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luce in trying & raise money Ing dear Dr. Frodspepel, for educational purposes in the west to have some slighte rack has been. I think one the enclosed of the things which the thisletter mill explain stoelf. An. werety smill do mill be. That Leish is away are his sum to Educate Leople in the direction of Jiving. over vacation and I did not Know Eurely whether to trust With tranks for the trauble which I am asking four to this newspaper's representation of stoelf or not, I have found take in my behalf, Jame ar ald pecture of sivi hav Lours vene succerely, Leish solvale is not very Tranta Hillard has Leish. find, fut which well Hencoe, Lee., July 28, 92. auswer the purpose I sup. Jose, If it is true that Locures of all the trustees are to be fublished, I think

Mr. That Leish would be willing les ocgards sur subscription I the University find, his, & fore the planeous army, but of course be would distable That beich will attend & the Doe at all sugular in the coarbo munedialely upon his publicety, so I venture to veture, which will be sometrouble you with the math. there souther the next week. If the requise of the Japan If you are not already is all right, and its Statesurfected with the congratuments true in regard to the lations and thanks of the Thotography of siture, mill peneral Jublic over the Janging plotograph of Im, fant Which you have played In securing this last too Trac Leish & their office, as enellion dollars to the Uniwerety, flare add muce acquisted. If mathers are not a fublic boufactor, I as represented, pot suf the pichere, and returne it to For , mac Levoh concethence have had fuse mongle efferiat four convenience.

MAY 20 Jencoe, Dee.,

Ing dear Dr. Harper,

Le is very

Lender to cyland food of for to culoud this fraceous invitation to mr. moeseish and me. The Shall be most happy of accipe at, and for any fort I shall be delighted to do anything possible to assist for in four medowed estale.

The gardens are struggling in the face of this case mind to bring things with floor at the right time. I think for well be safe in defounding whom no for the floral decorations for the house, and peoples for the diener at Frem Have an will the will do sur best tomabe four Fachelor house blosson as the rose-Veny succeede fours, harthatt. macheish.

# CHICAGO WOMAN'S CLUB

February 16, 1904.

Pres. W. R. Harper, University of Chicago, Dear Madar: - Chicago, Lee.

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

How do the ralances of the women as the U. of C. compane with those of men in Cooperfounding foritions? February 16, 1904.

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# CHICAGO WOMAN'S CLUB

2

- 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,

(Thrs. andrew) Transta H. Trac Leisle.

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(Time anders) Transte H. Time Link

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. It like is anyone else here at the
University whose opinion on these questions would serve your purpose,
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Yours very truly,

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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 superfision of men, and as a rule men
of good ability refuse to have their work supervised
by men. Because there is always a thement 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

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In answer to the fourth question, I am inclined 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. Happur

Mrs. Andrew McLeish,
Glencoe, Ill.

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Yours very truly,

W. R. Hanger

Mrs. Andrew McLeish, Glencoe, Ill.

Flencoe, Lee., Travele 9, 1904. Dear Tries Cobb, Zeerlandy de not mane to trouble Dr. Harfer with those questions, bie there is no having about there, and of townse his experience and opinions are of the greatest Value. If you think it would not trouble him to think of the weather ne two or those needs, Iwill mare. If the accumulateou of things need be so freat

That he will marie to be freed from everything mnecessary, for anight give there to beau Judoon who probably comes west in the matter of Euflevience.

Laurs sincenely, Transta H. Mae Leigh.

Mac Leish Meleider Zel, Craigie Lea. Try dear Dr. Harfer, (18) h notice reached me a fardays since of an and the contract of the contra address to be delivered gestinday by Foot. Deeney, before the Edu-Cational Defartment Jehr Homen's Club, on the question of estab. holong a framany school ander the anspeces of the Universely. I do not know what is intended so I could not go of the meeting:

Coigie Les.

for I grandened whether the made ment could look eventually of feliation with one of the kindsogarten training ochools. If that is the case I wish I muglie have an opportuonty to see good before anything is done to commet the University of any our schools I suppose toof. Dervey manto primarily a chance of absence Children, but I thought the other a francole outcome. whent you going to men away some for a foundays of country quiet? The have girst-class bleighing, and lots of other muter allrachous. marcha H. Macheich.

me this afternoon. He is in the allfartment of Geology here in Hashnigton. The weather have is perfectly delightful. This is me ideal early Thring day. I hope you can son have as good in Chreago. Please give my love to hors. Harper, and believe me Tours with the very best wishes, hravita H. mac Leich.

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

Sending you a little note to tell you how glad I am those you are doing so well. You have entirely

fortified my hopes. I felt it in

my bones that you would come

through that operation all night,

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-Ipread is the witness, and how deep the friendly feeling toward you. In Bostone, Harriford, New York and here in Washington To anany people are asking about. Jour and hoping for your full recovery.

the splendid Boston meetings. They mere most inspiring. I never heard a series of papers of so uniformly high an intellectual standing, and the spirit was very warm and carnest. It seemed to me that everything is ready now for

sous gemme and lasting achiev ment. He have a good line of work laid out for the Home defeatment, and are going to push it. I hope me can refer something really month while at the end of the year. That a very mee visit with Donce in her Fork. It is a quest gleasure to see him developing and growing to be so much of a man. I am sure dannel muse be a great joy to you in that respect. Feorge Farry, an old U. of C. man, a fraternity brother of Bruce's, is coming over to see

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

Chairman.

Art and Literature Department.

Education Department.

Philosophy and Science Department.

Reform Department.

#### 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 economics 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 physicians, surgeons, dentists, chemists, pharmacists, 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 employes 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?

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Home Department.
Philosophy and Science Department.
Reform Department.
Philanthropy Department.