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Dottie Rye interview for the Miami Valley College of Nursing and Health Oral History Project

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START OF TAPE I, SIDE A

DOTTIE RYE

FEBRUARY, 2004

CAROL HOLDCRAFT: And so we'll go ahead and get started and just to give you a little bit of background, Donna Curry and I have been interested in collecting oral histories from people who've been involved in the early years of the School of Nursing which is now the College of Nursing here at Wright State. We became interested in it because we realized we had reached a point where some of the folks that were involved were leaving this earth and we felt like the school really had an interesting history and we wanted to capture it from kind of the eye witness perspectives of those individuals before that kind of thing happened. So we've been doing this for a couple of years now, talking to different people and you're really our first person that we've asked to interview who kind of our outsider perspective. We're interested in hearing from you more about how someone who wasn't necessarily real highly internal to the school during the early days viewed some of the events and some of the things that were taking place.

DOTTIE RYE: All right.

CH: So, I'm going to start by just asking you to tell us a little bit about your personal background, your professional background and how you were involved with Wright State during the early years?

DR: Okay, which do you want first my personal background?

CH: Yes, that would be fine.

DR: Okay, well, I'm not a native Ohioan. I'm a native Pennsylvanian. Went to school and School of Nursing in Pennsylvania and went to Ohio State and met my husband there and the rest is history as they say. (Laughs)

CH: (Laughs) You became an Ohioan at that point.

DR: Became an Ohioan, yeah. We have two children. Our daughter is married and they have a daughter and our son will be married in July of this year. So that's basically my personal history so to speak.

CH: Okay.

DR: And after I received my BS in education from Ohio State then later on went back to Ohio State for my masters while I was working full time at the Valley. Was also at an executive development program at the University of Illinois and was a Warten Fellow in the J and J Program of Management for Nurses.

CH: Okay. And your initial nursing education?

DR: Postel Hospital Diploma School of Nursing.

CH: Okay. And so then you became involved with Wright State through your administrative position at Miami Valley?

DR: Uh-huh. Yes.

CH: And tell us a little bit about what your position was and how you knew about the early days of Wright State because of that.

DR: Oh my. I'm not sure what my title was at that time at Miami Valley but I was in what I think we call the hospital operations and I had moved into that position from the position of Director of Nursing. It was basically the same thing the way they were as the Valley was prone to do at that time; changing titles and we had under my tenure there we had three, I think, four different hospital administrators. So with each one there was a difference of what we all should be called.

CH: Uh-huh.

DR: So when I resigned I was Senior Vice President of Hospital Operations.

CH: Okay.

DR: But at that time I was either the Associate Director of Hospital Operations or Director of Nursing. I'm not quite sure.

CH: Okay. And did you have involvement with the School of Nursing at Miami Valley Hospital at that point?

DR: We did but not on a formal agreement as I recall. Was Gert the first dean?

CH: Um, Gert actually was not the first dean. Um, I'm having one of those senior moments where-

DONNA MILES CURRY: Randall.

CH: Yeah, Dean Randall was the first dean in 1973-.

DR: Oh, okay.

CH: -was employed to get the School of Nursing started. Then there was an interim time period where Donna Dean and Andy Kuntzman who was a professor of anatomy-.

DR: Yes.

CH: -were kind of the co leaders during the year that there was a dean search going on before Gert Torres was hired.

DR: Okay. I was pretty much involved just on an informal basis with Donna and Andy at that time.

CH: Okay.

DR: I don't know that there was a, you know we certainly at the Valley didn't have a formal agreement as I recall.

CH: Uh-huh.

DR: The formal agreement didn't occur until certainly when you had students at the Valley but then we also became involved later on when we of course moved or thinking about converting if you will our diploma program into a baccalaureate program.

CH: Uh-huh. And can you tell us a little bit about what your thoughts at the time were about baccalaureate education. Was that something that you thought the community needed? I know there was some mention in the records of a needs study that had been done prior to opening Wright State School of Nursing. A needs study for baccalaureate education for nurses.

