

CENTER FOR WOMEN AND WORK (CWW)
Report for 2000-01
Directors: Meg A. Bond and Jean L. Pyle

I. MISSION STATEMENT OF THE UML CENTER FOR WOMEN AND WORK

The Center for Women and Work (CWW) at the University of Massachusetts Lowell is an interdisciplinary center dedicated to improving the conditions of work and enhancing economic opportunities for women. The Center is designed to support a wide range of innovative projects related to issues of women and work and is committed to addressing the reciprocal relationship between women's work and the well-being of communities.

The CWW encourages faculty, staff, students, and interested community individuals and organizations to come together in a collaborative, multi-disciplinary pursuit of our goals through research, academic and popular writing, teaching, community action, and service.

II. GENERAL DESCRIPTION

The Center for Women and Work strives to

- create knowledge and develop new ways of thinking about issues related to women and work;
- share the knowledge generated and enhance understanding of issues related to women and work;
- develop and assess interventions designed to improve working conditions for women, recognizing that change can happen at the levels of individual capabilities, group action, and social policy;
- foster creative linkages, social innovation, and intellectual risk-taking to produce sustainable strategies that make women's lives healthier and more rewarding and that work toward greater equity;
- enhance women's position in the workplace and in the economy by increasing both the opportunities that society offers to women and women's ability to seize those opportunities;
- address aspects of women's physical and mental health that are affected by the work environment in the context of larger social and economic forces;
- enhance support structures for working women and their families.

Guiding Principles

- CWW defines "work" to include the broad range of activities – paid and unpaid, in the workplace, in the community and at home – that contribute directly and indirectly to the social, physical, and economic well being of individuals, families, and communities.
- CWW recognizes that differences occur among women due to race and ethnicity, age, disability, class, and sexual orientation and that these differences affect women's lives.

- CWW also recognizes that social structures and influences – including political, economic, cultural, social, and religious systems, both public and private – profoundly affect women’s opportunities and women’s contribution to and share in the benefits of economic activity.
- All individuals interested in issues of women and work – regardless of status, rank, or demographic characteristics – are welcome to participate in CWW.

Relationship of the CWW to UMass Lowell’s Mission

The work of the CWW is directly connected to two key elements of the unique mission of the University of Massachusetts Lowell:

- promoting sustainable regional economic and social development
- fostering diversity

The CWW supports the development of a sustainable regional economy through sponsoring research and new ways of thinking about issues related to women and work as well as through sharing the knowledge generated and enhancing people’s understanding of issues. In order to attain fully productive and sustainable societies, women's position in the workplace and in the economy must be enhanced by increasing both the opportunities that society offers to women and women's ability to seize those opportunities. The Center is dedicated to fostering creative linkages, social innovation, and intellectual risk-taking to produce sustainable strategies that make women’s lives healthier and more rewarding and that work toward greater equity.

This center is an important component of the university’s efforts to promote diversity. The CWW not only focuses on how economic opportunities vary by gender but also seeks to understand how work issues are related to race, ethnicity, class, sexual orientation, age, and disability status.

The CWW is ideally situated to link with the local community to identify shared concerns and to develop and assess interventions designed to improve working conditions and economic opportunities for women.

III. RESEARCH AND ACTION FOCUS AREAS

- Effects of Discrimination at Work on Health and Work Outcomes
- Workplace Diversity
- Global Perspectives on Women and Work
- Women-Owned Businesses
- Work-Life Integration
- Women and Technology

IV. ASSOCIATED PERSONNEL (2000-01)

Co-Directors

Meg A. Bond, Co-Director, Department of Psychology

Jean L. Pyle, Co-Director, Department of Regional Economic and Social Development

Faculty & Staff Collaborators

Laura Punnett, Department of Work Environment, Kerr Ergonomics Institute

Imogene Stulken, Campus Ministry

Robin Toof, Center for Family, Work, and Community

Community Collaborators

Brenda Bond, Lowell Police Department
Marianne Pellitier, Middlesex Community College
Osvalda Rodrigues, Massachusetts Association of Portuguese Speakers

Graduate Students

Dianne Cazeca, Department of Work Environment
Yingying Deng, Department of Regional Economic and Social Development
Cheryl Duffy, Department of Psychology
Suzanne Harris, Department of Psychology
Eileen Maloney, Department of Psychology
Theresa Milewski, Department of Psychology
Ruslana Tsurikova, Department of Psychology
Karen Zerby, Department of Regional Economic and Social Development

