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# EDUCATIONAL STATUS OF NURSING

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#### LETTER OF TRANSMITTAL.

DEPARTMENT OF THE INTERIOR,
BUREAU OF EDUCATION,
Washington, D. C., February 23, 1912.

Sir: Within comparatively recent years the trained nurse has become an important and constant helper of the physician, not only in public and private hospitals, but also in the home, taking the place of untrained watchers who, however willing, can render only an ineffective service. This work of nursing has rapidly advanced to the position of a profession requiring careful preparation for admission. Thirty States of the Union have enacted laws for its regulation, and all the other States will probably do the same within the next few years. In several of the larger cities nurses are employed by the boards of education to visit the public schools, to look after the minor ailments of the pupils, and to assist in caring for their health. For the education and training of nurses, schools have been established and are maintained in most of the States. There are at present more than 1,100 such schools, with an attendance of approximatch 30,000 students. For this reason, the education of nurses and the educational status of nursing have become questions of general importance and public interest, on which the Bureau of Education, in pursuance of the purpose for which it was established, should give information. The accompanying manuscript, prepared by M. Adelaide Nutting, is an attempt to do this. Miss Nutting was for several years connected with the Johns Hopkins Hospital School for Nurses, and is at present director of the department of nursing and health of Teachers College, Columbia University, New York, and has therefore had unusual opportunities to prepare herself for this work. I recommend that the manuscript be published as a bulletin of the Bureau of Education.

Respectfully submitted.

P. P. CLAXTON, Commissioner.

The SECRETARY OF THE INTERIOR.



#### EDUCATIONAL STATUS OF NURSING

#### RECENT PROGRESS IN NURSING.

Although there have been no radical changes in methods of education in nursing during the past five years, there are yet substantial evidences of progress to record. Training schools for nurses throughout the country are steadily, even if slowly, effecting improvements in their work and conditions. The professional field of nursing is widening and embracing new and important activities, and offering new incentives to effort. Public interest in hospitals and training schools is growing, and an intelligent public opinion on nursing affairs is gradually forming. The education of nurses, long looked upon as a matter in which hospitals only were concerned, is now beginning to be seen as a matter in which the public also is deeply and necessarily concerned.

In training schools themselves improvement is shown as follows: Systematic instruction is steadily replacing unrelated courses of lectures, better facilities for teaching are provided, small hbraries are beginning to appear, occasionally a microscope is secured, more time is allowed for teaching and for study, work is brought from the evening into the daytime. Little new subject matter is introduced, but the ordinary subjects are handled in a more thorough and comprehensive way, and there is a slight but evident tendency toward a better adjustment of theory and practice. In a very few schools higher standards of teaching and a better quality of work are secured through the introduction of specially trained teachers. Among the schools which have established such teaching positions are those belonging to the Johns Hopkins Hospital at Baltimore, the Mas-. sachusetts General Hospital at Boston, and St. Lukes, the Presbyterian, and Bellevue. Hospitals, in New York. Perhaps the most conspicuous improvements are those providing better housing and living conditions for students, interesting examples of which are seen in the new, spacious, and attractively equipped buildings for students, recently erected by the Presbyterian, Bellevue, and Metropolitan Hospitals in New York and by the Children's Hospital in

Affiliations between training schools continue, and are doing much to consolidate and strengthen the educational system, and to provide larger opportunities for many small and special schools in which

good work, though of a limited nature, is done. These affiliations are serviceable so long as it is borne in mind that a group of affiliated weak schools does not result in a strong school.

A distinct evidence of progress is seen in the demand for postgraduate work. It is encouraging to find so large a number of graduate nurses seeking opportunities for further training and knowledge, but it is disturbing to note that their laudable demand can not be adequately met at present in most hospitals, since in order to secure a minimum of actual instruction they are obliged to perform a maximum of service for the hospital. There is great need of careful study of graduate work in nursing and of the organization of suitable courses to meet well-defined needs. Apart from the schools, but reacting constantly upon them in a way both stimulating and helpful, have been the steady advances in legislation; enactments governing the examination and egistration of professional nurses are now on the statute books in 31 States. They have proved a powerful agency in promoting the better education of nurses and in bringing up the standards of training schools.

The most important evidence of progress and the most significant is the endowment in November, 1910, of a department of graduate work for nurses at Teachers College, Columbia University, New York. This is the outcome of a course in hospital economy established at the college in 1899 by the American Society of Superintendents of Training Schools for Nurses and maintained by them until 1910, Lacking, however, adequate financial support, the work could not be satisfactorily developed, and its endowment by Mrs. Helen Hartley Jenkins, a trustee of Teachers College, places the work upon a permenent and stable basis and opens the way for long-needed developments. The amount of the gift is \$150,000, and it marks the first effort in this country to make suitable financial provision for any part of the education of nurses.

The department thus endowed is called Nursing and Healtly, the latter part of the title serving to indicate the scope of its work. It now embraces three main divisions of work and prepares, first, are teaching and supervision in training schools for nurses; second, for administration in hospitals and training schools; and third, for the more distinctly social and preventive branches of nursing, such as visiting nursing, school and municipal nursing, sanitary inspection, etc. Courses are appropriately grouped and arranged in preparation for each of these fields of work.

For the social field, courses in the college and university are supplemented by work in the school of philanthropy, in settlements, and in the municipal health department.

The requirements for admission to the department of graduate work are completion of an approved course in a secondary or normal



school, followed by a course of two or three years in a training school of accepted standards. Thirty-five students entered the department last year.

The enlargement of the professional field is continuous. Not only, has the specializing tendency of the day brought into existence new forms of activity within those branches—institutional, private, and social—in which nurses have long been engaged, but new types of work are developing, and entirely new social and public demands are being made upon the nurse.

Moreover, it is unquestionable that, however largely supply may expeed demand in other fields of work, this at present does not hold true of nursing, for even in the older branches of work, which have been longest established and are best known, the demand for properly trained and competent workers is beyond the supply, while for all of the higher and more important positions in hospitals and training schools, and for the equally important fields of social and civic work which are rapidly opening up, there is as yet no adequate supply.

In institutions, such as hospitals and training schools, where formerly the superintendent of nurses was the sole officer of administration and instruction (exclusive always of the instruction embodied in the courses of lectures by physicians), or where at most she had one assistant to aid in supervision and instruction, there will now, in most larger schools, be found a graded staff of assistants and supervisors. The double office held by the superintendent of nurses is now pretty generally recognized by the additional and appropriate title of principal of the training school.

An interesting outcome of the efforts to improve training schools by a better organization of teaching is found in the creation of new positions involving little or no executive work and providing a fairly well-defined field of instruction calling for trained teachers.

In addition to these important developments in training schools and in the nursing departments of hospital work, there is an interesting and growing field for graduate nurses in actual hospital administration, and the larger number of moderate sized, and almost all of the smaller, hospitals throughout the country select trained nurses as superintendents. In the State of New York the inspector reported recently that about 55 per cent of the entire number of hospitals answering to this description were under the direction of nurses. Other types of institutions are the various sanitaria for the treatment of tuberculosis, for the care of children, for convalescents, fresh air homes, and those of a kindred nature which are preventive in purpose as well as charitable, and which have frequently important educational features in their work.

The tendency toward specialization which is developing in institutions is also observed as a growing feature of private nursing, and



there is an increasing call for nurses who have received some special preparation beyond that which the ordinary training school offers, for the care of certain special forms of disease—notably, for instance, the nervous disorders of different types, and certain diseases of infants and children where there are great disturbances of nutrition.

Dr. Lewelly's Barker, physician in chief to Johns Hopkins Hospital, says of the development in these directions:

On looking over the history of nursing, I have been very much struck with the physicians did, or tried to do, nearly everything which is now done by the nurse; even the care of the bed, of the linen, and of the bathing was formerly a part of the physician's work in the hospital wards. Durses soon demonstrated that a large part of ward work could be better done by them than by physicians, and, more and more, routine measures have been placed in their hands. Anyone who works in a hospital realizes that this transfer of routine from the physician to the nurse is still going on and this may account for an occasional misunderstanding perhaps as to what is a nurse's duty and what a physician's. I believe that nurses will do, well to welcome, rather than resist, every additional opportunity for service, and the time may not be far distant when nurses will not only count the pulse, take the temperature, record the blood pressure, sterilize instruments, menare dressings, etc., but will do far more, including, perhaps, sometimes many of the routine laboratory examinations now made by physicians. Indeed, there is already a demand for trained nurses who can make leucocyte counts, hemoglobin determinations, quantitative estimates of sugar and albumin, and scientific dictary calculations and weighings.

Thus far, nurses have, for the most part, been content to be general practitioners of nursing, but already some have begun to specialize, and it needs only half an eye to see that the near future will be marked by an extension of this tendency to specialization in nursing. While each nurse should have a general training in fundamentals of the art, there is no reason why she should not, like the physician, choose some one particular field of work which appeals to her interest and for which her natural talents may make her especially suitable. The time is fast approaching when we shall have nurses who attend chiefly or solely obstetrical cases, others who care only for pediatric cases, only for nervous and mental cases, only for fever cases, only for operative cases, only for metabolic cases, etc. Nurses who desire successfully to specialize will be compelled to acquire unusual training and experience, just as is the medical specialist. \* \* \*

Nursing is the one profession in which all, men as well as women, will admit that women excel men. It is highly desirable that a sufficient number of the women of the better class be attracted to this work. If we expect to draw the best women into trained nursing, we must do what we can to make the rewards what they should be. The pecuniary return is not the only one to be considered. The kind of education given, the social regard insured, the interests aroused, the careers opened up, are really more motivating than any mere monetary consideration. As long as nurses were drawn from the lower classes and as long as the training was merely manual and not intellectual, there could be no profession of nursing. Now that nursing is offering ever new incentives, the position of the trained nurse has become more elevated, the educational standards are high, the time of nursing has become long enough to permit of thoroughness without overtaxing, the material position of nurses is being improved, the opportunities for higher careers in nursing are multiplied, we find the profession appealing more and more to the best class of woman. (The Johns Hopkins Nurses Alumns Magazine, June, 1909, pp. 84-86.)



Nowhere, however, has the growth of opportunity for nurses been so great as in the field which may be broadly termed that of social welfare. Under the form and title of district and visiting nursing, a system of activities has been developed which makes of the nurse not only a skilled agency for the relief of suffering, but a teacher of sanitary and healthful living, and a power for the prevention of disease. This is looked upon as one of the most promising movements of modern times for social betterment.

Briefly reviewed, these various phases of work include ordinary district nursing among the sick poor, in which, according to Miss Waters' Visiting Nursing in the United States, there were engaged, in 1909, 566 associations, large and small, and something under 1,500 nurses. Recent reports bring the latter number up to nearly 2,000.

The important special branches of this work are school nursing, tuberculosis work, infant welfare work in milk stations and chines, social service work in hospitals, dispensaries, and elsewhere, and welfare work in factories, department stores, and other industrial and commercial fields; while insurance nursing, the most recent form of preventive work, does not separate itself from regular visiting nursing and may touch at certain points almost any phase of these various branches of work. Maternity and contagious work are very special branches too little developed apart from institutions to be included here.

The social-service departments, which have been recently developed in connection with many leading hospitals and which are largely under the direction of nurses, afford peculiarly interesting and valuable opportunities for public service. The term "social service" is made to cover many activities on behalf of the patient who may have just entered or just departed from the hospital; but the main purpose of this new department of hospital work is the definite one of doing for the patient, through proper channels and agencies, certain things which are essential for his physical and mental welfare, and which the hospital seeks for the advancement or completion of its own work, for special expert diagnosis, advice, and aid in matters affecting its patients, but not necessarily physical in their nature.

If, in some directions, these activities seem remote from those fields of service for the sick into which the nurse is usually led directly from her hospital training, the fact that she has not sought them but that they have sought her shows perhaps that the education, training, and discipline of a nurse do prove a valuable preparation for other work than nursing—a solid foundation upon which to build in many special directions. The profession of nursing is here taking on fresh significance, and the nurse to-day who is conserning herself with that



greatest of all human problems; the protection of the health of the people, represents a comparatively new idea. She is not a nurse in the usual acceptation of that term; she is a woman who has had the scientific training of a nurse, and her adequate use of this training will make of her an important factor in the progress of the human race. In the light of these new activities, which place new burdens and responsibilities upon her shoulders, her education becomes a matter of large significance.

In considering the activities of these new fields and their inherent needs, Dr. C. E. A. Winslow, professor of biology, College of the City of New York, says:

All this requires obviously enough a highly trained and specialized expert. I have no knowledge of the requisites for "sick nursing," but it is quite clear that in public-health work the visiting nurse must be no empirically trained upper bedside servant. She must understand thoroughly the general fundamental laws of hygiene and sanitation, which means a mastery of the principles of physiology and bacteriology, and she must have a minute grasp of their special application in the field of her own work, whether it be school nursing, tuberculosis nursing, or infant hygiene. She must know these things not merely as a practitioner but as a teacher, which means not only a knowledge of details but a vision of their right relationship and a talent for effective presentation.

Always there are the educational weaknesses inherent in an undertaking which is not primarily educational in aim. The course is apt to be carelessly planned, the teachers those who chance to be available, the teaching what they happen to find it easiest to give, and the laboratory equipment hopelessly inadequate. Most fundamental of all is the problem of time. It is absurd to attempt to train the nurses we need for the public-health campaign by a course which involves 2 or 3 liours a week of theory and 50 to 60 hours in the wards, not hours of clinical instruction, but for the most part a routine of unenlightening and exhausting manual work. The relation between the hospital and the training school should be a symbiotic one; it more nearly resembles a case of simple parasitism. ("The role of the visiting nurse in the campaign for public health," by C. E. A: Winslow. American Journal of Nursing, Aug., 1911, pp. 917-918.)

The extraordinary development of the work of the district nurse and its intrinsic importance have been admirably discussed by Dr. Henry Favill, superintendent of the Chicago Tuberculosis Institute. After pointing out that because of her essential adaptability to the situation, whatever it may be, the district nurse is wanted as school nurse, insurance nurse, industrial nurse, and in other different capacities, he says that in this visiting-nurse problem the great question now is that of expansion, which is inevitable; that we have arrived at practically an "impasse." He says:

The point has been reached where the structure is greater than the foundation, and the foundations have got to be broadened to insure the stability of the superstructure.

\* \* Shall we follow the legitimate evolution of this medico-eociologic time or shall we set arbitrary definitions to which it shall be confined? And this is a question which faces us as a very important question, because no work, which has in it the inherent values that are in this system of visiting nurse has any excuse for being jeopard-



ized by mistakes, and the obligations to settle this question wisely and broadly are, enormous. (Address at twenty-fifth anniversary of founding of Boston District Nursing Association, by Henry Baird Favill, M. D. American Journal of Nursing, Oct., 1911, pp. 41-42.)

The evidences of progress thus measured are clear and considerable. They show definite achievement and unquestionable advance. There are, however, evidences of another nature to be weighed, which show that tendencies are not all in the direction of progress and that some are markedly subversive of it. Reactionary ideas have taken distinct shape in certain places, and destructive forces are constantly at work. Perhaps the most noteworthy and certainly the most interesting and dramatic instance in recent years of reaction working freely against nursing education was seen in New York in 1907, when, during a brief period, moved apparently by a common impulse, three important training schools, the New York, the Roosevelt, and the New York City, abolished the three years of training which had been in operation for several years and returned to the original course of two years, abbreviating the curriculum to correspond and making other radical changes. This movement seemed to be the outcome of distinctly local feeling. It was limited to a few institutions and does not appear to have had any effect, upon the general situation.

