WAYNE STATE UNIVERSITY

The President's Commission on the Status of Women

1971 - 2003:

STILL MOVING FORWARD

COSW Office
1081 F/AB
313-577-5093
www.wayne.edu/wsucosw/

Serving women at Wayne State University since 1971
ACKNOWLEDGEMENT

The President’s Commission on the Status of Women is grateful to Karen McDevitt, who painstakingly researched materials in the University archives at the Walter P. Reuther Library of Labor and Urban Affairs, and organized more than 30 years worth of Commission files, documents and minutes in order to prepare this updated history.
CONTENTS

Chairs of the Commission 1971-2004 iii
Purpose and Function of the Commission iv
Chair’s Summary v
Introduction: A Voice for Equity & Equality 1
From the Beginning: 1971 - 90 2
Progressing Forward: 20th Year Anniversary Celebration: 1991-92 8
Looking Back at the First 20 Years 8
The 1990s: An Improved Status for Women 11
On Behalf of the Women of Wayne State University 13

Affirmative Action & Equity Committee 15
Career Development Committee 18
Health Sciences Committee 21
Information Services Committee 23
Membership Committee 24
Outreach Committee 25

30th Year Anniversary Celebration: 2001-02 29
Today and Beyond: Women of the 21st Century 31
Appendices 35
CHAIRS OF THE COMMISSION

1971 - 2004

2001 - 2004
Margaret Maday

1994 - 1995
Diana Rosario

1984 - 1986
Yvonne Doolittle

2000 - 2001
Denise L. Moore

1992 - 1994
Ruth Panagos

1982 - 1984
Dorothy Dreyer

1999 - 2000
Linda Seatts

1991 - 1992
Kathryn Heidt

1979 - 1982
Winifred Fraser

1997 - 1999
Barbara Roseboro

1990 - 1991
Susan Hutton

1977 - 1979
Joella Gipson-Simpson

1996 - 1997
Patrice Merritt

1989 - 1990
Jane Thomas

1975 - 1977
Marisa Keeney

1995 - 1996
Penelope Hammons

1986 - 1989
Patricia Coleman-Burns

1973 - 1975
Marilyn Heins

1971 - 1973
Nancy Schlossberg
THE PRESIDENT’S COMMISSION ON THE STATUS OF WOMEN

WAYNE STATE UNIVERSITY

PURPOSE AND FUNCTION OF THE COMMISSION

The Commission on the Status of Women, appointed by the President, acts in an advisory capacity to the Office of the President. On behalf of the women of Wayne State, the Commission thoroughly investigates areas of concern and presents to the President specific written recommendations regarding ways in which the university may best address these areas of concern.

The concerns of the Commission, as outlined in the 1979 charge, include, but are not limited to the following areas:

- **Equity and equality in policies, procedures and practices with regard to sex in appointment, employment, placement, classification, promotion, and tenure at Wayne State University for teaching and nonteaching academic, professional, administrative, and clerical and technical staff.**

- **Policies and practices regarding the counseling of female students in all schools and colleges, especially those in which sex has traditionally been a determining factor in recruitment, admission, and retention (e.g., Medicine, Engineering, Nursing).**

- **Increased communication among women regarding events and issues of interest on university, local and national levels.**

- **Representation on ad hoc committees and commissions appointed by the President.**

The Commission has 30 regular members, appointed for two-year terms by the President (or his/her designee) and liaisons from bargaining units and other university offices. Members serve on its six standing committees: Affirmative Action and Equity, Career Development, Health Sciences, Information Services, Membership, and Outreach. Volunteer members from the university community also participate in committee activities. The Commission meetings are held on the last Wednesday of each month and are open to the public.
As part of the planned activities for the 30th Year Anniversary of the President’s Commission on the Status of Women (2001-2002), the Commission decided to work on updating the existing 20-year COSW history. During the 2002-2003 Commission year, a researcher was hired to begin the labor-intensive task of sorting through Commission files and records.

Initial meetings focused on the various resources available for data collection, along with an overall approach for the project. After numerous drafts and meetings to discuss revisions, what emerged was a synthesis of the original 20-year history updated with more recent Commission activities and developments.

The format of this updated history takes us back to the inception of the Commission in 1971 to provide the necessary historical perspective, moves us along to the 20th Year Anniversary, then concentrates on highlighting Commission activities covering the time period from 1991-2003. It culminates with some comparative data illustrating the advancement of women at Wayne over this 30-year span.

While the Commission has clearly evolved over time, what remains constant is its advocacy for equity at Wayne State University and its commitment to address the challenging issues of the future.

Margaret Maday
Chair, 2001-2004
For those too young to recall, and for those who are less young yet more inclined to remember some particularly inequitable times for women, a look back at the history of the President’s Commission on the Status of Women at Wayne State University provides a comprehensive view of significant transformation. For more than three decades, volunteer efforts made by members of the Commission effectively mirror a series of steps to remedy discrimination against women. Since its inception, the Commission has succeeded not only as a source of information for and about the women of WSU, but also — through the work performed by its coordinators, commissioners, and supporters — it has served the university, benefiting individuals and the community at large.

Like most human rights organizations, the Commission began with hopes for its eventual demise. In September 1975, in the introduction to a handbook designed for female university employees, Commission members expressed the following goals and objectives:

*We look forward to the day when Commissions on the Status of Women and Handbooks for Women are no longer needed. (Perhaps at that time, we can change the name from ‘Wayne’ to ‘Utopia’ University.) Until then, however, the COSW and the university must continue to work together to inform women, to counsel women, to raise the consciousness of men, and hopefully to humanize the educational process at Wayne State University for both men and women. The ultimate goal of*
the Women’s Commission is to accomplish the above, find itself no longer needed, and vote itself out of “commission” with its task accomplished!

Although the 1975 handbook was never circulated (due to a lack of printing funds), women of the Commission were not deterred. The members proceeded on their pre-established course of action to carry out a mission: a mission to advance women’s issues in the areas of education, employment equity and benefits, and health care.

Today, nearly thirty years after the expressed desire for its own ending, commissioners remain dedicated to achieving the goals of the COSW. The question that remains, however, is this: Has the “task” been accomplished?

FROM THE BEGINNING: 1971–90

Closely associated to the civil rights movement, women’s movements became re-energized during the 1950s and 60s. In 1960, responding to increased pressure from women’s groups, President John F. Kennedy appointed Esther Peterson to head the Women’s Bureau of the Department of Labor. A year later, he created the President’s Commission on the Status of Women, chaired by the prominent advocate of women’s rights, Eleanor Roosevelt. Individual states were encouraged to form their own commissions, and Michigan was one of the first to do so. WSU became the second university in Michigan to have such a commission, following the University of Michigan, which had established its own commission in 1970.

The Wayne State University President’s Commission on the Status of Women was formed by University President William Keast in 1971 to act in an advisory capacity, investigating and making recommendations in areas of concern to women. Eighteen persons were appointed to serve for a one-year term until June 30, 1972, and they were charged with submitting a report summarizing inequities faced by women employees and students at WSU. While Commission members met regularly through the end of 1971 and the beginning of 1972, it soon became clear that the amount of data to be gathered, combined with the number of complex issues to be examined, would require much more of the commissioners’ time. The original expiration date was extended until June 30, 1975, to enable the Commission to complete its work.
At its first organizational meeting on April 30, 1971, the Commission defined four areas of major concern:

1. Equity and equality in policies, procedures, and customs with regard to sex in employment, placement, and promotion at WSU of the faculty, non-teaching professional and administrative personnel, and non-academic staff.

2. Policies, climate, and customs used in the counseling of women students in all schools but especially where gender is known or believed to be a determining factor in recruitment and/or admission.

3. Establishment of an office for equal employment opportunity with special emphasis on the employment problems of minority groups and women.

4. Compilation of a list of principal writings and resource documents on the subject of sex-based discrimination, especially as it concerns university-related occupations and professions.

In August 1972, the Commission’s first Annual Report pointed to numerous inequities regarding women students and women employees. The Commission’s recommendations for addressing these biases ranged from undertaking a child care feasibility study and establishing a women’s center to implementing the wide publication of university position vacancies, supporting a compassionate maternity leave policy, and seeking equity in retirement benefits without reference to gender. WSU President Gullen responded by announcing that some women’s salaries would be increased to match those of men doing similar work and that other major issues would be reviewed for possible future resolution.

In 1976, the creation of the Women’s Studies Program incorporated course offerings that since 1974, also at the urging of the Commission, had been listed in the Class Schedule under the heading “Courses of Special Interest to Women.” The Commission further emphasized women’s issues and achievements by providing press releases to various media, including The South End and Wayne Report, and by publishing its own newsletter, WomeNews, during 1973 and 1974. The university provided the Commission with office space and clerical support in the spring of 1975. Looking past the original June 30 expiration date for Commission appointments, President Gullen agreed at this time that the Commission continue indefinitely as an advisory group to the President.
Throughout the coming years, the Commission maintained its call for university compliance with new laws regarding the treatment of women employees. Discrepancies between women's and men's retirement benefits (that would ultimately not be resolved until a Supreme Court ruling in 1983) were addressed at WSU as early as 1974. As a result of the Commission's continuously expressed concerns regarding gender-based inequities, a meeting was held with members of the Commission, university administration, and TIAA-CREF retirement plan representatives.

