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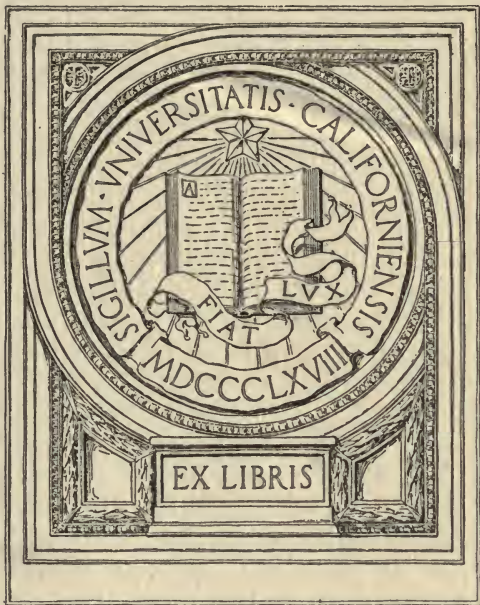
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THE POWER OF THE ALUMNAE

ANNETTE ALISON, R. N.



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Annette Alison



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Annette Alison T. U.

Oakland Cal.
May 20. 1920.

Annette Wilson, R. N.

921 Cypress Street

Oakland, Calif.

May. 20. 1920.

Dear Sir.

Am sending my
book "The Power of the Alumnus"
at your request - and thank
you for the privilege.

Sincerely,

Annette Wilson
R. N.



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*Given me to choose,
Of wealth, of fame, or master-mind;
Though choosing, these I lose.
I would be kind.*

A. A.

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The Power of the Alumnae

Written by

ANNETTE ALISON, R. N.

OAKLAND, CALIFORNIA

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ANNETTE ALISON, R. N.

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Affectionately dedicated to
LILLIAN JULIA STETSON
"Rare Comrade, Sure Guide, Great Heart"



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Oakland, Cal.

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PREFACE

In the following pages I shall endeavor to present a few facts and a theory or two in regard to the solving of the Graduate Nurse Problem, for such it is, and continues to grow.

We have books on every subject pertaining to the education of the nurse. I have yet to see, however, any printed article which reaches into the Training School, and with hands guided by experience and kindly interest takes the student nurse into its confidence, laying before her the solemn beauty of her calling, pointing the way to real success.

We are too prone to leaving to others the settlement of our questions, thus delaying indefinitely the justice due our profession.

Therefore, gentle reader, if you approve of my sentiments, pass the word along. We are workers in a common cause.

A. A.

Retrospection



RETROSPECTION



THE WISE builder looks well to the foundation. The more grand the edifice, the more stable must be the underpinning. If a structure prove topheavy, it is the height of wisdom to level it and rebuild.

So with our Nurses' Organization. We have gone forward by leaps and bounds, for our profession is a new one, and the paths of the world are ours. We are like children in a field of wild flowers, running here and there, ever reaching for the more beautiful ones, and crushing equally beautiful ones beneath our feet.

Because of our haste, we have lost our bearings, and are being called to account. We are juggling with mighty facts, for our work has been legally declared professional; yet we have drawn heavily upon the practical on several points, and who can say what body will dictate our policy a decade hence, if we continue annually to turn thousands of very young, impressionable, highly educated women upon the community without a powerful hand restraining them and guiding them in their duties to their profession?

That our National Association is entitled to the loyalty, membership and support of this ever-increasing body of recruits goes without saying. That our present methods of enlisting them are entirely inadequate to the task is equally well acknowledged. Our structure has grown topheavy; the foundation needs attention.

We have too recently to forget passed through a siege which taxed the ingenuity of our leaders to supply Reg-

istered Nurses for the demands of War and Epidemic, and our long-fought-for Registered Nurse Law was waived in order to fill our ranks. *We were not ready!*

National prohibition is here, and we are warned by those who know that there will be a deluge of drug-fiend cases upon our hands, to care for, to cure. But we do not know how to nurse such unfortunates. We do not *like* such work. *We are not ready!*

The aroused National conscience has awakened to the task of stamping out disease and taking preventive measures to keep it out. This brings the call for the Public Health Nurse in great numbers, and special classes will have to be formed to prepare us for the work. *We are not ready!*

Where now lies the fault?

This condition should not have arisen. There are, in the first case, moral obligations peculiar to the graduate which should be so thoroughly impressed upon her that in case of emergency her pleasure is but to obey.

If our training does not cover drug cases or other equally unfortunate types, then we are not properly trained; let us take steps to include such in our days of study. Surgery is important, and by nature confined to the hospital; but medical work is waiting for the trained hand in every part of our country, praying for the day when it shall be given its proper place in consideration and administration.

Public Health work is certain and continuous, therefore let it be a part of our curriculum, that every graduate can play her part wherever her lot may be cast.

The chain is as strong only as its weakest link, and after our late experience, with the general lassitude and unpreparedness of the average nurse apparent everywhere

in nursing affairs, it behooves us to locate the weakened link and take the proper measures to strengthen or replace it.

The splendid endeavors of our Organization leaders are handicapped continually by the indifference to the cause, of the graduate, and herein lies the danger. This condition is apparently not manifest until the day she is graduated, and it is perfectly natural, under present circumstances, that she accepts her freedom along with her diploma, and goes forth utterly regardless of any further tie save as her pleasure dictates. Her indifference is only equaled by that of the District Association, and the latter is the more culpable.

We are, like Mohammed, waiting for the mountain to come to us, and our folly will result in worse fashion than his, for *that* mountain was probably immovable, while ours is decidedly not so. Not only will the graduate nurse not *seek* admission to our ranks, but very strenuous efforts will have to be made to reach her at all. There are other forces at *work*.

We do not say to the child in the home, "There is the school; you really ought to go." How many children would attend school? If Uncle Sam had said, "I need you boys; I can do it if you volunteer, but suit yourselves," where would we be today?

So it should be with our Organization work. We cannot afford to be indifferent to the nurse at any stage; the proper method is to prepare our *Student Nurse* for her future place in our great Nurses' Organizations, meeting her upon graduation with plans so ambitious, so appealing as to demand her every interest and support.

The Hospital Diploma is but the first rung of the ladder. It may be that Hospital Boards consider their

duty done when the diploma is granted, but most assuredly that is not the case so long as the nurse steps forth uninformed as to her professional affiliations. The training of today must include the study of the graduate's future relation to society, aside from the mere wage earning. She must know her duty, and be prepared to assume it.

This important phase of her education cannot be accomplished at any other time or by any other agency. The student body is composed anew yearly of young women from all parts, and are of all types. They come to the Hospital as to a boarding school—they cannot live elsewhere. It is the period of their lives when, under any other environment, they would develop their talents, give due heed to social duties and generally fit themselves for life.

That they voluntarily choose the type of work which practically puts an end to normal ambitions in such lines, should not be overlooked by the heads of institutions whose success depends upon this very condition of self-sacrifice in its student body. *Theirs is the great privilege* of bringing to their aid forces which shall in every sense cater to the well-being, the education, the social status and the prestige due a beloved daughter of the home.

The graduate steps thus qualified from her Hospital to her Alumnæ, and is launched upon her professional career.

The Alumnae

THE ALUMNÆ



HE Alumnæ is the link in our chain which must receive attention, if we, as an organization of educated women, are to take and keep our place in the vanguard of civilization. Its value is beyond compare. It is the tie that binds; the fence at the edge of the bluff. The Alumnæ is the trusty trade-wind, "Succor," come to the relief of our good ship "Organization," becalmed, and will bring it in safety to its desired haven.

The Alumnæ is the open sesame to the student body, and must be the factor which brings to that body knowledge of the further workings of the profession. That the Hospital Board and directors of the Alumnæ should work in perfect harmony is necessary to the proper development of both.

The managing board of every hospital has the interest of the student body at heart, and will never fail a nurse who does her duty. Equally so the nurse is loyal to the institution of her choice.

That this interest ceases to a great extent on the part of the hospital, after graduation of the nurse, is general, natural and regrettable. Other students are coming on, the work is being done—and—well, there is no time to think of the graduate and her affairs. Furthermore, these affairs are apt to be of too pressing a nature to consider. The graduate is thus thrown upon her own resources, and this becomes the strategic moment for the Alumnæ.

Meanwhile, its members have grown more or less

worldly wise in their art, are in a position to look upon both hospital and graduate at their face value, and are of potent worth to both, thus forming the basic line in a triangle of great strength, making the plan complete for handling all questions relating to the profession, fulfilling its mission in guarding the interests of its hospital, holding together its graduates, guiding them steadily and surely into their proper affiliations with District, State and National organization.

That such an important connecting link can be underrated or overlooked altogether should form one of the chief regrets of our National body, and any and every effort made to restore its power, receive the most cordial support.

Think of the women in all walks of life whose names appear upon our graduate roll, whose mature influence would be of incalculable value in the discussion of our problems. Because we have been dilatory in our obligations in this respect to our graduates for the last quarter century, does not augur that the case is hopeless. Many of them may yet be reached, but *no more* must be lost.

The Alumnæ is naturally ambitious for its student body, coveting for them the best. In view of this fact, it would be well to request the installation of a district lecturer, who would go before the classes with a properly prepared lecture on the important phases of their work, their duty to their hospital and its instructors, the solving of questions from the ethical standpoint, the chance for advanced educational advantages as provided by the National Organization, the different lines of positions now demanding graduate nurses, and their natural and right affiliations upon graduation.

