

InterAction



Official Publication of The American Assembly for Men in Nursing

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Message from the President Gene Tranbarger, Ed D, RN, FAAN

Schools have re-opened for the school year, the Atlantic is spawning hurricanes left and right and fall looms large on the horizon. Your Board of Directors continues to work hard on your behalf. An RFP (request for proposal) was submitted to locate a webmaster to help us renew our website and add some new features. Our website is the major portal for those who discover this organization and we need to make it attractive and useful to visitors so they might then become members. Do not be surprised to find our website under construction this fall.

At the same time that we are rejuvenating our website we must also acknowledge the efforts of Bruce Wilson. He created our web presence, secured our domain names, and has managed the site and a voluminous number of email inquiries on our behalf for several years now. Take a minute or two and write or email Bruce and thank him for his efforts on behalf of AAMN and men in nursing.

The Education Committee has reviewed 26 abstracts submitted for presentation at our annual conference in December. They have made their decisions in a blinded peer review process and sent the selections to Chad O'Lynn, Conference Coordinator this year. Chad has worked throughout the year planning a superb conference in Tucson. He visited the School of Nursing at the University of Arizona at Tucson, worked with the Dean, Faculty and Staff to arrange the details of the conference, secured our rooms at the Marriott at University Park and planned the Luther Christman Awards Banquet. Thanks to Demetrius Porche, his committee and to Chad for their continuing work for AAMN. We must be an exceptional organization to have such talented and dedicated members!

We recently were notified by Bill Graw, member of the Board of Directors that he has been recalled to active duty and will report to Fort Jackson, SC in early September. Bill has been an active member of AAMN for several years. He served as secretary and last year was elected to a position on the Board. He chaired the RFP process for the website upgrade and was instrumental in the establishment of the Greenville Chapter. He also assisted Phil Julian and Bob Green in their efforts to strengthen the Chapter. We wish Bill Godspeed and will sorely miss his presence at the conference. He hopes to continue with the monthly Board conference calls as his assignment permits. We will give you updates on his activities as we receive them from Lt.Col. Grau!

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You may contact AAMN with the following information

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[HTTP://AAMN.ORG](http://AAMN.ORG)

518-782-9400 ext 236

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I am sure we have other members serving on active duty and in the active reserves. I would like to compile a list with name, branch of service, current assignment, etc. Nursing has been slow to recognize the contributions made by men nurses to support our Country's fighting men and women. Let's get a list started so we can let the Country know what men nurses contribute to the health of our service people. We have been ignored long enough!

Finally, I want to encourage you to consider submitting your name for office this year. The call for nominations has been issued. We will elect a treasurer and three members of the Board of Directors and three members of the Nominations Committee at our annual Business Meeting in Tucson. You may nominate yourself or another member. It would be helpful to talk to the person you are nominating to be certain they are a current member and are willing to serve if elected. Please forward your nominations to Patti Phillips at our Headquarters aamn@nysna.org; our organization is as good as its members. We need everyone's involvement to move AAMN to the next level of visibility, growth and significance of its contributions to nursing and health care. Share your talents and time with us!

Men's Health Defined

Demetrius Porche, DNS, RN, CS, FNP

Professor

Associate Dean for Nursing Research and Evaluation

Director of Doctor of Nursing Science Program

Louisiana State University Health Sciences Center

School of Nursing

New Orleans, LA 70112

Men experience a disparity in death rates for the 15 leading causes of death in the United States, except for Alzheimers disease, even with age adjusted mortality rates. The determinants of men's poor health status are deeply rooted in cultural and social institutions' beliefs about men, manhood, and masculinity. Education and socioeconomic status are considered strong determinants of men's health. Men in all educational and SES are considered disadvantaged as compared to women. In addition, other determinants of men's health are absence of work, marginality, poor work conditions, stress, personal health practices, impaired coping and emotional processing ability, cumulative adversity over a lifetime, and access and utilization of health services. These male focused health determinants of men's health forms a basis for the multiplicative issues that need to be addressed in the men's health agenda.

