



**CENTER FOR WOMEN & WORK (CWW)**  
**Annual Report for 2007- 08**  
**Meg A. Bond, Ph.D., Director**

**I. MISSION OF THE UML CENTER FOR WOMEN & WORK**

The Center for Women and Work (CWW) at the University of Massachusetts Lowell is a vibrant community of scholars – representing diverse disciplines – who are dedicated to the Center’s mission to:

- Advance knowledge about the relationship between gender and work through research
- Enhance understanding of this relationship through education and training
- Challenge inequalities, particularly at its roots, through institutional change

**II. GENERAL DESCRIPTION & GOALS**

Since its inception in 1998, the Center for Women and Work has demonstrated its strong commitment to addressing the gendered conditions of work in several key ways: by designing and implementing programs and projects that foster new ways of thinking about the gendered conditions of work; by encouraging and supporting interdisciplinary linkages across and throughout all of our networks; and by bringing to the forefront the reciprocal relationship between women’s work and the well-being of communities.

**III. ASSOCIATED PERSONNEL (2007- 08)**

*“\*\*” indicates new affiliations for 07-08*

**Leadership Team**

Meg A. Bond, Professor, Department of Psychology  
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**

\* Rachel DeMotts, Assistant Professor, Department of Regional Economic & Social  
Development  
Mignon Duffy, Assistant Professor, Department of Sociology  
\* Monica Galizzi, Associate Professor, Department of Economics  
Andrew Hostetler, Assistant Professor, Department of Psychology  
Michelle Haynes, Assistant Professor, Department of Psychology  
Sarah Kuhn, Associate Professor, Department of Regional Economic & Social  
Development  
Cheryl Najarian, Assistant Professor, Department of Sociology  
Sharon Wasco, Assistant Professor, Department of Psychology (Associate on leave)

**CWW Affiliates**

Maria Julia Brunette, Assistant Professor, Department of Work Environment  
Pia Markkanen, Research Associate, Department of Work Environment  
Susan Moir, Director, Labor Resource Center, UMass Boston  
\* Margaret Scarsdale, Alumna, Departments of American Studies & Sociology  
Imogene Stulken, Protestant Campus Minister

Susan Thomson, Germaine Lawrence Services  
Robin Toof, Assistant Director, Center for Family, Work, & Community  
Susan Winning, UMass Lowell Labor Extension Program

### **Working W.I.S.E. Project Staff**

Jody Lally, Project Director

### **Undergraduate and Graduate Students**

Maria Aguiar, Undergraduate Work Study Student  
Ekaterina Konovalova, Department of Psychology  
\* Rebecca Edwards, Department of Psychology  
\* Olga Guerrero, Undergraduate Work Study Student  
\* Stacie Hargis, Department of Regional Economic & Social Development  
\* Eika Hunt, Department of Regional Economic & Social Development  
\* Kahna Net, Department of Regional Economic & Social Development  
\* Sharon Therrien, Department of Psychology

## **IV. CURRENT FOCUS AREAS: RESEARCH AND ACTION PROJECTS**

Our current research and action projects reflect the three strategic priorities that comprise our mission.

### **Strategic Goal #1 ~ Advancing Knowledge: To promote research and scholarship that will advance our understanding of the relationship between gender and work.**

#### **1) CWW Associates Program**

At the heart of CWW is the Associates Program, which serves as a hub for scholarly projects and helps expand the overall resource base for work that forwards the mission of CWW and the University of Massachusetts Lowell. The program promotes creative linkages across disciplines, supports grant writing within this network, and fosters collaborations with national and international professional networks. CWW Associates are all active in disseminating CWW scholarship to local, regional, and national audiences.

#### **2) Center-Sponsored Research Programs**

In addition to the Associates Program, CWW currently has three core, center-sponsored research endeavors, each of which involves *interdisciplinary* collaborations.

- ***Carework: People, Policies, and Politics***

The research focus of many CWW Associates revolves around the theme of “carework,” i.e., paid and unpaid caring for other people in various forms. Given our shared interests, CWW is working on several new initiatives on this theme, including spearheading an inter-campus carework policy agenda and compiling an edited volume on women, work, and caregiving. (Lead faculty: Mignon Duffy & Andrew Hostetler)

- ***Women in Science, Technology, Engineering, and Mathematics***

Faculty associated with CWW have a depth of expertise and experience working on the issues facing women in science, technology, engineering and math (STEM) fields. For example, the *Working WISE Project*, funded by the National Science Foundation, brought together intergenerational scholars from diverse disciplines in order to foster

dialogue among leading experts regarding workplace factors associated with women's success in STEM. Working WISE is currently actively engaged in diffusion of the results of this conference. Given its expertise on this topic, CWW is involved in university-wide conversations about an institutional change project at UMass Lowell aimed at increasing supports for women in STEM fields. (Lead faculty: Paula Rayman, Maju Brunette, & Meg Bond)

- ***Gendered Work Climates, Discrimination, and Health***

This research program is a multi-year collaboration between CWW and the Kerr Ergonomics Institute (KEI) and now also includes the new Center for the Promotion of Health in the New England Workplace (CPH-NEW) at UML. It focuses on researching the links between work climate, discrimination, and harassment against women in the workplace, and the impact this has on levels of stress, adverse health outcomes, and increased business costs (due to higher absenteeism, increased turnover, lowered productivity, and higher worker healthcare costs). (Lead faculty: Laura Punnett & Meg Bond)

**Strategic Goal #2 ~ Enhancing Understanding: 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.**

- 1) **Graduate Certificate on Diversity in the Workplace**

The CWW-sponsored interdisciplinary graduate certificate program on Diversity in the Workplace was formally approved in the Spring of 2008. The new certificate program includes courses in Psychology, RESD, Work Environment, and Education. The program will be launched in Fall 2008; the Program Coordinator is Michelle Haynes, Department of Psychology.

