Guide to the Karen Leonard files on equity issues for women in higher education MS.F.048

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Contributing Institution: Special Collections and Archives, University of California, Irvine Libraries
Title: Karen Leonard files on equity issues for women in higher education
Creator: Leonard, Karen Isaksen, 1939-
Identifier/Call Number: MS.F.048
Physical Description: 4 Linear Feet(4 records cartons)
Date (inclusive): 1968-2018

Abstract: This collection contains files accumulated by Karen Leonard, Professor Emeritus in the Department of Anthropology at the University of California, Irvine, documenting equity issues for women in higher education in California and their cases, actions, and organizations. The material was compiled during Leonard's involvement in several equity rights organizations including her work as co-founder of the organization Women at Irvine in the 1970s; co-chair and president of the UCI Chapter of California Women in Higher Education in the 1970s and 1980s; member or chair of UCI Academic Senate committees on Affirmative Action (including chairing the systemwide committee) and Privilege and Tenure in the 1970s and 1990s; Affirmative Action Coordinator of University Council - American Federation of Teachers (UC-AFT) in the 1970s; and founder of the UCI Faculty Women's Association in the 1980s.

Language of Material: English .

Access
The collection is open for research.

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Preferred Citation
Karen Leonard files on equity issues for women in higher education. MS-F048. Special Collections and Archives, The UC Irvine Libraries, Irvine, California. [Date accessed].

For the benefit of current and future researchers, please cite any additional information about sources consulted in this collection, including permanent URLs, item or folder descriptions, and box/folder locations.

Acquisition Information

Processing Information
This collection was processed by Sarah Glover, 2019.

Historical Background
Karen Leonard, Professor Emeritus in the Department of Anthropology at the University of California, Irvine, was hired at UCI in the fall of 1972 as an Assistant Professor in Comparative Culture. Leonard formed the group, Women at Irvine, in 1973 after realizing how few women were on the UCI faculty. The group started meeting informally then developed into a broad and public organization. Women at Irvine had a diverse membership, including faculty, graduate students, staff, and women from the Irvine community. Members were dissatisfied with UCI’s Affirmative Action plan and took action by collecting annual statistics, setting hiring goals, and interviewing department chairs about their lack of progress in hiring women and people from underrepresented backgrounds.

The success of Women at Irvine led some of the women, including Leonard, to organize with women in other institutions of higher education in California and lobby in Sacramento for Affirmative Action on campuses across the state. Women at UCI collaborated with Fannie Rinn, a political scientist at San Jose State University, to organize a conference in December 1973 where the California Women in Higher Education (CWHE) was initiated. They had a constitution, steering committee, co-chairs (Leonard and Rinn), and they began to send letters and representatives to the appropriate legislative bodies and persons. CWHE also helped women with grievance cases on various campuses.

Throughout her career at UCI, Leonard was a member and became chair of a number of Academic Senate committees. She was elected to the Committee on Privilege and Tenure (CPT) 1975-1976; elected to chair but later resigned, 1976-1977. She became a member of the committee again in 1990-1992 and was again elected chair, 1991-1992. Leonard was a member of the UCI Affirmative Action Committee, 1993-1996 and chair of the committee, 1993-1995; and chair of the Statewide UC Affirmative Action Committee, 1996-1997.

Through the University Council-American Federation of Teachers (UC-AFT), the union for non-Senate faculty and librarians, Leonard and other women at UCI were able to coordinate their efforts through Affirmative Action policies. Leonard was the
Affirmative Action Coordinator from 1973-1975 and coordinated union activities at all the UC campuses. During this time, UC-AFT drafted a master plan on Affirmative Action for the UC system, compiled statistics on faculty terminations and negative personnel actions, and criticized the UC system appeals procedures and their application to women and underrepresented faculty members. They also set up a Grievance Committee and in 1977 adopted a procedure developed by California Women in Higher Education for pursuing grievances.