The condition in training schools which is causing grave concern among those who have long been struggling to improve the education of nurses is the persistence of low standards for admission. The enormous multiplication of hospitals and sanitaria throughout the country, with the consequent unrestricted development of training schools as a part of their working organization, has led to a very large demand for students essentially for utilitarian purposes. No adequate supply could be secured through the usual sources with the maintetenance of suitable standards, and such standards have therefore been lowered or sacrificed to meet the current needs of institutions. whelming evidence is available from training schools and from public and private sources showing the inferiority from almost any conceivable or tenable standpoint of the majority of present candidates for admission to training schools. Some readjustment is needed of the conditions under which students work. Some reconstruction is imperative of a system of education which was admirable when it was established 50 years ago, for other educational advantages were then not available. But it is out of fight relationship with the thought and methods of education to-day.

The subject is discussed in detail in the following pages, with some suggestions as to the direction which these changes should take.



#### RELATION OF TRAINING SCHOOLS TO HOSPITALS.

It should constantly be borne in mind, in discussing the education of nurses, that training schools throughout this country are established as integral parts of hospitals and are conducted in all their functions under the control and general direction of hospital authorities. Recent statistics from nearly 700 training schools show that not more than 6 of them were established on any other basis than this, and that the hospital and the school are as one response to the question on this subject stated, "all one." All schools are therefore in one sense proprietary. The system is universal, and it has become so for several reasons.

The first and most obvious peason, and the one most generally advanced, is that the school forms the most economical way by which the sick in the hospital can be nursed with a reasonable degree of efficiency. Under almost any conceivable conditions in hospitals this would probably hold true, and it is unquestionably a strong factor, perhaps the controlling factor, in the entire situation. But it should not be accepted as the only one. After giving the fullest recognition to this important aspect of the situation, after according due weight to the advantages which this school system provides for proper organization and direction of nursing work and for control of the workers, there yet remain other and less tangible reasons which should none the less be considered. There is something in the spirit which the young student brings to her work, the ardor and enthusiasm in acquiring new and wonderful knowledge, and in testing her daily increasing skill, which is a genuine and valuable asset to the hospital. It is indeed a matter of history and of fact unquestioned to-day that the hospital owes much of its present status, its position in the community, and its powers in many important directions, to the presence within it of an organized body of women whose prevailing characteristics have been and are of a high order. The search will be long before there will be found any body of persons, either students or workers, animated by higher ideals of service, guided by nobler traditions of duty and devotion, willing to render a larger measure of selfsacrificing and courageous labor for others. The standing of a hospital in a community may usually be measured by the character of its nursing staff, and if it desires to prosper and to progress it must always be able to stand the test in that direction.

To preserve these high ideals and traditions which the founders of the early training schools established and their followers have tried to uphold and cherish, and at the same time to add to the value and maintain the dignity of nursing by fostering its every effort toward larger intellectual growth, toward more definite educational standards, as well as toward increasing skill and technical efficiency, are



the important functions of the modern training school. Any conditions, therefore, in the hospital or out of it which affect or threaten to affect the training school to the injury of these ideals, traditions, and standards become of immediate and direct importance to the hospital, as well as to the entire community.

It is therefore with the interests of the hospital in mind, as well as the interests of students and the public whom they will eventually serve, that some of those who have been for many years studying closely the problems of nurses' education are asking if the present system which has finally placed the hospital in full and unquestioned control of the education of nurses will prove favorable to the best educational growth and development, to the preservation of those high traditions, standards, and ideals which, important in all professions, are essential in nursing. It is the belief of many of those who have long been identified with training-school and hospital work, and who have been largely instrumental in creating and upbuilding in both hospital and school such educational standards as now-prevail, That the principle of absolute control by the hospital is unsound and that in practice it does react unfavorably upon the education and training of nurses. It is their belief that this system of control affects profoundly the essential matters of standards of admission, hours of work, length of course, conditions of student life, and, above all, the freedom of the school to develop the education of nurses in response, not only to the current needs of a particular institution, but to changing and growing social needs in the community in which the educated nurse plays an increasingly important part.

The attitude of the hospital to this principle, however, is clearly defined in the statement here quoted from the report on training schools recently published by a special committee of the American Hospital Association. "The committee has tried to consider the interests of the school apart from the hospital wherever possible. At the same time the committee recognizes that the training school is an integral part of, and subordinate to, the hospital." (The International Hospital Record, Sept. 15, 1909, p. 9.) And as if in proof of the soundness of this contention history points to the early training schools of this country, Bellevue in New York, the Massachusetts General in Boston, and others of a later date, such as the Albany (N. Y.) Training School, which, originally established by bodies outside of and independent of the hospitals, were unable to retain that status and have found it necessary to place themselves wholly or largely under hospital government.

In order that the full value of the school to the hospital may be more clearly understood, it should be explained that an actual nursing staff for the hospital is created by the establishment in it of a school of nursing, and, through the organization of its student body into a



corps of workers of various grades-probationer, junior, senioradjusted to the varying needs of the hospital. The hospital itself becomes the school, and the actual daily and nightly routine of work in its wards and other departments stands for a system of education. The supervision which would ordinarily be required for the proper conduct of the work becomes a form of instruction; the supervisors or head nurses are, as a rule, the instructors; the superintendent of nurses is also the principal of the training school. The entire burden, in fact, of the actual care of the sick and of their immediate surroundings rests upon the students of the school; and in many hospitals, particularly those of moderate size, the students are also filling executive official positions as head nurses, assistants, night supervisors. In these capacities they are responsible for the supervision and direction of the work of younger students and for much of their practical instruction. Under such a general system the training of nurses has been carried on during the 40 years that have clapsed since the schools were first established in this country; under it to-day about 30,000 students are being trained, and the idea is now firmly entrenched in the public mind that the only available way by which the hospital can secure an adequate nursing staff for its patients is through the student body of a school which the hospital establishes, owns, and controls.

The immediate advantages of this system do not lie wholly with the hospital, for the student receives, without incurring any expenses for tuition, board, lodging, laundry, and usually uniforms, such education and training as the hospital is prepared or willing to offer, and this, even when poor in character and meager in amount, is always of definite material value to her, enabling her as a rule to become self-supporting as soon as she leaves the hospital.

#### PAYMENT TO STUDENTS.

In the majority of schools the student's services to the hospital are distinctly recognized by the payment of a small sum of money monthly, stated to cover expenses of uniforms and textbooks, but ordinarily more than double the amount needed for these purposes. It is estimated that expenses for uniforms and textbooks do not usually exceed \$50 per student annually, while the sum of money provided students for this purpose is seldom less than \$84 per annum, and it frequently goes as high as \$120 per annum. Formerly these money payments were higher, ranging from \$120 to \$180 annually, and were not infrequently referred to in the announcements as wages. But of late years the amount has been gradually lessened, until \$8 a month appears to be the sum given in the larger number of schools. Recent reports show that in 24 schools, largely those of high standing, the practice has been abandoned altogether, and the money thus re-



leased is applied in some measure to improvements in educational methods. Its essential obligation to the student, the hospital does, however, clearly recognize, as is shown by the statement commonly found in training school announcements that an ample equivalent for the services rendered by the student is provided in the education and training offered. What that equivalent shall be is naturally determined entirely by the hospital, which has thus established an educational system and assumed educational functions.

The hospital of modern days, with its improved facilities for the treatment of disease and emergencies, in the way of physicians, nurses, buildings, and equipment, has become a popular institution, and no community, however small, likes to be without resources of this nature. Physicians, realizing the better opportunities which the hospital usually offers for the exercise of their skill and for the recovery of their patients, press its advantages, and a change in public sentiment toward the hospital has gradually come about which has resulted in a remarkable increase in the building of such institutions. This is especially marked in the smaller towns and communities.

#### TYPES OF HOSPITALS.

In type, character, and capacity, as well as in aims and purposes, these modern hospitals show the widest variations. In type there will be found a long list of institutions, including: (1) The large municipal hospitals for the treatment of all classes of disease and of patients (with the exception of private paying patients); (2) the large, endowed hospitals, such as are found in some numbers in all of our large cities, general in the scope of their work and treating all classes of persons; (3) the smaller hospitals of a somewhat similar type in the smaller towns and communities; (4) the special hospitals, such as those devoted especially to (a) surgery, (b) emergency work, (e) obstetrics, (d) nervous disorders, (e) diseases of women, (f) diseases of infants and children, (g) diseases of the special senses, namely, the eye, ear, throat, and the skin, (h) tuberculosis, (i) contagious and infectious diseases, (j) chronic and incurable disorders, and (k) convalescents. These may be maintained by public funds for the benefit of the public, by private contributions for the same purpose, or by private capital for private profit.

#### HOSPITAL CAPACITY.

In capacity the variations are naturally very great. Statistics on this point show that in 692 hospitals reporting to the Bureau of Education the range is (exclusive of State institutions for the insane) from 5 beds up to 500. About 60 per cent of the entire number have a daily average of under 75 patients, and 172 hospitals, or about 25



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per cent of the whole number, have a daily average of not more than 25 patients.

The capacity in these nospitals is as follows:	
	Hospitals.
4 to 10 patients daily were found in	39
10 to 15 patients daily were found in	43
15 to 20 patients daily were found in	58
20 to 25 patients daily were found in:	32
•	
* Total	172

Thirty-nine hospitals did not reply to this question.

#### RELATION OF CAPACITY TO AVERAGE NUMBER OF PATIENTS.

The average daily number of patients is used here rather than the stated-number of beds because it has been found after careful study and comparison that the number of beds is no true guide to the actual daily number of patients. This average daily number of patients in nearly 50 per cent of hospitals of the class referred to has been found not to exceed one-half the hospital's capacity in number of beds; in about 75 per cent of these hospitals the average number of patients daily was not over three-fourths of the hospital's capacity, and in no instance in this group was the hospital used apparently up to its stated capacity in beds. In all but 5 of the 172 small hospitals (averaging 25 patients daily or under) training schools were maintained, and 100 of them required three years for the completion of the course of training. To the suggestion that probably some of these affiliate with larger hospitals, the answer is that 31 hospitals reported some such arrangement covering from 3 to 6 months, but that 115 hospitals out of the 172 had no alliliations, and the remaining number overlooked the question on this subject.

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The number of beds in a hospital has an important bearing upon the educational facilities it offers. Taken in connection with the varieties of service, the number of beds affords some idea of the scope of work in a hospital, of the amount and variety of opportunity which it affords for the observation and study of disease and for training in the practical procedures in nursing.

The ability of the hospital to give a thorough and complete training in nursing rests then mainly upon two conditions: First, the character, variety, and extent of its service: second, the state of its finances. The first condition determines whether or not it affords suitable and sufficient opportunities for instruction and training; the second indicates its ability to provide suitable instructors, equipment, accommodation for students, and other appurtenances of a school. If the hospital treats medical, surgical, and obstetical patients, and admits children as well as adults of both sexes, it comes



under the head of general hospitals, and as such may be considered a suitable ground for the general training and education of nurses. It is obvious that the question of numbers must be considered here, and that the very small hospitals, even though some of them may justly claim to be general in the scope of their work because they treat all classes of cases, are too restricted in actual numbers of patients to afford the requisite opportunities for observation and experience.

#### REQUIREMENTS IN CAPACITY FOR MAINTAINING TRAINING SCHOOL.

The New York State Education Department, in its registration of nurses' training schools, states that—

the hospitals with which such schools are connected must have not less than 50 beds and a daily average of 30 patients. Each bed must meet the requirements of the State board of charities as to air space. The hospital should provide experience in the following departments of nursing: Medical, surgical, obstetrical, and pediatric. Training schools connected with the hospitals not providing adequate opportunities for experience in all of the above departments must become affiliated with institutions approved as giving such experience. (Education Department, Bulletin, Albany, N. Y., July 1, 1911, p. 5.)

The committee on training schools of the American Hospital Association, in considering this question in a recent report, says!

It is the sense of the committee that hospitals of less than 25 beds which can not affiliate or maintain some association with larger institutions, on account of their isolated, or financial condition, should not attempt to maintain training schools for the training of nurses. (The International Hospital Record, Sept. 15, 1909, p. 8.)

The Royal British Nurses' Association recognizes hospitals having 40 beds and upward as qualified to train nurses and excludes the rest. Other advocates for nurses' registration in England are pressing for a rule excluding all hospitals below 50 beds from this privilege. (The Hospital, London, Oct. 24, 1908, p. 103.)

The national committee on Red Cross nursing service has taken a similar stand, and at its regular meeting in Boston, June 1, 1911, decided that "only those nurses should be eligible for enrollment who are graduates of training schools connected with general hospitals of at least 50 beds, unless the applicant has had subsequent hospital experience or postgraduate work." (American Journal of Nursing, Sept., 1911, p. 1033.)

Such a minimum requirement as has been established in New York State is a definite gain, in that it recognizes the necessity of some standard where educational work is carried on. The minimum is still low, however, and should be so considered. The difficulty in exercising any real control in this situation is great, since, although it is not so stated, the small hospital, as a rule, does consider itself helplessly dependent on the training school to carry on its work.



Dr. Henry M. Hurd, of the Johns Hopkins Hospital, puts the matter very clearly in a recent article. He says:

In some of these smaller, unendowed hospitals, to procure graduate nurses for their service might incur an outlay which would imperil the very existence of the hospital. Hence the need of a training school for nurses with a small salary roll, instead of a large one. ("State registration and the education of nurses in the United States." The Nursing Mirror, London, Apr. 17, 1909.)

#### SPECIAL HOSPITALS.

Specialization in medicine has led, naturally, to the development of special hospitals or sanitaria designed to treat either a particular form of disease or a particular class of individuals. Examples of this type may be found in those special hospitals for the treatment of women. Such institutions have been springing up rapidly for years in all fairly well settled parts of the country, and now exist in large numbers. The majority of these are purely surgical in nature, frequently limited to gynecological disorders only, usually small in capacity, owned and managed by a physician or a small corporation, and, as a rule, devoted exclusively to private, paying patients. They are essentially commercial in character, intent, and methods. About 16 per cent of the 692 hospitals reporting to the Bureau of Education came under this classification, in that they were special, or private, or both.

As regards essentially private institutions, devoted to the care of paying patients, affording, for training, meager opportunities in a restricted field, it would seem as if the question of a school for the education of nurses could hardly arise; yet, private and special hospitals and sanitaria of this type, in numbers, have not hesitated to announce themselves ready to receive pupils and meet the obligations which a school of nursing involves. Such special branches of work as these hospitals offer are frequently found as a part of the system of a general hospital, and in these it is considered that from four to six months affords ample time and opportunity for training the nurse in any one such branch, the briefer period named being the commonly accepted period. Longer training in such special branches of work is only recommended in those cases where the student, after having received the full general groundwork, wishes to devote herself solely to a special field of work, such, for instance, as surgical nursing, or obstetrics, or the care of patients with nervous disorders, or the care of children. Yet a course of training for hurses covering three full years is quite commonly found in hospitals of the special type.

#### UTILIZING STUDENTS.

Not only is all the general nursing in these hospitals done through the services of the students, but in certain instances the students themselves become an actual source of direct and considerable profit



to the institution. This happens when the student enters such a private hospital for two or three years and is placed at a very early stage of her work upon special duty with a single patient, a considerable fee being charged for her services. In some instances it is said that pupils are kept at such special individual work during the greater portion of the course of their so-called training, the fees for their services going directly to the management.

