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# Information Program

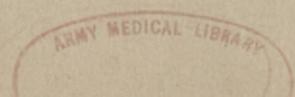
*for the*

## United States Cadet Nurse Corps

**NOT FOR GENERAL DISTRIBUTION**

*For the use of media presenting information to the public*

*Prepared by the*  
OFFICE OF PROGRAM COORDINATION  
OFFICE OF WAR INFORMATION  
*In cooperation with*  
U. S. PUBLIC HEALTH SERVICE  
FEDERAL SECURITY AGENCY  
September 1943



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25/1/44

## *Preface*

The shortage of nurses, both for the armed forces and for the maintenance of civilian health, has created an emergency.

To meet this emergency the Government has now provided funds for the free training of student nurses, who will wear the official uniform of the United States Cadet Nurse Corps.

This is important news for thousands of young American women. Now they can serve as they learn a proud profession.

It means that training for a career in one of the best paid, most highly respected professions open to women is now available, not only free of charge, but also with pay during the training period.

But even this is not of itself sufficient inducement to attract the 65,000 young women who must become new student nurses this year if we are to meet our national need.

For the training is long, the work demanding.

Only those women will respond whose highest humanitarian instincts are so touched by the urgency of this need that they will dedicate their lives to saving others' lives.

And those women will respond only to appeals that interpret their thoughts with sincerity and emotion.

*Your* job is to create those appeals.

It calls for more than information. It calls for inspiration.

This program can only give you the facts of *why* we need more nurses and *what* provisions have been made for training them.

The rest is up to you.



# The Problem

Unless we enlist 65,000 new students in schools of nursing for 1943, we will not be able to maintain civilian health at home

## Why the Problem Is Acute

Unlike most war jobs for women, nursing is a profession. Unlike women in war plants and various branches of the armed forces, nurses cannot be trained in a few weeks or months. They must train 24 to 30 months.

Hence the major source of nurses for the armed forces has of necessity been our civilian pool of graduate nurses. At the present time, there are 35,000 nurses in the Army and Navy Nurse Corps and thousands more are needed by the end of 1943.

This has already caused, in civilian life, an alarming shortage of nurses that is becoming more acute daily. The war has imposed a strain on civilian health that makes the need for nurses on the home front as essential as the need for them on our fighting fronts.

Industrial boom towns, defense plants, and public health services are demanding thousands of nurses. Sometimes there are no doctors, much less hospital facilities. In 1942, the number of patients admitted to hospitals was approximately 1 million more than in 1941, almost 2 million more than 1940, and this figure continues to mount.

More nurses must be available to prevent needless suffering and loss of life through the constant menace of epidemic, disaster, and industrial accident.

Even in Government and civilian institutions, there are already thousands of vacancies, and the number is increasing steadily.

Despite the Nation's desperate need for more hospital space, many civilian hospitals have been forced to close some of their wings because of the nurse shortage.

The pressure of work on available nurses is rapidly reaching the point where the only solution is to curtail even further the limited public health and other services now available.

All these needs could be met only by putting into training immediately at least 115,000 new Cadet Nurses. Existing training facilities, however, limit this number to

our present goal of 65,000 new Cadet Nurses. It is obvious that reaching this goal as soon as possible is now doubly important.

## Special Problems Inherent in the Nursing Profession

There are several problems which make the recruiting of Cadet Nurses especially difficult and aggravate the seriousness of the situation.

1. **Nature of the work.**—Nursing is much more than a job. It is a profession, and a demanding one. Even in times of peace, it appeals only to those comparatively few women who are not deterred by the nature of the work, and by the great demands it makes on character. To be a nurse calls for a large degree of personal sacrifice and unselfish dedication of which only the finest type of woman is capable.
2. **Competition.**—Womanpower is at a premium in this war. Most jobs in war plants require less training than does nursing and they pay very well from the outset. Women are replacing men on many farms. Women's branches of the armed services — the WACS, WAVES, SPARS, Marines—all offer quick, comparatively glamorous participation in the war and make a strong appeal to women who might otherwise be interested in a nursing career.
3. **Long training period.**—Nurses must train from 24 to 30 months. Although student nurses in the United States Cadet Nurse Corps will be identified with the war by their service and official uniforms, they must be attracted to the profession by a sincerity of purpose that goes beyond a mere desire to "get into the war."
4. **High standards.**—There are certain requisites beyond a desire to serve humanity which further reduces the number of women eligible to be student nurses.

A woman must be at least 17 or 18 years old, preferably not over 35. She must have graduated, with satisfactory grades, from an accredited high school; a college education is a distinct advantage.

