

COST OF THREE YEAR SCHOOL

not connected with University.

Number of students required on duty in Albert Merritt Billings Hospital	105
11% allowed for illness and absence	11
To provide for 9 months affiliation in second year 42 extra students required	42
To provide for 4 months affiliation in third year 31 extra students required	<u>31</u>
Total required	189

Graduate 1/3 or 63 students each year, hence need to replace	63
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10% safety factor (students who enter and drop out)	<u>7</u>
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Total new students each year	70
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Estimated cost Preliminary student is \$320.00 for 4 months

Estimated cost of Student Nurse is 730.00 for 12 months

70 Preliminary Students (4 months)	\$22,400.00
63 First year Students (12 months)	45,990.00
21 Second year Students (12 months). ; . .	15,330.00
(42 absent on affiliation)	
10 Graduates required to relieve students for class, serve on night duty, and in some departments where service is not educational	16,800.00
10 Graduates required for vacation relief	16,800.00
To provide 10 Annual Scholarships of \$300.00 each	<u>3,000.00</u>
	\$143,680.00

COST OF THREE YEAR SCHOOL

not connected with University.

Number of students required on duty in Albert Merritt Billings Hospital 105

11% allowed for illness and absence 11

To provide for 3 months affiliation in second year 42
42 extra students required

To provide for 4 months affiliation in third year 31
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Total required

Graduate 1/3 or 63 students each year,
hence need to replace 63

10% safety factor (students who enter
and drop out) 7

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Total new students each year

Estimated cost Preliminary student is \$320.00 for 4 months

Estimated cost of Student Nurse is 730.00 for 12 months

70 Preliminary Students (4 months) \$22,400.00

63 First Year Students (12 months) 45,990.00

21 Second Year Students (12 months) 15,330.00

(42 absent on affiliation)

10 Graduates required to relieve students for
class, serve on night duty, and in some
departments where service is not educational 16,800.00

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10 Graduates required for vacation relief 16,800.00

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To provide 10 Annual Scholarships of \$300.00 each 3,000.00

3,000.00

\$143,680.00

WORK SHEET

Expenditure for Preliminary Student - 4 months.

Instruction	\$100.00
Maintenance	200.00
Educational supplies	5.00
Health Service	10.00
Social activities	<u>5.00</u>
	\$320.00 per student

70 students @ \$320.00 \$22,400.00

Expenditure for Student Nurse - 12 months

Instruction	\$100.00
Maintenance	600.00
Educational supplies	5.00
Health Service	10.00
Social activities	10.00
Publicity	<u>5.00</u>
	\$730.00 per student nurse

This does not include uniforms, textbooks or an allowance.

In final budget I have included a Scholarship fund of

\$3,000.00 per annum.

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In final budget I have included a Scholarship fund of

\$3,000.00 per annum.

EDUCATIONAL FUND AVAILABLE FOR PRELIMINARY STUDENTS

ON THE BASIS ESTIMATED.

Estimated cost of instruction, 70 preliminary students @ \$100.00				\$7,000.00
"	"	"	educational supplies, 70 students	@ 5.00 350.00
				Total \$7,350.00
	Salaries	Maintenance		
*2 Instructors	\$1,800.00	\$900.00	\$5,400.00	
2 Assistants	1,200.00	600.00	3,600.00	\$9,000.00
Estimated cost of Laboratory supplies				100.00
				\$9,100.00
Deficit				\$1,750.00

Estimated cost of educating student nurse \$100.00 each year				
"	"	"	educational supplies	5.00 " "
Educational Fund 116 students @ \$100.00**				\$11,600.00
116 students @ 5.00				580.00
				Total \$12,180.00
	Salaries	Maintenance		
2 Instructors	\$1,800.00	\$900.00	\$5,400.00	
2 Assistants	1,200.00	600.00	3,600.00	9,000.00
				\$ 3,180.00
Deficit on Preliminary Students				1,750.00
Lectures, Library, Laboratory Supplies, etc.				\$ 1,430.00

Notes: * 1 Instructor in Nursing Procedures.
2 Science Instructors, 1/2 time each.

**\$100 per annum is less than many schools pay out in allowance and other perquisites.
Hence it seems safe to assume that in the figures submitted for cost of school an educational fund sufficient to pay for all instruction required is included.

ON THE BASIS ESTIMATED.

[illegible]

"	"	" educational supplies	5.00	"
				Estimated cost of educating student nurse \$100.00 each year

5.00	@	life students	280.00
100.00	@	life students	\$1,600.00

[illegible]

Lectures, Library, Laboratory Supplies, etc. \$ 1,430.00

Notes: * 1 Instructor in Nursing Procedures.
2 Science Instructors. 1/2 time each.

instruction required is included.
cost of school an educational fund sufficient to pay for all
Hence it seems safe to assume that in the figures submitted for
other perquisites.
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SUMMARY

GRADUATES			THREE YEAR SCHOOL	
Administrative Staff	\$22,700.00	:	Administrative Staff	\$22,700.00
Supplementary Service	78,072.00	:	Supplementary Service	78,072.00
Graduate Nurses	<u>208,320.00</u>	:	Student Nurses	<u>143,680.00</u>
Total	\$309,092.00	:	Total	\$244,452.00
		:	Difference	\$ 64,640.00

Estimated on basis of (48 hours per week) for Graduate Nurses and
 () those included under
 (1 months vacation) supplementary service

Estimated on basis of (48 hours per week)
 (including class work, 5 hours) Student Nurses
 (1 month's vacation)

SUMMARY

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Administrative Staff	\$22,700.00	Administrative Staff	\$22,700.00
Supplementary Service	78,072.00	Supplementary Service	78,072.00
Student Nurses	<u>143,680.00</u>	Graduate Nurses	<u>208,320.00</u>
Total	\$244,452.00	Total	\$309,092.00
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(48 hours per week) for Graduate Nurses and
() those included under
(1 month's vacation) supplementary service

Estimated on basis of ()
(48 hours per week) Student Nurses
() including class work, 5 hours
(1 month's vacation)

THREE YEAR COURSE IN NURSING.

In the outline for a Three Year Course in Nursing, the distribution or time allotment to different services is indicated, also the instruction that should be given at the same time, so that the theoretical and practical work will correlate. It is not meant to indicate the sequence of services absolutely, but does indicate a desirable sequence. Neither is it intended to convey that medicine and surgery must be given in blocks of 5 months, but rather that 5 months represents the total time given each of these two services. It must be understood that it is not practicable to assign all the students in an entering class to one service, they must be divided into at least two sections, one for medicine and one for surgery, possibly two for each. In the second and third year it may be necessary to have three or four sections, depending on affiliations, physical plan of hospital, assignments to night duty, absence on account of illness, etc. etc. In order to correlate theory and practice, class work must be repeated for each section, hence the total number of hours of instruction shows what the student receives, but does not represent the total volume of work for the teaching staff, consequently it is difficult to estimate the teaching staff required with any degree of accuracy, but on page 4 of "Administrative Staff" the estimate includes cost of instructing preliminary students \$100.00 each, cost of educational supplies, \$5.00 each, also cost of instructing student nurses \$100.00 each per year, cost of educational supplies \$5.00 each per year.

