Executive Summary

The Center for Women & Work (CWW) at UML is a vibrant community of scholars – representing diverse disciplines – who are dedicated to research, education and action to support healthy workplace climates in relation to gender and inequalities. In 2010-11 we have continued to generate cutting edge scholarship, involve students in meaningful ways, and expand our reach regionally, nationally and internationally.

2010-11 Accomplishments Highlights

Promoted scholarship on gender and work

• Expanded the CWW Associates group to 15 faculty, with involvement from 4 of the 6 UML colleges (FAHSS, SHE, Education, and Management)
  o Met monthly to share research, infuse interdisciplinary perspectives, and promote scholarship
  o Produced 2 books, over 10 professional publications & 20 conference proposals

• Expanded core research programs on the topics of carework, workplace diversity, women in STEM, and building communities to promote faculty scholarship
  o Contacted by Australian researchers who want to replicate the methodology of our Taking Care Project
  o Completed data gathering and draft report of first phase of Healthy Diversity Project supported by 2 grants (SPSSI & Research Seed Grant); 5 additional grants submitted and/or planned by summer to support extensions of project
  o Received NSF grant for study on remaking learning in higher education
  o Actively participating in submission of an NSF ADVANCE Grant
  o Completed data gathering, conference submission, and draft of article for IDEA Communities Evaluation (supported by Research Seed Grant)

• Supported scholarship across UML, with active support for over 85 faculty and staff members in 2009-11 (see attached list)
  o Grew the IDEA Communities Initiative to 7 active groups
  o Initiated the NVivo Fellows Program & selected 11 faculty fellows for 2010-12
  o Revitalized the Qualitative Research Network and promoted adoption of qualitative software
  o Sponsored workshops on feminist & qualitative research methods for faculty

Supported student involvement in scholarship on equity and work

• Initiated the Emerging Scholars Program to provide opportunities for undergraduate students to work directly with ongoing faculty research
• Coordinated the Workplace Diversity Certificate
• Involved graduate and undergraduate students in all CWW projects

Expanded our regional, national & international impact

• Invited to join the National Council for Research on Women
• Founding facilitator for compact with Merrimack Valley companies to promote workforce diversification
• Participated in the International Women Leaders Summit
• Working on 3 international collaborations; and presenting at 4 international conferences
• Working closely on research & outreach with over 10 external organizations

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MISSION

The Center for Women & Work (CWW) at the University of Massachusetts Lowell is a vibrant community of scholars – representing diverse disciplines – who are dedicated to:

- Advancing knowledge about the relationship between gender and work through research
- Enhancing understanding of this relationship through education and training
- Challenging inequalities, particularly through institutional change

CENTER GOALS

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

1. **Advancing Knowledge** – 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, national, and international audiences

2. **Enhancing Understanding** – 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 at UMass Lowell

3. **Challenging Inequalities** - to seek remedies for gender-based inequality in the workforce through disseminating information and promoting institutional change, including within our own institution
   - Share information on issues related to women & work with the university and community
   - Foster an institutional culture that supports women's advancement within our university
   - Promote partnerships between university and community members for addressing gendered working conditions and other concerns for working women
   - Provide organizational consultation & technical assistance to local, regional, and national groups
CORE INITIATIVES

Our priorities for 2010-11 have included both research and action projects, with aims that range from local to global impact. Below is a summary of our activities for the year to date.

Advancing Knowledge & Scholarship about Women and Work

Associates Program
Supporting a lively community of researchers to advance scholarship about women and work. The Associates Program is the heart of CWW as it is our primary vehicle for advancing and enriching a wide range of scholarly research projects related to women and work.

2010-11 accomplishments include:

- Invited Mignon Duffy to join Meg Bond, Laura Punnett, and Paula Rayman as a member of the CWW Senior Associates Leadership Group
- Welcomed three new associates to the program
- Provided support and mutual mentoring for 15 Associates who represent diverse disciplines (psychology, sociology, economics, ergonomics, public health, management, nursing, and education)
- Hosted monthly meetings to discuss scholarly work related to women and work

Healthy Diversity Project
Investigating the challenges that Community Health Centers (CHCs) face in recruiting, developing, and promoting diversity among staff; and identifying promising organizational policies and practices for addressing the challenges. The project is funded by the Society for the Psychological Study of Social Issues (2009-11) and by a Research Seed Grant from the UMass Lowell Provost’s Office (2010-11). (Lead: Meg Bond, Michelle Haynes, & Robin Toof)

