

# ERIC ANTHONY GROLLMAN, PH.D.

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## PROFESSIONAL EXPERIENCE

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### **St. Joseph's Villa**

*Diversity Manager*

Richmond, VA

2022

- Conducted focus groups with staff of color, LGBTQ+ staff, women staff, staff aged 50+, poor and working-class staff, and staff with disabilities to identify systemic challenges faced by staff of marginalized and minority backgrounds.
- Consulted with senior leadership and program directors to identify organizational pain points regarding diversity, equity, and inclusion.
- Convened a volunteer Diversity, Equity, and Inclusion committee comprised of mid-level managers to expand the reach and impact of my role as Diversity Manager.
- Hired and collaborated with Pamela Gray Daniel of We Are One Consulting to conduct a quantitative assessment of the organizational climate and culture.

### **Department of Sociology & Anthropology, University of Richmond**

*Associate Professor (with tenure)*

*Assistant Professor*

Richmond, VA

2019-2022

2013-2019

- Designed and taught 15-week courses in sociology (most cross-listed with Women, Gender, and Sexuality Studies), 5 classes per year with approximately 20 students in each
- Mentored undergraduate students completing semester- or year-long honors thesis, independent studies, and internships
- Provided academic and career advising for sociology majors and minors
- Hired and supervised 1-2 undergraduate tutors for each course taught
- Conducted research and published findings in peer-reviewed academic journals
- Presented research findings at national sociology conferences
- Provided peer reviews for journal manuscripts on transgender studies, LGBTQ studies, discrimination and health, gender, race, social psychology, intersectionality, etc.
- Coordinated annual department honor ceremony, including selection of student winners of departmental awards
- Served on multiple search committees for tenure-stream and visiting faculty
- Served on multiple review committees for mid-course, tenure, and promotion cases

### **Department of Psychology, Virginia Commonwealth University**

*Affiliate Assistant Professor*

Richmond, VA

2017-2018

- Mentored graduate students completing research at the Discrimination and Health Lab

### **Department of Sociology, Indiana University**

*Associate Instructor*

Bloomington, IN

2009-2010

- Designed and taught two 15-week courses classes with approximately 70 students in each
- Grade exams, quizzes, and assignments and maintain students' course grades.
- Assist students outside of class time through office hours and exam review sessions.

### **National Lesbian and Gay Journalists Association (NLGJA)**

Summer Intern, NLGJA National Office

Washington, DC

2005 and 2006

- Assisted with minor tasks involved in the planning of NLGJA's annual convention.

- Organized, filed, and managed annual awards program and student project application.
- Reviewed and revised NLGJA’s style guide on LGBTQ+ terminology to include up-to-date content related to transgender identities, transphobia, gender identity and expression.

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## EDUCATION

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- 2013 Doctor of Philosophy, Sociology, Indiana University, Bloomington, Indiana  
*Dissertation:* “The Continuing Significance of Discrimination: Multiple Forms of Discrimination and Health”  
*Qualifying exam:* Social Psychology  
*Graduate minor:* Social Science Research Methods
- 2009 Masters of Arts, Sociology, Indiana University, Bloomington, Indiana  
*Thesis:* “Does Sexuality Matter? A Comparison of Heterosexuals’ and Sexual Minorities’ Race and Gender Attitudes”
- 2007 Bachelors of Arts, Sociology and Psychology, *magna cum laude* honors  
 University of Maryland Baltimore County, Baltimore, Maryland  
*Certificate:* Gender and Women’s Studies

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## SELECTED LEADERSHIP AND SERVICE ACTIVITIES

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- 2021 Chair, Search Committee, Department of Sociology and Anthropology, University of Richmond
- 2019-2022 Member, Women, Gender, and Sexuality Studies Advisory Board, University of Richmond
- 2018 Organizer, “#MeTooPhD: Addressing Sexual Violence in and through Sociology” professional development workshop, American Sociological Association annual meeting, Philadelphia, PA
- 2018 Co-organizer, Sociologists Against Sexual Violence forum, American Sociological Association annual meeting, Philadelphia, PA
- 2018 Co-organizer, “#MeTooPhD: Fighting Sexual Violence as Sexualities Scholars” working lunch activity, American Sociological Association Section on Sexualities Preconference, Philadelphia, PA
- 2016-2018 Founder and co-chair, Sociologists for Trans Justice
- 2016 Member, Search Committee for Associate Director of LGBTQ Campus Life, Office of Common Ground, University of Richmond
- 2015-2022 Chair, Awards Committee, Department of Sociology and Anthropology, University of Richmond
- 2015 Executive Board Member, Virginia Anti-Violence Project (VAVP)
- 2014-2017 Council Member, Section on Sexualities, American Sociological Association
- 2013-2017 Founder, Editor, and Blogger, ConditionallyAccepted.com – an online space for scholars on the margins of academia (advice column on *Inside Higher Ed*)
- 2010-2011 President, Graduate Student Association, Department of Sociology, Indiana University
- 2009-2013 Blogger, KinseyConfidential.org, The Kinsey Institute for Research in Sex, Gender, and Reproduction, Indiana University
- 2009 Organizer, Transcending Boundaries in Sexuality Research Conference, Indiana University
- 2008-2009 Co-Chair, Race and Ethnic Relations Committee, Department of Sociology, Indiana University

