

The first and most distinctive feature is the fact that the doctor, and the lawyer as well, does not work under immediate direction of some other person nor does he perform certain set operations within certain hours. He is called in *not* to carry out instructions of an employer, but on the contrary to dictate to the man who ultimately pays the fee when, where and how certain things must be done. He ceases to be a professional man the moment he takes orders from an employer. More than this, the doctor, the lawyer and the minister as professional men glorify in the fact that they set the practice of the profession above remuneration. They have devoted their lives to a certain work for the love of the work and not for the money rewards. To the needy their services are free—no mechanic is called upon to work for nothing—the doctor frequently is. In theory at least they do not accept direct pay for so many hours' service, but finding it necessary to live and to maintain a suitable status in society, they accept a fee, a retainer, a stipend, or an honorarium, never wages.

In some respects this is a very narrow distinction, difficult to draw in many cases, but important. The lawyer, while his compensation is to a large extent fixed by custom, theoretically at least he sets it himself. He does not take directions from his client as to how he shall conduct his case, what hours or where he shall work. He, as a professional man, says, "These are matters of my profession, the methods, the reasons, the fees are not to be decided by the client but by the profession." In the same way the doctor is a professional man. He treats his patient in such way as he considers best, not the way the patient wishes to be treated; if you employ a physician, you must take his advice, you must follow his directions or he must leave you. He can not, for professional reason, tolerate any interference on your part or on the part of any other person.

To ascertain whether or not you are really a professional man, simply consider whether you are paid so much per day or month or year for spending certain time and following certain instructions. If you receive wages, you have not yet reached the full status of a professional man, although you may be in the path which leads to a profession. This matter of wages, salary, or fee is an index of the consensus of opinion as to what is or what is not a profession. It is not, of course, the way in which the money itself is paid or received, but the underlying theory as to whether on the one hand you are working under the direction of some one else who is dictating how you shall work or on the other, whether you are exercising the rights and duties of a professional man in determining how your patient or client shall or shall not conduct his affairs.

In the past we have assumed that engineering societies are made up mainly of professional men. Here is where confusion of ideas has arisen as to the duties of such organizations. In the case of some of the larger national societies, there has been a definite effort to restrict the membership to professional men, while admitting others as juniors or associates. In the case of local societies, such distinction is impracticable. The object of a local society is defeated if control is left wholly in the hands of a limited number of professional men. Most of these from their age and absorption in professional affairs have no longer the time or the desire to get together nor the enthusiasm and energy of youth to devote to the affairs of a local association. Moreover, the most important duties of such a body are those which pertain to the needs of the younger men who are on the road towards the higher professional status. These young men and all who

are interested in engineering matters should be brought together and stimulated toward larger achievements, but not hampered in their growth by the limitations set by the older men.

We must clearly face this confusion and must endeavor to distinguish and straighten out the lines between the mechanics, often mis-called engineers, the real engineers who are technically educated and who are serving as employees, the business men who are educated as engineers and who are properly members of an engineering organization, but who are in engineering as a business, and the independent practitioner who originally built up the older engineering societies largely following the precedents set by the organization of the doctors and of the lawyers. The times have changed and this confusion of terms must bring about a great deal of discussion, a conflict of ideas. Thus we must, when considering the function of the engineer, clearly distinguish as to which of these kinds of men we have in mind and what are the classes of men to be benefited by our organization.

Under the assumption that the majority of the members of our local engineering associations are not professional men as yet, but should have before them the ideals of the professional men that they may grow into the profession; what are the things most important for this association and for all similar associations to do for the benefit of its members and of the public in general?

Our activities must be directed toward the needs, not merely of the small number of mature engineers, but more than this to the proper relations of the younger men. These needs may be enumerated under several headings. They must be considered under the headings (1) employment, (2) publicity, (3) better laws, (4) ethics.

The first thing, the thing that all must have, is a job. We must have employment. We cannot all start in life as professional men, picking out our work and stating what our compensation shall be. We have got to grow up to that status. In the meantime we must live, and if there is any one thing which an engineering society has as a duty to its members, it is to assist them in securing employment. If you stop to consider it, practically every one of us at some time or another is out of a job.

More than that, as we are out of a job perhaps only once or twice in a decade, we are of all people the most helpless when we are out of work. The highly trained and educated man is peculiarly unfortunate under these conditions. The mechanic is out of work more frequently. His comrades recognize this fact and do their part. The machinery of modern industry, while crude and inefficient in the matter of employment, does operate after a fashion for his benefit. He knows how to go about to get work, and it is no disgrace to him to be out of employment. Every one of us, when we are out, feel that it is a disgrace to let the fact be known. We are dazed. And if there is any one thing that the organization of our associates should feel incumbent upon them, it is to help the fellow member to do the thing which he cannot do himself, and to make it possible for him to get employment at proper compensation just as quickly as he can.

It is a most pitiable condition to see such men accepting mere living wages, men of high ability, high attainment, because of an inherent modesty, a condition cultivated by the engineering ideals. All should unite in intelligent, well-directed consideration as to how to help our fellow member to be better treated when the critical time comes. We can say things for him that he cannot say for himself and that he cannot ask us to say; it is one of our duties as men and members to look into employment systems