In 2013, UMass Lowell’s Center for Women & Work is celebrating its 15th anniversary. This year also marks the 10th anniversary of the CW Associate Program, an interdisciplinary community of scholars who collaborate on research and grants and build mentoring networks. The Associate Program includes nationally recognized scholars from disciplines across the entire university, at all levels and ranks.

One of the most exciting ways in which we are celebrating our anniversaries is with the establishment of a CW Endowment Fund. With generous support from our Advisory Board and the entirely Leadership Team, along with a 50% match from the university, we are well on our way to establishing a fund to support CW endeavors for years to come.

Over the years, CW has grown to have three core research programs: women in STEM, care work, and diverse work environments. Dr. Nellie Tran, Psychology, leads a prestigious three-year grant from the National Science Foundation (NSF) ADVANCE program to study subtle gender biases in the workplace. Drawing together scholars from medicine, health sciences, psychology, and social sciences, the project is collaboration between UMass Lowell and the UMass Medical School (Worcester, MA), and CW is the hub for this project. The care work policy agenda seeks to better understand paid and unpaid care work and led to the publication of a policy report in 2009, Counting on Care Work: Human Infrastructure in Massachusetts, and an edited volume (forthcoming) co-edited by Dr. Mignon Duffy, sociology, and colleagues; it includes contributions by several CW Associates. The third research area is diverse work environments; the research agendas of Drs. Michelle Haynes, Robin Toof, and Meg Bond center on ways to assess and

CWW ASSOCIATES ENGAGE NEW PROJECTS

At the heart of the Center for Women & Work 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 the CW and the University. As it enters its 10th year, the Associates Program at the CW continues to grow. In addition to welcoming back several Associates, CW is home to three new scholars this year. Please join us in welcoming Sue J. Kim, Department of English; Shana Minkein, Department of History; and Angela Nannini, Department of Nursing. Read about the scholarship of these and other Associates in our feature presentation of CW Associate work continued on page five.

We are the 99%: Forum Highlights Women Organizing for Economic Justice

Throughout history women have taken a leading role in the struggle for economic and social justice. Whether in the streets or in the ballot box, women’s voices demand to be heard. This was the focus topic for this year’s 15th annual Gathering at the Well Forum. Participants experienced a multi-media women’s labor history presentation featuring voices, songs, and slides depicting our sisters’ struggles from abolitionist Sojourner Truth, fighting for women’s rights to Dolores Huerta fighting with the farm workers of today (you can view it at http://www.bevgrant.com/wewerethere.html). Members of the Women’s Caucus of Occupy Boston spoke about their experiences during the Occupy Boston encampment, which brought attention to social and economic issues facing women in society.

6th Annual Voices of Working Women (VOWW) Luncheon

The annual VOWW luncheon is an opportunity for women from all parts of the university—including housekeepers, campus police, clerical/technical, professional, grants and contracts as well as graduate students and faculty—to gather to discuss common concerns. This year’s event focused on work/life balance and flex time. VOWW is a partnership between CW and the Labor Education Program; the lunch was co-sponsored by:

Human Resources and Equal Opportunity & Outreach
Work, Labor & Society
Department of Work Environment

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Davidson Researches Teen Sexting

Judith Davidson, Graduate School of Education, served as qualitative research design expert for a three-state research study of teens, caregivers, and educators views of sexting conducted by a multi-disciplinary team at the University of Massachusetts Lowell, Ohio University, and the University of South Carolina Medical School. The implications of gender as it relates to teen sexting and cybersafety concerns was a central component of the “Building a Prevention Framework to Address Teen ‘Sexting’ Behaviors” project, supported through a grant from the Office of Juvenile Justice and Delinquency Prevention, part of the U.S. Department of Justice. Researchers learned that gender was an issue that impinged on the viewpoints of all three groups as they discussed the motivations, behaviors, and consequences of young people engaging in sexting. Most strikingly, researchers learned that sexting holds the most serious personal consequences for females, whereas consequences for males may be personally less damaging.

