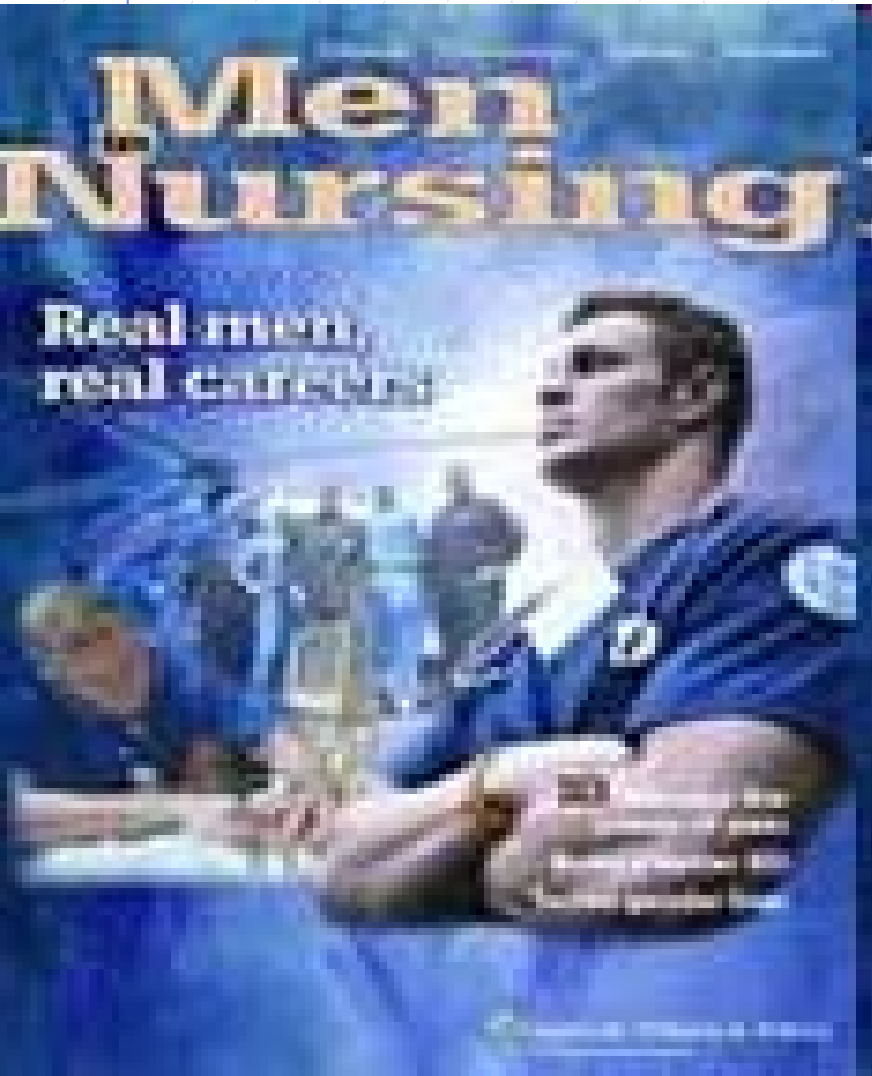


# Hot Topic

## MEN in NURSING



- ◆ A group 1 project brought to you by
  - Chelsea Butts
  - Lindsay Babbitt
  - Desiree Avelar
  - James Aquitania
  - Vince Abdon
  - And all the men out there who have ever felt alone and discriminated...
    - ◆ AAAWWWOOOOO!!!!

# What's this all About?

- Brief History
- Stereotypes
- Discrimination/Gender Bias
- Barriers to Men in Nursing School
  - Men and Touch
- Current Issues/ How to be a Male Nurse
  - Bibliography



# Introduction



- ◆ Joan Evans (2004) wrote “The history of nursing is almost exclusively a history of women’s accomplishments, despite the fact that men have worked as nurses since the profession’s infancy. The failure to recognize this contribution leaves men nurses with little information about their professional background and historical position, a situation which perpetuates the notion that men are anomalies”.

# Brief History

- The biggest problem: defining who was and who was not a nurse
- First evidence of training occurred during the Hippocratic period of Ancient Greece.
- 1<sup>st</sup> known school started in India around 250 BC
  - Women were not considered “pure” enough for role
  - Nurses did the cooking, bathing, P.T., caring, and had to be obedient to the physicians



◆ In ancient Rome military hospitals used male nurses known as Nosocomi

◆ Military nursing during the crusades

- The Knights Hospitallers of St. John of Jerusalem
- The Templar Knights
- The Knights of St. Lazarus
- Teutonic Knights
  - Protected and gave shelter during the crusades



# ◆ Nonmilitary nursing orders

- Consisting of spiritual men who cared for the sick and built hospitals all around Europe
- Brothers of St. Anthony
  - ◆ Cared for victims of erysipelas (a disfiguring skin Disease later known as St. Anthony's fire)
- Brotherhood of Santo Spirito
- The Alexian Brothers
  - Stayed behind during the Black Death of Europe 1346 and took care of the sick and buried the dead



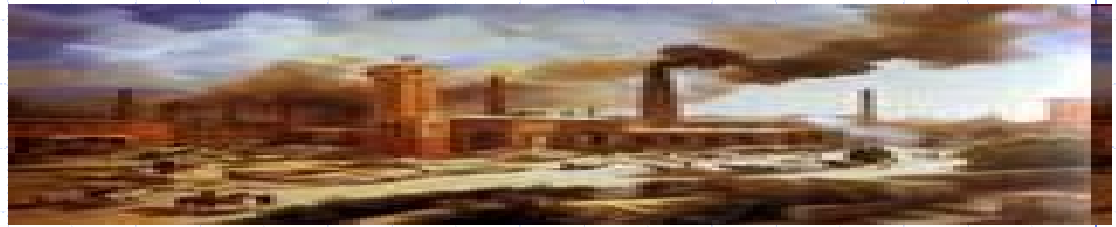
- The Hospitaller Brothers of St. John of God