2010-11 accomplishments include:

- Completed survey of all CHCs in Massachusetts & interviewed representatives of 10 CHCs
- Collaborated with the Mass League of Community Health Centers (MLCHC) on the development of a report on the status of diversity in the CHC workforce in Massachusetts
- Received a Research Seed Grant from the UMass Lowell Provost’s Office
- Submitted two grant proposals to extend the work – a LOI to the Jessie B. Cox foundation and a proposal for a UMass Creative Economy Grant
- Presented the work at the Eastern Psychological Association Meetings, Cambridge, MA (March 2011)
- Related presentations accepted for meetings of:
  - MLCHC Community Health Institute, Boston, MA (May 2011)
  - Society for Community Research and Action, Chicago, IL (June 2011)
  - International Conference on Workplace Diversity, Cape Town, South Africa (June 2011)
  - American Psychological Association Convention, Washington DC (August 2011)

Carework Project
Conducting interdisciplinary research to understand and document the status of carework and conditions for care workers in Massachusetts. The Carework Project is a collaboration
between UMass Lowell Center for Women & Work, UMass Boston and UMass Amherst. This work has been funded by two grants: A Research Seed Grant from the UMass Lowell Provost’s office (2007) on “Building a Care Movement in MA” and a Creative Economy Grant through the UMass President’s office (2008) to produce a report on “Taking Care: The Costs and Contributions of Care Work in Massachusetts.” (Lead: Mignon Duffy; Collaborators: Randy Albelda and Nancy Folbre)

2010-11 accomplishments include:

- Maintained a website for the Massachusetts Carework Network, providing a forum to link research with activism around care issues
- Published article summarizing study in Community and Banking, a publication of the Federal Reserve Bank of Boston
- Submitted article to major academic journal detailing theoretical and empirical contributions of the study
- Received inquiry from researchers in Australia who want to replicate the “path-breaking methodology” of this study in a national study in Australia; currently they have submitted a proposal and we are exploring possible international collaborations
- Developing a proposal for next steps in project to submit to Russell Sage Foundation

**Women in Science, Technology, Engineering & Mathematics (STEM)**

Leading several interconnected projects related to promoting women in STEM fields.

- **ADVANCE Grant Development Team:** Working with inter-university group to develop a proposal for an institutional change grant from the National Science Foundation. The goals are to break down barriers and enhance supports for women who are pursuing careers in science, technology, engineering and mathematics (STEM). (Lead: Paula Rayman & Julie Chen)

- **Thinking with Things: Remaking Learning in Higher Education and Beyond:** An NSF-funded project that is exploring the implications of embodied cognition for learning and teaching at the college level, with a particular focus on computer science education. Evidence from other domains suggests that women, who are underrepresented in computing, may be more adversely affected by poor teaching and learning practices than men are. Improvements in pedagogy therefore could have a disproportionate positive effect on women and other underrepresented groups. (Lead: Sarah Kuhn)

**IDEA Communities Initiative** (IDEA stands for ‘Interdisciplinary Exchange & Advancement’)

Facilitating and documenting the development of interdisciplinary groups designed to enhance mentoring and support for innovative scholarly work at UMass Lowell. Each IDEA Community involves a small group of faculty and other affiliated researchers from a variety of departments and colleges who share interests around a common topic and who agree to make a commitment to support one another’s scholarship. The IDEA Communities are modeled after CWW’s successful Associates Program. The initiative is facilitated by the Center for Women & Work, overseen by an interdisciplinary Steering Team, and funded by the Office of the Provost. (Lead: Meg Bond & Jana Sladkova)

2010-11 accomplishments include:

- Received a Research Seed Grant from the UMass Lowell Provost’s Office
- Supported 3 ongoing IDEA Communities formed in 2009 (Themes: Disabilities, American Studies, Thinking with Things)
- Selected and supported 4 additional Communities initiated in 2011 (Themes: Gerontology/Aging, Mothering, National Identity, Teaching & Technology)
• Held monthly meetings with the facilitators of all 7 IDEA Communities to share strategies for group development
• Produced a CWW Working Paper on “Mentoring in Academia: Review of Existing Models, Challenges, and Best Practices”
• Documenting the progress of IDEA Community development; process is ongoing & academic paper is in progress
• Planning an event to share insights on the IDEA Communities with the broader campus community (to coincide with the UMass Lowell Fall 2011 Faculty Research Conference)

**Feminist Methods and Qualitative Research Supports**

Providing education and support for all researchers at UMass Lowell in the use of nontraditional research methods, including feminist and qualitative approaches.

