

Letter from the Director

We feel fortunate to announce significant changes here at the Center for Women & Work that will greatly increase our capacity. Over the years, the CWW has evolved to support both the local community and the university community by playing a pivotal role in fostering wide-ranging scholarship. Thanks to increased financial support from the Provost's Office as well as internal and external grant awards, we have brought on new staff and expanded our projects on carework, workplace diversity and women in STEM. Our new personnel structure allows us to have a program manager available at CWW five days a week. Many talented students work at the center, including three graduate research assistants and four undergraduate student interns. We are initiating new programs for mentoring undergraduate students, promoting interdisciplinary collaboration and supporting qualitative research methods. These expanded functions provide important institutional structure for faculty and students and significantly forward many aspects of the university's strategic plan. As you read through our newsletter, you will see evidence of the vibrant programs that are an active part of the CWW.

We are thriving!




We now have a program manager available at the CWW 30 hours a week. Darcie Boyer (center) and Lindsay Casavant (left) job-share to fill the position. Michelle Holmberg (right) is the project manager for the Healthy Diversity Project.



(From left to right) Johana Reyes Quinteros (psychology), research assistant for Healthy Diversity Project; Maria McDuffie (psychology), research assistant for IDEA Community Project; and Jaye McLaren (psychology), graduate assistant for CWW outreach and education



CWW Student Interns from left to right: Allison Fahey, Rachel Robb, and Moriah Aponte Serrano.

Latif, Toof, & Yang Join Associates Program

This fall, CWW welcomed three new Associates: Saira Latif and Yi Yang, both from the College of Management, and Robin Toof, co-director of the Center for Family, Work & Community. The CWW Associates Program is a vibrant community of scholars who each have their own scholarly projects related to women and work. Saira will be expanding her work on investment strategies of women hedge fund managers. Yi is studying the use of social networking activities among female entrepreneurs. As part of her appointment, Robin is co-PI on a CWW Healthy Diversity Project which is looking at the unique challenges that community health centers face in establishing and maintaining diverse workforces. She is also studying the role of research centers in community engagement missions of public research universities.

With the addition of these new people, the CWW Associates Program now supports 15 scholars who represent four different University colleges: Graduate School of Education; College of Fine Arts, Humanities and Social Sciences; School of Health and Environment; and College of Management.

"I am looking forward to be a part of this inspiring group of scholars. Being able to hear what the other Associates are working on and having the opportunity to share my ideas and challenges to get other perspectives are critical to my work. The convivial atmosphere facilitated by CWW for this group is essential."

—Robin Toof,
CWW Associate
Co-Director of the Center for Family,
Work & Community, UMass Lowell



METHODOLOGY WORKSHOPS

The Center for Women & Work is hosting several Methodology Workshops over the course of this academic year. The workshops are designed for faculty and advanced graduate students interested in incorporating new methodological techniques in their research.

The first workshop was conducted by Cheryl Najarian Souza in November. Entitled “Feminist Methodologies: Challenges and Triumphs of Working Reflexively in Social Research,” it began with an overview of the major tenets of feminist research, a discussion of the variety of methods that fall within these frameworks and a dialogue about the benefits of qualitative methods. The presentation was followed by lively discussion of ethical dilemmas. Workshop participants discussed current projects and how feminist approaches might be useful.

During the Spring term, CWW will be collaborating with the Qualitative Research Network to sponsor two workshops on the new NVivo 9 qualitative data analysis software. The first will be on Friday, Feb. 4, and will be conducted by QSR, the firm that developed the software. A follow-up workshop will be held on Friday, Feb. 11. Details about how to register will be on the CWW website in the near future: www.uml.edu/centers/women_work. We expect these workshops to be in high demand.

ANNOUNCEMENTS

Duffy Joins Leadership Team

The Center for Women & Work is pleased to announce that Mignon Duffy, assistant professor of Sociology, will be joining the CWW Leadership Team. Mignon has been a CWW Faculty Associate since 2006 and will now be joining Laura Punnett of the Work Environment Department and Paula Rayman of the Sociology Department as one of the Center’s Senior Associates. The team of senior associates works closely with CWW Director Meg Bond to provide strategic leadership. For the past three years, Mignon has been playing a lead role in an inter-campus partnership studying the status of the largely female carework work force in Massachusetts. The team has released a significant report that provides detailed quantitative analyses of the care sector across three different spheres: the makeup and wages of the paid care labor force; time spent in unpaid care work by Massachusetts residents; and the proportion of state and local budgets allocated to care.

