

**CENTER FOR WOMEN AND WORK (CWW)**  
**Annual Report for 2001-02**  
**Directors: Meg A. Bond & Jean L. Pyle**

**I. MISSION STATEMENT OF THE UML CENTER FOR WOMEN AND WORK**

The Center for Women and Work (CWW) at the University of Massachusetts Lowell is an interdisciplinary center dedicated to improving the conditions of work and enhancing economic opportunities for women. The Center is designed to support a wide range of innovative projects related to issues of women and work and is committed to addressing the reciprocal relationship between women's work and the well-being of communities.

The CWW encourages faculty, staff, students, and interested community individuals and organizations to come together in a collaborative, multi-disciplinary pursuit of our goals through research, academic and popular writing, teaching, community action, and service.

**II. GENERAL DESCRIPTION**

**The Center for Women and Work strives to:**

- create knowledge and develop new ways of thinking about issues related to women and work;
- share the knowledge generated and enhance understanding of issues related to women and work;
- develop and assess interventions designed to improve working conditions for women, recognizing that change can happen at the levels of individual capabilities, group action, and social policy;
- foster creative linkages, social innovation, and intellectual risk-taking to produce sustainable strategies that make women's lives healthier and more rewarding and that work toward greater equity;
- enhance women's position in the workplace and in the economy by increasing both the opportunities that society offers to women and women's ability to seize those opportunities;
- address aspects of women's physical and mental health that are affected by the work environment in the context of larger social and economic forces;
- enhance support structures for working women and their families.

**Relationship of CWW to UMass Lowell's Mission**

The work of CWW is directly connected to two key elements of the unique mission of the University of Massachusetts Lowell: 1) promoting sustainable regional economic and social development and 2) fostering diversity.

The CWW supports the development of a sustainable regional economy through sponsoring research and new ways of thinking about issues related to women and work as well as through sharing the knowledge generated and enhancing people's understanding of issues. In order to attain fully productive and sustainable societies, women's position in the workplace and in the economy must be enhanced by increasing both the opportunities that society offers to women and women's ability to seize those opportunities. The Center is dedicated to fostering creative linkages, social innovation,

and intellectual risk-taking to produce sustainable strategies that make women's lives healthier and more rewarding and that work toward greater equity.

CWW is also an important component of the university's efforts to promote diversity. The center not only focuses on how economic opportunities vary by gender but also seeks to understand how work issues are related to race, ethnicity, class, sexual orientation, age, and disability status. The CWW is ideally situated to link with the local community to identify shared concerns and to develop and assess interventions designed to improve working conditions and economic opportunities for women.

### **III. RESEARCH AND ACTION FOCUS AREAS**

- Effects of Gendered Work Climates and Discrimination on Health and Work Outcomes
- Workplace Diversity
- Global Perspectives on Women and Work
- Women-Owned Businesses
- Work-Life Integration
- Women and Technology

### **IV. ASSOCIATED PERSONNEL (2001-02)**

#### **Co-Directors**

Meg A. Bond, Co-Director, Department of Psychology

Jean L. Pyle, Co-Director, Department of Regional Economic & Social Development

#### **Faculty & Staff Collaborators**

Laura Punnett, Department of Work Environment, Kerr Ergonomics Institute

Paula Rayman, Department of Regional Economic & Social Development

Khanh Dinh, Department of Psychology

Elisabeth Satya Dewi, Center for Family, Work & Community

Imogene Stulken, Campus Ministry

Robin Toof, Center for Family, Work, & Community

#### **Community Collaborators**

Brenda Bond, Lowell Police Department

Gabriela Pashturo, Organizational Diversity Consultant

Marianne Pelletier, Middlesex Community College

Osvalda Rodrigues, Massachusetts Association of Portuguese Speakers

#### **Graduate Students**

Dianne Cazeca, Department of Work Environment

Yingying Deng, Department of Regional Economic & Social Development

Jennifer Gooch, Department of Psychology

Suzanne Harris, Department of Psychology

Amy Henniger, Department of Psychology

Alketa Kalaja, Department of Psychology

Ruslana Tsurikova, Department of Psychology

**Undergraduate Work Study Students**

Melissa Cabrera  
Linda Ajileye

**V. CURRENT AND RECENT PROJECTS**

Our current and recent projects reflect our strategic priorities:

