

CENTER FOR WOMEN AND WORK

Annual Report 1997-1998

Submitted to CFCI

by

Acting Co-Directors: Meg A. Bond (Psychology) and Jean L. Pyle (RESD)

First Semester 1997-1998: The Center was directed by Dr. Mary Roth Walsh during this semester.

However, the year was marred by her tragic death in early 1998. Due to her untimely demise, preceded by a medical leave of absence, there are no records of this Center's activities for the first half of the academic year.

Second Semester 1997-1998: Activities of the Center for Women and Work (CWW) in the latter part of the spring semester focused on beginning the process of rebuilding to continue the legacy left by Dr. Walsh.

Interim Leadership:

Dr. Meg A. Bond of the Psychology Department and Dr. Jean L. Pyle of the Department of Regional Economic and Social Development (RESD) agreed to be Acting Co-Directors for the 1998-1999 year. Bond and Pyle established as their overriding objectives: to facilitate clarifying the vision and leadership structure of the Center and to establish a solid base from which the Center can grow. They wanted to provide the opportunity for more inclusive membership, a new form of leadership structure, and new directions for collaborative activities around teaching, research, and community service.

All University Open Meeting:

The Acting Co-Directors formally invited all those known to be interested in issues of women and work to an open meeting May 11, 1998 designed to bring interested parties throughout the university community together to shape the future of the Center. In this meeting, participants

- Had an opportunity to share information on overlapping interests related to women and work and begin developing collaborations
- Explored goals for the 1998-1999 year
- Considered how to conduct an inclusive process by which the goals will be pursued
- Discussed roles for faculty, staff, students, others in community
- Determined the next steps to be taken and find volunteers

There was an excellent turnout (25 on a very rainy day at the end of the semester, several others called to indicate their interest even though they could not attend). Participants had considerable energy and excellent ideas. It quickly became clear that there were numerous possibilities for collaborations that could develop across departments and colleges. This meeting was an opportunity for people, who otherwise would not come in contact with each other, to exchange ideas and explore how they might work together on particular issues related to women and work.

Plans Developed for 1998-1999:

CWW Goals:

1. Bring together people from across the University who are doing work relevant to the theme of women and work
2. Develop a shared vision for the rebuilding of the Center on Women and Work
3. Agree upon a leadership structure for the future
4. Establish a Center Steering Committee to guide the development of the Center over the next five years
5. Begin looking for grant writing opportunities

1998-1999 Activities to Forward the Goals:

1. Monthly Round Table Discussions starting in September 1998 to discuss:
 - ◆ Participants' research and applied interests in women and work
 - ◆ The development of the Center for Women and Work
2. Workshop – either Spring or Fall 1999
 - ◆ Gather group internal to UML to share research and action interests relevant to women and work
 - ◆ Explore possible linkages and interdisciplinary projects
 - ◆ Develop some consensus and support for a vision and proposed leadership structure for the Center
3. Speaker Series on Innovative Women's Centers for the 21st Century
 - ◆ The Acting Co-Directors applied for and were awarded a diversity grant from the Council on Diversity and Pluralism in the amount of \$1500.00 for 1998-1999
 - ◆ The grant will fund bringing several key experts to campus who have run similar centers in university settings to speak about how they have
 - ◆ linked faculty, students, staff, and community members into Center activities
 - ◆ supported activities that include research, teaching, and action-based work
 - ◆ integrated issues of cultural and racial diversity as a primary focus of the work

Commitments made by Participants:

1. Contribute to 1998-99 Round Table discussions (attend, present, and help organize)
2. Participate in organizing the year-end workshop
3. Devote time on a monthly basis to building the foundation for the Center
4. Actively look for linkages with people in other disciplines to develop CWW sponsored projects

Initial Subcommittees were formed to work over the summer:

- a `Roundtable Committee' that is charged with planning monthly roundtable presentations designed to familiarize participants with each other's work and interests and build networks and possible collaborations across disciplines, colleges, and occupational statuses
- an interim grants committee to write a grant proposal for CFCI funding for the 1998-1999 year (CWW writing jointly with the Kerr Institute)

Subsequent accomplishments:

- **Infrastructure Development:**
 - Office space in Dugan Hall was cleared out and cleaned; work orders for electrical repairs and rewiring are still outstanding
 - The office has been partially furnished with surplus items from various places around campus
 - Office equipment ordered (computers, printer, copier, and some supplies)
 - Two student Interns applied and were accepted
 - Logo for center – several designs proposed
- **Proposal for leadership structure developed**
- **Grants Activity (May-June, 1998):**
 - Diversity Council \$ 1,500
 - Eastman Gelatine training grant \$20,000