In another successful meeting organized by the Commission in June 1975, President Gullen agreed to the establishment of a Women's Center. COSW had first recommended a "center" for Wayne State women in 1972, and in April 1976, the Board of Governors approved the appointment of Kay Hartley as Director of the Women's Center.

Newly located at Mackenzie Hall, the defined purpose of the Women's Center was:

- to focus on the special needs of women;
- to assist women returning to school;
- to act as a central coordinating facility for ongoing campus programs;
- to help to eliminate duplication of services;
- to increase communication among various groups which serve women on campus;
- to act as a resource for referral to other available services both on and off campus for such questions relating to: women's legal rights, education, health care, credit, divorce, rape, abortion, child care, etc.

From the time the Women's Center opened, Director Hartley also served as liaison to the Commission and was frequently a member of the standing committees.

During its early years, the Commission sponsored leadership conferences, worked toward the institution of campus child care, campaigned for affordable comprehensive health care for all women students, and served as support for the establishment of the President's Task Force on Affirmative Action.

By the late 1970s, possibly due to the combination of a startlingly modest budget as well as the unexpected illness of Chair Dr. Joella Gipson, and a presidency change at the university, COSW activities were limited. Yet, while the number of events and procedures of the Commission may have waned toward the end of its first decade, its representation as a voice for equity and equality was far from silenced.
In 1980, Wayne State University President Thomas Bonner reorganized the COSW into a 20-member group. In order to reflect the diverse population among all job classifications at WSU, self-nominations were requested from the university community. A Commission sub-committee then screened the applications and made appointment recommendations to be submitted for the President's approval. Commissioners now served two year terms, and in 1985, the COSW was listed as an official university committee. By 1987, reflecting an increased awareness of and interest in the pursuits of the COSW, membership was expanded to 25 commissioners.

Continuing its focus on advancement opportunities for women, the Commission organized a Mentoring Reception for faculty and academic staff in 1988. Also in 1988, WSU sent a representative to the Bryn Mawr College Summer Institute, an intensive training program in higher education administration for women faculty and administrators.

Throughout the 1980s, the Commission increased its collaborative efforts with other women's groups on campus, co-sponsoring events and sharing resources. From March 1981 through January 1987, a joint newsletter was published with the Women’s Center, and numerous projects and events were co-sponsored by the COSW and the Women’s Center. For example, in the May 1981 issue of the COSW Center Newsletter, ample information was provided about upcoming women’s conferences and events for “women of the 1980s.” In the same issue, newsletter editor Alyce Tyson, Commission Chair Winifred Fraser, and Women’s Center Director Kay Hartley addressed women's concerns about dressing for success, making difficult decisions, and the problems associated with recognizing sexual harassment.

In 1981, the Commission was charged with overseeing the move of the newly renamed Women’s Resource Center as it merged with University Counseling Services. It was at this point in time that the University Counseling Services also added to its area the Re-Entry to Education Program for women and men, which was initiated and administered by Kay Hartley.

The Re-Entry to Education Program provided clients with the same support services as the Women’s Resource Center, and offered assistance with admissions, financial aid, and academic support. Throughout the 1980s, the need for such services continued to grow, and by the end of the decade, the Commission on the Status of Women strongly
recommended to university administrators that the Women’s Resource Center and the Re-Entry to Education Program receive urgently needed increased funding and personnel.

In January 1989, at the request of the President’s Council on Non-Discrimination/Affirmative Action (CNDAA), the Commission published its Concerns of Women at Wayne State University: Recommendations from the Commission on the Status of Women. In addition to its expressed interests for the immediate needs of the Women’s Resource Center and the Re-Entry to Education Program, the COSW’s recommendations to CNDAA reflected the growing needs of women employees and students at WSU.

First and foremost, the call was made for funding and conducting a formal, in-depth survey of the women at Wayne in order to better gauge their issues of concern. This recommendation outlined four phases for the survey, including development, administration, analysis, and summary. Although budgetary constraints prevented the COSW from undertaking the survey on its own, Commission members expressed a strong desire to volunteer their time and contribute to the efforts such a project would entail.

Another proposal made in the 1989 report called for the establishment of an Office of Women’s Affairs, which could serve as a central unit for advancing opportunity and equity for women at Wayne. It was suggested that, like many other such units at universities around the country, the Office would act as a coordinating body to work on issues of concern to women at WSU. The Office could be charged with the implementation of the Commission’s recommendations, including overseeing a plan of action in association with the completion of the anticipated survey of university women. The Office was further envisioned as functioning as a clearinghouse for information and educational programs for WSU women, and a focus for attracting research grants and development groups for the Women’s Studies curriculum. Moreover, as a system of administrative support to the COSW, the Office was also viewed as a source for gathering and providing future data necessary for the Commission to carry out its work.

The fourth recommendation made by the Commission in its 1989 report focused on the “near-invisibility” of the Women’s Studies Program. Lack of funding was cited as the cause for the severely curtailed program; it was noted that the absence of a funded director’s position had forced the program to operate on a “catch-as-catch-can” basis. The consequence of operating in the absence of a suitable budget was less visibility for the
program. This lack of visibility would ultimately result in fewer prospective students, and low student enrollment would mean less funding, and so forth. To counteract this potential downward spiral, the Commission proposed that the Women’s Studies Program be provided a budget more reflective of the program’s importance to the university and the community. Minimally, it was argued, funding should be provided for a permanent home office, support staff, and a released-time director for the Women’s Studies Program.

The informally compiled *List of Concerns*, which was attached to the Commission’s four recommendations, included issues of importance as expressed by women administrators, faculty, staff, and students. General concerns revolved around the lack of affordable child care, maternity benefits and pay equity, as well as worries about health and security issues, to name but a few.

The Commission’s report concluded that the implementation of the four recommendations would encompass many of the specifics addressed by the *List of Concerns*. It was determined that such implementation could be immediately initiated. Furthermore, it was argued that by carrying out the Commission’s recommendations, the university would be afforded an opportunity to move ahead on its commitment to affirmative action.

Despite the frequent lack of a direct response to their calls for expanding and improving services for university women, throughout its first two decades COSW members persevered. The Commission funded events and hosted activities that focused on advancement opportunities for women, including mentoring, career development, and increasing awareness about the issues surrounding sexual harassment. As COSW member Jean Dietrick Rooney explained in March 1989, her desire to be part of the Commission was due in large part to the fact that it represented “one of the few active voices on campus that [could] raise issues of concern about women’s rights (staff and students) and get a hearing.” Her sentiments were echoed by others who continued to commit themselves to the expressed goals of the Commission.
PROGRESSING FORWARD:

20TH YEAR ANNIVERSARY CELEBRATION: 1991-92

Kicking-off a yearlong celebration of its 20th anniversary, the Commission hosted a reception and lecture featuring Professor Nancy Schlossberg from the University of Maryland - College Park. Schlossberg’s speech, “Women: Agenda for the 90s,” addressed some of the key issues facing women who must balance work and family. Noting that most people – young children as well as elderly parents and relatives – are cared for by women, Schlossberg proposed that it was now time to begin rethinking exactly what constitutes “appropriate” behavior for men and women. “We need to inject our children as well as men and women,” she urged, “with some new attitudes.”

The 20th Year Anniversary celebration resulted in a series of activities to commemorate the Commission’s role at WSU. In addition to the lecture by Professor Schlossberg, planned events included a performance of Randi Douglas’ play, Count on Me, a day-long symposium, Native Exiles: Third World Women and the Politics of Land; and, a film and discussion series, Aging and Women: Independence and Dignity, three documentaries by Communication Department Professor Robert Steele.

LOOKING BACK AT THE FIRST 20 YEARS

The President’s Commission on the Status of Women also observed its 20th anniversary by taking a look back at its first 20 years. It was generally acknowledged by commissioners that, during the previous two decades, considerable progress had been made toward women’s equity and equality in some areas. As documented in the 1971-1991 Commission history, Making Progress, nearly half of the top university administrators were now women.

Just as significant, retirement benefits were now the same for women and men. Pregnancy was no longer treated as an illness or disability, and women who became pregnant were no longer forced to take a leave of absence. In addition, due in large part to the Commission’s long-standing recommendations to ensure fairer access to possible career advancements, university positions became more widely posted and publicized.
Also significant was that by 1992 more than half the students enrolled at Wayne State were women, and these students could now be found in academic areas that previously were nearly all male, including law with just over 50 percent and medicine with nearly 40 percent women students.

Yet despite these impressive accomplishments, members of the Commission also cautioned that several other related matters remained unchanged – or were only slightly affected – and therefore were serious concerns in need of attention. Salary inequities persisted, and as the commissioners pointed out, such discrepancies were not due solely to the fact that the majority of women employees found themselves clustered in lower-paying positions. In a study researched and written by the COSW, *The Status of Women at Wayne State University 1972-1992*, data revealed that in 1991, among WSU faculty members, only 28 percent were women, and only 12 percent of full professors were women.

