

**LOUISIANA STATE UNIVERSITY
COMMISSION ON THE STATUS OF WOMEN
RECORDS**

RG #A0004.2

Inventory

Compiled by
Michelle Melancon

Revised by
Barry Cowan

Louisiana and Lower Mississippi Valley Collections
Special Collections, Hill Memorial Library
Louisiana State University Libraries
Baton Rouge, Louisiana State University

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SUMMARY

Size 5.5 linear feet.

Geographic Locations Louisiana.

Inclusive Dates 1964-2002.

Bulk Dates 1994-2002.

Languages English.

Summary This record group consists of clippings, correspondence, meeting minutes, reports, printed items, surveys, and topical files documenting the work of the Commission on the Status of Women at LSU's Baton Rouge campus. The charge of the commission was to research and document possible gender-based discrimination in the LSU community.

Access Restrictions None.

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Related Collections Louisiana State University Board of Supervisors Records, RG #A0003.
Louisiana State University Office of Academic Affairs Records, RG #A0100.
Louisiana State University Office of the Dean of Students Records, RG #A0302.
Louisiana State University Student Government Records, RG #A5500.
American Association of University Professors, Louisiana State University and A&M College Chapter Records, Mss. 2512, 2661.
American Association of University Women Records, Louisiana State Division, Mss. 666.
Roberta M. Madden Papers, Mss. 5022.

Citation Louisiana State University Commission on the Status of Women Records, RG #A0004.2, Louisiana State University Archives, LSU Libraries Special Collections, Baton Rouge, La.

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BIOGRAPHICAL/HISTORICAL NOTE

The Louisiana State University (LSU) Commission on the Status of Women (CSW) was first established as a seven-member faculty committee in September 1971 by former Chancellor Cecil G. Taylor. Its task was to use affirmative action guidelines recommended by the American Association of University Women to conduct a comparative analysis of salaries, promotions, and committee appointments of the faculty. The membership of the original committee consisted of three men and four women, all faculty members, who reported directly to the Chancellor. The Commission collected data from university offices concerning hiring, tenure, salaries, and student enrollment to make their recommendations. Among other things, the committee recommended the appointment of women to University committees; called for equity in hiring, promotions, and distribution of benefits; encouraged programs and scholarships in women's athletics; and studied the implementation of Title IX regulations at LSU.

After a period of inactivity, the Commission reformed to follow up on the study conducted in the 1970s. In 1988, the Commission initiated two different studies of gender issues on LSU's campus: a questionnaire directed to all full-time faculty and a statistical analysis of faculty members' salaries. The analysis of faculty salaries incorporated data from the academic years 1984-1985 and 1986-1987 and was taken from LSU payroll files.

The faculty questionnaire aimed to gather impressions and opinions of faculty members regarding gender-based discrimination in areas such as workplace climate, sexual harassment, equal opportunity, leadership roles and decision making, departmental research support, and hiring and pay equity. The survey results were published in 1989. These results were used as background research by the next CSW study, which was begun in 1999.

In 1999, the CSW began a survey meant to replicate and expand the 1989 study. By including the questions from the 1989 questionnaire among the new set of questions and by surveying the entire faculty, as well as a sample of staff members and students, the Commission provided a basis for comparison, as well as a new set of data. All of the surveys distributed focused on the respondents' work and school experiences, with emphasis on how those experiences were affected by their gender.

Between April and October of 2000, surveys were mailed to all full-time faculty, as well as a sample of 800 staff members and 1,300 students (both graduate students and undergraduates). Student and staff respondents were selected partly based on their gender and race. Participants in the faculty survey were asked to respond to questions regarding the scope of their work, their experiences in the LSU community, their experiences within their departments, and childcare and household responsibilities, as well as general demographic information. Between 2000 and 2002, data from the faculty survey was analyzed, and the final report was published in November 2002. Students and staff were asked similar questions, but to date, responses to the staff and student surveys have not been analyzed.

The Commission on the Status of Women changed its name to the University Council on Women and became a part of the Office of Academic Affairs. It is currently (2021) known as the University Council of on Gender Equity.

