4-17-2019

Ann Hopkins Papers.

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Collection Overview

Title: Ann Hopkins Papers


Abstract: This is a collection of papers related to the Hopkins v. Price Waterhouse and the Price Waterhouse v. Hopkins court cases, a seven-year battle against Hopkins’ employer for gender discrimination. Her final victory in 1990 helped to expand workplace discrimination laws to include gender stereotyping. The collection date ranges from 1967-2000 and includes numerous newspaper and periodical articles that document the journey from beginning to end, court transcripts, personal and professional correspondence, materials related to her book So Ordered: Making Partner the Hard Way, a scrapbook album, and other papers. In addition, Hopkins’ personal correspondence (1965-1989) with a former Hollins professor is located in a separate collection: Julia Randall Papers.

Creator: Hopkins, Ann Branigar, 1943-2018

Extent: 4 cubic feet

Donor: Anne Branigar Hopkins (acc#4-4/2017)

Access: No restrictions

Rights: Permission to quote from documents must be obtained from copyright owners.

Related Collections: University Archives: yearbook photos, Q-4a: Alumna Files—Hopkins, Ann B., E-1: VPAA—Faculty Files—Hopkins, Hollins Alumnae Magazine articles & class letters, student newspaper and yearbook listings.

Ms.: Randall, Julia. Correspondence. Hopkins, Ann B.

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Biographical Statement:

Ann Branigar Hopkins was born in December 18, 1943 in Galveston, Texas to Tela Maurine Chiles and William Hopkins. Her father was a career Army officer while her mother worked as a nurse. She attended Hollins College (now University), 1961-1965, receiving her B. A. in Mathematics and an award for Outstanding Achievement in Mathematics. She earned her M.S. in Mathematics at Indiana University (Bloomington) in 1967. In 1974 she married Thomas Peter Gallagher, Jr. and had three children: Tela Margaret Gallagher, Thomas Gilbert Gallagher, and Thomas Peter Gallagher.

Her first job was as a mathematics instructor at Hollins for the 1967-1968 academic year, filling in for a professor on sabbatical. From Hollins, she moved on to IBM and several other corporations before obtaining a position at Price Waterhouse. While at Price Waterhouse, Ms. Hopkins became a candidate for partnership in 1982. In 1983 she learned that she had not been selected, despite past favorable evaluations. Upon discovering she was passed over for several men who had not brought in as much business as she had, Hopkins decided to sue Price Waterhouse for sex discrimination. Consequently she experienced retaliation and harassment by firm officials, who eventually terminated her employment on Jan. 17, 1984.

Her journey took her through the Washington D.C. Federal District Court, the Washington, D.C. Circuit Court of Appeals, and the U.S. Supreme Court. There were five separate court cases from 1985-1990. In the meantime, she found employment at the Department of State, as a consultant (1984-1988), and the World Bank in 1988. By May 1990, the courts determined that Hopkins had been discriminated against and should be reinstated at Price Waterhouse as a partner. Price Waterhouse was also instructed to give Hopkins $379,000 in back pay. On February 18, 1991, she was finally able to return to Price Waterhouse.

Hopkins’ story was published as part of a larger book in A Few Good Women by Jane White (published by Prentice Hall in 1992) and she also received invitations for speaking engagements and interviews. Although Hopkins didn’t consider herself a “leading edge person” or a role model, she became one to many women across the country.

At the suggestion of others, Hopkins decided to write her own book. She began work on a manuscript, documenting her journey through the court system. The end result was So Ordered: Making Partner the Hard Way, published by the University of Massachusetts Press, in 1996.

Scope & Content.

Court records from both the Washington D.C. District Court and the U.S. Supreme Court make up approximately one third of the collection. In addition to these records, the large number of periodical publications show both the media and public were keenly interested in Hopkins’ story and experience. Correspondence received by Hopkins includes a number of letters from women she did not know but either encouraged her in her lawsuit or shared similar stories of discrimination.

Series List.

- **Court Transcripts, 1985-1991.**

- **Press** (newspaper and journal articles, Associated Press transcript).

- **Correspondence ( Incoming)**
  - Julia Randall (personal correspondence from Hollins College English Faculty).
  - Other correspondents (personal and professional correspondence).
  - Kator, Scott, & Heller (Law firm).

- **Monographs about Ann Hopkins.**

- **Work-related**
  - Price Waterhouse materials
    - Scrapbook (relates to various projects in which she worked and personal notes from co-workers).
    - Appointment calendars & work journals.
    - Memos & misc. correspondence
  - World Bank.
    - Personnel records
    - Memos
• Miscellaneous & Non-Paper Formats

• Box Lists

Arrangement.