Work Study Students

Elizabeth Adler (Summer 2000)
Debra Bosworth (Spring 2001)
Lauren Surette (2000-01)
Christopher Whalen (Fall 2000)

V. CURRENT AND RECENT PROJECTS

Our current and recent projects reflect our strategic priorities:

- A. Sponsor a strong action-oriented research agenda related to issues of women and work
- B. Strengthen ties between the academy and the community
- C. Foster a community of equity at UMass Lowell

A. Sponsor an Action-Oriented Research Agenda Around Issues of Women and Work

1) Research Program on the Effects of Discrimination at Work on Health and Work Outcomes

This research program is a multi-year collaboration between CWW and the Kerr Ergonomics Institute (KEI) at UML. It focuses on researching the links between discrimination and harassment against women in the workplace, levels of stress, adverse health outcomes, and increased business costs (due to higher absenteeism, increased turnover, lowered productivity, and higher worker healthcare costs). It draws on the research perspectives and literatures from the fields of the three primary researchers involved: Meg A. Bond (a psychologist), Jean L. Pyle (an economist), and Laura Punnett (an epidemiologist).

There are many dimensions to this component of the CWW's research agenda.

a) On-Campus Survey of UMass Lowell Staff Employees

We developed a survey instrument to assess UMass Lowell staff employees' perceptions of work climate, conditions in the workplace that mediate the impact of racial and gender bias, employees' state of health, and employees' work outcomes. We distributed the survey spring 2000 to all non-faculty staff (approximately 1400 employees). We presented preliminary results at the National Institute for Working Life in Sweden in June 2000.

During the academic year 2000-01, we shared results with administration members and with union leaders to utilize in planning how to best serve needs of their members. We also presented the results at the American Public Health Association Convention during the fall of 2000. More extensive analyses of the data are in still in progress as we are trying new statistical approaches to better understanding the impact of organizational climate on work and health outcomes. Because this study was a pilot for evaluating elements of our broader model that analyzes the interrelationships among discrimination, health, and work outcomes, work will continue for multiple years.

A presentation based on the most recent analyses entitled, *Discrimination, health, and work outcomes: Connections and implications from a US study* (by Meg A. Bond, Jean L. Pyle, & Laura Punnett) will be presented at a conference on “Enhancing Outcomes in Women’s Health: Translating Psychosocial and Behavioral Research into Primary Care, Community Interventions, and Health Policy” sponsored by the American Psychological Association. October 4-6, 2001 in Washington, D.C.

b) Survey of UMass Lowell Graduate Students

During the spring of 2001, we conducted a survey of graduate students at UMass Lowell regarding their experiences of sexual harassment during their graduate training. Here again, we were particularly interested in the relationship between academic climate, issues of harassment and health outcomes. Preliminary analyses formed the basis for a graduate thesis and were presented at the 8th Biennial Conference on Community Research and Action, held June 7-10, 2001 in Atlanta, GA. Additional survey responses are still being collected and analyses will continue into Fall 2001.

c) Participation in a NIOSH Grant on Health Disparities

The Center for Women and Work is part of an interdisciplinary team of UMass Lowell researchers that received support from the National Institute of Health and the National Institute of Occupational Safety and Health to conduct a five-year research project on the impact of the work environment on workers’ health. The PI’s on this grant are Craig Slatin and Laura Punnett. This project will examine the relationship between socio-economic status and health disparities in the regional healthcare industry, conducting studies at five health care delivery sites.

We are working on the focus groups and organizational case study aspects of the project. In addition, the project will use some portions of a survey instrument we developed in collaboration with the Kerr Ergonomics Institute, which examines the effects of the workplace climate (such as discrimination or harassment) on employees’ levels of stress and health and, in turn, on work outcomes (absenteeism, turnover, lowered productivity, and costs). It focuses on the ways people’s experiences vary by race and gender.

