

CENTER FOR WOMEN AND WORK (CWW)
Annual Report for 2004-2005
Meg A. Bond, Ph.D., Director

I. MISSION STATEMENT OF THE UML CENTER FOR WOMEN AND WORK

The Center for Women and Work (CWW) at the University of Massachusetts Lowell is an interdisciplinary center dedicated to exploring the gendered conditions of work, challenging inequities, and thereby enhancing well-being and economic opportunities for all women.

II. GENERAL DESCRIPTION

The Center for Women and Work:

- fosters new ways of thinking about the gendered conditions of work (work-family balance, sexual harassment, racial and sexual discrimination, occupational division of labor and the “glass ceiling”) and their effects on our physical and mental health
- supports innovative projects and creative linkages across disciplines and occupational levels that work toward greater gender equity and healthier work lives for women
- enhances understanding of these issues through educational programs and community forums
- promotes partnerships between university and community members for addressing gendered working conditions and other concerns for working women
- highlights the reciprocal relationship between women’s work and the well-being of communities.

Relationship of CWW to UMass Lowell’s Mission

The work of CWW is directly connected to two elements of the unique mission of the University of Massachusetts Lowell: 1) promoting sustainable regional economic and social development and 2) fostering diversity.

The CWW supports the development of a sustainable regional economy through sponsoring research and new ways of thinking about issues related to women and work as well as through sharing the knowledge and enhancing people’s understanding of issues. In order to attain fully productive and sustainable societies, women’s position in the workplace and in the economy must be enhanced by increasing both the opportunities that society offers to women and women’s ability to seize those opportunities. The Center is dedicated to fostering creative linkages, social innovation, and intellectual risk-taking to produce sustainable strategies that make women’s lives healthier and more rewarding and that work toward greater equity.

CWW is also an important component of the university’s efforts to promote diversity. The center not only focuses on how economic opportunities vary by gender but also seeks to understand how work issues are related to race, ethnicity, class, sexual orientation, age, and disability status. The CWW is ideally situated to link with the local community to identify shared concerns and to improve working conditions and economic opportunities for women.

III. ASSOCIATED PERSONNEL (2004-05)

Director

Meg A. Bond, Professor, Department of Psychology

Senior Associates

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

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

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

Faculty Associates

Lenore Azaroff, Project Coordinator, Department of Work Environment

Maria Julia Brunette, Assistant Professor, Department of Work Environment

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

Pia Markkanen, Research Associate, Department of Work Environment

Susan Moir, Director, Labor Resource Center, UMass Boston

Cheryl Najarian, Assistant Professor, Department of Sociology

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

Staff Collaborators

Imogene Stulken, Protestant Campus Minister

Robin Toof, Center for Family, Work, & Community

Students

Danielle Barrasso, Department of Psychology

Dianne Cazeca, Department of Work Environment

Jamie Weller, Department of Psychology

IV. CURRENT RESEARCH AND ACTION PROJECTS

Our current and recent projects reflect three strategic priorities:

1. Promote action-oriented research on the gendered conditions of work
2. Strengthen ties between the academy and the community
3. Foster a community of equity at UMass Lowell

Strategic Goal #1: Promote Action-Oriented Research on the Gendered Conditions of Work

1) CWW Associates Program

An exciting new initiative for CWW has been our Associates Program. The goal is to establish CWW as a hub for innovative scholarly projects on the gendered conditions of work. The focus has been on the development of a supportive intellectual community by inviting a group of scholars to establish innovative projects through CWW. There were

seven Associates for 2004-05, each of whom outlined her own research project for the year. We also established a calendar of activities designed to: 1) support each scholar's research plan, 2) foster collaboration among scholars, and 3) facilitate grant-writing for external funding to develop the work further.

