

MIGNON C. DUFFY

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Associate Professor, Department of Sociology

Fields of interest: Care and Inequalities; Gender, Race and Class; Feminist Theory; Work and Occupations; Quantitative Research Methods

A. EDUCATION AND ACADEMIC QUALIFICATIONS

1. EDUCATION

- 2004 **Brandeis University/Heller School for Social Policy** Waltham, MA
Joint Ph.D. in Sociology and Social Policy
Dissertation title: “One Hundred Years of Buying Care: Gender, Race, and Market Carework in the Twentieth Century”
- 2001 *M.A. in Social Policy*
- 1992 **Washington University** St. Louis, MO
B.A. with Honors in Social Stratification
Designed special interdisciplinary major focused on understanding social inequalities from the perspectives of sociology, political science, and comparative literature.

2. ACADEMIC EXPERIENCE

- 2005-present University of Massachusetts Lowell** Lowell, MA
Associate Professor of Sociology (2011-)
Assistant Professor of Sociology (2005-2011)

B. PROFESSIONAL ACTIVITIES

1. PROFESSIONAL ASSOCIATION PARTICIPATION

- 2014-present Co-chair of Steering Committee, Carework Network**
- Co-lead a 25 year old organization of scholars from around the world; steering committee includes 25; participation includes upwards of 600
 - Co-led efforts to create a web hub to bring together research and writing by care scholars in response to the COVID-19 pandemic (careworknetworkresponds.com)
 - Co-led planning of first Global Carework Summit in Lowell in 2017 (150 participants from 25 countries) and second in Toronto in 2019 (220 participants from 16 countries)

- 2021 Eastern Sociological Society** Virtual
Invited panelist for Author-Meets-Critics Session about *More Than Medicine: Nurse Practitioners and the Problems They Solve for Patients, Health Care Organizations, and the State*, by LaTonya Trotter.
- 2019 Eastern Sociological Society** Boston, MA
Co-organizer (with Kim Price-Glynn and Amy Armenia) and discussant for panel “Invisibility, Mythology, and Inequality: Gendered Carework, Global Forces.”
- 2018 American Sociological Association** Philadelphia, PA
Invited organizer for three regular sessions on Care Work.
- 2016 Eastern Sociological Society** Boston, MA
Steering committee for organization of two-day mini-conference on carework in conjunction with the annual meetings of the Eastern Sociological Society. Moderator and discussant for panel entitled “Care and the Autoethnography.”
- 2016 Eastern Sociological Society** Boston, MA
Member of review committee for Rogers Award for outstanding graduate student paper.
- 2015 Eastern Sociological Society** New York, NY
Co-chair of Steering Committee organizing two-day mini-conference on carework in conjunction with the annual meetings of the Eastern Sociological Society.
- 2015 Eastern Sociological Society** New York, NY
Member of review committee for Rose Laub Coser Dissertation Award.
- 2014 Work Family Researchers Network** New York, NY
Organizer of invited panel discussion on “The Intersections of Work and Family in Carework: Bridging the Divide to Build a Research Agenda.”
- 2014 Eastern Sociological Society** Baltimore, MD
Co-organizer (with Amy Armenia and Clare Stacey) of panel “Out Of The Shadows: Effects Of Extending Labor Protections For Home Care Workers.”
- 2013 Eastern Sociological Society** Boston, MA
Co-organizer (with Amy Armenia and Clare Stacey) of one day mini-conference on paid care in conjunction with annual meetings of Eastern Sociological Society.
- 2010 American Sociological Association** Atlanta, GA
Invited presider and discussant for panel at annual meetings entitled “Care Work/Caring Labor.”
- 2010 American Sociological Association** Atlanta, GA
Invited presider for panel at annual meetings entitled “Why Marry? Cohabitation, Civil Unions and Trust.”
- 2009 International Carework Conference** San Francisco, CA
Co-organizer (with Leonila Vega) and moderator for panel entitled “Bridges and Barriers in the Policy World: Creating a Broad Agenda for Care.”

- 2007 **International Carework Conference** New York, NY
Organizer and moderator for panel entitled “Carework, Activism, and Social Movements.”
- 2007 **International Carework Conference** New York, NY
Organizer and moderator for panel entitled “Economic Restructuring and Carework.”