-Brothers of Happy Death



Founded by St. Camillus de Lellis.  
His order visited prisoners, personally shaving and washing convicts and nursing those condemned to death. Credited for creating the Red Cross symbol

# The Decline



- ◆ During Protestant Reformation/ Renaissance (1500-1800) Hospitals run by primarily male religious orders started to decline as well as their nursing knowledge.
- An increase in women taking in religion were often directed into hospital care
- Still men nursed during war in battlefield hospitals and in exploration and colonization (the Americas)
- Status and respect plummeted b/c NRSNG became undisciplined and practiced poor quality in many hospitals
- The Industrial Revolution moved men into the cities b/c no need for formal education and paid higher wages



# Nightingales Reforms



- ◆ The physicians and hospital administrators who allowed hospital conditions to be so dirty where almost all men.
- ◆ Nightingale came in the picture with her success in the battlefield and with her connections in England
  - She recruited upper-middle class women (thus ending stereotypes that nurses were prostitutes and alcoholics)
  - She started formal training and schools
  - AND she believed that by nature, women were better suited for organizing, performing, and supervising the nursing care of the sick.
    - ◆ The thought stuck... And b/c women and men did not have equal rights male occupations became more high status high pay jobs whereas as women occupations (which nursing became predominately) became domestic labor, suffered low pay and status.... Thus deterring more men from joining.

# Segregation thus begins...

- ◆ In Britain the Nurses Act of 1919 “confined men to a separate register and thus established nursing as the first self-determining, all female occupation (Mackintosh, 1997).
  - Men were often excluded from general nursing and forced to work in asylum type settings, because “superior strength was required to restrain violent patients.”
  - Men also had sub par education being inferior in quality and quantity. Women received 30-36 months of education whereas men only received half of this



# Continued...

- ◆ Many schools refused to admit citing lack of residential accomadation and inadequate bathroom facilities
- ◆ Schools of nursing refused to employ male faculty
  - It was not proper for men to teach women how to nurse
    - ◆ Which brings us again to Nightingales reforms implying the message that it is unnecessary and inappropriate to teach women how to do that which comes to the women naturally.
- ◆ For those men who were excepted and had graduated, hospitals refused to employ them instead hiring lower paid orderlies.



# We are coming back...

◆ WWII made way for the slow surge of men in nursing.

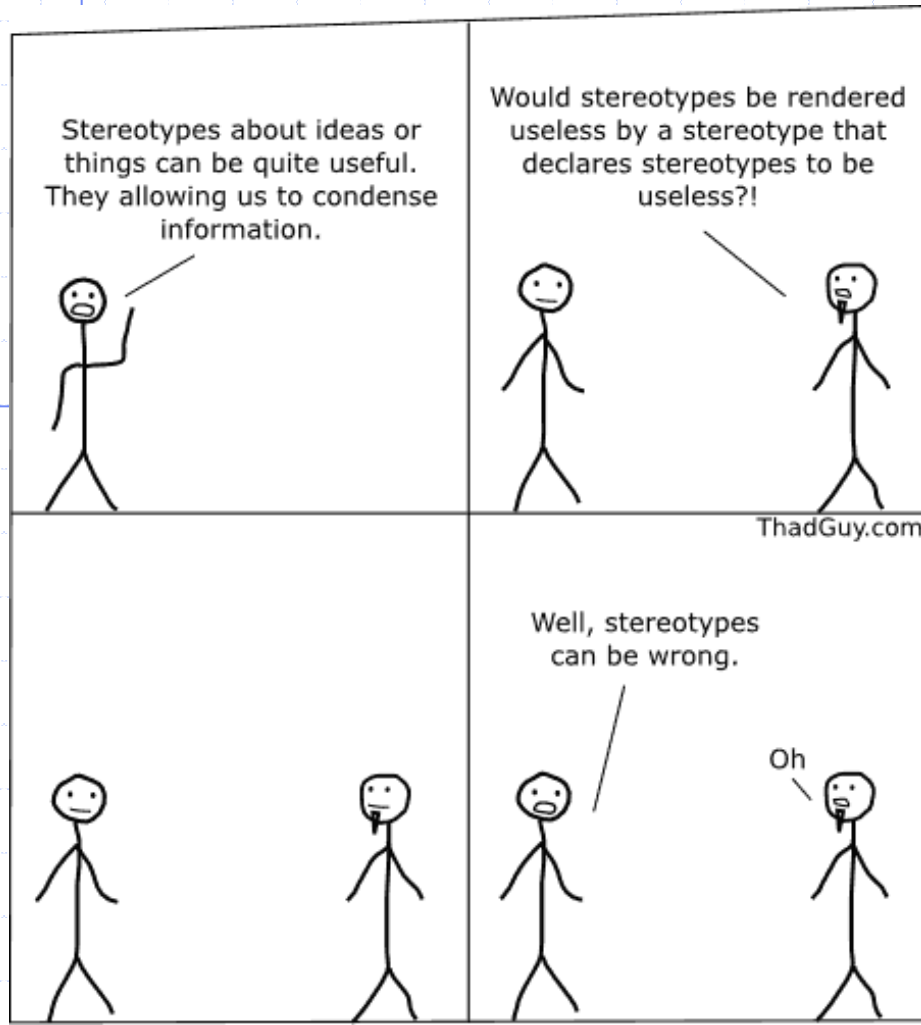
- In Britain because of an acute nursing shortage and the large number of unemployed ex-servicemen, notions of masculinity were redefined resulting in a 542% increase of male nurses between 1939-1947(Mackintosh, 1997).



