



# Perspectives

*On the Gendered Conditions of Work*

## Letter from Guest Editor

**F**all Greetings to the World of the Center for Women & Work: It is my honor to serve as guest editor for the Fall 2011 issue of the Center for Women & Work's newsletter. This issue's focus is on the Center for Women & Work's partnership with the Qualitative Research Network (QRN), a cross-campus, interdisciplinary movement of faculty, staff, and students dedicated to increasing UMass Lowell's capacity to do excellent, cutting-edge qualitative research.

QRN is one of several research support initiatives under the CWW umbrella. Others include the Associates program, IDEA Communities, and Emerging Scholars programs, to name just a few. QRN is proud to be one of the CWW initiatives to enhance scholarship and productivity on campus.

I was a founding member of QRN (1999!), and I am beginning my third year as an Associate with CWW. I love working with both organizations and was excited when we were able to bring QRN in closer association with CWW. The combination has been synergistic for both groups.

If you have ideas for ways QRN could support your needs as a researcher, please let us know. Thank you and good wishes for the winter!"

Judy Davidson  
Associate Professor,  
Graduate School of Education

## Qualitative Research Network at the Center for Women and Work: A Partnership to Support Scholarship and Research

**F**rom its inception the University of Massachusetts-Lowell's Qualitative Research Network (QRN) has been a campus-wide effort bringing together faculty, staff, and students interested in qualitative research methodology. QRN is now marking over a decade of service to the campus community, and has recently joined forces with the Center for Women and Work (CWW). QRN's aim to grow qualitative research skills, scholarship, and research funding complements CWW's mission to support academic connections on campus.

Qualitative research focuses on data collected in natural settings, which is interpreted using non-numerical methods. Qualitative researchers aim to get

at the insider's perspective, developing rich descriptive and analytic accounts of social activity. On-site interviews and observations are common tools of this trade, as well as analysis of documents, other artifacts and spatial organization.

This form of research, which has its roots in sociology and anthropology, now thrives in multiple disciplines—from medicine and education to law, business, and geography. The classical image of a qualitative researcher is an individual with pad and pen or tape recorder and camera listening intently to study participants wherever they reside—be it a tent, a street corner, or a hospital ward. These tools and activities

## CWW TRANSITIONS

**T**he Center for Women & Work is pleased to announce Mignon Duffy will serve as Acting Director while Director Meg Bond enjoys a well-deserved sabbatical.

Mignon's research focuses on the intersections of care work with gender, race, and class inequalities. She has been a CWW Associate for six years and joined the CWW Leadership Team last year. She is also an active member of UMass Lowell's Gender Studies Program and will be working to strengthen the partnership between CWW and Gender Studies. Please join me in welcoming Mignon to this exciting new role!

While on sabbatical, Meg will be a Resident Scholar at Brandeis University's Women's Studies Research Center. Meg will continue to work on CWW's Healthy Diversity Project that focuses on staffing practices to promote diversity in the community health center workforce. She will also be focused on writing related to other CWW initiatives such as our work on the dynamics of interdisciplinary collaborations.



*Continued on page 3*



## CWW Associates Immersed in Qualitative Research

### Judith Davidson, Ph.D.

#### Associate Professor, Graduate School of Education

Judith Davidson's scholarly interests focus on creativity tools in qualitative research. As a qualitative research methodologist, she has long been interested in the use of qualitative data analysis software tools- their structure and applications. During the 2011-2012 academic year, she will be focusing on issues of gender, embodiment, and technology as they are found within and across the two major research projects in which she is currently engaged: 1) the Journal Project, a study of 18-months of her personal journals that seeks to integrate qualitative computing and arts-based research; and, 2) Sexting and Teens, a three state, multi-disciplinary study of teens and the issues of sexting. Judy will mine these two divergent sources of data for insights on issues related to the practice of gender, how embodiment and gender are connected, and the ways that old and new technologies serve in the practice of gender and its embodiment. The products of her research will be both traditional (academic presentations and submission to peer reviewed journals) and non-traditional (development of arts-based responses for presentation or exhibit). Judy's goal is to deepen understanding of the ways gender, body, and technology are being mutually reconstituted in the 21<sup>st</sup> century.

### Jana Sladkova, Ph.D.

#### Assistant Professor, Department of Psychology

Jana Sladkova's research focuses on various aspects of migration experiences. Her focus to date has centered on Honduran unauthorized migration. Her current project is focused on using personal narratives to investigate the ways children of immigrants between the ages of 4 and 10 make sense of their life experiences and understand their position in their contexts (home, day care, and neighborhood). Personal narrative is widely understood as the way in which individuals make sense of their experience, and qualitative analysis allows for exploration of the richness of these narratives. Lowell, MA has long been a destination city for immigrants and refugees, with twice the national rate (25%) of its population being foreign-born. Latinos are the second largest and fastest-growing immigrant group in Lowell. This project will focus on narrative life stories of children of Spanish-speaking immigrants who face many challenges ranging from racial and legal status discrimination to language barriers and separation issues, resulting in emotional and educational difficulties.

