



CENTER FOR WOMEN AND WORK (CWW)
Annual Report for 2006-07
Meg A. Bond, Ph.D., Director

I. MISSION OF THE UML CENTER FOR WOMEN AND WORK

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

II. GENERAL DESCRIPTION & GOALS

Since its inception in 1998, the Center for Women and Work has demonstrated its strong *commitment* to addressing the gendered conditions of work in several key ways: by designing and implementing programs and projects that foster new ways of thinking about the gendered conditions of work; by encouraging and supporting interdisciplinary linkages across and throughout all of our networks; and by bringing to the forefront the reciprocal relationship between women's work and the well-being of communities.

Moreover, the CWW has a *synergy* with elements of the unique mission of the University of Massachusetts Lowell, including promoting sustainable regional economic and social development and fostering diversity. CWW is acutely attuned to the negative impact of gendered work conditions, and we believe that fully productive and sustainable societies are not possible as long as workplace and economic barriers for women remain. 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 Center is, therefore, dedicated to fostering creative links that benefit individuals in their personal and societal networks, advancing social innovations that benefit communities, and encouraging and supporting intellectual risk-taking to produce sustainable strategies that work toward greater equity and that make *all* people's lives healthier and more rewarding.

The specific goals for each of CWW's strategic priority areas are as follows:

1. Advancing Knowledge – i.e., to promote research and scholarship that will advance our understanding of the relationship between gender and work
 - Sponsor a focused set of innovative research projects that work toward greater gender equity and healthier work lives for women
 - Promote creative linkages across disciplines and support a network of scholars engaged in interdisciplinary projects on women and work
 - Support grant writing within this network
 - Disseminate CWW scholarship to local, regional, and national audiences
2. Enhancing Understanding – i.e., to further intellectual inquiry about issues related to women and work among students and to support the professional development of a cohort of junior scholars able to generate their own scholarship on women and work
 - Enhance understanding of women and work issues through educational programs and community forums

- Develop a curriculum plan for students wanting to gain expertise in the gendered conditions of work
 - Support student involvement in CWW projects on women and work
 - Support the general professional development of women students at UML
3. Challenging Inequalities - i.e., to seek remedies for gender-based inequality in the workforce through disseminating information and promoting institutional change, including within our own institution.
- Foster an institutional culture that supports women's advancement within the university
 - Share information on issues related to women & work with the university and community
 - Promote partnerships between university and community members for addressing gendered working conditions and other concerns for working women
 - Provide organizational consultation & technical assistance
4. Promoting the sustainability of CWW – i.e., to establish an effective infrastructure and generate enough resources to keep the Center a vibrant organization able to meet our goals.
1. Establish a stable infrastructure for CWW & support sufficient staffing levels
 2. Maintain an interdisciplinary space accessible to the broader university community
 3. Expand the network of associates contributing to the research, service, curricular and action elements of the CWW program
 4. Fostering collaborations with national and international professional networks

III. ASSOCIATED PERSONNEL (2006-07)

Director

Meg A. Bond, Professor, Department of Psychology

Senior Associates

Laura Punnett, Professor, Department of Work Environment; Co-Director, Kerr Ergonomics Institute

Jean L. Pyle, Professor Emerita, Department of Regional Economic & Social Development

Paula Rayman, Professor, Department of Regional Economic & Social Development

CWW Associates

Mignon Duffy, Assistant Professor, Department of Sociology

Andrew Hostetler, Assistant Professor, Department of Psychology

Michelle Haynes, Assistant Professor, Department of Psychology

Sarah Kuhn, Associate Professor, Department of Regional Economic & Social Development

Cheryl Najarian, Assistant Professor, Department of Sociology

Susan Thomson, Instructor, Anthropology, Middlesex Community College

Susan Winning, Coordinator, UML Labor Extension Program

Sharon Wasco, Assistant Professor, Department of Psychology (Associate on leave)

CWW Affiliates

Maria Julia Brunette, Assistant Professor, Department of Work Environment
BongKyoo Choi, Postdoctoral Research Fellow, 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
Robin Toof, Assistant Director, Center for Family, Work, & Community

Undergraduate and Graduate Students

Maria Aguiar, Undergraduate Work Study Student
May Elewa, Department of Regional Economic & Social Development
Jaime Jackson, Undergraduate Work Study Student
Ekaterina Konovalova, Department of Psychology
Heather Norcross, Department of Psychology
Laurie Santiago, Undergraduate Work Study Student
Margaret Scarsdale, BA/MA Student, Department of Regional Economic & Social Development

Working W.I.S.E. Project Staff

Jody Lally, Project Director
Padmaja Sistla, Research Assistant

IV. CURRENT RESEARCH AND ACTION PROJECTS

Our current research and action projects reflect the four strategic priorities that comprise our mission (see page 1).

