

Louise F. Fitzgerald**September, 2008¹**

Emeritus Professor of Psychology
 University of Illinois
 603 E. Daniel Street
 Champaign, IL 61820

(Office) (217) 244-8320
 (Fax) (217) 244-5876
 email lfitzger@uiuc.edu

EDUCATION

- B.A. (magna cum laude) - Psychology - 1974
 The University of Maryland
- M.A. Psychology - 1975
 The Ohio State University
- Ph.D. Psychology - 1979
 The Ohio State University

POSITIONS HELD

- 1995-2008 Professor
 Psychology & Gender and Women's Studies
 University of Illinois at Urbana-Champaign
- 1987-1995 Associate Professor
 Psychology, Women's Studies, Educational Psychology
 University of Illinois at Urbana-Champaign
- Spring, 1994 Visiting Scholar
 Departments of Data Theory and Women's Studies
 University of Leiden
- Fall, 1990 Faculty Research Fellow
 Institute for the Study of Cultural Values and Ethics
 University of Illinois at Urbana-Champaign
- 1985-1987 Assistant Professor
 Graduate School of Education
 University of California, Santa Barbara
- 1981-1985 Assistant Professor
 Graduate School of Education
 Kent State University, Kent, Ohio
- 1980-1981 Senior Research Associate
 International Personnel Management Association
 Washington, D.C.

¹ Revised June 20, 2008

EDITORIAL BOARDS

<u>Journal of Counseling Psychology</u>	(1981-1987)
<u>Journal of Vocational Behavior</u>	(1984 - 1992)
<u>Psychology of Women Quarterly</u>	(1989 – 1995;
<u>Journal of Career Assessment</u>	(1992 -
<u>Journal of Occupational Health Psychology</u>	(1999 – 2004)

CONSULTING REVIEWER

Journal of Applied Psychology
Law and Human Behavior
Journal of Interpersonal Violence
Violence and Victims
Journal of Personality and Social Psychology
American Journal of Community Psychology
Journal of Applied Social Psychology
Sex Roles
British Journal of Social Psychology
American Educational Research Journal

HONORS

Magna Cum Laude (B.A.)
 Distinction in Psychology (B.A.)
 Departmental Honors (Ph.D.)
 Fellow, American Psychological Association –Counseling Psychology
 Fellow, American Psychological Association – Psychology of Women
 Fellow, American Psychological Association –
 Industrial/Organizational Psychology
 Fellow, American Psychological Society
 Holland Prize for Research in Personality and Career Development-1992
 Distinguished Contribution to the Psychology of Women –
 Div. 17 Committee on the Status of Women - 1992
 Distinguished Contribution Award of the Washington Educational Press
 for Outstanding Treatment of a Public Concern B 1994
 Distinguished Contributions to Research in Public Policy – American
 Psychological Association - 2003

GRANTS

“Outcomes of sexual harassment: A model of harm and recovery”
 National Institutes of Mental Health
 2001-2006 - \$1,600,000

"Outcomes of sexual harassment: An integrative process model"
 National Institutes of Mental Health
 Shannon Award - \$100,000 - 1994-1996
 1996-2001- \$750,000

"Sexual harassment on campus"
 UIUC Campus Research Board
 Spring, 1993 - \$7350

"Sexual victimization in Brazil"
 Edwin & Flora Hewlett Foundation
 Summer, 1991 - \$3,500

"A cognitive-behavioral intervention for reducing sexually aggressive behavior in college men"
 University of Illinois Campus Research Board
 1991 - \$9,084

Tarnishing the ivory tower - sexual harassment on campus"
 Women's Educational Equity Act
 U.S. Department of Education
 1984-1985 - \$67,564.00

PROFESSIONAL ASSOCIATIONS

American Psychological Society, Inaugural Fellow
 American Psychological Association (Fellow, 17, 35, 14)
 Association for Women in Psychology
 International Society for Traumatic Stress Studies
 Law and Society
 National Council for Research on Women
 Society for Industrial/Organizational Psychology

PUBLICATIONS

BOOKS AUTHORED OR CO-AUTHORED

Koss, M. P., Goodman, L., Browne, A., Fitzgerald, L. F., Keita, G., & Russo, N. (1994). No safe haven: Violence against women at home, at work, and in the community. Washington, DC: American Psychological Association.