## NVivo at UMass-Lowell

Thanks to the Office of Research (Associate Provost for Research Julie Chen) and a coalition of Deans, UMass-Lowell is the proud possessor of a site-license for NVivo 9, the most widely distributed qualitative computing software.

All faculty, staff, and students can access the license. To get a copy of the license key and instructions for downloading the software electronically, please contact the Center for Women and Work [cww@uml.edu](mailto:cww@uml.edu) or 978-934-4380.

## NVivo Tasters

To help campus members get a jump start to understanding how NVivo 9 might support their research, QRN is offering 12 one-hour "NVivo Tasters" to 12 faculty, staff, or graduate students. If you are thinking about a future qualitative research project or are actively engaged in one and want to know more about the ways your work could be enhanced by the use of NVivo, then sign up for a one-hour NVivo Taster. The NVivo Taster will start from where you are and what you need and use your example to demonstrate the possibilities of the software tool.

NVivo Tasters will be provided free-of-charge by three NVivo campus masters (Judith Davidson, Shanna Thompson, and Ellen O'Brien). The Tasters will be assigned on a first-come, first-served basis. Only one taster per individual or research group.

To sign up for an NVivo Taster, please contact CWW at [cww@uml.edu](mailto:cww@uml.edu) or 978-934-4380. If you are selected to receive a Taster, we will work with you to find a time that fits your schedule.

## CWW Senior Associate Awarded Renewed Funds

The National Institute for Occupational Safety and Health (NIOSH) has renewed funding of the Center for the Promotion of Health in the New England Workplace (CPH-NEW) at UMass Lowell and the University of Connecticut. Originally funded in 2006 with a \$5 million grant, the center is a collaborative research-to-practice program led by Prof. Laura Punnett of Work Environment at UMass Lowell. NIOSH has approved a \$4.5 million dollar budget to Improve Employee Health through CPH-NEW initiatives. The work of Laura and her team focuses on the physical and mental health hazards of female-dominated nursing home work (the second most dangerous industry in the country). Congratulations Laura and thanks for continuing this important work!



Continued from page 1

## Qualitative Research Network at the Center for Women and Work: A Partnership to Support Scholarship and Research

are still at the heart of what qualitative researchers do, but 21st century qualitative researchers also employ many new digital tools for the collection of data, conduct research in virtual worlds, and use new computer and internet tools for analysis and presentation.

QRN is now officially located at Coburn 11, the CWW office. Requests or queries related to QRN work can be routed to the CWW office at [cww@uml.edu](mailto:cww@uml.edu) or 978-934-4380. Besides serving as a physical location for QRN, CWW also provides QRN with basic administrative support and assists with the administration of the NVivo 9 site license (qualitative computing software).

*“QRN is experiencing a joyous renaissance on campus thanks to our partnership with CWW,” states Judith Davidson, Associate Professor from the Graduate School of Education and a QRN founder. “This is an ideal partnership from our point of view. We get to continue our work to support campus qualitative researchers in an environment that is committed to connecting scholars and building academic supports—it couldn’t be better!”*

### QRN’s mission:

1. To support networking and connections among qualitative researchers on our campus.
2. To provide opportunities for campus qualitative researchers to share their work with others, grow deeper understanding of qualitative research methodology, and increase their capacity for robust qualitative research.
3. To provide campus qualitative researchers with information, skills, training, and outside resources to increase knowledge and productivity.

## CONGRATUATIONS EMERGING SCHOLARS SELECTEES

Eight exceptional UMass Lowell students have been selected to participate in the Emerging Scholars Program, a new CWW initiative funded by the College of Fine Arts, Humanities, and Social Sciences in conjunction with the Vice Provost for Research. The Emerging Scholars Program provides undergraduate students with a unique year-long opportunity to apply the theoretical knowledge gained from courses at UMass Lowell to a faculty member’s on-going research. Each Emerging Scholar is partnered with a CWW Faculty Associate to work collaboratively on a project as well as provide mentoring opportunities.