Newspaper and journal articles and court documents are arranged by date; Randall correspondence has been separated from other correspondents. Remaining correspondence is arranged by date.

Series Descriptions:


• Press. This series consists of 65 articles from 31 sources. It also includes a transcript from her interview with the Associated Press.

  o Julia Randall. About 70 letters are from her English Professor, Julia Randall, at Hollins.
  o Other Correspondents. About 150 letters are from personal friends and acquaintances, business acquaintances, and some with no apparent connection. There are mostly 1-2 pieces of correspondence per person.

  Letters from those with no know connection to Hopkins are from women (mostly) congratulating her success, thanking her for standing up for herself and thus helping so many other women in similar circumstances—a number of them briefly sharing their own stories of discrimination, harassment, suing their companies, etc. Letters from personal friends were also of a congratulatory nature but contain more personal details or other topics.

  o Kator, Scott, & Heller (Law Firm). This small sub-series consists of one file folder of correspondence and other documents to/from her lawyer, James H. Heller. (1989-1991)

• Monographs about Anne Hopkins.
  o Materials related to A Few Good Women: Breaking the Barriers to Top Management, by Jane White (Prentice Hall, 1992). One file which relates to the chapter about Ann Hopkins and consists of 2 drafts with correspondence.

- **Work-related materials.**
  - *Price Waterhouse materials (1979-2002).* This small sub-series (3 files, 1 scrapbook) consists of memos, appointment calendar with notations, and 5 Price Waterhouse “Diary-Manuals.” The manuals have PW policies and calendar pages with Ms. Hopkins’ notations. The scrapbook, made by a co-worker, was most likely a retirement gift. It relates to various projects in which she worked, staff photos, and personal notes from co-workers.
  - *World Bank.* This small sub-series contains a lengthy personal history document (17 pages) detailing Hopkins’ background. The memos are mostly humorous notes of congratulations from her World Bank colleagues with Hopkins’ replies attached.

- **Miscellaneous & non-paper formats.**
  - Photos (publicity)
  - Sound Recording (Associated Press)
  - Harvard Business School Case Study (1991)
  - Personal.

**Box Lists:**

- Correspondents Name List
- Other box lists available upon request.
### Box Lists— Correspondents Name List

Some correspondents are only known by first name and are not included with this list. These names will be added to this list as they become identified.

<table>
<thead>
<tr>
<th>Name</th>
<th>Name</th>
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<tbody>
<tr>
<td>Alexander, Erla</td>
<td>Matteson, Arlene D.</td>
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<tr>
<td>Atkins, Marion G.</td>
<td>McCaleb, Gret</td>
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<td>Austin, Dawn</td>
<td>McGahran, Kathleen</td>
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<td>Barnard, Roi</td>
<td>McLean, Karen</td>
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<td>Berlin, Sandra N.</td>
<td>McMahon, Mary K.</td>
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<td>Bidwell, Molly Bidwell</td>
<td>Moore, Maurine</td>
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<td>Birleffi, Bobbie</td>
<td>Mrs. Cynthia Barry</td>
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<td>Blackford, Jan</td>
<td>Parrish, Lillian C.</td>
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<tr>
<td>Bru, Karen A. Burke</td>
<td>Post, Holly</td>
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<tr>
<td>Calderisi, Robert</td>
<td>Radcliffe College</td>
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<tr>
<td>Contardo, Teresa M.</td>
<td>Ronan, Sandy Ludlum</td>
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<td>Craigie, Sally K.</td>
<td>Schalig, Suzanne K.</td>
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<td>Curzon, Mary</td>
<td>Schoen, M. A. R.</td>
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<td>Deaux, Kay</td>
<td>Shapiro, Bernard “Bob” M.</td>
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<td>Dehza-Bubberger, Monique</td>
<td>Siegel, Arthur</td>
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<tr>
<td>Fields, Carol A.</td>
<td>Spencer, Lorie (Mrs. F. A. Spencer)</td>
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<td>Fiske, Susan T. (Fiske-Emery, Susan T.)</td>
<td>Storms, Donald D.</td>
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<td>Goel, Vinod K.</td>
<td>Toohey, Barbara</td>
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<td>Griffith, John</td>
<td>Venafra, Carol</td>
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<td>Hardbower, Saundra J.</td>
<td>Wademley, Hilary A.</td>
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<td>Harinder, Kohli</td>
<td>White, Carmen Eden &quot;Edie&quot; White</td>
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<td>Harter, Nancy</td>
<td>Wilmer, Bo</td>
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<td>Hecht, Rachel</td>
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<td>Keynton, Rachel</td>
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<td>Malarkey, Catherine E.</td>
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<td>Marshall, Katherine</td>
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*April 2019*