

# CWW Annual Report 2003-2004

CENTER FOR WOMEN AND WORK (CWW)

Annual Report for 2003-04

Laura Punnett & Paula Rayman, Acting Directors

(Meg A. Bond, Ph.D., Director, on leave)

## 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 exploring the gendered conditions of work, challenging inequities, and thereby enhancing well-being and economic opportunities for all women.

## II. GENERAL DESCRIPTION

The Center for Women and Work:

- fosters new ways of thinking about the gendered conditions of work (work-family balance, sexual harassment, racial and sexual discrimination, occupational division of labor and the “glass ceiling”) and their effects on our physical and mental health
- supports innovative projects and creative linkages across disciplines and occupational levels that work toward greater gender equity and healthier work lives for women
- enhances understanding of these issues through educational programs and community forums
- promotes partnerships between university and community members for addressing gendered working conditions and other concerns for working women
- highlights the reciprocal relationship between women’s work and the well-being of communities.

### Relationship of CWW to U.Mass. Lowell’s Mission

The work of CWW is directly connected to two 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 Conditions and Discrimination on Health and Work Outcomes
- Workplace Diversity
- Global Perspectives on Women and Work
- Women in Science and Technology

### IV. ASSOCIATED PERSONNEL (2003-04)

Acting Co-Directors

Laura Punnett, Professor, Department of Work Environment, Kerr Ergonomics Institute

Paula Rayman, Professor, Department of Regional Economic & Social Development

Director (on Sabbatical Leave)

Meg A. Bond, Director, Department of Psychology

Senior Associates

Laura Punnett, Professor, Department of Work Environment, Kerr Ergonomics Institute

Jean L. Pyle, Professor Emerita, Department of Regional Economic & Social Development

Paula Rayman, Professor, Department of Regional Economic & Social Development

Faculty Associate

Maria Julia Brunette, Assistant Professor, Department of Work Environment

Staff Collaborators

Imogene Stulken, Campus Ministry

Robin Toof, Center for Family, Work, & Community

Postdoctoral Fellow  
Joyce Davis, Project TechForce

#### Students

Kathy Bailey, Department of Regional Economic & Social Development

Pawana Burlakoti, Department of Regional Economic & Social Development

Dianne Cazeca, Department of Work Environment

Sivan Daniel, Department of Psychology

Marge Murphy, Department of Psychology

Marianne Pelletier, Department of Regional Economic & Social Development

Youngju Seo, Department of Regional Economic & Social Development

#### V. CURRENT AND RECENT RESEARCH PROJECTS

Our current and recent projects reflect three strategic priorities:

1. Promote action-oriented research on the gendered conditions of 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 on the Gendered Conditions of 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 2003-04 accomplishments related to this component of CWW's research agenda.

##### a) UML Climate Survey

Our 2000 survey of UMass Lowell non-faculty employees covered perceptions of work climate; conditions in the workplace that mediate the impact of racial and gender bias; and employees' health and work outcomes. The first article from this survey was published in the *Journal of Occupational Health Psychology* in early 2004 (see Bond et al. under Section VI: Publications, below).

Further analysis of this data set is underway to investigate gender differences in workplace exposures (ergonomic and psychosocial). Preliminary analyses have been carried out and further analyses, as well as preparation of a manuscript for submission to a refereed journal, are scheduled for the summer of 2004. The work is again a collaborative effort involving faculty and students from the Departments of Psychology, Regional Economic and Social Development, and Work Environment.

#### b) Extensions of the Model

We have extended our research agenda through three other research projects:

1) We conducted an on-campus survey of UMass Lowell graduate students. Here again, we have been particularly interested in the relationships among academic climate, issues of harassment, and health outcomes. Preliminary analyses formed the basis for a graduate thesis and have been presented at multiple conferences. We are continuing work on the manuscript for submission for publication.