- 2) **Involvement of Students in CWW Projects**

We have been able to involve students in a wide range of projects relate to women and work. Some students are in paid positions – e.g., grant-funded; CFCI-sponsored RAs; Psychology Department-funded TA; workstudy students – and some contribute their time on a volunteer basis. Each year 10-15 students get involved with CWW-related projects. We also have a commitment to more generally support the professional development of women students at UML and have done so through workshops and open discussion times.

- 3) **Maintaining an Interdisciplinary Space**

CWW's office is 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 and a support group for Junior Faculty. We have joined with Political Science/Model Leagues Program, Gender Studies, and Cultural Studies.

- 4) **On-going collaboration with the Laboratory for Interdisciplinary Design (LID)**

The LID, which is physically adjacent to CWW, is an unusual teaching and learning space, supporting interdisciplinary, collaborative, active learning, and service learning.

The LID can support projects on issues of particular concern to women; it also supports improved pedagogy, which research shows can help retain women in technical fields. As Coordinator of LID, Sarah Kuhn (also CWW Associate) has been spearheading the development of curriculum to support new teaching merging the technical and the social.

**Strategic Goal #3 ~ Challenging Inequalities: To seek remedies for gender-based inequality in the workforce through disseminating information and promoting institutional change, including within our own institution.**

**1) Annual “Gathering at the Well” Forum**

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. The Forum is typically co-sponsored by the Psychology Department and Protestant Campus Ministry, and funded in part by the UML Council on Diversity and Pluralism. The Forum organizing committee is chaired by CWW Affiliate Imogene Stulken, Protestant Campus Ministry.

**2) Open Forums on Women and Work**

In addition to the annual forum, CWW works to enhance understanding of women and work issues through other types of educational programs. The Center sponsors several events open to the university and community each year on topics of relevance. We typically organize at least one event during Lowell Women’s Week, and we often sponsor other community forums in partnership with other organizations – both on campus (e.g., Gender Studies, CFWC, Dept of Work Environment, Center for Health Promotion) and off (e.g., American Association of University Women, Massachusetts Commission on the Status of Women, Local Chapters of the National Organization for Women).

**3) 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. The newsletter is mailed to about 1,300 individuals from all over the world.

**4) Support a Community of Equity at UMass Lowell**

In collaboration with the UMass Lowell Labor Extension Program (LEP), CWW has been advocating for a campus-wide gender equity study. The call for action grew out of discussions among women representing diverse departments of the University of Massachusetts Lowell. CWW and LEP also co-sponsored two events to bring together UMass women employees. The events address such issues as work/family balance, wage equity, availability of leadership roles for women, ergonomic issues, and also personal themes familiar to women such as the stress of constant multitasking, invisibility of one’s contributions, and expectations to perform work outside the scope of one’s job description.

5) **Fostering Collaborations Locally, Regionally, Nationally and Internationally**

In terms of intra-university collaborations, we have had a particularly strong relationship and on-going collaboration with the Kerr Ergonomics Institute and now with the Center for the Promotion of Health in the New England Workplace (CPH-NEW). We also work closely with the Laboratory for Interdisciplinary Design (LID). 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 Departments of Psychology, Work Environment, Sociology, and Regional Economic & Social Development. We also coordinate our activities and co-sponsor events with the Gender Studies Program, the Lowell Center for Sustainable Production (LCSP), the Center for Public Health Research and Health Promotion (CPHRHP), and the Peace and Conflict Studies Institute (PACSI).

In addition, CWW extends our impact through strong relationships with national and international groups, including the National Institute for Occupational Safety and Health; Brandeis University Women's Studies Research Center; Massachusetts Commission on the Status of Women; National Society for the Psychological Study of Social Issues; National Society for Community Research and Action; University of Haifa International Conference on Social Responsibility; Boston Combined Jewish Philanthropies; PEACEWORK: American Friends Service Committee; European Association for Work and Organizational Psychology; and the International Congress on Women, Work, and Health. CWW is also a member of the National Center for Research on Women. Meg Bond serves on the Middlesex Regional Council of the Massachusetts Commission on the Status of Women.

**V. RESEARCH AND PROJECT SUPPORTS (2007-08)**

The following summarizes the 2007-08 projects and research supported and/or leveraged as a results of CFCI funding.