During the same 20 years, the number of women faculty members increased by only 2.7 percent (from 22 percent to 24.7 percent of the faculty). While just over one quarter of male faculty occupied non-tenure track positions, more than half of women faculty members were employed in non-tenure track positions. Women were not only absent at the department chair level in 1991, but their presence was also non-existent in some disciplines. Furthermore, the wage gap among faculty had not narrowed but widened. In 1972, the average salary for women faculty, excluding the School of Medicine, was 23.3 percent less than for men. In 1991, the average salary for women faculty was 28 percent less than for men. Women full professors earned one percent less than men in 1972; in 1991, they earned eight percent less than men.

While a more equitable status was materializing for women in academic staff positions, the same could not be said for women administrators. In 1972, women staff members earned 9.7 percent less than men, and in 1991 women staff members earned 4.5 percent less than men. Yet, women occupied only 28.5 percent of university administrative positions, and women administrators earned 32.2 percent less than their male counterparts.

Additional issues, including the lack of provision for child care and the persistence of sexism in the classroom, remained unresolved. According to the Commission's report, these issues were viewed as hampering and discouraging to women students.
Representation in university sports also remained unequal. For the 1990-91 academic year, expenditures for men’s athletics programs totaled $313,257 while expenditures for women’s athletics programs totaled $173,696. Only 57 women (compared to 152 men) received athletics-related financial aid.

Moreover, the decade-old Women’s Studies Program was still in need of a released-time director, additional staff, research support, and release time for faculty to develop courses that would enhance the program. The Women’s Resource Center remained in need of additional funding and support staff. Lack of affordable child care continued to be a problem for Wayne State employees as well as students. Although overall salaries had increased for clerical and technical employees, they were still not being provided with timely information about advancement and other opportunities.

Brought to fruition by Kathryn Heidt (COSW Chair, 1991-1992), the report ultimately comprised approximately 50 different recommendations for future action. A press conference to release the findings of the study took place on Friday, April 9, 1993, and COSW liaison Coco Siewert attended on behalf of President David Adamany.

In the months following the press release, members of the Affirmative Action and Equity Committee examined in detail each of the proposed recommendations, unanimously endorsing the following five as having the highest priority for action:

1. That the university agree to another round of salary equity raises for women faculty and that sufficient funds be made available to equalize salaries fully.
   
   Estimated cost: $2 million.

2. That the president appoint a task force on recruitment and retention of women faculty, consisting of COSW members and others – primarily senior faculty and administrators, especially women, from across the university – whose insights and experience will be critical in helping the university reach viable solutions.
   
   A no-cost item based on voluntary contributions of task force members.

3. That the task force, referred to above, be charged with:
   
   a. setting goals for hiring women across the university, especially in senior positions and in disciplines where women are underrepresented;
b. developing for search committees discipline-specific strategies for generating candidate pools and interviewing appropriate numbers of women;

c. identifying and proposing methods to correct any institutional factors that hinder our ability to hire strong female candidates;

d. identifying factors that impact on the retention of women faculty and assessing the climate at WSU as it pertains to the retention and advancement of women faculty once they are hired;

e. recommending strategies for improvement in the institutional climate if women are to be retained and promoted to leadership positions in academic affairs.

_A no-cost item based on voluntary contributions of task force members._

4. That the university continue to narrow the wage gap with a new round of salary equity raises for women academic staff, and that sufficient funds be made available to equalize salaries fully.

_Estimated cost: $200,000._

5. That the president expand the meritorious service awards to include clerical staff members as well as professional and administrative staff.

_A no-cost item._

On the whole, the 1992 report on the status of women at Wayne State portrayed only modest gains made by women at the university since 1972. The authors defined a number of areas that would benefit from further study, and called for continued efforts toward gender equity at Wayne State.

**THE 1990s: AN IMPROVED STATUS FOR WOMEN**

Some of the areas of concern expressed in the 1992 Report were first addressed during strategic planning activities taking place among COSW members during the 1992-94 academic years. As part of the Commission’s 1993-94 Annual Report, Chair Ruth Panagos described a year of broadening horizons—a year during which “the intent was not to cast out the old, but to envision ways through other avenues to achieve teamwork with university departments and colleges.”
Special efforts were made to dispel the perceived image that the Commission had been created solely for the concerns of women faculty and to encourage a diverse membership. A new meeting format, reorganization of the Commission office, a review of COSW Guidelines, and the addition of committee co-chairs were instituted as part of “a move to the future.”

The Women’s Survey Project, a subcommittee of the Affirmative Action and Equity Committee, met with survey planners from the Center for Urban Studies (CUS) in early 1993. Discussions were held throughout the year regarding proposed focus groups, a telephone questionnaire, and survey budget concerns. In May of 1994, Provost Williamson notified the Commission that in place of COSW members, a faculty committee would be appointed to work with CUS on the Women’s Survey Project.

With input provided by the Commission during the exploratory phase for a formal survey, CUS (a part of the College for Urban, Labor and Metropolitan Affairs [CULMA]) designed and conducted a research project exploring women’s concerns on campus. The survey included six focus group discussions followed by a telephone survey of 290 randomly selected faculty and staff and 434 randomly selected undergraduate and graduate students.

Issues and Concerns of Academic Women at Wayne State University: A Summary of Findings was published by CUS in June of 1995. Noting that “personal safety on campus,” especially in the evening, was a major concern expressed by women, researchers suggested that the university could help women feel safer on campus by implementing a shuttle and/or escort service after dark. Additional concerns related by survey participants included “pay equity” and “career advancement opportunities.” A full 83 percent of respondents supported the idea of university-sponsored networking and mentoring programs.

**Working through Challenging Times**

The next annual COSW report actually covers two terms of the Commission, 1994-95 and 1995-96. As noted by then COSW Chair Penelope Hammons, “there was a period of difficult transition in Commission leadership,” during which time the Commission not only weathered the changes but also “continued to promote and expand women’s issues
within the university community." The Commission was active in its sponsorship of university-wide activities, financially contributing to the following programs and events:

- Women’s Studies Program (1994-95 academic year)
- Making Bread: Economic Values in Feminist Reflection (2/20/95)
- Women’s Studies Student Association Feminist Art Show (3/21/95)
- Women’s Studies Program 20th Anniversary Celebration (1996)
- Department of English Writer’s Voice, a celebration event for International Women’s Day (3/6/96)
- Arthur Johnson Endowment, University Libraries (October 1995)

Commissioners also participated as guest coaches for Women’s Basketball and continued to take part in the annual golf outing for Women’s Athletics. The Commission also supported the attendance of a commissioner at the biannual Bryn Mawr College / HERS Mid-American Summer Institute for Women in Higher Education Administration. In 1994, former commissioner Elizabeth Olsen attended the Institute, bringing back positive reviews.

COSW Chair Penny Hammons further observed that any discontinuity experienced by membership during the 1994-96 terms “ultimately served to create an even stronger sense of purpose among the commissioners” and helped to reinforce COSW’s mission to address issues and areas of concern to the women of Wayne State University.

Rough transitions and limited budgets aside, the standing committees of the Commission carried on the mission of the COSW – organizing annual as well as new events and projects – throughout the remainder of the 1990s and into the new century.

**ON BEHALF OF THE WOMEN OF WAYNE STATE UNIVERSITY**

The President’s Commission on the Status of Women acts in an advisory capacity to the Office of the President and on behalf of the women of Wayne State University. This is accomplished through programs and policy recommendations. The Commission is committed to addressing issues of equity and equality in policies, procedures, and practices regarding women.
While commissioners are self-nominated, approval and appointments are made by the President’s Office. Appointees serve the general body of the Commission for two years and elect to serve on one of six standing committees: Affirmative Action & Equity, Career Development, Health Sciences, Information Services, Membership, and Outreach.

- **Affirmative Action & Equity Committee** examines the university’s progress in achieving gender equity and equality in employment and student-related policies, procedures, and practices. The committee conducts programs for the university community aimed at reaching the goals of gender equity and equality on campus.

- **Career Development Committee** develops and presents programs that enhance women’s career advancement. The committee hosts workshops and brown bag luncheons to bring topics of interest to faculty, staff, and students relative to advancing their careers.

- **Health Sciences Committee**’s mission is to provide education and support related to women’s health issues and to aid in improving professional status and career satisfaction in the health sciences fields. The committee concerns itself with the broad spectrum of issues affecting women as both consumers and providers of health care.

- **Information Services Committee** works to increase communication among women regarding events and issues of interest at the community and national level. The committee publishes the COSW newsletter and manages the COSW web site.

- **Membership Committee** selects and orients new members to the work of the Commission and its committees, providing a smooth transition from one term to the next. The committee also prepares new member information packets and coordinates new member orientation.