But this does not exhaust the methods by which hospitals can utilize for their own profits the services of their students.

Out of the entire 692 hospitals from which statistics were recently received, 248 were found sending out their pupils into families in the community for private nursing, for periods ranging from 2 to 26 weeks, the payment for this service in almost all instances going directly to the hospital. It was difficult to secure explicit information as to the amount of time which student nurses really are devoting to outside work of this nature. Fifty-nine hospitals stated that they sent out their students, but omitted any reply to the question asking about the average amount of time in which the student was so occupied, using merely the vague but suggestive phrases "time varies," "as needed," or "subject to call."

It can be readily seen how the effort to guard the education of nurses by suitable legislation would interfere with such exploiting of the pupil nurse, and it is a well-known fact that the most persistent opponents of such legislation in the various States have been found among those representing such hospitals—those whose financial interests were involved in maintaining the status quo.

There are schools which include in their curriculum a brief course in visiting nursing, and certain students may elect this work among the sick in the poorer districts. This is always done without payment of any kind.

There are also occasional instances of emergencies in small communities where fully qualified nurses are not readily available, which may be temporarily met through some member of the nursing staff of the hospital. Such instances as these are not included in the situation above described. This discusses the practice of sending out pupil nurses during their training towarn money for the hospital, and urges that as a practice it can not be too strongly condemned.

#### HOSPITAL FINANCES.

Assuming, however, that the hospital is neither special nor private, nor so very small as to be unserviceable, that in type, character, and capacity it affords a suitable ground for the training of nurses, there should, it would seem, be some assurance that it is financially able to carry the double-burden of a hospital and a school, that it can meet the expenses of its own work, and in addition can provide in



some reasonable measure at least for the common fundamental needs of a school.

Now, it is not generally understood what extraordinarily expensive places hospitals are to maintain; the work in them goes, on unceasingly day and night, and service must be provided accordingly. The service must be in the main of an exceptionally high type, there must be certain trained and skilled workers, the appliances are almost invariably costly in nature, the equipment must be liberal enough to meet any emergency, it must stand the wear and tear of use for 24 hours out of the 24. The food ought to be the best in quality, the best and purest milk, the freshest eggs, good meats and vegetables and fruits; drugs, disinfectants, and dressings are costly, and their use is enormous. While every hospital should be watchful of expenses, too rigid economy in any one of the above matters may defeat the very purpose of the institution. The majority of hospitals are engaged in a constant struggle to make ends meet, and it is rare to hear of one that has an income large enough to fully and satisfactorily meet its legitimate expenses. How, then, can it adequately meet the equally legitimate expenses of a school? It has no margin for educational needs, and hospital authorities confronted daily with the pressing problem of actual necessities in the way of accommodation, food, clothes, drugs, appliances, and equipment are often and not unnaturally impatient with requests from the head of the training school for proper consideration for the needs of her department.

To pay for instructors, books, teaching material, and other of the simplest necessities of a school, in the face of these imperative hospital demands, seems to them an unjustifiable action. In the larger hospitals it is usually done with reluctance and inadequately; in the smaller it is usually not done at all. Yet schools can not exist without instructors, without libraries, without classrooms, without teaching material.

#### VARIATIONS IN HOSPITALS.

With hospitals of many types already existing, with a tendency toward increasing specialization so clear that the development of new types seems inevitable, with wide variations in capacity and in variety of service even in those of the same type, and with essential differences in character and methods of work, the difficulty of maintaining any serviceable uniformity in standards in the education of nurses, is not only formidable; it is insurmountable under present conditions. The "equivalent in education" which hospitals offer their students must in the last analysis be determined, not by definite, recognized, and generally accepted standards, but by the ability of each particular hospital to measure up to such standards, and to provide adequate educational opportunities, by its sympathetic interest in the general problem of education, and by a full acceptance of its responsibilities and obligations in the educational work it has undertaken.



## RELATION OF HOSPITAL TO ADMISSION REQUIREMENTS IN TRAINING SCHOOL.

At the very outset, the hospital demonstrates its unfitness for this responsibility in the control it exercises over the selection of candidates for admission to the training school. The first function of the school is the establishment of certain definite suitable requirements for admission, but the school, it must always be remembered, is the nursing staff of the hospital. The first function of the hospital is to secure enough workers of various grades to meet its daily needs, always immediate and urgent. Numbers of students it must have, whether or not they meet such standards for admission as the school, to retain its function, should maintain.

So long as there were few hospitals requiring students, and few professions other than teaching and nursing open to women, there were many more candidates for admission to training schools than could be received; a fairly rigid system of selection prevailed, and those who entered and remained were well qualified to meet the educational and other tests and demands of the day. But with the remarkable advances of recent years in medicine and surgery, aided by a quickening of social and philanthropic spirit widespread in its dimensions, hospitals have not only arisen in great numbers in every section of the country, but those already in existence have been steadily enlarging and expanding, and a continuous improvement and elaboration in work and technique is taking place. One thousand three hundred and sixty training schools are recorded in Sutton's Hospital and Institutional Directory for 1910. With this rapid growth in many directions has come a constantly increasing demand for students, and there is now, great difficulty in securing enough to meet the needs of the hospital and at the same time maintain even the most moderate requirements for admission. There are, it appears, not only too many hospitals in competition for the existing number of qualified candidates, but there are too many other interesting and less arduous occupations open to women to enable nursing, under present conditions, to hold its own as an attractive field.

With very few exceptions, all hospitals, large and small, alike confess a great and increasing difficulty in securing enough students to carry on their nursing work. This is a matter of common anxiety among training-school superintendents and principals, and it is obvious that the difficulty in this direction is serious, is growing, and that it offers a great problem. The only way in which it appears to be possible for the hospital to deal with it, is by lowering still further the requirements for admission, already far too low, or by simply ignoring them altogether.

The superintendents of several important schools frankly admitted to the writer not long since that they had been obliged, in order to



get enough pupils to do the work, to bring into their classes entering that year a considerable number of students who ought not to have been admitted, owing to their inability to measure up to any satisfactory educational or cultural standards. Their reason for admitting these undesirable candidates was simply the necessity of getting the work in the hospital done.

#### CANDIDATES AND COURSES OF STUDY.

#### PRELIMINARY EDUCATION OF CANDIDATES.

Further evidence of the difficulty of securing students is the fact that in the State of New York, where the requirement has been made of one year of high-school work for admission to training schools, the efforts to have that one year removed as a requirement have been persistent and have come from some of the most representative hospitals. Their need for a large staff of workers is imperative, and it overshadows completely to them the need of the school that its standards shall be maintained.

It is not assumed that these representative training schools could not attract a fair number of students of even much higher qualifications than those stated in the requirements (the following statistics show that they can do so), but it is certain that they are unable at present to attract enough to supply adequately the needs of the hospital, and it seems tolerably clear that the principle of dependence upon the student body for all of the actual nursing work, and for a very considerable amount of other work, some purely domestic in nature, some supervisory and executive, is so universally accepted and so deeply rooted as to render hospitals generally unwilling to tolerate any conditions which affect this principle and which require a modification or frank abandonment of the plan and system upon which it is based.

Educational qualifications of 303 students forming the classes admitted in 1910 to 7 representative training schools in New York City.

Education.	Number of students
oliege:	
4 years	
3 years	
1 year	. ا
formal school	-{ '
4 years	
3 years	
g years	
rivate schools (from 1 to 3 years)	.]. i
cademy	-
instruction in domestic science)	. 1
Total	



The points to be noted in the above are that the proportion of students who fully meet the highest requirement that has yet been made for admission in any training school, namely, high-school graduation, is not far below 50 per cent, but that of the remaining number over 25 per cent fall definitely below any suitable standards upon which a sound professional education can usually be built, and, further, that the degree of attainments presented by these students shows such wide and striking differences that the question at once arises, how is it possible to work out any uniform educational standards in nursing when handicapped at the very outset by the impossibility under present conditions of establishing and maintaining any uniformity in standards or requirements for admission. In any entering class of students in a training school of good standing will be found all the degrees and shades of educational preparation, such as are included in the reports of the seven New York schools, and still more clearly are they shown in the following statisfics concerning the educational qualifications of students in the Johns Hopkins Hospital training school for nurses for a period of 16 years.

Educational qualifications of training school nurses in Johns Hopkins Hospital.

Years.	Commor school.	High school and collegiate institute.	Private.	Convent.	Semi- nary. Col	lege. Normal.
\$01   \$02   \$03   \$04	1-3	. 3 3 5	3 10 7	1 2 2	2 j	3 <sub>2</sub>
5915 88bn 8917 9008 9899 9801 9801	5 1	11 18 7 3 10 11 9	7 7 5 4 7 7 6	1 5 1 2 1 1 1 1 3	1 4 3 1 3 2 2	1 3 2 1 1 2 3 3 3 3 1 4 4 2 3 3 1
903 904 915 906	' 2 2 . 2	10 9 14 - 9	2	1 2	1 1 5 5	3   5 6   4 8   12   4

Women whose actual formal education has not gone beyond the common school, and has ended at the age of 13 or 14 years, or who have had but one year of high school, or one or two years in private school or convent, enter training schools on identically the same terms as do women bringing a college degree. The students enter the same classes and take precisely the same courses; no recognition or credit is, as a rule, given the college woman for the higher qualifications she presents or for previous work done, yet curiously enough in the announcements of most training schools will be found the statement "women of superior education preferred."

From the reports of 692 training schools made in 1911 to the Bureau of Education, it appears that about 35 per cent of the total



number state a requirement of "high school or its equivalent;" about 23 per cent call for one year of high-school work (or an equivalent); 28 per cent call for nothing beyond the common school; the remaining 14 per cent either make no educational requirements whatever, and say so in unmistakable terms, or indicate merely a preference. It has been found that the equivalent of high-school work either of four years or one year must be interpreted with great liberality, so much so, in fact, that the former may be said to have little real significance in the majority of schools as a requirement for admission.

The large, best-equipped, and well-known schools naturally attract the most desirable candidates, yet not one of them is exempt from the necessity of admitting and keeping in the school pupils of pitifully low educational attainments and mental ability in order that there may be no disturbance or breakdown of the system which requires the hospital to be "manned" at all points throughout its departments with student nurses. In the smaller hospitals the situation is in the main much more difficult and pressing, and the principals of the larger training schools are not infrequently appealed to by their colleagues of the smaller to pass on to them candidates who have failed to measure up satisfactorily to the standards of the larger school.

The ultimate effect of the lowering of educational standards for admission to training schools is thus discussed by Miss L. L. Dock, honorary secretary of the International Council of Nurses. (A letter to hospital superintendents, by L. L. Dock. National Hospital Record, Jan. 15, 1909.)

The plea for laxity in preliminary educational standards, low entrance requirements for hospital training schools, and even for shorter terms of training, is often made with great skill of argument, and can be so presented as to sound extremely plausible, especially when present difficulties, graphically portrayed and emphatically dwelt upon, are placed well to the forefront of the statement.

Yet it is a singularly shortsighted plea—that of providing at all costs for the present without reflection as to the future. It is, indeed, an anstatesmanlike type of mind that can advocate a deliberate thoice of lower, instead of higher, standards of education, because this kind of policy tends ultimately to self-destruction. It is like the pit that one digged and into which he himself fell.

Those who live in social settlements, where there are many opportunities to observe the curves of social tendencies, see daily evidences that the way for an inadequate and superficial education lies along the path of least resistance. No special pains are needed to induce people to be poorly educated; precisely the opposite, indeed, is the actual case. What with struggle for existence on the one hand and the weight of inertia on the other, those who will be standard bearers for worthy educational ideals and human progress must wage the most unremitting warfare that peace knows.

Our hospitals to-day employ in their services so large an army of young women that their indirect influence on common school education is very great indeed. If they will continue to demand applicants of good preliminary education, the whole cause of popular education will be materially strengthened; but if they should slip down to the basis of the primary grades, and be satisfied with that plans on which children of 14 are allowed to go into industry, they will deal a serious blow to education.



It can hardly be denied that the immediate effect of a ruling on the part of all hospitals to accept, in the near future, only those applicants who have had the equivalent of a high-school education, would be to stimulate a steady procession of girls into the high school; for, after all, even the most determined pessimist can not, as yet, show that the majority of the families from which nurses come are too poor to send their daughters to school, if there is a good and practical reason why they should go.

Nor, on the other hand, can the discouraging effects of a contrary step be denied, for the world is full of the proofs of inefficiency resulting from meager education, which, in turn, is directly traceable to low ideals.

It seems plain that here is an ethical obligation of the hospital to society of a very real nature and far-reaching extent, the more so as hospitals on not rank themselves amorg the "soulless" corporations that seek only material gains, but claim place among the forces that make for a higher civilization and an ampler distribution of the blessings of science. From the more selfish point of view, too, it would seem suicidal for hospitals to retrograde in educational ideals, for, as they are themselves entirely dependent upon an enlightened public for their support, they would help to cut off their own source of supply by helping to-bring about a falling estimate of educational requirements. If, again, hospitals should generally accept a low standard, but other lines of occupation and skilled callings should steadfastly maintain high ones, then one of two things must result, both equally discreditable to the hospital, namely, either it must be permanently satisfied with the inferior grade of worker, with the accompanying loss of its own prestige, or it must reap the advantage made possible by the uncompromising high ideals of other callings, by which a generally good standard has been sustained; in other words, the hospital will reap where it has not sown-at the best, a shabby deed.

There was a time when hospitals were quite without influence in matters of general education. That was in the day of the untrained nume or attendant, whom some of our reactionaries would like to bring back. Strange that in those days no one was satisfied, the public least of all. After all, as a country we believe in education; indeed, we stand for it. It is one of our corner stones. Is it, then, really respectable for men of any standing to maintain that the "equivalent" of the first high-school year is too much to exact of women who are to be intrusted with responsibilities of life and death? Should we may be ashamed to assert that a primary education is enough for hospital probationers, or that three years is too long a time for the training of a nurse, though it is not long enough for a complete knowledge of horticulture?

The thing of real importance is not that nurses should be taught less, but that all women should be taught more; not that courses of training for any serious work should be shortened, but better filled.

The arguments in behalf of lower standards are usually commercial arguments, and are, to persons familiar with the shibboleths and battle cries of the industrial struggle, ludicrously identical with those that are put forward in defense of forest and soil destruction, waste of natural resources, child labor, and other self-destructive policies. The correctness of this statement may be easily verified by the most casual reactive.

The perennial widow who is compelled to depend on the wages of young and unpersized boys, is the same piece of stage property as the excellent and competent nurse who possesses every known virtue but no education to speak of. One must ask why, as this excellent woman could not in any event be admitted to hospital probation until she is at least 19, should she not be encouraged to go to school until that time?

Long experience in the daily urgency of getting hospital work done, and the often unavoidable necessity of retaining probationers of elementary education, has but served to convince that it is more wholesome in the long run to hold a standard sufficiently high to act as a stimulus, even if one often conciously falls below it, than to be satisfied with one which is nothing more nor less than an indorsement of the status quo.

The present is urgent, but those in places of responsibility and authority have not the moral right to ignore the future.