Betz, N. E., & Fitzgerald, L. F. (1987). The career psychology of women. New York: Academic Press.

Osipow, S. H., & Fitzgerald, L. F. (1996). Theories of career development (4th edition). Allyn & Bacon.

CHAPTERS IN BOOKS

Fitzgerald, L.F., & Collinsworth, L.L. (2007). (Un)common knowledge: The legal viability of sexual harassment research. In E. Borgida & S. Fiske, Eds. *Beyond Common Sense: Psychological Science in the Courtroom*. (pp. 103-125). Boston: Blackwell Publishing.

Fitzgerald, L. F. (2004). Who says? Legal vs. psychological constructions of welcomeness in sexual harassment litigation. (pp. 94-110). In C. MacKinnon & R. Siegal (Eds.). Directions in sexual harassment law. New Haven, CT: Yale University Press.

Fitzgerald, L. F. & Collinsworth, L. L. (2002). The forensic psychological evaluation in sexual harassment litigation. In Isabela Schultz (Ed.). Handbook of psychological injuries: Evaluation, treatment, and compensable damages. Chicago, IL: American Bar Association.

Fitzgerald, L.F., Collinsworth, L.L., & Harned, M. S. (2002). Sexual harassment. In J. Worrell (Ed.) Encyclopedia of women and gender: Sex similarities and differences and the impact of society on gender. Boston: Academic Press.

Fitzgerald, L. F., & Harmon, L. W. (2001). Women's career development: A postmodern update. In F. T. L. Leong and A. Barak (Ed.). Contemporary models in vocational psychology: A volume in honor of Samuel H. Osipow, pp. 207-230.

Fitzgerald, L. F. (2000). Sexual harassment. In Kazdin, Alan E. (Ed). Encyclopedia of psychology, Washington, DC, US; London, England: American Psychological Association; Oxford University Press.

Fitzgerald, L. F., Magley, V., & Swan, S. (1997). But was it really sexual harassment? Legal, behavioral, and psychological definitions. In W. O'Donohue (Ed.), Sexual harassment: Theory, research, and treatment. New York: Allyn & Bacon.

Hulin, C., Fitzgerald, L. F., & Drasgow, F. (1996). Organizational influences on sexual harassment. In B. Gutek and M. Stockdale (Eds.), Women and work, Vol. 6. Newberry Park, CA: Sage.

Fitzgerald, L. F., Fassinger, R., & Betz, N. E. (1995). Theoretical advances in the study of women's career development. In W. B. Walsh & S. H. Osipow (Eds.), Handbook of vocational psychology (2nd ed.). Hillsdale, NJ: Lawrence Erlbaum and Associates.

Fitzgerald, L. F., Hulin, C., & Drasgow, F. (1995). The antecedents and consequences of sexual harassment in organizations: An integrated process model. In S. Sauter & G. Keita (Eds.). Job stress 2000: Emergent issues. Washington, DC: American Psychological Association.

Fitzgerald, L. F. (1994). No safe haven: Violence against women in the workplace. In Koss, et al., (Eds.), No safe haven: Violence against women at home, at work, and in the community. Washington, DC: American Psychological Association.

Fitzgerald, L. F., & Betz, N. E. (1994). Career development in cultural context: The role of gender, race, class and sexual orientation. In M. Savickas & R. Lent (Eds.), Convergence in theories of career choice and development. Palo Alto, CA: Consulting Psychologists Press.

Fitzgerald, L. F., & Rounds, J. B. (1994). Women and work: Theory encounters reality. In Walsh, B. W., & Osipow, S. H. (Eds.), Career counseling for women. Hillsdale, NJ: Erlbaum.

Fitzgerald, L. F., & Omerod, A. J. (1993). Breaking silence: The sexual harassment of women in academia and the workplace. In F. L. Denmark & M. A. Paludi (Eds.), Handbook of the psychology of women. Westport, CT: Greenwood Press.

Betz, N. E., & Fitzgerald, L. F. (1993). Individuality and diversity: Theory and research in counseling psychology. Annual Review of Psychology, *44*, 343-381.

