

AC 232

BOX 19 FOLDER 6

COMMITTEE ON FUTURE
OF MIT WOMEN'S LEAGUE

ca. 1980s

early 1980's
The Women's League
decides to open
for all women in

CB Could this
be in your Resources
Folder (on your desk)?



THE M.I.T. WOMEN'S LEAGUE
ROOM 10-342
MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASSACHUSETTS 02139

10 February 1981

THE COMMITTEE ON THE FUTURE OF THE MIT WOMEN'S LEAGUE, 1981

Lillian Alberty (Mrs. Robert A.), 7 Old Dee Road, Cambridge 02138	491-3689
Anne Berg (Mrs. Robert S.), 24 Wachusett Drive, Lexington 02173	862-8690
Ann Holden (Mrs. Robert J.), 550 Memorial Drive, Cambridge 02139	494-9300
Carolyn Parker (Mrs. Ronald R.), 3 Essex Road, Belmont 02178	484-3398
Helen Pounds (Mrs. William F.), 33 Prince St., West Newton 02165	527-5274
Jeanne Richard, Assoc. Dean/Grad. School, 3-136 MIT	253-4869
Myra Rodrigues, Social Worker, Medical, 12-128 MIT	253-1684
Margaret Mann (Mrs. Robert W.), Chairman, 5 Pelham Road, Lex. 02173	862-4318
Priscilla Gray (Mrs. Paul E.), ex officio, 111 Memorial Drive 02139	253-2829
Betty Dyer (Mrs. Ira), ex officio, 26 Valley Spring Rd., Newton	527-7059
Mary P. Rowe, ex officio, Spec. Asst. to the Pres., 10-213 MIT	253-5921

IMPORTANT NOTICE - NEXT MEETING

The business meeting will begin at 12:30 P.M. on May 7 - Lunch at 12:15.
Please use rear entrance at right side of President's House.

INFORMAL NOTES: FOURTH MEETING OF THE COMMITTEE ON THE FUTURE OF THE
MIT WOMEN'S LEAGUE.

Present: M. Mann, Chairman, L. Alberty, A. Berg, A. Holden and J. Richard.

I. Announcements

A. Important announcement of May 7 meeting at Priscilla Gray's:
The business meeting will begin at 12:30 P.M. with lunch at 12:15.
Please use rear entrance at right side of President's House because
there will be a Presidential luncheon being held in the main dining
room which we would not want to disturb by using the front entrance.
There will be a few parking spots in the driveway as usual; other
guests will not have their own cars at the house. Priscilla Gray will
arrive at 12:30 after greeting the Honorary Matrons at their luncheon
at the Faculty Club.

B. Helen Pounds will bring her draft of a survey-style letter to be
sent to other selected Colleges and Universities to the May 7 meeting.

C. Carolyn Parker has resigned from the committee with regrets.

II. Discussion of Proposed Letter to MIT Women's Groups

Margaret Mann presented a draft letter to be sent to Women's
Groups at MIT. The Committee made some changes. The draft letter
(addended) will be sent to members of the committee and to The
MIT Women's League Board. M. Mann will write a note to accompany
this draft letter immediately in order to inform the Board and to
receive reaction from our committee as soon as possible. We felt
it imperative to send the letter to Women's Groups before everyone
had discontinued their activities for the summer.

When in its final form, the letter will be sent to the following
Women's Groups: Advisory Group on Women's Students Interests,
Association for Women Students, Association of MIT Alumnae, Associa-
tion for Women in Science, Lincoln Laboratory Women, Minority
Women's Discussion Group, MIT Association of Women Postdoctorals,
Women's Administrative Staff Group, Society of Women Engineers,
Tech Wives Organization, The Wives Group, Women's Advisory Group,
Women's Forum. Please add any groups we have not included. The
brochure "What is The MIT Women's League" will be included with the
letter.

Lillian Alberty
Note taker



THE M.I.T. WOMEN'S LEAGUE
ROOM 10-342
MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASSACHUSETTS 02139

DRAFT OF PROPOSED LETTER TO VARIOUS MIT WOMEN'S GROUPS 23 April 1981

To all of the MIT Women's Groups:

The MIT Women's League, founded more than 80 years ago by women family members of MIT faculty, which is now comprised of women faculty and staff as well as wives of men faculty and staff, has embarked on an introspective examination of its composition, purpose and function at the Institute. As a corollary, it is concerned also with its organizational and functional relationship to the other various women's groups at MIT. To this end, the chairman and honorary chairman of The MIT Women's League, Betty Dyer and Priscilla Gray, have established a Committee on the Future of The MIT Women's League to investigate these issues.

It is clear that some of our activities are of interest to all women at MIT, and conversely that some of your activities are of interest to us. It is also possible that more recently organized groups may be better qualified to carry out some of the activities we have historically undertaken. At the least, The MIT Women's League would like to see a coordinated calendar of events and activities of interest to all MIT affiliated or associated women. The proposal has even been made that all women in the MIT community might best be served by a unified organization.

The MIT Women's League wants you to be aware that its Committee on the Future is discussing these various issues of organization and communication. We would appreciate a response from you by June 1st if you are interested in pursuing these issues. If so, we would like to meet with your various groups in September to explore the following questions:

- I. Would your group benefit from a coordinated calendar?
- II. Would your group be willing to participate in an organization to coordinate activities and events?
- III. If so, how would you envision such an organizational structure?



THE M.I.T. WOMEN'S LEAGUE
ROOM 10-342
MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASSACHUSETTS 02139

DRAFT OF PROPOSED LETTER TO VARIOUS MIT WOMEN'S GROUPS

23 April 1981

Page 2

Because The MIT Women's League believes that the women of MIT have in recent years made a significant place for themselves in the Institute community, we want to see an equitable relationship and understanding among them exist. We urge your cooperation as we look at this vital issue.

Sincerely,

Margaret Florencourt Mann, Chairman
Priscilla Gray
Lillian Alberty
Anne Berg
Helen Pounds
Jeanne Richard
Myra Rodrigues
Betty Dyer
Mary Rowe
Carolyn Parker
Ann Holden

Distribution List:

Advisory Group on Women Student's Interest - Association for Women Students - Association of MIT Alumnae - Association for Women in Science - Lincoln Laboratory Women - Minority Women's Discussion Group - MIT Association of Women Postdoctorals - Women's Administrative Staff Group - Society of Women Engineers - Tech Wives Organization - The Wives Group - Women's Advisory Group - Women's Forum.

Please notify us of any group we did not include.

Please reply by June 1, 1981 and return to Margaret Florencourt Mann, MIT Women's League, Room 10-342.

Our group would like to meet to discuss these issues
_____yes _____no

Our contact person in September 1981 is _____

Comments _____

Name of Group _____

fu. 5-7-81



THE M.I.T. WOMEN'S LEAGUE
ROOM 10-342
MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASSACHUSETTS 02139

April 24, 1981

TO The Committee on the Future of The M.I.T. Women's League

Enclosed is the second draft of the letter of inquiry to be sent to all MIT women's groups. Because time is of the essence we wish to determine the final form at the May 7th meeting, and then send the letter immediately to the groups for reply before summer disbanding.

Margaret Florencourt Mann, Chairman
The Committee on the Future of The M.I.T. Womens' League

Committees

- MAB
- Student interests
- Post Docs
- Emily
- Dining Committee
- Mary Morrissey
Stu Center

MARY P. FOWE
Special Assistant to the President
APR 27 1981
Put to File
Mary Morrissey

f.u 3-12-81



THE M.I.T. WOMEN'S LEAGUE
ROOM 10-342
MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASSACHUSETTS 02139

MARY P. ROWE
Secretary of the President

MAR 2 1981

To: Committee on the Future of the M.I.T. Women's League
From: Margaret Florencourt Mann, Chairman
Date: 27 February, 1981

Memorandum to Members of the Committee

Ref. to _____
File _____

Next meeting: Thursday, March 12, 12:30 pm, McCormick Hall.
(Housemaster Prof. Margery Resnick will set aside table space for us from 12 - 2 pm; you may purchase a lunch there or bring your own).

Future meetings scheduled:

Thursday, April 2 at 12 noon - NO
" April 23 " - no
" May 7 " - yes
" May 28 " - yes

Calendar
+
then reappear
Thurs Aug?

Information enclosed: Please read before meeting and annotate with comments and questions.

- 1) By-laws of the M.I.T. Women's League
- 2) 1980 Annual Reports of the activities of the M.I.T. Women's League
- 3) Recent letter from M.I.T. community member
- 4) Report of special meeting on name change in 1975 from Technology Matrons to the M.I.T. Women's League
- 5) Anne Berg's informal notes of the February 10 meeting.

Agenda for this meeting: (and carryover probably).

- 1) Discuss the role of the particular Name or Title of this "association" of M.I.T.-related women; debate the perception the name might evoke from a community unfamiliar with its history; evaluate the name's current appropriateness.
- 2) Examine the qualifications for membership as defined by the by-laws and discuss whether they limit any function the M.I.T. Women's League might want to undertake, or any relationship it may want to establish or continue, or whether in any other way they restrict its service to the M.I.T. Community.
- 3) Examine the most recent (1980) Annual Report of the M.I.T. Women's League activities; discuss the desirability of continuing various current activities or of initiating new and/or needed ones and other matters thereby raised concerning cooperation with M.I.T. offices; debate whether these activities are the best use of time of the M.I.T.W.L. members in the interest of the Institute and its humanitarian concerns. What are the Institute's humanitarian concerns? (P. E. Gray?)
- 4) Establish an agenda of resource persons to address particular issues which arise during our discussions; invite them to inform us at meetings designated for that purpose
- 5) Invite officers and/or representatives from other groups at the Institute to determine their interest in mutual cooperation or association with an M.I.T. Women's League as newly conceived.

P.u. 5-7-81

Reappear
May 7

TABLE OF CONTENTS

Preface

Bylaws

List of Executive Board Members

Summary Chart of Board Members' Responsibilities

Board Job Descriptions

Membership Definition

Rules for the Use of the Emma Rogers and Alice Maclaurin Rooms

Resources Available at the League Office

Financial Policy Statement

Request for Payment Forms

Preface

WORKING NOTEBOOK FOR BOARD MEMBERS

The M.I.T. Women's League

This notebook is intended to provide orderly, uniform assistance to members of the Board and should be brought to each meeting. The following responsibilities are common to all Board positions:

Attendance at:

8 Board meetings (or send a substitute)
General meetings when possible

Participation in:

Policy making
Budget planning for the whole organization

Preparation of:

Oral reports for Board meetings
Written Annual Report, due mid-April
Budget estimates for succeeding year in April
Minutes of any committee meetings - copies to go to
Honorary Chairman, Chairman, Office

Selection of and working with a committee to accomplish the goals of your position:

To increase the involvement of more women in the League
To provide a pool of informed women prepared to succeed to
chairmanships

Be sure that committee members whose names appear on published lists have given their consent to serve and that they have specific assignments to achieve.

THE M.I.T. WOMEN'S LEAGUE

BY-LAWS

May, 1976

Article I - Name

The name of the Association shall be THE M.I.T. WOMEN'S LEAGUE.

Article II - Object

The object shall be to bring together at frequent intervals women of the Association with the aim of fostering friendly relations, serving mutual interests, and being an effective body in the service of the Institute.

Article III - Membership

Section 1. Active members shall be (1) the wives of the members of the academic, senior research, and administrative staff of the Massachusetts Institute of Technology other than students; (2) women members of the academic, research and administrative staff of the Massachusetts Institute of Technology; (3) wives of the staff members in the Office of Sponsored Programs and Lincoln Laboratory; (4) wives of the members of the Corporation of the Massachusetts Institute of Technology; (5) special members designated by the Executive Board of The M.I.T. Women's League.

Section 2. Members who are widowed, who retire, or whose husbands retire shall automatically become members of The Honorary Matrons of M.I.T. Honorary members shall have all the rights and privileges of active members.

Article IV - Finances

Section 1. The income from a fund known as "The M.I.T. Women's League Moore Fund" is available for the social and administrative expenses of the Association. The donor, Mrs. F. Jewett Moore, desired that no dues be charged for teas and also wished to subsidize administrative activities of The M.I.T. Women's League. Consequently, other activities entered into by The M.I.T. Women's League ought to be financed from other sources.

Section 2. The Executive Board, therefore, shall ask for voluntary contributions annually to carry on the expanding activities of the Association.

Article V - Officers

Section 1. The wife of the President of the Massachusetts Institute of Technology shall be the Honorary Chairman of the Association and shall be considered an ex-officio member of all committees.

Section 2. There shall be a Chairman of the Association who shall preside at all meetings and exercise general supervision over the affairs of the Association; a Vice-Chairman who shall preside in the absence of the Chairman; a Secretary who shall keep the minutes of the meetings and conduct all correspondence; a Treasurer who shall keep an account of all receipts and disbursements and present a report at each business meeting. The Treasurer shall prepare and submit a report at the Annual Meeting.

Section 3. These officers shall be elected for a term of two years. The Chairman and the Vice-Chairman shall be elected in one year, the Secretary and the Treasurer in the next year. An Assistant Treasurer may be appointed at the discretion of the Executive Board. These officers shall not be eligible for immediate re-election to the same office.

Article VI - Executive Board

Section 1. The Honorary Chairman and the officers above, together with the appointed Chairmen of Standing Committees and other such representatives as shall be deemed expedient by the Board, shall constitute and Executive Board, which shall conduct all business of the Association, and shall arrange for and direct all its activities either through its own membership or through such committees as may be appropriate for the purpose.

Section 2. Any vacancy in the Executive Board or on the Nominating Committee occurring during the year may be filled by the Executive Board for the remainder of the year.

Article VII - Nominating Committee

Section 1. A Nominating Committee consisting of a Chairman and four other active members shall be elected at each Annual Meeting to nominate the Officers and four members of the Nominating Committee for the ensuing year. The Chairman of the Nominating Committee shall be nominated by the Board from among the four members of the preceding year's committee. The Nominating Committee shall present only one candidate for each office, and the names of such nominees shall be sent to all active members at least four weeks before the Annual Meeting.

Section 2. Other nominations may be made by endorsement in writing of twenty-five (25) active members filed with the Secretary ten days before the Annual Meeting.

Section 3. Election shall be by ballot unless there is only one candidate for each office, in which case the vote shall be by voice.

Section 4. The Chairman of the Nominating Committee shall be a member of the Executive Board. She shall serve for one year only.

Article VIII - Committees

Section 1. The Association shall create such standing committees as seem necessary for its work. Their general functions shall related to such matters as hospitality, membership, welcoming new members, refreshments, program, student relationships, The MIT Women's League Bulletin, public relations, room maintenance, etc.

Section 2. The Chairman of the Association shall appoint those standing committee chairmen whose terms are concurrent with her own. The chairmen of the standing committees shall take office at the Annual Meeting of the Association.

Section 3. Each chairman of a standing committee shall appoint her own committee.

Section 4. A chairman of a standing committee shall ordinarily serve a term of two years.

Article IX - Meetings

Section 1. Social meetings shall be held during the academic year on announced dates, and at places decided upon by the Executive Board.

Section 2. The Executive Board shall hold at least four meetings each year.

Section 3. Special business meetings may be called at any time by the Executive Board, and shall be so called upon the written request of twenty-five (25) active members.

Section 4. The Annual Meeting for the election of officers shall be held in May of each year.

Article X - Publications

The MIT Women's League Bulletin shall be the official organ of the Association. It shall contain information about the League's activities and stimulate an active interest in the Massachusetts Institute of Technology.

Article XI - Use of Rooms

The MIT Women's League, the Technology Wives' Organization, and the Association of M.I.T. Alumnae in that order shall have precedence in the use of the Emma Rogers Room. Any other organization desiring use of the room shall apply to the Rooms Committee Chairman.

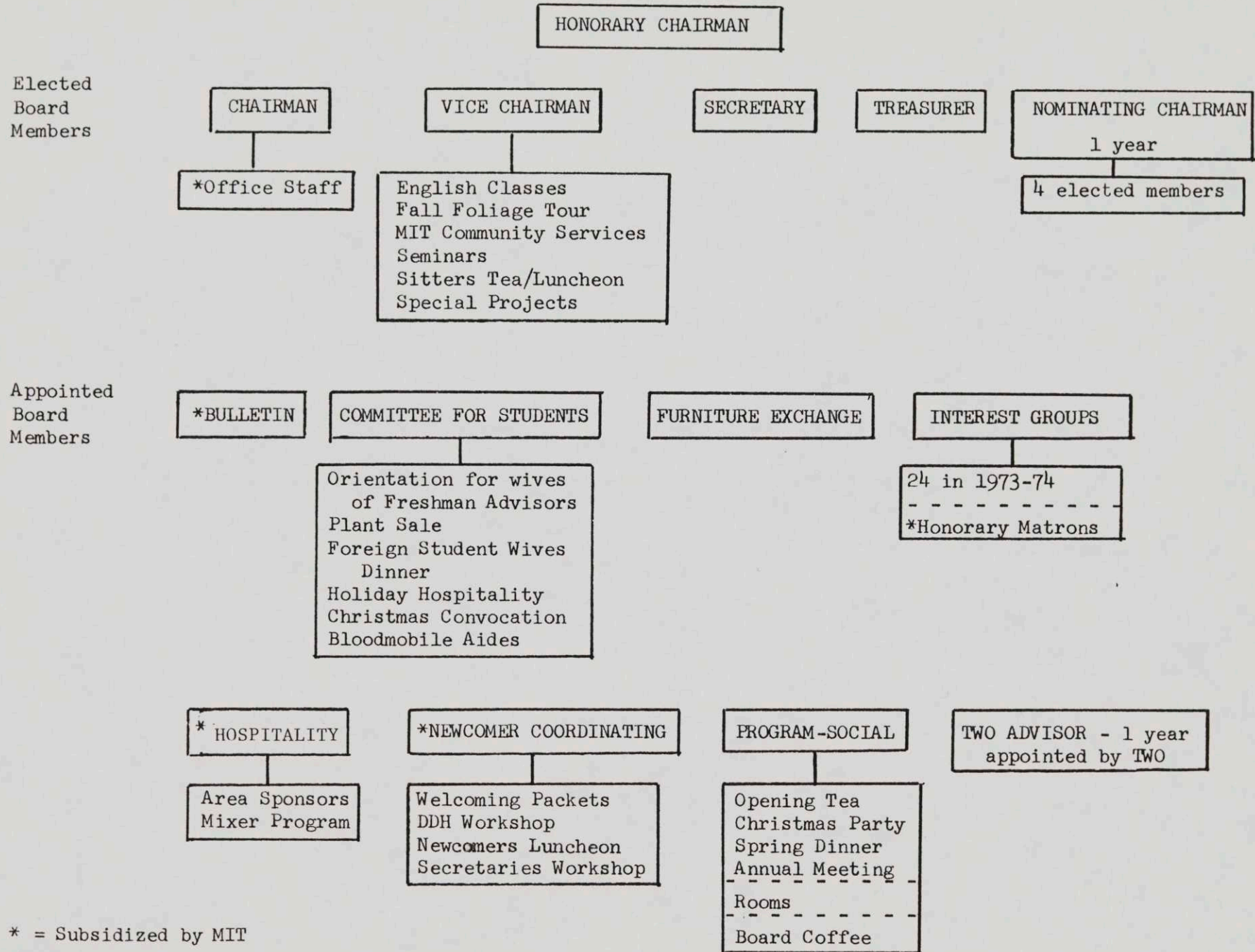
Article XII - Quorum

Section 1. Fifty (50) active members of the Association shall constitute a quorum.

Section 2. Ten (1) members of the Executive Board shall constitute a quorum.

Article XIII - Amendments

These By-Laws may be changed by a two-thirds vote at any business meeting of the Association, provided that each active member shall have been notified one week in advance that a change is to be made at the meeting.



* = Subsidized by MIT

5/76 mlp

HONORARY CHAIRMAN

In this position, the wife of the President of MIT gives guidance and continuity to The M.I.T. Women's League organization. She serves on every committee ex-officio. She is generous in offering to the Association the hospitality of the President's House.

Elected Officers

CHAIRMAN

Since the formalization of the League in 1912, when approximately 100 faculty wives were members, the Chairman has scheduled and conducted Board meetings, chaired general meetings, and exercised general supervision of the varied programs of the Association.

VICE-CHAIRMAN

In 1921, Mrs. F. Jewett Moore, to whom we owe a large part of our financial support, was Vice-Chairman. Presumably, for many years this office carried with it the usual responsibilities of vice-chairmanships. By 1958, the Vice-Chairman was acting as chairman of Special Services, which included Infirmary sewing, providing aides for the Bloodmobile, Institute Christmas decorations, and providing drivers for student volunteers going to the Metropolitan State Hospital. Previously, she also had charge of Student Smokers.

In 1960, as a result of a Survey Committee recommendation, the Vice-Chairman assumed the special responsibility for Interest Groups, and by March 1961 passed her other duties to a Student Services Chairman. In 1969 it was felt by the Board that there was need for the Vice-Chairman to have more time to act in an executive capacity with the Chairman, and therefore her duties in connection with Interest Groups was transferred to an appointed Interest Group Chairman.

No Vice-Chairman was nominated or elected for 1969-70. Since 1970-71, the Vice-Chairman has served as liaison for League projects which are not directly represented on the Board. Currently, those special projects include English Conversation Classes for Foreign Wives, Seminars, Fall Foliage Tour, Baby-sitting service for the English Conversation Classes, and representing the Matrons on the Board of the MIT Community Services Committee.

SECRETARY

For as long as the League has listed a Chairman, there seems also to have been a Secretary on the Board. Her duties consist of preparing minutes of the Board meetings and the Annual Meeting, conducting correspondence at the direction of the Board, and supervising the publication of the Annual Report. In addition, she regularly writes notes of condolence to widowed members and follows that with a letter at a later date assuring the member of membership in The Honorary Matrons of M.I.T. for life. Each spring, she supervises preparation of a list of members who have become Honorary Matrons during the year or will become Honorary on July 1 and invites them as our guests at the Annual Meeting, where she reads their names.

TREASURER

The first mention of a Treasurer on the League's Board occurs in the year 1938 as part of the title Secretary-Treasurer. In 1951, the positions became separate ones. The Treasurer is responsible for ordering the Annual Appeal for contributions, receiving and depositing receipts, sending acknowledgement to donors, paying all bills of the association, preparing monthly reports for the Board and an annual audited report after the end of the fiscal year, and preparing the next year's budget for approval by the Board. While her primary responsibility is to oversee the general funds of the organization, she coordinates the auditing of funds of special projects too, such as the English Classes and the Furniture Exchange. She sees that the proper amount of money to cover the mailing of the Bulletin is deposited with the Post Office prior to each mailing and renews our bulk mail license annually. She represents the Matrons in all financial matters to be discussed with any department of the Institute, such as annual subsidy negotiations.

The activities of the Matrons are funded from three sources:

1. Subsidies from MIT
2. Income from the League's Moore Fund (established in 1916 by Mrs. F. Jewett Moore)
3. Contributions from members.

Direct subsidy from the Institute supports approximately half the costs of publishing the Bulletin and fully supports the programs under the Newcomer Coordinating Chairman as well as the Mixer Fund for inter-departmental entertaining. Indirect subsidy from MIT provides the salary for office staff; maintains the Emma Rogers Room and adjoining office together with the services of the Stewardess in preparing coffee; provides office supplies and telephone service, the printing of the Social Card and the maintenance of mailing list stencils at Graphic Arts Mailing Service; provides space, heat, light, and telephone for the Furniture Exchange.

The principal of the League's Moore Fund, which is invested through MIT is presently in excess of \$10,000; it is possible for members to donate directly to the capital of this Fund either by check or bequest.

The Annual Appeal for contributions to the general funds of the organization is mailed in late October to every member except wives of Corporation members. Over \$3000 annually is donated to the association by its members.

NOMINATING CHAIRMAN

The position of Nominating Committee Chairman has appeared on Board lists since 1920 early in our history. Her responsibility is to supervise the preparation of a slate of nominees for the elective offices. The slate is presented to the membership for vote at the Annual Meeting. The slate includes the Chairman and Vice Chairman in odd-numbered years, the Secretary and Treasurer in even-numbered years, plus four members for the Nominating Committee each year. Also on the slate annually is a nominee for Nominating Committee Chairman who is chosen by the Board from among the members of the incumbent Nominating Committee.

It is the responsibility of the Nominating Chairman, as required by the Bylaws, to see that the complete slate is printed in the April Bulletin so that the names of the nominees can be known to the entire membership well in advance of the Annual Meeting. Alternative nominees can be presented in writing to the Secretary before the Annual Meeting by any member.

The Nominating Committee also concerns itself with building a viable store of knowledge about individual members which enables the committee to consider a number of qualified candidates for each elective office and to advise on potential candidates for appointive office.

Appointed Chairmen

BULLETIN EDITOR

The Editor of the Bulletin has been a member of the Board since 1943. In the years of its publication, the Bulletin has undergone many changes of format and mailing interval. Currently issues are mailed for October, November, December, February, March and April of each academic year. The Bulletin has always been mailed to the entire membership without charge, an expensive undertaking which is supported by subsidy from MIT.

The Editor of the Bulletin compiles the copy for each issue from a variety of sources; the Information Office provides coverage of current events at MIT, the Interest Group Chairman organizes announcements of meetings of the groups, special notices concerning general meetings are prepared in cooperation with the chairmen of the meetings, and articles are suggested by the Chairman and members of the Board.

The April Bulletin each year must, according to the Bylaws, carry the slate of nominees for elective office which will be presented at the Annual Meeting in May. The first Bulletin in the fall usually features an invitation or letter from the President's wife.

When copy is prepared, the Editor submits it to Graphic Arts together with a requisition. She later proofreads it and authorizes changes or corrections. Once printed, the Bulletin passes to the Mailing Service for addressing, sorting, bundling and delivery to the Post Office for first class mailing.

COMMITTEE FOR STUDENTS CHAIRMAN

In 1971 the duties of the General Services Chairman and of the Foreign Student Hospitality Chairman were combined under one chairmanship for the Committee for Students. The committee aims to tailor its program to the changing needs of the students; student-oriented projects have always been represented on the Board under one title or another.

Major projects have "spun off" from this committee and its predecessors. A recognized need led to the establishment in 1957 of the Student Furniture Exchange; another recommendation in 1958 led to volunteer and then professional assistance to students and staff who need rental housing; and in 1962 the volunteer staffed English Conversation Classes for Foreign Wives were begun.

Currently the chairman of this committee supervises subcommittees to:

1. Cooperate with the Freshman Advisory Council in co-hosting an evening "coffee" for the wives of new Freshman Advisors for the exchange of information and advice.
2. Hold an October sale to students of plants donated by members.
3. Host a dinner for wives of foreign students.
4. Provide holiday entertaining in faculty and staff homes for students who request it.
5. Assist with Christmas decorations and placement of wreaths at 77 Mass. Ave.
6. Supervise the table setting and serving of refreshments following Christmas Convocation if so requested by the student planning group.

7. Assist in some years with a Christmas Party for students at the President's House.
8. Recruit members to work during the Red Cross-MIT Blood Drives.

INTEREST GROUPS CHAIRMAN

The formation of Interest Groups began in 1933 when membership had grown to about 500. Throughout the years various groups have been formed in response to members' wishes. Some have flourished but briefly, some intermittently, and others have proved hardy perennials. They have varied in content from sports (tennis and sailing), through crafts (graphic arts, woodworking, dressmaking, crewel embroidery), and education (tours, seminars, cinema discussion, gourmet cooking), and sociability (bridge, dinner-dancing). Acting on a Survey Committee recommendation, the Vice Chairman was given responsibility for coordinating Interest Groups in 1960. In 1969, the Board decided that this responsibility would be more appropriately lodged with an appointed chairman.

The Interest Groups Chairman organizes a presentation by the active Interest Groups at the Opening Tea in October; sees that announcements of their meetings are prepared for each issue of the Bulletin; reports on their activities to the Board; solicits financial statements from them annually; and sees that reports are prepared for each group for inclusion in the Annual Report. She is always ready to encourage and support the formation of new groups when specific interest arises.

HOSPITALITY CHAIRMAN

The Membership Chairman has appeared on Board lists since 1944. Members have been meeting together since 1898; the name and constitution of the association were adopted in 1913. The Emma Rogers Room has been our headquarters since 1916 when the Maclaurin Building was built. In 1956, the Bylaws were amended to extend membership to wives of senior research staff of Lincoln Laboratory, C. S. Draper Laboratory, and the Office of Sponsored Programs. Membership files based on information furnished by all faculty and senior staff on Social Cards are maintained at the League's Office.

Until 1972 the Membership Committee Chairman organized the printing, hand-addressing and mailing of invitations to the Opening Tea to all members. Currently the only invitation to the general membership is in the form of a featured announcement in the October Bulletin, while new members receive an invitation to both the Tea and a Luncheon for Newcomers through the Newcomer program.

The Membership Chairman recruits and supervises a committee of Area Sponsors who will make personal contact with each new Matron and will arrange for area hospitality for new members. She is also responsible for encouraging home hospitality of established members and their husbands under the Mixer subsidy from MIT.

NEWCOMER COORDINATING CHAIRMAN

Arising out of the Survey Committee's strong concern for the orientation of the new faculty and staff families, this Board position was established in 1962 and all its activities are funded by a subsidy from MIT which is negotiated annually.

The Newcomer Chairman coordinates and sponsors through her subcommittees:

1. A luncheon for members new to the Institute since the previous October which is held preceding the Opening Tea.

2. The distribution of a welcoming packet of information to new Matrons.
3. An annual educational workshop for women who act as hostesses to the newcomers for each department and division head.
4. An annual appreciation luncheon for those secretaries in the academic departments and laboratory Personnel Offices who keep us informed about newcomers by means of the Social Card. The Newcomer Chairman also supervises disbursement of subsidies to departmental and divisional hostesses who entertain newcomers. This chairman cooperates closely with the Membership Chairman.

PROGRAM-SOCIAL CHAIRMAN

Although programs had been a part of League meetings for many years, the Board listing for 1949-50 carries the first mention of a Program Chairman who had responsibility to provide appropriate program material for the general meetings and for special-interest meetings. A Social Chairman, on the other hand, was designated on Board lists as early as 1915. The duties of the Social Chairman have varied throughout the years, as has the title of the position, but there has always had to be very close cooperation with the Program Chairman. In fact, in 1971 the two positions were combined in one chairmanship with the recommendation for a strong subcommittee structure to spread the work burden.

The Program-Social Chairman supervises a committee which arranges the four general meetings of the membership:

1. October Opening Tea at the President's House.
2. December Christmas Party with families, also at the President's House.
3. March Dinner Meeting with husbands and guests welcome, which is usually held at the Faculty Club.
4. May Annual Meeting, for which time, place and type of program vary (apart from the business meeting of the membership).

Since 1971 the committee for each of these meetings provides nametags and staffs nametag tables which had previously been the responsibility of the Membership Chairman.

This chairman is also responsible for supervising or appointing a committee member to supervise the Emma Rogers Room and the Alice Maclaurin Room. This responsibility includes liaison with the Stewardess who keeps the calendar of room reservations and provides coffee set-ups for meetings; with Physical Plant concerning the furnishings and custodial care of the rooms; provision of any plants or flowers considered necessary. Gifts of money, voted annually by the Board in November, are presented to the Stewardess, the custodial, and the office staff at Christmas by this Chairman.

STUDENT FURNITURE EXCHANGE CHAIRMAN

Since its inception in 1958, the Exchange has proved itself a most worthwhile project by providing MIT students and short-term visitors with a source of usable second-hand furniture. The Chairman oversees the purchase, storage, sale and repurchase of this furniture working closely with a committee of volunteers recruited to staff the Exchange. In the past there has been a Shop Manager who has sometimes been a paid worker and sometimes a volunteer. The Chairman sees that an annual fiscal report is prepared by the Furniture Exchange Treasurer for auditing by MIT with other League fiscal reports. Space for the Exchange is provided by the Institute at 25 Windsor Street and open hours are geared to student and volunteer staff convenience.

TECHNOLOGY WIVES ORGANIZATION (TWO) ADVISOR

Since 1950 this person has represented the TWOs on the League's Board for one year with the aim of keeping the League aware of the needs of the organization of students' wives. She is appointed yearly by the TWO Board (before 1972 the Technology Dames) from among the six members on their Advisory Board. Through the Bulletin and the League's Board, this Advisor enlists League support for the annual Bake Sale, International Night, Crafts Sale and other activities of the TWOs.

It is customary for the Advisors to act as hostesses in their homes for the TWO Board meetings, to host a pre-Christmas party for the TWO Board and their husbands, and to arrange a buffet supper in May for incoming and outgoing TWO Board members.

Each of the Advisory Board members serves a three year term. Three are appointed by the League and three are chosen by the TWOs. The three year terms are staggered so that there is one annual League appointment and one annual TWO appointment. The Advisors attend four of the TWO Board meetings each year and at least one Advisor attends each of their general meetings and social events or works on their special projects. The position of the Advisory Board is one of friend and counselor, especially in relation to the Institute.

The Board may also appoint ad hoc committees, study groups, or an Assistant Treasurer.

MEMBERSHIP DEFINITION

Automatic membership in The M.I.T. Women's League is extended to:

1. The wives of -

a) Academic staff members:

Professor
Associate Professor
Assistant Professor
Visiting Professor
Guest
Lecturer, Senior Lecturer
Instructor who is not a degree candidate
Post-doctoral, Senior, or Faculty Fellow

b) Associated staff members:

Research Associate who is full time
Visiting Scholar
Visiting Scientist
Visiting Engineer
Research Affiliate who is full time
Practicing Engineer

c) Professional personnel of:

Office of Sponsored Programs
Lincoln Laboratory

d) Administration staff members

e) Members of the M.I.T. Corporation

2. Any woman who is herself a staff member in any of the above categories.

Special membership is extended by vote of the Board to specific individuals.

