

H. C. Nurse Assn  
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There is nothing in which I am more interested than Nursing Education, but unfortunately there is nothing of which I know less than that subject, but Miss Wyche has been teaching me since February, 1927. I see her about once a month to see if I cannot absorb more and I am merely reporting progress. I have not reached the goal I shall probably reach during the next two years, but I hope Miss Wyche will be proud of her teaching because she has really taught me a whole lot.

The medical school, hospital, and school of nursing at Duke University will not be open until the fall of 1930. Those of you who have time would probably enjoy going out and seeing these buildings ~~were~~ we are putting up about 1½ miles out. We have spent a tremendous amount of time visiting other hospitals, trying to incorporate their good points and leaving out their mistakes, and we feel we have a very admirable building which will be ready in the next two years, I hope, when the School of Nursing opens, we can have framed the bill which Miss Wyche has just shown you. I hope that she will present it to the Duke University School of Nursing for it will be a very valuable foundation for us to build to future progress.

We have one interesting difference, I think, from practically any school of nursing in the country. We are not going to put the nurses near the hospital. The question arose as to the nurses home and we had a very large dormitory on the campus that could be used for the nurses. There seemed to be a difficulty but the more I thought of it the more enthusiastic I was of it. It will put the nurses under the same educational

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advantages as the other women students. And if we can carry out this plan there will be no line of demarcation between a student in the nursing school and a student taking Latin, Physics or Chemistry. I think you will feel as I did when you first ~~xxx~~ consider it but if you will think it over, you will see the advantage of separating the nurses from the place they work all day. I was interested in a meeting Miss Kelly and I attended at New bern as to the argument about how close the nurses training school must or must not be to the home. As you know, one of the great difficulties in some of the smaller hospitals, the nurses home is in the same building and they are never able to get away from their work. We are going to the opposite extreme and I think we are probably further away from the point of work than any other institution. We of course will use a bus line which will connect the hospital with the girl's campus. I might say in passing that Duke University really is to ~~xxxxxx~~ have two universities, one of which is to be the coordinate college for Women, ~~and~~ present campus, and the other place being built now will be entirely for ~~men~~<sup>men</sup>. There is about a mile and ~~quxx~~ a quarter between these two campuses and it is connected by a University Road, and it is along this road that we propose to run a bus to bring the nurses from the college for women to the hospital which will be on the men's campus. The nurses in the training school will, as I said, have their contact with the other women in college and will be linked up with the medical school by being in the same building.

We have decided tentatively at any rate, after the Dean of Nurses is appointed to make the nursing library and hospital library one. There is after all not a sharp line of demarcation between the doctor's book and those in which the nurses are interested. We have been working during the past year to build up a volume of the Journals in Nursing and thanks to Miss Munds, of Wilmington, and Mrs. Teachey, of Louisburg in sending in back copies we have been ~~xxxxxx~~ able to get most of them. We started a year ago to collect the file - it is impossible to buy it, and through notices which have appeared and through the cooperation of people like Miss Munds and Mrs. Teachey we have now got a complete collection of it with the exception of January, 1905 and I think within the next year we ought to find that number. We will have a complete collection then which is difficult to obtain.

The faculty of the School of Nursing has not been appointed. We want to be ~~xxx~~ absolutely sure when this medical school and hospital will be opened and we will be able to know this about February or March, 1929. I don't think there is any doubt that it will be opened in 1930, but we will feel sure next spring and at that time we will commence organizing the hospital staff and faculty for the school of nursing. I have been corresponding with people who have been interested in it and I have received letters from a great many people recommending one person or another, and I feel as a result of this advice and help we will be able to select a Dean of Nursing who will be satisfactory to everyone. I feel quite strongly that ~~xxxxxxxx~~ inasmuch as it is very undesirable for medical teaching to be