DR: Well, there was through my personal perspective there was certainly a need for baccalaureate

education. And that was a little bit of a tenuous time because the Valley was looked at as you know one of the premier diploma schools of nursing as I recall and there was a lot of vested interest and the staff were mainly the diploma nurses as well as the associate degree nurses. And of course they were very, had a great deal of ownership in the existing program. But looking at what we perceived at the time to be nursing for the future some of us in nursing felt was it, you know we needed to move forward and yet how could you stay on top of nursing if the education piece wasn't there. Now, we had a fairly good tuition assistance program but by the same token if they wanted a baccalaureate in nursing they had to go out of town. So we saw that as really having a need. We also looked at what the school of nursing was costing us to run and when we looked at that and came up with a figure that I really don't know what they were at the time but it became almost prohibitive to run the school and the standards for nursing education as far as what the students could and could not do was also changing because in the past the diploma nurses had really carried the nursing staff in the hospital and you know they were excellent nurses. They had a good reputation but they felt that if we got more nurses in with a bachelor's degree that with a diploma they would become second-class citizens. So you know there were a lot of hard feelings. We had a lot of nurses who had worked there twenty plus years and they were invested and it did not help that I was not a Miami Valley Hospital School of Nursing graduate.

CH: Okay, you were viewed somewhat as an outsider.

DR: Yes. Uh-huh.

CH: Okay. And so really that, it sounds like that was a time of somewhat turmoil that there was a change that seemed to be eminent, the hospital was looking at the financial pieces of continuing to run their diploma school of nursing which while it was a very high quality, had a very high reputation was costing the hospital. There were changes taking place in terms of perhaps what students were permitted to do. I know students at one time actually-

DR: Ran the floor.

CH: -ran the floors, worked the hospital. So this was during that transitional time when some limits were being placed on how you could use students.

DR: Exactly. And if we also looked at the future and what we were beginning to realize as it related to the School of Nursing we were no longer getting the top of the class from high school graduates.

CH: Okay. So it felt like because you weren't at a university you might not be getting that quality students.

DR: Well, the data spoke for itself.

CH: Uh-huh. Okay.

DR: You know we couldn't say that Wright State or anybody else was getting them but it was a transition just as it still goes on you know how many people really select nursing today?

CH: Uh-huh. And so that was a time when selecting to be a nurse wasn't necessarily high on the career choices it seems.

DR: Probably not and it was declining I think. It was a time when women were having more choices in their careers.

CH: Right. Okay. I know that Miami Valley School of Nursing was, when Wright State as a university first started Ira Fritz who was a professor of nutrition out here told us that when he was hired at Wright State someone said well you know the hospital schools of nursing are interested in having Wright State bringing some of their science courses out to the hospitals for the students. Were you aware of any of that?

DR: Uh-huh. Yes. And I think and this goes back way before I was really all that involved with the School of Nursing but I know, I believe some of the sciences the students received credit.

CH: Yes. They received university credit for those and so Miami Valley was kind of a forerunner in having that kind of program.

DR: Yes. I believe so.

CH: Okay. So what do you remember then about some of the early years of the college? We had some people tell us who taught the very first group of nursing students at Wright State that they would bring the students to Miami Valley on a Saturday because through the week the units were being, the Miami Valley School of Nursing was using the units for their clinical experiences. Were you aware of any of those early days, the very first few classes who may have come to Miami Valley on Saturdays with Barbara Bogan, Margerie Kenny?

DR: I vaguely remember that.

CH: Okay.

DR: And I think that was probably realistic at the time but I also think that it was also the feeling of the School of Nursing, the Miami Valley School of Nursing instructors that you know you may have been trying to infringe upon their territory.

CH: Right. Okay.

DR: And I think we also looked at it that it might be better if the students didn't need to collaborate right away. (Laughs)

CH: Okay. They had their own separate territories for a little while.

DR: You know it. (Laughs)

CH: Yeah. Any other recollections about that real early starting point?