**A. Student Support**

⇒ Ekaterina Konovalova - half-time graduate research assistant on CFCI funds

**B. Advancing Knowledge about Women & Work**

- ◆ Supported a lively community of scholars through the CWW Associates Program
  - Sponsored regular working paper sessions with a productive group of 11 Associates who are scholars from diverse disciplines (psychology, sociology, economics, ergonomics, public health) – two of whom were new in 07-08; six were continuing.
  - Mentored junior faculty in development of their scholarship and grant writing
  - In addition to Associates, we also have 8 Affiliates, who work on CWW-sponsored projects, from UMass Lowell (Work Environment, Protestant Campus Ministry, Labor Extension Program, Center for Family, Work & Community) and sister organizations (Middlesex Community College, UMass Boston, Germaine Lawrence Services)
  - Recognition of Associates' Accomplishments – awarded in 2007-08:

- Dr. Monica Galizzi awarded the Eckstein Prize for the best article in *Eastern Economic Journal* during 2005-2006.
- Dr. Galizzi received the *Teaching Innovation Program (TIP) Certificate of Achievement* of the American Economics Association Committee on Economic Education, sponsored by NSF
- Dr. Paula Rayman received a Fulbright Senior Scholar Award for her sabbatical work in Haifa, Israel.
- Dr. Laura Punnett elected Chair (2007-2010) of the Scientific Committee on Musculoskeletal Disorders of the International Congress on Occupational Health
- During 2007-08, CWW Associates have:
  - Developed and expanded grant-funded projects (see also Section VI below)
  - Supervised graduate student projects on such topics as issues facing women in science and technology careers, caring for survivors of rape, redefining aging in the community
  - Published 3 authored or edited books and special journal issues
  - Published 18 journal articles and 13 book chapters, and made over 30 individual presentations to professional audiences
- ◆ Received continuation funding from the National Science Foundation for the *Working WISE* Project: Follow-up to April 2007 Conference on “Intergenerational Voices on Women in Science and Engineering” (Drs. Paula Rayman, Maria Brunette, & Meg Bond)
  - Focusing on dissemination efforts through web and print media
  - Editing compilation of papers outlining recommendations for future research directions to address barrier to women in STEM fields - anticipated completion October 2008
  - Presentations at regional, national and international conferences (National Science Foundation Joint Annual Meeting, American Society of Engineering Education, American Psychological Association, European Association for Work and Organizational Psychology, National Organization for Women Summit on Economic Justice for Women, Women in Engineering Programs & Advocates Network)
- ◆ Meg Bond invited to serve on a national advisory board for the American Association of University Women (AAUW) to guide their development of a proposal to the NSF Program *Gender in Science and Engineering* to develop a new research report highlighting key research findings on gender equity in STEM.
- ◆ Established the Massachusetts Care Policy Network (Dr. Mignon Duffy in collaboration with Drs. Randy Albelda from UMass Boston, & Nancy Folbre from UMass Amherst)
  - Received \$35,000 from the UMass President’s Creative Economy Fund to support collaborative work with UMass Boston and Amherst
  - Convened the two meetings of the Care Network at CWW in October 2007 and May 2008, with scholars from several Massachusetts universities (including UMass Lowell, Boston, and Amherst as well as Tufts, Brandeis, and Boston College)
  - Critical goal is to generate scholarship to influence state-level policy

- Identifying additional funding sources to support a report on the status of carework in Massachusetts
- ◆ Obtained funding of nearly \$100,000, including a two-and-a-half-year grant from the Massachusetts Department of Public Health, for *Lowell Seniors Count*, a large-scale university-community partnership to assess the needs and well-being of Lowell adults 60+ years of age (Dr. Andrew Hostetler)
- ◆ Began work on an edited volume on carework (Drs. Andrew Hostetler, Mignon Duffy, & Meg Bond)
- ◆ Received \$2,500 grant from UMass Boston Center for Women in Politics and Public Policy for research on work-family issues for politicians (Dr. Cheryl Najarian)
- ◆ Forwarded a *Healthy Organizational Diversity* Project (lead: Dr. Meg Bond)
  - *Workplace Diversity: Promoting Diversity through Organizational Change* by Meg Bond published October 2007
  - Completed pilot studies of 4 community-based organizations in Fall 2007
  - Drafted proposal for a study of diversity within community-based organizations, now being developed for submission to targeted foundations
- ◆ Advanced the idea of sponsoring a Public Radio *StoryCorps* Outpost in Lowell (Drs. Michelle Haynes & Meg Bond) focused on collecting personal narratives about the role of work in the lives of women and immigrants
  - Developed a partnership with the Tsongas Industrial History Center, the National Park Service, and the UML Center for Family, Work and Community to advance this initiative
  - Submitted a two-year proposal to the Edson Parker Foundation – decision anticipated in September 2008
  - Submitted a proposal to the UMass President’s Creative Economy Fund – not funded
  - Seeking additional foundation support to launch the project
- ◆ Associates made presentations at local, regional, national and international meetings

### **C. Enhancing Understanding through Education and Training**

- ◆ Established a new Graduate Certificate Program on *Diversity in the Workplace* (Coordinator: Dr. Michelle Haynes)
  - Obtained participation and approval from the Departments of Psychology, Regional Economic and Social Development, and Work Environment
  - Received final approval from the Faculty Senate in March 2008
  - Will launch the certificate in Fall 2008 with a graduate course on Workplace Diversity in the Department of Psychology (taught by Dr. Meg Bond)
  - Developing a plan for marketing the program, including the design and distribution of a new brochure
- ◆ Hosted the 10<sup>th</sup> Annual *Gathering at the Well Forum* (April 3<sup>rd</sup>, 2008)

