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U. S. Cadet Nurse Corps

Established under the Bolton Act

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So VITAL is the nation's need for womanpower in nursing that the seventy-eighth Congress has appropriated sufficient funds to give assistance to every nurse to prepare herself for this work. Through the Bolton Act health on the home front and healing on the battlefield are thus accorded their rightful place in the total effort of a nation at war. Mrs. Frances P. Bolton, Congresswoman of Ohio, who sponsored the legislation enabling the Congress to make this appropriation, has thus made another great contribution to what she terms the promotion of "nursing, nursing education, and the general care of the sick," her major interest. Under the Bolton Act, a United States Cadet Nurse Corps is being established with distinctions which will give recognition to the essential service its members contribute to the war.

A sound foundation for federal aid to nursing

education has been laid in the last two year's program in the U. S. Public Health Service under the leadership of Dr. Thomas Parran, Surgeon General; Pearl McIver and Mary J. Dunn of the States Relations Division, U. S. Public Health Service; and of Margaret Arnstein, who, on leave of absence from the New York State Department of Health, served in the initial months of this period. Enrolment in nursing schools of the country was augmented through federal appropriations to the amount of \$5,750,000 during these two years.

The acuteness of the military and civilian needs for nursing service, the increasing competition for womanpower, and the development of new attitudes toward use of federal funds for preparation of many types of war workers have called for larger appropriations for nursing education. During the first two years of federal aid to nurse training, schools were allotted funds in proportion to their ability to increase enrolment, and students were given scholarships in accordance with their financial needs. If schools are to continue to grow, and at the same time accelerate their curricula, there will be need of financial assistance for all students. To attract young women who have planned to enter nursing, but who are deterred because of increased earning capacity in other war activities, and to bring nursing to the attention of other young women who for the first time will consider it as a career, federal aid must be made available to all candidates.

SCHOLARSHIPS, STIPENDS, AND UNIFORMS

The Bolton Act provides that federal funds may be used for maintenance for the first nine months for all students who join the U. S. Cadet Nurse Corps. During this period students require concentrated instruction and supervision. For this nine months they are known as *precadet nurses*. The act also provides scholarships and a monthly stipend for all students of the corps. Scholarships cover tuition and all



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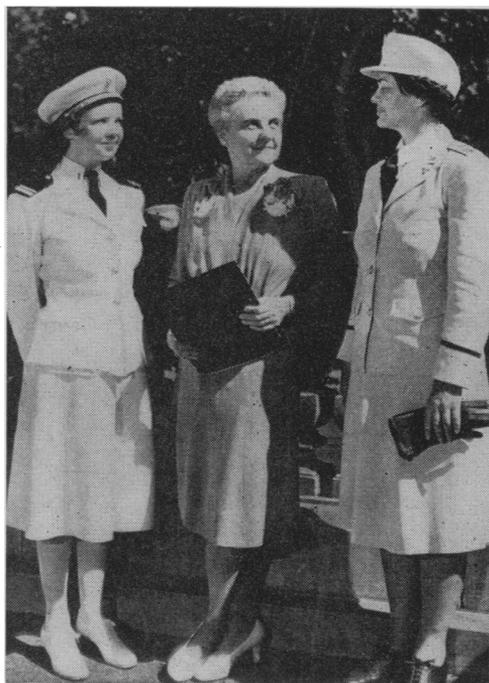
PRESIDENT ROOSEVELT AFFIXES HIS SIGNATURE TO THE BOLTON BILL, WHILE DR. THOMAS PARRAN, SURGEON GENERAL, USPHS, WITNESSES THE SIGNING

other fees charged by the school and include the cost of books and the school uniform. Stipends are to be paid from federal funds at the rate of \$15 per month for the first nine months in the school or the precadet period; and at \$20 for the next fifteen to twenty months, called the *junior cadet period*. If students are not graduated at this time, stipends of at least \$30 per month are to be paid during the remaining months of the training period by the institution utilizing the students' services, and students are to be called *senior cadet nurses*.

To designate student nurses as having answered the call of their country for this vital work, the Bolton Act provides that members of the corps are privileged to wear a distinctive outdoor uniform. Several designs have been prepared by outstanding designers for young women, and a jury of fashion experts has selected the one which is most appropriate and distinctive. The students who join the corps will wear as insignia a combination of the corps device of the U. S. Public Health Service and the Maltese Cross, rich in both tradition and significance for wearers who thereby dedicate themselves to nursing as a national service. Federal funds will cover the cost of a complete outdoor uniform, including a summer dress, a suit, a coat, a hat, and specified accessories, including insignia. Students will not be required to wear the uniforms on all occasions, but will wear them when they choose and on all occasions specified by the school. Regulations regarding uniforms and method of purchase will be sent to schools by the USPHS.