Kim Publishes Book on Anger

Sue J. Kim, Department of English, has a forthcoming book On Anger: Race, Cognition, and Narrative (Fall 2013), which brings together recent research on emotions in psychology and cognitive science with theories of anger in gender and ethnic studies. Dr. Kim argues that anger is shaped by a combination of neurological, social, and historical factors. Her new project focuses on contemporary popular fiction by and about Asian American women and various kinds of work (service, manufacturing, temporary, office, management, and corporate). The scholarship on Asian American women’s labor has tended to focus on manufacturing (primarily in sociology and history), and Asian American literary criticism has tended to focus on “literary” or highbrow literature. This project will look for new patterns and insights in popular fiction about Asian American women and work.

Miller Studies Victorian Domesticity & Colonialism

Marlowe Miller, Department of English, is at work on a project that explores the role that the domestic interior plays in Virginia Woolf’s last novel, Between the Acts, and several stories by Katherine Mansfield. While Katherine Mansfield’s New Zealand citizenship made her a colonial subject, she first experienced that position in her father’s household. Like Mansfield’s, Woolf’s father also subjugated his daughter within the home. Miller’s research examines the complicated relationship that these daughters had with the scene of their colonization: the Victorian home. Both understood that this stable feature of the commonwealth was central to the colonizing agenda of patriarchy. Yet, both also shared what Elizabeth Bowen called “the insatiable longing we call homesickness.” As subjects of the Victorian domestic scene, both authors sought to escape and disrupt it even as they returned to it in their fiction with nostalgia.

Minkin Analyzes Death Rituals in Egypt

Shana Minkin, Department of History, researches the categories of foreign and local in pre-World War I Alexandria, Egypt, through the lens of the death and burial of foreign nationals. The institutions regulating the processing and burial of the foreign dead served to integrate foreign communities into Egypt in part by separating the dead into specific categories with clear boundaries; this division stood in contrast to the multiplicity of relationships that characterized individual lives. The foreigners of Alexandria, in other words, did not live in categories; instead, they died in them. Within Dr. Minkin’s research, questions of gender and class emerge as a repeated subtext. Women experienced death differently than men, both as the living survivors and as corpses, and death rituals helped to define and identify what made one a proper, honorable man or woman. Dr. Minkin argues that death enables us to reconceptualize traditional constructions of communal segregation, of gender classification, and of social affiliations.
Sladkova Presents Research on Immigration Issues

Jana Sladkova, Department of Psychology, continues her work on immigrant issues. She is working with a SPSSI (Society for the Psychological Study of Social Issues) committee to write an official response to lawmakers on their proposed immigration reforms. She presented her work on immigration in crisis at the International Conference of Community Psychology in Barcelona, Spain (6/12), and at Global Studies Conference at UC Santa Barbara, California (2/12). Dr. Sladkova has also completed research about life experiences of Latino children of immigrants in Lowell, finding various negative effects on the children of the anti-immigrant climate focused on deportation. She will be presenting this research at the American Psychological Association annual conference in summer 2013. Sladkova is planning to continue her work on immigration in the coming years, directing her focus back to Honduras (where her first studies were conducted) and also newly looking at the often “invisible” migrants from Czech Republic and Slovakia in New England.

Whitten-Woodring on Media Freedom & Democracy Around the Globe

Jennifer Whitten-Woodring, Department of Political Science, is collaborating with Marc Hutchison (University of Rhode Island) on a study of media freedom, democracy, and development around the globe. Dr. Whitten-Woodring and Dr. Hutchison hypothesize that the effect of media freedom on the likelihood of domestic conflict is conditioned by a country’s level of social tolerance. When social tolerance is high, media freedom will discourage domestic conflict because the tone of news coverage will tend to mirror the level of tolerance in society and ameliorate any inflammatory coverage. In contrast, low levels of social tolerance will fuel and be fueled by inflammatory news coverage if the media are free, and thus promote domestic conflict. Their research spans several countries—including Rwanda, Egypt, Venezuela, India and Hungary—and several historical periods, drawing from World Values Survey, Afrobarometer, and Global Media Freedom data.