2) Research Program on the Effects of Gendered Work Climates and Discrimination on Health and Work Outcomes

This research program is a multi-year collaboration between CWW and the Kerr Ergonomics Institute (KEI) at UML. It focuses on researching the links between work climate, discrimination, and harassment against women in the workplace, levels of stress, adverse health outcomes, and increased business costs (due to higher absenteeism, increased turnover, lowered productivity, and higher worker healthcare costs). The 2004-05 accomplishments related to this component of CWW's research agenda include:

a) UML Climate Survey

Our 2000 survey of UMass Lowell non-faculty employees covered perceptions of work climate; conditions in the workplace that mediate the impact of racial and gender bias; and employees' health and work outcomes. The first article from this survey was published in the *Journal of Occupational Health Psychology* in 2004 (see Bond, Punnett, Pyle, Cazeca & Cooperman under Section VI: Publications, below).

b) Extensions of the Model

We have extended our research agenda through three other research projects:

- 1) During the winter of 2003, we extended our research agenda through a survey of a regional production firm. The survey included the key organizational climate factors, diversity-related dimensions, and health and work outcomes that we have been studying over the past four years. The analyses are still in progress.

- 3) We have also continued our ongoing participation in the PHASE in Healthcare project, a five-year study of the relationship between socio-economic status and health disparities in the regional healthcare industry. Data have been collected on features of workplace climate that have been identified as relevant through the CWW-KEI collaboration and the Bond/Pyle/Punnett model.

c) Measures Compendium

Through a contract with the National Institute for Occupational Safety and Health, Meg Bond, Laura Punnett, and several students developed a catalog of workplace measures that assess aspects of the work environment relevant to ethnicity, race, and gender diversity such as harassment, discrimination, work-family balance, and general organizational climate for diverse groups of workers (see Bond, Kalaja, Markkanen, Cazeca, Daniel, Tsurikova, & Punnett under Section VI: Publications, below). The document begins with an introductory chapter on the rationale for including these domains in occupational health research. This is followed by a series of entries that describe currently available organizational measures, their psychometric properties, and an analysis of their usefulness for occupational health research. We revised the

compendium in the Winter of 2005 with the assistance of Pia Markkanen, and it is scheduled for publication by NIOSH in Fall 2005.

3) Research Program on Women in Science and Technology

a) Project TechForce: Women and Men in Information Technology Workplaces

Project TechForce, funded by the National Science Foundation, was an investigation of the factors affecting the attraction, retention, and promotion of women and men in the software and internet industries. Through a partnership with the Massachusetts Software and Internet Council, the research has focused on a web-based survey of employees in the Council's 3200 directory firms and follow-up qualitative interviews with 200 men and women. Project TechForce explores such issues as the economic security, job stability, and career pathways of IT professionals; the organization of work in IT workplaces; the impact of temporary and contract work on IT workers; and the meaning of work in IT.

b) NSF-Funded Conference on Women in STEM

Paula Rayman (PI), Maria Brunette, and Meg Bond submitted a proposal to the National Science Foundation (NSF) to support a project on women in science, technology, engineering, and mathematics (STEM). The heart of the initiative is a working conference that will gather an intergenerational and interdisciplinary community of racially and ethnically diverse scholars to have a dialogue about scholarship on workplace factors that are associated with women's success in STEM fields. The working conference will bring together members of two primary cohorts who have done research on women and science – scholars whose research emerged in the 1960's and younger scholars who began their work in the 1990's. We also plan to involve graduate students who will be nominated by senior scholars based on their potential to make future research contributions to the "Women in STEM" field.

4) Workplace Diversity

a) Special Issue on Diversity Dilemmas in Community Research and Action

Shelly Harrell, of Pepperdine University, and Meg Bond are co-editing a special issue of the *American Journal of Community Psychology* that will include 22 stories about diversity challenges in community research or action projects involving such dimensions as: culture, race, ethnicity, class, gender, sexual orientation, religion, and disabilities (and their intersections). The final papers have been submitted to the journal, and we anticipate publication in the Spring of 2006. The pre-publication draft formed the basis for a successful graduate seminar in the Community-Social Psychology Program on "Bridging Differences." We have had several discussions with the publisher about the possibility of making the collection into a book which would have wider circulation.

b) Book on Workplace Diversity

Meg Bond has signed a contract with the University Press of New England for a book entitled Workplace Chemistry: Addressing Organizational Diversity in the 21st Century. The book summarizes a case study of a manufacturing firm undergoing a process of organizational change aimed at increasing diversity. The book traces the complex

dynamics involved as organizations make a commitment to help all employees work to their fullest potential and to provide insights useful to others who share such goals.