### In the words of the Emerging Scholars:

*I have learned how to conduct the research process myself, and contribute to the protocols that are used to bring in data from focus groups. I have learned new software and techniques for organizing and analyzing data, which is great because I’m used to analyzing quantitative data, and I have learned to quantify the qualitative data we have collected. Finally, I am learning the process of writing qualitative research with a group. It’s been great. —MaryAnn Ford*

*I’ve gained a lot of knowledge on theories I knew little about prior to becoming an Emerging Scholar. The NVivo training also gave me a whole new view on what’s possible with research aided by useful technology. I’ve also gained a few new friends through working in a group and learning how to divide labor. —Danielle Cole*

*I have gained a seriously amazing opportunity to work with a professor outside of the classroom. Dr. Duffy has spent this semester challenging me intellectually while providing me with the chance to get hands on experience with a research project. I have also decided to apply for doctorate programs in Sociology this semester, and I don’t know if I would have been able to be successful with that if it hadn’t been for the help and encouragement of Dr. Duffy. The relationships we build with our professors in college are immensely important, and the Emerging Scholars program provides an excellent opportunity for that relationship building to occur. —Analissa Iversen*



Pictured from left to right, Emerging Scholars students and faculty partners: Analissa Iversen, Ianna Hondros-McCarthy, Mignon Duffy, Andrew Hostetter, Tyler Ouellet, Jana Sladkova, Monica Galizzi, Danielle Cole, Lindsay Tucker, Victoria Casey, MaryAnn Ford, Mikhaila Schaefer and Judith Davidson (not pictured: Jenifer Whitten-Woodring).



## WELCOME NEW CENTER FOR WOMEN & WORK ASSOCIATES

At the heart of the 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. The Associates Program at the Center for Women & Work continues to grow and is more broad reaching than ever. This year we are very happy to welcome four new Associates.

### Deina Abdelkader, Ph.D.

Assistant Professor, Department of Political Science



Deina Abdelkader is a Comparitivist and International Relations specialist. Her scholarly interests and research focus on the Middle East and North Africa, Comparative Democratization in the Muslim World, Islamic Activism, and the Role of Muslim Women in Religious Interpretation. She is the author of *Social Justice in Islam* (2000) and *Islamic*

*Activists: The Anti-Enlightenment Democrats* (Pluto Press, May 2011). Deina is a member of several professional associations: The Middle East Studies Association, The Mediterranean Studies Association, and the Center for the Study of Islam and Democracy, The American Political Science Association, The Women's Caucus at the American Political Science Association (APSA), and The Northeastern Political Science Association. She attended and presented in Conferences in each of those professional associations mostly in Europe, North America, South America, and Africa. Abdelkader is also one of two women on the Islamic Jurisprudential Council of North America (Fiqh Council of North America).

### Marlowe Miller, Ph.D.

Professor, Department of English



Professor Marlowe Miller specializes in modernist literature, with a specific focus on modernist women writers. She also does research and teaching in contemporary women's writing and composition and rhetoric. In addition to her text, *Masterpieces of British Modernism*, Marlowe has published articles on Virginia Woolf, contemporary women writers like

Sherley Anne Williams and Maxine Hong Kingston, and on the teaching of literature and writing. During the 2011-12 academic year, Marlowe will explore the way domestic interiors figure in the writing of modernist women writers from Elizabeth Bowen to Virginia Woolf. Marlowe is particularly interested in the representation and interrogation of domestic space in the light of studies in architectural history and cultural anthropology, which reveal the political significance of this contested space. The role of the domestic interior plays in the works of numerous modernist women writers reflects important historical and gendered interrogations of Gaston Bachelard's subtle and yet profound revelation that "the house is a nest for dreaming, a shelter for imagining." Through her CWW affiliation, Marlowe is planning to enrich her research with the insights and expertise offered by an interdisciplinary community of scholars.



## Nellie Tran

Assistant Professor, Department of Psychology



Nellie Tran's primary research focuses on the subtle forms of discrimination, particularly racial microaggressions. In particular, she studies the effect of experiencing subtle discrimination and environmental factors that promote or deters this form of discrimination. Nellie is currently working with a team to write a National Science Foundation ADVANCE Institutional

Transformation Grant (ADVANCE: IT). The ADVANCE: IT grant focuses on promoting the advancement of academic women within the science, technology, engineering, and math fields (STEM). As part of this grant, Nellie is developing a research project aimed at understanding the indirect effect of gender microaggressions on academic women's psychological health and well-being, academic productivity, and sense of belonging to their department and broader academic field. The ADVANCE: IT grant is being developed collaboratively between the University of Massachusetts Lowell and the University of Massachusetts Worcester.

## Jenifer Whitten-Woodring, Ph.D.

Assistant Professor, Department of Political Science



Jenifer Whitten-Woodring's primary research agenda is at the intersection of international relations, political communication and comparative politics. In particular, she studies the role of media in the repression-protest nexus and compares the ability of independent media to hold government accountable in regards to human rights—including women's rights—across a range of regime

types. The project that Jenifer is currently developing centers on the role of media in promoting women's economic, social and political rights. The project is focused on cultural, economic and political inequities and challenges conventional foreign policies aimed at addressing these issues. A preliminary paper for this project earned an honorable mention in the Alexander George Paper Competition from the Foreign Policy Analysis Section of the International Studies Association in March of 2011.

