





Men in Nursing Challenges and Opportunities

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Objectives



- Discuss the history of nursing and men in nursing
- Recognize the numbers and contribution of men in nursing today
- List 3 challenges and 3 advantages that men in nursing may face
- Discuss strategies to better enhance the experience of men in nursing.

History of Men in Nursing

- India: 250 BC: first nursing school was started—only men were considered pure
- Civil War: Male nurses on the front lines, women in hospitals
- 1888: separate school for men in nursing
- 1901: Army formed Army Corps of Nurses—accepted only females. This fateful decision led to the current domination of women in nursing...




History continues

- 1955: Korean war—men allowed to serve as army nurses
- 1982: Men finally have full access to state-sponsored nursing schools
- 1970-2011: 3x increase from 2-7-9.6%
- Women: \$51,100
- Men: \$60,700



Barriers to Men in Nursing

- Perception of higher expectations for men
- Outnumbered—may be more visible and face extra scrutiny
- Treated differently—
 - confused for a Dr.
 - expected to help with lifting, with combative patients, etc.
 - may miss out on scholarships.
 - may have patients who don't want a male nurse.



Stereotypes and Ridicule



Sex and Gender

- Sex is biological
- Gender is learned, reinforced, internalized or altered
- Gender was thought to be a continuum
- Now conceptualized as two separate continuums
 - Bem sex role inventory, 1974
 - <http://qarote.bdmonkeys.net/bsri.html>



Gender Socialization

- From infancy to 4-5, boys are more emotive than girls:
 - Smile more
 - Look at mother more
 - Fuss, cry, and show anger more
 - Gesture to be picked up more
 - At 15-16, begin to show gender stereotyping



Consequences of Gender Stereotyping

- Men are socialized to be competitive and to lead
- Men tend to play more team sports
- Men have higher rates of heart attacks, suicide, and substance abuse
- 2012: 71% of women and 61% of men enroll in college after HS
- Women spend more time on homework
- Women confide in friends, partners, and family
- Men are likely to confide only in their partners

Gender and Communication

- Women Use Communication to:
 - Create and maintain relationships
 - Establish egalitarian relationships
 - Include others
 - Show sensitivity to others
 - Praise others
- Men Utilize Communication to
 - Assert ideas, opinions and identity
 - Achieve something, solve problems, develop strategies
 - Attract and maintain others' attention
 - Compete and stand out



Communication Problems

I found this wonderful fabric for Kylie's Halloween costume!



Jeez, will they ever get to the point?



Strategies to Achieve Power

- Overt Communication
 - "You need to take your medicine."
- Persuasion
 - "Please take your medicine."
- Setting the agenda
 - "It's medication time..."
- Terms of endearment
 - "Please take your medicine for me, honey."
- Flexibility and versatility in approach can lead to greater effectiveness for both men and women in nursing.



Caring: Masculine and Feminine Models

- Caring is traditionally associated with women and femininity
- Gender differences are not usually addressed by nursing faculty
- Women are socialized to show emotions and use touch
- Men tend to treat patients more like friends and joke with them



Specialties in Nursing

- | | |
|------------------------|---------------------|
| ■ For Men: | ■ For Women |
| ■ Emergency Department | ■ OB |
| ■ Psych/mental health | ■ Peds |
| ■ ICU | ■ NICU |
| ■ Surgery | ■ Gerontology |
| ■ CRNA | ■ Chronic care |
| ■ Management | ■ Nursing Education |

When the Patient Refuses

- Happens rarely
- It's not about you—it's about the patient
- We are always patient advocates first
- Build an account with your co-workers



Substance Use

- Nurses and other healthcare professionals are more likely to abuse substances than the general population
- Minorities are at higher risk
- Males are at higher risk



Advantages for Men in Nursing

- Earn more than women
- Occupy more leadership roles (are socialized to go after leadership spots)
- Are more likely to be hired and promoted (competitiveness is seen as a desirable trait in men)
- Have better relationships with physicians
- Patriarchal system in healthcare



- <http://www.ncbi.nlm.nih.gov/pubmed/7830974>

Recommendations

- Assimilate!!
- Communication Accommodation Theory:
- Nonverbal Communication
 - More eye contact
 - Stand or sit closer
 - Lean forward
 - Use touch to comfort, rather than just to direct



Recommendations



- Embrace “feminine” skills...
- Learn to cook for potlucks
- Show that you’re a good guy
 - Share about your family
 - Ask about what to do for your girlfriend
 - Show how you love your mom
 - Don’t try to be the player on the unit!
- Be sincere—put in some effort
- Put the toilet seat back down

Future Direction for Men in Nursing

- Current Representation in USA
 - 2000: 5.9%
 - 2008: 9.6%
 - 2014: 9%
 - In Canada: 5%
 - Ireland: 8%
 - UK: 10%
 - Germany 18% (all 2004 figures)
 - At RCC:
 - 20-20-20 goal
- Why is diversity important?
 - To represent the population served
 - To have a more stable workforce
 - To deal with RN shortages
 - To have a better pool of applicants

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 - To have a more stable workforce
 - To deal with RN shortages
 - To have a better pool of applicants
- Anything less than full equality is shameful!



RCC Plans

Men and Woman Working Together

- Men and women go together like a big mac with cheese☺
- Hal O. Peridol
- Lora Zepam

“night night, sir or madam...”



The Bottom Line

- Nursing is a fabulous career for a man or a woman
- Nurses are the most trusted profession!
- The job market is great
 - Median pay \$32.50/hr
 - Job growth 16% over next 10 years (way more than average)
 - US Dept. of Labor statistics 2014



References

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