## ◆ Literature does illicit the growing awareness post war of the desire to attract men into nursing

- 1964 Report of the Royal Commission on on Health Services
- 1965 Prince Phillip (husband of Queen Elizabeth II) “anyone with knowledge of the medical world realizes the need and value of highly skilled male nurses”.
- 1967 Canada implemented ‘There is a place for men in the nursing world’ aimed at high school
- Nursing advertisements in the 1980’s and 2000’s depicted men as macho and technologically capable.

# Male Nurses and STEREOTYPES



Male nurses are generally grouped into 4 distinct stereotypical categories. These categories are how male nurses are predominantly portrayed in the media

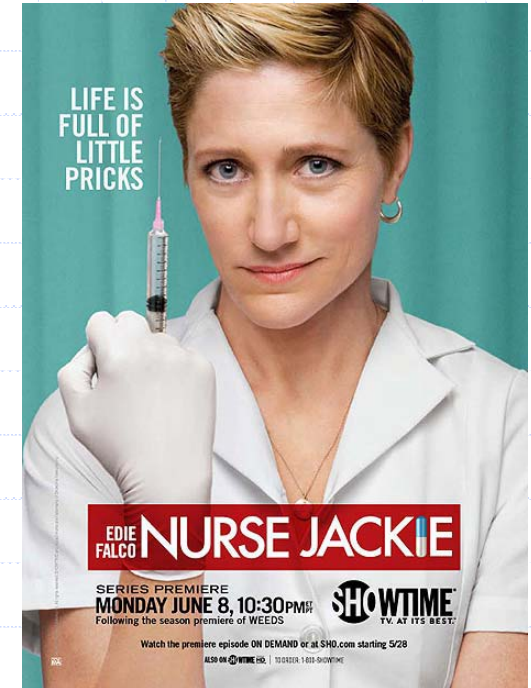
# Male Nurse Stereotype #1: “The Failed Med-School Applicant”

- ◆ “stems from inaccurate historical depictions of nursing as passive, unintelligent work,” (O’Lynn, Tranbarger; 2007)
- ◆ Media Examples: Ben Stiller in *Meet the Parents*



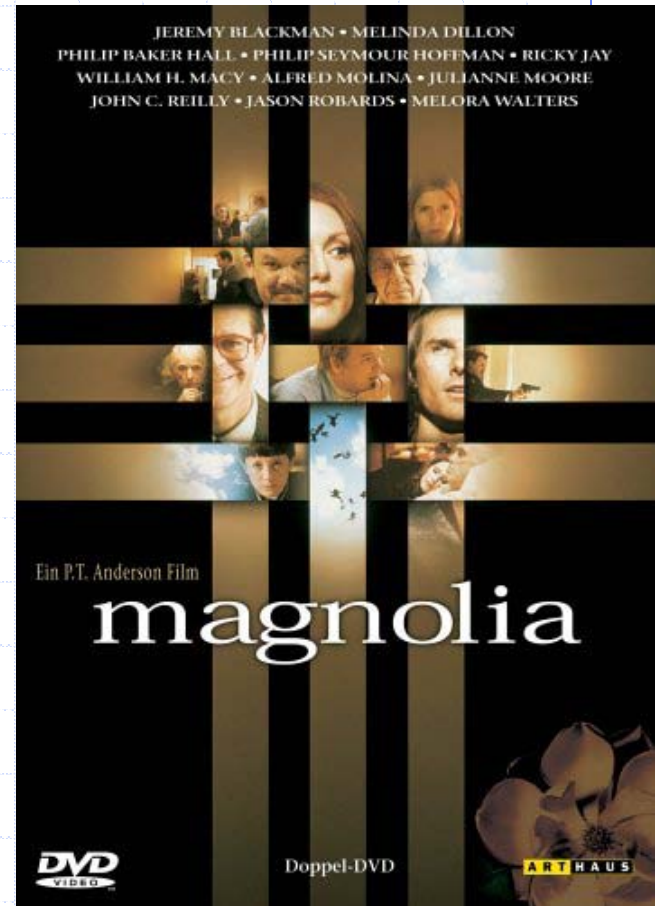
# Male Nurse Stereotype #2: “The Gay/Effeminate Male Nurse”

- ◆ Men who enter the nursing profession must either be gay or effeminate based on the incorrect media/social perception of nursing as a “Woman’s Work”
- ◆ Media Examples:  
Nurse Mo-Mo from *Nurse Jackie*