DR: I will tell you that I know that when we were really talking about we need to become or collaborate with a baccalaureate program that the feeling was Wright State was too new and they wanted somebody that was a little bit more established and this was just not a nursing issue this became a hospital administration issue and also a medical staff issue.

CH: Tell us a little bit more about that.

DR: Well at that time we had an administrator who was very open to let all parties within the

hospital know what was going on and what the thinking was and feel them out. It's better to you know let people think about it for awhile and keep them informed then it is to all of a sudden drop it on them. And the feeling was that our first contact with the university since UD was not feasible at that time that we should contact Miami University, which we did. And we had several what I will call informal meetings with the president of Miami University as well as the dean of the school at that time. And it seemed to be a very at that time a very cumbersome plan to figure out. Even though at that time the president of the university was very much interested in having us become a part of Miami University. Then at some point we, I believe, the State Board was contacted and they basically said it only makes sense for you to contact Wright State and if you can't work things out with Wright State then Miami would be the second choice but they felt we should stay within the community.

CH: Okay. Well that's interesting because that's a piece we hadn't heard from anybody before so some talks went forward between Miami Valley and Miami University?

DR: Yes. Uh-huh.

CH: To determine if there would be a fit there.

DR: Yes. In fact during that time I was appointed on their I forget what it's called but it's in my vita; the science advisory board or something like that.

CH: Okay. Uh-huh.

DR: I mean we would have been a fish out of water down there. Just from the attitude of the committee members because it was all the engineers and the various sciences and not necessarily patient care oriented at all.

CH: Right. And at that point in time Miami did not have a nursing program at all. Is that correct?

DR: Um, they may have had a AD program at that time. I'm not sure anymore.

CH: Okay. Well, that's something we can look up as far as factual information when they started.

DR: I just don't know what they had at that time.

CH: Okay.

DR: But I know that they did have some nursing faculty so they must have had AD program.

DONNA MILES CURRY: So, Dottie was this at the time that did Wright State have their nursing program yet at all? That you're talking about is this prior to that?

DR: I'm not sure if they actually had a program or you know you were just getting it off the ground.

DMC: Off the ground. Okay.

DR: I'm not sure about dates anymore. It's like I didn't have to make to many decisions regarding that and you go on to other things.

DMC: Sure.

DR: It's not something that you worry about on a day-to-day basis.

CH: Right. So, what kind of, you said that the medical staff at the hospital actually got involved in that decision. There was a certain amount of thinking that Wright State as a university was just kind of too young, too new.

DR: I think so. And you know some of the physicians within the hospital, I think, were also sort of not sure where the medical school was going.

CH: Uh-huh.

DR: And they were certainly you know very much supporting keeping the diploma school of nursing but it was you know and I can understand that because a lot of them were long timers too and they were, they had developed very good collegial relationships with the nursing staff.

CH: Right. Okay. What do you remember then as the first kind of community response to baccalaureate prepared nurses actually graduating from Wright State? Were these nurses that you were interested in hiring at Miami Valley Hospital?

DR: Well, I think we were but I think the first few nurses we hired who had no nursing experience

before they graduated had sort of a rough time to go informally on the nursing care units.

CH: Uh-huh.

DR: From the other nursing staff you know but nothing was ever said but my suspicion is that that was very difficult for them.

CH: They were viewed as outsiders and weren't necessarily welcomed into the ranks.

DR: Well, let's say if they couldn't do a certain procedure that was always sort of well so and so couldn't do this and we've been doing this ever since we were second year students.

CH: Uh-huh.

DR: It was that kind of thing more than and I think that they felt that perhaps the nurses with a bachelor's degree I think informally they were pretty well threatened.

CH: Okay, so it wasn't the most cordial reception out there.

DR: I think it depended upon the unit they were on and who the head nurse was of that unit.

CH: Uh-huh. My recollection during that time when there weren't as many baccalaureate nurses was that each new nurse as they came out sort of had to use their own personality to win over friends and colleagues among the nursing staff. They needed to show that they weren't necessarily there to threaten or ward themselves over anybody who had a different kind of degree but yeah.