divorced from hospital work, it is also \_\_\_\_\_

It is the plan that the head of the School of Nursing will be known as Dean and she will have this double title. I personally will have the title of Dean of the Medical School and Professor of Pediatrics and we will all have this double title. It has been tried to separate these two but with detriment to the care of the patients and it has been tried in medical schools by having a non-teaching Dean, and I don't think the medical part has been as well taken care of. Of course we will have the usual instructors in nursing which have been recommended by the National League of Nursing Education. I follow the reports very carefully and am more or less familiar with the work which has been done and the work which is in progress and of course when the Dean of Nursing is appointed, she will be one of those who is conversant with those things and will carry it on in accordance with the best practice. I have read a good many reports as to how a school of nursing should be organized. As Miss C \_\_\_\_\_ said, some feel it should be entirely separate, a separate Board of Trustees, budget, etc. I think every department should have a separate budget but I have had some experience in a medical school which had a separate Board of Trustees from the Hospital and we had chaos all the time. We have one board of Duke University in charge which is in charge of the other departments as well. There is one board of trustees to which everyone is responsible. In the medical side, I believe the organization should be carried out and that

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of course is subject to conference with other people who will be appointed later- I think the Board of Trustees will be in complete control of everything. From that Board of Trustees authority will probably be delegated to a Medical Board made up of the staff of the School of Medicine, of the Hospital, and of the School of Nursing, and that Board will direct the policies of these three things, through three adjutants, the deans to report to the Medical Board. ~~xxxxx~~ It is the only way that the three factors can be coordinated. I have seen them worked separately and it has not been to the advantage of the three constituents. Miss Wyche may force me to come to some other conclusion, but it is very unlikely in this instance.

In regard to the school itself, I feel, as Miss Carrington has been saying tonight, that the High School certificate is of course requisite. It is the least one can do in educational requirement and that is the same that the women and men of Duke University have and the entrance requirements to the school of Nursing will be the same as that for any other branch of the University. In addition to that high school education requirement, I think there should be very rigid personal selection of the students. I think Mr. Duke's advice which he left in his will might very well be quoted. He said "Great care and discrimination should be used in selecting a student. Only those whose previous record \_\_\_\_\_"



If we can pick students, and I am sure we can, with those characteristics which Mr. Duke wanted, I think we can build up the type of school of which we will all be proud.

A lot of people argue that a college degree should be necessary, but I personally don't think so any more than I think a college degree should be requisite to the <sup>School</sup> college of medicine. I shall not bore you with arguments going into that but suffice it to say there are certain schools that do require it but that goes back 35 years to the time Hopkins put it into effect in 1893 and at that time the secondary schools did not give much of an education. But if you compare the curriculum of the Durham High School then and now, you will find that the High School now gives a better than Princeton did thirty-five years ago. I have compared it with several schools in this part of the country and elsewhere and I find that the need for a college degree for admission to a professional school is entirely unnecessary, for the cultural education which was only obtainable through colleges thirty-five years ago and is now obtainable in a high school. It is sometimes very useful after professional training has been obtained, and I think that the same thing is true in Nursing, that additional University work - after the certificate is obtained - is preferable to obtaining it prior to admission.

I want to say a little about the status of a pupil nurse. A good many people, as Miss Carrington states, regard her as a university student. I regard her as a medical interne and there are certain people in hospitals that regard pupil

nurses as self help students, as it were, or as someone has expressed it, cheap labor. After all a pupil nurse represents a bit of all these three points of view. She is a university student and is also a medical interne, as she is getting practical medical experience, and also, <sup>as</sup> ~~yet~~ she isn't paying tuition, she is a self-help student. You have known of places where they do practically all the work and get very little education. These nurses are not altogether fitted for the best care of the sick. Not only from the medical profession <sup>which</sup> ~~who~~ is also criticizing the nursing profession, but I have heard that comment from a great many women in the education of nurses make that same statement. I personally think that the second factor, namely, the status of medical interne should be more emphasized, and I think the third factor should be diminished and I think it can be diminished exceedingly well by increasing the number of ward maids that are used in the hospitals. I have been corresponding with Miss Taylor and Miss \_\_\_\_\_ at Yale and they are using ward maids more and more all the time. There are a great many things which are ordinarily done by a nurse, such as dish-washing, serving meals except in exceptional cases, running errands - you can number the hours wasted taking people to the operating room. I think a ~~xxxxxxxxxxxx~~ patient should always when coming back come back with an interne or trained nurse but taking them down is usually carried out by a nurse and she learns nothing, where her presence is not necessary. A good many of the things could be done by ward maids. You talk about nursing ~~xxxxxxx~~ economy,