- Designated as a part of Chancellor Meehan's Inauguration Week
  - Adopted the timely theme of: *Reframing Homeland Security: Building a CWW Agenda for Justice and Care at Home, at Work, & in the Community*
  - Featured as keynote speaker Dr. Cynthia Enloe, Professor of International Development & Women's Studies, Clark University
  - Produced an iMovie that highlights the scholarly work of CWW Associates
  - Attracted over 100 participants from both the University and the community
- ◆ Surveyed all students who have worked with the Center for Women and Work over the past 10 years
    - Inquired about their reflections on their experiences at CWW as well as how CWW helped to prepare them for their current work
    - Developed detailed profiles of eight alumnae
    - Publishing profiles and survey results in a special edition of the CWW newsletter, *Perspectives* (Fall 2008)
    - Featuring profiles on the CWW website
    - Plans underway to publish profiles in the UML Alum Magazine

#### **D. Advanced Systemic Change to Support Gender Equity**

- ◆ Launched a series of meetings with UML administration about a campus gender equity study for both staff and faculty
  - Submitted a proposal in collaboration with the UMass Lowell Labor Extension Program
  - Received a formal indication from Chancellor Meehan – at our fall Advisory Board meeting – that such a study is a priority for his administration
  - Followed up with several meetings with Executive Vice Chancellor Jacqueline Moloney
- ◆ Participating in university-wide team developing the NSF ADVANCE grant application to address gender equity issues in STEM fields at UML
  - Leadership role in the development of faculty survey on perceptions of the climate for diversity at UML (Drs. Meg Bond & Laura Punnett)
- ◆ Began a new partnership with the UML Labor Extension Program, called *Voices of Working Women UML (VOWW)*
  - Co-sponsored a staff-faculty breakfast to share issues faced by women employees all across the university (November 9, 2007)
  - Co-hosted a lunch on the theme of work-life balance for women employees during the Lowell Women's Week (March 6, 2008)
  - Both events were very well received and resulted in a list of priorities for improving the work climate for UML female employees
- ◆ Represented UMass Lowell, along with Oneida Blagg (Director, Equal Opportunity and Outreach) at the launch of the *Commonwealth Compact*, a statewide initiative to “to make Massachusetts a location of choice for people of color.” (May 23, 2008)

- ◆ Hosted the 2008 Annual meeting of the Massachusetts Chapter of the American Association of University Women (AAUW) on the theme of “Challenges in a New Land: Immigration, Women and their Families.” (February 2, 2008)
- ◆ Served as a *supporting organization* for the Fourth Annual State-wide Massachusetts Conference for Women, sponsored by the Massachusetts Commission on the Status of Women (Boston, December 11, 2007).
- ◆ Served as a *supporting organization* for a conference on “Women, Work and Wages sponsored by the UMass Boston Center for Women in Politics & Public Policy (June 9, 2008).

#### **E. Building an Extended Community of Support for CWW**

- ◆ Formed a New Advisory Board
  - Convened first meeting in September 2007
  - Held individual consultation meetings with Advisory Board members during Spring 2008
- ◆ Established a financial planning committee
  - Developed a new financial plan
  - Established close working relationship with University Advancement Office to coordinate development work
- ◆ Initiated a fund drive for our CWW 10<sup>th</sup> Anniversary Fund
  - Set a goal of \$25,000 in order to qualify for matching funds
  - Sent solicitation letters to our mailing list of 1,300 in December and February
  - Have 100% participation from the CWW Leadership Team
  - Have received donations and pledges of over \$10,000 thus far
- ◆ Kicked off the CWW 10<sup>th</sup> anniversary celebration with our first-ever “*Women’s Works*” on November 30, 2007. This was an event that:
  - Gathered together women from all corners of the university to celebrate UML women’s creative accomplishments from art to scholarship
  - Forged new relationships with many UML women not previously connected to CWW including a partnership with North Campus staff
  - Resulted in an invitation from Chancellor Meehan for artists from “*Women’s Works*” to display their art at the Allen House.
  - Raised funds to support our work (~\$1,600)
- ◆ Formed a planning committee for a 2008 special anniversary event
  - Established October 23, 2008 as the date for a celebrative breakfast event
  - Will feature Niki Tsongas
  - Established theme of “Everyday Advocates for Working Women”
  - Will honor a wide range of women who have made a difference in multiple arenas
- ◆ Invested in additional outreach

- Significantly revamped the CWW Web Site: <http://www.uml.edu/centers/women-work/>
- Created a new CWW poster display, to use at all upcoming events
- Published and distributed a biannual Newsletter, *Perspectives*
- Designing a new CWW brochure and marketing materials

## **VI. Summary of 2007-08 Grants & Contracts**

### **Funding received:**

\$40,000 Grant from the National Science Foundation for the Working WISE Project to fund dissemination of a 2007 Conference on “Intergenerational Voices on Women in Science and Engineering” (Drs. Paula Rayman, Meg Bond, & Maria Brunette)

\$35,000 Grant from the UMass President’s Creative Economy Fund to support collaborative work with UMass Boston and Amherst to generate a report on the status of carework in Massachusetts (Drs. Mignon Duffy, Randy Albelda, & Nancy Folbre)

\$87,500 Grant from the Massachusetts Department of Public Health (Office of Health Equity) & \$10,000 Grant from the Massachusetts Partnership for Healthy Communities to support a two and a half year project called *Lowell Seniors Count*, a large-scale university-community partnership to assess the needs and well-being of Lowell adults 60+ years of age (Dr. Andrew Hostetler)

\$2,500 grant from UMass Boston Center for Women in Politics and Public Policy for research on work-family issues for politicians (Dr. Cheryl Najarian)

\$6,440 Grant from the Committee of Federated Centers and Institutes to support a half-time Research Assistant.