This is a wide field, should be well covered and sub-

ject to examination, thus precluding any excuse on part of the new graduate that she was uninformed, and would make for better work and closer application to study on part of the pupil, by furnishing a mighty incentive to endeavor. It would in a marked degree develop the *ethical* tendencies, thus helping to lighten the labor of those of our number who are trying to bring about happy and wholesome conditions.

Surely no profession can boast higher ideals, greater achievements, or nobler leaders during the few years since its inception; and it is because of the knowledge of the existence of this wonderful source of strength, ever renewing itself, that the thoughtful graduate pauses with outstretched hands, appealing to the powers that be, to send light on this, our peculiar path, that we may wisely choose our course, the more to reflect glory on our splendid profession.

What comfort in the thought, that while we may be plodders, there are ever leaders. See what the last tragic year has brought forth! Pioneers in every field of nursing; women who but a few short years ago were student nurses with powers all undeveloped; yet they came naturally into their own when opportunity beckoned them. There was no chance game played there. They were chosen because they had ever been pioneers, had ever dared to blaze the trail. It was not necessary to seek for them; they were, as always, at the helm of our organization work, and with what pride must their Alumnae view their progress! What an inspiration to their hospital, their training school, their Alumnae!

So our training schools of today hold our future leaders, and we must not permit them to miss the splendid opportunities awaiting them by allowing the stumbling

block "Indifference" to find lodging in their path. We must make all roads clear, that this mighty host of youth and preparedness may march unhindered against the enemy, whatever form it takes. We must humble ourselves and place them first, that theirs may be the greater chance. We pay glad honor to our generals, but never let us overlook or take slack account of our regulars, for it is they who decide the battles.

We listen in amazement to the accounts of our young war nurses, how they grappled with burdens many times the size they had prepared for, and come back to tell us of it with smiling faces, broadened understanding of life, and hearts beating in loving sympathy with all mankind.

We are proud of our war nurses; we stand at attention to our Army Nursing Corps. They are ours; and such experiences, so splendidly met and mastered by them, give us hope that some day, with all of this wonderful talent and spirit of self-sacrifice reawakened and applied to the questions of our National Organization, they may find ready solution. This same power lies more or less dormant in the heart of every graduate, and will as surely come to the rescue, if we but create a great need for it.

Nursing interests world-wide have received an impetus which will prove to be a century milestone on the path. True, though sad it is, our profession must gain its points of vantage through the sorrows of the human race. Let every graduate of today, therefore, and every one yet wearing the undergraduate blue, realize that her profession has gone forward by tremendous strides during our war period, and she is being judged as never before as to her loyalty and capability.

Let every nurse stop for the moment and think. Some-

where there is the hospital that took her in, and patiently and to the best of its ability guided her through the phases of nursing, placing her on a substantial footing before the world. There were classmates, dear ones, who are probably wondering, just as she, how they can best express their gratitude and desire for better things for the nurses of the future, while keeping in touch with the friends of training days. Such earnest women can be numbered by the tens of thousands throughout our country.

Affiliation

AFFILIATION



THE problem is how to enlist this great, white-frosted army under the banner of the National Association, that *it* may have the united support necessary to carry on its great projects of Education and Relief; that all nurses may be brought to understand the great issues at stake; what mighty power is theirs to solve their own questions, whether of work or play, sickness or health, comfort or lack, youth or age.

Here is the point where the Alumnae shows its worth, and if our National Directors will accept a suggestion from far-away California, it will be to authorize the forming of the Alumnae of every hospital in our broad land and its possessions, placing in their hands its questions for solution, and holding them responsible for the task.

The Alumnae is the family group of the nursing profession, and the family is the rock on which the welfare of our country rests.

No District Association can reach all of the graduates within its border; the task is too great and interests too diverse. It must be done by the Alumnae if it is ever done at all. It is foolhardy to presume that because a few rules are laid down for nurses that all nurses will heed them. In truth, it is a long-established fact, that they do *not* heed them, as demonstrated by their utter ignorance of what the Association stands for.

It is not too late to mend matters, however, and there should be little trouble in each Alumnae assuming its

share of the burden and accomplishing it. Here is where the Alumnae Club comes into prominence. Here we may meet in conference or indulge in the social hour which makes life worth while; here keep the record of Alumnae activities, and in many ways bring about the spirit of comradeship so necessary to fraternal success.

It is not as though you and I belonged to the only class that was graduated, much as that type of spirit seems to prevail. They were before us and will follow us yearly so long as our hospital stands. We cannot shirk our duty, even though we do not recognize it as such. It remains.

In the early days of nursing, the Alumnae took its place naturally as the social bond which held together the graduates of a training school. The word comes to us from the Latin, and we probably never will know to what extent its authority was demonstrated long ago. Its chief strength lay then, as now, in sentiment, and sentiment is power.

With the rapid rise of the hospital during the last quarter century, the commercial spirit dominating, and the demand for steady, intelligent help, the training school has grown to proportions almost beyond compute.

The Alumnae spirit, depending upon a certain sacred touch to keep it alive, gradually grew dormant, and our National Directors, seeing the danger, by wisely directed effort, so considered at the time, brought the existent Alumnae Societies under the management of the American Nurses' Association, then newly organized and a purely business proposition.

Now witness the result. With no Alumnae to hold the graduates of a school together, and no particular effort on the part of the County Association to reach them,

we have for years graduated nurses into our midst, and they may leave the institution that day, and so far as the majority is concerned or interested, they may be lost sight of that day. Should they return a couple of years later, they would be as strangers in their own home. There should be some little nook in every hospital where the graduate may feel strictly at home. Be it only a chair, a desk with a picture above it, but let it be hers.

This is a plain statement of facts up to the time the law granted an eight-hour day to the student nurse, which, perforce, brought the graduate onto the floor for special duty, and the numbers thus kept in almost steady employ must not forget that such measures come about only by hard-fought legislation, and while they reap the benefit they must remember that not the least part of their duty lies in the moral and financial support of their District Organization. Here is the line of work which becomes theirs upon graduation. "*The guarding of their own and the interests of others.*" We have wandered far from our path on points of general professional knowledge.

If for no further reason than these, it were well to again arouse the Alumnæ spirit; and because we have for a time submitted to a condition of absolute disinterest regarding most nurses, but especially the classes who are being graduated annually into our midst, whom we do not know nor have ever seen, but for whom our hearts yearn and our hands would fain be extended in friendly greeting, we are determined that no longer will we sit idly by, but will take steps to rescue our National Organization in its extremity. Our hands have been forced by the natural swing of the pendulum in nursing affairs,

and, as always, there are earnest women ready and waiting to take up the work.

There is much available data, no doubt, regarding Alumnæ work. It is an open book, and he who runs may read. I prefer taking it as it stands locally, for that must needs be general, adding what seems to be the solving of *National Membership*. We are professional, are we not? Do we know our surety for that claim? It is *National membership*. That is the point on which will hang many a decision in many a court before we can declare our professionalism an undisputed fact.

It is so precious a heritage; so splendidly won for us by our own California graduate, Dr. Helen Parker Criswell. It would seem that California nurses would take every precaution to protect it.

But nurses are unlike any other women in all the world. They come second only to mothers, who never leave their own while sickness hovers. The nurse's time is so uncertain, her whereabouts a continual guess to anyone but herself. The type of work, the great longing for fresh air and sunshine and some sort of pleasure during free hours are detrimental to things prosaic, and meetings are almost out of the question.

This throws the responsibility of holding meetings and disseminating nursing propaganda into the hands of a few, who, however earnest they may be, yet by the force of circumstance, their influence is limited. It seems practically beyond human will to hold power and not abuse it, yet it is certainly an abuse of power to dominate the office holding of any association. How long would our wonderful fraternal orders have existed had this method prevailed?

It would seem that such a condition, unprotested,

would alarm; but we know that nothing disturbs a vessel becalmed. Yet therein lies its direst danger. No more truthful saying was ever penned than that of our own California poet, Joaquin Miller:

“A calm more awful is than storm;
Beware of calms in any form—
Life means action.”

As it was pleasant during student days to choose our mates, so it becomes later in Association work to select those of our friends who happen to be congenial, put them into office and keep them there; then to saunter along year after year, with schools in our midst never represented on our Board of Directors, nor on our membership roll. Satisfied to enroll a fair number; not at all worried if we do not materially increase. We have failed entirely to grasp the idea of attending to *our part* of the business of our National Body.

Such a condition is inconceivable with progress, however, and is one reason so little headway is made. Another reason is because we allow our Superintendents to use their acquired power to sway the judgment of the nursing group.

It is very evident that graduate nurses will have questions to solve which may not be altogether acceptable to any other body. It is also inevitable that the nursing hosts, when aroused, will carry their points. Would it not, then, behoove the superintendents to assume the prestige they have gained, and apply it on their particular problems? We cannot forever balk progress, and why try, when another's good fortune reflects most surely upon us?

Therefore, it takes no small amount of moral courage

to advance the theory, that it would be suicidal for the Alumnæ to follow any lead as demonstrated to date. It would be but a case of the blind leading the blind. We must, rather, take the points of apparent failure, knowing that failure is but a path to attainment, and wrest from them the secret of success.

Our new graduates are of the hour, hence our methods to reach them must be likewise. We must grasp the spirit of the day, take steps to reach them *as they are graduated*; catering to the demands of *youth*, for of such will be our annual graduating class, and as such must be considered.

