



UMass Lowell Center for Women & Work

2008 - 2009 Accomplishments

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 through institutional change

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 13 Associates who are scholars from diverse disciplines (psychology, sociology, economics, ergonomics, public health, nursing, education)
 - Mentored junior faculty in development of research, scholarship, and grant writing
 - In addition to Associates, 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' and Affiliates' Accomplishments:
 - Monica Galizzi awarded the Eckstein Prize for the best article in *Eastern Economic Journal*.
 - Monica Galizzi received the *Teaching Innovation Program (TIP) Certificate of Achievement* of the American Economics Association Committee on Economic Education, sponsored by NSF
 - Laura Punnett elected Chair (2007-2010) of the Scientific Committee on Musculoskeletal Disorders of the International Congress on Occupational Health
 - Paula Rayman received a Fulbright Senior Scholar Award for her sabbatical work in Haifa, Israel (Spring 2008 & Spring 2011).
 - Meg A. Bond elected to the Governing Council of the American Psychological Association to represent the Society for Community Research and Action (2009-2012)
 - Meg A. Bond received the Ethnic Minority Mentorship Award from the Society for Community Research and Action for her "consistent, high quality mentorship and contributions to the professional development of ethnic minority students and recent graduates involved in community research and action."
 - Imogene Stulken, Protestant Campus Minister & CWW Affiliate, was recognized as the 2009 UML Advisor of the Year for her work with the Student Veterans' Organization (SVO). Simultaneously, the SVO received the Award for Community Service by a Group for their collection of items for deployed troops.
- ◆ Received continuation funding from the National Science Foundation for dissemination and follow up to the *Working WISE* April 2007 Conference on "Intergenerational Voices on Women in Science and Engineering" (Drs. Paula Rayman, Meg Bond & Maria Brunette)
 - Presentations at regional, national and international conferences (National Science Foundation Joint Annual Meeting, American Society of Engineering

Education, American Psychological Association, National Organization for Women Summit on Economic Justice, Women in Engineering Programs & Advocates Network, American Association for the Advancement of Science).

- Published Conference Proceedings outlining recommendations for future research directions to address barrier to women in STEM fields (science, technology, engineering and mathematics). Book party hosted by the UML Provost on March 5, 2009.
- ◆ 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). Held meeting with care work providers at UMass Boston, Oct. 2008.
 - Critical goal = generation of scholarship to influence state-level policy
 - Completed a report on the status of carework in Massachusetts. Meetings at all three campuses are scheduled for Oct. 2009 to discuss the findings with care work providers and activists
- ◆ Raised approximately \$23,000 in private donations to complete *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)
- ◆ 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)
 - Completed pilot studies of 4 community-based organizations
 - Conducting 3 additional consultation case studies
 - Developed proposal for a study of diverse staffing in Community-based Health Centers
- ◆ Obtained funding of \$3,000 from UMass, Amherst Labor Center to investigate the impact of recent ICE (Immigration and Customs Enforcement) workplace raids on immigrant families and communities in Lowell (Dr. Jana Sladkova)
- ◆ Associates made presentations at local, regional, national and international meetings

Enhancing Understanding through Education and Training

- ◆ Established a new Graduate Certificate Program on *Diversity in the Workplace* (Coordinator: Dr. Michelle Haynes)
 - Interdisciplinary participation from the Departments of Psychology, Regional Economic and Social Development, and Work Environment.
 - Developing marketing plan, including the design of a new brochure
- ◆ Hosted the 11th Annual *Gathering at the Well Forum* (April 2, 2009).

- Worked with CWW Associate Sharon Wasco on developing the theme of: *Working Against Gender Based Violence: Coordinating Community Change*.
 - Featured keynote speaker Dr. Rebecca Campbell, Michigan State University
 - Included a lively and thought provoking performance by interACT from Cal State University, Long Beach
 - Included panel of community-based providers
- ◆ 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
 - Published profiles and survey results in a special edition of the CWW Newsletter (Fall 2008)
 - Profiles featured on the CWW website
- ◆ Planning the 12th Annual *Gathering at the Well Forum* (April 8, 2010)
 - Theme is "Embracing Living Longer: Older Women & Work that Matters."
 - Featured speaker will be Margaret Gullette, whose book, *Declining to Decline: Cultural Combat and the Politics of the Midlife*, won the Emily Toth Award as the best feminist book on American popular culture.
 - Collaborators: Center for Family, Work and Community; Protestant Campus Ministry
 - Co-sponsors/funders to date: UMass Lowell Dept. of Psychology; Division of Social Sciences, Humanities and Fine Arts; Office of Multicultural Affairs

Advancing Systemic Change to Support Gender Equity

- ◆ Launched pilot for a university interdisciplinary mentoring program for faculty
 - Fostering the development of 3 new Interdisciplinary Exchange and Advancement (IDEA) Communities at UML
 - Modeling the communities after the successful CWW Associates Program
 - Received start-up funding from the UML Office of the Provost
- ◆ Participated in university-wide discussions of an NSF ADVANCE grant application to address gender equity issues in STEM fields at UML
- ◆ Fostered partnership with the UML Labor Extension Program, called *Voices of Working Women UML (VOWW)*
 - Co-hosted lunch for women employees during Lowell Women's Week on the theme of sustaining ourselves during these difficult economic times (March 4, 2009). Resulted in a list of individual and university wide strategies to help support and sustain each other. The lunch launched the development of two new initiatives on campus, both facilitated by CWW but spearheaded by a diverse group of staff and faculty throughout the university:
 - Childcare committee: This active group began meeting in the Spring of 2009 to research childcare models, facility possibilities, and feasibility. The group includes staff, faculty and students and will continue to research and advocate for childcare services for the UML community.
 - UML Community Garden: In an effort to build community and provide sustainable, healthy nourishment, CWW helped to launch a UML

community garden. A group of 10 women from the university established a community garden located near South Campus. The “fruits” of this labor are still being enjoyed by the gardeners and a local food pantry.