1. Promote action-oriented research related to issues of women and work
2. Strengthen ties between the academy and the community
3. Foster a community of equity at UMass Lowell

**Strategic Goal #1: Promote Action-Oriented Research Around Issues of Women & Work**

**1) Research Program on the Effects of Gendered Work Climates and Discrimination on Health and Work Outcomes**

This research program is a multi-year collaboration between CWW and the Kerr Ergonomics Institute (KEI) at UML. It focuses on researching the links between work climate, discrimination, and harassment against women in the workplace, levels of stress, adverse health outcomes, and increased business costs (due to higher absenteeism, increased turnover, lowered productivity, and higher worker healthcare costs). It draws on the research perspectives and literatures from the fields of the three primary researchers involved: Meg A. Bond (psychology), Jean L. Pyle (economics), and Laura Punnett (ergonomics, epidemiology). There are several 2001-02 accomplishments related to this component of CWW's research agenda.

*a) Submission of climate survey for publication*

During the past academic year, we completed our analyses of a survey of UMass Lowell staff employees' perceptions of work climate; conditions in the workplace that mediate the impact of racial and gender bias; employees' health and work outcomes. In the prior year, we shared our preliminary results with administration members and with union leaders and gathered feedback about additional analyses that would strengthen our understanding of the issues under study.

During 2001-2, we presented results based on newer analyses at a conference on "Enhancing Outcomes in Women's Health: Translating Psychosocial and Behavioral Research into Primary Care, Community Interventions, and Health Policy" sponsored by the American Psychological Association in Washington, D.C. in February 2002 and at the Third International Congress on Women, Work and Health in June 2002 in Stockholm, Sweden. We submitted the final manuscript to the *Journal of Occupational Health Psychology*, where it is currently under review.

*b) Expansion of the research to new populations*

During spring and summer of 2001, we extended our research agenda through an on-campus survey of UMass Lowell graduate students. Here again, we were particularly interested in the relationships among academic climate, issues of harassment, and health outcomes. Preliminary analyses formed the basis for a graduate thesis and were

presented at the 8<sup>th</sup> Biennial Conference on Community Research and Action, held June 2001 in Atlanta, GA. Additional survey responses were collected into the summer of 2001, and additional analyses were conducted over the past 2001-02 academic year. A paper based on the more complete analyses was presented at the Third International Congress on Women, Work, and Health in Stockholm in June 2002. We will continue work on the manuscript in 2002-03 to prepare it for submission for publication.

*c) Expansion of the research to new settings*

We have continued to play a substantial role in the PHASE in Healthcare project (Principal Investigators, Drs. Craig Slatin and Laura Punnett), a five-year study of the relationship between socio-economic status and health disparities in the regional healthcare industry. In each of the project components (institutional case studies, epidemiology and outcomes of work-related morbidity), we have contributed to development of study methods and instruments. Data are presently being collected on features of workplace climate that have been identified as relevant through the CWW-KEI collaboration and the Bond/ Pyle/ Punnett model.

*d) Methods Project*

As the workforce has become more diverse, researchers are being challenged to broaden definitions of psychosocial factors to include dimensions of workplace dynamics around gender and race. There are many barriers to the inclusion of these dimensions in occupational health research, one of which is the limited availability and awareness of appropriate measurement instruments. The CWW Measures Project, in collaboration with the PHASE In Health Care Project, is designed to address this specific barrier by developing a compendium of available organizational measures of work climate dimensions related to gender and racial diversity.