- **Outreach Committee** represents the voice of women at WSU, bringing issues of concern to the attention of the university community. The committee sponsors campus-wide presentations, and events featuring women leaders. The committee also awards professional development stipends to women students and full-time non-academic employees.

Although the business of the Commission is conducted through monthly membership and coordinators meetings, the bulk of the labor is actually performed within the committees. The following summaries outline just some of the efforts put forth by committee members during the last ten years.
Affirmative Action and Equity

At the beginning of the 1993-94 academic year, a subcommittee of the Affirmative Action and Equity Committee reviewed the WSU 1991-92 Affirmative Action Status Report that had been prepared for the Board of Governors by the Office of Equal Opportunity and Neighborhood Relations. As a result of the subcommittee’s critique, which was submitted directly to President Adamany and Assistant Vice President James Lee, several improvements were made to the university’s 1992-93 Affirmative Action Status Report. In a letter dated December 2, 1993, addressed to COSW Chair Ruth Panagos from Arthur L. Johnson, Vice President for University Relations, Dr. Johnson lists five “significant revisions” to the new report – the result, he explains, “of the Commission’s ideas and other considerations.”

In short, the report was made more user-friendly, goals were established for increased participation of women and minorities in management positions, a student information component (comparing WSU data to other Urban 13 institutions) was added to the study, a commitment was made to pay greater attention to the representation of women and minority students in the sciences, and it was determined that future reports should include department-level analyses of the hiring of faculty and non-instructional personnel.

During the 1997-1998 term, the Affirmative Action and Equity Committee (AA&E) presented educational workshops on such topics as Sexual Harassment and Diversity. Committee members met with the Staff Association President to hear the concerns of membership regarding career advancement. These concerns were reported to President Adamany.

The committee presented two brown bag luncheon workshops in 1997. The first, Breaking the Silence: Sexual Harassment and Your Rights, was led by Community/University Relations personnel Natalie Tate, EEOC Specialist, and Jim Lee, Assistant Vice President. Next, COSW’s Affirmative Action & Equity Committee Chair Linda Seatts presented a seminar on Understanding Diversity. In October 1997, the committee contributed funds to assist student Terry Lynn Howcott’s journey to Philadelphia for the Million Woman March.
Over 100 people attended the Affirmative Action's *Getting to Know You* lunch series at the beginning of 1999. The series was established to allow members of the university community an opportunity to network and get to know their colleagues. In March 2000, the AA&E Committee sponsored a brown bag presentation panel, entitled *Moving Up at WSU – Climbing the Career Ladder*, which featured Denise Bryant, Labor Relations, Mildred Jett, Training and Development, and Marjorie Keyes (Powell), Office of Equal Opportunity.

In December 2000, committee members recognized the 10th anniversary of the American Disabilities Act by co-sponsoring – with the Academic Staff Professional Development Committee – a program highlighted by guest speakers Gail Arnold, Assistant Vice President for Human Relations, and Jane DePriester-Morandini, Education Accessibility Services. In January 2001, the committee hosted a brown bag luncheon entitled *The Energized Group*. Four panelists, each having worked at Wayne State for more than 20 years – Grace M. Hill, Coordinator in the Purchasing Department, Julie Miller, Executive Assistant to the President, Paula Wood, Dean of the College of Education, and Phyllis Ivory Vroom, Dean of the School of Social Work – shared their strategies for achieving professional success. The large turnout resulted in many questions from the audience, prompting an equally stimulating discussion among panelists that continued well past the hour scheduled.

The topic was *Money Management for Women* at the November 2002 AA&E sponsored presentation. Basic facts about wealth management were discussed by an attorney and representatives from Morgan Stanley and Business & Estate Financial Coordinators, Inc. The committee presented *Equal Opportunity Issues for Women*, a lecture by Marjorie Powell, Director of the Office of Equal Opportunity, on April 15, 2003. Wayne State faculty, staff, and students were invited to join in a discussion of issues relating to the topic.

Women's History Month first became a focal point for the Affirmative Action and Equity Committee in March 1999. To honor and bring attention to various women of history, an exhibit of artwork was displayed in the David Adamany Undergraduate Library. Many of the pieces were specially prepared by student groups, and artwork was also loaned by prominent female artists and several minority organizations that covered a diverse population of women. A presentation by Dr. Maria Ferreira included both personal and professional comments about her study of different attrition rates between female and
male students in graduate science programs. The response to the exhibit and lecture was impressive. Participants included The National Council of Jewish Women, Casa De Unidad, NAACP, NOW, CLUW, and many more organizations, several of whom donated works of art for permanent use by the Commission.

By the time Women's History Month came around in 2000, the committee decided to expand their exhibit to include posters, books, photos, and artworks showcasing the accomplishments of women over the years. The exhibit was mentioned in the Campus News and in the newsletter published by the Department of Community Affairs. In conjunction with the exhibit at the library, a reception hosted by Community Affairs featured remarks made by President Reid who honored the scholarly achievements and contributions made by WSU women faculty.

During the 3rd Annual Women's History Exhibit in March 2001, the Ninth Church of Christ, Scientist Reading Room collaborated with the Affirmative Action and Equity Committee. The Ninth Church sponsored an exhibit focusing on the life and works of Mary Baker Eddy whose accomplishments were previously featured at an exhibit at the Women's Rights National Historical Park in Seneca Falls, New York.

Once again, in March of 2002, AA&E sponsored its Annual Women's History Month Exhibit. For the entire month, in the Atrium of the David Adamany Undergraduate Library, a showcase of posters, photographs, and artwork displayed the accomplishments of women who have made a difference – women such as Martha Griffiths, Annie Wauneka, Rosa Parks, Kyung-Wha Chung, Madam C.J. Walker, and Elizabeth Cady Stanton, to name but a few.

Each year during the month of March, the committee makes every attempt to identify issues, concerns and materials that best highlight the contributions and achievements of women throughout history. The Women's History Month Exhibit of 2003 was further enhanced by a film series with discussions every Thursday in March. Four of Jean Kilbourne's films, which examine the portrayal of women in advertising, were free and open to the university community. An Opening Ceremony for the 5th Annual event included a presentation of the President's Proclamation in celebration of Women's History Month to the Commission by Faye A. Nelson, WSU Vice President of Governmental and Community Affairs.
For several years the Affirmative Action & Equity Committee worked on the development and design of an informational pamphlet for distribution to the entire university community. After much consideration, collaboration, and the approval of the Equal Opportunity Office at WSU, the brochure was distributed to all full-time Wayne State employees in 2001. The purpose of the brochure is to inform the university community by defining Affirmative Action policies and procedures at WSU and nationally.

**Career Development**

During the spring of 1994, the Commission purchased from the Ms. Foundation an official "kit" containing program literature, instructions, and guide sheets to assist in effecting *Take Our Daughters to Work Day*. Although the information was received much too late to hold the event that year, the Career Development Committee unanimously assumed the project and subsequently coordinated the first WSU *Take Our Daughters (and Our Sons, Too!) to Work Day* for April 27, 1995. To encourage children to report back to their classmates about what they learned during the day, an essay contest was also sponsored by the Commission. Participants submitted a total of 16 essays, which reflected on the spirit of the day. The author of the essay judged best by COSW members received a $75 bond.

The event was expanded in 1996 to include a child/sponsor kick-off breakfast held at the McGregor Memorial Conference Center. In addition to a $100 gift certificate to the WSU Bookstore, five honorable mentions (in the form of $30 gift certificates to the bookstore) were awarded to the essay-writing winners.

By April of 1997, the event now known as *Take Our Daughters (and Our Sons, Too) to Work Day*, began with a continental breakfast and kick-off reception attended by approximately 300 parents and children. Participants received a goody bag containing pencils, note pads, WSU pins, and other items. The essay contest, again conducted by the Commission, resulted in many creative and well-written entries. Career Development Committee Chair and Women's Basketball Coach Diane Wisnewski invited several of her players to interact with the children as part of promoting the importance of athletics. And, as it had done the previous year, the President's Office provided buses for those wishing to tour the campus.
Although at various times discussion ensued regarding whether or not the day’s emphasis on women and daughters was being “diluted” by adding sons to the event, commissioners acknowledged that the idea of bringing only daughters to work was already controversial when they first coordinated the event in 1995. At that time, it was decided that the inclusion of sons in the event would be more in line with current thinking. They also acknowledged the special value in having sons see their single-parent mothers in the workplace. Despite some expressed concerns over the presence of boys, and in contrast to the Ms. Foundation’s official position, the event continued to include sons, too.

Originally intended to serve as a learning experience for children ages 9 to 15 by providing them with the opportunity to see their parents (or other significant adults in their lives) at work, the event proved successful throughout the university. Every year the special day continued to garner support and sponsorship, with several different colleges and divisions coordinating their own events.

Beginning in 1997, the Career Development Committee elected to compile, publish and sell a cookbook as a fundraising endeavor. The project was designed to establish an endowed university scholarship for female athletes. The committee sponsored the publication and sale of a copious collection of recipes, which were contributed by chefs (a.k.a. faculty and staff) from across the campus. Proceeds from the sale of nearly 500 copies of the book, as well as a Taste Fest where employees and students could sample cookbook recipes, benefited the Female Student Athlete Endowment Scholarship. This fundraiser netted slightly over $5000.