Strategic Goal #1: Advancing Knowledge

1) CWW Associates Program

At the heart of CWW is the Associates Program, which serves as a hub for *innovative* scholarly projects and helps expand the overall resource base for exciting and consequential work that forwards the mission of CWW and the University. Each year, the program is imbued with new vitality as the CWW welcomes new Associates, each actively involved in pursuing distinctive projects related to the gendered conditions of work. During 2006-07, we hosted eight Associates representing the disciplines of psychology, sociology, public health, economics, labor relations, and anthropology.

The Associates Program provides a supportive intellectual community that both supports these individual projects and fosters unique interdisciplinary collaborations and grant proposals. This *leading-edge* program has the potential to become a model for other university centers that want to expand their focus beyond a small core group of faculty and students.

During 2006 & 07, CWW Associates have:

- Developed grant-funded projects (see also Section V below):
 - Funding from NSF to support a 2007 “Project Working W.I.S.E.” conference on women working in the STEM fields ((Paula Rayman, Meg Bond, & Maria Brunette)

- Funding from UMass Healey/Public Service Grant to support a project in 06-08 on “Redefining aging; Redefining community” (Andy Hostetler & Susan Thomson)
- Seed funding from University Research Council on “Building a Care Movement in Massachusetts (Mignon Duffy)
- Supervised graduate student projects on such topics as leadership models for union women, issues facing women in science and technology careers, caring for survivors of rape, redefining aging in the community
- Presented a symposium about CWW at the European Association for Work and Organizational Psychology (May 2007)
- Produced six authored or edited books and special journal issues on women and work
- Published 27 journal articles and book chapters, and made over 30 individual presentations to professional audiences
- Expanded the CWW Working Papers Series (WPS) to seven manuscripts with new papers on women and science, affirmative action, issues for people working with victims of rape, and elder care. The WPS is a vehicle for making Associates’ work more quickly available for dissemination. Hard copies of all CWW working papers are available upon request (see full list in Section VI below).
- Developed two new courses: Gender, Work and Public Policy (RESO) and Sociology of Disability (Sociology). Plans are in the works to create another new course on Feminist Methodologies (Sociology).
- Served on numerous university, community, and professional boards

2) Center-Sponsored Research Programs

In addition to the Associates Program, CWW currently has three core, center-sponsored research endeavors, each of which involves *interdisciplinary* collaborations.

- **Carework: People, Policies and Politics**

The research focus of several CWW Associates revolves around the theme of “carework,” or paid and unpaid caring for other people, in various forms. For example, Jean L. Pyle’s work exposes the growing care deficits in the lives of women who migrate transnationally to provide care services to others as nannies, domestics or healthcare workers. She documents the double-bind their home governments face, needing women to migrate for economic reasons but not wanting citizens abused abroad or the accompanying adverse publicity. Andrew Hostetler and Susan Thomson received a Healey/Public Service Endowment Grant for a project entitled “Redefining Aging, Redefining Community.” The two-year project is focused on better understanding the needs of the aging population in Lowell with particular attention to differences according to gender, socioeconomic class, and ethnicity. One aspect of Mignon Duffy’s research is a large historical quantitative study of paid care workers, focusing on the intersections of gender, race, and immigration with care in the paid labor market. She is particularly interested in the historical occupational mobility of child-care workers and the different constructs of childcare over time in the United States. Sharon Wasco is developing a study for and about those who care for rape survivors. Her community-based research program will include attention to both the emotional reactions of rape victim advocates to the difficult nature of their work and the effect of organizational support on their self-care strategies. Laura Punnett has been studying occupational health and safety problems in the healthcare sector for several years, documenting the range of exposures across the socioeconomic

spectrum that affect both direct-care and other workers. Given this convergence of interests, CWW is exploring several new initiatives on this theme, including spearheading an inter-campus carework policy agenda and compiling an edited volume on women, work, and caregiving.

- ***Women in Science, Technology, Engineering, and Mathematics***

The *Working WISE Project*, funded by the National Science Foundation, is a *visionary* project has brought together intergenerational scholars from diverse disciplines in order to foster dialogue among leading experts regarding workplace factors associated with women's success in Science, Technology, Engineering, and Mathematics (STEM) fields. The Project centered around a working conference held in April 2007. Working in intergenerational, interdisciplinary groups, conference attendees identified what has changed for women in the STEM (science, technology, engineering, and mathematics) fields and developed specific proposals for future research, public policy, and workplace action. Four themes guided these discussions: 1) educational pathways for women entering STEM careers, 2) discrimination in the workplace, 3) work-life balance, and 4) job and organizational factors in which lead to success in these fields. An edited conference volume will summarize results and be distributed widely to academic, industry, and public policy audiences. The keynote speaker at the conference was Dr. Evelynn M. Hammonds, professor of the history of science and of African-American studies at Harvard University. Hammonds serves as Harvard's senior vice provost for Faculty Development and Diversity. Members of the team that organized the conference are Professor Paula Rayman of Regional Economic and Social Development (RESO), principal investigator; Psychology Professor Meg Bond, co-principal investigator; Assistant Professor Maria Brunette of Work Environment, co-principal investigator; Jody Lally, Project Director; and May Elewa and Padmaja Sistla, Research Assistants.