5. **Parental objections.**— Many parents with an overprotective feeling toward their daughters often stand in the way because they have common misconceptions about nursing as a career. Some of them feel that nursing would be beneath their daughters socially. Others are afraid that the work is disagreeable, disillusioning, too confining, and that, in

effect, it takes their daughter "out of circulation." These misunderstandings must be overcome by emphasizing the many opportunities for nurses of ability and proper training.

The problem of obtaining new student nurses, therefore, is not one which can be solved merely by waving the flag and stressing patriotic appeals. It can be solved only by convincing American women that our need for nurses presents them with a moral obligation which can be fulfilled by no other means than a selfless dedication of the individual, which in the end is turned into a personal advantage.

### *The Government Program*

Until the recent passage of the Bolton Act by the Congress and the creation by the Government of an emergency measure to meet the practical problems of training new Cadet Nurses, the national recruitment drive had to rely almost exclusively on patriotism for its persuasive appeals. There were at best too few women who felt themselves temperamentally attracted to nursing. Of this number, many were discouraged by the fact that they had to pay for the long training. Others who, though they could afford it, wanted to be quickly identified with some war activity, were more attracted by the Women's Army and Navy Auxiliary Services.

The official creation of the United States Cadet Nurse Corps removes most of the practical deterrents to new recruits.

*The United States Cadet Nurse Corps.*— Under the provisions of the Bolton Act, approved June 15, 1943, the Government now pays for the training of nurses for civilian and Government hospitals, the Armed Forces, health agencies, and war industries. The funds are administered through special grants to accredited schools of nursing that meet requirements of the Bolton Act and are approved by the U. S. Public Health Service, Federal Security Agency. Students who join the United States Cadet Nurse Corps will receive free training from time of enrollment until graduation. Those eligible to join include student nurses now in training in speed-up courses as well as new students.

In return for benefits received, members of the Corps agree to remain in nursing, *either* military *or* essential civilian positions, for the duration of the war.

The United States Cadet Nurse Corps will give the nursing profession a more equitable position in the growing competition for women war workers because it will offer eight substantial inducements to new recruits:

1. Training for a career.
2. A lifetime education—free.
3. An accelerated period of training.
4. A paid nursing assignment earlier.
5. An official uniform for optional wear.
6. National identification with war services.
7. Girls can enter at the ages of 17 or 18 which is younger than they can enter other branches of the military services such as WACS or WAVES.
8. They serve while they learn.

### **Here Is a Brief Summary of What the United States Cadet Nurse Corps Offers Recruits:**

1. **Training for a Career.**—Of all *war work* open to women, nursing is one of the *few professions*. It trains a woman for a career that is one of the best paid and most respected in civilian life, and no work could better prepare a woman for marriage and motherhood. Regardless of how a woman may choose to use her nurse's training in

future years, she will have acquired an understanding of people, a strength of character, and a mental alertness which will enrich her life immeasurably.

## 2. Paid Training Period:

- (a) *Who is eligible.*—Entrance requirements vary with schools of nursing. In general, however, they include graduation from an accredited high school, with satisfactory grades, and good health. College education is a distinct advantage. Age: 17 or 18 to preferably not over 35. All races and creeds are needed. An increasing number of schools of nursing accept married students. Student nurses now in training in speed-up courses may also join the Corps.
- (b) *Where to get information.*—Go to your local hospital for information about all accredited schools of nursing, or write to United States Cadet Nurse Corps, Box 88, New York, N. Y.
- (c) *Where to apply.*—Applications for the United States Cadet Nurse Corps may be made to any school of nursing participating in this program. Applicants are advised to secure catalogs from at least two schools before making a decision.
- (d) *Expenses paid.*—Tuition from date of registration until graduation will be paid. Living expenses provided include room, board, laundry, textbooks, health, and laboratory fees. The smart new outdoor uniform will also be provided without cost to the student.
- (e) *Monthly allowances.*—Students will start training as Pre-Cadets and receive \$15 a month. From this they will pass to Junior Cadets at \$20 a month, and then, where supervised practice as Senior Cadets is included in the program, to not less than \$30 a month until graduation.

3. **An Accelerated Period of Training.**—Under the provisions of the Corps, the Cadet

will receive complete preparation through speed-up courses ranging from 24 to 30 months. The Pre-Cadet period is the first 9 months, the Junior Cadet period the next 15 to 21 months, depending upon the school's curriculum. Some States permit graduation after 24 to 30 months training. In those States where regulations require 36 months for graduation, a Senior Cadet period is provided. In such cases, at the termination of the Junior Cadet period, the Cadet Nurse becomes a Senior Cadet; as such, she is given important nursing assignments under supervision until graduation.

Even though this course is accelerated, a student is given the same complete education that she would have received before the curriculum was condensed. Upon graduation a Cadet Nurse is eligible to become a Registered Nurse.