WHO MAY JOIN THE CORPS

Any student admitted to the school after January 1, 1941, and for whom an accelerated program has been planned, is privileged to join the corps for the balance of her training period. Students who join the corps must pledge themselves to serve in military or essential civilian nursing throughout the war. It should be noted that the purpose of the act is to provide nursing to meet both military and civilian needs, and although many students who have benefited under the act will enter the armed forces, they are not asked to pledge themselves to military nursing only. It should also be noted that the



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THE HONORABLE FRANCES P. BOLTON, WITH LIEUTENANT CLYDE PENNINGTON, NAVY NURSE CORPS, AND CAPTAIN EDNA GROPPE, ARMY NURSE CORPS

pledge does not mean that students who enter the corps cannot marry. Many essential nursing services, including Army nursing, are open to married nurses. Likewise, an increasing number of nursing schools accept married students. This pledge to remain active in nursing throughout the war is but tangible evidence of the high purpose which is in the heart and mind of every student nurse.

The Bolton Act is designed to increase the available nursepower of the country by preparing more nurses more rapidly. To participate in the program, a school must provide its essential instruction and experience in from twenty-four to thirty months and at the end of that period either graduate the students or leave them free for assignment where needed during the remaining time required for graduation. A large proportion of the senior cadet nurses will doubtless be retained in the hospital connected with the school although it is hoped they will "live out" and leave room for the expanding

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enrolment of precadet and junior cadet nurses. The assignment to supervised experience whether to the hospital connected with the school or to other civilian hospitals or to federal hospitals must meet the school's requirement for graduation and the state's requirement for registration. The management of this assignment (the senior cadet period) is described elsewhere in this issue.¹ The educational and housing facilities thus vacated by senior cadet nurses are to be used by increased numbers of younger students. Students in the precadet and junior cadet periods should fill the school to its extended capacity, senior cadets filling the place of graduate staff nurses left vacant in the home hospital and in other institutions. It is hoped that scholarships, stipends, and uniforms will facilitate recruitment of students to effect such replacements.

Acceleration should be accomplished without sacrifice of already established affiliations. The junior cadet period should include the widest range of available experience. Shortening should

¹ See SPALDING, EUGENIA K.: The Senior Cadet Nurse, p. 749 of this issue.

take place chiefly in those services in which students will receive additional experience during the senior cadet period.

One of the assumptions on which the act is based is that money derived from tuition should be devoted to instructional costs. It is recognized that acceleration of curricula limits somewhat the service contribution of students. However, their contribution, plus the school costs canceled by federal aid for maintenance from federal funds, should cover instructional costs. Miscellaneous items formerly included in the school's tuition charge should now be included among "fees."

The need for maintaining an adequate educational staff, including clinical instructors, cannot be overemphasized. Senior cadet nurses can replace graduate staff nurses, but the supervisory staff for the senior cadets, as well as the instructional and supervisory staff for the precadet and junior cadet nurses, must not be depleted else the production goal set for the schools of the country cannot be reached. It is expected that the Nursing Division of the Procurement and Assignment Service of the War Manpower Commission will assist in retaining graduate nurses on this vital production front.

DIVISION OF NURSE EDUCATION IN USPHS

A new Division of Nurse Education has been established in the U. S. Public Health Service to administer federal aid to nurse training programs. After a conference with an Advisory Committee, the Surgeon General of the U. S. Public Health Service promulgates the rules and regulations of the nurse education program. The act provides for the appointment by the Federal Security Administrator of an Advisory Committee of at least five members representing the nursing profession, hospitals, and accredited nurse-training institutions. The committee members are: Dr. Oliver C. Carmichael, President, Vanderbilt University, Nashville, Tennessee; James A. Hamilton, Director, New Haven Hospital, New Haven, Connecticut; Marion Howell, Dean, Frances Payne Bolton School of Nursing, Western Reserve University, Cleveland, Ohio; Sister Helen Jarrell, Dean, Loyola University School of Nursing, St. Bernard's Unit, Chicago, Illinois; Dr. Hy-

rum Leo Marshall, Professor of Public Health, University of Utah, Salt Lake City, Utah; Rev. Fr. Alphonse M. Schwitalla, Dean, St. Louis University School of Medicine, St. Louis, Missouri; Isabel M. Stewart, Director, Division of Nursing Education, Teachers College, Columbia University, New York City; Margaret Tracy, Director, School of Nursing, University of California, Berkeley, California; Anna D. Wolf, Director, School of Nursing, Johns Hopkins Hospital, Baltimore, Maryland.

The Advisory Committee held its first meetings on June 25 and 26. Congresswoman Bolton was present at the first session. The Honorable Paul V. McNutt, Administrator of the Federal Security Agency, Surgeon General Thomas Parran, of the U. S. Public Health Service, and members of their staffs, met with it.

On June 30, the staff of the Division of Nurse Education met with representatives of civilian nursing schools and hospitals and directors of nursing services in hospitals of the federal government, including the Army and Navy Nurse Corps, to discuss arrangements for utilizing the services of the senior cadets.

The Bolton Act represents the consensus of the best opinions of all interested groups, having been drafted with the full co-operation of the nursing profession, hospital administrators, and governmental agencies. Need for the measure was emphasized by the Health and Medical Committee, Federal Security Agency, of which Dr. Irvin Abel, Louisville, Ky., is chairman.