#### AGE OF CANDIDATES.

Until the last few years the general age requirement for admission to training schools was 23 years, and it was only in exceptional instances that students were admitted under that age. But of recent years, in the effort to secure enough students to staff the hospital, this age requirement has been steadily lowered until now in the majority of schools (55.20 per cent) students are admitted at 20 years or under, and in 13.15 per cent of all schools they are admitted at 18 years of age. A further descent may be perhaps foreshadowed in the record of the two schools admitting that they receive students of 17 years of age. The age requirements in the various schools are as follows:

				ols.		, Sch	ools.
17	years	· Prince and recording	وبيتتنده	2	23 years		12
18	years			91	24 years		1
19	years	بالبهاد والمعايسات		48	25 years		7
$2\theta$	years			2.41	No definite age		10
21	years		<u>1</u>	255	<b>.</b>		
`22	years			25	Total	and the second of the second	692

While there is little reason to suppose that the age standard could in the present day, be kept at 23 or even 22; yet it is a grave question whether the admission of young, immature girls of 18 and 19 to hospital wards, and to the heavy physical demands and the overwhelming responsibilities and anxieties of such work as inevitably awaits them there by day or by night, should be considered. No school dare assume that it will be able to provide influences and safeguards strong enough and far-reaching enough to protect either patient or pupil under those conditions.

There are undoubtedly a few schools in the country able to maintain suitable age standards, but the statements which have been made refer to the general situation and not to a few special instances.

#### CHARACTER OF WORK FOR STUDENTS.

There are certain measures which hospitals could adopt without any very great delay which would greatly relieve the present situation and check to some degree the constant flow into training schools, and thence into the community, of applicants who are fundamentally unfit for nursing, not only because of their limited general education and immaturity, but because of genuine defects in temperament, character, and habits. Hospitals, generally, could and should begin to accept the idea that a considerable proportion of actual nursing work must be paid for. Such official, executive positions as those of head nurse, supervisor (for day or night), and assistant should be filled not with students, but with graduate nurses carefully selected because of their fitness for the posts they are to occupy. They should be paid a proper salary, and provision should be made in



certain institutions in America, as has long been done in England, for an additional salaried body known as staff nurses. Beyond this, a sufficient number of employees should be provided to release the students from the performance of much of the common domestic service which pupil nurses are in nearly all hospitals daily performing. The students should of course be taught thoroughly how to do such work in order that they may know how to maintain proper surroundings and conditions for their patients, but it is a great waste of students' precious time to keep them for years repeating routine tasks of a purely domestic nature and of no educational value whatever. These suggested measures alone would substantially reduce the number of students now required to be admitted yearly, and would enable the schools to reject a considerably larger proportion of those falling below suitable standards.

#### HOURS OF WORK FOR STUDENTS. .

The introduction of these measures, particularly that providing for a nursing staff independent of the student body, would also if properly carried out render important services to the training school in other ways. It would enable the school to shorten the hours of work for students, or, in the language of the hospital, "hours of duty." These long hours have always formed a persistent and at times an apparently immovable obstacle in efforts to improve the education of nurses and to establish a rational adjustment of practice to theory. hrief study of hours of work in 111 hospital training schools made by the writer in the year 1896 ("Working Hours in Training Schools," by M. A. Nutting, Report of American Society of Superintendents of Training Schools for Nurses, 1896, pp. 31-39) showed that at that time in very nearly two-thirds of these training schools throughout the country student nurses were on duty for 10 hours and over daily. The hours of night duty were found to be 12 hours in 70 per cent of the schools, and in the remainder they exceeded that number and ranged from 13 to 13½. In no instance were these hours found to be under 12.

The entire course of training at that date was in all schools in this country two years or under (the one exception was the training school of the hospital of the University of Pennsylvania, at Philadelphia, which adopted the three-year course in 1904), a condition which should be considered in discussing the working hours of students. Ten or more hours a day in addition to class work and study might be endured for a period of two years without obvious or immediate injury to health. The same hours carried on for three years would prove a serious strain upon the student's physical resources, inflicting perhaps irreparable injury. The conclusions reached in this first study of working hours of students were that they were universally excessive.



that their requirement reacted injuriously not only upon the students, but eventually upon the patients and the hospital, that it was a short-sighted and unjustifiable economy in hospital administration which permitted it to exist. Fifteen years later, statistics show that though the course of training has now in the great majority of schools been lengthened to three years, shorter hours of work have not generally accompanied this change, and that progress in that direction has been slow and unsatisfactory. Nearly half (45.4 per cent) of the entire number of hospitals reporting on this subject still require a working day of 10 hours and over. The following statistics are from reports received recently by the Bureau of Education, and presented with them for comparison are statistics on the same subject in 1896.

Hours of duty in 1911 and 1896.

· ·	Hours of duty.	Schools in 1911.	Schools in 1896.
<del>.</del>		69-	
· · · · · · · · · · · · · · · · · · ·		43	
	******** **** **** **** **** **********	239	
		26	
· • • · · · · · · · · · · · · · · · · ·	********* ******* * **** ******* * *** ****	220	
<b>4</b>	********* ******* ******* ** *****	0	
<b></b>		22	
		0	
- . <b></b>		44	
		o l	
ours not given.		29	
Total school	······································	1 692	

<sup>1</sup> Percentage under 10 hours in 1911, 54.6.

In speaking of hours it must be remembered that these statistics refer only to practical work in ward, clinic, operating room, or other hospital department, and not to any portion of theoretical work; that the 10 hours in quarton are required of the student irrespective of lectures, class, or study. This practical work, also, is in many of its aspects unusually exacting and fatiguing; much of it is done while standing, bending, or lifting; much of it is done under pressure of time and nervous tension, and to a considerable degree the physical effort which the student must make is accompanied by mental anxiety and definite, often grave, responsibility. Viewed from any standpoint whatever, real nursing is difficult, exacting work, done under abnormal conditions, and all the extraordinary, subtile, intangible rewards and satisfactions which are bound up in it for the worker can not alter that fact.

Ten hours, or even nine hours, of work daily of this nature can not satisfactorily be combined with theoretical instruction to form a workable educational scheme. It is futile, and it should frankly be so conceded, to offer instruction to students who are unable through fatigue to make the required mental effort, who can not, if they would,



Percentage under 10 hours in 1896, 37, 8.

bring freshness, enthusiasm, or even intelligent interest to the subjects presented. The attention of tired students may be held by an exceptionally able lecturer for brief periods, Lut sustained work is out of the question. The student under these conditions not only loses the valuable knowledge which should illuminate every step of . or work, but is liable through fatigue to misunderstand or misinterpret the instruction designed to afford her a safe basis upon which to build correct practical procedures. The direct effect of this is an immediage loss to the student; the indirect effect is a steady loss of interest in that part of her work which she can not by any possible effort find time and strength to handle satisfactorily. The importance of the practical side of her work is highly emphasized, that of the theory is minimized and belittled. It is not surprising that student nurses in training schools should eventually grow to exalt the practical above everything. It is the logical and inevitable result of the daily lessons taught them of the relative importance of the two factors in their education. Another aspect of these long hours, and one of extreme importance, is their bearing upon the health of student nurses.

Included in the special questionnaire on hours of work were questions on the average number of days of illness per student, the nature and causes of such illnesses. The replies received did not lend themselves readily to ordinary methods of tabulation, but as far as could be gathered the illnesses of students were due to one or more of the following causes: Overcrowded wards, overcrowded and unsanitary nurses' homes, overwork and to shortage of pupils, fatigue, exposure, overheating, poor food, not enough outdoor life, too little play, epidemics—these all figured as being in some measure contributory to the illnesses of students recorded in the various institutions. Of interest was the statement made in one reply that improved accommodations for more nurses brought down the number of pupils off duty on account of illness.

That long hours of ward work are, however, in most hospitals in the last analysis the main factor in causing, directly or indirectly, sooner or later, a heavy percentage of illness, those familiar with hospital life and its demands will not be disposed to doubt, and lowering the age of admission to schools becomes in its relation to prevailing hours of work a matter of the utmost importance. Dr. Frederic Lee, whose studies of fatigue in its relation to health are authoritative, makes the point that the fatigue resulting from long hours is far more serious in its effects upon such younger candidates as are now entering our schools—of such ages, for instance, as 18, 19, and 20—than upon the older student of tormer years. The shorter day, therefore, is seen to be important from the standpoint of the younger student, as well as from the effects of the longer (three years) course of training:



How largely the superintendents of training schools feel the need of improvement in this direction may be gathered from the fact that over two-thirds of the replies to the questions on this subject suggested shorter hours as advisable or necessary, that a large proportion of these stated their firm belief in an 8-hour day, and that almost every reply which came showed clearly in one way or another the difficulties under which the schools were laboring in trying to carry on the hospital work with the existing number of students. Many replies expressed outright the urgent need of more nurses, and one stated frankly that in order to adhere to a proper system of hours, and not make them dependent on hospital conditions, she would require a 20 per cent increase in the number of students—which she was quite unable to secure.

An interesting reply from a school where, as nearly as could be discovered, the working hours were 11 was to the effect that these hours were very satisfactory, and that the patients disliked a change of nurse even from day to night. Another stated "12 hours are not too many if there is plenty of good, nourishing food."

#### LENGTH OF ACADEMIC YEAR.

In considering this whole question of time and hours, it must not be forgotten that, as compared with other professional schools or with colleges, the training-school year is unprecedentedly long. It covers, in the majority of schools, 50 weeks each year, in which there are no Christmas, Easter, or Thanksgiving holidays and rarely a whole free Sunday. The annual vacation period is generally two weeks in length and although there are some schools allowing three weeks or even one month, there are others allowing but 10 days of vacation annually. In all schools it is customary to require the student to make up to the hospital every day or half day lost by illness or absence. Contrast the 50 weeks of the training school year with the 32 or 36 weeks of the academic year in the college or professional school. It is the rare instance in which the year in either of these institutions extends to 38 or 40 weeks. In point of actual time, therefore, the course of training in the majority of schools, which covers three years, as the accompanying table, shows, is equivalent to four full academic years.

Nı	umber of years in course Number of	schools.
	4	1 1
	3)	2 1
	3	501
	2)	82
	2	103
	No data	4
		69



\* The Presbyterian School, Chicago, Ill.



In connection with so long a course of training, long hours of work take on a new significance. They seem an intolerable offense against the principles for which the hespital and training school are standing in modern society, the principles upon which efforts are based to preserve and protect health and to advance knowledge concerning them.

The late Mrs. Hunter Robb, the first principal of the training school in the Johns Hopkins Hospital, Baltimore, and an authority on nursing education, pointed out in the very beginning the dangers of adopting the three years' (calendar years) course unless with it came shorter hours, and she insisted that superintendents of nurses ought to hold to the two years, and not consider adding to them, unless they were prepared to limit the day's work of practical nursing to eight hours. In an address on this subject written in 1895, and read at a meeting of superintendents of training schools, she said (Transactions of the American Society of Superintendents of Training Schools for Nurses, 1895, p. 36):

I am sure that many of you have had some qualms of conscience at the way in which we are sometimes forced, I might almost say, to drive our pupil nurses through a two years' course. I assure you that I have had myself many anxious moments for the future of certain of my pupils as regards their health. It is well known that a combination of physical and mental labor is more exhausting than simple manual or simple mental occupation. It is true that for a time such a strain can be borne without producing any permanent injurious effects, and it is possible in most cases for women, to stand the strain imposed upon them for two years, although I am afraid that not all of them come out of the trial unscathed. If, however, this high pressure is to be kept up for three years, I am sure that the health of the nurses will suffer. A woman who works physically over eight hours a day is in no mental condition to profit to any extent by class instruction or lectures. I maintain, therefore, that the three years' course must not be considered at all unless the hour of practical work are shortened, but if the two changes can be made together, then the preservation of the health of the nurse and the extension of her education and training will be insured. This again will result in an increase in her competency and consequently will be productive of greater benefits to the patients who come under her care during her training, and after she has graduated.

Whatever changes may arise in the future in the system of educating nurses, this question of shorter hours certainly is a matter of immediate, paramount importance, and perhaps no one aspect of training-school work has greater influence upon prospective candidates than this one of the long hospital hours.

#### NEED OF VITAL STATISTICS.

It is felt by some of those who have been identified for many years with hospitals and training schools, that there is need for carefully secured vital statistics which shall supply exact information, not only as to the relative effect of two against three years of rigid hospital training, or the 8, 9, or 10 hour day, the conditions

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under which the students live and work, the number of physical and nervous breakdowns during the ordinary course of training, but which shall carry its investigations out into the nurse's professional life and work, in an attempt to discover the length of the working life of the average nurse in various professional fields of activity—private nursing, hospital work, district work, tuberculosis work especially, and other phases of work in which nurses are now engaged in numbers. It is important to have some accurate data as to the amount, for instance, of tuberculosis which develops in nurses after they leave the training schools, and at what period; and now that the idea of requiring a careful physical examination of all students is gaining favor in schools of the highest standing, as a measure of protection both to the student, hospital, and school, it should be comparatively easy to secure such vital statistics.

#### THE CURRICULUM.

The general plan of work in all training schools has the merit of extreme simplicity. The accepted candidates are admitted at certain periods of the year in numbers in accordance with the needs of the hospital. In some schools it is customary to admit groups of students twice yearly, in the spring and in the autumn; in others they are admitted every three or four months; and still others admit when a vacancy occurs in the school or some special need arises in the hospital. It has been the universal custom to place these students, called "probationers," on duty in the hospital wards immediately on arrival, to confine them for the first few days to the simpler tasks in caring for the surroundings of patients, and to advance them shortly to minor duties in the actual care of patients. A certain proportion of these students thus on probation fail to pass the required tests, and retire or are dropped. The successful ones are placed in uniform, becoming the junior students on the staff, and from this point on they are pushed forward with considerable rapidity into the more difficult and important tasks and into increasing responsibility. It is naturally essential that they should be ready to render efficient service to the hospital at the earliest possible date. Some idea of the the rapidity with which this process of development goes on may be gathered from the fact that it is customary to place this young student on night duty (i. e., the sole charge of a ward of patients) at a comparatively early stage of her training, and it is expected that those who have been training her will have prepared her for this stage of her work, which may come at any time after the fourth month. Formerly it was a common custom to place student nurses on night duty at the end of the third and sometimes even of the second month. There has been great improvement in this matter of recent years,



and now many of the better type of schools postpone this trying experience until the sixth month or later.

In thus hastening the practical progress of the student for practical purposes it has been necessary to set her at many tasks without any adequate instruction to prepare her for them. She has been doing certain work long before acquiring knowledge of the fundamental sciences or the principles upon which that work is based. The few hours devoted to theory, usually not more than two a week, have made the rate of progress in that part of her education exceedingly slow, and the fatigue resulting from 9 to 10 hours of work daily have made it difficult for her to profit by the instruction offered.

#### PRELIMINARY COURSES.

With the view of improving this feature of training-school work and introducing better methods, brief preliminary courses were established in 1903 in two training schools in Great Britain, the schools of the Royal Infirmary at Glasgow and of the London Hospital at London. This attempt to give the student some slight preparation in theory and elementary nursing procedures proved highly satisfactory, and at a little later date the same plan was tried in this country in a somewhat larger way. In the report on this subject published by the Bureau of Education in 1905, statistics were given of 43 training schools in different parts of the country in which these preliminary courses had been established. The development in this direction was recognized as marking an important and interesting advance in training-school work, and the progress made in the brief period following its introduction into a representative school of nursing, in 1901 (the Johns Hopkins Hospital training school, at Baltimore), had been so surprisingly rapid as to afford great choouragement to those who had urged it as an improvement in educational methods.