4. **Completion of Training Assured.**—It should be pointed out that this education program will not come suddenly to a halt when the war ends. Any member of the Corps enrolled 90 days prior to the end of the war will be able to complete her training with full benefits of the United States Cadet Nurse Corps plan.

5. **The Official Uniform.**—For the duration of their training, members of the Corps will be privileged to wear a distinctive outdoor uniform that will identify them officially as members of a Government wartime service. Provided without cost, the uniforms have been designed by leading fashion experts and are eminently attractive. They include the flattering Montgomery beret, topcoat, reversible raincoat, and a complete summer and winter outdoor uniform with insignia. The insignia is that of the United States Public Health Service and the Maltese Cross, both of which are rich in tradition and significance for the wearers. Students will not be required to wear the uniform at all times but will wear it when they choose and on all occasions specified by the school. The wearing of this official uniform is a privilege and necessarily carries with it certain obligations. The indoor uniform is that of the school of nursing upon which may be worn the insignia of the United States Cadet Nurse Corps if the school so desires.

## *Copy Themes*

The need for new Cadet Nurses is a major emergency caused by the war. It follows therefore that the Nation's need should be included in all copy appeals. However, it should be remembered that in spite of this need, the training is long because nursing is a highly developed profession that requires adequate preparation. To compensate for this time element, appeals other than patriotism should also receive important emphasis.

The following themes are offered only as suggestions. Since the subject of nursing lends itself admirably to a vast range of emotional and dramatic appeals, the types of copy approaches which may be used effectively are as varied as humanity itself.

### *Theme No. 1*

#### **Learn a Proud Profession—Free:**

- (a) The United States Cadet Nurse Corps enables a woman to study the profession of nursing without cost and with pay while she is in training. She trains at an accredited school of nursing with all tuition, living expenses, and uniforms provided without cost to her. In addition she receives a monthly allowance.
- (b) Nursing offers many types of careers—administrative, educational, specialized services (industrial, public health, institutional), and community organization.
- (c) Nurses' pay on the average is better than that of women in other professions. Graduate nurses with college education and special ability can earn from \$5,000 to \$7,500 a year. Army and Navy nurses are commissioned officers and receive pay, insurance, and cash allowances for travel and living expenses according to the pay schedule of the Army and Navy.
- (d) Nursing is woman's highest calling in the service of humanity. It commands the respect of everyone. As a profession it demands a sincerity of purpose and depth of understanding unmatched in any professional field open to women.

### *Theme No. 2*

#### **Nursing Assures Financial Independence:**

- (a) Nursing is one of the very few careers which can be resumed without loss of professional standing after a period of inactivity.
- (b) A nurse may take "time out" to marry and raise a family, then return to nursing.
- (c) Nursing is insurance against want because it represents reserve earning power.
- (d) Nursing may be practiced on a part-time basis to augment the family income.
- (e) Women who are trained as nurses will be better able than most to cope with the unpredictable exigencies of the post-war world.
- (f) There will be a great demand for nurses in the post-war world, for the United States will be relatively well equipped to help handle the vast problems of disease, malnutrition, and war shock.
- (g) The growing popularity of group-health plans, with their greater demands on hospitals, probably will mean a continually increasing demand for graduate nurses in this country.

### **Theme No. 3**

#### **Nursing Develops the Individual:**

- (a) A nurse's hands are trained to be quick, sure, and gentle. Her eyes, ears, and touch are trained to be alert to the slightest changes. Her mind is trained to relate cause to effect. She learns the science of health, the art of human kindness.
- (b) Many qualities which nursing develops in a woman are those most admired and respected by men. A higher percentage of nurses marry than in any other women's professional group. Nursing is a fine preparation for homemaking and motherhood.
- (c) Nursing develops self-discipline, the most essential quality in any emergency.
- (d) Nursing develops the ability to maintain successful human relationships.
- (e) Nursing develops that most enviable personal attribute—the ability to keep confidences.
- (f) Nursing develops a capacity for teamwork and for leadership.
- (g) Nursing develops a combination of patience and scientific knowledge so often needed in family relationships.
- (h) Nursing develops a genuine sense of pride in a woman's attitude toward her work.
- (i) Nursing develops a community leadership that reaps rich rewards in personal satisfaction and the respect of fellow citizens.
- (j) Nursing develops self-confidence because it teaches women how to cope with the unpredictable.
- (k) Nursing develops adaptability to sudden changes in environment or fortune.

- (l) Nurses have an opportunity to develop a special depth of human understanding because of their presence at births, deaths, and the myriad dramas of medicine.