2. PROFESSIONAL HONORS AND AWARDS

- 2020 **Department of Sociology Teaching Award**
University of Massachusetts Lowell
- 2013 **FAHSS College Service-Learning Award**
- 2012 **Inducted into Omicron Delta Kappa (ODK)**
Nominated by a student member of this national leadership honor society in recognition of outstanding work on behalf of students.
- 2010 **Nominee, Student Government Association Teaching Excellence Award**
University of Massachusetts Lowell
- 2009 **Department of Sociology Teaching Award**
University of Massachusetts Lowell
- 2008 **Pre-Tenure Sabbatical, University of Massachusetts Lowell**
- 2005 **Gender Studies Teaching Fellowship**
One of four recipients of a one-year fellowship to participate in intensive training and collaboration with faculty colleagues to advance interdisciplinary teaching about gender.
- 2004 **Carework Network Graduate Student Paper Prize**
- 2004 **University Prize Instructorship**
Recipient of competitive teaching prize awarded by Brandeis University based on demonstrated teaching excellence and course quality.
- 2003 **Missy Carter Doctoral Dissertation Award**
Recipient of a nationally competitive \$2,500 prize awarded by the Women’s Studies Research Center of Brandeis University.
- 2003 **Brandeis University Dissertation Year Fellowship**
Winner of university-wide competition for a writing grant of \$13,000 to be used in the completion of the dissertation.

3. OTHER NON-TEACHING ACTIVITIES

- 2021** **Invited Expert, Expert Group Meeting, UN Women**
Invited as lead presenter on “Strengthening recognition, rights and working conditions of paid care workers” in Expert Group Meeting themed “Putting care for people at the center of a sustainable and just economy. One of several Expert Group Meetings in preparation for the release of the Feminist Plan on Sustainability and Social Justice, a UN Women project in response to the COVID-19 crisis.
- 2020-present** **Editor, with Amy Armenia and Kim Price-Glynn, *Carework in a Changing World* series, Rutgers University Press**
We have our first book under contract and are actively pursuing other individual monographs for the first book series focused on care work in the United States.
- 2019-present** **Equity Audit Initiative**
In partnership with the Massachusetts Commission on Women and the Center for Women in Politics and Public Policy at UMass Boston, part of leadership team exploring ways to design “equity audits” to explore leadership and resource allocation by municipal governments by gender and race. Application pending for Seed Grant at UMass Lowell. Funded in part by UMass Boston grant.
- 2018-2019** **Associate Editor, International Journal of Care and Caring**
- 2018-2020** **Mentor, Marie Skłodowska-Curie Fellowship Program**
As part of a competitive grant program funded and administered by the European Union, I served as a mentor and host for Polish Visiting Scholar Anna Rosinska during the first two years of her project “Intersections of class and ethnicity in paid domestic and care work.” During these two years she was in residence at UMass Lowell and conducting US-based field work, and I was an active mentor responsible for supervising and guiding her work.
- 2018** **Invited Expert, Expert Group Meeting, UN Women**
One of 15 experts from around the world invited to participate in an Expert Group Meeting and produce a report on the priority theme of “Social Protection, Public Services and Infrastructure” in preparation for the 63rd convening of the UN Commission on the Status of Women in 2019.
- 2018** **Reviewer, International Labor Organization**
- 2018** **Facilitator, Council of Colleges of Arts and Sciences (CCAS)**
One of 8 facilitators of CCAS training workshop for 75 Department Chairs from around the country.
- 2017** **Invited Expert, Dialogue Series, World Economic Forum**
Invited participant in Future of Work Dialogue Series with 15 leaders in academia, business, and government to develop a white paper on the theme of “Accelerating Gender Parity in High-Growth Sectors” (identified sectors include care work).

- 2014-2015** **Advisory Board Member, Department of Labor Women’s Bureau Paid Leave Grant for Massachusetts**
- 2012** **Canadian Institutes of Health Research**
Invited member of review panel for applicants for a three to five year funded chair in Gender, Work and Health.
- 2004-present** **Reviewer for peer-reviewed journals and academic presses**
Rutgers University Press
New York University Press
American Sociological Review
Feminist Economics
Gender & Society
Social Problems
- 2009-2011** **Russell Sage Foundation and Direct Care Alliance**
Invited participant in one-day meeting of about 15 scholars from around the country and several leading national advocates. The group was convened to consider the creation of a national care policy agenda, and has become an advisory editorial board for the publication of a series of research-based policy briefs on direct care issues.
- 2007-2010** **Massachusetts Care Policy Network**
Convened group of about 15 care scholars from around Massachusetts to discuss how to connect research to state policy.
- 2008-2010** **Counting on Care Work: Human Infrastructure in Massachusetts**
As part of three-campus research collaboration based at U Mass Lowell (with U Mass Boston and U Mass Amherst), planned and implemented public events to disseminate results of research report and discuss policy implications. Events reached about 130 participants in meetings in Lowell, Springfield, Boston and Salem.
- 2008** **National Science Foundation**
Invited reviewer for grant application