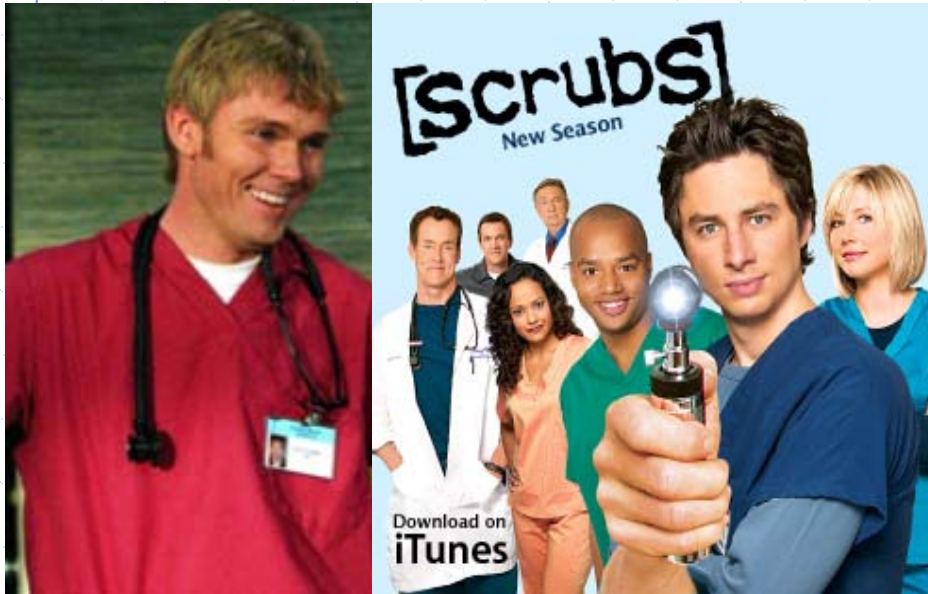
# Male Nurse Stereotype #3: "The Misfit"

- ◆ The idea of males joining a predominantly female occupation suggests that male nurses "do not fit into mainstream occupations," (O'Lynn, Tranbarger; 2007)
- ◆ Media Examples: Lee from the movie *Yes Man*; Phillip Seymour Hoffman in *Magnolia*



# Male Nurse Stereotype #4 “The Womanizer”

- ◆ The presumption is that heterosexual men choose nursing as a career to advance their sexual exploits and conquests or as “means to advance professionally on the backs of less ambitious female nurses,” (O’Lynn, Tranbarger; 2007)



Media Example: Nurse Paul  
Flowers from *Scrubs*

# What's up with Hollywood

◆ What the movie executives are saying:

- 1) They are not documentaries they are fictional dramas.
- 2) That it's actually better that people not see the reality of nursing today because it's so awful.
- 3) That entertainment media have to focus on physicians because that's what viewers want.
- 4) That there was a nursing shortage before their show came on the air.

5) That the shows work hard to present a really accurate portrayal of all health professionals.

6) And (perhaps most often) that so-and-so will get back to us about our concerns as soon as he or she can.



◆ What the Center for Nursing Advocacy is finding.

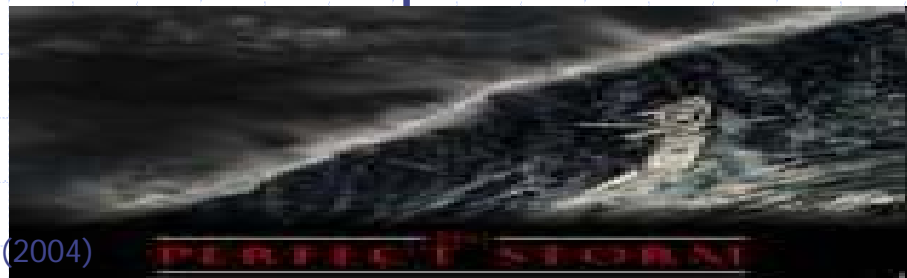
- (1) Entrenched biases and stereotypes about nursing that persist even among the educated media elite, despite the increasing scope and complexity of modern nursing care;
- (2) Hollywood's reliance on well-understood conventions and its relatively light focus on the complex realities of modern society
- (3) that nursing remains overwhelmingly female, but men still control most Hollywood programming

(4) a lack of support from most physicians, who are often the beneficiaries of the misportrayal of nursing, and who wield enormous power in the media, providing virtually all meaningful health care advice in Hollywood

(5) Nursing's own overall failure to adequately represent itself to the media

(6) nurses' concerns, even when assertively presented, are not taken as seriously as the concerns of other groups, probably largely owing to the fact that nurses are still reflexively viewed as noble but unskilled handmaidens

-all add to make the “perfect storm”.



# Reversing Negative Stereotypes

- ◆ Requires both individual and collective actions
- ◆ Direct political and public pressure toward television and film in cases where portrayals of nurses are deemed negative or inaccurate (Berry, 2004; Center of Nursing Advocacy, 2004)
- ◆ Correct public impressions through education (ex. Male nurses at high school job fairs, incorporate images of men in nursing: St Petersburg College Advertisement:  
<http://www.youtube.com/watch?v=UfillvMFEuaw>)
- ◆ Honest marketing/media portrayal: (ex. 2001 Johnson and Johnson \$30 million media/public awareness campaign marketing nursing as a “challenging and rewarding career”; LSU’s “Tiger TV” : [http://www.youtube.com/watch?v=vT1HI\\_xg2TI](http://www.youtube.com/watch?v=vT1HI_xg2TI) )

# Discrimination in Nursing

## ◆ Historical and classic behaviors

- Subordinate group, physicians alter behavior of nurses
- Restrictive licensing of nursing limits discipline and functional activity
- The socioeconomic value compared with other medical disciplines is low
- Traditionally held value that it is womens work that involves mindless functionalism that belies intelligence
- Variety of entry points suggests content of edu. Substantive and of questionable value
- Lack of cohesion, collaboration, integration reinforces separateness, competition, mistrust that make members easily manipulated and politically naïve.



# Discrimination/Gender Bias



- ◆ Male nurses are discriminate in two fronts
  - By their own kind (men)
  - By members of their profession (women)
- ◆ Men are assumed to ultimately choose some type of leadership role
  - With the inclination that there is something wrong or suspicious or that they have no ambition if they dont
- ◆ Men who work in high technology and/or in high acuity settings is regarded as more acceptable than one who goes into med-surg or psych nursing



◆ Ultimately the expectation of men in the nursing field are problematic to the profession.