### **Theme No. 4**

#### **Nursing Is Woman's Foremost War Work:**

- (a) The United States Cadet Nurse Corps uniform, now provided by the Government, officially identifies all Cadet Nurses as participants in America's war program.
- (b) As soon as she enrolls, the student nurse becomes an important figure in a busy hospital and helps send a graduate nurse to the front . . . a nurse who may take care of her own brother on some remote battlefield. Since every school of nursing is connected with a hospital, the nursing she does in a hospital makes it possible for the hospital to get along with fewer graduate nurses.
- (c) Student nurses wage war while they learn. On the home front they fight casualties, disease, and time lost through illness.
- (d) As Senior Cadets, members of the United States Cadet Nurse Corps may work in civilian, Army, Navy, Veteran, or other Federal hospitals or agencies engaged in war activities.
- (e) Twenty-five hundred more graduate nurses are needed every month by the fighting forces. Six nurses are needed for every 1,000 men in the Army.
- (f) Nurses bring wounded soldiers home from battlefronts.
- (g) Nurses assist in operations immediately behind the battle lines.

### **Timing**

**A Continuing Program.**—Efforts to obtain new additional students have been made over the past year through the press, radio, publications, posters, motion pictures, and organization activities. All these will be continued on a greatly expanded scale, made possible by the creation of the United States Cadet Nurse Corps.

**Peak Emphasis.**—Special recruiting efforts should be made in August, September, December, January, February, April, and May to coincide with the beginning of new classes, which start each fall, spring, and summer. Under the new accelerated program many schools have classes beginning in January to March, others that begin in June or July, in addition to the August to October classes. Intensive efforts for the balance of this year will be essential if we are to meet our goal of 65,000 new student nurses.

## *Appendix "A"*

### ORIGIN, ADMINISTRATION, AND STANDARDS

#### *United States Cadet Nurse Corps*

The Bolton Act, sponsored by Representative Frances P. Bolton, of Ohio, and approved June 15, 1943, provides Government funds for the training of nurses for civilian and Government hospitals, the Armed Forces, health agencies, and war industries.

The Bolton Act represents the combined thinking of professional groups responsible for increasing the nurse supply of this country. This legislation was developed with the advice and help of the nursing profession, hospital groups, and educational institutions concerned.

The United States Public Health Service, Federal Security Agency, acts as the administrative agency for the United States Cadet Nurse Corps program. It was passed unanimously by the Congress.

Rules and regulations governing the standards by which the United States Cadet Nurse program is administered were developed with the Advisory Committee to Dr. Thomas Parran, Surgeon General, United States Public Health Service. In general, standards of the National League of Nursing Education are used as a guide in formulating regulations.

There are no Government schools of nursing, and the United States Cadet Nurse Corps program will not standardize nursing schools. Student nurses will be directly responsible, as always, to the school of nursing in which they are enrolled. Students are paid by the schools, not by the Federal Government. The schools, in turn, receive allotments from the United States Public Health Service covering tuition, maintenance, uniforms, and salary for each Corps member.

## *Appendix "B"*

### DETAILED MEDIA AND PROMOTIONAL SUGGESTIONS

#### *National Program*

##### **Radio**

Two weeks network allocation plan and 1 week station announcement plan during August.

Network allocation 1 week, and wherever possible 2 weeks, during the months of September, December, January, April, and May. One week of the station announcement plan during the same period.

##### **Motion Pictures**

The news release of the President signing

the Bolton Act should be followed at the earliest possible moment by a short feature film for national distribution. At the moment a one-reel feature is in production, which will be distributed *locally*, and eventually, it is hoped, *nationally* through the War Activities Committee. In addition, a 3-minute trailer has been prepared for local use. Effort should be made to secure news-reel cooperation whenever any outstanding national event in connection with the United States Cadet Nurse Corps takes place.

## Press

### *Spot News*

Some attempt should be made to get special news stories, even though we realize that this is particularly difficult to do.

### *Feature stories*

There should be a heavy and continuing barrage of feature stories released telling of the necessity for young women to join the United States Cadet Nurse Corps. These stories should emphasize the basic copy appeals.

## Magazines

Magazines can be particularly helpful, especially if the material is prepared with a long-term view. It takes 24 to 30 months to turn out a nurse. Therefore, there should be no let-up in magazine stress which emphasizes the nurses' contribution and discusses the future and security of the nursing profession.

## Posters

Through the War Advertising Council a poster has been prepared by J. Walter Thompson Agency task force. A car card

also has been designed by the same agency. The Outdoor Advertising Association will be approached for their cooperation on a 24-sheet billboard, and every other possible "message distribution" technique and medium should be employed.

## Special Services

An attempt should be made to reach all girls who are about to be graduated from accredited high schools. This should be done both by bulletin and by public address.

