

CENTER FOR WOMEN AND WORK (CWW)
Annual Report for 2005-06
Meg A. Bond, Ph.D., Director

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

The Center for Women and Work (CWW) at the University of Massachusetts at Lowell is an interdisciplinary center dedicated to advancing knowledge about the relationship between gender and work through research, enhancing understanding through education and training, and challenging inequalities particularly through institutional change.

Strategic Priority Areas

1. Advancing Knowledge – i.e., to promote research and scholarship that will advance our understanding of the relationship between gender and work
 - Foster and support a network of scholars engaged in interdisciplinary projects on women and work.
 - Promote grant writing within this network
 - Sponsor a limited number of research programs in core areas of expertise
 - Disseminate CWW scholarship to local, regional, and national audiences

2. Enhancing Understanding – i.e., to further intellectual inquiry about issues related to women and work among students and to support the professional development of a cohort of junior scholars able to generate their own scholarship on women and work
 - Develop a curriculum plan for students wanting to gain expertise in women & work
 - Support student involvement in CWW projects on women and work
 - Support the general professional development of women students at UML

3. Challenging Inequalities - i.e., to seek remedies for gender-based inequality in the workforce through disseminating information and promoting institutional change, including within our own institution.
 - Foster an institutional culture that supports women's advancement within the university
 - Share information on issues related to women & work with the university and community
 - Provide organizational consultation & technical assistance

4. Promoting the sustainability of CWW – i.e., to establish an effective infrastructure and generate enough resources to keep the Center a vibrant organization able to meet our goals.
 - Generate funding to support a stable infrastructure for CWW
 - Expand network of local people moving CWW forward in various ways
 - Establish and support sufficient staffing levels
 - Expand professional networks
 - Organize and coordinate physical space

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 UMass 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 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 improve working conditions and economic opportunities for women.

III. ASSOCIATED PERSONNEL (2005-06)

Director

Meg A. Bond, Professor, Department of Psychology

Senior Associates

Laura Punnett, Professor, Department of Work Environment; Co-Director, Kerr Ergonomics Institute

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

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

CWW Associates

Andrew Hostetler, Assistant Professor, Department of Psychology
Sarah Kuhn, Associate Professor, Department of Regional Economic & Social
Development
Pia Markkanen, Research Associate, Department of Work Environment
Susan Moir, Director, Labor Resource Center, UMass Boston
Cheryl Najarian, Assistant Professor, Department of Sociology
Susan Thomson, Anthropology, Middlesex Community College

CWW Affiliates

Maria Julia Brunette, Assistant Professor, Department of Work Environment
Imogene Stulken, Protestant Campus Minister
Robin Toof, Center for Family, Work, & Community
Sharon Wasco, Assistant Professor, Department of Psychology (Associate on-leave)

Undergraduate and Graduate Students

Christie Adu, Department of Regional Economic & Social Development
Maria Aguiar, Undergraduate Work Study Student
Dianne Cazeca, Department of Work Environment
BongKyoo Choi, Department of Work Environment
May Elewa, Department of Regional Economic & Social Development
Heather Norcross, Department of Psychology
Lyndsey Tarsia, Department of Psychology
Jamie Weller, Department of Psychology

Working W.I.S.E. Project Staff

Christina Bermingham, Project Manager (& Masters student in Department of Regional
Economic & Social Development)
Mohamed Abdullahi, Research Assistant (& Masters student in Department of Regional
Economic & Social Development)
Marion Muskiewicz, Reference Librarian at the Lydon Library

IV. CURRENT RESEARCH AND ACTION PROJECTS

Our current research and action projects reflect the four strategic priorities that comprise our mission (see page 1).

Strategic Goal #1: Advancing Knowledge

1) CWW Associates Program

As it enters its second year, the Associates Program at the Center for Women and Work continues to build an interdisciplinary, intellectual community at UMass Lowell that supports new projects on women and work, fosters collaborations across disciplines, and builds partnerships between community and university members to address shared concerns. In addition to welcoming back four Associates, CWW hosted two new Faculty

Associates—Susan Thomson and Andrew Hostetler. Our continuing CWW Associates included Sarah Kuhn, Pia Markkanen, Susan Moir, and Cheryl Najarian.

2) **Working Papers Series**

During the fall of 2005, CWW launched a Working Paper Series edited by CWW Faculty Associate Andrew Hostetler. The Series is being developed to offer a venue for CWW Associates to disseminate the findings of their research and will include technical reports, literature reviews, and empirical papers. The working papers will be disseminated through the CWW newsletter and website (see Goal #3(4) below) as well as the UML website e-news feature. Three papers are in production to date:

Bond, M.A., & Punnett, L. (2006). Expanding our understanding of the psychosocial work environment. *Center for Women & Work Working Paper Series*, WP06-01.