2010-11 accomplishments include:

• Sponsored a workshop on feminist research methods on November 3, 2010 that was well attended by faculty and students from several colleges (Fine Arts, Humanities, & Social Sciences; Education; School of Health & Environment) (Lead: Cheryl Najarian Souza)
• Supported making new software available to all faculty, staff and students through the purchase of NVivo 9 software
• Provided technical assistance at CWW for faculty and students using NVivo (funded by the College of Fine Arts, Humanities, and Social Sciences)

**NVivo Fellows Program**

Spearheaded a new NVivo Fellows Program to support qualitative research at UMass Lowell in partnership with the Qualitative Research Network (QRN). The university recently purchased NVivo 9, which is a software tool that supports non-numerical or unstructured data analysis and is used across diverse social science and humanities studies for organizing and analyzing textual, audio, and visual data. The Fellows Program is designed to support wide spread use of the software on campus. Fellows have received intensive training and have agreed to share their knowledge and support others in using this tool. (Lead: Judith Davidson)

2010-11 accomplishments include:

• Selected eleven NVivo 9 Fellows for 2011 (10 faculty & 1 librarian)
• Sponsored two intensive NVivo 9 trainings during the Spring 2011 for all Fellows
• Holding meetings with Fellows to plan how to disseminate their knowledge and to support others in using this tool

**Enhancing Understanding through Education & Training**

‘**Diversity in the Workplace**’ Graduate Certificate

Ongoing oversight of an interdisciplinary graduate certificate on the study of workplace diversity. Given the ever changing landscape of the workplace, organizational leaders face the significant challenge of more fully understanding the dynamic forces that make diversity complicated in organizations and of maximizing the positive, creative potential of diversity among employees. Students who complete this certificate emerge better equipped to work within our increasingly diverse workplaces.
Emerging Scholars Program
Establishing a new Emerging Scholars Program to provide students with a unique year-long opportunity to apply the theoretical knowledge gained from courses at UMass Lowell, while also making a practical contribution to a faculty member’s research on topics related to women and work. Students who participate will gain valuable research experience and build on their classroom learning. Faculty participants will have the opportunity to mentor a young researcher as well as acquire assistance with their own research. The new program is funded by the College of Fine Arts, Humanities & Social Sciences and the Office of the Vice Provost for Research. (Lead: Mignon Duffy & Jaye McLaren)

2010-11 accomplishments include:
- Researched models for similar programs adopted by other institutions, and met with CWW Associates to discuss models
- Submitted a formal proposal for a UMass Lowell Emerging Scholars Program
- Received support from the College of Fine Arts, Humanities & Social Sciences and Office of the Vice Provost for Research to initiate pilot program for 2011-12
- Recruited five faculty projects for 2011-2012
- Publicized program to faculty and students
- Set up application and selection process for students
- Will select students for each faculty project by June 15th
- Developing orientation and infrastructure to support student-faculty partnerships in 2011-2012

Annual Gathering at the Well Forum
Sponsoring an annual forum on current issues related to women and work. The Gathering at the Well Forum is an opportunity for residents of the greater Lowell region to gather with UMass Lowell faculty, staff, and students to discuss common concerns. An important aspect of our mission as a center is to create links between our university and the community, and our forum has become one important way that we are able to realize that goal. (2011 Lead: Sarah Kuhn & Imogene Stulken)

2010-11 accomplishments include:
- Held 13th annual forum on April 7th on the theme of “Women as Makers: Creativity at Work, at Home, and in the Community”
- Featured Mary Catherine Bateson, internationally respected cultural anthropologist and author
- Included community panelists from UTEC, Revolving Museum, and Kids Rethink New Orleans Schools
- Gave three Splash! Awards to local women
- Event was extremely well received by over 60 faculty, staff and community participants
- Established new connections with attendees; already discussing collaborations
- Collaborators: Center for Family, Work, and Community; Protestant Campus Ministry
- Funded by: College of Fine Arts, Humanities, and Social Sciences; Gender Studies Program; Office of Student Activities & Leadership; Departments of Psychology and Sociology; and Michaels Stores of Chelmsford