5) **Global Perspectives on Women and Work**

Edited Volume on Transnational Migration and Gendered Care Work

Jean Pyle, in collaboration with Gale Summerfield and Manisha Desai both from the University of Illinois Urbana-Champaign, is editing a volume on Globalization: Transnational Migration and Gendered Care Work. This edited volume provides new perspectives on the relationship between the processes of globalization and gendered migrations for care work. The chapters explore a variety of issues that must be addressed as global trends increasingly push and pull people (largely women, but some men) into transnational migration for domestic work, child and elder care, and health care. This innovative book broadens our understanding of key processes of globalization – processes which, at the core, are among the most fundamentally human dimensions of globalization. There will be three main sections in 1) Neoliberalism, Globalization, Gender, and Care, 2) Back to the Future? The Constitution/Reconstitution of the Female-Care Nexus, and 3) Health Care: Automation, Agency, Gendering of Work, and Wage Differentials. The authors are from a variety of disciplines, including economics, sociology, and history. Most are deeply involved in interdisciplinary work. They hope the book will become part of a book series published by Routledge.

Strategic Goal #2: Strengthen Ties Between the Academy and the Community

1) Seventh Annual “Gathering at the Well” Forum April 14, 2005

CWW sponsors an annual forum entitled “Gathering at the Well.” We selected this imagery because historically women gathered at the well to collect water and share common issues. They turned what is often an onerous task into a source of strength. The CWW Forum “Gathering at the Well” is designed to tap into that strength by promoting dialogue on issues of women and work and striving for awareness and solutions. Every Forum involves faculty, staff, students, and community members. The Forum is funded by the UMass Lowell Council on Diversity and Pluralism and the UMass Lowell Bookstore.

Each year, the Forum has a different theme that is relevant to CWW’s mission. Our theme for 2005 was “Are Women Getting Even? Women, Men, and Wages.” The featured events included a talk by Evelyn Murphy, founding president of WAGE Project, Inc., former Lieutenant Governor of Massachusetts, and Resident Scholar at Brandeis University’s Women’s Studies Research Center.

Following Dr. Murphy’s presentation, three commentators spoke briefly about their visions for change. Massachusetts State Senator Susan Tucker commented from a legislative and political perspective on what women can do to get equal pay. Lisa Brothers, the Vice President and Chief Operating Officer of Judith Nitsch Engineering Inc, as well as a UMass Lowell Class of 1984 Alumna, spoke about the challenges she has faced as a woman business owner both in negotiating contracts for her company and in establishing equity for those the company employs. She also shared advice about how women can more effectively negotiate

their salaries. Oneida Blagg, the recently appointed UML Director of Equal Opportunity and Outreach, offered valuable insights about ways that women can prepare themselves to negotiate equitable pay. Dr. Murphy joined our three commentators for a larger discussion about strategies for change.

The WAGE project, as developed by Dr. Murphy, supports women seeking equity. To build on her model, we asked participants to form small groups and engaged in mock WAGE Club discussions. They discussed such questions as, “What barriers have you faced in your workplace related to wage equity?” and “How have you responded to those barriers and what challenges have you faced in responding to them?”

The organizing committee included Robin Toof, co-director of the Center for Family, Work, and Community, Imogene Stulken, Protestant Campus Minister, Jamie Weller, CWW Research Assistant and Meg Bond. About 80 people participated in the event, including faculty, staff, students, and individuals from the community.

2) Lowell Women’s Week in March

As part of Lowell Women’s Week 2005, three CWW Associates presented their research on issues relating to the gendered conditions of work.