CWW Supports for NVivo

UMass Lowell has demonstrated its commitment to supporting advanced research methodology with the recent purchase of a three-year site license for NVivo, the state-of-the-art qualitative data analysis software developed by QSR, Inc. The Center for Women and Work is providing support and coordinating technical support for the new software.

The new site license allows copies of the software to be placed in all campus labs and on the computers of faculty, staff and students. This is the first time students on the UMass Lowell campus have been able to gain access to these tools. Copies of the software and information on electronic downloads are available both at CWW on UML South and at the Technology Help Desk on UML North. As part of the site license arrangements, QSR will provide an on-campus training in the new NVivo 9 in February, 2011. This training will be organized by the Center for Women and Work in coordination with the Qualitative Research Network.

This software purchase was coordinated by Vice Provost for Research Julie Chen, working in collaboration with the deans of the Graduate School of Education, College of Fine Arts, Humanities and Social Sciences (FAHSS), and the School of Health and Environment. Through funding from the College of FAHSS, Johana Reyes Quinteros, a graduate student in Community Social Psychology, is available at CWW to address emerging questions (978-934-4380 or cww@uml.edu).

SAVE THE DATE

Holiday Art & Craft Fair!



Women's Works

A Celebration
of the Creativity
of Women

Thursday, December 2nd, 2010
2:00 pm–8:00 pm
UMass Lowell Inn and Conference Center
50 Warren Street, Downtown Lowell

Entrance is free &
everyone is welcome!
Special Donor Pass = \$5
(\$1 for students)

This event will be part craft fair, part art show, part performance art, and large part fundraiser for the Center for Women & Work. Come find unique art work and handcrafts—all created by UMass Lowell women and friends.



FUNDING CREATES NEW OPPORTUNITIES

Women's Ways

Women's Ways, a research project supported by the Center for Women and Work, received grant funding from the Provost's 2010 Research, Scholarship and Creative Work Seed Grant Awards. CWW Associate Katherine Rosa (PI) of the Nursing Department and co-PIs Ivy Ho and Khanh Dinh of the Psychology Department are exploring contextual challenges and developmental phenomena and their relationship to unintended pregnancy rates

among Southeast Asian American (SEAA) women. Unintended pregnancy is a significant concern among health care providers caring for SEAA women, as it is linked to poorer health outcomes for both mother and baby. In the Lowell area, teen births among SEAA young women have doubled in the last ten years. Working together with CWW and the local community, this new knowledge will be used to turn the tide on unintended pregnancy and improve the health of SEAA women.

Thinking with Things

College classes and college classrooms are generally designed for the purely "abstract" thinker. Tangible, multi-sensory approaches to learning are part of early childhood education but generally considered unnecessary and inefficient for adult learners. However, CWW Associate Sarah Kuhn, of Psychology Department, thinks otherwise. She received a grant from the National Science Foundation (NSF) for a project entitled, "Thinking with Things: Remaking Learning in Higher Education and Beyond," that will explore the implications of embodied cognition for learning and teaching at the college level.

The term "educational technology" generally refers to desktop or laptop computers with standard GUI interfaces, and to data projectors, net-

works and other familiar "smart classroom" technology. But a variety of developments in computing, computing education and education research point the way to making "smart students" more effectively by reframing educational technology. Tangible User Interfaces offer the opportunity to combine computational power with the cognitive power of manipulatives; CS1 education with manipulatives has been promoted by some faculty; and research on learning in higher education shows that multi-sensory learning is far more effective than lecture. Data from this research will be used to explore the benefits of a more embodied approach, which will be discussed, with specific recommendations, during the dissemination phase. This work will have strong implications for cognition, creativity and computing in college classrooms.