Weitzman, L. M., & Fitzgerald, L. F. (1993). Employed mothers: Labor force profiles and diverse lifestyles. In J. Frankel (Ed.), Employed mothers and the family context. New York: Springer.

Fitzgerald, L. F., & Weitzman, L. M. (1992). The career development of women: Concepts and issues for theory and practice. In Z. Leibowitz & D. Lee (Eds.), Adult career development, (2nd ed.). Arlington, VA: American Association of Counseling and Development.

Fitzgerald, L. F. (1990). Sexual harassment: The definition and measurement of a construct. In M. Paludi (Ed.), Ivory Power: Gender and sexual harassment in the academy. New York: SUNY Press.

Fitzgerald, L. F., & Weitzman, L. M. (1990). Men who harass: Portrait of the artist. In M. Paludi (Ed.), Ivory power: Gender and sexual harassment in the academy. New York: SUNY Press (Series in the Psychology of Women).

Betz, N. E., Fitzgerald, L. F., & Hill, R. (1989). Individual differences: The foundations of vocational psychology. In D. T. Hall, et al. (Eds.), The handbook of career theory. Cambridge: Oxford University Press.

Fitzgerald, L. F. (1986). Career counseling for women: Principles, problems, and procedures. In Z. Leibowitz & D. Lee (Eds.), Adult career development: Concepts, issues and practices (pp. 116-131). Arlington, VA: American Association for Counseling and Development.

Fitzgerald, L. F., & Betz, N. E. (1983). Issues in the vocational psychology of women. In W. B. Walsh & S.H. Osipow (Eds.), The handbook of vocational psychology (pp. 83-159). Hillsdale, NJ: Lawrence Erlbaum & Associates.

MONOGRAPHS

Fitzgerald, L. F. (1993). The last great open secret: Sexual harassment of women in the workplace and academia. Washington, DC: Federation of Cognitive, Psychological and Behavioral Sciences.

Fitzgerald, L. F. (1992). Sexual harassment in higher education: Concepts and issues. Washington, DC: National Education Association.

Fitzgerald, L. F., & Rounds, J. B. (1989). Vocational behavior, 1988: A critical analysis. Journal of Vocational Behavior, *35*, 105-163.

Fitzgerald, L. F. (1986). On the essential relations between education and work. Journal of Vocational Behavior, *28*, 254-286.

Fitzgerald, L. F., & Nutt, R. L. (1986). Principles concerning the counseling/psychotherapy of women: Rationale and implementation. *The Counseling Psychologist*, *14*, 180-216.

Fitzgerald, L. F. (1985). *Education and work: The essential tension*. Columbus, OH: The National Center for Research in Vocational Education.

ARTICLES IN JOURNALS

Nye, C. D., Larsen, S. E., & Fitzgerald, L. F. (submitted). Harassment, discrimination, and aggression as Indicators of gendered workplace hostility: Understanding the experiences of women at work. *Journal of Applied Psychology*.

Larsen, S. E., & Fitzgerald, L. F. (submitted). PTSD symptoms following sexual harassment: The role of attributions and perceived control. *Journal of Interpersonal Violence*.

Collinsworth, L.L., Fitzgerald, L.F., & Drasgow, F. (submitted). In harm's way: Factors related to psychological distress following sexual harassment. *Psychology of Women Quarterly*.

Wright, C. V., & Fitzgerald, L. F. (in press). What should I do?: Predicting the decision to join a sexual harassment class action. *Law and Human Behavior*.

Buchanan, N, T. & Fitzgerald, L. F. (2008). The effects of racial and sexual harassment on work and psychological well-being of African American women. *Journal of Occupational Health Psychology*, *13*, 137-151.

Wright, C. V., & Fitzgerald, L. F. (2007). Angry and afraid: Women's appraisals of sexual harassment during litigation. *Psychology of Women Quarterly*, *31*, 73-84.

Palmieri, P. A. & Fitzgerald, L. F. (2005). Confirmatory factor analysis of PTSD symptoms in sexually harassed women. *Journal of Traumatic Stress*, *18*, 657-666.

Reed, M.E., Collinsworth, L.L., & Fitzgerald, L.F. (2005). There's no place like home: Sexual harassment of low income women in housing. *Psychology, Public Policy, and Law*, *11*(3), 439-462.