2) Diversity Initiatives

a) Workplace Diversity Initiative: Research, Consulting, Training

We have been working with a wide range of both non-profit and private sector organizations in the region to assess the diversity-related issues they face and to help them shape new diversity strategies. Utilizing a multiple case study method, we are documenting the dynamics and emerging concerns within these varied workplaces as they strive to increase the diversity of workers at all levels of the organization and to enhance the quality of relationships among diverse workers. We are also evaluating the effectiveness of a particular intervention project at Eastman Gelatine Corporation.

b) Action Principles

We are working with a national team of community psychologists to better understand the processes involved in bridging differences among community members. There is very little research or evaluation literature documenting the effectiveness of varied strategies for dealing with tensions between groups in the community. To better understand applications in this area, we are soliciting “stories” of bridging work in a wide range of contexts and across a variety of diversities (e.g., race, ethnicity, gender, disability, sexual orientation). We are particularly interested in documenting dilemmas and choice points in this difficult work. From these narrative accounts, we hope to use qualitative data analysis techniques to distill action principles. Initial literature reviews have been conducted spring 2001, and a call for stories will go out in the fall of 2001. This will be a long-term project.

3) Women-Owned Businesses: Survey and Directory

This year we analyzed and summarized a survey we conducted of Lowell Women-Owned Businesses. We presented the results to community members at an event during Lowell Women’s Week in March entitled “Women-Owned Businesses in Greater Lowell: Challenges, Needs & Strategies.” We are placing this summary on our web site. In addition, we are continuing our broader research on this topic and are writing a paper (for a conference presentation and eventual publication) that will interpret the findings from the empirical research in Lowell in the context of the latest findings statewide and nationally regarding women-owned businesses.

In addition, we compiled, published, and distributed the first directory of women-owned businesses in Lowell - the *Greater Lowell Women-Owned Business Directory*. This resource serves as both yellow and white pages for women-owned businesses in the Greater Lowell area. It also has a section on supports available in the area to such enterprises. We have made the directory widely available through a range of community outlets from the National Park to libraries to the Chamber of Commerce to the City Office for Planning. We plan to update and expand the directory on a regular basis.

4) Study of Major University-Based Women’s Centers Throughout the Region

During this academic year, we summarized the results of interviews conducted with Directors of 10 prominent women’s centers in New England designed to identify their central concerns, challenges, and strategies. We designed a survey that asked about their experiences in their Center – specifically their center’s history, mission, structure, outreach, support, staff, successes and problems. We wanted to find out what has worked for them and what hasn’t, gain a better sense of what initiatives already are underway in the region, and explore potential collaborative interests. We will eventually post the summary on our Web site.

5) Global Perspectives on Women and Work

a) Collaborative Research on Gender and Work with the Swedish National Institute for Working Life (NIWL)

Participants in the ‘Gender and Work’ group from UMass Lowell include Meg Bond, Laura Punnett, Jean Pyle, and Margaret Quinn. Our NIWL partners include the Director Lena Gonas and several members of the Gender and Work Program at the National Institute for Working Life - Lena Karlqvist, Carina Bildt, and Anders Karlsson. Also expressing interest are Paulina de los Reyes, Hanna Westberg, Christina Bergqvist, and Anita Nyberg.

- *Research Paper:*
Participants in the 'Gender and Work' group agreed (Summer 2000) to develop a joint paper that examines why occupational segregation by gender occurs in the U.S. and Sweden. We will analyze why occupational segregation persists in both nations even though social policies, laws, and regulations differ significantly between the two countries. We will identify the consequences of gender divisions of labor on people's economic, health, and working conditions and will suggest possible strategies to reduce gender inequities. We are circulating materials for this paper.
- *Survey Research:*
We are exploring the possibility of working together on:
 - a survey that would compare issues related to work and gender at the community-level in both the U.S. and Sweden.
We shared our survey instrument (the Bond, Pyle, Punnett Workplace Climate Survey) with them and are awaiting the English translation of their survey
 - a study that would compare gendered work outcomes in one of the many corporations that have plants located in both countries.
- *Grant Writing:*
Carina Bildt (with consultation from Jean Pyle) submitted a grant application to the Swedish Foundation for International Cooperation in Research and Higher Education (STINT) Dec. 2000 for funding for international exchanges involving senior researchers and students. It requested funding for short term visits for workshops and symposia and longer term stays of two to three months.
- *Conference Participation:*
American Psychological Association's special conference on Enhancing Outcomes in Women's Health to be held Oct. 2001 in Washington, DC. Our accepted panel is entitled: "Discrimination, Health, and Work: Improving Conditions for Women in Canada, Sweden, and the US" and will be co-chaired by Dr. Meg Bond and Dr. Carina Bildt (NIWL). We are extending this collaboration by involving Dr. Karen Messing from the University of Quebec.