2) During the winter of 2003, we extended our research agenda through a survey of a regional production firm. The survey included the key organizational climate factors, diversity-related dimensions, and health and work outcomes that we have been studying over the past four years. The analyses and writing are in progress.

3) We have also continued our ongoing participation in the PHASE in Healthcare project, a five-year study of the relationship between socio-economic status and health disparities in the regional healthcare industry. Data have been collected on features of workplace climate that have been identified as relevant through the CWW-KEI collaboration and the Bond/Pyle/Punnett model.

#### c) Measures Compendium

Through a contract with the National Institute for Occupational Safety and Health, we developed a catalog of workplace measures that assess aspects of the work environment relevant to ethnicity, race, and gender diversity such as harassment, discrimination, work-family balance, and general organizational climate for diverse groups of workers. The document begins with an introductory chapter on the rationale for including these domains in occupational health research. This is followed by a series of entries that describe currently available organizational measures, their psychometric properties, and an analysis of their usefulness for occupational health research. The compendium is currently under review, and we anticipate that it will be published by NIOSH in 2005.

## 2) Workplace Diversity

The primary workplace diversity projects for the year have been 1) an edited special issue of the American Journal of Community Psychology (AJCP) with stories about bridging diverse groups in community research and action and 2) a book summarizing a long-term case study on workplace diversity.

### a) Special Issue on Diversity Dilemmas in Community Research and Action

Shelly Harrell and Meg Bond are co-editing a special issue of the American Journal of Community Psychology that will include about 20 stories about diversity challenges in community research or action projects involving such dimensions as: culture, race, ethnicity, class, gender, sexual orientation, religion, and disabilities (and their intersections). About 60 story proposals were submitted, and 25 authors were invited to develop their stories further. Those expanded stories were received in the fall of 2003 and have now been evaluated by external reviewers. Many of the revised stories are currently out for a second round of reviews. We are concurrently in the process of writing an introduction, a final integrative article, as well as connecting pieces. We anticipate that the special issue will be completed in Fall 2004. We are also pursuing the possibility of publishing an expanded collection of diversity stories as a book.

### b) Book on Workplace Diversity

Meg Bond has signed a contract with the University Press of New England for a book entitled *Workplace Chemistry: Addressing Organizational Diversity in the 21st Century*. The book will summarize a case study of a manufacturing firm undergoing a process of organizational change aimed at increasing diversity. Achieving workplace diversity involves a long-term commitment to changing an organization's culture such that it fully supports people who vary on key identity and demographic characteristics like race, ethnicity, gender, sexual orientation, and disability. The book will describe such a long-term effort with an emphasis on the successes as well as the complex subtleties, messy dilemmas, and delicate balancing acts along the way. The ultimate purposes are to trace the complex dynamics involved as organizations make a commitment to help all employees work to their fullest potential and to provide insights useful to others who share such goals.

## 3) Global Perspectives on Women and Work

### a) The Gender and Development Group (GAD)

GAD, organized by the CWW in 2001, was designed to bring together women who were born in countries all over the world but who now reside in the United States and are affiliated with the university. The goal is to provide 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. Although initiated by a group of international students, it now includes faculty members from the Departments of Regional Economic

and Social Development, Community Psychology, and Work Environment. The group actively recruits new members each year from the pool of incoming graduate students and faculty and keeps in close contact with other campus organizations promoting diversity and the interests of foreign students.

#### b) Proposal for Edited Volume

Under the leadership of Professor Emerita Jean Pyle and Youngju Seo, the proposed volume will be a collection of chapters that allow the reader to compare women's presence in three sectors (sex work, domestic service, and export-processing) that involve considerable risks and lack of rights for women working across several East and Southeast Asian countries. There will be four major sections to the volume, each devoted to a different country. Chapters within each section will survey what is known about women working in each of these sectors, with special focus on the working conditions in each of these sectors. Each will also examine women's forms of resistance to the problems they encounter in these sectors.