DR: That's correct.

CH: Yeah.

DR: And we had, in the beginning we had a time with some of our head nurses. You know they felt they were going to be displaced almost immediately by a nurses if we could get one with a baccalaureate degree. When they found out that that wasn't happening, you know it might have happened for another reason but not because the nurse wasn't doing a good job.

CH: Right. Now there was some movement at Miami Valley to encourage their nurses who were

in leadership positions to go on and get the academic credentials to go along.

DR: That's correct. And we eventually got to the point where the job descriptions did specifically indicate a bachelor's degree.

CH: Uh-huh. And during that transitional period when you had good high quality people who didn't necessarily have the academic credentials was that a time of some conflict or tension?

DR: Oh, I think it probably was a little bit but I think the head nurses who had been there and were doing a good job realized that the job was theirs unless you know changes were made that they couldn't control.

CH: Uh-huh. Okay. Do you recall-?

DR: The other thing I need to tell you is that I think it stimulated a lot of our nurses to go back and get a bachelor's degree because we had an excellent tuition refund system.

CH: Right.

DR: And I think that probably helped as much as anything and some of the nurses who were not Valley graduates but who were diploma graduates you know took advantage of some of that as well as some of the Valley graduates who really wanted to move on.

CH: Uh-huh.

DR: And other nurses began to see that and that stimulated them too.

CH: Right. When people would see that one person would go back they thought they could do it as well.

DR: Uh-huh. Right.

CH: I lost the question I was thinking about asking. Oh, what's your first recollection of Gert Torres, Margerie Stanton when that leadership came in to Wright State School of Nursing?

DR: Is that the sixty-four thousand dollar question?

CH: (Laughs)

DMC: No.

DR: (Laughs) Well, I think that the Midwest was not ready to accept an Eastern style of nurse

CH: Okay. And define that a little bit more for ().

DR: Well, I think that Gert was very much you know this is what I'd like to do and boom before you knew it it was sort of in place. I think that Marge certainly was the soothing influence of the two.

CH: We've had other people say that as well, yeah.

DR: And um, I think she gained respect a great deal where Gert was more assertive and I think her perception was that; oh, I shouldn't speak for her. I don't know. But I think she would have liked to have more control within the hospital.

CH: Uh-huh. And that wasn't forthcoming?

DR: No. (Laughs)

CH: Okay.

DR: She wasn't an employee. (Laughs)

CH: She wasn't an employee. Okay. So she wasn't going to have, she wasn't going to be given over control over hospital kinds of operations or how things were done.

DR: No. No. She wanted to talk about kinds of experiences or have you ever thought about doing x, y, and z that was a different issue.

CH: Right.

DR: I think we probably got along as well with her as any of the other hospitals in town.

CH: Uh-huh.

DR: And I think that's because we were looking at what our long-range goal might be.

CH: Okay. And so you could see some of the things that she would bring in as ideas being part of your long-range goals even if her style perhaps was-

DR: Yeah. I really think it was her personality and her style and not her knowledge base

CH: Uh-huh.

DR: And I think because some of the gals who have had a bachelor's degree and were getting a masters degree were a little bit more open and it made the communication process easier.

CH: Uh-huh. They were talking the same language about where nursing was going and what needed to happen.

DR: Yeah. Uh-huh.

CH: Okay. What do you think some of the challenges were that were faced by Wright State's program in terms of trying to develop this new idea of where nursing needed to be going?

DR: Um, community acceptance and by that I mean the, basically the hospitals. I think they weren't quite sure how it would work out. And I also think that perhaps the medical school was trying to have a little bit more influence on the nursing program than it needed to be.

CH: Okay. And the medical school was really just getting started at that time as well.

DR: Yes. Uh-huh.

CH: How was the medical school looked on from a community perspective, from nurses in the hospitals and the community like yourself?

DR: I think that some nurses didn't recognize what was going on and you know it wasn't within our hospital so they didn't have a thing to do with it. They weren't interested in it. Others, we were looking at it because the doctors were talking about it on staff. They didn't know where they were going to fit in initially.