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PLAN FOR THREE YEAR SCHOOL

Preliminary Course

Time	Services	Instruction	Actual	Hours Didactic	Laboratory	
4 mos.	Not counted on Hospital service	Anatomy & Physiology	90	30	60	
		Microbiology	45	15	30	
		Chemistry	45	15	30	
		Nutrition & Cookery	30	15	15	
		Person Hygiene	15	15		
		Psychology				
		Principles & Practice of Elementary Nursing including bandaging & Hospital Housekeeping	270	45	225	570 hrs or 38 " per wk.
		Social Aspects of Disease	60	15	45	

PLAN FOR THREE YEAR SCHOOL

Preliminary Course

Time	Services	Instruction	Actual	Hours Didactic Laboratory
4 mos. Hospital service Not counted on Psychology Principles & Practice of Elementary Nursing including bandaging & Hospital Housekeeping		Person Hygiene	15	15
		Nutrition & Cookery	30	15
		Chemistry	45	15
		Microbiology	45	15
		Anatomy & Physiology	90	30
				60
		Social Aspects of Disease	60	15
				45
			270	45
				225
				570 hrs or 38 " per wk.

PLAN FOR THREE YEAR SCHOOL

Time	Services	Instruction	Hours		Laboratory	
			Actual	Didactic		
	<u>Medicine</u> including Out-patient Dept. and Diet Kit- chen	Materia Medica & Phar- maceutical solution	45	30	15	150 hrs.
		Historical & Ethical Basis of Nursing	30	30		
		<u>a.</u> Principles of Med- icine	15	15		
		<u>b.</u> Medical Clinics	15		15	
		<u>c.</u> Pathology	15		15	
		<u>d.</u> Principles of Nurs- ing in Medicine	15	15		
		<u>e.</u> Principles of Diet- otherapy	15	15		
1 mo.	Vacation					
5 mos.	<u>Surgery</u> including Out-patient Dept, and Operating room	Surgical Nursing				60 hrs
		<u>a</u> Principles of Gener- al surgery and Gynecol- ogy	15	15		
		<u>b</u> Principles of Nurs- ing in surgery and gynecology	15	15		
		Surgical Specialties	30	30		
		<u>a.</u> Principles of orthopedics				
		<u>b.</u> Principles of Nurs- ing in orthopedics				
		<u>c</u> Principles of Di- sease of eye, ear, nose and throat				
		<u>d</u> Principles of Nurs- ing in diseases of eye, ear, nose and throat				
		<u>e.</u> Principles of Oper- ating room technic				

PLAN FOR THREE YEAR SCHOOL

Time	Services	Instruction	Actual	Hours	Laboratory
5 mos.	Surgery including Out-patient Dept. and Operating room	e. Principles of Operating room technic			
		thrust			
		eye, ear, nose and			
		ing in diseases of			
		d. Principles of Nurs-			
		ing in orthopedics			
		b. Principles of Nurs-			
		ing in surgery and			
		p. Principles of Nurs-			
		ogy			
1 mo.	Vacation	a. Principles of Gynecology			
		al surgery and Gynecology			
		a. Principles of Gener-			
		Surgical Nursing			
150 hrs.	Medicine including Out-patient Dept. and Diet Kit- chen	c. Principles of Diet- otherapy	15	15	
		ing in Medicine	15	15	
		d. Principles of Nurs-	15	15	
		g. Pathology	15	15	
		b. Medical Clinics	15	15	
		icine	15	15	
		a. Principles of Med-	15	15	
		Basia of Nursing	30	30	
		Historical & Ethical	30	30	
		Materia Medica & Phar-	45	30	15

PLAN OF THREE YEAR SCHOOL

Time	Services	Instruction	Actual	Hours Didactic	Laboratory	
3 mos.	Pediatrics	a. Principles of Pediatrics b. Clinics in Pediatrics c. Principles of Nursing in pediatrics	15 15 15	15 15	15	45 hrs.
3 mos.	Obstetrics	a. Principles of Obstetrics b. Principles of Nursing in obstetrics	15 30	15 30		45 hrs.
1 mo.	Vacation					
3 mos.	Communicable diseases	a. Prin. of Communicable diseases (including T.B., Skin, Occupational and Social) b. Communicable Disease Clinics c. Principles of Nursing in Communicable Diseases	30 15 30	30	15 30	75 hrs.
3 mos.	Psychiatry	a. Principles of Psychiatry b. Clinics in Psychiatry c. Principles of Nursing in Psychiatry	15 15 15	15	15 15	45 hrs.
4 mos.	Public Health	Principles and Procedures of Public Health Nursing Sanitary Science The family and immigration Social Agencies	30 15 15 15	15 15 5	15 15 10	Excursions 75 hrs.

PLAN OF THREE YEAR SCHOOL

Time	Services	Instruction	Actual Hours	Laboratory
3 mos.	Pediatrics	a. Principles of Pediatrics b. Clinics in Pediatrics c. Principles of Nursing in Pediatrics	15 15 15	15 15 45 hrs.
3 mos.	Obstetrics	a. Principles of Obstetrics b. Principles of Nursing in Obstetrics	15 30	15 45 hrs.
1 mo.	Vaccination			
3 mos.	Communicable diseases	a. Principles of Communicable diseases (including T.B., Skin, Occupational and Social) b. Clinics in Communicable Diseases c. Principles of Nursing in Communicable Diseases	30 15 30	15 30 75 hrs.
3 mos.	Psychiatry	a. Principles of Psychiatry b. Clinics in Psychiatry c. Principles of Nursing in Psychiatry	15 15 15	15 15 45 hrs.
4 mos.	Public Health	Principles and Procedures of Public Health Nursing Sanitary Science The family and Immigration Social Agencies	30 15 15 15 15	15 15 10 75 hrs.

PLAN OF THREE YEAR SCHOOL

Time	Services	Instruction	Actual	Didactic	Laboratory
4 mos.	Elective	a. Principles of Supervision	15	15	
	Additional experience in medicine, surgery, operating room	b. Professional Problems	15	15	
	Pediatrics	c. Case-Studies, conferences, Clinics	45	45	
	Obstetrics				
Total			560 hours.		

75
hrs.

PLAN OF THREE YEAR SCHOOL

Time Services		Instruction		Actual Didactic Laboratory	
4 mos.	Elective	a. Principles of Supervision	15	15	
	Additional experience in medicine, surgery, operating room	b. Professional Problems	15	15	
	Pediatrics	c. Case-Studies, conferences, Clinics	45	45	
	Obstetrics				
Total		580 hours.		75 hrs.	

