Judy Reynolds Papers: California State University Librarians: Equal Pay, Comparable Worth and Faculty Status

Identification/Call Number: MSS.2013.01.13

Abstract:
In the 1960s, librarians in the California State University and Colleges System were one of three academic employee groups along with teaching faculty and student affairs officers. Librarians were the only group of academic employees on a different and lower salary schedule. The collection contains documents related to librarian efforts in the 1970's and 1980s to attain faculty status for librarians, including equal pay, sabbaticals and a ten-month year.

Conditions Governing Access:
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Biographical / Historical:
In the late 1960s, many academic libraries across the U.S. supported the promotion of librarians to faculty status. In 1971, the Association of College and Research Libraries adopted the "Standards for Faculty Status for College and University Librarians." Other important developments were the Equal Pay Act of 1963 with its emphasis on comparing skill, effort and responsibility of positions and the growing awareness of a pattern of depressed wage rates in occupational categories filled primarily by women. Judy Reynolds, who donated this collection, was one of a core group of librarians, who worked with and obtained strong support from the various faculty associations in the California State University, such as the Academic Senate, the United Professors of California, and the California Faculty Association, and professional library associations, especially the State University and Colleges Chapter of the California Library Association, the American Library Association, and the Association of College and Research Librarians. Librarian activities and membership in these core associations was significant in building the case and organizational support for faculty status for librarians. When collective bargaining came to the California State University System in the early 1980s, librarians had established a strong community of interest with the faculty and within the first decade of bargaining contracts achieved the same rights and responsibilities as other members of the California State University faculty.

Scope and Contents:
This collection consists of papers, publications, and articles related to the faculty status movement for academic librarians in the 1970s and 1980s and especially within the California State University and Colleges System. Academic librarians faculty status is defined as the same rights and responsibilities as other members of the faculty, including corresponding entitlement to rank, promotion, tenure, compensation, leaves, and research funds, such as sabbaticals. This collection covers all these topics and issues related to length of working year, qualifications for promotion, and layoff. The bulk of the material discusses activities 1973-1980.

Arrangement:
This collection is arranged into one series: Series I: California State University Librarians: Equal Pay, Comparable Worth and Faculty Status, 1965-1980.

Bibliography
United Professors of California Collection, 1986/59, Labor Archives & Research Center, San Francisco State University.
http://www.oac.cdlib.org/findaid/ark:/13030/tf7w1006bm/

Subjects and Indexing Terms
Academic librarians -- Faculty status
San Jose State University (Calif.)
Pay equity
Equal pay for equal work

Series I: California State University Librarians: Equal Pay, Comparable Worth and Faculty Status 1965-1980

Scope and Content of Series
This series documents the history of pay equity, collective bargaining, and faculty status for librarians specifically in the California State University (CSU) system. It also documents the importance of librarian associations and collaboration with the Academic Senate, and the California Faculty Association, in the push for pay equity and faculty status in the CSU. This single series consists of papers, publications, and articles related to the faculty status movement for academic librarians in the 1970s and 1980s and especially within the California State University and Colleges System. Academic librarians faculty status is defined as the same rights and responsibilities as other members of the faculty, including corresponding entitlement to rank, promotion, tenure, compensation, leaves, and research funds, such as sabbaticals. This collection covers all these topics and issues related to length of working year, qualifications for promotion, and layoff. The bulk of the material discusses activities 1973-1980.

Arrangement
This series is arranged chronologically by subject.

Physical Characteristics and Technical Requirements
1 Box, 15 Folders

Box 1
Physical Characteristics and Technical Requirements
1 Box, 15 Folders

Folder 1: California Library Association (CLA) State University and Colleges Chapter. Survey of Implementation of FSA 73-25 1976
Folder 2: California Postsecondary Education Commission (CPEC). Librarians’ Compensation at the University of California and the California State University and Colleges: The Search for Equity. 1978
Folder 5: CSU Librarian Personnel Plan, FSA 73-25- Second Master’s Degree or Equivalent 1973-1976
Folder 6: CSU Librarian Personnel Plan, FSA 78-25 1976-1978
Folder 7: CSU Librarian Personnel Plan - Layoff 1975-1978
Folder 8: CSU Librarian Role and Status as Classified Employees 1975-1979
Folder 9: CSU Librarians’ Ten Month Option 1975-1980
Folder 10: Discrimination Claims 1974-1978
Folder 11: Pay Equity for Librarians 1965-2000
Folder 12: UPC Advocate - Articles on Librarians 1971-1980
Folder 13: UPC Librarian 1975-1979
MISSING Folder 14: United Professors of California (UPC) Collective Bargaining Literature Related to Librarian Status 1971
Folder 15: United Professors of California (UPC) Librarians Collective Bargaining Questionnaire 1980