\$1,000 Grant from the UML Council on Diversity and Pluralism to sponsor the Spring 2007 *Gathering at the Well Forum*

### **Other proposals submitted:**

1. Parker Foundation: to support a “StoryCorps” Project to collect stories from the greater Lowell community about women and immigrants’ experiences around work. The project is a collaboration between CWW, the Tsongas Industrial History Center and the Lowell National Park. Decision pending (should know in September 2008).
2. 2008-09 President’s Creative Economy Fund: To support the StoryCorps Project. Not funded.

## **VII. PUBLICATIONS & PROFESSIONAL PRESENTATIONS (July 2007- June 08)**

### **CWW Working Papers**

**Brunette, M. J., Rayman, P., Bond, M., & Yuan, L. (2007).** A Delphi study to structure a working conference on women’s success in science, technology, engineering, and mathematics (STEM) fields. *Center for Women & Work Working Paper Series, WP07-02.*

**Haynes, M. C.,** & Heilman, M E. (2007). Perceptions of Affirmative Action (AA): Implications for attitudes towards AA and its psychological consequences. *Center for Women & Work Working Paper Series*, WP07-03.

**Thomson, S.** (2007). The care tetrahedron: Portraits of elder care in the United States. *Center for Women & Work Working Paper Series*, WP07-04.

**Wasco, S. M.,** Knight, M. K., Fernández, M. C., Twarog, K. E., Norcross, H. L., Martin, K. C., de Laubenfels, M. J. (2007). Reactions to rape research: Examining upset and regret among ethnicity diverse college women. *Center for Women & Work Working Paper Series*, WP07-01.

### **Books, Monographs & Edited Journal Issues**

**Bond, M.A.** (2007). *Workplace Chemistry: Promoting Diversity through Organizational Change*. Hanover, NH: University Press of New England.

**Bond, M.A., Kalaja, A., Markkanen, P., Cazeca, D., Daniel, S., Tsurikova, L., & Punnett, L.** (2008). *Expanding Our Understanding of the Psychosocial Work Environment: A Compendium of Measures of Discrimination, Harassment & Work-Family Issues* National Institute for Occupational Safety and Health (NIOSH), US DHHS, Cincinnati OH, DHHS (NIOSH) Pub. No. 2008-104.

Dinh, K. & **Bond, M.A.** (Eds.) (in press). Special journal issue on “The Other Side of Acculturation; Changes among Host Individuals and Communities in their Adaptation to Immigrant Populations.” *American Journal of Community Psychology*.

### **Journal Articles**

Choi, B.K., Kawakami, N., Chang, S.J., Koh, S.B., Bjorner, J., **Punnett, L.**, & Karasek, R. (in press: Mar 2008) A cross-national study on the multidimensional characteristics of the five-item psychological demands scale of the Job Content Questionnaire. *International Journal of Behavioral Medicine* (MS# 054-06).

Cifuentes, M., Gore, R., Boyer, J., Tessler, J., d’Errico, A., Scollin, P., Lerner, D., Kriebel, D., **Punnett, L.**, & Phase in Healthcare Research Team. (2007). Inter-method agreement between O\*NET and survey measures of psychosocial exposure among healthcare employees. *American Journal of Industrial Medicine*, 50(7), 545-553, doi: 10.1002/ajim.20480.

Cifuentes, M., Boyer, J., Gore, R., d’Errico, A., Scollin, P., Tessler, J., Lerner, D., Kriebel, D., **Punnett, L.**, Slatin, C., & PHASE in Healthcare Research Team. (2008) Job strain predicts survey response in healthcare industry workers. *American Journal of Industrial Medicine*, 51(4), 281-9.

Cifuentes, M., Sembajwe, G., Tak, S.W., Gore, R., Kriebel, D., & **Punnett, L.** (2008) Association of major depressive episodes with income inequality and the human development index. *Social Science & Medicine* (accepted 14 Mar 2008).

**DeMotts, R.** (2008). Mitigating an elephantine epidemic: gendered space for HIV/AIDS outreach through Namibian conservancies, *Population and Environment*. Available online 11 April 2008; paper version forthcoming.

d'Errico, A., **Punnett, L.**, Cifuentes, M., Boyer, J., Tessler, J., Gore, R., Scollin, P.A., Slatin, C., Phase in Healthcare (2007). Hospital injury rates in relation to socioeconomic status and working conditions. *Occupational and Environmental Medicine*, 64, 325-333, doi: 10.1136/oem.2006.027839.

d'Errico, A., Gore, R., Gold, J.E., & **Punnett, L.** (2008) JCQ scale reliability and responsiveness to changes in manufacturing process. *American Journal of Industrial Medicine*, 51(2),138-47.

