *Reports:*

"The Economic Impacts of Independent Colleges and Universities in Massachusetts."  
Social Welfare Research Institute, April, 1988.

"Comparing the Economic Impact of Independent Higher Education and High Technology." Social Welfare Research Institute, June, 1988.

"A Self Study of the Department of Sociology." Boston College, February, 1991.

"Assessment of Expectations and Attitudes of Communities Important to Battelle." (w/Steven Rochlin) Center for Corporate Community Relations, May, 1996.

"Assessment of the Attitudes and Expectations of Key Internal Audiences Concerning Battelle's Community Involvement." (w/Steven Rochlin) Center for Corporate Community Relations, July, 1997.

"An Audit of Expectations and Attitudes in Bristol-Myers Squibb's Central New Jersey Communities." (w/Dale C. Burr) Center for Corporate Community Relations, December, 1999.

"BP Social Impact Assessment: Findings from Chicagoland." (w/Steven A. Rochlin) Center for Corporate Citizenship, June, 2001.

*Reviews:*

"The Role of Trade Unions in the Development Process," by U.G. Damachi. Journal of Modern African Studies, XII, 1 (1975).

"Class, Power and Ideology in Ghana: The Railwaymen of Sekondi," by Richard Jeffries. Contemporary Sociology IX, 6 (November) 1980.

"The Abutia Ewe of West Africa: A Chiefdom That Never Was," by Michel Verdon. International Journal of African Historical Studies XIX, (1986).

"Working" by Graeme Salaman. Teaching Sociology, XV, 3 (July) 1987.

"The Golden Stool: Studies of the Asante Center and Periphery Anthropological Papers of the American Museum of Natural History" edited by Enid Schildkrout. International Journal of African Historical Studies XXII (1989).

"Robust Unionism: Innovations in the Labor Movement" by Arthur Shostak. Contemporary Sociology XX, 5 (1991).

"People, Plans and Policies: Essays on Poverty, Racism and Other National Urban Problems" by Herbert J. Gans. International Journal of Urban and Regional Research XVI, 2 (1992).

"The Krobo People of Ghana to 1892: A Political and Social History" by Louis E. Wilson. International Journal of African Historical Studies XXVI, 1 (1993).

"Teaching Sociology in High School: A Guide for Workshop Organizers" by Keith A. Roberts and Kathleen Piker-King. Teaching Sociology XXIV, 4 (October, 1996).

"Gender, Ethnicity and Social Change on the Upper Slave Coast" by Sandra E. Greene. International Journal of African Historical Studies XXXI, 2D (1997).

"The Sociology of Post-Colonial Societies: Economic Disparity, Cultural Diversity, and Development" by J.E. Goldthorpe. International Journal of African Historical Studies XXXII, 2D (1999).

"El Dorado in West Africa: The Gold Mining Frontier, African Labor, and Colonial Capitalism in the Gold Coast, 1875-1900" by Raymond E. Dumett. International Journal of African Historical Studies XXXIII, 3B (1999).

"The Eclipse of Morality: Science, State, and Market" by Lawrence Busch. Contemporary Sociology 30, 2 (2001).

"After the End of History: The Curious Fate of American Materialism" by Robert Lane. Journal of Socio-Economics, forthcoming.

*Cases:*

"I Hear Voices: an Example of an Appropriate Referral to Counseling." A Case Presented at the Developing Discussion Leadership Skills Faculty Seminar, Professor C. Roland Christensen, Harvard University, Presider. Wallace E. Carroll School of Management and the Academic Development Center, Boston College, March, 1993.

*Syllabi*

"Sc 902, Teaching Seminar." A syllabus selected for inclusion in Preparing Students to Teach. Teaching Resource Center, American Sociological Association, 1996.

Participation at Professional Meetings*Papers*

"Developing Political Relations Between the Ghana Trades Union Congress and the National Redemption Council: 1972-1974." A paper presented at the Annual Meeting of the African Studies Association, Chicago, 1974.