CH: Okay. The doctors on Miami Valley staff didn't know how they would fit in with-.

DR: I would think doctors in general because the Miami Valley staff also went to other hospitals. So, I don't think it was you know one sided on our part.

CH: Okay. Right. So there were really these two new institutions getting started in the community. The School of Medicine and the School of Nursing and perhaps both institutions were shaking up the

way health care was going to be happening.

DR: I think so. Uh-huh.

CH: Okay. What was your perception of when things began to be in a turmoil at Wright State, when you began to see things in the newspaper about the conflicts between the nursing leadership at Wright State and the administration at Wright State? Do you recall how you came to know about that conflict?

DR: Um, I think we tried to stay out of it. (Laughs)

CH: All right that's fair. So you knew it was happening and-

DR: We knew it was happening and you know we just were like a bystander watching to see.

CH: Uh-huh. Didn't necessarily have a vested interest in how things would turn out?

DR: Well, only as it impacted upon the students that were in our facility as well as some of the faculty.

CH: Okay because there were students that were doing their clinical practice at Miami Valley. There were probably Miami Valley employees who were taking classes in part of the program at Wright State.

DR: Uh-huh.

CH: And what's your recollection of, did you have a sense of were students upset about it? Were they worried about it?

DR: I don't know.

CH: Okay. You were a little far removed from the students.

DR: I was far removed from the students.

CH: Okay. When it came to pass that all of the faculty, so many of the faculty resigned from the program at Wright State some of them actually came to work at Miami Valley Hospital after that.

DR: Uh-huh.

CH: Can you talk a little bit about that process?

DR: I'd almost forgotten about that.

CH: Okay.

DR: Well, as far as I know we, they were just accepted for employment based upon like any other person would have been. I don't know that they upset the apple cart for us all that much.

CH: Uh-huh. They at the time it fit with where Miami Valley was going that they had some openings available and people who were qualified applied and were hired.

DR: Right. Uh-huh.

CH: Okay. Do you think that influx of people from the university made a difference in how Miami Valley continued to develop?

DR: I think so because I think the diploma faculty and the Wright State faculty ultimately were on the units and saw one another and I think got to know each other as people and nurses and not as my institution and your institution.

CH: Uh-huh.

DR: And I think if you look at the faculty certainly had gone on for their baccalaureate or masters so it wasn't fair not to want the same for your student.

CH: Uh-huh. Right. Were you involved at all then after the leaving of faculty from Wright State School of Nursing, were you involved with the kind of stabilizing period afterwards when additional faculty were hired and the school actually continued to operate and continued to function? Do you have any recollections from that time frame?

DR: I can't relate it to that. I know that we were on some committees out at Wright State and tell me what year it was.

CH: That was in 1980.

DR: Okay. Well, I was involved at that time in search for a dean and then after that we developed advisory councils and some of that sort of thing in conjunction with Wright State.

CH: Uh-huh. And began really a collaborative work-.

DR: And I think at that time as I recall they involved some of the other VP's for nursing in the community.

CH: Uh-huh. And so that was as in an advisory capacity to the School of Nursing at Wright State?

DR: Uh-huh. Yes.

CH: Okay.

DR: And I think they probably learned that they needed to get the community more involved.

CH: Uh-huh. And that makes sense to me that that was a time frame of pulling your community resources to assist with some things.

DR: I think that you know that Wright State realized they were going to have to have more community support if it was going to succeed.

CH: Right.

DR: Was that the time, who was the dean at that point? Do you recall?

CH: Well, immediately after Gert Torres left there was a short period of time when there was some interim leadership involved and then Margaret Maloney was the next really full time dean that was hired at that point. And I believe she was around for about three years.

DR: Yes.

CH: And then when she left was when Donna Dean came back into the picture and then I think it was around the time that Donna Dean was there that Miami Valley and Wright State began serious work towards a collaborative arrangement.