**Duffy, M.** (2007). Doing the dirty work: Gender, race, and reproductive labor in historical perspective. *Gender & Society*, 21 (3), 313-336.

**Hostetler, A. J.** (in press). Single by choice? Assessing and understanding voluntary singlehood among mature gay men. *Journal of Homosexuality*.

**Hostetler, A. J.** (2008). Educational careers, returning to school, and work-family concerns. *Sloan Work & Family Encyclopedia*, 23p. (peer-reviewed electronic encyclopedia).

**Hostetler, A. J.**, Sweet, S., & Moen, P. (2007). Gendered career paths: A life course perspective on returning to school. *Sex Roles*, 56(1/2).

**Galizzi, M.**, Zagorsky, J. (2008). How Do On-the-Job Injuries and Illnesses Impact Wealth? Forthcoming on *Labour Economics*

**Kuhn, S. & Rayman, P.** (forthcoming). Software and internet industry workers in Massachusetts: Findings and implications for the future of work. *The New England Journal of Public Policy*. (Reprinted from book chapter, see below)

MacDonald, L.A., Harenstam, A., Warren, N.D., & **Punnett, L.** (2008) Incorporating work organization into occupational health research: An invitation for dialogue. *Occupational and Environmental Medicine* 65:1-3..

Myers, D., Kriebel, D., Wegman, D.H., Karasek, R.A. **Punnett, L.** (2007). The social distribution of risk at work: Acute injuries and physical assaults among healthcare workers working in a long-term care facility. *Social Science & Medicine* 64, 794-806.

**Najarian, C. G.** (2008). Deaf women: Educational experiences and self identity. *Disability & Society* 23 (2): 117-128.

**Pyle, J. & Ward, K.** (2007). Recasting Our Understanding of Gender and Work During Global Restructuring. In Volume IV (*Globalizing Labour*) of *Globalization and Economy (I-IV)*, edited by Paul James and Robert O'Brien. London: Sage Publications, pp. 120-144. (Reprint of article originally published in *International Sociology*, 2003, special issue on Globalization, Gender, and Social Change in the 21<sup>st</sup> Century. 8(3), 461-489.)

Won E, Johnson PW, **Punnett L**, Dennerlein JT. (2007) Upper extremity biomechanics in computer tasks differ by gender. *Journal of Electromyography and Kinesiology* doi:10.1016/j.jelekin.2007.11.012.

### **Book Chapters, Technical Reports, & Conference Proceedings**

**Bond, M.A.** (2008). Gender, Race, and Class in Organizational Contexts. In Y. Altman, F. Bournois, & D. Bojie (Eds.), *Managerial Psychology*. London: Sage Publications. (Reprinted from an article originally published in the *American Journal of Community Psychology*, 1999, 27 (3).

**Bond, M.A. & Punnett, L.** (2007). Expanding our understanding of the psychosocial work environment. In M.A. 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.

**Galizzi, M.** (2007, November). *On-The- Job Injuries: Employment History and Hidden Losses*. Final Report, Grant # K01 OH007999-03, National Institute of Occupational Safety and Health.

**Hostetler, A. J.** (in press). Generativity and time in the life-stories of gay men. In P. Hammack & B. J. Cohler (Eds.), *Life course and sexual identity: Narrative perspectives on gay and lesbian identities*. New York: Oxford University Press (forthcoming in 2008).

**Hostetler, A. J.** (in press). Homosexuality & bisexuality: Cultural and historical perspectives. In R. A. Shweder, T. R. Bidell, A. C. Dailey, S. D. Dixon, P. J. Miller, & J. Modell (Eds.), *The Chicago companion to the child*. Chicago: University of Chicago Press (forthcoming in 2009).

**Kuhn, S.** (2007). Evocative objects. In S. Turkle (Ed.), *Objects in mind: falling for science, technology, and design*. Cambridge, MA: MIT Press.

**Kuhn, S. & Rayman, P.** (2007). Women on the edge of change: Employees in United States information technology companies. In C. Burger (Ed.), *Reconfiguring the Firewall: A Cross-Cultural Context for Recruiting Women to IT*. A.K. Peters, Ltd.

**Kuhn, S. & Rayman, P.** (2007). Software and internet industry workers in Massachusetts: Findings and implications for the future of work. In T. Juravich (Ed.), *Future of Work in Massachusetts*. Amherst, MA: University of Massachusetts Press.

**Najarian, C. G.** (Forthcoming Spring, 2008). Feminist Disability Theory. In J. O'Brien, & E. Shapiro (Eds), *Encyclopedia of Gender and Society*. Sage Publications.

**Najarian, C. G.** (2008). Deaf Mothers: Communication, Activism, and the Family. In T. Jan, G. Llewellyn, & R. Traustadottir (Eds), *Disability and Family*.

**Najarian, C. G.** (2007). Book Review of *Not-So-Nuclear Families: Class, Gender, and Networks of Care* by Karen V. Hansen (2005). New Jersey: Rutgers University Press. *Humanity & Society* 31 (2-3), 291 – 293.

**Punnett L, Cifuentes M, Sembajwe G, Tak SW, Gore R, Kriebel D.** Global estimate of selected health conditions attributable to work: An analysis of the World Health Survey, 2002-2003. World Health Organization & U.S. National Institute of Occupational Safety and Health, 2008.

