



# Perspectives

*On the Gendered Conditions of Work*

## CWW Reaches Milestone in 2008

The UMass Lowell Center for Women & Work (CWW)—an interdisciplinary center dedicated to advancing knowledge about the relationship between gender and work through research, enhancing understanding through education and training, and challenging inequalities through institutional change—has dedicated 10 years to creating positive change for women in the workplace.

Since its inception in 1998, the CWW has demonstrated its commitment to addressing the gendered conditions of work in several key ways, including designing and implementing programs and projects that foster new ways of thinking about gender and work, encouraging and supporting interdisciplinary scholarship that has implications for policy and action, and bringing the reciprocal relationship between women's work and the well-being of communities into focus. "As the CWW celebrates our 10-year milestone, it's important to take stock of how much

has been accomplished," says Meg Bond, professor of psychology and director of the CWW since 1998. Prior to 2002, Bond co-directed the Center with Jean Pyle, professor emerita of RESD.

The Center for Women & Work's major current initiatives include:

- CWW Associates Program—an interdisciplinary, intellectual community that provides opportunities for a community of scholars, each conducting a project related to women and work, to join together to support grant development, professional collaborations, and opportunities for student involvement.
- Three Core Research Programs—including the development of a carework policy agenda, analysis of workplace barriers for women working in the fields of science, technology, engineering and mathematics (called Project Working WISE, funded by the National

*Continued on page 2*

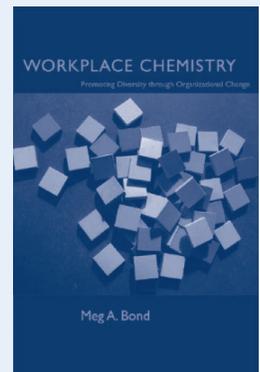
## New Advisory Board Supports CWW Growth

The Center for Women and Work has established an advisory board to support the center in efforts to grow and establish a sustainable future. An impressive group of women have made a commitment to support the Center. Two new board members are alumnae of UMass Lowell. Paula Alexander is a graduate of the Masters Program in Community Social Psychology and recently retired as Human Resource Director of Global Functions at Eastman Kodak Company. Lisa Brothers, a graduate of the UML

engineering program, is the Vice President and Chief Operating Officer (COO) of Nitsch Engineering which is considered one of the most successful women-owned firms in the state. The Center is also honored to welcome new board member and former Massachusetts Lieutenant Governor Evelyn Murphy, who recently wrote a best selling book on wage inequities (*Getting Even: Why Women Don't Get Paid Like Men and What To Do About It*). Dr. Murphy is now President of The WAGE Project and a Resident Scholar

## Bond's Book on Workplace Diversity is In Print

**W**orkplace Chemistry: Promoting Diversity through Organizational Change" by Meg A. Bond has recently been published by the University Press of New England. In 1995, Bond began working as a researcher, consultant, and trainer at "ChemPro"—a New England manufacturing firm that produces specialized chemicals. Brought on board to guide ChemPro's efforts to create an equitable, efficient, and diverse workplace, for seven years Meg enjoyed open access to the organization's change process and to all the individuals involved. Using ecological theory as her conceptual framework, she delineates the stages of this process as it unfolded, drawing



out lessons for workers, managers, and consultants from the nitty-gritty dynamics that emerged as the organization underwent change. The book addresses such issues as privilege, multiple realities, intent versus impact, interdependence, and reactions—both positive and negative—to diversity interventions. Emphasizing messy dilemmas as well as successful strategies, she offers an energetic and honest appraisal of a long-term diversity effort, with lessons that apply to other institutions and organizations.

As Faye Crosby from the University of California at Santa Cruz describes, "Here is an engrossing tale of how one company,

*Continued on page 2*



## 10th Anniversary Celebrations

On Friday November 30th, the Center for Women and Work held the first in a series of 10th anniversary celebrations. The event entitled “Women’s Works” was a celebration of UMass Lowell creativity and scholarship where women connected to UML displayed and sold their creations including art, crafts, poetry, food, and publications. To honor the work of the Center, CWW highlighted scholarly books, monographs, and articles published by CWW Associates. In addition, women faculty, staff, and students performed music and shared their poetry at an end-of-the-day program. Proceeds will support CWW’s ongoing work.