To promote the men's health agenda and recognize advancement in the determinants of men's health through outcome evaluation, a beginning definition of men's health has been established (Porche & Willis, 2004). The following definition is proposed as an initial definition of men's health that is expected to evolve over time as the men's health agenda and movement matures. Men's health is a holistic, comprehensive approach that addresses the physical, mental, emotional, social, and spiritual life experiences and needs of men throughout their life span. Therefore, men's health issues are based within the male's respective cultural and masculinity context, driven based on gender disparity data, and focused on the health determinants that contribute to the unique health issues that expand all male oriented health alterations. This definition is expansive and inclusive of a plethora of conditions and determinants that are specifically with a masculine context, male driven, and male focused.

Reference:

Porche, D. & Willis, D. (2004). Nursing and men's health movement: considerations for the 21st century. Nursing Clinics of North America, 39:251-258.

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Purpose Statement Revision Recommended by Board

In 2002 the Board of Directors appointed a strategic planning committee to study how the organization needed to change to meet the needs of its members in the 21st century. That group was ably chaired by JoAnne Grunow and submitted a number of recommendations for change.

One of the proposed changes was to revise the Purpose/Objectives statement. The following revision is being presented at the Business Meeting at the annual Conference to be held this December in Tucson. Members present will be asked to adopt the proposed revision.

The primary mission of AAMN is to be the acknowledged national organization for men in nursing which influences national policy, research and education about men in nursing and men's health issues.

Purpose.

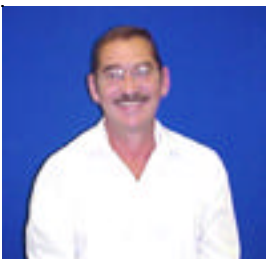
The purpose of this organization is to provide a framework for nurses, as a group, to meet, to discuss and influence factors, which affect men as nurses.

Objectives.

1. Encourage men of all ages to become nurses and join together with all nurses in strengthening and humanizing health care.
2. 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.
3. 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.
4. Support members' full participation in the nursing profession and its organizations and use this Assembly for the limited objectives stated above.

AAMN 2004 Annual Conference
"Men in Nursing: Meeting a World of Health Care Needs"
University of Arizona College of Nursing, December 2-4, 2004

Don't miss it! Look at some of the exciting abstracts being presented along with our Keynote Speaker



Dr Larry Purnell, Ph D, RN, FAAN; Professor of Nursing, University of Delaware College of Health and Nursing Sciences

Abstract Title: *“Why Nursing? Undergraduate Nursing Students Respond”*

Author: Katherine Pakieser-Reed, MA, MS, RN
 Doctoral Candidate, University of Wisconsin-Milwaukee

“Why Nursing? Undergraduate Nursing Students Respond”

Problem: Nursing is faced with a current and growing shortage. Responses to alleviating the shortage include increased recruitment of students and retention of these students as they graduate and are employed as nurses. Current literature does not address the influences that affect current students’ decision for choosing nursing. The purpose of this study was to identify variables that influence students’ decisions to choose nursing as a career.

Theoretical Framework: The theoretical framework for this study was the Social Cognitive Career Theory (SCCT). SCCT proposes that vocational choice is based on personal inputs, background influences, learning experiences, self-efficacy, outcome expectations, interests, contextual influences, goals, actions, and performance domains and attainments.

Methods/Design: The study was qualitative; semi-structured interviews were used. Seven participants were recruited through purposive sampling: two Caucasian females, two minority females, two Caucasian males and one minority male. Participants were juniors or seniors in pre-licensure baccalaureate nursing programs. Interview transcripts were coded for themes within the context of the SCCT categories. Themes were compared by gender for similarities and differences.

Findings: Findings indicated that men and women chose nursing for similar reasons, with the desire to care for people a primary variable. Expectations for job flexibility and a good income also influenced the decision for both men and women. Childhood and young adult experiences affected students’ decisions for choosing nursing, although the experiences were different for young boys and girls. One variable, contextual influences, differed by gender in that male students were confronted by negative gender stereotyping, and this appeared to have delayed their decisions to be nurses. Female students did not indicate adverse gender stereotyping influences in their decision.

