



Perspectives

On the Gendered Conditions of Work

University of Massachusetts Lowell

CWW 15th Anniversary Endowment Fund

In honor of our 15th anniversary, our university has established a CWW 15th Anniversary Endowment Fund. UMass Lowell has generously agreed to match 50% of the first \$50,000 in donations and pledges that we raise. Thanks to the CWW Advisory Board, CWW Leadership Team, and many other generous colleagues, we are well on our way toward our goal—but we still need your help. Donations can be given on line (direct it to CWW) at:

www.uml.edu/Research/centers/CWW/Fund.aspx

Thank you to our current endowment donors!

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Letter from the Director

This year, CWW celebrates its 15th anniversary. Since 1998, CWW has been committed to promoting gender equity and diversity. We are at an exciting juncture at CWW, having made tremendous strides in producing important scholarship and promoting change around issues that affect women at work. Over the years, CWW has grown to have three core research programs led by our Associates: women in STEM, care work, and diverse work environments. An additional emerging focus for CWW is on gender economic equity, which is anchored by a new partnership with the WAGE Project (Women Are Getting Even), headed by former Lieutenant Governor Evelyn Murphy. CWW has developed a number of partnerships with local, state, and national organizations to inform our agenda and broaden our impact. Within our university, CWW also works to promote a positive, productive sense of community among all faculty, staff, and students.

We also mark the 10th anniversary of the CWW Associates Program and the 5th anniversary of our annual Women's Works event to celebrate women's creativity. The Associates Program is a unique interdisciplinary community of nationally recognized scholars who collaborate on research and grants and build mentoring networks. We are proud that it has become a model of collaboration and mentoring for other groups of faculty throughout the university.

This issue of *Perspectives* highlights the growth and accomplishments of CWW since its founding. Jean Pyle (Founding Co-Director of CWW, CWW Board Member, and UMass Lowell Professor Emerita) recounts the first five years of the Center's history. Some of the students who have worked with the Center over the years share how CWW has impacted them. We look forward to another 15 years of building community and advocating for equality for all people.

Meg A. Bond
CWW Director

CENTER FOR WOMEN & WORK —THE FIRST FIVE YEARS

Jean L. Pyle,
Founding CWW Co-Director, CWW Board Member,
Professor Emerita UMass Lowell

The Center for Women & Work was founded in 1998 upon groundwork laid in the preceding years. After the untimely death of Dr. Mary Roth Walsh, director of the Women in the Workplace Research Center, Dr. Meg Bond (Psychology) and Dr. Jean Pyle (Department of Regional Economic and Social Development) were asked to revitalize the Center. Our individual careers had been dedicated to women's issues and our collaborative work had been funded for four years by a university-level group that encouraged innovative interdisciplinary research and promoted enhanced university-community relationships.

With this background, we wanted to create inclusive spaces to bring diverse people together to exchange ideas about women and work issues. After we held a well-attended, idea-packed open meeting Spring 1998 to assess the interests of faculty, staff, students and community members, we adopted a broader focus for the center and renamed it The Center for Women & Work to reflect the expanded priorities.

The first five years were a whirlwind as we tackled our four strategic goals.

We established our core infrastructure. We quickly set up our office space, staffed it with interns, work-study and practicum students; developed our mission statement; applied for funding; and planned research projects and community events. We were delighted to have loyal volunteers who took significant roles in key events and donated time, ideas, and even books.

We created links with the community. We launched the CWW website, a list-serve, our semi-annual newsletter, and held an Open House. We hosted Monthly Round Table Discussions on topics such as workplace violence, work-family issues, and issues of race, gender and class at work. We co-sponsored events with other campus groups including "Engendering Globalization" and "Women, Sports & Equality." We consulted with various local non-profits and businesses and began our annual participation in

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CWW ALUMS

Over the years, students have interacted with CWW and enriched our mission in a variety of ways. Historically, most students associated with the Center have been students working as assistants on research and outreach initiatives.

Ianna Hondros-McCarthy

“My name’s Ianna Hondros-McCarthy, and I just love the CWW, mostly for the mug. No, but in all seriousness, this organization is an incredible asset to the university and one I am incredibly glad to see turn the ripe age of 15—what a great age—so full of potential.