## Pamphlets

The War Advertising Council, through J. Walter Thompson task force, is currently preparing a pamphlet on the United States Cadet Nurse Corps for wide distribution.

## War Advertising Council Support

The War Advertising Council is preparing a "formula folder" for the use of national advertisers. This folder will include suggestions for messages to be run in regular advertising and for special institutional copy.

# Appendix "C"

## DETAILED MEDIA AND PROMOTIONAL SUGGESTIONS for Local Nursing Councils for War Service\*

Local Nursing Councils for War Services should make every effort to capitalize on the national program in the following ways:

### Radio

The Nursing Council for War Services should work with the regional offices of the Office of War Information to get local radio programs. No contact should be made by the NCWS directly with radio stations unless cleared with the OWI regional office. Name and address and territory covered by these regional offices are listed below.

<i>Regional Office</i>	<i>Regional Chief</i>	<i>Territory</i>
1729 Chandler Bldg. Tel.: Walnut 4121 ATLANTA, Ga.	Willett Kempton	Georgia, Florida, Alabama, Tennessee, Mississippi
17 Court Street Tel.: Lafayette 7500 Ext. 204-205 Even.: Lafayette 7503 BOSTON, Mass.	Walter Hackett	Maine, New Hampshire, Vermont, Connecticut, Massachusetts, Rhode Island

\*Addresses of State and Local Nursing Councils for War Service may be obtained from the National Nursing Council for War Service, 1790 Broadway, New York, N. Y.

<i>Regional Office</i>	<i>Regional Chief</i>	<i>Territory</i>
Suite 905 75 E. Wacker Drive Tel.: Andover 5727 CHICAGO, Ill.	Mrs. Lavina Schwartz	Illinois, Wisconsin, Iowa, Indiana
728 Union Bank of Commerce Bldg. Tel.: Cherry 7913 CLEVELAND, Ohio	Alfred H. Llewelyn	Ohio, Kentucky, West Virginia, Michigan
1031 Mercantile Bank Bldg. Tel.: Riverside 5711 Ext.: M-100-1-2-3-4 DALLAS, Tex.	David Russell	Texas, Oklahoma, Louisiana
717 Kittredge Bldg. Tel.: Tabor 3173 DENVER, Colo.	William H. Welsh, Jr.	Colorado, Wyoming, New Mexico, Utah, Idaho, Montana
203 Mutual Bldg. Tel.: Harrison 6464 KANSAS CITY, Mo.	Marvin McAlister	Missouri, Nebraska, Kansas, Arkansas
205 Midland Bank Bldg. Tel.: Main 3244 Nestor 4518 Even.: 5032 MINNEAPOLIS, Minn.	Hayle S. Cavanor	Minnesota, North Dakota, South Dakota
% OWI Office 280 Madison Avenue Tel.: Murray Hill 3-6800 Ext. 284-285 Even.: Murray Hill 3-6828 NEW YORK, N. Y.	Harry Levin	New York, New Jersey
Stephen Girard Bldg. 21 South 12th Street Tel.: Rittenhouse 9420 PHILADELPHIA, Pa.	Broughton Tall	Pennsylvania, Delaware, Maryland
19 North 7th Street Tel.: 7-1841 RICHMOND, Va.	Benjamin W. Huffington	Virginia, North Carolina, South Carolina
Western Merchandise Mart 1355 Market Street Tel.: Klondike 2-2300 SAN FRANCISCO, Calif.	Luther Keplinger	California, Oregon, Nevada, Arizona, Washington

## **Press**

Work closely with each newspaper, establishing good relationships with those doing reporting on every paper.

## **Motion Pictures**

Call on the chairman of the War Activities Committee in your city and enlist his support in special lobby displays.

## **Special Services**

Work directly with schools, colleges, and community groups and organizations. Keep them supplied with information, and be alert to "cash-in" on any news from the front, local girls who join the Corps, magazine articles on the subject of nursing, etc.

## Appendix "D"

### Statistics

#### Student Nurses

Student nurses now in schools of nursing.....	100,486
Actual number new student nurses admissions needed.....	115,000
Quota new student nurses.....	65,000
(Maximum number present instruction facilities can accommodate)	
New students admitted to schools of nursing in 1942-43.....	49,169
Summer 1942.....	11,656
Fall 1942.....	25,709
Spring 1943.....	11,804
	49,169

#### Hospitals

##### Admissions:

1942.....	12,545,610
1941.....	11,596,188
1940.....	10,187,548

Patients received over 14 million more days of hospital care in 1942 than in 1941. Every 2.5 seconds a patient entered a registered hospital in the United States during the year 1942.

