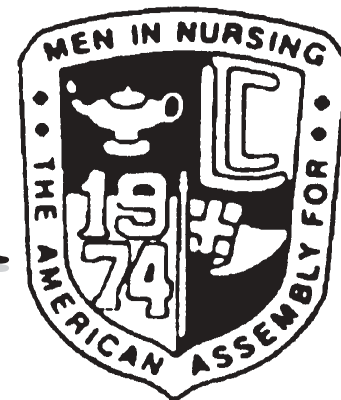


InterAction



Official Publication of The American Assembly for Men in Nursing

Volume 23, No.2 / Summer 2005



Message from the President

Jim Raper, DSN, CRNP, JD, Esq

It's a pleasure to introduce this issue of *InterAction*. As the President of AAMN, I am responsible for how we interact with our members. And, getting useful information to you is a key part of my role. There is much to report since the Spring issue. There are moments in our personal lives we're particularly proud of: our first solo bike ride, our first "base-hit," our first paycheck, or graduation(s). Well, there are also moments in our professional lives that make us particularly proud. This month I experienced one such moment. Eight pre RN-licensure and two graduate nursing students were each awarded an AAMN Foundation/Johnson & Johnson Nursing Scholarship in the sum of a \$1,000 (see inside story). Competition for the scholarships was stiff. The awardees were selected from a field of 526 applicants living in 47 states and Washington, DC. I was proud to be involved in the scholarship process. Join me in congratulating the finalists. The awards would not have been possible without the generosity of J&J and without the unsung hours of selfless effort by many dedicated members of the AAMN. Please celebrate with me as I publicly express our gratitude to the many people who made the scholarships possible: AAMN Executive Officers and Board of Directors; AAMN Foundation Board of Directors; Lori Culwell (Johnson & Johnson Campaign for Nursing's Future); Lavoy Bray (Columbus, OH) and Wes Foster (Glendale, AZ). We look forward to future scholarship programs.

I was also excited to learn that the Bernard Hodes Group, a world leader in recruitment communications and staffing solutions, released the results of its "Men in Nursing Survey." I believe the survey is truly a must read for anyone interested in gaining an in-depth understanding of men in nursing, their objectives in becoming nurses and their lived experience of being nurses. The survey, of 498 male nurses, conducted in the last quarter of 2004 was designed to examine the reasons behind the small percentage of men in nursing. The results reveal participant's responses on a range of issues. The issues included: the special challenges for men pursuing a nursing career, the effectiveness of two current advertising campaigns depicting men in nursing, the reasons men aren't attracted to the

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Continued from page 1

nursing profession, the best ways to attract men to nursing careers and misperceptions about men in nursing. The California Institute for Nursing and Healthcare, the Coalition for Nursing Careers in California, and the AAMN all played a role in making the survey possible. I encourage you to learn more about the survey at <http://www.hodes.com/index.asp>. By accessing their website, you can get a free copy of the entire survey result.

Equally exciting is a documentary style program being produced by Davis Gray Productions. The 27-minute program is being made for videotape and DVD release. Shooting for the program, titled "Career Encounters®: Men in Nursing" began this month. The video will be shot at various locations throughout the country. It will feature 8-10 interviews with lively footage of men currently in nursing or preparing for a career in nursing. The primary audience of the program will be high school, undergraduate students who are thinking about career choice and adults who are considering a career change. The secondary target will be a general adult and young adult audience including peers, parents, teachers and counselors - people who can influence career decisions and may be in a position to encourage males to consider a nursing career. Widespread release of the video should be Fall 2005. The program is being produced under the auspices of the AAMN with funding from Kaiser Permanente, The Johnson & Johnson Campaign for Nursing's Future and American Association of Nurse Anesthetists, Coalition for Nursing Careers in California, Bernard Hodes Group, Nursing2005 Foundation and Nurses Service Organization. I'll keep you posted on the project's progress.