- ***Gendered Work Climates, Discrimination, and Health***

This research program is a multi-year collaboration between CWW and the Kerr Ergonomics Institute (KEI) and now also includes the new Center for the Promotion of Health in the New England Workplace (CPH-NEW) at UML. It focuses on researching the links between work climate, 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).

During 2006-07, we convened an interdisciplinary research group of faculty and students from Psychology, Work Environment, and Sociology to address a common set of research questions through secondary analysis of extant data sets, including data collected in 2000 through a survey of UML staff. Our previous work had shown differences in ratings of psychosocial work climate between gender-segregated and – integrated jobs, which might also have reflected differences in work content. This year we compared descriptions of work demands among the different occupations represented and found some evidence through a quantitative (cluster) analysis that respondents' interpretation of the psychological and physical demands items in the survey (Karasek Job Content Questionnaire) might differ by job title. In order better to understand these findings, and to learn how different people understand and interpret the items in detail, we have now begun a set of qualitative interviews of UML staff members in the same range of job categories. These interviews will be carried out during the summer and perhaps early fall of 2007 and will then be analyzed for

completion of the draft manuscript. (Lead Associates: Laura Punnett & Meg Bond; Research Associate BonKyoo Choi; assistance in recruiting interviewees from Susan Winning)

- **Workplace Diversity**

Meg Bond has written a book on workplace diversity entitled *Workplace Chemistry: Addressing Organizational Diversity in the 21st Century* (University Press of New England). The book summarizes a case study of a manufacturing firm undergoing a process of organizational change aimed at increasing diversity. It traces the complex dynamics involved as organizations make a commitment to help all employees work to their fullest potential and to provide insights useful to others who share such goals. The book is due out in October 2007.

Through a contract with the National Institute for Occupational Safety and Health, Meg Bond, Laura Punnett, and several students developed a catalog of workplace measures that assess aspects of the work environment relevant to ethnicity, race, and gender diversity such as harassment, discrimination, work-family balance, and general organizational climate for diverse groups of workers (see Bond, Kalaja, et al. in Section VI). The compendium has been in press for a couple years; release of the hard copy volume is expected in the fall of 2007. Our team recently also consulted with NIOSH on putting the compendium on line to make the measures even more accessible to interested researchers.

Strategic Goal #2: Enhancing Understanding

1) Curriculum Development

CWW sponsored a new course taught by Paula Rayman in the Spring of 2007 entitled, "Gender, Work, and Public Policy." This seminar explored the challenges and opportunities associated with such factors as: economic globalization, government restructuring, work-family balancing, environmental safety, gender discrimination, and political/social injustice. A number of CWW Associates offered guest lectures during the semester. There was an emphasis on how public policies can advance progress towards equality and better quality of life. The seminar will be offered again in the Fall of 2007.

2) Graduate Certificate on Diversity in the Workplace

CWW is exploring an interdisciplinary graduate certificate program on diversity and healthy workplaces. We expect to submit a formal proposal for the certificate program during the 2007-08 academic year.

3) Collaboration with the Laboratory for Interdisciplinary Design (LID)

The LID, which is physically adjacent to CWW, is an unusual teaching and learning space, supporting interdisciplinary, collaborative, active learning, and service learning. The LID can support projects on issues of particular concern to women; it also supports improved pedagogy, which research shows can help retain women in technical fields. During the year, the LID was furnished, outfitted with computers, craft materials, hand tools, and a used electronic projector.

As Coordinator of LID, Sarah Kuhn (also CWW Associate) has been spearheading the development of curriculum to support new teaching merging the technical and the social. A new interdisciplinary service learning general education course, *Designing the Future*

World, has at last been approved by the UML General Education Committee. The course will be taught for the first time in Fall 2007. During the 2006-07 academic year, Dr. Kuhn identified potential issues and collaborators, and drafted a concept paper for submission to the UMass President's Creative Economy initiative, entitled "Sustainable Design: Creativity in the Public Interest" with collaborators from across the university.

Strategic Goal #3: Challenging Inequalities

1) Ninth Annual "Gathering at the Well" Forum on "Who Cares? The People, Policies and Politics of Carework: March 29, 2007

CWW sponsors an annual forum entitled "Gathering at the Well" that is attended by many from the greater Lowell community as well as UML faculty, staff, and students. We selected this imagery because historically women gathered at the well to collect water and share common issues. They turned what is often an onerous 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.