- Men hold leadership positions that are extremely disproportionate to the number of men in nursing at the expense of women.
  - ◆ In Britain, only 10% of nurses are male but they hold 50% of the leadership positions.
  - ◆ The US is similar but not as critical



# Addressing Discrimination and Gender Bias

- ◆ Gender bias is often situational. The individual must confront the situation that may seem disadvantageous and follow up with questions r/t the circumstance until clarity is established
- ◆ If bias is clear and certain, it should not be undressed. If not dealt with, it becomes quickly repeated
- ◆ Male nurses should anticipate the possibility of a gender related issue, and may teach about the discrimination so it is made consciously and people may visualize their own actions
- ◆ Male nurse should clearly identify his personal expectations in relationship to others, letting them know his sensitivity to issues



# Addressing mixed gender work profile

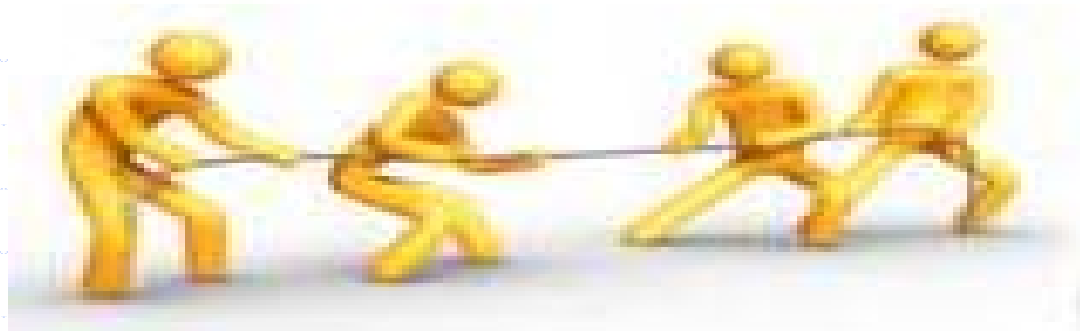
- ◆ Men come into nursing believing that relationships established in more male dominated field can prevail in female dominated work area.
  - WAY WRONG... Have to realize that:
    - 1) Women value personal interaction and higher intensity of communication, which may seem excessive to men



2) Men are historically less in touch with how they feel than what they think. This does not imply that women think less. Women communicating is more expressive, “compared with the emotionless communication found in male dominated environments” (Porter-O’Grady, 2007).



- 3) Men are usually comfortable with having individual or collective competition. While it may be just as strong in women, “it is more subtle and less overt” (Porter-O’Grady, 2007).
- 4) May be a lot of gender bias anger in workplace, for a lot of reasons, these individuals seek opportunities to play out their anger on the opposite sex.



5) “sexual innuendo and sex-based jokes of any kind always stimulate gender related discomfort” (Porter-O’Grady, 2007).

- When the workplace depends on mutuality, equity, collegueship, the jokes can change the work environment drastically



# In conclusion

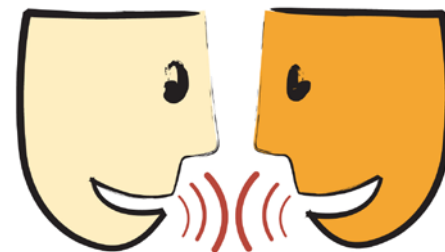
- ◆ As Porter O'Grady (2007) states “Nurses must cognitively acknowledge the need to be inclusive toward men in nursing just as is required with regard to any minority group.”
- ◆ “Richness results from including men and effectively removing any impediments in the way of their using their many talents to continue to build an exciting and the dynamic profession.”





## Barriers to Men in Nursing School

1. Social isolation
2. Refusal to address individual learning needs
3. Resistance to acknowledge men as a vital part of the nursing profession
4. Being perceived as “muscle”
5. Assumed to be uncaring
6. Communication issues with female counterparts



# Social Isolation

- ◆ No encouragement to seek other male nursing student support
- ◆ Lack of male nursing faculty
- ◆ Few men in the clinical setting
- ◆ Few men in classes



# Refusal to address individual learning needs

- ◆ Lack of mentorship
- ◆ No preparation for working predominately with women



- ◆ “Mentoring takes effort and a genuine interest in people. I think it’s important to identify people’s strengths and put them in positions where they can be successful—even if they don’t realize it in themselves. For me, the only way that I can think of doing that is to get individuals to know individuals and what makes them click and tick.”

-Mike Ellis, RN, BSN

# Resistance to acknowledge men as a vital part of the nursing profession

- ◆ Textbooks and lectures do not address the history of men in nursing
- ◆ Professors often use she when referring to nurses in lectures
- ◆ Programs do not actively recruit men
- ◆ Professors making anti-male remarks in the classroom

# Factors that Deter Men from Nursing

- ◆ Public perception
- ◆ Images of nursing
- ◆ Value of nursing to society
- ◆ Organization of nursing
- ◆ Culture of nursing
- ◆ Sex stereotypes
- ◆ Patient preference



# Tactics to decrease gender bias



- ◆ Match male nursing students with male academic advisors
- ◆ Minimize isolation of male nursing students by grouping them with other males in classroom and clinical settings
- ◆ Integrate references about the contribution of men in nursing
- ◆ Select nursing texts and resources that portray diversity
- ◆ Customize teaching strategies to match individual learning styles