In my inaugural message I shared that the development of our new web-site at AAMN.ORG would be a top priority. Very soon you will receive an "AAMN E-mail Spotlight" message announcing the new "AAMN Members Only" section scheduled to premier soon on the AAMN.ORG website. This section will be restricted to members only. As a current member, you will have access to this section. Instructions will be posted on the website. The current plan is to post the following information in this restricted format:

- *InterAction*, Official Publication of the American Assembly for Men in Nursing Newsletter (last five editions)
- AAMN and AAMN Foundation Bylaws
- Career Job Search by JobTarget (a new benefit to AAMN Members considering alternate employment opportunities)

Members will be notified with e-mail notification when a new issue of *InterAction* is posted. We trust everyone will enjoy this new feature and visit the website often. Please keep in touch.

Please contact AAMN at
aamn@nysna.org
for your username and password



Hebert Inducted Into Hall of Fame

Eddie Hebert, RN, BSN was inducted into the Louisiana State Nurses Association (LSNA) Hall of Fame on Saturday, January 22, 2005 at a formal gala in Baton Rouge, Louisiana.

This prestigious award recognizes a registered nurse's life long commitment to the profession and its impact on the health and/or social history of the State of Louisiana. The individual must also demonstrate lifelong contributions in or to nursing practice, education, administration, research, economics, or literature and participate in professional organizations including the Louisiana State Nurses Association and the American Nurses Association.

Hebert was the first man to graduate from the Nicholls State University School of Nursing at a time when few men entered the nursing profession in Louisiana. Hebert's determination and perseverance proved successful when he was awarded an associate degree in nursing in 1971. He later continued his studies and earned a Bachelor of Science in nursing degree from the same University in 1992. These earlier years were the beginning of a lifelong career in nursing. Hebert said that men were barred from entering nursing in Louisiana and some other parts of the country in the time prior to the early seventies. Hebert stated that the failure to recruit men and other minorities over the years contributed to the current shortage of nurses. Although discrimination against men in nursing continues, he is pleased to see an increase in the number of men entering nursing. "This can only alleviate the nursing shortage and offer stability to a profession that seemed to be one sided in its employment and recruitment efforts" Hebert said. He contends there is a place for men and minorities in nursing and feels nursing is becoming a more diversified profession. He believes his success in nursing is due to his strong commitment and dedication to the profession in both practice and administration. Nurses will always advocate for patient care and safety and that has not changed over the years.

In receiving this award Hebert was cited for his accomplishments in nursing and his involvement in his community. He currently serves as President of the Bayou District Nurses Association and chairs the LSNA Leadership/Management Committee. He has served on the Board of LSNA since 1996. He has been a member of the American Nurses Association (ANA) and the LSNA since 1971. He has served LSNA as a delegate to the ANA House of Delegates since 1996. He served as a member of the ANA Advisory Subcommittee for Clinical Practice in 1978 and was the Southern Regional Director for LSNA from 1987-1991. He has served on numerous LSNA Task forces and convention planning committees and was active in the political arena when the Louisiana Nurse Practice Act was under threat.

Hebert was inducted as a charter Fellow in the Society of Luther Christman in December 2004 in Tucson, Arizona. The American Assembly for Men in Nursing sponsors the Society to recognize individuals who have made significant contributions to men in nursing. The AAMN Foundation sponsors scholarships and research grants in areas of men's health. Hebert served on the AAMN Board of Directors for a number of years and served as secretary for two years.



A Woman on the Board of the American Assembly for Men in Nursing?

I am proud to be a member of AAMN and a member of the Board of this organization. When I attended my first conference, shortly after becoming a member, I had no idea what to expect. I was working on my dissertation, doing research on recruitment and retention of men in nursing, so I was hoping that would give me a little credibility. Although I had worked with men nurses and had taught many men in various nursing programs, I had never been a minority at a nursing conference. Other than not having to wait in line to use the restroom, I wondered how out of place I would feel. I wondered if I would be welcome. I wondered if anyone would talk to me.