- Sarah Kuhn, CWW Faculty Associate from the Department of Regional Economic and Social Development, presented results from Project TechForce in which she collected extensive survey and interview data on women and men working in the software and internet industry in Massachusetts. Her event was entitled “Women and Work on the Information Technology Frontier.”
- Cheryl G. Najarian, CWW Faculty Associate from the Department of Sociology, shared her findings from qualitative life history interviews with college educated deaf women in Rochester, New York and Boston. In her talk, entitled “Between Worlds: Deaf Women Workers as a Linguistic Minority,” she discussed the ways these women’s work experiences connect with the changing trends of work, the role of technology, and the implications for the Americans with Disabilities Act (ADA) of 1990.
- Laura Punnett, CWW Senior Associate from the Department of Work Environment, presented an analysis of the physical workload involved in hotel housekeeping, as well as of the political situation currently facing hotel workers at an event, “How Heavy Can a Mattress Be? Women’s Work in Hotel Housekeeping—the Physics and the Politics.” Discussion explored how the traveling public can support these workers.

Strategic Goal #3: Build a Community of Equity at UMass Lowell

During 2004-05, CWW sponsored and co-sponsored several activities on campus designed to promote awareness of issues relevant to women, diversity, and the workplace. Activities included:

- A talk by Mary Grimley Mason, Professor Emeritus of English, former Director of the Women's Studies Program at Emmanuel College, and a present Resident Scholar at Brandeis University's Women Studies Research Center on her new book *Working Against Odds: Stories of Disabled Women's Work Lives*. Co-sponsored by the Qualitative Research Network, the Center for Public Health Research and Health Promotion, and the Council on Diversity and Pluralism (November 4, 2004).
- A talk by Rosalind Chait Barnett, a Senior Research Scientist and the Executive Director of the Community, Families, and Work Program at Brandeis University's Women's Studies Research Center on her new book *Same Difference: How Gender Myths are Hurting Our Relationships, Our Children, and Our Jobs*. Co-sponsored by the Psychology Graduate Student Organization and the Center for Women and Work, and funded by the UML Bookstore Fund (April 19, 2005).

V. 2004-05 PUBLICATIONS BY CWW ASSOCIATES

Bennett, L., Riger, S., Schewe, P., Howard, A., Wasco, S.M., (2004). Effectiveness of hotline, advocacy, counseling, and shelter services for victims of domestic violence: A statewide evaluation. *Journal of Interpersonal Violence*, 19 (7), 815-829.

Bond, M.A. (2005). Power and participation in context. In Nelson, G., & Prilleltensky, I. (Eds.) *Community psychology: In pursuit of liberation and well-being*. London: MacMillan.

Bond, M.A., & Harrell, S. (Eds.) (in press). Special Issue on 'Stories of Diversity Challenges in Community Research and Action.' *American Journal of Community Psychology*.

Bond, M.A., Punnett, L., Pyle, J. L., Cazeca, D. & Cooperman, M. (2004). Gendered work conditions, health, and work outcomes. *Journal of Occupational Health Psychology*, 9 (1), 28-45.

Bond, M.A., Kalaja, A., Markkanen, P., Cazeca, D., Daniel, S., Tsurikova, L., & Punnett, L. (in press). *Compendium of Diversity-Related Measures for Research in Occupational Health*. Funded and to be published by National Institute for Occupational Safety and Health (NIOSH.)

Brunette, M.J. (2004). Construction safety research in the United States: Targeting the Hispanic workforce. *Injury Prevention*, 10, 244-248.

Markkanen, P. & Levenstein, C. (2004). New Points of Production: Homework and Shoemaking in Asia. *New Solutions: A Journal of Environmental & Occupational Health Policy*, 14 (4), 301-318.

Markkanen P. (2005). Dangers, delights, and destiny on the sea: Fishers and the east coast of North Sumatra. *New Solutions: A Journal of Environmental & Occupational Health Policy*, Vol 15 (2).

Lahiri S, Markkanen P, & Levenstein C. (In press). The cost-effectiveness of occupational health interventions: Preventing occupational back pain. *American Journal of Industrial Medicine* (AJIM).