Prosy Rules and By-Laws are all right in their place, as is Parliamentary Law. They are like the deed to our home, which we must have for protection, but which is not a quitclaim to any further improvement. Indeed, the paper indicating ownership and power to improve is the incentive in ambitious hands to embrace every opportunity to enhance the value of a holding. Therefore, let us study business principles—let us find out why we are standing still; let us not scorn to accept assistance in our difficulties, so it comes from our own body.

Like all groups, our meetings will cover business and pleasure. It becomes our duty, then, to decide which shall be assumed by the District body in session, and which by the Alumnæ.

In times past, only shortly, our District Association lent itself to pleasure, at stated intervals, in the form of a yearly bazaar in the Fall, and an annual theater party in the Spring. I believe it was conceded by all that those were rare days. Let us resume them. Such hours of real pleasure are beyond price, and the power to conduct such affairs lies solely with the District body.

The distinctive honor of entertaining speakers must also remain with the parent group. It would seem well, then, that those who address us should be chosen from the various fields of endeavor, thus furnishing a stimulus to our younger members to spend an afternoon once during the month with the graduates of every other school, for communion and edification. We have listened a deal to medical men, and a decided change at regular intervals would be most valuable.

The Alumnae, on the other hand, would hold meetings more of the family type, and would always take on the nature of recruiting stations. They would assume their parts in all social activities of the District, and no small portion would be the making ready for bazaar work. The theater party, too, would add its quota of responsibility and would develop a wonderful field for competitive effort. In fact, the great function of the Alumnae would be the supporting and upbuilding of its District Association, the meanwhile looking to its duty to its own school.

Our National Directors decreed during the last few months that the Alumnae, in order to be identified with the National body, must be affiliated with the District. I take this as a most satisfactory omen, for the need of such a ruling proves, beyond peradventure, that the Alumnae spirit in all its force is in its reawakening, and needs to be wisely controlled. We congratulate our National Directors on this evidence of their wisdom.

Affiliation is a happy solution of the problem, for now the power to entertain national questions becomes the duty of the Alumnae, as does also the privilege of advancing new ideas. We are taken into active partnership with the greatest nursing organization, to share in its work and in its glory of accomplishment. The thought of

affiliation mightily strengthens the issue, and the temptation to waver and shirk will in a great measure be obviated. *We ask that the desires of our National body be put into concrete form, and placed in our hands for study.*

The present generation of graduates, with their excellent equipment as to education and modern training advantages, should bring timely and splendid aid to our National body, and every effort on the part of the Hospital, the Alumnae and the National body is worthy, and must be exercised in their enrolling.

The study of the National plans for Scholarship and Relief will be interesting topics for discussion, and as yet not entirely understood by many nurses, or at all by Hospital Boards as a rule, yet this should be of high importance to them.

Alumnae plans should in turn be of extreme interest to our National body, as well as to other Alumnae circles, and mayhap we will find a road on which we can travel together, ever forward.

If we were artists, we would exchange ideas on form, method, color, scenery, and all things pertaining to the palette and canvas.

If we were musicians, we would do equally so in the line of harmony, bringing every new thought to bear upon our work, that we might excel, and no artist, be he or she ever so humble, but has the right of way to all advances made.

This, then, becomes the burden of my song. We are now members of the American Nurses' Association. Every graduate in our District and every student nurse in our midst is one of us. We have reached the point by reviving Alumnae work where every graduate is accounted

for by the right of graduation, and no one can enter our ranks save by the grace of being trained.

She thus forms the nucleus of a family varied in number according to the size and age of her school, and *to her* must be brought a record of every step taken by our National Directors, its ambitions, dictations and accomplishments.

From her may go directly the voicing of any desire, any project, through the medium of her Alumnae. When this happy relationship shall have become established we may safely look for renewed and ever-renewing interest in nursing affairs.

The task of the Alumnae becomes the segregation of the personnel of its membership into groups according to their condition and position in life, studying out the advantages of each; and, as they are identical everywhere, the task will be arduous, but finally successful; the point being that each group has the power to fill the need of some special demand brought about by the ever-changing conditions of civilization, with their direct effect upon the profession.

Naturally, the Alumnae will be as a busy mother of a large family, who rejoices over the happy, settled condition of the older children, who never ceases looking to the comfort of those in the field of work, and especially for those still in the home nest, studying how their lot may be made easier.

So we, as Alumnae members, will stand guardian over our young graduates and the student body of our hospitals, as well as the interests of those in the field, bringing mature influence to bear upon questions which the age forces upon us, courting the interest and respect of all in equal measure. Our principal task, however, will be

the studying of points as worked out by the National body, the State and *other* forces, *making* them *apply*. Thus we may hope to merit the confidence of both graduate and leader, both District Association and National, hastening the accomplishment of worthy ideas, making way for further improvements. That new conditions are constantly arising, it follows that we must center our thought on the present problems, bringing all our accumulated force of experience to deal with them, and using this force to face the new problem which is already on its way.

What an impetus to the District Association would be the knowledge of many branch centers, all busy straightening out the tangles, sending in their reports at regular intervals to the District body in session, which thus becomes a clearing house for local nursing activities. A happy arrangement would be the holding of all Alumnae meetings the day of the District Directors' meeting. Thus, any request could be immediately phoned, and action taken to set it in motion.

The further value of an identical meeting day would be the possibility of the communicating of the Alumnae bodies directly with each other. It would stimulate interest where there now seems to be a wonderful dearth.

The advisability of the District Directorate being composed of one member each from its associated Alumnae, and one representing the outside nurse in our midst, would savor of fairness in dealing with all, and would do more to animate organization work than any other single method.

It is readily seen that such ideas would in no sense upset the working plan of the District Association, but, on the contrary, would visualize for it its inherent possi-

bilities. The necessary step then becomes the finding of a working principle.

We have all attended meetings where there seemed to be no set purpose, no initiative, no accomplishment save the reading of minutes. It is not to be marveled at that members are hard to attract. Our sympathy is extended to all who labor under such discouraging conditions, yet they are not beyond the solving.

What seems impossible, unattainable, is so only because we look upon it as such, accept that impression, and stand helpless before our self-made mammoth tasks.

It might be well to have a chart in each meeting room, with our bounden duties kept before us in black and white, and not erased until accomplished. We would thus become acquainted with them at least, and perhaps the moral courage lying low in the majority of us would rise to the occasion. A bit of stimulus is very valuable.

Visions

VISIONS



HAVE studied the question from all points of view, but come back always to the one word "Service"; and if, in pursuit of my ideal, what I have woven out of fact and fancy seems visionary, so let it be.

Every act is preceded by a vision on the part of some one, and I can think of *no* work which in its largest sense transcends the wonderful possibilities of the nursing profession, in that it lies at the very base of human need.

"Angel of Mercy." Can you ask a greater earthly tribute? All have a right to indulge in visions. Without them we are dead timber. How happy, then, are they who can tread in the ways of the future; bringing back with them strange appearing facts, garlanded to beg approval of the slower moving world; yet these are the great souls of all time.

Let us consider. American Independence was first a vision, as was the Abolition of Slavery. National Prohibition and Equal Suffrage have been visions for many long years. The League of Nations is a vision, a good, home-made vision at that, of which we are duly proud. All these, and all visions for time to come, are but the working out of the vision portrayed by the Master when He said: "Go ye into all the world and preach the Gospel." It is being done as commanded, and because of it the world grows steadily better.

If you have a thought for the betterment of human conditions, for more happiness, cherish it; hold fast to it; others everywhere are holding the same thoughts.

Of such are visions framed and realized. We read that Florence Nightingale was so imbued with the idea of properly ministering to sick and wounded soldiers, that while walking in her father's garden, discussing the topics of the day with friends of equal rank and power, her *mind* was busy planning how many beds could be placed in wards equal to that garden space.

We know that in pursuit of that vision she faced every criticism kind friends could heap upon her; every obstacle the government itself could place before her. She was thwarted, hindered, ridiculed. We know she defied royalty and *went*, to prove her convictions, to that hole of suffering, there to work out her problem to the best of her God-given ability; *she* did not falter, "The Lady of the Lamp," and because of her work in the Crimean War, our boys received the best a nation could give them but yesterday, when twenty-five thousand graduate American nurses answered the call and served on the battlefield and in the camp.

Thus is the vision of Florence Nightingale being fulfilled. This day and age would indeed be a revelation to her; and to the nurses as many years hence, our methods, too, will seem but in the making.

It is only by reviewing history that we can in any degree estimate what progress has been made in any line whatever, and only thus can we gain the moral courage to suggest plans which now seem, and indeed are, almost impossible of comprehension; yet if, after having gotten a glimpse of things as they might and should be, we still hesitate to express ourselves, we have failed in our mission, and another will come immediately forward with our ideas; for it is not we alone, it is the world of thought ever pressing through the weak spots in the fabric of

civilization, seeking solution of its sorrows, using us as instruments of service.

Thus it is not surprising that minds with identical thoughts and modes of expression appear at almost the same hour in diverse parts of our world.

What at first seemed an unsurmountable difficulty in preparing a paper on this subject, has turned into positive joy at the thought that my poor expression could be used as the instrument to convey a rich thought; one which can bring only joy and prosperity to the graduate nurse wherever in all this round world she may be, and success and satisfaction to the Alumnae and Nursing Organizations everywhere; and as such giving me confidence to propose measures which should form the warp and woof of the National Nurses' Organization, and which can and must be placed in the hands of the Alumnae of the land, there to be carried out to success.

Our profession is still in its infancy. We are but builders, and the coming generations of nurses are depending upon us for their standing. Oh, let us not fail them—let us use all the light we have. Could we but look back beyond the haze and view our successors, how happy would we be could we hear them say, "They builded well for us." We cannot hope for such sweet praise, friends, unless we take measures to meet and greet everyone who enters our ranks, gladly welcoming them to our round table, ushering them into the secrets of our greatest desires and ambitions, making room for them in places of authority, passing to them the torch of progress.

