

Men in Nursing Study

1.26.05

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METHODOLOGY

The purpose of this study is to more clearly articulate issues around the reasons for the small percentage of men in nursing (last estimated at 6%).

The content of this online survey was developed in conjunction with the California Institute for Nursing and Healthcare, Coalition for Nursing Careers in California and in consultation with the American Assembly for Men in Nursing and men who are staff nurses, clinical managers, and educators. The survey was made available to male RN membership of these organizations as well as being promoted on industry Web sites (Nursing Spectrum/NurseWeek). Information about the survey with links to the site was distributed to contacts in health care organizations with significant male nursing populations. This report contains the results of the Men in Nursing questionnaire, which consisted of 34 questions, addressing:

- I. Reasons for Choosing a Career in Nursing
- II. Career Path
- III. Long-Term Career Goals
- IV. Special Challenges to Men Who Pursue a Nursing Career
- V. Preconceptions of a Nursing Career
- VI. Benefits and Unique Selling Points of Nursing
- VII. How Nursing Could be Better Promoted
- VIII. Difficulties Encountered in Nursing Program and Workplace due to Gender
- IX. Misperceptions About Men in Nursing
- X. How to Best Attract More Men into the Nursing Field
- XI. Rewards of a Nursing Career

Respondents were also asked to evaluate two creative recruitment campaigns that target males for the nursing profession.

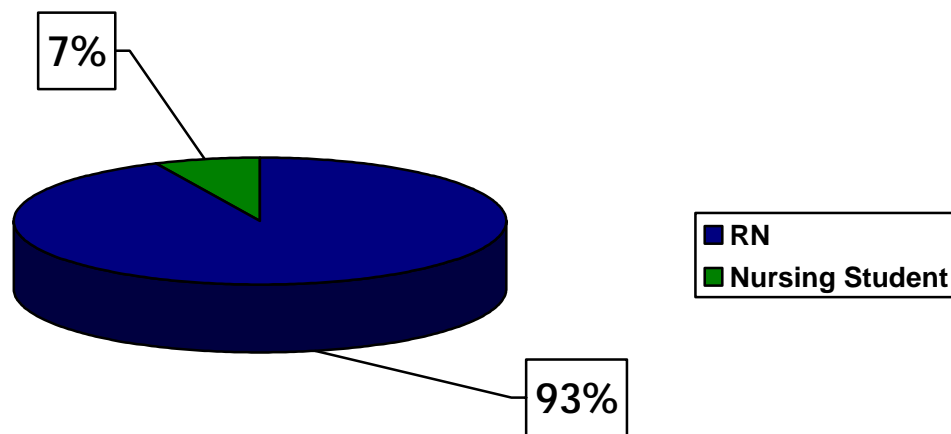
A total of 498 respondents completed the Men In Nursing survey from October 17 through December 15, 2004.

RESPONDENT PROFILE

A total of 498 respondents completed the survey.

CURRENT STATUS

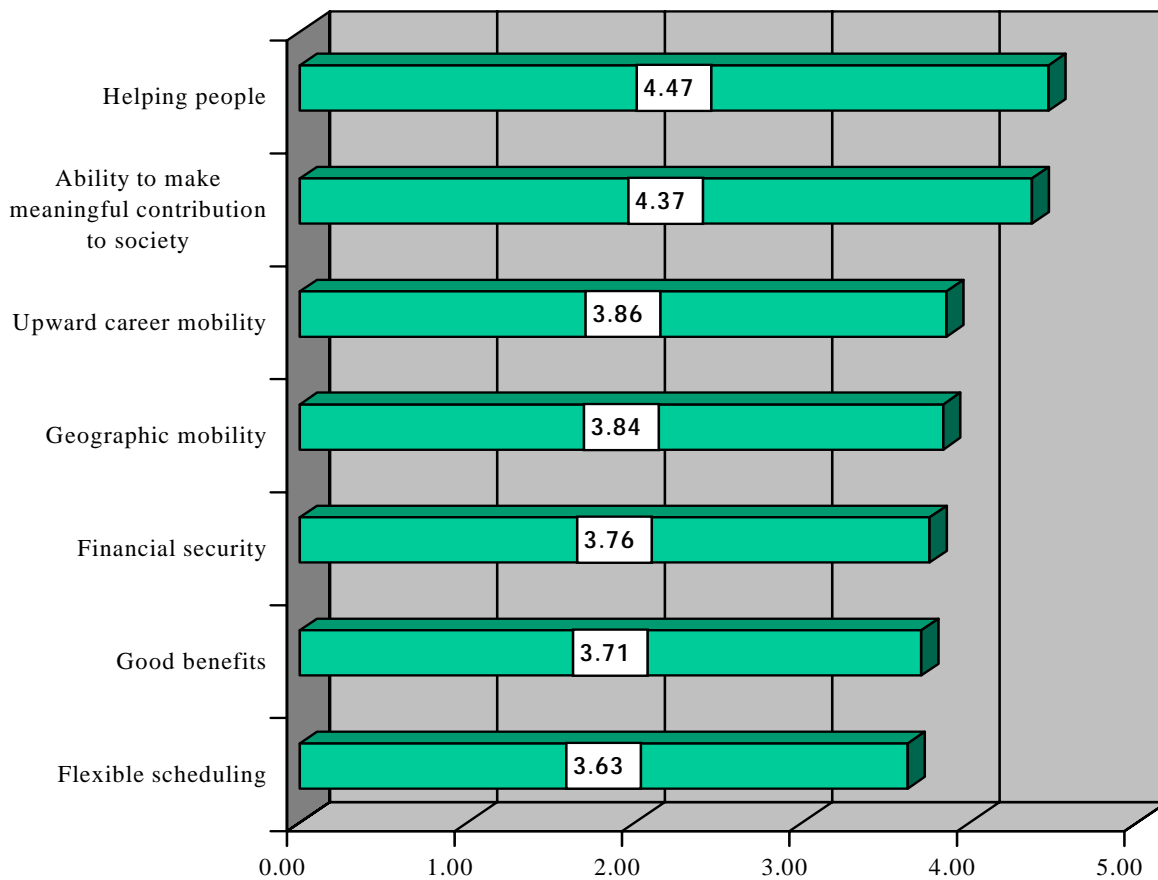
Nearly all survey respondents (93%) are currently RNs.



RESPONDENT PROFILE

ETHNICITY

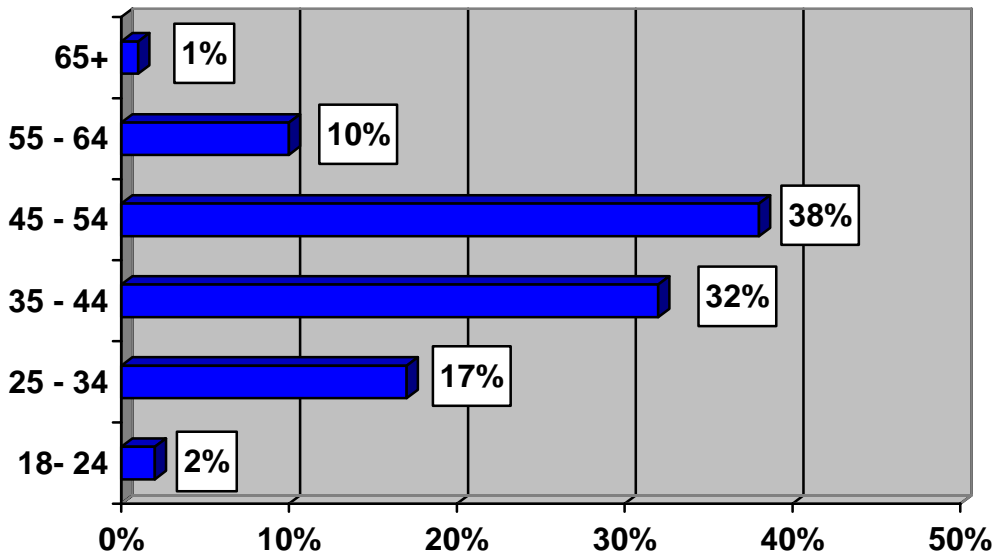
Four fifths of survey participants are Caucasian (83%), with the remainder distributed fairly evenly among other minority groups.



RESPONDENT PROFILE

AGE

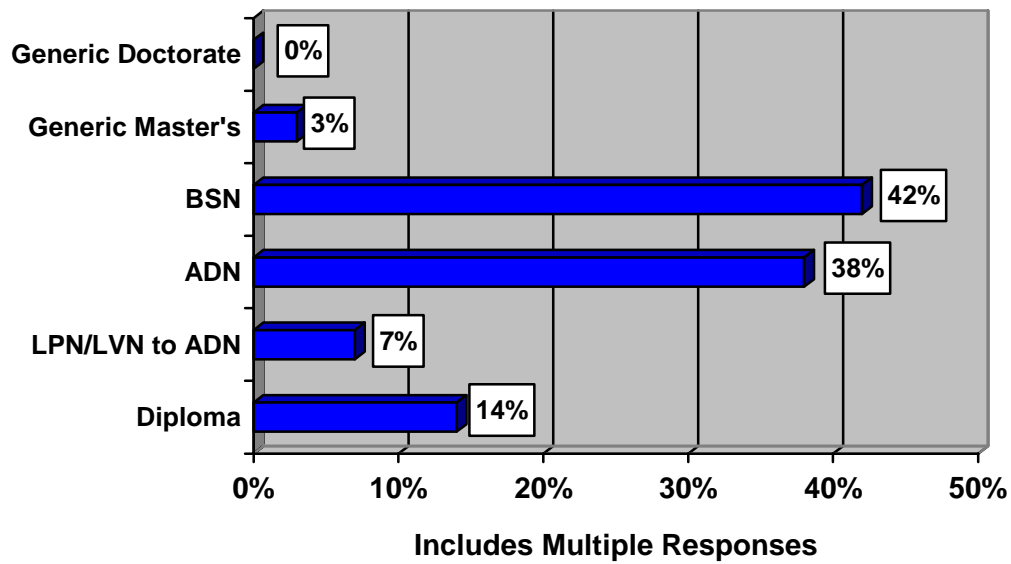
With an average age of about 44 overall, the largest age segment among survey participants is between 45 and 54 years (38%). Half of respondents are under 45 and one third (32%) are between 35-44 years, nearly one fifth (17%) between 25-34 and ten percent between 55-64.



RESPONDENT PROFILE

BASIC NURSING EDUCATION

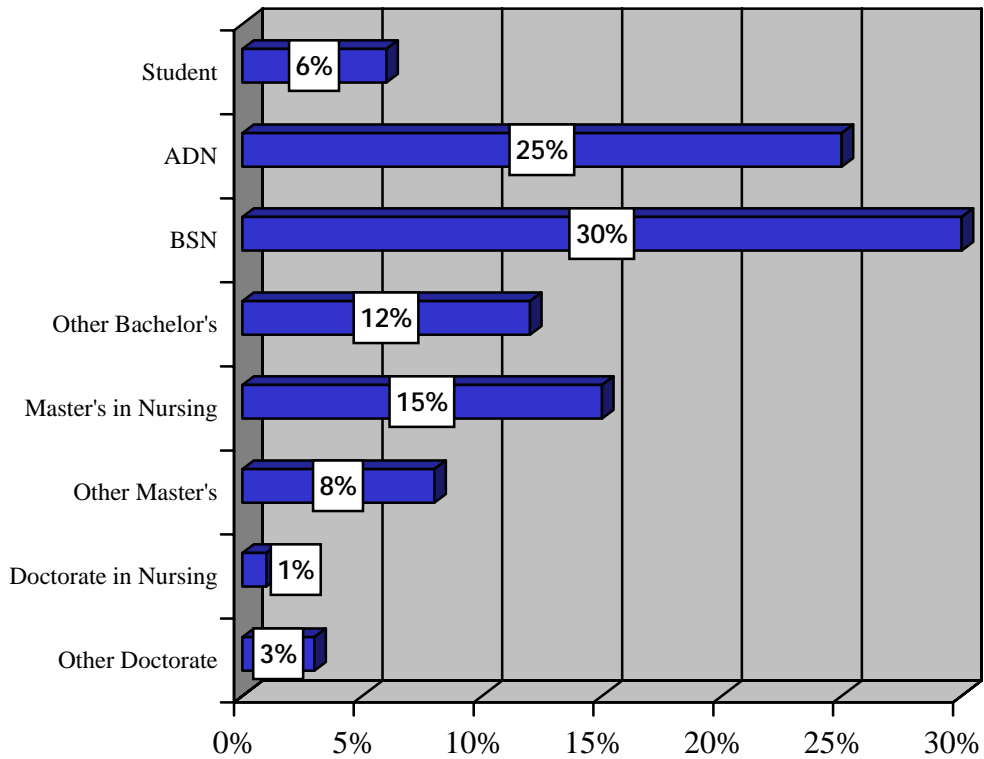
Eighty percent of respondents have either an ADN (38%) or BSN (42%) as the cornerstone of their basic nursing education.