DR: Yes. I think so. Well, I do know that things were in a turmoil while Margaret was there.

CH: Uh-huh. And that was a period of time when students and faculty were still coming to Miami

Valley?

DR: I believe so.

CH: Uh-huh. Okay.

DMC: What was your perception, what the nature of the turmoil during that tenure?

DR: As I recall we weren't even speaking the same language.

DMC: Huh.

CH: So there was a disconnect in communication.

DR: Yes. I believe so because that's when I started to get comments from some of our nursing administrative staff And I'm assuming they picked it up from some of your faculty as well.

CH: Okay. (Pause)

DR: Was the School of Nursing under the School of Medicine at that time?

CH: No, actually the School of Nursing never came under the School of Medicine. During the time you know prior to 1980 when the resignations occurred the plan was for the School of Nursing and the School of Medicine to be under the provost of one administrator for, and that would be a medical doctor at that point. But that merger or that combination actually never took place. The School of Nursing remained a separate, independent school at that time.

DR: Okay. I think that was also the time that there were more relationships being built with the overall Wright State University as well as the administration in the medical school. I just recall going to some what I would call business/social functions and I think that helped a great deal as well.

CH: The administration at Wright State becoming a little bit more involved in the Dayton community.

DR: I think so and needing to understand what the community needs were.

CH: Right. Well, it's really come a long way when you think about those early years and in terms of the level of respect and the level of skepticism about Wright State in the community from that time

frame to as we've moved on into the present where Wright State is such a presence in the area.

DR: Yes. Uh-huh.

CH: What kinds of things do you recall that perhaps we haven't asked you about in terms of those early years at the school?

DR: (Pause) Oh gosh. I must not have Alzheimer's. (Laughs)

CH: It's kind of a vague question I know but wanted to leave it open if there's something you've been thinking about.

DR: Well, I do think it helped from our perspective that when Andy and Donna were involved from our end. We felt somebody was listening.

CH: Uh-huh.

DR: And it also helped that I had had contact with Donna before. So, we weren't strangers and trying to figure out who we were and where we were coming from and that sort of thing.

CH: Right. And that was from interactions at Ohio State?

DR: Um, (Pause) I think so.

CH: Okay.

DR: But I know that you know Andy and Donna would come over to the Valley and I think Andy, was he involved with teaching anatomy?

CH: He was.

DR: Well, I think he had also been, don't quote me on this, but instructing the Valley students in anatomy.

CH: I think so, yeah.

DR: So, I think that sort of helped. And their approach was sort of non-threatening.

CH: Uh-huh.

DR: Um, (Pause) and it was coming into a time where we were having our own problems you

know trying to decide really what we were going to do. Where we going to phase out the school or just what we were going to do and (Pause) it was just a difficult time for all of us. And it wasn't something that happened over night and you know to this day I think some of the nursing staff blame me for not having their School of Nursing anymore. (Laughs)

CH: You were there at the time when some hard decision needed to be made it seems like.

DR: Right. And there was, and I had Sue Fitz joined our faculty in the School of Nursing. She was a, also strength in moving the program forward

CH: She actually became the head of the School of Nursing at the time when you were the head of Nursing Administration of the hospital.

DR: Right.

CH: Tell us a little bit about the kind of relationship that you and Sue were able to have in nursing.

DR: You mean at the Valley?

CH: Uh-huh.

DR: Well, I don't think we could have had a better relationship. I pretty much even though the School of Nursing was in a reporting relationship to me she basically was the one responsible for the School of Nursing. We kept one another informed. But that's about all I can tell you.

CH: Uh-huh. And so you and Sue had good communication and a good relationship with one another.

DR: Yes. Uh-huh.

CH: Okay. And then when the School of Nursing, during the time frame that it was closing then was when the hospital actually moved Sue over into hospital administration. When the school closed was that the timing of that?

DR: Yeah. Uh-huh. I think that's about the time, oh gosh that goes back a long ways too.

CH: Uh-huh.

DR: She came over into staff development, staff education after the School of Nursing closed.