Upcoming anniversary events include:

- **Thursday, April 3:** The 10th Anniversary Gathering at the Well Forum will identify current challenges facing women at work as it pays tribute to ten years of CWW initiatives to raise awareness.
- **Fall 2008:** The CWW Advisory Board is planning a gala fund-raising event to generate much-needed funds to support CWW.



Women’s Works Planning Committee from left: Therese O’Donnell, Sharon Therrien, Diane Doherty, Meg Bond, Heather Norcross, Ekaterina Konvalova. Bottom center: volunteer Joyce Ableson,



Associate Andrew Hostetler with display of work by Center for Women and Work scholars



Chancellor Meehan, CWW Director Meg Bond, Vice-Chancellor Jacquie Moloney

*Continued from page 1*

## CWW Reaches Milestone in 2008

Science Foundation,) and an action research program to identify best practices for community-based organizations fostering diverse workforces.

- The Gathering at the Well—a forum steeped in the history of women gathering at the water source to share problems and issues, this annual event promotes dialogue about issues of women and work, and results in action agendas for the region.

“We are pleased and proud to have affected positive change and encouraged progress through collaboration,” says Bond. “We’re very excited to use our 2008 tenth anniversary to spotlight our success, as well as the hard work still to be done.”

*Continued from page 1*

## Bond’s Book on Workplace Diversity is In Print

with the help of trained experts, struggled to and largely succeeded in transforming itself into an organization that values all employees and the diversity they bring. Through her exquisitely detailed and readable account and her wise analysis, Meg Bond has given us a book that is of great use, as well as great interest, both to practitioners and to scholars.”

## Project Working WISE Continues with NSF Funds

Working WISE (Women in Science and Engineering), a project of the Center for Women and Work, has been awarded a supplementary grant from the National Science Foundation following a very successful conference earlier this year. A goal of the conference, “Intergeneration Voices on Women in Science and Engineering” was to articulate priorities for future research and policy on workplace issues faced by women in STEM fields (Science, Technology, Engineering and Mathematics). The supplementary award is allowing the Working WISE team to produce an important edited volume of concept papers resulting from the conference and to distribute it widely to academic, industry and public policy audiences. The WWISE team includes Paula Rayman (PI), Jody Lally (Project Manager), Maria Brunette (Co-PI), Meg Bond (Co-PI), Stacy Hargis (Research Assistant), and Kanha Net (Research Assistant).



## Kuhn's Work Supported by Funds from the National Science Foundation

**S**arah Kuhn, CWW Faculty Associate, is on two research teams that have received National Science Foundation grants to support activities related to attracting more under-represented students, particularly women, to computing. The first project, Performamatics, creates a stream within the Computer Science curriculum for students interested in blending the fine, performing, and design arts with computing technology.

For the second project, iSENSE, Kuhn will collaborate with computer scientists and urban education specialists to develop ways in which high school and college students can use the

internet to store, share, and analyze data on complex environmental and human science projects. Working as real scientists do with large data sets collected from geographically distributed sensors, students can share information with other students around the world. Kuhn will give her own students access to this technology, and will work with the team to develop socially and environmentally important applications for the technology. Research shows that female students are more likely to be attracted to computing and other sciences when there are meaningful and important applications of the technology that can "make a difference."

*Continued from page 1*

## New Advisory Board Supports CWW Growth

at the Brandeis Women's Studies Research Center. Barbara Rosenbaum is currently an independent consultant and brings her 25 years of experience as President and Chief Executive Officer of Boston's Jewish Vocational Service (JVS), a large urban, multi-purpose, nonprofit nonsectarian agency dedicated to workforce development and training issues. Roslyn L. Feldberg, Associate Director of the Division of Labor Action with the Massachusetts Nurses Association, and Randy

Albelda, a nationally recognized scholar and professor of economics at UMass Boston, will provide perspectives particularly critical to CWW's emerging carework policy agenda. CWW also welcomes the expertise of several UMass Lowell affiliated women including Julie Chen (Mechanical Engineering & the UML CHN/NCOE Nanomanufacturing Center), Kristin Esterberg (Sociology), Joyce Taylor Gibson (Education), and Louise Griffin (Administration and Finance).