We must not fear to entertain great hopes for our profession. We have our distinct place to fill, and we

alone must stand or fall, according as we deal with our particular part of the world's work.

Of these peculiar hopes I will mention two or three, in that they have a direct bearing upon the new graduate; and, feeling that she is the first to be considered, since she is the source of supply which must meet all demands, I do not hesitate in asking freely for her.

State Registration

STATE REGISTRATION



MY FIRST thought is of State Registration. As the law stands, it is optional. It should be compulsory. If the title R. N. means anything at all, then every graduate nurse must have it. We cannot leave so vital a point to the immature mind of the average young graduate, or the indifference of the older one, but must take steps to accomplish the fact.

It is not the question, to the graduate, of a special fund being raised for any purpose whatsoever, so much as the fact that every nurse shall be registered by the State. As no further study is necessary on the part of the student to pass the State Examination, and as the new graduate may miss the date set by a few days, thus practically throwing her out of the running, in simple justice to her we ask a change.

Who knows where or how she may be when the next date comes along, to say nothing of the fear of having grown rusty? The desire, once uppermost in her mind, gives way to indifference, and the nurse once pledged to all her duty, becomes careless.

This is a common occurrence, one not to be tolerated, one easily rectified. For the future welfare of the student nurse, let us ask that the R. N. Examination be held in the Hospital, before graduation, as do all others, and the magical letters affixed to the Hospital Diploma. Now that we have a national curriculum, there is no reason why any nurse should seek farther than the walls of her own Hospital for the desired insignia.

This question has passed the point of experiment and settled down into just about what it is to be, and the new graduates who have slighted their opportunity deserve a reprimand from their Hospital. However, that is youth; there are many more who might try, but unless some great stress were put upon them, would never attempt it.

We do not want such a condition to prevail. Let us ask another waiver, a very lengthy one, that every graduate may be advised and registered. For the thousands in our National Training Schools, however, we ask a speedy solution of the vexed question.

The fact that the State sponsors the education of the nurse to the extent of issuing an R. N. degree should inspire the Hospital to meet the issue. The natural pride of the Institution should come to the rescue and save the nurse from making any mistake, thus preserving its prestige, for an institution is judged in no small measure by the status of its graduates.

Any nurse who has served three years in the modern Hospital has earned her diploma, her R. N. degree and her Hospital pin, *all* to be given her the day she is graduated. The withholding of either casts an unjust reflection upon the graduate, and in these modern times proves shortsightedness on the part of the management.

The cost of the R. N. degree should be arranged between the State and the Hospital regarding the student body, and, owing to the greatly increased number of applicants, and the assured steady demand, could easily be made less. In any case the student nurse should be free of the tax, even if Mr. Public has to pay, which will eventually be the case.

Many of our hospitals are successfully managed by

nurses. Here, then, is their opportunity to prove their unflagging interest in their Association and in their members to be (?). Other hospitals will follow their lead, and eventually the work will be done, and properly done, in a few hours, which, under present conditions, will never be accomplished. The change will have to be made, the only question being, how soon it can be done.

Our State Association has decreed that only Registered Nurses may apply for admission to its ranks. This probably is a necessary measure. But what about the thousands of Registered Nurses in our State who are not identified with our State Association? Why so magnanimous in their behalf, while placing a distinct barrier to our certain, steadily increasing numbers of new graduates, who seem equally indifferent? Why ignore the fact that there is a group outside of our ranks which can easily overwhelm any project we might seek to advance, a fact to be reckoned with?

We are hitting the nail sideways; and we never drive a nail home until we strike it squarely on the head. If we want our State Association to be composed of Registered Nurses, we must take steps to have them registered at the source, leaving their enlistment to the hands of their Alumnae, which will thus care for every local graduate. This gives all the spare time of the District and State Association to the enrolling of this great body of unattached nurses; for why should we not have the benefit of the yearly due of this type of nurse? She accepts our work, our money, and reaps the result of all our effort. She should be liable therefor.

There are still far too many of our local graduates, and others as well, who have not availed themselves of the honor attached to the letters R. N. It might be

wisdom in the future to take advantage of more publicity than we have in the past. Almost every nurse will see or have her attention drawn to an article concerning her work in the *daily paper*, which seeks out all parts of the State.

For their benefit, apparently, books are now available, the mastery of which will prepare the older graduate for the examination. This has been fairly put to the test, and as one very worthy woman has stated, "the game is not worth the candle," meaning, in her case, that the study necessary to master that set of questions is out of all proportion to the advantage gained.

She and many more of her type are the very salt of the earth in the real work of nursing, and because of such women, we ask that the law be waived, that they may all come in. The greater loss is *not* theirs, and the honor would fall wholly to the State in lifting the impossible barrier to the unregistered nurse to date. The State in turn might well demand that she identify herself with her Organization.

This plan, combined with that of registering the student nurse, would place the whole nursing staff at the call of the State, and would certainly be more dignified than the method of driving our graduates from post to pillar to evade an unjust law, which the very ones who urge it do not respect enough to enforce. It is not to be marveled at that our young graduates do not trouble about it, when the Medical profession and Hospitals openly ignore its demands.

However, we are not of the Medical profession, nor yet of the Hospital Board. We are of the Nurses' Organization, and must stand by each other in the carrying out of our just demands. They have their troubles, too,

and we must give of our most valuable aid, but not to the sacrifice of our own principles.

In connection with this thought comes that of the drifting nurse in our training schools, a menace to be stamped out. The Hospital could use the argument of registering its graduating class as a strong card in the handling of this question with the State, for the Hospital has its rights, too, which cannot be appreciated to the point of handling by any other body. The State Nurses' Association must surely stand with the Hospital here, and the Alumnae of each school should frown down any such arrangement, while saving any favors it may choose to grant for the nurse who has served her full term in the school of her choice.

This condition of affairs has not come about suddenly or without reason. It originated through the affiliation of small schools with larger ones for the purpose of completing the nurse's education, and was a necessary and satisfactory measure. Like all questions which we leave to others to decide for us, it has acted as the boomerang, and, very unfortunately for all concerned, the student nurse finds herself vested with a power she is in no sense able to wield, one which must be taken from her. Certainly the Alumnae can play a big part in steadying the tendencies of the student body, and this it will cheerfully do in ways conducive to pleasure as well as to serious work. The very fact that the student knows her Alumnae is interested in her will have its effect in her work and study.

Student nurses are a problem, yet every superintendent was once a student, a fact too often forgotten. May we not plan our future more judiciously, that *every* superintendent shall have been first a graduate of the

teachers' course at the Columbia University, and come to the training school equipped with the necessary knowledge to handle not only the work of the hospital, but human beings, with hearts and feelings as represented by the student body. They have their rights, too, and will measure up better when they are the better considered.

Times are changing the question of livelihood rapidly. The lure of the business world is constantly making inroads upon the professions for women, and in order to make Hospital work more enticing, all possible measures are worthy of consideration.

The fact that the High School diploma is now an entrance qualification to the American Hospital assures a steady upward trend in nursing affairs, and a decided burden is lifted from the shoulders of the Hospital Board, thus opening the way for consideration of other measures in keeping with the advanced educational status of the personnel of its training school.

It seems fitting, then, that more attention might be paid to the senior year, according honor where right and seeking to impress upon the truly valuable senior the appreciation which is her due.

Too many graduates complain, and justly so, of lack of confidence placed in their work during the last months of their training. They are ready now to assume responsibility, and it would seem that all claim for discontent might be entirely obviated by preparing the student right from the beginning to occupy positions of minor authority during her senior year.

There are many booths in the modern Hospital now filled by outsiders which could safely be trusted to the senior, giving her confidence. Once the system were established, it would become the goal; and the ambition

of the student would be thus encouraged. Furthermore, it would effect a decided saving on the Hospital purse.

Among other plans must come the day of Graduation, a subject which has never yet received its just consideration.

Graduation

GRADUATION



AT NO period of time has the nursing profession so richly come into its own as during the past three years. We are before the public as never before, and while this popularity is at its height, we should take advantage of the prestige gained, by presenting to our world of friends evidence that we are ever in their midst, a growing body. The fact that we are capable of setting a standard, and maintaining it, will have its effect, and we will be accorded honor in keeping with the dignity of our profession.

This can be accomplished in truly spectacular fashion by an annual graduation ceremony. There is no day quite so important to the graduate as that on which she receives her diploma. It is also a day of sadness, for she is leaving home—too often the happiest home she has ever known. I am sure if Hospital Boards just knew all the longings of a nurse's heart for the first month out of school, that there is scarcely anything she might ask which would be denied. Would it not be well, therefore, to make this a memorable day for her?

Instead of having little select affairs for the ambitious Hospital, and none at all for the indifferent one, why could we not have a National Commencement Day for the American Graduate Nurse?

Since we have earned the privilege of an Academic course, we would do well to emulate that form of graduation—or the classic form as portrayed yearly by the Normal School. More practical and to the point would be the District union graduation at the Municipal Audi-

torium, with attendant reception and an evening of pleasure. Certainly the scholarly frock and mortarboard cap of the University graduate, or the flowing robes of the Normal teacher, could in no fashion outdo the stately white gown of service, the uniform of the graduate nurse. Can we not do this for her? She who goes forth to succor, to heal, to demonstrate her knowledge by scientific work?