The morning of the first day I went to the hotel lobby at the announced time to meet the bus that would take us to Vanderbilt University for the program. By the time I was settled on the bus, I was involved in a conversation with one of the presenters. He didn't seem to think it was strange that a woman was there. When we arrived and did the typical coffee and breakfast balancing act, people greeted me and exchanged the usual pleasantries. The auditorium began to fill; many of the men seemed to know each other. Snatches of conversation made me realize that people made this an annual affair. News of professional and personal events was being exchanged and greetings seemed warm and sincere. Okay, I was over the first hurdle. I felt welcome.

The keynote speaker and the breakout sessions were interesting. Many of the topics were related to recruitment and retention of men; I soon found that I had a variety of random notes on thoughts to follow as I continued my own research. At the business meeting near the end of the day, I began to learn more about the workings of the organization. In fact, there were two women on the Board.

When the call for nominations for the Board came, I found myself approaching Gene Tranbarger, the President, to ask if a new member was eligible. He assured me that I was indeed eligible to be a candidate and encouraged me to submit my name. I must confess that I am not much of a joiner and even less of a participant in most organizations. Somehow this was different. The purpose of the organization made sense to me. The commitment of the men to nursing was encouraging. The next day, before the elections, each candidate was invited to present himself to the assembly and to say why he wanted to be an officer or board member. I have no idea what I said, but I must have sounded sincere and committed because I was elected to the Board.

Since then I have been reelected to a second term. I have been to two more conferences and look forward to the next one in New Orleans in November. I have made friends with a variety of men across the country – men who are wonderful nurses and interesting colleagues. If I could only belong to one professional organization it would not be a tough decision. The AAMN has provided me with the collegial relationships in nursing that I have often found lacking in other situations. It is truly a pleasure and a privilege to serve on your Board.

Susan A. LaRocco Ph.D., RN
Boston MA

Phil Julian Elected to AAMN Board

Phil Julian was elected to a two year term of office in Tucson as a member of the Board of Directors of AAMN. It was the first National meeting of AAMN that he had attended but Phil has been very actively involved in reviving the Chapter of AAMN at Greenville, North Carolina. He recruited students into the Chapter and then spearheaded the effort to obtain East Carolina University Student Government approval of the Chapter as a student approved organization. This allows for funding from student fees and that funding helped send Heather Nelms to the Conference in Tucson. Heather, the President of the Chapter, and Phil also accepted the Best School/College of Nursing Award on behalf of the Dean, Faculty and Students of East Carolina University.

Phil was introduced to nursing when he enlisted in the US Navy and was trained as a Corpsman. Upon completion of his enlistment, Phil applied for and was admitted to the School of Nursing at The University of North Carolina at Greensboro in Greensboro, NC. Upon graduation he was recruited for a staff nurse position at the Moses H. Cone Memorial Hospital by Gene Tranbarger, then serving as Vice-president, Nursing at that hospital. Phil went on to obtain a Masters Degree in Nursing at UNC-G and taught on Faculty there for six years.

Mr. Julian applied for and was commissioned an officer in the Air Force Nurse Corps and retired from that service as a Lt. Colonel in 2001. His last duty assignment was in eastern North Carolina, so he explored a position on faculty at East Carolina University. When he came for his first interview there he was introduced to a man on the faculty who ended up being Gene Tranbarger!

Phil has recently begun studies in the Ph D in nursing program at ECU. He is a Graduate Teaching Assistant there and continues to mentor students in the program.

Phil believes that AAMN must recruit women into its ranks as well as men. As he puts it, "Women who support men in nursing are essential to the success of men in nursing. As long as women are 94% and men are 6%, they have a stronger voice! Also the profession will succeed only when both men and women work together for its success".

