

to include in it representatives of Training Schools or Hospital boards. I have tried to give this argument full weight, for there is so much truth in it, and my respect for those who I know hold it is so great, that my first mental attitude toward it was that of assent. But fuller study and reflection have changed that attitude completely, and the advice obtained from experienced and practical physicians as well as laymen, is, not to organise on such a system.

The arguments in opposition are these: First, it is hardly likely that Training Schools or Hospital boards would enter into such a scheme with warmth and enthusiasm, for from their point of view there would be no valid reason for doing so, no apparent advantage to be gained thereby, and they naturally suppose that in their board meetings they deal with every question relating to Training Schools with sufficient thoroughness. But if we could induce Boards of managers to send delegates, these would hardly come with authority to act. If, for instance, an assembly of Nurses voted for a certain change in, let us say, the course of study or the hours of work, the lay members could not commit themselves, but would have to return and report the matter to their full Boards, so that practically nothing would be gained, unless they came in such numbers as to bring authority with them, in which case we should be swallowed up. Beyond this, again, our Association would not be intended to represent the Training School part of our work alone, but all the interests of a body of self-dependent women. Many questions which will come before us will be entirely away from and outside of Training School matters and management, and it seems more fitting, as well as more dignified, that we work out as far as we can our own problems; and, as occasion arises, send our representatives, it may be to School Boards, it may be to State Legislatures to ask, in the name of the Association, for such changes and conditions as are believed to be for the best good of the work of scientifically nursing the sick.

Instead of inviting representatives of Training Schools to join our forces, I believe we should work to secure graduate representation on the boards of Hospitals and Training Schools. The Associated Alumnae of Vassar College have succeeded in obtaining place for a certain number of graduates—three, I believe—on the Board of Trustees of the College, and the Alumnae of the University of California look forward to like privilege. It does seem eminently fitting that graduate Nurses should in time be placed on the managing boards of their Alma Maters, where their practical knowledge might prevent many blunders now made through ignorance.

The question, too, whether the medical profession should have any guiding or controlling interest in an organisation of Nurses should, I believe, be answered in the negative. The Royal British Nurses' Association has a Council and Executive Committee upon which stand a large proportion of medical men, but while it is quite possible that such an arrangement is the best one to make in a small and compact State, and under their special conditions, with which I do not assume to be familiar, but which are different from ours, it would undoubtedly not be advantageous or desirable for us, in our circumstances. The same practical difficulty would exist as in the case of lay members. Either they would be present in small numbers and be uninfluential, or they would be present in large numbers and swamp us. Besides, it is not likely that they would care to belong. They would always be kind and ready to help us, but would think it best for us to stand alone. The words of one of the best among them on this point are "No, make your Association exclusively a Nurses' concern." It might however be provided in our articles, that invited members be selected from Boards of Managers and from the medical profession by specified committees and under specified conditions, to attend State and National meetings. They would have privilege to debate, but no vote. In this way the benefits of a mixed membership might be reached, and the drawbacks avoided.

I would also suggest that it might be a good plan to elect in each State a certain number of medical men (of course with their consent) who would constitute an advisory board.

The enormous distances in this country to be traversed by delegates will be a source of difficulty. As a rule, in National Associations, it will be found that the travelling expenses of delegates are paid from the general fund; and, certainly Nurses who are busy women, and who cannot make up at one time what they lose from their incomes at another, ought not to be expected to bear their own expenses, if sent as delegates. In time we might obtain special rates from the railroad companies, as other associations do.

I would finally express with much earnestness, though briefly, both from advice received, and my own convictions, on the subject of relief funds, pension funds, annuity funds, or any form of financial aid to members as a part of the work of a National Association. Let our work be solely and singly educational and ethical, and our one object the development of higher standards in all departments of our work. Let us differentiate ourselves sharply, right here, from Trades Unions, and conform in motives and methods to professional and educational bodies. The feeling with which Nurses should

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