Wayne State University President’s Commission on the Status of Women Records  
9.5 linear feet (9 SB, 1 OS)  

Walter P. Reuther Library, Wayne State University, Detroit, MI

Accession Number: WSR000757

Creator: Wayne State University President’s Commission on the Status of Women

Acquisition: The Wayne State University President’s Commission on the Status of Women Records were donated to the Reuther Library on December 15, 2000.

Language: Material entirely in English.

Access: Collection is open for research.

Use: Refer to the Walter P. Reuther Library Rules for Use of Archival Materials.

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Recordings of COSW meetings on audiocassettes and several VHS format videocassettes were transferred to the Reuther’s AV department.
History
Wayne State University President William Keast established the President’s Commission on the Status of Women (COSW) in 1971. The Commission’s creation followed fourteen months of discussion between Keast and women staff members concerning inequities facing women at the University. According to “Making Progress: A History of the President’s Commission on the Status of Women 1971-1991” (found in the collection), COSW’s creation was likely also spurred by a HEW communication. This communication required documentation of equal opportunity of employment for women by all universities holding federal grants and contracts from HEW agencies.

COSW’s initial years were focused on gathering data and investigating various issues including affirmative action, pay equity, discrimination, over/underrepresentation in various ranks, lack of benefits, maternity leave, and retirement inequities. COSW then made recommendations based on their findings, resulting in some immediate remedies including salary increases, and training. In addition to this work, COSW was active in the university community, helping to establish a Women’s Center, publishing a newsletter, sponsoring events, and continuing work addressing issues impacting women including career-needs and affirmative action. However, due to a series of events, COSW became inactive in spring 1978.

In 1980, President Thomas Bonner reestablished and reorganized COSW, providing the new practice of self-nomination, rather than the previous procedure of appointment, to ensure a more diverse membership more accurately reflecting the campus community. Soon after, COSW became an official University committee.

After its reestablishment, COSW once again focused on the needs of the women on WSU’s campus. COSW sponsored numerous events and programs including career workshops, conferences, film series, mentoring, sexual harassment training, publications, receptions, and more. It also collaborated with groups internal and external to WSU to help further women’s rights. Additionally, COSW helped to ensure the adoption of important statutes, resolutions, and executive orders at WSU, including those concerning sexual harassment and fair position postings.

Scope and Content
The Wayne State University President’s Commission on the Status of Women Records documents COSW’s activities from its creation in 1971 primarily through the mid-1990s, although some of the documents are as recent as 2006. Much of the materials are in the form of record books, composed of meeting agendas, minutes, correspondence, flyers, etc. There are also annual reports, rosters, committee records, and research (including questionnaires and survey responses) documents created during COSW’s activities. In addition to materials created by COSW, there are records created by Wayne State University. These are predominately affirmative action reports, and items documenting the universities then current policies, likely used by COSW while conducting business. Additionally, there are a variety of subject files on topics of interest to the COSW including feminist organizations and women’s groups, higher education, sexual harassment, women’s health, Title IX, and the ERA. Finally, there are some audiovisual materials including photographs of COSW events and audiotapes of meetings.
Important Subjects:
Affirmative action
Discrimination
Equal rights amendments
Feminism
Pay equity
Rape
Sexual harassment
Title IX
Wayne State University
Women – Health
Women – Pensions

Important Names:
Adamany, David
Gullen, George
Jeffrey, Mildred, 1911-2004
Keeney, Marissa Dr.
Moran, Cleo
Schlossberg, Nancy

Series 1: President’s Commission on the Status of Women, 1971-2006
Primarily contains record books, agenda, meeting minutes, correspondence, annual reports, research, reports, and related materials created during the work of the committee.

Series 2: Wayne State University, 1969-1995
Composed mostly of reports, policy documentation, studies, and publications. Prominent topics include affirmative action, women’s studies major, WSU’s Women’s Resource Center, childcare, and Title IX.

Series 3: Subject Files, 1970-1995
Includes articles, clippings, and other materials focused on topics related to the work of the Commission. Prominent subjects include Michigan and National women’s groups, discrimination, sexual harassment, women and higher education, women and politics, women and career, Title IX, affirmative action, and the ERA.