Surgical operations were performed at the rate of one every 5.6 seconds.

##### Group Hospitalization Enrollment:

1943.....	12,000,000
1935.....	75,000

#### Births

Year	(Rate per 1,000 persons)	Number
January-May 1943.....	21.7	
(Increase of 15.5 percent over same period 1942)		
1942.....	20.9	2,807,445
1941.....	18.9	2,513,427
1940.....	17.9	2,360,399

"NUMBER OF BIRTHS FOR 1942 IS PROBABLY THE GREATEST EVER RECORDED IN THE HISTORY OF THE COUNTRY"—U. S. Bureau of the Census

#### High School and College

Total number of women enrolled in colleges for 1942-43..... 520,800

##### Total number of girls graduated from accredited public high schools:

Year	Number
1930.....	366,528
1931.....	409,459
1932.....	452,262
1933.....	468,051
1934.....	482,993
1935.....	506,361
1936.....	529,729
1937.....	562,839
1938.....	595,950
1939.....	623,074
1940.....	650,198
1941.....	663,000
1942.....	676,800

OVER 10 PERCENT OF ALL GIRLS GRADUATING FROM HIGH SCHOOLS MUST BE ENROLLED IN THE UNITED STATES CADET NURSE CORPS TO MEET QUOTA OF 65,000 NEW STUDENTS FOR 1943-44.

## *Professional Opportunities*

### Graduate Nurses

Nurses with a college education, special ability, and training may earn as high as \$5,000 to \$7,500 a year.

<i>Field</i>	<i>Salary</i>
<b>Public Health Nurses</b>	
Voluntary or Official Agency, Schools, Industry	\$1,200–\$7,500 (without maintenance)
<b>Civil Service</b>	
United States Public Health Service, United States Bureau of Indian Affairs, United States Veterans Administration, special hospitals in United States and Panama	\$1,600–\$6,500 (with or without maintenance)
<b>Hospital and Institutional</b>	
General and Special hospitals	\$825–\$7,500 (with maintenance)
<b>Nursing Education</b>	
Nursing Schools, Hospitals, or Public Health Nursing agencies, American Red Cross, colleges, universities, and public school systems	\$825–\$7,500 (with or without maintenance)
<b>Army</b>	
2d Lieutenant to Colonel in Army Nurse Corps	\$1,800–\$4,000 (with rent, subsistence, and 5 percent of base pay for each 3 years of service up to 30 years)
<b>Navy</b>	
Ensign to Captain in Navy Nurse Corps	\$1,800–\$4,000 (with rent, subsistence, and 5 percent of base pay for each 3 years of service up to 30 years)
<b>Other Fields</b>	
Private duty, American Red Cross Direction, nursing specialists	\$1,300–\$7,000 (without maintenance)

## *National Nursing Inventories*

### Graduate Nurses

	<i>1941</i>	<i>1943</i>
<b>Total Returns</b>	289,286	259,174
<i>Active</i>		
Institutional.....	81,708	77,704
Public Health.....	17,766	18,900
Industrial.....	5,512	11,220
Private duty.....	46,793	44,299
<i>Inactive but available for nursing</i>	25,252	38,746 (of these, 23,576 are married and under 40)
<i>Inactive, not available</i>	90,979	49,829
<i>In Nurse Corps of Army and Navy</i>	6,371	35,000 plus (precise data not available)

# Appendix "E"

## NATIONAL NURSING COUNCIL FOR WAR SERVICE *Executive Secretary—State Nursing Council for War Service*

### Alabama

Mrs. Walter Bragg Smith  
625 South Lawrence St.  
Montgomery

### Arizona

Miss Minnie C. Benson  
1620 Hedrick Drive  
Tucson

### Arkansas

Mrs. Mary T. Wright  
5404 Country Club Blvd.  
Little Rock

### California

Miss Shirley C. Titus  
26 O'Farrell St.  
San Francisco

### Colorado

Miss Irene Murchison  
621 Majestic Bldg.  
Denver

### Connecticut

Miss Margaret K. Stack  
252 Asylum St.  
Hartford

### Delaware

Mrs. Mildred A. Marshall  
914 Jefferson St.  
Wilmington

### District of Columbia

Miss Edith M. Beattie  
1746 K. St. NW.  
Washington

### Florida

Miss Ruth Mettinger  
State Board of Health  
Jacksonville

### Georgia

Miss Durice Dickerson  
131 Forest Ave. NE.  
Atlanta

### Hawaii

Mrs. T. L. Gage  
510 South Beretania St.  
Honolulu

### Idaho

Miss Nellie J. Chapman  
St. Luke's Hospital  
Boise

### Illinois

Miss June A. Ramsey  
8 South Michigan Ave.  
Chicago

### Indiana

Miss Helen Teal  
1125 Circle Tower  
Indianapolis

### Iowa

Miss Adeline Hendricks  
503 Shops Bldg.  
8th and Walnut Sts.  
Des Moines

### Kansas

Mrs. Anne Lee Wick  
359 North Clifton Ave.  
Wichita

### Kentucky

Mrs. Myrtle C. Applegate  
604 South Third St.  
Louisville

### Louisiana

Miss Clemence Vanderwalle, Chairman  
Charity Hospital Nurse's Home  
New Orleans