In defense of what may seem like high cost of School of Nursing, I beg to call attention to the fact, that any school that claims to fit students for community services, and bases the education of the student nurse on what the community has a right to expect her to know, rather than on the work which any one hospital needs to have done, finds itself compelled to include the following services:-

Medicine.	Available in Parent School (in this case Albert Merritt Billings Hospital)			
Surgery	"	"	"	"
Pediatrics	"	"	"	"
Obstetrics	Supplied by affiliations.			
Psychiatry	"	"	"	"
Communicable Diseases	"	"	"	"

From this it is evident that three important services must be secured by affiliation, and the shortest period considered reasonable for any affiliated service is three months. Many schools accepting affiliated students require four months instead of three. This means that out of the two years following the preliminary course of four months, each student is away from the parent school for nine months.

In the third year I have included four months of public health work, which again takes the student away from the parent school for four months of the third year. This I have done simply to make the opportunities offered in this school a little better than those offered in any other school in Chicago. In starting a new school in any community it is wise to start ahead of one's competitors. One school (Illinois Training School) has a two years and four months course, and another three years school (Presbyterian) offers all its students a wide range of electives, which takes them away from the parent school for at least six months, and the Presbyterian

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provides a wider range of services than the Albert Merritt Billings, so that these electives are not as compulsory for them as for the latter.

To Summarize:

In order to give the students the required range of experience I have included nine months' affiliated work in essential services and in an effort to make the three year course (rather than two years and four months) attractive I have included four months public health work, because public health work is a very potent drawing card in attracting new students.

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UNIVERSITY SCHOOL OF NURSING

Introduction.

In working out the plan for the University School, I have been controlled by the rule* which limits the number of courses each quarter to three, and requires that each course include from 3 to 5 hours class work per week. The first and second years' work meet the requirements for 9 credits each year; the third, fourth and fifth year I have estimated as worthy of 6 credits each, totaling 36 credits, or the required number for a degree.

In an interview granted by Dean Wilkins of the School of Arts and Sciences, he stated that the School of Nursing could come into the existing University organization as an undergraduate school with a Sub-Dean functioning under his control. He further stated that this Sub-Dean would be required to teach 12 hours per week. This seems quite impossible for the Sub-Dean of the School of Nursing. It would seem highly desirable to have a Sub-Dean who would combine the usual duties of a dean in a University, with the administrative duties of a Principal of a School of Nursing in the hospital, these administrative duties to be accepted in lieu of the 12 hours teaching required of other Sub-Deans. Dean Wilkins further stated that he would approve of the introduction of a "Course in Elementary Nursing Procedures and Home Care of the Sick*" open to all women students of the University. He suggested that the Sub-Dean might teach this course. I find it utterly impossible to accept this suggestion. It would not

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be practical or desirable for the Hospital, the School of Nursing, or the University. I heartily approve of the introduction of such a course to be given by a nurse instructor under the direction of the Sub-Dean. The salary of this instructor would be met by tuition fees, so would not increase the budget. Such a course would probably serve to stimulate interest in nursing, and furnish recruits for the professional course. It would also increase opportunities for casual contacts between faculty of School of Nursing and faculties of other Schools, which would make for better understanding of the aims and purposes of the School of Nursing.

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UNIVERSITY SCHOOL.

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Five Year Course.

Planned for two pre-hospital years to be spent in University, two months of second summer in hospital, then two full years in hospital, a fifth year to include one quarter (3 months) Public Health work for all students, and an elective of six months to consist of advanced Public Health Work or Teaching and Supervision in Schools of Nursing.

First Year	-----University	--	3 quarters or 9 months.
Second Year	-----University	--	3 quarters or 9 months. Summer 2 months.
Third Year	-----Hospital	--	11 months
Fourth Year	-----Hospital	--	11 months
Fifth Year	-----University	--	3 quarters or 9 months.

Total -- 51 months.

UNIVERSITY SCHOOL.

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Five Year Course.

Schools of Nursing.
 consist of advanced Public Health Work or Teaching and Supervision in
 Health work for all students, and an elective of six months to con-
 hospital, a fifth year to include one quarter (3 months) Public
 two months of second summer in hospital, then two full years in
 Planned for two pre-hospital years to be spent in University.

First Year	-----University	--	3 quarters or 9 months.
Second Year	-----University	--	3 quarters or 9 months. Summer 3 months.
Third Year	-----Hospital	--	11 months
Fourth Year	-----Hospital	--	11 months
Fifth Year	-----University	--	3 quarters or 9 months.

Total	--	--	51 months.

University School.

Fall Term	Hours			
	Actual	Didactic	Lab.	
<u>First Quarter of first year.</u>				
English - Principles of English Composition	33	33		
History - Introduction to Historical Study of Modern World	33	33		Class 27 hrs. per wk.
or				Study 6 hrs. " "
Language				
Chemistry	99	33	66	Total 33 " " "
Biology - Introduction to Biology	99	33	66	" 363 " Each "
<u>Second Quarter of first year.</u>				
English - Sequence	33	33		
History - Sequence	33	33		
or				
Language -				
Chemistry - Sequence	99	33	66	
Biology - Anat. Phys. & Hygiene	99	33	66	
(Each quarter averages 11 weeks)				
<u>Spring Term.</u>				
<u>Third Quarter of first year.</u>				
English - Sequence	33	33		
History - Sequence	33	33		
Chemistry - Sequence	99	33	66	
Biology - Sequence	99	33	66	
<u>Summer Term.</u>				
Fourth quarter of first year free - possibly work in hospital, and earn some money.				

Fourth quarter of first year free - possibly work in hospital, and earn some money.

Summer Term.

Third Quarter of first year.

Spring Term.

(Each quarter averages 11 weeks)

Biology - Anat. Phys. & Hygiene

Chemistry - Sequence

Language -

or

History - Sequence

English - Sequence

Second Quarter of first year.

Biology - Introduction to Biology

Chemistry

Language

or

History - Introduction to Historical Study of Modern World

English Composition

First Quarter of first year.

Actual Didactic Lab.

Hours

Fall Term

University School.

Fall Term

	<u>Hours</u>			
	<u>Actual.</u>	<u>Didactic.</u>	<u>Lab.</u>	
<u>First Quarter of Second Year</u>				
Nutrition and Cookery	99	33	66	Class 27 hrs. per wk.
Microbiology	99	33	66	Study 3 hrs. per wk.
Elementary Nursing Procedure	99	33	66	total 30 " " "
<u>Second Quarter of Second Year</u>				
				" 330 " " "
				quarter of 11 weeks
Nutrition and Cookery	99	33	66	
Microbiology	99	33	66	
Elementary Nursing Procedures	99	33	66	
<u>Third Quarter of Second Year</u>				
Nutrition and Cookery	99	33	66	
Microbiology	99	33	66	
Elementary Nursing Procedure	99	33	66	
<u>Fourth Quarter of Second Year</u>				
(8 weeks only)				
Psychology-Introduction to Principles of Psychology	24	24	24	
Sociology-Social Aspects of disease	24	24	24	Social Service Dep't serve as laboratory
History of nursing	24	24	24	Class 9 hrs. per wk. Study 12 hrs. " "
Total 21 " " "				
" 168 " in 8 wks				

Suggested schedule for 8 weeks in hospital in summer.

On duty	7 - 10 A.M.	
Class	10.30 - 12 Noon	
Luncheon	12 - 1 P. M.	
Study	1 - 3 P.M.	
On Duty	4 - 6 P.M.	or 5 - 7 P.M.

