Louisiana State University
Commission on the Status of Women Records

RG #A0004.2

Inventory

Revised by
Michelle Melancon

University Archives
Hill Memorial Library
Louisiana State University Libraries
Baton Rouge, Louisiana

2015
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COMMISSION ON THE STATUS OF WOMEN RECORDS
1971-2002
SPECIAL COLLECTIONS, LSU LIBRARIES

SUMMARY

Size 4.5 linear feet.

Geographic Locations Louisiana State University, Baton Rouge, LA.


Languages English.

Summary Data, surveys, correspondence, memorandums, and clippings from the work of the Commission on the Status of Women at LSU, Baton Rouge. The records of the CSW span three decades, during which their charge was to research and document possible gender-based discrimination in the LSU community.

Access Restrictions None.

Copyright Physical rights are retained by the LSU Libraries. Examination and reproduction are governed by state and federal public records laws.

Related Collections Louisiana State University Board of Supervisors Records, A0003.
Louisiana State University Office of Academic Affairs Records, A0100.
Louisiana State University Office of the Dean of Students Records, A0302.
Louisiana State University Student Government Records, 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, A0004.2, Louisiana State University Archives, LSU Libraries, Baton Rouge, La.

Stack Location(s) Range 60
HISTORICAL NOTE

The 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. Their 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 in order 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 were 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 were 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 change its name to the University Council on Women and became a part of the Office of Academic Affairs. It is currently known as the University Council of Gender Equity.
SCOPE AND CONTENT NOTE

Questionnaires, reports, statistical analyses, internal correspondence, and research materials of the Commission on the Status of Women at LSU. Questionnaires and their results include surveys conducted on gender-based discrimination in 1971, 1988, and 2000. Reports consist of drafts and final versions of reports submitted to LSU’s Faculty Senate detailing results of the surveys. Internal correspondence consists of emails, memorandums, meeting minutes, and agendas of the Commission and its members. Research materials include copies of newspaper and journal articles on topics relevant to the survey, copies of similar studies conducted at other universities, and copies of LSU’s 1988 survey.

LIST OF SUBGROUPS AND SERIES

   Range 60: Box 1

Subgroup II. Commission on the Status of Women (re-established 1999), 1999-2002
Series I. Clippings, 1994-2001
   Range 60: Box 2

Series II. Coding, 2001
   Range 60: Box 2

   Range 60: Box 2

Series IV. Commissions on the status of women at other institutions, 1990-2001
   Range 60: Box 2

Series V. Reports, 1987; 1989; 1999-2002
   Range 60: Box 2

Series VI. Surveys, 2000
   Range 60: Box 2

Series VII. Survey Results
   Range 60: Boxes 3-4

Series VIII. Completed, unanalyzed staff and student surveys
   Range 60: Boxes 5-6
SUBGROUPS AND SERIES DESCRIPTIONS


Documents, newspaper clippings, reports, and correspondence from the original Commission on the Status of Women at LSU, Baton Rouge.

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

Documents, newspaper clippings, reports, and correspondence from the re-established Commission on the Status of Women begun in 1999. Includes copies of a survey conducted in 1988 during a different incarnation of the CSW, used for research purposes by the 1999 Commission.

Series I. Clippings, 1994-2001

Journal articles and newspaper articles 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. Coding, 2001

Correspondence between committee members regarding how to code questions from the faculty survey; notes and queries made by statistical analyst during process of analysis; copies of faculty, staff, and student surveys with codes included.


Lists of Commission members; meeting minutes; correspondence between members; bibliographies of articles on gender-based topics.

Series IV. Commissions on the status of women at other institutions, 1990-2001

Results of studies similar to LSU’s conducted by other universities and institutions.

Reports, summaries, and drafts of reports submitted to LSU Faculty Senate detailing the findings of surveys conducted in 1988 and in 2000.

Series VI. Surveys, 2000

Copies of questionnaires sent to faculty, staff, and students in 2000; questionnaires with frequencies of responses included; questionnaires with tables showing responses to select questions sorted by gender.

Series VII. Survey Results

Results of statistical analyses performed on data from faculty survey; cross-tabulations, chi-square tests, and frequencies for select groups of questions; data sorted by sub-groups of faculty.

Series VIII. Completed, unanalyzed staff and student surveys

All surveys returned from the staff and student (graduate and undergraduate) samples, completed and unanalyzed. Surveys are unprocessed and in their original order, arranged by anonymous number.
INDEX TERMS

American Association of University Professors.
American Association of University Women.
Louisiana State University (Baton Rouge, La.)
Louisiana State University (Baton Rouge, La.). Library.
Louisiana State University (Baton Rouge, La.). Office of Academic Affairs.
National Organization for Women.

Affirmative action programs--Law and legislation--United States.
Affirmative action programs--Louisiana.
Affirmative action programs--United States--Statistics.
Child care--Louisiana.
College administrators--Louisiana--Baton Rouge.
College teachers--United States--Statistics.
College teachers--Tenure--United States.
Discrimination in employment--Law and legislation--Louisiana.
Discrimination in employment--Southern States--History--20th century.
Discrimination in employment--United States--Statistics.
Discrimination in higher education--Southern States.
Discrimination in insurance--United States.
Discrimination in mortgage loans--United States.
Discrimination in sports--United States.
Diversity in the workplace--Government policy--United States.
Education, Higher--Louisiana--Baton Rouge.
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Health insurance--Social aspects--United States.
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Sex discrimination against women--United States--History--20th century.
Sex discrimination against women--Law and legislation--United States.
Sex discrimination in employment--Southern States.
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Sex discrimination in higher education--United States.
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Sexual harassment in universities and colleges--United States--Prevention.
United States. Education Amendments of 1972. Title IX.
Women--Employment--Law and legislation--United States.
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Women college teachers--Louisiana--Baton Rouge.
Women in the civil service--Louisiana--Baton Rouge.
Women employees--Promotions--United States--Decision making.
Women library employees--Salaries, etc.--United States.
Women teachers--United States--Social conditions--20th century.
Work and family--United States--Statistics.

Bachman, Ann L.
Caillier, Marian.
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Fogel, Daniel Mark, 1948-
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Newman, Patricia.
Sims, Edith M.
Suitor, Jaclynn Jill.
Summers, Teresa Estelle Anderson.
Wing, Nathaniel, 1938-

Agendas (administrative records)
Boards (organizations)
Clippings (information artifacts)
Correspondence.
Minutes.
Memorandums.
Questionnaires.
Reports.
Statistics.
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Title IX: Correspondence and documents on departmental self-studies on implementing Title IX at LSU

Women - Commission on the Status of Women at LSU: Brochure of The LSU Women’s Commission; correspondence between Paul Dietzel (Athletic Director) and Ann Bachman (Chair, Commission on the Status of Women) regarding Title IX; recommendations and summary history of original CSW

Women - Library: Documents related to study of salaries in the LSU-BR library system

Women’s Information Bulletin: Copies of a campus newsletter aimed at LSU’s female faculty

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

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