

2013

Judy Reynolds Papers

San Jose State University, Special Collections and Archives

Follow this and additional works at: http://scholarworks.sjsu.edu/speccoll_archives

 Part of the [Archival Science Commons](#), [Collection Development and Management Commons](#), and the [History Commons](#)

Recommended Citation

Judy Reynolds Papers: California State University Librarians: Equal Pay, Comparable Worth & Faculty Status, 1965-1980, MSS-2013-01-23, San José State University Library Special Collections & Archives.

This Finding Aid is brought to you for free and open access by the SJSU Special Collections and Archives at SJSU ScholarWorks. It has been accepted for inclusion in Archival Finding Aids by an authorized administrator of SJSU ScholarWorks. For more information, please contact scholarworks@sjsu.edu.

Judy Reynolds Papers MSS.2013.01.13



SAN JOSÉ STATE UNIVERSITY

SJSU Special Collections & Archives

Dr. Martin Luther King, Jr. Library

San José State University

One Washington Square

San José, CA 95192-0028

Phone: (408) 808-2062

Fax: (408) 808-2063

Email: special.collections@sjsu.edu

URL: <http://www.library.sjsu.edu/sjsu-special-collections/sjsu-special-collections-and-archives>

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

Identifier/Call Number: MSS.2013.01.13

Contributing Institution: SJSU Special Collections & Archives

Language of Material: English

Physical Description: 1.0 box, 1.25 linear feet.

Date (inclusive): 1965-1980

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.

Languages: Languages represented in the collection: English

Organizational/Biographical History

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.

Bibliography

Edwards, Ralph M. *The Role of the Beginning Librarian in University Libraries*. Chicago: American Library Association, 1975, pp. 26, 50, 85-86.

Galloway, R. Dean. Status or stasis: Academic librarians 10 years later. *American Libraries*, 10:6 (June 1979), pp. 349-352.

Josephine, Helen. *Pay Equity: Comparable Worth Action Guide*. Chicago: American Library Association, Office for Library Personnel Resources T.I.P. kit no. 2, 1982.

Parker, J. Carlyle. Collective Bargaining in California. *American Libraries* 29:10 (November 1998), p. 38.

Reynolds, Judy. "Personnel Plan for Librarians": The early years. *California Librarian* 38:4 (October 1977), pp. 45-48.

Reynolds, Judy, and Whitlatch, Jo Bell. Experiences with faculty status in academic libraries. *California Librarian* 37:1 (January 1976), pp. 32-35.

Reynolds, Judy, and Whitlatch, Jo Bell. *Salary Equity*. San Jose, CA: San Jose State University Library. 1979.

Reynolds, Judy, and Whitlatch, Jo Bell. "Salary Equity." Paper presented at the California Women in Higher Education Conference, University of Santa Clara, Santa Clara, CA, March 28, 1981. http://works.bepress.com/jo_whitlatch/104/ United Professors of California Collection, 1986/59, Labor Archives & Research Center, San Francisco State University. <http://www.oac.cdlib.org/findaid/ark:/13030/tf7w1006bm/>

Access

The collection is open for research.

Publication Rights

Copyright has been assigned to the San José State University Library Special Collections & Archives. All requests for permission to publish or quote from manuscripts must be submitted in writing to the Director of Special Collections. Permission for publication is given on behalf of the SJSU Special Collections & Archives as the owner of the physical items and is not intended to include or imply permission of the copyright holder, which must also be obtained by the reader. Copyright restrictions also apply to digital reproductions of the original materials. Use of digital files is restricted to research and educational purposes.

Scope and Content of Collection

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.

Preferred Citation

Judy Reynolds Papers: California State University Librarians: Equal Pay, Comparable Worth & Faculty Status, 1965-1980, MSS-2013-01-23, San José State University Library Special Collections & Archives.

Processing Information

Processed by: Jo Bell Whitlatch Reviewed by: Danelle Moon Date completed: 2013 Imported to Archivists Toolkit: Stephanie Waslohn Date imported: 2013 Encoded by: Archivist Toolkit Date encoded: 2013

Arrangement

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

Subjects and Indexing Terms

Academic librarians -- Faculty status

Equal pay for equal work

Pay equity

San Jose State University (Calif.)

California State University Librarians: Equal Pay, Comparable Worth & 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 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.

Folder 1: California Library Association (CLA) State University and Colleges Chapter. Survey of Implementation of FSA 73-25,

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 3: California State Board of Control Claim for Judith L. Reynolds vs. State of California, 1977-1984

Folder 4: CSU Collective Bargaining Campaign Literature Concerning Librarians, 1965-1980

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 & 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

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