Significance: The findings from this study could be useful in adapting recruitment and retention strategies to increase the positive influences that encouraged students to choose nursing as a career. Likewise, the findings could be useful in addressing negative influences that delayed students’ choosing nursing as a career. Alleviating the shortage in nursing is dependent upon effective recruitment and retention of both men and women into the career.

Abstract Title: *A Strategy for the Recruitment and Retention of Men for the Nursing Profession (“the Profession”) in California*

Author: Linda D. Gregory, MSN, RN, Program Manager, Director, Coalition for Nursing Careers in California
 KT Waxman MBA, RN, Project Director, California Institute for Nursing & Health Care

CONTRIBUTION TO THE LITERATURE: Projected for 2005-2006.

KEY CONCEPTS: Vehicles for Increasing Men in the Nursing Workforce—Educating the Public and Outreach, Marketing, Articulating the Roles of Men Nurses, Media Advocacy, Nurse Education, Career Development and Advocacy, Career Environment, Grant Writing, Project Planning and Implementation.

SYNOPSIS:

I. CALIFORNIA INSTITUTE FOR NURSING & HEALTH CARE (CINHC). CINHC is a non-profit organization designed to bring together diverse groups of stakeholders to develop long-term solutions to statewide nursing issues impacting the health of Californians. CINHC is a catalyst for positive change within the Profession and the broader healthcare environment and communities served by nursing. A shortage of qualified registered nurses has reached crisis proportions and unless solved will soon result in a serious risk to the health of Californians. A shortfall of 30,000 RNs is expected by 2006.

CINHC’s goals are to decrease the California nurse shortage by creating and implementing a comprehensive statewide workforce plan. Four project areas and several specific initiatives that support each project have been identified. The four program areas are: 1) Master Plan Development; Expanding Nurse Education Capacity and Student Diversity; 3) Increasing the Nurse Workforce and Its Diversity; and 4) Preparing Nurse Managers for Leadership Roles.

CINHC has partnered with the Coalition for Nursing Careers in California (CNCC) to write a grant to fund a statewide campaign to recruit men into nursing.

II. COALITION FOR NURSING CAREERS IN CALIFORNIA (CNCC). CNCC is a non-profit coalition of organizations, deans and directors of nurse education, nurse executives, educators and faculty members, administrators and student associations. CNCC addresses select issues facing the Profession:

Patient Care. Now, more than ever, a skilled, diverse, dedicated, and FULL nurse workforce is necessary to meet the formidable healthcare demands of California's residents.

The Impact of California's Population Shift on the Practice: Within recent decades, California's demographics have shifted so substantially that nearly every corner of the world is represented among our client base. Representative staffing in nursing necessarily calls for a substantial increase in diversity, including a dramatic increase of men in the Profession.

CNCC's Mission: To promote the Profession through multi-media campaigns supported by the RN AMBASSADOR PROGRAM and the choose Nursing .com website. CNCC supports a collective voice and united effort to address concerns that potentially compromise public health care in this state.

Progress Report: With a conservative and closely watched budget, we have realized the following results: (1) many more people are considering and CHOOSING careers in nursing; and (2) more nurses are committed to becoming ambassadors for the profession. Further, the "Choose Nursing" campaign includes scholarships to help finance nurse education.

CONCLUSION: The nurse shortage, including the campaign for men in nursing in California, is the focus of presentation, planning, discussion and debate, and for the formulation of paradigms for attaining stated goals and maintaining articulated standards. While CINHC and CNCC seek to improve the Profession in a number of ways, a critical goal is to recruit more men into the Profession.

Title: *The Experiences of Men in Rural Nursing*

Author: Chad O'Lynn, PhD, RN, CNRN

The Experiences of Men in Rural Nursing

Problem: Recruitment and retention of nurses into rural areas remains challenging, yet rural nurses are vital since rural dwellers have well-documented disparities in health compared to non-rural dwellers. Nationwide, the recruitment of men into nursing is expected to ease the shortage of nurses. Rural nurse recruiters may find men to be an undertapped labor pool. However, virtually nothing is known about the experiences of men in rural nursing practice.