Healthy Diversity

The research goals of the Health Diversity Project are 1) to assess the challenges that Community Health Centers (CHCs) face in promoting the respectful integration of staff members from communities of color and/or immigrants into the delivery of culturally relevant health care; and 2) to identify promising organizational policies and practices that address these challenges. The initial phase of the research, funded by the Society for the Psychological Study of Social Issues (SPSSI), involved surveying all 52 CHCs in Massachusetts. With a new Seed Grant Award from the Office of the Vice Provost for Research, the project is now poised to move the research agenda several critical steps

forward by conducting case studies with two large and very diverse CHCs.

The ultimate goal of the action research initiative is to distill and disseminate information to both research and applied audiences about promising practices for supporting a diverse health care workplace, the dilemmas that emerge in efforts to implement promising organizational practices and the supports and policies that would enable more organizations to adopt such practices. The project team includes co-PIs Meg Bond, Michelle Haynes and Robin Toof, as well as, Project Manager Michelle Holmberg, Graduate Research Assistant Johana Reyes Quinteros and Undergraduate Research Assistant Michelle Thompson.

IDEAs Live On!

The IDEA Communities Initiative is a project designed to enhance mentoring and support for innovative scholarly work at UMass Lowell. Each IDEA Community involves a small group of faculty and other affiliated researchers from a variety of departments and colleges who share interests around a common topic and who agree to make a commitment to support one another's scholarship. These groups are modeled after the successful CWW Associates Program. In 2009-10, the University supported the development of three IDEA Communities

around the themes of Disabilities, American Studies and Thinking with Things. The co-PIs on this project are Jana Sladkova and Meg Bond.

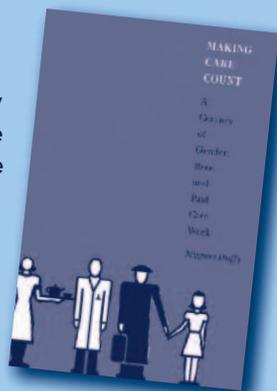
Given the success of year one, CWW is now welcoming applications for new groups to begin in 2011. Visit our website for more information and an application (due Dec. 6, 2010). www.uml.edu/centers/women-work.

"IDEA" stands for interdisciplinary exchange and advancement, and the initiative is funded by Vice Provost for Research Julie Chen, facilitated by the Center for Women & Work, and overseen by an interdisciplinary Steering Team.

ASSOCIATES' PUBLICATIONS

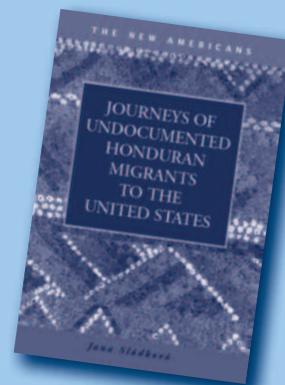
Mignon Duffy — *Making Care Count*

In her new book, Mignon Duffy uses a historical and comparative approach to examine and critique the entire twentieth-century history of paid care work including health care, education and child care and social services, drawing on an in-depth analysis of U.S. Census data as well as a range of occupational histories. *Making Care Count* focuses on change and continuity in the social organization along with cultural understanding of the labor of care and its relationship to gender, racial-ethnic and class inequalities.



Jana Sladkova — *Journeys of Undocumented Honduran Migrants to the United States*

Jana Sladkova's new book explores undocumented Honduran migration to the United States through in-depth interviews with Honduran migrants who attempted the journey through Mexico and across the guarded border to the United States. She examines the factors that contribute to the success or failure of the journey and explores the psychological processes migrants employ to process their experiences of the dangerous and often deadly migration process.



SAVE THE DATE

Gathering at the Well Forum: Mary Catherine Bateson
(author of *Composing a Life* and *Composing a Further Life*)

Thursday April 7, 8:30 a.m. – 12:30 p.m.,
Alumni/ae Hall, UML North.



The Center for Women and Work 2010

Leadership Team:

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Mignon Duffy
Laura Punnett
Paula Rayman

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Monica Galizzi
Michelle Haynes
Andrew Hostetler
Sarah Kuhn
Saira Latif
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