Third International Congress on Women, Work, and Health in Stockholm, 2002.
 - Our research group is planning a submission.
 - Jean L. Pyle is an invited keynote speaker.

b) Collaborations with CITA (Committee on Industrial Theory and Assessment at UMass Lowell) on Gender and Sustainable Development

Publications – See Publications Section

Presentations – See Presentations Section

B. Strengthen Ties Between the Academy and the Community

1) Third Annual Spring Forum March 29, 2001

We have named this annual event "Gathering at the Well." We selected this imagery because historically women gathered at the well to collect water and share common issues. They turned a 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. These programs have a different theme each year, one that is relevant to CWW's

mission. Every Forum involves faculty, staff, students, and community members. Invited speakers come from other academic institutions and from the Greater Lowell community.

Our theme for March 2001 was “Can Women Work and Have A Life Too? An Issue of Concern for both Women *and* Men.” Two keynote speakers discussed their research for the audience to reflect upon. Randy Albelda, an economist from UMass Boston and a researcher on poverty and women's economic status, income inequality, and state and local finance, talked about her concerns for US welfare reform and the constant work/family dilemmas that low-income women face. She is the author of *Economics and Feminism: Disturbances in the Field* and co-author of the books *The War on the Poor: A Defense Manual* and *Glass Ceilings and Bottomless Pits: Women's Work, Women's Poverty*. Psychologist Lotte Bailyn from the Sloan School of Management at MIT conducts research on women in organizational settings. She focused on strategies for addressing the work-life dilemmas involved. She is the author of *Living with Technology: Issues at Mid-Career* and co-author of *Working with Careers*. Her book *Breaking the Mold: Women, Men, and Time in the New Corporate World* argues that by challenging the assumptions in which current work practices are embedded, it is possible to meet the goals of both business productivity and employees' family and community concerns, and to do so in ways that are equitable for men and women.

Four community speakers spoke about the issues from the points of view of their local communities. The community discussants included Louis Brady from Lowell Community Health Center, Ivette Rosario from Middlesex Community College, Osvalda Rodrigues from Massachusetts Association of Portuguese Speakers (MAPS), and Vichenny Keo-Sam from Casey Family Services.

2) Work/life Integration Network of Merrimack Valley

This project involves developing and maintaining a community/university partnership devoted to the difficult issues involved in balancing work and personal lives (known as ‘work/life integration’ issues). The group was initiated following the Center for Women and Work’s (CWW) Forum on “Can Women Work and Have a Life Too? An Issue of Concern for both Women *and* Men.” As a result of tremendous interest in developing specific strategies for addressing work-life integration issues for people of the Merrimack Valley, a diverse group of university and community members had an initial networking meeting on May 17th of this year and established a plan to meet regularly over the coming year. Present at the first meeting were community members from Community Teamwork Inc., the Massachusetts Dept. of Labor, the Lowell Chamber of Commerce, and Middlesex Community College’s Job Retention Program, as well as faculty, staff, and students from UML departments of Regional Economic and Social Development (RESO), Community Social Psychology, Work Environment, Campus Ministry, Office of Disability Services, and the CWW.

Our goal is to develop an active network of people who look at the issues of work/life integration from the perspectives of people from all socioeconomic and ethnic backgrounds – to see where strategies for positive change can be developed. Because the group includes people from several other countries, we will be able to draw international comparisons and better understand the needs and issues of immigrant communities. We are hosting the network in its initial stages and generating resources to help it get firmly established.

3) The CWW as a Virtual Community Resource Center

<http://www.uml.edu/centers/women-work>

We have designed the CWW website to be a resource platform for students, faculty preparing courses, and people in the community. In addition to information on CWW programs and on line copies of the CWW newsletters, the site includes a guide to web-based information and resources on a variety of issues related to women and work. For example, some of the links are to information about 'family and work,' 'women business owners,' 'women of color,' 'women and work in other countries,' and 'online women and work publications.' The links we provide on our website have been carefully selected to be highly informative and useful. Each link is briefly annotated to provide the prospective user some information on what information the link contains. We have continue to update the website and add links to additional web resources related to women and work issues. We have established reciprocal links to other websites.