	Hours	Actual.	Didactic.	Lab.
<u>First Quarter of Second Year</u>				
Nutrition	99	33	66	
and Cookery				
Class 27 hrs. per wk.				
Microbiology	99	33	66	
Study 3 hrs. per wk.				
Elementary Nursing	99	33	66	
Procedures				
" " " " 30 "				
" " " " 30 "				
Quarter of 11 weeks				
<u>Second Quarter of Second Year</u>				
Nutrition	99	33	66	
and Cookery				
Microbiology	99	33	66	
Elementary Nursing	99	33	66	
Procedures				
<u>Third Quarter of Second Year</u>				
Nutrition	99	33	66	
and Cookery				
Microbiology	99	33	66	
Elementary Nursing	99	33	66	
Procedures				
<u>Fourth Quarter of Second Year</u>				
(8 weeks only)				
Psychology-Introduction to	24	24	24	
Principles of Psychology				
Sociology-Social Aspects of	24	24	24	
disease				
History of Nursing	24	24	24	
Class 9 hrs. per wk.				
Study 12 hrs. " "				
Serve as Laboratory	24	24	24	
Social Service Dept.				
Total 21 " " "				
" " " " 168 " in 8 wks.				

Suggested schedule for 8 weeks in hospital in summer.

On Duty	4 -	P.M.	to	5 -	P.M.
Study	1 -	P.M.			
Luncheon	1 -	P.M.			
Class	10.30 -	12 Noon			
On duty	7 -	10 A.M.			

Third and Fourth Years in Hospital.

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Time	Services	Instruction	Actual	Didactic	Laboratory	
	<u>Medicine</u> including Out-Patient Dept. and Diet Kit- chen	Materia Medica & Phar- maceutical solutions Historical & Ethical Basis of nursing a. Principles of Med- icine b. Medical Clinics c. Pathology d. Principles of Nurs- ing in Medicine e. Principles of Diet- otherapy	45 30 15 15 15 15 15	30 30 15 15 15	15 15 15	150 hrs
1 mo.	Vacation					
5 mos.	<u>Surgery</u> including Out-Patient Dept. and Operating Room	Surgical Nursing a. Principles of gener- al surgery & gynecology b. Principles of nurs- ing in surgery and gynecology Surgical Specialties a. Principles of orthopedics b. Principles of nurs- ing in orthopedics c. Principles of Di- sease of eye, ear, nose and throat d. Principles of nurs- ing in diseases of eye, ear, nose and throat e. Principles of Operat- ing room technic	15 15 30	15 15 30		60 hrs

[illegible]

Time	Services	Instruction	<u>Hours</u>			
			Actual	Didactic	Laboratory	
3 mos.	Pediatrics	a. Principles of Pediatrics	15	15		45 hrs.
		b. Clinics in Pediatrics	15		15	
		c. Principles of Nursing in Pediatrics				
3 mos.	Obstetrics	a. Principles of Obstetrics	15	15		45 hrs.
		b. Principles of Nursing in Obstetrics	30	30		
1 mo.	Vacation					
3 mos.	Communicable Diseases	a. Prin. of Communicable diseases (including T.B., Skin, Occupational and Social	30	30		75 hrs.
		b. Communicable Disease Clinics	15		15	
		c. Principles of Nursing in communicable diseases	30		30	
3 mos.	Psychiatry	a. Principles of Psychiatry	15	15		45 hrs.
		b. Clinics in Psychiatry	15		15	
		c. Principles of Nursing in Psychiatry	15		15	

Time	Services	Instruction	Hours			Actual. Didactic Laboratory.
3 mos.	Pediatrics	a. Principles of Pediatrics b. Clinics in Pediatrics c. Principles of Nursing in Pediatrics	15	15	15	45 hrs.
3 mos.	Obstetrics	a. Principles of Obstetrics b. Principles of Nursing in Obstetrics	15	30	30	45 hrs.
1 mo.	Vaccination					
3 mos.	Communicable Diseases	a. Prin. of Communicable diseases (including T.B., Skin, Occupational and Social b. Communicable Disease Clinics c. Principles of Nursing in communicable diseases	30	15	30	75 hrs.
3 mos.	Psychiatry	a. Principles of Psychiatry b. Clinics in Psychiatry c. Principles of Nursing in Psychiatry	15	15	15	45 hrs.

Fifth Year.

All students to have one quarter of Public Health Work. May then elect to continue in Public Health for two remaining quarters, or may elect Teaching and Supervision in Schools of Nursing, Public Health Work for one quarter only as indicated.

Fall Term		Hours			
		Actual.	Didactic.	Lab.	
<u>First Quarter of fifth year.</u>					
Public Health,-	Principles and Procedures of Public Health Nursing	198	33	165	Class 12 hrs. per week.
	Sanitary Science	33	11	22	Study 3 hrs. per week.
	The Family and Immigration	33	11	22	Field Work 15 hrs. per week.
	Social Agencies	33	11	22	
					Total 30 hr. wk " 330 hrs. quarter of 11 wks.
<u>Second Quarter.</u>					
Teaching and Supervision in Schools of Nursing	History of Education	33	33		Class 18 hrs. wk.
	Educational Psychology	33	33		Lab. 6 hrs. wk. Study 6 hrs. wk.
	Principles of Teaching with Observation	66	33	33	Total 30 " "
	Principles of Supervision in School of Nursing with Observation	66	33	33	Total 330 hrs. quarter of 11 weeks.
<u>Third Quarter</u>					
	Curriculum and Teaching in Schools of Nursing	66	66		Class 6 hrs. wk. Study 9 hr. wk.
	Practice Teaching			165	Practice teaching 15 hrs. wk.
	Sociology	66	66		
					Total 30 hrs. per wk. Total 330 hrs. per wk. Quarter of 11 weeks.

Fifth Year.

All students to have one quarter of Public Health Work. May then elect to continue in Public Health for two remaining quarters, or may elect Teaching and Supervision in Schools of Nursing, Public Health Work for one quarter only as indicated.

Fall Term				Hours	Actual. Didactic. Lab.
<u>First Quarter of fifth year.</u>					
Public Health - Principles and Procedures of Public Health Nursing	Social Agencies	The Family and Immigration	Sanitary Science	198	33
				33	11
				33	11
				33	11
				33	11
Total 30 hr. wk.				330 hrs.	quarter of 11 wks.
<u>Second Quarter.</u>					
Teaching and Supervision in Schools of Nursing	Principles of Teaching with Observation	Principles of Supervision in School of Nursing with Observation	History of Education	33	33
				33	33
				66	33
				33	33
				33	33
Total 30 hrs. wk.				330 hrs.	quarter of 11 weeks.
<u>Third Quarter</u>					
Sociology	Practice Teaching	Curriculum and Teaching in Schools of Nursing	Teaching and Supervision in Schools of Nursing	66	66
				66	66
				66	66
				66	66
				66	66
Total 30 hrs. per wk.				330 hrs.	Quarter of 11 weeks.