"The Role of the Trades Union Congress in the Economy of Ghana: Prospects for the Next Decade." A paper presented at the Annual Meeting of the African Studies Association, Chicago, 1974.

"The Effects of Voluntarism on Pressure Group Behavior: The Case of the Labor Movement in Ghana." A paper presented at the Ninth World Congress of Sociology, Uppsala, Sweden, 1978.

"Collective Bargaining in Ghana." A paper presented at the Annual Meeting of the African Studies Association, Baltimore, 1978

"The Study of Modern Institutions in Less Developed Countries." A paper presented at the Annual Meeting of the American Sociological Association, San Francisco, 1978.

"Leaving Home: Transition to College and the Reconstruction of Self" (w/David A. Karp and Lynda Lytle Holmstrom). A paper presented at the Annual Meeting of the Eastern Sociological Society, Philadelphia, 1995.

"Great Expectations and Everyday Worries: Anticipating the Transition to College." (w/Lynda Lytle Holmstrom and David A. Karp). A paper presented at the Annual Meeting of the American Sociological Association, San Francisco, 1998.

"How's My Essay?": Social Class and Parental Involvement in the College Application Process." (w/Lynda Lytle Holmstrom and David A. Karp). A paper presented at the Annual Meeting of the American Sociological Association, Chicago, IL, 2002

#### *Roundtables, Panels, Conferences*

Co-Chair, Roundtable Discussion on Teaching of Undergraduate Methods. Annual Meeting of the American Sociological Association, Boston, 1979.

Presider, Panel on "Social Change in Small Communities." Annual Meeting of the Eastern Sociological Society, Boston, 1980.

Chair, Roundtable Discussion on "The Influence of Research Foundations on National Priorities." Annual Meeting of the American Sociological Association, San Francisco, 1982.

Co-Organizer, Statewide Conference, "Massachusetts Unions and the Future of Work." Massachusetts AFL/CIO, Boston College Worker Education Project, Boston, February 4-5, 1986.

Chair, ASA Task Force on Sociology in Elementary and Secondary Schools. Annual Meetings of the American Sociological Association, San Francisco, 1989, Washington, D.C., 1990, Cincinnati, 1991.

Chair, ASA Standing Committee on Sociology in Elementary and Secondary Schools. Annual Meeting of the American Sociological Association, Pittsburgh, 1992, Miami, 1993, Los Angeles, 1994

Presider and Presenter, "Sociology as Social Science in the High School Curriculum." A presentation at the Symposium, "Science Education Reform in America." Annual Meeting of the American Association for the Advancement of Science, Boston, 1993.

"Leadership in the 21st Century: An Emerging Model of Executive Education Integrating Multiple Bottom Lines for the Common Good." (w/Sandra Waddock). Session on Business, Society, Ethics and Values. Third Biennial International Conference on Advances in Management, ICAM, Boston, 1996.

"The Second Shift and the College Bound Child" (w/Lynda Lytle Holmstrom and David A. Karp). Roundtable on the Sociology of Sex and Gender. Annual Meeting of the American Sociological Association, Washington, D.C., 1995.

Panelist, Invited Panel Session. "Sociology in the High School Setting: Content and Context." Annual Meeting of the American Sociological Association, New York, 1996.

"Good-Bye Mom and Dad: College Bound Seniors' Perceptions of Parental Letting Go." (w/Lynda Lytle Holmstrom and David A. Karp). A refereed roundtable presented at the Annual Meeting of the American Sociological Association, Chicago, 1999.

"Learning from Leaders: Stories from Four Levels of Change in CR Practice." A panel organized and presented at the 2000 International Leaders Conference, Center for Corporate Community Relations, Washington, D.C., 2000.

"Why Laundry, Not Hegel?" (w/Lynda Lytle Holmstrom and David A. Karp). A refereed roundtable presented at the Annual Meeting of the American Sociological Association, Washington, D.C., 2000.