C. RESEARCH AND SCHOLARSHIP

1. GRANTS AND CONTRACTS

- 2012** **University of Massachusetts Healy Grant**
Co-PI awarded \$20,000 to implement the Emerging Scholars initiative at UMass Lowell.
- 2011** **University of Massachusetts Creative Economy Initiative**
Collaborator on grant for the 2012 Centennial Celebration of the Bread and Roses Strike.
- 2010-2011** **Learn and Serve Grant**
Recipient of small grant to support the integration of service-learning into the Work, Labor and Society course.
- 2008-2010** **University of Massachusetts Creative Economy Initiative**
Principal Investigator for \$35,000 collaborative project with Nancy Folbre (Professor of Economics, U Mass Amherst) and Randy Albelda (Professor of Economics, U Mass Boston) entitled “Taking Care: Measuring the Costs and Contributions of Care in Massachusetts.”
- 2007** **University Research and Scholarship Council**
Received \$10,000 seed grant for proposal entitled “Creating a Care Movement in Massachusetts.”

2. ACADEMIC AND PROFESSIONAL PUBLICATIONS

Books

- 2015** Mignon Duffy, Amy Armenia and Clare Stacey (editors). Caring on the Clock: The Complexities and Contradictions of Paid Care Work. Piscataway, NJ: Rutgers University Press.
- First author on Chapter 1: “On the Clock, Off the Radar: Paid Care Work in the United States”
 - Solo author on Chapter 2: “Beyond Outsourcing: Paid Care Work in Historical Perspective”
 - First author on Epilogue: “Making Paid Care Work”
 - Joint author of section introductions
- 2011** Mignon Duffy. Making Care Count: A Century of Gender, Race and Paid Care Work. Piscataway, NJ: Rutgers University Press.

Peer-reviewed papers

- Forthcoming** Mignon Duffy, Reagan Baughman and Kristin Smith. “The Flip Side of Turnover: Employment Transitions and Occupational Attachment among Low-Wage Care Workers in the United States.” *Feminist Economics*.

- 2020 Mignon Duffy. “Driven by Inequalities: Exploring the Resurgence of Domestic Work in US Cities.” *Sociological Forum* 35(3): 608-627.
- 2019 Mignon Duffy and Amy Armenia. 2019. *Paid Care Work Around the Globe: A Comparative Analysis of 47 Countries*.
- [UN Women Discussion Paper](#) The paper underwent extensive peer review and was finalized in 2019. There have been delays in uploading the paper.
 - Earlier version published as [LIS Working Paper No. 758, Jan 2019](#).
 - Originally prepared in 2018 as part of the 2019-2020 biennial flagship Progress of the World’s Women report [Families in a Changing World](#).
- 2013 Mignon Duffy, Randy Albelda and Clare Hammonds. “Counting Care Work: The Empirical and Policy Applications of Care Theory.” *Social Problems* 60(2): 145-167.
- 2010 Mignon Duffy. “‘We are the Union’: Care Work, Unions, and Social Movements.” *Humanity & Society* 34(2): 125-140.
- 2008 Karen V. Hansen and Mignon Duffy. “Mapping the Dispossession: Scandinavian Homesteading at Fort Totten, 1900-1930.” *Great Plains Research* 18: 67-80.
- 2007 Mignon Duffy. “Doing the Dirty Work: Gender, Race, and Reproductive Labor in Historical Perspective.” *Gender & Society* 21(3): 313-336.
- 2005 Mignon Duffy. “Reproducing Labor Inequalities: Challenges for Feminists Conceptualizing Care at the Intersections of Gender, Race, and Class.” *Gender & Society* 19(1): 66-82.
This article is to be featured as a *Gender & Society* [teaching module](#).