CH: Okay.

DR: And then at some point I just decided that I'd like to try my hand at some non- nursing departments with the exception of the operating rooms.

CH: Okay.

DR: And that's when she was appointed in the position that I had had.

CH: Uh-huh. And that was really a time frame when Miami Valley was becoming so much more of a complex organization that you really needed to distribute that management somewhat.

DR: Right. Exactly. More building and everything you know it was just- (Laughs).

CH: From an outside perspective I know it always seemed like Miami Valley really had two very strong nurses in top leadership kinds of positions out there by having both you and Sue there at the same time. It sort of felt like a real combined force.

DR: Well, I think we were. You know we knew one another well and she knew what her responsibilities were and we'd get together once in awhile and cry on each others shoulders. (Laughs) Not literally but you know you always need somebody to bounce things off of and that's what we did.

CH: Right. Okay.

DR: I will say that in moving the, our school basically and along and towards baccalaureate education and our relationship with Jeanette Lancaster I think helped a great deal.

CH: Right.

DR: Because we had meetings, sort of semi-social kinds of things with both faculty as I recall.

CH: Uh-huh. And that was really you know I think Donna Dean started some of that collaboration and of course had the respect of people at the university as well as people at the hospital and then Jeanette came in and even though she came really to Dayton as an outsider I believe was skillful in terms of the social interactions to be able to-

DR: Very much so and she wanted other people involved. She didn't have to be taking the credit for everything.

CH: Right.

DR: So, I think she was at the right place at the right time.

CH: That's interesting because we continue to see Jeanette at national meetings and she always, I think, has a real fondness in her heart for the time that she was here in the Dayton area and the people she was involved with and I think a real genuine affection that she has for the time that she was here.

DR: Oh, I think she really enjoyed being in our area and you know you accept positions where sometimes you want another challenge.

CH: Right. And the challenge of really bringing off that collaborative arrangement and bringing together groups of people to really dialogue and really talk about the issues. I think she was very skillful at that.

DR: And I think she impressed a lot of our graduates who were on the fence about getting a bachelor's degree and because she was basically friendly but low key she moved, she really didn't twist arms but she really I think could talk on a one to one with them and get them to where they needed to go.

CH: Uh-huh. Okay. That's interesting.

DMC: So Dottie, when was it that you retired? What year was that that you retired from the Valley?

DR: 1992.

DMC: So, during the eighties during most of that time was Jeanette's tenure. Any other specific

recollections of impressions of what was cooking over here?

DR: Not really. It's one of those things that you could listen and if it impacted the hospital or the nursing staff at the hospital then I felt we were listened to. Sometimes you know it didn't always go your way but that's just the way it is.

CH: What about Pat?

DMC: Can I ask you about where you there when the nurse researcher position was established at the Valley?

DR: Yes. I appointed Pat Martin.

DMC: Can you tell us about what went into the development of that position? Just a little history about that.

DR: (Laughs) Well I guess I felt that if we were going to move in nursing we needed to have some data on what we were doing and how it impacted not only the nursing staff but how it impacted the patients and ultimately how it impacted the community. And in doing reading and just thinking about nursing and where it needed to go we were fortunate to be able to get that position approved. And we also wanted nurses to become involved in knowing why they were doing some things and what the outcomes were and what the outcomes might be if they didn't do certain things. Are you still there Carol?

CH: Yes, we're looking and nodding.

DR: Well, I'm sorry I couldn't hear your rattle.

CH: (Laughs)

DR: But anyway I guess I just thought it was a good idea and the top nursing staff agreed and we moved forward.

DMC: And so was it a specific decision to hire a doctorally prepared nurse? I mean was that the first doctally prepared person?

DR: I don't think she had her doctorate then.

DMC: Oh, she didn't have it yet? That's when she went on after that to get it.

DR: I think so.

DMC: I see.

DR: I believe so but you'd have to check the dates on that.

DMC: I didn't know that.

CH: I believe she was on the faculty at the School of Nursing.

DR: Yes, she was.