In addition, we continue to respond to numerous requests for information from across the United States. Inquiries come from people who range from eighth-graders doing school assignments, to graduate students working on their theses, women establishing their own businesses, writers seeking information for articles, and older women seeking to retrain and reenter the workforce.

4) Women-Owned Business Survey Follow-up

In addition to our survey of women-owned businesses and our publication of the directory of women-owned businesses described in Section V, A. 3 above, we have worked to get information about these businesses back to interested members of the community (through Lowell Women's Week, our web site, and a wide range of community outlets from the National Park to libraries to the Chamber of Commerce to the City Office for Planning. We have had some conversations with the new head of the Lowell Chamber of Commerce about follow up activities.

5) Radio Program (WJUL 91.5)

We sponsor periodic radio segments on issues relevant to women and work Wednesday mornings on WJUL 91.5FM as part of an on-going 3-hour program. Our program is an informal 15 to 20 minute "chat" designed to be user-friendly and easy to listen to. People in the university and throughout the surrounding area are targeted as potential participants. The CWW radio hostesses have interviewed UML faculty, staff, individual contributors from the surrounding area, and community activists. Topics over this past year have included women in literature, community work transition supports (e.g., SuitAbility), local community plans to develop a center for women, and two features related to the Lowell Conference on Women's History.

6) Lowell Women's Week in March

We sent a liaison to the planning meetings for Lowell Women's Week in order to coordinate programming. We are pleased to be active participants in this yearlong planning process.

As mentioned above, we also sponsored a program related to women-owned businesses as part of the Lowell Women's Week activities. We presented the results of our survey and invited local business owner Somong Rattanayong (of Merrimack Mortgage) to share her experiences with the audience.

7) Millennium Breakfast

We participated in some initial planning discussions about a holding University-sponsored “Millennium Breakfast” to convene leaders of women’s organizations in the Merrimack River Region. The purpose would be to facilitate a discussion of the issues the different groups face and discuss ways to collectively address them. This breakfast is one of a series being held for key interest groups in our region.

C. Build a Community of Equity at UMass Lowell

1) Survey of University Staff

This project was described in Section V, Part A above. As part of our goal of supporting a community of equity at UMass Lowell, we met with the Director of HR and the Director of the Research Foundation to review the results of the survey. We also held an open meeting to give feedback to union leaders and any other interested members of the UML community. We also distribute a written report to key union and administration leaders.

2) Survey of Graduate Students

This project was also described in Section V, Part A above. The data is still being analyzed. When the results are available, we will share them with members of the administration and will summarize any recommendations based on the findings.

VI. RESEARCH AND PROJECT SUPPORTS

A. Student Research Support

This year we had numerous students from a range of departments who have taken central roles in CWW-initiated projects during 00-01:

- One Psychology graduate research assistant on grant funds
- One Work Environment graduate research assistant on CFCI funds
- One part time graduate assistant through the Department of Psychology
- Two graduate research assistants through the Department of Regional Economic and Social Development (one Fall, one Spring)

- Two Psychology graduate students conducting thesis research
- One Psychology graduate student doing a directed study
- Four undergraduate work study students

B. Grants

\$20,000 Grant from Committee of Federated Centers and Institutes for Research on “The Effects of Discrimination on Health and Work Outcomes,” a research collaboration between the Center for Women and Work and the Kerr Ergonomics Institute.

\$24,000 grant from the Eastman Gelatine Corporation to conduct training on and consulting for their workplace diversity initiative.

\$5,000 grant from Engelhard Corporation for conducting a workplace diversity assessment.

\$1,500 grant from the Council on Diversity and Pluralism to sponsor a Spring 2001 “Gathering at the Well” Forum, on “Can Women Work and Have a Life too? An Issue of Concern for *Both* Women and Men.”

\$1,000 grant from the Council on Diversity and Pluralism to conduct an evaluation of a body image/eating disorders prevention program with Girls Inc. of Lowell.

\$2,148 grant from the Public Service Endowment Fund to write a report of a survey of women-owned businesses and to develop and distribute a directory of women-owned businesses in Lowell.