More specifically, we plan to develop a document that would review workplace measures that assess aspects of the work environment relevant to ethnicity, race, and gender diversity such as work-family balance, harassment, discrimination, and general organizational climate for diverse groups of workers. The document will begin with an introductory chapter on the rationale for including these domains in occupational health research. This will be followed by a series of 2-3 page entries that describe currently available organizational measures, their psychometric properties, and an analysis of their usefulness for occupational health research. This work began in June 2002 and will be partially funded by National Institute for Occupational Safety and Health, which plans to publish the finished document.

## **2) Diversity Initiatives**

*a) Workplace Diversity Initiative: Research, Consulting, Training*

We continue to work with both non-profit and private sector organizations in the region to assess the diversity-related issues they face and to help them shape new diversity strategies. Utilizing a multiple case study method, we are documenting the dynamics and emerging concerns within these varied workplaces as they strive to increase the diversity of workers at all levels of the organization and to enhance the quality of relationships among diverse workers. We are also evaluating the effectiveness of a multi-year intervention project at Eastman Gelatine Corporation.

b) Action Principles

We are working with a national team of community psychologists to better understand the processes involved in bridging differences among community members. There is very little research or evaluation literature documenting the effectiveness of varied strategies for dealing with tensions between groups in the community. To better understand applications in this area, we are soliciting “stories” of bridging work in a wide range of contexts and across a variety of diversities (e.g., race, ethnicity, gender, disability, sexual orientation). We are particularly interested in documenting dilemmas and choice points in this difficult work. From these narrative accounts, we hope to use qualitative data analysis techniques to distill action principles. Initial literature reviews have been conducted, and a call for stories will go out in the fall of 2002. This will be a long-term project.

**3) Global Perspectives on Women and Work**

a) Gender and Development

The Gender and Development (GAD) group was specially designed to integrate women who were born in countries all over the world, but who now reside in the United States. Our goal is to provide some space where women from diverse countries can gather and talk about positive and negative impacts of development on the lives of women in their home countries. This informal group was formed primarily by interested UMass Lowell graduate students from countries such as Albania, China, Denmark, Indonesia, Nigeria, South Korea and the Ukraine. A few students from different parts of the United States have also been active in the group and are able to bring more diversity and perspectives to the discussion. They have been joined by several faculty members in Department of Regional Economy and Social Development and Community Psychology Department who are ready to advise and share with members of the group important information and research experience regarding women and various aspects of development. The group convened once a month on gender-related issues with which its members are concerned. At each meeting, a lead speaker facilitates the discussion on one specific topic chosen and announced by the speaker prior to the meeting. At the present, members of the group are hoping to present the results of previous discussions in the form of an edited volume on gender and globalization.

b) The Changing Role of Women in the Massachusetts Economy

This CITA-funded research analyzes the changing roles of women in the major industrial sectors and occupations within Massachusetts from 1980 to 2000. Given the fast-paced changes in the state economy during these decades, we are examining how women have fared and what has happened to the gaps between men and women. To provide a broader perspective, we are comparing the profiles of women's work in Massachusetts to their roles in the United States economy as a whole. To examine the changing patterns across industries and occupations for diverse groups, we are looking at differences in industrial sector and occupation by race as well as gender. We are examining the source of the change in female employment in different sectors in Massachusetts - whether it was due to changing levels of overall employment, a change in the distribution of employment between sectors, or a change in the sex ratios of industries. An article based on this research is in progress.

#### **4) International Collaborations**

a) Continued collaboration with the Swedish National Institute for Working Life (NIWL)

We have furthered our collaboration with the Swedish National Institute for Working Life (NIWL) in several ways this year. Meg A. Bond, Jean L. Pyle, and Laura Punnett served on the Expert Committee assisting with the program for the Third International Congress on Women, Work & Health held in Stockholm June 2-5, 2002. Jean Pyle was a keynote speaker for one of the three main themes of the conference, delivering an address "Globalization, Public Policy, and the Gendered Division of Labor." Meg Bond (UML) and Carina Bildt (NIWL) developed a symposium entitled "*Discrimination, Health, and Work: Improving Conditions for Women in Canada, Sweden, and the US*" during which Bond, Pyle, and Punnett presented new aspects of our research. Drs. Bond and Punnett also presented their research in other conference sessions.

b) New collaboration with Dr. Karen Messing, University of Quebec at Montreal

This past year, we coauthored a manuscript with Dr. Messing on methods for appropriate treatment of gender in research (data collection, analysis, and interpretation) on occupational health and safety with Canadian and Swedish colleagues. The manuscript is currently under review at the *American Journal of Industrial Medicine*.