## QRN: IDEA Community Lunches

It is official: QRN is now also an IDEA Community, a CWW project to connect campus scholars around topics of faculty initiated interest.

As one part of its participation in the IDEA Communities, QRN will be hosting a series of brown bag lunches this academic year dedicated to scholarly exchange around qualitative research. The Fall 2011 brown bag lunches were as follows:

### Pia Markkanen

Using Qualitative Research Methods in Occupational Safety and Health—A Case Study on Bloodborne Pathogen Exposures in Home Healthcare

### Steve Tello & Yi Yang

How Nascent Entrepreneurs Leverage Networks and Resources in a University Incubator

The QRN IDEA Community Lunch Schedule for the spring will be disseminated at the beginning of spring semester. Bring your own lunch and listen to some great new ideas from the UMass-Lowell qualitative research community. The QRN brown bags are open to anyone on (or off) campus with an interest in qualitative research methodology. No reservations or RSVP necessary, just come and engage!

The brown bag lunches are purposefully informal. These are places to bring your half-baked ideas, excitement, concerns, and hopes about the projects with which you are working. Participants are present to listen, learn, and support.

## QRN Speaker Event: Northwestern University Professor Dan P. McAdams will Visit UMass-Lowell to talk Qualitative Research!

Friday, February 24, 2012, Professor Dan P. McAdams from Northwestern University, will be visiting UMass-Lowell to talk with faculty, staff, and students about life story techniques and narrative analysis.

UMass-Lowell Psychology Professor Alyssa McCabe is spearheading this event for the QRN.

Please put the date on your calendar. More details forthcoming!

This presentation will be held in conjunction with UMass-Lowell's Black History month activities. Dr. McAdams has special experience looking at the way life stories are constructed by black and white individuals over the span of their lives.





University of Massachusetts Lowell

## Women's Works: A Celebration of the Creativity of Women

Holiday Art & Craft Fair

Thursday, December 1st, 2011

2:00 pm–7:00 pm

UMass Lowell Inn and Conference Center

50 Warren Street, Lowell, MA

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

Entrance is free & everyone is welcome!

More information visit:

[www.uml.edu/centers/women-work](http://www.uml.edu/centers/women-work)

or email us at [cww@uml.edu](mailto:cww@uml.edu)

# Women's Works

## 14th Annual Gathering at the Well Forum, Center for Women and Work

### "The F Word": How Feminism Fits

Thursday, April 12, 2012, 8:30 am to 12:30 pm, followed by lunch

Alumnae Hall, 84 University Avenue

UMass Lowell North Campus

Admission: Free (Suggested donation: \$25)

RSVP: [Darcie\\_Boyer@uml.edu](mailto:Darcie_Boyer@uml.edu) by April 5 to join us for lunch

"The F Word": How Feminism Fits

Is feminism an idea, a movement, an identity? Is it a relic? What does a feminist look like? Can she be a woman of color? Disabled? A man? What is feminism about? Politics? Work? Sex? Housework?

These are the questions that we will discuss and debate at the 14th Gathering at the Well Forum. We will explore the role of feminism through speakers, panels, interactive activities and art, music planned in a partnership among the Center for Women & Work, the Gender Studies program and student groups at UMass Lowell.

Faculty, please consider including attendance in your Spring syllabus.



### The Center for Women and Work 2010

#### Leadership Team:

Meg A. Bond  
Mignon Duffy  
Laura Punnett  
Paula Rayman

#### Advisory Board:

Randy Albeida  
Paula Alexander  
Lisa A. Brothers  
Julie Chen  
Kristin Esterberg  
Roslyn L. Feldberg  
Joyce Taylor Gibson  
Stacie Hargis  
Evelyn Murphy  
Judie Post  
Jean L. Pyle

#### Associates:

Deina Abdelkater  
Judith Davidson  
Monica Galizzi  
Michelle Haynes  
Andrew Hostetler  
Sarah Kuhn  
Saira Latif  
Marlowe Miller  
Cheryl Najarian Souza  
Jana Sladkova  
Robin Toof  
Jennifer Whitten  
Woodring  
Yi Yang

#### Affiliates:

Susan Moir  
Imogene Stulken  
Susan Winning

**Office:** Coburn Hall—B11

**E-mail:** [cww@uml.edu](mailto:cww@uml.edu)  
978-934-4380



Center for Women and Work  
University of Massachusetts Lowell  
850 Broadway Street  
Lowell, MA 01854-3000  
(978) 934-4380

#### CWW Staff

Moriah Aponte Serrano  
Darcie Boyer  
Lindsay Jean Casavant  
Allison Fahey  
Michelle Holmberg  
Tracey Jackson  
Jaye McLaren  
Rachel Robb

Non-Profit Org  
U.S. Postage  
**PAID**  
UMass Lowell  
Permit No. 69