- 2008-2009 Founder and Co-Chair, Campus Coalition for Sexual Literacy, Indiana University  
 2007-2009 Facilitator, Crossroads (LGBT graduate student organization), Indiana University

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### SELECTED AWARDS, HONORS, AND GRANTS

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- 2016 Faculty Ally of the Year (for LGBTQ students), Office of Common Ground, University of Richmond
- 2014 Course Transformation Grant (\$3,000) to develop course, “Sociology of Health & Illness,” Program for Enhancing Teaching Effectiveness, University of Richmond
- 2014 Best Dissertation Award, Section on Mental Health, American Sociological Association; for, “The Continuing Significance of Discrimination: Multiple Forms of Discrimination and Health”
- 2013 SAGE Teaching Innovations & Professional Development Award: stipend to attend American Sociological Association Teaching and Learning Preconference
- 2010-2013 Ford Foundation Diversity Predoctoral Fellowship
- 2010 Diversity Fellows Program, University of Wisconsin – Milwaukee: stipend, university housing, and travel allowance to teach Sociology of Sexuality
- 2008-2009 National Sexuality Resource Center (NSRC) grant (\$2,000) to create a Campus Coalition for Sexual Literacy chapter, stipend, and tuition to attend NSRC’s 2008 Summer Institute on Sexuality, Education, and Politics

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### COURSES TAUGHT

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#### University of Richmond (undergraduate)

- Foundations of Society: Introduction to Sociological Analysis (Fall 2015, Spring 2016, Fall 2017, Fall 2018, and Fall 2019)
- Social Inequalities (Spring 2014, Spring 2018, and Spring 2020)
- Sociological Research Methods (Fall 2013-Fall 2015, Fall 2018-Spring 2020, Spring 2021)
- Sociology of Gender and Sexuality (Fall 2013, Spring 2015, Fall 2017, Spring 2021)
- Sociology of Health and Illness (Fall 2014, Spring 2016, and Spring 2018)
- Sociology of Sexualities (Spring 2019)

#### University of Wisconsin – Milwaukee (undergraduate)

- Sociology of Sexuality (Summer 2010)

#### Indiana University (undergraduate)

- Field Experience in Sociology (Spring 2010)
- Sexual Diversity (Fall 2009 and Spring 2010)

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### SELECTED PUBLICATIONS

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#### Books

- Bertin Louis Jr. and **Eric Anthony Grollman**. *Conditionally Accepted: Navigating Higher Education from the Margins*. (Under contract with University of Texas Press.)
- Sumerau, J. E., and **Eric Anthony Grollman**. 2020. *Black Lives & Bathrooms: Racial and Gendered Reactions to Minority Rights Movements*. Lanham, MD: Lexington Books.
- Whitaker, Manya, and **Eric Anthony Grollman**. 2019. *Counternarratives from Women of Color Academics: Bravery, Vulnerability, and Resistance*. New York, NY: Routledge.