## Workplace Matters in Health Promotion Efforts

**P**ro-Care" (*Promoting Physical and Mental Health of Caregivers through Transdisciplinary Intervention*) is a workplace intervention study underway within a chain of over 200 nursing homes located in the eastern U.S. Laura Punnett, CWW Senior Associate, is Principal Investigator for this project, which is part of the Center for the Promotion of Health in the New England Workplace (CPH-NEW). Three different interventions are underway, with the goal of improving musculoskeletal, cardiovascular, and mental health among the workers. The chain of nursing homes has implemented an ergonomics program to reduce patient handling (and related back injuries); this will be combined with two forms of health promotion programs: a traditional "best practices" program implemented by nursing home personnel and a participatory health promotion process initiated by the research team.



Laura Punnett

Baseline questionnaires were collected from 658 nursing home employees in the summer of 2006. These are low-wage workers, of whom over 90% are female and 65% are Afro-American. One-half worked more than 75 hours in two weeks at the nursing home, and 1 in 5 reported working a second paid job. About 75% of those participants also answered several open-ended questions at the end of the survey about their health and their working conditions. Almost all of these indicated that some aspect of their job had a negative (rather than a positive) impact on their health

These findings suggest that getting enough exercise, losing weight, and stopping smoking are not only a matter of personal choice or willpower but also may be affected by the work environment in which people spend many hours every week.

## Voices of Working Women at UML

**T**he Labor Extension Program (LEP) and the Center for Women and Work (CWW) have created a new initiative to address the concerns of women workers at UMass Lowell (UML). The goals of the initiative are to discuss workplace issues, identify concerns that women working at UML share, and to enhance understanding of the unique challenges women face in their various jobs on campus. The initiative plans call for involving a broad cross-section of UML women in addressing collectively defined issues.

This effort grew out of a *Women's Issues in the Workplace* luncheon that was held during Lowell Women's Week event last spring. The luncheon drew women from a wide range of

*Continued on back page*



## Galizzi Honored by the Eastern Economic Association

The 2005-2006 Eckstein Prize has been awarded jointly to Monica Galizzi, CWW Faculty Associate and Associate Professor in the UML Economics Department and two professors from Columbia University. The prize, awarded biennially, is presented for the best article in the *Eastern Economic Journal* during that time period. Galizzi's article, entitled "Wage Changes, Establishment Growth, and the Effect of Composition Bias" was selected from a pool of 70 articles. Using a sample of Italian firms and workers, Galizzi's paper examines the relationship between wages and employment at the establishment level. Her findings show that the wage growth experienced by employees within their firms over time reflects their ability to claim some of their employer's profits and is not the result of an economy wide increase in the demand for their skills. Her study also demonstrate the need to detect and correct potential measurement biases that researchers may encounter when working with labor market aggregate measures of wages and employment. Galizzi has been invited to the Eastern Economic Association meeting in March to receive her \$500 award.

## CWW Convenes Carework Collaboration

On November 16th, CWW Associate Mignon Duffy and Director Meg Bond convened a group of Massachusetts-based scholars who study various aspects of care work to discuss ways of engaging with state level policy processes. The group included scholars from many different campuses, including the Boston and Amherst campuses of the University of Massachusetts, and from multiple disciplines, including economics, sociology, psychology, women's studies, and social policy. They spent the afternoon sharing knowledge and information while brainstorming ways to collaborate as well as to bridge the policy arenas of elder care, child care, work/family, and health care. The group decided to continue working together on a regular basis under the name of the Massachusetts Care Policy Network.

One of the first projects the group plans to undertake is to seek funding for a collaborative report on the care sector in Massachusetts to present to the state legislature and argue that the care sector is one to which policymakers must give greater attention. The ongoing prioritization of creating and acting on a care policy agenda is central to CWW's vision for the future.

## CWW Working Papers

Bond, M. A. & Punnett, L. (2006). Expanding our understanding of the psychosocial work environment. *Center for Women & Work Working Paper Series*, WP06-01.