VII. PUBLICATIONS

Meg A. Bond and Jean L. Pyle

Journal Articles and Book Chapters

- In press Pyle, J. & Bond, M. A. Gender and ethnic divisions in the U.S. labour force. Forthcoming in *The International Encyclopedia of Business and Management, (IEBM)*, 2nd Edition. International Thomson Publishing Company.
- Pyle, J. L. & Bond, M. A. Gender and ethnic divisions in the U.S. labour force. Forthcoming in *IEBM (International Encyclopedia of Business and Management) Online*.
- 2001 Bond, M.A. & Pyle, J.L. Diversity dilemmas at work. In *Approaches to Sustainable Development: The Public University in the Regional Economy*, edited by Robert Forrant, Jean Pyle, Charles Levenstein, and William Lazonick, the University of Massachusetts Press. Boston, MA: University of Massachusetts Press.
- *Reprinted from an article in the *Journal of Management Inquiry*(1998) Vol. 7, No. 3, pp. 262-279.

Meg A. Bond

Journal Articles and Book Chapters

- In press Bond, M.A. Prevention of the sexual harassment of women. In *Encyclopedia of Primary Prevention and Health Promotion*, edited by Thomas P. Gullotta and Martin Bloom, with Section Editors Jonathan Kotch, Craig Blakely, Lynne Bond, Gerald Adams, Krisine Siefert, Harold Neighbors, Colette Brown, and Waldo Klein. Kluwer Publisher (to be published in 2002).
- Bond, M.A. Participatory processes in organization development: A case study about race and gender diversity. Proceedings from the Interamerican Congress of *Psychology and Community*. Refereed proceedings from the 1999 XXV International Congress of Psychology, Caracas, Venezuela.
- 2000 Bond, M.A. & Keys, C. Strengthening parent-community member relations on agency boards: A comparative case study. *Mental Retardation*, 38 (5), 422-435.

Bond, M.A. & Mulvey, A. A history of women and feminist perspectives in community psychology. *American Journal of Community Psychology*, 28 (5), 599-630.

Bond, M.A., Hill, J., Mulvey, A. & Terenzio, M. Weaving feminism and community psychology: An introduction to a special issue *American Journal of Community Psychology*, 28 (5), 585-598.

Hill, J., Bond, M.A., Mulvey, A. & Terenzio, M. Methodological issues and challenges for a feminist community psychology. *American Journal of Community Psychology*, 28 (6), 759-772.

Mulvey, A., Terenzio, M., Hill, J., Bond, M.A., Huygens, I., Hamerton, H. & Cahill, S. Stories of relative privilege: Power and social change in feminist community psychology. *American Journal of Community Psychology*, 28 (6), 883-912.

Edited Special Journal Issues

2000 Bond, M.A., Hill, J., Mulvey, A. & Terenzio, M. (Eds.). Special issue Part I: Feminism and Community Psychology. *American Journal of Community Psychology*, 28 (5).

Bond, M.A., Hill, J., Mulvey, A. & Terenzio, M. (Eds.). Special issue Part II: Feminist Methods in Community Psychology. *American Journal of Community Psychology*, 28 (6).

Jean L. Pyle

Books

In Press *Approaches to Sustainable Development: The Public University in the Regional Economy* (co-edited with Robert Forrant, Charles Levenstein, and William Lazonick), forthcoming from University of Massachusetts Press.

Forthcoming *Globalization, Universities, and Issues of Sustainable Human Development* (co-edited with Robert Forrant), forthcoming from Edward Elgar Press.

Journal Articles and Book Chapters:

In Press "Economic Globalization and Gender," forthcoming in the *International Encyclopedia of the Social and Behavioral Sciences*, Neil J. Smelser and Paul B. Baltes, eds., Pergamon, an imprint of Elsevier Science.

"Sex, Maids, and Export Processing: Risks and Reasons for Gendered Global Production Networks," forthcoming in *The International Journal of Politics, Culture, and Society* (2001) Vol. 15, No. 1, pp. 55-76.

"Sustainable Development for a Regional Economy: Introduction," (co-authored) forthcoming in *Approaches to Sustainable Development: The Public*

University in the Regional Economy, edited by Robert Forrant, Jean Pyle, Charles Levenstein, and William Lazonick, the University of Massachusetts Press.

“Rethinking Sustainable Development: Technology, Business, and the University: Introduction,” forthcoming in *Approaches to Sustainable Development: The Public University in the Regional Economy*, edited by Robert Forrant, Jean Pyle, Charles Levenstein, and William Lazonick, the University of Massachusetts Press.