"Good-bye Susie, Good-Bye Seiji" (w/Lynda Lytle Holmstrom and David A. Karp). A refereed roundtable presented at the Annual Meeting of the American Sociological Association, Anaheim, CA, 2001

How's My Essay?": Social Class and Parental Involvement in the College Application Process. (w/Lynda Lytle Holmstrom and David A. Karp). Presented at the Annual Meeting of the American Sociological Association, Chicago, 2002.

"Of Roots and Wings." (w/Lynda Lytle Holmstrom and David A. Karp). A refereed roundtable presented at the Annual Meeting of the American Sociological Association, Atlanta, GA, 2003

"Why Parents Pay for College: The Good Parent, Perceptions of Advantage, and Transfer of Resources" (w/Lynda Lytle Holmstrom and David A. Karp). A refereed roundtable presented at the Annual Meeting of the American Sociological Association, San Francisco, 2004.

#### *Workshops*

Co-Leader, Workshop: "Teaching Sociology in the High School." Annual Meeting of the American Sociological Association, San Antonio, 1984.

Presider and Organizer, Teaching Workshop: "Sociology in the Secondary Schools: Needs and Responses." Annual Meeting of the American Sociological Association, Washington, D. C., 1990.

Presider, Organizer, and Panelist, Teaching Workshop: "Teaching Sociology in the Secondary School." Annual Meeting of the American Sociological Association, Pittsburgh, 1992.

"Measuring the Impact: Conducting Community Audits." A workshop presented at the 2000 International Leaders Conference, Center for Corporate Community Relations, Washington, D.C., 2000.

"Leadership for Change: Corporate Citizenship in Practice." A workshop presented at the 2001 International Leaders Conference, Center for Corporate Citizenship, San Diego, 2001.

"Transferring Team Dynamics into Organizational Effectiveness" (w/Judith Clair). A two-day workshop presented to the Boston College Student Affairs Division, Babson College, Wellesley, MA, 2002.

"Models of Change-Making." A workshop presented to the University Affiliates Program, Boston College, 2002-2003.

"Leadership Development" (w/Judith Clair). A workshop presented at Undergraduate Leaders. Boston College, Dover, MA 2007.

#### Honors and Grants

1965 - 1966, Stanford University Teaching Internship

1969 - 1970 Yale University Fellowship, California State Scholarship (CalVets)

1970 - 1973 Comparative Sociology Traineeship, National Institutes of Mental Health (NIMH)

1972 - 1973, Dissertation Research Grant, the Concilium on International and Area Studies, Yale University

1980, 1990, Summer Research Grants, Boston College

1983, Co-Advisor, General Motors Business Understanding Program, Second Place in National Competition

1987 - 1988, Research Grant Awards (2), Association of Independent Colleges and Universities in Massachusetts (AICUM)

1992, Research Grant Award, Thomas Murphy Foundation, Social Welfare Research Institute

1992, Research Expense Grant, Boston College (w/David Karp and Lynda Lytle Holmstrom).

1993 -94 Grant Proposal, "Leadership for the Common Good: a Proposal for a New Education Program." (w / other faculty from the Department of Sociology and the Wallace E. Carroll School of Management). Funded by the Kazanjian Foundation, 1993.

1996-97, Funded Research/Consulting, Battelle Memorial Institute, Center for Corporate Community Relations  
 1999, Funded Research/Consulting, Bristol Myers Squibb, Center for Corporate Community Relations  
 1999, Teaching/Advising Grant, "Collaborative Learning: Strategic Inquiry for the Sociological Imagination). Boston College  
 2000, Funded Research/Consulting, Motorola Communications, Center for Corporate Community Relations  
 2001, Funded Research/Consulting, BP, Center for Corporate Citizenship  
 2001, Lilly Foundation Grant, Boston College Intersections Program  
 2002, Funded Research/Consulting, Bristol-Myers Squibb  
 2002-2003, Funded Research/Consulting, The Mohegan Tribe

#### Teaching Interests

Development and Modernization, 3rd World	Contemporary African Society
Research Methods, Graduate & Undergraduate	Labor and Technology
Introductory Sociology	Comparative Sociology
Social Theory, Undergraduate	Social Change
Race and Ethnic Relations	Ethnography, Action Research
Teacher Supervision & Training	Sociology of Education