Najarian, C.G. (2006). Deaf mothers, maternal thinking, and intersections of gender and ability. *Center for Women & Work Working Paper Series*, WP06-02.

Moir, S. & Skidmore, E. (2006). Pre-apprenticeship model for women entering and succeeding in the construction trades: A report to YouthBuild Providence. *Center for Women & Work Working Paper Series*, WP06-03.

3) **Center-Sponsored Research Programs**

a. Working W.I.S.E. – NSF Funded Conference on Women in STEM

On February 22, 2006 CWW celebrated the official launch of Project Working W.I.S.E. (Women in Science and Engineering), a project funded by a National Science Foundation grant awarded to CWW for a project on work environments for women in STEM fields (Science, Technology, Engineering, and Math). The heart of the project will be an interdisciplinary/intergenerational national conference to foster dialogue among leading scholars regarding workplace factors associated with women's success in STEM fields. The working conference will bring together members of two primary cohorts who have done research on women and science - scholars whose research emerged in the 1960's and younger scholars who began their work in the 1990's.

UML Provost John Wooding and Vice Chancellor Louise Griffin hosted the Project's launch breakfast, and attendees included faculty and staff from a variety of academic disciplines who will serve as an Advisory Council for the project. The diversity of the Council UML-based members, whose expertise ranges from nanotechnology to engineering to social sciences, is an enormous advantage for the project. The first phase of work has involved an in-depth citation analysis of published studies on workplace factors affecting women in STEM fields led by Marion Muskiewicz, Reference Librarian at the Lydon Library. The next steps will include a comprehensive literature review, then major themes will be distilled through the application of the Delphi Method. We are in the process of planning a National Advisory Board Meeting for August. We presented an overview of the plan at the NSF Joint Annual Meeting in March. The actual Conference is scheduled for April 2007. Dr. Paula Rayman is the Primary Investigator on this project

and Dr. Meg Bond and Dr. Maria Julia Brunette are the Co-PIs. Christina Bermingham is the Project Director and Mohamed Abdullahi (RESA) is a Research Assistant on the project.

b. 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).

During 2005-06, we extended our research agenda through two projects: analysis of a survey of UML graduate students looking at the relationship between academic climate and harassment and health outcomes and through working with a UML Transformation Team that is looking at the quality of worklife at UML.

Academic Climate and Sexual Harassment

We have been reanalyzing the results of an on-campus survey of UMass Lowell graduate students. In this study, 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.

Transformation Team & Follow Up to 2000 Staff Survey

In collaboration with a UMass team focused on the quality of work life, we have been working on a follow-up to a staff survey conducted by CWW in 2000. This work will begin with focus groups of staff from all units, the results of which will be used to develop a survey to be distributed to all staff.

Measures of the Diversity Dynamics in the Work Environment

Through a contract with the National Institute for Occupational Safety and Health, Meg Bond, Laura Punnett, and several students 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 (see Bond, Kalaja, Markkanen, Cazeca, Daniel, Tsurikova, & Punnett under Section VI: Publications, below). The compendium is introduced with an essay on the rationale for including these domains in occupational health research. This is followed by a series of detailed entries that describe currently available organizational measures, their psychometric properties, and an analysis of their usefulness for occupational health research. The compendium is scheduled for publication by NIOSH in Spring, 2006, and will be available both in hard copy and electronically.

c. Workplace Diversity

Special Issue on Diversity Dilemmas in Community Research and Action

Shelly Harrell, of Pepperdine University, and Meg Bond co-edited a special issue of the *American Journal of Community Psychology* that will include 22 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). The special issue will be the June 2006 issue of AJCP. The pre-publication draft formed the basis for both an undergraduate and a graduate seminar in the psychology on “Bridging Differences.” Now that the journal issue has gone to press, we will continue discussions with the publisher about the possibility of making the collection into a book which would have wider circulation.