CALL FOR ABSTRACTS

The American Assembly for Men in Nursing is currently accepting submissions for presentations or posters for its 31st Annual Conference, hosted by the Louisiana State University Health Sciences Center, School of Nursing, November 4-5, 2005 in New Orleans, LA.

Deadline Schedule:

Deadline for Submissions: **June 01, 2005**

Notification of Acceptance: **August 15, 2005**

Deadline Submission for Documentation for CEU's: **September 15, 2005**

PLEASE GO TO

<http://aamn.org/conference.htm>

FOR MORE INFORMATION

Proposed AAMN Bylaws Changes
Changes in Committees
Proposed by Chad O'Lynn
January 1, 2005

Article X, Section B #2.

Currently says: *“The Bylaws Committee shall consist of the Vice President and three (3) members appointed by the Board to serve a one year term.”*

Proposed change: “The Bylaws Committee shall consist of the Vice President and **up to** three (3) members appointed by the Board to serve a one year term”.

Article X, Section B#3.

Currently says: *“The Chapters Committee shall consist of a Board Member as Chairperson, and three (3) members appointed by the Board to serve a one year term.”*

Proposed change: “The Chapters Committee shall consist of a Board Member as Chairperson, and **up to** three (3) members appointed by the Board to serve a one year term.”

Article X, Section B#4.

Currently says: *“The InterAction Committee shall consist of the Secretary as Chairperson and three (3) members appointed by the Board to serve a one year term. Its duty is to publish in the name of the Assembly a quarterly newsletter which includes Assembly and chapter information, articles of interest, and any other information as designated by the Bylaws Committee, by the Board, or members after review by this Committee.”*

Proposed change: ***The Communication Committee shall consist of two (2) Board members, one of which must be the Secretary who shall serve as the Chairperson, and up to three (3) members appointed by the Board to serve a one-year term. The duties of the committee are:***

- a. ***To publish in the name of the Assembly a quarterly newsletter titled the InterAction, which will include Assembly and chapter information, articles of interest, and any other information as designated by the Bylaws Committee, the Board, or the membership after review of this Committee.***
- b. ***To oversee the production and on-going implementation of the Assembly’s website.***
- c. ***To ensure that information on the Assembly’s website is accurate and current.***
- d. ***To implement procedures to have Board participation in and answers to questions and issues raised in the Assembly’s website discussion forum.***
- e. ***To maintain an electronic and hardcopy file of all Assembly communications, minutes, actions, and presentations for deposition in an archive.***

Article X, Section B#5.

Currently says: *“The Education Committee shall consist of a Board Member as Chairperson and three (3) members appointed by the Board to serve a one-year term. The Education Committee’s duty is to review abstracts or posters submitted for presentation at the annual conference and to receive, review, and present summary reports about educational offerings annually to the Board and at the annual conference.”*

Proposed Change: ***The Education Committee shall consist of two (2) Board Members, one of which shall serve as chairperson, and up to three (3) members appointed by the Board to serve a one-year term. The duties of the committee are:***

- a. To secure a location and date for the annual conference.
- b. To develop the theme and objectives for the annual conference.
- c. To issue a call for abstracts for presentations and/or posters for the annual conference.
- d. To receive, review, and approve abstracts for presentations and/or posters for the annual conference.
- e. To serve as the Assembly's coordinators or liaisons to coordinators for the production of the annual conference.
- f. To provide a summary of all educational offerings, including the annual conference, for publication in the InterAction.

Article VIII, Section B (Duties of the Board of Directors).

Proposed Change: Add

7. The Immediate Past President and the Chairperson of the Board will serve as advisors to the Officers of the Board of Directors, and shall retain voting rights on all issues before the Board of Directors.