#### **Strategic Goal #2: Strengthen Ties Between the Academy and the Community**

##### **1) Fourth Annual "Gathering at the Well" Forum April 11, 2002**

We have named our annual open forum "Gathering at the Well." We selected this imagery because historically women gathered at the well to collect water and share common issues. They turned a task into a source of strength. The CWW Forum "Gathering at the Well" is designed to tap into that strength by promoting dialogue on issues of women and work and striving for awareness and solutions. Every Forum involves faculty, staff, students, and community members.

These programs have a different theme each year, one that is relevant to CWW's mission. Our theme for 2002 was "How are Women Changing the World: Activists Bridging Differences." Our program featured a three-part approach to women's activism, with our keynote speakers, Dorothy Burlage and Sue Thrash (authors of *Deep In Our Hearts: Nine White Women in the Freedom Movement*), sharing the work that they did in the Civil Rights Movement during the 1960's. Their talks were followed by stories from local community discussants Maria Cunha, from Middlesex Community College and representing the Portuguese Immigrant Community and Nancy Moore Diaz, from the Lowell Black Network 2000. The program ended with a special presentation by Alicia Lucksted and Anne Brodsky from the University of Maryland about their work with Radical Association of Women of Afghanistan (RAWA). Approximately a third of our 80 forum participants represented various groups and individuals from the community. About a third were university faculty and staff, and a third were students.

Our 2003 event also featured 15 posters (the majority by UML students) representing women's activism around the world. The countries represented included Afghanistan, Nigeria, China, Indonesia, Albania, Southeast Asia, Czech Republic, Bolivia, Cameroon, Israel, South Korea, Ukraine, and the United States. The posters were very well received

and were used for two subsequent events, the UML Research Day and the Community Psychology Practicum open house.

## **2) Work- Life Integration Network of Merrimack Valley**

The Work-Life Integration Network is a community-university partnership devoted to advancing understanding of the difficult issues involved in balancing work and personal lives. The group was initiated following the Center for Women and Work's 2001 Forum on "Can Women Work and Have a Life Too? An Issue of Concern for both Women *and* Men." The monthly Network meetings have included participants from UMass Lowell, Middlesex Community College, and Community Teamwork Inc (CTI) as well as other interested members of the community. In addition, the Network sponsors an active list serve with approximately 30 members from an even wider range of university, community, and governmental settings.

One of most important 2001-02 achievements of the network involved a cooperative effort to raise awareness about the Self Sufficiency Standard that is currently before the Massachusetts State Legislature. Linking with on-going statewide advocacy efforts for women's rights, the Network organized a petition drive and gathered over 1,000 signatures. The names will be added to those collected by the Massachusetts Family Economic Self-Sufficiency Project (Masses), which is a growing statewide coalition working to "measure the real cost of living, working, raising a family and paying taxes in each region of the Commonwealth, and advocate for the statewide adoption of this self-sufficiency standard." ([www.weiu.org](http://www.weiu.org)).

The Network also hosted the first annual International Women's Day Roundtable discussion as part of Lowell Women's Week. Eleven women from the countries of Albania, Nigeria, Puerto Rico, Dominican Republic, Nigeria, China, Korea, and Russian compared work/life issues in their countries of origin. Approximately 20 people attended the event, which was well received both by the participants, who were happy to be able to share their stories, and the audience. We have plans to continue this event for next year's Lowell Women's Week. The Network also held two potluck dinners at the end of the year, to attract additional members and to discuss the direction that the network will take in the coming year.