A National Commencement Day for the American Graduate Nurse! Think of it again, what it would mean. Think of the hospitals of each District making preparations for such an event. What an inspiration to Hospital Boards. What an antidote for the petty jealousies that foolishly arise between rival training schools, one which would melt all barriers, "as melts the dew, the morning sun before." Think of the vast concourse of friends come to pay homage to this group, from every hospital, large and small, gathered this hour in glad harmony of spirit.

UNIFORM. Every graduate nurse, from this day forth, should pledge her allegiance to the American Red Cross, and that pledge should be taken and declared in emblematic form at the hour of graduation. The fact that every graduate is a Registered Nurse, it would follow there should be a Registered uniform. By National supervision there is no doubt a registered uniform could be devised which would meet the sanction of the National Red Cross, thus keeping alive always the thought of service and the readiness for it, at the same time doing away with the various hybrid types of uniform now prevalent. There *may be* proper times for the high heel and sheer hosiery, the abbreviated skirt and decollete styles, but the sick room and the home where illness has laid its troublous hand are not the places for such fashions.

Every graduate would, with pleasure, have donned the uniform of the Army Nursing Corps, to serve her country in its crisis. Equally so will she do at all times, if but the hand of authority be laid gently upon her shoulder. She is an obedient servant, and needs but her own conscience to be awakened, to set the matter straight.

To further carry out the beauty of a National Commencement Day, it would be well to choose an historic day. Would not May Day be an ideal date? It is an old-fashioned holiday, dear to youth. It is summer everywhere. It comes before the State and National Conventions, and would furnish valuable data for these occasions.

The public, quick to take note of special events, would naturally set aside May Day as their graduate nurse day. And who shall estimate the influence such an occasion would eventually have on the minds and hearts of the populace? It would place before the waiting world evidence of the continued growth of our profession, and would ever stimulate the confidence that *here* is the army which will also come at call, whether for war, epidemic, or devastation.

If, in connection with this thought, May Day could be made our National Alumnae Day, with the business session, a matter of interest to many who would naturally gather under the stimulus of the combined event, the merry groups visiting at the dinner hour, and the looking forward to the splendid evening of graduation and reception by all schools to all graduates, how well we could demonstrate to ourselves and to the world that we are *alive*; and we should add to our National Organization 100 per cent of the graduates of each May Day.

In order to hold the attention of student, graduate

and visiting nurse, it would be well to have the State Convention follow immediately, bringing to the gathered forces the further workings of their Organization, as brought out by splendid speakers.

The fact that the new graduate becomes automatically a Registered Red Cross Nurse would be data of great value for the Government, and by the list thus afforded, forever do away with the pitiable, expensive efforts as witnessed during our war period.

THE R. N. PIN. It is a truth most striking, speaking volumes, that so few of our Registered Nurses possess the R. N. pin. We spend many times the cost of this rare treasure on the most trivial things. It would seem wise, therefore, if some pressure were brought to bear on this subject.

In the first place, it is the *only* thing *to date* that the nurse can quietly, conscientiously wear, that will at once put at rest the question whether or not she is a graduate. True, she has her diploma, but one does not care to have that always in evidence.

The practical nurse—and under this name we place every nurse who has not a diploma—can wear our uniform, our cap; she can and does go right into our hospitals. And who can dispute her usurped right to do so, if we continue in our stupid blindness as graduate nurses to procrastinate indefinitely in handling our live questions? We have no moral right to pass these problems on to the next generation for solving. These are *our* questions. They will have theirs, never fear.

If our Registered members will rise to the occasion, secure and wear their R. N. pin, it will raise the standard at once, and the slacker will soon have disappeared, the usurper having gone before her. The public may well be

warned that since our epidemic there are many camouflage nurses in our midst, but we issue warning first to our graduates, to wear their pins, thus saving the forming of hasty conclusions and embarrassing questions.

The Hospital is considerably at fault on this point, too. Is the faculty of our Hospital indifferent to the laws regarding its graduates, and does it willingly assist in their non-compliance? Is it openly adverse to the efforts of our Organization? This half-hearted support of important measures serves not only to delay their realization, but keeps us open to propagandists. Let the Hospital take a stand that the nurse called to duty must be registered, and wear her pin to prove it.

There is much in establishing a custom, and this should be one of ours. A bit of jewelry of such type is all we need, and will become our uniform. Then why not declare ourselves as proud of our title?

The glory of the marching regiment is uniformity. The beauty of our recent Red Cross demonstrations was uniformity. The charm of our student body lies in its uniformity. The power of our National Graduate Commencement and Alumnæ Day will be in its uniformity, and in this only lies the progress of our profession.

The Alumnae Directory

THE ALUMNAE DIRECTORY



USE the word Directory advisedly. There is apt to be misunderstanding in regard to the application of the better term, Registry. It is a word so seldom used by the average nurse, however, that perhaps one term is as good as another. The point is, the Alumnæ should conduct an employment center for its graduates, where they could register for work. This would bring splendid women into the work of ministering to the community through the medium of the Nurses' Directory.

There is great and growing need of the graduate in the private nursing field, and that need must be cultivated and fostered. If it were widely known that the graduates of each school conducted a Directory in a business-like fashion, and coveted the patronage of the public, it would slowly but surely permeate the mind at large; and as each family has its favorite physician and hospital, so it would be of the graduate if they could locate her upon graduation.

Much very valuable co-operation is entirely lost because of slack business methods on the part of the nurses themselves. We must nurse most of the time in order to earn a living, but people are only interested in us when they are ill, therefore we should be easily reached, thus making it possible, if unable to respond ourselves, to at least assure them of competent care at the hands of another, meanwhile saving the physician worry, the patient likewise, and reflecting for good upon our profession.

The Central Registry, as we know it, does not, nor can it ever, handle all of the work. One person could not attend to it. Therefore the Alumnae should look after its own. This is a ground rich in possibilities, and as such is appropriated on all sides.

Our principal drawbacks to such a plan would be the Hospitals who carry a list of preferred nurses, and the physicians who do likewise. These plans are in vogue because nothing better has been devised. If it is proper that the graduate should register for work, if it is in the plan of the National body that she should do this, then it is our duty to see that she does. Even if it takes the united effort of our hospital and our physicians with ours, it must be done. It seems, however, to have fallen heir to the same careless manner of treatment that our other appurtenances have met. In that case anyone who wishes may proceed.

The Alumnae, however, is the right hand of the District Association, and will undertake to wrest the work from its false moorings and place it where it can be of general service. Prevalent conditions on all points relating to the nursing profession are in a very transitory stage, and it is not the time to let go, but rather to tighten the grip.

The thought uppermost in the graduate's mind is naturally work. That she should be fully informed concerning it is her just due, and the business of her Alumnae so to inform her. Thus the Directory comes into her life, and in order that fair play may predominate, she should place her name as applying to certain classes of work, and there her duty ends.

The Hospital should, for the general good will it holds for its graduates, place its directory in the hands of

the Alumnæ. There is every reason why the prevailing custom of calling at the Doctor's office should be discouraged. The Doctor does not approve of it, therefore he should be the first one to support the Alumnæ Directory. The staff Doctor generally calls the graduates of that school, and it would save many calls to *that* Directory, which he prefers, not trusting to the Central Registry, where he is unacquainted.

Both Hospital and Physician could deal personally with their special nurses through the Alumnæ Directory, and with considerably more advantage than at present, especially as regards the nurse. Furthermore, the Directory would be a steady source of income to the Alumnæ, a fact which no one questions has decided advantages. Is it not better to think of several busy centers than of scattered interests and forces?

It should be a matter of great import to the nurse to know her welfare is continually guarded; that there is perfect safety in spending a few hours in pleasure rather than in watching the telephone; to know that, except in emergency, she will not be called for cases she does not care for, and when our graduates come to understand the benefits which are theirs for the asking, we venture to say the greater part of them will gladly pay a small fee for such service.

Any city of size should thus support several Alumnæ Directories, promoting and unifying the work. These might well be styled Sub-Registries, adding strength to our Central Registry by assuming their part of the work, bringing members into line who now acknowledge no such ties. To further the good will ever prevalent in the Alumnæ for its District bond, it would be well to pay a certain set fee into the Central Registry Fund monthly,

thus obviating the need of applying any further for right to conduct that type of business. With each local graduate thus provided for, the District Registrar could now locate all other nurses in the city, enrolling them. When a call is for a local nurse, it may be turned directly to the Alumnæ. All calls from all Alumnæ Registries should be turned into the Central Registry account monthly.

Too often our outside nurses labor under the delusion that the Central Registry is dominated by local graduates, and hesitate to register on that account. As a matter of fact, the exact opposite is the case. Local graduates do not dominate anywhere. They are simply uninterested. Supreme selfishness reigns; and this condition prevails in all phases of the nursing world. The Alumnæ is constantly in receipt of letters from all parts telling the same story. It has reached the point where nothing save the dictum of the National Directors, taken up and worked out by the Alumnæ of each hospital, can hope to solve it.

We do certainly appreciate every good effort which has been made. Because of that fact, we are where we are; but we must not stand still. More training schools are graduating more nurses than ever before. The problem is ours to deal with. We must form rank and stand ready to ease the strain upon our National leaders. We must hold up their hands, that they may not weary in their great effort to meet the obligations of so vast a number while carrying their plans on to perfection. We are a fortunate group of women, with a tremendous hold on the affections of the world, and we must not longer dally in our individual duty, thus making for unnecessary delay; but step forward understandingly to the duty near

at hand, which can and must be shared by the individual nurse as an integral part of her Alumnæ, District, State and National Organization. It is not enough that she earns a living—the craft must be protected, bettered. She must be brought to an understanding of all her privileges, as brought about by the untiring efforts of her forbears, and to the obligations which will continue to arise, and which are hers.