The Forum theme for 2007 was "Who Cares? The People, Policies, and Politics of Carework" and the event addressed the issue of eldercare, with specific emphasis on concerns for the careworkers. The forum opened with a presentation by Susan Thomson, which provided a thorough and comprehensive look at the many faces and facets of care-giving; her talk was made even more poignant by the sharing of personal stories of caregivers in the greater Lowell community. Expanding on Deborah Stone's "triangle of care," Susan introduced "the tetrahedron of care," tangibly demonstrating the connection between and among the person receiving care, the careworker, family members, and the community. A panel comprised eminent speakers including Alice Wolf, Massachusetts State Representative; Rebecca Gutman, SEIU 1199; and Marian Weisenfeld, Greater Boston Interfaith Organization. The panel discussed the needs of the elderly – including feeling connected with their community – and the needs of careworkers in general. Discussions shed light on how our society has no systematic way to deal with aging. Most fundamentally, our elder-care system does not support the emotional, physical, and economic needs of careworkers. The impact of this neglect is that there are few incentives to take up carework professionally, which results in family and friends being more concerned and worried about their loved ones and, more saliently, having to shoulder more of the burden in this area.

The keynote speaker was Lisa Dodson, a noted research professor at Boston College, who delivered a forceful and passionate look at the gross inequalities that tear at the fabric of women caregivers' lives. Dodson expressed dual concerns about caregivers' perception of themselves and also the carework they do – issues that she is all too familiar with because of her field research, which focuses on the lives of low income careworkers in the expanding care labor force. According to Dodson, "Being individualistic or independent is looked at synonymously with being a complete person, and not being independent is looked at as being incomplete." She said we need to be a society that highly regards interdependence and that recognizes that we all need to give and receive.

The morning's events also included table discussions where over 80 forum attendees discussed issues such as the concerns of the elderly, government interventions or the

lack of it, and how difficult it is for family to care for their loved ones when they live far away. Each group had to list their suggestions for improvement, which were then displayed throughout the hall. Also, as part of CWW's mission to advance change, participants were encouraged to write down, and commit to, their own personal resolutions for advancing change in a care movement.

The Forum organizing committee was chaired by Imogene Stulken and included Susan Thomson, Mignon Duffy, Heather Norcross, and Meg Bond. The Forum was co-sponsored with the Psychology Graduate Student Organization and Protestant Campus Ministry. It was funded in part by the UML Council on Diversity and Pluralism and the UML Council of Federated Centers and Institutes.

2) Lowell Women's Week: March 2006

CWW sponsored two events during this year's Lowell Women's Week. As part of its commitment to community involvement, CWW co-sponsored a public hearing that focused on advancing women toward wage equality and a luncheon that spotlighted women's issues in the workplace. The public hearing, lead by the Massachusetts Commission on the Status of Women, sought to collect stories from women who have been negatively impacted by discriminatory wages. Along with CWW's sponsorship, the public hearing was co-sponsored by American Association of University Women, Massachusetts Coalition for Women's Wage Equality, UMass Lowell Council on Diversity & Pluralism and Labor Extension Program, the Merrimack Valley Central Labor Council, and YWCA of Lowell.

The UMass Labor Extension Program and CWW also co-sponsored a Lowell Women's Week luncheon, which was primarily designed to bring together UMass women employees. The luncheon had a broad focus, and featured discussions not only on the economic disenfranchisement of women, issues of work/family balance, lack of leadership roles for women, ergonomic issues, but also on personal themes familiar to women: the stress of constantly multitasking, lack of appreciation for work done, and performing work outside the scope of one's job description.

Both events sought to advance change by calling for specific action steps that empower women and reconfigure structural policies that perpetuate these inequalities.

3) Community Collaborations

• Partnership Against Sexual Assault

In close collaboration with psychology students and staff members at *Rape Crisis Services of Greater Lowell*, Sharon Wasco convened a new organization called *Greater Lowell Partnership Against Sexual Assault (GLPASA)*. GLPASA is a community coalition of professionals who provide medical, legal, advocacy and mental health care to diverse community members in Lowell affected by rape and sexual violence. The group has been meeting on a monthly basis since March 2007; and participants represent a wide range of Lowell and Middlesex County agencies such as: Lowell Community Health Center, Saints Medical Center; UML, Lowell and Chelmsford Police Departments, Middlesex District Attorney's Office, Middlesex Sheriff's Office, United Teen Equality Center, Asian Task Force, African Assistance Network, International Institute Lowell, Alternative House, Middlesex Community College, Victim Rights Law Center, and FOCUS. Current priorities include developing a sustainable GL-PASA, continuing building alliances through interactive monthly meetings, and

assessing need for a coordinated response to sexual assault (SART/SANE) in Lowell (http://www.uml.edu/college/arts_sciences/psychology/In_the_Community/the_community.html for more information about GLPASA).

- **Voices for Planned Parenthood**

The Center for Women & Work worked with Planned Parenthood League of Massachusetts to establish a chapter of Voices for Planned Parenthood Group (VOX) on campus during the 2006-07 academic year. Screenings of the films “The Education of Shelby Knox” and “The Abortion Diaries” were held on campus to promote the new group to the University community. The UML chapter of VOX focuses on health education and awareness of women’s reproductive rights in the community.

4) Publications and Outreach

The Center for Women and Work produces and distributes two issues yearly of a newsletter, *Perspectives*. This publication includes articles about all aspects of the Center’s activities. The newsletter is mailed to about 1,000 individuals from all over the country.