## **3) Women-Owned Businesses: Survey and Directory**

This year we presented the results of our survey of Lowell Women-Owned Businesses at the Fall 2001 CITA conference on "Diversity, Culture and Sustainable Development." The paper was entitled *Women-Owned Businesses in Lowell: Understanding the Local in a Broader Context*. The conference organizers have invited us to further develop the paper for publication in an edited volume.

In addition, we compiled, published, and distributed the second edition of the *Greater Lowell Women-Owned Business Directory*. The first edition of the directory was well received by the community and requested by numerous organizations ranging from the National Park to libraries to the Chamber of Commerce to the museums. This updated resource includes over 100 entries and serves as both yellow and white pages for women-owned businesses in the Greater Lowell area. It also has a section on supports available

in the area to such enterprises. Just as was the case with the first edition, we will make the directory widely available through a wide range of community outlets.

#### **4) Lowell Women's Week in March**

During the 2002 Lowell Women's Week, CWW hosted a showing of the independent film "Five Girls." The film was co-sponsored by WGBH and highlights the resilience, intelligence, and creativity of five girls from the Chicago area as it follows them through 3 years of their adolescence. The film was followed by an open discussion facilitated by Raquel Bauman (director of the Lowell HS Guidance Center), Erika Lanier, (United Teen Equity Coalition/UTEC), and Meg A. Bond (UMass Lowell). We worked closely with both WGBH and Lowell High School to organize and advertise the showing and discussion. The event was held at Lowell High School and was attended by approximately 40 people, including local girls, teachers, community agency staff, MCC staff as well as UML faculty and students. Feedback from this event was very positive and there has been subsequent interest in showing the film as a result of our sponsored event. We have permission to keep a copy of the film at the university for future use.

We also continued to send a CWW liaison to planning meetings for Lowell Women's Week.

#### **5) The CWW as a Virtual Community Resource Center**

<<http://www.uml.edu/centers/women-work>>

The CWW website continues to be a resource platform for students, faculty preparing courses, and people in the community. In addition to information on CWW programs and on line copies of the CWW newsletters, the site includes a guide to web-based information and resources on a variety of issues related to women and work. For example, some of the links are to information about 'family and work,' 'women business owners,' 'women of color,' 'women and work in other countries,' and 'online women and work publications.' The links we provide on our website have been carefully selected to be highly informative and useful. Each link is briefly annotated to provide the prospective user some information on what information the link contains. We have continue to update the website and add links to additional web resources related to women and work issues. We have established reciprocal links to other websites.

In addition, we continue to respond to numerous wide-ranging requests for information from across the United States. Interestingly, several recent inquires have been related to the development of new centers for women at other major universities.

#### **Strategic Goal #3: Build a Community of Equity at UMass Lowell**

During 2001-02, CWW sponsored and co-sponsored numerous activities on campus designed to promote awareness of issues relevant to women, diversity, and the workplace:

Selma Botman (Vice-President for Academic Affairs, University of Massachusetts) talked on "The Changing Status of Women in Contemporary Egypt." This event was organized and sponsored by the Center for Women and Work, and co-sponsored by the Department of Regional Economic and Social Development (October 30, 2001).

Paula Rayman (Professor, Department of Regional Economic and Social Development, UMass Lowell) talked on "Beyond the Bottom Line: The Search for Dignity at Work" This event was organized by the Center of Industrial Competitiveness and co-sponsored by the Center for Women and Work. (October 29, 2001)

Elissa Braustein (Political Economy Research Institute, University of Massachusetts Amherst) talked on "Engendering Globalization: Family Structure, Women's Work, and Economic Growth." This event was organized by Center of Industrial Competitiveness and co-sponsored by the Center for Women and Work. (October 15, 2001)

Rodney Watts (Department of Psychology, Georgia State University) gave two talks one on "Using Culture to Promote Stronger Communities for a primarily community-based audience, and one on "Liberation Psychology for a primarily university-based audience. Both of these events were organized by the Graduate Program in Community Social Psychology and the Center for Women and Work, and were co-sponsored by the Department of Regional Economic and Social Development.