it is rather expensive labor, I think. That is a point that ~~where~~ people in charge of small hospitals have not realized. I have been interested in the figures Dr. Rankin has out that a pupil nurse costs \$60. to \$100. a month and that is for a 40 to 44 hour week, and you must subtract from that about eight hours for classroom and study. Some hospitals have longer hours but most of the hospitals run on a 40 hour week and ~~the~~ about eight hours must be subtracted, as I have said, for classroom and study. From 1/3 to 1/6 of the work can be done just as well by ward maids at \$45. a month and they work a 60 hour week. I think it is time that the third factor, namely, the labor part of the nursing, should be greatly decreased and more emphasis placed on the instructional side of it. The curriculum itself will undoubtedly be the curriculum which has been outlined by the League of Nursing Education. They have done a splendid piece of work and I served on <sup>a curriculum</sup> ~~that~~ Committee and would accept that curriculum rather than spend the hours which would be necessary to make one like it. Whether the curriculum should be carried out in 36 months which is necessary under the North Carolina Law or whether it should be carried out in 28, which has been advocated, is a thing which only the future can determine. Assuming that it is 36 months I think there will be four courses open to pupil nurses in the school of nursing, as of all the usual courses. She will enter as a freshman and either at the end of the 36 or 28 months, she will receive her certificate. A certain number of the girls



who receive those certificates will want to go further, they may want to do extra work in \_\_\_\_\_ or purely university work, and after two years I think they will be able to receive a Bachelor of Science in Nursing, or Bachelor of Nursing. We have not worked out the exact ~~equivalent~~ equivalent of nursing in the matter of credits. Duke University requires a minimum of 26 for graduation, but some of the work in the school of nursing will be given recognition. I have been talking with Miss Baldwin who is here this evening and I think the Dean of Nursing and Miss Baldwin will be able to arrive at some basis so that at the end of two years after a certificate has been obtained, the student nurse will receive her university degree. Because I feel very strongly that the university should recognize the work done in hospitals and schools of nursing as work done in other laboratories, and this additional work would fit these girls for \_\_\_\_\_ work, public health work, or the various ~~innumerable~~ innumerable fields which are open. There is a good deal ~~of~~ of work and valuable instruction can be obtained from laboratory and x-ray work but I think there should be great freedom of choice. That is the second type I think should be there. The third will be - suppose a girl after her sophomore year in college, at Duke University, or in any other reputable college for women wishes to go into nursing, she at the end of 28 or 36 months ~~should~~ would receive her certificate, I think arrangements can be made that she can receive the degree she originally entered. That scheme was ~~tried~~ tried in a school but abandoned because only one woman followed the course, she went to N.C.C.W. for two years and then to Nurses



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will give a degree for the same work done in a hospital as done in other laboratories and meet that desire on the part of a large number of women today to obtain a University degree. Third, the teaching and office work have been greatly overcrowded. A good many people have difficulty in finding positions for teaching at \$900. a year and the same thing is true of the graduates of N.C.C.W.. When I went to school a good many of the teachers were men and a greater number of women have now gone into the teaching profession. At the present time the field is about to overflow. I think it is the psychological time to reach the right type of women to come into Nursing.

In conclusion I had hoped ~~to discuss~~ that there would be a chance for discussion here, but as I said at the start, I am merely expressing my ideas and if any of you have advice or criticism I would be tremendously pleased if you would write to me or talk to me after the meeting, because I, as well as you, want this Duke University School of Nursing to realize most of the dreams which Miss Wyche has had.