Audiocassettes of COSW meetings and VHS format videotapes.

Arrangement
Arranged in 4 series – Series 1 (Boxes 1-6), Series 2 (Boxes 6-7), Series 3 (Boxes 7-8), and Series 4 (Boxes 8-9). Folders in series 1, 2, and 4 are arranged chronologically, and folders in series 3 are grouped by subject.
Series 1: President's Commission on the Status of Women, 1976-2006

Box 1

1  COSW Record Book, 1971 Spring, Fall-1972 Winter (1 of 2)
2  COSW Record Book, 1971 Spring, Fall-1972 Winter (2 of 2)
3  COSW Preliminary Report, Revised, 1971 September 23
4  COSW Information Services Task Force, 1971-1980
5  COSW Activites, 1971-1972
6  COSW Events, 1970s-1980s
7  COSW Record Book, 1972 Spring (1 of 2)
8  COSW Record Book, 1972 Spring (2 of 2)
9  COSW Activities, 1972
10 COSW Annual Report, 1972 August
11 COSW Annual Report, 1972 (1 of 2)
12 COSW Annual Report, 1972 (2 of 2)
13 COSW Record Book, 1972-1973 (1 of 2)
14 COSW Record Book, 1972-1973 (2 of 2)
15 COSW Activities, 1973
16 COSW Record Book, 1973-1974 (1 of 2)
17 COSW Record Book, 1973-1974 (2 of 2)
18 COSW Record Book, 1974 Summer-Fall (1 of 3)
19 COSW Record Book, 1974 Summer-Fall (2 of 3)
20 COSW Record Book, 1974 Summer-Fall (3 of 3)
21 COSW Information Services Task Force, 1975
22 COSW Issues and Action Committee, 1975
23 COSW Outreach Committee, 1975
24 COSW Record Book, 1975 January-March (1 of 3)
25 COSW Record Book, 1975 January-March (2 of 3)
26 COSW Record Book, 1975 January-March (3 of 3)
27 COSW Record Book, 1975 March 31-June 24 (1 of 3)
28 COSW Record Book, 1975 March 31-June 24 (2 of 3)

Box 2

1  COSW Record Book, 1975 March 31-June 24 (3 of 3)
2  COSW Record Book, 1975 June-September (1 of 3)
3  COSW Record Book, 1975 June-September (2 of 3)
4  COSW Record Book, 1975 June-September (3 of 3)
5  COSW Record Book, 1975 September 15-December 31 (1 of 3)
6  COSW Record Book, 1975 September 15-December 31 (2 of 3)
7  COSW Record Book, 1975 September 15-December 31 (3 of 3)
8  COSW Record Book, 1975 Fall-1976 Spring (1 of 5)
9  COSW Record Book, 1975 Fall-1976 Spring (2 of 5)
10 COSW Record Book, 1975 Fall-1976 Spring (3 of 5)
11 COSW Record Book, 1975 Fall-1976 Spring (4 of 5)
COSW Record Book, 1975 Fall-1976 Spring (5 of 5)
"For Wayne Women," 1975
COSW Record Book, 1975 December-1976 February
COSW Record Book, 1975-1976 (1 of 4)
COSW Record Book, 1975-1976 (2 of 4)
COSW Record Book, 1975-1976 (3 of 4)
COSW Record Book, 1975-1976 (4 of 4)
COSW Goals and Objectives, 1975-1976
COSW Business, 1976
COSW Materials, 1976
COSW Planning and Evaluation, 1976
COSW Handbook, 1976
COSW Handbook [draft], 1976
Summary of "Women on University Committees," 1976 January
COSW, "Womenews," 976
Roster of Women Professionals, 1976
COSW Activities, 1976-1977 (1 of 2)
COSW Activities, 1976-1977 (2 of 2)
Child Care Task Force, 1976-1977
COSW Record Book, 1976 Fall-1977 Spring (1 of 5)
COSW Record Book, 1976 Fall-1977 Spring (2 of 5)
COSW Record Book, 1976 Fall-1977 Spring (3 of 5)
COSW Record Book, 1976 Fall-1977 Spring (4 of 5)
COSW Record Book, 1976 Fall-1977 Spring (5 of 5)