FACULTY REQUIRED FOR UNIVERSITY SCHOOL

		Salary	Maintenance	Hospital	School
Dean	1	\$ 5000.00		2500.00	2500.00
Assistant (Day)	1	3000.00	1000.00		4000.00
Assistant (Day)	2	3600.00	2000.00	2800.00	2800.00
Assistant (Night)	4	7200.00	4000.00	5600.00	5600.00
Instructors	2	3600.00	2000.00		5600.00
Assistant Instructors	3	3600.00	1800.00		5400.00
Teaching Supervisors	6	10800.00	5400.00		16200.00
Head Nurses	11	13200.00	9900.00	11550.00	11550.00
Secretary	1	1200.00		600.00	600.00
			Total	23050.00	54250.00
					\$77300.00

.....

Supplementary Staff.

Attendants.

23 a \$50.00 Salary)
50.00 Maintenance) for 12 months

Hospital.
\$27,600.00

Orderlies.

12 a 50.00 Salary)
50.00 Maintenance) for 12 months

20,400.00

Clerks.

7 a 75.00 Salary)
8.00 Luncheon) for 12 months

6,972.00

\$54,972.00

.....

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Salary	Maintenance	Hospital	School
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20,400.00

Clerks.

7 a 75.00 Salary
8.00 Lunches) for 12 months
\$54,975.00

COST OF UNIVERSITY SCHOOL.

.....

Number of students required on duty in Albert Merritt Billings Hospital-	105
11% allowed for illness and absences-	11
To provide for 9 months' affiliation in second year 70 extra students required-	<u>70</u>
Total required-	189

Graduate 1/2 or 95 students each year hence need to replace-	95
10% safety factor (students who enter and drop out)	<u>10</u>
Total-	105

Entering Students have met cost of two years- pre-hospital work-	000.00
---	--------

Estimated cost 2 months hospital work in summer, 105 students at \$112.40 each -	11,802.00
---	-----------

94 Third Year students at \$630.00 ¹ each -	59,220.00
24 Fourth Year " " " "	15,120.00

10 Graduates required to relieve students for class, serve on night duty, and in some departments where service is not educational	16,800.00
---	-----------

To provide 10 annual scholarships of \$300.00 each	3,000.00
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Total--\$105,942.00

¹ (This does Not include cost of instruction)

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COST OF UNIVERSITY SCHOOL.

.....

Number of students required on duty	
105	in Albert Merritt Billings Hospital-
11	11% allowed for illness and absences-
	To provide for 9 months' affiliation
70	in second year 70 extra students required-
189	Total required-
	Graduate 1/2 or 95 students each year
95	hence need to replace-
	10% safety factor (students who enter
10	and drop out)
105	Total-
	Entering Students have met cost
000.00	of two years- pre-hospital work-
	Estimated cost 2 months hospital
11,802.00	work in summer, 105 students at \$112.40 each - 11,802.00
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	and in some departments where service is
16,800.00	not educational
	To provide 10 annual scholarships
3,000.00	of \$300.00 each
	Total--\$105,942.00

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.....

WORK SHEET.

.....

Expenditure for entering students for two months'
Hospital Work each summer.

Maintenance - - -	-\$100.00
Health Service - -	10.00
Psychology - - - -	2.40

\$112.40

The purpose of these two months is to test students' fitness for actual hospital work, so as to eliminate those who may prove unfitted. It is desirable to have these students live in nurses' residence, but quite possible to have them continue to live outside and meet their own expenses. The "Health Service" is intended to cover cost of complete physical examination. This also might be met by the student. It is estimated that of the three subjects to be taught, two-Sociology and History of Nursing could be taught by members of the school of Nursing faculty:- one Psychology would probably have to be paid for at the rate of \$10.00 per lesson, multiplied by 24 lessons equals \$240.00, divided by 100 students, equals \$2.40 per student.

The question whether the school or the individual student should meet this expense is one of policy, and depends to some extent on how the total cost for five years' work in School of Nursing compares with total cost of 4 or 5 years' work in other

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schools. Dean Wilkins stated that 25% of women students earn one-half or more of their living. On account of heavy laboratory schedule nursing students cannot carry outside work during two pre-hospital years to advantage. My experience leads me to think that attempts to be partially self-supporting during two pre-hospital years should be discouraged. Eventually the student should meet this expense, but whether it is wise to have the school meet it until the enrollment reaches the desired figure, is a moot question.

Expenditure for student nurse- 12 months.

Maintenance - - - - -	\$600.00
Educational Supplies- -	5.00
Health Service- - - - -	10.00
Social Activities - - -	10.00
Publicity -- -- - - -	<u>5.00</u>

\$630.00 per student nurse.

This does not include cost of instruction, uniforms, textbooks, or an allowance.

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UNIVERSITY SCHOOL

	<u>Hospital</u>	<u>School</u>	<u>Total</u>
Faculty	\$23,050.00	\$54,250.00 ¹	\$ 77,300.00
Supplementary Service	54,972.00		54,972.00
Student Nurses			105,942.00
		Total	238,214.00

¹ This represents amount that should be covered by endowment.

UNIVERSITY SCHOOL

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Student Nurses			105,942.00
		Total	\$238,214.00

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SUMMARY.

GRADUATES

THREE YEAR SCHOOL

Administrative Staff	\$ 22,700.00	:	Administrative Staff	\$ 22,700.00
Supplementary Service	78,072.00	:	Supplementary Service	78,072.00
Graduate Nurses	208,320.00	:	Student Nurses	143,680.00
	<u>\$309,092.00</u>			<u>\$244,452.00</u>

Estimated on basis of (48 hours per week) for Graduate Nurses and
 (1 month's vacation) those included under
 supplementary service.

Estimated on basis of (48 hours per week)
 (including class work, 5 hours) Student Nurses.
 (1 month's vacation)

.....

¹ This represents amount that should be covered by endowment.

UNIVERSITY SCHOOL

Faculty	Hospital	School	Total
	\$23,050.00	\$4,250.00	\$ 27,300.00
Supplementary Service	\$4,972.00		\$4,972.00
Student Nurses			105,942.00
		Total	\$238,214.00

.....

SUMMARY.

GRADUATES	THREE YEAR SCHOOL
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Estimated on basis of (48 hours per week)	
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(1 month's vacation)	

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In almost every instance new hospitals start with an entire staff of graduate nurses, and gradually build up a School of Nursing, until it is possible to replace about three quarters of the total number of graduates with students. At least this is the ideal, though it is becoming increasingly difficult, and many hospitals are fortunate to have a staff of half graduates and half students.

In starting a School of Nursing, the Albert Merritt Billings Hospital, located in Chicago, will find itself in competition with other good schools offering courses of three years, and two years and four months in length. It will, however, have an enormous advantage in its connection with, and proximity to, the University of Chicago. It would seem the part of wisdom to capitalize this by organizing a University School of Nursing, offering a five year course that will lead to a Diploma in Nursing, and a Bachelor of Science degree. Such a course could be started two years in advance of opening the hospital provided a laboratory for teaching nursing procedures could be arranged. It would then be possible to open the hospital with a staff of graduates and a group of students who would have had two years of pre-hospital work. Because of this they would be two years older than the average student found in Schools of Nursing without University connection, and would be better prepared to render service and profit by their hospital experience.