The Career Development Committee held a second fundraiser at the Palace of Auburn Hills in January 1998. Members of the entire university community were invited to purchase tickets for WSU Night at the Palace, which included the Detroit Pistons vs. Washington Wizards game as well as chances to win an autographed Pistons basketball, use of a Detroit Vipers suite, and Vipers game tickets. A silent auction was also held for an autographed Grant Hill jersey. WSU night at the Detroit Pistons game raised approximately $2100 for the Female Student Athlete Endowment Scholarship. In 2001-02, the Department of Athletics agreed to contribute $3000 to meet the minimum $10,000 for an endowed account and the account was established.
The President's Commission on the Status of Women's Female Athlete Endowment Scholarship was established to recognize scholastic achievement, to encourage continued academic progress, and to provide financial assistance to female student athletes. The scholarship is not gender restricted, but preference is given to female athletes participating on WSU athletic teams. Awards may be used for tuition and other educational expenses, but recipients must be in good athletic standing and demonstrate financial need.

The committee sponsored the well-received *Embracing on Change*, a presentation by Nabeleh Ghareeb, Assistant Vice President, Business Operations, in February 2000. The program highlighted some important aspects of work and workers, especially the importance of mentoring and the significance of individual and organizational transition.

Another well-attended presentation sponsored by the Career Development Committee in November 2000 was entitled *Tips on Tenure*. Three faculty members discussed their experiences, and provided plenty of "tips." The panelists – from the School of Social Work, College of Liberal Arts, and College of Science – discussed ideas for gaining promotion and tenure, and took questions from the audience.

In November 2001, the committee arranged for a presentation panel of women engineers who generously shared varied examples of their unique experiences and their acquired knowledge about their profession. Another brown bag luncheon featured the historical perspectives of two pioneering career women: Mildred Jeffrey, former member of the WSU Board of Governors, and Anita Peek, Executive Director of the Rosa & Raymond Parks Institute. In March 2002, the Career Development Committee sponsored a brown bag luncheon entitled *How to Get Published*. Panel members provided the standing-room-only audience with advice that ranged from how to select an intriguing title to using time efficiently while remaining a persistent writer.

For several years, the Career Development Committee's major project has been the development of a mentoring program for Wayne State staff and faculty. At a meeting with Commission Coordinators in July 1998, President Irvin D. Reid had suggested the project to the COSW, and the Career Development Committee accepted the challenging goal. The committee began researching mentoring programs at other universities in order to develop an effective program for Wayne State.
Members have also worked on a survey of WSU employees regarding skills and areas of expertise, with the collected information intended for online posting in the form of a mentoring directory. The directory would be a resource for individuals interested in specific areas or on particular issues related to career building. In 2002, the committee began discussions with the department of Human Resources, Training & Development regarding its proposal to establish a mentoring program for faculty and staff on campus. A proposed kick-off event to announce the mentoring program was put on hold due to university budget cuts.

**Health Sciences**

In an effort to address the concerns of women in the medical campus community, an ad hoc Medical Campus Committee was established during the 1993 winter and fall semesters. The mission of this new committee was to address issues related to the medical campus community and their effects on WSU women faculty, staff, and students. Initially co-chaired by Toni Abbey and P.J. Petitpren, the first meeting of the Medical Campus Committee was held in January 1994. Proving popular among women in the health sciences fields – the result of providing a resource for education and support for improving professional and career opportunities – the Medical Campus Committee underwent an official name change during the 1995-96 term, when commissioners voted to add the Health Sciences Committee as its sixth standing committee.

The Health Sciences Committee, in cooperation with the American Association of University Women, presented *The Women's Health Initiative at Wayne State University* on Wednesday, March 19, 1997. The noontime event featured Dr. Susan Hendrix, Assistant Professor of Obstetrics and Gynecology, and Principal Investigator of the Women’s Health Initiative, a major national study of women over the age of 50. In January 1998, the Health Sciences Committee sponsored a talk by Dr. Seetha Shankaran entitled “Professional Development: Role of the Institution and the Individual.” A professor of Pediatrics and Internal Medicine at Wayne State, Dr. Shankaran’s areas of expertise focused on the effects of maternal substance abuse on infant development and treatment of other high risk neonates. On April 1, 1998, the committee sponsored the presentation, *Negotiating with Powerful People*, featuring Dr. Ada Jacox, Associate Dean for Research in the College of
Nursing. Additionally, in March 1999, a program entitled *The Education of Health Professionals in the Dynamic Environment of Health Care* featured Dr. Robert Sokol, Dean of Medicine, and Barbara Redman, Dean of Nursing.

The Health Sciences Committee organized and presented a campus-wide brown bag luncheon seminar, *Healthy Women 2000: Health Care Information for All Ages*, on April 18, 2000, at the David Adamany Undergraduate Library Community Room. The seminar featured presentations focusing on women's health concerns from adolescence through adulthood, exhibitions and distribution of women's health literature, free blood pressure testing, breast self exam instruction, and a Q & A session with women's health nurse clinicians. The discussions about health-related issues included information about alternative medicines and specialized care in relation to age, ethnicity, and socioeconomic status.

The following year, the committee sponsored *2001: Women's Health in the New Millennium*, an expansion of the previous health fair. Presentations made by members of the College of Nursing, Shiffman Medical Library, and the Detroit Medical Center included “Internet Resources for Women’s Health,” “Women & Violence: Incidence of Date Rape and After Effects,” “Health Needs of Young Women,” “Cardiovascular Health and Fitness,” and “Health Needs of Women During Childbearing Years.”

In February 2002, the Health Sciences Committee held its second annual health fair for women, *2002: Women's Health in the New Millennium*, at the WSU Recreation & Fitness Center. More than 700 hundred students, faculty, staff, and visitors – who ranged in age from 18 to 92 – attended the 2002 health fair. Myriad health information tables were staffed by WSU nursing students, RNs completing their B.A. or M.A., and students from the School of Pharmacy and Allied Health. Also participating were representatives from Detroit Medical Center Primary Care Nursing, Karmanos Breast Center, and the Stroke Prevention Team. Participants were able to access free blood pressure measurement, blood glucose testing, and cholesterol checks. Information was provided about breast health, heart health, HIV/AIDS and other sexually transmitted diseases, nutrition, eating disorders, yoga, physical and occupational therapies, and much more.

The following year, on March 4, the day-long health fair, *2003: Women's Health in the New Millennium* was again held at the WSU Recreation & Fitness Center. Drawing another large
crowd from the university community, the health fair now also featured the Karmanos Mobile Detection Center, available directly outside the Recreation & Fitness Center. Mammograms were scheduled in advance by appointment. As in previous years, health care professionals were available to discuss health needs, conduct routine health tests, and distribute health-related literature.

For several years, the Health Sciences Committee has worked on a women’s health needs survey and health questionnaire. In 2003, the creation of a web-based women’s health survey was initialized and posted on COSW’s web site. Data from more than 3,600 responses will be tabulated and analyzed to identify specific areas for future programming.

**Information Services**

One of the key roles of the Information Services Committee is to produce the COSW newsletter. The newsletter is usually published at least once during the academic year and posted on the Commission’s website. The Information Committee also works with the other committees to provide assistance with the design and distribution of promotional pieces and press releases for COSW programs and events.

In early 1997, members of the Information Services Committee began development of the COSW web site, www.wayne.edu/wsuicosw. Today, the site serves as a resource for information about future and past events, current member information, and the history of the Commission. The site also provides links to other web sites and resources relating to women and the goals of the Commission. In 2003, the Commission’s site was added to the Quick Index on WSU’s main index web page.

From 2000 to 2001, the Information Services Committee conducted a COSW logo design contest, which was open to all WSU students and employees. Winners were awarded Wayne State bookstore gift certificates.

Members of the committee have also supported the biannual WDET-FM 101.9 Pledge Drive by staffing the phones, answering calls from contributors, and completing the pledge forms. In 2001, as a “Pledge Partner,” the COSW received on-air recognition – messages
that were heard around the world during an Internet webcast and on the radio in Michigan, Ohio, and Ontario, Canada.

Over the past five years, Information Services has been instrumental in developing procedures to increase the functional efficiency of the Commission by setting up a COSW mailbox, developing and maintaining a yearly listserv of commissioners, providing templates for event announcements and providing technical assistance in the construction and monitoring of the online women's health needs survey.

**Membership**

The Membership Committee functions primarily as an internal committee. For many years, the committee was responsible for distributing thousands of letters asking that individuals who are part of the university community consider nominating themselves to serve on the President's Commission on the Status of Women. Since 2003, the self-nomination form has been posted on the Commission's website and announced by a university-wide Commission e-mail. Following COSW guidelines, the Membership Screening Committee is chaired by the Commission Vice Chair, and reviews all applications. An effort is made to ensure representation from diverse units across campus while also maintaining fair representation from among different colleges and job classifications.