Letter from the Editor (Continued)

improve diversity within organizations. For instance, the Healthy Diversity Project investigates ways to promote diversity within Community Health Centers (CHC). An emerging focus for CWW is on gender wage equity, which is anchored by a new partnership with the WAGE Project (Women Are Getting Even), headed by former Lieutenant Governor Evelyn Murphy.

CWW also continues its outreach to students and the local community. Our Emerging Scholars Program provides students with an opportunity to apply theoretical knowledge gained from coursework to hands-on research with a faculty member. Each fall, Women’s Works: A Celebration of the Creativity of Women features artwork, crafts, and music by women from the university and the community, and each spring CWW hosts a Gathering at the Well forum on issues around work and gender. This April, the forum theme is “We are the 99%: Women Organizing for Economic Justice.” In fall 2012, CWW also cosponsored the 100th anniversary commemoration of the 1912 Bread and Roses strikes in Lawrence, MA.

We are excited by the growth of CWW, both in the maturation of existing programs and the development of new projects. More information about the wonderful work of our Faculty Associates fills the pages of this newsletter.

Happy reading,
Meg A. Bond
CARE WORK & WORKPLACE HEALTH

Duffy Co-Edits Book on Paid Care Work

Mignon Duffy, Department of Sociology, is co-editing a new edited volume focusing on understanding paid care work, from health care to social work to childcare. Titled Caring on the Clock: The Complexities and Contradictions of Paid Care Work, the volume brings together authors from multiple disciplines who examine a range of occupations to unravel the unique rewards and vulnerabilities of this growing and critically important group of workers. The social organization of care work is implicated in a web of intersecting inequalities, including gender, race, class, and disability—and part of the goal of the book is to interrogate those connections. The Center for Women & Work is particularly excited that the work of a number of Associates—including Laura Punnett, Meg Bond, Michelle Haynes, and Robin Toof—will be included, building on CWW’s growing expertise in the field of care work.

Nannini Inducted Into American Academy of Nurse Practitioners

Angela Nannini, Department of Nursing, is an educator, family nurse practitioner, and health policy analyst with over 30 years experience working in academic, community health center, and public health settings. Dr. Nannini’s research focuses on health policy related to health disparities, social determinants of health, women’s health, and health care workforce issues including organizational climate for primary care nurse practitioners. Her currently funded research deals with developing strategies to prevent falls for women during pregnancy and the first year post partum. She is also co-investigator of an Agency for Health Research and Quality funded grant to develop a tool that will measure organizational climate for nurse practitioners. Dr. Nannini is interested in translating evidence from her research findings into policies that will support all women across the life span. In 2012, she was inducted as a Fellow of the American Academy of Nurse Practitioners, a high honor awarded for outstanding achievement in the discipline.

Galizzi Studies Long-Term Impact of Work-Place Injuries

Monica Galizzi, Department of Economics, is developing a study to assess the socio-economic consequences of working mothers’ occupations. She is currently working with data from the National Longitudinal Survey of Youth (NLSY) 1979. This survey, sponsored by the Bureau of Labor Statistics, focuses on individual labor histories but also collects information about household wealth and spouse labor force status. She is merging this information with records collected since 1986 in NLSY79 Children and Young Adults Survey about the children of female survey participants. Through this data merge, Dr. Galizzi is investigating if injuries on the job for mothers have consequences on their children’s long-term economic well-being, particularly in terms of the children’s early cognitive, socio-emotional and psychological development. At the same time, Monica is also continuing her collaboration with the University of Torino in conducting the first study to assess the main factors shaping the return to work of Italian injured workers.