RESPONDENT PROFILE

HIGHEST DEGREE HELD

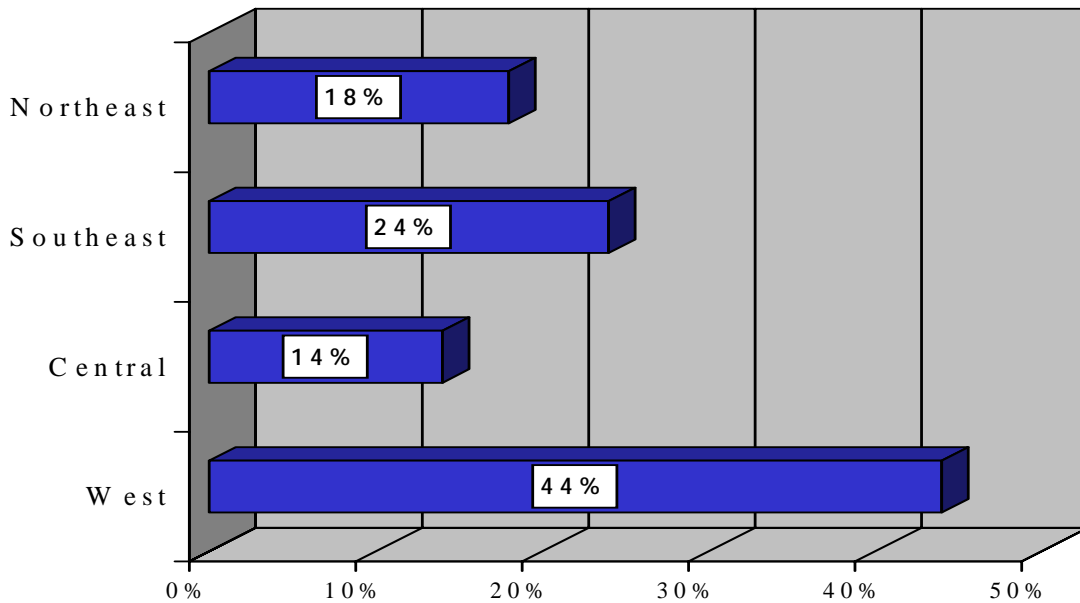
BSN (30%) and ADN (25%) are the highest degrees that are most prevalent among survey respondents. Fifteen percent of respondents have a Master's degree in nursing and twelve percent have a Bachelor's degree in another discipline.



RESPONDENT PROFILE

AREA OF RESIDENCE

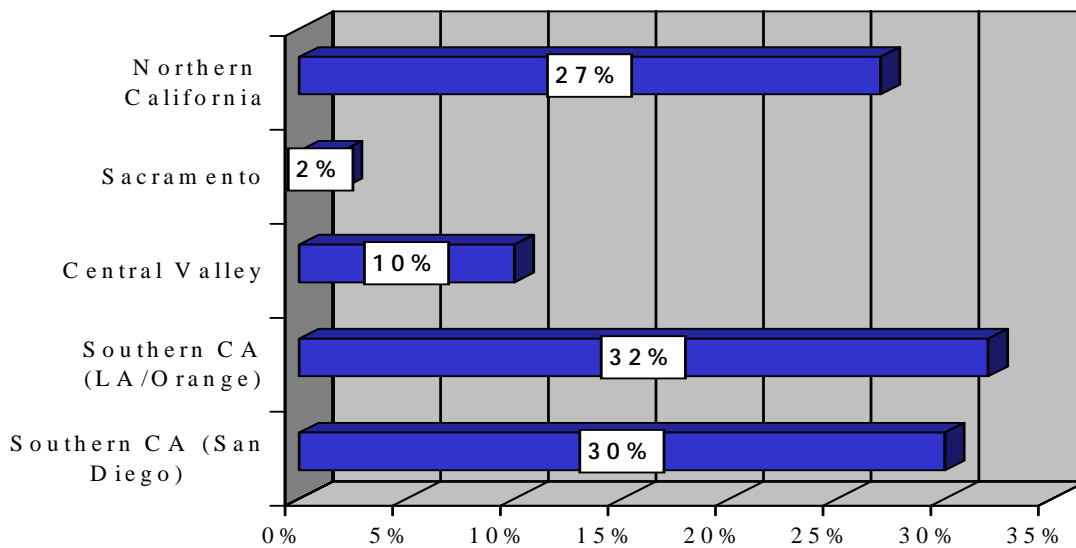
The largest proportion of survey respondents resides in the West (44%), followed by the Southeast (24%), Northeast (18%) and Central US (14%).



RESPONDENT PROFILE

REGIONAL DISTRIBUTION OF CALIFORNIA RESPONDENTS

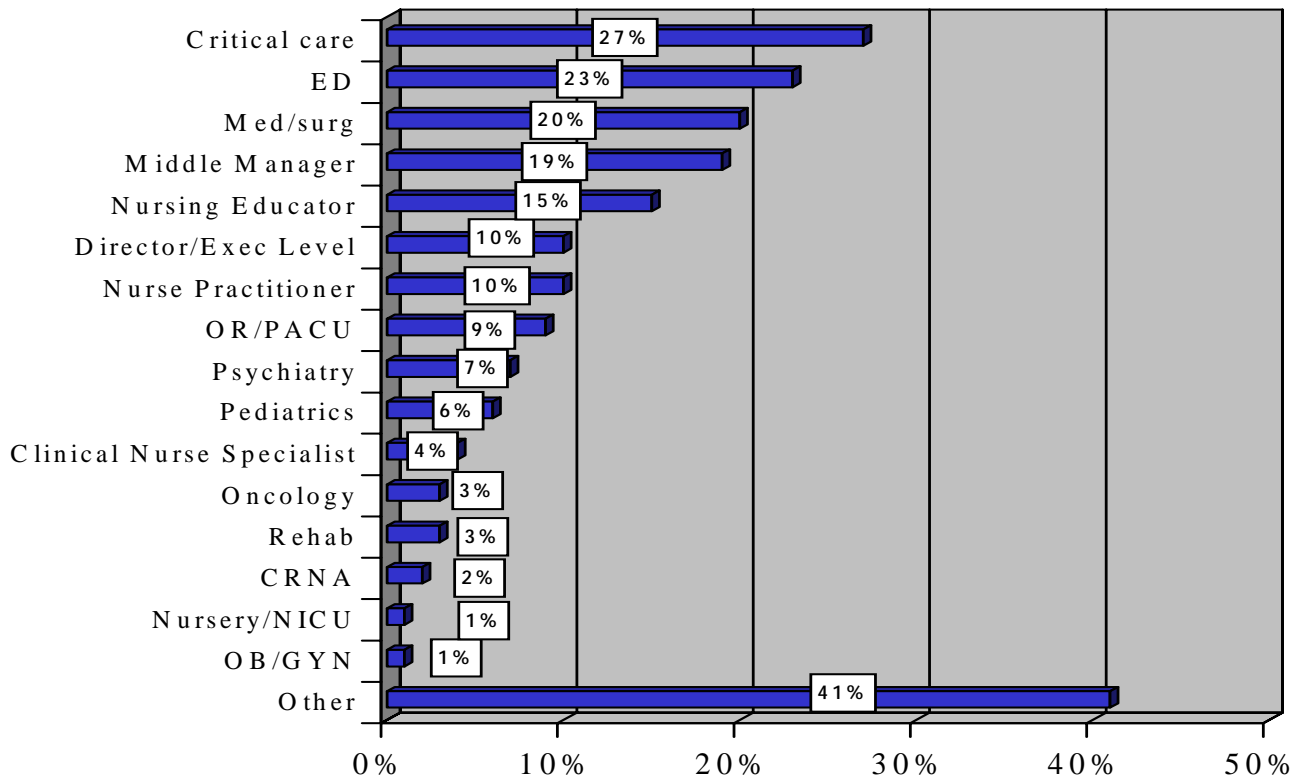
Among those RNs in California, 62 percent are from southern California (LA/Orange—32% and San Diego—30%). One quarter (27%) reside in northern California and 10 percent are located in the Central Valley.



RESPONDENT PROFILE

NURSING SPECIALTY

The top nursing specialties among respondents include: Critical care (27%), ED (23%) and Med/surg (20%). Other top areas of expertise include Middle Management (19%), Educator (15%), Director and Nurse practitioner (10% each). Responses in the “other” category included: Home Health, Long-term care and Nurse informatics.

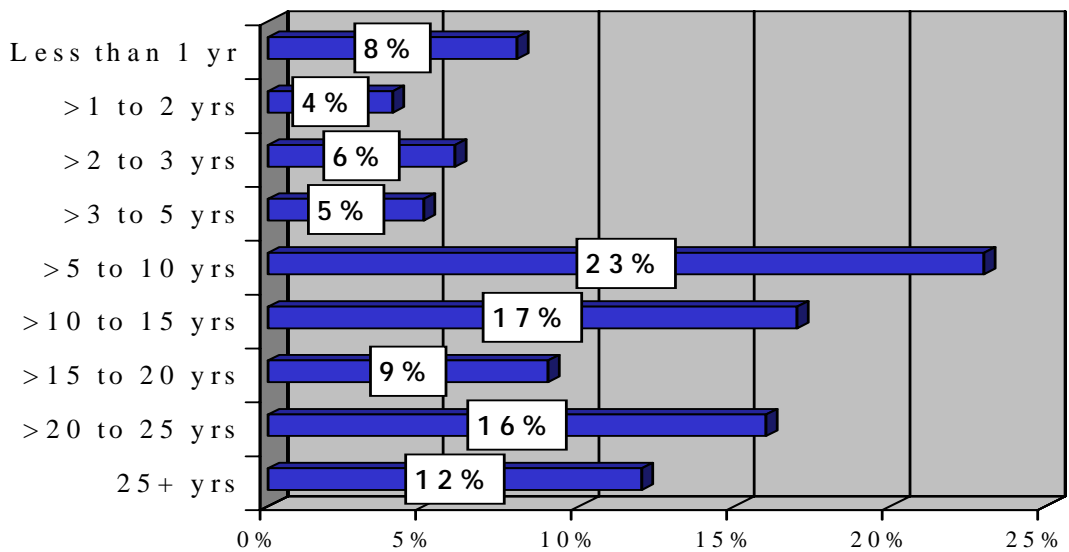


(Percentages include multiple responses.)