Book on Workplace Diversity

Meg Bond has a contract with the University Press of New England for a book entitled *Workplace Chemistry: Addressing Organizational Diversity in the 21st Century*. The book summarizes a case study of a manufacturing firm undergoing a process of organizational change aimed at increasing diversity. The book traces 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.

d. Global Perspectives on Women and Work

Journal symposium on Globalization, Transnational Migration, & Gendered Care Work

Jean L. Pyle (with Gale Summerfield and Manisha Desai, University of Illinois Urbana-Champaign) edited a symposium, “Globalization, Transnational Migration, and Gendered Care Work,” for the journal *Globalizations*. The collection provides new perspectives on the relationship between globalization and gendered migrations for caring labor (i.e., domestic work, child and elder care, and health care). The authors foreground the problems, controversies, and benefits such flows create. Collectively, they reveal the dimensions of social reality shaping the immigrants’ lives - gender, race, age, religion, culture, family, and technology. Pyle wrote the Introduction and an article “Globalization and the Increase in Transnational Care Work: the Flip Side. She argues that to fully understand who is accessing care in the global political economy, we must examine the flip side of these flows – i.e., the level of care the women migrating experience and the care their families experience in their absence. She finds that care deficits occur for both.

Globalization and Economy

A journal article by Pyle and Kathryn Ward published in 2003 has been selected for a new edited volume entitled *Globalization and Economy*, edited by Paul James, forthcoming from Sage Publications. The article, “Recasting Our Understanding of Gender and Work During Global Restructuring,” was originally published in *International Sociology*, 2003, special issue on Globalization, Gender, and Social Change in the 21st Century. Vol. 18, No. 3, pp. 461-489.

Strategic Goal #2: Enhancing Understanding

To provide mentoring and professional support for women as they embark on their scholarly careers at the University, CWW applied for and received a Faculty Seed Grant from the UML Council on Diversity and Pluralism to support a project with three interrelated initiatives: an Open House; a professional development seminar series for graduate students, and a professional support group for junior faculty.

1) Seminar for Women Graduate Students

One of the Center's initiatives this past year has been to provide mentoring and professional support for women graduate students through a series of lunch time seminars. Seven seminars were facilitated by CWW Associate Susan Moir, ScD, of UMass Boston and staffed by CWW Research Assistant May Elewa. Over 30 women of many nationalities and from different colleges at UML and the Lowell community participated in the seminars. Seminar topics included "What Can the University's Career Services Offer Graduate Students?" and "Work, School and Life: Finding the Balance." The seminars have been open to all interested participants and held in the CWW office in Coburn B11.

2) Open House

CWW hosted an open house to invite faculty, staff, students, and community members to learn about CWW's goals and mission of creating a supportive, multidisciplinary community for those interested in issues of gender and diversity in the workplace. The informal event was held November 3rd and was attended by over 80 people, many of whom were visiting the Center for the first time.

3) Curriculum Development

Paula Rayman has proposed a new RESD seminar course, "Gender, Work, and Public Policy" that will explore the relationship of gender, human rights, and work in the 21st century. This undergraduate course will explore the challenges and opportunities associated with such factors as: economic globalization, government restructuring, work-family balancing, environmental safety, gender discrimination, and political/social injustice. There will be an emphasis on how public policies can advance progress towards equality and better quality of life.

Strategic Goal #3: Challenging Inequalities

1) Eighth Annual "Gathering at the Well" Forum: April 6, 2006

CWW sponsors an annual forum entitled "Gathering at the Well" that is attended by many from the greater Lowell community as well as UML faculty, staff, and students. 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.

Each year, the Forum has a different theme that is relevant to CWW's mission. Our theme for 2006 was "Does Slavery Still Exist? Trafficking of Women and Children." Although it is difficult to get reliable statistics on the number of people being trafficked, 600,000-800,000 people is the most frequently cited number for victims trafficked across international borders annually. This year's featured speaker was Dr. Jean L. Pyle, Senior Associate at CWW and Professor Emerita from the UML Department of Regional Economic and Social Development. Jean provided the audience of nearly 80 faculty, staff, students and community members with an overview of trafficking and its issues. She defined human trafficking and what it encompasses, provided an analysis of why it happens, and described some of the complexities that emerge for those trying to combat trafficking. She discussed the increased focus on sex trafficking, which may be overshadowing other forms of trafficking, such as domestic work or agricultural work, and at the same time leading to divisions regarding how to deal with prostitution.

The Forum's second speaker was Carol Gomez, Founder of the Trafficking Victims Outreach and Services Network (TVOS) and Co-Director of SafetyNet Project for trafficked and enslaved persons. Carol focused on the issue of trafficking in the state of Massachusetts. She told the audience about some of the roughly 50 victims of trafficking she has encountered in her work over the last two years. One of the stories she shared was about a woman who came to Massachusetts as a mail-order bride, only to be beaten and prostituted by the man who was to be her husband.