As a senior undergraduate, I was a part of the Emerging Scholars Program, paired with Psychology professor Andrew Hostetler, working on the Seniors Count project, which aimed to assess how community resources match up with needs of today’s senior citizens. Through that program I got my first taste of what a professional research setting is like—an opportunity unavailable to humanities undergraduates in any other setting (that I know of)—and even better, the CWW was able to fund it so that we got paid for our work, another rare thing as a humanities major. The year after my work as a scholar (which helped me win an Undergraduate Student Research Award), I entered the Peace and Conflict Studies Master’s Program and had the very good fortune of also becoming the Emerging Scholars Program Coordinator. It was a wonderful way to give back to the program that had been so great for me, and I loved helping students over the same hurdles I had struggled with (like how to speak up for yourself, write professional emails and be comfortable in a room full of incredibly accomplished professors). Furthermore, I couldn’t have asked for better co-workers and bosses than the staff and associates of the CWW; I’m not exaggerating when I say I used to read work-related emails and have people ask me why I was grinning more than once.

It was last year that I worked for them, and since then I have been accepted to medical school for the Fall of 2014, spent the summer building and maintaining hiking trails in Acadia National Park on Mount Desert Island in Maine, and am currently finishing my masters degree with a practicum in Dharamsala, India, working with a nonprofit backed by the Dalai Lama, called the Active Nonviolent Education Center, which works to educate Tibetan refugees on nonviolent theories and strategies. Unfortunately, everyone drinks out of small mugs here; I could sure use that smooth big blue insulating masterpiece sitting in the CWW office.”

Jaye McLaren

“Working with the Center for Women & Work has given me the opportunity to experience different perspectives on a wide variety of issues related to the relationship between gender and work including inequality in employment, work-family balance and other important and pertinent issues of our time. With a wide variety of women participating in the Center from different cultural backgrounds, I was able to gain a global perspective of women’s roles in the workplace. In particular, I found great satisfaction in collaborating with women in the UMass Lowell community as well as the Lowell community at large to create inclusive and educational ‘women and work’ focused events that highlighted current challenges being experienced by women in the workplace all over the world. In fact, I liked my experience at CWW so much I recently took a position as Special Projects Manager!”



Johana Reyes-Quinteros

“My name is Johana Reyes-Quinteros and I am another CWW-inspired woman. I got to know CWW as a research assistant for a project on workplace diversity while I was in graduate school. I worked on that project for almost a year and half until graduation. A month after that, I returned to my home country, Peru, to continue on my career path. That was June 2011. Nowadays, I work as an executive staff member for a non-profit aiming to eradicate child domestic labor, a type of work that is mostly performed by young girls.



More than two years have passed already since I’ve left CWW, but most of my memories remain intact. My experience there has been a major inspiration, and its impact in my personal and professional lives is clear to those who knew me before and to

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CWW ALUMS *continued*

those who met me after. CWW showed me how important it is to be and to behave as a women’s organization, to be coherent on women’s needs, and to embrace diversity at every level. Along with moving forward on academic achievements, CWW also taught me how one can move forward in seeking personal well-being. CWW is an outstanding example—the best that I know of—of an organization that supports work-family balance for women. In fact, it’s the type of organization that I hope to emulate one day on my own.

At CWW, I found amazing people that guided me through every step along my path, who were willing to teach me, and who were always eager to help me move forward. These amazing women were all my role models, and they set examples that I will always look to when I need the image of a strong, beautiful, and caring woman. CWW is the couch on top of the stairs next to a window during a spring morning; it is the ‘well-behaved women seldom make history’ poster on the wall; it is the blue mug that holds my tea every day; and it is Meg’s smile. For endless years of sparking women’s lights...happy 15th year anniversary to all the CWW family!”

Cristina Fernández

Cristina Fernández is a graduate of the Community Social Psychology Master’s degree program. In the years following graduation, she pursued a career in retail, ultimately working her way into a management role in 2008. Coincidentally, it was at this time that she was given an opportunity to help the Center for Women & Work in preparation for its 10th Anniversary Gala. As part of the event planning committee, Cristina poured over promotional material for the event and put her sales skills to good use, as she solicited corporate and individual sponsors via cold calls. Cristina also served as a web development consultant for the CWW through October 2009, utilizing the Collage interface in order to update and maintain the Center’s website.