Objective: To describe the experience of rural nursing for men.

Theoretical Framework/ Approach and Assumptions: The study used a hermeneutic phenomenology approach consistent with the Heideggerian tradition. This approach assumes a constructivist reality, in which people encounter phenomena with uniquely individualized pre-understanding and historical knowledge that cannot be stripped away. Phenomena are experienced and understood in a highly contextualized and interpreted world. Knowledge is co-created among individuals. The researcher serves as a vehicle in which understanding occurs through transactional engagement.

Methods/ Design: An exploratory qualitative approach was used using hermeneutic phenomenology. Men working as nurses in areas with populations less than six persons per square mile (frontier areas) were interviewed by telephone. Sample questions included a) What's it like to be a rural nurse? b) Tell me about your experiences of working in a rural setting? and c) What is it like being a man working as a rural nurse? Transcripts were recorded and read critically for meaning using a thematic analysis process. Rigor was achieved by procedures to establish trustworthiness criteria established by Lincoln and Guba.

Findings: The study is continuing at the present time, yet is scheduled to conclude in early Autumn 2004. Findings will be presented at this conference.

Significance: Health care employers struggle to recruit and retain nurses in rural communities. Previous studies examining rural nurses have focused on women. The present study provides a foundation for understanding of rural nursing from a masculine perspective. This understanding is requisite in the development of recruitment and retention strategies for men to rural nursing practice.

Learner Objectives:

1. The learner will be able to identify key themes in the experiences of men in rural nursing practice.
2. The learner will be able to discuss how this information might assist employers in developing strategies to recruit and retain men in rural nursing practice.

Title: *Masculine Touch and Fear of False Sexual Accusations: A Gap in Nursing Education***Author:** Chad O'Lynn, PhD, RN, CNRN**Masculine Touch and Fear of False Sexual Accusations:
A Gap in Nursing Education**

Problem: Much media attention has been given to men's inappropriate physical contact and/or sexual harassment in the workplace. Such attention may enhance the nervousness experienced by male student and novice nurses when they need to provide intimate client care.

Objectives: To ascertain whether male nursing students received education and guidance on the appropriate use of touch, and whether these men fear false sexual accusations.

Theoretical Framework: Gender Role Strain Theory and Learning Style Theory

Methods/ Design: Secondary analysis of data was used from a previous exploratory study examining gender-based barriers for male nursing students. The sample included 111 male graduates of 90 different nursing programs in the USA. 38% of the men had graduated within the past ten years. Data were collected from a mailed survey. Non-parametric statistics were used for analysis.

Findings: 62% of the sample did not receive instruction on the appropriate use of touch. This percentage was statistically equal for both recent and distant graduates. 66% of the sample stated this issue is important. 34% of the sample expressed nervousness that they would be accused of sexual inappropriateness when providing intimate care as students. However, 45% of those who graduated in the past ten years felt this nervousness as students. 90% of the sample stated this issue is important. Of the 39 gender barriers examined in the original study, nervousness of false accusations was deemed the second most important barrier for men in nursing education. Qualitative comments provided by the sample reflected the frustration of men on these issues.

Significance/ Implications: An unacceptable number of men do not receive instruction on appropriate touch, an educational deficit that has not changed over the years. With increased media attention on litigation of sexual harassment and abuse, male students are increasingly nervous of false accusations of sexual inappropriateness. Educators have a responsibility to provide men with quality preparation for professional practice. Lack of attention to the issue of appropriate touch adds to the unique stress men experience as they negotiate gender bias within the nursing profession. Several strategies are provided to help reduce stress men experience regarding this topic.

Learner Objectives:

1. The learner will be able to identify two reasons how nurse educators have contributed to increased nervousness among male nursing students regarding false sexual accusations.

The learner will be able to identify two strategies to reduce stress in male nursing students regarding the use of appropriate touch.