Haynes, M. C., & Heilman, M. E. (2007). Perceptions of Affirmative Action (AA): Implications for attitudes towards AA and its psychological consequences. *Center for Women & Work Working Paper Series*.

Kuhn, S. & Rayman, P. (2007). Women on the edge of change: Employees in United States information technology companies. *Center for Women & Work Working Paper Series*, WP07-01.

Moir, S., & Skidmore, E. (2006). Pre-apprenticeship model for women entering and succeeding in the construction trades. *Center for Women & Work Working Paper Series*, WP06-03.

Najarian, C.G. (2006). Deaf mothers, maternal thinking, and intersections of gender and ability. *Center for Women & Work Working Paper Series*, WP06-02.

Rayman, P., et al. (2007). Gender, work, and public policy: Who cares? A course reader. *Center for Women & Work Working Paper Series*, Special Edition.

Thomson, S. (2007). The care tetrahedron: Portraits of elder care in the United States. *Center for Women & Work Working Paper Series*.

Wasco, S. et al. (2007). Reactions to rape research: Examining upset and regret among ethnicity diverse college women. *Center for Women & Work Working Paper Series*.



## CWW Participates in National and International Conferences

The Center for Women & Work showcased its scholarship at two major conferences during the summer of 2007—at the XIIIth Congress of the European Association of Work and Organizational Psychology (EAWOP) and at the 5th Carework Conference held in conjunction with the American Sociological Association meeting in New York.

At the XIIIth EAWOP Congress held in Stockholm from May 9th to 12th, CWW sponsored a panel entitled, *Sustaining Our Work as Organizational Scholar-Change Agents: Creating an Interdisciplinary Community to Address Gender and Work*. CWW panelists included CWW Director Meg A. Bond, Senior Associates Jean L. Pyle and Paula Rayman (both of RESD) and Associate Andrew Hostetler (of Psychology). Bond's kick-off presentation highlighted the mission of the CWW and its focus on building an intellectual community of scholars to advance knowledge, enhance understanding,

and challenge inequalities. She described the thinking behind the CWW's Associates Program as a vehicle for building bridges across disciplines and for supporting the creative work of scholars who share interests in the gendered conditions of work. The other presenters discussed the importance of such an interdisciplinary and activist intellectual community for enriching and sustaining their scholarly work. Annika Härenstam of the Former National Institute for Working Life in Sweden was the discussant. The audience included people from the Republic of Ireland, Ukraine, Netherlands, Italy and Sweden who were eager to exchange ideas and reflect on CWW's challenges and successes.

Also at the EAWOP, Meg Bond was invited to chair one of the featured sessions on issues of diversity in the workplace. Her presentation was entitled, *Visions for an Equitable Workplace: Harnessing Diversity for Organizational Vitality*. She invited Leny Sato, a Professor at the University of São Paulo



Meg Bond, Rashaun Roberts, and Leny Sato

in Brazil, and Rashaun Roberts, a Research Psychologist at the U.S. National Institute for Occupational Safety and Health (NIOSH) to join her on the panel

Four CWW Associates participated in the 5th Carework Conference in New York City at the CUNY Graduate Center on August 10. The overarching theme of the conference was "Is a Caring Society Possible?—Mobilizing for Change." This intensive one-day conference brought together scholars, providers, policy makers, and activists. Participants addressed the urgency of care needs, the necessity for forward-thinking state and international policies, and the importance of those working on the front lines to provide care and foster change.

Associate Mignon Duffy served on the Carework Network Steering Committee. In addition to her extensive responsibilities in planning and running the conference, she organized two of the

sessions. Three other CWW Associates presented papers that spanned a range of issues related to care. Andrew Hostetler shared his work "Choosing Care, Sacrificing Community? Older Adults and the Prospects for

Building Multi-Cultural, Inter-Generational Caring Communities" in a session on "Long-Term Care." Cheryl Najarian presented "The Public and Private Lives of Politicians: Negotiating Work, Family, and Public Policies" on a panel addressing "The Impact of Occupation and Labor Force Status on Marriage and Parenting." On a more international front, Jean Pyle shared her work "Globalization and the Increase in Transnational Care Work: The Flip Side" as part of the session "Gendered Impacts of Work/Family Policies and Ideologies." CWW Associates plan further collaboration on this important issue of carework.