Advanced Educational Work

ADVANCED EDUCATIONAL WORK



FROM the time our child in the home enters the kindergarten, the fond parents hold before its eyes and mind the picture of the university. Indeed, it is a favorite prediction, in case of the male, that he may one day become President of his country. We do not dispute the possibility.

The Hospital is *home* to the student. She enters it as a child. What is the course pursued? We take the willing applicant, one who has met all demands as to education, health and ambition. We place upon her the share of work necessary for the carrying on of a major portion of the success of the Institution.

The work is arduous, unpleasant, nerve-wrecking. The course of study is difficult, and the pay is small. The time is long, and matters become humdrum, the saving thought being that she will hold on and graduate, then earn exorbitant fees from those who live in plenty and can afford to pay.

The fine, self-sacrificing spirit which held her in sway on entering has quite disappeared, and so far as she is concerned, the poor, or even middle class sick, do not exist. This same nurse, who entered the training school three short years before, probably with a teacher's certificate among her possessions, in the great majority of cases takes her place with the rank and file, while our National leaders are constantly pleading for just such to go to Teachers' College, Columbia University, to qualify for higher and administrative work. Why, in our hurry

to make money, do we overlook the prize at hand? The Hospital is like the South African diamond merchant, who traveled the world over looking for a mine, and returned discouraged, to find one at his own doorstep.

Now let us take another viewpoint. The modern hospital is a palace. Its demand for instructors and specialists in the art of nursing administration are beyond the power to fill. Consequently its agents are running about, wildly seeking to confiscate, as it were, every desirable graduate who can possibly qualify.

Meanwhile, our National leaders are appalled as this avalanche of responsibility rests heavier upon them. What a wonderful task is theirs, to set and keep in motion the machinery which will eventually fill all these varied wants and straighten out the obstinate tangles as they proceed.

Do not fail for one minute to realize that the nursing profession has its ear to the ground, too, and detects the need for its co-operation while yet a long way off. It, too, is equal to this emergency, and will rise to meet it; and the most important agent at our command is the Alumnæ. The fact that the stress has made its appearance, proves it our duty to subdue, and warrants our ability to do it.

To learn the natural force of a stream, we go to its source; therefore, to detect our full extent of power we must go to the source—the Training School. Our student nurse must have held before her the thought that some day, and that very soon, she may become an instructor. The term of years spent in training is short as compared with the opportunities it holds for the near future, and it is not inconceivable to indulge the thought that each

class should graduate one nurse gifted with the power of administration.

The Hospital Boards are aware of proficiency in their student body, and could well afford to encourage such ambition, advancing the capital as a loan, if necessary, for the completion of the course at Columbia University. Here is the chance for the Alumnae as well, for a likely candidate for such honors must not be allowed to slip through our fingers. We do not know how many longings are enclosed in the hearts of our student nurses. The whole world has taken on a new meaning since they entered the portal of the Hospital.

They cannot get their bearings unassisted. They are too young, too modest, to voice their ambitions. But why should we not seek them out, making plain our hopes for them, and providing a way for their accomplishment.

The morale of the student nurses of our country would rise equally with our confidence thus imposed in them, and there would go forth such an army annually from our training schools of Graduate, Registered, Red Cross Nurses, that never again would there be *need* of an appeal to our Patriotism. *We would be ready.*

What matters if money must be spent? Money is for the spending, and such spending would be the very acme of saving. No good deed is ever lost. When we benefit another we benefit the world; and we are the first recipients of that benefit, for we must have Good Will to give of it, and its power multiplies by division. Good Will is our strongest asset. With it we remove mountains.

The Graduate's Working Day

THE GRADUATE'S WORKING DAY



THE mature nurse well remembers the day when her superintendent declared solemnly, and rightly so, that the nurse's working years were numbered by ten. Well said, for the nurse who had worked ten years after the fashion of those days was quite unfit, unless there had been an unusually happy home balance, either to continue nursing or do anything else.

Does the world, then, place a limit to the health, comfort and a fair amount of enjoyment of the nurse, that the sick or near-sick may be served twenty-four hours of the day? We think not. We give humanity credit for more sanity than such a statement would warrant. Yet this custom prevails today, and is what is killing private nursing.

Through ignorance, they used to place people in the stocks for imaginary offenses, that equally ignorant folk might ridicule them. That age has passed, as will this.

The Hospital was solemnly convinced up to a very short time ago that in order to train a nurse, she must be subject to work without the proper amount of sleep. We know now that was a mistake. It was corrected, and hospitals stand, the real fear being that they would not. Our nurses are graduated in health, another fact brought out. Coupled with this fact lies one of equal import to graduates, in that now they have the chance of being called back for service in their hospital, a fact rarely happening under the old *regime*. So changes come about, and will continue. That the question of the graduate

working day, too, has arrived and asks solution, is warrant for its speedy consideration. More customs will have to be shattered, as is the case in all progressive work.

The great majority of patients, either in the hospital or in private homes, do *not* need a nurse during the night hours. When such attention is necessary, then the nurse who has carried the case during the day is physically unable to continue. It is *better* for that patient to have a fresh nurse.

It is a fact known by every nurse that after twenty-four hours' steady work, she is then able to carry the case almost indefinitely, snatching a few hours' sleep as she can get it, gradually lowering her power to resist—for what? It is a case of mad heroics on her part, and sad lack of intelligence on the part of all others. While she is thus depriving herself of even a taste of the joy of living, her patient is subject to the type of care that must accompany the lowered stamina of the nurse. Thus, two are sufferers. There is still another in the nurse who is unemployed. Do we see a light breaking on the subject?

The graduate nurse has rebelled in this day, and the propaganda is already abroad in favor of a twelve-hour day. This is as it should be, and deserves the support of every graduate nurse. It should be incorporated in our Constitution, and speedily put to the test.

The graduates in our hospitals are in a good position to initiate the movement, as there the necessary help can be arranged for easily. Again, the class of patients who can afford the extravagance of such care are usually in the hospitals, and will be the proper ones to spread the gospel among their friends. The Doctors, too, are here met in numbers, and will be quick to grasp the im-

portance of the step. In the private field the question will be harder of solution, and herein lies the value of co-operation among nurses as made possible by the Alumnae.

The righting of the matter will be chiefly in favor of, or rather in justice to, the nurse, and as such becomes Alumnae business. Yet we do not minimize the fact in the least, that we are dependent upon the public and medical profession for our work. It behooves us, therefore, to make ourselves very valuable to our patients, and we should be willing to make concessions commensurate with the vantage gained.

It is good judgment to view the subject from all standpoints, that we may know where the weak spots lay, and take measures to meet them. Our chief opponent in the private field is the practical nurse. We need not dodge the issue; she is here, usurping uniform, customs and pay, to the full extent of her ability or her estimate of the same, and the marvel is that our medical men are so delinquent in their fairness to the graduate, when there is too often a very slight difference in the wage.

By declaring for a twelve-hour day, we are automatically placing, for a time at least, a great portion of private work in her hands. The problem immediately arises, how to redeem, not only the lost portion, but the whole nursing question, placing it on a level with our willingness to handle it, which level can be vastly improved upon.

The solution will not be found in the home of the rich, where all points are met and settled in favor of comfort, but in the home of the workingman. He, too, is willing to meet the odds, that those dear to him may have expert care, and the very fact that the nurse has a

twelve-hour day would be an argument in her favor. It stands to reason there will be a dearth of servants and luxuries. It even follows that there may be meals to cook, dishes to wash, children to be cared for; and who will dispute that when we are kind to the children we are unconsciously nursing the mother back to health. Let us not scorn to learn of our practical friend, for too often all that stands between the patient's idea of skilled or unskilled nursing is the will to do the necessary duties, even though it calls for a colored work apron.

I know I shall be criticized for such a bold statement, but it happens to be the truth. Most people recover; therefore it is seldom necessary for the nurse to sit at ease while household demands go unmet. What should hinder the graduate from going into the modest home, sensibly clad and shod, ready for the day's work, doing everything up in good style and good humor, even as she would be done by? When the day's work is done, to then go home, "be it ever so humble," there to round out the day in human fashion, with a bit of pleasure, a deal of rest. If the patient cannot be properly left to the home folks, then let another nurse share the work and the profits thereof.

If we have not yet reached the point, educationally, where our graduates can grasp the full measure of their responsibility to their profession as allied to public need, then by all means let us hasten the day when all students must first be college graduates, if only thus can be vouchsafed the spirit of altruism which carries help where it is needed, regardless of locality, color, creed or uniform.

There need be no fear but that full justice will be meted to the one who serves faithfully. There is plenty

for all. The dominant idea for the nurse being, that for such service she trained; that the sick may have scientific care; that they may quickly recover, that the home may not be broken up, but rather held more firmly together; that all her force may be applied to the upbuilding of humanity. So may she toil from sun up to sun down, and no more. So will her pillow receive her, weary but happy, with the sense of honest duty done.

HOURLY WORK

There yet remains another type of nursing. The patients who can afford neither the Hospital nor the daily nurse, yet who can and willingly do pay for expert hourly care. And who can dispute that they form no small part of our city ill? There are more and more agencies at work in alleviating this condition, and the field is wide open for the trained Hourly Nurse. I speak from actual experience in saying, there is no greater pleasure than going into the home distressed, taking with one the necessary things to restore health and bring comfort, doing the work the hand finds to do, collecting the modest fee, leaving with a smile and cheery word, only to repeat the task day after day in one home and then another.