Title: *The role of male nurses in alleviating the nursing shortage in Saudi Arabia***Author:** Rita M. Carty, DNSc, RN, FAAN, Professor and Dean Emeritus, Project Director, Prince Bandar bin Sultan Nursing Scholarship Program Head, WHO Collaborating Center**Problem**

Saudi Arabia is a country that has long depended on expatriates to provide health care, particularly in nursing. Based on a perceived and documented need for more Saudi nurses, a collaborative educational and research program was initiated between the Kingdom of Saudi Arabia and George Mason University in Fairfax, Virginia. For over ten years the College of Nursing and Health Science at George Mason University has been educating Saudi men who hold a degree in science or a related field to become baccalaureate (BSN) prepared nurses. Four separate cohorts have been enrolled in an accelerated pathway leading to the BSN degree with higher than anticipated success rates. Preliminary data identified predictors of success for individual students. In addition, teaching/learning strategies and curriculum modifications that contributed to individual student successful completion of the program have emerged from the data.

Question

What factors, from the individual student, teaching/learning, and curriculum perspectives, contribute to Saudi male nursing students' successful completion of a BSN program that prepares them for entering the workforce in Saudi Arabia?

Method/Design

A descriptive methodology is being conducted, using a sample of convenience of the total cohort of the Saudi male student population enrolled in a BSN program over a ten-year period. Admission criteria, pre and post program student interviews and follow up, reported and recorded teaching/learning

strategies, and documented curriculum modifications are identified variables. Those factors that predicted successful completion of the program have been identified with the first three cohorts of students.

Findings

There is a higher rate of program completion than anticipated. Not all students who completed the program were considered totally successful. However, younger students who were not married were more successful in terms of graduating GPA and adaptation to the program of study. Several students have gone on for advanced education, and the majority of graduates are practicing in their country.

Significance

Many countries around the world are seeking ways to upgrade and increase the supply of qualified nurses within their own borders. The results of this study provide lessons learned over a ten year period with a population of men with degrees in science and related fields who successfully completed a BSN program and returned home to their country to practice.

Title: *The Hospitaller Brothers of St. John of God: An international organization of men nurses with a 500 hundred year history of improving the physical, mental, social and spiritual health of diverse individuals, families, and communities worldwide.*

Author: Bernard J. Smith, RN, MSN

Contribution to the body of the Literature:

Despite evidence that religious organizations of men nurses have made significant contributions to world health for many centuries, nursing literature has had a tendency to ignore, downplay, or even dispute their importance. This tendency helps to contribute to the erroneous image of nursing as a “woman’s profession”. In an attempt to stimulate more interest in these groups, this presentation describes one such organization and some of the contributions it has made in the last 500 years.

Key concepts:

Nursing, Nursing history, Image, Gender, World health

Synopsis:

The author first became familiar with the Hospitaller Brothers of St. John of God when he worked for, lived with, and studied with them in the 1960’s. For the purposes of this presentation, he has conducted a literature review, examined documents, and corresponded with members of the Order around the world.

There is evidence that the Hospitaller organization began training men as nurses using standardized curricula several hundred years before the establishment of the “Nightingale” training programs. Other data suggests that the organization has used client-centered standards of care, and mechanisms for insuring adherence to these standards, since its inception. Hospitaller nursing brothers have been, and continue to be, deployed worldwide to work with diverse populations in a wide variety of nursing roles. They currently staff 389 locations on five continents. Individual members and the organization itself have had and continue to have a positive impact on the health and welfare of clients as demonstrated by both organizational and independent reviews. Finally, these nurses traditionally have provided services to the neediest of clients with skill, dedication, and compassion, often working with populations and in circumstances considered too difficult and/or too dangerous by others. Histories of the organization are replete with accounts of brothers providing nursing services at considerable personal risk, and a significant number of them have lost their lives in the service of clients who had no other available source of health care.

Conclusion:

Even this brief investigation of only one religious organization of men nurses reveals a surprising amount of material documenting significant contributions of men nurses to nursing and to world health. Nursing historians and other nursing researchers would go far toward giving a more balanced view of the role of men in the history and development of nursing and the contribution of men nurses to world health by studying and reporting on these organizations more fully and accurately than has been done in the past. The author proposes that members of the American Assembly for Men in Nursing have a vested interest in, and should therefore take the lead in, promoting such studies.

