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
- box 1, folder 15-24
- box 2, folder 53-54
- box 3, folder 1, 11

**Committee on Privilege and Tenure 1972-1994**

**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 3, folder 12
- box 3, folder 13
- box 3, folder 14
- box 3, folder 15
- box 3, folder 16
- box 3, folder 17
- box 3, folder 18
- box 3, folder 19
- box 3, folder 20
- box 3, folder 24-25
- box 3, folder 26-28
- box 3, folder 29
- box 3, folder 30
- box 3, folder 31
- box 4, folder 1
- box 4, folder 2

**Committee on Affirmative Action annual reports 1993-1995**

**Committee on Affirmative Action policies, minutes, and reports 1995-1996**

**Committee on Affirmative Action, University of California, Berkeley meeting 1995**

**Committee on Affirmative Action changes 1988-1989, undated**

**Committee on Affirmative Action correspondence and workplans 1994-1995**

**Committee on Affirmative Action, University of California, Irvine 1994-1996**

**Student Affirmative Action 1995**

**Affirmative Action review 1995**

**University of California admin - central 1971-1973**

**Committee on Affirmative Action response to the Academic Task Force report 1990-1994**

**Committee on Affirmative Action statistics, minutes, and reports 1989-1994**

**Affirmative Action Status Report for the University of California, Irvine campus and medical center 1979 April 1**

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

**Committee on Affirmative Action minutes, University of California, Irvine 1993-1995**

**Registrar - GPAs by sex 1974**

**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
- box 4, folder 5
- box 4, folder 6
- box 4, folder 8
- box 4, folder 9
- box 4, folder 31-34

**US Department of Labor, The Earnings Gap Between Women and Men booklet 1979**

**University of California newspaper clippings 1973-1974**

**Committee on Affirmative Action culture and diversity 1994-1995**

**Joan Wilson report on Affirmative Action 1974-1975**

**Target of Opportunity Program (TOP) 1991-1995**

**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.

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.
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<table>
<thead>
<tr>
<th>Box and Folder</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>box 2, folder 36</td>
<td>Affirmative Action, official preparations 1973-1974</td>
</tr>
<tr>
<td>box 2, folder 37</td>
<td>By and about others/non-AA, state and local issues 1973-1974</td>
</tr>
<tr>
<td>box 2, folder 38</td>
<td>Testimony at University of California, Berkeley 1973</td>
</tr>
</tbody>
</table>

**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.

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<thead>
<tr>
<th>Box and Folder</th>
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</thead>
</table>

**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.

<table>
<thead>
<tr>
<th>Box and Folder</th>
<th>Description</th>
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<tbody>
<tr>
<td>box 1, folder 25</td>
<td>News clippings UCI women 1973-1979</td>
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<tr>
<td>box 1, folder 26</td>
<td>UCI women: Senate lists 1982-1994</td>
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<tr>
<td>box 1, folder 27</td>
<td>Recruitment 1972-1995</td>
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<tr>
<td>box 1, folder 28</td>
<td>Resignations and separations 1980-1989</td>
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<tr>
<td>box 1, folder 29</td>
<td>Women at UCI, Karen Leonard 1973-1979</td>
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<tr>
<td>box 1, folder 30</td>
<td>Chancellor's Advisory Committee on the Status of Women (ACSW) minutes etc. 1971-1973</td>
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<tr>
<td>box 1, folder 31-32</td>
<td>Women at UCI 1972-1978</td>
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<tr>
<td>box 1, folder 33</td>
<td>Early women at UCI 1987-2009</td>
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<tr>
<td>box 1, folder 34</td>
<td>Initial women's moves 1972</td>
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<tr>
<td>box 1, folder 35</td>
<td>Proposed outline, book - Women in Higher Education circa 1973</td>
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<tr>
<td>box 1, folder 36</td>
<td>Unspecified full-time equivalent (FTE) 1974</td>
</tr>
<tr>
<td>box 1, folder 37</td>
<td>Vice Chancellor Academic Affairs 1974</td>
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<tr>
<td>box 1, folder 38</td>
<td>McEachern, James L. 1975</td>
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<tr>
<td>box 1, folder 39</td>
<td>General information 1980-1989</td>
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<tr>
<td>box 1, folder 40</td>
<td>Interviews 1974</td>
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<tr>
<td>box 1, folder 41</td>
<td>Booklet and draft of one for faculty women 1975</td>
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<tr>
<td>box 1, folder 42</td>
<td>Proposal - Jane Freeburg 1974-1975</td>
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<tr>
<td>box 1, folder 43-48</td>
<td>Women's Studies 1975-1982</td>
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<tr>
<td>box 2, folder 49-50</td>
<td>Statistics 1975-1999</td>
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<td>box 3, folder 2</td>
<td>UCI women 2001</td>
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<td>box 3, folder 3-6, 8-10</td>
<td>Faculty Women's Association (FWA) circa 1980-1989</td>
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<td>box 3, folder 7</td>
<td>Faculty women 1987-1996</td>
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<tr>
<td>box 3, folder 3-6, 8-10</td>
<td>Annual statistics 1987-2009</td>
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<tr>
<td>box 3, folder 7</td>
<td>Women meeting 2000-2009</td>
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<tr>
<td>box 4, folder 15</td>
<td>Report of the Women’s Studies Planning Committee 1975 October</td>
</tr>
<tr>
<td>box 4, folder 18</td>
<td>United Nations World Conference of the International Women’s Year booklet and clippings 1975</td>
</tr>
<tr>
<td>box 4, folder 19</td>
<td>Scope and Content Note</td>
</tr>
<tr>
<td>box 4, folder 19</td>
<td>The University of California, Irvine, sent Karen Leonard to the conference.</td>
</tr>
<tr>
<td>box 4, folder 20</td>
<td>Report on the West Cost Women’s Studies Conference 1974</td>
</tr>
<tr>
<td>box 4, folder 21</td>
<td>Chapter I of Woman’s Place by Cynthia F. Epstein 1971</td>
</tr>
<tr>
<td>box 4, folder 22</td>
<td>Readings, Comparative Culture II 1973, undated</td>
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<tr>
<td>box 4, folder 22</td>
<td>Women’s Studies, on structure elsewhere 1972-1975</td>
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<tr>
<td>box 4, folder 23</td>
<td>Women's Studies original surveys HS girls and dean's attitudes undated</td>
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<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>
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<tr>
<td>box 4, folder 27</td>
<td>Personal notes on Women’s Studies, time record 1974-1976</td>
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<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>
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