Honorary membership is extended, for life, to the wives of retiring staff members in any of the above categories, and to widows of staff members in any of the above categories, and to retiring women staff members in any of the above categories.

The wives of students are eligible for The Technology Wives Organization; these students sometimes hold junior staff ranks of Teaching Assistant, Research Assistant, Technical Assistant, Pre-doctoral Fellow, or Instructor.

RULES FOR THE USE OF THE EMMA ROGERS AND ALICE MACLAURIN ROOMS

1. The Emma Rogers Room is for the use of (in this order of priority):
 - a. The M.I.T. Women's League and their Interest Groups.
 - b. The Technology Wives Organization and their Interest Groups
 - c. The Association of MIT Alumnae
 - d. The Administration and Faculty of the Institute
 - e. League members for MIT-centered activities and entergaining.
 - f. Secretaries if members of the League or by special request.
2. The Alice Maclaurin Room is for the use of (in this order of priority):
 - a. The Administration of the Institute
 - b. The MIT women's groups, as above, particularly in the evening.
3. The Stewardess of these rooms is an employee of the Institute whose only obligations to the League are:
 - a. To keep a calendar of room reservations (referring to the Program-Social Chairman in cases of policy)
 - b. Setting up for and preparing coffee/tea supplied by the various women's groups using the rooms
 - c. Overseeing the material well-being of the rooms and their contents.
4. All groups and individuals must apply to the Stewardess to reserve use of either room.
5. The Stewardess must be contacted shortly before any meeting to be sure all arrangements have been taken care of (placing of chairs, arranging of tea tables, etc.).
6. Any group using the rooms must have a member of one of the three women's organizations (The M.I.T. Women's League, TWOs, AMITA) or the stewardess present and entirely responsible for the rooms.
7. Any damage, however small, must be reported to the Stewardess as soon as possible.
8. Because of insurance regulations, Physical Plant must be notified of Saturday, Sunday or holiday use of the rooms, such notification to be made by the Stewardess on the form provided by the League's office for that purpose.
9. Any furniture, china, or silver borrowed from the rooms must be signed for by the person responsible. No item may be borrowed without permission of the Stewardess or the Program-Social Chairman. Any borrowed item must be returned promptly and any damage paid for by the person who assumed responsibility for borrowing.
10. Any decorations must be fireproofed and approved by Physical Plant for use in the rooms. The use of candles is prohibited.
11. No liquor shall be served in these rooms with the exception of sherry or other fortified wine before lunch or dinner.
12. Since the use of these rooms is granted to the women's organizations, it is suggested that other groups, including student-initiated activities, look elsewhere for accomodations.

RESOURCES AVAILABLE AT THE WOMEN'S LEAGUE OFFICE, Room 10-342

A. Card Files:

1. Social Cards

Arranged alphabetically by name of staff member

- Includes - all academic personnel, Instructor and above, plus visitors
- all staff rank administration personnel
- all professional personnel of Lincoln Lab, Office of Sponsored Programs, and those Draper Laboratory staff members whose wives elected to remain members.

Updated annually by duplicating every card and returning it to the staff member who filled it out for review and revision.

MIT MASTER SOCIAL CARD

Ms.	Academic	Admin.	DSR	Lincoln	.....
Miss	Dept./Div./Lab.	.....		
Mrs.	Staff Rank	.....		
Mr.	MIT Ext.	.....	MIT Room	.....
.....	Family	.....	First	.....	Middle
Local	Address				Home Phone
.....	Street	.....	City	.....	Zip
.....	New to MIT	.....	Foreign Citizen		
.....	Former Faculty or Staff	When?	.....	Dept./Lab	
.....	Wife's	.....	Husband's	.....	MIT Student
.....	Name		Address		
.....			If different from above		
.....	Training or Occupation		Major Interests		
.....	Children — Please give month & year of birth				

IN CASE OF EMERGENCY PLEASE NOTIFY

.....	Spouse — see information above	.....	OR	.....
.....	Name	.....	Relationship	.....
.....	Address	.....	City and State	.....
.....	Street	.....	Zip	.....
.....	Home Phone	.....	Business Phone	.....

2. League Mailing List (sample on following page)

Arranged alphabetically by name of member with cross-reference section for Honorary Matrons.

Annotated by colored metal signals to show:

- a) specific participation in Social, Executive, or service activities of members since 1958
- b) interest expressed in specific League activities as indicated on returned Questionnaires
- c) temporary "do not contact" status
- d) Special marking for women staff members and for other helpful categories of members

MRS HOWARD W JOHNSON
41 CHESTNUT ST
WELLESLEY HILLS MA 02181
ADM(C)/1-55-9/71



64-65 Sec Comm
62-63 Sec Chm
1966-1971 Hon Chm
70- Loan Becht
64- DAMEC Adv
62-63 Hostess
62-63 MIXER
62-63 SFX Area
64-65 DDHW

3. Geographic File (similar to Social Card in format)

Arranged by cities and towns in Mass., plus "out-of-state" section

Annotated by metal signals and notes for participation in the annual Bloodmobile since 1969

4. Occupation and Training of Members

This 3x5 "tickler" card file is based on information filled in by husbands on the Social Cards and is helpful in recruiting committee members and service volunteers.

5. Newcomer files

- a) Invitation-list card file of all members new since previous October's Luncheon for Newcomers.
- b) Current year's new League Questionnaire returns for use by committee chairman wishing to recruit committee members

B. Other facilities:

- 1. Free access to xeroxing for 10-15 copies of a few pages
- 2. Background files on all activities plus a notebook of clippings from Board minutes since 1955 arranged by activity for quick reference.
- 3. Institute-approved requisitioning of services and goods used in League projects. Always consider using this service before using your own or your husband's name!
- 4. Typing of materials used in any League activity

THE M.I.T. WOMEN'S LEAGUE

Financial Policy Statement

The financial policy of The M.I.T. Women's League in regard to support of programs undertaken in its name recognizes three types of fund-raising:

1. An annual appeal for contributions from the general membership.
2. Solicitation from the membership of donations to the capital of the League Moore Fund.
3. Dues or fees collected by individual projects, committees, or Interest Groups with the aim of making their individual programs self-supporting.

Any surplus money reverts to the general funds of the organization under the stewardship of the Treasurer to be incorporated by the Executive Board into the budget for the following year.

Approval of the Executive Board is necessary before any project, committee or Interest Group undertakes any other type of fund-raiding activity for any purpose whatsoever.

(Adopted by the Executive Board, September 23, 1970)

THE M.I.T. WOMEN'S LEAGUE

1980-81 Executive Board

Honorary Chairman	Priscilla Gray (Mrs. Paul E.) 111 Memorial Dr., Cambridge 02142	253-2829
-------------------	--	----------

ELECTED MEMBERS

Chairman (to May 1981)	Betty Dyer (Mrs. Ira) 26 Valley Spring Rd., Newton 02158	527-7059
Vice-Chairman (to May 1981)	Anne Berg (Mrs. Robert S.) 24 Wachusett Dr., Lexington 02173	862-8690
Secretary (to May 1982)	Ann Bowman (Mrs. Edward H.) 54 Clairemont Rd., Belmont 02178	484-6796
Treasurer (to May 1982)	Dorothy Latsey 100 Memorial Dr., Cambridge 02142	354-1932
Nominating Chairman	Elaine Horn (Mrs. Dean A.) 100 Memorial Dr., #5-3A, Cambridge 02142	868-6407

APPOINTED MEMBERS

<u>Bulletin</u> Editor	Priscilla Mead P.O. Box 515, Acton 01720	263-4538
Committee for Students	Margaret Mann (Mrs. Robert W.) 5 Pelham Rd., Lexington 02173	862-4318
Host Family Program	Nancy Sweeney (Mrs. John H. III) 70 Appleton St., Arlington 02174	643-5094
Interest Groups	Marge Suomala (Mrs. John B. Jr.) 30 Garrison Rd., Hingham 02043	749-7049
Newcomer Coordinating Committee	Mary Ann Ray (Mrs. Daniel B.) 17 Leavitt St., Hingham 02043	749-3202
Program-Social	Sharon Kleitman (Mrs. Daniel J.) 74 Kenwood Ave., Newton Centre 02159	969-6844
Furniture Exchange Liaison	Kit Lambe (Mrs. T. William) 100 Memorial Dr., Cambridge 02142	876-1003
	Betsy Whitman (Mrs. Robert V.) 9 Demar Rd., Lexington 02173	862-8510
TWO Representative	Gail Richardson (Mrs. George) D-2 Westgate, Cambridge 02139	494-0344

M.I.T. WOMEN'S LEAGUE STAFF

Administrative Assistant	Mary L. Pinson 52 Hillside Rd., Watertown 02172	924-4479
Hostess	Shirley McGowan (Mrs. Richard A.) 39 Mayall Rd., Waltham 02154	894-4185

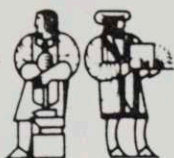
M.I.T. ACADEMIC CALENDAR 1980-81

1980

- August 29 - Freshman Orientation Week Begins
- September 1 - Labor Day - Holiday
2-4 - International Open House
8 - Registration Day
- October 13-14 - Columbus Day Vacation
- November 11 - Veteran's Day - Holiday
27-28 - Thanksgiving Vacation
- December 12 - Last Day of Classes
15-18 Final Exams
19 - Christmas Vacation Begins

1981

- January 5 - First Day of Independent Activities Period
15 - Martin Luther Kings' Birthday - Holiday
28 - Last Day of Independent Activities Period
- February 2 - Registration Day, Second Term
17 - Washington's Birthday - Vacation
- March 23-27 - Spring Vacation
- April 20-21 - Patriot's Day - Vacation
- May 15 - Last Day of Classes
25 - Memorial Day - Holiday
- June 1 - Commencement



CONTENTS

THE M.I.T. WOMEN'S LEAGUE MOORE FUND	ii
ADMINISTRATION	
Chairman	1
Vice-Chairman	2
Secretary	3
Nominating Committee	3
Treasurer	4
PROGRAM	
<u>Bulletin</u>	5
Interest Groups	5
Program Social	6
SERVICE ACTIVITIES	
Committee for Students	7
Newcomer Coordinating Committee	9
Report of the Technology Wives Organization to The M.I.T.	
Women's League	10
Use of Rooms	11
THE HONORARY MATRONS OF M.I.T.	12

THE M.I.T. WOMEN'S LEAGUE MOORE FUND

This fund was established by, and is named for, Mrs. F. Jewett Moore in 1916. The capital is invested through MIT and the League's activities are, in part, supported by the interest. Since 1968 it has been possible for members to add to the capital of this Fund through direct contributions, through bequests, or through memorial donations.

Donors from 1968 to 1971 are:

Mrs. Albert G. H. Dietz
Prof. and Mrs. Murray Eden
Mrs. Antoine M. Gaudin
Mrs. Herbert F. Goodwin
Mrs. Henry G. Houghton
Mrs. Frederick K. Morris
Mrs. Robert B. Newman
Mrs. Charles H. Porter
Mrs. John H. Roe
Mrs. Joseph A. Scoppettuolo
Mrs. Ascher Shapiro
Mrs. C. Richard Soderberg
Mrs. Dirk J. Struik
Mrs. Donald S. Tucker
Mrs. Marvin D. Zimmerman

1971-72

Deceased: Mrs. John J. Rowlands
In Memory of Mrs. Rowlands:

Mrs. Daniel B. Ray
Mrs. Leicester F. Hamilton
Mrs. E. Neal Hartley
Mrs. John G. Trump

1973-74

Deceased: Mrs. Leicester F. Hamilton
In memory of Mrs. Hamilton:

Friends of Alma Hamilton
Mrs. E. Neal Hartley

1974-75

Friends of Alma Hamilton:

Mrs. Patrick M. Hurley
Mrs. Walter McKay
Mr. and Mrs. Harold Edgerton
Mrs. Robert J. Holden
Mr. and Mrs. Robert B. Newman



1975-76

Deceased: Mrs. C. Richard Soderberg
Mrs. Albert G. Everts
Mrs. Arthur R. Von Hippel
Mrs. Francis O. Schmitt

In Memory of Stina Soderberg,
Barbara Schmitt, Helen Ross Everts,
Dagmar Von Hippel:

Mr. and Mrs. Harold E. Edgerton

In Memory of Mrs. Helen Ross Everts:

Mr. and Mrs. Robert J. Holden
Mrs. Charlotte C. Hartley

In Memory of Helen Everts, Stina
Soderberg:

Mrs. Arthur T. Ippen

1976-77

Mrs. Antoine Gaudin
The Robert Newman Foundation

In Memory of Deceased Honorary Matrons:
The Honorary Matrons of M.I.T.

1978-79

In Memory of Deceased Honorary Matrons:
The Honorary Matrons of M.I.T.

1979-80

In Memory of Marion Samuelson:
Mrs. Herman Chernoff

ADMINISTRATION

Chairman

I begin my annual report by thanking a most extraordinary Board. They carried out all the activities of The M.I.T. Women's League with intelligence, competence and great success. Ira's Sabbatical at the University of Cambridge was confirmed late in August and we left at the end of October. By the time we returned in mid-March, most of our major events had taken place.

I also want to express my personal thanks to the Institute for its financial and philosophical support for The M.I.T. Women's League. Having just spent five months at a University that is quite different, I truly appreciate M.I.T.'s sense of responsibility to community. It makes a difference to all of us.

This has again been a year of continued effort and innovation for The M.I.T. Women's League. It has been marked by marvelous cooperation, particularly since I was away. I am deeply indebted to my co-chairman, Leticia Sarofim, to a dedicated, competent Board, and to our indispensable Administrative Assistant, Mary Pinson, for the success of this year.

The year began with the Department and Division Head Wives Luncheon, the Newcomer Luncheon and the Opening Tea at the President's House. This was followed by the Honoraries' Luncheon, a Musicale featuring music of 20th Century America, and the Holiday Party in December. Professor Martha Weinberg attracted a large brave crowd for the March Dinner at the Faculty Club. (A major snowstorm was threatening.) Her topic, on the leadership offered by elected executives, was perceptive and stimulating.

Service has always been and will always remain the most important facet of the

League's activities. English Classes for International Wives were taught, a beautiful Fall Tour took MITers to Sturbridge Village, a New England dinner was served to new International Wives, the tenth Annual Plant Sale was hugely successful and our plants brightened many a dormitory room and office. Cookies and punch were served in the Building 7 Lobby by the Committee for Students to celebrate the holiday season. Students were welcomed into homes for the holidays again this year. An outing for International Wives with children took place in the spring.

A superlative Host Family Program provided international students with the fellowship, comfort and warmth of wonderful American families, and the Student Furniture Exchange continues to provide furniture and scholarship aid to students. (The total amount of scholarship aid provided over the years is almost \$80,000. (How about that!))

The Interest Groups provided stimulation and friendship. The Seminar Series based on the nutritional needs of women and questions and answers covering a range of nutritional topics was very informative.

The League Bulletin continues to be our main source of communication with you all. It carries a high standard of information and design.

Opportunities for intellectual exploration were offered and enthusiastically received; Marianne Teuber's illustrated lecture on Paul Klee; Jay Forrester's provocative and stimulating discussion on the future of capitalism, and Laya Wiesner's committee organized to bring MIT women undergraduate students together

with professional M.I.T. Women's League members has gotten off to a flying start. This is just the latest in a long history of Laya Wiesner's concern and involvement with the quality of life for women in general and M.I.T. women in particular.

Again I wish to thank all those who have worked so hard to make this year so successful. I look forward to another year with you.

Betty Dyer
(Mrs. Ira)

Vice-Chairman

The English Conversation Classes for Foreign Wives was effectively organized by Mrs. Marion Longwell, and it continues to be a most worthwhile effort of the League. Marion's report follows:

Each Tuesday and Thursday from 9:15 to 11 the English classes for wives of foreign student, faculty and staff have been followed by a well-attended coffee hour. The classes ranged from beginner through advanced. At the time the fall class lists were made up there were 85 students. By the end of the term this had increased to 97. The spring term had an enrollment of 87 students from 26 countries. It is the custom to offer baby-sitting for the classes, using graduate students wives as baby-sitters. This year there was a huge leap in the numbers of children presented for baby-sitting. The count was often 40 children, once 42. The lowest number was 24. We have had up to 8 baby-sitters. Twelve dedicated volunteer teachers conducted classes; Gertrude Averbach, Ann Bowman, Collie Cook, Anne Glatzer, Artie Helgason, Jan Kirtley, Ellen Pierce, Betty Reintjes and Inza Testart. It would be impossible to overstate the value of the contribution these women have made. Collie Cook has made an additional contribution by

opening her home at the end of each twenty session term for a party for all classes - a delight!

The Fall Foliage Tour took us again to Sturbridge Village this year. We had a crowded bus with a total of 54 adults and children. The bus departed at 9:15 from the Sloan Parking Lot. This is an ideal place, since it allows the children to wander around while the adults discover more about Old New England. Cider and doughnuts were offered on our way back to Cambridge.

The Spring Luncheon Seminars were held in the Emma Rogers Room on Thursday, April 10, with Dr. Judith H. Wurtman, Research Associate in the Department of Nutrition and Food Science and author of Eating Your Way Through Life. Her topic was "Eating Alone Can Be Dangerous to Your Health" On Friday, April 11, the topic was "Queries and Quandaries About Nutrition", addressed by Constance A. Bean, Coordinator of Health Information and Education in the Medical Department.

My thanks to all the Board for their support while Betty Dyer was in England, and especially to Mary Pinson, our Administrative Assitant, who was always prompt with an answer to all my inquiries.

Leticia Sarofim
(Mrs. Adel F.)

Secretary

The first meeting of the Executive Board of the Women's League was a joint meeting of outgoing and incoming members. This was held at the President's House on May 23rd, 1979. Plans for 1979-80 were discussed and dates for the meetings were set. A delightful sherry and luncheon followed the meeting.

Minutes were taken of the regular meetings of the Board on September 12, October 3, November 7, January 9, February 6, March 5 and April 2.

The Annual Meeting will be held on May 14th at the President's House. Invitations have been sent to those who have become Honorary Matrons during the year. As usual, they will be guests of the League.

The last two years that I have served on the Board have been very rewarding. I will follow with much greater interest and continue to be more involved with the League as a result of my Board experience. The active members of the League that I have become acquainted with are truly delightful.

Carolyn Howard
(Mrs. Jack B.)

Nominating Committee

The Nominating Committee presented the following members for election to the Executive Board to be voted upon at the Annual Meeting May 14, 1980:

Secretary: Ann Bowman
Treasurer: Dorothy Latsey
Nominating Committee: Elaine Horn, with the assistance of Judith Chernoff, Winifred McDonough, Myra Rodrigues, and Allison Rowell

Jacqueline Buck

Treasurer

Following is the audited Annual Report for the period July 1, 1978 to
June 30, 1979

1. General Funds			
Cash on Deposit July 1, 1978			
Harvard Trust Company		\$ 1,214.40	
Postmaster Boston		<u>446.46</u>	\$ 1,680.86
Total Receipts	\$ 16,552.73		
Total Disbursements	\$ 16,905.05		
	<u>466.46</u>		
	\$ 17,371.51		
Cash on Deposit June 30, 1979		\$ 1,214.40	
		<u>(818.78)</u>	\$ 395.62
2. Women's League Moore Fund (MIT Acct.No 36554)			
Principal			
Balance, July 1, 1978	\$ 10,482.73		
Gifts 1978-79	<u>25.00</u>		\$ 10,507.73
Income			
Unexpended Balance July 1, 1978	\$ 4,470.13		
Investment Income 1979		\$ 1,325.22	\$ 5,795.35
3. Women's League Operating Fund (MIT Acct.No 17112)			
Budget	\$ 3,000.00		
Materials and Services		\$ 863.85	
Entertaining		1,139.47	
Office Supplies		24.68	
Mailing List Maintenance		584.72	
Printing		132.05	
Xerox Expense		52.53	
Seminars		6.00	
Host Family Program		<u>355.23</u>	\$ 3,131.53
4. Women's League Furniture Exchange			
Cash on Deposit July 1, 1978			
Harvard Trust Company		\$ 7,025.81	
Cambridge Trust Company		<u>641.07</u>	\$ 7,666.88
Receipts	\$ 38,484.26		
Disbursements	<u>35,385.42</u>		\$ 3,098.84
Cash on Deposit June 30, 1979			
Harvard Trust Company		\$ 7,513.15	
Cambridge Trust Company		<u>3,252.57</u>	\$ 10,765.72

At the Joint Board Meeting a preliminary Financial Report for 1979-80
will be available.

Márta Beér

PROGRAM

Bulletin

The Bulletin highlights for Volume 59 were:

- 1) The Tea at the President's House plus the welcome by Laya Wiesner encouraging participation in the League activities, with an emphasis on opening up contact with women undergraduates.
- 2) The November Musicale and the introduction of Board Members for 1979-80 along with the Area Resource Volunteers.
- 3) The Annual Holiday Open House invitation from President and Mrs. Wiesner.
- 4) The Evening Dinner with Professor Martha Wagner Weinberg of the Political Science Department on "Political Leadership: Is It Possible?"
- 5) "Capitalism; Coronach or Crescendo?" Salon lead by Professor Jay W. Forrester of the Sloan School at the Historical Collections.
- 6) The Annual Meeting and Luncheon held at the President's House at the special invitation of Laya Wiesner and the announcement of the Spring Seminars on Nutrition.

A major change took place this year; the Bulletin has been sent to members using "Bulk Rate" non-profit organization status for most issues. This change was expertly engineered by Terry Palty. Without her efforts we would still be sending the Bulletin at the First Class Rate of 15¢, not at 2½¢. This considerable saving has helped to alleviate the inflationary printing costs. M.I.T.'s Graphic Arts Department has been very cooperative in expediting the printing to meet our deadlines.

Special mention should be made of the contribution of Kathy Barrett, who prepares the copy for "happenings" in the M.I.T. community which appears on the last page of the Bulletin. Kathy is a

member of the Information Center under Mary Morrissey.

Another significant contributor to the Bulletin is Marge Suomala. As Chairman of the Interest Groups, she gathers and writes the information published about Interest Groups.

It was good to have former editor Jan Koltun contribute her talents to the issue about the Salon.

As the Bulletin editor, it is gratifying to work with the chairmen of each activity and to see how their creative ideas make the Bulletin come alive with each issue.

Anne Berg
(Mrs. Robert S.)

Interest Groups

There were eleven active Interest Groups during the 1979-80 academic year.

Adventures in Eating, Birdwatching, Bridge, Chorale, Embroidery, Dinner Dancing and Yoga all continue to have an enthusiastic following.

Interest in Flower Arranging as a class has waned, but there has been a response to one-day workshops. Mabel Nevins, chairman of the group, deserves recognition for her dedication in stimulating interest in and awareness of the opportunity we have in being able to study under the very talented Mrs. Koichi Masubuchi.

Travel Club has made a resounding comeback. The nucleus of regulars over the years rallied round and their meetings were well attended. A final high point of the year was the evening meeting held at the home of Artemis Gyftopoulos with Mary and Bob Newman speaking on "Discoveries in Africa - January 1980."

Husbands were invited and it was a most successful evening.

Sailing is a seasonal Interest Group which offers so much but so few take advantage of it. There are only a half-dozen enthusiastic sailors and the feeling is that the required swimming test at the M.I.T. pool is a major deterrent.

There was a small group also who met a number of times during the winter months to swim at the M.I.T. pool.

A Disco Dance Group and a second Bridge Group for beginners and intermediates was proposed. However, there was not enough response from the membership to support either group.

The October Tea was lucky once again to have an exhibit of the needlework created by the Embroidery Group. This is such a lovely addition to the Interest Group display that I hope the Embroidery Group will want to continue the effort. It is a problem to make some people realize that things on display must not be handled; sad to say, one piece of work had tea spilled on it - an accident not to be repeated. If there is to be an exhibit in the future it will have to be done in such a way as to protect the embroidery.

The year ended with a luncheon for all incumbent and incoming Interest Group chairmen. Also invited were the League Chairman, the Bulletin Editors, and the Administrative Assistant.

The following people served as chairmen of their groups:

Birdwatching: Lennie Haus (Mrs. Herman A.)

Bridge: Marta Beer (Mrs. Janos M.)

Chorale: Marilee Jones

Embroidery: Nancy Hollomon (Mrs. J. Herbert)
Priscilla Gray (Mrs. Paul E.)
Lillian Alberty (Mrs. Robert)
Beth Harling (Mrs. Otto)

Dinner Dance: Betty Reintjes
(Mrs. J. Francis)

Flower Arranging: Mabel Nevins
(Mrs. James L.)

Adventures in Eating: Alice Muehe
(Mrs. Charles E.)
Jean Hull
(Mrs. Robert)

Sailing: Jane Lorenz (Mrs. Edward N.)

Swimming: Marta Beer (Mrs. Janos M.)
Jane Lorenz (Mrs. Edward N.)

Yoga: Ei Turchinetz (Mrs. William)

Travel: Kay Bolt (Mrs. Richard H.)
Marjorie Wells (Mrs. Walter I.)

Marge Suomala
(Mrs. John B. Jr.)

Program Social

On Wednesday, October 17th, 1979 in the afternoon the Opening Tea took place at the President's House. Guests were greeted by Laya Wiesner along with Rose Carmichael, our chairman for the event. There were twenty hostesses and pourers. Attendance was down this year to around 175. Tables were set up for a variety of Interest Groups and there seemed to be some interest among the members.

The Sunday Musicale was held at the President's House on November 18th at 3 in the afternoon. Maureen Feldman chaired this activity. The program featured 20th Century Music. A reception for the artists and guests followed.

The Holiday Party was a huge success. Attendance surpassed that of any other year in recent memory. President and Mrs. Wiesner graciously offered their hospitality at the President's House on Sunday, December 9th. The committee was chaired by Alice Pickard with the help of ten hostesses and seven pourers. The Women's Chorale and the Brass Ensemble performed. In the reception

room one of the Chorale members played holiday songs on the piano and many people joined in informal singing.

The Spring Dinner with spouses and guests took place at the Faculty Club on Thursday, March 13th. Martha Weinberg, Associate Professor of Political Science at M.I.T., was our speaker. The title of her talk was "Political Leadership; Is It Possible?" Judy Chernoff was our able chairwoman and with the help of a few League members greeted the ninety or so guests who attended.

Sharon Kleitman
(Mrs. Daniel J.)

SERVICE ACTIVITIES

Committee for Students

The activities of the Committee for Students represents an eclectic collection of events planned for or on behalf of or in conjunction with students of MIT, and carried out by this committee of the MIT Women's League. As early as Residence-Orientation Week, September 4-6, '79, although no longer involved in its planning, the League Board members acted as hostesses for the Open House for foreign students. On Thursday, October 4, the Fall Plant Sale for Students, co-chaired by Martha Harleman (Mrs. Donald) and held outside the Student Center, was its usual exhilarating success, with all plants sold by 11:30 AM. A number of invaluable area chairmen solicited plants from other MIT families and friends and acted as salesmen and experts for the day. Special note should be made of plant experts Jeanne Wadleigh (Mrs. Kenneth), Serena Modigliani (Mrs. Franco) and Eugenia Seamans (Mrs. Robert), who advised purchasers on care of their plants. This year, the plants donated and collected by Women's League members

represented \$400 of the over \$440 realized from the sale, the remaining \$40 being the net realized from the sale of an additional 200 plants purchased from a local greenhouse to supplement the stock donated. These funds are needed and used to pay for the Dinner for the Wives of New Foreign Students and a Spring Outing for families of new foreign students.

This year's aforementioned dinner, held Tuesday, November 13 in the Emma Rogers Room, was co-chaired by Yung Suh (Mrs. Nam) and Carla Lele (Mrs. Padmakar) with me. Sixty wives and other guests, including some of the Women's League language teachers and several from the Wives' Group and the TWOs (Technology Wives Organization) attended. A sherry and cider period preceded a seated New England Boiled Dinner cooked in the kitchen of the Alice Maclaurin Room by the co-chairmen. Tables in the Emma Rogers Room were attractively decorated, with a "helping" hostess and three foreign student wives at each small table to enhance the conversational prospects among the various languages represented. The Outing for the families of new foreign students is expected to be held in May.

The Committee for Students also acts as a liaison point for hosts who would offer Thanksgiving hospitality to all students and the students who would take advantage of their offers. As in recent years, there have been fewer students interested in this offer of hospitality than hosts offering it, despite personal efforts in asking dormitory masters to encourage students to apply, and despite newspaper notices and dormitory notices of the invitations to dinner.

There were three Red Cross Blood Drives during the academic year '79-'80 and one during the summer of '79,

all of which the MIT Women's League staffed in cooperation with the students who initiate and publicize this effort. Edwina Seeler (Mrs. Albert) and Janice Kispert (Mrs. Malcolm) co-chaired and arranged for scheduling the over 165 MIT women who gave more than 1300 hours for the two major drives in the Fall (October 31-November 9) and the Spring (March 5-14) and the mini-drive (January 9 and 10). The two 10-day drives collected 1786 and 1771 pints respectively and the mini-drive 254 pints. All MIT women who participated in helping with these Blood Drives enjoy the student contact and the chance to meet and work with other women in the MIT community, whether it be while taking donor's temperatures, typing their names and MIT addresses, attending the donors as they give blood, or hosting them afterwards in the "canteen" with beverages and cookies. The working atmosphere is on the one hand, business-like and professional, and on the other hand cordial and sociable, as required by the circumstances. More of our members must try it - it's a good day's work for a worthwhile cause.

Also under the auspices of the Committee for Students, Christmas holiday decorations for the main entrance of MIT at 77 Massachusetts Avenue were designed and constructed under the leadership of Mabel Nevins (Mrs. James), and assisted by a group of League arts and crafts aficionados. The MIT Women's League again this year served cider and cookies in Lobby 7 in honor of the holidays, but there was no student convocation with which this activity has traditionally been affiliated; hence it seemed to be strangely in limbo. Apparently, due to a lapse in transmission of records of this student-initiated event, the students did not know it was a tradition to schedule a Christmas convocation.

After the chairman's experience with this committee's activities this year, she is initiating a review and reexamination of them and will recommend some adaptations to the MIT Women's League Board for their consideration. Contact is also being made with the MIT support offices which are essential to the continuation of many of this committee's interests. Furthermore, an effort will be made to entice more MIT Women's League members to participate in student-related activities; they will not only enjoy the contact with the students, but will also find that they enjoy the contact with each other.

Margaret Florencourt Mann
(Mrs. Robert W.)

Newcomer Coordinating Committee

This committee's main project, aimed at welcoming as many newcomers as possible, is the Newcomer Luncheon, held at the Faculty Club on the same day as the Opening Tea at the President's House. In order to identify these newcomers, each new faculty and staff member is asked to fill out a Master Social Card. These cards are then forwarded to the League office by representatives in each department. During May an appreciation luncheon is held for these representatives in the Emma Rogers Room.

Since the Department and Division Head Wives form the largest group of hostesses for the Newcomer Luncheon, a workshop is held for these people a week or so beforehand. This workshop provides an opportunity to discuss various aspects of the newcomer program. Vickie Kerrebrock (Mrs. Jack L.) was chairman of this year's workshop, held October 10 in the Bush Room. Following refreshment and some discussion we were treated to "Reminiscences of Earlier Days at M.I.T." by Laya Wiesner. Then the main part of the program was a discussion of The Program in Science, Technology and Society by Professor Donald Blackmer, its Director. Following a question period the group adjourned to the Emma Rogers Room for lunch.

Gay Pariser (Mrs. Ernst R.) was chairman of the Newcomer Lunch held October 17 at the Faculty Club. Fumiko Masubuchi (Mrs. Koichi) and Mabel Nevins (Mrs. James) made lovely flower arrangements which later were taken to the President's House for the Tea. The table of literature on greater Boston, prepared by Marilyn Peterson (Mrs. Franklin P.) was as popular as ever with both newcomers and oldtimers. Following lunch was a brief meeting aimed at acquainting the newcomers with some of the League's activities. Margaret Mann

(Mrs. Robert W.) spoke about Student Services, Marge Suomala (Mrs. John B.) about the Interest Groups and Susan Forrester (Mrs. Jay W.) about the Host Family Program. The guests then proceeded in small groups to the President's House and an opportunity to meet more League members.

Many thanks to Shirley McGowan for the delicious and attractive luncheons she prepared for the Departmental Representatives and the DDH Wives. Also, a special thank you to Mary Pinson and the other Board members for their continued support during a most difficult year.

Mary Ann Ray
(Mrs. Daniel B.)

Report of the Technology Wives Organiza-
tion to The M.I.T. Women's League

Although summer began slowly for the new TWO Board, this year has been very successful, with almost one hundred participating members joining by the end of the year. The problems of the year were enthusiastically tackled by the Board members, whose dedication and loyalty to TWO generated a renewed pride among the membership. Thank you all for helping me to prove again that there is a real place within the MIT community for the Technology Wives Organization.

The many social activities were organized by two social chairmen and Donna Behmer and myself. The most popular were a wine-tasting party, a slide show, theatre trip and a visit to Talbot House in Vermont.

Linda and John Morecroft graciously hosted the Talbot House weekend although Linda was about to have her first baby. Aside from some minor mishaps and the bitter cold, everyone had an enjoyable break from MIT. The house was full with 27 adults and one child and the trip provided a good opportunity for TWO members to become closer friends.