Sims, C. S., Drasgow, F., & Fitzgerald, L. F. (2005). The effects of sexual harassment on turnover in the military: Time dependent modeling. *Journal of Applied Psychology*, *90*(6). pp. 1141-1152.

Langhout, R.D., Bergman, M.E., Cortina, L.M., Fitzgerald, L.F., Drasgow, F., Williams, J. (2005). Sexual harassment severity: Assessing situational and personal determinants and outcomes. *Basic and Applied Social Psychology*, *35*(5), pp. 975-1007.

Fitzgerald, L. F. (2003). Sexual harassment and social justice: Reflections on the distance yet to go. *American Psychologist*, *58*, 915-924.

Fitzgerald, L. F. (2003). A new framework for sexual harassment cases. *Trial*, 39 (3), 36-44.

Klaw, E. L., Rhodes, J., & Fitzgerald, L. F. (2003). Natural mentors in the lives of adolescent African American mothers: Tracking relationships over time. *Journal of Youth and Adolescence*, 32, 223-232.

Harned, M. S., & Fitzgerald, L. F. (2002). Understanding a link between sexual harassment and eating disorder symptoms: A mediational analysis. *Journal of Consulting and Clinical Psychology*, 70, 1170-1181.

Cortina, L.M., Fitzgerald, L.F. & Drasgow, F. (2002). Contextualizing Latina experiences of sexual harassment: Preliminary tests of a structural model. *Basic and Applied Social Psychology*, 24, 295-311.

Shupe E., Cortina, L. M., & Ramos, A., Salisbury, J., & Fitzgerald, L.F. (2002). The incidence and outcomes of sexual harassment among Hispanic and Non-Hispanic White Women: A comparison across levels of cultural affiliation. *Psychology of Women Quarterly*, 26, 298-308.

Cortina, L.M., Lonsway, K.L., Magley, V.J., Freeman, L.V., Collinsworth, L.L., , M., & Fitzgerald, L.F. (2002). What's gender got to do with it? Incivility in the federal courts. *Law and Social Inquiry*, 27.

Lonsway, K.A., Freeman, L.V., Cortina, L.M., Magley, V.J., & Fitzgerald, L.F. (2002). Understanding the judicial role in addressing gender bias: A view from the Eighth Circuit federal court system. *Law and Social Inquiry*, 27.

Stark, S., Chernyshenko, O., Lancaster, A., Drasgow, F., & Fitzgerald, L. F. (2002). Toward standardized measurement of sexual harassment: Shortening the SEQ-DoD using Item Response Theory. *Military Psychology*, 14, 49-72.

Bergman, M. E., Langhout, R. D., Palmieri, P. A., Cortina, L. M., & Fitzgerald, L. F. (2002). The (un)reasonableness of reporting: Antecedents and consequences of reporting sexual harassment. *Journal of Applied Psychology*, 87, 230-242.

Mazzeo, S., Bergman, M. E., Buchanan, N., Drasgow, F., & Fitzgerald, L. F. (2001). Situation specific assessment of sexual harassment: A different approach. *Journal of Vocational Behavior*, 59, 120-131.

Lonsway, K. A., Welch, S., & Fitzgerald, L. F. (2001). Police training in sexual assault response: Process, outcomes, and elements of change. *Criminal Justice and Behavior*, 28, 695-730.

Levina, M., Waldo, C. , & Fitzgerald, L. F. (2000). We're here, we're queer, we're on TV: The effects of visual media on heterosexuals' attitudes toward gay men and lesbians. *Journal of Applied Social Psychology*, 30, 738-758.

Fitzgerald, L. F., Buchanan, N., Collinsworth, L. L., Magley, V. M., & Ramos, A. (1999). Junk logic: The abuse defense in sexual harassment litigation. *Psychology, Public Policy, and Law*, 5, 730-759.

Magley, V., Hulin, C. L., Fitzgerald, L. F., & DeNardo, M. (1999). Outcomes of self-labeling sexual harassment. *Journal of Applied Psychology, 84*, 390-402.

Fitzgerald, L. F., Drasgow, F., & Magley, V. J. (1999). Sexual harassment in the Armed Forces: A test of an integrated model. *Military Psychology, 11*, 329-343.