An introductory chapter will provide an overview of how processes of globalization have pushed women into these sectors. It will also explain why it is important to examine the three sectors together across several countries in what has been a fast growing region of the world. This increased knowledge base can lead to identification of similar concerns across countries and recognition and sharing of strategies for positive change that can be effective nationally and regionally. Knowing and sharing leads to greater solidarity and increased empowerment and organization to improve women's lives, increasing their rights, and decreasing their risks.

#### 4) 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 workers 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.

#### 5) Research Program on Women in Science and Technology

Project Techforce: Women and Men in Information Technology Workplaces, funded by the National Science Foundation, is an investigation of the factors affecting the attraction, retention and promotion of women and men in the software and internet industries.

Through a partnership with the Massachusetts Software and Internet Council, the research has focused on a web-based survey of employees in the Council's 3200 directory firms and follow-up qualitative interviews with 200 men and women. Project Techforce explores such issues as the economic security, job stability and career pathways of IT professionals; the organization of work in IT workplaces; the impact of temporary and contract work on IT workers; and the meaning of work in IT.

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

### 1) Sixth Annual "Gathering at the Well" Forum April 15, 2004

CWW sponsors an annual forum entitled "Gathering at the Well." We selected this imagery because historically women gathered at the well to collect water and share common issues. They turned what is often an onerous 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. The Forum is funded by the UMass Lowell Council on Diversity and Pluralism.

Each year, the Forum has a different theme that is relevant to CWW's mission. Our theme for 2004 was "Creating a Caring Workplace: Trends and Visions." The featured events included a talk by Kathleen Bailey of the Department of Regional Economic and Social Development on "Signs of Worker Burnout in the Massachusetts High Tech Industry." This talk was followed by a session entitled "Sharing their Caring: Workplace Visions from Four Women Leaders at UMass Lowell" during which we heard from Kristin Esterberg, Associate Provost,

Joyce Taylor Gibson, Associate Vice Chancellor

of Academic Affairs for Academic Services,

Louise Griffin, Vice Chancellor for Administration & Finance, and

Diana Prideaux-Brune, Vice Chancellor for Facilities.

The day also included a discussion about creating a sense of community at work facilitated by Nina Coppens and students from the Community Psychology Graduate Practicum Class. To speak to the issues in a more dramatic way, faculty and students performed scenes from *Top Girls* by Caryl Churchill (directed by Charlotte Mandell from the Psychology Department and Nancy Selleck from the English Department).

The organizing committee was chaired by Imogene Stulken, Protestant Campus Minister. About 80 people participated in the event, including faculty, staff, students, and individuals from the community.

### 2) Lowell Women's Week in March

On International Women's Day, during the 2004 Lowell Women's Week, CWW hosted a talk by RESD Graduate Student Youngju Seo from South Korea on "Korean Women Workers and Labor Unions." Youngju shared her work for and research on the establishment of women-only labor unions in South Korea.

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

During 2003-04, CWW sponsored and co-sponsored numerous activities on campus designed to promote awareness of issues relevant to women, diversity, and the workplace. In particular, CWW co-sponsored several events organized by the Gender Studies Program. Activities included:

- A series of seminars at CWW ("Third Thursday" lunch-time discussions, usually with a featured speaker).
- Open brainstorming (September 2003)
- Youngju Seo, "Women and trade unions in South Korea" (October 2003)
- Kathy Bailey, "Burnout in the high-tech workforce in Massachusetts" (November 2003)
- Discussion of the book, "I Don't Know How She Does It" (January 2004)
- A talk by Janice Fine, Economic Policy Institute & Northeast Action on Community Unions: Bridging the Divide Between Work and Home. Co-sponsored with the Department of Regional Economic and Social Development (September 15, 2003).
- Lecture by Peninah Ogada, Northeastern University, on Technology, Development & Globalization: Challenges for Public Policy in Sub-Sahara Africa. Co-sponsored with the Department of Regional Economic and Social Development (October 6, 2003).
- Two talks by Ellen Bravo, National Director of 9 to 5, National Association of Working Women, on The Real World of Work: What Does the New Economy Mean for Women's Employment Opportunities? and Fighting for Economic Justice in the Global Economy: How Will Women Face the Challenge? Co-sponsored with the UMass Lowell Labor Extension Program (March 2, 2004).
- Promotion of the "Money Conference for Families" (an extension of the Money Conference for Women) sponsored by the Massachusetts State Treasurer's Office (March 13, 2004).