"Women, the Family, and Economic Restructuring: The Singapore Model?" forthcoming in *Singapore*, Garry Rodan, Ed. Ashgate Publishing (The International Library of Social Change in Asia Pacific series).

*Originally published in *The Review of Social Economy*, 1997, Vol. LV, No. 2 (Summer), pp. 215-223.

"The Impact of Multinational Technology Transfer on Female Workforces in Asia," (co-authored) forthcoming in *Gender and Development: Theoretical, Empirical, and Practical Approaches*, Lourdes Beneria, Ed. Edward Elgar.

*Originally published in the *Columbia Journal of World Business*, 1990, XXV, 4 (Winter), pp. 40-48.

2000

"Women, the Family, and Economic Restructuring: The Singapore Model?" Reprinted Online. The Harvard School of Public Health Website. Available: <http://www.hsph.harvard.edu/Organizations/healthnet/frame1/frame1.html>.

*Originally published in *The Review of Social Economy*, 1997, Vol. LV, No. 2 (Summer), pp. 215-223.

“Gender, Industrialization, Transnational Corporations and Development: An Overview of Trends and Patterns,” (co-authored) reprinted in *From Modernization to Globalization: Social Perspectives on International Development*, Amy Hite and J. Timmons Roberts, eds., Blackwell.

*Originally published in *Women in the Latin American Development Process*, 1995, Chris Bose and Edna Acosta-Belen, eds., Temple University Press, pp. 37-64.

VIII. PROFESSIONAL CONFERENCES & PRESENTATIONS

Meg A. Bond & Jean L. Pyle

Accepted
Fall 2001 Bond, M.A. & Bildt, C. (Co-Chairs) *Discrimination, Health, and Work: Improving Conditions for Women in Canada, Sweden, and the US*. Symposium to be presented at the conference on “Enhancing outcomes in women’s health: Translating Psychosocial and Behavioral Research into Primary Care, Community Interventions, and Health Policy” sponsored by the American Psychological Association. Washington, D.C.

Bond, M.A., Pyle, J.L. & Punnett, L. Discrimination, health, and work outcomes: Connections and implications from a US study. Paper to be presented at the conference on “Enhancing outcomes in women’s health: Translating Psychosocial and Behavioral Research into Primary Care, Community Interventions, and Health Policy” sponsored by the American Psychological Association. Washington, D.C.

- 2000 Bond, M.A., Ivaldi, M., Pyle, J.L. & Punnett, L. (November 2000). Discrimination, health, and work outcomes: A model and preliminary data. Presentation at the American Public Health Association Meetings, Boston, MA
- Bond, M.A., Pyle, J.L. & Punnett, L. (November 2000). Discrimination, Health, and Work Outcomes: A Study of UMass Lowell Staff. Presentation to the UMass Lowell Campus Community sponsored by the CWW.
- Pyle, J.L. & Bond, M.A. (June 2000). Co-presenters at a session on "Work and Gender" at the UML-NIWL Seminar in Stockholm, Sweden,

Meg A. Bond

- 2001 Bond, M. A. & Harrell, S. (June 2001). *Building bridges: Stories from the front lines*. Symposium presented at the 8th Biennial Conference on Community Research and Action, Atlanta, GA.
- Brodsky, A., Bond, M.A., Balcazar, F., Eby, K., Kroch, K., Lucksted, A., Sasao, T. & Tseng, V. (June 2001). Future directions for a diverse community psychology: Bridging diversities. Symposium presented at the 8th Biennial Conference on Community Research and Action, Atlanta, GA.
- Eby, K., Hill, J. Bond, M.A., Mulvey, A. & Brodsky, A. (June 2001). *Feminism and community psychology: Discovering integrated understandings*. Symposium presented at the 8th Biennial Conference on Community Research and Action, Atlanta, GA.
- Maloney, E. & Bond, M.A. (June 2001). *Academic climate and sexual harassment*. Poster presented at the 8th Biennial Conference on Community Research and Action, Atlanta, GA.
- Bond, M. A. & Maloney, E. (May 2001). *Influence of Academic Climate on Harassment and Health Outcomes*. Psychology Department Colloquium, University of Massachusetts Lowell.