Fitzgerald, L. F., Magley, V. J., Drasgow, F., & Waldo, C. R. (1999). Measuring sexual harassment in the military: The SEQ-DOD. *Military Psychology, 11*, 243-263.

Magley, V. J., Waldo, C. R., Drasgow, F., & Fitzgerald, L. F. (1999). The impact of sexual harassment on military personnel: Is it the same for men and women? *Military Psychology, 11*, 283-302.

Williams, J. H., Fitzgerald, L. F., & Drasgow, F. (1999). The effects of organizational practices on sexual harassment and individual outcomes in the military. *Military Psychology, 11*, 303-328.

Payne, D. L., Lonsway, K. A., & Fitzgerald, L. F. (1999). Rape myth acceptance: Exploration of its structure and measurement using the Illinois Rape Myth Acceptance Scale. *Journal of Research in Personality, 33*, 27-68.

Berg, D. R., Lonsway, K. A., & Fitzgerald, L. F. (1999). Rape prevention education for men: The effectiveness of empathy-induction techniques. *Journal of College Student Development, 40*, 219-234.

Cortina, L., Swan, S., Fitzgerald, L. F., & Waldo, C. R. (1998). Sexual harassment and assault: Chilling the climate for women in academia. *Psychology of Women Quarterly, 22*, 419-441.

Waldo, C. R., Berdahl, J. L., & Fitzgerald, L. F. (1998). Are men sexually harassed? If so, by whom? *Law and Human Behavior, 22*, 59-79.

Fitzgerald, L. F., Hulin, C. L., Drasgow, F., Gelfand, M., & Magley, V. (1997). The antecedents and consequences of sexual harassment in organizations: A test of an integrated model. *Journal of Applied Psychology, 82*, 578-589.

Schneider, K., Swan, S., & Fitzgerald, L. F. (1997). The job-related, psychological, and health-related outcomes of sexual harassment. *Journal of Applied Psychology, 82*, 401-415.

Glomb, T. M., Richman, W. L., Hulin, C. L., Drasgow, F., Schneider, K. T., & Fitzgerald, L. F. (1997). Ambient sexual harassment: An integrated model of antecedents and consequences. *Organizational Behavior and Human Decision Processes, 71*, 309-328.

Hesson-McInnis, M., & Fitzgerald, L. F. (1997). Sexual harassment: A preliminary test of an integrated model. *Journal of Applied Social Psychology, 27*, 877-901.

Fitzgerald, L. F., Gelfand, M., & Drasgow, F. (1996). Measuring sexual harassment: Theoretical and psychometric advances. *Basic and Applied Social Psychology, 17*, 425-445.

Gelfand, M., Fitzgerald, L. F., & Drasgow, F. (1995). The latent structure of sexual harassment: A cross-cultural confirmatory analysis. *Journal of Vocational Behavior 47(2)*, 164-177.

Good, G. E., Robertson, J. M., Fitzgerald, L. F., Stevens, M., & Bartels, K. (1995). The relation between masculine role conflict and psychological distress in male university counseling center clients. *Journal of Counseling and Development.*

Lonsway, K., & Fitzgerald, L. F. (1995). The attitudinal antecedents of rape myth acceptance: A theoretical and empirical reexamination. *Journal of Personality and Social Psychology, 68*, 704-711.

Fitzgerald, L. F., Swan, S., & Fisher, K. (1995). Why didn't she just report him? The psychological and legal context of women's responses to sexual harassment. *Journal of Social Issues, 51*, 117-183.

Good, G. E., Robertson, J. M., O'Neil, J. M., Fitzgerald, L. F., Stevens, M., Kristineord, K. A., Bartels, K. M., & Braverman, D. G. (1995). Male gender role conflict: Psychometric issues and relations to psychological distress. *Journal of Counseling Psychology, 42*, 3-10.

Lonsway, K., & Fitzgerald, L. F. (1994). Rape myths: In review. *Psychology of Women Quarterly, 18*, 133-164.

Fitzgerald, L. F. (1993). Sexual harassment: Violence against woman at work. *American Psychologist, 48*, 1070-1076.

Goodman, L. A., Koss, M. P., Fitzgerald, L. F., Russo, N. F., & Keita, G. P. (1993). Male violence against women: Current research and future directions. *American Psychologist, 48*, 1054-1058.