CH: And had gotten her master's degree out at Wright State and completed her master's degree in AD and then I'm not sure exactly how you probably advertised that position but I know Pat always had a strong interest in research so.

DMC: I see.

DR: And at the time we had a gal who was working with staffing and was very much into statistics as well. So, she could be a helper to Pat at that time too.

DMC: Who was that?

CH: Do you recall her name?

DR: Marlin Zaebel.

CH: Okay. One of the things as I've been going through my office at home and cleaning out some things from about thirty years ago and I came across some of the programs from some of the research days, some of the early research days that were initially sponsored by Wright State and then cosponsored by Wright State and Miami Valley.

DR: I think we sponsored them before Wright State did.

CH: You may have. You may very well have. I being an employee at Wright State probably my records had the Wright State ones that I went to initially.

DR: Uh-huh.

CH: But there really, I was, as I looked at them I was remembering the enthusiasm that there was for these annual type events and you know some of the poignant questions that people would ask about methodology and so forth but it was really an exciting time.

DR: It was and I think we also made an effort to get the staff nurse involved at her level, his or her level.

CH: Yeah. And that was something that I think Pat actually, my recollection was that was one of the skills that Pat really brought to that job-.

DR: Yes, she did.

CH: -was the involvement of the staff in the project. We've come a long way baby haven't we?

DR: We certainly have. It was fun.

CH: It was fun. It was a good ride to be on. Okay. Any other things stick in your mind or stick out in your mind from that time frame?

DR: (Pause) I think you need to remember at some point in time the closing of the School of Nursing at St. E's as well as Good Sam.

CH: Right. And my recollection is that St. Elizabeth's may have been the first to close?

DR: I think it was.

CH: Followed by Good Sam and then the Valley was the final one in the Dayton area.

DR: Uh-huh.

CH: And that's something that I, because of my position out here I knew they were happening but I was not intimately involved in either the emotions or the decisions that went into those closings. Do you recall anything related to that? Was there a lot of emotion about-?

DR: St. E's and Good Sam?

CH: Uh-huh.

DR: Not at our place but I think that started staff thinking.

CH: It started them thinking about where things were headed.

DR: Yes. When's it going to happen to us? It was a difficult time.

CH: Yeah, I think it was difficult because I think all of those institutions were very highly regarded and were really served a positive purpose in the community as educational institutions for young women, primarily the young women of the day.

DR: Uh-huh. And I think it was unusual to have early the three schools of nursing. That was before Kettering's time.

CH: Uh-huh. Right.

DR: And all of them, and all three of them were well thought of.

CH: Uh-huh. Yeah.

DR: Even though there was competition.

CH: A little competition for students and faculty probably?

DR: No, just the staff.

CH: Oh, the staff. Whose was the better program?

DR: Oh, should you ask? (Laughs)

CH: Yes. Okay. Well I do recall because I was a brand new baccalaureate graduate coming into the area back in '71 and I didn't quite understand what the competition was about but I went to work at my first job at Children's Medical Center and of course there were graduates of all three programs there and I could see that there was a certain bit of tension as to whose was the best. And I decided at that point I wasn't going to compete. I was going to just ask for all the help as a new grad I could get. (Laughs)

DR: Just an interesting historical note way, well before my time the three schools of nursing plus I think Springfield and another one used to have basketball tournaments.

CH: Oh. Huh.

DR: See the Valley has a big gymnasium.

CH: Oh, that's interesting. That would be interesting to get some history on that as well. Wouldn't it?

DMC: Uh-huh.

CH: Well, Dottie we really have appreciated you taking the time to share your memories with us today.

DR: Well, thank you. I'm sorry I couldn't think of more.

DMC: We're good. Thank you.

CH: I think you've given us a good perspective and some of the things that we were really interested in you've kind of filled in some of the gaps we had. So, we appreciate that.

DR: Okay. Well, it was nice talking with both of you.

DMC: Thank you. Take care.

CH: Bye. We will send you out the transcripts.

END OF INTERVIEW