# Why Men Choose Nursing

A sample of 498 male nurses were surveyed:

1. Desire to help people
  2. Work in a growing profession with many career paths
  3. Have a stable career
  4. Ability to work in a variety of geographic locations
- ◆ 44% started nursing as a second career
  - ◆ 20% entered a nursing program immediately out of high school
  - ◆ 17% entered nursing after serving in the military



Similar to the reasons women enter the nursing profession





# Recruiting Male Nurses

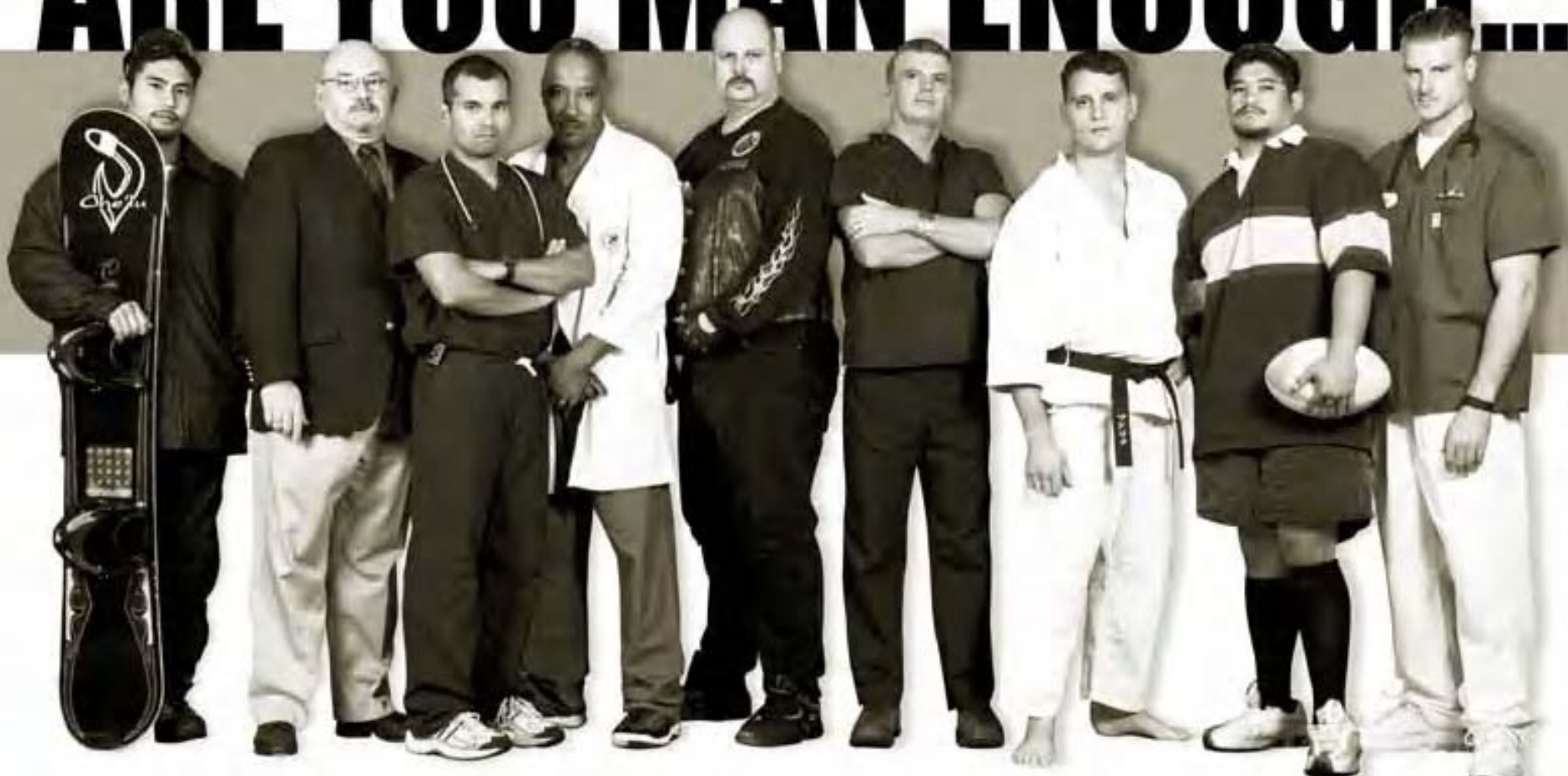
- ◆ Make sure hospital media is gender neutral
- ◆ Point out: growing profession, multiple career paths, career stability, ability to travel
- ◆ Target high school students, men seeking second career, personnel leaving the military
- ◆ Encourage male nurses to become preceptors
- ◆ Implement male nursing mentoring program
- ◆ Develop community outreach programs



# Promoting Male Nursing

- ◆ Discover Nursing advertising campaign by Johnson & Johnson
  - Feature male nurses in television commercials and online advertisements
- ◆ Oregon Center for nursing
  - Are you man enough to be a nurse?
- ◆ American Assembly for Men in Nursing
  - Founded 1971
  - Recruitment, provides support, and increases visibility of male nurses

# ARE YOU MAN ENOUGH...



**Sang Kim RN**  
Cardiac Telemetry  
Nurse  
Snowboarder

**Terry Misener RN, PhD**  
Dean, School  
of Nursing  
Retired LTC  
U.S. Army

**Yuri Chavez RN, CNSA**  
Nurse Anesthetist  
2:54 LA Marathon

**Roland Jermerson RN**  
Post Anesthesia  
Recovery Nurse  
Decorated Vietnam  
Combat Medic &  
Retired Major,  
U.S. Army

**Don Muccigrosso RN**  
Poison Specialist  
Nurse  
Harley Rider

**Walter Moore, Jr RN**  
Intensive Care  
Unit Nurse  
U.S. Navy Seal  
Team One

**BMI Magdalena SN**  
Student Nurse  
3rd Degree Black  
Belt Kenpo

**E. Key Ariola RN**  
Cardiology Nurse  
Rugby Night Pro

**Jason Scott Carrick SN**  
Student Nurse  
Basketball Power  
Forward

# ...TO BE A NURSE?

If you want a **career** that demands **intelligence, courage, and skill**, and offers **unlimited opportunity**, consider **nursing**.