Though brief, the time Cristina spent with the CWW renewed her passion for community work and inspired her to make the career leap out of retail management. She is now a Career Resource Specialist for Work Opportunities Unlimited, a community-based organization out of Lowell, which supports individuals who experience barriers to employment find meaningful work.

May Elewa

During my two years at CWW I learned a lot and gained a strong foundation which helped me to reach who I am today. While at CWW, I was able to assist in coordinating and organizing a series of seminars for graduate student women to help them balance work, school, and personal lives. I worked with Susan Moir in organizing, facilitating and promoting these discussions focusing on students’ backgrounds and why they are pursuing graduate studies. The seminars helped graduate students overcome common obstacles such as finding and working with a mentor, making the best use of student advising, utilizing University Career Services, and work, school and life balance.



I also had the opportunity to actively participate in implementing a successful conference on Women in Science and Engineering. As a WORKING WISE project team member I assisted in the preparation of “Intergenerational Voices on Women in Science and Engineering” discussing topics such as educational pathways for women entering careers in STEM fields, discrimination in the workplace, work-life balance and job, and organizational factors in success.

Today I am living, working, and studying in Cairo, Egypt. I am assistant lecturer at October 6 University and currently completing my PhD in financial accounting at Helwan University. Additionally, I am co-faculty advisor for Enactus O6U and co-faculty advisor for the League of Business Administration.



15 YEARS of GATHERING AT THE WELL

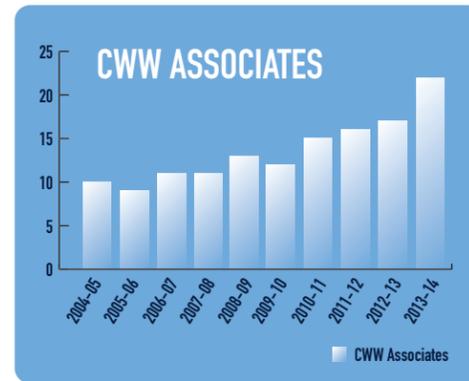
For 15 years, CWW has gathered faculty, staff and community members together “at the well” to examine important national issues for women and work through a local and activist lens.

Each year we select a different cutting edge issue to explore.

- 1999** Women and Work in the 21st Century
- 2000** Is Discrimination Bad for Your Health?
- 2001** Can Women Work and Have a Life, Too?
- 2002** How Are Women Changing the World? Activists Bridging Differences
- 2003** Technology in Women’s Lives: Labor Saving or Enslaving?
- 2004** Creating a Caring Workplace: Trends and Visions
- 2005** Are Women Getting Even? Women, Men, and Wages
- 2006** Does Slavery Still Exist? The Trafficking of Women and Children
- 2007** Who Cares? The People, Policies & Politics of Carework
- 2008** Reframing Homeland Security: Building an Agenda for Justice and Care at Home, at Work, and in the Community
- 2009** Working Against Gender-Based Violence: Coordinating Community Change
- 2010** Gray Hairs, Golden Opportunities: Older Women and Work that Matters
- 2011** Women as Makers: Creativity at Work, at Home, and in the Community
- 2012** “The F Word”: How Feminism Fits
- 2013** We Are the 99%: Women Organizing for Economic Justice

10 YEARS of RESEARCH ASSOCIATES

At the heart of CWW is the Associates Program, a community of scholars – each engaged in a project related to women and work – that generates critical individual scholarship, fosters unique interdisciplinary collaborations, and provides mentoring for junior faculty and students. Our growth has been steady (see Figure 1) and the range of disciplines keeps expanding.



We have hosted Associates from: Psychology, Regional Economic & Social Development (RESD), Work Environment, Sociology, Center for Community Engagement & Research, Anthropology, Labor Education Program, Economics, Nursing, Education, Management; Political Science, English, History and Criminal Justice.

15 YEARS of COLLABORATIONS

Below are just a handful of the partnerships and collaborations CWW has developed over the years.