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In existing University Schools it is usual to find a small group of five year students and a larger group of three year students. Many difficulties are experienced in attempting to carry these two groups of students. Unless both groups are recognized as University students by matriculating at the University and having their work recognized in terms of credit, numerous sources of friction arise between them. It is comparatively easy to obtain University recognition for the five year students, but extremely difficult to obtain such recognition for the three year students. Dean Wilkins intimated that it would be almost impossible for the University of Chicago to give any recognition to, or provide any instruction for, three year students.

All things considered, it seems a unique opportunity to organize a School of Nursing for five year students only. This would be worthy of wide publicity, and if planned with generous vision would seem to have more than a sporting chance of success. If it were not a success it would be possible to add the three year group later.

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.....

INFORMATION REGARDING NURSING SERVICE
in
CHICAGO HOSPITALS.

THE PRESBYTERIAN HOSPITAL

Head Nurses

No. of hours on duty per week 52
Vacation per year 1 month.

Graduate Nurses (General Duty)

(Day) No. of hours on duty per week 48 (1 day off duty
each week)
(Night) No. of hours on duty per week 56 (8 hour duty-
1 night off duty
each month)
Vacation per year 1 month

Students

No. of hours on duty per week 52 (Class time included
in the 8 hour day)
Preliminary students on duty 4 hours per day.
Vacation per year 1 month

Length of affiliations

Obstetrics 3 Months
Communicable Diseases . . 4 "
Mental & Nervous 4 "
Pediatrics 4 "

Charge to Hospital for Student Service

For services of preliminary students \$33.00 per month
" " " older students 43.00
(Miss McMillan feels that this charge is not enough)

Clerks are not employed.

ST. LUKE'S HOSPITAL

Head Nurses

No. of hours on duty per week 52
Vacation per year 1 month

Graduate nurses (General Duty)

No. of hours on duty per week 52
Vacation per year 1 month

Students

No. of hours on duty per week 52
Vacation per year 1 month

Students are not sent for affiliations.

No Clerks.

Head Nurses	
No. of hours on duty per week	52
Vacation per year	1 month

Graduate Nurses (General Duty)	
(Day) No. of hours on duty per week	48
(Night) No. of hours on duty per week	56
Vacation per year	1 month

Students	
No. of hours on duty per week	52
(Glass time included in the 8 hour day)	
Preliminary students on duty 4 hours per day.	
Vacation per year	1 month

Obstetrics	3	Months
Communicable Diseases	4	"
Mental & Nervous	4	"
Pediatrics	4	"

For services of preliminary students	\$33.00	per month
older students	43.00	
(Miss McMillan feels that this charge is not enough)		
<u>Charge to Hospital for Student Service</u>		

Clerks are not employed.

Head Nurse	
No. of hours on duty per week	52
Vacation per year	1 month

Graduate Nurses (General Duty)	
Vacation per year.	No. of hours on duty per week.
1 month	52

Students	
No. of hours on duty per week	52
Vacation per year	1 month

Students are not sent for affiliations.

No Clerk.

WESLEY MEMORIAL HOSPITAL

Head Nurses

No. of Hours on duty per week 50
 Vacation per year 1 month

Graduate Nurses (General Duty) none

Students

No. of hours on duty per week 50
 Vacation per year 1 month

Length of Affiliations

Communicable diseases 2 months
 Mental and Nervous 3 months (now increased
 to 4 months)

Clerks are not employed

MICHAEL REESE HOSPITAL

Head Nurses

No. of hours on duty per week 48 - 52
 (Every other Sunday 1 day off duty
 " " " 1/2 " " ")
 Vacation per year 1 month

Graduate Nurses (General Duty)

No. of hours on duty per week 48
 Vacation per year (Nurses do not remain a year)

Hours 7 A.M. - 7 P.M.

3 hours off duty for recreation
 1/2 " " " " lunch
 1/2 " " " " dinner
 1/2 day " " each week
 1/2 day " " on Sunday

Students

No. of hours on duty per week 52
 (Classes not included in time on duty)
 Vacation per year 4 weeks

Length of Affiliations

Communicable Diseases 3 months
 Mental & Nervous Diseases 4 months

Affiliations offered

Pediatrics 3 months
 Obstetrics 2 months
 Dietetics 2 months

Clerks are not employed.

Head Nurses	
Vacation per year	1 month
No. of hours on duty per week	50

Graduate Nurses (General Duty) none

Students	
No. of hours on duty per week	50
Vacation per year	1 month

Length of Affiliations	
Communicable diseases	3 months
Mental and Nervous	3 months
	to 4 months (decreased)

Workers are not employed

MICHAEL REESE HOSPITAL

Head Nurses	
No. of hours on duty per week	48 - 52
(Every other Sunday 1 day off duty)	
" " " " " " " " " " " "	
Vacation per year	1 month

Vacation per year (Nurses do not remain a year)	No. of hours on duty per week	Graduate Nurses (General Duty)
48		

day	"	"	on Sunday
day	"	"	each week
"	"	"	dinner
"	"	"	lunch
hours off duty for recreation	"	"	
hours	7 A.M.	-	7 P.M.

Students	No. of hours on duty per week	52
	(Classes not included in time on duty)	
Vacation per year		4 weeks

Length of Affiliations	
Communicable Diseases	3 months
Mental & Nervous Diseases	4 months

All positions offered	
3 months	Pediatrics
3 months	Obstetrics
3 months	Dietetics

Clerks are not employed.

ILLINOIS TRAINING SCHOOL FOR NURSES

Head Nurses

No. of hours on duty per week 56
Vacation per year For the first 3 years, 3 weeks
After 3 years of service 1 month
per year.

Graduate Nurses (General Duty)

No. of hours on duty per week 56
Vacations per year 4 weeks each year
(During intensive class work students are on duty 4 hours per
day for period of 6 weeks once or twice a year, - 8 hours on Sunday)

Length of Affiliations

Mental & Nervous 4 months
Private patients 2 months

\$3.50 per day paid by hospital for nursing service from all - graduates
and students - from Superintendent down to preliminary students.

Clerks

Hours on duty 9 A.M. - P.M. (Not on duty on Sunday)
Salary \$70.00 per month for 1st year
Salary increased \$3.00 or \$5.00 per month, after 1st year, depending
upon efficiency.
Salary increased \$2.00 per month, each year after 2nd year.
Duties of Clerks

1. To carry messages to doctors and supervisors.
2. To keep up supply of charts
3. To record entrance and discharge of all patients in
the record book.
4. To keep patients' directory in order.
5. To report to the head nurse any irregularities that may
come to her notice.
6. To comply with any reasonable request.
(Clerks are not to sign for any requisitions or sup-
plies, and not to sign any legal papers)

.....