Moir, S. (2005). Ideological influences on participatory research in occupational health and safety: A review of the literature. *New Solutions: A Journal of Environmental & Occupational Health Policy*, 15 (1), 15 – 28.

Najarian, C. G. & Paetow, M. (2005). Learning from each other: Syracuse University and the OnCampus Program. In L. Ben-Moshe, R. Cory, M. Feldbaum, & K. Sagendorf (Eds.), *Creating Pedagogical Curb Cuts: Incorporating Disability in the University Classroom and Curriculum*. Syracuse, NY: The Graduate School of Syracuse University.

Punnett, L., & Wegman, D.H. (2004). Work-related musculoskeletal disorders: The epidemiologic evidence and the debate. *Journal of Electromyography Kinesiology* 14(1), 13-23.

Punnett L. (2004). Work related neck pain: how important is it, and how should we understand its causes? (Editorial) *Occupational and Environmental Medicine* 61(12), 954-55.

Pyle, J.L. (2005). Critical Globalization Studies and Gender. In R. P. Appelbaum & W. I. Robinson (Eds.) *Critical Globalization Studies* (pp. 249-257). New York: Routledge.

VI. RESEARCH PRESENTATIONS AND OTHER PROFESSIONAL ACTIVITIES

Research Presentations

Bond, M.A. (2005, June). *Organization Studies and Community Psychology: Integrating Frameworks to Study Dynamics of Race and Gender*. Paper to be presented at the 10th Biennial Conference of the Society for Community Research and Action, Champaign, IL.

Bond M. A., & Punnett L. (2004, November). *Improving Measurement of Discrimination, Bias, and Harassment in Occupational Health Research*. 132nd Annual Meeting, American Public Health Association, Washington DC.

Dinh, K. & Bond, M. (2005, June). *Changes among Host Individuals and Communities in their Adaptation to Immigrants*. Session at the 10th Biennial Conference of the Society for Community Research and Action, Campaign, IL.

Kuhn, S. & Rayman, P. (2005, April). *Software and internet industry workers in Massachusetts: Findings and implications for the future of work*. Presented at a statewide conference on “The Future of Work in Massachusetts” sponsored by the Labor Centers of the University of Massachusetts, Boston, MA.

Moir, S., Azaroff, L., & Punnett, L. (2004, November). *Organizational determinants of intervention effectiveness: A data collection tool*. 132nd Annual Meeting, American Public

Health Association, Washington DC.

Najarian, C. (2005, March). *Lifetime Educators and Self-Advocates: Deaf Women's Family and Educational Experiences*. Eastern Sociological Society Conference, Washington, DC

Najarian, C. (2005, March). *Culture and Identity Construction*. Session Moderator, Eastern Sociological Society Conference, Washington, DC.

Prüss-Üstün A, Punnett L, Nelson D.I., Fingerhut M.A., Leigh J., Tak S.W., & Phillips, S. (2004, July). *Estimating the Global Burden of Low Back Pain Attributable to Combined Occupational Exposures*. Fifth International Scientific Conference on Prevention of Work-related Musculoskeletal Disorders (PREMUS), Zurich, Switzerland.

Punnett, L. (2004, December). *Gender, Work Organization, and Health*. NORA Organization of Work Women's Health Expert Panel Meeting, NIOSH, Cincinnati, OH.

Punnett L, Boyer J, Cifuentes M, d'Errico A, Tessler J, & PHASE in Healthcare. (2005, April). *Physical Exposures in the Healthcare Sector: Associations with Socioeconomic Position*. PHASE Annual Conference, Tyngsboro, MA.

Punnett L., & Herbert, R. (2004, July). *To What Extent Can the Association Between Female Gender and Musculoskeletal Disorders be Explained by Occupational Exposures?* (Invited contribution, Mini-symposium on "Gender differences in the risk of work-related musculoskeletal disorders") Fifth International Scientific Conference on Prevention of Work-related Musculoskeletal Disorders (PREMUS), Zurich, Switzerland.