Box 3
COSW Ad-Hoc Affirmative Action Committee Report, 1977 April
COSW Child Care Reports, 1977
COSW, "Women in Action," 1977
Rosters, 1977-1997
COSW Recognition Reception, 1977 November
COSW Record Book, 1977-1979 (1 of 3)
COSW Record Book, 1977-1979 (2 of 3)
COSW Record Book, 1977-1979 (3 of 3)
COSW Research, 1979-1980
COSW Record Book, 1980 (1 of 3)
COSW Record Book, 1980 (2 of 3)
COSW Record Book, 1980 (3 of 3)
COSW Nominees, 1980
COSW Sexual Harassment Panel, 1980
Union Liaisons, 1980
Cultural Proposal, 1980
COSW Remarks to Board of Governors, 1980 July 25
18  COSW Film Series, 1980-1983
19  COSW Record Book, 1981 (1 of 2)
20  COSW Record Book, 1981 (2 of 2)
21  Correspondence, 1981
22  Roster of Women Professionals, 1981
23  COSW Guidelines, 1981
24  "COSW Center Newsletter," 1981 March-August
25  COSW Record Book, 1982 January-July
26  COSW Executive Committee Meeting Notes, 1982
27  Women's Professional Data Bank Questionnaire, 1982 (1 of 4)
28  Women's Professional Data Bank Questionnaire, 1982 (2 of 4)
29  Women's Professional Data Bank Questionnaire, 1982 (3 of 4)
30  Women's Professional Data Bank Questionnaire, 1982 (4 of 4)
31  COSW Sexual Harassment Survey Responses, 1982 (1 of 3)
32  COSW Sexual Harassment Survey Responses, 1982 (2 of 3)
33  COSW Sexual Harassment Survey Responses, 1982 (3 of 3)
34  Career Opportunities Survey, 1980s
36  COSW Record Book, 1982 September-1983 June (1 of 2)

Box 4
1  COSW Record Book, 1982 September-1983 June (2 of 2)
2  COSW Outreach Committee, 1982-1983
3  COSW Record Book, 1983-1984 (1 of 3)
4  COSW Record Book, 1983-1984 (2 of 3)
5  COSW Record Book, 1983-1984 (3 of 3)
6  COSW Nominating Committee, 1983
7  COSW Nominating Committee, 1984
8  COSW Record Book, 1984-1985 (1 of 2)
9  COSW Record Book, 1984 (2 of 2)
10  COSW Committee on Affirmative Action and Equity Annual Report, 1984-1985
11  COSW Nominating Committee, 1985
12  COSW Record Book, 1985-1986 (1 of 2)
13  COSW Record Book, 1985-1986 (2 of 2)
14  Correspondence, 1985-1986 (1 of 2)
15  Correspondence, 1985-1986 (2 of 2)
16  COSW Affirmative Action Status Report, 1985-1986
17  COSW Charter, 1986
18  COSW Events, 1986-2001
19  COSW Getting to Know You Receptions, 1985-1986
20  COSW Committees, 1985-1986
21  COSW Record Book, 1986-1987 (1 of 3)
COSW Record Book, 1986-1987 (2 of 3)
COSW Record Book, 1986-1987 (3 of 3)
COSW Bylaws 1986-1987
Nominating Committee, 1986
COSW Reception, 1986 November
COSW Activities, 1986-1990
COSW "Getting to Know You" Reception, 1987
COSW Spring Luncheon, 1987 April
Correspondence, WSU President, 1987
COSW Equity and Affirmative Action Committee, 1987
COSW Meeting with President Adamany, 1987
COSW Record Book, 1987-1988 (1 of 2)
COSW Record Book, 1987-1988 (2 of 2)
Correspondence, 1987 (1 of 2)
Correspondence, 1987 (2 of 2)
COSW Nominating Committee, 1987-1988
COSW Proposals, 1987
COSW Committees, 1987

