The AMITA Board recently made it official – there’s a New York Regional Committee and a NorCal Regional Committee in the Bay Area. Tara Fernando Bishop ’97, chair of NYC Chapter, and Joyce Chung ’85, chair of NorCal Chapter, have become members of the AMITA board.

**NEW YORK** - Under the leadership of Hirosue Sachiko ’00 and Tara Bishop, ’97, AMITA NYC has been offering programs in the Big Apple since last year. AMITA NY’s mission is to provide networking, socializing, and educational events for women graduates of MIT. The events are not exclusively for women but the topics are geared toward a female audience.

**NORCAL** - A group of MIT Alumnae recently organized an AMITA NorCal chapter to serve the unique needs of professional MIT women in the San Francisco Bay Area. The group is focused on creating opportunities for networking, career development and personal growth for members in the local community. With over 1700 MIT women in the area, there is a great deal of interest in connecting and developing programs to enrich personal and professional lives. For more information, please check the website, [www.mitcnc.org/amitanorcal-default.html](http://www.mitcnc.org/amitanorcal-default.html). And if anyone would like to get involved, please contact Joyce Chung ’85, jachung@alum.mit.edu.

**AMITA** is looking for a few (more) good women who would be interested in helping with the website, programs, or newsletter. Contact any officer or regional contact.

**Up-Coming AMITA Events (more information on next page):**

- **NorCal** Thursday, November 9th, **Interactions in the Workplace: How Do Effective Women Get That Way?** (and how to get that way yourself)
- **NYC** Wednesday, November 29th, **Dinner and Book Discussion: Nice Girls Don’t Get the Corner Office**
- **Cambridge** Monday December 4, 2006, **Ellen Swallow Richard’s Birthday Party**

**Recent AMITA Events:**

AMITA at Alumni Leadership Conference, September 15-17, 2006
Kim Vermeer ’82
AMITA had a strong presence at the September Alumni Leadership Conference, sponsoring events before, during and after ALC. The weekend kicked off with an early morning seminar on Friday, “Mentoring
Across Differences”, co-sponsored by AMITA and the Sloan Club of Boston. See the related article elsewhere in this newsletter. Friday ended with a drop-in dessert reception in the Emma Rogers room, where alumnae had a chance to sit down and relax after the opening sessions and the MIT Club of Boston’s Welcome Reception. On Saturday AMITA members and Board members attended sessions on event management, using the Alumni Association’s on-line tools and working with volunteers. The Conference ended on a high note at the awards dinner with AMITA members seated together at designated tables.

On Sunday the student Pan-Hellenic Association held a “Women’s Professional Day.” Pan-Hel is the umbrella group for MIT’s sororities. At Pan-Hel’s request, AMITA sponsored a short version of our “Speed Networking” program. Over 30 alumnae joined 150 students for an exciting day. Thanks to all of the alumnae who participated, and especially to those from out of town who extended their stay in Cambridge in order to be part of the event. And congratulations to Jamie Karcesky of Pan-Hel for putting together an excellent program.

**Details on Upcoming Events:**

**Thursday, November 9  Nor-Cal – Interactions in the Workplace:**

*How Do Effective Women Get That Way? (and how to get that way yourself)*

This panel will explore the idea that communication and personal style can directly affect an individual's success in the workplace. The discussion with panelists and the audience will share independent research, experiences and practical advice from women who have studied or navigated the work world successfully, with an eye toward how you can both be yourself and be your best in the workplace.

The focus will be on solutions to common challenges such as:
- How to foster effective interactions with superiors, peers, and employees
- How to sell your ideas
- How to get promotions and new work opportunities
- How to get credit for good work
- How to manage your career and attain your career goals

Our panelists are:
- Shelley Canter: Career Coach, Founder of RJC Associates
- Daisy Grewal: Researcher in Social Psychology, Yale Dept. of Psychology
- Ann Lee: VP of Process Development, Genentech
- Deb Ludewig: Partner at the law firm Kirkpatrick & Lockhart Nicholson Graham

*Moderator:*
- Sapna Cheryan: Researcher in Social Psychology, Stanford Dept. of Psychology

**Date and Time:** Monday, November 9, 2006, 6:00-8:00pm

**Location:** Palomar Tech Talk Room at Google, 1500 Plymouth Street, Mountain View

**Ticket Cost (includes dinner):**
- MIT Alumnae/Alumni: $20
- Non-MIT Alums: $25

To register: [https://alum.mit.edu/smarTrans/user/Register.dyn?eventID=7637&groupID=154](https://alum.mit.edu/smarTrans/user/Register.dyn?eventID=7637&groupID=154)

