CROSS REFERENCE SHEET

Name or Subject  Mrs. Andrew MacLeish

File No.

Regarding

Date

SEE

Name or Subject  Harper 1902

File No.
Once in trying to raise money for educational purposes in the west I have some slight appreciation of what your work has been. I think one of the things which the University still do will be to educate people in the direction of giving.

With thanks for the trouble which I am asking you to take in my behalf, I am yours very sincerely,

Martha Hillard MacLeish

Flincoe, Ill.
July 28, 92.

My dear Dr. Lordhead,

The enclosed letter will explain itself. Mr. Isaac Leish is away on his summer vacation and I did not know surely whether to trust this newspaper's representation of it itself or not. I have found an old picture of Mr. Isaac Leish which is not very good, but which will answer the purpose. I suppose, if it is true that pictures of all the trustees are to be published, I think
Mr. MacLeish would be willing to join the glorious army, but of course he would dislike to have all singular in the publicity, so I venture to trouble you with the matter. If the requests of the paper is all urgent, and its statements true in regard to the photographs of return, will you kindly send the acompañanying photograph of Mr. MacLeish to their office, as requested. If matters are not as represented, just keep it fiendly and return it to Mr. MacLeish sometime at your convenience.

As regards my subscription to the University Fund, Mr. MacLeish will attend to the matter immediately upon his return, which will be some time within the next week. If you are not already acquainted with the congratulations and thanks of the general public over the fact which you have played in securing this last two million dollars to the University, please add mine to the list. I think you ought to be regarded as a public benefactor, I have had just enough after
MacLeish, Glencoe, Ill.,
May 29, 1901.

My dear Dr. Harper,

It is very good of you to extend
this precious invitation
to Mr. MacLeish and me.
The above be most happy
to accept it, and for any
sort I shall be delighted
to do anything possible
to assist you in your
widowed estate.
The gardens are struggling in the face of this cold wind to bring things into bloom at the right time. I think you will be safe in depending upon us for the floral decorations for the house, and perhaps for the dinner at Green Hall as well. We will do our best to make your bachelors' house blossom as the rose.

Very sincerely yours,

Martha H. MacLeish.
February 16, 1904.

Pres. M. R. Harper, University of Chicago,
Dear Madam:

Some time since, you received a circular in reference to a conference upon woman in the industrial world, which is to be held under the auspices of the Chicago Woman's Club, April first and second. You were good enough to express an interest in this proposed conference. May I ask you to give your consideration to the following questions? They are questions upon which we would value your personal conclusions.

1. How is woman's education affected by industrialism?

2. Why, in your judgment, do not women fill a larger number of higher educational positions, in co-educational colleges, for instance? What has been your experience with women in such positions?

3. Do women in the higher positions receive salaries more nearly equal to those of men?

How do the salaries of the women at the U. of C. compare with those of men in corresponding positions?
Dear Miss [Name],

Some time ago, you received a letter from me expressing my interest in the Chicago Women's Club. I was particularly impressed by the organization and its activities, which led me to seek your advice and assistance in furthering the objectives of the club.

I was pleased to learn that you have been a member for many years and have contributed significantly to its growth and success. Your experience and knowledge in related fields are invaluable to the club, and I would be honored to have you as a member.

If you are interested in participating in the club's activities, I would be happy to provide you with more information. I would also be grateful for any suggestions you might have for improving the club's programs and services.

Sincerely,

[Signature]

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[Handwritten notes:]

- Why is your judgment not that of a woman filling a larger number of positions in co-educational positions?
- What are your views on women in management positions?
- Do women in the higher positions receive equal pay and benefits?
4. Are the salaries of the higher educational positions sufficiently large to induce men to exclude women from them?

5. Why are not men more largely represented in elementary and secondary schools?

Any conclusions, which you may have formed upon any of these questions, will be very much valued by us and will be used in a purely impersonal way.