The course as originally outlined here covered a period of six months, and provided instruction in the fundamental sciences which underlie the art of nursing, such as anatomy and physiology, bacteriology and chemistry, materia medica, hygiene, dietetics (with laboratory work in cookery), housewifery, sterilization and disinfection, and the elementary principles and procedures in nursing. It was realized that a few months spent in preparation of this nature would enable the student to enter the ward and begin the practical care of patients and the study of disease under conditions favorable alike to educational growth and to the safety and welfare of her patients. Instead of being the unskillful performer of successive acts the meaning and purpose of which she was frequently entirely unable to comprehend, the student could approach her practical work prepared in some small degree, at least, to profit immediately by the opportunities



afforded, and to avoid the errors, the losses through ignorance and ill-directed effort, and the period of distressing mental confusion through which almost all conscientious student nurses passed when trained under the older system, which placed them at a very early stage of their training at the bedside of the patient, entirely unprepared and unfortified. The general principles underlying this new plan of work are recognized as sound. They are approved by the Education Department of the State of New York, which says:

Schools of nursing to be registered by the regents must be prepared to provide the following opportunities for their pupils: A preliminary course of instruction and probation of not less than four months, during which term the pupils receive the theoretical and practical instruction necessary before undertaking any actual nursing in the wards. (Education Department Bulletin, Albany, N. Y., July, 1911, p. 6.)

A further impetus toward the development of preliminary work was given by the training-school committee of the American Hospital Association, which in its recent report (the International Hospital Record, Sept. 15, 1909, p. 8) insisted "that a preliminary course of study of not "ess than three months' duration be given to each class."

Teachers college, Columbia University, New York, has offered for two years opportunity for special work in the preliminary sciences leading to nursing. Some of the subjects studied are anatomy and physiology, bacteriology, chemistry, hygiene, household economics, dietetics, cookery, home nursing and emergencies, care of children, and some work in the history and ethics of nursing and nursing sociology.

This course as outlined takes eight months, students who have carried the work satisfactorily being admitted on advanced standing to an approved training school for nurses. Bellevue, Mount Sinai, Presbyterian, and St. Luke's Hospitals, New York, and the Johns Hopkins Hospital, Baltimore, have agreed to deduct 6 to 9 months from their regular course in recognition of such preparation. Applicants must be high-school graduates, and must of course meet the requirements of the training school as to age, health, and general fitness before being admitted as pupil nurses.

In England the course, usually but six weeks in length, has been established in a good many prominent schools, and it is worthy of note that it has been recently introduced into the oldest regular training school in existence, that established by Florence Nightingale in 1860 at St. Thomas' Hospital, London. From statistics gathered through a special study on this subject made in 1911 by the committee on education of the American Society of Superintendents of Training Schools (see Annual Report of this Society for 1911), it was found that 86 schools have now established such preliminary courses, varying in length as the following table shows:



	Length o	f preparatory con	ree:				Schools.	
	1 col	lege year				t.	1.1	
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	3 mo	nths nths				Section 11	7	
	2 mo	nths					99	
	_6 we	eks or under			• • • • • • • • • • • •		10	
		- <b>T</b> aal	· 	•			86	
			• The University	of North Dakota				
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### EDUCATIONAL STATUS OF NURSING.

Preparatory courses reported in training schools in June, 1911.<sup>1</sup>

		•						Subjects taught.						
•		Location.	Hospitsil.	Number of beds.	Number of pupils.	When established.	Included in 3 years?	Anetomy and physi- ology.	Bacteriology.	Chemistry.	Bygiene.	Dietetics and cookery.	Materia medica.	Elementary practical nursing.
		School offering prepara- tory course of one year.								_				
	1	University, N. Dak  Schools offering a six months' preparatory course.	North Dakota.		••••	1910	Yes.	×	×	×	×	× .	×	×
<b>→</b>	3	Baltimore, Md Chicago, Ill	Johns Honkins Presbyterian	360 200	145 110	1901 1903	Yes. No.	×	×	×	×	×	×	×
	<b>4</b> 5	Cleveland, Ohio Dallas, Tex	Lakeside Texas Baptist Me- morial.	269 135	91 45	1903 1910	Yes.	×	×		×	×	×	×
	6	Detroit, Mich Minneapolis, M. in	Harper Northwestern	220 75	85 31	1902 1904	Yes. Yes.	×.	×		.×.	×	×	×
	9 10 11 12	New York, N, Ydo Philadelphia, Pa Pit/sburgh, Pa	University Presbyterian St. Luke's Polyclinic Allegheny General	233 300 100 316	16 100 106 30 73	1909 1904 1902 1903? 1909	Yes. Yes. Yes. Yes. Yes.	××××	××××	× :	××××	××××	×	×××
		Schools offering a four months preparatory course.	• •											
	18 14	Boston, Mass Chicago, Ill	Children's Mercy	100 250	106	1904 1908	Yes. Yes.	×	×	×	×	×	×	×
	15 16 17 18	Norfolk, Va. Taunton, Mass. Toronto, Ont.	St. Luke's Norfolk Protestant Taunton Hospital for Sick Children.	315 140 20 150	120 39 12 55	1907 1907 1910 1905	Yes. Yes. Yes. Yes.	×××	×		×××	×	××××	×××
ż	19	Worcester, Mass Schools offering a three months' preparatory course.	Worcester City	295	100	1905	Yes.	×	×	×	×	×	×	×
	20	Bangor, Me	Eastern Maine General	100	35	1909	Yes.	.w.						
•	21	Boston, Mass	Massachusetts General.	310	140	ļ	Yes.	×	×	<b> </b>	×	×	X	×
	22	Bridgeport, Coun Charlottesville, Va	Massach usetts Homeopathic. Bridgeport	300	100	1906	Yes,	×××	×	X	×××			×
	24 25 26	Chicago, Ri	University of Virginia. Cook County	1,800	180	1908 1904	Yes.	×	×		×	×.	×	1 '
•	26 27 28 29 20 21 22 22 22 22 22 22 22 22 22 22 22 22	do. Cincinnati, Ohio .do. Dayton, Ohio Detroit, Mich Fall River, Mass Indianapolis	Michael Reese	850 120 125 150 150 80 70	53 80 45 65 29	1903 1908 1906 1908 1908 1911	Yes. Yes. Yes. Yes. Yes. Yes.	×x	x :xxxx	×	××××	××××××	××××	XXXXXXX
	23	Lewiston, Me	Contral Maine	70	83		Yes.	<u> </u>	×		×	×	×	×
	34 85	London, Ont	General. Victoria. Hackley.	300 40	84° 90	1906 1907	Yes.	×	×		×		×	×
	20 27 20	New Haven, Conn Newport, R. I. Newton, Mass	Connecticut	225 100 100	70 83 65	1908 1908 1907	Yes. Yes. Yes.		×		×	×	×	X





#### CANDIDATES AND COURSES OF STUDY. 39 Preparatory courses reported in training schools in June, 1911. Practical work, where done. ₽ Practical work, hours daily ö Hours of theory, dally. Textbooks supplied by Additional assistants estructors required Uniforms supplied by-TOODS. clink. BILLWINE Affiliation with col-lege or technical school. Demonstration 6 Tuition charged Supply room. Linen and room. Diet kitchen. Dispensary Fharmacy. Laundry. Wards. 5 0 \$25 50° 25 8tu. Stu. Hosp. Stu. 6 6 .... × 25 0 llosp. Hosp. × × × Новр. 1 14 Hosp. 6 64 0 Stu. Stu. Stu. Stu. 3 6 2 5 5 6 (University of Min-nesota, No. Teachers College × $x \mid x$ 25 Hosp. .... Hosp. Stu. Stu. Stu. 0 0 0 Hosp. Hosp. Hosp. Stu. ××× No. 0 6 Stu. Stu. Stu. Stu. × × × |....| × ï ××× 2 -1 No. 2 54 (\*) 15 16 17 18 Hosp. Hosp. 000 2 4 5 4 Hosp. Hosp. Hosp. Stu. × × 2 × × Ó Hosp. in part 19 10 (3) × 8tu. 0 Stv. Yœ. 20 x l... 1-2 × 0 Stu. 8tu. No. 21 7 `2 × .Stu. Sta. 22 16 6 Stu. Stu. Stu. Hosp. 23 24 x !.,. Hosp. Stu. Stu. Hosp. Stu. Hosp. Stu. ××× Stu. Stu. Stu. Hosp, Stu. Hosp. Stu. XXX<mark>X</mark>XXX 00000000 25 26 27 28 29 30 31 32 × 2 2 5 4 1 14 2 8 8 5 5 8 7 10 × Yes. 3 No. No. ××× × 8 × Stu. Stu. No. Harkley Manual Training School. No. No. No. Stu. Hosp. let yr. Stu. Stu. Stu. 14 7 Stu. Hosp. × • 0 Hosp. 0 Stu. 0 Stu. In different departments. Approximately.



# EDUCATIONAL STATUS OF NURSING.

Preparatory courses reported in training schools in June, 1911—Continued.

								8	ubje	cts t	ugh	t.	
	Location.	Hospital.	Number of beds.	Number of pupils.	When established.	Included in 3 years?	Anatomy and physical ology.	Bacteriology.	Chemistry.	Hygiene.	Dietetics and cookery.	Materia medica.	Elementary practical nursing.
:	Schools offering a three months' preparatory course. Continued.	•	,	,								 	+
89 40	New Yorkdo	Mount Sinai New York Infirm- ary for Women	500 119	170 23	1906 1906?	Yes. Yes.	.×.	×		×	×	×	×
41 42 44 45 46	Pittsburgh, Pa Providence, R. I Pueblo, Colo New York, N. Y. Quebec, Quebec, Rochester, N. Y. St. Louis, Mo	and Children. South Side. Bhode Island. Minnequa. Bellevue. Jeffery Hale's. Rochester General. Washington Uni-	1, 223 50 110	30 160 25 111 27 56 45	1905 1906 1910 1909 1906 1910	Yes. Yes. Yes. Yes. Yes. Yes. Yes.	×××××	×××××		×××××	×××	×××	xxxxxx
45	St. Paul, Minn San Francisco, Cal		100 175	44 70	1910 1905	Yes. Yes.	×	×		×	×	×	×
	Topeka, Kans	Christ's	- 85	35	1908	Yes.	$ \times $	x	×	×		×	×
50 51 52 58	Toronto, Ont	Toronto General Milwaukee County Noble	400 250 55	115 30 13	1911 1911 1911	Yes. No. Yes.	×××	×××		××	 X	×	××
	Schools offering a two months' preparatory course.												
54 55	Akrop, Ohio Ann Arbor, Mich	City University	80 300	25 70	1908 1911	Yes. Yes.	×	×	×	× 	×	×	×
56 57 58	Brooklyn, N. Ydo. Buffalo, N. Y	Brooklyn St. Mary's Buffalo Homeo- pathic.	196 260 40	44 60 18	1906 1906 1910	Yes. Yes. Yes.	×	×	×	×××	×	××	××
8658848	do. Camden, N. J. Canandalgus, N. Y. Chicago, Ili Jamakca Plains, Mass. Kingston. Lbuisville, Ky.	Eris County Cooper F. F. Thompson Augustana Adams Nervine Kingston General. John N. Nurton Memorisi.	460 100 50 200 50 100 100	47 35 15 86 19 86	1906 1911 1906 1906 1908	Yes. Yes. (3) Yes. Yes. Yes.	×	××	••••	xx xxx	×××	×	xxxxxx
<b>66</b>	Minnespolis, Minn	Asbury and Re- becca Methodist Episcopal Hos- pital and Home.	106	42		Yes.	×		••••	×	×	•	×
67 68	New York, N. Y	City and Maternity	250 900	46 100	1902	Yes. No.	×				·x	×	×
80	Gmaha, Nebr	New York Nebraska Meth-	225 100	94 45	1904 1909	No. Yes.	×	×		×	×	٠ <u>۲</u>	×
71 72 73 74 75 76	Poughkeepsie, N. Y. Philadelphia, Pa	Vassar Broe' Jewish Pennsylvania Blessing Saginaw General Springfield	65 150 315 30 50 100	22 55 72 20 20 43	1910 1909 1905 1906	Yes. Yes. Yes. Yes. Yes. Yes.	×	×		××××	×	×x :xx	×××××

Approximately



# CANDIDATES AND COURSES OF STUDY.

41-

Preparatory courses reported in training schools in June, 1911-Continued.

	leily.		Pra	ctical	wor	k, w	here	don	/.9				ŝ		<del>.</del>
Hours of theory, daily.	Practical work, hours daily	Demonstration room.	Wards.	Dispensary or clinic.	Diet kitchen.	Pharmacy.	Supply room.	Linen and sewing	<u> </u>	Tuition charged.	Uniforms supplied by-	Texthooles supplied by-	Additional assistants or structors required.	Affiliation with college or technical school.	*
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One month additional.

### TIME GIVEN TO SUBJECTS OF STUDY.

In nine schools the preparatory course was established during the last year. The idea for which it stands finds ready acceptance in the minds of both training school and hospital workers, and to the laity it seems an essential measure for safeguarding the patient. In actual operation, however, practical difficulties appear. Increased accommodation for students is required; special instruction and supervision are essential features of the plan. Beyond this, when the demands of the hospital press, as they will, and the services of even the unskilled probationer are of value, it is well-nigh impossible to maintain any scheme of instruction uninfluenced by hospital requirements. Such conditions have operated to reduce the preliminary course from the six months of the original plan to the three months which is now the usual preliminary period, and to further impair its purpose by placing the student at the very beginning of the course in the hospital wards for several hours daily. A very small number · out of the 86 schools offering preliminary courses are able, apparently, to keep their students out of the hospital service for the entire or even a major part of the brief course, and the hours of ward work are now in instances so long as to leave hardly any time for that study of the sciences and other fundamental subjects for which the preparatory course was established. With the concentration is a few months of the theory which was originally scattered through at least the entire first year, the student is of necessity required to give several hours daily to study. If this need is not recognized, and the student is called upon for eight or even seven hours of practical work daily in wards or anywhere else, she is in a worse plight than under the old system.

To derive full benefit from this all too brief opportunity for preparation, the student should of course, be permitted to give her entire time and energy to it, but where at present this is not feasible the maximum amount of hospital work required of her daily should not exceed four hours. It appears from the statistics that about 40 per cent of the 86 schools require during the preliminary course seven or more hours of hospital work daily. The introduction of these preliminary courses has formed the first steps in bringing about a proper grading of the various subjects in the curriculum. It has brought into proper place and orderly relationship such fundamental r subjects as anatomy, physiology, bacteriology, hygiene, dietetics, materia medica, which formerly were scattered in a haphazard way throughout the entire course. These subjects now form an important part of the curriculum in almost all schools, and it is evident from a study of nearly 500 reports that a considerable degree of uniformity in subjects has been reached. There is, however, a striking lack of uniformity in the length of time devoted in the different schools to and the same of th



these subjects. According to the records, the time allotted to the various subjects of the first year range about as follows:

	Subject,	,	Number of hours.
Anatomy	• • • • • • • • • • • • • • • • • • • •		8-72
Physiology		••••••	6-60 2-40 2-24
Dietetics	• • • • • • • • • • • • • • • • • • • •	• • • • • • • • • • • • • • • • • • • •	2-24 5-40

In respect to all these subjects several instances were found in which the number of hours either-fell below or exceeded those here recorded, but the record may be accepted as indicating the general situation and showing clearly the wide divergence of views held in training schools as to the ground which should be covered in these fundamental and essential subjects.