Student Involvement in CWW Projects
Supporting student involvement in all aspects of CWW through participation in research projects, work on CWW events, and involvement in forums for discussion of general professional development issues.
2010-11 accomplishments include:
• Employed 3 graduate students from the Community Social Psychology program (involved with Healthy Diversity, IDEA Communities, & Emerging Scholars)
• Worked with 4 undergraduate interns on varied CWW projects (3 on work-study contracts & 1 on the Healthy Diversity Project)

**Student Scholarships**
Established a partnership with the Bedford/Lexington Chapter of the American Association of University Women (AAUW) to provide a scholarship for a UMass Lowell student to participate in an annual women’s leadership conference.

2010-11 accomplishments include:
• Established a selection procedure and facilitated recruitment of candidates
• Forwarded names to AAUW who selected Jennifer Castaño, a Commonwealth Honors Program student and criminal justice major, to receive the 2011 grant
• Collaborated with the Honor’s Program, which matched the AAUW grant

**Working Papers Series**
Supporting an on-going working papers series as a venue for CWW Associates to disseminate the findings of their research. The papers include technical reports, literature reviews, and empirical papers. (Lead: Andrew Hostetler)

2010-11 accomplishments include:
• Ongoing distribution of 10 Working Papers
• Published 2 new working papers:

**Advancing Systemic Change to Support Gender Equity**

**Voices of Working Women of UMass Lowell (VOWW)**
Partnering with the UMass Lowell Labor Extension Program to support all women employees of the university. We collaborate to sponsor an annual luncheon where women gather and share concerns, as well as to initiate projects to improve our work lives at the university. (CWW Liaisons: Monica Galizzi & Laura Punnett)

2010-11 accomplishments include:
• Held 5th annual UMass Lowell Women’s Lunch March 16, 2011 on theme of Women’s Leadership
• Featured keynote by Susan Moir, CWW Affiliate and UMass Lowell Alumna, now at the UMass Boston Labor Resource Center
• Luncheon funded by: Center for Women & Work; Work Environment Department; SEIU 888; Gender Studies Program; UAW/GEO/UAF/Local 1596; MTA-Grace
• Continued ongoing discussions about childcare at UMass Lowell
Merrimack Valley Compact
Collaborating with the UMass Lowell Office for Equal Opportunity and Outreach to establish a Merrimack Valley Affiliate of the Commonwealth Compact, a statewide initiative spearheaded by the UMass Boston McCormack Graduate School of Policy Studies to “to make Massachusetts a location of choice for people of color.” (CWW Liaison: Meg Bond)

2010-11 accomplishments include:
- Helped to organize inaugural meeting of the regional Merrimack Valley Compact held in December 2010 that included top employers from across the region
- Facilitated and helped to plan subsequent Spring 2011 meetings hosted by local organizations (Lowell General Hospital, Middlesex Community College, & Enterprise Bank)

Start Smart Workshops
Collaborating with Evelyn Murphy’s WAGE (Women are Getting Even) Project and the UMass Lowell Office of Career Services to offer annual workshops for women students on how to benchmark the current salary for the job they want after graduation and how to negotiate to get that salary. Workshops are organized in collaboration with the UMass Lowell Career Services & Cooperative Education Center.

2010-11 accomplishments include:
- Held second annual workshop on April 4, 2011, featuring Evelyn Murphy as workshop leader
- Workshop filled to capacity of 45 and had to create a waitlist
- Evaluations were very positive

Childcare at UMass Lowell
Convening a group of faculty and staff to outline approaches to providing childcare to UMass Lowell faculty, staff, and students. The group began meeting in the spring of 2009 to research childcare models, facility possibilities, and will continue to research and advocate for childcare services for the UMass Lowell community.

2010-11 accomplishments include:
- Concluded a study of faculty, staff, and student childcare needs in collaboration with Harvard Business School Community Action Partners
- Developed a proposal for a model called UCare in collaboration with two well-established and nationally recognized early childhood programs: Acre Family Child Care and Lowell Day Nursery
- Ongoing discussions with union and administration members about support for such a program

Women’s Works: A Celebration of Women’s Creativity
Sponsoring an annual event to celebrate the many artistic talents of UMass Lowell women. This event is part craft fair, part art show, part performance art, and large part fundraiser for CWW. One of the most important outcomes of this event is that it builds community among UMass Lowell women across departments, ranks, and job titles.