RESPONDENT PROFILE

YEARS IN NURSING

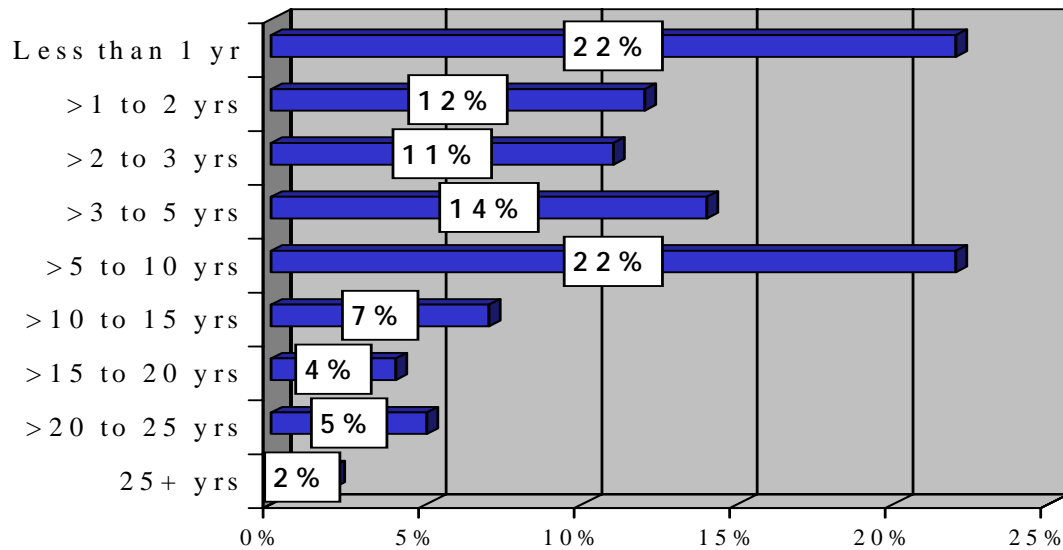
On average, the RNs surveyed have been in the profession for about 14 years. The largest proportion surveyed has between 5 and 10 years' experience (23%), followed by 10-15 years' experience (17%) and 20-25 years' (16%). The majority of respondents (54%) have over 10 years of professional experience.



RESPONDENT PROFILE

TENURE WITH CURRENT EMPLOYER

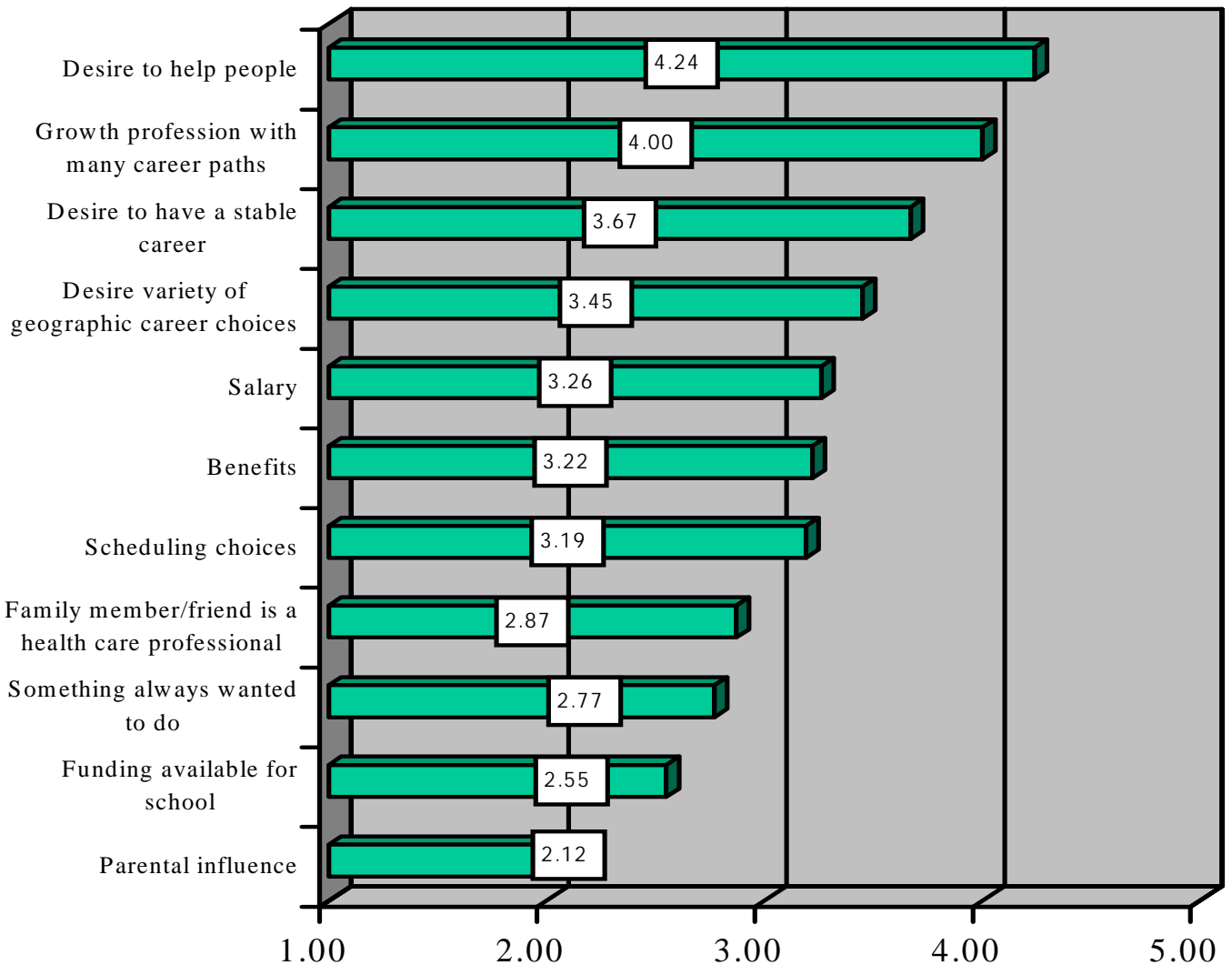
While the majority of respondents have more than 10 years of nursing experience, their tenure with their current employer is typically half that—tenure of less than 5 years (59%). About one fifth each (22%) have been with their current employer less than one year or between 5-10 years. One fifth of respondents (18%) have been with their current employer for more than 10 years.



ANALYSIS & FINDINGS

REASONS FOR CHOOSING A NURSING CAREER

A desire to help people (4.24) and growth profession with many career paths (4.00) were the top reasons RNs gave for choosing a nursing career. Career stability (3.67) and a variety of geographic career choices (3.45) were also rated highly as reasons for an RN career choice. Parental influence (2.12), funding (2.55) and a lifelong ambition (2.77) were among the least important reasons for their career choice.

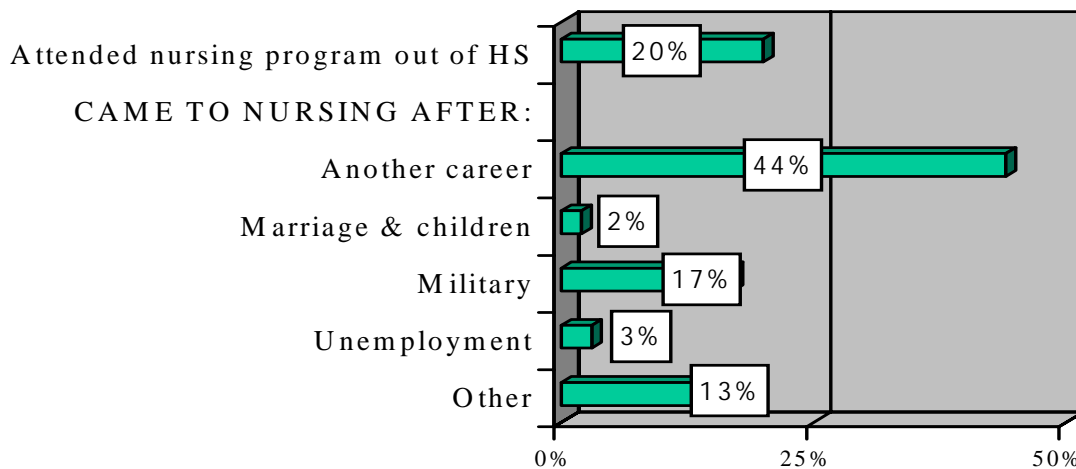


ANALYSIS & FINDINGS

CAREER PATH

One fifth (20%) of respondents indicated that their career path progressed from high school directly to a nursing program. Of the remaining RNs, over two fifths (44%) came to nursing after another career and 17 percent came to the profession following military service.

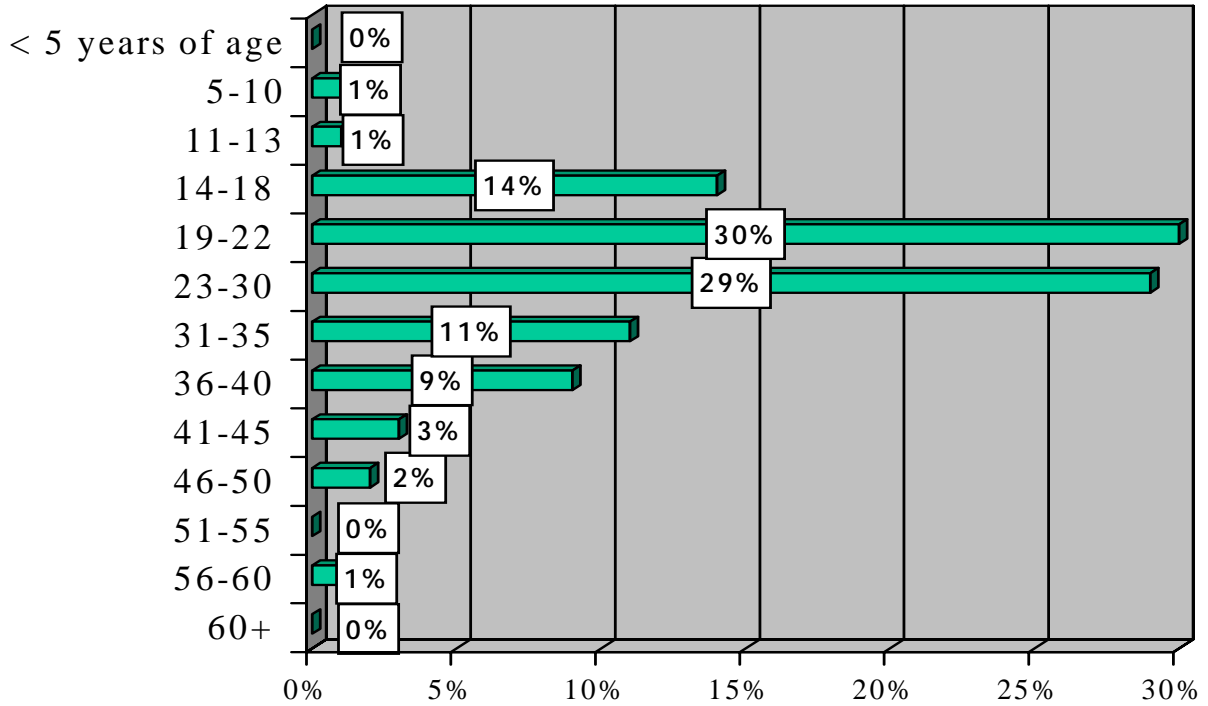
Other careers mentioned: Coming to nursing from college (numerous majors) and via the health care field itself (e.g., paramedic, CNA, technician) were among other career paths into nursing mentioned frequently by respondents.