Our April meeting, which will be at the President's House, will feature an MIT jazz group. Our social calendar will conclude with a semi-formal dinner at Endicott House in May, when the annual awards will be presented.

The Annual Pot Luck Dinner was a great success, as were all the International Cooking function this year. Thanks go to Sue McLeod and Lorraine Horn who organized many successful events, including a cookie swap for Christmas and a small collection of favorite International recipes. Among my favorite evenings were Indian Vegetarian Cooking, Japanese Tempura and Greek feta pies.

The General Meetings were varied and well run by Donna Behmer. Some of the topics presented included the usual "Introduction to MIT", a stained glass demonstration with active participation, "Champagne Living on a Beer Budget" with Janice Harayda of Boston Magazine, and a Skin Care and Make-up demonstration. A talk on rape was conducted by the Campus Patrol. The most successful meeting, a Crafts Symposium, drew an audience of more than forty interested people.

Our Newsletter was revamped by Robin Hoxie, who did a very professional job throughout the year. It was mailed to all wives in October and to all new wives in February. Interested members of the M.I.T. community received copies regularly.

Contributing to TWO's success this year was an increased effort to publicize our events. Working in the International Student Office gave me many valuable opportunities to advertise our organization among Institute members and new wives. I was also able to help provide an insert for the New Practical Planning Guide for Graduate Students, aimed at new wives. This publication is received by all new graduate student applicants and should provide an early source of information to new wives, both from America and overseas.

TWO continued to support weekly exercise classes, this year led by Patricia McMurphy, a former pupil of Maggie Lettvin. These were regularly attended.

Rachel Kent ably ran the Children's Holiday Party, where about eight children saw Santa and enjoyed the performance of an interesting new puppeteer.

Both Bake Sales were moderately successful although this year our advisors decided against contributing sandwiches. Thanks go to Shelley Dynys for organizing the bake sales this year.

Thanks go to Sue Irvine, who did a fine job organizing two Craft Sales this year. After our December sale, which gave the record amount of \$700 towards the Interest Free Loan, the Board felt that it was imperative to structure future sales and closely define rules governing the Craft Sale entrants. It was felt necessary to encourage student wives more while retaining the professional atmosphere of the sales. Rules were clarified and given to all Board members and entrants, and a copy was given to Mary Pinson in the hope that some continuity could develop from year to year and with different coordinators.

Due to the success of the sales and loan repayments, we will be able to award two Interest Free Loans this year of between \$600 and \$800 each. \$500 is already allocated towards next year's loan fund and this amount may increase depending on the success of April's sale.

I am disappointed that this year our Women's League advisors were able to give us so little of their time and support. I realize that their lives are busy, as are those of the Board members who often need to juggle their time to succeed in their positions. Perhaps the responsibilities of the advisors have changed over the years and now may be a good time to reorganize the functions of the advisors and perhaps reduce their numbers so that this group can continue to provide support and encouragement, when needed, to the TWO.

Our projected budget for 1979/80 was \$3,000 (excluding Interest Free Loan). Our income was as follows:

Graduate Student Council	\$1000
Simonides Fund	500
Bake Sales	367
Membership Dues	444
Interest from Savings	140
(approx.)	
Craft Sales	1000
(approx)	

Robyn E. Butlin
(Mrs. M. W.)

Use of Rooms

Since the academic year is not yet over, the following figures are an approximation of the numbers of times the Rooms have been used. A few more events will undoubtedly be scheduled.

	<u>Used</u>
Emma Rogers Room	205 times
Alice Maclaurin Room	124 times
The Women's League and Interest Groups	131
Administration	124
TWO	15
Women's Forum	1
Other Groups	57

Thus the already scheduled number of events is 328 for the year.

Shirley McGowan
(Mrs. Richard A.)

THE HONORARY MATRONS OF M.I.T.

The Honorary Matrons of M.I.T. have scheduled their customary two luncheon meetings for the year 1979-80.

On Thursday, November 8, at the Faculty Club, 88 members heard Mary Rowe, Special Assistant to the President for Women and Work, talk about her work at MIT and the changing role of women at the Institute. The Spring luncheon was held on Thursday, May 8, also at the Faculty Club. There was no program beyond election of officers for the coming year, so that the time could be devoted to social visiting with old friends.

There are now 414 Honorary Matrons, including 9 who became eligible last June. There are 97 who are inactive and 69 who live too far away to attend any meetings. This leaves 248 active Honorary Matrons maintaining their interest in and connections with MIT in many different ways. One small way is our traditional contribution to the Moore Fund.

We are very grateful to the Institute for its generous gift of the luncheons, which provide an unique and treasured opportunity to continue the friendships of many years and to keep in touch with some of the new developments at the Institute. We are grateful also for the Institute's underwriting the costs of the luncheon invitations, which the Women's League had generously assumed when they got too high for our small treasury. An additional subsidy offered by the Women's League of \$125 toward our expenses has been very much appreciated; we were glad that this year we did not have to take advantage of their generous offer.

The Nominating Committee, consisting of Esther Edgerton (Mrs. Harold), Betty Reintjes (Mrs. J. Francis) and Theodora Shrock (Mrs. Robert),

chairman, present the following slate of officers for 1980-81:

Chairman: Betty McKay (Mrs. Walter)
Vice-Chairman: Netta Murphy
(Mrs. James N.)
Secretary: Adelaide Holley
(Mrs. Myle J., Jr.)
Treasurer: Alice Amdur
(Mrs. Isadore)

Marjorie Burchard
(Mrs. John E.)

Impromptu notes on the first meeting of THE COMMITTEE FOR THE FUTURE
of the MIT Women's League, Tuesday, February 10, 1981

Priscilla Gray: Need broad answers to questions. Should the WL be
bigger and better or more direct (specific). Who, What, Why, When,
Where and How does the WL serve? Especially what is the meaning for
the MIT community (family)?

Betty Dyer: Band-aids are needed for Newcomers, etc. but they are not
satisfactory solution to the overall situation. How does the Institute
see us and where do we fit?

Mary Rowe: Problems women will be facing and the orientation of the
Women's League...

1. As women become more diverse by race, condition of employment,
marriage, and, especially, common values their needs become more diverse.
This is reflected in the men at the Institute, too, and makes things
more complicated.
2. Safety and Security problems are to be expected for women and
minorities (and this will extend to men). $2\frac{1}{2}$ will affect us all
politically. Crime is a major problem and so far solutions remain
a puzzle, ie Burger's preventative incarceration.
3. Deprivations from human contact becomes more so as we become more
technologically oriented. Hi-tech will help to provide jobs for women
and keep unemployment down, but at what cost? Economic consequences:
less privacy, more crowding in dorms, sharing work and living spaces.
4. Women's community needed to humanize the Institute. WL can provide

hope, cheer in employment where technological improvements seem uppermost. WL has a special role to care for others, to plan ahead in human terms. (80% of women working at MIT are chief or equal breadwinners.) In the humanization of the Institute, men can't do it therefore women's community will have to carry that burden. As for MIT we need to teach what our role is to be.

Margaret Mann: Committee for students has no interaction with students. If our purpose is to serve their needs, we need to be part of the system.

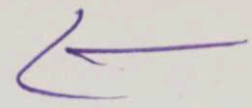
(Mary R.: It takes an average of two years to get into the system.)

Helen Pounds: We need a profile of members, especially the active members. Who's on what committees?

Myra Rodrigues: Problems of two wage earner families similar for the working woman of today as of twenty years ago. Where's the progress?

Next Meeting: Thursday, March 12, McCormick dining room, 12:30 p.m.

POTENTIAL EXPANSION AREAS FOR THE MIT WOMEN'S LEAGUE



Seminars and Salons

1. Expanding to allow increased interaction with:
 - a. Medical and Health departments
 - b. Social Services
2. Workshops (outgrowth of specific seminar/salon activity)
 - a. care of elderly parents
 - b. support groups for families dealing with severe illnesses
 - c. pre-post retirement planning
 - d. leisure time and how to find it!

Time frame experimentation with all of the above.

3. Committee and Council Representation
 - a. need to make our presence visible on committees and councils that deal with Institute wide concerns, students as well as the non-student, other than academic.
 - b. i.e. Information Groups, Compton Gallery, Faculty Committee for Student Affairs, Medical Advisory Board, Committee-in-formation, etc.
 - c. Some of the above have already been represented but there is need for the MITWL Board to be kept informed and current.
4. Volunteer Coordinator
 - a. There has been a need expressed for a Volunteer Coordinator for Institute Wide needs. (Benefits office for example is the latest to come to our attention, Social Services and Medical have also expressed desires along these lines.)
5. Expand Public Relations
 - a. Make our present extensive activities better known.
 - b. Host Family, Furniture Exchange, Blood Drive, Plant Sale English Classes etc.
6. Maintain Social activities.
 - a. Interest Groups can be expanded as the desire arises.

It is important to emphasize that we have been the innovators of programs that are now part of established MIT policy, the Housing Office, The Wives Group, The Language Exchange and many other women's activities on campus that arose out of our volunteer activities.

As the Committee heard from representatives of other women's organizations and MIT administrative offices, we realized that the MITWL image on campus is not clear to others. The general impression is that the League is a group of faculty wives involved in various activities - perhaps mostly social in nature.' While the "image problem" is not so serious for our current active membership, it takes on far greater importance if the League wants to increase participation and interest in its activities.

In developing plans for the future we believe that it would best serve the interests of our active membership, our potential membership, and those who may want to participate in our programs, to have a clear strategy for publicizing our goals, our major programs and activities which would:

1. Stress our commitment of "service to the Institute"
2. Invite participation in activities and functions,
3. Promote communication with other women's groups and activities.

Some specific recommendations include:

1. Creation of a new Board committee chairman who would serve a broad public relations function and oversee all publicity and communications. (the Bulletin, Tech Talk, other campus newsletters or publications)
2. Maintain an exchange of program information with other women's groups.
3. Promote idea of joint calendar page in Tech Talk (with other women's activities on campus).
4. Coordinate efforts to interest newcomers with Newcomers Chairman.
5. Work with Personnel Office to develop material for their Newcomer Packet, clarifying that most of MITWL programs are open to all MIT community.

DRAFT 2

Membership Report of The Committee of the Future of The MIT Women's League.

One of the main reasons for creating The Committee on the Future of The MIT Women's League was to review the qualifications for membership. Should they remain as stated in the By-Laws or should they be changed to include all women within the MIT Community by virtue of employment or marriage? Is the MITWL too restrictive in its membership definition? It was felt by those raising these concerns, that our By-Laws excluded a large group of MIT women who might wish to join with us in our social activities and service projects.

To help determine if there is a constituency of MIT women who might welcome the opportunity to be members of the MITWL, our committee systematically held hearings with representatives of all current MIT Women's organizations, and with selected individuals who could give us a historical perspective as well as observations from their vantage point in the MIT Community. We also sent questionnaires to a number of women's organizations at other colleges and universities. Our committee membership purposely included women on campus who work daily with women employees and students and their concerns. (See committee list.) We heard presentations from TWO, AMITA, Women Post Docs, WAG, Wives Group, Women's Forum, and Tech Talk. We also heard from Constantine Simonides, the MIT Vice President concerned with personal/personnel issues, Emily Weidman, Coordinator of Women Student's Interests, Joan Rice, Manager of Personnel Services and Development, and Laya Wiesner, a former Honorary Chairman of the League.

Some of our committee meetings were discussion sessions when we attempted to digest and sort out all that we had heard at these presentations. To this end we subsequently drew up two categories to help define women's organizations by purpose and goal; those professionally or internally oriented, and those that are service or externally organized. Of all of the groups, the Women's Forum is the largest "umbrella group" on campus with the League having the second largest potential membership.

During these discussions and hearings the women's organizations reported concerns such as:

Planning and leadership problems.

A desire to have more communications with other groups on campus.

A need for a more effective way to reach out to their potential membership.

A willingness to discuss joint mailings, comprehensive calendar, and cosponsored activities.

No one expressed a perceived need for the League to change its membership definition. Several persons expressed the importance of the warmth and humanizing influence the League has had in the community and the need to continue that role. Also mentioned was the unique position of the League to transmit the idea of volunteerism, service, and concern to a new generation of MIT women who will be more of a mixture of "wife", "professional woman", and "woman in transition" than ever before.

(1)

A consensus seemed to emerge that ¹ The best way to fulfill this unique role may not be to enlarge membership eligibility, but open MITWL activities and functions, when feasible, to all women in the MIT Community, (2) The League does in fact offer a distinctive organization for those whom we have historically included in our membership. The organization by virtue of its present membership qualifications provides

delete numbers in this section

a framework within which it can function well as a MIT resource.

(3) Our service projects are changed periodically to respond to the needs on campus, needs that in most cases are not met by any other women's group. (4) A concern that members at the time of a separation or divorce may need and want to continue as members. (5) It is possible under present By-Laws to include as members MIT women who have demonstrated an interest in furthering the goals of MITWL.

The committee suggests that membership qualifications remain the same with the following amendments and changes that reflect some social changes that are occurring in today's world.

Article III - Membership

Section 1 Active members shall be the wives or women members of (1) the academic, research, and administrative staff of the Massachusetts Institute of Technology other than students and including Lincoln Laboratory. (2) the Corporation of the Massachusetts Institute of Technology.

Section 2 Members who are widowed, who retire, or whose husbands retire shall automatically become members of The Honorary Matrons of M.I.T. Honorary members shall have all the rights and privileges of active members.

Section 3 Special members as designated by the Executive Board of The M.I.T. Women's League.

Section 4 Upon the request to The M.I.T. Women's League by the individual, a former member may continue her membership.

Section 5 As ex officio members, an officer of each current women's organization affiliated with M.I.T.

Item that was ~~not~~ suggested but not done: Profile of MITWL's active membership.

Meeting Notes

The Committee on the Future of The M.I.T. Women's League
Thursday, February 18, 1982, 9:30 A.M. at Priscilla Gray's

Present: Mann, Gray, Berg, Dyer, Alberty, Pounds, Richard, and Holden (recording).

1. Next meeting: Tuesday, March 2, 9:30 A.M. at Priscilla Gray's. Copies of drafts of all reports requested by Margaret Mann should be mailed to each committee member before our March 2 meeting.
2. Please note: The meeting scheduled for Thursday, March 18 has been changed to Tuesday, March 16 at 10:30 A.M. at Ann Holden's, Tang Hall, Apt. 24A. Parking in lot permitted.
3. The following corrections to the minutes of earlier meetings were made:
April 23 - add date of this meeting.
October 15, pg. 2, item 6 correction to read "There are 4100 living alumnae, 1975 being the median year."
January 7, pg. 2, 6th paragraph, add "advisor" after Gerri Owen.
February 3, pg. 2., number 3, change "we are" to "our activities"
and in number 4 delete "and we should publicize this policy."
4. For purposes of this committee's study about membership we discussed thoroughly the option of limiting it just to wives (not employed at M.I.T.). There was no support for radicalizing membership to this extent, but rather the consensus that this would put limitations on membership not in keeping with our feeling that the League should be more open to a larger constituency of women at the Institute.
5. Much discussion then followed about our membership By-Law proposal (see February 3 minutes, section II) and some changes were made. (Also see the present section on membership in the current By-Laws enclosed here).

It was voted unanimously to present the following By-Law proposal in our final report to the League Executive Board.

Article III - Membership

Section 1: Active members shall be the wives and women members of
(1) the academic, research, administrative, and exempt staff of
The Massachusetts Institute of Technology, other than students, and
including Lincoln Laboratory.
(2) the Corporation of the Massachusetts Institute of Technology.

Section 2: concerning Honorary Matrons remains the same.

Section 3: Representatives to the Women's Advisory Group (WAG) should be designated ex-officio members.

Section 4: A former member may continue her membership by request to
The M.I.T. Women's League.

Section 5: Special members may be designated by The Executive Board of
The M.I.T. Women's League.

Meeting Notes

The Committee on the Future of the M.I.T. Women's League
Thursday, February 18, 1982

Page 2

6. It was suggested that our committee put together a list of ideas for the League, in our final report, that have come out of our discussions, such as the two mentioned in today's meeting:
 1. Some kind of event or meeting for young widows.
 2. Joint meetings of The Honoraries and Emeriti Professors, such as salon type or a Little Technology Day, that would be intellectually stimulating.

THE M.I.T. WOMEN'S LEAGUE

BY-LAWS

May, 1976

Article I - Name

The name of the Association shall be THE M.I.T. WOMEN'S LEAGUE.

Article II - Object

The object shall be to bring together at frequent intervals women of the Association with the aim of fostering friendly relations, serving mutual interests, and being an effective body in the service of the Institute.

Article III - Membership

Section 1. Active members shall be (1) the wives of the members of the academic, senior research, and administrative staff of the Massachusetts Institute of Technology other than students; (2) women members of the academic, research and administrative staff of the Massachusetts Institute of Technology; (3) wives of the staff members in the Office of Sponsored Programs and Lincoln Laboratory; (4) wives of the members of the Corporation of the Massachusetts Institute of Technology; (5) special members designated by the Executive Board of The M.I.T. Women's League.

Section 2. Members who are widowed, who retire, or whose husbands retire shall automatically become members of The Honorary Matrons of M.I.T. Honorary members shall have all the rights and privileges of active members.

Article IV - Finances

Section 1. The income from a fund known as "The M.I.T. Women's League Moore Fund" is available for the social and administrative expenses of the Association. The donor, Mrs. F. Jewett Moore, desired that no dues be charged for teas and also wished to subsidize administrative activities of The M.I.T. Women's League. Consequently, other activities entered into by The M.I.T. Women's League ought to be financed from other sources.

Section 2. The Executive Board, therefore, shall ask for voluntary contributions annually to carry on the expanding activities of the Association.

Article V - Officers

Section 1. The wife of the President of the Massachusetts Institute of Technology shall be the Honorary Chairman of the Association and shall be considered an ex-officio member of all committees.

f.u. 6-9-82



THE M.I.T. WOMEN'S LEAGUE
ROOM 10-342
MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASSACHUSETTS 02139

May 19, 1982

To: Members of the Committee on the Future of The
MIT Women's League

From: Margaret F. Mann

The next meeting of the Executive Board of The M.I.T.
Women's League has been scheduled for June 9th at 10:00 AM
in the Emma Rogers Room specifically to discuss with the
Committee on the Future this enclosed rough draft of the
report.

We hope this time will be convenient for you to join in
this discussion.

MM:mlp

Enclosure

Handwritten note: CB - Calendar
Possible, otherwise
file

9/24/81

NOTES ON THE MEETING OF THE COMMITTEE ON THE FUTURE OF THE MIT WOMEN'S LEAGUE
June 8, 1981 Room 3-207

9:30 am; general meeting; Present; Gray, Berg, Rowe, Dyer, Rodrigues, Mann
Absent: Holden, Pounds, Richard
10:30 am: Laya Wiesner, invited guest.

MARY P. ROWE
Assistant to the President
SEP 13 1981

AGENDA:

- 1) Set date of next meeting - first meeting in the fall.
- 2) Has the survey letter of inquiry to other colleges gone out?
- 3) Have copies of general cover letter from Priscilla Gray come to this committee?
- 4) Responses of letter of inquiry to other MIT groups?

Note that acronym WAG is ambiguous: Women's Advisory Group WAdvG
Women Administrators' Group WAdmG

- 5) Discussion re: Awards Convocation

Note that Laya Wiesner Award, set up by The MIT Women's League, was identified as being from MIT Women's League and women faculty (and staff); what is the significance? (Women faculty and staff are ipso facto members also of The MIT Women's League.)

General Meeting, 9:30 am

CB - Reappear?

- 1) DATES OF NEXT MEETINGS:

THURSDAY, SEPTEMBER 24, 11:45 am, Gray's home; bring lunch, beverage served
 " OCTOBER 15, 10:00 am Room 8-219 (Lounge)
 " " 29, 11:45, Gray's, bring lunch, beverage served
 " NOVEMBER 19, 10:00, Room 8-219
 " DECEMBER 10, 11:45, Gray's, bring lunch, beverage served

- 2) Not yet.
- 3) Coming.
- 4) Yes "interested", from TWO. AMITA, MIT Women's Postdoc Association, WAdmG, Women's Forum. (Leader for Wives Group out ill; expect answer later).

No: Association of Women Students not currently active; unlikely to be revived:
(Note from Emily Weidman)

RECOMMENDATION: Invite Emily Weidman to become ex officio member of this committee.
(Her title in the Dean's Office is Coordinator of Women Students Interests)

- 5) Notes on remarks on Laya Wiesner award identification:

Women Faculty and Staff have convened a subgroup under Holly Heine to address their own particular interests not necessarily germane to the function of The MIT Women's League; as such they feel an academic loyalty which they on occasion wish to express in their function as academics.

10:30 Laya Wiesner

Mrs. Wiesner was invited to express what she felt was important from the past (of

THE MIT Women's League) to continue, and what might be important to reinforce.

Mrs. Wiesner felt strongly that The MITWL offered a valuable service to the Institute and should be continued. The MENTORING program which she inaugurated for women students was especially successful and exciting for the students, but as with most things involving students, it takes some initiative from them to assure a response at any particular time. Professional women among the MITWL, currently active, and more especially in the fields represented by an MIT education, were generous in their responses to the students. The logistics and managing of this program is now under the leadership of Emily Weidman's office. RECOMMENDED: that we acquire a copy of a questionnaire Weidman sent last year to all women students.

Mrs. Wiesner felt that the possibility of opening up all "our" events to all women at the Institute wouldn't make much difference in attendance. For example, the support staff haven't formed their own group, inferring that they probably wouldn't respond therefore as a group, but only as individuals. In any case, most of our events are already open to all (men and women) at the Institute.

Mrs. Wiesner: "We must decide what we want to see happen for women and MIT."
Betty Dyer: Interest Groups work well, but really independent of the MITWL; however, the importance of the socializing influence of the Interest Groups should not be overlooked.

Mary Rowe brought up an idea which came out of the WAdvG: a WOMEN'S DAY AT MIT in the spring; they would act as coordinators for the day and/or events, archival or visual or athletic or food-oriented. Students would be invited to participate in the activities. The Institute would be asked to set aside some time for the celebration.

The discussion of this proposal in this meeting evoked the verity that there was no such opportunity for the WAdvG to interact with the MITWL Board.

Myra, as a member of the Social Work office, felt it would be helpful to them to know what sort of volunteer help is available to the MIT community; need for a coordinator of volunteers within the whole MIT community; e.g., MITWL, APO, CSF. There is a special need for CHILD CARE help.

Mary Rowe pointed out the need to recondition the two principal women's lounges, 10-384 and 8-219. It would seem that they would be available also for the use of any member of the MITWL who finds herself at MIT with time to spare and nowhere to sit.

ADJOURNED: 12 noon.

File

NOTES ON THE MEETING OF THE COMMITTEE ON THE FUTURE OF THE MIT WOMEN'S LEAGUE
September 24, 1981 Gray's home 11:45 A.M.

Agenda (Margaret Mann):

- 1) Introduction of Emily Weidman, Coordinator of Women Student Interests
- 2) Minutes of June 8th meeting
- 3) Scheduling of representatives for other groups to this group. How?
- 4) Responses from other universities to our letter of inquiry
 - a. 8 responses out of 28 sent
 - b. How best to invite committee responses to ^{those} others received?

Notes (Anne Berg and Betty Dyer):

Present: Lillian Alberty, Betty Dyer, Jeanne Richard, Anne Berg, Mary Rowe, Priscilla Gray, Ann Holden, Helen Pounds, Emily Weidman, Margaret Mann, (L. Alberty and J. Richard present at 6/8/81 meeting)

It was decided to distribute the responses from other colleges and universities to our inquiry letter in rotation thusly: Lillian, Mary, Emily, Ann Holden, Betty, Helen, Jeanne, Myra, Priscilla, Anne Berg, Mary Pinson.

Decided to invite three other women's groups to October 15 meeting at 10 A.M. in Room 10-384 (editor's note, changed from Room 8-219), and another three groups on October 29 at Gray's home from 11:45 - 2 P.M.

Emily Weidman - Students are not requesting help of the kind that volunteers might supply. Suggested that we need more visibility especially in areas where we are already working: Furniture Exchange, Bloodmobile, Plant Sale, Hosts to International Students, English Classes for Wives.

Jeanne Richard - Freshman Advisory Committee maybe a possible place to interact with students. Should contact Holly Heine.

Decided we need to improve our Public Relations, to communicate with other women's groups, to perhaps initiate IAP activity (Plant Clinic?).

We could publicize our activities with other MIT things that are taking place.

We need to identify which women in the MIT community feel a part of the League.

Interest Groups Chairman could publicize appropriate groups.

When students invite faculty, how is response made? Does it include spouse?

Most members had to leave for memorial services for Thomas Jones, Vice President for Research.

Adjourned at 2:00 P.M.

PLEASE NOTE: The next meeting of the Committee on the Future of The MIT Women's League will be in Room 10-384 on November 19, 1981 at 10:00 A.M.

*NR
It's on
your calendar*

[Signature]

MARY D. ROWE

NOV 12 1981

14

NOTES ON THE MEETING OF THE COMMITTEE ON THE FUTURE OF THE MIT WOMEN'S LEAGUE

October 29, 1981

Gray's Home

11:45 A.M.

Agenda: Presentations by representatives from Women Administrators Group, Wive's Group, and Women's Forum.

Present: Margaret Mann, Priscilla Gray, Betty Dyer, Ann Holden, Helen Pounds, Jeanne Richard, Lillian Alberty.

Guests: Elizabeth Campbell, Margaret T. Coleman, Marjorie Lucker, Charlotte Schwartz, and Holly Sweet.

1. Margaret Mann, Chairman, began the meeting by introducing herself and asking each person present to introduce herself.
2. Minutes of the last meeting were distributed.
3. Marjorie Lucker and Holly Sweet represented the Steering Group of the Women Administrators Group (referred to as WAG in the following notes). Marjorie Lucker reported that WAG has been in existence for 3½ years. It was formed to provide a network for "Middle Management" at MIT, especially women, and to look for needs and issues of interest to that group. It has evolved into issues concerning career development particularly of women.

The Steering Group of WAG represent a variety of offices and interests within MIT. The concerns addressed by WAG are pertinent to a cross-section of MIT people. Programs are designed around a broad issue. WAG does coordinate program themes with Women's Forum each year so they don't duplicate. Last year there was a series on Ways and Means for Career Development. A recent program was "How To Manage Your Boss".

Programs are open to the entire community. A good cross-section of MIT has attended meetings. Men have attended. There are also closed meetings for WAG members only. The closed meetings have addressed issues of: How to be a good supervisor, Needs of persons supervising and of those being supervised, and Evaluations.

General meetings for this year have as their theme "Who are we and where do we fit in the pyramid at MIT." The first meeting will discuss "Strategies for Power" and "How Do You Acquire Power?".

M. Lucker quoted Mary Rowe, "Women's groups seem to wax and wane at MIT". Perhaps WAG may be one of these groups that develop, evolve, and eclipse. It takes organization and a tremendous amount of time and energy on the part of a few women to keep it going. H. Sweet said it is a little frustrating to reach out to other administrators because they say they cannot take responsibility because they are too busy. It is always a problem of how to attract and involve your constituency. You know you are needed because people come to programs.

WAG members are identified by payroll category - staff, OSP, administrators. There are 600 on the mailing list. The budget for mailing comes from the Personnel Office. Attendance at meetings varies. About 100 attend if the program title has "career development" in it. This group of 100 will be from the general MIT community and not just from the mailing list. Closed meetings have an attendance of 20 to 70. Originally meetings were held during the work day but moved to lunch time when more people are able to come.

WAG has a member on the Women's Forum Steering Committee and are a member of the Women's Advisory Group. WAG is willing and able to interact with the MIT Women's League. Certainly in advertising programs and activities. There seems to be a natural alliance in some areas of programming such as personal and career development.

Is there a comparable men's group at MIT? NO. The School of Engineering has a group made up of mostly Executive Officers - there are some women in this group and some members outside of the Engineering School. They have overlapping concerns with WAG, but WAG thinks there are discreet women's concerns and so the group wants to stay discreet. They are working on a joint program in March.

4. Charlotte Schwartz represented the Wives' Group. She said it is a service of the MIT Psychiatric Service. It is a set of support activities for wives of the entire community both American and International. The largest group coming to meetings is the International student wives.

The group started as a result of problem associated with Internationals -
(a) Internationals have different views than Americans about coming for help to a psychiatrist. (b) Many wives of students, post docs, and faculty are new to the area and here temporarily and they came to social service department because they were lonely etc. but only after they were already quite stressed.

Program to meet the needs of these groups soon after their arrival has evolved in the following directions:

- (1) Orientation for International students just before registration.
- (2) Wives' Group. This has evolved into three programs. The Wednesday Morning Group takes people around Boston and Cambridge. Children go along. Wednesday Afternoon Group has a speaker or program on a wide variety of subjects such as a Japanese Tea Ceremony, art, politics. It is very informal. Baby sitting is available. Craft Group was started last year. Members teach each other. One or two usually take the responsibility to teach and organize the meeting.
- (3) Language conversation exchange is one to one matching of people. Not only wives involved. May be visiting scholar.
- (4) Pot Luck dinners are held about three times a year for wives, grad students, visitors. Try to have two of these in peoples homes.
- (5) Neighborhood support groups are new this year. Cooperating with TWO to hold neighborhood coffees etc. so that people find friends and support where they live.

An MIT secretary devotes half time to Wives Group. There are 350 on the mailing list. These activities were organized to fill in gaps of what other organizations are not doing. Redundancy is important, however, when serving human needs. Some activities that were started have since dissolved such as a mother and toddlers group. Produced a book on getting acquainted at MIT (being revised this year). As "hand outs" have services available at MIT and shopping guide for the area.

How is Wives' Group different? Large self-help component. Combination of professional and peer help. Socializing aspect. Information sharing. Enlarging understanding of this country and this community. Informal consultation by professional is side effect at meetings.

In Fall get people involved at International Open House. Packet to incoming students goes to them in their native language before they arrive. If they aren't reached in that manner, they have a packet in their mailbox when they arrive. C. Schwartz spends lots of time making links with secretaries to find and identify these students and wives.

Planning Committee for Wives' Group meets once every six weeks. Get members for this committee by personal relationship, finding interest and asking personally to get involved - help plan - translate information into her native language. There are lots of informal contacts with MIT Women's League - many with the English Classes.

What about unmarried international students? C. Schwartz said the best way to involve them is through their living group. 30% of grad students and 65-70% of undergrad International students live on campus. Host family is good program.

5. Betty Campbell represented the Women's Forum. B. Campbell said that the Women's Forum had been organized to get an Ombudsperson at MIT. Mary Rowe came to fill that position. Women's Forum is for all women connected to MIT. It turns out, however, that it is for women on campus primarily. It is a more formal group than most women's organizations because it has a mailing address. Women's Forum is listed on all major women's network lists and therefore receive mailings from area women's groups about what is going on outside MIT. It is difficult to share all of this information in a timely way with women members.

Women's Forum has a newsletter with an editor. It is published about once a month. There is a Steering Committee that has an informal structure. Women's Forum meets the 1st and 3rd Monday at noon and the Steering Committee meets the 2nd and 4th Monday of each month.

Last years programs were centered around Personal Development and ended with a Workshop on spring on a Saturday which was very successful. The programs complimented WAG's Career Development programs. The theme for the year before that was stress management. Wanted medical department to pick up on that theme and they did.

This year Administrative Officers will explain how they function, how they got there, the system itself and the people in the system. The first four areas represented will be Finance, Information Office, Resource and Development Office, and Libraries. During IAP Women's Forum sponsors a program that is half entertainment and half art. It is usually held at 5:30 P.M. and refreshments are served. The first such program was "Who's a Lady?". This year will be "Women in Poetry" with local poets reading selections from their works.

A third program sponsored by the Women's Forum is the Gay Warner Memorial Lecture. Women's Forum is also a forum to present all sides of an issue. An example was a presentation on the pros and cons of unionization.

Women's Forum planted germ and sponsored growth of Sojourner. Sojourner eventually moved off campus. It had a women's calendar of events. Perhaps they will pick up on that again. Can offer space in newsletter to MIT Women's League. The mailing list for the newsletter is all (about 2800) women who work on campus. Perhaps could run a separate addressing for those interested in receiving it who are not on payroll.

Perhaps there should be one mailing list for all women - students included. A calendar would list absolutely everything. Women's Advisory Group has asked Mary Morrissey, Director of the Information Office, to come and talk about the concept of the calendar.

6. NOTE: Next meeting will be held November 19, 1981 at 10 A.M. in Rm 10-384.

(Notes to this point were taken by Lillian Alberty.)



PRISCILLA K. GRAY

THE PRESIDENT'S HOUSE

111 MEMORIAL DRIVE
CAMBRIDGE, MASSACHUSETTS 02142
(617) 253-2829

MIT Women's League

October 21, 1981

MEMORANDUM

TO: Ann Berg
FROM: Priscilla K. Gray *P.K.G.*

Due to a continuing discussion among different segments of the community about the restoration of the panel in the Emma Rogers Room, I feel it is important that my position in the whole matter be absolutely clear.

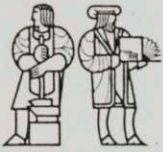
I agree that the damage to the wallpaper in the Emma Rogers Room must be repaired, and must be done as economically as possible. I would like it to be noted that I abstained from voting on the nature of the repairs at the MIT Women's League Board Meeting in October.

Since that vote was taken, I understand that Victoria Sirianni, a professional interior designer on the MIT Staff, has volunteered to repair the wallpaper.

My crewel classes can and have embroidered in whatever space was available all over the Institute.

