

in our midst who need the care of skilled nurses. How this nursing can be provided, how it can be made most effectual and far-reaching, will ever afford a field for inquiry and effort. Naturally, when it came to be understood that the care of the sick should devolve not upon mere hirelings, or upon those whose hearts were in their work, but who were without the proper knowledge how best to go about the work, it was necessary to train a certain number of competent women, who were taught nursing as a profession. Thus, at the end of a few years, we had many individuals who were able to go about the work with intelligence, and yet with no lack of the zeal which is to be found in the "born nurse." But as soon as the trained nurse became a factor in every day life, abuses began to creep in. The salaries commanded began to attract the commercial women, and the fact that a better class of nurses could be obtained by the offer of a degree led the proprietors of sanitariums and the trustees of small hospitals to establish training schools for nurses in which the facilities for obtaining a proper education for their profession did not exist. The consequence was that the nurses who had devoted years to learning their profession were in danger of being confused with those who had obtained a degree as a price for so many weeks or months nursing. The market was flooded with graduate nurses, who were graduates only in name, and who were crowding out those who had learned their profession. The "trained nurse" was in danger of becoming a nondescript woman, and the public were in danger of being imposed upon. In face of these serious questions, it is not to be wondered at that the leaders in the nursing world set to work to find some means of combating these serious dangers. To protect the public and the educated nurse, to prevent the shattering of high ideals, to combat the commercial spirit, individuals, however earnest or influential, could do nothing. The nurses resolved to follow the current of the times and to organize.

The present age is one of organization. The offensive and defensive alliances of great nations have a thousand smaller counterparts in the banding together of the members of different trades and professions for the protection of their rights and for the furtherance of the principles of which they, as a body and as individuals, believe themselves to be the true representatives. From the capitalist, who combines with others for the carrying out of gigantic enterprises, to the humblest artisan, who believes that his sole hope for existence lies in his special union, all are thoroughly impressed with the idea that individual efforts are feeble in comparison with forces which are combined. And so it has generally come

to pass that graduate nurses finding that, as a class, they are not exempt from difficulties and problems against which individual efforts are of no avail, and learning by experience that progress, improvement, and ideals, can be attained only by combined efforts with unity of purpose and centralization of means, have organized themselves into Alumnae Associations.

The chief effort of these societies during the past five years has been to lay a solid foundation upon which a standard for nurses might be built, a standard that all high minded, earnest nurses would be proud to help to maintain, and one that would attract to the work desirable women. From the first we were impressed with the fact that only by the nurses themselves could such a standard be created and sustained. In order to maintain the dignity of a profession or calling, the members, as a body, are in honour bound to jealously guard the interests and dignity of that calling, and not relegate that duty to outsiders, who cannot possibly know or understand the conditions and requirements as do the members themselves. Nurses have seen that the medical profession is not ruled and regulated by laymen, and we have done well to learn this further lesson from our chiefs, and take care of our own affairs. What is worth having is worth working for, and without the feeling of responsibility and of the necessity of working for our ideals, there will be lacking the earnest interest which is necessary to ensure success.

But the first steps necessary to secure this desirable professional status, are most important, and make constant demands upon the ethical side of our work, and large demands upon the superintendents of the training schools. For the success of a School Alumnae Association, it is necessary that interest and enthusiasm in their own individual schools should be first aroused among the pupils, and an *esprit de corps* be established among members of a training school, while still pupils, that will continue after graduation. This sentiment once actively aroused, an interest in the larger affairs and problems of nurses, as a class, will naturally follow later. This preparation of the pupils for membership in the School Alumnae Association devolves upon the Superintendent from the time that they come under her charge. The methods to be pursued have been most practically dealt with by Miss Lucy Walker, in a paper entitled, "How to Prepare Nurses for the Duties of Alumnae," presented at the recent meeting of the American Society of Superintendents for Nurses. Should some such scheme as this be systematically carried out, it will necessarily follow that when the pupil is ready to graduate, she will also be capable of assuming the duties, as well as the privileges,

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