REGULATIONS GOVERNING ELIGIBILITY OF SCHOOLS

The regulations governing the eligibility of nursing schools for participating in the program state that standards of the National League of Nursing Education will be used as a guide.

In order for a school of nursing to participate in this federal nurse education program, the school must be approved by the nurse examining board in the state or territory in which the school is located.

The school must certify that the student is physically fit for nursing service, and will be retained only if she meets scholastic and other standards of the school. Students must be graduates of accredited high schools.

Under the terms of the Bolton Act, schools are required to complete the course of combined study and practice in from twenty-four to thirty months. For those students admitted between January 1, 1941, and January 1, 1942, the time may extend, if necessary, to thirty-two months.

The school must provide units of instruction in conformance with accepted present practice in basic nursing education, and adequate clinical experience in the four basic services—medicine, surgery, obstetrics, and pediatrics. The educational staff must be adequate to carry out a well-balanced schedule of organized instruction, experience, and study. Well-equipped classrooms, laboratories, library, and other facilities, adequate for the proposed enrolment, must be provided. Throughout the entire program, satisfactory living facilities and adequate student health service must be provided.

The schools are required to provide maintenance and a stipend of not less than \$30 per month for all senior cadet nurses. Where the senior cadet is transferred to some other institution for her supervised practice, the nursing school must require that institution to provide such maintenance and stipend, and also the supervised experience which will be credited toward the student's graduation. The school will be responsible for making the necessary arrangements with other hospitals or other agencies for this experience. Students who request transfer to a government hospital and for whose transfer that hospital has made request must be so transferred. Preliminary estimates indicate that the number of senior cadets to be requested by federal hospitals will not be disproportionate in relation to the number needed in civilian hospitals.

This program of nurse education will not come suddenly to a halt when the war ends. The Bolton Act provides that federal aid be made available to allow any member of the corps enrolled ninety days prior to the end of the war to complete her basic nursing course.

In summary, the essential features of the basic nursing program are as follows:

To be eligible to receive federal aid, a school of nursing must accelerate its curriculum to twenty-four to thirty months and make ar-

rangements for the senior cadet period, including a plan for payment during that period. The school must meet the other requirements set forth in the regulations of the Surgeon General.

To be eligible to join the U. S. Cadet Nurse Corps, a student must state her willingness to make her services available in nursing throughout the war.

A school wishing to participate in this program should request forms from the U. S. Public Health Service upon which to make application, and to present its plan, including proposed budget from federal funds. Federal funds may be requested for:

1. Tuition and fees for all students joining the corps.
2. Stipends for precadet and junior cadet nurses.
3. Maintenance for precadet nurses first nine months, at \$45 per month.
4. Cost of outdoor uniform.

When the application and plan of a given school have been received and approved, an allotment from federal funds will be set aside for the school. Prepayments against this allotment will be made to schools quarterly.

FUNDS FOR POSTGRADUATE WORK

In addition to federal aid for basic nursing programs, the Bolton Act provides financial assistance for postgraduate and refresher programs.

Schools applying for federal funds for postgraduate programs in supervision, teaching, administration, public health nursing, or clinical nursing specialties, must have well-established programs in nursing education for graduate nurses. Institutions offering programs for graduate nurses in fields related to nursing, such as anesthesia and midwifery, must provide adequate clinical and other facilities in the specialties and a sufficient number of qualified instructors and supervisors.

Federal funds may be requested by institutions offering postgraduate programs for tuition and student maintenance. Allotments are made after the plan is approved and prepayments against the allotment are made quarterly.

It is hoped that all schools of nursing will encourage promising nurses to enrol for graduate study under this plan, thus keeping up the

supply of essential instructors and public health nurses. Applications for these scholarships should be made by the candidate to the institution of her choice.

Those institutions wishing to receive federal funds for refresher courses must provide a course of not less than six weeks and no more than three months. The courses should be a combination of suitable theory and practice under the general supervision of a qualified nurse instructor. Hospitals not operating a school of nursing are also eligible to apply. Funds may be requested at a rate per student not exceeding \$40. Payments are made on a reimbursement basis for the number of students completing the course.

SUMMARY

It is not the intention of the act to standardize nursing schools throughout the country, but rather to encourage schools to continue with their own sound patterns of nursing education. Obviously, federal funds should be used to attract students only to those schools which can give adequate preparation for nursing. Application forms upon which schools are to submit data for determining adequacy of training will of necessity require certain detailed information. However, every effort has been made to supply instructions which will expedite completion of these forms. Clear, direct information from the school will facilitate the review of the application form and the prompt allotting of funds.

It is already evident that a large proportion of eligible schools throughout the country will participate in the program of federal aid for basic nursing programs. It is likewise evident that a great number of the eligible student nurses now in the schools and those admitted to participating schools will join the U. S. Cadet Nurse Corps. An intensive recruitment campaign will be carried on by the National Nursing Council for War Service and by the U. S. Public Health Service. With the enthusiastic co-operation which schools of nursing will give, the Bolton Act will achieve its purpose—to prepare nurses for the war needs of today and for the even greater needs of world-wide reconstruction.