Kyla Mitsunaga, a graduate student in the Masters in East Asian Studies Program at Harvard University, followed with some movie clips and a short presentation about her own work in the anti-trafficking movement, including a fellowship in Tokyo with the Polaris Project and the anti-trafficking graduate student group COST-W (Coalition to Stop Trafficking in Women) at Harvard that she and a classmate founded. Kyla and planning committee member Jamie Weller lead the group in some brainstorming and discussion to address the question, "What can you do to combat trafficking?" with the hope of giving everyone a sense that there are things that each of us can do to help combat trafficking. Some of the ideas for action included educating others about the issue, hosting a movie night, supporting local farmers who do not use trafficked persons for labor, and buying from fair trade companies.

The Forum organizing committee was chaired by Imogene Stulken and included Susan Thomson, Artie Maharaj, Meg Bond, Heather Norcross, Pia Markannen, Maria Aguiar, and Robin Toof. The Forum was co-sponsored with the Psychology Graduate Student Organization and funded in part by the UML Council on Diversity and Pluralism, the UML Bookstore, the UML Graduate Student Association, and the UML Council of Federated Centers and Institutes.

2) Lowell Women's Week: March 2006

CWW sponsored two events during this year's Lowell Women's Week. CWW, in collaboration with Gender Studies Club and Planned Parenthood League of Massachusetts, presented the film "The Last Abortion Clinic," a Frontline documentary that focuses on challenges to reproductive rights and the disappearance of abortion

providers in many parts of the U.S. The three sponsoring groups are currently in the process of creating a Voices for Planned Parenthood (VOX) group at UML for the upcoming fall semester. If you are interested in joining or would like more information, please contact Heather Norcross at CWW.

The second event served as a prelude to this year's Gathering at the Well Forum. CWW and the Psychology Department co-sponsored two showings of the documentary film "Trading Women." The movie, produced in 2003 by David Feingold, enters the worlds of brothel owners, trafficked girls, voluntary sex workers, corrupt police and anxious politicians in Burma, China, Laos, and Thailand. Both screenings were very well attended and included over 100 students, faculty, staff, and community members at each event.

3) Brew'd Awakenings Coffeehaus

CWW collaborated with the Brew'd Awakenings Coffeehaus in downtown Lowell to show the documentary film "Trading Women" on Sunday, April 23, 2006, at the coffeeshop. A group of community members watched the film and then engaged in a lively discussion about sex trafficking, economic forces that contribute to the issue, and other related social justice issues. CWW and the Coffeehaus have discussed continued collaboration in the future, including more documentary screenings.

4) Publications and Outreach

The Center for Women and Work produces and distributes two issues yearly of a newsletter, *Perspectives*. This publication includes articles about all aspects of the Center's activities. Graduate student Jamie Weller has served as the editor for 2004-06; Heather Norcross has been the Associate Editor and will take over editorial duties for 2006-07. The newsletter is mailed to almost 900 individuals from all over the country.

With the help of Associate Susan Thomson and RA Jamie Weller, we have significantly revised and updated our CWW website. The new site was launched in early June 2006.

5) Support a Community of Equity at UMass Lowell

a. Junior faculty support group

The CWW has been hosting a professional development and support group for junior women faculty members from all departments and colleges. This group provides an opportunity for participants from a wider range of disciplines to meet monthly with colleagues in a supportive environment in order to encourage one another in their professional and personal lives, develop relationships across disciplines, and co-mentor one another to foster success and satisfaction. As UML is a workplace for many women, this program fits squarely with CWW's commitment to fostering supportive workplace communities and improving the conditions of work for women. Topics have included the adjustment to a new job and new community, balancing work and family, dealing with disruptive students, publishing, committee responsibilities, the tenure and promotion process, and sharing perceptions about expectations regarding teaching, research, and service across the different colleges and departments. There has been a consensus among

participants that the group is serving a previously unmet need in their departments. Sharon Wasco and Cheryl Najarian have been convening the group.

b. Work with transformation team

The overall purpose of the UMass Lowell Campus Transformation Project is to improve the physical, economic, and social aspects of UML through a variety of initiatives, including developing interdisciplinary teaching and research activities, extending connections to community programs, and maintaining a clean and safe working environment for the University community. One team – the Service Excellence Team – invited CWW Director Meg Bond and community psychology student Lyndsey Tarsia to join their efforts so that the group could draw upon insights gathered from the prior UML survey conducted by CWW. The goal of the Service Excellence Team is to address the day-to-day experience of everyone on campus—faculty, staff, students and external groups involved with UML. The team will conduct focus groups and surveys to assess opportunities for change at UML. Based on the information gathered, the team will recommend strategies for enhancing the quality of work life at UML and improving customer service.