Gene's Gems

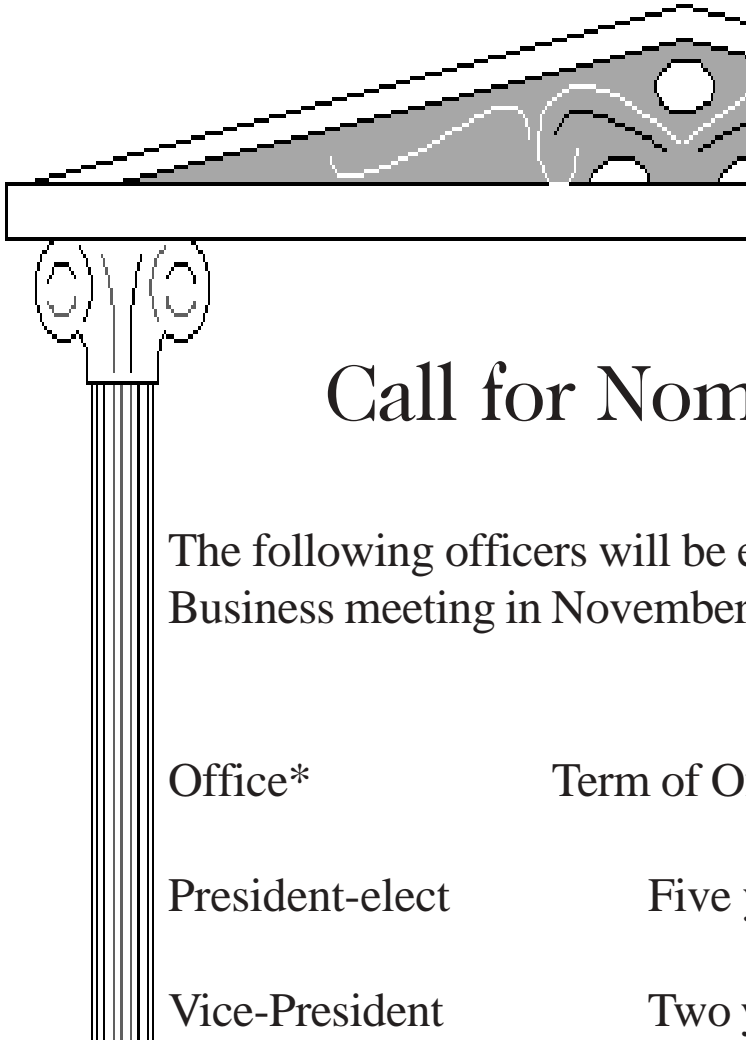
The annual conference of AAMN always inspires me to again be thankful for those who led me to nursing and to those who have sustained me in the profession. Nursing is truly a challenging profession and nurses are notorious for "eating their young". For men and other minorities the entry into nursing is never easy and the barriers seem huge at times.

At times I have worked with nurses who made their colleagues look bad in order to move their own career ahead. I worked with a nurse in the Operating Room who was prone to hiding instruments that were in short supply and sure to be needed today. Of course the surgeons would quickly demand that "Carol" be summoned and sure enough would quickly prance back with the desired instrument and the comment that it was right

she where it was supposed to be. That taught me that not all barriers were placed in my way because of my gender. It also taught me to seek out mentors to help me find my way.

My first mentors were Grace Peterson and Ester Voorsanger in Chicago. They served the Illinois Student Nurses Association as advisors and quickly took me under their wings. Dr Eloise (Patty) Lewis in Greensboro became my lifelong friend and mentor. All of the positions I was offered in management were due to the influence of mentors and/or champions. Luther Christman and Ed Halloran have mentored me over the years and promoted my interests beyond my own comfort level. I could never have achieved my goals and made my contributions without the assistance of them and others. Thanks to all of you for all you have done for me over the years!