Fitzgerald, L. F., & Shullman, S. L. (1993). Sexual harassment: A research analysis and agenda for the '90's. *Journal of Vocational Behavior, 42*, 5-27.

Fitzgerald, L. F. (1992). Science v. Myth: The failure of reason in the Clarence Thomas hearings. *University of Southern California Law Review, 65*, 1399-1410.

Robertson, J., & Fitzgerald, L. F. (1992). Overcoming the masculine mystique: Preferences for alternative norms of assistance among men who avoid counseling. *Journal of Counseling Psychology.*

Fitzgerald, L. F., & Ormerod, A. J. (1991). Perceptions of sexual harassment: The influence of gender and context. *Psychology of Women Quarterly, 15(2)*, 281-294.

Robertson, J., & Fitzgerald, L. F. (1990). (Mis)treatment of the nontraditional man: The effects of client gender role and life-style on diagnosis and attribution of pathology. *Journal of Counseling Psychology, 37*, 3-9.

Fitzgerald, L. F., & Hesson-McInnis, M. S. (1989). The dimensions of sexual harassment: A structural analysis. *Journal of Vocational Behavior*, 35, 309-326.

Shapiro, S., & Fitzgerald, L. F. (1989). The development and validation of The Orientation Toward Learning Scale. *Educational Psychological Measurement*, 49, 375-384.

Fitzgerald, L. F., et al. (1988). The dimensions and extent of sexual harassment in higher education and the workplace. *Journal of Vocational Behavior*, 32, 152-175.

Fitzgerald, L. F., & Osipow, S. H. (1988). We have seen the future but is it us: Vocational aspirations of counseling psychology graduate students. *Professional Psychology*, 19, 575-583.

Fitzgerald, L. F., et al. (1988). Academic harassment: Sex and denial in scholarly garb. *Psychology of Women Quarterly*, 12, 329-340.

Fitzgerald, L. F. (1988). On the importance of operational definitions: A comment on Hayden. *Journal of Counseling Psychology*, 35, 351-352.

Fitzgerald, L. F., & Hubert, L. J. (1987). Multidimensional scaling: Some possibilities for counseling psychology. *Journal of Counseling Psychology*, Special issue on quantitative methods), 34, 469-480.

Fitzgerald, L. F., & Osipow, S. H. (1986). An occupational analysis of counseling psychology: How special is the specialty? *American Psychologist*, 41, 535-544.

Fitzgerald, L. F., & Cherpas, C. (1985). On the reciprocal relationship between gender and occupation: Rethinking the assumptions concerning masculine career development. *Journal of Vocational Behavior*, 27, 109-122.

Fitzgerald, L. F., & Betz, N. E. (1985). Astin's model in theory and practice: A technical and philosophical critique. *The Counseling Psychologist*, 12, 135-138.

Hughes, C., Martinek, S., & Fitzgerald, L. F. (1985). Sex role attitudes and career choices: The role of children's self-esteem. *Elementary School Guidance and Counseling*, 20, 57-66.

Fitzgerald, L. F., & Shullman, S. L. (1984). The myths and realities of women in organizations. *Training and Development Journal*, 38, 65-70.

Fitzgerald, L. F., & Quaintance, M. K. (1982). Survey of assessment center use in state and local government. *Journal of Assessment Center Technology*, 5, 9-21.

Fitzgerald, L. F. (1980). Non-traditional occupations: Not for women only. *Journal of Counseling Psychology*, 27, 252-259.

Fitzgerald, L. F., & Crites, J. O. (1980). Toward a career psychology of women: What do we know? What do we need to know? *Journal of Counseling Psychology, 27*, 44-62.

Fitzgerald, L. F., & Crites, J.O. (1979). Career counseling for women: StNavarards for practitioners. *The Counseling Psychologist, 8*, 33 -34.

Crites, J.O., & Fitzgerald, L.F. (1978). The competent male. *The Counseling Psychologist, 7*, 11-14.

TECHNICAL REPORTS

Fitzgerald, L. F., et al. (1997). Final Report - Attorney Survey. St. Louis, MO: U.S. Eighth Circuit Gender Fairness Task Force.