**Wednesday November 29th, 2006  NYC  Dinner and Book Discussion: Nice Girls Don’t Get the Corner Office:**


**Date and Time:** Wed. Nov. 29th, 2006  Time: 7 pm

**Location:** At the apartment of Anusha Prasad (60th & Third Ave.), space is limited to 15 people

**Dinner (paid via Smartrans):** $15 per person

For More Info or to RSVP: [https://alum.mit.edu/smarTrans/user/Register.dyn?eventID=7404&groupID=182](https://alum.mit.edu/smarTrans/user/Register.dyn?eventID=7404&groupID=182)
Monday December 4, 2006         Cambridge      Ellen Swallow Richard’s Birthday Party:

Celebrate women at MIT with a birthday party for Ellen Swallow Richards—MIT’s first woman graduate—at McCormick Hall in the Brown Living Room. All MIT women are invited: Alumnae and their daughters, faculty, students, and staff. A short program starting at 5:00 p.m. will feature the Ellen Swallow Richards professors and stories from the MIT women’s oral histories project. Cake and ice cream will be served. Register through SmarTrans: https://alum.mit.edu/smarTrans/user/Register.dyn?eventID=7916&groupID=182

Co-sponsored by McCormick Hall.

Date and Time:     Monday, December 4, 2006,  4:30 – 6:00 p.m.
Location:  McCormick Hall
Ticket Cost:      MIT Alumnae Professionals: $ 5
                 Students/daughters:  free
                 Others:     $ 6

Saturday, January 20,      Cambridge   Winter Sports Day

A big women’s sports day: Indoor Track, Swimming, Gymnastics and Basketball teams all have home games or meets. Option include cheering, skating, workouts and a buffet lunch. Mark your calendars now. More details to come

Date and Time:     Saturday, January 20, 2007  11:00 to 4:00 p.m
Location:     Zeisiger Sports Center, MIT Campus

Tuesday, January 23,     Cambridge   IAP Networking Night

Meet students, hear their career dreams, share your career and life stories with them. We will repeat our very popular “Speed-networking” format. All alumnae, no matter your career or life path, have stories that inspire students and give them new insights into school, career and life plans. Plan now to join us.

Date and Time:     Tuesday, January 23, 2007  6:30 – 9:00 p.m
Location:     Vannevar Bush Room (10-150), MIT Campus

2006-2007 Calendar of Events – NYC

Nov: Dinner and Book Discussion: Nice Girls Don’t Get the Corner Office
Dec: Family Event
Jan: To be determined
Feb: Dinner and Discussion: Challenges for Women in Finance
March: National Event for Women s Day
April: Dinner and Discussion: The Opt-out Revolution: Are high-powered women leaving the workforce to stay home with their kids?
May: 92nd St Y: Power Couples

For more information contact Tara Bishop @ taraf@alum.mit.edu

President’s Message
Sarah J. Simon, P.E. ’72

As the new president of AMITA, I’d like to say “hello” by sharing my perspective on AMITA and thoughts on our direction for the coming year. I have been involved with AMITA for many years, helping to put on our professional development conferences, as archivist, and team “leader” for our recent exhibits “125 Years of MIT Women” (1998, http://alumweb.mit.edu/groups/amita.old/esr.html ) and “MIT Alumnae – Many Dimensions of Success” (2005).

I am personally committed to AMITA because I always connect with fabulous, wonderful alumnae. Since the very beginning of AMITA, alumnae connections have been a major objective, and we sponsor activities of common interest, both professional and personal. The webcast on Work and Family Integration organized by Vice President Marissa Martinez and cosponsored with the Sloane School Women, generated excitement
around the nation. AMITA Groups in Northern California and NYC are now organizing alumnae events in their areas. Our main page at http://alum.mit.edu/groups/amita has links to the events.

AMITA is also charged with supporting MIT women students and “maintaining a relationship with MIT that will support its constructive role in our society.”

I trust you’ve heard about at least some of the student activities we sponsor, e.g. the IAP Speed Networking, PanHellenic’s Professional Day in September, student awards and scholarship funds. These are great opportunities to meet other alumnae as well. This year, we plan to work more with women graduate students - they are still only about 25 percent of the grad student population.

The relationship with MIT may be the most intriguing objective (oh, the places we could go with this one!). I can tell you that the Ellen Swallow Richards Professorship that AMITA sponsored has brought four tenured women faculty to MIT. AMITA’s sponsorship of the ESR chair allowed Dr. Elisabeth Drake ’58 and I the chance to sit with Institute Professor Phillip Sharp, Professor Peter Schiller, the Poitras, and others at the Professorship Donor dinner in late September. All were passionate about the challenges facing women trying to become tenured faculty.