Peer-reviewed book chapters

- 2018 Mignon Duffy. “Building Sustainable Jobs and Supporting Human Potential in the Care Sector: Care Is the Future of Work” pp. 94-111 in [Confronting Dystopia: The New Technological Revolution and the Future of Work](#), edited by Eva Paus. New York: ILR Press (Cornell University).

Peer-reviewed encyclopedia entries

- 2013 Mignon Duffy. “Reproductive Labor.” Invited entry in [Encyclopedia of Work](#), edited by Vicki Smith. Sage Publications.

Policy reports and publications

- 2010 Randy Albelda, Mignon Duffy, Nancy Folbre, Clare Hammonds, and Jooyeoun Suh. “Placing a Value on Care Work.” *Community & Banking* 21(1): 6-10.

Adapted version published in newsletter of Center for Popular Economics (2013).
- 2009 Randy Albelda, Mignon Duffy and Nancy Folbre. “Counting on Care Work: Human Infrastructure in Massachusetts.” (www.countingcare.org)

Book reviews in peer-reviewed journals

- Forthcoming** Mignon Duffy. Invited review essay of Home Care Fault Lines: Understanding Tensions and Creating Alliances (by Cynthia Cranford) in *Contemporary Sociology*.
- 2014** Mignon Duffy. Invited review essay integrating four books related to care work in *Signs: A Journal of Women and Culture*.
- 2013** Mignon Duffy. Review of Opportunity Denied: Limiting Black Women to Devalued Work (by Enobong Hannah Branch) in *American Journal of Sociology* 118(4): 1129-1131.
- 2008** Mignon Duffy. Review of Welfare Discipline: Discourse, Governance, and Globalization (by Sanford Schram) in *Humanity & Society* 32, 94-96.

Other publications

- 2014** Angela Nannini, Laura Punnett, Mignon Duffy, and Alicia Kurowski. “As U. S. Hospitals Prepare Ebola Response, Nurses Must Have A Seat At The Table.” Published in *Cognoscenti*, October 30, 2014.

Work in progress

Mignon Duffy, Amy Armenia, and Kim Price-Glynn (editors). Confronting the Global Care Crisis during COVID-19: Past Problems, New Issues, and Pathways to Change. Under contract with Rutgers University Press as part of launch of our Carework in a Changing World series.

The Care Triad Project (with Andrew Hostetler). An interdisciplinary study involving interviewing triads of older adults, unpaid family caregivers, and paid care workers. On hold since pandemic.

Mignon Duffy. “Expanding theoretical links between paid and unpaid care.” In progress for special issue of *Signs* about feminist reckoning with care.

3. OTHER RESEARCH ACTIVITIES

Invited presentations and panels

- 2021** **University of California Berkeley** Virtual
Invited speaker as part of “Social Reproduction In/Under Crisis” lecture series. Presented lecture “Essential Work, Disposable Workers: What the COVID-19 Crisis has Taught us about Care and Social Reproduction” to an audience of 120 people.
- 2016** **Southern Gerontological Association** Charlottesville, VA
Invited speaker at Presidential Symposium considering the links between care theory and research on caregiving for the elderly.

- 2016** **The Future of Work Conference** South Hadley, MA
Invited speaker on the implications of the care economy for conference hosted by Mount Holyoke College entitled “The Future of Work: Addressing the Dual Challenges of Globalization and Robotization.”
- 2015** **Valuing Women’s Paid Care Work** Boston, MA
Invited speaker at panel at the Massachusetts State House sponsored by U Mass Boston’s Center for Women and Public Policy entitled “Valuing Women’s Paid Care Work: From Research to Public Policy in Massachusetts.”
- 2014** **Eastern Sociological Society** Baltimore, MD
Invited panelist for “Methodological Challenges in Researching the Invisible Work of Care.”
- 2012** **Work Family Researchers Network** New York, NY
Invited panelist for Featured Session on Interdisciplinary and International Perspectives on Care Work.
- 2012** **Eastern Sociological Society** New York, NY
Invited to participate in an Author Meets Critics session at the annual meetings for Making Care Count: A Century of Gender, Race and Paid Care Work.
- 2010** **Springfield College Annual Social Science Lecture** Springfield, MA
Invited to give annual lecture, entitled “Taking Care: Why Paid Care Matters to Our Bodies, Our Minds and Our Economy.”
- 2008** **American Sociological Association** Boston, MA
Invited panelist for Thematic Session entitled “Racialized Ideologies and Carework.”
- 2006** **Center for Industrial Theory and Assessment** Lowell, MA
Invited speaker at discussion dinner entitled “Organizing a Divided Labor Market: Challenges for Academics and Organizers.”
- 2005** **Conference on Caring Labor** Seattle, WA
Invited to be part of panel at plenary session to respond to keynote speaker Nancy Folbre.