Box 5
COSW Guidelines, 1988 March
COSW Luncheon, 1988 April 15
Affirmative Action and Sexual Harassment Policy Briefings, 1988 April 5
COSW Record Book, 1988-1989 (1 of 3)
COSW Record Book, 1988-1989 (2 of 3)
COSW Record Book, 1988-1989 (3 of 3)
Correspondence, 1988-1989 (1 Of 3)
Correspondence, 1988-1989 (2 Of 3)
Correspondence, 1988-1989 (3 Of 3)
Correspondence, WSU President, 1988-1989
COSW Work, 1988-1989
COSW Nominating Committee, 1988-1989
COSW Mentorship Program, 1988
Correspondence, WSU President, 1988-1989
COSW Nominating Committee, 1989
COSW Recommendations, Concerns of WSU Women, 1989
COSW Spring Luncheon, 1989 April
COSW, "Getting to Know Each Other Reception," 1989 January
COSW Record Book, 1989-1990 (1 of 2)
COSW Record Book, 1989-1990 (2 of 2)
Correspondence, 1989-1990
COSW Subcommittee Annual Reports, 1989-1990
Correspondence, 1990
Affirmative Action and Equity Report, 1990
COSW Nominating Committee, 1990
COSW Proposal for Tenth Anniversary Activities, 1990 April 17
COSW Activities, 1990
Fall
COSW Record Book, 1990-1991 (1 of 4)
COSW Record Book, 1990-1991 (2 of 4)
COSW Record Book, 1990-1991 (3 of 4)
COSW Record Book, 1990-1991 (4 of 4)
Correspondence, 1990-1991
COSW Committee Annual Reports, 1990-1991

Box 6
COSW Proposals, 1991
COSW Annual Recognition Dinner, 1991 April 25
President's Award for Affirmative Action, 1991
COSW Record Book, 1991-1992 (1 of 2)
COSW Record Book, 1991-1992 (2 of 2)
Correspondence, 1991-1992 (1 of 2)
Correspondence, 1991-1992 (2 of 2)
COSW Proposals Information, 1991-1992
COSW 20th Anniversary Reception, 1991 October 17
COSW 20th Anniversary, Revised Report, 1991
COSW History, 1991
COSW-Related WSU Board of Governors Minutes, 1991
"The Status of Women at Wayne State University, 1972-1992"
COSW Proposals, 1992
COSW Affirmative Action, 1992
Symposium, "Native Exiles, 1992 February 12
WSU, "Women's Studies, News," 1992
COSW Record Book, 1992-1993
Correspondence, 1992-1993
COSW Record Book, 1993-1994
COSW Outreach Committee, 1993
COSW Chair's Reports, 1993-1994
COSW Committees, 1993-1994
Series 2: Wayne State University, 1969-1995

Box 6
36  WSU Events, 1970s-1980s
37  WSU Affirmative Action Reports, 1972-1976
38  WSU Child Care Services Study, 1973 August
39  WSU Affirmative Action Self Study, 1974
40  WSU Working Environment, 1974
41  WSU Employment Rights/Handbook, 1974
42  WSU Women's Studies, 1974-1975
43  WSU Affirmative Action Report, 1975
44  WSU Leave of Absence, 1975
45  WSU Education Resources, 1975
46  WSU Courses for Women, 1975 Fall
47  "Wayne Reports," 1975-1976
48  WSU Title IX Monitory Recommendations, 1975-1976
49  WSU TIAA-CREF, Women's Pensions, 1975-1980
50  WSU Women's Studies, 1975
51  WSU Affirmative Action Data, 1976
52  Women of Wayne's Career Series, 1976
53  WSU, "We, the Women…" Conference, 1976 June
54  Women's Center, 1976
55  Child Care Advisory council, 1976
56  WSU Title IX Compliance Procedure, 1976

