Rowe named assistant to Gray

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If there is to be any real change in any job or student category, there will be changes in all of them...

There is no question in my mind but that Gray felt that my appointment was contingent on my coming with a representative committee of women from every job and student category. Emily had actually hoped that my coming to the Forum would serve that purpose. I did not want to do it to any one specific committee. I very much wanted to hear from any woman who wanted to come, in effect.

Q: Have you been wanted of no means.

No money for what?

Q: Were you asked about MIT's tight budgets?

Gray knows the scene, and I have been working in Washington steadily for the last three years in an area which is not receiving Nason's full attention, namely Child Care and Women. On the one hand, I am very familiar with the university finance scene, on the other Paul Gray has been encouraging me to think about it for a long time. I think Paul Gray wanted a chance to think about it for a long time. It's a major step forward for the Institute.

I think that there was a month in there, where Gray might have said, "I don't want you if that's what you want to do" or in which he might have said, "Are you sure you don't want to look for some other place?" I think the Institute was using that month, reasonably committed to serious exploration with me and I think then so that it would have been reasonable for the Institute to say we've got somebody else who we think will come without having been able to say definitely that she was coming. It's a peculiar position; it has no appropriate role models. I was very eager to have the chance to talk with most of the tenured women faculty.

Q: How many are there?

There are nine, eight I talked to myself about fifteen students at such places as the Sloan school, where there aren't many. I talked with quite a number of people particularly in the economics department, because I am an economist. I talked with five or six junior faculty and several administrators and with lots of secretaries, and I was just very keen to have the chance to talk about it for a long time. I think Paul Gray wanted a chance to talk about it for a long time. It's a major step forward for the Institute.

He has been, by the way, unfailingly gracious to me. There has been in our interviews no point at which I felt things were unknown. And I talked with Carolia.

Q: But students were not involved in your selection...

Gray asked me to meet with a representative committee, including students, at the same time when I was formally requesting a meeting with a committee including students. When I say including students, I mean women in every job and student category at the Institute. The day that Gray called me, to see if I was still interested, Emily [Wick] and Gray and I were all in the process of saying that there should be this meeting.

There's two sides to that. Number one is that I am an economist, and I know what the scene is, and I have been working in Washington steadily for the last three years in an area which is not receiving Nason's full attention, namely Child Care and Women. On the one hand, I am very familiar with the university finance scene, on the other Paul Gray has been encouraging me to think that if there are good projects, he would help me with them.

Q: You have a basically liberal arts background, how does that make you feel about coming with a piece like the MIT which is extremely technically oriented?

Q: Could you see MIT to make a statement supporting the continuing presence of women here?

I liked the statement in the Ad Hoc report... I can certainly propose anything like that tomorrow to make sure. I think that my appointment is crucial in fact both Drs. Gray and Wiener as that kind of statement, in itself, in a very concrete fashion.

It wasn't until I talked with Gray... that I became interested in this job.

My background is more scientifically oriented than it may appear. I was a premed student in undergraduate school, and I come from a family of doctors. In some ways, my background was also very "liberated" after my mother got her degree, she went to Peking where she became the first female professor of sociology. Also, economics is not as unscientific as some people seem to think.

Q: What are you going to do for students? Will you have classes?

I think in unequivocal cases, that both Gray and Wiener have systematically been very determined in terms of policy. I was told of a specific example of a very decisive action taken by Wiener and Gray earlier this year in a case of discrimination against a woman.

The story I have heard makes me think it is personal conviction. I know of at least one letter written by those professors, which would never have been seen by the general public; which was unequivocal in its representations to a department head. It pleased me very much. It was by no means in the public eye, they would have no reason to think that any woman might have seen this letter, and it was very clear, and straightforward, as well as very polite.

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