UMass Lowell Partners:

- Kerr Ergonomic Institute
- Center for Community Engagement & Research
- Gender Studies Program
- Center for Industrial Competitiveness
- Lowell Center for Sustainable Production
- Equal Opportunity and Outreach Office

Local Partners:

- Acre Family Child Care
- Budget Buddies
- Domestic Workers Alliance
- Lowell Community Health Center
- Lowell Senior Center
- American Textile History Museum
- Tsongas Industrial History Center

Regional Partners

- Jericho Road Lowell
- The Carework Network
- Center for Promotion of Health in the New England Workplace
- UMass Medical School

Statewide Partners:

- MA Department of Public Health
- Massachusetts League of Community Health Centers
- Massachusetts Coalition for Occupational Safety and Health (MassCOSH)
- Massachusetts Commission Against Discrimination
- Massachusetts Commission on the Status of Women
- Massachusetts Paid Leave Coalition
- Women’s Caucus of Occupy Boston

National Networks:

- American Association of University Women (AAUW)
- National Council for Research on Women
- National Institute for Occupational Safety and Health
- National Science Foundation
- Society for the Psychological Study of Social Issues
- The WAGE Project
- Women’s Bureau, U.S. Department of Labor

International Partnerships:

- Swedish National Institute for Working Life
- Third International Congress on Women, Work, & Health

Corporate Partnerships:

- Genesis Healthcare Corporation
- Liberty Mutual Research Institute for Safety

15 YEARS of INTERDISCIPLINARY RESEARCH

Over the years, CWW Associates have published hundreds of articles, books, policy reports, working papers, and other writings for scholarly audiences, policy makers, community members, and the general public. The following is a just a sampling of the abundant research output facilitated by the Center.

- Bond, M.A., Haynes, M.C., Toof, R.A., & Holmberg, M.D. (2013). Healthy diversity: Challenges of staffing for diversity in community health centers. *Journal of Community Practice*, 12, 1-25. doi: 10.1080/10705422.2013.788334.
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- Duffy, M., Albelda, R., & Hammonds, C. (2013). Counting care work: The empirical and policy applications of care theory. *Social Problems*, 60(2), 145-167. doi: 10.1525/sp.2013.11051.
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- Hostetler, A.J., Desrochers, S., Kopko, K., & Moen, P. (in press). Family well-being as a function of work-family demands and community resources: An individual and couple-level analysis. *Journal of Family Issues*.
- Kurowski, A., Boyer, J., & Punnett, L. (in press). Care work: ergonomic exposures and related health effects. In A. Armenia, M. Duffy, & C. Stacey (Eds.). *Caring on the Clock: The Complexities and Contradictions of Paid Care Work*. Forthcoming from Rutgers University Press.
- Miranda, H., Punnett, L., Gore, R.J., & Boyer, J. (2011). Violence at the workplace increases the risk of musculoskeletal pain among nursing home workers. *Occupational & Environmental Medicine*, 68(1), 52-7. doi: 10.1136/oem.2009.051474.
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- Pyle, J.L. (2005). Critical globalization studies and gender. In R. Appelbaum & W. Robinson (Eds.), *Critical Globalization Studies*. New York, NY: Routledge.

BOOKS & MONOGRAPHS

- Bond, M. A. (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. (2008). *Expanding our understanding of the psychosocial work environment: A compendium of measures of discrimination, harassment & work-family issues*. Cincinnati, OH: National Institute for Occupational Safety and Health, DHHS (NIOSH).
- Duffy, M. (2011). *Making care count: A century of gender, race and paid care*. New Brunswick, NJ: Rutgers University Press.
- Duffy, M., Armenia, A., & Stacey, C. (Eds.). (in press). *Caring on the clock: The complexities and contradictions of paid care work*. Forthcoming from Rutgers University Press.
- Najarian, C. G. (2006). *“Between worlds”: Deaf women, work, and intersections of gender and ability*. New York, NY: Routledge.
- Rayman, P. (2004). *The talent imperative: Diversifying America’s science and engineering workforce*. San Diego, CA: Building Engineering and Science Talent.
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Economics **Political Science**
Sociology Center for Community Engagement & Research
Regional Economic & Social Development (RESD)
Management **Labor Education Program**
 Anthropology **Work Environment**
Nursing **Education**
 History Criminal Justice
English



5 YEARS of WOMEN'S WORKS: A Celebration of the Creativity of Women

CWW'S annual Women's Works celebrates the creativity of UMass Lowell women and other talented regional women artists. The event displays the diverse talents of women—including the many hidden creative and artistic talents of our current and former UMass Lowell staff, students, and their families. Women's Works is part craft fair, part art show, part performance art, and large part fundraiser for the Center for Women & Work.