Anne Brodsky & Alicia Lucksted (University of Maryland, Baltimore County), in addition to their talk at the CWW Forum, gave a campus-based talk on "RAWA: The Revolutionary Association of the Women of Afghanistan This event was sponsored by the Council on Diversity and Pluralism and the Center for Women and Work (April 11, 2002).

Conference on "Occupational Health and Safety in the Changing Healthcare Industry" Sponsored by the PHASE In Health Care Project and co-sponsored by the Center for Women and Work. (Friday November 9, 2001).

Mariah Burton Nelson (a former Stanford and pro basketball player, a national expert on sports and success, author of four award-winning books) talked on "Women's Sports - Issues and Challenges of the Past, Present and Future." The talk was sponsored by the Athletics Dept., the Council on Diversity and Pluralism, the Provost's Office and Center for Women and Work. (October 25, 2001).

## **VI. RESEARCH AND PROJECT SUPPORTS**

### **A. Student Research Support**

This year we sponsored numerous students from a range of departments:

- Three Psychology graduate assistants on grant funds (Jen, Sue, Alketa,
- Collaborative supervision of one Psychology graduate research assistant on the PHASE-in Health Project Funding
- One Work Environment graduate research assistant on CFCI funds
- Two part time graduate assistants through the Department of Psychology
- One full time graduate research assistant through the Department of Regional Economic and Social Development
- One Psychology graduate student conducting thesis research
- One Psychology graduate student doing a directed study
- Two undergraduate work study students

## **B. Grants**

\$11,382 Grant from Committee of Federated Centers and Institutes for Research on “The Effects of Discrimination on Health and Work Outcomes,” a research collaboration between the Center for Women and Work and the Kerr Ergonomics Institute.

\$15,000 contract from the Eastman Gelatine Corporation to conduct an evaluation of their workplace diversity initiative.

\$1,000 grant from the Council on Diversity and Pluralism to sponsor a Spring 2002 “Gathering at the Well” Forum, on ‘How are Women Changing the World: Activists Bridging Differences.’

\$1,000 grant from the Council on Diversity and Pluralism to sponsor a citywide collaborative network on work-life integration.

\$1, 640 grant from the Public Service Endowment Fund to write a report of a survey of women-owned businesses and to develop and distribute a directory of women-owned businesses in Lowell.

## **VII. PUBLICATIONS**

### **Books**

- In Press      Pyle, J. L. & Farrant, R. *Globalization, Universities, and Issues of Sustainable Human Development*, forthcoming from Edward Elgar Press.
- 2001            Farrant, R ., Pyle, J., Levenstein, C. & Lazonick, W. (Ed.) *Approaches to Sustainable Development: The Public University in the Regional Economy*, University of Massachusetts Press.

### **Journal Articles and Book Chapters**

- Under review    Bond, M.A., Punnett, L, Pyle, J. L., Cooperman, M., & Cazeca, D. *Discrimination, health, and work outcomes: Connections and implications from a US study*. Under review by the Journal of Occupational Health Psychology.
- Messing, K., Punnett, L., Bond, M.A., Alexanderson, K., Pyle, J., Zahm, S., Wegman, D., Stock, S., & Grosbois, S. *Be the fairest of them all: challenges and recommendations in the treatment of gender in occupational health research*. Under review by the American Journal of Industrial Medicine.
- In press            Bond, M.A. Prevention of the sexual harassment of women. In *Encyclopedia of Primary Prevention and Health Promotion*, edited by Thomas P. Gullotta and Martin Bloom, with Section Editors Jonathan Kotch, Craig Blakely, Lynne Bond, Gerald Adams, Krisine Siefert,

Harold Neighbors, Colette Brown, and Waldo Klein. New York: Kluwer Publishing.

Farrant, R., & Pyle, J., Globalization, Universities and Sustainable Human Development, the Introduction to a mini-symposium in *Development*.