I hope this makes my position very clear on this matter.

xcc: Margaret Mann
Howard Miller
Mary P. Rowe



THE M.I.T. WOMEN'S LEAGUE
 ROOM 10-342
 MASSACHUSETTS INSTITUTE OF TECHNOLOGY
 CAMBRIDGE, MASSACHUSETTS 02139

To: Members of the Committee on the Future of the MIT Women's League

From: Mary Pinson

Date: December 2, 1981

Constantine Simonides will meet with the Committee on December 9th, 1981. The meeting will be held at 10:00 A.M. in the Alice Maclaurin Room (10-300).

On January 7, 1982 the meeting will begin at 10:00 A.M. in the President's Conference Room (3-207). Joan Rice of Personnel will join the group.

Please let this office know as soon as possible if you will be able to attend the meeting on January 7. (253-3656).

CB May?
MPR No,

You have an appointment w/ 4 people at that time

Ask Mary P. when will be the next one? Reappear then?

3-3656

FORWARD ROWE
 President
 DEC 3 1981
 Ref. to _____
 File _____

*Next meeting
 Jan 7th
 10 am
 Rm 3-207*

*MPR
 On Jan 7th
 10 am you'll be meeting w/ Dr. P. Should I reschedule?*
(CB)

(CB)

Notes from MIT Women's League Committee on the Future
November 19, 1981

Room 10-384 10:30 a.m.

Present: Margaret Mann, Chairman; Lillian Alberty, Anne Berg,
Priscilla Gray, Anne Holden, Helen Pounds, Jeanne Richard.

Minutes from the October 29 meeting were corrected as follows:
Page 3, third paragraph - "30% of graduate students are internationals;
of these, 65-70% live on campus". Fifth paragraph - "Women's
Forum has a newsletter with a coordinator."

PLEASE NOTE - The December meeting date has been changed to
Wednesday, December 9 at 10 a.m. in Room 10-300. Future meeting
dates will be discussed, so please bring calendars.

Margaret Mann opened the meeting by observing that the Committee
has now heard reports from the six major women's groups on campus.
In attempting to put all this information into some meaningful
perspective, she asked the Committee to focus today's discussion on
what conclusions might be drawn about these groups; what impact
they may have on the League; and how we might relate to, and interact
with these groups.

After some discussion, two useful ways to categorize the
groups evolved:

1) By purpose or goal

Professionally or internally
oriented groups:

Post Docs
Women's Admin. Grp. (WAG)
Women's Forum
AMITA
(Also - Society of
Women Engineers)

Service or externally
oriented groups:

TWO'S
Wives Group (Med. Dept.)
Women's League
AMITA

2) By membership eligibility

All MIT women are eligible to join Women's Forum. It has
the largest "umbrella" on campus.

Women's League has the second largest potential membership.

The other groups attract a more narrowly defined membership.

This discussion pointed up the fact that if the mailing lists
of the potential membership of the Women's League and the Women's
Forum were combined, all MIT women would be included (except wives
of non-professional staff).

Several Committee members remarked that they had learned a great deal from the discussions and presentations thus far - not only about the goals and problems of other campus groups, but also about how the League is viewed by these groups. We learned that we have an image problem. There seems to be a lack of knowledge and some incorrect perceptions about League activities, membership, goals, etc.

Although the groups we heard from all seem vital and healthy at the moment, we observed that we do share common problems. Most of the groups reported concerns such as:

- Planning and leadership problems
- Desire to have more communication with other groups on campus. Would be interested in joining together occasionally to share information and ideas.
- Need for a more effective way to reach out to their potential membership. Willing to discuss joint mailings, or comprehensive calendar.

We all concurred that perhaps it was time to begin to pull our thoughts together and move toward making some decisions and recommendations.

This discussion brought out the fact that many of us felt that the reports and discussions we had heard had led us to feel differently than we had in the beginning about the future direction of the League. The value of the League's current structure and function has, to some extent at least, been reinforced by the discussions. It has become apparent that while several of the newer women's groups sometimes overlap with League activities, there is still a valid and important role for the League. Because of their interests, abilities, and special relationship to MIT, League members seem to be in a unique position to contribute to the quality of life at the Institute.

A consensus seemed to emerge that the best way to fulfill this unique role may not be to enlarge the membership eligibility, which could have some negative effects, but instead to open, when feasible, Women's League activities and functions to include all MIT women.

It was pointed out that the League is already moving in this direction. The welcome for newcomers this past fall was a single event - a wine and cheese party at the President's House - co-sponsored by the Grays, and the League. This successful and well-attended event took the place of two events previously held to welcome newcomers - a President's Reception, and a League luncheon. In recent years, several other League activities such as the Choral Group and the Needlework Classes have also been opened to all MIT women.

Although opening and broadening participation in League activities would help solve part of the current dilemma, we also reflected on the other major question facing the Committee:

- How do we attract the core group - the women who will be interested and active in maintaining and perpetuating the League in some form in the coming years?

Thoughts on that question included:

- A sharper focus on both the service and social aspects of the League might attract more active members.
- The current job market (poor) might allow more women time to become interested in League activities.
- Wider and better publicity about League activities and who can participate might increase interest and attendance.
- A phone-a-thon to survey members' attitudes about the League might be useful in program planning, etc.

To complete our picture of League/MIT relationship, we felt we should hear from the Personnel Office and the MIT Administration. Margaret will invite Joanne Rice from Personnel and Constantine Simonides from the Administration to attend the December 9 meeting.

Notes taken by Helen Pounds

Dear CB
Reschedule
Held if not Jan off
(earlier?) If it
means more than
several keep
beyond Jan 7

then keep
held?

Thanks

ROUGH DRAFT

File

NOTES: Fifth meeting of the Committee on the Future of The MIT Women's League:
Thursday, May 7, 1981, 12:30 PM, Priscilla Gray's

Present: Gray, Mann, Berg, Holden, Richard, Rodrigues, Rowe

Absent: Alberty, Dyer, Pounds

AGENDA:

Decision on second draft of letter to other MIT women's groups

Discussion of draft letter from Helen Pounds to other university women's groups

Invite Laya Wiesner to May 28 or June 11 meeting, or other, at her convenience.

Letter to other MIT women's groups accepted with minor modification. To be sent forthwith. Draft letter from Helen Pounds did not arrive for discussion. Will include with these notes. Committee members comment and return promptly to Mann. Will need names of contact persons at other universities with comparable constituencies and activities.

There was discussion of The Women's League seminar the prior week, concerning changing family patterns and families in transition (e.g., divorces and re-constituted families), which elicited other areas of potential interest and concern to the MIT community (health, aging, retirement, honoraries). Myra Rodrigues, as a social work in the Medical Department, was aware of how much their department could contribute toward alleviating or solving some of the problems, but noted that it would be through avenues from outside Medical that these possibilities would be brought to Medical's attention - a real opportunity for the members of the MIT Women's League, in their diversity, to focus the problems where they might be attended to. This will be particularly important when Medical moves out of the main building. Note that these concerns are often "social" and not strictly "medical".

Mary Rowe reported that our interest in placing a League member on some Institute committee for students had alerted her to the possibilities of placing League members profitably on other Institute committees, when asked for nominations. Committees she felt were particularly appropriate for League representation are:

1. concerning the quality of student life
2. Medical Advisory Board
3. ad hoc committee on women students' interests; Emily Wiedman's Thursdays, Cheney Room
4. committee for women post docs to deal with
 - a. professional issues
 - b. how to deal with faculty issues
 - c. "coping" issues: family, job, etc.
5. Women's Advisory Group
6. committee on dining halls (proposal for a new committee)
8. Student Center Committee

Priscilla Gray was interested in streamlining our management of the Hosts to International Students Program, using the best of the League's talents, and capitalizing on the Alumni Office's capabilities in staffing, files, names, telephones, etc. The Alumni Association has already indicated its interest in

MARY P. ROWE
General Assistant to the President

MAY 15 1981

Ref. to _____

cooperating, letting us run the afternoon reception in the fall for hosts and students and providing us with alumni names as potential hosts, and contributing their telephone capacity, which League members then manned to acquire new hosts. While the thrust of the Alumni Host program has been toward freshmen and ours has been toward international students, the process is the same to acquire hosts. International Students Office also cooperated.

It was pointed out that League members could act as coordinators of many Institute needs, in seeing that they were brought to the attention of the WAG, e.g., for further discussion and disposition.

Next meeting Thursday, May 28. Bring lunch. 11:45, business 12:00 at Priscilla Gray's.

DRAFT

NOTE: A survey or questionnaire turned out to be unwieldy and probably no more productive than simply asking for their existing materials. Please feel free to edit.

Helen

Dear

The MIT Women's League, an organization of faculty wives and professional staff, has recently formed a "Committee for the Future" to examine its programs, its relation to MIT, and its interaction with other women's groups on campus. The League was formed over 80 years ago, and has traditionally provided a wide variety of social services to the Institute, while at the same time creating an entré for women into other MIT activities. Some of the programs organized by the League are newcomer (faculty) events, foreign student hospitality, Host Family Program, campus blood drives, faculty salons, and various interest groups.

The changing role of women over the recent years and the diminishing number of active members, coupled with the emergence of many new women's groups on campus, has lead the League to undertake this reassessment of its role. The Committee's effort is aimed not only at strengthening the League, but it is hoped that our discussions may also open possibilities for cooperation and coordination with other women's groups on campus.

As we think about possible new directions, we believe that it would be helpful to have information about programs at similar institutions and universities. We are writing to ask you to share with us any or all of the following information about women's activities at _____.

- Descriptive materials about organizations for faculty and staff. (And students?)
- Copies of newsletters, bulletins, etc.
- Observations you might like to communicate with regard to similar issues or efforts at _____.

We appreciate your help, especially at this very busy time in the academic year.

Sincerely,

Priscilla? Margaret? both?

Informal Notes: Second Meeting, The Committee of the
Future of the M.I.T. Women's League
March 12, 1981

File

Discussion centered around two major issues facing the Women's League - 1) - Qualifications for membership
2) - Communications/Newsletters

Qualifications for membership:

Should they remain as stated in the By-Laws, or should they be changed to include all women within the M.I.T. community by virtue of employment or marriage?

Disadvantages in present status:

- Resentment by both those included (letter) and those excluded
- Limited participation in League activities

Disadvantages in opening membership:

- Expensive, increased funds needed to support activities and Bulletin
- Would require more, larger meeting spaces
- Would LACK exclusiveness, historical significance.

Other related questions raised included;

- How does W.L. differ from other women's groups at M.I.T.?
- How do we relate to other groups?
- How do we communicate with other groups?
- How do we recruit active members?
- How do we publicize our activities?

As each of these questions was raised, it became obvious that the committee needed more information about other women's groups before we could come to any consensus; several members have agreed to investigate the nature and purpose, and the communication methods used, of these groups.

Communications/Bulletin:

The discussion of communications with other groups brought the committee around to discussing our own methods of publicity. At a cost of approx. \$60000/yr. 3300 W.L. members receive the Bulletin which is published six times a year. 444 individuals contribute to the League's treasury. As a mechanism for publicizing activities, some felt it was not as effective as a more frequent publication like Tech Talk would be. This, in part, due to the lead time required. At this time, Tech Talk is not being used to carry our publicity. Several suggestions were generated which will be explored prior to the next meeting;

- Collaborate with other women's groups to publish an all purpose women's newsletter
- Develop a monthly insert for Tech Talk to carry women's news
- Distribute the Bulletin by subscription
- Distribute the Bulletin through intercampus mail where possible
- Publicize W.L. activities more frequently in Tech Talk and promote subscriptions.
- Consider the possibility that the Women's League or the Women's Advisory Group become an umbrella for all other women's activities to share common concerns such as newsletters, publicity, meeting space, safety, resources, etc.

Minutes, continued

Several committee members will investigate these possibilities before the next meeting. In addition, Joanne Miller, Editor, Tech Talk, will discuss several options.

Next meeting: April 2, 1981 11:45 (Note Change)

President's House, Memorial Drive

Bring bag lunch; beverage will be served.

Notes on The Meeting of The Committee on The Future
of The MIT Women's League

MADY D. ROWE
President
NOV 3 1981

October 15, 1981

Room 10-384

10:15 A.M.

Ref. to _____

File _____

Agenda: Presentations by representatives from TWO, AMITA and Postdocs

Present: Margaret Mann, Priscilla Gray, Anne Berg, Betty Dyer, Mary Rowe, Lillian Alberty, Jeanne Richard, Ann Holden

Guests:: Gail Richardson, President, Technology Wives Organization
Margaret T. Coleman, President, Association of MIT Alumnae

1. Margaret Mann, Chairman, introduced our guests. Cynthia French, a representative of The Association of Women Postdocs, was also invited but was unable to attend. However, she kindly sent a report included here.
2. The minutes of our last meeting were circulated and approved.
3. Margaret Mann reviewed briefly our intent to become informed about all women's groups in the MIT community to determine how we might cooperate and/or share activities.
4. Gail Richardson gave a comprehensive and informative talk about the Technology Wives Organization, providing each of us with a copy of their Fall Newsletter. Their statement of purpose appears on the last page. "TWO provides an opportunity for women affiliated with MIT to find others who share their interests. Founded in 1922, the organization provides services to the community, sponsors social events for its members and their spouses, and provides opportunities for members to broaden their interests. TWO helps the wives of students cope by giving them their own place in the community."

There are 50 members currently. This number may increase to near 100. TWO has not had over 100 members for about 5 years. New members this year are most enthusiastic and eager to be involved. To inform the community about their organization they circulated a brochure with a questionnaire to newcomers. Each newcomer who responded was then visited personally by a TWO Board member. 20 newcomers responded. (It was suggested by one of our committee that the TWO President be invited to the Gray's Welcoming Party for Newcomers next year). TWO had their own welcoming party on Sunday, September 20. Between 40 and 50 attended, and most of these joined then. On Wednesday, September 23rd, they sponsored a "getting acquainted with MIT" meeting at which representatives from the Dean for Student Affairs office, Medical Department, Athletic Department and others spoke briefly about services available to students and their wives. Future meetings and projects planned include International Cooking, Wine Tasting, Pub Party, Craft Sale and Bake Sale. Instead of their annual Christmas party this year the \$100.00 budgeted for this will be donated toward the improvement of the Eastgate and Westgate playgrounds. Their newsletter is published monthly, October through May, the first issues going to all old members as well as to newcomers. In September a one-page flyer is sent to everyone. TWO funding includes a subsidy

for the newsletter from Constantine Simonides' office, a generous grant from the Graduate Student Council, Bake Sale proceeds, and annual dues of \$5.00. The Craft Sale profits go toward two interest-free loans for members who wish to further their education. TWO cooperates with The Wives Group, headed by Charlotte Schwartz of the Medical Department, and this year these two groups will sponsor area hospitality. The Women's League advisors provide perspective, information, and continuity. There is cooperation too, with Housing and Community Affairs, the Community Service Fund, and the Women's Advisory Group. The Job Bank has been discontinued.

Comments from our own committee included the observation that 50% of the graduate students live off campus so area hospitality should prove worthwhile. If there is one leader from each foreign group others follow. Husbands are more favorably disposed to allowing wives out at night if friends are going too. Women graduate students' interests vary from the wives of graduate students, and so they are probably not attracted to the TWO, and if also married and/or have children they are too busy to become involved.

5. Margaret Mann then read a letter from Cynthia French, representative of The MIT Association of Women Postdocs, founded in 1979, as well as an informative two-page description of this organization (duplicated and included with these notes.)

Comments from our committee and our guests followed:

- a) there is a lot of overlap among women's groups, but most groups tend to hold their own functions.
 - b) occasional common communication once or twice a year would be helpful to all.
 - c) an exchange of calendars as soon as possible, especially between officers of each group, for future planning purposes.
 - d) a comprehensive calendar of all women's groups in Tech Talk once each term.
6. Margaret T. Coleman, President of AMITA, then gave us a comprehensive presentation about The Association of MIT Alumnae. Organized in 1899, its objectives have not changed. It provides a means of communication, a sharing of common interests, and encourages high standards of achievement among women students. There are 4100 living alumnae, 75 years being the median age. This group expects to grow 10% a year in the future. When first organized the prime objective was to be sure there were women at MIT. This objective remains a high priority. Activities for students include a focus on those who have been out one or two years; a High School visitation program, talking to freshmen and sophomores (60 to 90 women are involved with this presently); annual cash awards to a senior or seniors to recognize academic achievement (this award comes from the Lily C. Smith Fund); a dinner at the end of A.O.C.

AMITA receives no funding from the Institute. The Smith and Tyler Funds provide some, and dues are \$10.00 a year, which, among other things, pays for the mailing of their one newsletter in October. Meetings are held about six times a year.

1. September during the Alumni Officers' Conference (A.O.C.)
2. Dinner meeting with a speaker for The Independent Living Group.
3. October Tea, focusing on Mrs. McCormick.
4. November meeting when graduates speak about their careers.
5. March Brunch for women students (historically poorly attended).
6. April, an all-day career seminar cooperatively sponsored with The Society of Women Engineers. (About 100 attended last April).
7. Annual meeting at Endicott House with a speaker of stature from outside the Institute.

During I.A.P. AMITA sponsors a series of seminars titled "How to Make It in The Pin-Stripe World" which offers basic information about how to find a job, how to conduct oneself, etc.

Further comments from Margaret Coleman included: Area meetings of alumnae have been tried in other parts of the country but without much success except in Washington, D.C. This group has enhanced the efforts of The Educational Council. The New York, Northern California and greater Houston areas were mentioned.

Until 1971 MIT had two admissions policies. Equal admission since then has boosted the number of women coming here.

Efforts on behalf of students can be disappointing. AMITA's goal now is to get more women on Visiting Committees and on the Corporation.

This meeting adjourned at 12:00 noon.

The next meeting will be Thursday, October 29, at 11:45 A.M. in the Gray's home.

Respectfully submitted,

Ann Holden

MIT ASSOCIATION OF WOMEN POSTDOCS

THE ORGANIZATION

The association had its first large organizational meeting in June, 1979. The 30-40 women who attended agreed to a general format for the organization. This format has continued to evolve by group concensus. As of January, 1980, the association defined itself, its goals and its functions as follows:

1. Goals:

- a) To provide a forum for women postdocs to exchange ideas
- b) To allow social and professional interactions between otherwise isolated women postdocs
- c) To discuss issues inherent to the life of postdocs
 - the problem of how to get a future job
 - transiency
 - isolation
- d) To develop a network of professional women scientists in order to exchange information about
 - jobs
 - techniques
 - how to get outside expertise
 - seminar invitations
- e) To discuss and perhaps resolve problems which are specific to women
 - having both a family and a career
 - lack of role models
 - lack of mentors
 - subtle and overt discrimination
- f) To prepare for inevitable life crises
 - how and where to seek help
 - how to overcome the crisis

2. Mailing List and Membership:

Once or twice a year, we mail announcements of meetings to all women postdocs at MIT (or at least as many as we can find the names of). Our smaller, 'every meeting' mailing list consists of people who have attended meetings and/or have asked us to include their names on this mailing list. To be on this list, you are not required to be a postdoc or affiliated with MIT. We ask that when you leave MIT or the Cambridge/Boston area, you inform us so we can remove your name from this list. Because one of our goals is to build a network among women in science, we also ask you to tell us your future address and what your new position will be.

3. Steering Committee:

The association has a four member steering committee. Every three months one member rotates off and a new member is added so that each member has a one year tenure. The steering committee runs the business part of general meetings, takes care of the membership list and money, and are the contact people through whom other groups deal with our association.

4. Permanent Subcommittees:

- a) We have a representative to attend Women's Advisory Group (WAG) meetings. WAG is an umbrella organization of all the women's groups connected with MIT.
- b) We would like to have others such as a group to put pressure on various departmental hiring committees to seriously consider women for job openings.

5. Planning of Meetings:

Members of the Association volunteer two months in advance to organize a general meeting. We try to have two women plan each meeting.

6. Dues:

We collect \$1.00 each year in order to cover the cost of duplicating and mailing meeting announcements.

7. Library:

Our library is currently located in 16-531. It contains information about jobs, articles about women in science, statistics about women in academia, newsletters from other organizations of women in science and more. Come and browse.

Example of relevant topics
to Postdoctoral fellows + associates.

The Steering Committee of the M.I.T. Association of Women Postdocs would like in 1980-81 to provide speakers of maximum interest to the greatest number of members. It would therefore be helpful to us if you would take a few minutes to circle below the 6 topics you would most like to hear about and to make comments about future activities. The form can be returned either at the Sept. 12 meeting or to Harlee Strauss (Rm. 16-534) or June Bossinger (Rm. 56-437).

Topics I would most like to hear about are:

- 1 Dealing with stress/relaxation techniques
- 2 Grant writing
- 3 Careers in industry/alternative careers
- 4 How to get an academic job
- 5 Obtaining tenure
- 6 Effective leadership/management skills
- 7 Problems specific to women
- 8 Improved communication-seminars, writing papers
- 9 Networking
- 10 Time management/getting organized
- 11 Gaining self-confidence/assertive behavior
- 12 Careers in government
- 13 Life as a new assistant professor
- 14 Other _____

Other activities I would like to see happen:

- Social activities? _____
- Informal presentations of one's research? _____
- Directory of postdocs? _____
- More input into selection of seminar speakers? _____
- Other? _____
- _____
- _____

Committee on the Future of the M.I.T. Women's League
Wednesday, December 9, 1981 10:00 A.M., Alice Maclaurin Room

MARY P. ROWE
President

DEC 23 1981

Agenda

1. Anne Berg, Notes; Margaret Mann, Notes and Editor
2. Introduce Constantine Simonides, Vice-President of M.I.T. concerned with personal/personnel issues
3. Repetition of background of the committee (Mann for Mr. Simonides' response)
 - a) How the MITWL relates to other womens' groups
 - b) How the MITWL sees itself and how it functions at MIT. Any changes?
 - c) How the MIT administration sees the MIT Women's League in itself and with respect to other MIT womens' groups
 - d) to what extent can the MITWL expect (demand?) cooperation of other offices at MIT to assist in its programs (traditionally have received cooperation)
4. Set calendar dates for next term

Meeting

Absent: Dyer (attending another meeting), Rodrigues, Rowe, (Weidman)

Mr. Simonides explained how his responsibilities reached across the Institute. He had grown up here and is an old-timer and can't dissociate himself from that. His formal responsibilities now under the new administration have combined all the segments of services having to do with people, whether they be faculty, students, athletics, deans and other programs. These programs assure diversity in education, teaching, research and learning and open up access to diverse contributions and choices that go with promoting growth in jobs and studies. The affirmative action efforts are exerted to effect the above.

- A. On the administration level he had encouraged Paul Gray and Francis Low to systematically look ahead in their planning. He himself had convened the heads of the 8 administrative departments reporting to him, so he was surprised and pleased to become aware that the Women's League had already embarked on a similar project.

His own group of administrators had outlined their planning procedure as follows:

1. Must start with a statement of purpose or mission
2. What are the broad thrusts of our own mission within the society? (for MIT, that would be: Where do we fit in the world and society and how do we teach that with an emphasis on science and technology?)
3. How do we move from our current situation and practices to future goals and strategies
4. Priorities of action to effect the above
5. Budget

We noted that we had been discussing some of these issues, felt that we could fruitfully use that outline, and intended to report on and recommend action to the Board of the MITWL. He encouraged us to submit our report to him for comments if we wished to do so.

- B. Constantine Simonides expressed his personal impressions of the MITWL.

He felt it exuded great warmth and had a humanizing influence on the Institute.

- 1) Volunteerism. He spoke from the experience of 21 years on the staff, and how paradoxical it was that this group of "outside" volunteers should so affect MIT's humanity. He felt that it was particularly important that something be done to humanize and warm up MIT's outside image. To outsiders it seems cold and uninviting but to those who know MIT from inside they are aware that the MITWL does contribute to its feeling of warmth and community. He feels it is important to nurture that influence. We need more of these volunteer services to encourage warmth and community.
- 2) The collision between the historical "wife" role and the "professional woman" role.

He feels that the members of the MITWL combine these paradoxical "old" and "new" concepts in one organization. The League offers opportunities for those who wish to be "only wives" as well as for those who wish to be "professional volunteers".

A challenge for the League is to offer opportunities for each of these types but also for those who feel they can combine both. The League particularly needs to address those in the transition state who wish to progress from the "only a wife" to a "professional woman". The problem is particularly acute for those who are in their forties. (Those in the "fifties" may have already passed through this conflict. For those in the "thirties" they were made aware of their opportunities to be both). It is important to record this revolution in any League report on the League, and how the humanizing of the Institute flourished during an era of volunteerism. This aspect - the free-will offering of time and concern must be transmitted to a new generation of MIT women.

Priscilla Gray remarked that for some who felt like "only wives" this place has been able to give them an identity. Jeanne Richard remarked that the League has also been able to offer an opportunity for single persons to be part of this contributing network.

It is important to recognize that although fewer people are "only wives" yet there needs to be a hospitable place for them.

Margaret Mann raised the agenda issue: To what extent is the League part of the MIT community? How does the administration see us as an organization? Mr. Simonides responded that it is important to recognize that the League is a volunteer group, and as such does not report to the administration, can independently decide its own function and set its own program. We are not bound in program by the policies and procedures of the Institute. (We recognize a certain budgetary and space dependence in policies and procedures of the Institute).

Margaret Mann questioned how then we could be represented at Institute levels where we could get feedback on opportunities for contributing to Institute activities -

for example, the League's effort to gain representation on the Faculty Committee for Student Affairs in order to hear student needs in the community. Mr. Simonides noted that that was a faculty committee which could determine its own representation. (The current chairman has invited a League person to attend as a listener, but that is no guarantee that a future chairman will do the same.)

Margaret Mann, pursuing the question of the League's felt need for representation on an Institute-wide committee, led Constantine Simonides to recognize suddenly that the perfect place for us was as a member of the Information Committee and forthwith indicated that we would be duly represented. (Anne Berg appointed herself as the representative of the MITWL.)

- 3) Mr. Simonides suggested that we might have a more integrated program, that is, annually have a stated purpose or emphasis for the year and that this be made public in Tech Talk. For example, we might ally our program with one of the departments of the Institute, e.g., the Athletic Department or Humanities Department, and that our activities and services for the year might center on needs enunciated by representatives from those departments who had been invited to present their ideas to the League Board.

In summary, the MITWL represented for Mr. Simonides

- 1) Warmth.
- 2) Intermingling of women's roles in all stages of transition.
- 3) Program emphasis integrated for each year.
- 4) Allying our annual program with one organization on campus, for example, Student Activities Development Board.
- 5) The group needs to be independent.

We thanked Mr. Simonides for his time and invigorating presentation and continued our agenda.

Mention was made that we might use the telethon for welcoming and encouraging newcomers as well as for a proposed survey of League membership as to their interests and concerns.

As for the January 7 meeting with Joan Rice from Personnel, we felt that the following information from her office would be helpful: a statistical profile on women employees at the Institute in every category from support staff through faculty; the numbers in each, the turnover rates, the longevity in each category, how the distinction is made between staff and non-staff, what information goes into a personnel packet. The meeting is intended to be informal and not intimidating.

Next meetings

The next meeting will be on Thursday, January 7 at 10:00 A.M. at Priscilla Gray's. The following meeting will be Wednesday, February 3, in the Maclaurin Room following the Board meeting. Bring lunch.

Reappear

File
←

NOTES ON THE COMMITTEE ON THE FUTURE OF THE MIT WOMEN'S LEAGUE MEETING
Thursday, January 7, 1982, 10 am., Gray's home

Present: Berg, Dyer, Holden, Mann (recording), Pounds, Richard, Joan Rice (guest)

- AGENDA:
1. Joan Rice on demographical analysis of female employees.
 2. Discussion of this committee's recommendation on MITWL membership (see enclosed draft of questions for discussion).
 3. Set schedule of report-writing of committee's procedures.
 4. Set dates of final meetings.

NOTES:

JAN 28 1982

Joan Rice, Manager of Personnel Services and Development, was introduced. (Incidentally, Joan did not know about the MIT Women's League; somehow she had slipped through the Administrative Staff identification process, and was never sent a social card, etc.) Categories of employees are as follows:

Administrative Staff: managers of the MIT operations, and their assistants.

Service Staff: union members, physical plant (dining room, custodians), technicians, Campus Patrol guards, for example.

Faculty: Professor, Associate Professor, Assistant Professor

Sponsored Research Staff: Laboratory research and administrative staff funded under outside contracts.

Exempt Staff: a dwindling category of those who do not receive overtime, who do less than 20% secretarial work, but are not administrative staff - for example, managers of custodians.

Support Staff: primarily secretaries; must be compensated for overtime with time off.

Academic Staff: librarians, medical department staff, for example.

There is some overlap in salary and responsibility among some of these groups depending on longevity and experience. The category "exempt staff" is apparently an anomaly, and an effort is being made to phase it out. However a change in Benefits would be required to distribute them to Administrative Staff and Support Staff.

The termination and employed data for women for the prior available 12-month period is as follows, (Nov. 30 '80 through Nov. 30 '81)

<u>Category</u>	<u># employed</u>	<u># terminated</u>	<u>% turnover</u>	<u>Comment</u>
Adm. Staff	362	51	14	WL
Service Staff	176	63	36	not WL
Faculty	85	4	5	WL
Academic Staff	346	126	36	WL
Sponsored Res. Staff	226	65	29	WL
Exempt Staff	167	15	9	not WL
Support Staff	1437	346	24	not WL
Total	2799	670	24	

Further comments: Note that transfers are not included, only terminations.

36%	termination rate for	Service Staff is not unusually high
36%	" " " "	Academic Staff is not unusual, considering postdocs, employees having to move elsewhere to advance from entry level
29%	" " " "	Sponsored Research contracts come and go; not unusual
24%	" " " "	Support Staff is <u>low</u> ; employees like MIT, and other openings are less available.

Employees who have left MIT and want to return have commented that "MIT is like a 'bosom' to me".

Joan Rice was asked to acquire data on the % of males in each category who are married: this data, plus that above, would give us an outside limit on the number eligible to join the MITWL under any adjustment of membership if it were to occur.

Helen Pounds asked Joan Rice whether she had any feeling about the interest of women in these other categories in joining the MITWL. One might expect some of the support and clerical staff to be interested in some of our activities. But who has flexible time to attend day-time events? Exempt staff is one category whose time can be allocated personally if the job permits, for example. Note that there are only 167 women in this category; but how many married men? (i.e., wives?)

Joan Rice commented that most of the support staff are young; do we want to change the focus of our group to suit their interests? (I guess the corollary of that comment is that we are old!)(ed. note)

Joan then exhibited the packet of material prepared by the Personnel and Benefits Offices for new employees: Anne Berg retained custody. Anne would like to see the brochure on What is the MITWL included in the packets, since mention of it is not included in the booklet You and MIT in its current edition. When that is reissued, mention of the MITWL will be included. In fact, it would save the MITWL \$0.70 postage for each new prospective member (about 1000 a year or \$700.00) if the whole MITWL packet could be included with that material handed to new employees (or wives) eligible for membership.

There was then some discussion of an Institute-wide committee-in-formation of which Betty Dyer is a member, which will treat the social and psychological and medical issues of the retired and elderly members of the MIT community and their families; Medical is particularly involved, but Benefits also extends into that area. The MITWL has two other members beside Betty; one is Gerri Owen.

Since the Pre-retirement seminars held occasionally by the Benefits Office are always oversubscribed and there is great interest in that area, there was some discussion of volunteer members of the League assisting, but it was finally agreed that only the professional staff of the Benefits Office could expect to be up-to-date on such highly specialized information, whose accuracy could be crucial to individual planning.

The rest of the AGENDA was not reached. If you were absent, two pages of discussion questions handed out at the meeting are enclosed. Adjourned 12:00 noon.

Next meeting: Wednesday, February 3, 12 noon, Alice Maclaurin Room. Bring lunch.

DRAFT FOR DISCUSSION.

TJaw87
mjm.

ITEMS NEEDING TO BE COVERED IN THE REPORT OF THE COMMITTEE ON THE FUTURE OF THE MITWL

1) Background reasons for forming the committee

a. its purposes

b. its goals and recommendations to the Board of the MITWL

2) Methodology of discussions and investigations

a. general situations of the MITWL currently: problems, opportunities.

b. questions of membership, relationship to other MIT women's groups,
communication among them, cooperation among them, unification?

c. information gathering: from other colleges and universities

from other MIT women's groups

attitude of MIT administration to the MITWL

Personnel Office's data on constituency of MIT

women employees, their longevity in their jobs,

numbers in staff/ non-staff categories and

how decision is made.

Financial and funding aspects of the MITWL

d. structure of the organization of the MITWL, both internally and with

respect to other MIT women's groups

e. Communications internally (Bulletin) and externally (Tech Talk?) and

Public Relations (Who we are and what do we do at MIT)

DRAFT FOR DISCUSSION

BY
QUESTIONS TO BE DECIDED FOR THE MITWL FUTURE COMMITTEE:

FOR RECOMMENDATION TO BOARD OF MITWL

1) Membership in the MITWL

a. as is

b. change by-laws to include others

- whom?

c. keep by-laws the same, but include others (whom?) by invitation:
according to by-law q. v. for reference. (e. g. alumni widows:
what is status?)

- if individuals, presumably for life

- if by category of employment, could be for a specified trial period;

-- if the latter, would require a later decision on continuation,

or, cessation of the trial result; then also, a potential

by-law change to include the category (ies).

- if presented as a trial, what would be the public relations aspect?

- could the invitees be included as permanent invitees? (not on trial)?

-- thus not changing the core membership of the MITWL?

- could a category of auxiliary membership be coined for all invitees?