Strategic Goal #4: Promoting the sustainability of CWW

1) Local and National Networks

In addition to collaborations with several institutes, centers and departments within the university, we are involved in regional, national and international networks. We are continuing to consult with the National Institute for Occupational Safety and Health to make measures of bias and discrimination available to occupational health researchers (see Goal #1(3)b., above). We have a close relationship with the Brandeis University Women’s Studies Research Center, to which Meg Bond serves as a liaison. We have linkages to the Society for the Psychological Study of Social Issues; the Society for Community Research and Action; and the International Congress on Women, Work and Health. We are also a member of the National Center for Research on Women.

2) CWW Associates Program

The CWW Associates Program has developed into a vibrant interdisciplinary intellectual community to support projects related to the gendered conditions of work. Through the further development of the CWW Associates Program, we are continuing to expand both the number of faculty scholars involved in CWW and the sustainability of the center. Many of these activities have gained outside attention and all of them reflect well on UMass. Lowell. Some 2005-06 highlights (described in more detail throughout this Report) include:

- 10 scholars from a wide range of disciplines conducting action & research projects on gender & work on a wide range of topics:
 - Women in STEM fields
 - Deaf women & work
 - Home-based shoe manufacturing in Indonesia
 - Work-family balance
 - Women in the trades

- Women & civic engagement
- Gender & racial diversity in regional manufacturing firms
- New partnerships across disciplines to better understand and address concerns related to issues of women and work:
 - Funding from NSF to support a 2007 conference on women working in the STEM fields (Project Working W.I.S.E.) (Paula Rayman, Maria Brunette & Meg Bond)
 - Funding from UMass Healey/Public Service Grant to support a project in 06-07 on “Redefining aging; Redefining community” (Andy Hostetler & Susan Thomson)
 - Development of a new Working Papers Series
- Numerous scholarly presentations and publications (see VII. Publications, below)
- Increased scholarly resources and learning opportunities available to students at UML
 - Increased teaching exchanges – guest lectures in courses in RESD, Work Environment, Psychology, and Sociology
 - Proposed a new collaborative course on gender, work & public policy (lead by Paula Rayman)

3) Grant Writing Group

With the support of the Office of Research Administration and Greg DeLaurier, in particular, we have established a working group that is now actively researching foundation grants to support the Associates Program and the basic infrastructure of CWW.

4) Development of Interdisciplinary Space

CWW has been lively this year and frequented by graduate students from Psychology, RESD, and Work Environment. We have computers available for general student use, and keep our offices open all week with the help of TAs and work-study students so that the university community can use our space to gather informally. CWW has also made our conference room available for regular meetings of faculty and student groups such as Gender Studies, a support group for Junior Faculty, and a mentoring seminar for women graduate students. We have joined with Political Science/Model Leagues Program, Gender Studies, Cultural Studies, and faculty involved with a new Multidisciplinary Design Lab to propose an educational community in the basement of Coburn that revolves around gender, diversity, and hands-on learning. We have requested modest funding to develop what we call “the spaces in between” so that a broad group of students and faculty can feel welcome to meet and work in this general physical setting.

V. RESEARCH AND PROJECT SUPPORTS

A. Student Research Support

- One half-time graduate research assistant on CFCI funds
- One full time research assistant on NSF funds
- One graduate assistant from the Department of Psychology
- Three students on contracts with funds from CFCI and the Council on Diversity and Pluralism

- One graduate and one undergraduate student on work-study funds

B. Grants & Contracts

Funding received:

\$200,000 Grant from the National Science Foundation

Paula Rayman (PI), Meg Bond (Co-PI), and Maria Brunette (Co-PI) received National Science Foundation (NSF) funding to support a working conference that will gather an intergenerational and interdisciplinary community of racially and ethnically diverse scholars to have a dialogue about scholarship on workplace factors that are associated with women's success in STEM fields. The Project is funded from January 2006 to December 2007.

\$12,258 Collaborative Grant from the Committee of Federated Centers and Institutes, to CWW with the Kerr Ergonomics Institute jointly

\$5,000 Contract from The W.A.G.E Project (Evelyn Murphy, Director) for consultation on WAGE Groups and educational campaign.

\$1,000 Grant from the UML Council on Diversity and Pluralism to sponsor the Spring 2006 *Gathering at the Well Forum*

\$3,000 Grant from the UML Council on Diversity and Pluralism to sponsor mentoring activities.