Once the slate of qualified applicants is complete, the list of potential new members and alternates is presented to the commissioners who then vote to accept the recommendations of the Membership Screening Committee. The next step is for the committee to submit the names of these applicants to the office of the President for approval. Once the President approves the nominees, invitations are sent to the individuals requesting that they serve on the Commission for a two-year term.

The Membership Committee is responsible for developing nomination applications and informational packets for new members. The committee also oversees new member orientation, making sure each new commissioner is provided with COSW materials, including information about the Commission and its committees, a membership roster, most recent meeting minutes, the COSW newsletter, and a calendar of future meetings. Current and new members gather in July for a New Member Luncheon & Orientation, a
long-held tradition that for many years was known as the New Member Tea. During the month of December, the Membership Committee coordinates the COSW holiday meeting.

**Outreach**

The Outreach Committee has coordinated and hosted many diverse programs and events, including holiday food and clothing drives, a safety awareness day, and a pre-game reception before a WSU Women’s Hockey game. Members of the committee base their efforts primarily on one goal: to represent the voice of women at WSU.

In 1992, the Outreach Committee sponsored a very successful campus visit by Oklahoma University law professor Anita Hill. During the 1993 fall semester, the committee sponsored two Safety and Crime Prevention Workshops. The first – attracting more than 200 faculty, staff, and students – was held in September in the Student Center Building, and the second was held in November at Scott Hall in the School of Medicine. Both workshops featured a screening of the video *Street Smarts: How to Avoid Being a Victim* in addition to presentations from Sgts. David Scott and Henry Villerot and PSO Abby Donnelly from the Wayne State University Public Safety Department.

In February 1994, the committee, along with the School of Business Administration, co-sponsored a one-day Business Conference featuring Florine Mark, founder and president of Weight Watchers. A presentation examining the myths and attitudes surrounding women, *So Who Said It’s a Man’s World?*, was the focus of a November 1998 brown bag luncheon. The committee hosted a lecture – sponsored by two former commissioners, Grace Hill and Barbara Roseboro – in honor of the Martin Luther King, Jr., holiday in January 2000. Presenter James G. Hill, a journalist and WSU alumnus, addressed many issues related to Detroit, the nation, and his travels to Nigeria.

A dramatic one-act play, *Off the Wall: The Life and Works of Charlotte Perkins Gilman*, was sponsored by the Outreach Committee in October 1995. Staged by Ann Timmons – an Assistant Professor at The American University in Washington, D.C., and a Phi Beta Kappa graduate of Wellesley College who trained at London’s prestigious Central School of Speech and Drama – the performance provided an intimate glimpse into the life of the unconventional 19th century humanist crusader. Charlotte Perkins Gilman (1860-1935) was
a great niece of the reformers Harriet Beecher Stowe and Henry Ward Beecher. She was a prolific writer – best known for the short story “The Yellow Wallpaper” (1891) – and a champion activist for women and laborers.

As Outreach Committee Chair Margaret Maday noted at the time of the presentation, “Gilman’s message, that we each have an opportunity and a responsibility to contribute to the betterment of humankind, resonates with those who hear it several decades later. It is a message of empowerment and service that is particularly pertinent to these challenging times in which we live.” Several members of the university community commented positively about Professor Timmons’ “illuminating,” “super,” and “finely polished” show. During the day of her performance, Professor Timmons also presented a lecture and discussion on early feminist writing.

The Spring Clothing Drive held from April 15 through May 15, 1994, was a great success with nearly 100 bags of clothing being donated to the university’s Parents and Children Together (PACT) program. For over 20 years, PACT was a university program that primarily assisted low-income families by providing both home-based and center-based services focused on strengthening parent-child relationships and keeping families together. The Children’s Clothing Drive sponsored by the Outreach Committee in the spring of 1995 generated 21 pick-ups of donated items collected from various campus departments and off-campus centers, which represented a 20 percent increase over 1994’s Clothing Drive. Contributions included clothing, toys, furniture, major appliances, bedding and linens, and kitchen items. From April 22 through May 17, 1996, the clothing drive netted over 150 bags/boxes of donations to benefit the families served by PACT.

PACT’s 20th anniversary was commemorated in 1997 with a program co-sponsored by the Commission, *The Story Hour: An Event for Families*. A presentation combining African American folktales and music provided families from the community the opportunity to listen to and participate in a learning/entertaining experience. During the 2000 holiday season, Outreach again coordinated the Commission’s participation in the PACT food drive, but also committed their efforts to the adopt-a-family for the holidays program. Although the committee had sponsored the food collection drive for several years, this was the first time their focus was also placed on only one family, a single mother with two children. The anonymous family provided the committee with a wish list, and the entire
Commission’s response resulted in the donation of several boxes of food, gift certificates, clothes, and other gifts.

The Outreach Committee also continued working on issues of campus safety and, by the spring of 1996, members began studying ways to improve campus safety and to heighten safety awareness among the Wayne State community. Outreach surveyed comparable urban universities with respect to the feasibility of a shuttle and/or escort service during the evening. Campus lighting was also a primary focus of the committee’s research. The Outreach Committee’s Safety Workshop was first held during the 1993-94 term. In January 1998, the Outreach Committee held a Women’s Self-Defense Workshop at the David Adamany Undergraduate Library.

Throughout the 1996-97 academic year, Penelope Hammons and Margaret Maday served as COSW Outreach Committee representatives to the Student Council ad hoc Campus Safety Committee. The Campus Safety Committee was established as a collaborative effort of many university units, including Public Safety, Parking, Facilities, Planning & Management, Student Council, fraternity and sorority representatives, and others. The pilot project for winter 1997 was geared toward students who attended evening classes at State Hall. Faculty support was requested to facilitate the formation of student walk groups. Promotional bookmarks listing safety tips and useful university phone numbers were included with the letters of explanation sent to instructors. Public Safety also implemented a “courtesy” ticket campaign, focusing on helpful citations to warn individuals about unsafe or unwise activities.

The printing of safety awareness posters, developed by Public Safety, was sponsored by the Commission and the Student Council. Commissioners Hammons and Maday also worked with Campus Safety Committee members on a proposal to create “brightways,” well-lit and well-defined walkways from campus buildings to parking facilities, with a secondary objective to upgrade existing campus lighting. The Brightways Project was implemented in three phases in 1999, beginning with the replacement of lights on Gullen Mall, the main north-south campus walkway.

The topic of safety continued to be a focal point for the Outreach Committee. A Safety Awareness Day program held on April 11, 2001, featured Isaiah “Ike” McKinnon, former Chief of the Detroit Police Department, Kevin Balfour, a self-defense instructor from the
Michigan State Police, and representatives from WSU Public Safety and Strategic Threat Management, Inc. Workshops were presented in two sessions, one in the morning and another in the afternoon. Presenters addressed a number of different personal safety issues, and some instructors provided realistic and hands-on techniques for dealing with potentially dangerous situations. The day-long event took place at the Bernath Auditorium in the undergraduate library. In addition to supporting campus safety initiatives, conducting safety needs surveys, and hosting Women’s Self Defense Workshops, the committee also sponsored Sexual Harassment Workshops.

In 2002, the focus of the Outreach Committee’s brown bag luncheon was *Women in Law Enforcement*. Featured speakers included Sergeant Sherell Stanley and other high-ranking female officers from the Legal Affairs Division of the Detroit Police Department. Sgt. Stanley’s success in a traditionally male-dominated career was the focus of a presentation that was highlighted by informative as well as historical views of gender and the law enforcement professions.

The Outreach Committee is also responsible for monitoring the COSW stipend awards. These awards are given to full-time non-academic employees and students wishing to attend a professional development workshop, conference, or significant event associated with minorities, affirmative action, or issues concerning gender rights. While other funding resources have consistently been available for faculty and academic staff, the Commission’s intention is to provide at least some funding opportunities for non-academic employees. The Commission attempts to make as many awards as possible to as many candidates as possible without exceeding budgetary constraints.

In 1997, financial support was provided for graduate student Linda Ryan to attend the President’s Committee on Employment of People with Disabilities (PCEPD) Bridge to the Future 50th Anniversary Conference. As a member of the Rehabilitation Counseling and Community Inclusion program and a Graduate Assistant at the Women’s Resource Center under the Bridges to Educational Equity for Women and Girls with Disabilities grant, Ms. Ryan was able to experience the conference with its more than 75 exhibit booths and more than 30 workshops addressing topics related to all aspects of the employment of people with disabilities.
The COSW awards stipends to organizations as well as individuals, including Women Striving for Higher Opportunities (WSHO), a group from Focus:HOPE in pursuit of degrees in manufacturing engineering at WSU. A student award recipient attended a professional development workshop/conference in New York to study women and folk art. Other stipends have been awarded to women attending the New Detroit Cultural Immersion Program, the National Women's Political Caucus Convention, the National Society of Black Engineers Conference, a summer fellowship in Washington, D.C., and many other workshops and conferences, as well as organizations such as the Student Nurses Association and the Student Alumni Association.