For information about careers in nursing, and educational and financial resources in Oregon, go to [www.oregoncenterfornursing.org](http://www.oregoncenterfornursing.org)

# Promoting Male Nursing

## ◆ Targeting Boy Scouts

- Using male nurses and nursing students
- Teach first aid
- Hoping to decrease the negative stereotypes
- Help to form positive perceptions of nurses



# MEN & TOUCH

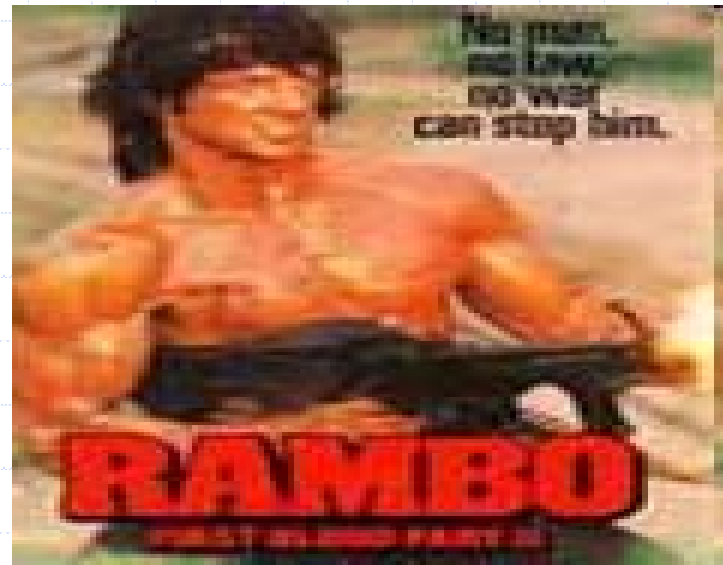
## The Delicate Issue

- ◆ In a study done by Evans (2002), she states “Touch was one expression of caring that all participants [male nurses] identified as important, if not central, to their practice as nurses. Touch was also acknowledged, however, to be a practice that sometimes did not come naturally to them as men”.

- ◆ Evans (2002) found that with women patients, male nurses were worried that women might be uncomfortable and/or misinterpret their touch “a situation that in turn might lead to accusations of inappropriate behavior or sexual molestation”.



- ◆ She also found that when the patient was a man “decisions regarding touch were guided by an accepted masculine norm, or what one participant referred to as a ‘code’ of understanding.”
  - “Men do not touch other men without legitimate need”.
    - ◆ Dependent on various factors such as age and illness acuity.



# Strategies to protect oneself

- 1) Taking time to build trust before touch
- 2) Maintaining a degree of formality (helps assess comfort)
- 3) Projecting the traditional image of a nurse to legitimize the role of men as nurses
- 4) Working with women colleagues in situations deemed unsafe
  - delegating situations like checking female pts. at night, entering room of teenage girl, or certain procedures
- 5) Modifying procedural techniques to minimize exposure and touching.

# MEN & TOUCH

## student nurses

- ◆ Students have reported feeling fear in touching a patient because they do not want it to be interpreted "as seduction" or giving the wrong message.



# How to guide students

## 1. Innocent until proven guilty.

-Nurse educators should presume that male students are ethical and professional. Presuming that the reason a male student is entering the profession is because he wants to help people. Assuming all of this creates an environment of acceptance. It should be understood that misinterpretations arise from both parties, not just the male nurse's.



◆ 2. No requirements for automatic chaperones except in exceptional cases.

○ -Assuming an automatic chaperone with a male nurse assumes that he is ill-intentioned/ incompetent. It is up to the patient. Only in areas such as postpartum would a chaperone be likely.



### ◆ 3) Confidence with touch.

-Touch should be gentle, but if it is too light, it illustrates a nervousness, signs not in conjunction with a competent nurse.



#### ◆ 4. Touch accompanied by communication.

- -Casual conversation can help distract the client from the intimate touch going on at the time. Also, discussion of the intimate contact before hand is a good heads up.



## ◆ 5. Directionality.

Progressive touch should be encouraged.

Progressive touch implies touching a less sensitive part of a patients body first/ or at the same time as touching genitalia or an area sensitive to the client. For example, while catheterizing a patient, keeping your elbow on the clients thigh would keep touch on a less sensitive part of the client. Also, the sensitive area should only be touched for a minimal time as possible.




## ◆ 6. Privacy.

- Create a completely private environment for a patient during procedures, such as drawing the curtain, closing the door, and keeping parts of the patient covered that do not need to be exposed at the moment.



- ◆ 7. Cultural awareness. Students should be educated on cultural considerations, such as gender roles and what is considered appropriate, focusing on the major cultural groups in the area.