**Pyle, J.** (2007). Public policy and local economies: The phenomenon of secondary migration. In T. L. Pho, J. Gerson, & S. Cowan (Eds.), *Southeast Asian refugees and immigrants in the mill city: Changing families, communities, institutions*. (pp. 19-38). Hanover, N.H: University Press of New England.

**Wasco, S. & Bond, M. A.** (forthcoming). Gender Issues in Community Psychology. In J. Chrisler & D. McCreary (Eds). *Handbook of Gender Research in Psychology*. London: Springer.

## **Professional Presentations**

**Bond, M.A.** (2008, June). *Building Participative, Empowering & Diverse Organizations: Challenges in Documenting Change*. Paper to be presented at the Second International Conference on Community Research and Action. Lisbon, Portugal.

Bond, M. (2008, June). *Diversity in Organizations*. Invited presentation to the Institute of Community Psychology Aotearoa. Hamilton, New Zealand.

**Bond, M.A.** & Maher, F. (2008, May). *Constructing Diversity: Cases from the Workplace and the University*. Brandeis University Women's Studies Research Center Lecture.

**Bond, M.A.** (2008, April). *Informal barriers for women in organizations*. Invited speaker on panel entitled "Women's Wage Puzzle" organized by the Acton/Concord Area Chapter of the National Organization for Women.

Boyer, J., Tessler, J., Cifuentes, M., **Punnett, L.**, & PHASE in Healthcare Team. (2007, August) *Development of an ergonomic job exposure matrix for the healthcare sector*. Sixth International Scientific Conference on Prevention of Work-related Musculoskeletal Disorders (PREMUS 2007), Boston MA.

**Brunette, M.** (2008, June). *An Intergenerational Working Conference to Define Research Questions for Future Work on Women's Success in STEM*. Women in Engineering Programs and Advocates Network (WEPAN) National Conference, Gateway to Diversity: Getting Results through Strategic Communications, St. Louis, Missouri.

Cifuentes, M., Sembajwe, G., Tak, S.W., Gore, R., Kriebel, D., & **Punnett, L.** (2008, March). *Country economic indicators and Major Depressive Episode by occupational position*. Seventh International Conference on Work, Stress and Health, American Psychological Association/National Institute for Occupational Safety and Health, Washington DC.

Cifuentes, M., Azaroff, L., & **Punnett, L.** (2008, March). *Facilitating inclusion of job strain issues by public health professionals*. Seventh International Conference on Work, Stress and Health, American Psychological Association/National Institute for Occupational Safety and Health, Washington DC.

**DeMotts, R.**, Magole, I., Haller, T., Hoon, P. & Saum, R. (2008, July). *Situating CBRNM: Successes and Shortcomings in Botswana's Community Trusts*. Paper to be presented at the Annual Meeting of the International Association for the Study of the Commons (IASC), Cheltenham, England.

**DeMotts, R.** (2008, April) *Human-Wildlife Conflict*. Invited panel speaker at the Association of American Geographers Annual Meeting, Boston, MA.

**DeMotts, R.** & Hoon, P. (2008, April) *Whose Elephants? Conserving, Compensating, and Competing in Northern Botswana*. Paper presented to the Association of American Geographers Annual Meeting, Boston, MA.

**DeMotts, R.** (2008, April). *The Impacts of Globalization in Africa*. Presentation at the Lowell Film Festival, Lowell, MA.

**DeMotts, R.** (2008, February). *HIV and Conservation in the Caprivi: Roles for Conservancies*. Invited talk at the University of Florida Natural Resource Management Group, Center for African Studies, Gainesville, FL.

**DeMotts, R.** (2007, November). *HIV/AIDS and Conservation in Namibia*. UML-RESO Fall Seminar Series, Lowell, MA.

**DeMotts, R.** (2007, October). Invited Junior Faculty Representative, meeting on Emerging Scholar Participation in African Studies, Annual Meeting of the African Studies Association, New York, NY, 18-21.

**DeMotts, R.** (2007, October). *A Park the Size of Italy: Room for Residents in KAZA?* Paper presented at the Annual Meeting of the African Studies Association, New York, NY. [also panel chair]

**DeMotts, R.** (2007, July). *Examining HIV: An Elephantine Epidemic in the Caprivi,* World Wildlife Fund (WWF). Invited talk as part of a symposium on HIV and Conservation, Annual Meeting of the Society for Conservation Biology, Port Elizabeth, South Africa.

**Duffy, M.** (2008, August). Invited presenter at annual meetings of American Sociological Association, thematic session on Racial Ideologies, Reflexivity, and Care Work. Boston, MA.

**Duffy, M.** (2007, August). *Building a Care Movement: Three Frames for Change*. Paper presented at Eastern Sociological Society's annual meetings. Philadelphia, PA.

Halpin, J., Buchanan, S., Orris, P., Frumin, E., Moriarty, J., Vossen, P., **Punnett, L.**, & Krause N. (2007, August) *Race/ethnicity and gender-based disparities in injury rates among U.S. hotel workers*. Sixth International Scientific Conference on Prevention of Work-related Musculoskeletal Disorders (PREMUS 2007), Boston MA.