Jean L. Pyle

- 2001 "Sex, Maids, and Export Processing: Gendered Global Production Networks." Presented at the Allied Social Science Association (annual meetings of the American Economics Association), New Orleans, January, 5-7, 2001.
- 2000 "The Misuse of Women Workers in the Global Economy: The Roots of Non-sustainability," presented at the Committee on Industrial Theory and Assessment (CITA) International Conference, University of Massachusetts Lowell, Oct. 26-28, 2000.
- "Women's Increasing Global Insecurity: Sex, Maids, and Export Processing." Presented at a conference entitled Risks and Rights in the 21st Century, sponsored by the Women and Gender in Global Perspectives Program at the University of Illinois October 20, 2000.

IX. PROFESSIONAL ASSOCIATION ACTIVITIES & JOURNAL EDITORIAL BOARDS

A. National Professional Association Participation

Meg A. Bond

- 2000-present *Chair (2002), Member (2000-2003), National Committee on Women of the American Psychological Association.*
- 2000-present *Advisory Board Member, Valuing Diversity Initiative sponsored by the American Psychological Association, funded by the Kellogg Foundation.*
- 1998-present *Chair (1998-2000), Member (2000-02), Accountability Task Force (Task Force to proactively address issues of diversity within SCRA), Society for Community Research and Action (Division 27 of American Psychological Association)*
- 2000-present *Member, Advisory Group made up of Boston area senior feminist psychologists convened by APA President Norine Johnson.*
- 1998-2001 *Chair (1998), Member (1999-2001), Committee for the Selection of Fellows, Society for Community Research and Action (Division 27 of American Psychological Association)*

Jean L. Pyle

- 1998-2001 *Board Member, Eastern Economic Association*
- 1997-present *Board Member, Equity Policy Institute (EPOC)*
- 1995-present *Research Affiliate, Women's Network on Economic Transformation in East and Southeast Asia (WONET)*

B. Journal Editorial Boards

Meg A. Bond

- 1998-present *Senior Editorial Board Member, American Journal of Community Psychology*
- 1998-present *Consulting Editor, Sex Roles: A Journal of Research*
- 2000 *Reviewer, Analyses of Social Issues and Public Policy, an electronic journal sponsored by the Society for the Psychological Study of Social Issues.*

X. INTRA-UNIVERSITY COLLABORATIONS

As discussed above (Section V, part A) we have *particularly* strong relationships with

- the Kerr Ergonomic Institute &
- the Committee on Industrial Theory and Assessment

In addition, we have a growing programmatic and research relationship with the Center for Industrial Competitiveness, the CIC. We co-sponsored two programs for our campus network with them this year:

- “Unions and the Living Wage Movement: Massachusetts Victories and Challenges,” a seminar featuring Kris Rondeau, Adrienne Landau, President of Harvard Union of Clerical

and Technical Workers, and Will Erickson, Progressive Student Labor Movement, Harvard, University.

- “Supporting Families: Creating Comprehensive Community Economic Development,” a seminar by Nancy Biberman.

We also have on-going relationships with:

Gender Studies Program
Center for Family, Work and Community (CFWC)
Lowell Center for Sustainable Production (LCSP)
Peace and Conflict Studies Institute (PACSI)
Tsongas Industrial History Center

In addition, we

- Hosted a talk on “Issues for Women and Work in Finland” by Pia Markkanen, Department of Work Environment
- Participated in a Psychology Department Colloquium on “Academic Climate and Sexual Harassment” by Meg A. Bond & Eileen Maloney

XI. REGIONAL/LOCAL COMMUNITY OUTREACH

Our focus areas for outreach in 2000-01 (as described in more detail in Section V, Part B) were:

- Third Annual Spring Forum March 29, 2001
- Establishment of Work/life Integration Network of Merrimack Valley
- The CWW as a Virtual Community Resource Center
<<http://www.uml.edu/centers/women-work>>
- Women-Owned Business Survey and Directory
- Radio Program (WJUL 91.5)
- Participation in Lowell Women’s Week in March
- Planning a Millennium Breakfast for Women Leaders

In addition we have

- Developed a professionally printed brochure
- Published increasingly professional center newsletters
- Continued to expand and update our mailing list

XII. STRATEGIC GOALS

Our strategic priorities for 2001-02 will continue to be projects and endeavors in these areas:

1. Build a strong research agenda related to issues of women and work
2. Strengthen ties between the academy and the community
3. Foster a community of equity at UMass Lowell
4. Institutionalize a strong infrastructure for CWW

In all cases we will seek to involve interested faculty, staff, students, and community members.