Leonard was one of six women who formed a collective and began designing a Women’s Studies program for UCI in summer 1975. Other founding members were faculty members Norma Chinchilla and Leslie Rabine, along with graduate students Rosalinda Gonzalez and Linda Apodaca, and Judy Hoy, wife of John Hoy, Vice Chancellor for Student Affairs. They put together a plan for Women’s Studies at UCI with Janet Williams and Francesca Cancian who served as consecutive Chairs in its early years. California Women in Higher Education continued throughout the late 1970s and early 1980s lobbying in Sacramento and pursuing grievance cases across the state systems of higher education. At UCI, they continued to work with UC-AFT to fight grievance cases. A particularly high-profile case of discrimination against ophthalmologist Dr. Marjorie Mosier at the UCI School of Medicine spurred the founding of a new organization focused on faculty women. In June 1987 a group of women convened to meet with the Chancellor on Dr. Mosier's behalf, and in October of 1988, 18 women met and founded the UCI Faculty Women's Association; by the end of November they had 37 members. Pauline Yahr took over the mailing list and the membership continues to be active.

Collection Scope and Content Summary
This collection contains files documenting equity and sex discrimination issues for women in higher education in California and their cases, actions, and organizations. The records were accumulated by Karen Leonard, Professor Emeritus in the Department of Anthropology at the University of California, Irvine, and compiled from the work she undertook as a co-founder of the organization Women at Irvine in the 1970s; as co-chair and president of the UCI Chapter of California Women in Higher Education in the 1970s and 1980s; as a member or chair of the Academic Senate committees on Privilege and Tenure and Affirmative Action in the 1970s and 1990s; as Affirmative Action Coordinator of University Council - American Federation of Teachers (UC-AFT) in the 1970s; and founder of the UCI Faculty Women's Association in the 1980s. Materials include correspondence, minutes, reports, statistics, policies and procedures, newspaper clippings, research, and other administrative files, as well as case files and grievances from women at UCI and in California such as Dagmar Barnouw, Marjorie Mosier, Alice Laborde, and Therese Lynn.

Collection Arrangement
The collection is organized in the following 5 series:
1. Academic Senate committees, 1971-2008. 1 linear foot
2. California Women in Higher Education (CWHE), 1969-2018. 0.5 linear feet

Appraisal Note
During processing the collection decreased from 5.5 linear feet to 4 linear feet, due to rehousing and the removal of duplicate material.

Subjects and Indexing Terms
Women -- Employment -- California -- Orange County -- 20th century
Women -- Economic conditions -- California -- Orange County -- 20th century
Academic Senate committees Series 1. 1971-2008

Series Scope and Content Summary
This series consists of material Karen Leonard collected while a member or chair of UCI Academic Senate committees on Affirmative Action (including chairing the systemwide committee) and Privilege and Tenure. Both committees involved grievance cases by women. The material from the Committee on Privilege and Tenure includes information about grievance cases, reports and opinions, correspondence, her appointment to the committee and resignation letter, notes, resolutions and planning documents, and minutes of meetings. The material from the Committee on Affirmative Action includes reports, statistics, minutes of meetings, policies, speeches, and other administrative files.

Series Arrangement
The series is arranged in its original order.

box 1, folder 1-5
Committee on Privilege and Tenure 1972-1994

box 1, folder 15-24,
Committees on Affirmative Action various documents 1982-2008
Scope and Content Note
Folders contain loose papers related to Committees on Affirmative Action that were grouped together.

box 2, folder 53-54,
box 3, folder 1, 11

box 3, folder 12
Committee on Affirmative Action annual reports 1993-1995

box 3, folder 13
Committee on Affirmative Action policies, minutes, and reports 1995-1996

box 3, folder 14
Committee on Affirmative Action, University of California, Berkeley meeting 1995

box 3, folder 15
Committee on Affirmative Action changes 1988-1989, undated

box 3, folder 16
Committee on Affirmative Action correspondence and workplans 1994-1995

box 3, folder 17
Committee on Affirmative Action, University of California, Irvine 1994-1996

box 3, folder 18
Student Affirmative Action 1995

box 3, folder 19
Affirmative Action review 1995

box 3, folder 20
University of California admin - central 1971-1973

box 3, folder 24-25
Committee on Affirmative Action response to the Academic Task Force report 1990-1994

box 3, folder 26-28
Committee on Affirmative Action statistics, minutes, and reports 1989-1994

box 3, folder 29
Affirmative Action Status Report for the University of California, Irvine campus and medical center 1979 April 1

box 3, folder 30
"Faculty Women's Struggle for Equality at the University of California, Davis" by Martha West 2000

box 3, folder 31
Committee on Affirmative Action minutes, University of California, Irvine 1993-1995

box 4, folder 1
Registrar - GPAs by sex 1974

box 4, folder 2
Committee on Affirmative Action speeches and compilations 1974-1995
Scope and Content Note
The original folder title was retained but the folder contains minutes, resolutions, and correspondence of the Committee on Affirmative Action.