It is far ahead, in real recompense, of any position, where money on the one hand and vassalage on the other, constitute a "case."

The twelve-hour day will permit the indulgence of home making on the part of the graduate nurse. It seems pathetic that such a homely phrase should find place in any discussion, it is such an inherent right—yet it has forced itself to the front in our argument, and must have a hearing.

It has to deal with the most vital issues of life, too often overlooked until too late. We become estranged from the common duties of life, and we pay the price in regret.

There is nothing stronger in woman than the desire to preside over her own home; and there is no woman to whom this is so systematically denied as the graduate nurse. There is no woman who pretends to be free who is such a slave to conditions.

Social life is out of the question. The little economies which might be managed are equally impossible, thus making expense one of the bogies of the graduate nurse.

The whole question is fraught with the deepest need for a change, so let us be wise to frame our *own* laws anew, hesitating not to accept the leadership of those who dare, and declare for *at least* a twelve-hour day.

Let us reshape our lives to the natural; let us become acquainted with our own hearthstone, our own evening lamp, and in simple, homelike fashion preserve our health, enter anew upon the social life which is ours, thus making it possible for Darby to meet his Joan.

There will always be patients and nurses; everything, in fact, renews itself, save the years of youth, and it was never intended that they should be sacrificed on any altar whatever.

The Graduate Nurse Pension Fund

THE GRADUATE NURSE PENSION FUND



HERE is another point, one which I have as yet to hear from other's lips. A Pension Fund for the graduate nurse.

With this new awakening of Alumnæ life, it might be well to take up this important subject, which, while it does not now openly appeal to most of us, yet before we can ably plan for its acknowledged necessary accomplishment, the need will come knocking at our door.

We all know that woman's working years are numbered; especially is this the case with the nurse, who has lived a strained, unnatural life. We are not a thrifty class of women. There are too many loopholes where common sense seeks escape, apparently with good reason. The long, weary vigils of the sick room take their toll in acts of extravagance during free days.

The beautiful home of our rich patient, and surrounding elegance in everything that appeals to woman's heart, invade it with a desire for like things, creating foolish discontent with her lesser belongings. We are good earners, and in keeping with the times we are rare spenders for a few years—then comes the reckoning.

In many cases the health is broken early, and sickness follows. She wisely seeks other employment. The nurse to be considered is she who, year after year, plods along, a veritable slave to duty, earning much, spending too much, until the hour strikes when she is through. Unlike the wise woman, who has put carefully by at least a fair percentage of her wage, too often she becomes dependent.

Many times she is far separated from her kindred, and pride keeps her so. She is ours.

There are many reasons why the National Organization should arrange for a Pension Fund. If we do not provide for our own, then who will care for the nurse when age shall have cast its mantle about her; she who cannot serve herself, nor has anyone to do so comfortably? So I repeat, let us consider this point, that no nurse who needs may be denied, and that we, out of our youth and plenty, may set aside a portion for her. We are able, and we cannot ask any other to take this burden from our shoulders. It is ours to carry.

BUDGET

That provision may be made for the carrying on of all projects so plainly ours, it is evident some system of raising and handling funds as yet unheard of must be initiated. I therefore suggest the Budget system.

Let our National Directors state their wishes, and let us have a *uniform* due. Let the influence of our National body be plainly felt in the adjusting of accounts, that a certain percentage of our fee shall be set aside for each necessary measure. Thus every nurse would know that she was paying her individual share in every good cause to which she owes her fealty.

In this budget should also be carried the amount pro rata to be paid the working officers of our Fraternities. The fact that the Secretary and Assistant are too often illy considered in these premises has had a very deleterious effect upon the office, itself, while the reverse should be the case. Pioneers in any cause work and take no thought of it—their satisfaction always comes with the work, and they ask no more. But pioneers always give

way to followers, and, in our case, if the office is not protected by a living wage or equivalent thereof, it quickly becomes an object of neglect. We all know that the office of Secretary is the most important, therefore it might be well to take this matter under consideration.

Another point which the budget should cover is our *American Journal of Nursing*. By the very wise procedure of the founder of our *Pacific Coast Journal*, Genevieve Cooke, later our National President for two successive years, that periodical was included in the dues of the nurses of this Coast. Now if this method could be employed with the *National Journal*, the nurses of this country would be just that much better informed, and we would grow to know our splendid Eastern workers.

Resumé

RESUMÉ



WE SEEM to have come a long distance on our Magic Carpet. We have indeed indulged in visions, yet not one which we are incapable of fulfilling. We look out on history in its making as it has fallen to few women to see. We are part and parcel of the new millennium which is speeding toward us. We form an important portion of the body politic—can be counted upon, and are thus extremely valuable.

We have a wonderful National Organization, the most powerful in the world, and issues which are peculiarly ours. Where do we stand? What are we going to do about it? I have said that Good Will removes mountains. Good Will is a God-given talent. You have your share. What have you done with it? Have you folded it away in a napkin, along with your narrow judgments and dollar bills, unthinking awaiting the coming of the austere Judge—or are you expending it in the service of your fellow nurses, to reap the promised reward—some ten, some twenty, some one hundred fold?

Let us lift our eyes to the horizon; let us tune our ear to the pleading of the workers; let us put our hand to the plow. The nursing hosts are a great army. Every one a trained soldier. What power, then, is ours if we but turn at the word of our leaders, knowing only one answer to a command—*obedience*? We are being tested; the majority rules; let us never forget that. While we are content to treat lightly honest endeavor on the part of our contemporaries, or sit idly by waiting for the

forces to come to us, silent power is always at work, and leads them where it will.

The river does not cease to flow because it meets with an obstacle. It simply diverts its path, takes to shallow places, goes where it will—a destroyed feature of commerce. So with our Nurses' Organization. We have allowed the sands of disinterest, intolerance, negligence to encroach upon the deep, safe channel of progress. We are seeking easy paths of escape from duty, and our power is being dissipated.

Other forces than our own are conspiring to hold us from our rightful heritage, are viewing with covetous eyes this vantage of trained, educated womanhood. Let us frame our answer and write it in loyalty in our hearts and across our foreheads, that all the world may see that ours is a profession sacred to humanity, and such shall remain; that there is no question whether of wage, of hours, but that our own leaders are competent to handle; that we stand firm to turn the tide of vengeful authority, knowing we are safe in the sanctity of our work.

Who has not gazed with awe and admiration upon the evening sky, with its myriad of stars all set and moving in the Divine course? Who can then dispute the ultimate worth of system? Who has not looked with interest into the mechanism of a watch, with its multitudinous wheels and brakes, every one guarding its post. Who, then, can doubt that man, too, has a genius for order? So with our work. From the most humble beginner to our most powerful leader, we are all equally valuable parts of a great systematic profession.

That I make special claims for the Alumnae, then, is justifiable. It is the safe stepping-stone from the school

of study into the world of practice. In its normal activities it assumes a certain steady, dignified work. It is a star on its circuit, the balance wheel of a delicate watch. Without it, the works are imperfect. Because of the constant and familiar touch with its members on the one hand, the higher aspirations of our National Organization on the other, directing, encouraging, supporting, and by our yearly increase through graduation it becomes and assumes a power, which, united, will give our National body a foundation fit to survive the greatest structure.

We are fast approaching the era of Democracy. Imperialism is passing. This fact is not confined to the heads of foreign governments, but is equally applicable to the most humble stations, even to the conduct of our Alumnæ affairs. It is the spirit of eternal brotherhood slowly working out in the hearts of men. No one is invulnerable, no one is indispensable—and he who indulges such theories becomes a stumbling block to progress.

Beholdest thou a mote within thy brother's eye?

'Tis but the lengthening shadow of the beam within thine own.

Let us apply this principle to our National Alumnæ work, for what seed we sow will grow, and of such will the harvest be. Let not one person or group think they have a vested right to authority. There will never a question arise in nursing affairs to which the average minded nurse cannot bring the solution. What is needed, and will always be needed, is "brains, and a chance to use them." As the jury trial is our idea of Justice, so the directors of our Alumnæ, drawn fresh from year to year, can better handle our vexed questions, bringing new ideas, new strength, new ambitions, new associates,

thus slaying forever the bogie favoritism. What we sorely need in organization work is an Officers' Training Camp, and active workers for recruiting stations.

Politics has been the ruin of many a fine project; therefore, let us keep Politics out of our Alumnæ work, and let us erect the barrier, "Service," to keep it out.

I know of no antidote so powerful for office seeking as *work*. It is the acid test, and if there seems to be strong inclination to work, there is always the committee with its unending tasks. Put him there. If, as directors, we are in earnest, the enormity of our task will appall us; if not so in earnest, it is well that our day of power is limited. That each director in turn shall glimpse the magnitude of our undertaking, going forth to spread the doctrine, is our desire, for *the destiny of our Profession lies in the hands of the Alumnae*, and the more active centers we can have, the more officers we can train, the more regulars we can muster into service, the sooner can we dictate to the world what that *destiny* shall be.

Our Fleet does not always remain in Atlantic waters—it has proven its prowess there. At call, its base is shifted to the new paths of the Pacific—a *larger*, though calmer, body.

So *our* staff of power, too, may safely be transferred to the larger, quieter, safer body of the Alumnæ, there to carry on its appointed activity until all shall become a harmonious whole.