In anatomy and in physiology from 20 to 24 hours seems to be the usual time required in the larger number of schools, but it is noted that 40, 50, and even 60 hours are not uncommon.

In bacteriology, the majority of schools do not require more than 10 hours of work, many of these actually stating the requirement to be from 2 to 5 hours. In view of the extreme importance of this subject in the education of the nurse, as one of the very pulars upon which much of her training must rest, that school must come under criticism which fails to provide adequate work in this subject. Students of domestic science are usually required to cover one full half-year in bacteriology, chiefly of laboratory work in which the time occupied is usually not less than 60 hours. Prof. Moore, of Cornell University, believes that bacteriology plays such an "important part in the immediate physical well-being of every individual" that it should be "introduced into the common schools." (Bacteriology in General Education, Science, February 24, 1911, p. 280.)

It is noticeable in the reports how much more time is allotted in many schools to materia medica than to dietetics. This may perhaps be due to a lack of appreciation of the true relative importance of the two subjects, or to the fact that instruction in materia medica can usually be rather easily obtained without additional expense from some member of the staff, whereas instruction in dietetics calls for a specially trained teacher, who must be paid for her work. Far too little attention is given this important subject in training schools; the courses offered are brief; the work is elementary in character. There should be more work in food properties and values, in nutrition, and food preparation.

The nurse is required to be something of an expert in this province, to be able to work out satisfactory dietaries on certain general lines



laid down by the physician, not only during illness, but in convalescence, during infancy and childhood, and in those special conditions where the diet is the treatment. She should be able also to plan nourishing dietaries and advise as to healthful food in families where sickness is combined with poverty and economic difficulties must be surmounted.

But this more thorough work in foods should be preceded by at least an elementary course in chemistry, and this is equally needed as a basis for any satisfactory work in hygiene and sanitation or in materia medica. In some of the training schools connected with universities, it is noted that courses in chemistry are given, but these are few in number.

In all the subjects which have just been discussed, it is important that more uniformity in standards should be reached, and steady work in this direction is urgently needed.

In arrangement and grading of subjects, a somewhat curious situation appears—the first year includes, apparently, a considerably larger amount of instruction than either of the other two years. Theoretical work appears to diminish appreciably with each year, and there are schools (32 were found in the reports) in which apparently no instruction whatever is offered in the third year. Instead, therefore, of a course so arranged that the student progresses from year to year in theoretical knowledge as well as in practical experience, there is offered a course which, so far as intellectual effort is concerned, decreases instead of increases in its demands upon the student. This naturally might lead one to ask why a third year is necessary and gives color to the suggestion frequently made, that the third year is established more for the benefit of the hospital than for the student.

### > INSTRUCTORS.

In 315 schools (nearly half the entire number from which reports were received) there are no paid instructors. On this subject, for the remaining schools, it is difficult to present any accurate and serviceable information, since the returns show such a misconception of the data asked for as to render the results unsuitable for use. In the majority of instances the officers of instruction and supervision were evidently identical, and frequently this was stated to be the case. The salaried instructor is a new feature in a training-school work, and apart from teachers of dietetics and massage there are very few schools, probably not more than 10 in the whole country, which have any one officer whose time is devoted wholly to teaching. The conclusions reached from the reports on this subject were that teaching in training schools is now conducted almost entirely by administrative and executive officers, such as the superintendent or assistant superintendent of nursing, with the cooperation of the



visiting staff of physicians and surgeons. In the latter instance the teaching is largely through short lecture courses for which the lecturer receives no payment.

### LIBRARIES.

In 299 schools out of the 692 reporting, no evidence was found of anything in the nature of a library. The reports said 'no books" or "no data," or ignored the question. In the remaining schools, reports showed 92 in which the number of books did not exceed 25, and it was found not to exceed 100 in over two-thirds of the entire number reporting. In some instances libraries were reported containing from 100 books up to 1,000, and in two or three instances beyond that number. In the latter case it seemed probable that the library usually was that of the hospital, the medical school, or of the physician in charge, and thus more or less available to the student nurse, rather than a library selected with special reference to the needs of the training school and freely and easily accessible to the students at all times.

# TUITION FEES FOR PRELIMINARY INSTRUCTION.

In this country tuition fees are charged in six schools, the very small sum of \$25 forming the usual fee. These schools are in all but one instance those offering a full six months' course. They are—

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Johns Hopkins Training School, Baltimore, Md	\$50
Presbyterian T. vining School, Chicago, Ill	25
Lakeside Training School, Cleveland, Ohio	25
University of Minnesota, Minneapolis, Minn.	25
University of North Dakota, Fargo, N. Dak	25

In the school-connected with the ('hildren's Hospital, Boston, a fee of \$200 is charged, which covers not only the preliminary instruction but that given during the entire course. This is a small but admirably managed and highly progressive school, which has by its various affiliations secured exceptional opportunities and advantages for its students, for which they willingly pay.

In this school the preliminary course is given largely in Simmons. Gollege, where the students receive all of their scientific preparation. There is a signit but distinct tendency on the part of training schools to seek some such relationship as this, and several have turned to colleges or technical schools for that scientific groundwork which the training school without endowment, trained teachers, laboratories, or equipment can not give in any satisfactory way.

In the Waltham Training School, Waltham, Mass., tuition fees amounting to \$250 are charged for the first two years of the course. This school offers an excellent preparatory course, but limited opportunities for hospital training and practice. The larger part of the students' training is obtained in the private practice of physicians, payment for their services going to the support of the school.



## RELATIONS TO COLLEGES.

Some of the training schools which have succeeded in establishing such a relationship in a greater or less degree are those connected with the hospitals here named, the institutions with which they are related being given also:

Children's Hospital, Boston, Mass., with Simmons College.

The Presbyterian Hospital, Chicago, Ill., with Rush Medical College.

The Mercy Hospital, Chicago, Ill., with Northwestern University Medical School.

Wesley Hospital, Chicago, Ill., with Northwestern University Medical School. Evanston Hospital, Chicago, Ill., with Northwestern University Medical School.

Provident Hospital, Chicago, Ill., with Northwestern University Medical School.

Lane Hospital, San Francisco, Cal., with Cooper Medical College, Leland Stanford.

Iowa Methodist Hospital, Des Moines, Iowa, with Drake Medical College, Drake

Madison General Hospital, Madison, Wis., with University of Wisconsin (for some class and laboratory work).

An interesting experiment was made last year in the University of North-Dakota, where a course was organized, designed to give instruction in the academic and technical subjects which precede the practical work in hospital training. The work as arranged covered one academic year and provided instruction in the usual subjects of anatomy, physiology, bacteriology, chemistry, hygiene and sanitation, dietetics, materia medica, and principles of nursing, and in addition suitable courses in psychology and sociology were offered. Arrangements were made with several adjacent hospitals to receive the students who satisfactorily completed this course. Three students entered last year, and as the movement is in the right direction, it should eventually attract a desirable grade of students and contribute. materially to the improvement of nursing education. There does not appear to be here, however, any organic relation between the university and the hospitals which are said to be affiliated which would give the university control over the whole education of the nurse. Such relation would insure an adequate completion of the work begun, a proper grade and degree of instruction in actual nursing subjects, reasonable hours of practical work, etc.

### TRAINING SCHOOLS FOR NURSES IN UNIVERSITIES.

Perhaps the most promising effort now being made anywhere to establish nursing on a satisfactory educational basis is that which has recently been inaugurated at the University of Minnesota, in its new school of nursing. Dr. Richard Olding Beard, professor of physiology in the university, says of it:

The university education of the nurse and the university control of the training school for nurses, as a department of instruction, is an accomplished fact. The training school for nurses of the University of Minnesota, as well as the university hospital,



is in the direct charge of the faculty of the College of Medicine and Surgery. Its preliminary courses of instruction and its undergraduate lectures are given in the laboratories and lecture rooms of that college. Its examinations are conducted by the chiefs of the college departments. Its diplomas are conferred by the board of regents of the university, upon recommendation of the faculty.

Its integrity as a teaching department is assured not only by its university control but by the fact that the university hospital exists in itself as a purely teaching institution. It is the clinical laboratory of the college. It is devoted to the education of medical students and the training of nurses. So conceived and so maintained as a teaching hospital, it must of necessity realize the highest ideals of a hospital service. Its existence is justified by the attainment of nothing less. Entertaining as it does free patients from all parts of the State, selected for the clinical contribution they offer, and selected moreover from among those who are unable to pay for care and treatment, the realization of these ideals is unembarrassed by any secondary considerations. The best results to the patient and the highest values to the student in the practice and teaching the state of the patient and the highest values to the student in the practice and teaching the state of the patient and the highest values to the student in the practice and teaching the state of the patient and the highest values to the student in the practice and teaching the state of the patient and the highest values to the student in the practice and teaching the state of the patient and the highest values to the student in the practice and teaching the state of the patient and the highest values to the student in the practice.

practice and teaching the putific medicine are its only and its lofty aims.

The unification of medical teaching in the State of Minnesota under the immediate control of the State university guarantees the future growth and the high quality of its service. The training school will be developed as a special department of this single university school of medicine. ("The university education of the nurse." Teachers College Record.)

A somewhat similar situation in plan exists in the school of nursing of the University of Texas, which in 1897 was by action of the regents of the university created as—

one of the regular schools of the medical department of the university, and the pupil nurses are recognized as students of this branch of the medical department. The regents of the university are responsible for the instruction of the student nurses in all branches and have placed the management of the curriculum in the hands of a committee composed of the clinical instructor of nursing, the dean, and two members elected annually from the faculty of medicine by the members of the faculty. The committee has arranged a curriculum and appointed from the members of the faculty and corps of lecturers and demonstrators the special instructors in each branch. (Bulletin of the University of Texas, Mar., 1910, p. 96.)

The clinical instructor of nursing referred to above is the superintendent of nurses, who is a member of the faculty. A different and less close relationship with the university is held by those schools of nursing forming an integral part of university and other hospitals connected with the following institutions: University of Michigan, Ann Arbor, Mich.; George Washington University, Washington, D. C.; University of Virginia, Charlottesville, Va.; University of Colorado, Boulder, Colo.; Washington University, St. Louis, Mo.; University of Missouri, Columbia, Mo.

The advantages to training schools resulting from such connections with universities are emphasized in letters recently received by the writer from the heads of several such schools. They may be summarized about as follows:

(a) Lecture rooms, laboratories, libraries, and teaching material are usually freely available to student nurses.



(b) Instruction is given to student nurses by professors and instructors in medical schools, those who are accustomed to teaching and to providing systematic, thorough instruction.

(c) Respect is shown for the theoretical side of their work, and student nurses are obliged to give the same attention to their studies

that the other students give.

(d) The foregoing conditions naturally operate to attract a higher

grade of candidate for admission.

The letters dwell also on the value of less tangible matters, such as the facts that the nurses are entered as students in the university, graduate with the other students, receive their diplomas from the hands of the president, and catch something of the university spirit. An interesting opportunity exists here for strengthening and developing training schools and improving the education of nurses which should be fully utilized. All of the resources of the university, and not alone those of the medical department, should be freely available to student nurses, since nursing draws from many sources beyond the strictly medical and sanitary for its perfection. Valuable, however, as are these connections with university, college, or technical school, they will not alone solve the problem of education in nursing. If the connection is through the hospital of which the training school is a part, there may be certain opportunities available, certain privileges granted to the student nurses, but there is no certainty that the university hospital will differ materially from other hospitals in its relation to the training schools. There are several schools belonging to university hospitals reaping no obvious benefit from such relationship.

If, on the other hand, the training school is a department of the medical school, there may be some further advantages secured to it, but there is no guarantee that the medical school will be willing to incur any appreciable expense for the training school or accord it any real freedom for growth. This relationship is very interestingly discussed by Dr. Alfred Worcester, of Waltham. He says:

Of course it would be a step forward from the present hospital domination of the training school if the education of nurses were assumed by the medical schools which have whole control of their hospitals. But such a step would at best be only a half-way step and would entail great difficulties. It is true that the nursing profession is secondary to the medical profession in that the nurse is the doctor's executive officer. In the same way the engineer of the battleship is secondary to the captain. But from that it does not follow that the education of naval engineers should be intrusted to officers of the line. Engineers must be educated by engineers, surgeons by surgeons, and nurses by nurses—each profession in its own school, under its own separate faculty, and controlled only by the university. ("The education of nurses." The University Record, Chicago University, May, 1903, p. 1.)

It is the opinion of some of those who have for many years been engaged in hospital and training school work, who have given careful



study to the peculiar relationship which has been established between them, and have met in every form the difficulties due to that relationship, that the first step toward developing proper schools of nursing lies in separating them from the hospital and its control and placing them upon an independent basis. Under the present system the school has no life of its own. It is in essence simply a part of the hospital service, and it is unquestionably governed in all its important functions, not by a body concerned with their fulfillment, but by everyday hospital conditions and necessities. That a number of important hospitals are interested in their schools and kindly disposed toward their students does not greatly affect the situation. It does not insure the maintenance of any stable educational policy; it does not prevent sweeping changes in the school as the result of a change in the administrative staff of the hospital, and members of that staff who may be hostile to the education of nurses will have power to do such destructive work in the training school as may set it back for years, upon so insecure a foundation does it now stand. Mrs. Hunter Robb, writing on this subject, said:

Hospital authorities and superintendents of training schools have done to the best of their ability, and have utilized approximately to the limit the possibilities of the system under which they have had to work. The main limit is based upon the fundamental fact that from the educational standpoint the relation of the training school to the hospital work has always come first and the nurses' education has been relegated to a secondary position. In no instance had a training school for nurses been founded primarily as an educational institution; it has always been regarded as an appendage to a hospital. But until this is changed and schools for nurses are founded for the primary purpose of educating women in nursing, the hospital being utilized as the ground for gaining practical experience, we can scarcely hope for any uniformity in nursing or for the higher grade of work for the hospital or the sick. ("Affiliation of training schools for educational purposes," Mrs. Hunter Robb. Report American Federation of Nurses, 1905, p. 159.)

In an interesting and suggestive paper on the education of nurses, Dr. F. P. Denny, of Brookline, Mass., advances the same idea, pointing out the need for an educational institution which would assume the whole responsibility of the training of nurses. After showing the improvements which such schools might bring about, he says "these reforms are sure to come if the training is wholly in the control of an institution whose only object is to secure the best possible education for the nurse." ("The need of an institution for the education of nurses independent of the hospitals," by Francis P. Denny, M. D. Boston Medical and Surgical Journal, June 18, 1903, p. 658.)

An English writer (a physician), discussing this subject not long since, advocated the incorporation in England of a Royal College of Nursing, which would grant degrees in nursing just as they are granted in medicine. After briefly outlining a plan for such an organization he says: "The degrees might rightly follow the lines of the patron





profession, and a diplomaed nurse might be entitled to the degree of B. N." (bachelor of nursing). A higher diploma, he thinks, should be encouraged for those who aspired to administrative or teaching posts. "Only those," he says, "who held a recognized degree would be recognized as nurses; and the line of demarcation would be sharp and clear." ("The nurse of the future," Josiah Oldfield. Westminster Review, Dec., 1905, p. 661.)

But a college for nurses is not a new idea. It was included in the plans of that committee of the State Charities Aid Association which in 1874 was instrumental in establishing a training school in connection with Bellevue Hospital, New York: "As the work advances," their report reads, "we hope to establish a college for the ducation of nurses which will receive a charter from the State and become a

recognized institution of the country."