One of my hopes for AAMN is that we will take more seriously the challenge to mentor young (to the profession) men and women and help them in their quest to become nurses and then to become exceptional professionals. Our organization has a large cadre of very talented individuals and we need to find a way to mobilize this talent to assist the developing pool of talent. Help me think through this issue and to find a way to benefit our emerging leaders. Should we establish a list of experts on our website that offer their experience and skill to those who seek assistance? Should we build into the annual conference a way to link individuals who seek guidance on advanced education, career development, leadership skills, etc? What is the best way for AAMN to use the resources available to it to prepare the next generation of talented nurses? Share your thoughts with us, help us build a model for others to envy!



Call for Nominations

The following officers will be elected at the annual Business meeting in November in New Orleans:

Office*	Term of Office
President-elect	Five years
Vice-President	Two years
Secretary	Two years
Board of Directors (3)	Two years

* Please refer to the By-laws for duties of office.

AAMN Foundation and Johnson & Johnson's Campaign for Nursing's Future have partnered to offer a new scholarship program for male students pursuing professional nursing education programs. The winner of the 2004 scholarship is Shannon Honore' here is her essay. Shannon has received a congratulatory letter and a \$500.00 unrestricted scholarship.

Developing and Delivering Health Promotion Initiatives Focused on Men

Author: Shannon Honore'

Tucson, AZ

Email: shonore@nursing.arizona.edu

There is a need for nurses to become more involved in developing and delivering health promotion initiatives focused on men. Many male health problems are preventable, however men are socialized into acting like healthy, self-sufficient protectors; a stereotype many feel they must live up to. This can cause greater health problems and prevent men from seeking help and advice when needed (Robertson & Williams, 1998). Men are less likely to access healthcare systems because of the fear of social stigma, not because they do not care about their health.

Two very serious male health problems include prostate and testicular cancer. The incidence of each is on the rise, but both are treatable if caught early on. Many men do not possess much knowledge about their bodies so nurses can teach them about the male reproductive system and performing testicular self exams (TSE). By informing men about their bodies and providing rationale behind certain tests and preventive measures, they are much more likely to comply than if they are simply told to get a prostate exam or do a TSE without any reasoning behind it. In most instances men do not request additional information about health issues that may affect their lives. Nurses should take the initiative and offer advice or brochures for them to read in the event they have questions but are not comfortable speaking openly about certain topics. Nurses can also devise a way of providing information that men can access anonymously and confidentially. For example, setting up hotlines or websites are approaches that have proven effective (Men's Health Forum, 2002).

Many men find it embarrassing to attend events associated with health care because it may compromise their masculinity (White, 2001). Nurses may be able to reach them by holding clinics in sports bars, at football games, or other male-dominated events instead. Since men are competitive, hosting events such as weight-lifting competitions may get more men involved, allowing the nurse to teach them other aspects of nutrition and fitness at the same time.

Nurses must also take into consideration economic and ethnic differences in teaching. For example, many men along the southern border of the United States speak only Spanish, have no health insurance, or are illegal aliens; so even if they wanted to access the healthcare system, language barriers, financial issues, or fear of deportation may prevent them from doing so. Nurses can provide pamphlets and information in Spanish, set up booths to aid in filling out applications for health care assistance, and ensure safety and confidentiality for everyone accessing the system.

There is an opportunity to successfully attract men to health promotion initiatives if due consideration is given to their particular lifestyles and behaviors, and initiatives are appropriately targeted. By focusing on local needs and concerns, as well as teaching men about their bodies and ways to prevent illness, nurses can drastically increase the number of men seeking treatment for problems and complying with preventive measures, thereby improving men's health in general.

References

- Men's Health Forum. (2002). Getting it sorted: a new policy for men's health. Men's Health Forum. London.
- Robertson, S., & Williams, R. (1998). Working with men: a theoretical base for meeting their needs. *Community Practitioner*, 71, 286-288.
- White, A. (2001). Report on the scoping study on men's health. HMSO, Edinburgh.

