

Hollins University Hollins Digital Commons

Finding Aids: Guides to the Collections

Special Collections, including Hollins History

4-17-2019

Ann Hopkins Papers.

Beth S. Harris

Hollins University, bharris@hollins.edu

Follow this and additional works at: https://digitalcommons.hollins.edu/finding_aids

 Part of the [Accounting Commons](#), [Archival Science Commons](#), [Civil Rights and Discrimination Commons](#), [Feminist, Gender, and Sexuality Studies Commons](#), [Higher Education Commons](#), and the [Law and Gender Commons](#)

Custom Citation

Finding aid for Ann Hopkins Papers. Special Collections, Wyndham Robertson Library, Hollins University, Roanoke, Va.

This Book is brought to you for free and open access by the Special Collections, including Hollins History at Hollins Digital Commons. It has been accepted for inclusion in Finding Aids: Guides to the Collections by an authorized administrator of Hollins Digital Commons. For more information, please contact lvilelle@hollins.edu, millerjc@hollins.edu.

Collection Overview

- Title:** Ann Hopkins Papers
- Date range:** 1967-2000 (bulk 1988-1991)
- 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.

Contents:

Biographical Statement.....	2
Scope & Content.....	3
Series List.....	3
Arrangement.....	4
Series Description.....	6
Box Lists.....	6

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.

After returning to her job at Price Waterhouse in early 1991, she worked more than a decade for Price Waterhouse (now Price Waterhouse Cooper) before retiring in 2002. Hopkins lived in Washington, D.C. for most of her life until her death on June 23, 2018.

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.**
 - Hopkins v. Price Waterhouse. Federal District Court. 618 F. Supp. 1109 (1985)
 - Hopkins v. Price Waterhouse. D.C. Circuit Court of Appeals. 855 F. 2nd 458 (1987)
 - Price Waterhouse v. Hopkins. U.S. Supreme Court. 490 U.S. 228 (1989)
 - Price Waterhouse v. Hopkins. Federal District Court. 737 F. Supp. 1202 (1990)
 - Price Waterhouse v. Hopkins. D.C. Circuit Court of Appeals. 920 F. 2nd 967 (1990)
- **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.**
 - Materials related to *A Few Good Women: Breaking the Barriers to Top Management*, by Jane White (Prentice Hall, 1992).
 - Materials related to *So Ordered: Making Partner the Hard Way*, by Ann Hopkins (University of Massachusetts Press, 1996).
- **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:

- **Court transcripts.** There are 93 file folders, dated February 1985-January 1991. The series includes District of Columbia District Court and Federal District Court (83 files, 1985-1991) and U. S. Supreme Court (10 files, 1986-1989) materials.
- **Press.** This series consists of 65 articles from 31 sources. It also includes a transcript from her interview with the Associated Press.
- **Correspondence, 1967-2017 (bulk 1988-1991).**
 - **Julia Randall.** About 70 letters are from her English Professor, Julia Randall, at Hollins.
 - **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.
 - **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.**
 - 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.

- Materials related to *So Ordered: Making Partner the Hard Way* by Ann Hopkins (University of Massachusetts Press, 1996). Several drafts, correspondence, reviews, press, and a copy of the book.
- **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)
 - Court Transcript. *Desert Palace, Inc. v. Costa* (02-679) 539 U.S. 90 (2003) 299 F.3d 838, affirmed.
 - 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.

Alexander, Erla	Matteson, Arlene D.
Atkins, Marion G.	McCaleb, Gret
Austin, Dawm	McGahran, Kathleen
Barnard, Roi	McLean, Karen
Berlin, Sandra N.	McMahon, Mary K.
Bidwell, Molly Bidwell	Moore, Maurine
Birleffi, Bobbie	Mrs. Cynthia Barry
Blackford, Jan	Parrish, Lillian C.
Bru, Karen A. Burke	Post, Holly
Calderisi, Robert	Radcliffe College
Contardo, Teresa M.	Ronan, Sandy Ludlum
Craige, Sally K.	Schalig, Suzanne K.
Curzon, Mary	Schoen, M. A. R.
Deaux, Kay	Shapiro, Bernard "Bob" M.
Dehza-Bubberger, Monique	Siegel, Arthur
Fields, Carol A.	Spencer, Lorie (Mrs. F. A. Spencer)
Fiske, Susan T. (Fiske-Emery, Susan T.)	Storms, Donald D.
Goel, Vinod K.	Toohey, Barbara
Griffith, John	Venafra, Carol
Hardbower, Saundra J.	Wademley, Hilary A.
Harinder, Kohli	White, Carmen Eden "Edie" White
Harter, Nancy	Wilmer, Bo
Hecht, Rachel	
Hishon, Elizabeth Anderson	
Hitchcock, Virginia de Haven	
Holmgren, Beverly A.	
Keynton, Rachel	
Koprowski, Ken	
Lachia, Ruby	
Layman, Elizabeth W.	
Leinenbach, Carol	
MacKenzie-Walker, Margaret	
Makagon, Jill (Jill Abbott)	
Malarkey, Catherine E.	
Marshall, Katherine	