"For me, Women's Works has become an event I look forward to every year! It really brings the community together for a warm and welcoming event of art and performances. I enjoy helping with the event because it allows me to see fellow UMass Lowell employees from other departments. It is fun and inspiring to see the artwork of UMass Lowell employees and our friends from the area."

—Ellen Anstey,
Manager for Administration and Engagement
Tsongas Industrial History Center



Photos by Tory Germann

Thanks to all who participated in this year's Women's Works event! Our talented vendors and performers, wonderful volunteers and sponsors, and finally the many visitors, made for another successful event. We're already looking forward to next year!

"As a member of the UML community, I am grateful for this event because it is truly unique: it features the creative work of women across the University and from our wider regional community. What other event at the University brings people together to appreciate and support women's creative work in this way? And the materials women produce are so impressive! There are paintings, pottery, jewelry, fiber arts, photography, food, and so much more. The vital role that creative endeavors play in human lives is demonstrated every year at Women's Works by what these working women manage to do in their "free" time. And this event celebrates that vital creative spirit, not only with the featured artists but with the performers who make the day so fun."

—Marlowe Miller,
English professor, CWW Associate

"I look forward to the Women's Works event every year! It motivates me to keep practicing my art, fulfills my needs to interact with other artists, and is always a GREAT way to start the Holiday season!"

—Elaine Major, Director,
Office of Institutional Compliance

Stepping up our Online Presence!

We are starting a new social media campaign this fall with the addition of a new staff member. Allison Turcotte is a junior majoring in English (Journalism) and minoring in Gender Studies and Italian Studies. She interned at Howl Magazine last semester and continues to work with them on various projects, is secretary of the Off Broadway Players, and is now an office assistant here in the Center for Women & Work. In all of these positions, she is heavily involved in social media outreach. She hopes to bring attention to CWW's facebook page and get more people interested, excited, and most of all knowledgeable about the great things that happen here.

How can you get involved?

Help us expand our social media presence:

"Like" us on Facebook:
www.facebook.com/WomenWork

"Follow" us on Twitter:
www.twitter.com/CWWUMassLowell

We look forward to interacting online!

CENTER FOR WOMEN & WORK — THE FIRST FIVE YEARS *continued*

Lowell Women's Week. In addition, we established our first signature community event held every April, where we explore a timely issue regarding women and work. The spring 1999 inaugural event "Women and Work in the 21st Century" featured a keynote speaker and a panel of local community leaders. We embraced our slogan of "gathering at the well" to establish a spirit of exchange and activism for these annual events. Subsequent early forums explored "Is Discrimination Bad for Your Health?," "Can Women Work and Have a Life Too?," and "How Are Women Changing the World?"

We formed a strong multi-disciplinary research agenda. Internally, we established our multi-year collaboration with Dr. Laura Punnett and the UMass Kerr Ergonomics Institute. A key project was to conduct an extensive survey of university staff that assessed the effects of workplace discrimination and workplace climate on workers' health and job satisfaction.

Internationally, we collaborated for several years with colleagues at the National Institute for Work Life in Sweden and at the University of Quebec. We traveled to Stockholm to develop joint activities and present at international conferences. We hosted international visitors in Lowell and co-presented with them in Washington D.C.

In addition, we designed and conducted numerous other surveys. Our survey of women-owned businesses in Lowell became the basis for community presentations and a publication of a community directory. We surveyed other women's centers in New England and studied sexual harassment of UMass Lowell graduate students.

We began to build a community of equity at UMass Lowell. On an institutional level, the surveys of sexual harassment and of workplace climate were components of our commitment to fostering a community of equity at UMass Lowell. The workplace climate survey assessed factors that impeded equity for different staff constituencies. We made presentations to the administration and the unions, and this information became a baseline upon which the parties could develop improvements.

On a more micro level, in response to interests of foreign female graduate students, we established a Gender and Development group that held monthly meetings, which featured presentations by each member on the conditions for women in her country, lively comparative discussions, and a global sense of community.

At the end of our first five years, we had completely outgrown our space. Our outreach was recognized as an important community resource, and our research had produced Master's theses and a soon-to-be published journal article that has since been widely cited. We were well established and poised to enter the next phase of growth. Simultaneously, our leadership structure changed in two ways: Meg became the solo Director when Jean retired and the Associates Program was established to bringing more creative scholars on board for the next decade.