It is also my goal as president to try and make AMITA FUN for all alumnae! (and perhaps even exciting). Come to this year’s events. Contact me or any of our officers with ideas and your interests. With more hands helping, we could also better preserve and promote our history and accomplishments or feed the pipeline of young women coming to MIT, or….

Join in! (use the membership link at http://alum.mit.edu/groups/amita or the form below)

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**AMITA Reports**

**Mentoring Across Differences Panel Sets Stage for ALC Globalization Theme**

Marissa Martinez ’82

Over a hundred members of the MIT community and their friends gathered early in the morning in Wong Auditorium to hear some theory and real-life stories about mentoring across differences. Sponsored by AMITA and the Sloan Women of the Sloane Alumni Club of Boston (SACB), with MITAA and the Sloan Alumni Office, this successful panel presentation on Friday, September 15 kicked off ALC weekend, tying into its underlying globalization message.

Laurie Hunt, an affiliate of Simmons' Center for Gender in Organizations led off by reviewing some of the recent research and talking about the benefits and pitfalls of mentoring. She provided a handout for attendees with mentoring references. The messages included recognizing the difference between the long-term “classical” image of mentoring, and the more specific, issue-based mentoring that happens during one’s career. Laurie also talked about the elements of successful mentoring relationships.

Next, Kathy Huber, ’83, serial entrepreneur and a team mentor lead for the MIT Venture Mentoring Services (VMS) spoke about the mentoring process at VMS—the rules and guiding principles that make the service successful. The VMS, a service only open to members of the MIT community, has served a wide variety of entrepreneurial ideas—some of which come to fruition in a company and some which do not. The idea is to help the protégé learn about the process of building and starting a company. In this program potential protégés submit company ideas and articulate the area in which they seek assistance. The mentors, all experienced entrepreneurs and in some cases VCs, themselves meet to discuss the ideas and then volunteer to work with those they each find interesting. Not all requests brought to the center get attention.

Finally, Farzana Mohamed ’99 and her mentor Paul Levy ’72, Director of Strategy and CEO respectively of Beth Israel Deaconess Medical Center, related the story of how, as an undergraduate, Farzana sought out Paul
for additional advising, and how their mentoring has continued through a number of different positions for each since then. They spoke about the cultural assumptions made in our language and references, for example, to popular culture, that often are not as shared as we assume. These missed connections, while sometimes amusing, can also result in missing signals intended to prevent career missteps.

The question and answer portion picked up quickly with intense audience participation not only seeking further insight from the speakers, but in many cases offering their own experiences as well. Audience members provided perspectives on structured and unstructured mentoring program experiences and a few stories of “mentoring gone bad.”

While the broad audience engagement had to stop due to the scheduled end of the session, the discussions continued as the audience members converged on the speakers and broke into groupings of participants throughout the auditorium. Attendees availed themselves of information on MentorNet and Institute Career Assistance Network (ICAN) in the lobby.

Laurie’s consulting web site: http://www.lauriehunt.com/
Simmons’ Center for Gender in Organizations: http://www.simmons.edu/som/cgo/
MIT Venture Mentoring Service: http://web.mit.edu/vms/
MentorNet: http://www.mentornet.net/
MentorNet at the Graduate Student Office: Dean Blanche Staton
ICAN: http://alum.mit.edu/ican

Grad Students Investigate Path to Professorship

AMITA’s Graduate Student Representative, Jodie participated in the recent Path of Professorship Conference sponsored by the Graduate Student Office and said it was amazing. Deans, provosts, department chairs, and faculty (all women) spoke about how to obtain a faculty job and how to succeed. The two-day event was quite valuable, and may continue on for a third year and beyond. (program at http://web.mit.edu/gso/advising/program.html ). Pam Mabrouk, whose presence was arranged through AMITA, spoke about networking and she a was great speaker. She recommended some books for young women entering the professoriate ("Lifting a Ton of Feathers" and "Smashing the Glass Ceiling").

The most interesting thing Jodie learned? The two-body problem (meaning both partners are looking for a faculty job) wasn't unusual - it was the norm. Out of all the MIT women in the room looking for a faculty job, 2/3 were a two body problem.

AMITA will be inviting faculty and all level of students to the Ellen Swallow Richards Birthday Party, at McCormick Hall on Monday, December 4.

AMITA Funds and Other Resources Support Women at MIT
AMITA has established funds by alumnae bequests and donations for many years, in accordance with its mission to make MIT a great place for women. When you’re giving to MIT, please consider supporting one of these funds. Donations may be made to these funds via the Alumni/ae Fund (simply write the fund name as the designation on the check). Please contact the AMITA treasurer if you would like additional information.