(including all currently in that category of membership: e.g.

corporations wives, other individuals)

1982 REPORT OF THE COMMITTEE ON THE FUTURE
MIT WOMEN'S LEAGUE

MARY P. ROWE
Special Assistant to the President

AUG 26 1982

Women's League

INTRODUCTION

Background

Although as early as 1898 "possibly 70" ^{Ref to} faculty wives were "taking tea" together in Boston, it was not until 1913 ~~that the Emma Rogers Organization of Technology Women was formally organized.~~ Its title was soon changed to The Technology Matrons, a name maintained for almost 60 years until in 1975 the organization acquired the more contemporary title, The MIT Women's League.

After World War II the Matrons' membership grew to about 1500, including then the wives and women in the war-related research staff. By 1954 membership was over 2000, and currently (including Lincoln Laboratory) stands at 3500, reflecting also the increase in faculty size as MIT accepted more students from the post World War II baby boom.

Many talented women contributed their ideas and energy over the years as they initiated and maintained service projects in response to the contemporary needs of the MIT community. Some projects, such as the Housing Office, Orientation Program for International Students and Family Guide Handbook have been taken over officially by the Institute. During recent years, The MIT Women's League has addressed not only its tri-part goal

- 1) to foster friendly relations
- 2) to share mutual interests and
- 3) to be an effective body in the service of the Institute,

but the League has also provided forums for its members to discuss women's issues, to participate in educational seminars, and has created opportunities to address new and complex needs in the MIT community as it matures. The MIT Women's League acts also as a flexible stage for its members whose own roles are pending between home and career. The attached brochure "The MIT Women's League" (appendix A) sets forth its current program of activities.

Purpose of the Committee

Following the inauguration of Paul E. Gray as the fourteenth President of MIT in the fall of 1980, the Board of The MIT Women's League, headed by its new honorary chairman, Priscilla Gray, founded a committee to study the League's current status and future goals. The Board was motivated by the fact that a number of new and vigorous women's groups had formed at MIT during recent years, and participation in League activities had been declining. In addition, there has been a continuing desire to review the membership eligibility policies of the League.

The Committee, appointed during the winter of 1980-81, accepted a charge to investigate the future of of The MIT Women's League, specifically:

- the relationship between MIT and the League
- the relationship and interaction between the League and other women's organizations at MIT
- the League's current membership policies and possible changes.

The Committee was asked to submit a report containing summaries, conclusions and recommendations to the Board.

Committee Selection

Because it was important to understand how the League related to other women's groups and the "women's movement" at MIT, Committee members were chosen to include those who could contribute to discussions on these issues. In addition to non-MIT-employed wives of faculty and staff, the Committee included women from appropriate MIT administrative and professional offices (Appendices B(1) and B(2)).

Procedure

In order to hear in some detail about the activities of other MIT women's organizations, the Committee invited representatives of these groups to present a summary report of their purposes, goals, activities and membership. The MIT administration was asked to discuss the relationship between the League and the Institute. The Committee also felt it was important to know about organizations similar to the League in other universities. A survey was prepared and sent to 28 schools, asking for information about their activities.

Every effort was made to continue in an information-gathering mode for as long as possible before drawing any conclusions. The Committee believes that it heard from all interested persons and groups and that the discussions of critical issues, such as membership policies, were as open and complete as possible. All members of the Committee had the opportunity to hear the same information from every available source. The presentations and discussions took place over a period of almost two years, which allowed for reasoned decisions, arrived at with a feeling of satisfaction and unanimity.

II. RELATIONSHIP BETWEEN MITWL AND MIT

Of primary concern to the Committee was the relationship between the League and the MIT administration. Historically, the Institute has supported the League in various ways: an office and meeting room (Emma Rogers Room), an administrative assistant, office expenses and the major portion of funds for the Bulletin and space for various other service activities. In the past (but not currently) funds were made available to League members for the purpose of entertaining and welcoming new faculty and staff members to the Institute. (The other two sources of funds for MITWL activities are: contributions solicited from the membership in an Annual Appeal, and the income from the MOORE Fund, which was established in 1916 by Mrs. F. Jewett Moore. Consequently, according to Mrs. Moore's bequest, no dues are required from members although there is a charge for some of the League's activities. (See Budget, Appendix G(2)).

At the Committee's request, Mr. Constantine Simonides, MIT Vice President in the Office of the President, addressed the Committee on behalf of the Administration. In his remarks, Mr. Simonides reassured the Committee that the Administration viewed The MIT Women's League and its activities as one of the reasons why MIT has "heart"; that the women of the League provide warmth and a humanizing influence as they devote time and energy to various service projects around the Institute. He expressed concern that these activities, which contribute to a feeling of "community", be encouraged and nurtured.

Mr. Simonides noted that over the years the MITWL has served as a forum for various viewpoints, and had provided some help to those women in their middle years who are wrestling with the debate of home versus career - of whether one can spend one's time meaningfully without working at a paid career position. He suggested the League could play a useful role in encouraging and educating those women who wish to be "professional volunteers".

Mr. Simonides pointed out that many of the projects initiated over the years by the League have been absorbed by MIT and become an important part of the Institute's ongoing services. Examples of this process are the Housing Office, certain services for foreign students, the Wives Group in the Medical Department Social Work Services, and others. He noted that League women have always found useful ways to serve the Institute and suggested that we continue to seek out projects which would engage our membership meaningfully ... to provide opportunities not only for women who wish to contribute their services to the Institute, but also to develop opportunities for the kinds of volunteer jobs which lead to valuable experience and professional development. A possible approach in seeking out such service opportunities would be to focus our program each year on a particular MIT activity or service. Such an "in-depth" view might uncover new projects and opportunities for League service.

In response to questions about the League's relationship to MIT, Mr. Simonides pointed out that it is important to recognize that the League is a volunteer organization and as such does not report to the Administration and can therefore make independent decisions regarding its function and program.

The Committee explored with Mr. Simonides the League's need for representation on some of the MIT standing committees. While he recognized the value of League representation on certain committees - specifically the Information Committee of the Institute - he believes that it would not be appropriate for the League to be represented on all Institute committees and reiterated that our independence of MIT mandates should be construed a strength.

Mr. Simonides clarified some of the League questions on space, establishing that the Support Services and Building Maintenance Office is responsible for the upkeep of Memorial Rooms - which includes the Emma Rogers Room. The Committee on the Future gratefully acknowledged the Institute's support of the MITWL in fiscal and space matters.

Recommendations of the Committee on the Future concerning the relationship between MITWL and MIT:

1. That the League continue to encourage, educate and provide meaningful opportunities for those women who are interested in the role of professional volunteer in the MIT community so that the League's unique contribution of a "humanizing influence" is maintained.
2. That the Board of the MITWL consider the possibility of adding a Board member whose role would be to seek out opportunities and areas in the MIT community where the League might create ongoing service programs or answer short term needs, and to develop a framework to communicate these needs to MITWL members.

3. That the Board arrange to be permanently represented on the MIT Information Committee and that a request should be made for League representation on other MIT committees if it seems appropriate and valuable to our programs or activities.
4. That such representatives of MITWL members serving on these various committees be asked to report to the Board on a regular basis.

III. REVIEW OF MEMBERSHIP POLICY

One of the Major reasons for creating the Committee on the Future was to review the qualifications or eligibility for League membership. Should they remain as stated in the current by-laws (Appendix C)? Should the by-laws be changed to include all women within the MIT community - all employees and women married to employees? Is the MITWL too restrictive in its membership definition? It was felt by those raising these concerns that the League's by-laws did not include a large group of MIT women who might wish to join with it in its social activities and service projects.

In this connection, subsequent meetings with representatives of other women's organizations and with MIT administrative and personnel groups, no one expressed a perceived need for the League to change its membership definition. Several persons expressed the importance of the unique role that the League has had in the MIT community and the unique position of the League to transmit the idea of volunteerism, service and concern to a new generation of MIT women who will be more of a mixture of "wife", "professional careerist" and "women in transition" than ever before.

The MITWL does, in fact, offer a distinctive organization for those who have historically been included in the membership. The organization, by virtue of its present membership qualifications, provides a framework within which it can function well as an MIT resource. Our service projects are changed periodically to respond to the need on campus, needs that in most cases are not met by any other group.

A consensus seemed to emerge that the best way to fulfill this unique role may not be to enlarge membership eligibility substantially, but to open attendance at MITWL activities and functions, when feasible, to all women in the MIT community.

Included in our discussions were such issues as the effect on membership status of separation or divorce from the MIT partner. Also discussed was the possibility of including as members any MIT-connected women who demonstrate an interest in furthering the goals of MITWL through active participation.

Recommendations of the Committee on the Future concerning membership policy:

1. That the MITWL invite participation in MITWL activities and functions where possible for all women in the MIT community.
2. That membership eligibility remain the same except for the following amendments and changes in the by-laws which reflect some of the social changes occurring in today's world:

Article III, Membership (in substance)

Section 1: Active members shall be the wives and women members of:

- 1) the academic, research, administrative and exempt staff

- of the Massachusetts Institute of Technology other than students and including Lincoln Laboratory.
- 2) the Corporation of the Massachusetts Institute of Technology.

Section 2: concerning Honorary Matrons remains the same.

Section 3: Representatives to the Women's Advisory Board (an MIT standing committee) shall be designated ex-officio members.

Section 4: A former member may continue her membership by request to The MIT Women's League.

Section 5: Special members may be designated by the Executive Board of The MIT Women's League.

IV. SURVEY OF WOMEN'S ORGANIZATIONS AT MIT

One of the firsts tasks the Committee undertook was to develop and distribute a letter/questionnaire (Appendix D91) to the following women's organizations at MIT:

Advisory Group on Women Student Interests
 Association for Women Students
 Association of MIT Alumnae (AMITA)
 Association for Women in Science
 Lincoln Laboratory Women
 Minority Women's Discussion Group
 MIT Association of Women Postdoctoral Fellows
 Society of Women Engineers
 Technology Wives Organization (TWO)
 The Wives Group (sponsored by Medical Department Social Services)
 Women Administrators Group
 Women's Advisory Board
 Women's Forum

Included with the letter, which described the Committee's plans, was a copy of then-current brochure of the MITWL, "What is the MIT Women's League?" as well as a tear-off sheet to be returned indicating whether the group wish to cooperate with the MITWL project.

Eight organizations responded and seven representatives met with the Committee to share information about their organization and to discuss current or potential interaction with the League. Detailed information on these presentations is included (Appendix D(2)).

The presentations were extremely useful to the Committee because they provided an overview of the most active women's organizations on campus and enabled it to gain a more realistic view of how MITWL fits into the MIT women's activities matrix. The Committee concluded that while there is some overlap in the goals and activities of these women's groups, most tend to draw on a specific constituency with common interests, backgrounds or issues. Again it became apparent that the Women's League does fulfill a need at MIT which is not met by other women's organizations.

The Committee found it useful to separate these organizations by purpose and goal into two groups: 1) those that are primarily professionally or internally oriented such as Postdocs, Women Administrators Group, Women's Forum, AMITA and 2) those that are primarily service or externally oriented such as TWO, Wives

Group, and MITWL. We also noted that the Women's Forum is the largest "umbrella" for MIT women (all employees), while MITWL offers another large "umbrella" by including non-MIT-employed women of the MIT community (related by marriage).

The most representative organization for women at MIT is the Women's Advisory Board (WAG). The group is a standing committee appointed by the MIT President which meets once a month with Mary Rowe, Special Assistant to the MIT President. All of the organizations described in this section, including MITWL, are already represented on WAG. Members discuss issues and recommend action on a variety of concerns to women at MIT. The group is often consulted on policy issues, particularly those which deal with women's concerns in the Institute community.

All of the organizations this Committee on the Future interviewed had common problems of leadership, planning, communications, participation and outreach. All were enthusiastic about the possibility of joining with other groups to work on these concerns.

Recommendations of the Committee on the Future concerning MITWL interaction with other MIT women's groups:

1. That the Board explore the possibility of establishing regular communication with other women's groups - routinely exchanging and publicizing schedules and calendars.
2. That the Board discuss the idea of coordinating MITWL events with other women's groups through the MIT Information Office, which maintains a planning calendar for all organizations in the MIT community as well as for some outside groups sponsored by MIT people.
3. That the Board explore the possibility of joining with other women's groups to establish a Tech Talk center-fold section which could provide a comprehensive calendar and description of the groups.
4. That the MITWL Board strengthen its support of MITWL's filial organization, the TWO.

V. MITWL CURRENT STATUS

Participation

Because the problem of diminishing participation in MITWL activities is one of the underlying reasons for undertaking this study, the Committee discussed many of the probably factors affecting this trend. Some of these are: the increase in the number of women pursuing careers for their own development and satisfaction, the lessening of interest in volunteer activities due to economic pressures, and the growth and vitality of new women's groups on campus.

For these and other reasons, attendance at the three major League functions over the past ten years has been declining, while the number of women to whom the Bulletin is mailed (with the invitations to the functions) has increased somewhat. Included in the mailing list for the Bulletin are all the Honorary Matrons (women whose husbands are deceased or who have retired) and about 200 Alumni widows in the Boston area. An analysis of the distribution of participants is given in Appendix E(1, E(2).

Visibility

Many of the factors underlying the decline in participation are an important part of the changing American social scene and must be seriously considered when planning for the future. They are, however, factors over which the MITWL has no control. Another aspect of the problem, over which the League can exert some influence, is that of "image". In our discussions with representatives of other women's organizations and MIT administrative offices, it became apparent that most of these groups did not have a clear idea of what MITWL does, who belongs, who can participate, etc. A general impression of MITWL is that of a "group of older faculty wives involved in various activities ... mostly social in nature".

In developing plans for the future, the Committee believes that the image problem is extremely important to address, not only in the effort to attract new participants to maintain current activities, but to implement new projects and opportunities which are appropriate to MITWL membership and interests.

The Committee believes that the recommendation, expressed earlier in this report, to open attendance at many of the League activities to all women in the MIT community, should be accompanied by a clear MITWL Board strategy for publicizing League goals, major programs and activities and for clarifying the League's commitment: service to the Institute.

Recommendations of the Committee on the Future concerning MITWL participation and visibility:

1. That the Board conduct a survey of MITWL's members on issues of programming, participation, contributors and the Bulletin.
2. That the Board create a new Board position to oversee all publicity and communications (including the Bulletin, Tech Talk and other on-campus and off-campus publications).
3. That the Board form a task force to work on the Bulletin and its problems (expense, lead time, distribution, format, etc.).
4. That the Board work toward expanding the amount of publicity for all ongoing programs such as Hosts to International Students, Furniture Exchange, etc. making known our involvement to the MIT community, clarifying who participates, the reason for the volunteer effort, and the benefits to the MIT community.
5. That the Board make an effort to keep MITWL visible on MIT committees and councils that deal with non-academic matters (Appendix D (3)).
6. That the Board in general and the Nominating Committee particularly try to involve the membership of Faculty women as well as women Administrative Staff in playing a role within MIT.
7. That the Board develop plans to reach out to newcomers, not only to those new to MITWL membership but also to those new to the idea of participation in MITWL activities who could contribute to the strength of the organization. This would include working with the MIT Personnel Office to include MITWL materials for inclusion in their new employee information packet, and that the Board consider reviving the Neighborhood groups meeting locally preferably in the evening - especially to introduce newcomers to the community.

VI. SURVEY OF WOMEN'S ORGANIZATIONS AT OTHER COLLEGES AND UNIVERSITIES

A request for sharing information about groups similar to MITWL was sent to 28 other schools. The Committee received six detailed replies: California Institute of Technology Women's Club, Case Western University Women's Club, Harvard Neighbors, Women's Association of McGill University, Syracuse University Women's Club, and Yale University Women's Organization (Appendix F.)

Highlights from the survey are:

- ... All of the groups hold meetings each year from September to May with varying times and places for these monthly meetings.
- ... All groups (except MIT) charge annual dues of \$2.00 to \$6.00.
- ... Some newsletters are printed (like MIT's), others are typewritten, but most are sent, after the first fall issue, only to dues-paying members.
- ... Seminars, usually educational, are a part of the program at most schools.
- ... Interest Groups - with a wide range of subjects - exist at all of the schools. All (except MIT) have some form of book discussion. Many have regularly scheduled tour programs.
- ... Social activities seem to focus on newcomers. Some aim most of their programs at the older part of their constituency. One or two address the interests of younger women (Cal Tech).
- ... Fundraising events, mostly for scholarship funds, are held at each school and range from small craft or bake sales, stationery, plant sales to large book fairs grossing \$30,000 per year.

Recommendations of the Committee on the Future based on comments from letters received from chairmen of these other schools women's groups:

1. That the Board review the composition of the Board, terms of office, how appointed or elected (by the Nominating Committee or the Chairman) and responsibilities.
2. That the Board review the events which the MITWL sponsors and set up a yearly program which can be announced in the fall.
3. That the Board consider initiating new Interest Groups such as Antiques, Financial Planning, Gallery Going Tours which have proved popular elsewhere.
4. That each Chairman of a Committee on the Board be encouraged to establish a group of people who will work with her and from whom new leadership may be found for the future. This is the hardest and most difficult challenge everywhere.
8. That the Board consider the crucial question "What can MITWL provide for its members that cannot be or is not being provided by any other organization?"

VIII. POTENTIAL AREAS OF EXPANSION

During the discussions of the Committee held over a period of almost two years, many ideas were expressed and suggestions were made which the Committee believes may be useful to the Board as it considers the future of the League. We recorded some of these ideas, not as specific recommendations, but as examples of possible new directions or areas of expansion.

1. The role of Coordinator of Volunteers was suggested as an appropriate one to be staffed by the League. Such services at MIT as the Child Care

Office, the Clinical Center (Nutrition Department), Benefits Office and the Medical Department (including Social Services) have expressed a need for a central coordination of volunteer activity.

2. In order to maintain the socializing aspect of MITWL it may be useful to rethink the social activities with a view toward their costs and attendance. Interests Groups should continue to be updated as new suggestions arise or as attendance in older groups diminishes. Special attention might be given to providing joint social activity for the Honorary Matrons and Emeriti Professors.
3. Workshops and seminars should continue to be designed to focus on specific topics of interest as they arise. Some suggestions included: alternatives in child care, care of elderly parents, support groups for families dealing with severe illness, pre-retirement planning, post retirement options (second careers), leisure time - how to find it and how to use it.
4. Salons, designed to increase the awareness of resources available to the entire MIT community, could become a more important part of the League's services.

SUMMARY

This introspective study of The MIT Women's League and its future finds the organization enjoying the full support of the MIT Administration, which encourages the League to continue its "heartening" current services to the Institute community and to seek out and determine new areas which may benefit from League support. While there has been some decline in participation in League activities, there remains a committed and now renewed core which seeks to enliven the League's presence at MIT, confirming the needs of its traditional membership while encouraging active participation of, and inviting cooperation with other MIT women's groups. The committee recommends that exempt staff be added to the membership by-law and that other MIT women who demonstrate participation in the League's activities be designated special members - a category already existing in the by-law.

The addition of a Public Relations person to The MIT Women's League Board, resulting in mutually improved publicity and communications with all other MIT women's groups, should enhance their participation in MIT Women's League activities and services. With respect to survey results from all the other college and university women's groups which replied to our inquiry into their "well-being", it was revealing that they had almost identical problems and were seeking solutions satisfactory to their own particular situations.

Even though much remains to be done to strengthen The MIT Women's League current programs, many ideas for expansion of activities were suggested (Appendix H and Section VII). This 1982 Committee on the Future of The MIT Women's League, having deliberated the contemporary issues before it, and having made certain recommendations thought proper for present strengthening, yet is only too aware that the seeds of change exist already to feed the next review of the League's status and future.

The following committee members contributed to the writing and editing of this report: Alberty, Berg, Dyer, Gray, Holden, Mann, Pounds, Richard.

September, 1982

8498-82

MIT WOMEN'S LEAGUE

13 August 1982

File
Ref. to
Memo
Special Assistant to the President
MARY P. BOWE
AUG 20 1982

To: Committee on the Future of the MIT Women's League (COF of the MITWL)
From: Margaret Mann, Chairman
Re: Special Meeting of the Board of the MIT Women's League

CB
Yes if possible?

A special meeting of the Board of the MIT Women's League is scheduled for Wednesday, September 8, at 9:30 AM in the Emma Rogers Room specifically to act on the adoption of the 1982 Report of the COF of the MITWL. Please try to be there; we need the support of every member of the committee, all of whom are so important to this endeavor. A final copy of the body of the report is forthcoming shortly.

Please note that I am enclosing a Rough Draft #2 of the Summary; draft #1 was written in haste, and I prefer this one. Please let me know immediately of your reaction to it -- both its tone and its content -- so that Mary Pinson can type it into the final copy of the Report and get the whole into the mail to you forthwith.

With your agreement, I propose to proceed as follows on September 8: the chairman of the MITWL (Anne Berg) will call the meeting to order, after which she will turn the chair over to the chairman of the COF (Margaret Mann). The Report will be read in sections consecutively according to which member(s) of the COF was responsible for writing it -- e. g. Sections I and II (Intro. and Relationship MIT/MITWL, Mann); Section III (Membership issues, Albery and Holden); IV Other MIT Women's groups, Richard); Section V (Current Status, Pounds); VI (Other Colleges etc., Berg); Section VII (Possible areas of Expansion, Dyer); Section VIII Summary, Mann).

The Board will be asked to adopt the Report's recommendations as a whole; should this fail, we will have to present it section by section for adoption in part, and proceed from there, with defense of each section's recommendations led by its writer(s).

Let's hope for the best!

Peace!

Margaret Mann, Chairman

Enclosure: Draft #2, Summary.

Hope you survive this year well! - See you soon -

3-5911

App & cts in June
6/5/81

File Women's League

5 Pelham Road
Lexington, Massachusetts 02173
15 April 1981

Dr. Mary P. Rowe
Special Assistant to the President
Massachusetts Institute of Technology
77 Massachusetts Avenue
Cambridge, Massachusetts 02139

~~Report (BS (S...))~~

Dear Mary:

Mentioned to you in an earlier meeting, this is the letter I sent to Constantine Simonides last summer. He had his office staff respond by telephone to me that he would "bump it down" to Arthur Smith, the chairman of the committee in question. Professor Smith called me to say that the committee was already too large, and he could not see that its current agenda fitted our concerns, but why didn't I talk to Dean Shirley McBay? I met with Dean McBay and was introduced to several of her staff who listened to the problem. Of course, the Faculty Committee for Student Affairs is not her committee, so there was no resolution of the problem possible there in any case.

From the description of the Faculty Committee for Student Affairs listed in the various foldouts, it seems their concerns for the quality of life of students is very much a concern of the MIT Women's League Committee for Students. I have checked through all the other standing committee descriptions and cannot find any other more appropriate to relate to.

I find it really unconscionable that an appropriate forum cannot be found for the MIT Women's League to interact with the Students it so loyally supports. That about summarizes the problem. Any help you can offer toward its solution would be appreciated.

Sincerely,

Margaret D. Mann

Margaret Florencourt Mann
(Mrs. Robert W. Mann)
Chairman, MITWL Committee for Students
'79-'81

cc: Ms. Jeanne Richard, Associate Dean of the Graduate School

MARY P. ROWE
Special Assistant to the President

APR 17 1981

Ref. to _____
File _____

This introspective study of The MIT Women's League and its future finds the organization enjoying the full support of the MIT Administration, which encourages the League to continue its "heartening" current services to the Institute community and to seek out and determine new areas which may benefit from League support. While there has been some decline in participation in League activities, there remains a committed and now renewed core which seeks to enliven the League's presence at MIT, confirming the needs of its traditional membership while encouraging active participation of, and inviting cooperation with other MIT women's groups. The committee recommends that exempt staff be added to the membership by-law and that other MIT women who demonstrate participation in the League's activities be designated special members - a category already existing in the by-law.

The addition of a Public Relations person to The MIT Women's League Board, resulting in mutually improved publicity and communications with all other MIT women's groups, should enhance their participation in MIT Women's League activities and services. With respect to survey results from all the other college and university women's groups which replied to our inquiry into their "well-being", it was revealing that they had almost identical problems and were seeking solutions satisfactory to their own particular situations.

Even though much remains to be done to strengthen The MIT Women's League current programs, many ideas for expansion of activities were suggested (Appendix H and Section VII). This 1982 Committee on the Future of The MIT Women's League, having deliberated the contemporary issues before it, and having made certain recommendations thought proper for present strengthening, yet is only too aware that the seeds of change exist already to feed the next review of the League's status and future.

The following committee members contributed to the writing and editing of this report: Alberty, Berg, Dyer, Gray, Holden, Mann, Pounds, Richard.

REPORT OF THE MITWL COMMITTEE ON THE FUTURE

INTRODUCTION

Background

Purpose of the Committee

Committee Selection

Procedure

RELATIONSHIP BETWEEN MITWL AND MIT

REVIEW OF MEMBERSHIP POLICY

SURVEY OF WOMEN'S ORGANIZATIONS AT MIT, Summary

MITWL CURRENT STATUS

Participation

Visibility

SURVEY OF WOMEN'S ORGANIZATIONS AT SIMILAR COLLEGES

POTENTIAL AREAS OF EXPANSION

SUMMARY

APPENDIX

A. MITWL BROCHURE

B. 1) Letter to Board re Committee

2) Committee List

C. MITWL By-Laws, especially re Membership

D. 1) Letter to other MIT Women's Groups

2) Survey of other MIT Women's Groups

3) List of MIT Committees and MITWL Representatives

E. MITWL Survey of Participation

F. 1) Letters to other colleges and universities

F. 2) List of other colleges and universities

3) Survey of Women's Organizations at other colleges with tables of comparison to MITWL (a) Programs (b) Interest Groups

G. MITWL Financial Information

1) Activities funding

2) 1981 approximate budget

H. Ideas and suggestions from minutes of Committee on Future meetings.

REPORT OF THE COMMITTEE ON THE FUTURE
MIT WOMEN'S LEAGUE

INTRODUCTION

Background

Although as early as 1898 "possibly 70" faculty wives were taking tea together in Boston, it was not until 1913 that the Emma Rogers Organization of Technology Women was formally organized. Its title was soon changed to The Technology Matrons, a name maintained for almost 60 years until in 1975 it acquired the more contemporary title, the MIT Women's League.

After World War II the Matrons' membership grew to about 1500, including then the wives and women in the war-related research staff. By 1954 membership was over 2000, and currently (including Lincoln Laboratory) stands at 3500, reflecting also the increase in faculty size as MIT accepted more students from the post World War II baby boom.

Many talented women contributed their ideas and energy over the years as they initiated and maintained service projects in response to the contemporary need of the MIT community. Some projects, such as the Housing Office, Orientation Program for International Students and Family Guide Handbook have been taken over officially by the Institute. During recent years, the MIT Women's League has addressed not only its tri-part goal

- 1) to foster friendly relations
- 2) to share mutual interests
- 3) to be an effective body in the service of the Institute,

the League has also provided forums for its members to discuss women's issues, to participate in adult education seminars, and opportunities to address new and complex needs in the MIT community as it matures. The MIT Women's League also acts as a flexible stage for its members whose own roles are pending between home and career. The attached brochure "the MIT Women's League" (appendix A)

sets forth its current program of activities.

Purpose of the Committee

Following the inauguration of Paul E. Gray as the President of MIT in the fall of 1980, the Board of the MIT Women's League, headed by its new honorary chairman, Priscilla Gray, founded a committee to study the League's current status and future goals. The Board was motivated by the fact that a number of new and vigorous women's groups had formed at MIT during recent years, and participation in League activities had been declining. In addition, there has been a continuing desire to review the membership eligibility policies of the League.

The Committee, appointed during the winter of 1980-81, accepted a charge to investigate the future of the MIT Women's League, specifically:

- the relationship between MIT and the League
- the relationship and interaction between the League and other women's organizations at MIT
- the League's current membership policies and possible changes.

The Committee was asked to submit a report containing summaries, conclusions and recommendations to the Board.

Committee Selection

Because it was important to understand how the League relates to other women's groups and the "women's movement" at MIT, Committee members were chosen to include those who could contribute to discussions on these issues. In addition to non-MIT-employed wives of faculty and staff, the Committee included women from appropriate MIT administrative and professional offices (appendix B2).

Procedure

In order to hear in some detail about the activities of other MIT women's organizations, the Committee invited representatives of these groups to present

a summary report of their purposes, goals, activities and membership. The MIT administration was asked to discuss the relationship between the League and the Institute. The Committee also felt it was important to know about organizations similar to the League in other universities. A survey was prepared and sent to 28 schools, asking for information about their activities.

Every effort was made to continue in an information-gathering mode for as long as possible before drawing any conclusions. The Committee believes that it heard from all interested persons and groups and that the discussions of critical issues, such as membership policies, were as open and complete as possible. All members of the Committee had the opportunity to hear the same information from every available source. The presentations and discussions took place over a period of two years, which allowed for reasoned decisions, arrived at with a feeling of satisfaction and unanimity.

RELATIONSHIP BETWEEN MITWL AND MIT

Of primary concern to the Committee was the relationship between the League and the MIT administration. Historically, the Institute has supported the League in various ways: an office and meeting room (Emma Rogers Room), an administrative assistant, office expenses and the major portion of funds for the Bulletin. In the past, funds were made available to League members for the purpose of entertaining and welcoming new faculty and staff to the Institute. (The other two sources of funds for MITWL activities are: contributions solicited from the membership in an Annual Appeal, and the endowment from the MOORE Fund which was established in 1916 by Mrs. F. Jewett Moore. Consequently, no dues are required from members although there is a charge from some of the League's activities. (See Budget, appendix G2.)

At the Committee's request, Mr. Constantine Sironides, MIT Vice President for Administration, addressed the Committee on behalf of the Administration. In his remarks, Mr. Sironides expressed his committee's

At the Committee's request, Mr. Constantine Simonides, MIT Vice President for _____, addressed the Committee on behalf of the Administration. In his remarks, Mr Simonides reassured the Committee that the Administration viewed the MIT Women's League and its activities as one of the reasons why MIT has "heart"; that the women of the League provide warmth and a humanizing influence as they devote time and energy to various service projects around the Institute. He expressed concern that these activities, which contribute to a feeling of "community", be encouraged and nurtured.

Mr. Simonides noted that over the years the MITWL has served as a forum for various viewpoints, and had provided some help to those women in their middle years who are wrestling with the debate of home versus career--of whether one can spend one's time meaningfully without working at a paid career position.. He suggested the League could play a useful role in encouraging and educating those women who wish to be "professional volunteers".

Mr. Simonides pointed out that many of the projects initiated over the years by the League have been absorbed by MIT and become an important part of the Institute's ongoing services. Examples of this process are the Housing Office, certain services for foreign students, the Wives Group in the Medical Department among others. He noted that League women have always found useful ways to serve the Institute and suggested that we continue to seek out projects which would engage our membership meaningfully...to provide opportunities not only for women who wish to contribute their services to the Institute, but also to develop opportunities for the kinds of volunteer jobs which lead to valuable experience and professional development. A possible approach in seeking out such service opportunities would be to focus our program each year on a particular MIT activity or service. Such "in-depth" view might uncover new projects and opportunities for League service.

In response to questions about the League's relationship to MIT, Mr. Simonides pointed out that it is important to recognize that the League is a volunteer organization and as such does not report to the Administration and can therefore make independent decisions regarding its function and program.

The Committee explored with Mr. Simonides the League's need for representation on some of the MIT "committees". While he recognized the value of League representation on certain committees--specifically the Information Committee of the Institute--he believes that it would not be appropriate for the League to be represented on all Institute committees and reiterated that our independence of MIT mandates should be considered a strength.

Mr. Simonides clarified some of the League questions on space, establishing that the Support Services and Building Maintenance Office is responsible for the upkeep of Memorial Rooms--which includes the Emma Rogers Room. He commented that the mural repair or replacement in the Emma Rogers Room is under consideration. The Committee on the Future gratefully acknowledged the Institute's support in fiscal and space matters.

RECOMMENDATIONS: concerning the relationship between MITWL and MIT

1. That the League continue to encourage, educate and provide meaningful opportunities for those women who are interested in the role of professional volunteer so that the League's unique contribution of a "humanizing influence" is maintained.
2. That the Board consider the possibility of adding a Board member whose role would be to seek out opportunities and areas at MIT where the League might create ongoing service programs or answer short term needs and to develop a framework to communicate these needs to MITWL members.

3. That the Board arrange to be permanently represented on the MIT Information Committee and that a request should be made for League representation on other MIT committees if it seems appropriate and valuable to our programs or activities.
4. That such representatives or MITWL members serving on these various committees be asked to report to the Board on a regular basis.

REVIEW OF MEMBERSHIP POLICY

One of the major reasons for creating the Committee on the Future was to review the qualifications or eligibility for League membership. Should they remain as stated in the current by-laws (Appendix C)? Should the by-laws be changed to include all women within the MIT community--all employees and women married to employees? Is the MITWL too restrictive in its membership definition? It was felt by those raising these concerns that our by-laws did not include a large group of MIT women who might wish to join with us in our social activities and service projects.

In our subsequent meetings with representatives of other women's organizations and with MIT administrative and personnel groups, no one expressed a perceived need for the League to change its membership definition. Several persons expressed the importance of the unique role that the League has had in the MIT community and the Unique position of the League to transmit the idea of volunteerism, service and concern to a new generation of MIT women who will be more of a mixture of "wife", "professional careerist" and "woman in transistion" than ever before.

The MITWL does, in fact, offer a distinctive organization for those who have historically been included in the membership. The organization, by virtue of its present membership qualifications, provides a framework within which it can function well as a MIT resource. Our service projects are changed periodically to respond

to the needs on campus, needs that in most cases are not met by any other group.