Title: *Job Satisfaction and Job Involvement of Male and Female Nurse*

Author: Mary Val Palumbo, MSN, APRN, Manager, Office of Nursing Workforce Research, Planning, and Development University of Vermont College of Nursing & Health Sciences

Kyndaron Reinier, PhD, Department of Biometry, College of Medicine

Barbara McIntosh, PhD, Associate Professor, School of Business Administration

Betty Rambur, DNSc, RN, Dean, College of Nursing & Health Sciences

Stuart Whitney, EdD, APRN, College of Nursing & Health Sciences

Research Question: Does level of job satisfaction and involvement differ between male and female nurses?

Theoretical Framework: Job involvement refers to the extent to which an individual views his or her job as central, meaningful, and important. High involvement suggests an absorption beyond the normal physical (time) and mental demands of the job. Job involvement varies across the working life and is determined in large measure by the opportunities, work content, and expectations of one's employer (Lorence and Mortimer, 1985; 1989; Rabinowitz & Hall, 1981). Moreover, while involvement is a distinct psychological construct, its reciprocal causal relationship with job satisfaction (Mortimer & Lorence, 1989) contributes to understanding nurse retention.

Methods: The RN Job Analysis and Retention Survey was mailed to a random sample of 3000 currently licensed RN's in Vermont. The response rate was 56.7% (n=1574) and only respondents currently working as RNs (n=1440; 91.5%) were analyzed. Job satisfaction was measured on a 7 point scale with 21 questions; 13 were from the Job Diagnostic Survey (Hackman and Oldham, 1980), and eight were based on questions used in business and management research. Job involvement was measured using a 5-item job involvement instrument described by Lorence and Mortimer (1985). Male and female RNs were compared using t-tests for continuous variables, Wilcoxon two-sample tests for ordinal variables, and chi-square tests for categorical variables. Two-tailed tests were used for all analyses.

Results: Respondents were 4.8% male. Compared to female RNs, males were slightly younger (45.5 vs. 47.8, $p=0.05$); had been employed fewer years as an RN (13.8 vs. 21.9, $p<.0001$); had started working as an RN at a later age (32 vs. 26, $p<.0001$). Males were more likely to work full-time (84.1% vs. 53.4%, $p<.0001$) and to work in a hospital (80.9% vs. 48.8%, $p<.0001$). Male RNs were more likely to hold an A.D. in nursing (56.5% vs. 33.3%, $p<.0001$).

Of all the respondents, 32% (457) reported high job involvement. Female RNs were more likely than male RNs to report high job involvement (32% vs. 22%, $p=0.07$). Among the homogenous group of nurses working in a hospital, male RNs reported significantly lower satisfaction with pay and benefits than female RNs ($p=0.008$). No measure of job satisfaction could predict male job involvement. For females, higher satisfaction levels with supervision ($p=0.008$), autonomy and challenge ($p<.0001$), and satisfaction with career and promotion opportunities ($p=0.01$) predicted higher job involvement.

Significance: These data suggest that there are opportunities to increase the job involvement and job satisfaction of male nurses working in the hospital. Implications for management practices related to these findings are offered.

Title: *What educational model works best for men in nursing?*

Author: M. Bridget Nettleton, PhD, RN

Contribution to the literature:

Studies of the correlation between the type of nursing education model, and recruitment and retention of men into programs of nursing are not extensive. Excelsior College, a non-traditional, assessment based program has been successful in achieving a 16% to 25% representation of men within the total student body enrollment (based on review of the associate and bachelor of science nursing programs). This gender representation is well beyond that being reported by nursing programs nationally. A review of the characteristics of the Excelsior College model may add insight into what type of educational model works best for men in nursing.