SCOPE AND CONTENT NOTE

This record group consists of clippings, correspondence, meeting minutes, printed items, reports, surveys, and topical files of the Commission on the Status of Women at LSU. Clippings consists of articles from newspapers and other periodicals on women's rights, Title IX, sexual harassment, sex discrimination, discrimination problems on the LSU campus, news of LSU's affirmative action plan, and news of the commission. Correspondence includes letters to and from members of the commission and members of LSU's administration concerning allegations of inequality, invitations to commission meetings, the establishment of the commission and its goals, salary disparities, the U.S. Department of Labor's investigation into LSU's salary inequalities, requests for information from the commission to the LSU Office of Institutional Research, and nominating women to the LSU Board of Supervisors and the eventual appointment of Ruth Miller, to the Board. Meeting minutes consist of minutes from the Commission on the Status of Women, LSU Faculty Council and Faculty Senate, LSU Board of Supervisors, and Deans, Directors, and Department Heads of Academic Divisions. Printed items consist of newsletters, pamphlets, and publications on civil rights, gender equality, and sex discrimination and its prohibition. Reports consist of drafts and final versions of reports submitted to LSU's Faculty Senate detailing results of surveys from 1989 and 2000 and reports of the Commission on the Status of women. Surveys consist of questionnaires from 1977 and 2000 conducted by the CSW to obtain information on general attitudes of LSU women faculty and staff. Also included are comments on the surveys, survey results, reports, and coding frequencies and variables. Topical files include information on affirmative action and LSU's first affirmative action plan along with a program to implement it; Campus Federal Credit Union's lending practices that were discriminatory towards women; affirmative action compliance reviews by the U.S. Department of Health, Education, and Welfare; the establishment of Title IX and its effects on LSU students and faculty; rosters of members and officers of the Commission on the Status Women; and information on the commissions on the status of women at the American Association of University Professors and various colleges and universities such as the Massachusetts Institute of Technology, University of Hawaii, and University of Wisconsin.

LIST OF SUB-GROUPS AND SERIES

Subgroup 1. Commission on the Status of Women Records (established 1971), 1964-1984, undated.

Series I. Clippings, 1971-1979, undated.

Series II. Correspondence, 1971-1984, undated.

Series III. Meeting Minutes, 1971-1980, undated.

Series IV. Printed Items, 1964-1984, undated.

Series V. Surveys, 1970, 1977.

Series VI. Topical Files, 1970-1984, undated.

Subgroup 2. Commission on the Status of Women Records (re-established 1999), 1987-2002.

Series I. Clippings, 1994-2001.

Series II. Correspondence, 1999-2002, undated.

Series III. Meeting Minutes, 1999-2001.

Series IV. Reports, 1987, 1989, 1999-2002.

Series V. Surveys, 2000.

Series VI. Topical Files, 1990-2002.

SERIES DESCRIPTIONS

Subgroup 1. Commission on the Status of Women Records (established 1971), 1964-1984, undated.

Series I. Clippings, 1971-1979, undated.

Arranged chronologically, this series consists of newspaper clippings and articles from other publications on women's rights, Title IX, the establishment of the Commission on the Status of Women and its activities; the results of a 1977 survey on women's perceptions about working at LSU; promotion, tenure, and the hiring of more women faculty members; salary disparities between male and female employees at LSU; Campus Federal Credit Union's discriminatory lending practices towards women; and disparities in funding between men's and women's athletics.

Series II. Correspondence, 1971-1984, undated.

Arranged chronologically, this series contains correspondence, letters, and memoranda to and from members of the committee and others pertaining to issues of importance to the Commission on the Status of Women. These include correspondence related to the establishment of the commission and prospective members; invitations to commission meetings; requests for representatives on the commission from LSU's Student Government Association and Associated Women Students; Title IX compliance reviews by the US Department of Health, Education, and Welfare; faculty salary analysis; LSU's first affirmative action plan in 1973; requests for data from the Chancellor's Office and the Office of Institutional Research; correspondence appealing to Gov. Edwin Edwards to appoint women to the LSU Board of Supervisors and the subsequent appointment of Ruth Miller to the Board; a proposed administrative internship program for women; recommendations for new appointees to the commission and election results for candidates elected to serve; the planning and execution of the Women Working Symposium in 1977; correspondence related to the "Opinion Survey of LSU Women" of 1977; and requests for advice from women faculty and staff from the University of New Orleans and LSU-Shreveport.