ANALYSIS & FINDINGS

AGE BEGAN TO CONSIDER A NURSING CAREER

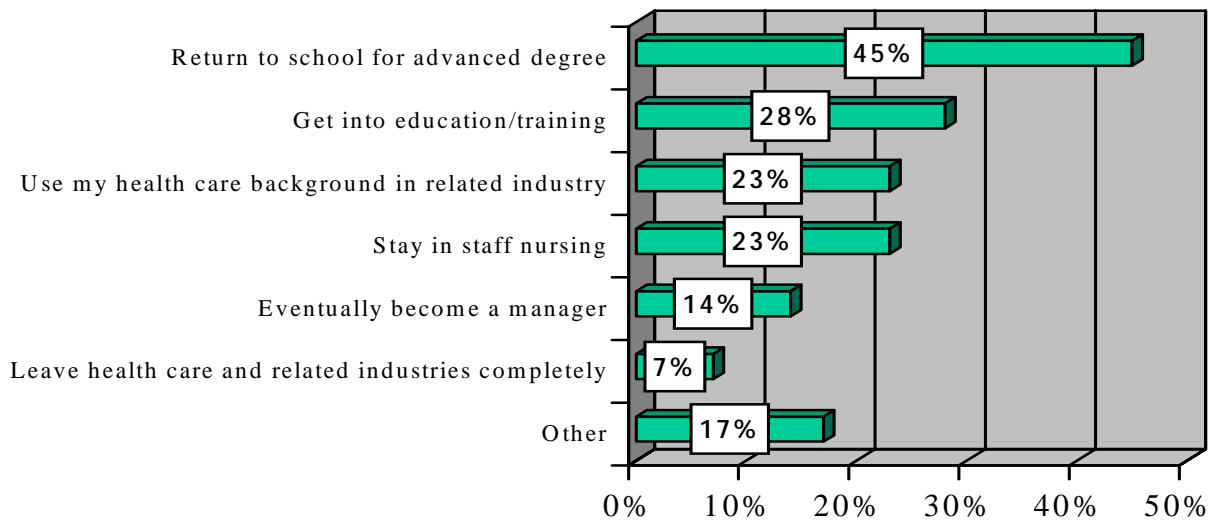
The majority (59%) of RNs surveyed began to consider a nursing career between the ages of 19 and 30. Only six percent of respondents considered nursing after age 40.



ANALYSIS & FINDINGS

LONG-TERM CAREER GOALS

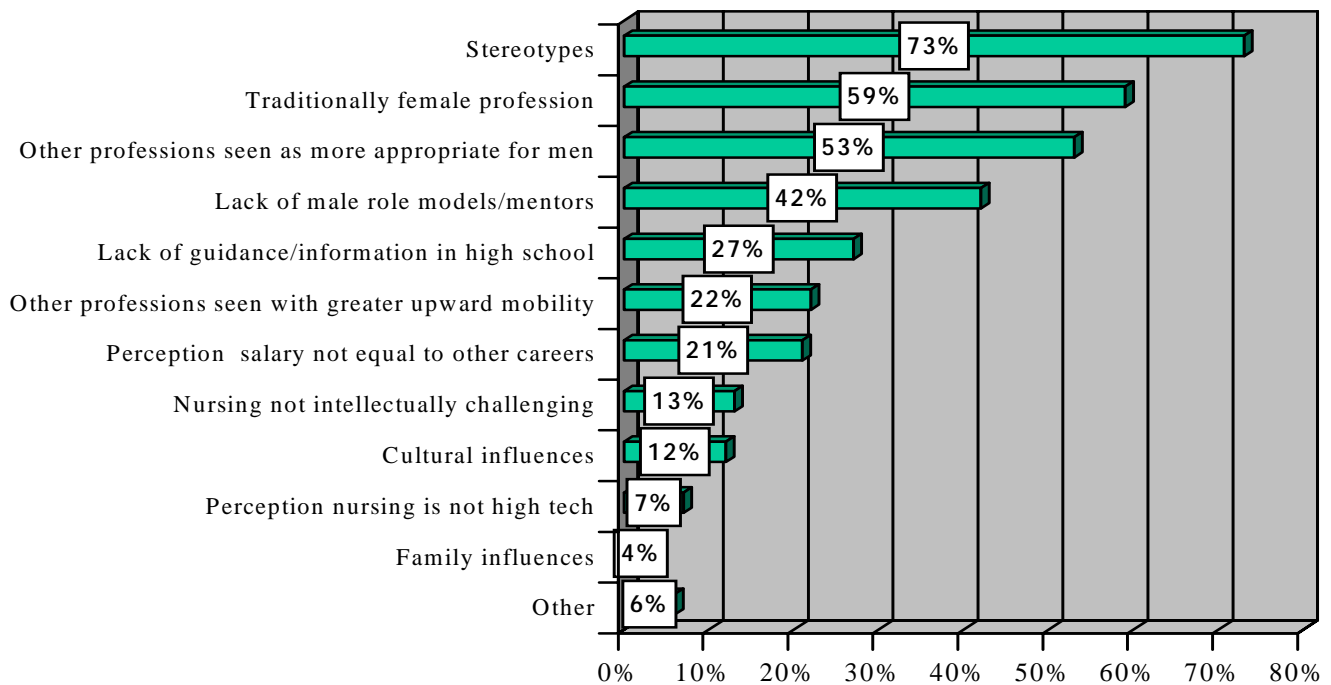
Nearly half (45%) of RNs surveyed plan to return to school for an advanced degree as part of their long-term career goals. Over one quarter (28%) are considering specializing in education/training, and 23 percent each will use their health care background in a related industry or remain in nursing. “Other” long-term career goals mentioned were: becoming/returning to being a nurse practitioner, working in home health and hospice care.



ANALYSIS & FINDINGS

SPECIAL CHALLENGES TO MEN WHO WANT TO PURSUE NURSING CAREERS

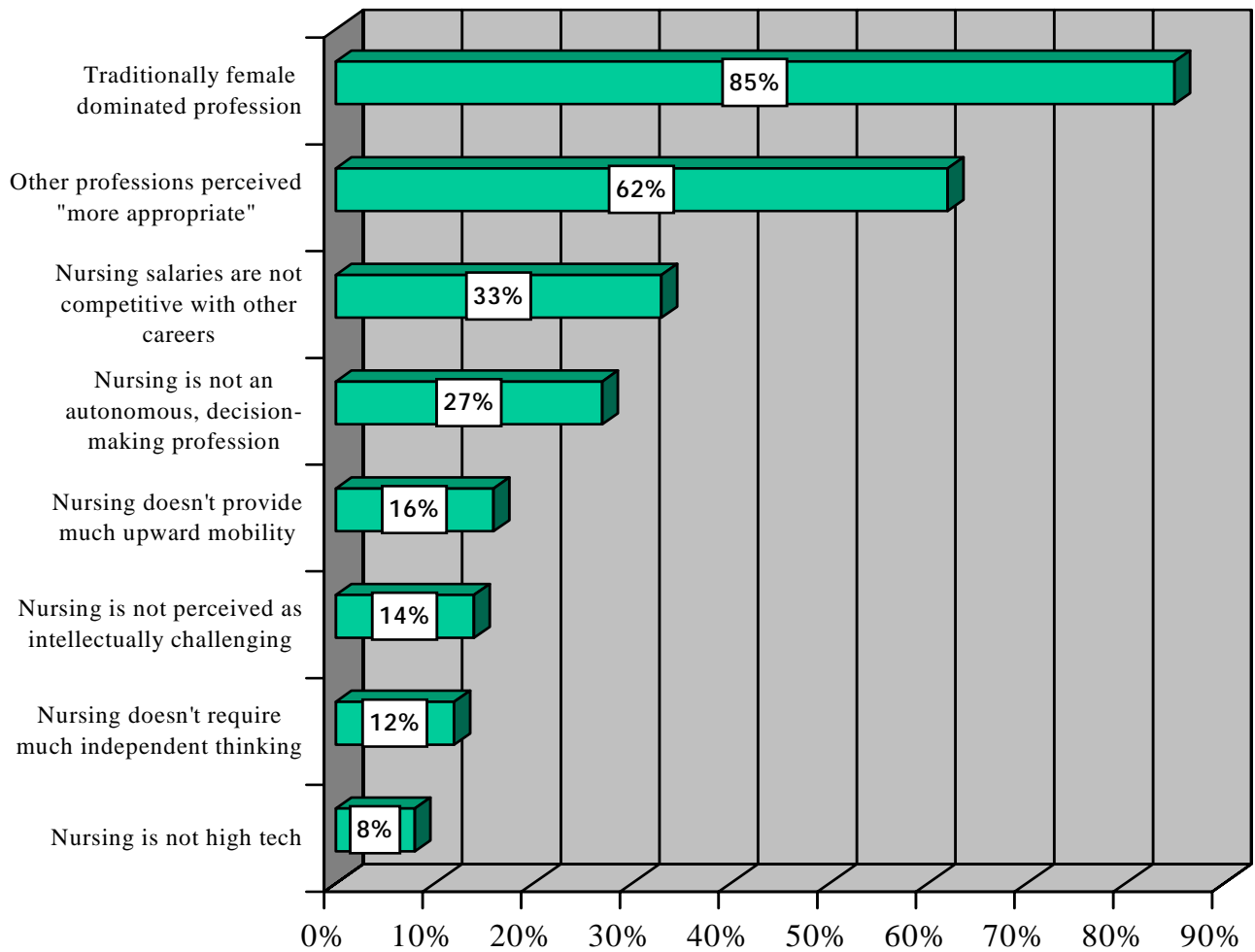
Stereotypes (73%), a traditionally female profession (59%) and other professions seen as more “male” appropriate (53%) are seen as the top challenges to men who want to pursue a nursing career. Family influences (4%), the perception that nursing is not high tech (7%) and cultural influences (12%) are seen as least challenging to men hoping to become RNs.



