

## CWW Launches Project AWISE

The Center for Women and Work will launch Project AWISE (Advancing Women in Science and Engineering) in January 2006 after receiving a major two-year National Science Foundation grant. Project AWISE will advance prospects for women working in STEM fields (Science, Technology, Engineering, and Mathematics). The heart of the NSF grant 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. The project will also involve graduate students who will be nominated by senior scholars based on their potential to make a contribution to the women in science field. Project AWISE will also disseminate key lessons from the conference and identify issues for future research and action. Dr. Paula Rayman, Professor of RESD, is the Primary Investigator on this project and Dr. Meg Bond, CWW Director and Professor of Psychology, is the Co-PI, with Dr. Maria Julia Brunette (adjunct faculty in Work Environment) as Consultant.

## Associates Program Continues to Grow

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 several Associates, CWW is hosting two new Faculty Associates—Susan Thomson and Andrew Hostetler.

**Susan Thomson** is a cultural anthropologist whose most recent



Andrew Hostetler, CWW Faculty Associate and Assistant Professor Department of Psychology; Susan Thomson, CWW Faculty Associate and Adjunct Faculty at Middlesex Community College.

work focuses on women and civic engagement by researching community initiatives in Lowell. More specifically, she is currently coordinating a series of oral history interviews with

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## Center Focuses on Mentoring

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.

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.

The second mentoring initiative, facilitated by Faculty Associate Susan Moir, involves a series of monthly seminars for women students from all colleges at UML on various topics to promote their professional development. The first seminar was held on October 20, and drew a diverse group of students.

The main themes of discussion for future seminars will be: finding and working with a mentor; getting the most out of your advising relationships; creating a curriculum vita; special



Meg Bond, CWW Director, addresses faculty, staff, students, and community members at the Fall Open House on November 3.

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## Meet the 2005-06 CWW Staff

**C**hristiana Adu, originally from Ghana, is a graduate student in the Department of Regional Economic and Social Development. She is working as a Research Assistant with Meg Bond and Laura Punnett on research related to the physical and mental health effects of discrimination and harassment in the workplace. She is interested in the promotion of gender equality and empowerment of women in all aspects of development. **Dianne Cazeca** is a recent graduate of the Department of Work Environment and has been associated with CWW for the past several years. Her interests are in the psychosocial aspects of the work environment, particularly in the psychosocial antecedents of health and work outcomes. **May Elewa** is currently a first year student in the Regional Economics and Social Development Graduate program where she is pursuing her interest in environmental accounting. She is working part time at both the Center for Women and Work and the Cambodian Mutual Assistance Association. May, originally from Egypt, has many hobbies and interests outside of work including reading, listening to music, and spending time outdoors. **Heather Norcross** is a first year student in the Community Social Psychology Masters Program. Her interests include violence against women, international women's rights, women in the workforce, and gender studies. At CWW she is involved in planning the annual forum and the Open House. She is also the Associate Editor of the CWW newsletters, and works to provide office support in the Center. **Jamie Weller** is in her second year of the Community Social Psychology Masters Program. At CWW, she is part of the spring Gathering at the Well Forum Planning Committee, Editor of the newsletters, and coordinator of the cartridge recycling program. She is also a Research Assistant on Meg Bond's Workplace Diversity Project. **Maria Aguirra**, a freshman music major, is the most recent addition to the CWW staff. Maria is a work-study student who is helping with many office and computer management tasks at the Center.



CWW staff members: Front Row: Jamie Weller. Middle Row: Heather Norcross. Back Row from Left: May Elewa; Christiana Adu; Maria Aguirra.

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## Center Focuses on Mentoring

considerations for international students; finding funding for student research; preparing your research for publication; preparing presentations for professional conferences and how to get accepted; and other topics to help students make the most of their education at UML. Spring seminars will be scheduled for February through May. The seminars are open to all interested participants and are held in the CWW office in Coburn B11.

As the third initiative, the CWW is hosting a professional development and support group for junior women faculty members from all departments and colleges. This group provides an opportunity for participants 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. Affiliate Sharon Wasco helped to convene the first meeting of this group on October 12, which included a diverse group of women from many disciplines. Initial conversations included discussing the adjustment to a new job and new community, balancing work and family, dealing with disruptive students, and sharing perceptions about expectations regarding teaching, research, and service across the different colleges and departments. There was a consensus among participants that the group served a previously unmet need in their departments. Untenured female faculty members are invited to join the group in the CWW office in Coburn B11.



Graduate Students attend the first seminar of a series being held at CWW.