5) Support a Community of Equity at UMass Lowell

- **Work with UML Service Excellence Transformation Team**

The overall purpose of the UMass Lowell Campus Transformation Project is to improve the physical, economic, and social aspects of UML through a variety of initiatives, including developing interdisciplinary teaching and research activities, extending connections to community programs, and maintaining a clean and safe working environment for the University community. One team – the Service Excellence Team – invited CWW Director Meg Bond and community psychology student Lyndsey Tarsia to join their efforts so that the group could draw upon insights gathered from the prior UML survey conducted by CWW. The goal of the Service Excellence Team is to address the day-to-day experience of everyone on campus— faculty, staff, students and external groups involved with UML. The team will conduct focus groups and surveys to assess opportunities for change at UML. Based on the information gathered, the team will recommend strategies for enhancing the quality of work life at UML and improving customer service.

- **Call for Gender Equity Study at UMass Lowell**

In collaboration with the UMass Lowell Labor Extension Program, CWW has submitted a request to the new Chancellor to undertake a campus-wide gender equity study. The call for action grew out of discussions in March among women representing diverse departments of the University of Massachusetts Lowell who gathered together for a luncheon in the Alumni Lounge to share the pressing and pivotal issues they face in the UML workplace.

Strategic Goal #4: Promoting the Sustainability of CWW

1) Maintaining an Interdisciplinary Space

CWW’s office is frequented by graduate students from Psychology, RESD, and Work Environment. We have computers available for general student use, and keep our offices open all week with the help of TAs and work-study students so that the university community can use our space to gather informally. CWW has also made our conference

room available for regular meetings of faculty and student groups such as Gender Studies and a support group for Junior Faculty. We have joined with Political Science/Model Leagues Program, Gender Studies, Cultural Studies, and faculty involved with a new Multidisciplinary Design Lab to foster an educational community in the basement of Coburn that revolves around gender, diversity, and hands-on learning.

2) Fostering Collaborations Locally, Regionally, Nationally and Internationally

In terms of intra-university collaborations, we have had a particularly strong relationship and on-going collaboration with the Kerr Ergonomics Institute. Much of that collaborative work will now also be coordinated with the new Center for the Promotion of Health in the New England Workplace (CPH-NEW). We also work closely with the Laboratory for Interdisciplinary Design (LID) which is an unusual teaching and learning space, supporting interdisciplinary, collaborative, active learning, and service learning. In addition, we actively collaborate and co-sponsor programs with the Center for Family, Work, and Community (CFWC), the Council on Diversity and Pluralism, and the Departments of Psychology, Work Environment, Sociology, and Regional Economic & Social Development. We also coordinate our activities and co-sponsor events with the Gender Studies Program, the Lowell Center for Sustainable Production (LCSP), the Center for Public Health Research and Health Promotion (CPHRHP), and the Peace and Conflict Studies Institute (PACSI).

During this past year, we have strengthened our working relationships with statewide groups dedicated to women's issues. We co-sponsored events with the Massachusetts Chapter for the American Association for University Women and the Massachusetts Commission on the Status of Women. We were among the co-sponsors of the Massachusetts Conference on Women. Meg Bond was invited to join the Middlesex Regional Council of the Massachusetts Commission on the Status of Women.

In addition, CWW extends our impact through strong relationships with national and international groups, including the National Institute for Occupational Safety and Health; Brandeis University Women's Studies Research Center; Massachusetts Commission on the Status of Women; National Society for the Psychological Study of Social Issues; National Society for Community Research and Action; University of Haifa International Conference on Social Responsibility; Boston Combined Jewish Philanthropies; PEACEWORK: American Friends Service Committee; European Association for Work and Organizational Psychology; and the International Congress on Women, Work, and Health. CWW is also a member of the National Center for Research on Women.

3) Establishing a stable infrastructure for CWW & support for sufficient staffing levels

CWW will be celebrating our 10th anniversary in 2008. We are planning a series of celebratory events that have multiple goals: 1) to celebrate our accomplishments, 2) to increase the visibility of CWW – locally, regionally, nationally & internationally, and 3) to establish funding for a more sustainable infrastructure. We have formed an advisory board, which will hold its first meeting on September 20, 2007. We will be holding three events (one per semester from Fall 2007 to Fall 2008), each of which combine the goals of increased visibility for CWW and fundraising.

4) Unveiling New CWW Logo

To celebrate entering our 10th year, CWW unveiled a new logo. The design was developed by Ekaterina Konovalova, whose background in advertising and marketing

helped her to envision the image of unity of women and work. According to Ekaterina, the liveliest element in the graphic composition is the letter “C,” which symbolizes hair tresses swirling around the figure of a woman. The logotype reflects the integration of womanhood and involvement with work.