## VI. PUBLICATIONS

### Books, Journal Articles, and Chapters

Bond, M.A., Punnett, L., Pyle, J.L., Cazeca, D. & Cooperman, M. (2004). Gendered work conditions, health, and work outcomes. *The Journal of Occupational Health Psychology*, 9(1), 28-45.

Bond, M.A., Punnett, L., et al. (under review). Compendium of diversity-related measures for research in occupational health. Contract Technical Report to National Institute for Occupational Safety and Health (NIOSH).

Concha-Barrientos, M., Imel Nelson, D., Driscoll, T., Steenland, N.K., Punnett, L., Fingerhut, M., Pr?p;#8209;t?, Corval? C., Leigh, J., & Tak, S. (in press). Selected occupational risk factors. In M. Ezzati, A.D. Lopez, A. Rodgers, C.J.L. Murray (Eds.), Comparative quantification of health risks: Global and regional burden of disease attributable to selected major risk factors. Geneva: World Health Organization.

Harrell, S., & Bond, M.A. (Eds.). (under review). Stories of diversity challenges in community research and action [Special issue]. American Journal of Community Psychology.

Messing, K., Punnett, L., Bond, M., Alexanderson, K., Pyle, J., Stock, S., Wegman, D.H., Zahm, S., & de Grosbois, S. (2003). Be the fairest of them all: Challenges and recommendations for the treatment of gender in occupational health research. American Journal of Industrial Medicine, 43(6), 618-29.

Morse, T., Punnett, L., Warren, N., Dillon, C., & Warren, A. (2003). The relationship of unions to prevalence and claim filing for work-related upper-extremity musculoskeletal disorders. American Journal of Industrial Medicine, 44(1), 83-93.

Punnett, L., & Gold, J.E. (2003). Work-related upper extremity disorders: Epidemiologic findings and unresolved questions. In H. Johansson, U. Windhorst, M. Djupsj?ka & M. Passatore (Eds.), Chronic work-related myalgia: Neuromuscular mechanisms behind work-related chronic muscle pain syndromes (pp. 47-56). G?e, Sweden: G?e University Press.

Punnett, L., Pr?p;#8209;t?, Nelson, D.I., Fingerhut M.A., Leigh, J., Tak, S.W., & Phillips, S. (in press). Estimating the global burden of low back pain attributable to combined occupational exposures. American Journal of Industrial Medicine.

Punnett, L., & Wegman, D.H. (2004). Work-related musculoskeletal disorders: The epidemiologic evidence and the debate. Journal of Electromyography and Kinesiology, 14(1), 13-23.

Pyle, J.L. (in press). Critical globalization studies and gender. In R. Appelbaum & W. Robinson (Eds.), Critical globalization studies. New York: Routledge.

Pyle, J.L., & Pelletier, M. (2003). Family and medical leave act: Unresolved issues. New Solutions: A Journal of Environmental & Occupational Health Policy, 13(4), 353-384.

Pyle, J.L., & Ward, K.B. (2003). Recasting our understanding of gender and work during global restructuring. International Sociology [Special issue on Globalization, Gender, and Social Change in the 21st Century], 18(3), 461-489.

Rayman, P. (2004). *The talent imperative: Diversifying America's science and engineering workforce*. San Diego, CA: Building Engineering and Science Talent.

