her work situation and from evaluation of written project materials, there are many evidences of change in nursing practices and knowledge.

A remarkable feature of the project has been that of voluntary contributions of many talents and time squeezed out of fully committed schedules of people with other full-time jobs. Through cooperative efforts of the Managing Director of the Industrial Hygiene Foundation and the Chief, Division of Occupational Health, U.S. Public Health Service, I have been assigned the task of planning and directing the course with the administrative assistance and support of the Industrial Hygiene Foundation. Consultation, actual teaching, and hours of developmental work have been contributed by members of the Nursing Committee, the faculty of University of Pittsburgh Graduate School of Public Health, Western Psychiatric Institute, American Institute for Research, and psychiatrists from U.S. Steel and Jones & Laughlin Steel. Encouraging these efforts, and sometimes counseling or listening to us were Trustees of the Foundation and other executives of its member companies.

An immediate beneficial effect of the course is the interest of its participants, some of whom are also members of the Nursing Committee, in more definitive identification of functions of nurses related to employee mental health and in developing methods to improve practice in those functions. In other words, member companies of the Foundation now have a nucleus of nurse leaders who, in sharing one approach to the solution of a problem, may continue to combine their talents in a more effective problem solving. Results of their efforts would be potentially available to all member companies. Belief in worth of the tasks undertaken has been the principle source of support, for we have had no visible budget. We are now confident of having defined an approach that will merit far greater effort—and indeed, more visible and tangible support.

Miss Bedonna Jacobs has served as secretary of the Committee and members other than myself and the chairman are:

Dorothy L. Dean
Jones & Laughlin Steel Corp.
Vivian M. Hatfield
Trans World Airlines
Jeanne T. Healey
Western Electric Company
Helen K. Kunzler
United States Steel Corp.
Winifred McLanahan
University of Pittsburgh, GSPH
Adele C. Miller
General Electric Company
Alda H. Sica
United States Steel Corp.

In the absence of the treasurer (because of illness), Mr. Davison presente the treasurer's report. He reviewed the estimated financial picture for 1964, call attention to the need to balance the Foundation's budget in 1965 if the programs of research and education planned are to proceed. In 1963, it was noted that we shou anticipate an operational deficit in 1964 to allow Dr. deTreville to help the Founda make the transition into more active programs of research and service for the be