In addition to their COSW commitments, members of the Outreach Committee have also volunteered for and participated in events such as the Karmanos Detroit Race for the Cure®, which supports research and resources for breast cancer patients.

**30th Year Anniversary Celebration: 2001-02**

During the 2001-2002 academic year, the President's Commission on the Status of Women commemorated 30 years of service to the Wayne State University community. In addition to their more traditional tasks, all committees actively contributed to the planning and coordinating of several commemorative programs. With the theme “30 Years of Progress and Still Moving Forward” serving as backdrop, the Commission hosted events throughout the academic year to mark its three decades of accomplishments.

Under the direction of 30th Anniversary Committee Chair Kelli Pugh, and with the combined efforts of all coordinators and commissioners, a series of special events was held to highlight the advancement of women in the workplace. Programs focused on women in non-traditional careers and underscored the historical importance of women’s progress.

On October 3, 2001, an opening reception with Keynote Speaker Maryann Mahaffey kicked off the beginning of the anniversary year celebration. A longtime civic leader, former faculty member of the School of Social Work, and current President Pro Tem of the Detroit City Council, Ms. Mahaffey’s address was reflective of the anniversary year theme and also chronicled the history and evolution of the women’s movement. WSU President Reid introduced Ms. Mahaffey and, along with more than 150 members of the
university community, took part in the opening celebration at the Law School Spencer M. Partrich Auditorium and Atrium.

While the yearlong series of forums continued to highlight the many advancements made by women since the Commission's inception in 1971, emphasis was also placed on the challenges facing women of the 21st century. Anniversary commemorative events featured a two-part brown bag series entitled Pioneering Career Women: A Historical Perspective, and Pioneering Career Women: Lessons for the 21st Century, presented by the Career Development Committee.

Other public lectures included Women in Law Enforcement and Getting Published. In addition, the Health Sciences Committee sponsored their Women's Health Fair at the Fitness Center, and members of the Affirmative Action and Equity committee presented their Women's History Month exhibit at the David Adamany Undergraduate Library. Co-sponsors of COSW's 30th Anniversary Year activities included:

School of Business Administration, Dean Harvey Kahalas
College of Education, Dean Paula Wood
Graduate School, Interim Dean Hilary Ratner
Law School, Dean Joan Mahoney
College of Liberal Arts, Dean Lawrence Scaff
College of Lifelong Learning, Interim Dean Paula Wood
Eugene Applebaum College of Pharmacy & Health Sciences, Dean Beverly Schmoll
School of Social Work, Interim Dean Phyllis Vroom
Office of the Vice President for Research, Vice President George Dambach
Women's Studies Program, Director Jennifer Sheridan

Anniversary year events ended on a high note with a closing ceremony and reception held on May 15, 2002, which featured Keynote Speaker Bella Marshall, President and C.E.O. of Waycor Development, Inc. Ms. Marshall earned her bachelor's degree in political science from Wayne State and a law degree from the University of Michigan. She was the first female officer of the Michigan State Housing Development Authority and, in 1982, the first woman to serve as finance director for the city of Detroit.
In addition to celebrating this milestone year, commissioners worked throughout the term to improve and strengthen the COSW. Commission Guidelines were revised and updated in an effort to clarify responsibilities and procedures for future members. A new logo, designed by Mary Myrand from the BioMedical Communications Department in the School of Medicine, was adopted in order to establish a more consistent and constant COSW identity throughout the university. The Commission web site was further enhanced, and an e-mail address with campus-wide posting authorization was implemented. A brochure was developed to help define Affirmative Action and to explain university policies and procedures with regard to its implementation. A mentoring database was completed, and a proposal for a university mentoring program was submitted for consideration. Another mentoring tool, a Skills Resource Directory moved to its final stages of development.

**TODAY AND BEYOND:**

**WOMEN OF THE 21ST CENTURY**

In 1971, women comprised only 8 percent of undergraduates enrolled in the College of Business Administration, only 11 percent of Law School students, and only 10 percent of the School of Medicine. By 1990 those figures had changed to 48 percent, 51 percent, and 38 percent, respectively. Another decade later, year 2000 enrollment figures reflect even more changes: 52 percent of Business Administration undergrads, 47 percent of Law School students, and 79 percent of students enrolled in the School of Medicine were now women.

In November 1997, Commissioner Kay Hartley reported her observations about the WSU Affirmative Action Report for 1995-96, noting that 31 percent of all faculty were women but only 23.9 percent of tenured and tenure-track faculty were women. The report also ranked Wayne State University as 16 out of 20 urban colleges in the number of women faculty employed, and third out of 12 when compared with other "Big Ten" universities.

Yet only five years later, in his analysis of the WSU Affirmative Action reports covering 1995 to 2000, Commissioner William Craig Roberson observed that women had made significant employment inroads. Most notably, the highest paid university employee in 2000
was Associate Chair of Psychiatry Beth Ann Brooks ($277,500). Female student enrollment remained steady at about 57 percent of the overall student population. In terms of employment numbers, noted Roberson, women represent stability within the university system. Still, Roberson also made clear that a large number of various clerical positions are held by women.

Labor market statistics uphold this observation. According to the United States Department of Commerce, Bureau of the Census, and statistics compiled by the Institute for Women’s Policy Research (www.iwpr.org), in the year 2000, 96.6% of secretaries and administrative assistants in the U.S. were women. The data (for women and men aged 16 and older) further reveal that at the turn of the century, women comprised only 22.2% of top executives, 10.6% of engineers, and 2.4% of electricians. Some 74.3% of waitpersons were women, yet 81.9% of law enforcement workers, including supervisors, were men. While men constituted 73.3% of physicians and surgeons, women represented 92.4% of registered nurses.

Wayne State University’s 2003 Affirmative Action Status Report, which consists of data gathered between January and December 2002, was presented to the Board of Governors on April 21, 2004. The report lists a total of 6,932 full-, part-, and fractional-time employees. Slightly more than 88% of WSU positions classified as “clerical/secretarial” are held by women. The number of 2002 full-time and tenure-system faculty totals 988, of which 264 (slightly less than 27%) are women. The total number of tenured faculty ranked “professor” total 463, of which 74 (slightly less than 16%) are women.

In the United States, in 2002, women earned an average 76 cents for every dollar earned by men. According to the IWPR, that average drops to 66.7 percent for women in the state of Michigan. (It should be noted that this is not much different from the ratio of women’s earnings to men’s in the United States throughout the 1960s and 70s, which remained fairly steady at around 60 percent.) Moreover, in a state that boasts its first woman governor and a woman U.S. Senator, and in a city in which the Chief of Police is a woman, the number of women in state and local politics is, according to The Detroit News, on the decline (06/27/04). The News further confirms studies predicting that, if women continue to enter leadership positions in government, education, and private sectors at the current rate, parity with men would not be met until 2062.
Although women have witnessed much advancement since the 1971 inception of the President's Commission on the Status of Women at Wayne State University, clearly all goals for achieving equity and equality are far from being fulfilled. While commissioners have experienced significant success carrying out much of the COSW mission -- to advance women's issues in the areas of education, employment equity, and health care -- disparities between women and men have not been eliminated.

While it may be argued that, over the past thirty years, many accomplishments have been nothing less than impressive, women and minorities continue to be underrepresented in significant areas. It is true that women's presence is now more likely to be found in all levels of academic administration. It is also just as likely, however, for women's presence to account for the large majority of lower paying positions with less access to meaningful mentoring, affordable child care, or opportunities for advancement.

Comparatively speaking, it is an admittedly extraordinary time for women and minorities. Nonetheless, without continued vigilance, concerns for gender equity and equality may be too easily relegated to the "back burner." As budgets continue to be strained, programs benefitting women and minorities are at continued risk of being eliminated. Due to a lack of funding for all support staff, Kay Hartley closed the Women's Resource Center, the Minorities Resource Center, and the Re-Entry to Education Program in July 2001.