Pyle, J. L. Economic Globalization and Gender, forthcoming in the *International Encyclopedia of the Social and Behavioral Sciences*, Neil J. Smelser and Paul B. Baltes, eds., Pergamon, an imprint of Elsevier Science.

Pyle, J. L. & Farrant, R. Globalization, Universities and Sustainable Human Development: A Framework for Understanding the Issues, forthcoming in *Globalization, Universities and Sustainable Human Development*, Jean L. Pyle & Robert Farrant, eds., Edward Elgar Press.

2002 Pyle, J. L. & Bond, M. A. Gender and ethnic divisions in the U.S. labour force. In *The IEBM Handbook of Economics*, William Lazonick, ed., International Thomson Publishing Company.

\* Also Pyle, J. L. & Bond, M. A. Gender and ethnic divisions in the U.S. labour force. In *IEBM (International Encyclopedia of Business and Management) Online*.

2001 Bond, M.A. & Pyle, J. L. Diversity dilemmas at work. In *Approaches to Sustainable Development: The Public University in the Regional Economy*, edited by Robert Farrant, Jean L. Pyle, Charles Levenstein, and William Lazonick, the University of Massachusetts Press. Boston, MA: University of Massachusetts Press.

\*Reprinted from an article in the *Journal of Management Inquiry*(1998) Vol. 7, No. 3, pp. 262-279.

Farrant, R., Pyle, J., Levenstein, C. & Lazonick, W. Sustainable Development for a Regional Economy: Introduction, in *Approaches to Sustainable Development: The Public University in the Regional Economy*, edited by Robert Farrant, Jean L. Pyle, Charles Levenstein, and William Lazonick, the University of Massachusetts Press, pp. 1-15.

Pyle, J. L. Sex, Maids, and Export Processing: Risks and Reasons for Gendered Global Production Networks, *The International Journal of Politics, Culture, and Society*. Vol. 15, No. 1, pp. 55-76.

Pyle, J. L. Rethinking Sustainable Development: Technology, Business, and the University: Introduction, in *Approaches to Sustainable Development: The Public University in the Regional Economy*, edited by Robert Farrant, Jean L. Pyle, Charles Levenstein, and William Lazonick, the University of Massachusetts Press, pp. 265-269.

Pyle, J. L. Women, the Family, and Economic Restructuring: The Singapore Model. In *Singapore*, Garry Rodan, Ed. Ashgate Publishing (The International Library of Social Change in Asia Pacific series).

\*Originally published in *The Review of Social Economy*, 1997, Vol. LV, No. 2 (Summer), pp. 215-223.

Pyle, J. L. & Dawson, L. The Impact of Multinational Technology Transfer on Female Workforces in Asia, in *Gender and Development: Theoretical, Empirical, and Practical Approaches*, Lourdes Beneria, Ed. Edward Elgar.

\*Originally published in the *Columbia Journal of World Business*, 1990, XXV, 4 (Winter), pp. 40-48.

### **VIII. PROFESSIONAL CONFERENCES & PRESENTATIONS**

2002            Bond, M.A. & Bildt, C. (Co-Chairs) *Discrimination, Health, and Work: Improving Conditions for Women in Canada, Sweden, and the US*. Symposium presented at the Third International Congress on Women, Work and Health, Stockholm, Sweden (June 2002).

Bond, M.A., Dinh, K. & Mulvey, A. *When Cultures Meet: University Outreach in a Multicultural Community*. Plenary Session of the Society for Community Research and Action. Eastern Psychological Association Meetings, Boston, MA (March 2002).

Bond, M.A., Maloney, E., Cazeca, D. & Dinh, K. *Sexual Harassment in Context*. Paper presented at the Third International Congress on Women, Work and Health, Stockholm, Sweden (June 2002).