ANALYSIS & FINDINGS

PERCEPTIONS OF NURSING BEFORE DECIDING UPON CAREER

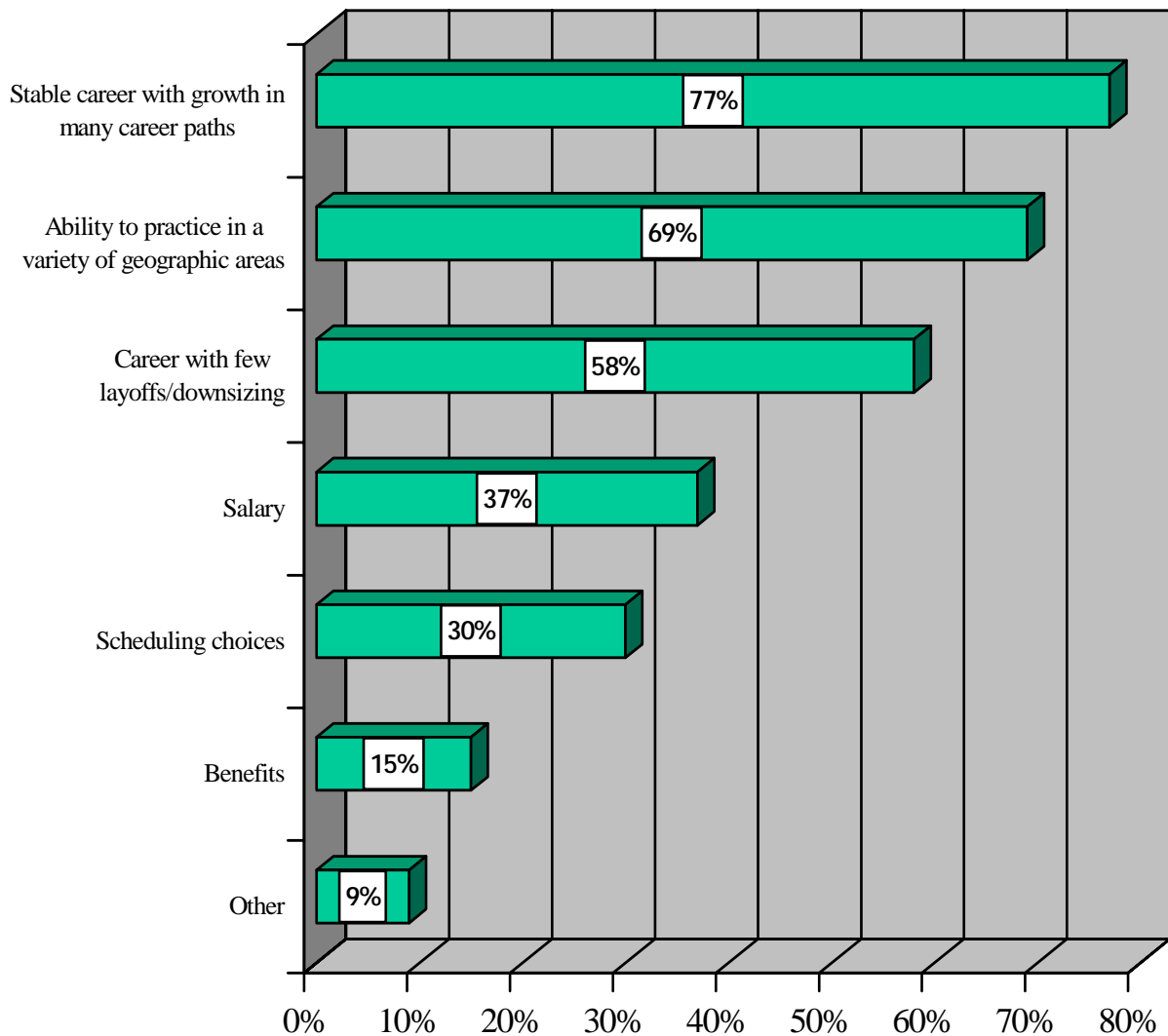
Prior to embarking on a career in nursing, respondents perceived the profession as one traditionally dominated by females (85%) and not the most “appropriate” profession for men to enter.



ANALYSIS & FINDINGS

BENEFITS AND UNIOUE SELLING POINTS OF BEING A NURSE

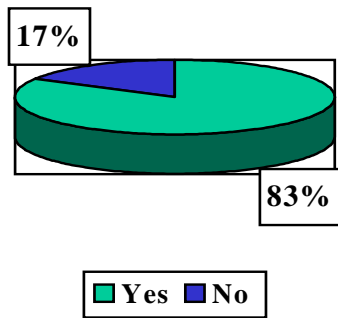
A stable career with growth in many career paths (77%) ; the ability to practice in a variety of geographic areas (69%) and a career with few layoffs/downsizings (58%) were seen as the top unique selling points of being a nurse.



ANALYSIS & FINDINGS

WOULD ENCOURAGE MALE FRIENDS TO BECOME NURSES

Over four fifths of respondents (83%) would encourage their male friends to become nurses.



Reasons given:

Compensation, personal satisfaction, the challenge of the profession and the variety of career options were among the top reasons given by respondents who would encourage their male friends to become nurses. Those that would not encourage their friends to become nurses typically cited generic issues such as lack of respect and inadequate compensation as well as specific discriminatory practices directed towards male RNs.

What would communicate to a friend about the profession in order to recruit them:

“Gain great personal satisfaction and growth as well as take advantage of job stability, be in a growth profession, career path and good compensation.”

“For PRACTICAL reasons I would encourage a male friend to become a nurse, because of the flexibility in having a career that allows you to have the freedom to practice in a wide variety of fields, variety of regional locations, including internationally, a wide a variety of work schedules available, as well as the ability to advance professionally within the nursing and/or administrative fields. I also share with friends the salary ranges, and available benefits, including vacation/holiday time off.”

“Forget about archaic gender stereotypes. It’s okay to be nurturing/compassionate and be a man.”

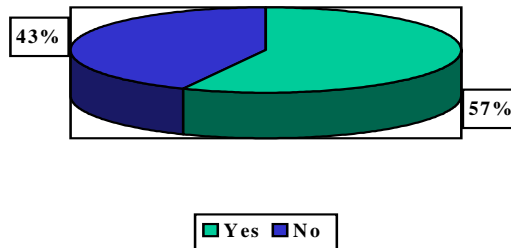
“It is possibly the best job you will ever have.”

“Follow your heart.”

ANALYSIS & FINDINGS

HAVE BEEN SUCCESSFUL IN RECRUITING MALE FRIENDS INTO NURSING PROFESSION

The majority (57%) of respondents indicated that they have been successful in recruiting male friends into the nursing profession.



Method of taking message to elementary school students

Opinion among respondents was mixed as to whether elementary school was too early to begin career messaging. In general, most RNs felt that keeping to a simple presentation (career day, show-and-tell/Q & A or video format) and using high-tech props or military/scrubs attire would be most effective. Almost all emphasized the need to counter prevalent gender stereotypes in the profession as part of the communication.

Method of taking message to middle/junior school students

RNs continued to stress the use of appropriate role models and non-stereotyping imagery to convey the attractiveness of a nursing career. Many felt that field trips might be incorporated into the presentation at this age, perhaps including hands-on events (blood pressure, heart sounds, etc.) or shadow programs. A number of respondents felt that more directed information about career opportunities and salary might be mentioned at this stage and the use of personalized, one-on-one communications.

Method of taking message to high school students

Respondents felt that at the high-school stage, students would be ready for and more receptive to receive detailed information about such topics as nursing schools, admissions requirements, internships, scholarships and mentoring programs. This would be in addition to the continuing emphasis on career opportunities and the inclusive, anti-stereotyping communications presented both within schools and on-site in health care facilities.

ANALYSIS & FINDINGS

MESSAGE WOULD TAKE TO STUDENTS TO REPRESENT MEN IN NURSING

Key talking points that respondents offered for student messaging included:

- Inclusive, non-gender specific message
- Stable employment
- Multiple areas of practice
- Highly skilled
- Autonomy

TYPES OF IMAGES THAT WOULD BEST CONVEY MEN IN NURSING MESSAGE TO MALES

- Action/military images
- Diversity
- Nurse as hero
- No actors
- Teamwork
- High-tech

IMAGES WOULD NOT LIKE TO SEE THAT REPRESENT MEN IN NURSING

- No stereotypes relating to gender (homosexuality, effeminacy or machismo)
- Images of nurses as glorified maids or orderlies
- Nurses subservient to physicians
- “White uniforms in an unidentified clinical setting”

ADVERTISING CONCEPT TEST A



ADVERTISING CONCEPT TEST B

ARE YOU MAN ENOUGH...

Greg Kim RN
Cardiac Catheterization Nurse
Snowboarder

Darryl Whittaker RN, PhD
Dean, School of Nursing
Madras LTC
U.S. Army

Yael Chavira RN, CRNA
Nurse Anesthetist
21st IA Paratrooper

Richard Anderson RN
Pool Anesthetist
Neonatal Nurse
Decorated Vietnam Combat Medic & National Guard, U.S. Army

Don Macgregor RN
Nurse Practitioner
Nurse
Hockey Player

Walter Moore, II RN
Intensive Care
OHF Nurse
U.S. Navy SEAL
Team One

Bill Mathews RN
Student Nurse
2nd Degree Black Belt Karate

E. Rayburn RN
Cardiology Nurse
Night Night Prior

Jason Scott Corrick RN
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**.*

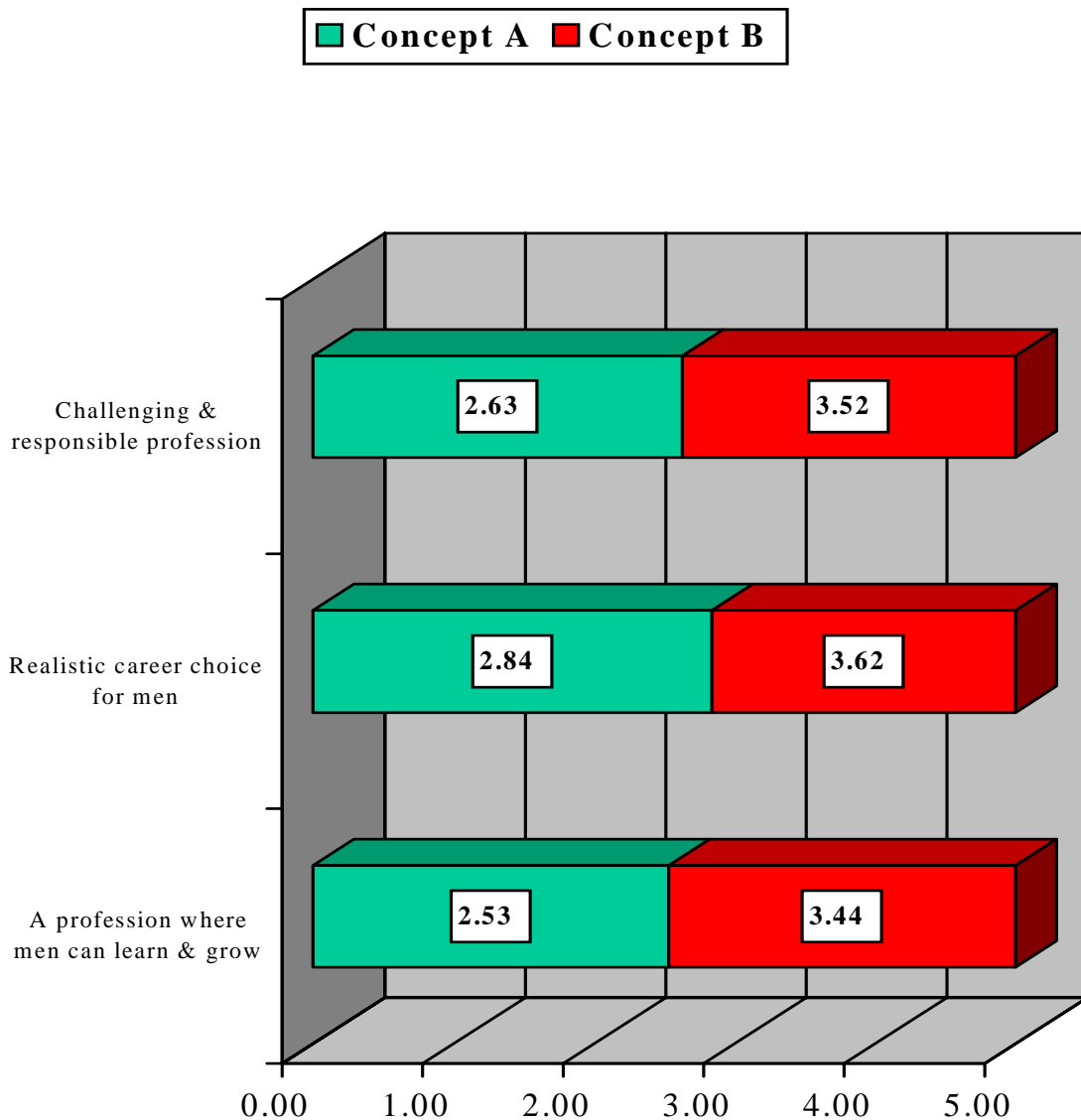
For information about careers in nursing, and educational and financial resources in Oregon, go to www.oregoncenterfornursing.org