\$10,000 Healey and Public Service Endowment Grant

CWW Faculty Associates Andrew Hostetler and Susan Thomson received funding for a project entitled "Redefining Aging, Redefining Community." The two-year project will begin in the fall of 2006. The project has both community research and curriculum innovation goals. The community research and outreach component is focused on better understanding the needs of the aging population in Lowell with particular attention to differences according to gender, socioeconomic class, and ethnicity. It aims to conduct a "developmental mapping" of community resources and a similar mapping of residents' goals and needs. In addition to identifying gaps in available services, the project will result in a novel planning and resource guide that will allow emerging seniors of the Merrimack River Valley to plot out individualized developmental paths that will meet their anticipated goals for social and community involvement. The primary curriculum innovation objectives are to integrate research-centered service-learning into courses at both Middlesex Community College and UML, establish an interdisciplinary and intergenerational research partnership between students and area senior citizens and service providers.

Proposals submitted:

1) Meg Bond, Laura Punnett, and Margaret Scarsdale submitted a grant proposal to the Patrino Foundation, a family foundation founded in 1990 that promotes educational and

social programs for women and girls. The request for funds was made to support a “Gender in the Workplace” Graduate Student Program to support two female graduate students interested in conducting research on topics related to women and work. This is a revised version of a previously submitted proposal that, while well received, was not funded because of financial constraints on the foundation.

2) Meg Bond, Sharon Wasco, and Cheryl Najarian submitted a proposal to the UML Council on Diversity and Pluralism for the continuation of the CWW mentoring programs for graduate students and junior faculty.

Other Professional Activities of CWW Senior Associates

Meg A. Bond

- 2004-06 *Chair, Policy Committee, Society for the Psychological Study of Social Issues (SPSSI).*
- 1998-present *Senior Editorial Board Member, American Journal of Community Psychology*
- 2005- present *Editorial Board Member, Analyses of Social Issues and Public Policy*

Laura Punnett

- 2004- *Editorial Board; Associate Editor 2005+, 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*
- 2005-06 *Peer Reviewer: Applied Ergonomics; BMC (BioMed Central) Public Health*
- 2006 *Ad-hoc reviewer, Safety and Occupational Health Study Section, National Institute for Occupational Safety and Health*

Jean L. Pyle

- 2003-present *Editorial Board Member, Globalizations*

Paula Rayman

- 2006 *Municipality Award from City of Haifa for outstanding leadership in developing economic and social development programs for Ethiopian Jewry, University of Haifa, Israel*
- 2005-06 *Gender Fellow, UMass Lowell Gender Studies Program*
- 2005-06 *Reviewer, Women and Diversity Proposals, National Science Foundation*
- 2005-present *Executive Board, Jewish Community Relations Council, Combined Jewish Philanthropies*

2006-present *Editorial Board, Peacework*, Publication of the American Friends Service Committee

VI. COLLABORATIONS

In terms of intra-university collaborations, we continue to have a particularly strong relationship and on-going collaboration with the Kerr Ergonomics Institute. In addition, we actively collaborate and co-sponsor programs with the Center for Family, Work, and Community (CFCW), the Council on Diversity and Pluralism, and the Departments of Psychology, Work Environment, Sociology, and Regional Economic & Social Development. 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).

VII. 2005-06 PUBLICATIONS & PROFESSIONAL PRESENTATIONS

CWW Working Papers

Bond, M.A., & Punnett, L. (2006). Expanding our understanding of the psychosocial work environment. *Center for Women & Work Working Paper Series*, WP06-01.

Moir, S., & Skidmore, E. (2006). Pre-apprenticeship model for women entering and succeeding in the construction trades. *Center for Women & Work Working Paper Series*, WP06-03.

Najarian, C.G. (2006). Deaf mothers, maternal thinking, and intersections of gender and ability. *Center for Women & Work Working Paper Series*, WP06-02.

Books, Monographs & Edited Journal Issues

Bond, M.A., Kalaja, A., Markkanen, P., Cazeca, D., Daniel, S., Tsurikova, L., & Punnett, L. (In Press). *Compendium of Diversity-Related Measures for Research in Occupational Health*. National Institute for Occupational Safety and Health (NIOSH), US DHHS, Cincinnati OH.

Bond, M.A. & Harrell, S. (Eds.) (2006). Special Issue on Stories of Diversity Challenges in Community Research and Action. *American Journal of Community Psychology*, 36 (3/4).

Markkanen, P., Hurst, P., Quinn, P., Hakim, A., & Dessy, M. (In press). *Children, solvents, and shoemaking in Cibaduyut, Indonesia: local case - global primary prevention*. Geneva: World Health Organization.

Najarian, C. G. (2006). *'Between Worlds': Deaf Women, Work, and Intersections of Gender and Ability*. New York: Routledge.

Summerfield, G., **Pyle, J.** & Desai, M. (In press). *Globalization, Transnational Migration, and Gendered CareWork*. Mini-symposium forthcoming in *Globalizations*, 3 (4) (December, 2006).