Peer-reviewed conference presentations

- 2020** Mignon Duffy, Andrew Hostetler, Franchesca Arias (undergraduate), and Paige DePasquale (undergraduate). “The Care Triad Project: Paid Care, Unpaid Care, and Aging.” Paper presented at the annual meetings of Eastern Sociological Society in Philadelphia, PA.
- 2018** Mignon Duffy and Amy Armenia. “Precarity and Paid Care Around the Globe: An Empirical Approach to Care Ethics.” Paper presented at the inaugural conference of the Care Ethics Research Consortium: “Care Ethics and Precarity,” Portland, OR.

- 2016** Reagan Baughman, Mignon Duffy, and Kristin Smith. "A Job or a Vocation? Occupational Mobility among Low-wage Care Workers." Paper presented at annual meetings of Eastern Sociological Society in Boston, MA.
- 2016** Mignon Duffy, Jenifer Whitten-Woodring, Richard Serna, and Nicole Lynch. "Emerging Scholars: Supporting Faculty-Student Research Partnerships." Presented at annual meetings of Eastern Sociological Society in Boston, MA.
- 2012** Mignon Duffy, Clare Hammonds, Debra Osnowitz and Karen Hansen. "Child Care Crisis? Framing the Problem." Roundtable at conference of the Work Family Researchers Network in New York, NY.
- 2011 Mignon Duffy and Clare Hammonds. "An Occupation Reborn? Domestic Service at the Dawn of the Twenty-First Century." Paper presented at annual meetings of American Sociological Association in Las Vegas, NV.
- 2010 Mignon Duffy and Cheryl Najarian. "Not Just in Social Problems Courses: Social Justice, Reflexivity, and Teaching Research Methods." Paper presented at annual meetings of Society for the Study of Social Problems in Atlanta, GA.
- 2010 Mignon Duffy. "Paid Care Work: Women's Work Then and Now." Paper presented at annual meetings of Eastern Sociological Society in Boston, MA.
- 2009 Mignon Duffy and Clare Hammonds. "Did Serfdom Save the Women's Movement?" Paper presented at International Carework Conference in San Francisco, CA.
- 2008 Mignon Duffy and Cheryl Najarian. "Public Sociologies in Practice: How Teaching Research Methods Engages Our Students." Paper presented at annual meetings of Association for Humanist Sociology in Boston, MA.
- 2007 Karen V. Hansen and Mignon Duffy. "Mapping the Ethnic Mosaic: Landowning at Spirit Lake, 1900-1930." Paper presented at roundtable at annual meetings of American Sociological Association in New York, NY.
- 2007 Mignon Duffy. "Creating a Care Movement: Bringing Together Vision and Strategy." Paper presented at annual meetings of Eastern Sociological Society in Philadelphia, PA.
- 2006 Mignon Duffy. "The History of the Global Care Chain: Immigrant Caring Labor in the United States." Paper presented at annual meetings of Social Sciences History Association in Minneapolis, MN.
- 2005 Mignon Duffy. "Racial Inequalities in Paid Care Work: An Historical Perspective." Paper presented at annual meetings of American Sociological Association in Philadelphia, PA.
- 2005 Mignon Duffy. "Organizing a Divided Labor Market: Occupational Mobility and the Road to Sustainability." Paper presented at Conference on Sustainable Jobs, Sustainable Workplaces in Lowell, MA.

- 2004 Mignon Duffy. "The Racialization of Low-Wage Care: Not Only a Women's Issue." Paper presented at International Carework Conference in San Francisco, CA.
- 2003 Mignon Duffy. "Race, Gender, and Low-Wage Work: Two Perspectives on Care." Paper presented at annual meetings of American Sociological Association in Atlanta, GA.
- 1999 Mignon Duffy. "The Destiny of Biology: An Exploration of the Relationship between Biological Reproduction and Parenting Care among Lesbian Couples." Paper presented at International Carework Conference in Washington, D.C.
- 1999 Mignon Duffy et al. "Making a Space for Interdisciplinary Feminist Approaches to Social Research." Paper presented at Feminist Graduate Student Association Conference in Austin, TX.