A consensus seemed to emerge that the best way to fulfill this unique role may not be to enlarge membership eligibility substantially, but to open MITWL activities and functions, when feasible, to all women in the MIT community.

Included in our discussions were such issues as the effect of separation or divorce on membership status. Also discussed was the possibility of including as members any MIT connected ~~women~~ who demonstrate an interest in furthering the goals of MITWL through active participation.

RECOMMENDATIONS concerning membership policy

1. That the MITWL invite participation in MITWL activities and functions where possible for all women in the MIT community.
2. That membership eligibility remain the same except for the following amendments and changes in the by-laws which reflect some of the social changes occurring in today's world:

Article Membership

Section 1: Active members shall be the wives and women members of:

- 1) the academic, research, administrative and exempt staff of the Massachusetts Institute of Technology other than students and including Lincoln Laboratory.
- 2) the Corporation of the Massachusetts Institute of Technology.

Section 2: concerning Honorary Matrons remains the same.

Section 3: Representatives to the Women's Advisory Board should be designated ex-officio members.

Section 4: A former member may continue her membership by request to the MIT Women's League.

Section 5: Special members may be designated by the Executive Board of the MIT Women's League.

SURVEY OF WOMEN'S ORGANIZATIONS AT MIT

One of the first tasks the Committee undertook was to develop and distribute a letter/questionnaire (Appendix D1) to the following women's organizations at MIT:

Advisory Group on Women Student Interests
Association for Women Students
Association of MIT Alumnae (AMITA)
Association for Women in Science
Lincoln Laboratory Women
Minority Women's Discussion Group
MIT Association of Women Postdoctoral Fellows
Society of Women Engineers
Technology Women's Organization (TWO's)
The Wives Group (Medical Department)
Women's Administrative Staff Group
Women's Advisory Board
Women's Forum

Included with the Letter, which described the Committee's plans, was a copy of the old brochure of the MITWL, "What is the MIT Women's League?" as well as a tear off sheet to be returned indicating whether the group wished to cooperate with the MITWL project.

Eight organizations responded and seven representatives met with the Committee to share information about their organization and to discuss current or potential interaction with the League. Detailed information on these presentations is included (Appendix D2).

The presentations were extremely useful to the Committee because they provided an overview of the most active women's organizations on campus and enabled it to gain

a more realistic view of how MITWL fits into the women's activities matrix. The Committee concluded while there is some overlap in the goals and activities of these women's groups, most tend to draw on a specific constituency with common interests, backgrounds or issues. Again it became apparent that the League does fulfill a need at MIT which is not met by other organizations.

The Committee found it useful to separate these organizations by purpose and goal into two groups: 1) those that are professionally or internally oriented such as Postdocs, Women's Administrative Group, Women's Forum, AMITA and 2) those that are service or externally oriented such as TWO, Wives Group, and MITWL. We also noted that the Women's Forum is the largest "umbrella" for on-campus women -- all employees -- while MITWL offers another large "umbrella" by including off campus women.

The most representative organization for women at MIT is the Women's Advisory Board (WAG). WAG is a committee appointed by the MIT President which meets once a month with Mary Rowe, Special Assistant to the MIT President. All of the organizations described in this section, including MITWL, are represented on WAG. Members discuss issues and recommend action on a variety of concerns to women at MIT. The group is often consulted on policy issues, particularly those which deal with women's concerns at the Institute.

All of the organizations the Committee interviewed had common problems of planning, leadership, communications, participations and outreach. All were enthusiastic about the possibility of joining with other groups to work on these concerns.

RECOMMENDATIONS concerning MITWL interaction with other MIT women's groups

1. That the Board explore the possibility of establishing regular communication with other women's groups--routinely exchanging and publicizing schedules and calendars.
2. That the Board discuss the idea of coordinating MITWL events with other women's groups through the MIT Information Office which maintains a planning calendar for all organizations in the MIT community as well as some outside groups sponsored by MIT people.
3. That the Board explore the possibility of joining with other women's groups to establish a Tech Talk "center fold" section which could provide a comprehensive calendar and description of the groups, membership and activities at least once each term.
4. That the MITWL Board strengthen their support of MITWL's filial organization, the TWO.

MITWL CURRENT STATUS

Participation

Because the problem of diminishing participation in MITWL activities is one of the underlying reasons for undertaking this study, the Committee discussed many of the probable factors affecting this trend. Some of these are: the increase in the number of women pursuing careers for their own development and satisfaction; the lessening of interest in volunteer activities due to economic pressures; and the growth and vitality of new women's groups on campus.

For these and other reasons, attendance at the three major League functions over the past ten years has been declining, while the number of women to whom the Bulletin is mailed (with the invitations to the functions) has increased somewhat.

Included in the mailing list for the Bulletin are all the Honorary Matrons (women whose husbands are deceased or who have retired) and about 200 Alumni widows in the Boston area. An analysis of the distribution of participants is given in the Appendix (E).

Visibility

Many of the factors underlying the decline in participation are an important part of the changing American social scene and must be seriously considered when planning for the future. They are, however, factors over which the MITWL has no control. Another aspect of the problem, over which the League can exert some influence, is that of "image". In our discussions with representatives of other women's organizations and MIT administrative offices, it became apparent that most of these groups did not have a clear idea of what MITWL does, who belongs, who can participate, etc. A general impression of MITWL is that of a "group of older faculty wives involved in various activities...mostly social in nature".

In developing plans for the future, the Committee believes that the "image problem" is extremely important to address, not only in the effort to attract new participants to maintain current activities, but to implement new projects and opportunities which are appropriate to MITWL membership and interests.

The Committee believes that the recommendation, expressed earlier in this report, to open many of the League activities to all women in the MIT community, should be accompanied by a clear MITWL Board strategy for publicizing League goals, major programs and activities, and for a clarification of the League's commitment: service to the Institute.

RECOMMENDATIONS concerning MITWL participation and visibility:

1. That the Board conduct a survey of MITWL's members on issues of participation.

2. That the Board create a new Board position to oversee all publicity and communications (including the Bulletin, Tech Talk and other on campus and off campus publications).
3. That the Board form a task force to work on the Bulletin and its problems (expense, lead time, distribution, format, etc.).
4. That the Board work toward expanding the amount of publicity for all ongoing programs such as Hosts to International Students, Furniture Exchange, etc. making known our involvement to the MIT community, clarifying who participates, the reason for the volunteer effort, and the benefits to the MIT community.
5. That the Board make an effort to keep MITWL visible on MIT committees and councils that deal with non-academic matters. (Appendix D3).
6. That the Board develop plans to reach out to Newcomers, not only new to MITWL membership but also new to the idea of participation in MITWL activities and who could contribute to the strength of the organization. This would include working with the MIT Personnel Office to include MITWL materials for inclusion in their new employee information packet.

SURVEY OF WOMEN'S ORGANIZATIONS AT OTHER COLLEGES AND UNIVERSITIES

A request for information about groups similar to MITWL was sent to 28 other schools. The Committee received six detailed replies: California Institute of Technology Women's Club, Case Western University Women's Club, Harvard Neighbors, Women's Association of McGill University, Syracuse University Women's Club, Yale University Women's Organization (Appendix F).

Highlights from the survey are:

- ..All of the groups hold meetings each year from September to May with varying times and places for these monthly meetings.
- ..All groups (except MIT) charge annual dues of \$2.00 to \$6.00.
- ..Some newsletters are printed (like MITWL's) others are typewritten, but most are sent, after the first fall issue, only to dues-paying members.
- ..Seminars, usually educational, are a part of the program at most schools.
- ..Interest Groups - with a wide range of subjects - exist at all of the schools. All (except MITWL) have some form of book discussion. Many have regularly scheduled tour programs.
- ..Social activities seem to focus on newcomers. Some aim most of their programs at the older part of their constituency. One or two address the interests of younger women (Caltech).
- ..Fundraising events, mostly for scholarship funds are held at each school and range from small craft or bake sales, stationery, plant sales to large book fairs grossing \$30,000 per year.

RECOMMENDATIONS based on comments from letters received from chairmen of these other schools' women's groups.

1. That the Board consider reviving the Neighborhood groups meeting locally about once a month preferably in the evening--especially to introduce newcomers to the community.
2. That the Nominating Committee particularly and the Board in general try to involve Faculty women as well as women Administration Staff in playing a role within MITWL.
3. That the Board undertake a survey of members with particular regard to dues, the Bulletin and desire to participate actively.

4. That the Board review the composition of the Board, terms of office, how appointed or elected (by the Nominating Committee or the Chairman) and responsibilities.
5. That the Board review the events which they sponsor and set up a yearly program which can be announced in the Fall to all. That the Board consider limiting distribution of the Bulletin, after the initial Fall publication, only to those who request that it be sent...and rely on Tech Talk to publicize events to a larger audience.
6. That the Board consider initiating new Interest Groups such as Antiques, Financial Planning, Gallery Going Tours which have proved popular elsewhere.
7. That each Chairman of a Committee on the Board be encouraged to establish a group of people who will work with her and from whom new leadership may be founded for the future. This is the hardest and most difficult challenge everywhere.
8. That the Board consider the crucial question "What can MITWL provide for its members that cannot be or is not being provided by any other organization?" Also consider "What can MITWL provide for the MIT community that is not or cannot be provided by any other organization?"

POTENTIAL AREAS OF EXPANSION

During the discussions the Committee held over a period of two years, many ideas were expressed and suggestions were made which the Committee believes may be useful to the Board as it considers the future of the League. We recorded some of these ideas, not as specific recommendations, but as examples of possible new directions or areas of expansion.

1. The role of Coordinator of Volunteers was suggested as an appropriate one to be staffed by the League. Such services at MIT as the Child Care Office, the Clinical Center (Nutrition Department), Benefits Office and the Medical Department including Social Services have expressed a need for a central coordination of volunteer activity.
2. In order to maintain the socializing aspect of MITWL it may be useful to rethink the social activities with a view toward their costs and attendance. Interest Groups should continue to be updated as new suggestions arise or as attendance in older groups diminishes. Special attention might be given to providing joint social activity for the Honoraries and Emeritii.
3. Workshops and seminars should continue to be designed to focus on specific topics of interest as they arise. Some suggestions included: care of elderly parents, support groups for families dealing with severe illness, pre-retirement planning, post retirement options (second careers), leisure time -- how to find it and how to use it.
4. Salons, designed to increase the awareness of resources available to the entire MIT community, could become a more important part of the League's services.
5. A useful approach to developing new service projects might be to focus League programs each year on a particular MIT area (student services, child care, medical or social services, etc.)

SUMMARY (DRAFT)

This introspective study of the MITWL and its future find the organization enjoying the full support of the MIT Administration, which encourages the League to continue its current services to the Institute and to seek out and determine new areas which may benefit from League support. Questions about membership, leadership and participation were not expected to be answered by opening the eligibility to all women at the Institute. Rather, it is recommended that membership be accorded to those special MIT women who participate in the service activities of the MITWL. Participation in MITWL activities and services is expected to be enhanced by the addition of a Public Relations person to the Board with resulting improved publicity and communications with all other MIT women's groups. It was revealing that all the other colleges and university women's groups which replied to our inquiry into their "well being" had almost identical problems and were seeking answers satisfactory to their own particular situations. Many ideas for expansion of MITWL activities were suggested (Appendix H).

LIST OF COMMITTEE MEMBERS

Margaret Mann, Chairman

Priscill Gray

Helen Pounds

Anne Berg

Ann Holden

Mary Rowe

Lillian Alberty

Jeanne Richard

Betty Dyer



THE M.I.T. WOMEN'S LEAGUE
ROOM 10-342
MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASSACHUSETTS 02139

November 24, 1980

To All Members of the Board of the M.I.T. Women's League:

Because we will not be having a December Board Meeting, and in the interest of efficiency, I am taking this method of contacting you. As the newly appointed chairman of an ad hoc committee to review the M.I.T. Women's League's mission and membership, meaning and mandate, and its form and relationship to other M.I.T. women's groups, I would value 1) your nominations for members of the study committee, and 2) your thoughts on problems and opportunities to be brought before the committee.

I would like to have the committee members in place by mid-December so I would appreciate your prompt response on that issue; I can usually be reached at home: 862-4318 between 8:15 and 9:00 A.M. and 4 to 6 P.M. On the issue of the problems and opportunities before the League, please prepare a written statement to give to this committee when you come to the January 7th Board Meeting.

It would seem sensible that committee members should be or have been active members of the M.I.T. Women's League, that they have a rather broad experience at M.I.T. and that they be concerned about the future of the M.I.T. Women's League. Further, they should be sensitive to differences and be willing to state opinions and render judgments while eschewing intransigence in either.

I can think of no more significant issue before the Board this year than the future of the M.I.T. Women's League. I know you will recognize the importance of thoughtful responses; they will all be considered confidential.

Appreciatively.

Margaret Florencourt Mann
(Mrs. Robert W.)
Chairman, Ad Hoc Committee to Study
the M.I.T. Women's League

Appendix (B)



THE M.I.T. WOMEN'S LEAGUE
ROOM 10-342
MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASSACHUSETTS 02139

10 February 1981

THE COMMITTEE ON THE FUTURE OF THE MIT WOMEN'S LEAGUE, 1981

- 5 Lillian Alberty (Mrs. Robert A.), 7 Old Dee Road, Cambridge 02138 491-3689
- 4 Anne Berg (Mrs. Robert S.), ^{MITWL/Chair} 24 Wachusett Drive, Lexington 02173 862-8690
- Ann Holden (Mrs. Robert J.), 550 Memorial Drive, Cambridge 02139 494-9300
- 4 Carolyn Parker (Mrs. Ronald R.), 3 Essex Road, Belmont 02178 484-3398
- 4 Helen Pounds (Mrs. William F.), 33 Prince St., West Newton 02165 527-5274
- Jeanne Richard, Assoc. Dean/Grad. School, 3-136 MIT 253-4869
- 4 Myra Rodrigues, Social Worker, ^{Com. on Future} Medical, 12-128 MIT 253-1684
- 4 Margaret Mann (Mrs. Robert W.), Chairman, 5 Pelham Road, Lex. 02173 862-4318
- Priscilla Gray (Mrs. Paul E.), ^{Hon. Ch. MITWL} ex officio, 111 Memorial Drive 02139 253-2829
- 4 Betty Dyer (Mrs. Ira), ^{MITWL/Chair} ex officio, 26 Valley Spring Rd., Newton 527-7059
- Mary P. Rowe, ex officio, Spec. Asst. to the Pres., 10-213 MIT 253-5921

* Resigned Apr. '81

* Discontinued attendance June 81 because of ^{to} schedule constraints.



THE M.I.T. WOMEN'S LEAGUE
 ROOM 10-342
 MASSACHUSETTS INSTITUTE OF TECHNOLOGY
 CAMBRIDGE, MASSACHUSETTS 02139

To all of the MIT Women's Groups

13 May, 1981

The MIT Women's League, founded more than 80 years ago by women family members of MIT faculty, now comprised of women faculty and staff as well as wives of men faculty and staff, has embarked on an introspective examination of its composition, purpose and function at the Institute. As a corollary, it is concerned also with its organizational and functional relationship to the other women's groups at MIT. Therefore, the chairman and honorary chairman of The MIT Women's League, Betty Dyer and Priscilla Gray, have established a Committee on the Future of The MIT Women's League to resolve these issues.

It is clear that some of our activities are of interest to all women at MIT, and conversely that some of your activities are of interest to us. It is also possible that more recently organized groups may be better qualified to carry out some of the activities we have historically undertaken. At the least, The MIT Women's League would like to see a coordinated calendar of events and activities of interest to all MIT affiliated or associated women. The proposal has even been made that all women in the MIT community might best be served by a unified organization.

The MIT Women's League wants you to be aware that its Committee on the Future is discussing these various issues of organization and communication. We would appreciate a response from you by June 1st if you are interested in pursuing these issues. If so, we would like to meet with your groups in September to explore the following questions:

- I. Would your group benefit from a coordinated calendar showing events of all MIT Women's groups?
- II. Would your group be willing to participate in an organization to coordinate activities and events?
- III. If so, how would you envision such an organizational structure?

Because The MIT Women's League believes that the women of MIT have in recent years made a significant place for themselves in the Institute community, we want to see an equitable relationship and understanding



THE M.I.T. WOMEN'S LEAGUE
ROOM 10-342
MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASSACHUSETTS 02139

Page 2

To all MIT Women's Groups

12 May, 1981

among them exist. We urge your cooperation as we look at this vital issue.

Sincerely,

Margaret Mann
Priscilla K. Gray

Margaret Mann, Chairman
Priscilla Gray, Honorary Chairman
Lillian Alberty
Anne Berg
Helen Pounds
Jeanne Richard
Myra Rodrigues
Betty Dyer
Mary Rowe
Ann Holden

Distribution List:

Advisory Group on Women Student's Interests - Association for Women Students -
Association of MIT Alumnae - Association for Women in Science - Lincoln
Laboratory Women - Minority Women's Discussion Group - MIT Association of
Women Postdoctorals - Women's Administrative Staff Group - Society of Women
Engineers - Tech Wives Organization - The Wives Group - Women's Advisory
Group - Women's Forum.

Please notify us of any group we did not include.

Enclosure: "What is The MIT Womens' League?"

Please reply by June 1, 1981 and return to Margaret Mann, MIT Women's League,
Room 10-342.

Our group would like to meet to discuss these issues

_____yes_____no

Our contact person in September 1981 is _____

Comments _____

Name of Group _____

Other Women's Organizations at MIT

TECHNOLOGY WIVES ORGANIZATION (TWO): (Gail Richardson, President, represented her group at our meeting of 10/15/81)

The purpose of this group, whose membership is primarily wives of MIT students, is "to provide an opportunity for women affiliated with MIT to find others who share their interests. Founded in 1922 as the Technology Dames, the organization provides services to the community, sponsors social events for its members and their spouses, and provides opportunities for members to broaden their interests. TWO helps the wives of students to cope by giving them their own place in the community."

They publish a newsletter monthly October through May. All new students in September are sent a brochure describing this group along with a questionnaire. They also have a welcoming party for new students in September. Other activities include International Cooking, a Craft Sale, and a Bake Sale. This year they are co-sponsoring area hospitality parties with The Wives Group. The TWO has two members of the MITWL as advisors. Their funding includes a subsidy for their newsletter from ^{the President's} Constantine Simonides' office, a grant from the Graduate School Council, proceeds from their bake sale, and annual dues (\$5). The craft sale profits go toward interest-free educational loans for members of TWO. Their dues-paying membership varies between 50-100.

It was suggested that the TWO President be invited to the MIT President's welcoming party for newcomers next year.

ASSOCIATION OF MIT ALUMNAE (AMITA): (Margaret Coleman, President, joined the MITWL Committee on 10/15/81 to tell us about AMITA.) This is one of the first organized groups for women at MIT (org. 1899). Currently there is potential membership of 4100 living alumnae and it is expected to grow 10% a year in the future. AMITA provides a "means of communication, a sharing of

common interests, and encourages high standards of achievement among women students."

Its activities include high-school visitations (in cooperation with the MIT Admissions Office), and talking with women students to share MIT experiences and professional interests. Awards for academic achievement are given to women students who are Seniors. AMITA sponsors an IAP seminar on "How to Make It In the Pin Stripe World" and is planning their second annual Career Seminar this spring.

Their goals are to increase the number of women students, as well as the number of women on the MIT Corporation and MIT department visiting committees.

They have their own funding independent of the Alumni Association, charge annual dues (\$10) for active participation in their programs, and publish a newsletter mailed to all alumnae in October.

MIT WOMEN POSTDOCTORAL FELLOWS: (No representative was able to meet with the Committee but Cynthia French sent us an informative description of this organization.)

This group had its first organizational meeting in June 1979. In January 1980 the association defined its goals and functions as follows: a) To provide a forum for women postdocs to exchange ideas; b) To allow social and professional interactions between otherwise isolated women postdocs; c) To discuss issues inherent to the life of postdocs; d) To develop a network of professional women scientists; e) To discuss and perhaps resolve problems which are specific to women; f) To prepare for inevitable life crises.

Their mailing list comprises people who have attended meetings or asked to be included (not all postdocs per se). A four-member steering committee takes care of the membership list and money, and serve as contact people with other groups. The dues are \$1 per year to cover costs of duplicating and mailing

meeting announcements. Volunteers plan meetings which are held monthly. They also maintain a library of information about jobs, statistics of women in academia, and newsletters from other organizations of women in science.

WOMEN ADMINISTRATORS GROUP: Marge Lucker and Holly Sweet joined our discussion of this three and one-half year old group which was formed to provide a network for "middle management" women staff at MIT. Their concerns deal with issues of career development or "where do we fit in the pyramid at MIT?". Their programs are open to the MIT community and notices of their meetings are distributed to a mailing list of women included in payroll categories - academic staff, administrative staff and research staff (Office of Sponsored Programs, OSP) (about 600 individuals). The Personnel Office currently subsidizes their budget for mailing but otherwise they have no funding.

They coordinate their programs with those of the Women's Forum and one of their group sits on the Forum Steering Committee. Like all organizations of this type interest waxes and wanes. The same few people are active in planning the programs and they are concerned about attracting and involving more of their constituency in these efforts.

They would be interested in interacting more closely with the MITWL especially in publicizing programs and activities in areas of common interest, e.g. career development.

THE WIVES GROUP: Dr. Charlotte Schwartz, ~~clinical sociologist~~, the coordinator for the Wives Group, ^{Assistant} ~~who~~ is a sociologist on the staff of the Medical Department. She described this group, founded in 1974, as a "service" of the MIT Psychiatric Service which provides support activities for wives in the entire MIT community. The Medical Department provides a half-time secretary who keeps a mailing list and sends out announcements of activities. In actuality, the majority of participants in its activities are wives of foreign students and staff.

Their programs include a Wednesday morning group which tours places of interest in Boston, Cambridge, etc. and a Wednesday afternoon group which usually has a speaker or program on subjects ranging from US politics to the Japanese Tea Ceremony. They also sponsor a craft group, a language conversation exchange, pot luck dinners and neighborhood support groups.

They are particularly effective in sponsoring an International Open House for new students in September. They distribute packets and send invitations to the Open House to new students in their native languages.

The group has about 350 names on their mailing list. They put together and sell a book on Getting Acquainted at MIT and the Boston Area. Their main goal is to fill in gaps which other organizations do not cover through lots of self-help, socializing and other information-sharing about different cultures and countries.

Their contacts with the MITWL are mostly informal.

WOMEN'S FORUM: Betty Campbell noted that this group was organized informally about 10 years ago primarily to provide a network or "forum" where women's concerns could be discussed. This group was instrumental in setting up an ombudsperson (Mary Rowe) for these concerns. The Forum has an MIT mailing address which is listed by most of the major women's network organizations outside MIT.

The Forum publishes a bimonthly newsletter as well as an IAP issue. These publications are mailed to 2800 women employees in all payroll categories at MIT. They are funded through the President's Office. These funds are used to print and mail the Newsletter and to provide small honoraria for speakers.

The Forum holds meetings on the first and third Mondays of the month. These meetings are open to the entire MIT community (men and women). In addition, they sponsor the Gay Warner Lecture during IAP and have run all-day workshops on Saturdays dealing with stress, personal and career development.

Soujourner was originally sponsored by the MIT Women's Forum and is now a nationally distributed newspaper for women but is no longer connected with MIT. This is an example of what the Forum feels is part of its raison d'etre - to bring to light issues of concern to women in the community after which the issues will be taken over and continued on their own merits (e.g. the Medical Department now regularly offers Stress Management Programs).

The Forum is interested in interacting with the MITWL particularly through use of its newsletter and mailing list since its programs are already open to MITWL members.

The Women's Forum is perhaps the largest "umbrella" for on-campus women.

WOMEN'S ADVISORY BOARD (WAG): This is a presidentially-appointed committee which meets once a month with Mary Rowe, Special Assistant to the President. The committee is made up of representatives of all women's groups on campus. All of the organizations described in this section, including the MITWL, are represented on WAG. Members discuss issues and recommend action on a variety of concerns to women at MIT. The group is often consulted on policy issues, particularly those which deal with women.

ASSOCIATION OF WOMEN STUDENTS (AWS): Emily Weidman, Coordinator of Women Student's Interests, was invited to join our group on September 24, 1981. Since none of the student organizations had answered our questionnaire we hoped Emily could give us some input on student interests. She noted that AWS had not been active as a group for about a year and therefore a student contact would be unlikely at this time. She noted that student groups suffer from uneven activity depending on the individual students involved. Currently she felt students were not looking for the kind of "volunteer" help provided by members of the League.

On the other hand, she felt most students were not aware of the active participation and support given by the MITWL in activities which were of direct

benefit to students, i.e. the Furniture Exchange, Plant Sale, and the Bloodmobile. Again she suggested more visibility be given to these in an attempt to change the 'image' and present the League as an organization which is very interested in helping and interacting with students.

INTEREST GROUP DISTRIBUTION BY AFFILIATION

2%	CAMPUS OFFICE OF SPONSORED PROGRAMS
10%	LINCOLN LAB WIVES
17%	ADMINISTRATIVE STAFF WOMEN AND WIVES
25%	OTHER*
46%	FACULTY WIVES**

*Includes former members, support staff, students, student wives, neighbors, and friends.

**Large majority are full professors' wives.

INTEREST GROUP PROFILE - DISTRIBUTION OF 330 PARTICIPANTS

6%	WOMEN SUPPORT STAFF*
10%	MITWL WOMEN FACULTY AND STAFF
15%	OTHER**
15%	MEN***
54%	MITWL WIVES

*Primarily from Embroidery and Yoga classes.

**Primarily from Chorale, Bridge, and Bird Watching.

***Primarily from Dinner Dance and Yoga.

SERVICE ACTIVITIES PROFILE - DISTRIBUTION OF 230 PARTICIPANTS

2%	OTHER
3%	WOMEN SUPPORT STAFF
6%	MITWL WOMEN FACULTY AND STAFF
89%	MITWL WIVES

NUMBER OF PARTICIPANTS IN MITWL ACTIVITIES

230	SERVICE ACTIVITIES*
330	INTEREST GROUPS
720	SOCIAL ACTIVITIES

*Including 1981 Seminar.

INTEREST GROUP DISTRIBUTION BY AFFILIATION

2%	CAMPUS OFFICE OF SPONSORED PROGRAMS
10%	LINCOLN LAB WIVES
17%	ADMINISTRATIVE STAFF WOMEN AND WIVES
25%	OTHER*
46%	FACULTY WIVES**

*Includes former members, support staff, students, student wives, neighbors, and friends.

**Large majority are full professors' wives.

INTEREST GROUP PROFILE - DISTRIBUTION OF 330 PARTICIPANTS

6%	WOMEN SUPPORT STAFF*
10%	MITWL WOMEN FACULTY AND STAFF
15%	OTHER**
15%	MEN***
54%	MITWL WIVES

*Primarily from Embroidery and Yoga classes.

**Primarily from Chorale, Bridge, and Bird Watching.

***Primarily from Dinner Dance and Yoga.

SERVICE ACTIVITIES PROFILE - DISTRIBUTION OF 230 PARTICIPANTS

2%	OTHER
3%	WOMEN SUPPORT STAFF
6%	MITWL WOMEN FACULTY AND STAFF
89%	MITWL WIVES

NUMBER OF PARTICIPANTS IN MITWL ACTIVITIES

230	SERVICE ACTIVITIES*
330	INTEREST GROUPS
720	SOCIAL ACTIVITIES

*Including 1981 Seminar.

Approximate Numbers of Participants in MITWL Activities

	<u>1971</u>	<u>1976</u>	<u>1981</u>
Bulletin Mailing			3600
Annual Appeal Response			404
October Tea Attendance			125
Annual Dinner (Couples) Attendance			85
Annual Meeting Attendance			50
Newcomer Luncheon			not held
Newcomer Wine & Cheese (Men & Women)	-	-	215
Interest Groups (Couples included)			330
Service Activities (includes Seminars)			230

MITWL Responses to 1980 Annual Appeal

Regular Members	181
Honorary Matrons	129
Lincoln Laboratory	36
Staff Women	23
Draper Laboratory	13
New Members	<u>22</u>
	404

Faculty women?



THE PRESIDENT'S HOUSE

Priscilla K. Gray

111 Memorial Drive
Cambridge, Massachusetts 02142
(617) 253-2829

June 9, 1981

We at MIT who are involved in the project addressed in the enclosed letter hope that you will direct it to the proper person at your institution.

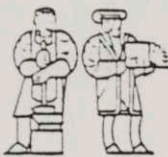
We look forward to hearing from you at your earliest possible convenience.

Sincerely yours,

Priscilla K. Gray

Priscilla K. Gray

(1)



THE M.I.T. WOMEN'S LEAGUE
 ROOM 10-342
 MASSACHUSETTS INSTITUTE OF TECHNOLOGY
 CAMBRIDGE, MASSACHUSETTS 02139

June 9, 1981

Dear Colleague,

The MIT Women's League has recently formed a "Committee on the Future" to examine its programs, its relationship to MIT, and its interaction with other women's groups on campus. Members of the League are MIT women who are on the academic, senior research, and administrative staff, as well as the women married to MIT men of similar professional rank.

The League was formed over eighty years ago, and has traditionally provided a wide variety of services to the Institute, sometimes creating an entrée for women into other MIT activities. Some of the programs organized by the League are newcomer events, Host to International Students Program, English classes for foreign student wives, student furniture exchange, campus blood drives, MIT Salons, and various interest groups. Enclosed is a brochure which describes our activities and programs.

The changing role of women in recent years and the diminishing number of active members, coupled with the emergence of many new women's groups on campus, has led the League to undertake this reassessment of its role. The Committee's effort is aimed not only at strengthening the League, but it is hoped that our discussions may also open possibilities for cooperation and coordination with other women's groups here at MIT.

As we think about possible new directions, we believe that it would be helpful to have information about programs at similar institutions and universities. We are writing to ask you to share with us any or all of the following information about women's activities at your university:

- Descriptive materials about organizations for women with membership similar to ours
- Approximate percentage of members who actively participate in your programs
- Copies of newsletters, bulletins, calendars, etc.
- Observations you might like to make with regard to similar issues or efforts at your university.

Kindly send your reply to Mrs. Margaret F. Mann, c/o The MIT Women's League, Room 10-342, Massachusetts Institute of Technology, Cambridge, Massachusetts 02139. We will appreciate any help you can give us, especially at this very busy time in the academic year.

Sincerely yours,

Anne Berg

Margaret Florencourt Mann

Priscilla King Gray

Anne Berg
Chairman, MIT Women's League

Margaret Florencourt Mann
Chairman, Committee on the
Future, MIT Women's League

Priscilla King Gray
Honorary Chairman, MIT Women's
League

encl. MIT W. Brochure



THE PRESIDENT'S HOUSE

SUGGESTED INSTITUTIONS FOR MAILING LIST

- University of Southern California L.A. 90007
- California Institute of Technology Pasadena 91109
- University of California, Berkeley 94720
- University of California at Los Angeles - 90027
- Stanford University 94305
- Purdue University - Lafayette, Ind. 47907
- Tufts University - Medford, Ma 02155
- Columbia University - NYC 10027
- U. of North Carolina at Chapel Hill 27514
- University of Akron Ohio 44304
- University of Texas (Austin) 78712
- Rice Institute Houston 77001
- University of Michigan, Ann Arbor 48104
- Michigan State University E. Lansing 48823
- Washington University (St. Louis) 63130
- Lehigh University Bethlehem, PA. 18015
- Boston University Boston Ma 02215
- Harvard University Cambridge 02138
- Worcester Institute of Technology Polytechnic Inst. 01620
- Syracuse University NY 13210
- Duke University, Durham NC 027706
- Brown University Providence RI 02912
- Yale University New Haven 06520
- Princeton University NJ 08540
- McGill University Montreal Que Canada 1821
- Case Western Reserve University (Cleveland) Ohio 44106

William Marsh
RUCU.

Georgia Tech

Rutgers U of NY 14627

Comparison of activities between schools listed

MIT	Harvard	Case Western	Yale	McGill	Caltech	Syracuse
No Dues	\$5.00	\$2.00	\$6.00	\$6.00	\$8.00	\$5.00
Bulletin	Monthly	Monthly	?	2-4	Monthly	?
3600 Membership						
400 Appeal Limited	525 open	? ?	? ?	250 open	350 open	184 ?
Fundraising Plant Sale Furn. Exch.	?	Bake/Craft	?	Books	Advt.	Books
Seminars	5	Monthly?	Monthly	4	Monthly	?
Social *						
Newcomers	Open House	Tour/tea	tour/tea	tour/talk	coffee	picnic
Tea	tea	lunch	gala	newcomer wine	?	tea
Lincoln tea	cocktails	tour/tea	?	talk	tea monthly	?
Holiday Pty.	pty.		eggnog	lunch/talk	events	pty
Salon	lunch		potluck	dinner		
Dinner			wine tst.	Annual mtg.		
Annual mtg.	spring bnqt tea Annual mtg.		lunch	lunch spring tour		lunch
Extra: **						
Admin asst.	Admin Asst.					

* Social events are monthly except January.