AAMN Foundation/Johnson & Johnson Nursing Scholarship 2005 Finalists/Awardees

Pre RN-licensure Student	William Rubein Cameron, Jr. Joseph Lee Carino Jonathan Lyman Long Paul Jonathan Tomas Olubunmi Akinfolajimi Randy Collin Tyran Daniel Gordon McLean David V. Delahanty	Middle Tennessee State University Cleveland State University University of Vermont and State Agricultural College University of New Mexico Inver Hills Community College Indiana University Santa Barbara community College College of Staten Island
Graduate Students	Jayesh Satish Palshikar Bruce Kevin Frohman	Oregon Health & Science University Cleveland State University

Applications were accepted for six weeks. The deadline for applications was 1 April 2005. Awardees were notified and results were posted on AAMN.ORG on 5 May 2005. Some basic information about the applicants is presented below.

526	Applications received from persons living in 47 states and Washington, DC
32%	Minority
25%	Possess prior degrees
461	American Citizens
63	Foreign Nationals living in USA
440	Pre-RN licensure
71	Graduate Students

SAVE THE DATE AAMN CONFERENCE

31st Annual Conference of the American Assembly
for Men in Nursing

“Men in Nursing: Leading Men to Healthier Lives”
November 4-5, 2005

LSU Health Sciences Center School of Nursing
New Orleans, LA

The American Assembly for Men in Nursing Best Workplace for Men in Nursing Award

Purpose: To recognize employers that have implemented significant efforts in recruiting and retaining men in nursing workplace culture supportive of men in nursing at all levels of nursing practice.

Procedure: An individual or group of individuals will submit to the Board nominations for the award. The Board will contact the chief executive officer of the organization to congratulate them on their nomination, and request the materials detailed below be submitted for consideration for the award.

Criteria:

1. The organization will submit to the Board of Directors a portfolio detailing their efforts in meeting the needs of men in nursing. Examples of efforts may include, but are not limited to the following:
 - a. Recruitment materials and website images depicting men in nursing
 - b. Career fairs/ public relations events targeting men in nursing
 - c. Strategic plans with aim to increase gender diversity in the nursing staff
 - d. Historical evidence demonstrating an increase in the number of men in nursing recruited and retained by the organization
 - e. News releases, newsletter articles/ e-journal articles recognizing the contribution of men in nursing
 - f. Orientation and continuing education materials which are gender neutral as related to nursing professionals.
 - g. Evidence of involvement of men in nursing in organizational committees effecting nursing practice
 - h. Evidence of employee health / wellness programs or activities designed to address issues of men's health.
 - i. Policies which encourage men in nursing to access organizational benefits which encourage their full participation in family life, such as paternity leave, involvement in children's education etc.
2. The organization must provide the following statistical information for the current and previous year:
 - a. Number of Nurses Employed
 - b. Percent of nursing staff who are male
 - c. Number of management / administrative positions held by nurses.
 - d. Percent of management / administrative positions held by nurses who are male
 - e. Number of clinical leadership positions (Clinical Nurses Specialists, Educators, Advance Practice Nurses etc) employed by the organization
 - f. Percent of advance practice nurses who are male.
 - g. Turnover rate for all nurses
 - h. Turnover rate for nurses who are male.
 - i. Number of nurses accessing tuition reimbursement or other advanced education support offered by the organization
 - j. Percent of nurses accessing advanced education support who are male.
3. The Organization must be accredited by the JCAHO or other body appropriate to their business line. Organization in business lines where accreditation or certification may not be appropriate should submit documentation of quality assurance activities as they relate to their employment of nurses.
4. The award may be given to the same organization more than once.
5. Organizations receiving the award will display the AAMN logo on their website with the citation "AAMN Top Workplace for Men in Nursing - 20XX " and link to the AAMN website for a period of one year following receipt of the award.
6. The award will be determined by majority vote of the Board of Directors.

A representative from the winning organization will be invited to accept the award at the AAMN annual conference.

AAMN Officers/Board 2005

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Birmingham, AL

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Richmond, VA

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Chad O'Lynn, RN, PhD
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