Series III. Meeting Minutes, 1971-1980, undated.

Arranged chronologically, this series consists of meeting minutes and agendas of the Commission on the Status of Women; LSU Faculty Council; LSU Faculty Senate and its Subcommittee on the Status of Women at LSU; LSU Board of Supervisors; and deans, directors, and department heads of academic divisions (LSU).

Series IV. Printed Items, 1964-1984, undated.

Arranged chronologically, this series consists of newsletters such as *LSU Outlook*, *LSU Today*, *FYI*, *Women's Information Bulletin*, and *HEW News*; pamphlets and publications on equal employment opportunity, sex discrimination and laws preventing it, and women in management positions and in academia; a bibliography of resources on women's studies produced by the LSU Libraries; a table of federal laws and regulations prohibiting sex discrimination in educational institutions from 1979; and the University of Washington Library's preliminary report on discrimination against women.

Series V. Surveys, 1970, 1977.

Arranged chronologically then by topic, this series consists of a survey conducted in 1977 by the Commission on the Status of Women to obtain information on the general attitudes of women of the LSU faculty and staff. Included are questionnaires, comments, survey results, and conclusions drawn and reports created from the survey results. Also included is a "Right to Choose" survey conducted by the American Association of University Women in 1970.

Series VI. Topical Files, 1970-1984, undated.

Arranged alphabetically by topic, this series contains information on such topics as an administrative internship program for women; information on affirmative action along with LSU's first affirmative action plan and the program to implement it; Campus Federal Credit Union's discriminatory lending practices towards women; a chronology of events leading to the establishment of the Commission on the Status of Women; a compliance review by the US Department of Health, Education, and Welfare of LSU's affirmative action program; improved athletic facilities for women in the LSU Field House; salary and job description data and the status of women faculty on campus; the implementation and interpretation of Title IX regulations; the establishment of a Title IX coordinator on campus; Title IX regulations and LSU's Title IX self-evaluation; an evaluation of the LSU Library's salary and rank and title structure; and women's athletics.

Subgroup 2. Commission on the Status of Women Records (re-established 1999), 1987-2002, undated.

Series I. Clippings, 1994-2001.

Arranged alphabetically by topic, this series consists of articles from journal and newspapers on topics related to the commission's scope of study: diversity, faculty and teaching, family and academic life, gender bias in academia, gender orientation, mentoring, lawsuits, LSU, promotions and tenure, safety, salary, sexual harassment, sports, student life, and women in science.

Series II. Correspondence, 1999-2002, undated.

Arranged alphabetically by the topics covered in the correspondence, this series consists of letters and memorandums pertaining to coding variables and errors from the survey taken in 2000, as well as and letters from the LSU Commission on the Status of Women asking students, faculty, and staff to take in the survey on attitudes and experiences on campus. The series also includes correspondence on the results and a report of the 2000 survey.

Series III. Meeting Minutes, 1999-2001.

Arranged chronologically, this series consists of minutes of commission meetings. Topics discussed include the 1989 and 2000 surveys, student members of the commission, reports of the commission, child care on campus, relationships between students and professors, and other issues of importance to the commission.

Series IV. Reports, 1987-1989, 1999-2002.

Arranged alphabetically, this series consists of summaries of the 1989 faculty survey pertaining to gender inequality and gender differences on faculty salaries, initial reports on the 2000 survey, and reports from the Commission on the Status of Women from 1989 and 1999-2000.

Series V. Surveys, 2000-2001, undated.

Arranged alphabetically, this series consists of records pertaining to a faculty, staff, and student survey conducted in 2000. Included are completed and uncompleted surveys, coding frequencies and variables, and results of the survey.

Series VI. Topical Files, 1990-2001, undated.

Arranged alphabetically by topic, this series consists of a roster of officers and committee members of the LSU Commission on the Status of Women; information on commissions on the status of women at organizations such as the American Association of University Professors and at colleges and universities such as the Massachusetts Institute of Technology, Ohio University, University of Colorado-Boulder, University of Hawaii, University of Illinois, and University of Wisconsin; printouts of the Commission on the Status of Women website pages from LSU, University of Delaware, University of Kansas, University of New Hampshire, and others; and a bibliography of articles and information sources on sexual harassment.

INDEX TERMS

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