2010-11 accomplishments include:
- Held 3rd annual event on December 2, 2010
- Increased the number of vendors by 40% increase
- Co-sponsored by: UMass Lowell Office of the Chancellor; UMass Lowell Office of Student Affairs; UMass Lowell Gender Studies Program; and 8 individual sponsors
Promoting Visibility & Sustainability

International Initiatives
Involved with numerous international initiatives that include collaborations with people across the globe. A strong priority for future growth of CWW is to expand our international reach.

2010-11 accomplishments include:
- Facilitated highly successful International Women Leaders Summit in cooperation with new UMass Lowell Peace and Conflict Studies Program (April 2011) (Lead: Paula Rayman)
- Working on international collaborations in Sweden (Laura Punnett), Italy (Monica Galizzi), the Czech Republic (Jana Sladkova), and Israel (Paula Rayman)
- Presenting at conferences in South Africa, Turkey, Czech Republic, Sweden, and England.

National Council for Research on Women
Invited to become a member center of the National Council for Research on Women. NCRW is a network of leading research, policy and advocacy centers committed to improving the lives of women and girls. They “provide the latest news, information and strategies needed to ensure fully informed debates, effective policies and inclusive practices…and advance collaborative and transformative change, both nationally and globally.” Membership in the NCRW will help CWW further develop relationships with research centers across the country focused on women and gender issues. It also allows us access to important research and policy resources.

Advisory Board
Consult on an ongoing basis with an Advisory Board with members from higher education, public service, private sector, and labor. Board members have made commitments to work toward enhanced visibility and financial sustainability for CWW.

Collaborative Relationships
- Fostered ongoing collaborative relationships with local, regional, and national organizations, including:
  - American Association of University Women
  - National Council for Research on Women
  - Massachusetts League of Community Health Centers
  - Merrimack Valley Compact/Commonwealth Compact
  - Acre Family Child Care
  - American Textile History Museum
  - Lowell Community Health Center
  - Lowell Day Nursery
  - Massachusetts Alliance for Portuguese Speakers
  - ONE Lowell
  - Revolving Museum
  - Tsongas Industrial History Center

- Continued strong collaborative relationships with campus groups, including:
  - Career Services & Cooperative Education Center
  - Center for Family, Work, & Community
  - Center to Promote Health in the New England Workplace
  - Departments of Psychology, Sociology, & Work Environment
  - Division of Continuing Studies, Corporate & Distance Education
Gender Studies Program
- Honors Program
- Labor Extension Program
- Office of Advancement
- Office of Equal Opportunity and Outreach
- Office of Student Activities and Leadership
- Protestant Campus Ministry
- Qualitative Research Network

**Website & Social Media**
- Continue to use website to make information and resources available to the public
- Added an edited video of the 2010 talk by Lilly Ledbetter to the site
- Developed plans to make additional video footage available to the public (e.g., 2011 talk by Mary Catherine Bateson and others)
- Revised and improved CWW’s Facebook page; actively use for PR around events
- Established Linked-In page for CWW

**Center/Staff Development**
- Greatly expanded reach both on campus and off
- Established stable CWW staff availability for Associates, faculty, students and community members (hired two part-time, non-benefitted program managers, for a combined total of 30 hours)
- Able to keep the Center open five days a week

**2010-11 CWW Operating Budget**

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<td><strong>TOTAL Income</strong></td>
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1 This budget includes general Center operating expenses & does not include grant funded activities.
CWW ASSOCIATED PERSONNEL

2010-11

Advisory Board
Randy Albelda, Professor Economics, University of Massachusetts Boston
Paula Alexander, HR Diversity Worldwide, Eastman Kodak Company
Lisa A. Brothers, President & Chief Executive Officer, Nitsch Engineering
Julie Chen, Vice Provost for Research, UMass Lowell
Kristin Esterberg, Provost, Salem State College
Roslyn L. Feldberg, Associate Director, Division of Labor Action, Massachusetts Nurses Association
Joyce Taylor Gibson, Dean, Lewiston-Auburn College, University of Southern Maine
Louise Griffin, Director of Corporate & Foundation Relations, Office of Advancement, UMass Lowell
Stacie Hargis, Director, Lowell Small Business Assistance Center
Evelyn Murphy, President, The WAGE Project, Inc.& Resident Scholar, Women’s Studies Research Center, Brandeis University
Judie Post, Principle, Postrain Consulting Services
Jean L. Pyle, Professor Emerita, Department of Regional Economic & Social Development