Very truly yours,

(Mrs. Andrews) Martha H. Trowbridge
CHICAGO WOMAN'S CLUB
2nd MEETING TUESDAY

Are the profits of the higher school system position sufficiently large to induce men to exchange money from present?

6. Why are not men more listened to in elementary and secondary schools?

The conclusion which you may have formed now may yet be very wrong. It may be very good. Very truly yours,

[Signature]

[Name]
March 1st, 1904.

Mrs. Andrew McLeish,
Glencoe, Ill.

My dear Mrs. McLeish:

Your letter to President Harper, dated February 16th, was received after he had gone to the hospital. It will be two weeks or more before he will be able to answer these questions personally. There is anyone else here at the University whose opinion on these questions would serve your purpose, we shall be glad to have the information sent you.

Yours very truly,
March 17th, 1904.

My dear Mrs. McLeish:—

Your letter of February 16th with the questions I find in my correspondence on my return from the hospital. I am not able to answer the first question, having no data.

In response to the second question I would say that women do not fill a larger number of higher educational positions in part because they have not made the preparation; in part because the higher educational positions involve supervision of men, and as a rule men of good ability refuse to have their work supervised by men. Because there is always a element of uncertainty about a woman's future. You can never depend upon her not changing her mind as to her career and getting married.

In reference to the third question I would say, that so far as I know, in general women in higher positions do not receive salaries equal to those of men. In the University of Chicago, however, the salaries of women are the same as those of men in the corresponding positions.

In answer to the fourth question, I am inclined to
My dear Miss Telfair:

Your letter of February 16th

With the departure I find in my correspondence on my
return from the hospital. I am not able to answer the

letter. However, knowing you best.

In response to the second question I would say

that women do not fill a larger number of federal
appointments because in part because they have not made
the preparations in part because the higher education
position in many cases the preparation of the men, and as a large part
position involving preparation of men and as a large part

of each applicattion letter to have their work emphasized

women. Because there is an element of uncertainty

on women's future you can never be sure how far

not occupying your mind as to your career and earning material.

In reference to the third question I would say;

As far as I know in general women in federal positions

do not receive salaries equal to those of men. In the

University of Chicago however, the salaries of women are

the same as those of men in the corresponding position.

In answer to the fourth question, I am informed to
think that the salaries of higher educational positions are sufficiently large to induce a strong class of men to work for them. These men, even if they be not so strong as certain women, seem to have the preference and consequently women are to some extent excluded.

Men are not represented in elementary and secondary schools to the same extent as women in large part because of the small salary; in part also because women of superior ability have been willing to work in these fields for small salaries.

Regretting that I cannot give you more satisfactory information, I remain

Yours very truly,

W. R. H...r

Mrs. Andrew McLeish,

Glencoe, Ill.
There seems no clear evidence that women have no capacity for work or that they are naturally less intelligent or less capable of clear thinking. There is a long tradition of women's education that suggests otherwise. Women have been educated to the same extent as men in many educational institutions. The number of women in higher education has been increasing steadily over the years. Women have also been employed in a variety of occupations, from teaching to nursing to engineering. It is clear that women have the ability to excel in many fields, and that their achievements are often undervalued.

Sincerely,

Yours very truly,

W.H.

W. H. N.
Pleasure, still,
February 7, 1907.

Dear Miss Cobb,

I certainly do not want to trouble Mr. Harper with those questions, but there is no hurry about them, and of course his experience and opinions are of the greatest value. If you think it would not trouble him to think of the matter in two or three weeks, I will wait. If the accumulation of things will be so great...
that he will want to be freed
from everything unnecessary,
you might give them to Dean
Judson who probably comes
next in the matter of expe-
rience.

Yours sincerely,

Norah H. Isaac
Craighie Lea.

My dear Dr. Harper,

A notice reached me a few days since of an address to be delivered yesterday by Prof. Dairy, before the Educational Department of the Hawaiian Club, on the question of establishing a primary school under the auspices of the University.