GRANT HOSPITAL

Head Nurses

No. of hours on duty per week 54½ (Every
other Sunday off duty)
Vacation per year .. for 1st three years, 3 weeks, after 3rd year
4 weeks.

ILLINOIS TRAINING SCHOOL FOR NURSES

Head Nurses

No. of hours on duty per week 56
Vacation per year For the first 3 years, 3 weeks
After 3 years of service 1 month
per year.

Graduate Nurses (General Duty)

No. of hours on duty per week 56
Vacations per year 4 weeks each year
(During intensive class work students are on duty 4 hours per
day for period of 6 weeks once or twice a year, - 8 hours on Sunday)

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GRANT HOSPITAL

Head Nurses

No. of hours on duty per week 54½ (Every
other Sunday off duty)
Vacation per year for 1st three years, 3 weeks, after 3rd year
4 weeks.

GRANT HOSPITAL - continued

Graduate Nurses (General Duty)

No. of hours on duty per week ; . . . 54 $\frac{1}{2}$
 Vacation per year 3 weeks

Students

No. of hours on duty per week 54 $\frac{1}{2}$
 Vacation per year 3 weeks

Length of Affiliations

Mental & Nervous Diseases 4 months
 Communicable Diseases 4 "
 Pediatrics 4 "
 Visiting Nurses Association 3 "

No clerks are employed.

AFFILIATIONS

Durand Hospital of McCormick Institute for Infectious Diseases

Length of course 3 months

Students sent from following hospitals

Presbyterian Hospital
 Wesley Memorial Hospital
 Michael Reese Hospital
 Grant Hospital
 Chicago Memorial Hospital
 Norwegian American Hospital
 South Shore Hospital
 St. Anne's Hospital
 St. Elizabeth's Hospital
 Washington Park Hospital

Illinois School of Psychiatric Nursing

Length of cours 4 months

Students sent from following hospitals

Presbyterian Hospital
 Evanston Hospital
 Grant Hospital
 Michael Reese Hospital
 Wesley Memorial Hospital
 Illinois Training School
 St. Elizabeth's Hospital
 Chicago Memorial Hospital

Chicago Lying-in Hospital

Length of course 4 months

Students sent from following hospitals

Presbyterian Hospital
 Post Graduate Hospital

GRANT HOSPITAL - continued

Graduate Nurses (General Duty)	
No. of hours on duty per week	54½
Vacation per year	3 weeks
Students	
No. of hours on duty per week	54½
Vacation per year	3 weeks
Length of Affiliations	
Mental & Nervous Diseases	4 months
Communicable Diseases	" 4
Pediatrics	" 4
Visiting Nurses Association	" 3

No clerks are employed.

AFFILIATIONS

Students sent from following hospitals
Presbyterian Hospital
Wesley Memorial Hospital
Michael Reese Hospital
Grant Hospital
Chicago Memorial Hospital
Norwegian American Hospital
South Shore Hospital
St. Anne's Hospital
St. Elizabeth's Hospital
Washington Park Hospital
Dumand Hospital of McCormick Institute for Infectious Diseases
Length of course 3 months

Students sent from following hospitals
Presbyterian Hospital
Evansston Hospital
Grant Hospital
Michael Reese Hospital
Wesley Memorial Hospital
Illinois Training School
St. Elizabeth's Hospital
Chicago Memorial Hospital
Illinois School of Psychiatric Nursing
Length of course 4 months

Students sent from following hospitals
Presbyterian Hospital
Post Graduate Hospital
Chicago Lying-in Hospital
Length of course 4 months

The University of Chicago

Department of Medicine

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December 30, 1924

President Erenst DeWitt Burton
University of Chicago
Chicago, Illinois

Dear President Burton:

I am returning to you the report of the committee on nursing education. I would suggest that you read only the recommendations of the committee, and Dr. Herrick's minority report. I think that these portions of the report might well be submitted to the University Senate for their consideration, since the matter is one of general University policy.

With reference to Miss Gray's report which forms the bulk of the document, her work was mainly a comparison of the cost of maintaining a training school for nurses with the cost of furnishing nursing service entirely through the employment of graduate nurses. The report shows in brief that a University school of nursing can be maintained at the highest standard of nursing education at a cost considerably less than that involved in employing only graduate nurses.

I have no definite recommendation to make as to the decision to be reached. I feel that if we have any kind of training school, it should be a true University school of the type recommended by the majority of the committee. I have a good deal of sympathy with Dr. Herrick's point of view, but have no way of knowing how far his point of view represents the actual policy of the University.

Very truly yours,

Franklin C. McLean
RB

FCMcL/RB

Franklin C. McLean

The University of Chicago

Department of Medicine

December 30, 1934

President Ernest Bennett Burton
University of Chicago
Chicago, Illinois

Dear President Burton:

I am returning to you the report of the committee on nursing education. I would suggest that you read only the recommendations of the committee, and Dr. Henshaw's minority report. I think that these portions of the report might well be submitted to the University Senate for their consideration, since the matter is one of general University policy.

With reference to Miss Gray's report which forms the bulk of the document, her work was mainly a comparison of the work of maintaining a training school for nurses with the cost of maintaining nursing services entirely through the employment of graduate nurses. The report above in brief states that a University school of nursing can be maintained at the high standard of nursing education at a cost considerably less than that involved in supporting only graduate nurses.

I have no definite recommendation to make as to the decision to be reached. I feel that it is your kind of training school, to decide as to the University school of the type recommended by the majority of the committee. I have a good deal of sympathy with Dr. Henshaw's point of view, but have no way of knowing how far his point of view represents the actual policy of the University.

Very truly yours,

Franklin C. Johnson

109

Franklin C. Johnson

FCJ:V/88

D. B. PHEMISTER, M. D.
122 SOUTH MICHIGAN AVENUE
CHICAGO

March 24, 1925.

Mr. James H. Tufts,
Dean of Faculties,
University of Chicago,
Chicago, Ill.

Dear Mr. Tufts:

I am returning herewith the reports dealing with nursing education and nursing, which you recently sent to me.

I will reply from the three points of view which you suggested.

1. From the point of view of providing nurses, I believe that a training school with a three year course provides adequate care for patients and is the most economical way of meeting the nursing needs of the Hospital. In America nursing education has already developed out of proportion to medical education, as compared with their relative status in most other countries. In this undertaking I believe it is more essential to stress medical than nursing education. A three year training school should be a hospital school and not an undergraduate department of the University.

2. If a University School of Nursing is established, I believe the plan for a five year course as outlined in the report includes about all that could be desired. Such a school would provide adequate nursing for the Hospital, but there is some question whether or not certain of its educational features would not represent wasted effort. Women who have had two years of College work, two years of hospital nursing and one year of public health and administrative training would not be satisfied with private nursing,

D. B. WINTERSTEIN, M.D.
122 SOUTH MICHIGAN AVENUE
CHICAGO, ILL.

March 24, 1925.

Mr. James H. Tuttle,
Dean of Faculties,
University of Chicago,
Chicago, Ill.