### Maine

Mrs. Marion T. Gray  
238 Concord St.  
Portland

### Maryland

Mrs. Hester G. Frederick  
1217 Cathedral St.  
Baltimore

### Massachusetts

Miss Helene G. Lee  
420 Boylston St.  
Boston

### Michigan

Miss Thelma I. Scratch  
51 West Warren St.  
Detroit

### Minnesota

Miss Caroline E. Rankiellour  
2642 University Ave.  
St. Paul

### Mississippi

Mrs. M. Anita C. Perz  
Baptist Hospital  
Jackson

**Missouri**

Miss Bernice Huffman  
416 South Kingshighway  
St. Louis

**Montana**

Mrs. Margaret C. Alsop  
Lalonde Block  
Helena

**Nebraska**

Miss Halcie M. Boyer  
626 Electric Bldg.  
Omaha

**Nevada**

Miss Maude Hicks  
139 North Virginia Ave.  
Reno

**New Hampshire**

Miss Ruth B. Whitcomb, Acting Sec.  
209 South St.  
Concord

**New Jersey**

Miss Wilkie Hughes  
17 Academy St.  
Newark

**New Mexico**

Mrs. Charles C. Bailey  
107 South University Ave.  
Albuquerque

**New York**

Miss Emily L. Creevey  
152 Washington Ave.  
Albany

**North Carolina**

Mrs. Marie Noell  
415 Commercial Bldg.  
Raleigh

**North Dakota**

Miss Clara C. Lewis  
State Capitol  
Bismarck

**Ohio**

Mrs. Elizabeth P. August  
50 East Broad St.  
Columbus

**Oklahoma**

Mrs. Virginia Fowler  
724 Hoover St.  
Norman

**Oregon**

Mrs. Linnie Laird  
205 Stevens Bldg.  
Portland

**Pennsylvania**

Mrs. Katharine Miller  
400 North Third St.  
Harrisburg

**Puerto Rico**

Miss Celia Guzman  
Buffault No. 22  
Santuree

**Rhode Island**

Miss Anna J. Delmore  
42 Weybosset St.  
Providence

**South Carolina**

Miss Nellie C. Cunningham  
306 Carolina Life Bldg.  
Columbia

**South Dakota**

Miss Carrie A. Benham  
321 Western Bldg.  
Mitchell

**Tennessee**

Mrs. Lucille H. Marshall  
615 Warner Bldg.  
Nashville

**Texas**

Miss A. Louise Dietrich  
1001 East Nevada St.  
El Paso

**Utah**

Mrs. Evan G. Richards  
414 Boston Bldg.  
Salt Lake City

**Vermont**

Mrs. Abbie L. Starkey  
3 Nelson St.  
Montpelier

**Virginia**

Mrs. Jessie Wetzel Faris  
811 Grace-American Bldg.  
Richmond

**Washington**

Miss Marian G. Kent  
514 Medical Arts Bldg.  
Seattle

**West Virginia**

Mrs. May M. Maloney  
47 Capitol City Bldg.  
Charleston

**Wisconsin**

Mrs. Edith M. Partridge  
3727 East Layton Ave.  
Cudahy

**Wyoming**

Miss Louise M. Gray, Acting Sec.  
Matrona Memorial Hospital  
Casper

## Appendix "F"

### STATEMENTS FROM GOVERNMENT OFFICIALS ON PRESENT AND POST-WAR NEED FOR NURSES

"There have never been enough nurses. Today the shortage of nurses has reached the danger point. Civilian hospitals are carrying peak loads. Some of them have closed units because they are unable to secure sufficient numbers of nurses. In industrial boom areas, nurses are needed for hospitals, war plants, and public-health services. Health agencies in all areas report a critical shortage of nurses.

"We must meet these war needs first, but the demand for nurses will not end with the war. In the post-war world, there will be ever greater opportunities for nursing service. The Cadet Nurses of today will be ready to take advantage of tomorrow's opportunities.

"The objectives of the Public Health Service and of the Advisory Committee in formulating the regulations for the United States Cadet Nurse Corps were to insure a sound educational program, but to leave the responsibility for the administration of specific programs to the individual schools and hospitals. No one Federal pattern is to be set. The schools will be free to select their own students, to plan their own curricula, and to formulate policies consistent with the Bolton Act and the traditions of the institutions concerned."