V. RESEARCH AND PROJECT SUPPORTS (2006-07)

A. Student Research Support

- One half-time graduate research assistant on CFCI funds
- One half-time graduate research assistant on NSF funds
- One graduate assistant from the Department of Psychology
- Two students on contacts with funds from CFCI
- Three undergraduate students on work-study funds

B. Grants & Contracts

Funding received:

\$200,000 Grant from the National Science Foundation

Paula Rayman (PI), Meg Bond (Co-PI), and Maria Brunette (Co-PI) received National Science Foundation (NSF) funding to support a working conference that gathered an intergenerational and interdisciplinary community of racially and ethnically diverse scholars to have a dialogue about scholarship on workplace factors that are associated with women's success in STEM fields. The Project funding period is January 2006 to December 2007.

\$12,504 Collaborative Grant from the Committee of Federated Centers and Institutes, to CWW jointly with the Kerr Ergonomics Institute (2006-07)

\$1,000 Grant from the UML Council on Diversity and Pluralism to sponsor the Spring 2007 *Gathering at the Well Forum*

\$10,000 Healey and Public Service Endowment Grant

CWW Faculty Associates Andrew Hostetler and Susan Thomson received funding for a two-year project entitled “Redefining Aging, Redefining Community.” The two-year project will begin in the fall of 2006. The project has both community research and curriculum innovation goals. The community research and outreach component is focused on better understanding the needs of the aging population in Lowell with particular attention to differences according to gender, socioeconomic class, and ethnicity. It aims to conduct a “developmental mapping” of community resources and a similar mapping of residents' goals and needs. In addition to identifying gaps in available services, the project will result in a novel planning and resource guide that will allow emerging seniors of the Merrimack River Valley to plot out individualized developmental paths that will meet their anticipated goals for social and community involvement. The primary curriculum innovation objectives are to integrate research-centered service-learning into courses at both Middlesex Community College and UML, establish an

interdisciplinary and intergenerational research partnership between students and area senior citizens and service providers. (2006-08)

\$10,000 University Research Council Seed Grant

Mignon Duffy, CWW Faculty Associate, received a seed grant from the University Research and Scholarship Council to complete an interdisciplinary analysis of recent state-level policy initiatives related to care in Massachusetts. This project, entitled "Building a Care Movement in Massachusetts," is an effort to connect the work of academics studying the paid and unpaid work of care to organizing strategies used by activists. The first phase of this effort will focus on a limited number of care-related policy initiatives that have recently been on the state-level agenda within Massachusetts, such as health care reform, paid family leave, and collective bargaining proposals for personal care attendants. The second phase will be focused on developing a strategy to engage care scholars in the state policy arena. (2007-09)

Other proposals submitted:

- 1) Submitted a proposal to the UML Council on Diversity and Pluralism for the continuation of the CWW mentoring programs for graduate students and junior faculty. Not funded.
- 2) Submitted a proposal to the 2007 President's Initiative Fund to support student involvement in research on "Gender in the Workplace." Not funded.

VI. PUBLICATIONS & PROFESSIONAL PRESENTATIONS (2006-07)

CWW Working Papers

Bond, M.A., & Punnett, L. (2006). Expanding our understanding of the psychosocial work environment. *Center for Women & Work Working Paper Series*, WP06-01.

Brunette, M. J., Rayman, P., Bond, M., & Yuan, L. (in press). A Delphi study to structure a working conference on women's success in science, technology, engineering, and mathematics (STEM) fields. *Center for Women & Work Working Paper Series*, WP07-02.

Haynes, M. C., & Heilman, M E. (in press). Perceptions of Affirmative Action (AA): Implications for attitudes towards AA and its psychological consequences. *Center for Women & Work Working Paper Series*, WP07-03.

Moir, S., & Skidmore, E. (2006). Pre-apprenticeship model for women entering and succeeding in the construction trades. *Center for Women & Work Working Paper Series*, WP06-03.

Najarian, C.G. (2006). Deaf mothers, maternal thinking, and intersections of gender and ability. *Center for Women & Work Working Paper Series*, WP06-02.

Thomson, S. (in press). The care tetrahedron: Portraits of elder care in the United States. *Center for Women & Work Working Paper Series*, WP07-04.

Wasco, S. M., Knight, M. K., Fernández, M. C., Twarog, K. E., Norcross, H. L., Martin, K. C., de Laubenfels, M. J. (in press). Reactions to rape research: Examining upset and regret among ethnicity diverse college women. *Center for Women & Work Working Paper Series*, WP07-01.

Books, Monographs & Edited Journal Issues

Bond, M.A. (forthcoming October 2007). *Workplace Chemistry: Promoting Diversity through Organizational Change*. Hanover, NH: University Press of New England.

Bond, M.A., Kalaja, A., Markkanen, P., Cazeca, D., Daniel, S., Tsurikova, L., & Punnett, L. (2007). *Compendium of Diversity-Related Measures for Research in Occupational Health*. National Institute for Occupational Safety and Health (NIOSH), US DHHS, Cincinnati OH.