Fitzgerald, L. F., et al. (1997). Final Report - Judges Survey. St. Louis, MO: U.S. Eighth Circuit Gender Fairness Task Force.

Fitzgerald, L. F., et al. (1997). Final Report - Court Employee Survey, St. Louis, MO: U.S. Eighth Circuit Gender Fairness Task Force.

Fitzgerald, L. F., et al. (1996). Final Report: Vice-Chancellor's Survey on Campus Climate for Gender, Race and Sexual Orientation. University of Illinois at Urbana-Champaign, Urbana, IL.

OTHER

Fitzgerald, L. F. (1992). Sexual harassment in organizations. Washington, DC: American Society of Association Executives.

Fitzgerald, L. F. (1989). Vocational Assessment. In T. Husen & T. N. Postlethwaite (Eds.). International Encyclopedia of Education. Supplementary Vol. 1. Oxford: Pergamon Press. (Encyclopedia article)

Fitzgerald, L. F. (1980). Incidence and use of assessment centers in the public sector. IPMA Special Report: Washington, D.C.

SELECTED COLLOQUIA AND INVITED ADDRESSES

Stanford University
 University of Michigan
 Duke University
 Yale University
 Northwestern University
 American Trial Lawyers Association
 National Employment Lawyers' Association
 American Psychological Society
 American Association for the Advancement of Science
 American Bar Association

American Psychological Association
 Federation of Cognitive, Behavioral and Social Sciences
 National Education Association
 Leiden University (The Netherlands)
 Carnegie Mellon University
 Virginia Commonwealth University
 The Ohio State University
 Temple University
 Harvard University, Kennedy School of Government
 The First International Conference on Women's Mental Health (Amsterdam)

SERVICE

GOVERNMENT

U.S. Equal Employment Opportunity Commission (Consultant) (1994-present)
 U.S. Department of Defense
 - Defense Manpower Data Center (Consultant, 1993-present)
 - Manpower Advisory Committee (1991-1996)
 U.S. Department of Justice (Consultant) (1992-present)
 U.S. Eighth Circuit Taskforce on Gender Fairness in the Courts (Consultant)
 (1995-1997)
 U.S. Internal Revenue Service (Consultant) (1994)
 State of Illinois Taskforce on Sexual Harassment (1992)
 State of Illinois Legal Assistance Foundation (Consultant) (1992-present)

UNIVERSITY

Campus Level

Research Director, Campus Climate Survey (1993 -1995)
 Chair, Campus Ombudsperson Search Committee (Fall, 1993)
 Chancellor's Committee on the Status of Woman (1989-1992; Chair, 1991-1992)
 Miller Committee (1992-1993)
 Institutional Review Board (1992-1995)
 Chair, UIUC Taskforce on Women in Science and Engineering (CIC) (1992-1993)
 Faculty Senate (Spring, 1989)

College Level

Graduate College Behavioral and Social Sciences Committee (1990-1993)

Department Level

Psychology
 - Undergraduate Education Committee (2001-present)
 - Faculty Advisory Committee (1993; 1996-1999)
 - Graduate Education Committee (1995-96)
 - Affirmative Action Officer (1990-1995)
 - Admissions Rep (I/O) 2001

Women's Studies

- Faculty Advisory Committee (1989-1992)
- Zero-time Appointment Committee (1992-1995)

Educational Psychology

- Division Chair, Counseling Psychology (1989-1993)

PROFESSIONAL

APA Taskforce on Male Violence Against Women (1992-present)

APA Division 35

- Chair, Taskforce on Victim Privacy Concerns (1998-present)
- Awards Committee (2002-2005)

APA Division 17

- Scientific Affairs Committee (1990-1993)
Chair, 1991-1992
- Committee on Women (1984-1987)
Chair, 1985-1986

AREA Research Awards Committee

Louise F. Fitzgerald, Ph.D.
Fitzgerald & Collinsworth
2402 Pond Street
Urbana, IL 61801

June 15, 2008

I, Louise F. Fitzgerald, am Emeritus Professor of Psychology and Gender and Women's Studies at the University of Illinois at Urbana-Champaign.