Journal Articles

Barbeau, E.M., Li, Y., Calderon, P., Hartman, C., Quinn, M., **Markkanen, P.**, Roelofs, C., Frazier, L., & Levenstein, C. (2006). Results of a union-based smoking cessation intervention for apprentice iron workers. *Cancer Causes and Control*, 17(1), 53-61.

Bond, M. & Harrell, S. (2006). Diversity challenges in community research and action: The story of a special issue. *American Journal of Community Psychology*, 36 (3/4).

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Markkanen, P. (2005). The stranded standard: What happened to the proposed ILO Convention on work in the fishing sector? *New Solutions: A Journal of Environmental & Occupational Health Policy*, 15 (4), 309-314.

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Myers, D., Kriebel, D., **Punnett, L.**, Karasek, R.A., Wegman, D.H. (2005). Incidence of acute injuries and physical assaults in a long-term psychiatric care facility. *Journal of the American Association of Occupational Health Nurses*, 53(11), 489-498.

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Pyle, J. (In press). Globalization, Transnational Migration, and Gendered Care Work: An Introduction. Forthcoming in *Globalizations*, Vol. 3, No. 4 (December, 2006).

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Book Chapters

Bond, M.A. (2005). Power and participation in context. In Nelson, G., & Prilleltensky, I. (Eds.), *Community psychology: In pursuit of liberation and well-being*. London: MacMillan.

Bond, M.A. & **Punnett, L.** (In press). Expanding our understanding of the psychosocial work environment. In Bond, et al. (Eds.), *Compendium of Diversity-Related Measures for Research in Occupational Health*. National Institute for Occupational Safety and Health (NIOSH), US DHHS, Cincinnati OH.

Cohler, B. J., & **Hostetler, A. J.** (2005). Gay and lesbian lives in the “third age”: Possibilities and paradoxes. In: J. James & P. Wink (Eds.), *The third age*. Cambridge, MA: Harvard University Press.

Kuhn, S. (forthcoming). Evocative Objects. In S. Turkle (Ed.), *Objects in Mind: Falling for science, technology, and design*. Cambridge, MA: MIT Press.

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Najarian, C. G. & Paetow, M. (2005). Learning from each other: Syracuse University and the OnCampus Program. In Collaborative Authors (Eds.), *Creating pedagogical curb cuts: Incorporating disability in the university classroom and curriculum*. Syracuse, NY: The Graduate School of Syracuse University.

Concha-Barrientos, M., Imel, Nelson. D., Driscoll, T., Steenland, N.K., **Punnett, L.**, Fingerhut, M., Prüss-Üstün, A., Corvalán, C., Leigh, J., Tak, S. (2005). Selected occupational risk factors. In: Ezzati M, Lopez AD, Rodgers A, Murray CJL editors. Chapter 21 in: *Comparative quantification of health risks: Global and regional burden of disease attributable to selected major risk factors*. Geneva: World Health Organization, 2005.

Professional Presentations

Arabas, J., Rack, M. & **Thomson, S.** (2006). *Multicultural Service-Learning: Storybooks and Ethnographies in the Service of Understanding*. Northeast Regional Campus Compact Conference. Nashua, NH.

Bond, M. & Rayman, P. (2006, March). *Working W.I.S.E: A Project to Address Work Barriers to Women in STEM Fields*. National Science Foundation Joint Annual Meeting (JAM). Washington D.C.

Bond, M. & Harrell, S. (2006, June). *Diversity Stories in Community Research and Action: Toward developing Principles for Community Psychology*. First International Conference on Community Psychology, San Juan, Puerto Rico.

Bond, M. (2006, June). *Challenges Facing Community Action Research Centers: Lessons from a Center on Women and Work*. First International Conference on Community Psychology, San Juan, Puerto Rico.

Bond, M. (2005, October). *An Ecological Approach to Workplace Diversity: Reflections on a Long-Term Organizational Change Process*. 5th Annual Diversity Challenge: Making Race and Culture Work in the World of Work. Boston College, Boston, MA.

Bond, M. (2005, June). *Organizational Case Study of Dynamics of Race and Gender*. Presentation at the 10th Biennial Conference of the Society for Community Research and Action, Champaign, IL.

Bond, M. & Harrell, S. (2006, June). *Diversity Stories in Community Research and Action: Toward developing Principles for Community Psychology*. First International Conference on Community Psychology, San Juan, Puerto Rico.

Cifuentes, M., **Punnett, L.**, Gore, R., Boyer, J., Tessler, J., d'Errico, A. (2005, September). *Socioeconomic status and working conditions as predictors of mental health*. International Conference on Epidemiology in Occupational Health (EPICOH), Bergen, Norway.