#### Research Interests

Corporate Social Responsibility	Sociology of Education
Industrial Relations	African Development
Social Change	Sociology in the Schools
Field Work Methods	College Admission Process

#### Service to the University

##### ELECTED:

Department Chairperson, 1989 - 1992  
 Member, Faculty Senate, College of Arts and Sciences, 1978 - 1982  
 Member, Undergraduate Educational Policy Committee, 1985 - 1988  
 Member, Graduate Educational Policy Committee, 1980 - 1983  
 Member, Faculty Review Panel, 1994-97  
 Member, University Core Development Committee, 2001 - 2003

##### APPOINTED:

Assistant Department Chairperson, 1985 - 1986  
 Director of Graduate Studies in Sociology, 1983 - 1984  
 Chair, Graduate Admissions in Sociology, 1978-83, 1987-88, 1993-94; Co-Chair, 1992  
 Director, International Studies Minor, 1987-89  
 Director, Sociology Honors Program, 1994-95, 1996-97.  
 Acting Director, Program in Social Economy and Social Policy, 1983  
 Member, Boston College Admissions Advisory Committee, 1985 - 1986  
 Member, Faculty Elections Committee, 2000, 2001  
 Member, President's Committee on International Education, 1985 - 1988  
 Member, International Advisory Committee, 1999-2000  
 Member, Quinn Commission on the International Studies Major, 2000  
 Member, International Studies Academic Board, 2001 - 2006  
 Department Fellowships Sponsor, 1996-2002

#### Service to the Profession

Reader for Action Research Journal, African Studies Review, American Sociologist, Contemporary Sociology, Human Organization, Social Forces, International Journal of African Historical Studies, Urban Life, Sociological Focus, Journal of Corporate Citizenship, etc.

Editorial Staff, Changing Work, 1986.

Editorial Board, The Social Report, 1984-85, 1994, 1996, 1997  
The American Sociologist, 1998 - 2002

Project Reviewer, National Science Foundation, 1988, 1990, 1993, 1994, 1996, 1997

Tenure Reviewer, UNC Greensboro 1992, University of San Francisco 2001

Chair, Task Force on Sociology in the Elementary and Secondary Schools, American Sociological Association, 1989 - 1991

Chair, Standing Committee on Sociology in the Elementary and Secondary Schools, ASA, 1991-94

Elected Treasurer, Eastern Sociological Society, 1992 - 93

Elected to ESS Executive Board, 1994 - 95

Member, Committee on Papers, ESS, 1979-80

ESS Committee on Nominations, 1998-99

#### Consulting Work

Battelle Institute, 1996 - 1997

BP, 2001

Bristol-Myers Squibb, 1999, 2000, 2002, 2003

City of Boston, Department of Human Resources, 1988, 1990

General Motors, 2005

MicroCapital Institute, 2002

Microventure Group, 1999

The Mohegan Tribe, 2002 - 2003

Massachusetts Institute for Community Health Leadership, 2005-2006

Motorola Communications, 2000

National Alliance of Business, 1987

Newton-Wellesley Hospital, 2000-2001

Olin, 2001, 2002

Otis Elevator Company, 2005

Sapient Corporation, 1999 - 2000

Shell Chemical, 1998

Urban Ecology Institute, 2003

William A. Berry & Son, 2002-2006

#### *to publishers:*

Acada Books, 1999, 2000

Allyn & Bacon, 1987, 1988, 1994, 1995, 1996

College Entrance Examination Board, 1991

Little, Brown Publishers, 1976

McGraw-Hill, 1992

Oxford University Press, 1986, 1989

Prentice-Hall, 1981, 1983, 1986, 1988, 1989, 1991, 1996, 1998, 2007

Rand McNally College Book Company, 1978 - 1979

Simon & Schuster, 1996

Wadsworth Publishers, 1984 - 1986

Winthrop Publishers, 1976 - 1977

#### Affiliations

American Association of University Professors

American Sociological Association

African Studies Association