Not unlike most human rights organizations, the President's Commission on the Status of Women began with hopes for its eventual demise. Yet, the wish has never been for its elimination due to cutbacks or lack of support, but for the sake of having outgrown its purpose. As some of the very first Commission members avowed in September 1975: *the COSW and the university must continue to work together to inform women, to counsel women, to raise the consciousness of men, and hopefully to humanize the educational process at Wayne State University for both men and women. The ultimate goal of the Women's Commission is to accomplish the above, find itself no longer needed, and vote itself out of "commission" with its task accomplished!*

Today, nearly thirty years after the expressed desire for its own ending, commissioners remain dedicated to achieving the goals of the COSW. After thoughtful review of the history of the Commission, the question that remains is not *Has* the "task" been accomplished?, but *When* will the task be accomplished? Continued progress toward equity
achievement can only become possible as analyses of the status of women at Wayne State remain a vital function of its ongoing course of action. Now is the time to expand the studies, and to broaden support, so as to ensure future gains.
APPENDICES

1. 1972 Wayne State University Academic Personnel
2. 2003 Wayne State University Full-Time Academic and Non-Academic Personnel
3. 1956, 1971, 2000 Wayne State University Women Students
4. Women's Advancement at Wayne State University: Summary Points
## 1972 WSU Academic Personnel

<table>
<thead>
<tr>
<th></th>
<th>Total</th>
<th>Number of Women</th>
<th>Percent of Women</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Faculty</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Graduate Assistant I</td>
<td>291</td>
<td>75</td>
<td>25.77</td>
</tr>
<tr>
<td>Graduate Assistant II</td>
<td>206</td>
<td>50</td>
<td>24.27</td>
</tr>
<tr>
<td>Instructor</td>
<td>260</td>
<td>101</td>
<td>38.85</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>495</td>
<td>139</td>
<td>28.08</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>324</td>
<td>66</td>
<td>20.37</td>
</tr>
<tr>
<td>Professor</td>
<td>380</td>
<td>32</td>
<td>8.42</td>
</tr>
<tr>
<td>Lecturer</td>
<td>2</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Professional Service</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Research Assistant</td>
<td>183</td>
<td>68</td>
<td>37.16</td>
</tr>
<tr>
<td>Research Associate</td>
<td>78</td>
<td>68</td>
<td>37.16</td>
</tr>
<tr>
<td>Academic Service Officer</td>
<td>230</td>
<td>96</td>
<td>41.74</td>
</tr>
<tr>
<td>Administrative &amp; Professional</td>
<td>252</td>
<td>50</td>
<td>19.84</td>
</tr>
<tr>
<td>Administrative</td>
<td>57</td>
<td>2</td>
<td>3.51</td>
</tr>
<tr>
<td><strong>Total Academic Employees</strong></td>
<td>2,758</td>
<td>688</td>
<td>24.95</td>
</tr>
</tbody>
</table>

*Source: Wayne State University Compliance Report produced by the Personnel Office, March 1972*
### 2003 WSU Full-Time Academic & Non-Academic Personnel

<table>
<thead>
<tr>
<th>Category</th>
<th>Total</th>
<th>Number of Women</th>
<th>Percent of Women</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Full-Time Faculty</strong></td>
<td>1,716</td>
<td>573</td>
<td>33.39</td>
</tr>
<tr>
<td>Non-Tenure System</td>
<td>744</td>
<td>323</td>
<td>43.41</td>
</tr>
<tr>
<td>Tenure System</td>
<td>972</td>
<td>250</td>
<td>25.72</td>
</tr>
<tr>
<td>Professor</td>
<td>463</td>
<td>70</td>
<td>15.12</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>307</td>
<td>101</td>
<td>32.90</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>198</td>
<td>78</td>
<td>39.39</td>
</tr>
<tr>
<td>Instructor</td>
<td>4</td>
<td>1</td>
<td>25.00</td>
</tr>
<tr>
<td><strong>Full-Time Non-Academic</strong></td>
<td>3,471</td>
<td>2,139</td>
<td>61.62</td>
</tr>
<tr>
<td>Exec./Admin./Managerial</td>
<td>434</td>
<td>217</td>
<td>50.00</td>
</tr>
<tr>
<td>Other Professionals</td>
<td>1,865</td>
<td>1,159</td>
<td>62.14</td>
</tr>
<tr>
<td>Clerical / Secretarial</td>
<td>585</td>
<td>518</td>
<td>88.55</td>
</tr>
<tr>
<td>Technical / Paraprofessional</td>
<td>241</td>
<td>141</td>
<td>58.51</td>
</tr>
<tr>
<td>Skilled Crafts</td>
<td>93</td>
<td>4</td>
<td>4.30</td>
</tr>
<tr>
<td>Service / Maintenance</td>
<td>253</td>
<td>100</td>
<td>39.53</td>
</tr>
<tr>
<td><strong>Total Full-Time Employees</strong></td>
<td>5,187</td>
<td>2,710</td>
<td>52.25</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>College</th>
<th>Fall 1956*</th>
<th>Fall 1971*</th>
<th>Fall 2000**</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business Administration</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Undergraduate</td>
<td>8</td>
<td>8</td>
<td>52</td>
</tr>
<tr>
<td>Graduate</td>
<td>--</td>
<td>2</td>
<td>34</td>
</tr>
<tr>
<td>Education</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Undergraduate</td>
<td>67</td>
<td>65</td>
<td>82</td>
</tr>
<tr>
<td>Graduate</td>
<td>--</td>
<td>60</td>
<td>69</td>
</tr>
<tr>
<td>Engineering</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Undergraduate</td>
<td>1</td>
<td>2</td>
<td>22</td>
</tr>
<tr>
<td>Graduate</td>
<td>--</td>
<td>2</td>
<td>19</td>
</tr>
<tr>
<td>Fine, Performing, and Communication Arts</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Undergraduate</td>
<td>N/A</td>
<td>N/A</td>
<td>65</td>
</tr>
<tr>
<td>Graduate</td>
<td>N/A</td>
<td>N/A</td>
<td>58</td>
</tr>
<tr>
<td>Law</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Professional</td>
<td>6</td>
<td>11</td>
<td>47</td>
</tr>
<tr>
<td>Graduate</td>
<td>N/A</td>
<td>N/A</td>
<td>31</td>
</tr>
<tr>
<td>Liberal Arts</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Undergraduate</td>
<td>40</td>
<td>42</td>
<td>64</td>
</tr>
<tr>
<td>Graduate</td>
<td>--</td>
<td>35</td>
<td>51</td>
</tr>
<tr>
<td>Library and Information Sciences</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Graduate</td>
<td>N/A</td>
<td>N/A</td>
<td>88</td>
</tr>
<tr>
<td>Lifelong Learning</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Undergraduate</td>
<td>N/A</td>
<td>N/A</td>
<td>52</td>
</tr>
<tr>
<td>Medicine</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Undergraduate</td>
<td>N/A</td>
<td>N/A</td>
<td>63</td>
</tr>
<tr>
<td>Professional</td>
<td>6</td>
<td>10</td>
<td>79</td>
</tr>
<tr>
<td>Graduate</td>
<td>N/A</td>
<td>N/A</td>
<td>45</td>
</tr>
<tr>
<td>Nursing</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Undergraduate</td>
<td>99</td>
<td>95</td>
<td>79</td>
</tr>
<tr>
<td>Graduate</td>
<td>--</td>
<td>94</td>
<td>86</td>
</tr>
<tr>
<td>Pharmacy</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Undergraduate</td>
<td>16</td>
<td>21</td>
<td>66</td>
</tr>
<tr>
<td>Professional</td>
<td>N/A</td>
<td>N/A</td>
<td>6</td>
</tr>
<tr>
<td>Graduate</td>
<td>--</td>
<td>16</td>
<td>78</td>
</tr>
<tr>
<td>Science</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Undergraduate</td>
<td>N/A</td>
<td>N/A</td>
<td>58</td>
</tr>
<tr>
<td>Graduate</td>
<td>N/A</td>
<td>N/A</td>
<td>52</td>
</tr>
<tr>
<td>Social Work</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Undergraduate</td>
<td>N/A</td>
<td>N/A</td>
<td>81</td>
</tr>
<tr>
<td>Professional</td>
<td>64</td>
<td>63</td>
<td>N/A</td>
</tr>
<tr>
<td>Graduate</td>
<td>N/A</td>
<td>N/A</td>
<td>89</td>
</tr>
<tr>
<td>Urban, Labor and Metropolitan Affairs</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Undergraduate</td>
<td>N/A</td>
<td>N/A</td>
<td>67</td>
</tr>
<tr>
<td>Graduate</td>
<td>N/A</td>
<td>N/A</td>
<td>52</td>
</tr>
</tbody>
</table>

*Source: Annual Report of the Commission on the Status of Women, Wayne State University, August 1972
WOMEN’S ADVANCEMENT AT WAYNE STATE UNIVERSITY:

SUMMARY POINTS

• Women represent 51.8 percent of the full-time workforce, and 50.87 percent of all Wayne State University positions in 2003. Women are represented in 96 percent of all departments, and in 99 percent of all departments that employ 10 or more persons.

• Women’s presence in executive/administrative/managerial positions has markedly increased over the past 30 years, from less than 25 percent in 1972, to 50 percent in 2003.

• Employee category descriptions have changed over the decades and although a definitive comparison between specific categories is not feasible, it is worth noting that the number of women clerical/secretarial employees rose in 2003 to 88.57 percent.

• When comparing Wayne State’s percentage of women faculty members, the number increased from 23.65 percent in 1972, to 33.39 percent in 2003. Nonetheless, in 2003, women comprise 43.41 percent of non-tenure system faculty, and only 25.72 percent of tenure system faculty members.

• In 1972, women represented 8.42 percent of WSU full professors. The number of women who are full professors actually declined from 2002 to 2003, and women currently represent only 15.12% of full professors.

• As of the 2003 fall semester, 33,091 students attended Wayne State University; women students totaled 19,343, or 58.45 percent.