Dr. THOMAS PARRAN,  
*Surgeon General,*  
U. S. Public Health Service.

"The task of the United States Cadet Nurse Corps is to enroll 65,000 additional students in basic schools of nursing during the present fiscal year; to make the students available for full-time nursing duty under supervision at an earlier date than was possible under the former plan; and to maintain a continuous supply of graduate nurses pledged to serve in essential nursing positions for the duration of the war. Whether we accomplish this vital war objective depends upon the teamwork

which all of us apply to our specific tasks in the program."

Dr. THOMAS PARRAN,  
*Surgeon General,*  
U. S. Public Health Service.

"The United States Cadet Nurse Corps will prepare nurses for the war needs of today and for the even greater needs of world wide reconstruction. Created as a wartime emergency measure, under the Bolton Act, the Corps is designed to increase available nurse power for the country by preparing more nurses more quickly.

"This year, 65,000 Cadet Nurses should begin their education so that they may be ready to replace graduate nurses going into military service. As Senior Cadets, student nurses will find great opportunities in civilian hospitals, health agencies, industry, and some of them will, of course, go into military service. Wherever they serve, they will be filling a vital wartime need and will be given the recognition they merit.

"The need for nurses will continue to grow after the war. A marked expansion in the fields of public health, industrial, and veterans care is anticipated. Already, America is actively planning methods for meeting post-war nursing problems both at home and abroad. Even now, some countries are looking to the United Nations and especially to the United States for assistance in coping with the many serious conditions which will follow the war. It is obvious that nursing will play an important role in the rehabilitation program of the post-war world."

MISS LUCILE PETRY,  
*Director, Division of Nurse Education,*  
U. S. Public Health Service.

"I believe that the pressure, both during the war and the reconstruction era to follow will demand a supply of graduate nurses in excess of what we now have. We of profes-

sional nursing have approached the problem of nursing shortages with great care and utmost conservatism. In the present situation many retired nurses being called back to service during the emergency will return to their homes following the war. Also, today we are able to provide private duty nurses only for critically ill patients. It seems quite logical to suppose that many other patients will again seek private nursing service once the war emergency is over. The fact that there was an oversupply following the last war does not mean history will be repeated. The magnitude of the present war makes comparison with the last war an impossibility. It is reasonable to suppose, therefore, that the reconstruction period will also be vastly greater in scope and duration than the reconstruction period of World War I."

MISS STELLA GOOSTRAY, R. N.,  
*President, National Nursing Council  
for War Service.*

"The health and strength of both the home front and the fighting front demand nurses, many more than we now have. We must provide an adequate nursing service for the sick and wounded both at home and overseas. Our nursing service can be maintained only through an ever-increasing reserve of student nurses being educated to replace the graduate nurses called to the armed forces and to essential civilian duty. The Nation is counting on the United States Cadet Nurse Corps to provide that essential reserve.

"The young women who become Cadet Nurses now will be prepared to serve the Nation in both war and peace. It is the Nation at war which calls them now."

PAUL V. MCNUTT,  
*Administrator, Federal Security Agency,  
Chairman, War Manpower Commission.*

"The United States Cadet Nurse Corps training program, established by the United

States Public Health Service, as an emergency measure, is designed to help supply the greatly increasing needs for professional nursing care in the military forces and the civilian population. Because of the shortage of trained nurses it is quite necessary at this time to have a decided increase in the number of student nurses who should seek this type of training. It is our duty and obligation to encourage the enlistment of well qualified young women to participate in this patriotic service."

JAMES E. PAULLIN, M. D.,  
*President, American Medical  
Association.*

"Unless 65,000 young women enter nursing schools at once, it is inevitable that nursing service will have to be rationed in the very near future. Prior to the war there were not enough nurses to meet ever-growing demands. During the war these demands have virtually doubled.

"Both the production and fighting fronts are calling for nurses in unprecedented numbers. With 35,000 nurses already in the armed forces, the Army and Navy are asking for double that number by the end of the year.

"Civilian hospitals have more patients and proportionately less nurses to take care of them than at any time in their history.

"Fourteen million more patient days of hospital care were given in 1942 than in the previous year, and the number is steadily rising. Probably more babies were born in 1942 than in any previous year in the Nation's history, according to the Census Bureau. The situation has become acute.

"A large reserve of student nurses in accelerated curricula is the practical solution. I believe that the United States Cadet Nurse Corps is the ideal organization to establish this reserve."

JAMES A. HAMILTON,  
*President, American Hospital  
Association.*