box 4, folder 3
US Department of Labor, The Earnings Gap Between Women and Men booklet 1979

box 4, folder 5
University of California newspaper clippings 1973-1974

box 4, folder 6
Committee on Affirmative Action culture and diversity 1994-1995

box 4, folder 8
Joan Wilson report on Affirmative Action 1974-1975

box 4, folder 9
Target of Opportunity Program (TOP) 1991-1995

box 4, folder 31-34
Committees on Affirmative Action various documents 1989-2000
Scope and Content Note
Folders contain loose papers related to Committees on Affirmative Action that were grouped together.
California Women in Higher Education (CWHE) Series 2. 1969-2018

Series Scope and Content Summary
This series consists of material collected while Karen Leonard was a member and co-chair of California Women in Higher Education (CWHE), a statewide organization founded in 1972 to advocate, protect, and promote the status of women faculty, administrators, staff, and students in higher education. The series consists of the material related to the UCI founding conference in December 1973; administrative files and planning documents once the organization was initiated; grievance cases from women on the various campuses including Stanford, University of California, San Diego, and UCI; reports and resolutions; and information about members.

Series Arrangement
The series is arranged in its original order.

box 1, folder 6, 14
University of California, Irvine chapter 1975-1979
box 1, folder 7
Dagmar Barnouw case 1977
box 1, folder 8
Founding convention 1973
box 1, folder 9
Private colleges 1973
box 1, folder 10-11
Correspondence, minutes, and reports 1974-1981
box 1, folder 12
Grievances, women elsewhere 1974
box 1, folder 13
Barbara Honegger, Stanford case 1976
box 1, folder 14
Lucy Sells, University of California, Berkeley 1969-1973
box 1, folder 15
Lucy Sells - report and obituary 1973-2018
box 1, folder 17
Cases - women at University of California, Irvine 1981-1982
box 1, folder 35
Renée Hubert obituary 2005
box 3, folder 21
Lucy Sells - report and obituary 1973-2018
box 4, folder 14
Cases - women at University of California, Irvine 1981-1982
box 4, folder 36-42, 46
Contact list and application undated
box 4, folder 43
Letter to lapsed members undated
box 4, folder 44
Letters for new members undated
box 4, folder 45
Resolutions 1974-1976
box 4, folder 48
Mary Key obituary and Fatima Alikhan business card 2003

Cases Series 3. 1968-2017

Series Scope and Content Summary
This series consists of grievance cases of women in higher education collected by Karen Leonard, either through the Academic Senate committees, California Women in Higher Education, or Women at Irvine. The majority of the folders relate to women at the University of California, Irvine including Therese Lynn and Alice Laborde. Other folders relate to women at other University of California campuses, such as Dagmar Barnouw at the University of California, San Diego.

Series Arrangement
The series is arranged in its original order.

box 2, folder 1
Richard Regosin and Eloise Kloke 1973-1974
box 2, folder 2
Newspaper clipping about women faculty members and notes 1976
box 2, folder 3
Palmquist appeal 1974
box 2, folder 4
May Loh 1970-1975
box 2, folder 5
Lecturers 1977
box 2, folder 6
Complaint - Department of Labor 1978-1983
box 2, folder 7
University of California, San Diego - Paul Saltman 1972
box 2, folder 8
Mary Key 1980
box 2, folder 9
Sharlie 1974-1977
box 2, folder 10
Eloise Hay at University of California, Santa Barbara - California Women in Higher Education case 1980
box 2, folder 11
Dagmar and University of California, San Diego, Affirmative Action, etc. 1971-1973
box 2, folder 12
Dagmar Mss. undated
Cases Series 3.1968-2017