Bond, M.A. & Harrell, S. (Eds.) (2006). Special Issue on Stories of Diversity Challenges in Community Research and Action. *American Journal of Community Psychology*, 36 (3/4).

Markkanen, P., Hurst, P., Quinn, P., Hakim, A., & Dessy, M. (In press). *Children, solvents, and shoemaking in Cibaduyut, Indonesia: local case - global primary prevention*. Geneva: World Health Organization.

Najarian, C. G. (2006). *'Between Worlds': Deaf Women, Work, and Intersections of Gender and Ability*. New York: Routledge.

Summerfield, G., **Pyle, J.** & Desai, M. (2006). *Globalization, Transnational Migration, and Gendered CareWork*. Symposium in *Globalizations*, 3 (3).

Journal Articles

Bond, M. & Harrell, S. (2006). Diversity challenges in community research and action: The story of a special issue. *American Journal of Community Psychology*, 36 (3/4).

Cifuentes, M., Gore, R., Boyer, J., Tessler, J., d'Errico, A., Scollin, P., Lerner, D., Kriebel, D., **Punnett, L.**, & Phase in Healthcare Research Team. (2007). Inter-method agreement between O*NET and survey measures of psychosocial exposure among healthcare employees. *American Journal of Industrial Medicine*, 50(7), 545-553, doi: 10.1002/ajim.20480.

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Book Chapters, Technical Reports, & Conference Proceedings

Bond, M.A. & Punnett, L. (In press). Expanding our understanding of the psychosocial work environment. In Bond, et al. (Eds.), *Compendium of Diversity-Related Measures for Research in Occupational Health*. National Institute for Occupational Safety and Health (NIOSH), US DHHS, Cincinnati OH.

Hostetler, A.J. (forthcoming in 2008). Generativity and the mature gay men: An ecological approach. Invited submission for P. Hammack & B. J. Cohler (Eds.), *Life course and sexual identity: Narrative perspectives on gay and lesbian identities*. New York: Oxford University Press.

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Kuhn, S. & Rayman, P. (2007). Women on the edge of change: Employees in United States information technology companies. In C. Burger (Ed.), *Reconfiguring the Firewall: A Cross-Cultural Context for Recruiting Women to IT*. A.K. Peters, Ltd.

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Martin, F. & **Kuhn, S.** (2006) Computing in context: Integrating an embedded computing project into a course on ethical and societal issues. *2006 Proceedings of the Association for Computing Machinery Special Interest Group on Computer Science Education (ACM-SIGCSE 2006)*

Pyle, J. (Forthcoming). Public Policy and Local Economies: The Phenomenon of Secondary Migration. In Pho, T. L., Gerson, J. & Cowan, S. (Eds.), *Southeast Asian Refugees and Immigrants in the Mill City: Changing Families, Communities, Institutions – Thirty Years Afterward*. University Press of New England.

Slatin, C., **Punnett, L.**, et al. (2006, December). *Health Disparities among Healthcare Workers*. Final Report, Grant # R01 OH007381, National Institute of Occupational Safety and Health.

Professional Presentations

Arabas, J., Rack, M. & **Thomson, S.** (2006). *Multicultural Service-Learning: Storybooks and Ethnographies in the Service of Understanding*. Northeast Regional Campus Compact Conference. Nashua, NH.

Bond, M.A. (Chair). (2007). *Is Ecological Research Ecological? Is Research Validity Valid?* Session at the 11th Biennial Conference of the Society for Community Research and Action, Pasadena, California.

Bond, M.A. (2007). *Visions for an Equitable Workplace: Harnessing Diversity for Organizational Vitality*. Invited panel at the European Association for Work and Organizational Psychology, Stockholm, Sweden.

Bond, M.A. (Chair), Hostetler, A., Pyle, J. & Rayman, P. (2007). *Sustaining Our Work as Organizational Scholar-Change Agents: Creating an Interdisciplinary Community to Address Gender and work*. Symposium presented at the European Association for Work and Organizational Psychology, Stockholm, Sweden.

Bond, M.A. (2007). *Workplace Chemistry: Reflections on Organizational Change to Address Diversity*. Invited talk at Vanderbilt University.

Bond, M. & Harrell, S. (2006). *Diversity Stories in Community Research and Action: Toward developing Principles for Community Psychology*. First International Conference on Community Psychology, San Juan, Puerto Rico.

Bond, M. (2006). *Challenges Facing Community Action Research Centers: Lessons from a Center on Women and Work*. First International Conference on Community Psychology, San Juan, Puerto Rico.

Bond, M. & Harrell, S. (2006). *Diversity Stories in Community Research and Action: Toward developing Principles for Community Psychology*. First International Conference on Community Psychology, San Juan, Puerto Rico.

Cifuentes, M., Gore, R., Boyer, J., Tessler, J., d'Errico, A., Scollin, P., & **Punnett, L.** (2006). *Association between O*NET and survey measures of psychosocial exposure in healthcare workers*. American Public Health Association Annual Meeting, Boston MA.