D. INSTRUCTION RELATED ACTIVITY

1. TEACHING EXPERIENCE

2005-present University of Massachusetts Lowell

Lowell, MA

Associate Professor of Sociology

Assistant Professor of Sociology

Courses (all undergraduate)

- 2012** *Work, Labor and Society* (WLS 240 and 48.245)
- 2011-present** *Sociology of Gender* (48.240)
- 2009-present** *Sociology of Work* (48.371)
- 2005-present** *Introduction to Sociology* (48.101)
- 2005-present** *Sociological Research I* (48.402)
- 2005-present** *Social Welfare Policy* (48.362)

Directed studies (3-credit 48.491 unless otherwise noted)

- 2018** David Rodriguez, Learning STATA through Data Analysis of Occupations in the Census
- 2016** Evan Dingle, Exploring Effective Pedagogy
- 2015** Nicole Lynch and Hannah Vincent, Great Books of Feminism
- 2015** Connor Stemple (3 credit) and Abigail Breese-Young (1 credit), Understanding Motivations of Undergraduates in Major Choice
- 2013** Dena Cashin, Diversity and Social Justice in Education
- 2013** Anthony Brown, Housing, Homeownership and Low-Income Families
- 2012** Alexandra Nunes, Gender and Sexuality through the Life Course
- 2012** Bryan Scrocca, Sociological Perspectives on the Music Industry (1 credit)
- 2012** Allison Hajjar, Gender and Sexuality

2010	Jesse Cunningham, Sports and Racial Inequalities
2009	Kimberly Kelly, Gender, Body Image, and Sports
2009	Andrea Latshaw, Education and Inequalities
2008	Michael Drahos and Lorie Turner, Lowell High School Junior Survey
2008	Evan Chan-Albedol, Partnership for College Success Survey
2008	Allison Lawrence, Family Care Work and Gender
2007	Linda Passias (2 semesters), Care Work and Social Change
2007	Kelley Lane, Social Movements and Feminism
2006	Kortnie Frye, Images of Femininity
2006	Danielle Alexander, Gender, Culture, and Beauty
2005	Courtney Smith, Elder Care and Aging Policy
2005	Jeannette Quiles-Vigorito, The Sociology of Child Care

Thesis/dissertation advisees

2019	Montana Heise. (member of Honors thesis committee)
2018	Joshua Vlahakis “Social Media, Cell Phone Use, and Health among UMass Lowell Undergraduates” (member of thesis committee for Masters in Community Social Psychology)
2016	Mara Tzizik “The UMass Lowell Student Experience: Barriers and Successes” (Honors thesis advisor)
2015	Nick Zykyski, “School Discipline and Student Disability Status” (member of Honors thesis committee)
2012	Allison Hajjar, “Young Women’s Perception of Contraception” (undergraduate thesis advisor)
2012	Jim Worthley, “Men’s Self-regulated Motivation for Help-seeking in Self-Help Groups” (member of thesis committee for Masters in Community Social Psychology)
2006	Danielle Alexander, “Media and Images of Beauty” (undergraduate thesis advisor)

Practicum/internship supervision

2013	Kayla Walkling, Budget Buddies
2013	Jacqueline DiPersio, Tsongas Industrial History Center
2012	Allison Hajjar, Lowell Community Health Center Youth Program
2012	Cheryl Kim and Carley Hallion, Merrimack Valley Small Business Center
2012	Laura Carter and Yadira Simon, Budget Buddies
2011	Fotini Cacavitsas, Sibling Connections
2010	Danielle Cole, Career Center of Lowell

2014	University of Massachusetts Lowell <i>Social Responsibility Assessment Project</i>	Lowell, MA
2013	University of Massachusetts Lowell <i>Service Learning Assessment Project</i>	Lowell, MA
2006	University of Massachusetts Lowell <i>General Education First-Year Student Pilot Program</i> One of a small group of faculty chosen to implement a pilot program offering general education courses designed for first-year students to support their transition to the university.	Lowell, MA
2003	American Sociological Association <i>Participant, Teaching Workshop</i> Participated in a full-day workshop entitled “Teaching about Contemporary Families” focused on using active learning techniques.	Atlanta, GA
1999-2001	POSSE Foundation <i>Mentor, Brandeis Posse II</i> Provided intensive mentoring and group facilitation for ten undergraduate students at Brandeis University who were recipients of a leadership scholarship for urban youth.	New York, NY
1994-2000	Global Women’s Project <i>Founder, Program Director</i> Created educational programs in Central America, leading North American students in investigative travel focused on understanding women’s lives and activism.	Boston, MA