Box 7
1    WSU Women's Center, Progress Report, 1976 December
2    WSU Women's Athletics, 1976-1980
3    WSU Grievance Mechanisms, 1976-1977
4    WSU EEO Recruitment, 1976-1981
5    WSU Affirmative Action, 1977
6    WSU Work Force Analysis, 1978 February 8
7    Women's Center Newsletters, 1979-1980
WSU Higher Education Staff Information, 1979-1980
Women's Center Report, 1980 February 4
WSU Child Care Status Report, 1980
"Wayne State University Faculty Club Newsletter," 1980 March
WSU Activities, 1981
WSU Women's Studies Co-Major, 1981-1982
WSU Affirmative Action, 1981-1982
WSU Part-Time Faculty Benefits, 1981-1982
WSU Sexual Harassment, 1983
Women's Resource Center Report, 1985 April 22
Women's Resource Center Report Appendix, 1985 April 22
Women's Resource Center, 10th Anniversary, 1985
WSU Affirmative Action Status Report, 1985-1986
"Inside Wayne State," 1986 March 20
WSU Affirmative Action Status Report, 1987
WSU Sexual Harassment on Campus, 1988-1991
WSU Affirmative Action Status Report, 1992 February 12
WSU Affirmative Action Data, 1995 Fall
Campus Child Care, undated
WSU Sororities, undated
WSU Campus Unions and Labor Organizations, undated
WSU Child Care Services, undated

Series 3: Subject Files, 1970-1995
Box 7
Michigan Women's Commission, 1975-1978
Michigan State University Office of Women's Programs Calendars, 1976
University of Michigan Commision on Women, 1976
Michigan Women Hall of Fame, 1987
National Organization for Women (NOW), 1975
National Women's Agenda, 1976
World Plan of Action, 1976
Women Student/Achievers National Conference, 1986-1987
Coalition of Labor Union Women (CLUW), 1974-1975
Professional Women's Groups, 1975
 Feminist Women's City Club, 1976
Student and Women, 1980-1981
48  Women's Societies
49  Feminist Organizations
50  Index of Women's Organizations
51  Sex Discrimination in Education, 1970s
52  Student Enrollment Survey, 1970 Fall
53  MSU Women's Studies, 1972-1973
      "Equal Opportunities for Women Educators: Challenge or Dilemma?" 1973 October 6
54  On Campus with Women, 1975
55  Educational Resources for Women, 1975
56  "Mathematics and Sex," 1976 April
57  Advisory Council on Women's Educational Programs, 1976
58  Financial Aid for Women, 1976
59  Michigan Women Studies Programs, 1976-1977
60  On Campus with Women Projects, 1977
61  Women in Higher Education, 1977
       Eighth Annual Summer Institute for Women in Higher Education
63  Administration, 1983
64  "Women's Participation in Michigan's [...] Universities," 1987 January
65  "Woman as Student," 1991
66  Women and the University of Windsor, 1992-1995
67  Clippings, Education

Box 8
1  Michigan Employment Security Act, 1976
2  "Comparable Worth and the Union's Duty of Fair Representation," 1984
3  "Status of Women Faculty in Michigan Public Universities," 1988 October
4  Women and Work, 1976-1977
5  Labor Law and Women, 1976
6  "Actions and Careers in a New Age," 1972
7  Comparable Worth, 1981-1982
8  Employee Protection
9  Women and Work, 1976
10 Work After Retirement, 1976
11 Career Development, 1987-1996
12 Part-Time Employment, 1976
13 Employment, 1976-1979
14 Unemployment Compensation, 1975
15 Women in Professions Statistics, 1975
16 Salary Equity
17 Local Events, 1970s-1980s
18 International Women's Year, 1975

11
Women's Equality Day, 1976
Detroit International Women's Day Celebration, 1989 March 11
Rape, 1976
Marital Rape and Laura X, 1982-1985
Date Rape, Articles and Pamphlets
Sexual Harassment, 1980
NCAA-AIAW, 1981
Sexual Harassment Articles, 1988-1989
Sex Discrimination, 1974-1976
Affirmative Action Articles, 1975
Equal Rights Amendment (ERA), 1976
Affirmative Action Conference, 1976 March 13
National NOW Conference, Detroit, 1977
Title IX, 1975
Title IX Checklist, 1975-1977
Title IX 1976-1977
Sports Bias, 1973
MSU Basketball Case, 1978-1979
Women's Health, 1970-1976
Feminist Psychology, 1976
Psychology of Women, 1980
Laws Affecting Women, 1975-1980
House Bill 4196, Letter, 1977
Women and Politics, 1980
California Assembly Bill, 1983-1984
"On Campus with Women," 1975-1976
"Detroit Now," 1976
"Michigan Women's Agenda Newsletter," 1976
Women's Institute of Alternative Psychotherapy (WIAP), 1977
"In the Running," 1978-1979
"OU Network News," 1979 November
"Women Today," 1980
"Comment," 1980 June
"White House News on Women," 1980 July
"National NOW Times," 1985
"Detroit NOW Times," 1986 March-June
"The Michigan Woman," 1987 July/August
"Michigan Women," 1990
Women's Equity Action League (WEAL) Articles, 1975
Publications Regarding Women, 1975
Clippings, Women, 1975-1976
Clippings, 1975-1976
Clippings, Women, 1976
Clippings, Outstanding Women in Society, 1976
Equal Opportunity Articles, 1976 (1 of 2)
Equal Opportunity Articles, 1976 (2 of 2)