Wellman, H., Davis, L., Punnett, L., & Dewey, R. (2004). Work related-carpal tunnel syndrome (WR-CTS) in Massachusetts, 1992-1997: Source of WR-CTS, outcomes and employer intervention practices. *American Journal of Industrial Medicine*, 45(2),139-152.

## VII. CONFERENCE PRESENTATIONS AND OTHER PROFESSIONAL ACTIVITIES

### Conference Presentations and Posters

Bond, M. A. (2003, July). Workplace diversity in the U.S.: Assessment issues at the organizational level. Interamerican Congress of Psychology, Lima, Peru.

Bond, M.A. (2004, June). Workplace chemistry: Race and gender at work. Biennial Convention of the Society for the Psychological Study of Social Issues, Washington, D.C.

Bond, M.A., Maloney, E.P., Cazeca, D.G., & Dinh, K.T. (2004, June). Sexual harassment in context: Understanding departmental influences. The Annual Meeting of Graduate Women in Science (GWIS), Northeastern University, Boston, MA.

Bond, M.A., Punnett, L., Pyle, J.L., Cazeca, D., & Cooperman, M. (2004, June). Gendered work conditions, health, and work outcomes. The Annual Meeting of Graduate Women in Science (GWIS), Northeastern University, Boston, MA.

Brunette, M.J. (2003, August 23-29). Job satisfaction and occupational health in Peru: A Survey study of worker's perceptions in an industrially developing country. Proceedings of the International Ergonomics Association Congress, Seoul, Korea.

Brunette, M.J. (2003, October). New perspectives in construction health & safety research: Investigation of the complex relationships between the worker, the work environment, and the socioeconomic context. National Occupational Injury Research Symposium (NOIRS), Pittsburgh, PA.

Brunette, M.J. (2004, June). Quality of academic life in the college of engineering: Perceptions of a diverse student group. The Annual Meeting of Graduate Women in Science (GWIS), Northeastern University, Boston, MA.

Mauriyama, G., & Bond, M.A. (Chairs) (2004, June). Bumps along the road to collaborative research. Symposium at the Biennial Convention of the Society for the Psychological Study of Social Issues, Washington, D.C.

Pr?p;#8209;?t?., Punnett, L., Nelson, D.I., Fingerhut, M.A., Leigh, J., Tak, S.W., & Phillips, S. (2004, July). Estimating the global burden of low back pain attributable to

combined occupational exposures. Fifth International Scientific Conference on Prevention of Work-related Musculoskeletal Disorders (PREMUS), Zurich, Switzerland.

Punnett, L., & Herbert, R. (2004, July). To what extent can the association between female gender and musculoskeletal disorders be explained by occupational exposures? Fifth International Scientific Conference on Prevention of Work-related Musculoskeletal Disorders (PREMUS), Zurich, Switzerland.

Punnett, L., MacDonald, L., Hønstam, A., & Warren, N. (2004, June). Work organization: Contextual exposure assessment for occupational health epidemiology (Invited Keynote). X2004 - Exposure Assessment in Epidemiology and Practice, Utrecht, The Netherlands.

Pyle, J.L. (2004, February). How globalization fosters gendered labor networks: Growing problems, emerging strategies. Seminar, Sociology Department, Florida State University.

Pyle, J. (2004, June). An alternative view of the effects of globalization: An increase of women in sex, domestic, and export-processing work. The Other Economic Summit (TOES) held concurrently with the G8, Brunswick, GA.

Pyle, J., & Pelletier, M. (2004, April). Family and medical leave act: Unresolved issues. New England Women's Studies Association Conference, Storrs, CT.

Rayman, P. (2003, September). Project Techforce. Massachusetts Software Council Board of Directors.

Rayman, P. (2003, November). Caring for Caregivers. Columbia Presbyterian Hospital, Oncology Center, New York.

Rayman, P. (2004, March). Pathways for Women in Science. Tribute in Honor of the Life of Barbara Lazarus, Carnegie Mellon University, Pittsburgh, PA.