E. SERVICE

1. COMMUNITY ACTIVITIES RELATED TO PROFESSIONAL FIELD

2018-present	Horizons at LMS Volunteer Chair of the board of a local chapter of the national Horizons program focused on providing summer academic enrichment to low-income children.	Lexington, MA
2011-present	Budget Buddies Provide technical assistance in partnership with students on program evaluation.	Lowell, MA
2009-2012	The Mosaic Project <i>Advisory Board Member</i> Volunteer member of Advisory Board for a non-profit creating intensive diversity and conflict resolution workshops for fourth and fifth graders. Have provided technical assistance with program evaluation.	Oakland, CA
2006-2016	Sociological Research I	Lowell, MA

Service Learning Projects

Collaborated with the Center for Family, Work, and Community to identify local organizations with specific research needs. Partners included Merrimack Valley Housing Partnership, The Revolving Museum, GEAR UP Lowell; Lowell High School; the Partnership for College Success; Merrimack Valley Small Business Center; Budget Buddies and the Museum of Science Boston.

2002-2014 **Lexington Montessori School** Lexington, MA
Board Member, President of Board of Directors
Volunteer member of Board of Directors at independent school.
Assist with evaluation and assessment as well as with diversity issues.
Have served as chair of the Committee on Diversity and Community and chair of the Task Force on Affordability and Socioeconomic Diversity.
Served as President 2008-2014.

2. COMMITTEE ACTIVITIES

University

2019-present **Sexual Harassment Task Force**

2018-present **River Hawks Experience Distinction Leadership Track Committee**

2018-present **River Hawks Scholars Academy Faculty Liaison**

2017-present **Committee on Research Infrastructure and Faculty Support (2020 Strategic Plan)**

2016 **Search Committee, Vice Chancellor for Research**

2011-2016 **Committee on Research and Commercialization (2020 Strategic Plan)**
Member of Subcommittee on Centers
Member of Subcommittee on Mentoring and Faculty Development

2012 **General Education Study Group**

2012 **Taking the LEAP**
Represented U Mass Lowell in a series of summer workshops together with faculty from Middlesex Community College and local high schools focused on aligning the writing curriculum across levels.

2011-2013 **Forum Planning Committee, Center for Women and Work**
2006-2008

2006-2007 **Policy Studies Task Force**

2005-2006 **Sustainability Team**

College

2011-present **Faculty Co-Director, Emerging Scholars Program**

2018	Search Committee for Assistant Dean
2016	Search Committee for Associate Dean
2013-2016	FAHSS Research Advisory Council Helped create RiverTalks event
2012-2016	Working group for MPA program
2012-2016	Service Learning Advisory Board
2011-2016	Labor Studies Faculty Group
2011	Gender Studies Interim Director
2005-2016	Gender Studies Steering Committee/Faculty Group

Department

2016-2017	Search Committee Member
2014-2015	Search Committee Member
2014-present	Department Chair
2013-present	Alumni Outreach Coordinator
2012	Search Committee Member
2012	Website Coordinator
2010-2011	Curriculum Committee Chair
2005-2010	Sociology Department, Committee of the Whole As a very small department, we previously operated as a committee of the whole for the functions often divided in larger departments. During this time, we conducted three faculty searches. Each of us was involved in every Search Committee function, including screening of applicants, interviews, campus visits, and decision making. We also engaged in a thorough curriculum review, created a mission statement, investigated the potential for the creation of a new graduate program, and discussed a plan to improve communication about our department with constituencies both inside and outside the University.

3. OTHER SERVICE TO THE UNIVERSITY

2018-present Faculty Senate

- 2006-present** Faculty Associate, Center for Women and Work
2013-2018 Associate Director, Center for Women and Work
2010-2018 Senior Associate, Center for Women and Work
2011-2012 Acting Director, Center for Women and Work
- 2011** Panelist at Promotion and Tenure Workshop
- 2011** Panelist at Community Connections breakfast focused on service-learning
- 2010 Presented at FAHSS Division Meeting about the Center for Women and Work.
- 2006 Presented to faculty and students about Gender Studies Teaching Fellowship at the Gender Studies Symposium.