- Co-sponsored several other events open to the university and community (e.g., talks by Bill Fletcher, Jr. on race and presidential politics; Randy Albelda on women, the recession and the economic stimulus; and Robert Kuttner on getting the economy working for working people)
- ◆ Worked with the UML Equal Opportunity and Outreach Office to organize an event that drew employers from throughout the Merrimack Valley to discuss challenges in employing a diverse workforce. The event was called Diversity in Motion and was held on July 29, 2009. The event also initiated a collaboration with the *Commonwealth Compact*, a statewide initiative “to make Massachusetts a location of choice for people of color.”

Building an Extended Community of Support for CWW

- ◆ Worked with New Advisory Board
 - Received valuable support and consultation on resource development issues
 - Established Financial Planning and Outreach subcommittees
- ◆ Initiated a CWW 10th Anniversary Fund & raised over \$40,000
 - Anniversary Breakfast Fall 2008 ~ \$30,000
 - Fund Drive ~ \$10,000
- ◆ Held a special 10th anniversary event celebration of “Everyday Advocates for Working Women” (October 23, 2008)
 - U.S. Representative Niki Tsongas was featured guest
 - Evelyn Murphy provided a special welcome
 - Celebrated 24 “Everyday Advocates for Working Women” - women who have made a difference for working women in multiple arenas
 - Increased visibility in the region
 - ~ 300 attendees
 - New constituencies (businesses, state and federal agencies, community-based organizations, political establishment)
 - Broad press coverage (including Boston Herald & Lowell Sun)
 - New Partnerships
 - 16 new corporate sponsorships
 - 14 university-based sponsorships
 - Follow-up meetings to develop new partnerships
- ◆ Began planning for our second Women’s Works fundraiser to be held on Dec. 3, 2009. The purpose of the event is to celebrate the many artistic talents of UML women.
 - Will be held at the new University Inn and Conference Center in downtown Lowell
 - The event will be part craft fair, part art show, part performance art, and large part fundraiser

CWW ASSOCIATED PERSONNEL
2008-09

Advisory Board

Randy Albelda, Professor Economics, University of Massachusetts Boston
Paula Alexander, HR Diversity Worldwide, Eastman Kodak Company
Lisa A. Brothers, Vice President & COO, Nitsch Engineering
Julie Chen, Co-Director, the UML CHN/NCOE Nanomanufacturing Center, UMass Lowell
Kristin Esterberg, Provost, Salem State College
Roslyn L. Feldberg, Associate Director, Division of Labor Action, Massachusetts Nurses Association
Joyce Taylor Gibson, Associate Professor of Education, UMass Lowell
Louise Griffin, Executive Director of Grants and Contracts, UMass Lowell
Stacie Hargis, Economic Development Representative, Office of Congresswoman Niki Tsongas
Evelyn Murphy, President, The WAGE Project, Inc. & Resident Scholar, Women's Studies Research Center, Brandeis University
Judie Post, Principle, Postrain Consulting Services
Esther Pearson, Assistant Professor, Laselle College

Leadership Team

Meg A. Bond, CWW Director & Professor, Department of Psychology
Laura Punnett, Senior Associate & Professor, Department of Work Environment; Co-Director, Kerr Ergonomics Institute; Director, Center to Promote Health in the New England Workplace
Jean L. Pyle, Senior Associate & Professor Emerita, Department of Regional Economic & Social Development
Paula Rayman, Senior Associate & 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
Michelle Haynes, Assistant Professor, Department of Psychology
Andrew Hostetler, Assistant Professor, Department of Psychology
Sarah Kuhn, Associate Professor, Department of Regional Economic & Social Development
Cheryl Najarian, Assistant Professor, Department of Sociology
Katherine Rosa, Assistant Professor, Department of Nursing
Jana Sladkova, Assistant Professor, Department of Psychology
Sharon Wasco, Assistant Professor, Department of Psychology

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
Imogene Stulken, Protestant Campus Minister
Susan Thomson, Evaluator, Germaine Lawrence Center
Robin Toof, Center for Family, Work, & Community
Susan Winning, Coordinator, UMass Lowell Labor Extension Program

CWW Staff

Maria Aguiar, Undergraduate Workstudy Student
Darcie Boyer, CWW Program Manager
Cristina Fernandez, Independent consultant for website development
Eika Hunt, Working WISE Research Assistant
Jody Lally, Working WISE Project Manager
Hemmilly Souza, Undergraduate Workstudy Student
Amy Stanley, Graduate Assistant, Department of Psychology