** The administrative assistant updates the mailing list, assists with HISP or acts as volunteer coordinator.

Interest Group Survey at Seven Colleges

	MIT	HARVARD	CASE-WESTERN	YALE	MCGILL	CALTECH	SYRACUSE
Bridge	x	x	4	3	x		3
Birdwatching	x						
Chorale	x	x					
Adv. in Eating	x					x	x
Cooking		3		4			
Restaurant		x		x			
Dinner Dance	x						
Flower Arranging	x					x	
Gardening					x	x	
Needlework	x			x	x	2	x
Sailing	x			x			
Tennis		x		x		x	
Travel Club	x			x			
Yoga	x					x	
Exercise				x		x	
Dance						x	
Books Discussion		x	x	x	2	x	x
Painting		x			x		
Pottery		x					
Antiques		x					x
Drama/Play Reading			x			x	x
Family/Child Dev.		x	x			x	
Aging				x			
Pers. Finances				x			
Foreign Languages		Fr.		Fr.Sp.Ger.	Fr.	Fr.	
Music		Piano		x		x	
Tours		Art/House	Gallery	Gallery	House	Gallery	
Newcomers		x		x			

Many programs are geared to acquainting Newcomers to the area such as the tours. Note that all the other schools have some sort of Book discussion groups. The two Antiques groups were extremely popular at the two schools.

Activities Funding

<u>Service</u>	Source of Funding
Bloodmobile	Appeal
English classes	\$25 charge per student
Childcare	\$10.00 charge per child, English class surplus, Appeal
Hosts for International Students Program	MIT Operating Fund #17112.800
Community Services Fund	Plant Sale
Technology Women's Organization	Appeal
Technology Children's Center	Appeal or Moore Fund
MIT Student Loan Fund	Furniture Exchange
Furniture Exchange	Telephones MIT Account #17111
Committee for Students	Plant Sale
<u>Social</u>	
Wine and Cheese Reception	MIT Operating Fund #17112.522
October Tea & Holiday Party	President's House Budget
Musicales	Appeal and Council for the Arts Grant
Lincoln Laboratory Tea	Lincoln Laboratory funding or Appeal (in 1982)
Salons	MIT Operating Fund #17112.462
Spring Dinner	Charges to participants and Appeal or Moore Fund
Seminars	Charges to participants and Appeal or Moore Fund
Annual Luncheon	Charges to participants and Appeal or Moore Fund
Appreciation Luncheon	Appeal (Vice Chairman Account)
<u>Operating Expenses</u>	
Bulletin	MIT Account for Bulletin
Office supplies, etc.	MIT Operating Fund and Appeal
Mailing list update	MIT Operating Fund #17112.
Wages and telephone for office	MIT Account #17111

1981-82 Budget

<u>Harvard Bay Bank Account</u>	<u>Income</u>	<u>Expenses to 5/1/82</u>	<u>Estimated Extra Exp.</u>
MIT Subsidy for Bulletin	\$6000.00	\$4615.62	1000.00
Annual Appeal	4097.00	958.70	
English classes 1st term	2565.00		
2nd term	2109.50	933.42	
Childcare 1st term	335.00		
2nd term	320.00	655.00	
Sitters, Teacher/Director, etc.		3065.04	
Toys & Equipment		1401.08	
Plant Sale	496.60	259.45	
Community Services Fund		.	75.00
Committee For Students-Holiday Decorating Chairman		14.40	
Vice Chairman		33.98	50.00
Interest Group Chairman		10.77	50.00
Office Supplies and postage		123.53	
Petty Cash		44.53	
Social Programs			
Musicales	150.00	443.57	
April Dinner	790.00	31.41	850.00
Annual Luncheon	174.00		174.00
Seminars	46.00		
Hospitality		167.01	
Gifts		191.59	
Graphic Arts		30.00	
Student Furniture Exchange	10000.00		
MIT Student Loan Fund		10000.00	
Technology Children's Center			2000.00
	<u>27083.10</u>	<u>22324.10</u>	<u>4199.00</u>
Cash on hand August 1, 1981	2018.91		
Cash on hand May 1, 1982	(6777.91)		2578.91
<hr/>			
<u>MIT Operating Fund (Account #17112)</u>	4000.00		
Materials & Services Code No. .419		291.62	
Salons .462		211.00	
Office supplies .468		51.26	
Mailing Update .476		850.26	
Printing, social cards .480		82.00	120.00
Wine and Cheese Reception .522		1174.83	
Miscellaneous, xeroxing .523		34.26	
Hosts for International Students Program .800		428.17	
		<u>3123.40</u>	
<hr/>			
<u>Moore Fund (MIT Account #36554)</u>			
Principal 15024.00	Accumulated Interest \$6246.36		

RECOMMENDATIONS AND IDEAS FROM MINUTES OF MEETINGS
OF MITWL COMMITTEE ON THE FUTURE

1. Yearly list of League Events published and circulated each September.
2. Re-organize League files and computerize if possible.
3. Questionnaire sent with each Appeal asking if individual wishes to receive Bulletin.
4. Descriptions of volunteer jobs updated.
5. Representatives of MITWL on suitable Institute Committees.
6. Streamline management of Hosts to International Students Program, capitalizing on Alumni office's capabilities in staffing, files, names, etc.
7. League could act as coordinator of many Institute volunteer needs.
8. Create a "Resource book" of League members.
9. Hold a "Woman's Day" -- an Institute-wide celebration of and for women.
10. Renovate women's lounges.
11. Sponsor placement of children's art work around the Institute.
12. League's assistance in helping WAG with stress management, careers and family program.
13. Offer volunteer opportunities to women retirees.
14. Need for coordinator of volunteers at MIT for women and men.
15. A comprehensive calendar of all women's groups published each year in Tech Talk.
16. A mailing list of all women at the Institute, including women students.
17. League might have a stated purpose of emphasis each year.
18. Include MITWL brochure in packets distributed to new employees by the Personnel Office.
19. Include whole MITWL packet handed to employees (or wives) eligible for membership.
20. Send letters to inform all MIT women's organizations about our activities and service projects.

File

1982 REPORT OF THE MIT WOMEN'S LEAGUE COMMITTEE ON THE FUTURE

TABLE OF CONTENTS

	<u>Page</u>
I. INTRODUCTION	1
Background	1
Purpose of the Committee	1
Committee Selection	2
Procedure	2
II. RELATIONSHIP BETWEEN MIT WOMEN'S LEAGUE AND MIT	2
Recommendations	3
III. REVIEW OF MEMBERSHIP POLICY	4
Recommendations	5
IV. SURVEY OF WOMEN'S ORGANIZATIONS AT MIT, Summary	5
Recommendations	6
V. MIT WOMEN'S LEAGUE CURRENT STATUS	7
Participation	7
Visibility	7
Recommendations	7
VI. SURVEY OF WOMEN'S ORGANIZATIONS AT SIMILAR COLLEGES	8
Recommendations	9
VII. POTENTIAL AREAS OF EXPANSION	9
VIII. SUMMARY	10
APPENDIX	11-35
A. MIT Women's League 1981 Brochure	12
B. 1) Letter to MIT Women's League Board re Committee on the Future	13
2) Committee List	14
C. MIT Women's League By-Laws, especially re Membership	15-18
D. 1) Letter to other MIT Women's Groups	19,20
2) Survey of other MIT Women's Groups	21-24
3) List of MIT Committees with MIT Women's League Representatives on them	25

	<u>Page</u>
APPENDIX (continued)	11-35
E. 1) MIT Women's League Survey of Participation in MIT Women's League Activities	26
2) Participation Distribution by MIT Affiliation	27
F. 1) Letters to other colleges and universities	28-31
2) Survey of Women's Organizations at other colleges	
(a) Programs	32
(b) Interest Groups	33
G. MIT Women's League Financial Information	34
1) Activities Funding	
H. Ideas and Suggestions from Minutes of Committee- on-Future Meetings.	35

1982 REPORT OF THE COMMITTEE ON THE FUTURE
MIT WOMEN'S LEAGUE

INTRODUCTION

Background

Although as early as 1898 "possibly 70" faculty wives were "taking tea" together in Boston, it was not until 1913 that the Emma Rogers Organization of Technology Women was formally organized. Its title was soon changed to The Technology Matrons, a name maintained for almost 60 years until in 1975 the organization acquired the more contemporary title, The MIT Women's League.

After World War II the Matrons' membership grew to about 1500, including then the wives and women in the war-related research staff. By 1954 membership was over 2000, and currently (including Lincoln Laboratory) stands at 3500, reflecting also the increase in faculty size as MIT accepted more students from the post World War II baby boom.

Many talented women contributed their ideas and energy over the years as they initiated and maintained service projects in response to the contemporary needs of the MIT community. Some projects, such as the Housing Office, Orientation Program for International Students and Family Guide Handbook have been taken over officially by the Institute. During recent years, The MIT Women's League has addressed not only its tri-part goal

- 1) to foster friendly relations
- 2) to share mutual interests and
- 3) to be an effective body in the service of the Institute,

but the League has also provided forums for its members to discuss women's issues, to participate in educational seminars, and has created opportunities to address new and complex needs in the MIT community as it matures. The MIT Women's League acts also as a flexible stage for its members whose own roles are pending between home and career. The attached brochure "The MIT Women's League" (Appendix A) sets forth its current program of activities.

Purpose of the Committee

Following the inauguration of Paul E. Gray as the fourteenth President of MIT in the fall of 1980, the Board of The MIT Women's League, headed by its new honorary chairman, Priscilla Gray, founded a committee to study the League's current status and future goals. The Board was motivated by the fact that a number of new and vigorous women's groups had formed at MIT during recent years, and participation in League activities had been declining. In addition, there has been a continuing desire to review the membership eligibility policies of the League.

The Committee, appointed during the winter of 1980-81, accepted a charge to investigate the future of the MIT Women's League, specifically:

the relationship between MIT and the League
the relationship and interaction between the League
and other women's organizations at MIT
the League's current membership policies and possible
changes.

The Committee was asked to submit a report containing summaries, conclusions and recommendations to the Board.

Committee Selection

Because it was important to understand how the League related to other women's groups and the "women's movement" at MIT, Committee members were chosen to include those who could contribute to discussions on these issues. In addition to non-MIT-employed wives of faculty and staff, the Committee included women from appropriate MIT administrative and professional offices (Appendices B(1) and B(2)).

Procedure

In order to hear in some detail about the activities of other MIT women's organizations, the Committee invited representatives of these groups to present a summary report of their purposes, goals, activities and membership. The MIT administration was asked to discuss the relationship between the League and the Institute. The Committee also felt it was important to know about organizations similar to the League in other universities. A survey was prepared and sent to 28 schools, asking for information about their activities.

Every effort was made to continue in an information-gathering mode for as long as possible before drawing any conclusions. The Committee believes that it heard from all interested persons and groups and that the discussions of critical issues, such as membership policies, were as open and complete as possible. All members of the Committee had the opportunity to hear the same information from every available source. The presentations and discussions took place over a period of almost two years, which allowed for reasoned decisions, arrived at with a feeling of satisfaction and unanimity.

II. RELATIONSHIP BETWEEN MITWL AND MIT

Of primary concern to the Committee was the relationship between the League and the MIT administration. Historically, the Institute has supported the League in various ways: an office and meeting room (Emma Rogers Room), an Administrative Assistant, office expenses and the major portion of funds for the Bulletin and space for various other service activities. In the past (but not currently) funds were made available to League members for the purpose of entertaining and welcoming new faculty and staff members to the Institute. (The other two sources of funds for MITWL activities are: contributions solicited from the membership in an Annual Appeal, and the income from the MOORE Fund, which was established in 1916 by Mrs. F. Jewett Moore. Consequently, according to Mrs. Moore's bequest, no dues are required from members although there is a charge for some of the League's activities).

At the Committee's request, Mr. Constantine Simonides, MIT Vice President in the Office of the President, addressed the Committee on behalf of the Administration. In his remarks, Mr. Simonides reassured the Committee that the Administration viewed The MIT Women's League and its activities as one of the reasons why MIT has "heart"; that the women of the League provided warmth and a humanizing influence as they devote time and energy to various service projects around the Institute. He expressed concern that these activities, which contribute to a feeling of "community", be encouraged and nurtured.

Mr. Simonides noted that over the years the MITWL has served as a forum for various viewpoints, and had provided some help to those women in their middle years who are wrestling with the debate of home versus career--of whether one can spend one's time meaningfully without working at a paid career position. He suggested the League could play a useful role in encouraging and educating those women who wish to be "professional volunteers".

Mr. Simonides pointed out that many of the projects initiated over the years by the League have been absorbed by MIT and became an important part of the Institute's ongoing services. Examples of this process are the Housing Office, certain services for foreign students, the Wives Group in the Medical Department Social Work Services, and others. He noted that League women have always found useful ways to serve the Institute and suggested that we continue to seek out projects which would engage our membership meaningfully... to provide opportunities not only for women who wish to contribute their services to the Institute, but also to develop opportunities for the kinds of volunteer jobs which lead to valuable experience and professional development. A possible approach in seeking out such service opportunities would be to focus our program each year on a particular MIT activity or service. Such an "in-depth" view might uncover new projects and opportunities for League service.

In response to questions about the League's relationship to MIT, Mr. Simonides pointed out that it is important to recognize that the League is a volunteer organization and as such does not report to the Administration and can therefore make independent decisions regarding its function and program.

The Committee explored with Mr. Simonides the League's need for representation on some of the MIT standing committees. While he recognized the value of League representation on certain committees--specifically the Information Committee of the Institute--he believes that it would not be appropriate for the League to be represented on all Institute committees and reiterated that our independence of MIT mandates should be construed a strength.

Mr. Simonides clarified some of the League questions on space, establishing that the Support Services and Building Maintenance Office is responsible for the upkeep of Memorial Rooms - which includes the Emma Rogers Room. The Committee on the Future gratefully acknowledged the Institute's support of the MITWL in fiscal and space matters.

Recommendations of the Committee on the Future concerning the relationship between MITWL and MIT:

1. That the League continue to encourage, educate and provide meaningful opportunities for those women who are interested

in the role of professional volunteer in the MIT community so that the League's unique contribution of a "humanizing influence" is maintained.

2. That the Board of the MITWL consider the possibility of adding a Board member whose role would be to seek out opportunities and areas in the MIT community where the League might create ongoing service programs or answer short-term needs, and to develop a framework to communicate these needs to MITWL members.
3. That the Board arrange to be permanently represented on the MIT Information Committee and that a request should be made for League representation on other MIT committees if it seems appropriate and valuable to our programs or activities.
4. That such representatives of MITWL members serving on these various committees be asked to report to the Board on a regular basis.

III. REVIEW OF MEMBERSHIP POLICY

One of the major reasons for creating the Committee on the Future was to review the qualifications or eligibility for League membership. Should they remain as stated in the current by-laws (Appendix C)? Should the by-laws be changed to include all women within the MIT community--all employees and women married to employees? Is the MITWL too restrictive in its membership definition? It was felt by those raising these concerns that the League's by-laws did not include a large group of MIT women who might wish to join with it in its social activities and service projects.

In this committee's subsequent meetings with representatives of other women's organizations and with MIT administrative and personnel groups, no one expressed a perceived need for the League to change its membership definition. Several persons expressed the importance of the unique position of the League to transmit the idea of volunteerism, service and concern to a new generation of MIT women who will be more of a mixture of "wife", "professional careerist" and "woman in transition" than ever before.

The MITWL does, in fact, offer a distinctive organization for those who have historically been included in the membership. The organization, by virtue of its present membership qualifications, provides a framework within which it can function well as an MIT resource. Its service projects are changed periodically to respond to the need on campus, needs that in most cases are not met by any other group.

A consensus seemed to emerge that the best way to fulfill this unique role may not be to enlarge membership eligibility substantially, but to open attendance at MITWL activities and functions, when feasible, to all women in the MIT community.

Included in our discussions were such issues as the effect on membership status of separation or divorce from the MIT partner. Also discussed

was the possibility of including as members any MIT-connected women who demonstrate an interest in furthering the goals of MITWL through active participation.

Recommendations of the Committee on the Future concerning membership policy:

1. That the MITWL invite participation in MITWL activities and functions where possible for all women in the MIT community.
2. That membership eligibility remain the same except for the following amendments and changes in the by-laws which reflect some of the social changes occurring in today's world:

Article III, Membership (in substance)

Section 1: Active members shall be the wives and women members of (1) the academic, research, administrative and exempt staff of the Massachusetts Institute of Technology other than students and including Lincoln Laboratory, (2) the Corporation of the Massachusetts Institute of Technology.

Section 2: concerning Honorary Matrons remains the same.

Section 3: Representatives to the Women's Advisory Board (an MIT standing committee) shall be designated ex-officio members.

Section 4: A former member may continue her membership by request to The MIT Women's League.

Section 5: Special members may be designated by the Executive Board of the MIT Women's League.

IV. SURVEY OF WOMEN'S ORGANIZATIONS AT MIT

One of the first tasks the Committee undertook was to develop and distribute a letter/questionnaire (Appendix D1) to the following women's organizations at MIT:

Advisory Group on Women Student Interests
Association for Women Students
Association of MIT Alumnae (AMITA)
Association for Women in Science
Lincoln Laboratory Women
Minority Women's Discussion Group
MIT Association of Women Postdoctoral Fellows
Society of Women Engineers
Technology Wives Organization (TWO)
The Wives Group (sponsored by Medical Department Social Services)
Women Administrators Group
Women's Forum

Included with the letter, which described the Committee's plans was a copy of the then-current brochure of the MITWL, "What is the MIT Women's League?" as well as a tear-off sheet to be returned indicating whether the group wished to cooperate with the MITWL project.

Eight organizations responded and seven representatives met with the Committee to share information about their organization and to discuss current or potential interaction with the League. Detailed information on these presentations is included (Appendix D(2)).

The presentations were extremely useful to the Committee because they provided an overview of the most active women's organizations on campus and enabled it to gain a more realistic view of how the MITWL fits into the MIT women's activities matrix. The Committee concluded that while there is some overlap in the goals and activities of these women's groups, most tend to draw on a specific constituency with common interests, backgrounds or issues. Again it became apparent that the Women's League does fulfill a need at MIT which is not met by other women's organizations.

The Committee found it useful to separate these organizations by purpose and goal into two groups: 1) those that are primarily professionally or internally oriented such as Postdocs, Women Administrators Group, Women's Forum, AMITA and 2) those that are primarily service or externally oriented such as TWO, Wives Group and MITWL. We also noted that the Women's Forum is the largest "umbrella" for MIT women (all employees), while MITWL offers another large "umbrella" by including non-MIT-employed women of the MIT community (related by marriage).

The most representative organization for women at MIT is the Women's Advisory Board (WAG). The group is a standing committee appointed by the MIT President which meets once a month with Mary Rowe, Special Assistant to the MIT President. All of the organizations described in this section, including MITWL, are already represented on WAG. Members discuss issues and recommend action on a variety of concerns to women at MIT. The group is often consulted on policy issues, particularly those which deal with women's concerns in the Institute community.

All of the organizations this Committee on the Future interviewed had common problems of leadership, planning, communications, participation and outreach. All were enthusiastic about the possibility of joining with other groups to work on these concerns.

Recommendations of the Committee on the Future concerning MITWL interaction with other MIT women's groups:

1. That the Board explore the possibility of establishing regular communication with other women's groups--routinely exchanging and publicizing schedules and calendars.
2. That the Board discuss the idea of coordinating MITWL events with other women's groups through the MIT Information Office, which maintains a planning calendar for all organizations in the MIT community as well as for some outside groups sponsored by MIT people.
3. That the Board explore the possibility of joining with other women's groups to establish a Tech Talk center-fold section which could provide a comprehensive calendar and description of the groups.

4. That the MITWL Board strengthen its support of MITWL's filial organization, the TWO.

V. MITWL CURRENT STATUS

Participation

Because the problem of diminishing participation in MITWL activities is one of the underlying reasons for undertaking this study, the Committee discussed many of the probable factors affecting this trend. Some of these are: the increase in the number of women pursuing careers for their own development and satisfaction, the lessening of interest in volunteer activities due to economic pressures, and the growth and vitality of new women's groups on campus.

For these and other reasons, attendance at the three major League functions over the past ten years has been declining, while the number of women to whom the Bulletin is mailed (with the invitations to the functions) has increased somewhat. Included in the mailing list for the Bulletin are all the Honorary Matrons (women whose husbands are deceased or who have retired) and about 200 Alumni widows in the Boston area. An analysis of the distribution of participants is given in Appendix E(1 and 2).

Visibility

Many of the factors underlying the decline in participation are an important part of the changing American social scene and must be seriously considered when planning for the future. They are, however, factors over which the MITWL has no control. Another aspect of the problem, over which the League can exert some influence, is that of "image". In our discussions with representatives of other women's organizations and MIT administrative offices, it became apparent that most of these groups did not have a clear idea of what MITWL does, who belongs, who can participate, etc. A general impression of MITWL is that of a "group of older faculty wives involved in various activities...mostly social in nature."

In developing plans for the future, the Committee believes that the image problem is extremely important to address, not only in the effort to attract new participants to maintain current activities, but to implement new projects and opportunities which are appropriate to MITWL membership and interests.

The Committee believes that the recommendation, expressed earlier in this report, to open attendance at many of the League activities to all women in the MIT community, should be accompanied by a clear MITWL Board strategy for publicizing League goals, major programs and activities and for clarifying the League's commitment: service to the Institute.

Recommendations of the Committee on the Future concerning MITWL participation and visibility:

1. That the Board conduct a survey of MITWL's members on issues of programming, participation, contributions and the Bulletin.

2. That the Board create a new Board position to oversee all publicity and communications (including the Bulletin, Tech Talk and other on-campus and off-campus publications).
3. That the Board form a task force to work on the Bulletin and its problems (expense, lead time, distribution, format, etc.).
4. That the Board work toward expanding the amount of publicity for all ongoing programs such as Hosts to International Students, Furniture Exchange, etc., making known our involvement to the MIT community, clarifying who participates, the reason for the volunteer effort, and the benefits to the MIT community.
5. That the Board make an effort to keep MITWL visible on MIT committees and councils that deal with non-academic matters (Appendix D(3)).
6. That the Board in general and the Nominating Committee particularly try to involve the membership of Faculty women as well as women Administrative Staff in playing a role within MIT.
7. That the Board develop plans to reach out to newcomers, not only to those new to MITWL membership but also to those new to the idea of participation in MITWL activities who could contribute to the strength of the organization. This would include working with the MIT Personnel Office to include MITWL materials for inclusion in their new-employee information packet.
8. That the Board consider reviving the Neighborhood groups meeting locally, preferably in the evening--especially to introduce newcomers to the community.

VI. SURVEY OF WOMEN'S ORGANIZATIONS AT OTHER COLLEGES AND UNIVERSITIES

A request for sharing information about groups similar to MITWL was sent to 28 other schools. The Committee received six detailed replies: California Institute of Technology Women's Club, Case Western University Women's Club, Harvard Neighbors, Women's Association of McGill University, Syracuse University Women's Club, and Yale University Women's Organization (Appendix F).

Highlights from the survey are:

- ...All of the groups hold meetings each year from September to May with varying times and places for these monthly meetings.
- ...All groups (except MIT) charge annual dues of \$2.00 to \$6.00.
- ...Some newsletters are printed (like MIT's), others are typewritten, but most are sent, after the first fall issue, only to dues-paying members.
- ...Seminars, usually educational, are a part of the program at most schools.

- ...Interest Groups--with a wide range of subjects--exist at all of the schools. All (except MIT) have some form of book discussion. Many have regularly scheduled tour programs.
- ...Social activities seem to focus on newcomers. Some aim most of their programs at the older part of their constituency. One or two address the interests of younger women (Cal Tech).
- ...Fundraising events, mostly for scholarship funds, are held at each school and range from small craft or bake sales, stationery, plant sales to large book fairs grossing \$30,000 per year.

Recommendations of the Committee on the Future based on comments from letters received from chairmen of these other schools women's groups:

1. That the Board review the events which the MITWL sponsors and set up a yearly program which can be announced in the fall.
2. That the Board consider initiating new Interest Groups such as Antiques, Financial Planning, Gallery Going Tours which have proved popular elsewhere.

VII. POTENTIAL AREAS OF EXPANSION

During the discussions of the Committee held over a period of almost two years, many ideas were expressed and suggestions were made which the Committee believes may be useful to the Board as it considers the future of the League. We recorded some of these ideas, not as specific recommendations, but as examples of possible new directions or areas of expansion.

1. The role of Coordinator of Volunteers was suggested as an appropriate one to be staffed by the League. Such services at MIT as the Child Care Office, the Clinical Center (Nutrition Department), Benefits Office and the Medical Department (including Social Services) have expressed a need for a central coordination of volunteer activity.
2. In order to maintain the socializing aspect of MITWL it may be useful to rethink the social activities with a view toward their costs and attendance. Interests Groups should continue to be updated as new suggestions arise or as attendance in older groups diminishes. Special attention might be given to providing joint social activity for the Honorary Matrons and Emeriti Professors.
3. Workshops and seminars should continue to be designed to focus on specific topics of interest as they arise. Some suggestions included: alternatives in child care, care of elderly parents, support groups for families dealing with severe illness, pre-retirement planning, post-retirement options (second careers), leisure time--how to find it and how to use it.
4. Salons designed to increase the awareness of resources available to the entire MIT community, could become a more important part of the League's services.

VIII. SUMMARY

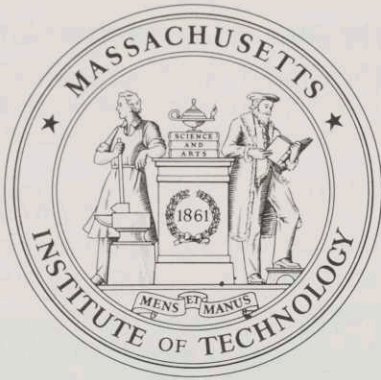
This introspective study of The MIT Women's League and its future finds the organization enjoying the full support of the MIT Administration, which encourages the League to continue its "heartening" current services to the Institute community and to seek out and determine new areas which may benefit from League support. While there has been some decline in participation in League activities, there remains a committed and now renewed core which seeks to enliven the League's presence at MIT, confirming the needs of its traditional membership while encouraging active participation of, and inviting cooperation with other MIT women's groups. The committee recommends that exempt staff be added to the membership by-law and that other MIT women who demonstrate participation in the League's activities be designated special members--a category already existing in the by-law.

The addition of a Public Relations person to The MIT Women's League Board, resulting in mutually improved publicity and communications with all other MIT women's groups, should enhance their participation in MIT Women's League activities and services. With respect to survey results from all the other college and university women's groups which replied to our inquiry into their "well-being", it was revealing that they had almost identical problems and were seeking solutions satisfactory to their own particular situations.

Even though much remains to be done to strengthen The MIT Women's League current programs, many ideas for expansion of activities were suggested (Appendix H and Section VII). This 1982 Committee on the Future of The MIT Women's League, having deliberated the contemporary issues before it, and having made certain recommendations thought proper for present strengthening, yet is only too aware that the seeds of change exist already to feed the next review of the League's status and future.

Lillian & Alberty
Anne Berg
Betty Dyer
Priscilla K. Gray
Anne L. Holden
William M. Pounds
John - Richard
Cheryl Rowe

APPENDIX



THE MIT WOMEN'S LEAGUE
Service to the Community
Sociability for You and Your Family

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
Room 10-342, Cambridge, MA 02139
253-3656



Over eighty years ago, women associated with MIT joined together for service and friendship. Today's group of faculty and staff women and wives are known as the **MIT WOMEN'S LEAGUE**. You, too, can become an active member serving the MIT community. Complete the enclosed card and mail it to the MIT Women's League office, 10-342. *meet together during the year.* *your help.*

Newcomers' Wine and Cheese Party offers a new way for all new staff and faculty and their spouses

and their families. President and Mrs. Gray extend a cordial invitation to all to celebrate the holiday

Sailing begins in the spring and continues into the fall. Meet weekly at the Sailing Pavilion on Wednesday mornings at 9:30 and sail the MIT dinghies. You will need a membership in the Nautical Association available at the Cashier's Office in Building 10 and must be able to swim two lengths of the MIT pool. We have lots of fun and fresh air.

Yoga Classes help you become aware of your body and its potential through breathing techniques, relaxation and posture exercises. A gentle but stimulating method to bring your body and mind to a fine healthful condition. One-and-a-half hour classes in either day or evening to be arranged by instructor, Ei Turchinetz, and announced in the *Bulletin*. Meet in the Emma Rogers Room (10-342) three semesters of ten weeks each.

Travel Club shares experiences of members and guests who have visited other parts of the world. Usually the fourth Thursday of the month in the mornings at 10. Meetings held at members' homes as noted in the *Bulletin*.

The **Honorary Matrons** of MIT is open to all members of the MIT Women's League upon retirement. Luncheon meetings are held twice a year on the MIT campus.

The MIT Women's League *Bulletin*, official publication of the association, is sent to members for the months of September-October, November, December-January, February, March and April-May. Please notify us of changes in your mailing address by writing to the MIT Women's League, Room 10-342, Cambridge, 02139.

The **MIT Women's League** involves MIT women and women married to MIT men who are on the academic, senior research and administrative staff at the Institute, Lincoln Laboratory, Office of Sponsored Research, members of the Corporation of MIT, as well as special members designated by the MIT Women's League Executive Board.

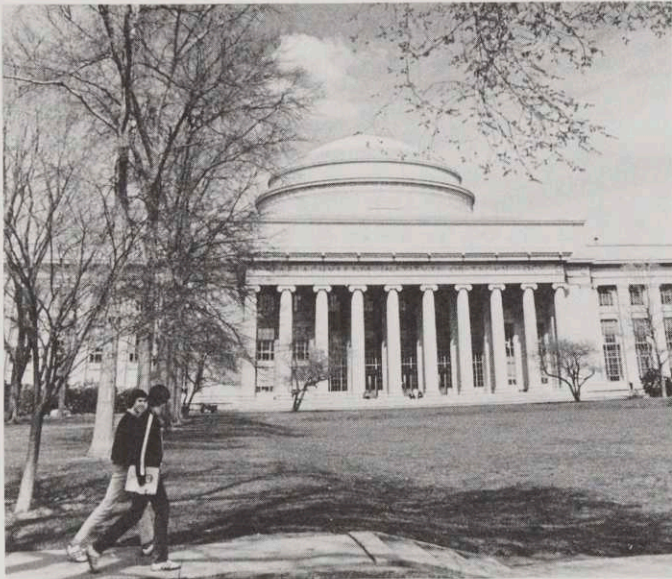
Service activities benefit MIT students and their families and the MIT community as a

Committee for Students Arranges a plant sale each fall for students. Supports Community Service Fund. Provides contacts for students and their families within the MIT community where needed. Initiates and carries out programs for the benefit of students during the year.

Blood Drive Committee Coordinates volunteers for the MIT-Red Cross Blood Drives two or three times a year. Volunteers from the MIT Women's League type donor cards, take temperatures, give blood, staff the canteen, help in the donor room and offer nursing skills. As a result the MIT community is the largest blood donor on the East Coast. Working with students, our 2000 plus volunteer hours make sure that the Red Cross bloodbank is available to the whole MIT community in medical emergencies.

English Conversation Classes Committee Teaches English as a second language to seventy or eighty International Wives of students, faculty and staff each term. Eight MIT Women's League volunteers teach classes twice weekly during fall and spring terms. Childcare is also available while classes meet. Nominal fees are charged.

Hosts to International Students Program (HISP) Introduces families and single persons to approximately 150 students from other countries each year. Students are matched with volunteer hosts chosen from the MIT community and friends to acquaint them with the Boston area and MIT on an informal basis.



The MIT Women's League Office (10-342) is easy to find under the big dome of Building 10 on the third floor.

Sociability is provided by the many opportunities for the MIT community to meet together during the year.

Newcomers' Wine and Cheese Party offers a new way for all new staff and faculty and their spouses

Sailing begins in the spring and continues into the fall. Meet weekly at the Sailing Pavilion on Wednesday mornings at 9:30 and sail the MIT dinghies. You will need a membership in the Nautical Association available at the Cashier's Office in Building 10 and must be able to swim two lengths of the MIT pool. We have lots of fun and fresh air.

Travel Club shares experiences of members and guests who have visited other parts of the world. Usually the fourth Thursday of the month in the mornings at 10. Meetings held at members' homes as noted in the *Bulletin*.

The **Honorary Matrons** of MIT is open to all members of the MIT Women's League upon retirement. Luncheon meetings are held twice a year on the MIT campus.

Student Furniture Exchange Provides used furniture for MIT students at reasonable cost. Located at 25 Windsor Street, Cambridge (253-4293), it is open from 10 am until 2 pm on Tuesdays and Thursdays during the academic calendar. Managed and staffed by volunteers, the used furniture is acquired for students through donations from friends of MIT and purchased from secondhand outlets. Sales support an annual contribution to a student loan fund.

Technology Wives Organization (TWO) Advisory Committee Assists student wives in providing services and social opportunities to the married student community. Supports the TWO's annual crafts fair and bake sale.

The Annual Appeal offers an opportunity for members to make a donation which supports our various service activities. In order to provide childcare during the English classes, we need your support. In order to carry out our programs to welcome newcomers, we need your help. In order to provide services to students, we need your help.

and their families. President and Mrs. Gray extend a cordial invitation to all to celebrate the holiday

Yoga Classes help you become aware of your body and its potential through breathing techniques, relaxation and posture exercises. A gentle but stimulating method to bring your body and mind to a fine healthful condition. One-and-a-half hour classes in either day or evening to be arranged by instructor, Ei Turchinetz, and announced in the *Bulletin*. Meet in the Emma Rogers Room (10-342) three semesters of ten weeks each.

The MIT Women's League *Bulletin*, official publication of the association, is sent to members for the months of September-October, November, December-January, February, March and April-May. Please notify us of changes in your mailing address by writing to the MIT Women's League, Room 10-342, Cambridge, 02139.