The founders of Bellevue Training School were in a position to plan for future educational growth and development because this school, though closely connected with the hospital, was not controlled by it, but under the management of a separate board maintained largely to wholly by separate funds. The board entered into an agreement with the hospital to provide the students opportunities for definite training and experience in return for such services as they could render the sick. In the hospital they were subordinate to the organization and its system, but under the control of the school board in matters of teaching, training, and discipline.

The earlier shools, both in England and America, were established on this basis, and the very first school founded by Florence Nightingale, in 1860 in connection with St. Thomas Hospital in London, was and still is managed by a separate board, under its own endowment, and represents a distinct educational institution. The Illinois Training School, of Chicago, is a separate institution for the education of nurses, and has a large and strong board of directors. It is connected with a great municipal hospital—the Cook County Hospital—and a contract is made annually by the school to carry on the nursing in the hospital. But in the last analysis this school is really maintained by the student nurses, for whose services the hospital pays the directors of the school a stated sum per capita per day.

With one or two exceptions, however, the schools in this country have not been able to maintain a separate status, and they have one by one eventually become incorporated into the hospital. No careful study has been made of the causes of this transition, but it is probably safe to hazard a guess that the lack of sufficient endowment and the difficulty of securing funds to maintain the school were largely instrumental in bringing about the change. And hospitals were eager to secure control of the schools. The crux of the whole situation seems to lie here—education when worth anything



is costly, and no scheme of education that will fitly prepare women for the extraordinarily varied demands in nursing can be carried on without expense. The hospital knows this, but can not meet it. Society has so far not recognized it; while requiring much of the nurse in private, and of late in municipal life, it has left the entire task of educating nurses to the hospital, unmindful of the fact that the hospital is not founded for such work primarily and that it can not incorporate into its own great scheme of activities another scheme equally great but entirely different in purpose and requiring special conditions and a special government.

While hospital and training school are fundamentally interdependent, there is no more reason why the hospital should own and control the training school than the medical school. The basis of relationship should be one of close and efficient cooperation.

Dr. Henry M. Hurd, until recently superintendent of the Johns Hopkins Hospital, Baltimore, in a valuable paper on this subject says:

It is well known that no first-class school of any sort, and no form of higher education can be a profitable business enterprise; that the teaching of theology, of law, medicine, and pedagogies, or instruction in the strictly technical schools can not rest upon a commercial basis and pay its proper expenses. It should ever be borne in mind that nursing the sick is now a calling as much as law, medicine, or theology; that it enters into the life of the community to a greater extent even than these professions, and that the families of the rich equally with the poor are concerned in the proper education and training of nurses.

Medical schools must have an ample endowment to place medical education upon a proper footing and do good educational work. It is equally true that a similar endowment is necessary for the training schools for nurses. The duty is apparent; to the nurse is committed the personal care of the sick in every community; she comes into the family; she bears the responsibility and care of the family in the absence of the family physician; she represents him, replaces him, assists him, and supplements his labors by her efficiency and helpfulness. Through her efforts his labors to cure his patients are made effective. If she is imperfectly trained and unable to appreciate the higher range of her duties, she becomes a broken reed, upon which he can not lean with safety.

Then, too, in the more public duties of the nurse an adequate training is equally essential. In every city, large or small, nay, in every village or town, the hospital, with its properly arranged, well-equipped operating room, efficiently supervised by a trained nurse, has become essential, so that an accident case, or one requiring sudden surgical intervention, can be cared for as speedily and as well at the hope of the patient, wherever that may be, as in the largest city clinic or the most expensive hospital in the land. The competent and thoroughly trained nurse is an all-important adjunct of every such hospital.

The nurse has also been introduced into the public school with great advantage to the public welfare. She watches over the health of the pupils; she observes the hygienic conditions of the school; she visits the home to know how the pupils live thereand to give such instruction as will improve the conditions of living. In district nursing her services also require the highest grade of intelligence and training. She must become, to use Florence Nightingale's term, "a missioner of health" to families of the poor, and must preach the gospel of hygienic living and healthful surroundings.



Upon the tuberculosis nurse is placed the hardest part of the battle which is being waged against tuberculosis in every part of the country. She not only must look after the sick as a nurse, but also is responsible for the hygienic care of the sick and the instruction of the family, so that tuberculosis may not be a source of danger to the community. She must equally instruct the family and supervise the home, so that other members of the family may not, through inadvertence or ignorance, acquire the dread disease. She must see that families live healthily; that too many are not crowded into an infected room; that rooms are properly disinfected after the death or removal of a tubercular patient, and must protect the whole community from the spread of tuberculous disease.

Everywhere her presence makes for comfort in sickness, for the minimization of the loss to the community and the state which disease, suffering, and death entail, for the prevention of disease, and for the social uplift which is the hope of the nation with its conglomerate population and racial diversities and animosities. More surely than education alone, more strongly than the ties of religion, more firmly than self-interest and commercialism, this form of service will bind society together and assist each

class in the effort to lighten the burdens of the other.

When such important duties devolve upon the trained nurse it is short-sighted in the extreme and contrary to good policy to leave the establishment and maintenance of training schools to private initiative, where too often the governing motive must be to get public or private hospitals supplied with nurses at the lowest cost to the institution.

Is it not the duty of the public, rather for its own welfare, to see that nurses' training schools are adequately endowed, so that young women of character and ability can be induced to come to them, and so that when they come to such training schools they may be properly instructed for the discharge of duties which take hold of the health and welfare of the entire community?

("Shall training schools for nursing be endowed?" Dr. Henry M. Hurd. The American Journal of Nursing, Sept., 1906, pp. 849-952.)

Whether the freedom of the training school is brought about by means of endowments or by State or municipal aid does not matter. The thing to be secured is a separate government for the training school. The actual relation of the school to the hospital need not greatly change in certain ways, and student nurses on duty would always be subject to the administrative regime. The school buildings should remain beside the hospital. But the endowment should provide such extensions and additions to those buildings as will make them schools in the accepted sense of that word—lecture rooms, laboratories, teaching material—every equipment needed for the required academic and scientific work should be supplied, and nothing should stand in the way of the student in securing proper foundations of this nature for her later work in the hospital. She mould, however, pay for her tuition and probably for a part of the time for her board.

The faculty should determine the requirements for admission, length of course, subjects to be taught, in theory and in practice, diplomas and degrees, vacations, salaries for staff, and other similar matters, and should make all arrangements and adjustments with the hospital.



The board, the controlling body of the school, should be inspired by the fullest appreciation of the social importance of the nurse's work and should have a clear understanding of the scope and extent of her professional field and of the way in which it is developing.

It should be clearly understood that in insisting upon the necessity for a sounder scientific foundation and a fuller knowledge of the principles and the general theory underlying and relative to the art of nursing, there is no thought of minimizing in any degree the importance of the practical training and the value of experience which the hospital provides, nor of reducing it in any way which might tend to render it less serviceable for its purpose. This practical work, however, in the hospital or out of it, always must suffer when the theoretical foundations are weak. No one with any real knowledge of the situation could underestimate the value of the opportunity which the hospital affords the student, of actually living and working among the sick under the supervision and instruction of a staff of expert nurses, whose methods can be studied at close range. In no other way can the student observe and study the various diseases, become familiar with their symptoms, stages, complications, and fluctuations, and watch the effect of treatment and care of them. The steady industry and the ordered life and the increasing responsibility in the hospital supply conditions under which essential qualities of character and habits of thought and action are developed; decision, self-control, fortitude, resourcefulness, and judgment are in some measure built up in the student who becomes a member of a highly-organized staff controlled by a unique and wonderful discipline, and guided by traditions of courage, devotion to duty, and self-sacrificing service for others. So far from undervaluing that which the hospital can give, it is the conviction of the writer that these magnificent opportunities should only be given to students thoroughly prepared to take the fullest possible advantage, of them; they should be properly utilized and wisely directed.

### STATE REGISTRATION.

### ENACTMENTS.

North Carolina, in 1903, was the first State to present a bill and secure a law providing for the State registration of nurses. Within the eight years that have elapsed since that date, 31 States have succeeded in obtaining such laws. In the 5 States of Vermont, Tennessee, Idaho, Oregon, and Wisconsin these laws have been passed in 1911. In New Jersey, where a defective law was enacted in 1903, the State society of nurses is struggling against considerable opposition to secure the passage of a new bill which shall make some definite requirement in the way of educational and other standards for nurses.



A careful study of the laws which have so far been enacted in this country will serve to show that there is still much work to be done, and that as yet the foundations only have been laid upon which may be built bulwarks of suitable strength for the adequate defense of educational standards in nursing. Take that most important feature, preliminary education, and it will be seen that from the standpoint of statutory requirements practically no definite standards exist, since in almost every instance the requirement made is qualified by the term "or an equivalent," and 18 of the 31 enactments make no educational requirement whatever; 6 States (North Carolina, Maryland, Indiana, West Virginia, Oklahoma, and Delaware) ask for a highschool course or "its equivalent;" 2 States (Minnesota and Nebraska) call for high-school entrance examinations; 4 States (California, Missouri, Michigan, and Oklahoma) for a common-school course, or equivalent, and the remaining 18 States leave the matter untouched, to be determined by the examining board or others. What may be accepted as properly constituting a just equivalent of the full highschool course, of one or two years of high-school work, or of a completed grammar-school course, must apparently under present conditions be left to the superintendents and principals of training schools in different States to determine. This would be under any circumstances a difficult and perplexing problem, but under the present system of training-school administration it is a well-nigh hopeless one in the majority of instances. The head of the training school is now unquestionably obliged to give herself great latitude in this matter. She must often interpret this equivalent according neither to the letter nor to the spirit, but in accordance with the requirements of the hospital. This in the last analysis controls more or less arbitrarily the question of preliminary standards of education, and herein lies the reason for the consistent opposition which nurses have met and are likely to meet on this point.

As to the type of hospital in which the practical training may be given, the laws provide for a considerable degree of variety. Several States provide that the school must be connected with a general hospital, which may be further qualified as "registered," "chartered," "approved," or "in good standing." In various other States the training may be in sanatoria, State hospitals, or special hospitals, usually with the provision that a certain additional specified time, which may be from aix months to one year, shall be spent in a general hospital. Three States (New Jersey, Pennsylvania, and Massachusetts) make no mention of where the training is to be received, thus leaving the matter entirely in the hands of the examining board.

The occasional use of the word "reputable" suggests problems, as, for instance, when the law requires that the training must have been received in a "reputable hospital." This is practically equivalent to



assuming that any hospital which can not actually be proved to be disreputable should be accepted as suitable ground for the education and training of nurses without reference to the character and scope of its work.

In the several laws in which mention is made of the subjects on which the applicant will be examined they are very similar, and include anatomy and physiology, hygiene, materia medica, dietetics or invalid cookery, and practical nursing in the care of medical, surgical, and obstetrical patients.

Notwithstanding, however, the very moderate requirements of these laws as a whole, they have apparently been the means of accomplishing definite, tangible results, and while the indirect influence which they have exerted can not be readily measured, it can be clearly recognized.

It appears from the statements of officers of various State societies that a number of small, private, or special hospitals or sanatoria which had been maintaining schools have been sufficiently affected by the laws to lead them either to seek suitable affiliations or to close the schools and carry on their work by means of a salaried nursing staff.

The effect of the laws upon the larger schools has been salutary, and in a very considerable degree the improvements in curricula noted during the past few years, the increase in teaching equipment, the better living conditions for students are due to the direct and indirect influence of the laws. Members who have served on examining boards for several years have had ample time to note the progressive improvement in successive groups of nurses from the same schools as they have presented themselves from year to year for examination, and nurses themselves are recognizing the fact that a registered nurse has a status in the community publicly and professionally which the unregistered nurse can not ordinarily hope to attain. In a number of the reports from training schools recently received by the Bureau of Education, statements were made that certain improvements and additions had been brought about to enable nurses to qualify for registration.

The opposition to the principle of State registration for nurses and to the enactment of laws providing for it has almost uniformly come from those who control or have some interest in private hospitals or sanatoria in which schools are established to secure nursing without expense, or from the short-term schools in which the pupil performs somewhat the same service in the private practice of one or more physicians. The opposition, however, also comes to some extent from general hospitals dependent upon their training schools and unwilling to support measures which will result in restricting the number of available qualified candidates for admission.



A somewhat careful study of the opposition which has been met both in this country and abroad shows how largely commercial it has been and is in its nature, and to what lengths the exploitation of pupil nurses has been carried. There could indeed be no possible rational objection urged against a procedure the principle of which is recognized as sound in all other professions or vocations in which scientific knowledge and technical skill in definite degree are essential for public safety.

### EXAMINING BOARDS.

It has been pointed out that in a few States the laws are so illdefined, so low in their requirements, or so lacking altogether in this respect, that it seems doubtful if anything can be acomplished through them, since they appear merely to legalize low standards. It is clear that their value as a means of public protection and of uplifting nursing education must depend to an unusual degree upon the board of examiners, upon whom, in the absence of statutory requirements, the responsibility of determining all standards, as well as of interpreting and enforcing them, must rest. Whatever standards in nursing are set up in such States must be by their action, and a weak, inefficient, or timid board will have little effect upon training schools and their work.

An immense responsibility, under any conditions, rests upon these examining boards. They are the agencies through which the laws must work, and while no board, however zealous, able, and energetic can make a poor school give good training, it can be of great and constant service in helping schools to discover their own deficiencies and in making it difficult, if not impossible, for these training schools which are not willing to meet the very modest requirements which the law now makes to continue in operation and to attract candidates.

There is hardly any duty falling upon the State society of nurses of more importance than the nomination from its membership of candidates for appointment to the examining boards. These boards should be composed of the best representatives of the profession. They should be women of liberal education, or as near it as can be found, highly skilled in nursing, broad-minded, courageous, vigorous, and alert. Those who are, or have recently been, teachers, if qualified in other ways make excellent examiners. The board should be carefully organized, with its powers accurately defined. It should have suitable headquarters, properly kept records, and enough clerical assistance to do its work. It should be in a position to know definitely the character and the amount of work which each training school in the State is doing, and it should have a clear idea of the hospitals with which these schools are connected, their standing in the community of which they are a part, their resources, and the scope of their



The board should have the power of obtaining whatever information it may need, and it should be ready to publish when advisable such statements, suggestions, or instructions as will enable training schools to strengthen themselves in those departments which are shown to be weak. The more carefully one considers the work of the examining board, the more certain does it seem that they have it in their power to do much of that constructive, unifying work for our training schools which is so urgently needed. All work of this nature will of necessity be slow, since in very few of our States are the laws mandatory. In the majority they are permissive only, and in those States anyone is permitted to nurse and to call herself a nurse. The requirement of the law is that she shall not call herself a registered nurse or assume a similar title; and even in those States where mandatory laws have fortunately been secured their value will be proportionate to the degree of vigor with which the laws are enforced.

Thus at every turn we are brought back to the examining board and to face squarely its great responsibilities and powers. As yet these boards are working largely upon independent lines, but there is little doubt that they will more and more confer together upon the many problems in nursing education which are of common import, which must be solved with reference to general good and uniform standards, rather than to the special conditions of a special locality.

### TRAINING SCHOOL INSPECTION.

For adequate supervision of this branch of woman's education in any State, it will be necessary to develop further the idea of systematic and continuous inspection and supervision of hospitals and training schools. In New York this principle was adopted several years ago, largely owing to the energy and persistence of Miss Sophia Palmer, editor of the Journal of Nursing. The inspector is appointed by the regents, and her work is and has been of incalculable value, recognized as such by the nursing profession throughout the State. In the present stage of nursing education, where the relationships between the training school and the hospital, the physician and the public, present issues of a complicated and confused nature, often difficult of adjustment, there is urgent need of the most patient, careful investigation, study, and thought. Inspectors should be selected with the utmost care from those who have had exceptional education and training and who are recognized as experts in trainingschool work.