Leadership Team
Meg A. Bond, CWW Director & Professor, Department of Psychology
Mignon Duffy, Senior Associate & Assistant Professor, Department of Sociology
Laura Punnett, Senior Associate & Professor, Department of Work Environment; Director, Center to Promote Health in the New England Workplace
Paula Rayman, Senior Associate & Professor, Department of Sociology

CWW Associates
Judith Davidson, Associate Professor, Graduate School of Education
Monica Galizzi, Professor, Department of Economics
Michelle Haynes, Assistant Professor, Department of Psychology
Andrew Hostetler, Assistant Professor, Department of Psychology
Sarah Kuhn, Professor, Department of Psychology
Saira Latif, Assistant Professor, Department of Management
Cheryl Najarian, Associate Professor, Department of Sociology
Katherine Rosa, Assistant Professor, Department of Nursing
Jana Sladkova, Assistant Professor, Department of Psychology
Robin Toof, Co-Director, Center for Family, Work, & Community
Yi Yang, Assistant Professor, Department of Management

CWW Affiliates
Susan Moir, Director, Labor Resource Center, UMass Boston
Imogene Stulken, Protestant Campus Minister
Susan Thomson, Evaluator, Germaine Lawrence Center
Susan Winning, Director, UMass Lowell Labor Extension Program

CWW Staff
Moriah Aponte Serrano, Undergraduate Student Intern
Darcie Boyer, CWW Program Manager
Lindsay Jean Casavant, CWW Program Manager
Allison Fahey, Undergraduate Student Intern
Michelle Holmberg, Healthy Diversity Project Manager
Maria McDuffie, Graduate Assistant, Department of Psychology
Jaye McLaren, Graduate Assistant, Department of Psychology
Johana Reyes, Graduate Assistant, Department of Psychology
Rachel Robb, Undergraduate Student Intern
Michelle Thompson, Undergraduate Student Intern

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### UMass Lowell Faculty & Staff Involved in CWW Sponsored Activities (2009-2011)

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<tr>
<th>Name</th>
<th>Department</th>
<th>CWW Connection</th>
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<td>Meg Bond</td>
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<td>Laura Punnett</td>
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<td>Mignon Duffy</td>
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<td>CWW Leadership Team, Coordinator, Emerging Scholars Program</td>
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<td>Paula Rayman</td>
<td>Sociology</td>
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<td>Andrew Hostetler</td>
<td>Psychology</td>
<td>CWW Associate, CWW Forum Co-Chair 2010, IDEA Community: Gerontology/Aging</td>
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<td>Cheryl Najarian Souza</td>
<td>Sociology</td>
<td>CWW Associate, IDEA Community: Disabilities</td>
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<td>Jana Sladkova</td>
<td>Psychology</td>
<td>CWW Associate, Research Seed Grant - IDEA Communities, Evaluator</td>
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<td>Judith Davidson</td>
<td>Graduate School of Education</td>
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<td>Katherine Rosa</td>
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<td>Monica Galizzi</td>
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<td>Susan Winning</td>
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<tr>
<td>Darcie Boyer</td>
<td>Center for Women &amp; Work</td>
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<td>Lindsay Casavant</td>
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<td>Mike Milner</td>
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<td>Abby Chandler</td>
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<td>John Christ</td>
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<td>Keith Mitchell</td>
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<td>Marie Frank</td>
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<td>Sheila Kirschbaum</td>
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<td>Tim Crain</td>
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<td>Ashleigh Hillier</td>
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2 Roles include: CWW Associate, CWW Affiliate, IDEA Community Member, NVivo Fellows, CWW Form Committee Members, & Women’s Works Committee Members. Additional members of the UMass Lowell community are involved as participants in our workshops, forums, and other events.

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<table>
<thead>
<tr>
<th>Name</th>
<th>Department</th>
<th>Community/Steering Team</th>
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<tr>
<td>Deirdra Murphy</td>
<td>Physical Therapy</td>
<td>IDEA Community: Disabilities, Facilitator NVivo Fellow</td>
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<td>Bridget Marshall</td>
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<td>Craig Armiento</td>
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