I do not know what is intended as I could not go to the meeting.
But I wondered whether the move could look eventually to affiliation with one of the kindergarten training schools. If that is the case, I wish I might have an opportunity to see you before anything is done to commit the University to any one school. If suppose the University wants primarily a chance to observe children, but I thought the other a possible outcome.

 Aren't you going to move away down for a few days? Country nice? We have first-class sleighing, and lots of other winter attractions.
me this afternoon. He is in the
Department of Geology here in
Washington.

The weather here is perfectly
delightful. This is an ideal early
spring day. I hope you can
have as good in Chicago.

Please give my love to Mrs.
Harper, and believe me

Yours with the very best wishes,

Martha H. MacLeish.

1215 H St, Washington, D.C.
Feb. 26, 1905.

Dear Dr. Harper,

I can't refrain from
sending you a little note to tell
you how glad I am that you are
doing so well. You have entirely
justified my hopes. I felt it in
my bones that you would come
through that operation all right,
and now those same bones are
indicating that you will master
any difficulty that is left.

It would do you good to know...
how wide-spread is the interest, and how deep the friendly feeling toward you. In Boston, Hartford, New York, and here in Washington so many people are asking about you and hoping for your full recovery.

Of course you have heard about the splendid Boston meeting. They were most inspiring. I never heard a series of papers of so uniformly high an intellectual standing, and the spirit was very warm and earnest. It seemed to me that everything is ready now for some genuine and lasting achievement. We have a good line of work laid out for the Home Department, and are going to push it. I hope we can report something really worth while at the end of the year.

I had a very nice visit with Bruce in New York. It is a great pleasure to see him developing and growing to be so much of a man. I am sure Samuel must be a great joy to you in that respect. George Payzey, an old U. of C. man, a fraternity brother of Bruce’s, is coming over to see
CHICAGO WOMAN'S CLUB
203 MICHIGAN AVENUE

Chicago, February 14, 1904

The Conference on "Woman in Modern Industrialism" will be held on Friday and Saturday, April first and second. There will be six sessions—one each morning at 10 a.m.; one at 3 o'clock each afternoon, and two evening sessions at 8 o'clock.

It is proposed that each Department of the Woman's Club will be in charge of one session, and that after a condensed report of the economical and financial status of woman in the various professional and trade activities represented by that Department, a discussion will be in order on one of the general topics; thus—Friday morning the Home Department will present the economical and financial status of woman in the professions and trades which underlie the home, as housekeeper, caterer, in domestic service, and woman in agriculture. The topic proposed for the discussion to follow is "Marriage As Affected by Industrialism."

Friday afternoon the Philanthropy Department will present woman's status in supervising and administering charity, as matrons, visiting nurses, friendly visitors, court officers, and on State and Charity Boards. "The Family and Financial Burdens Borne by Woman" will be the topic for discussion.
On Friday evening the Philosophy and Science Department will present the economic and financial status of woman as physician, surgeon, dentist, chemist, pharmacist, etc. The topic for discussion will be "Woman's Health As Affected by Industrialism.”

Saturday morning the Art and Literature Department will present the status of woman as author, artist, actor, journalist, photographer, sculptor, decorator, designer, musician, and the artist-artisan as represented by the Arts and Crafts, and the topic for general discussion will be "Woman's Social Life As Affected by Industrialism.”

On Saturday afternoon the Educational Department will present the economic and financial status of woman as professor or teacher in all specialties, both in Public and Private Schools—as Superintendents, as University Trustees, and on Boards of Education. The general topic for discussion will be: "Education As Affected by Industrialism.”

Saturday evening the Reform Department will present the status of woman in manufacturing, as clerks, stenographers, etc., as government employees and as investors, and the topics for discussion will be: "Political and Legal Disabilities Affecting Woman in Industrialism,” “Woman in Trades Unions,” and “Voluntary Trade Associations.”

Will you not help the conference by answering as many of the following questions as interest you?

__________________________
Chairman.

__________________________
Art and Literature Department.

__________________________
Home Department.

__________________________
Philosophy and Science Department.

__________________________
Reform Department.

__________________________
Philanthropy Department.