Fellow graduates, if I have reached your hearts in my plea for justice and progress, let your response come forth in action. Communicate with your Alumnæ, wherever it may be; learn its desires, help in their accomplishment. Do your whole part.

Local Color

LOCAL COLOR



IT WILL be pardonable, I am sure, if I bring my short story to a close by giving just a brief history of our Fabiola Alumnæ. To our own graduates, it will be a legacy adown the years. To others, it may serve as a beacon light, warning of surf-washed rocks, and pointing to the open sea. To our beloved hospital, a pledge of renewed appreciation and eager desire to give efficient help. To the founder of Christian nursing, "Fabiola," an Italian lady of long ago, our tribute of affection.

The minds and hearts of such as she and Florence Nightingale must have rested content in the thought that the work they had set in motion would be carried on in an equally capable manner. So it has, and will continue to be. As they bravely met their obstacles, so we meet ours. Had the question of graduates' or students' natural rights been presented to them for solution, it is a moral certainty that their judgment would have been summed up in three words, "Right is Might."

We may well revert to their simple, direct methods in this, our day, and begin working right where the work is to be done. Thus, to influence the individual nurse, whether student or graduate, the truth must be brought to her. She must *listen*, and she must *act*, that the plan may be perfected.

In my journeyings a brief summer ago, I had occasion to visit the Superintendent of Fabiola, Miss Jennie Jessen. Our conversation touched on many points of the nursing profession. She was well versed in human nature,

and in her busy life, in spite of an inherent illness, found time to plan for the future of "her girls." She was not satisfied with some measures of our professional progress, and longed to set in motion some concerted plan of action which should group and hold her graduates, and all graduates, together.

We spoke of Alumnæ work, and with great depth of feeling she said: "That is the solution of the question. We must reorganize our Fabiola Alumnæ. Will you undertake it? I will help you." I felt my inability keenly, and so stated; but she would not let me depart until I had promised. Those were her last words to me. That same holiday season we lost our beloved Superintendent, but her idea, her expressed wish, had taken deep root, and by her promised help it will flourish.

The thought of my commission was never far from my mind. I saw in my waking and my sleeping hours the task to which I had pledged myself. Yet there seemed no point from which to start work. Having served as Secretary of my District Association after my term of Registrar had ceased, and after having met nurses from all countries, each with her ideas freely reached and almost unanimous, I felt that I had a fair understanding of the basic principle of progress in nursing affairs.

There would be objection, I knew, for indications denoted it whenever the word Alumnæ was mentioned, and had I been "Faint Heart," I would not now be penning these lines. Somewhere back of me stands one who delighted in taking *nothing* and compelling *something* to come forth. To that one I am grateful. In spite of every hindrance which presented itself, the task of formulating plans for our Fabiola Alumnæ went steadily on.

It was a beautiful vision, and continued to throw out branches much as a tree. Before I realized it, my mind was entirely controlled by the desire. I only mention these simple facts to prove to anyone who may experience the same, that it is useless to protest even to oneself, if the call has come for one to act.

The twentieth anniversary of my graduation fell on July 25th, 1917. I recalled with pleasure the day I entered, my mind trailing along as it will even to the present hour. I remember expressing a sincere wish that I might do something worthy of my Alma Mater, mentally declaring myself willing if the opportunity offered. So do our sub-conscious minds control our thoughts. So are the forces of telepathy set in motion.

Here enters the remarkable part of my story. That very day the mail brought me a letter from my fellow graduate, Alice Fowler Barker, and this was the burden of her plea: "Come out. I want to see you regarding a Club for Fabiola Graduates." From a clear sky came the message direct to me, because I was ready. The visit was made, and I had only to look over the ground to see the necessary foundation for the further building of my air castle.

It was as though Miss Jessen herself had stood there renewing her offer of help. We went to work, and from that moment we have been busy, and happy in it. We called to our assistance a small group of congenial workers, and staked our claim. Like Miss Philura, we spread our table and bedecked ourselves for the coming of inevitable success. Not daunted, but rather flattered by the remark of one of our members, that "she could make things thrive in a desert," we drew real comfort from

the thought that she at least expected the "Fabiola Club" to "thrive."

It took time; but one happy day in the early part of 1918 we were established, and, sitting with my friend in our cozy Club room, the idea of our Alumnae came in full force. None but we two will ever realize the supreme happiness of the moment when I confessed my secret ambition, giving due credence to the incentive, she meeting me with renewed offers of help, and placing at the disposal of the idea our wonderfully planned Fabiola Club.

Our project thus found fertile soil. Out of unthought wells sprang ideas like living water, and our plans went on apace. We selected May Day, 1918, as the date of reorganization of our Alumnae. By heroic measures we reached the majority of our hundreds of graduates. This matter was helped on wonderfully by the demand of the League of Defense, that each hospital furnish the Government with its roster of graduates. Thus were we assisted in an unthought-of manner, and a most important one. We next sent to each graduate a picture of our Alumnae headquarters, with an invitation to be present at our reorganization.

As we are all prone to accept decisive statements, cognizant of the fact that *there* a force is working, so our announcements brought forth their replies from all corners of the earth in hearty commendation of the step.

The next thing was to frame our Constitution to meet the exigencies of the case, for it would be foolish indeed to fix up a potion for a new patient which had all but laid another low. Accordingly we dodged the reefs of monotony by choosing our directors from different years, making their period of service one year, and declaring

them ineligible for three years thereafter. To this rule we took exception in favor of our Vice-President, who succeeds to the chair without ballot at each annual meeting, thus redeeming the office of Vice-President from long neglect.

We honor our year's graduating class by requesting them to elect a director from their number. The office of Secretary-Treasurer is combined, simplifying the work, and this officer is appointed annually by the Board of Directors. We submit ten names by ballot, and of these, five are elected to office yearly. We hope in this manner to please all, and when there is satisfaction, the way is clear for progress.

In order to interest all graduates, and our student body as well, we submitted to them and the graduates on the floor the privilege of choosing our first President. The honor fell to Mrs. H. D. Bell, a widely known and well-loved graduate, and to her efficient and faithful guidance we owe no small part of our success. To Miss Thirza Prowse, our first member to sense the importance of our Fabiola Club to the graduate body, and who proved it by immediate occupation, remaining faithful to the trust through divers experiences, we here express our appreciation. We drew our first Board of Directors, and, that due homage may be paid to those who served us when moral courage seemed at a premium, I take the privilege and the pleasure of here recording their names:

Agnes G. Bell, 1902, President; Thirza Prowse, 1913, Vice-President; Annette Alison, 1897, Secretary-Treasurer; Pauline Madsen, 1898, Assistant Secretary-Treasurer; Maud Marshalls, 1905, Auditor; Frances Gregory, 1896; Nellie Burns, 1891; Anna J. Schneider, 1918.

May Day, 1918, came in all its glory, bringing the

answer to our endeavors in a great outpouring of our members. Letters and telegrams continued to arrive, even while our session proceeded. One of peculiar interest arrived from New York, where several of our Army Nurses were awaiting their call overseas.

Two of our members, gifted with the art of poesy, dedicated themselves to their Alumnæ in that manner, and their efforts remain with us, neatly framed, ornaments to our cause, a constant inspiration to exertion. So our Fabiola Alumnæ was set upon its course, cheered on by love and good wishes.

I have read somewhere that "anyone may launch a boat, but few, indeed, can keep it afloat." Comforted and warned by that small group of words, we set about to test it. We have also tested another group, which reads after this fashion: "It is more blessed to give than to receive." There is no limit to the proving of this, and in that proving is to come our power. We may have to change our chart and compass occasionally, but our Boat is going to be kept afloat. You have said it, have you not, Fabiola Graduate?

In pursuance with this idea, we inaugurated our graduation exercises, bringing happiness to the class, a sense of reunion to the graduates, and a wonderful demonstration of interest from our Fabiola Board of Directors.

In order to stimulate endeavor on the part of our student body, to more conscientiously apply themselves to study and duty, we have planned a gift of fifty dollars annually to the graduate of the class who shall be declared by the Faculty and class to be the best qualified nurse. This expense is covered by the Fabiola Alumnæ Foundation Fund, which was created in honor of our reorganization, and is sustained by Life Membership fees.

We hope to encourage a sufficient number of our graduates in this measure that the sum necessary may be forthcoming, the interest of which will provide the annual gift. We further the idea by presenting to each Registered Nurse among our number, taking a Life Membership, an order for her R. N. pin.

So with many plans we busied ourselves for the first months of existence. The epidemic came, scattering our forces, bringing to light undreamed-of qualities among our every-day friends, developing sterling traits where least expected, and fitting us anew for our work.

The great war brought its recompense in the privilege of providing for two French war orphans, and the letters from the stricken mothers will ever form part of our dearest possessions.

We have made mistakes, too. Like "The White Linen Nurse," we have papered our walls to judge of the paper, only to remove it. An expensive experiment, but vested with much interest and experience gaining.

We will endeavor to accept and put into actual practice all things which tend to elevate the profession, and which will materially assist our members.

We ask that Alumnæ circles everywhere consider the various points brought out in the foregoing pages. Serious consideration will bring action. Let us be, not as the *straw* tossed up to show the course of the wind, but as the *wind*, strong, resourceful, dependable, able to determine the course of the straw.



"All the world is a stage"; aye, and our play is on the boards. In the wings stand our actors awaiting their cue, ready to step forth at our call. Ambition, Opportunity, Fruition—stars of our ascendancy. We have but to demand, and they will act their whole part, eager for our praise.

Oh! let us not hesitate, let us not fear; the power lies in our hands.

"The Power of the Alumnae."



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