Box 9
1 Clippings, 1976 (1 of 2)
2 Clippings, 1976 (2 of 2)
3 Clippings, 1979-1983
4 Clippings, Women, 1981-1982
5 Clippings, African American Women, 1987
6 Clippings, 1987
7 Clippings, 1988
8 Clippings, South End, 1988 February
9 Clippings, Anita Hill, 1992
10 Clippings, Wage Gap


Box 9
11 COSW Photograph (1), circa 1980s
   COSW "Native Exiles: Third World Women and the Politics of Land," (13)
12 Photographs, 1992 February 12
13 COSW 30th Anniversary Opening Ceremony Contact Sheets, 2001 October
   COSW 30th Anniversary Opening Ceremony Photographs (15), 2001 October
   (1 of 4)
   COSW 30th Anniversary Opening Ceremony Photographs (16), 2001 October
   (2 of 4)
   COSW 30th Anniversary Opening Ceremony Photographs (15), 2001 October
   (3 of 4)
   COSW 30th Anniversary Opening Ceremony Photographs (14), 2001 October
   (4 of 4)
18 COSW 30th Anniversary Closing Ceremony Contact Sheets, 2002 May
   COSW 30th Anniversary Closing Ceremony Photographs (15), 2002 May 5
   (1 of 4)
   COSW 30th Anniversary Closing Ceremony Photographs (9), 2002 May 5
   (2 of 4)
   COSW 30th Anniversary Closing Ceremony Photographs (15), 2002 May 5
   (3 of 4)
   COSW 30th Anniversary Closing Ceremony Photographs (9), 2002 May 5
   (4 of 4)
23 COSW Holiday Luncheon Photograph, 2002 December
Box 10

1  [COSW Meeting Tape], 1980 (1 of 5)
2  [COSW Meeting Tape], 1980 (1 of 5)
3  [COSW Meeting Tape], 1980 (1 of 5)
4  [COSW Meeting Tape], 1980 (1 of 5)
5  [COSW Meeting Tape], 1980 (1 of 5)
6  [COSW Meeting Tape], 1980 February 4
7  COSW Meeting Tape 1, 1986 August 13
8  COSW Meeting Tape 2, 1986 August 13
9  COSW Meeting Tape, 1986 September 10
10 COSW Meeting Tape 1, 1986 October 8
11 COSW Meeting Tape, 1986 November 12
12 COSW Meeting Tape, 1986 December 10
13 COSW Meeting Tape, 1987 January 14
14 COSW Meeting Tape 1, 1987 February 11
15 COSW Meeting Tape 2, 1987 February 11
16 COSW Meeting Tape, 1987 March 11
17 COSW Meeting Tape, 1987 April 11
18 COSW Meeting Tape 1, 1987 May 13
19 COSW Meeting Tape 2, 1987 May 13
20 COSW Meeting Tape 1, 1987 June 10
21 COSW Meeting Tape 2, 1987 June 10
22 COSW Meeting Tape 1, 1987 August 12
23 COSW Meeting Tape 2, 1987 August 12
24 COSW Meeting Tape, 1987 September 16
25 "The Secret to Change by Millie Jeffrey," VHS Tape, 2000
26 "WSU President's Commission on the Status of Women 30th Anniversary -
Keynote Speaker: Maryann Mahaffey," VHS Tape, 2001