Dear Mr. Tuttle:

I am returning herewith the reports dealing with nursing education and nursing, which you recently sent to me. I will reply from the three points of view which you suggested. 1. From the point of view of providing nurses, I believe that a training school with a three year course provides adequate care for patients and is the most economical way of meeting the nursing needs of the hospital. In America nursing education has already developed out of proportion to medical education, as compared with their relative status in most other countries. In this undertaking I believe it is more essential to stress medical than nursing education. A three year training school should be a hospital school and not an undergraduate department of the University.

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D. B. PHEMISTER, M. D.
122 SOUTH MICHIGAN AVENUE
CHICAGO

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and there is some question as to the ability of the administrators of any school to pick a group of students a high percentage of whom would be suited for administrative work.

3. As to the increase in the undergraduate body that a University Training School would bring, I believe that it would be considerable of a drawback to the development of graduate schools. One point in favor of employing graduate nurses exclusively is that this would relieve both the preclinical and the clinical staffs of a certain amount of very elementary and irksome teaching which they would be required to do in the Training School.

I recommend that the University exert its chief effort on the side of medical education and that it meet the nursing situation for the present either by the employment of graduate nurses or by the establishment of a three year Training School, as the economic necessities of the case demand.

Very sincerely yours,

D. B. Pheemister.

D. B. PHEMISTER, M.D.
123 SOUTH MICHIGAN AVENUE
CHICAGO

-2-

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I recommend that the University exert its chief effort on the side of medical education and that it meet the nursing situation for the present either by the employment of graduate nurses or by the establishment of a three year Training School, as the economic necessities of the case demand.

Very sincerely yours,

D. B. Phemister

The University of Chicago

Office of Vice-President and Dean
of Faculties

April 22, 1925

Memorandum to the President:

Concerning Conference held April 21 on provision for nurses in the hospital of the new medical school.

A meeting was called to consider the report submitted by the President's special committee (Wells, Stieglitz, Falk, Wilkins, Breckinridge, Herrick), which presented three possible methods of caring for the nursing problem.

1. A three year hospital school of the usual type.
2. A five year university school.
3. No school; care of patients to be by the employment of graduate nurses.

Present at conference of April 21 -- Wells, McLean, Seem, Herrick, Gale, Laing, Wilkins, Breckinridge, Falk, Bensley, Carlson, Tufts.

Report of the Committee was presented by Wells. Seem stated result of his conferences with various hospital directors to be that better and more intelligent service is obtained from nurses studying in a school than from graduate nurses. Herrick presented the gist of the minority report against any kind of scattering of energies upon a new school. Gale and Laing essentially the same point, urging that it would divert time and energy from the principal business of the University Medical School if we should attempt a school for nursing. Wilkins challenged evidence for this, and was supported to a certain extent by McLean's statement that the more intelligent nurses in such a school would aid the research of the clinical departments by their better observation of patients. Falk and Wells explained the bearing of such a school on the promotion of public health. Gale and Laing objected that however desirable the public health might be, it was not an obligation of this University to make this particular contribution -- just as the medical school itself is not to take into account the training of practitioners as its important duty. Bensley and Carlson were not very decisive in their attitude, but inclined to hesitate.

Summing up the whole discussion, McLean pointed out that it might be possible to secure funds for nursing education which would not be forthcoming for the expenditure for graduate nurses. He did not think the school would be less expensive, but he did think there might be income available for it in gifts from women or others especially interested

Nursing School

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April 28, 1923

Memoandum to the President

Concerning Conference held April 24 on resolution
for nurses in the hospital of the new medical school.

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submitted by the President's special committee (Wells,
Gibbs, Falk, Wilkins, Brookbridge, Horton, Wilson)
presented three possible methods of caring for the nursing
problem.

1. A three year hospital school of the rural
type.
2. A five year university school.
3. No school, care of patients to be by the
employment of graduate nurses.

Present at conference of April 24 -- Wells,
Mohan, Seem, Harkok, Gale, Wilkins, Brookbridge,
Falk, Bensley, Carlson, Talia.

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Seem stated result of his conference with various hospital
directors to be that better and more intelligent service
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Bensley objected that however desirable the public health might
be, it was not an obligation of this University to make this
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is not to take into account the training of practitioners
as its important duty. Bensley and Carlson were not very
decisive in their attitude, but inclined to resistance.

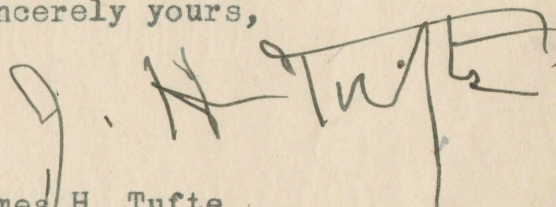
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out that it might be possible to secure funds for nursing
education which would not be forthcoming for the expenditure
for graduate nurses. He did not think the school would be
less expensive, but he did think there might be income avail-
able for it in gifts from women or others especially interested

in nursing education. He suggested that the President or others should feel out the situation somewhat to ascertain whether any gifts would probably be available for nursing education which could not be obtained on the other basis. He thought we ought not to decide for the school, simply on a general possibility that such gifts might be obtained, unless there were some positive reasons. He believed that the hospital could be conducted by graduate nurses if necessary; was disinclined, however, to urge upon the conference the special claims of the medical department for its hospital service since he thought the matter ought rather to be decided in terms of general university policy.

Finally the question was put, would it be wise to present this to a meeting of the Senate. It was the general consensus that little would be gained. It was the general opinion that most of the Senate would take little interest in the technical parts of the matter, and as to questions of general policy would vote according to general attitudes without very much consideration of the specific questions involved.

Dr. McLean, after the conference broke up, expressed the opinion that probably none of the medical group would have wished to oppose if he had urged the matter from a medical point of view. It would seem, therefore, that the next thing is to feel out the situation somewhat more as to the financial possibilities.

Sincerely yours,

A handwritten signature in dark ink, appearing to read "J. H. Tufte". The signature is stylized with a large initial "J" and a long horizontal stroke extending to the right.

James H. Tufte

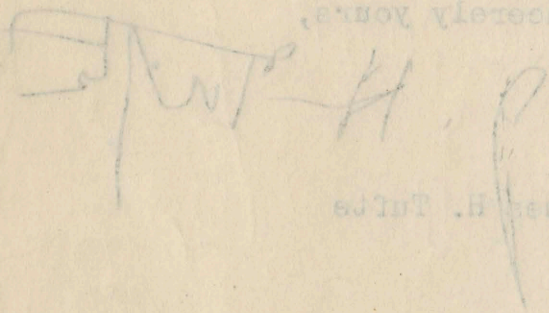
JHT:H

in nursing education. He suggested that the President or others should find out the situation somewhat to ascertain whether any little would probably be available for nursing education which would not be obtained on the other basis. He thought we ought not to decide for the school, simply on a general possibility that such little might be obtained, unless there were some positive reasons. He believed that the hospital could be conducted by graduate nurses if necessary; was distinguished, however, to urge upon the conference the special claims of the medical department for its hospital service since he thought the matter ought rather to be decided in terms of general university policy.

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Sincerely yours,



James H. Tuttle

JHT:M