Cifuentes, M., Gore, R., Boyer, J., Tessler, J., d'Errico, A., Scollin, P., & **Punnett, L.** (2006). *Socioeconomic status and working conditions as predictors of survey response in healthcare workers*. American Public Health Association Annual Meeting, Boston MA.

Duffy, M. (2007). *Building a Care Movement: Three Frames for Change*. Paper accepted for presentation at Eastern Sociological Society's annual meetings. Philadelphia, PA.

Duffy, M. (2006). *The History of the Global Care Chain: Immigrant Caring Labor in the United States*. Social Science History Association annual meetings. Minneapolis, MN.

Frumin, E., Vossenas, P., Moriarty, J., Orris, P., Halpin, J., Krause, N., **Punnett, L.** (2006). *Workload related musculoskeletal disorders among hotel housekeepers: Worksite surveillance reveals a growing national problem*. NIOSH NORA Symposium, Washington DC.

Harrell, S. & **Bond, M.A.** (Chairs) (2007). *Developing Diversity Principles for Community Research and Action*. Session at the 11th Biennial Conference of the Society for Community Research and Action, Pasadena, California.

Haynes, M. C. & Heilman, M. E. (2007). *Perceptions of Affirmative Action (AA): Implications for attitudes towards AA and its psychological consequences*. Presented at the 22nd Annual Society for Industrial Organizational Psychology Conference; New York, New York.

Hostetler, A. J. (2007). *Choosing care, sacrificing community? Older adults and the prospects for building multicultural, intergenerational caring communities*. Paper to be presented at the Fifth Annual Carework Conference, New York, N.Y.

Kuhn, S. (2006). *Coming to our Senses in Higher Education: Using "low technology" to enhance engagement, learning, and embodied knowledge*. Invited workshop as a "Back by Popular Demand" session; workshop repeated three times at conference because of very high demand. Teaching Professor Conference, Chicago, IL.

Najarian, C. (2007). *The public and private lives of politicians: Negotiating work, family, and public policies*. Paper to be presented at the Fifth Annual Carework Conference, New York, N.Y.

Najarian, C. G. (2006). *Personal Responsibility and Deaf Women's Work Experiences in the New Economy*. Peer-reviewed paper presented at Refereed Roundtable at the American Sociological Association Meetings, Montreal, Quebec, Canada.

Najarian, C. G. (2006). *Deaf or deaf?: College Educated Deaf Women as Linguistic Minorities in Families and Schools*. Peer-reviewed paper presented at the Society for the Study of Social Problems Meetings, Montreal, Quebec, Canada.

Najarian, C. G. (2006). *The Bilingual Work of Deaf Mothers: Gender, Ability, and Maternal Thinking*. (Invited contribution) The Salon: Faculty Colloquium in the Fine Arts, Humanities, and Social Sciences, University of Massachusetts Lowell, Lowell, MA.

Najarian, C. G. (2006). *Deaf Mothers, Maternal Thinking, and Intersections of Gender and Ability*. Eastern Sociological Society Meetings, Boston, MA.

Najarian, C. G. (2006). *Women in the Workplace*. Session Presider, Eastern Sociological Society Meetings, Boston, MA.

Punnett, L. (2007) *Inequitable Distribution of Workplace Risks: Insights from Studying Musculoskeletal Disorders*. C. O. Sappington Memorial Lecture (Invited Keynote). American College of Occupational and Environmental Medicine, American Occupational Health Conference, New Orleans LA.

Punnett, L. (2007) *Socioeconomic disparities in health and in occupational exposures: Relevance for workplace health promotion and protection programs*. NORA Symposium, Midwest Center for Occupational Health and Safety, University of Minnesota, Minneapolis MN.

Punnett, L. (2006). *Work-Related Musculoskeletal Disorders in Men and Women: Is the Burden Equitably Distributed?* (Invited Keynote) 28th International Congress on Occupational Health, Milan, Italy.

Pyle, J. (2007). *Globalization and the increase in transnational care work: The flip side*. Paper to be presented at the Fifth Annual Carework Conference, New York, N.Y.

Pyle, J. (2007). *Human Trafficking: What Are the Issues?* University of North Florida. (Human Trafficking Awareness Week Lecture).

Pyle, J. (2007). *Human Trafficking: What Are the Issues?* Northeast Florida Human Trafficking Task Force, Jacksonville, FL.

Tessler, J., Boyer, J., Cifuentes, M., Park, J.K., Scollin, P., **Punnett, L.** (2006) *Upper extremity musculoskeletal exposures and the healthcare worker: Is there a gradient by socioeconomic status?* American Public Health Association Annual Meeting, Boston MA.

Rayman, P. (2007). *Caring for caregivers*. Paper to be presented at the Fifth Annual Carework Conference, New York, N.Y.

Thomson, S. (2007). *Portraits of Elder Care in the United States*. Invited talk for the Center for Women & Work 9th Annual Gathering at the Well Forum. University of Massachusetts Lowell, Lowell, MA.