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## Associates Program Continues to Grow

the key organizers and sponsors of Lowell Women's Week. Susan's work is part of The Lowell Civic Collaborative (funded by the Corporation for National and Community Service) and will culminate in a photo exhibit to be installed at Middlesex Community College in spring, 2006. Susan has also served as a Faculty Associate for the Middlesex Community College Service Learning Program, and has given numerous presentations about service learning at local colleges. She holds a Ph.D. in anthropology from Harvard University.

**Andrew Hostetler** joined the Psychology Department as an Assistant Professor in the fall of 2005 after teaching for three years at the University of Minnesota, Morris. Andy completed his doctorate in Psychology and Human Development at the University of Chicago, and he held a Sloan Postdoctoral Fellowship at the Cornell Employment and Family Careers Institute and the Bronfenbrenner Life Course Center. Andy's research emphasizes the role of individual choice and self-determination, in the context of ecological resources and constraints, in life-course development. One of his two primary research lines addresses work-family integration among dual-earner couples. As a CWW Faculty Associate, Andy is concentrating on two papers already in progress, one addressing gender differences in the decision to return to school (as part of a broader career and life path), and the other examining the work-, family- and community-level predictors of family well-being in dual-earner households. He is continuing an ongoing research project investigating gender differences among undergraduates in the relationship between future self narratives, perceived control and the developmental outcomes of psychological well-being and ego development,

and initiating an integrative paper broadly addressing themes of gender, individual choice, and work-family integration.

Our returning Associates continue to explore the gendered conditions of work through their research. **Sarah Kuhn** (Associate Professor, Department of Regional Economic and Social Development) is pursuing a research project on gender and technology in undergraduate education. The literature on undergraduate computer science education suggests that women are less likely than men to be interested in technology for its own sake, and more likely to be interested in the purposes to which technology can be put. Kuhn's project involves further literature review, grant proposal writing, and field studies of project courses and of courses that integrate social sciences and humanities content with technical content from engineering and computer science. **Pia Markkanen** (Researcher, Lowell Center for Sustainable Production & Assistant Research Professor, Work Environment) continues to concentrate on working conditions in informal sector footwear manufacturing. Her work is based on country case studies from Indonesia and the Philippines and explores diverse factors influencing informal sector working conditions and the significance of gender. Her goals for the next two years include a CWW working paper on her shoemaking research and participating in the preparations for the next CWW-sponsored Gathering at the Well Forum. **Susan Moir** (Director, Labor Resource Center, UMass Boston) is Principal Investigator of a multi-year project on the Future of Work in Massachusetts that is a collaboration of the four UMass Labor Centers to better understand the rapid transformation of work in the

state. The UMB Labor Resource Center will produce a database of work and workers in the cities and towns across the Commonwealth which will identify major employers, sectoral concentrations, unionized workforces, public sector workers and privatized public services. Susan is also coordinating a CWW-sponsored professional development seminar series for women graduate students with support from the Council on Diversity and Pluralism. **Cheryl G. Najarian** (Assistant Professor, Department of Sociology) is finishing a book manuscript entitled, "Between Worlds: Deaf Women, Work, and Intersections of Gender and Ability." The book is under contract with Routledge and is expected to be out in June 2006. She will also be revising current manuscripts and submitting them for publication. She has recently become interested in how women and men politicians manage their work and family balance and in how these individuals work with policies, such as health care and disability policies in Massachusetts.

### Save These Dates!

8th Annual Gathering at the Well Forum: April 6, 2006

- *Trafficking of Women and Children*  
Featuring speaker Jean L. Pyle, CWW Senior Associate and Professor Emerita, UML

Two Lowell Women's Week Events  
March 4-12, 2006

- *Film on the Trafficking of Women followed by discussion*
- *Women's Health Resources in the Merrimack Valley with Katie Mae Simpson of Planned Parenthood League of Massachusetts*

## New Working Paper Series

CWW is launching a Working Paper Series that will be edited by Faculty Associate Andrew Hostetler. The Series will offer a venue for CWW Associates to disseminate the findings of their research and will include technical reports, literature reviews, and empirical papers. Hard-copy and electronic versions of the papers will both be available. The first papers in the series will be published in November 2005.

## CWW Recycles through FundingFactory™ Program.

Send us your used laser and ink jet cartridges (in plastic bags) to both save the environment and help us fund events.

## The Center for Women and Work 2004/5

Director: Meg A. Bond

Senior Associates:  
Laura Punnett  
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Jean L. Pyle

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## CWW Associates' Recent Publications

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