Cifuentes, M., **Punnett, L.**, Gore R., Boyer, J., Tessler, J., d'Errico, A. (2005, September). *Socioeconomic status and job strain as predictors of survey response*. International Conference on Epidemiology in Occupational Health (EPICOH), Bergen, Norway.

d'Errico, A., **Punnett, L.**, Cifuentes, M., Boyer, J., Tessler, J. (2005, September).

Occupational injury rates in relation to socioeconomic status and hospital working conditions. International Conference on Epidemiology in Occupational Health (EPICOH), Bergen, Norway.

Dinh, K. & **Bond, M.** (2005, June) *Changes among Host Individuals and Communities in their Adaptation to Immigrants.* Round table discussion at the 10th Biennial Conference of the Society for Community Research and Action, Champaign, IL.

Frumin, E., Vossenias, P., Moriarty, J., Orris, P., Halpin, J., Krause, N., **Punnett, L.** (2006, April). *Workload related musculoskeletal disorders among hotel housekeepers: Worksite surveillance reveals a growing national problem.* NIOSH NORA Symposium 2006, Washington DC.

Hostetler, A., Kuhn, S. Najarian, C., & Thomson, S. (2006, April). *Building an Intellectual Community around Gender Issues: The UMass Lowell Center for Women and Work.* Panel presentation (M. Bond, Chair), Gender Studies Symposium, University of Massachusetts Lowell, Lowell, MA..

Kuhn, S. (2005). *Thinking with Your Hands.* Presentations to Honors Program Colloquium & to The Salon: a Humanities and Social Sciences Colloquium, University of Massachusetts Lowell.

Kuhn, S. (2005). *Values in the Design of Information Technology.* Departmental Colloquium, Computer Science Department, University of Massachusetts Lowell.

Kuhn, S. (2006, May). *Coming to our Senses in Higher Education: Using “low technology” to enhance engagement, learning, and embodied knowledge.* Invited workshop as a “Back by Popular Demand” session; workshop repeated three times at conference because of very high demand. Teaching Professor Conference, Chicago, IL.

Markkanen, P. (2005, November). *Working Conditions & The Gendered Division of Labour in Informal Sector Shoemaking.* Fourth International Congress on Women, Work and Health, New Delhi, India..

Markkanen, P., Quinn, M., Chalupka, S., Chaulk, D., Davis, L., Galligan, C., Laramie, A. (2005, November). *Home as Work Environment for Healthcare Practitioners.* Fourth International Congress on Women, Work and Health, New Delhi, India.

Najarian, C.G. (2006). *The Bilingual Work of Deaf Mothers: Gender, Ability, and Maternal Thinking.* (Invited contribution) The Salon: Faculty Colloquium in the Fine Arts, Humanities, and Social Sciences, University of Massachusetts Lowell, Lowell, MA.

Najarian, C. G. (2006). *Deaf Mothers, Maternal Thinking, and Intersections of Gender and Ability.* Eastern Sociological Society Meetings, Boston, MA.

Najarian, C. G. (2006). *Women in the Workplace.* Session Presider, Eastern Sociological Society Meetings, Boston, MA.

Najarian, C. G. (2005). *Language, Legitimacy, and a Linguistic Minority: Deaf Women's Work Experiences*. Peer-reviewed poster, Diversity Challenge Conference, The Institute for the Study and Promotion of Race and Culture, Boston College, Chestnut Hill, MA.

Punnett, L. (2006, June). Work-Related Musculoskeletal Disorders in Men and Women: Is the Burden Equitably Distributed? (Invited Keynote) 28th International Congress on Occupational Health, Milan, Italy.

Pyle, J. (2006, April). *Human Trafficking: What Are the Issues* (Invited Keynote) Center for Women & Work 8th Annual Gathering at the Well Forum. University of Massachusetts Lowell, Lowell, MA.

Thomson, S. (2005). *Hearing the Unheard Story: Bringing Personal and Community Voices into the Classroom*. Community College for the Humanities Association National Conference. Boston, MA.

Thomson, S. (2005). *New Research on Southeast Asian American Communities in New England*. Round-table discussion, Institute for Asian-American Studies Conference on Researching Asian Americans in New England: Scholarship, Resources, and Community Engagement. Boston, MA.

Weller, J. (2006, April). *Women Throughout 'TIME': A Content Analysis of Magazine Covers 1923-2005*. Poster presentation, First Annual Gender Studies Symposium, University of Massachusetts Lowell, and Ninth Annual Student Research Symposium, University of Massachusetts Lowell, Lowell, MA.