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box 2, folder 13  Jackie Desbarats 1979-1984
box 2, folder 14  Marjorie Mosier 1988-1997
box 2, folder 15  Jane Newman 1988
box 2, folder 16  Pamela Prete 1988
box 2, folder 17  Therese Lynn case 1979-2017
box 2, folder 18  Dr. Anita Newman 1974
box 2, folder 19  Mei Bickner case 1974
box 2, folder 20  Alice Laborde 1979-1980
box 2, folder 21  Dagmar Barnouw 1968-1997
box 2, folder 22  Fair Employment Practice Commission (FEPC) - individual complaint - Karen Leonard 1970-1972
box 2, folder 24  New University on Comparative Culture Asian Languages, May Loh and Kay Wilson 1975
box 2, folder 25  Vera Skubic 1974
box 2, folder 26  Obituaries of Mei Bickner and Jean Carlin, information about Norma Chinchilla 2017
box 2, folder 27  Women and Tenure, UCI 1979
box 2, folder 28  Emily Hicks 1978-1979
box 2, folder 29  Norma Chinchilla's case 1979-1983
box 2, folder 30  Dagmar Barnouw on her case by Emily Abel 1980
box 2, folder 31  Therese Lynn and Alice Laborde 1978
box 2, folder 32  Faculty women's cases 1975
box 2, folder 47  Norma Chinchilla case 1975-1990
box 3, folder 22, 32  University of California, San Diego, women 1972-1973
box 3, folder 23  San Diego National Organization of Women (NOW) task force 1972
box 4, folder 4  Local colleges - University of California, San Diego (third) legislative information, women 1970-1972
box 4, folder 7  Retirement system - women and University of California 2017
box 4, folder 10  Fair Employment Practice Commission (FEPC) Community College San Diego County 1972
box 4, folder 11  Fair Employment Practice Commission (FEPC) official request for 1421 1972
box 4, folder 12  Community College data - San Diego. re: Fair Employment Practice Commission (FEPC) complaint 1971-2017
box 4, folder 13  Fair Employment Practice Commission (FEPC) 1972-1973
box 4, folder 16  University of California, Berkeley women 1976

University Council-American Federation of Teachers (UC-AFT) Series 4. 1972-1995

Series Scope and Content Summary
This series consists of material Karen Leonard collected as Affirmative Action Coordinator of University Council-American Federation of Teachers (UC-AFT), the union organized on UC Irvine's campus as an affiliate of the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO). Material includes testimonies and statements given by Leonard as Affirmative Action Coordinator, including a testimony about equity issues for women on UC campuses at March Fong's Legislative Committee on Public Employees hearing at University of California, Berkeley in November 1973; a statement to the California Fair Employment Practices Commission about the proposed guidelines for discrimination based on sex in April 1974; and a critique of the UC Salary Inequity Review to key members of the California Legislature in June 1974. Other materials in the series consist of minutes of meetings, correspondence, newsletters, reports, booklets and guidelines, newspaper clippings, and other administrative files.

Series Arrangement
The series is arranged in its original order.

box 2, folder 23  Fair Employment Practice Commission (FEPC) guidelines University Council - American Federation of Teachers (UC-AFT) comment 1974
box 2, folder 33  Salary inequities 1974-1995
box 2, folder 34  Administrative files 1972-1977
box 2, folder 35  Booklet 1974 September

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| Box 2, Folder 36 | Affirmative Action, official preparations 1973-1974 |
| Box 2, Folder 37 | By and about others/non-AA, state and local issues 1973-1974 |
| Box 2, Folder 38 | Testimony at University of California, Berkeley 1973 |

**Scope and Content Note**

Folder consists of a testimony by Karen Leonard about the situation for women on UC campuses at March Fong's Legislative Committee on Public Employees hearing, as well as correspondence and newspaper clippings.

| Box 2, Folder 39-40 | Affirmative Action 1974-1976 |

**University of California, Irvine Series 5. 1970-2009**

**Series Scope and Content Summary**

This series consists of material collected by Karen Leonard on women at the University of California, Irvine through organizations such as Women at Irvine and the Faculty Women's Association, as well as through committee work and California Women in Higher Education. Materials include documentation about the activities of Women at Irvine such as interviewing department chairs about their lack of women and people from underrepresented backgrounds in faculty positions, collecting annual statistics, setting hiring goals, and publishing a booklet advocating for Affirmative Action and assessing UCI's compliance status. The series also includes documentation on the effort to establish a Women's Studies program at UCI in 1975, the founding of the UCI Faculty Women's Association in October 1988, as well as general correspondence, charts, and administrative files relating to women at UCI.