There are now regular inspectors in New York, in Illinois, and in Washington. In Iowa a member of the examining board is appointed to act in this capacity for a certain term, and this apparently holds true of New Hampshire in a sense. In several States members of



the examining boards do informal inspection, through their president, secretary, or other selected members. In the American Journal of Nursing for March, 1911, the province of the inspector is thus editorially discussed:

As the work develops the term inspector seems to be a misnomer, and she is vastly more than an inspector of buildings, equipment, and methods. She not only reports conditions as she finds them, but her work is constructive and advisory, and through her influence chaotic conditions are reduced to order, and affiliations are provided for, which, without the authority and guidance of a State official from the outside, would be impossible to bring about. That she should be not too young, a type of woman who commands not only respect but confidence, and that she herself should have battled with all of the problems of the training school, goes without question. Otherwise she can be little more than a figurehead in the vital work of this period.

The laws for State registration having been brought into effect through the influence of nursing organizations, such organizations have a moral right, at least, to insist that they shall be administered in a manner satisfactory to the highest nursing ideals, and when the appointments of such State officials are made without regard to a proper fitness, whether moral or professional, protest should be vigorous and continued until efficient nurses are installed. \* \* \*

One of the things that nurses must look to in the administration of laws for State registration is the proper recognition by the public of their official representatives, and the only way in which such recognition can be brought about is for the whole nursing body to concede to such officers confidence, loyalty, and support; also such liberal compensation to inspectors and secretaries that as they go about in the performance of duty they may be able to afford the outward manifestations that custom calls for in the person occupying a dignified official position.



Remarks.	Power to issue licenses vested in county clerks.	Power vested in regents of University of California.	R. N R. N R. N R. N Only voters eligible to office.
Title.	R REEK	N N N	
Composition of exsamining board.	3 nurses, 2 physicians No board Nurses Nurses Nurses	Nurses. No board. Nurses	Nurses Nurses 2 physicians, 2 nurses, secretary State board of health.
Hospital training re-	General hospital  No requirement  Hospital or san'tantim General hospital	General hospital Nurses General hospital No board General hospital Nurses	General hospital General hospital General hospital
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or equivalent.

High school graduate

or equivalent.

Grammar school or

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Some important features of State laws for registration of nurses.

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STATE REGISTRATION.

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High school graduate	*	2 General hospital	Physicians.	R. N.	of nearth.  Physicians R. N. Only voters eligible to office.
High school entrance		General hospital	4 nurses, 1 physician	R. N.	3 General hospital 4 nurses, 1 physician R. N 2 nurse members must have two or more years
None.	m	3 General hospital	Nurses	R. N.	R. N., 3 members required to have two years' experi-
None	wc	General homital 6 Number	Nurses	27	eare in certaing nurses.
None	900	General hospital	Nulses	 	
High school graduate		Sanitarium. General hospital	General hospital	Z Z	
(1914) or equivalent. High school entrance	**	2 General hospital or Nurses		R. N.	R. N. Called board of secretaries, who assist and advise
or equivalent		sanitarium.			State board of health.
stetrical cases in public or private hospital.	privat		Or 3 years equivalent in Or special hospital with	n special	<ul> <li>Or 3 years equivalent in special hospitals.</li> <li>Or special hospital with 6 months' additional general training.</li> </ul>

Ameroded in 1907. • Med-cal, antycal, or obstetrical cases in public or private hospital. empitial registered by regent Blate board of medical examiners.

6.1			4	Man-						
4	States	Year ep- ep- acted.		tory or Der	Preliminary education required.	Years in course.	Hospital training required.	Composition of examining board.	Title.	Remarks.
N	Delaware	190	-	H	High school graduate	, rs	General hospital	3 nurses, 2 physicians.	×	Physicians representing two leading schools of
N	Pennsylvania	1800		Z	None	. 63	Surgical and medical	3 physicians, 2 nurses	H. N.:	4
*	Missouri	1800		<u>о</u>	Grammar school or	2	General hospital 1.	Nurses	N.	
Á	Wichigno	1906	-	<u>a.</u>	equivalent. Grammar school or equivalent.	5	General hospital 1	3 nurses, 1 physician, secretary Stateboard	Zi N	
君	Massachusetts	1910		a a	None	2	No requirement	3 nurses, 1 physician, secretary State hoard of medical registra-	N.	Becretary of State board of medical registration, also secretary of board of nume registration.
.53	Vermont	1101	_	ai.	Nome	2	Any hospital.	tion, 2 physicians, 1 nurse.	R. N.	ρ.
-	Tennessee	1161		zi zi	Nong	2	Hospital or sanitarium	5 mirses.	R. N.	experience. Nurses must have indursement of nurses society to which they belong.
8	Idaho	1161	-	<u>.</u>	None	12.		2 nurses, 1 physician	Z.	Both to be nominated by State Association of (braduate Nurses, and 5 years' practice.
8	30 Oregon	1161		ď.	None	~	General hospital (if	3 nurses.	Z.	Nominated by State Association of Nurses
Ħ	Whonth	1161							14 15	سر.
1	1 Or ec	uivalent	in sa	nitari	Or equivalent in sanitarium, special, or one or more hospitals	nore hos		Three years after 1914.	!	a Details not yet received.
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EDUCATIONAL STATUS OF NUESING.



# STATISTICS OF NURSE TRAINING SCHOOLS, 1910-11.

Table 1.—Comparative statistics of nurse training schools.

	Year.	Schools	Nurse pupits	Capacity of hospitals (beds).	Gradu- ates.
1911 1		1, 12	29,805	194, 236	7,720
1910			32,636	214,597	8, 140
1000		4.3		84, 227	3, 456
1890					471
1880			323		157

<sup>1</sup> Includes the statistics of three schools in Porto Rico.

Table 2.—Summary of statistics of schools for training of professional nurses, 1910-11.

	nec tre	eted wi	th ho	ig schoo spitals ervous,	for the mental	ŧ	he tre	eatm	uding sc ent of ases, etc.	hools for nervous,
States.	Schools.	Students.	Gradu- ates.	Capacity (beds).	Average d a i 1 y number of patients.	Schools.	Students.	Gradu- gtrs.	Capacity (beds),	Average d Pily number of patients.
United States  North Atlantic Division  South Atlantic Division  South Central Division  North Central Division  Western Division	1.048 412 131 72 330 103	26, 511 11, 707 2, 628 1, 428 7, 911 2, 837	6,971 3,243 627 336 2,073 692	101,708 46,782 9,519 7,061 27,881 10,445	53, 232 20, 537 4, 015 2, 295 12, 463 4, 922	70 40 5 2 23	3, 251 1, 828 208 48 1, 167	738 470 43 15 210	92,378 58,096 6,925 2,700 24,657	1 68,856 36,183 5,124 2,660 24,889
North Atlantic Division: / Maine. New Hampshire. Vermont. Massachusetts. Rhode Island. Connecticut. New York. New Jersey. Pennsylvania. South Atlantic Division:	11 14 10 70 7 17 132 29 122	319 202 167 1,933 261 488 4,147 700 3,490	72 41 48 554 67 117 1,212 196 936	746 543 390 6,810 735 1,936 18,739 2,504 14,419	496 276 211 3.058 521 1.272 13.479 1.547 8,677	2 1 1 9 1 2 13 4 7	48 60 17 581 130 37 456 137 362	13 15 5 136 15 14 170 35 67	1,500 1,114 595 10,674 200 3,350 28,811 5,215 6,637	1,390 5,772 23,876 3,556 1,589
Delaware Maryland District of Columbia Virginia. West Virginia North Carolina South Carolina Georgia Fiorida South Central Division:	2 20 10 21 16 25 8 24	34 648 426 399 215 311 135 407 53	11 149 131 110 48 63 37 66 12	137 2_657 1,545 1,433 916 1,019 439 1,158 215	80 1,612 566 384 273 231 300 467 102	2 1 1	47 33 7	18 15 3  7	2,978 1,190 1,182	2,887 1,130 1,107
Kentucky. Tennessee. Alabama. Mississippi Louisiana Texas. Arkansas. Oklahoma. North Central Division:	13 8 6 7 19 7	190 142 156 81 280 377 148 52	57 43 32 20 75 72 11 6	775 502 462 476 1,706 2,124 800 235	134 229 115 135* 311 870 421 80	1	31			1,150 1,510
Ohio Indiana Illinois Michigan Wisconain Minnesota Iowa Miscouri North Dakota South Dakota Nebraska	51 25 67 39 16 27 30 31 5 7	1, 151 488 2, 119 997 380 672 686 763 65 99 334 157	324 135 563 266 109 178 151 194 19 27 68 39	4,546 1,449 7,382 3,208 1,157 2,531 2,073 3,114 232 317 1,328 548	2,051 885 4,231 1,161 632 767 629 1,444 13 55 335 260	3 5 3 5	131 472 157 161 138 37 71	46 38 34 40 38	4,925 5,370 4,210 2,710 3,720 1,042 2,080	4,831 6,103 3,316 3,735 3,340 914 2,650
Western Division: Montana Wyoming Colorado New Mexico Arisona Utah	6 3 17 1	126 40 429 14	35 14 98 6	665 210 1,806 100	180 113 875 60				1	V
Nevada. Idaho. Washington. Oregon. California.	20 4 46	29 368 186 1,530	6 98 50 88	130 1,288 750 5,009	50 474 40 2,857			1		





# TABLE 3.—Statistics of schools for the training of professional nurses for the school year 1910-11—Class A.

[Class A excludes schools connected with hospitals for the treatment of nervous and mental diseases, etc.]

<u>ئ</u> ا	=	18 30 81 18 35	8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8	8 288 228 82888888
Requirements for admission.	=	C. S. 2 years, nor- mal. 8th grade	I year H. S I H. S. C. S. C. S. Rth grade	Sth grade 2 Sth grade 3 Sth gr
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Years in course.	49	୍ଷଳଳଳ ଖ	ผลผลชั้นผ	୯୭ ପ୍ରିଟର ଖଣ୍ଡର ଫ୍ଲିଅଟ
Students enrolle	-	8 22382	5.5.7.5.5	58888888888
Superintendent of nurses.	. •	Miss O. B. Holt Seter Chrysostom Sister Stephanie Bister Mary Slenna Fearl L. Younger John A. Kenney, M. D.	Monia S. Tyo.  M. Agnes MacNaily Sister Mary Edward Edward Mock M. D.  W. C. Green, M. D.  L. Palmer Shoppard, M. D.  Sister Bernard	Ida M. Mason  Ellen Eunic Carland  Belle Wood Comstock, M. D  Anna Armstrong Williamson, Charlos H. Woltzman, M. D. Ross M. McDonald  Rielen D. Jackson  Siste Mary Ann Keating  Liurain Trace, Minnehaha Taylor  Jennie E. Jessen.
Name of school or hospital with which It is coansected.	OI.	Hillman Horpital *  St. Vincent's Hospital Providence Infirmary * St. Margaret's Hospital Agricultural and Mechanical College for Negroes Tuskegee Institute	Spars' Memorial Hospital  Otark Sanafornum St. Joseph's Hospital Physicians and Surgeons Hospital Little Rock Sanafartum # Pulsski County Hospital St. Vincent's Hospital	Sequoia Hospital* Burrett Sanlaarium Glendae Sanitarium Glendae Sanitarium California Hospital Los Angeleo Hospital Rusergency General Hospital Rusergency General Hospital Rusergency General Hospital Ruspital of the Good Samaritan Los Angeleo Infirmacy Pacific Hospital East Bay Sanatorium Fabiola Hospital
Location.	1	ALABAMA. Birmingham. do. Mobile Montgomery Normal. Tuskegee.	7 Fort Smith. 8 Hot Springs. 10 Little Rock. 11 do. 12 do. 13 do. 14 do. 15 do. 16 do. 17 calfornia.	Euroka.  Si Frenco.  Si Gendalo.  Los Angeles  Gold.



		Unimities   10   21   8   60   33   Rarrly   89   80   grade   19   11   3   4   80   30   No.   11   10   40   11   10   10   11   10	30 3 4 5 5 4 6 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	urke. 12 23 130 23 No 9 8th grade. 15 3 1 40 17 3 4 40 8 1 year H. S.	Grace E. Mitchell, R. N.   48   3   5   100   60   Yes   10   10   87   64   32   7   64   32   7   64   32   7   64   32   7   64   32   7   64   32   7   64   32   7   64   32   7   64   32   7   64   32   7   64   32   7   64   32   7   64   7   7   7   7   7   7   7   7   7	I. C. 8.—Common school. II. 8.— High school.
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Superintendent of nurses	•	W. B. Sutherland, M. D Laura A. Beerroft. Katherine O'Shaughnessey Sigters in charge.	Elizabeth F. Oliver, R. N. Sisier M. Alice Gamon. Sustern M. Cutler. Lauder Sutherland. Sister Teresd. Start E. Hyde. Sarah E. Hyde. Jennel L. Bassett. Jennal L. Stowe. Emma L. Stowe.	Josephine Coffey, Neally R. Burby, R. N. Ablee B. King, May L. Love, R. N. Freign M. Wilson, Mary A. Andrews, Amy J. Robinson.	Jennette F. Duncan
Name of school or bospital with which it is superintendent of nurses.  Superintendent of nurses.  Superintendent of nurses.  Superintendent of nurses.	OI .	Dr. W. B. Sutherland's ?rivate Hospital Minnequa Hospital St. Mary's Hospital St. Raphael's Hospital	Bridgeporf Hospital St. Vincent's Hospital St. Vincent's Hospital Danbury Hospital Hartford Hospital Meriden Hospital Middlesx Hospital New Britan General Hospital Carace Hospital Comegitout Tranning School for Nurses of	St. Raphal's Hospital Memorial Hospital Norwalk Hospital William W. Baskus Hospital Waterbury Hospital Waterbury Hospital Litchfield County Hospital	Delaware Hospital Homosopathic Hospital
Location	•	COLORADO—continued. Loveland Pueblo Go Trinidad	Bridgeport.  Bridgeport.  Denbury Hardon  Merden.  Middletown  New Britain  New Britain	do Now London Norwalds Stanford Hamford Waterbury Winterd.	DELAWARE. Wilmington
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THE COLUMN TWO IS NOT	National Odd *Pellows' Sanitarium Le Scio Sanatoffum Et. Loke's Hospital Mission Hospital East Coast Rallway Hospital	Elitar Harritan Harritan Birk-Goldenin Banatoriume Grafs Remoral Hospital * Westey Memorial Hospital * Westey Memorial Hospital * Westey Memorial Hospital * Westey Memorial Hospital * Westey Hospital * Grange Sanatorium * Harritan Hospital * Grange Sanatorium * Grange Sanatorium * Charity Hospital * Hawling's Sanitarium * Grange Banatorium	St. Lufte's Hospital. St. Joseph's Hospital. • Statistics of 1910.
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TABLE 3.—Statistics of schools for the training of professional nurses for the school year 1910-11—Class A—Continued.

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TABLE 3.—Statistics of schools for the training of professional nurses or the school year 1910-11—Class A—Continued.

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TARLE 3.—Statistics of schools for the training of professional nurses for the school year 1910-11—Class A.—Continued.

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