**Hargis, S., Lally, J., Konovalova, E & the Working WISE Team.** (2008, April). *Intergenerational Voices on Women in Science and Engineering: A Working Conference to Design Research for Women's Success in STEM*. Poster presentation. Summit for Economic Justice for Women: Bringing Together Research and Advocacy – from Local to Global – to Advance Economic Justice and Empowerment for Women. Atlanta, Georgia.

**Hostetler, A. J.** (2007, August). *Choosing care, sacrificing community? Older adults and the prospects for building multicultural, intergenerational caring communities*. Paper presented at the Fifth Annual Carework Conference, New York, N.Y.

Kang, D.M., Kim, I., Kim, J., Kim, E., Koh, S.B., & **Punnett, L.** (2007, August) *Reliability and validity of questionnaire to assess labor intensification*. Sixth International Scientific Conference on Prevention of Work-related Musculoskeletal Disorders (PREMUS 2007), Boston MA.

Kurowski, A., Boyer, J., Fulmer, S., & **Punnett, L.** (2007, August) *Changes in manual handling across job titles before and after the introduction of a no-lift program in nursing homes*. Sixth International Scientific Conference on Prevention of Work-related Musculoskeletal Disorders (PREMUS 2007), Boston MA.

**Lally, J., Konovalova, E & the Working WISE Team.** (2007, August). *Intergenerational Voices on Women in Science and Engineering: A Working Conference*. Poster presentation. National Science Foundation Division of Human Resources Development 2007 Joint Annual Meeting and Poster Exhibition, Washington D.C.

**Lally, J., Konovalova, E., & the Working WISE Team** (2008, June). *Creating Institutional Change: Intergenerational Voices from Women in STEM Fields*. Poster presentation. National Science Foundation Division of Human Resources Development 2008 Joint Annual Meeting Research on Gender in Science and Engineering, Washington D.C.

MacDonald, L., Härenstam, A., Warren, N., & **Punnett, L.** (2007, August) *Work organization and risk factors for musculoskeletal disorders*. Invited keynote: Sixth International Scientific Conference on Prevention of Work-related Musculoskeletal Disorders (PREMUS 2007), Boston MA.

**Najarian, C. G.** (2008). *Deaf Women Workers: Stories of Struggle as a Linguistic Minority*. Poster presentation at the Inaugural Luncheon, University of Massachusetts Lowell, Lowell, MA.

**Najarian, C. G.** (2007, August). *Deaf Women's Work Experiences: Negotiating Gender, Ability and Theories of Resistance*. Paper presented at the Society for The Study of Social Problems Meetings, New York, NY.

**Najarian, C. G.** (2007, August). *The public and private lives of politicians: Negotiating work, family, and public policies*. Paper presented at the Fifth Annual Carework Conference, New York, N.Y.

**Punnett, L.** (2007) *Inequitable Distribution of Workplace Risks: Insights from Studying Musculoskeletal Disorders*. C. O. Sappington Memorial Lecture (Invited Keynote). American College of Occupational and Environmental Medicine, American Occupational Health Conference, New Orleans LA.

**Punnett, L.** (2007) *Socioeconomic disparities in health and in occupational exposures: Relevance for workplace health promotion and protection programs*. NORA Symposium, Midwest Center for Occupational Health and Safety, University of Minnesota, Minneapolis MN.

**Punnett L,** Cherniack MG, Henning RA, Faghri PD, Azaroff LS, Flum MR. (2007) Evidence-based strategy for integrating occupational ergonomics with workplace health promotion: The Center for the Promotion of Health in the New England Workplace. Annual Meeting, American Public Health Association.

**Punnett, L.,** Cherniack, M.G., Henning, R.A., Faghri, P.D., Flum, M.R., Lahiri, S., & Nobrega, S. (2008, March) A scientific rationale for combining workplace health promotion with occupational ergonomics. Seventh International Conference on Occupational Stress and Health, American Psychological Association/National Institute for Occupational Safety and Health, Washington DC.

**Pyle, J.** (2007, August). *Globalization and the Increase in Transnational Care Work: The Flip Side*. Paper presented at the Fifth Annual Carework Conference, New York, N.Y.

**Pyle, J.** (2007). *Human Trafficking: What Are the Issues?* University of North Florida. (Human Trafficking Awareness Week Lecture).

**Pyle, J.** (2007). *Human Trafficking: What Are the Issues?* Northeast Florida Human Trafficking Task Force, Jacksonville, FL.

**Rayman, P.** (2008, June). *Research on Gender Citation Analysis: Results and Process.* Citation Presentation. National Science Foundation Division of Human Resources Development 2008 Joint Annual Meeting Research on Gender in Science and Engineering, Washington D.C.

**Rayman, P.** (2008, June). *Beyond Coexistence: Israeli Arab-Jewish Relations.* Presentation to the Combined Jewish Philanthropies, Boston, June 20, 2008

Tak, S.W., **Punnett, L.**, Sembajwe, G., Cifuentes, M., Gore, R., & Kriebel, D. (2007, August) *Global estimate of arthritis attributable to work by occupations: An analysis of the World Health Survey, 2002-2003.* Sixth International Scientific Conference on Prevention of Work-related Musculoskeletal Disorders (PREMUS 2007), Boston MA.