ANALYSIS & FINDINGS

ADVERTISING CONCEPT TEST

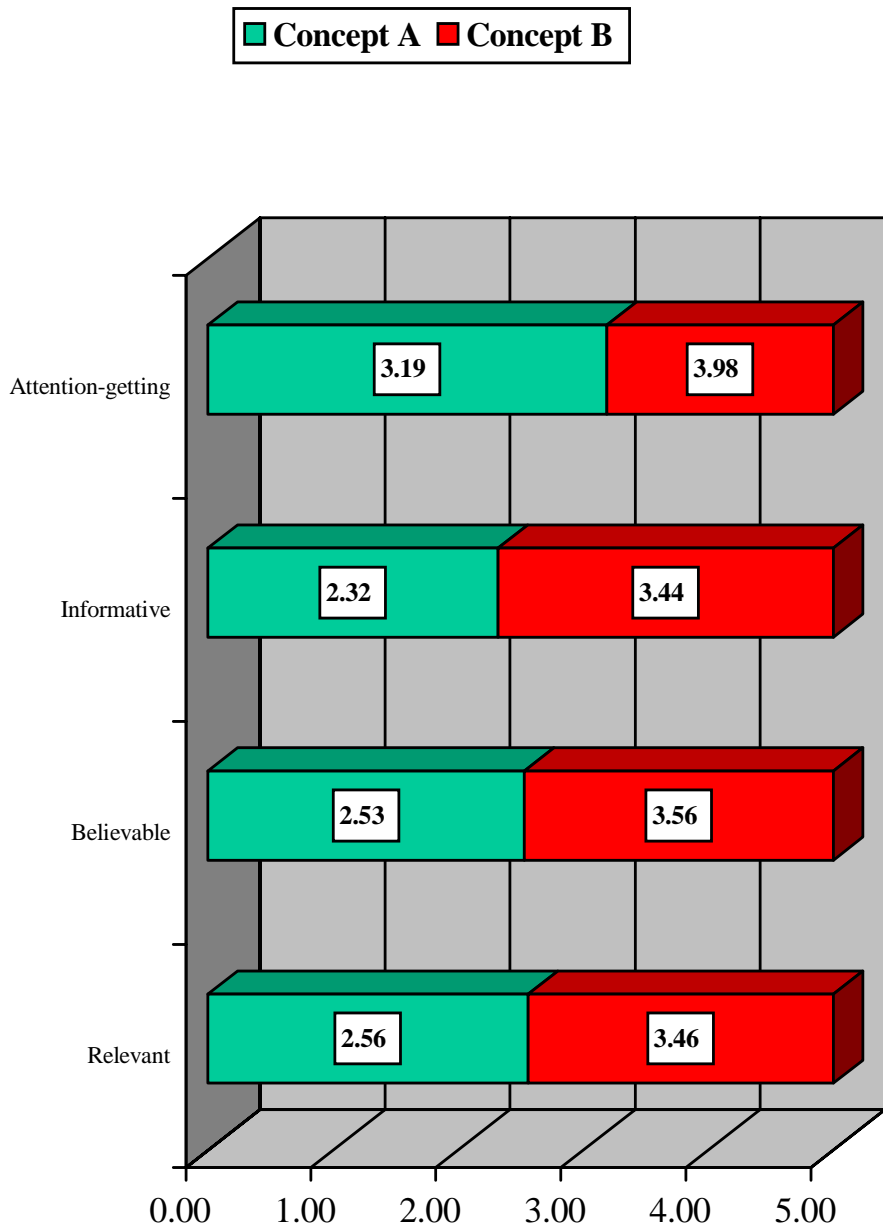
Male RN respondents strongly preferred creative Concept B (“Are You Man Enough?”) to A (“Man Enough to be a Nurse”) for its portrayal of the nursing profession to a male audience across three main evaluative criteria (challenging and responsible; realistic career choice, and a profession where men can learn and grow).



ANALYSIS & FINDINGS

ADVERTISING CONCEPT TEST

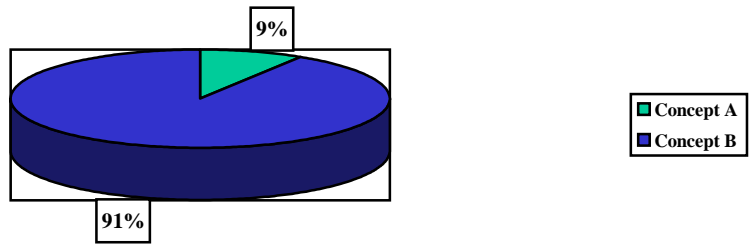
“Are You Man Enough” (Concept B) scored higher on all specific creative elements tested compared to Concept A—attention-getting, believable, relevant and informative.



ANALYSIS & FINDINGS

CONCEPT MOST APPEALING OVERALL TO A MALE AUDIENCE

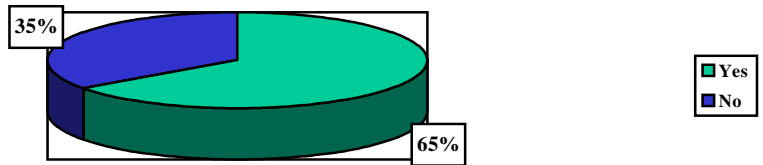
As the ratings on individual elements confirm, nine in ten respondents felt Concept B (“Are You Man Enough...”) was more appealing than Concept A (“Man Enough to be a Nurse”).



Reasons for appeal: Respondents preferred Concept B for two major reasons: its diversity of imagery (37% felt B portrayed more and varied images of RNs) and informational content (20% liked the additional profile copy that described the RNs featured in the concept).

WHETHER AD PROVIDES STRONG INCENTIVE FOR NURSING CAREER

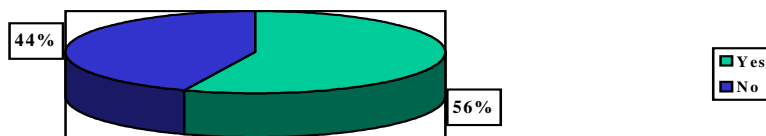
Two thirds (65%) of RNs felt that their preferred concept provides strong incentive to males to enter the profession.



ANALYSIS & FINDINGS

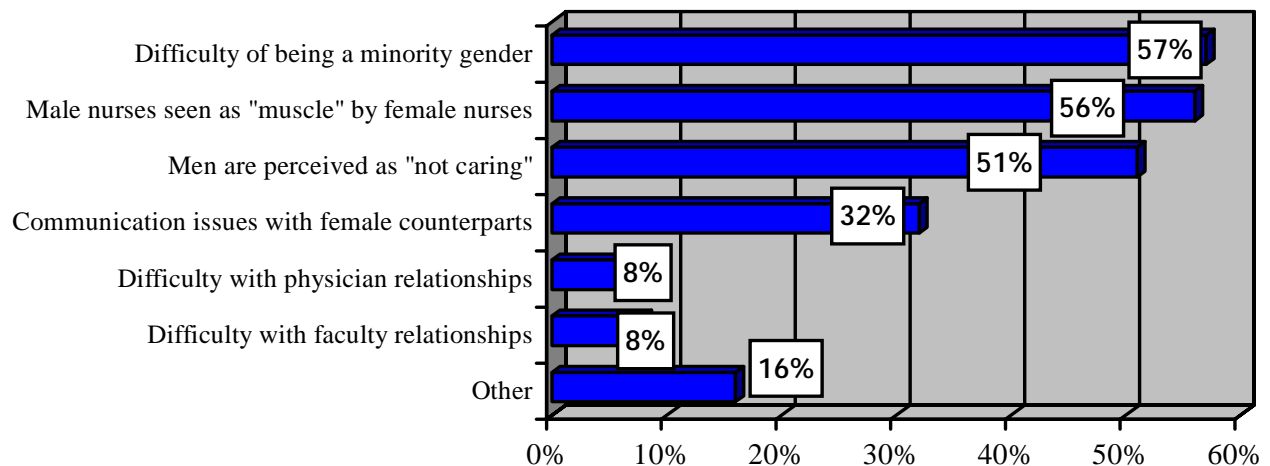
WHETHER ENCOUNTERED DIFFICULTY IN NURSING PROGRAM IN A TRADITIONALLY FEMALE PROFESSION

The majority of RNs surveyed (56%) indicated that they encountered difficulty during their nursing education within a traditionally female profession.



IF ENCOUNTERED DIFFICULTY, TOP THREE REASONS

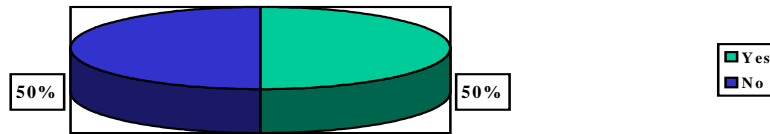
The three top reasons respondents gave for encountering difficulty within their nursing programs were the difficulty of being a minority gender (57%), being seen as “muscle” by female nurses (56%) and the perception that men are “not caring” (51%). Other examples mentioned include being inappropriate for some procedures/specialties (e.g., OB/GYN), “credibility” due to gender and reluctance of female patients to be attended to by males.



ANALYSIS & FINDINGS

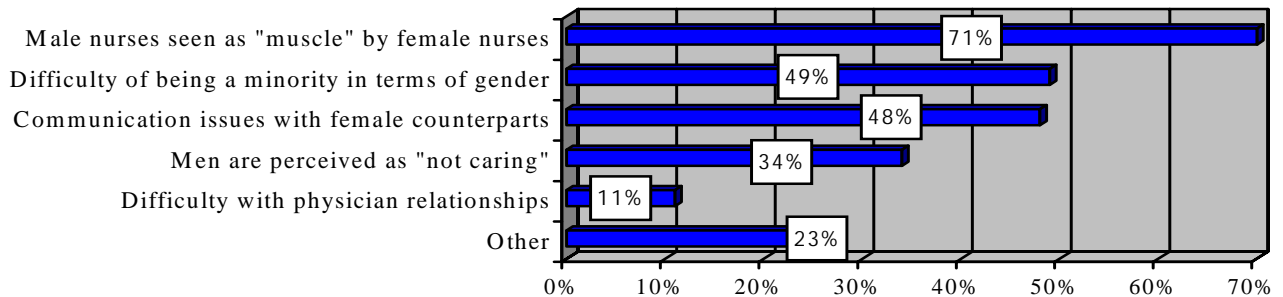
**WHETHER ENCOUNTERED DIFFICULTY IN THE WORKPLACE
IN A TRADITIONALLY FEMALE PROFESSION**

Half of RNs (50%) felt that they encountered difficulty in the workplace due to being in a traditionally female profession.



IF ENCOUNTERED DIFFICULTY, TOP THREE REASONS

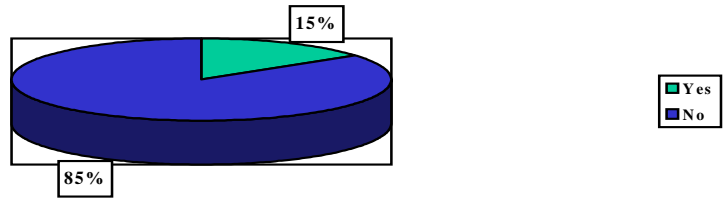
Nearly three quarters (71%) of RNs who encountered difficulties in the workplace felt that their female counterparts saw male nurses as “muscle”; nearly half found difficulties by being a gender minority (49%) and involving communication issues with female RNs (48%). Additional difficulties included being seen as “failed” doctors, being passed over for promotions and sexual harassment.



ANALYSIS & FINDINGS

PERSONALLY INVOLVED IN INITIATIVES TO ATTRACT MORE MEN TO NURSING

Only fifteen percent of RNs surveyed say they are personally involved in initiatives to attract more men into the nursing profession.