For the last 20 years, I have specialized in the study of sexual harassment: its risk factors and organizational causes, its psychological and other consequences, the ways in which victims respond to sexually harassing situations, and how organizations can prevent, discourage, and remedy this problem. I have published widely on these topics in peer-reviewed scientific journals in my field. In addition, I have received numerous grants and contracts from government agencies (e.g., U.S. National Institutes of Health, U.S. Department of Defense) to support these and other studies. I have consulted with numerous organizations and institutions concerning their policies and procedures, both in general and in the aftermath of sexual harassment investigations. In recognition of my contributions in this area, the American Psychological Association recently named me the 2003 recipient of its career award for Distinguished Contributions to Research in Public Policy.

I have been qualified as an expert witness in both state and federal court, and provided consultation to the U.S. Equal Employment Opportunity Commission, the U.S. Department of Justice, the U.S. Department of Defense, the U.S. Merit Systems Protection Board, various Legal Aid societies, and numerous private attorneys. I have conducted psychological evaluations of over 100 plaintiffs involved in sexual harassment litigation at the request of both plaintiff and defense attorneys, as well as training workshops on forensic evaluation in such cases and CLE sessions for national and state bar and psychological associations. In addition, I teach the scientific basis of our knowledge of sexual harassment at both the graduate and undergraduate levels and train graduate students to become skilled in forensic evaluations. I have testified numerous times in both federal and state court, as well as in administrative hearings. Finally, I have assisted in the preparation of *amicus* briefs for the American Psychological Association (In the matter of *Harris v. Forklift Systems, Inc.*) and the National Employment Lawyers Association (In the matter of *Ellerth v. Burlington Industries*).

Louise F. Fitzgerald, Ph.D.
1353 N. Astor Street
Chicago, IL 60610
Phone: 217-766-2064
lfitzger@uiuc.edu

Fee Schedule/Contract for Services by Louise F. Fitzgerald
Effective 1-1-08

Please read this carefully as this describes the terms of our agreement if you request my services. The basic fee for consulting services is \$400 per hour; deposition and trial testimony are charged by the day or half-day (\$3200 and \$1600, respectively).

Professional Services

- | | | |
|------|---------------------------------|----------------|
| I. | Initial Telephone Consultation: | No charge |
| II. | Other professional consultation | \$400 per hour |
| III. | Travel time, portal to portal: | \$200 per hour |

Retainers

- | | |
|------|--|
| I. | Based on services required |
| II. | \$5000 minimum |
| III. | Services will be billed against retainer |

Forensic Evaluations:

- | | | |
|-----|---|----------------|
| I. | Records analysis, report preparation,
interviews, etc. | \$400 per hour |
| II. | Initial psychological test battery ² | \$1200 |
| II. | Depositions and Court Appearances: | \$400 per hour |

Please note: Payment for deposition time is to be made in advance of the deposition testimony.

Evaluations include detailed history, structured diagnostic interviews, administration of tests, verbal and/or written report. Please note that attorneys and/or other individuals may not sit in on forensic evaluations.

Travel time and expenses are added to costs of out-of-town evaluations, depositions, and court appearance. Out-of-pocket expenses, including those of Dr. Fitzgerald's assistant (ground transportation, lodging, evaluation rooms, mileage, parking, etc.) are billed at cost.

Psychologists are ethically prohibited from performing forensic work on a contingency basis. Clients agree to notify us promptly of any question or problem with any billing within ten (10) days of invoice date. All financial arrangements are with the retaining attorney, not with examinees; this contract must be signed by the attorney or his/her representative.

² Includes test materials, administration, scoring, and initial interpretation

Accounting information

TERMS:

One-half (1/2) of anticipated fee or \$5000 (whichever is smaller) due in advance of interview. Remainder due at time report is delivered. Post evaluation services are billed on a monthly basis.

INTEREST:

1.5% /month, 18% per annum if payment delayed 60 days past invoice date. All invoices are billed in U. S. dollars. Please pay in U.S. dollars. Federal Tax I.D. #265-66-5902.

OFFICE MANAGER ADDRESS

Payment for fees for services should be forwarded to our office manager at the following address:

Louise Fitzgerald
% Betty McDonald
2206 Hoyt Drive
Decatur, IL 62526

Please sign below indicating your acceptance of the terms of this agreement and return to our office. Please keep one copy for your records.

Case Title: _____

Attorney Name: (Printed)

Signature

Firm

Date