**Series Arrangement**

The series is arranged in its original order.

<p>| Box 1, Folder 25 | News clippings UCI women 1973-1979 |
| Box 1, Folder 26 | UCI women: Senate lists 1982-1994 |
| Box 1, Folder 27 | Recruitment 1972-1995 |
| Box 1, Folder 28 | Resignations and separations 1980-1989 |
| Box 1, Folder 29 | Women at UCI, Karen Leonard 1973-1979 |
| Box 1, Folder 30 | Chancellor's Advisory Committee on the Status of Women (ACSW) minutes etc. 1971-1973 |
| Box 1, Folder 31-32 | Women at UCI 1972-1978 |
| Box 1, Folder 33 | Early women at UCI 1987-2009 |
| Box 1, Folder 34 | Initial women's moves 1972 |
| Box 1, Folder 35 | Proposed outline, book - Women in Higher Education circa 1973 |
| Box 1, Folder 36 | Unspecified full-time equivalent (FTE) 1974 |
| Box 1, Folder 37 | Vice Chancellor Academic Affairs 1974 |
| Box 1, Folder 38 | McGaugh, James L. 1975 |
| Box 1, Folder 39 | General information 1980-1989 |
| Box 1, Folder 40 | Interviews 1974 |
| Box 1, Folder 41 | Booklet and draft of one for faculty women 1975 |
| Box 1, Folder 42 | Proposal - Jane Freeburg 1974-1975 |
| Box 1, Folder 43-48 | Women's Studies 1975-1982 |
| Box 2, Folder 49-50 | Statistics 1975-1999 |
| Box 2, Folder 46, 51-52 | UCI women 2001 |
| Box 2, Folder 47-48 | Faculty Women's Association (FWA) circa 1980-1989 |
| Box 3, Folder 2 | Faculty women 1987-1996 |
| Box 3, Folder 3-6, 8-10 | Annual statistics 1987-2009 |
| Box 3, Folder 7 | Women meeting 2000-2009 |</p>
<table>
<thead>
<tr>
<th>Box 4, Folder 15</th>
<th>Report of the Women's Studies Planning Committee 1975 October</th>
</tr>
</thead>
<tbody>
<tr>
<td>Box 4, Folder 18</td>
<td>United Nations World Conference of the International Women's Year booklet and clippings 1975</td>
</tr>
</tbody>
</table>

Scope and Content Note
The University of California, Irvine, sent Karen Leonard to the conference.

<table>
<thead>
<tr>
<th>Box 4, Folder 19</th>
<th>Report on the West Cost Women's Studies Conference 1974</th>
</tr>
</thead>
<tbody>
<tr>
<td>Box 4, Folder 20</td>
<td>Chapter I of Woman's Place by Cynthia F. Epstein 1971</td>
</tr>
<tr>
<td>Box 4, Folder 21</td>
<td>Readings, Comparative Culture II 1973, undated</td>
</tr>
<tr>
<td>Box 4, Folder 22</td>
<td>Women's Studies, on structure elsewhere 1972-1975</td>
</tr>
<tr>
<td>Box 4, Folder 23</td>
<td>Women's Studies original surveys HS girls and dean's attitudes undated</td>
</tr>
<tr>
<td>Box 4, Folder 24</td>
<td>Various Women's Studies undated</td>
</tr>
<tr>
<td>Box 4, Folder 25</td>
<td>Women's Studies proposals and memos undated</td>
</tr>
<tr>
<td>Box 4, Folder 26</td>
<td>Women's Studies file, summer 1975</td>
</tr>
<tr>
<td>Box 4, Folder 27</td>
<td>Personal notes on Women's Studies, time record 1974-1976</td>
</tr>
<tr>
<td>Box 4, Folder 28</td>
<td>Women's Studies history at University of California, Irvine to 1975 1971-1979</td>
</tr>
<tr>
<td>Box 4, Folder 29</td>
<td>Various articles circa 1970s</td>
</tr>
<tr>
<td>Box 4, Folder 30</td>
<td>Women at Irvine own compilations and correspondence 1972-1978</td>
</tr>
</tbody>
</table>