Punnett Promotes Healthier Workplaces

Laura Punnett, Department of Work Environment, has dedicated her career to making workplaces healthier for people. Currently she co-directs the Center for Public Health in the New England Workplace, a national Center of Excellence funded by the U.S. National Institute for Occupational Safety and Health (NIOSH). This research program includes a study of the health and safety of nursing home employees, who are 85-90% women. One study component showed that introducing equipment to lift and move nursing home residents substantially reduced physical workload and worker compensation claims, especially for low back injury. Another component showed that work-family conflict and night shift work interferes with mental health and with adequate sleep duration, which in turn is a risk factor for obesity and a variety of chronic disease outcomes. Overall, the study seeks to develop effective solutions for employees’ health risks, that are integrated into ongoing operations and that involve workers in the design and implementation process.
Healthy Diversity Project Fosters Diversity in Community Health Centers

Meg Bond, Michelle Haynes, and Robin Toof are continuing their work on the Healthy Diversity (HD) Project. Broadly, the HD team has been investigating the challenges and best practices of Community Health Centers (CHC) in fostering a diverse workforce. Funding through the UMass President’s Creative Economy Initiative grant has enabled them to investigate partnerships between CHCs and educational institutions as a pathway to promoting diversity throughout the ranks of CHCs. Employing survey methods and in-depth interviews, they are documenting the origins of these partnerships, the challenges encountered in their establishment, and their current day-to-day operations. These partnerships provide models of innovative strategies used to foster an effective community-based health care workforce that is both multi-lingual and multi-cultural at all levels of the organizational hierarchy. They will be hosting the Healthy Diversity Summit in May of 2013, where they will launch their latest report and share findings with community partners.

Tran Explores Subtle Bias in Academic Settings (ADVANCE PAID Grant)

Nellie Tran, Department of Psychology, researches subtle biases that marginalized groups experience within the educational context. Her research follows three lines. First, she assesses the types of subtle biases/discrimination that people experience. Second, she seeks to understand how people adapt to subtle biases in these contexts. Third, she seeks ways to understand how to change these environments to promote healthier outcomes for students and faculty. Currently, she is the Principle Investigator (PI) of a National Science Foundation ADVANCE grant that focuses on developing a measure of subtle gender biases that women faculty experience within the academic setting. The co-PIs on this grant include Drs. Julie Chen, Ivy Ho, Paula Rayman and Meg Bond. Ultimately, her research aims to assess the academic setting for subtle biases that produce micro-inequities in an effort to promote the advancement of women in the STEM (Science, Technology, Engineering, and Mathematics) fields. Dr. Tran also has ongoing projects on experiences of bias and discrimination of racial minority students and faculty within the academic setting.

Haynes Studies Diversity in Organizations

Michelle Haynes, Department of Psychology, continues to build her research agenda towards understanding diversity dynamics in organizations. In addition to being a member of the Healthy Diversity team, she has two other lines of research supported by her involvement at CWW. One line of research investigates the impact of stereotypes on evaluation biases in collaborative contexts. When individuals work in group or team structures, individual contributions to final work products can often be unclear. The ambiguity surrounding particular individual contributions makes it more possible for gender stereotypes to creep in to bias evaluations of individual team members. Dr. Haynes is building on her findings investigating the impact of gender stereotypes and beginning to consider the impact of other stereotypes, such as race. A second line of work considers diversity policies such as affirmative action and the extent to which individuals may construe such policies in a manner that serves to protect their self-esteem.

Yang Investigates Technology & Entrepreneurship

Yang, Manning School of Business, focuses on technology-oriented entrepreneurship and strategy issues, including corporate venturing, venture capital, technology transfer and R&D collaboration. Although most of her extant research projects were conducted in the setting of corporations, she has extended her research to individual entrepreneurs. In collaboration with her colleagues at the Manning School of Business, Dr. Yang started a research project assessing the value of the network relationships established among inventors, university researchers, venture capitalists and others as they participate in commercialization activities associated with incubators. This research project was awarded a 2009-2010 Research & Scholarship Grant of UMass Lowell. The success of this research project has led Dr. Yang to explore more areas related to social network and entrepreneur success.
Endowment Fund Established for CWW

In honor of our 15th anniversary, we have established a permanent Endowment Fund to help enhance the long term success of the Center for Women & Work! Any donation, large or small, is welcome and can be made at any time. Be sure to write “CW W Endowment Fund” on your check and mail to:

Center for Women & Work
UMass Lowell
850 Broadway Street, Coburn B11
Lowell, MA 01854

Many thanks for your thoughtful consideration.

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