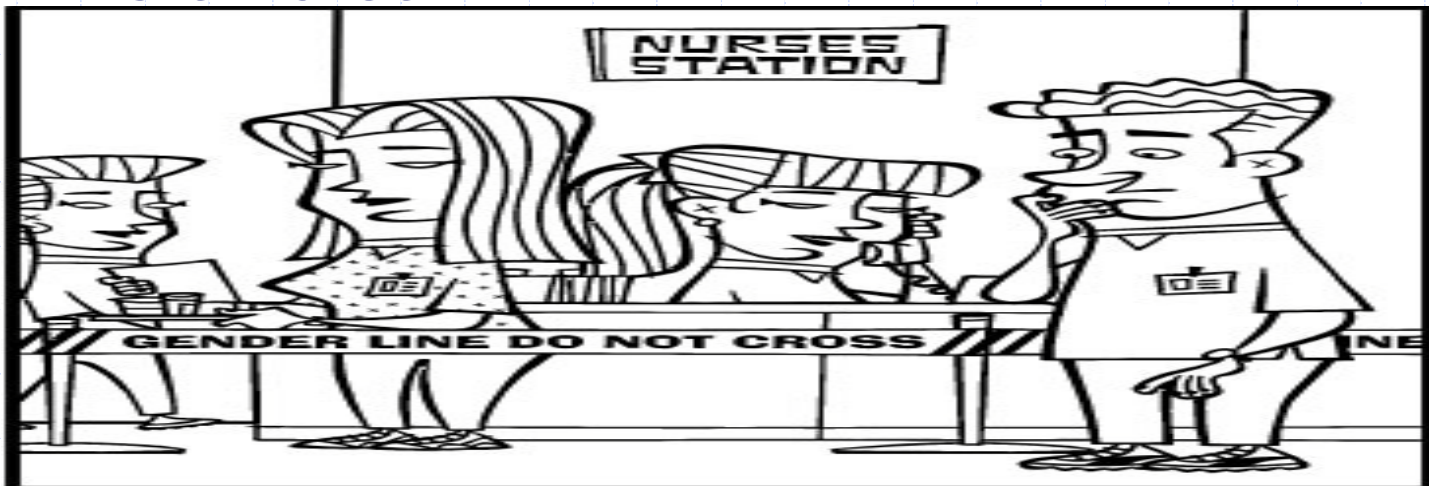


◆ In conclusion, we need to prepare our students with an abundance of nursing skills to help improve the health of the clients we serve. The lack of literature on the subject creates hesitancy and fear around the matter. The best advice to give is to keep open communication and professionalism with each and every patient.

# Current Issues

## ◆ • Men are the Minority

- 5.4% of the 2.1 million RN's employed in nursing in the United States are men (2,909,357 RNs in the U.S., 168,181 RNs are men (5.8% of total RNs) [minoritynursing.com](http://minoritynursing.com)
- men want to be seen as a nurse -not as a “male nurse”



# Discrimination

- ◆ 1980's: American Courts ruled that hospitals could refuse to employ men in maternity wards
- ◆ 1994: California Hospital's Ban on male nurses in labor and delivery rooms was upheld by that state's Fair Employment and Housing Commission
  - The rationale was that having male nurses performing vaginal exams would add to the patient's distress and anxiety



# Future Directions

- ◆ Encourage men of all ages to become nurses and join together with all nurses in strengthening and humanizing health care
- ◆ Support men who are nurses to grow professionally and demonstrate to each other and to society the increasing contributions being made by men within the nursing profession
- ◆ Advocate for continued research, education and dissemination of information about men's health issues, men in nursing, and nursing knowledge at the local and national levels



# How to be a Male Nurse



1. Know that male nurses are nothing new. Until the mid-1800s, men acted as hospital and battlefield nurses.
2. Seek admission into a progressive nursing school that supports men in nursing. Male faculty and other male students signify open attitudes. Ask admissions personnel about attitudes regarding male nurses from hospitals used for clinical rotations.
3. Make nursing faculty aware of problems experienced with patients or hospital staff.

# How to be a Male Nurse



- 4. Relate well with women. Signs show that nursing will continue to be a female-dominated profession for some time to come. Enter the nursing profession with the ability to get along well with others as you encounter all types of people.**
- 5. Explore different nursing specialties. Mental health and emergency nursing draw more male nurses. Historically, women's health remains the most difficult area for male nurses to break into.**



# How to be a Male Nurse

- 6. Understand that some people view male nurses similar to Robert DeNiro's character views his future son-in-law nurse in the movie "Meet the Parents." Stereotypes regarding male nurse's sexuality or being feminine should be discouraged by all.**
- 7. Interact with patients in a professional manner without calling attention to the fact that you're a man. Most patients just want a qualified nurse. For patients who seem put off, explain that nurses come in all shapes and sizes. And realize that every time you put your patients at ease with your manner and skills, you've score another victory for men in nursing.**

## A Poem About Nursing... A Males Perspective

As a male nurse working in this profession

You're really subjected to various forms of oppression

Its enough to drive a man into clinical depression

Plus the term MURSE is subject to correction

First of im a nurse and that's what im about

When it comes to patient care, im a bad mutha  
(shout yo mouth)

I can start IVS, Foleys, and what not

I can help you with exercises to prevent you  
from blood clots

But im not a physical therapist, be aware of this

And im not a Murse or any forms of aliases

I told you im nurse so don't make things awkward

Just cuz im a man in scrubs, that don't make me a doctor

That don't make me a stalker, looking for women to conquer

Im not Ben Stiller I aint Gaylord Focker

So ladies understand a male nurse comes in handy

As a positive male role model or simply eye candy

We don't do this for the check, please get this correct

We do it for our patients, for love and respect

And at last let me say, every male nurse isnt gay

If we hug, its guy love, in a brotherly way.

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