Key Concepts:

Traditional Nursing Education Model
 Non-traditional Nursing Education Model
 Nursing Faculty as Role Models
 Role Models for Men in Nursing
 Assessment Model
 Competency Testing

Synopsis:

A non-traditional education model which values prior learning can open pathways and diminish barriers for men seeking degrees in nursing. The Excelsior College model focuses on providing access to adult learners which meets the needs of many men who choose nursing as a second career. The College operationalizes its philosophy of "what you know is more important than where you learned it" by providing a rigorous assessment based program to validate learning through a variety of means. In the nursing program both knowledge and skills (competencies) are tested with a focus on measuring the student's ability to think critically, communicate effectively and deliver care in a safe and component manner. This flexible, self paced program is responsive to students' needs to meet family and work commitments.

Conclusion:

Nursing education is challenged to create innovative, non-traditional models in order to attract more men into the profession. Given the contributions of men to the profession, we cannot afford to be blind to this issue and must take proactive steps to increase the number of men in our profession.

Consider Running for Office

The Nomination Committee would like you to help AAMN to grow. This organization is only as good as its active members. So please become active. We are taking nominations for several AAMN Offices. Now it is true that we do not actually vote for officers until the National Conference which is scheduled for December 4,5, & 6, 2003 in Cleveland, Ohio. Nevertheless, the Nomination Committee is soliciting potential candidates so that we may be better prepared with a qualified slate.

The Offices that are open this year include:

Treasurer

Three Board Members

Committees:

- 1. Nominations
- 2. Bylaws
- 3. InterAction
- 4. Chapters and Members
- 5. Education

Please start to think about getting involved. If you do not contact us, we may call you!

Please fill out a consent to serve and submit it either on computer or mail to our address below.

I consent to serve, if nominated and elected, as:
(indicate for which office)

_____ of the American Assembly for Men in Nursing

Biography

Please print or type

Name: _____ Telephone: (____) _____

Address: _____ E-mail: _____

City, State: _____

Employing institution: _____ Member of AAMN for ____yrs

- 1. Education
- 2. Nursing Organization experience:
- 3. Professional experience:
- 4. What are your goals while in office?(use separate sheet if necessary)

Signature: _____ Date: _____

Please mail to

AAMN
c/o Nominations Committee
11 Cornell Rd
Latham, NY 12110

AAMN 2004 Annual Conference Registration Form
"Men in Nursing: Meeting a World of Health Care Needs"
University of Arizona College of Nursing, December 2-4, 2004

Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Telephone: (____) _____ - _____

E-mail Address: _____

Conference Fees and Registration (*includes breakfast, lunch, refreshments, and continuing education credits*)

	Early Bird (Before October 1, 2004)	After October 1, 2004
AAMN Member	\$250	\$300
Non-AAMN Member	\$300	\$350
Full-time Student	\$100	\$150
Resident of Mexico	\$100	\$150
Daily Registration (Friday or Saturday)	\$150	\$150
Daily Registration (Student/ resident of Mexico)	\$75	\$75

Additional Fees

Luther Christman Dinner (Friday evening, Dec. 3, 2004)	\$50	\$50
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Sub-total**Optional Fees***AAMN Annual Dues*

Students (earning first degree in nursing)	\$25
Transition (nurses in first year of practice)	\$35
Retired/ Disabled	\$40
LPN/ LVN	\$40
RN Full membership	\$80

AAMN Foundation Donation \$ _____

Total due to AAMN

\$ _____

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11 Cornell Rd.
Latham, NY 12110-1499

You may pay by Visa or Mastercard:

Card #: _____

Expiration date: _____

Signature: _____

Tucson Marriott University Park
880 East Second St.
Tucson, AZ 85719
1-888-236-2427
Fax: 520-903-9906

The room rate will be: \$124 per night double/ single
additional persons are \$15 per night

Reservations by November 1, 2004

The hotel is one block from the main entrance to the University of Arizona campus, and within a couple of blocks of 22 restaurants, numerous shops, and a short trolley ride away from the funky 4th Ave. shopping district.

People can access details about the hotel at
<https://marriott.com/property/propertyPage/TUSUP>



American Assembly for Men in Nursing
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