Paula Rayman, Meg Bond, Andrew Hostetler, and Jean Pyle



## University of Massachusetts Lowell

### SAVE THE DATE

FOR OUR 10TH ANNUAL  
GATHERING AT THE  
WELL

### Reframing Homeland Security:

**Building a CWW Agenda  
for Justice and Care  
@ Home, @ Work, &  
in the Community**

Thursday, April 3, 2008

8:30 am to 12:30 pm

Lunch follows

Alumni/ae Lounge,  
Lydon Library

### CWW Recycles through FundingFactory™ Program.

Double your contribution!  
Donating your laser and ink  
jet cartridges both saves the  
environment and helps us  
fund events. Drop box is  
outside Coburn B11, South  
Campus.

### The Center for Women and Work 2007/8

**Director:**

Meg A. Bond

**Leadership Team:**

Laura Punnett  
Jean L. Pyle  
Paula Rayman

**Associates:**

Rachel DeMotts  
Mignon Duffy  
Monica Galizzi  
Michelle Haynes  
Andrew Hostetler  
Sarah Kuhn  
Cheryl Najarian  
Sharon Wasco

**Staff:**

Maria Aguiar  
Stacie Hargis  
Jaime Jackson  
Ekaterina Konovalova  
Jody Lally  
Kahna Net  
Sharon Therrien

**Affiliates:**

Maria Brunette  
Pia Markkanen  
Susan Moir  
Margaret Scarsdale  
Imogene Stulken  
Susan Thomson  
Robin Toof  
Susan Winning

Newsletter Editor: Sharon Therrien & Jaime Jackson

Newsletter Design: Ekaterina Konovalova

Office: Coburn Hall—B11

E-mail: cww@uml.edu

*Continued from page 3*

## Voices of Working Women at UML

departments and units across the university. There were women from each campus union including Housekeepers, Campus Police, Clerical/Technical, Professional, Grants and Contracts as well as the Graduate Student Organization and Faculty. Common issues included concerns such as work/family balance, challenges in asking directly for what one needs, changing workloads, ergonomic issues, and gender equity in wages and promotion opportunities. As a result, a group of female staff and faculty united to request that the Chancellor champion a review of gender equity on campus.

On November 9th a follow up breakfast was held to discuss progress since last spring's luncheon. Among the many topics discussed, the most pressing continues to be questions about equity in areas like salary, workload, promotion opportunities, and informal expectations.

## Lowell Seniors Count: Hostetler Receives Funding to Ensure Diversity in Collaborative Study

CWW Faculty Associate Andrew Hostetler recently received a "Reduction of Racial and Ethnic Health Disparities" grant from the Massachusetts Department of Public Health. This \$87,000, two-and-a-half-year grant will help fund *Lowell Seniors Count*, a large-scale, collaborative project involving a census and well-being assessment of all seniors living in Lowell. Specifically, the grant will allow Hostetler and collaborators—including the Lowell Senior Center, Lowell Community Health Center, the City of Lowell Division of Planning and Development, and a variety of other community and neighborhood organizations—to hire a "diversity outreach" coordinator and an on-campus service-learning/volunteer coordinator.

*Lowell Seniors Count* will involve an interviewer-administered questionnaire covering a variety of health, well-being and safety/security topics, and it will ideally accomplish several important goals related to the general well-being of Lowell's diverse community of seniors. First, it will help update and improve upon the 2000 Census, which many believe did not reach all of Lowell's estimated 15,000-plus seniors, particularly immigrants and seniors of color with critical needs for services and resources. Second, it will provide outreach in the form of health and safety kits, which will be distributed to all participants and will include culturally-appropriate items and products. Third, it will supply a comprehensive portrait of Lowell seniors' health, well-being, and quality of life, and of the resources and services needed to achieve "optimal aging" for all community members. In particular, the project will enable our community coalition to more adequately address the needs of hard-to-reach populations, including many elderly immigrants and socially-isolated seniors who are "aging in place."



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

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