Seo, Y. (2003, November). Women and unions – Still the most difficult revolution? Invited Speaker, Cornell University, Ithaca, NY.

Seo, Y. (2004, March). Korean women workers and labor unions. International Women's Day Seminar, University of Massachusetts Lowell.

Won, E., Johnson, P., Punnett, L., Becker, T., & Dennerlein, J. (2003, August). Gender differences in exposure to physical risk factors during standardized computer tasks. International Ergonomics Association, Seoul, Korea.

Other Professional Activities of CWW Senior Associates

Meg A. Bond  
2002-05 Executive Council Member, National Society for the

Psychological Study of Social Issues (SPSSI).

1998-present Senior Editorial Board Member, American Journal of Community Psychology

2000- present Ad Hoc Reviewer, Analyses of Social Issues and Public Policy

Honors: Elected to Fellow Status in 2004, Society for the Psychological Study of Social Issues

Elected to Fellow Status in 2004, Society for the Psychology of Women

Jean L. Pyle

2003-present Editorial Board Member, Globalizations

Laura Punnett

2004- Editorial Board, Occupational and Environmental Medicine

1998-present Editorial Board, Applied Ergonomics

1997-present Editorial Board, New Solutions: A Journal of Environmental and Occupational Health Policy

1996-present Editorial Board, Salud de los Trabajadores (“Workers’ Health,” Maracay Venezuela)

1988-present Advisory Board, Occupational Health Surveillance Program, Massachusetts Department of Public Health

2003-04 Peer Reviewer: American J Industrial Medicine; European J Applied Physiology; International J Behavioral Medicine; Occupational and Environmental Medicine; Women and Health; Scandinavian J Work Environment and Health.

2004 Ad-hoc Reviewer, Research Grant Applications, Safety and Occupational Health Study Section, National Institute for Occupational Safety and Health.

## VIII. COLLABORATIONS

In terms of intra-university collaborations, we continue to have particularly strong relationships and on-going collaborations with the Kerr Ergonomics 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).

## IX. RESEARCH AND PROJECT SUPPORTS

### A. Student Research Support

This year we sponsored students from a range of departments:

- One Work Environment graduate research assistant on CFCI funds
- One part time graduate assistant funded by the Department of Psychology
- One Psychology graduate student conducting thesis research
- One full time graduate assistant funded by the Department of Regional Economic and Social Development
- Two affiliated graduate students from the Department of Regional Economic and Social Development on the National Science Foundation- funded Project TechForce.
- One undergraduate volunteer from the Department of Regional Economic and Social Development

### B. Grants & Contracts

Funding received:

\$9,200 Grant from Committee of Federated Centers and Institutes

\$1,000 Grant from the UML Council on Diversity and Pluralism to sponsor a Spring 2004 Gathering at the Well Forum, on “Caring Work.”

\$277 Grant from the UML Bookstore to cover additional supplies for the Gathering at the Well Forum as well as refreshments for CWW’s Lowell Women’s Week event held on International Women’s Day.

Proposal submitted:

Intergenerational Exchange on Women and Science Research: Learning from the Past to Face the Future. Submitted by Paula Rayman & Maria Julia Brunette to the National Science Foundation (submitted April 25, 2004).

The aim of the proposed project is to plan and convene a national seminar that will gather researchers from two generations to share their experiences about critical issues among women in Science, Technology, Engineering and Mathematics (STEM). The objective is twofold; first, the identification and further understanding of what has been and what is being done in the STEM research arena, and second, the generation of a thoughtful research agenda for the future.

## X. STRATEGIC GOALS

Our primary strategic priorities for 2004-05 will be:

1. Continue to pursue multiple research agendas related to the gendered conditions of work and their effects on health and social well-being.
2. Further develop the Associates Program to support an expanding community of scholars interested in issues of women and work.