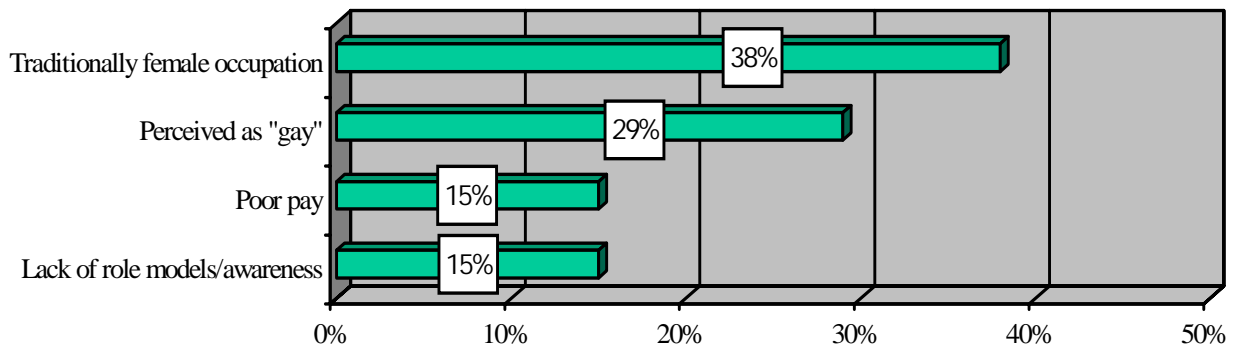


If “Yes,” nature of initiatives

Respondents participate in a variety of initiatives to promote nursing, from the formality of organizations (AAMN, SNA, Sigma Theta Tau and NSNA) to grassroots mentoring to participation in career days, workshops and word-of-mouth promotions.

WHY MORE MEN AREN'T ATTRACTED TO NURSING

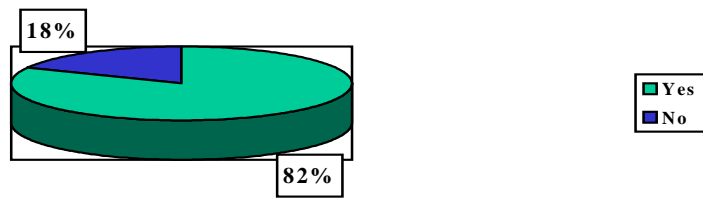
Male RNs see the fact that nursing is a traditionally female occupation (38%) as the top reason that more men are not attracted to the profession. Other key issues are: stereotyping as “gay” (29%) and poor pay and lack of role models/awareness (15% each).



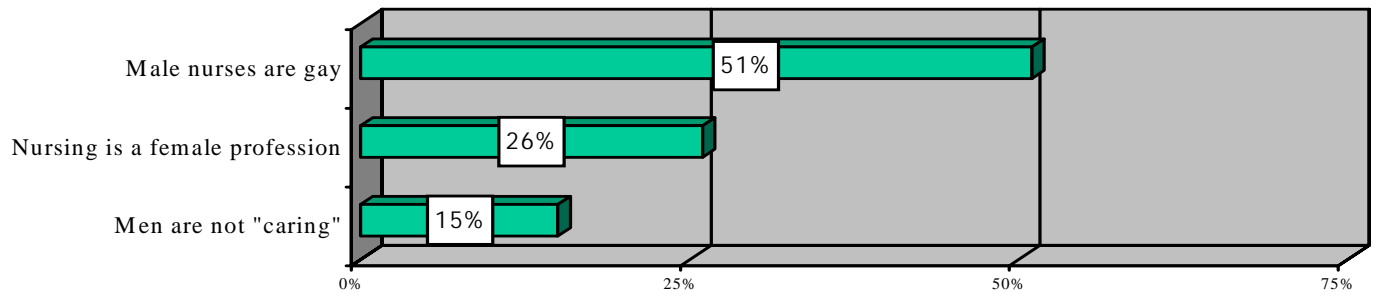
ANALYSIS & FINDINGS

WHETHER THERE ARE MISPERCEPTIONS ABOUT MEN IN NURSING THAT NEED TO BE OVERCOME

Four fifths (82%) of respondents believe that misperceptions about men in nursing exist and need to be overcome.



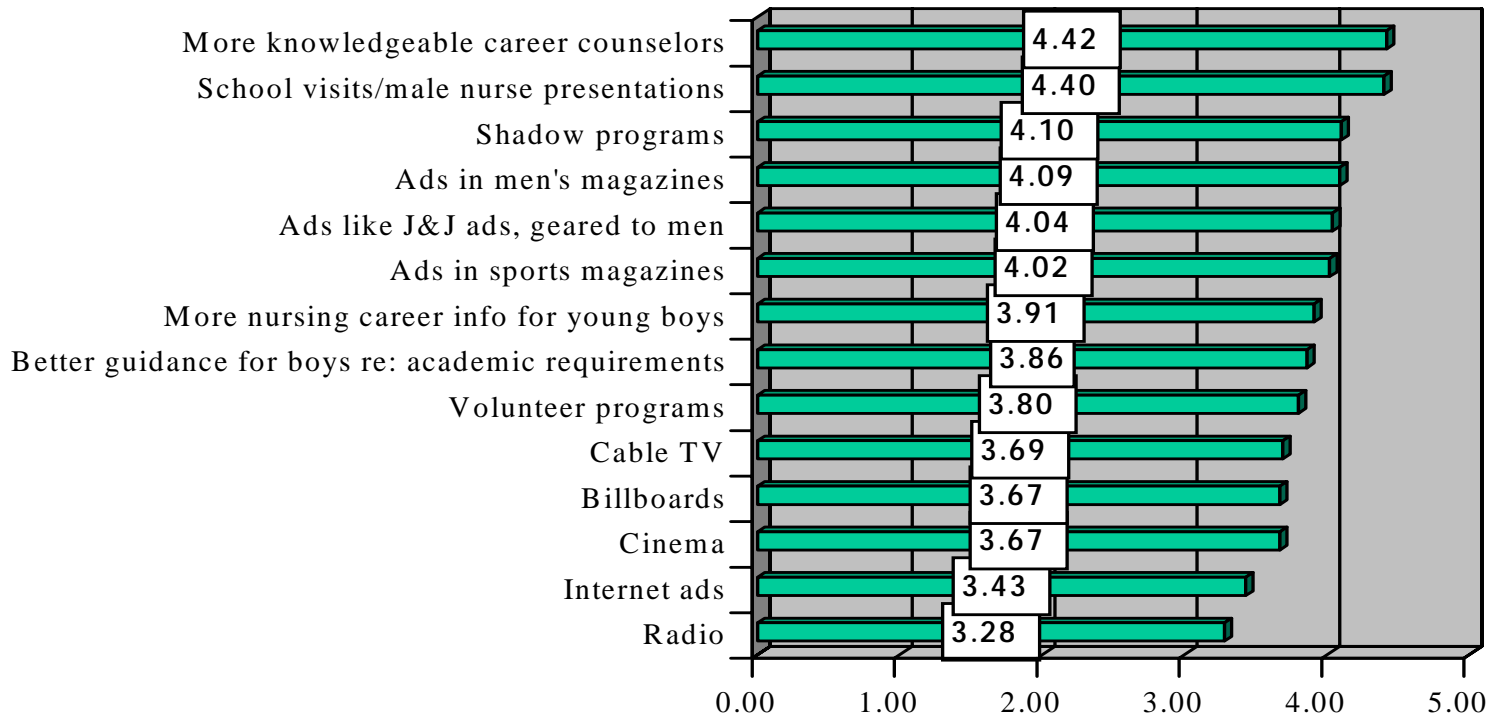
Chief among the misperceptions are that male nurses are “gay” (51%), that nursing is a female profession (26%) and that men as a group are not “caring” (15%).



ANALYSIS & FINDINGS

BEST VEHICLES TO ATTRACT MEN TO NURSING

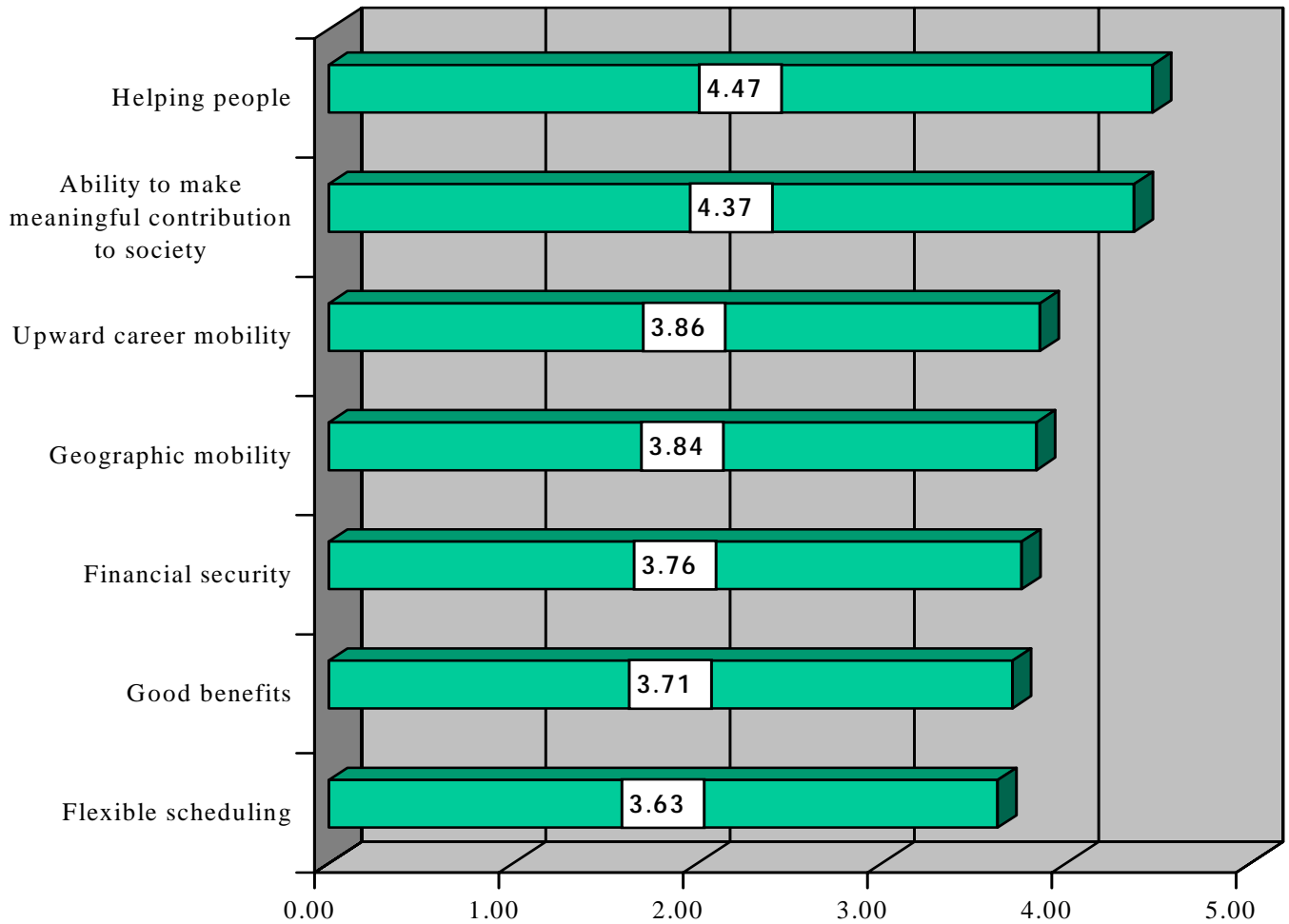
More knowledgeable career counselors (4.42), school visits and presentations (4.40) were seen as the best vehicles to attract men to nursing among respondents. Shadows programs (4.10) and ads in men’s magazines (4.09) were also seen as strong attractors to the profession.