Bond, M.A., Punnett, L, Pyle, J. L., Cooperman, M., & Cazeca, D. *Discrimination, health, and work outcomes: Connections and implications from a US study*. Paper presented at the conference on "Enhancing outcomes in women's health: Translating Psychosocial and Behavioral Research into Primary Care, Community Interventions, and Health Policy" sponsored by the American Psychological Association. Washington, D.C. (February 2002)

\* Also presented at the Third International Congress on Women, Work, and Health, Stockholm, Sweden (June 2002).

Pyle, J. L. Globalization, Public Policy and the Gendered Division of Labor, Keynote address at the Third International Congress on Women, Work, and Health, Stockholm, Sweden (June 2002).

Pyle, J. L. & Ward, K. Recasting Our Understanding of Gender and Work Under Global Restructuring, (presented by K. Ward) at the International Sociological Association Conference, Brisbane, Australia (July 2002).

- 2001 Bond, M.A. & Pyle, J. L. *Women-Owned Businesses in Lowell: Understanding the Local in a Broader Context*. Presented at the Committee on Industrial Theory and Assessment & Council on Diversity and Pluralism Conference on “Diversity, Culture and Sustainable Development, Lowell, MA (November 2001).

## **IX. PROFESSIONAL ASSOCIATION ACTIVITIES & JOURNAL EDITORIAL BOARDS OF CO-DIRECTORS**

### **A. National Professional Association Participation**

#### **Meg A. Bond**

- 2002-05 *Executive Council Member*, National Society for the Psychological Study of Social Issues (SPSSI).
- 2001-02 *Expert committee*, International Congress on Women, Work and Health, Stockholm, Sweden
- 2002-present *Advisory Council Member*, Project Tech Force: Women and Men in IT Workplaces funded by the National Science Foundation.
- 2000-present *Chair (2002), Member (2000-2003)*, National Committee on Women in Psychology, American Psychological Association.
- 2000-present *Advisory Board Member*, Valuing Diversity Initiative sponsored by the American Psychological Association, funded by the Kellogg Foundation.
- 2000-present *Member*, Advisory Group made up of Boston area senior feminist psychologists convened by APA President Norine Johnson.

#### **Jean L. Pyle**

- 2001-02 *Expert committee*, International Congress on Women, Work and Health, Stockholm, Sweden
- 1998-2001 *Board Member*, Eastern Economic Association
- 1997-present *Board Member*, Equity Policy Institute (EPOC)
- 1995-present *Research Affiliate*, Women’s Network on Economic Transformation in East and Southeast Asia (WONET)

### **B. Journal Editorial Boards**

#### **Meg A. Bond**

- 1998-present *Senior Editorial Board Member*, American Journal of Community Psychology
- 1998-present *Consulting Editor*, Sex Roles: A Journal of Research
- 2000-present *Reviewer*, Analyses of Social Issues and Public Policy, an electronic journal sponsored by the Society for the Psychological Study of Social Issues.

## **X. INTRA-UNIVERSITY COLLABORATIONS**

In terms of intra-university collaborations, we have *particularly* strong relationships and on-going collaborations with the Kerr Ergonomic Institute, Project TechForce: Women and Men in IT Workplaces, the PHASE In Healthcare Project, and the UML Committee on Industrial Theory and Assessment.

In addition, we actively collaborate and co-sponsor programs with the Center for Family, Work, and Community (CFWC), the Council on Diversity and Pluralism, and the Center for Industrial Competitiveness (CIC). We also coordinate our work with the Gender Studies Program, the Lowell Center for Sustainable Production (LCSP), and the Peace and Conflict Studies Institute (PACSI).

## **XI. STRATEGIC GOALS**

Our strategic priorities for 2002-03 will be:

1. Build a strong research agenda related to the gendered conditions of work
2. Strengthen ties between the academy and the community to address the gendered conditions of work
3. Foster a community of equity at UMass Lowell

There will, however, be some major changes for the Center. Meg A. Bond will become the sole Director for the Center. Jean Pyle is retiring from her full time academic appointment, and will continue her work with CWW as a Senior Associate. Laura Punnett and Paula Rayman will also join us as Senior Associates.