Over eighty years ago, women associated with MIT joined together for service and friendship. Today's group of faculty and staff women and wives are known as the **MIT WOMEN'S LEAGUE**. You, too, can become an active member serving the MIT community. Complete the enclosed card and mail it to the MIT Women's League office, 10-342. *Over 80 years ago, women associated with MIT joined together for service and friendship. Today's group of faculty and staff women and wives are known as the MIT Women's League. You, too, can become an active member serving the MIT community. Complete the enclosed card and mail it to the MIT Women's League office, 10-342. We need your help.*

Newcomers' Wine and Cheese Party offers a new way for all new staff and faculty and their spouses in the MIT community to meet President and Mrs. Gray informally at the President's House. Personal invitations are sent by the Grays and the MIT Women's League to each newcomer. A friendly welcome is part of the MIT tradition.

October Opening Tea begins the year's events for the MIT Women's League when all members are invited to the President's House by Mrs. Gray. At the tea you will have an opportunity to sign up for the Service Activity or Interest Group of your choice. Again newcomers are particularly welcome.

Musicale is sponsored by the MIT Women's League and organized by members to introduce musicians, their compositions and special talents to the MIT community. This is a free Sunday afternoon concert open to the whole MIT community.

Lincoln Laboratory Tea offers a special opportunity for newcomers to meet informally especially with wives and women staff members of Lincoln. A program of general interest is planned and all League members are welcome.

Holiday Party is held in December at the President's House for MIT Women's League members

and their families. President and Mrs. Gray extend a cordial invitation to all to celebrate the holiday season together.

Annual Dinner means cocktails and dinner at the Faculty Club with an afterdinner speaker of note. This is an opportunity to share with your spouse and friends some of the excitement of MIT.

Evening Salons designed to explore the cultural talents and ideas to be found in the MIT community. The Salons are open to members of the MIT community and especially newcomers.

Spring Seminars offer a series of stimulating Luncheon Seminars on contemporary subjects of particular interest to women and is open to all women in the MIT community.

Annual Meeting and Luncheon completes the year of activities for the MIT Women's League in May with the election of officers, a short business meeting and a delicious luncheon for all members.

But most of all we need you to continue our tradition of service to the MIT community. Join us and become an important part of MIT.

INTEREST GROUPS are one of the best ways of becoming acquainted with other women in the MIT community outside of your laboratory or department. You will find a wide selection of activities to choose from and you may sign up at the Opening Tea or call our Interest Group Chairman for more information. Most Interest Groups meet monthly unless noted and members share the nominal expenses so as to be self-supporting.

Adventures in Eating prepares international and adventurous cuisine with each participant sharing. Alternating luncheon or dinner (with spouses) in members' homes. Calendar's prepared in the fall.

Birdwatching visit local areas to enjoy the hobby and share knowledge every Thursday from mid-September to early November. Monthly during the winter, and weekly again in the spring. Bring your own lunch. Guests are welcome and car pools are arranged through the chairman.

Bridge meets the third Tuesday of each month from 12 to 4 pm at members' homes or in the Emma Rogers Room (10-340). Hostesses provide dessert and coffee, you bring sandwich. Call hostess as noted in the Bulletin in advance if you plan to attend.

Chorale is a professionally conducted group of musically oriented women singers from MIT and Harvard communities. We learn madrigals, folk songs and major choral works for two or three concerts a year. We meet weekly on Thursday evenings beginning

at 8 pm during the academic year in the Emma Rogers Room (10-340) with refreshments following. No audition is necessary.

Dinner Dance at the Faculty Club six Thursday evenings during the year. Meet at six for cocktails followed by dutch treat dinner and dancing lessons. Spring Ball at Endicott House each year. Membership limited due to space available for dancing.

Flower Arranging Classes and Workshops offer an unusual opportunity to learn from a Japanese Sogetsu prizewinner. Morning classes offered by Mrs. Koichi Masubuchi help you design using both Japanese and Western techniques in flower arranging to symbolically interpret occasions and moods.

Needlework offers formal instruction by qualified teachers and informal workshops for all levels of competency, beginner through advanced. Crewel embroidery, needlepoint and other needlework skills taught. Classes usually meet weekly for one hour. Signups in both fall and spring.



THE M.I.T. WOMEN'S LEAGUE
ROOM 10-342
MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASSACHUSETTS 02139

November 24, 1980

To All Members of the Board of the MIT Women's League:

Because we will not be having a December Board Meeting, and in the interest of efficiency, I am taking this method of contacting you. As the newly appointed chairman of an ad hoc committee to review the MIT Women's League's mission and membership, meaning and mandate, and its form and relationship to other MIT women's groups, I would value 1) your nominations for members of the study committee, and 2) your thoughts on problems and opportunities to be brought before the committee.

I would like to have the committee members in place by mid-December so I would appreciate your prompt response on that issue; I can usually be reached at home: 862-4318 between 8:15 and 9:00 A.M. and 4 to 6 P.M.. On the issue of the problems and opportunities before the League, please prepare a written statement to give to this committee when you come to the January 7th Board Meeting.

It would seem sensible that committee members should be or have been active members of the MIT Women's League, that they have a rather broad experience at MIT and that they be concerned about the future of the MIT Women's League. Further, they should be sensitive to differences and be willing to state opinions and render judgments while eschewing intransigence in either.

I can think of no more significant issue before the Board this year than the future of the MIT Women's League. I know you will recognize the importance of thoughtful responses; they will all be considered confidential.

Appreciatively,

Margaret Florencourt Mann
(Mrs. Robert W.)
Chairman, Ad Hoc Committee to Study
the MIT Women's League

retyped November '82 for Report



THE M.I.T. WOMEN'S LEAGUE
 ROOM 10-342
 MASSACHUSETTS INSTITUTE OF TECHNOLOGY
 CAMBRIDGE, MASSACHUSETTS 02139

10 February 1981

THE COMMITTEE ON THE FUTURE OF THE MIT WOMEN'S LEAGUE, 1981

Lillian Alberty (Mrs. Robert A.)
 7 Old Dee Road
 Cambridge, MA 02138
 491-3689

**Myra Rodrigues
 Social Worker/Medical
 12-128 MIT
 253-1684

Anne Berg (Mrs. Robert S.)
 MITWL Vice-Chairman
 24 Wachusett Drive
 Lexington, MA 02173
 862-8690

Margaret Mann (Mrs. Robert W.)
 Chairman, Committee on the Future
 5 Pelham Road
 Lexington, MA 02173
 862-4318

Ann Holden (Mrs. Robert J.)
 550 Memorial Drive
 Cambridge, MA 02139
 494-9300

Priscilla Gray (Mrs. Paul E.)
 ex officio, MITWL Honorary Chairman
 111 Memorial Drive
 Cambridge, MA 02139
 253-2829

*Carolyn Parker (Mrs. Ronald R.)
 3 Essex Road
 Belmont, MA 02178
 484-3398

Betty Dyer (Mrs. Ira)
 ex officio, MITWL Chairman
 26 Valley Spring Road
 Newton, MA
 527-7059

Helen Pounds (Mrs. William F.)
 33 Prince Street
 West Newton, MA 02165
 527-5274

Mary P. Rowe
 ex officio, Special Assistant to
 the President
 10-213 MIT
 253-5921

Jeanne Richard
 Associate Dean/Graduate School
 3-136 MIT
 253-4869

*Resigned April '81

**Discontinued attendance June '81 because of schedule constraints.

THE M.I.T. WOMEN'S LEAGUE

BY-LAWS

May, 1976

Article I - Name

The name of the Association shall be THE M.I.T. WOMEN'S LEAGUE.

Article II - Object

The object shall be to bring together at frequent intervals women of the Association with the aim of fostering friendly relations, serving mutual interests, and being an effective body in the service of the Institute.

Article III - Membership

Section 1. Active members shall be (1) the wives of the members of the academic, senior research, and administrative staff of the Massachusetts Institute of Technology other than students; (2) women members of the academic, research and administrative staff of the Massachusetts Institute of Technology; (3) wives of the staff members in the Office of Sponsored Programs and Lincoln Laboratory; (4) wives of the members of the Corporation of the Massachusetts Institute of Technology; (5) special members designated by the Executive Board of The M.I.T. Women's League.

Section 2. Members who are widowed, who retire, or whose husbands retire shall automatically become members of The Honorary Matrons of M.I.T. Honorary members shall have all the rights and privileges of active members.

Article IV - Finances

Section 1. The income from a fund known as "The M.I.T. Women's League Moore Fund" is available for the social and administrative expenses of the Association. The donor, Mrs. F. Jewett Moore, desired that no dues be charged for teas and also wished to subsidize administrative activities of The M.I.T. Women's League. Consequently, other activities entered into by The M.I.T. Women's League ought to be financed from other sources.

Section 2. The Executive Board, therefore, shall ask for voluntary contributions annually to carry on the expanding activities of the Association.

Article V - Officers

Section 1. The wife of the President of the Massachusetts Institute of Technology shall be the Honorary Chairman of the Association and shall be considered an ex-officio member of all committees.

Section 2. There shall be a Chairman of the Association who shall preside at all meetings and exercise general supervision over the affairs of the Association; a Vice-Chairman who shall preside in the absence of the Chairman; a Secretary who shall keep the minutes of the meetings and conduct all correspondence; a Treasurer who shall keep an account of all receipts and disbursements and present a report at each business meeting. The Treasurer shall prepare and submit a report at the Annual Meeting.

Section 3. These officers shall be elected for a term of two years. The Chairman and the Vice-Chairman shall be elected in one year, the Secretary and the Treasurer in the next year. An Assistant Treasurer may be appointed at the discretion of the Executive Board. These officers shall not be eligible for immediate re-election to the same office.

Article VI - Executive Board

Section 1. The Honorary Chairman and the officers above, together with the appointed Chairmen of Standing Committees and other such representatives as shall be deemed expedient by the Board, shall constitute and Executive Board, which shall conduct all business of the Association, and shall arrange for and direct all its activities either through its own membership or through such committees as may be appropriate for the purpose.

Section 2. Any vacancy in the Executive Board or on the Nominating Committee occurring during the year may be filled by the Executive Board for the remainder of the year.

Article VII - Nominating Committee

Section 1. A Nominating Committee consisting of a Chairman and four other active members shall be elected at each Annual Meeting to nominate the Officers and four members of the Nominating Committee for the ensuing year. The Chairman of the Nominating Committee shall be nominated by the Board from among the four members of the preceding year's committee. The Nominating Committee shall present only one candidate for each office, and the names of such nominees shall be sent to all active members at least four weeks before the Annual Meeting.

Section 2. Other nominations may be made by endorsement in writing of twenty-five (25) active members filed with the Secretary ten days before the Annual Meeting.

Section 3. Election shall be by ballot unless there is only one candidate for each office, in which case the vote shall be by voice.

Section 4. The Chairman of the Nominating Committee shall be a member of the Executive Board. She shall serve for one year only.

Article VIII - Committees

Section 1. The Association shall create such standing committees as seem necessary for its work. Their general functions shall related to such matters as hospitality, membership, welcoming new members, refreshments, program, student relationships, The MIT Women's League Bulletin, public relations, room maintenance, etc.

Section 2. The Chairman of the Association shall appoint those standing committee chairmen whose terms are concurrent with her own. The chairmen of the standing committees shall take office at the Annual Meeting of the Association.

Section 3. Each chairman of a standing committee shall appoint her own committee.

Section 4. A chairman of a standing committee shall ordinarily serve a term of two years.

Article IX - Meetings

Section 1. Social meetings shall be held during the academic year on announced dates, and at places decided upon by the Executive Board.

Section 2. The Executive Board shall hold at least four meetings each year.

Section 3. Special business meetings may be called at any time by the Executive Board, and shall be so called upon the written request of twenty-five (25) active members.

Section 4. The Annual Meeting for the election of officers shall be held in May of each year.

Article X - Publications

The MIT Women's League Bulletin shall be the official organ of the Association. It shall contain information about the League's activities and stimulate an active interest in the Massachusetts Institute of Technology.

Article XI - Use of Rooms

The MIT Women's League, the Technology Wives' Organization, and the Association of M.I.T. Alumnae in that order shall have precedence in the use of the Emma Rogers Room. Any other organization desiring use of the room shall apply to the Rooms Committee Chairman.

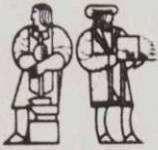
Article XII - Quorum

Section 1. Fifty (50) active members of the Association shall constitute a quorum.

Section 2. Ten (1) members of the Executive Board shall constitute a quorum.

Article XIII - Amendments

These By-Laws may be changed by a two-thirds vote at any business meeting of the Association, provided that each active member shall have been notified one week in advance that a change is to be made at the meeting.



THE M.I.T. WOMEN'S LEAGUE
ROOM 10-342
MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASSACHUSETTS 02139

12 May, 1981

To all of the MIT Women's Groups:

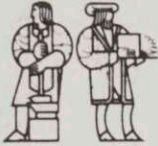
The MIT Women's League, founded more than 80 years ago by women family members of MIT faculty, now comprised of women faculty and staff as well as wives of men faculty and staff, has embarked on an introspective examination of its composition, purpose and function at the Institute. As a corollary, it is concerned also with its organizational and functional relationship to the other women's groups at MIT. Therefore, the chairman and honorary chairman of The MIT Women's League, Betty Dyer and Priscilla Gray, have established a Committee on the Future of The MIT Women's League to resolve these issues.

It is clear that some of our activities are of interest to all women at MIT, and conversely that some of your activities are of interest to us. It is also possible that more recently organized groups may be better qualified to carry out some of the activities we have historically undertaken. At the least, The MIT Women's League would like to see a coordinated calendar of events and activities of interest to all MIT affiliated or associated women. The proposal has even been made that all women in the MIT community might best be served by a unified organization.

The MIT Women's League wants you to be aware that its Committee on the Future is discussing these various issues of organization and communication. We would appreciate a response from you by June 1st if you are interested in pursuing these issues. If so, we would like to meet with your groups in September to explore the following questions:

- I. Would your group benefit from a coordinated calendar showing events of all MIT Women's groups?
- II. Would your group be willing to participate in an organization to coordinate activities and events?
- III. If so, how would you envision such an organizational structure?

Because The MIT Women's League believes that the women of MIT have in recent years made a significant place for themselves in the Institute community, we want to see an equitable relationship and understanding



THE M.I.T. WOMEN'S LEAGUE
ROOM 10-342
MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASSACHUSETTS 02139

Page 2

To all MIT Women's Groups

12 May, 1981

among them exist. We urge your cooperation as we look at this vital issue.

Sincerely,

Margaret Mann
Priscilla K. Gray

Margaret Mann, Chairman
Priscilla Gray, Honorary Chairman
Lillian Alberty
Anne Berg
Helen Pounds
Jeanne Richard
Myra Rodrigues
Betty Dyer
Mary Rowe
Ann Holden

Distribution List:

Advisory Group on Women Student's Interests - Association for Women Students - Association of MIT Alumnae - Association for Women in Science - Lincoln Laboratory Women - Minority Women's Discussion Group - MIT Association of Women Postdoctorals - Women's Administrative Staff Group - Society of Women Engineers - Tech Wives Organization - The Wives Group - Women's Advisory Group - Women's Forum.

Please notify us of any group we did not include.

Enclosure: "What is The MIT Womens' League?"

Please reply by June 1, 1981 and return to Margaret Mann, MIT Women's League, Room 10-342.

Our group would like to meet to discuss these issues
_____yes_____no

Our contact person in September 1981 is _____

Comments _____

Name of Group _____

Other Women's Organizations at MIT

TECHNOLOGY WIVES ORGANIZATION (TWO): (Gail Richardson, President, represented her group at our meeting of 10/15/81.) The purpose of this group, whose membership is primarily wives of MIT students, is "to provide an opportunity for women affiliated with MIT to find others who share their interests. Founded in 1922 as the Technology Dames, the organization provides services to the community, sponsors social events for its members and their spouses, and provides opportunities for members to broaden their interests. TWO helps the wives of students to cope by giving them their own place in the community."

They publish a newsletter monthly October through May. All new students in September are sent a brochure describing this group along with a questionnaire. They also have a welcoming party for new students in September. Other activities include International Cooking, a Craft Sale, and a Bake Sale. This year they are co-sponsoring area hospitality parties with The Wives Group. The TWO has two members of the MITWL as advisors. Their funding includes a subsidy for their newsletter from Vice-President Constantine Simonides' office, a grant from the Graduate School Council, proceeds from their bake sale, and annual dues (\$5). The craft sale profits go toward interest-free educational loans for members of TWO. Their dues-paying membership varies between 50-100.

It was suggested that the TWO President be invited to the MIT President's welcoming party for newcomers next year.

ASSOCIATION OF MIT ALUMNAE (AMITA): (Margaret Coleman, President, joined the MITWL Committee on 10/15/81 to tell us about AMITA.) This is one of the first organized groups for women at MIT (org. 1899). Currently there is potential membership of 4100 living alumnae and it is expected to grow 10% a year in the future. AMITA provides a "means of communication, a sharing of common interests, and encourages high standards of achievement among women students."

Its activities include high-school visitations (in cooperation with the MIT Admissions Office), and talking with women students to share MIT experiences and professional interests. Awards for academic achievement are given to women students who are Seniors. AMITA sponsors an IAP seminar on "How to Make It In the Pin Stripe World" and is planning their second annual Career Seminar this spring.

Their goals are to increase the number of women students, as well as the number of women on the MIT Corporation and MIT Department Visiting Committees.

They have their own funding independent of the Alumni Association, charge annual dues (\$10) for active participation in their programs, and publish a newsletter mailed to all alumnae in October.

MIT WOMEN POSTDOCTORAL FELLOWS: (No representative was able to meet with the Committee but Cynthia French sent us an informative description of this organization.)

This group had its first organizational meeting in June 1979. In January 1980 the association defined its goals and functions as follows: a) To provide a forum for women postdocs to exchange ideas; b) To allow social and professional interactions between otherwise isolated women postdocs; c) To discuss issues inherent to the life of postdocs; d) To develop a network of professional women scientists; e) To discuss and perhaps resolve problems which are specific to women; f) To prepare for inevitable life crises.

Their mailing list comprises people who have attended meetings or asked to be included (not all postdocs per se). A four-member steering committee takes care of the membership list and money, and serve as contact people with other groups. The dues are \$1 per year to cover costs of duplicating and mailing meeting announcements. Volunteers plan meetings which are held monthly. They also maintain a library of information about jobs, statistics of women in academia, and newsletters from other organizations of women in science.

WOMEN ADMINISTRATORS GROUP: Marge Lucker and Holly Sweet joined our discussion of this three and one-half year old group which was formed to provide a network for "middle management" women staff at MIT. Their concerns deal with issues of career development or "where do we fit in the pyramid at MIT?". Their programs are open to the MIT community and notices of their meetings are distributed to a mailing list of women included in payroll categories - academic staff, administrative staff and research staff (Office of Sponsored Programs, OSP) (about 600 individuals). The Personnel Office currently subsidizes their budget for mailing but otherwise they have no funding.

They coordinate their programs with those of the Women's Forum and one of their groups sits on the Forum Steering Committee. Like all organizations of this type interest waxes and wanes. The same few people are active in planning the programs and they are concerned about attracting and involving more of their constituency in these efforts.

They would be interested in interacting more closely with the MITWL especially in publicizing programs and activities in areas of common interest, e.g. career development.

THE WIVES GROUP: Dr. Charlotte Schwartz, the coordinator for the Wives Group, is a clinical sociologist on the staff of the Medical Department. She described this group, founded in 1974, as a "service" of the MIT Psychiatric Service which provides support activities for wives in the entire MIT community. The Medical Department provides a half-time secretary who keeps a mailing list and sends out announcements of activities. In actuality, the majority of participants in its activities are wives of foreign students and staff.

Their programs include a Wednesday morning group which tours places of interest in Boston, Cambridge, etc. and a Wednesday afternoon group which usually has a speaker or program on subjects ranging from US politics to the Japanese Tea Ceremony. They also sponsor a craft group, a language conversation exchange, pot luck dinners and neighborhood support groups.

They are particularly effective in sponsoring an International Open House for new students in September. They distribute packets and send invitations to the Open House to new students in their native languages.

The group has about 350 names on their mailing list. They put together and sell a book on Getting Acquainted at MIT and the Boston Area. Their main goal is to fill in gaps which other organizations do not cover through lots of self-help, socializing and other information-sharing about different cultures and countries.

Their contacts with the MITWL are mostly informal.

WOMEN'S FORUM: Betty Campbell noted that this group was organized informally about 10 years ago primarily to provide a network or "forum" where women's concerns could be discussed. This group was instrumental in setting up an ombudsperson (Mary Rowe) for these concerns. The Forum has an MIT mailing address which is listed by most of the major women's network organizations outside MIT.

The Forum published a bimonthly newsletter as well as an IAP issue. These publications are mailed to 2800 women employees in all payroll categories at MIT. They are funded through the President's Office. These funds are used to print and mail the Newsletter and to provide small honoraria for speakers.

The Forum holds meetings on the first and third Mondays of the month. These meetings are open to the entire MIT community (men and women). In addition, they sponsor the Gay Warner Lecture during IAP and have run all-day workshops on Saturdays dealing with stress, personal and career development.

Soujourner was originally sponsored by the MIT Women's Forum and is now a nationally distributed newspaper for women but is no longer connected with MIT. This is an example of what the Forum feels is part of its raison d'etre - to bring to light issues of concern to women in the community after which the issues will be taken over and continued on their own merits (e.g. the Medical Department now regularly offers Stress Management Programs).

The Forum is interested in interacting with the MITWL particularly through use of its newsletter and mailing list since its programs are already open to MITWL members.

The Women's Forum is perhaps the largest "umbrella" for on-campus women.

WOMEN'S ADVISORY BOARD (WAG): This is a presidentially-appointed committee which meets once a month with Mary Rowe, Special Assistant to the President. The committee is made up of representatives of all women's groups on campus. All of the organizations described in this section, including the MITWL, are represented on WAG. Members discuss issues and recommend action on a variety of concerns to women at MIT. The group is often consulted on policy issues, particularly those which deal with women.

ASSOCIATION OF WOMEN STUDENTS(AWS): Emily Weidman, Coordinator of Women Student's Interests, was invited to join our group on September 24, 1981. Since none of the student organizations had answered our questionnaire we hoped Emily could give us some input on student interests. She noted that AWS had not been active as a group for about a year and therefore a student contact would be unlikely at this time. She noted that student groups suffer from uneven activity depending on the individual students involved. Currently she felt students were not looking for the kind of "volunteer" help provided by members of the League.

On the other hand, she felt most students were not aware of the active participation and support given by the MITWL in activities which were of direct benefit to students, i.e. the Furniture Exchange, Plant Sale, and the Blood-mobile. Again she suggested more visibility be given to these in an attempt to change the 'image' and present the League as an organization which is very interested in helping and interacting with students.

1982-83 Institute Committees Where MITWL Members Participate Actively

Reporting to the Women's League Board

Women's Advisory Board

Medical Advisory Board

Information Group

Community Service Fund

*Student Affairs Committee

Other Committees Where MITWL Members May Informally Report to the League

Association of MIT Alumnae (AMITA)

Wives Group (Medical Department)

Technology Children's Center

Council on the Arts

Women's Forum Steering Committee

*Non-voting Membership

Approximate Numbers of Participants in MITWL Activities*

	<u>1971</u>	<u>1976</u>	<u>1981</u>
Bulletin Mailing	3470, 6 times/yr.	3500, 6 times/vr.	3600, 5 times/yr.
Annual Appeal Response	\$3529, 618 people	\$2993, 500 people*	\$3900, 404 people
October Tea Attendance	483	335	150
Holiday Party	238	200	150
Annual Dinner (Couples) Attendance	181	88	95
Annual Meeting Attendance	130	66	70
Newcomer Luncheon (Including Hostesses)	not held	116	not held
Newcomer Wine & Cheese (Men & Women)	not held	not held	215
Interest Groups (Couples Included)	200*	312	330
Service Activities (Includes Seminars)	300*	280	230

*Statistical records are incomplete; some estimates have been made.

MITWL Responses to 1981 Annual Appeal

Undefined Regular Members	181
Honorary Matrons	129
Lincoln Laboratory	36
Staff Women	23
Draper Laboratory	13
New Members	<u>22</u>
	404

INTEREST GROUP DISTRIBUTION BY AFFILIATION

2%	CAMPUS OFFICE OF SPONSORED PROGRAMS
10%	LINCOLN LAB WIVES
17%	ADMINISTRATIVE STAFF WOMEN AND WIVES
25%	OTHER*
46%	FACULTY WIVES**

*Includes former members, support staff, students, student wives, neighbors, and friends.

**Large majority are full professors' wives.

INTEREST GROUP PROFILE - DISTRIBUTION OF 330 PARTICIPANTS

6%	WOMEN SUPPORT STAFF*
10%	MITWL WOMEN FACULTY AND STAFF
15%	OTHER**
15%	MEN***
54%	MITWL WIVES

*Primarily from Embroidery and Yoga classes.

**Primarily from Chorale, Bridge, and Bird Watching.

***Primarily from Dinner Dance and Yoga.

SERVICE ACTIVITIES PROFILE - DISTRIBUTION OF 230 PARTICIPANTS

2%	OTHER
3%	WOMEN SUPPORT STAFF
6%	MITWL WOMEN FACULTY AND STAFF
89%	MITWL WIVES

NUMBER OF PARTICIPANTS IN MITWL ACTIVITIES

230	SERVICE ACTIVITIES*
330	INTEREST GROUPS
720	SOCIAL ACTIVITIES

*Including 1981 Seminar.



THE PRESIDENT'S HOUSE

Priscilla K. Gray

111 Memorial Drive
Cambridge, Massachusetts 02142
(617) 253-2829

June 9, 1981

We at MIT who are involved in the project addressed in the enclosed letter, hope that you will direct it to the proper person at your institution.

We look forward to hearing from you at your earliest possible convenience.

Sincerely yours,

A handwritten signature in cursive script that reads "Priscilla K. Gray".

Priscilla K. Gray

Encs.



THE M.I.T. WOMEN'S LEAGUE
ROOM 10-342
MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASSACHUSETTS 02139

June 9, 1981

Dear Colleague,

The MIT Women's League has recently formed a "Committee on the Future" to examine its programs, its relationship to MIT, and its interaction with other women's groups on campus. Members of the League are MIT women who are on the academic, senior research, and administrative staff, as well as the women married to MIT men of similar professional rank.

The League was formed over eighty years ago, and has traditionally provided a wide variety of services to the Institute, sometimes creating an entrée for women into other MIT activities. Some of the programs organized by the League are newcomer events, Host to International Students Program, English classes for foreign student wives, student furniture exchange, campus blood drives, MIT Salons, and various interest groups. Enclosed is a brochure which describes our activities and programs.

The changing role of women in recent years and the diminishing number of active members, coupled with the emergence of many new women's groups on campus, has led the League to undertake this reassessment of its role. The Committee's effort is aimed not only at strengthening the League, but it is hoped that our discussions may also open possibilities for cooperation and coordination with other women's groups here at MIT.

As we think about possible new directions, we believe that it would be helpful to have information about programs at similar institutions and universities. We are writing to ask you to share with us any or all of the following information about women's activities at your university:

- Descriptive materials about organizations for women with membership similar to ours
- Approximate percentage of members who actively participate in your programs
- Copies of newsletters, bulletins, calendars, etc.
- Observations you might like to make with regard to similar issues or efforts at your university.

Kindly send your reply to Mrs. Margaret F. Mann, c/o The MIT Women's League, Room 10-342, Massachusetts Institute of Technology, Cambridge, Massachusetts 02139. We will appreciate any help you can give us, especially at this very busy time in the academic year.

Sincerely yours,

Anne Berg

Margaret Florencourt Mann

Priscilla King Gray

Anne Berg
Chairman, MIT Women's League

Margaret Florencourt Mann
Chairman, Committee on the
Future, MIT Women's League

Priscilla King Gray
Honorary Chairman, MIT Women's
League

This page left blank intentionally.

Comparison of Activities Between Schools Listed

<u>MIT</u>	<u>Harvard</u>	<u>Case Western</u>	<u>Yale</u>	<u>McGill</u>	<u>Caltech</u>	<u>Syracuse</u>
No Dues	\$5.00	\$2.00	\$6.00	\$6.00	\$8.00	\$5.00
Bulletin	Monthly	Monthly	---	2-4	Monthly	?
3600 Membership						
400 Appeal	525	---	---	250	350	184
Limited	Open	?	?	Open	Open	?
Fundraising	?	Bake/Craft	?	Books	Advt.	Books
Plant Sale						
Furn. Exch.						
Seminars	5	Monthly?	Monthly	4	Monthly	?
Social*						
Newcomers	Open House	Tour/Tea	Tour/Tea	Tour/Talk	Coffee	Picnic
Tea	Tea	Lunch	Gala	Newcomer Wine	?	Tea
Lincoln Tea	Cocktails	Tour/Tea	?	Talk	Tea Monthly	?
Holiday Pty.	Pty.	---	Eggnog	Lunch/Talk	Events	Pty.
Salon	Lunch	---	Potluck	Dinner	---	---
Dinner	---	---	Wine Tstg.	Annual Mtg.	---	---
	Spring Bnqt.Tea			Lunch		
Annual Mtg.	Annual Mtg.	---	Lunch	Spring Tour	---	Lunch
Extra: **						
Admin. Asst.	Admin. Asst.	---	---	---	---	---

* Social Events are monthly except January.

**The Administrative Assistant updates the mailing list, assists with HISP or acts as volunteer coordinator. (HISP: Hosts to International Students Program)

Interest Group Survey at Seven Colleges

	<u>MIT</u>	<u>Harvard</u>	<u>Case Western</u>	<u>Yale</u>	<u>McGill</u>	<u>Caltech</u>	<u>Syracuse</u>
Bridge	X	X	4	3	X		3
Birdwatching	X						
Chorale	X	X					
Adventures in Eating	X					X	X
Cooking		3		4			
Restaurant		X		X			
Dinner Dance	X						
Flower Arranging	X					X	
Gardening					X	X	
Needlework	X			X	X	2	X
Sailing	X			X			
Tennis		X		X		X	
Travel Club	X			X			
Yoga	X						
Exercise				X		X	
Dance						X	
Books Discussion		X	X	X	2	X	X
Painting		X			X		
Pottery		X					
Antiques		X					X
Drama/Play Reading			X			X	X
Family/Child Dev.		X	X			X	
Aging				X			
Personal Finances				X			
Foreign Languages		Fr.		Fr. Sp. Ger.	Fr.	Fr.	
Music		Piano		X		X	
Tours		Art/House	Gallery	Gallery	House	Gallery	
Newcomers		X		X			

Many programs are geared to acquainting Newcomers to the area such as the tours. Note that all the other schools have some sort of Book Discussion Groups. The two Antiques Groups were extremely popular at the 2 schools.

ACTIVITIES FUNDING 1981

<u>Service</u>	<u>Source of Funding</u>
Blood Mobile	Appeal
English Classes for Foreign Wives	\$25 charge per student per term
Childcare for English Classes	\$10 charge per child per term, Appeal
Hosts for International Students Program	MIT Operating Fund #17112.800
Community Services Fund	Plant Sale
Technology Women's Organization	Appeal
Technology Children's Center	Appeal or Moore Fund
MIT Student Loan Fund	Furniture Exchange
Furniture Exchange	Telephones MIT Account #17111
Committee for Students	Plant Sale
 <u>Social</u>	
Wine and Cheese Reception	MIT Operating Fund #17112.522
October Tea & Holiday Party	President's House Budget
Musicales	Appeal and Council for the Arts Grant
Lincoln Laboratory Tea	Lincoln Laboratory Funding or Appeal (in 1982)
Salons	MIT Operating Fund #17112.462
Spring Dinner	Charges to participants and Appeal
Seminars	Charges to participants and Appeal
Annual Luncheon	Charges to participants and Appeal
Appreciation Luncheon	Appeal (Vice Chairman Account)
 <u>Operating Expenses</u>	
Bulletin	MIT Account for Bulletin
Office Supplies, etc.	MIT Operating Fund and Appeal
Mailing List Update	MIT Operating Fund
Wages and Telephone for Office	MIT Account

Ideas and Suggestions from Minutes of Committee-on-the-Future Meetings

- 1) Yearly list of League events published and circulated each September.
- 2) Re-organize League files; computerize if possible.
- 3) Questionnaire sent with each Appeal letter asking if individual wishes to receive Bulletins.
- 4) Descriptions of volunteer jobs up-dated.
- 5) Representatives of MITWL on suitable Institute committees.
- 6) Streamline management of Hosts to International Students Program, capitalizing on Alumni Office's capabilities in staffing, files, names, telephone numbers and etc.
- 7) League could act as coordinator of many Institute needs.
- 8) Create a "Resource Book" of League members.
- 9) Hold a "Women's Day", an Institute wide celebration of and for women.
- 10) Renovate Women's lounges.
- 11) Children's art work posted around the Institute.
- 12) League's assistance in helping WAG with stress management careers and family.
- 13) Offer volunteer opportunities to women retirees.
- 14) Need for a coordinator of all volunteers at MIT, women and men.
- 15) A comprehensive calendar of all women's groups published each year in Tech Talk.
- 16) A mailing list of all women at the Institute, including women students.
- 17) League might have a stated purpose or emphasis each year.
- 18) Include "What is MITWL" brochure in packets distributed to new employees by the Personnel and Benefits Office.
- 19) Include whole MITWL packet handed to employees (or wives) eligible for membership.
- 20) Send letters to inform all MIT Women's Organizations about our activities and service projects.
- 21) List Women's Forum events in our Bulletin and ask them to list our events in their newsletter.
- 22) Arrange some kind of meeting or event for young widows.
- 23) Plan joint meetings of The Honoraries and Emeriti Professors, such as salon type or a Little Technology Day, that would be intellectually stimulating.