The Alice Brown Tyler Fund - for the AMITA Award for Excellence, given to one or more outstanding women students each year
Women’s Dormitory Fund
Lillie C. Smith Fund  Student support, such as the IAP career guidance (speed networking) meeting
AMITA Student Aid Fund – administered by the MIT Financial Aid office, this AMITA fund increases the amount of scholarship money available to women students.
AMITA Margaret MacVicar Memorial Oral History Fund – This endowed fund supports the collection of oral histories of MIT Alumnae as student UROP projects. The income is used by MIT to cover costs of tapes and equipment, travel expenses, and salaries of student interviewers via UROP.

AMITA also established the Ellen Swallow Richards Chair as part of the Ellen Swallow Richards Centennial celebrations in 1973. More on this next newsletter.

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**NYC Goes to Hear Carly Fiorina**

What does it feel like to be the only woman in the boardroom? Carly Fiorina knows. The former CEO of Hewlett Packard gave her insight and advice at an evening talk at the 92nd St Y in Manhattan on October 15th. AMITA hosted a pre-talk dinner for a group of ten alumnae who were then able to listen, learn, ask, and meet the six-time Forbes Most Powerful Woman.

Carly, a Sloan Fellow, referred back to her days at MIT where she was told that her year at Sloan would be the best year of her life. Fortunately, there were many great years to come. She spoke about the difficulties of being a woman in a male dominated field; she was characterized differently than most CEOs because she was a woman. She took great pride in her accomplishments at Hewlett Packard and was happy to see more women rising to the helm of major corporations.

The evening proved to be enjoyable and enlightening for all who attended: a mix of engineers, scientists, and business professionals who were able to network and socialize and get some great advice from a truly extraordinary MIT graduate.

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**Renew your Membership or Join AMITA now!**

**Why should you join AMITA?**

The Association of MIT Alumnae is dedicated to providing a means for former women students to maintain contact with each other and MIT. On campus, AMITA is active in supporting current women students at MIT with our various on campus activities. Off campus, AMITA events held in Boston, New York, San Francisco, and other cities are bringing together women from MIT for exciting and fun events.

AMITA also sponsors student activities and awards and publishes a newsletter for members. AMITA membership is available to any woman who has attended at least one semester at MIT as either an undergraduate or graduate student. You can also check the Alumni Office Smartrans webpage to sign up at https://alum.mit.edu/smarTrans/dues-login.vhtml?groupId=182.

To join AMITA by check, fill out this form and include the survey to the right.

Name: _____________________________ Class Year: __________

Address: ________________________________________________________

City: _____________________________ State: __________ Zip: __________

and send a check for $25 (or $350 for life membership) made out to AMITA to:

AMITA
C/O Erica Selin, Membership Chair
203 Loudin Rd // 818
Concord, NH 03301

For more information on joining AMITA, visit the website at http://alumweb.mit.edu/groups/amita/.

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**AMITA Survey (Online)**

Please help AMITA serve you better by filling out this short questionnaire.

**Question 1** Which of these types of events or activities are you most likely to attend? (Indicate 1, 2, 3, 1 being most interesting.)

- [ ] Career Development, networking
- [ ] Family matters (marriage, children, balance)
- [ ] Alumnae success stories
- [ ] K-12 technology promotion
- [ ] MIT recruiting
- [ ] Promoting, preserving MIT women's history
- [ ] Socializing
- [ ] Speakers
- [ ] Student support
- [ ] Continuing education
- [ ] Activism in women's issues

**Question 2** What kind of AMITA events have you attended in the past? Check all that apply.

- [ ] Career/Professional
- [ ] Membership recruiting
- [ ] MIT student support
- [ ] Networking
- [ ] Promotion of math and science in local schools
AMITA Jobs listserv
Are you looking for a job or know of a position that is available? Join the AMITA Jobs listserv on the MIT alumni website or post your job description (don't forget location and contact information) to amita_jobs@mitvma.mit.edu. For any questions, please contact Sarah Simon at sarah.simon@alum.mit.edu.

For information on upcoming AMITA events check the AMITA web site
AMITA Events
   http://alumweb.mit.edu/groups/amita/events.html
AMITA Jobs listserv
   amita_jobs@mitvma.mit.edu
AMITA Web site
   http://alumweb.mit.edu/groups/amita/

AMITA remembers Virginia Grammer, Class of ’47, who passed away October 24, 2006, at her home in Portland. At her 80th birthday party (and lobster fest), guests and family spoke of her many years as AMITA stalwart, vocal soloist in Central Church, Newton, class reunion committee member, and Amnestry International supporter. We’ll miss her help and laughter.