## Peer-Reviewed Journal Articles

- Sumerau, J. E., TehQuin Forbes, **Eric Anthony Grollman**, and Lain A. B. Mathers. 2021. "Constructing Allyship and the Persistence of Inequality." *Social Problems* 68(2): 358-373. doi: 10.1093/socpro/spaa003.
- **Grollman, Eric Anthony**, and Nao Hagiwara. 2019. "'Discrimination' vs. 'Unfair Treatment': Measuring Differential Treatment and Its Association with Health." *Sociological Inquiry* 89(4): 645-676. doi: 10.1111/soin.12277.
- Hagiwara, Nao, **Eric Anthony Grollman**, and Tiffany L. Green. 2019. "Experiences of Discrimination and Sexual Behaviors: An Examination of Motives as Potential Psychological Mediators." *International Journal of Sexual Health* 31(2): 115-130. doi: 10.1080/19317611.2019.1583299.
- **Grollman, Eric Anthony**. 2019. "Americans' Gender Attitudes at the Intersection of Sexual Orientation and Gender." *Journal of Homosexuality* 66(2): 141-172. doi: 10.1080/00918369.2017.1398022.
- Sumerau, J. E., and **Eric Anthony Grollman**. 2018. "Obscuring Oppression: Racism, Cissexism, and the Persistence of Social Inequality." *Sociology of Race and Ethnicity* 4(3): 322-337. doi: 10.1177/2332649218755179.
- **Grollman, Eric Anthony**. 2018. "Sexual Orientation Differences in Whites' Racial Attitudes." *Sociological Forum* 33(1): 186-210. doi: 10.1111/socf.12405.
- Sumerau, J. E., **Eric Anthony Grollman**, and Ryan Cragun. 2018. "'Oh My God, I Sound Like a Horrible Person': Generic Processes in the Conditional Acceptance of Sexual and Gender Diversity." *Symbolic Interaction* 41(1): 62-82. doi: 10.1002/symb.326.
- **Grollman, Eric Anthony**, and Nao Hagiwara. 2017. "Measuring Self-Reported Discrimination: Trends in Question Wording Used in Publicly Accessible Datasets." *Social Currents* 4(4): 287-305. doi: 10.1177/2329496517704875.
- **Grollman, Eric Anthony**. 2017. "Sexual Health and Multiple Forms of Discrimination Among Heterosexual Youth." *Social Problems* 64(1): 156-75. doi: 10.1093/socpro/spw031.
- **Grollman, Eric Anthony**. 2017. "Sexual Orientation Differences in Attitudes about Sexuality, Race, and Gender." *Social Science Research* 61: 126-41. doi: 10.1016/j.ssresearch.2016.05.002.
- Miller, Lisa R., and **Eric Anthony Grollman**. 2015. "The Social Costs of Gender Non-Conformity for Transgender Adults: Implications for Discrimination and Health." *Sociological Forum* 30(3): 809-31. doi: 10.1111/socf.12193.
- Meyer, Doug, and **Eric Anthony Grollman**. 2014. "Sexual Orientation and Fear at Night: Gender Differences among Sexual Minorities and Heterosexuals." *Journal of Homosexuality* 61(4): 453-70. doi: 10.1080/00918369.2013.834212.
- **Grollman, Eric Anthony**. 2014. "Multiple Disadvantaged Statuses and Health: The Role of Multiple Dimensions of Discrimination." *Journal of Health and Social Behavior* 55(1): 3-19. doi: 10.1177/0022146514521215.

## Other Publications

- **Grollman, Eric Anthony**. 2018. "Black, Queer, and Beaten: On the Trauma of Graduate School." Pp. 159-171 in *Negotiating the Emotional Challenges of Conducting Deeply Personal Research in Health*, edited by A. C. H. Nowakowski and J. E. Sumerau. Boca Raton, FL: CRC Press.
- **Grollman, Eric Anthony**. 2014. "Sexual Harassment Is About Power, Not Desire." In *Sexual Harassment: Issues that Concern You*, edited by A. Gillard. Detroit, MI: Greenhaven Press.

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## SELECTED WORKSHOPS, TALKS, AND PRESENTATIONS

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- 2020 Co-facilitator, “Counternarratives from Women of Color Academics: A Working Lunch,” Boston University, Boston, MA
- 2020 Co-facilitator, “Empowering Ourselves as Women of Color” Tacoma Community College, Tacoma, WA
- 2020 Co-facilitator, “Thriving in Academe: Counternarratives from Women of Color: Bravery, Vulnerability, and Resistance,” University of Washington Tacoma, Tacoma, WA
- 2019 “Celebrating Brave Women of Color Academics,” National Women’s Studies Association annual conference, San Francisco, CA
- 2019 Co-facilitator, “Counternarratives from Women of Color Academics” workshop for graduate students, post-docs, and faculty, University of North Carolina-Chapel Hill, Chapel Hill, NC
- 2019 Keynote speaker, “A Call for Academic Justice,” Undergraduate Research and Creative Achievement Day (URCAD), University of Maryland Baltimore County, Baltimore, MD
- 2019 Co-facilitator, “Brave Conversations for Women of Color Academics” workshop, Winston-Salem State University & Wake Forest University, Winston-Salem, NC
- 2017 “Sexual Orientation Differences in Women’s and Men’s Gender Attitudes,” American Sociological Association annual meeting, Montréal, Québec, Canada
- 2017 Invited speaker, “On Becoming an Intellectual Activist,” Duke University, Durham, NC
- 2016 Keynote speaker, “Blogging for (a) Change in Higher Education,” Media Sociology Preconference, American Sociological Association annual meeting, Seattle, WA
- 2015 Panelist, “Intellectual Activism in 21<sup>st</sup> Century America: Ethics, Technology, and Constraints,” Parren Mitchell Symposium on Intellectual Activism, Social Justice & Criminalization, University of Maryland, College Park, MD
- 2014 “Sexual Health and Interpersonal Discrimination among Heterosexual Youth,” American Sociological Association annual meeting, San Francisco, CA
- 2013 “Multiple Disadvantaged Statuses and Health: The Role of Multiple Dimensions of Discrimination,” American Sociological Association annual meeting, New York City, NY
- 2011 “Anti-LGBTQ Bullying and Harassment: Renewed Attention to an Old Problem,” introduction for the session, Society for the Study of Social Problems annual meeting, Las Vegas, NV
- 2011-2012 Boyfriend Lessons, Illumenate and Middle Way House, Bloomington, IN  
Developed and facilitated eight-session workshop series on healthy sexual and romantic relationships for gay, bisexual, and transgender men ages 18-28