Punnett, L., MacDonald, L., Härenstam, A., & Warren, N. (2004, June). *Work Organization: Contextual Exposure Assessment for Occupational Health Epidemiology* (Invited Keynote). Exposure Assessment in Epidemiology and Practice, Utrecht, The Netherlands.

Pyle, J. L. (2004, October). *Globalization, the increase in transnational care work, and its flip side (the increase in the lack of care): How can we make sense of it?* Symposium on Gender and Transnational Care Work, Women and Gender in Global Perspectives Program, University of Illinois, Champaign, IL.

Slatin, C., Tessler, J., O'Sullivan, M., Punnett, L., Lally, J. & PHASE-in Healthcare Project (2004, November). *Occupational Injury and Illness Disparities Research in the Healthcare Work Environment: Opportunities and Obstacles*. 132nd Annual Meeting, American Public Health Association, Washington DC.

Other Professional Activities of CWW Senior Associates

Meg A. Bond

2002-05

Executive Council Member, National Society for the Psychological Study of Social Issues (SPSSI).

2004-06

Chair, Policy Committee, Society for the

- Psychological Study of Social Issues (SPSSI).
 1998-present *Senior Editorial Board Member, American Journal of Community Psychology*
 2005- present *Editorial Board Member, Analyses of Social Issues and Public Policy*

Jean L. Pyle

- 2003-present *Editorial Board Member, Globalizations*

Laura Punnett

- 2004- *Editorial Board, Occupational and Environmental Medicine*
 1998-present *Editorial Board, Applied Ergonomics*
 1997-present *Editorial Board, New Solutions: A Journal of Environmental and Occupational Health Policy*
 1996-present *Editorial Board, Salud de los Trabajadores (“Workers’ Health,” Maracay Venezuela)*
 1988-present *Advisory Board, Occupational Health Surveillance Program, Massachusetts Department of Public Health*
 2004-05 *Peer Reviewer: American J Industrial Medicine; Applied Ergonomics; New Solutions; Occupational and Environmental Medicine.*

VII. COLLABORATIONS

In terms of intra-university collaborations, we continue to have particularly strong relationships and on-going collaborations with the Kerr Ergonomics Institute, Project TechForce: Women and Men in IT Workplaces, and the PHASE-In Healthcare Project.

In addition, we actively collaborate and co-sponsor programs with the Center for Family, Work, and Community (CFWC), the Council on Diversity and Pluralism, the Departments of Psychology, Work Environment, Sociology, and Regional Economic & Social Development. We also coordinate our work with the Gender Studies Program, the Lowell Center for Sustainable Production (LCSP), and the Peace and Conflict Studies Institute (PACSI).

VIII. RESEARCH AND PROJECT SUPPORTS

A. Student Research Support

- One graduate research assistant on CFCI funds
- One graduate assistant on grant funds from Eastman Gelatine

B. Grants & Contracts

Funding received:

\$200,000 Grant from the National Science Foundation

Paula Rayman (PI), Maria Brunette (Co-PI), and Meg Bond (Co-PI) received National Science Foundation (NSF) funding to support a working conference that will gather an intergenerational and interdisciplinary community of racially and ethnically diverse scholars to have a dialogue about scholarship on workplace

factors that are associated with women's success in STEM fields. The Project will go from January 2006 – December 2007.

\$8,586 Grant from Committee of Federated Centers and Institutes

\$1,000 Grant from the UML Council on Diversity and Pluralism to sponsor the Spring 2005 *Gathering at the Well Forum*, on "Wage Equity."

\$353 Grant from the UML Bookstore to cover additional supplies for the *Gathering at the Well Forum*.

Proposals submitted:

Meg Bond, Laura Punnett, and Jamie Weller submitted a grant proposal to the Patrino Foundation, a family foundation founded in 1990 that promotes educational and social programs for women and girls. The request for funds was made to support a "Gender in the Workplace" Graduate Student Program to support two female graduate students interested in conducting research on topics related to women and work. While well received, the proposal was not funded because of financial constraints on the foundation.

Sarah Kuhn submitted three proposals to NSF to fund research on gender and technology in undergraduate education. None have been funded to date.