ANALYSIS & FINDINGS

REWARDS OF A NURSING CAREER

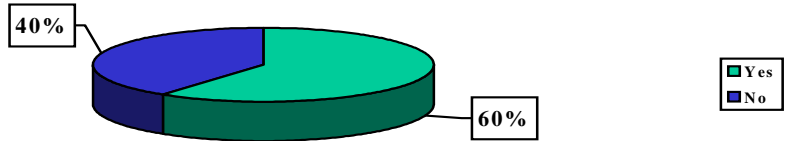
Helping people (4.47) and the ability to make a meaningful contribution to society (4.37) are rated as the highest rewards of a nursing career among respondents. Pragmatic rewards highly rated include: career mobility (3.86), geographic mobility (3.84) and financial security (3.76).



ANALYSIS & FINDINGS

WHETHER MEN ARE DISSUADED FROM BECOMING NURSES

Three fifths (60%) of respondents feel that men are dissuaded from becoming nurses.

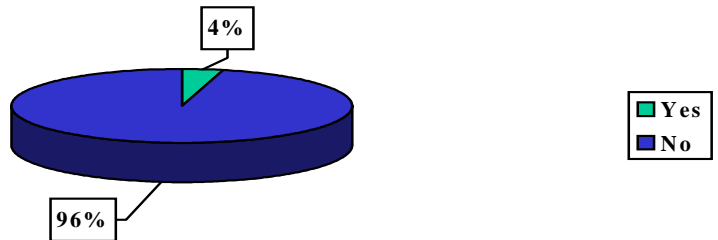


Reasons given:

Respondents returned to previously mentioned themes in the reasons they feel dissuade males from entering the profession: female-dominated profession (36%), not “professional” for a man (17%) and rife with stereotypes (8%).

CURRENTLY BELONG TO ORGANIZATIONS/ ASSOCIATIONS SPECIFIC TO MEN IN NURSING

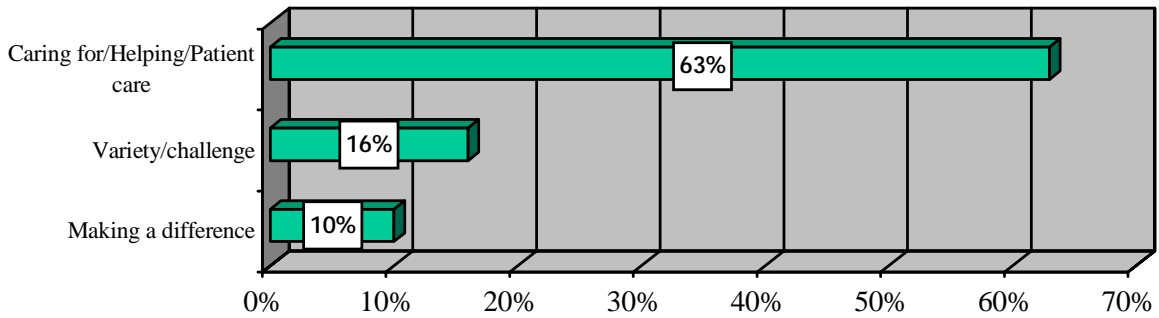
Only four percent of respondents belong to organizations or associations that are specific to male nursing. The key organization mentioned by respondents is the American Assembly for Men in Nursing.



ANALYSIS & FINDINGS

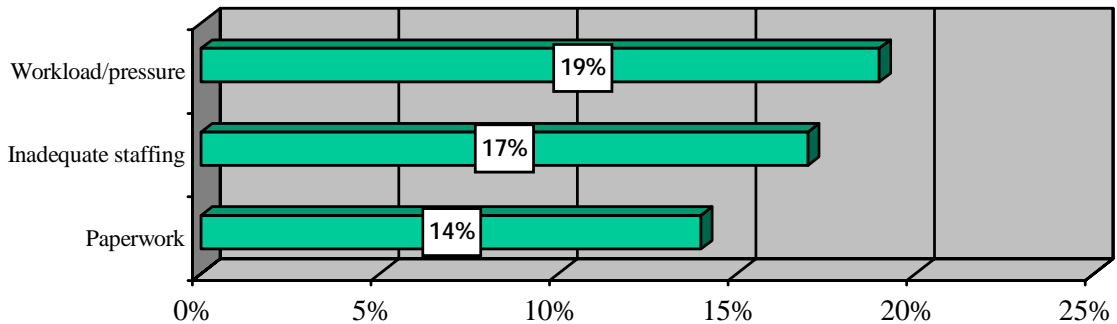
WHAT LIKE MOST ABOUT WORKDAY

The majority of respondents (63%) find patient care to be the most likeable aspect of their workday. Variety and challenge (16%) and making a difference (10%) were also cited as satisfying elements.



WHAT LIKE LEAST ABOUT WORKDAY

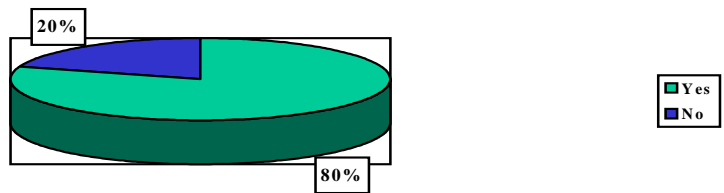
Male nurses share similar workday dislikes with their female counterparts. Chief among these are: workload/pressure (19%), inadequate staffing (17%) and paperwork (14%).



ANALYSIS & FINDINGS

WOULD BECOME A NURSE ALL OVER AGAIN

Four fifths (80%) of respondents indicated that they would become a nurse all over again. Most provided emotional reasons for their choice: their love of what they do and the rewards of helping others. Variety of experience, growth and the stability the profession provides were also mentioned as inducements to “doing it all over again.”



FEELINGS WHEN TELLING SOMEONE THAT YOU ARE A NURSE

Over 60 percent of respondents say they feel proud when telling others that they are a nurse. Apart from this positive majority, 40 percent say they sometimes feel awkward or defensive about their profession.

ADDITIONAL COMMENTS

Many of the closing comments that respondents shared revisited areas of concern and optimism about the nursing profession and men’s place within it. Emphasis was placed on the need to recruit more men and minorities into the profession, confront stereotypes and improve the general awareness and knowledge of what the profession has to offer to all its members.

CONCLUSIONS

Men in Nursing survey participants are nearly all active RNs, with a small percentage currently nursing students. They are primarily Caucasian, with an average age of 44 years. ADN and BSN degrees account for the majority of their basic nursing education; one quarter of respondents have earned postgraduate degrees. The largest percentage of participants are from the Western and Southeast regions of the US. In the West, California respondents are located primarily in the southern parts of the state—LA, Orange, and San Diego. Critical care, ED and Med/surg are the top three specialties reported in the survey. Male RNs have an average of 14 years' experience in the profession and less than five years' tenure with their current employers.

Men come to nursing for much the same reasons as their female counterparts, primarily to help others and for the growth opportunities the profession offers. There were many comments about nursing being a “calling”, not just a profession as well as numerous comments about being able to “make a difference”. Perhaps due to their minority status, the male nurses surveyed did not cite established attractors, such as the influence of other health care professionals, parents or a lifelong ambition built on an early awareness of career possibilities. (This is indicated by the findings that only 20 percent of respondents came to the profession immediately following high school and only 16 percent began to consider a nursing career while 18 years or younger.) Many RNs plan to return to school for an advanced degree as well as pursue health care education and training opportunities.

The key challenges to men in nursing are the stereotyping and cultural adaptation required for entry into a traditionally female profession. In the latter case, lack of male role models and appropriate career preparation for males are also seen as impediments. Male nurses surveyed indicated they, too, were influenced by such widely-held misconceptions, such as the nursing profession being dominated by females and not “appropriate” for men. There were many comments about the term “male nurse” and concern that by using that term we are adding to the problem. Respondents felt using “men in nursing” is appropriate, but many of them really dislike the term “male nurse”. Many felt the terms “nursing” and “nurse” are sexist and that the name of the profession itself would have to change before true equality can be gained.

Experienced respondents see nursing's stability, career options, geographic mobility and job security as its leading benefits and selling points. Most male nurses would encourage their male friends to become RNs primarily for these reasons. When asked to reflect on the recruitment methodology they would recommend to reach students in elementary through high schools, most believed that presentations hosted by a male nurse (preferably in a high-tech/trauma unit) would dispel much of the profession's persistent stereotyping and showcase the dynamic role that nursing plays in the health care field.

For more mature student audiences, it was felt that more information about the profession's benefits (compensation, mobility and autonomy) could be added to presentations. Additionally, respondents felt that active imagery portraying the nurse as “hero” in a high-tech, teamwork

CONCLUSIONS

driven environment would work best for recruiting males into the profession. Imagery to be avoided included egregiously “macho” symbols and generic, faceless hospital settings with RNs in white uniforms.

There was an almost visceral reaction to the two ads. Although Concept B, "Are you Man Enough" was preferred, there were numerous strong negative verbatim comments about both ads. Many commented that in pushing the macho image, the ads were underscoring the stereotype that men in nursing are overwhelmingly gay or that nursing is not a masculine career choice. One respondent equated these ads to asking, “Are you woman enough to be a doctor?”

The majority of male RNs surveyed feel they have encountered difficulty both as students in nursing programs and as professionals in the workplace. In both arenas, male nurses have found that being a gender minority has given rise to stereotyping and communication issues between the sexes.

Despite the difficulties that male nurses have and do encounter, most are not actively involved in initiatives to attract more men into the profession. This may be due more in part to a lack of infrastructure than their lack of commitment. Male RNs feel that the major misperceptions about men in nursing center on misplaced perceptions of the male persona, including being perceived as gay, bad fit within a female profession and an image of “not caring” that has attached itself to them.

In response to academic and career difficulties, responding RNs made a number of recommendations to attract men into nursing: more knowledgeable career counselors, school visits showcasing male nurse presentations and media targeted to young males. Responding RNs believe that helping people and the ability to make a meaningful contribution to society are the top rewards of a nursing career and these attributes may well provide key content areas for on-site presentations in schools and media promotions for the profession. The majority of male RNs feel that men are presently dissuaded from becoming nurses; additionally few belong to organizations or associations specific to male nursing that might promote it. These aspects underscore the need to better articulate the benefits of the profession to male audiences as well as provide more customized content for male RN ambassadors to utilize in their recruitment efforts.

Apart from stereotyping and the need for recruitment programs directed specifically at men, male RNs share many of the same workday likes and dislikes as their female counterparts. Both genders thrive on providing patient care and making a difference, and both struggle with burdensome workloads, short staffing and paperwork. Nonetheless, four fifths of males surveyed said they would do it all over again. Pride in professionalism is the hallmark of RNs, and male nurses are indistinguishable from their female peers in this regard. While currently a minority, male RNs are as dedicated to improving their own lot within nursing as they are to raising awareness of the vital role all RNs play in the health care field.

CONCLUSIONS

We were struck by how articulate and passionate our respondents were about nursing and appreciated the humor and self-confidence they demonstrated about the reality of being a minority in the profession. Although we were chided more than once about the “feminine” nature of our questions, respondents took time to respond honestly and to articulate both their joys and frustrations. We were touched by many of the verbatim comments chronicling why nursing is such an incredibly rewarding profession. We thank all of the men who responded so honestly and openly and took the time to express their innermost thoughts. We hope our readers will use these survey results to be more sensitive to issues impacting men in nursing and to strategize ways to increase participation by men in the nursing profession.

APPENDIX

VERBATIMS

Why do you think more men aren't attracted to nursing?

"Men are attracted to nursing. They have trouble being accepted into a program and/or in completing the program. Stereotypical thinking still deters some men from operationalizing their choice."

"They have seldom been recruited. Even your ads imply that most men wouldn't consider nursing. Can you imagine an ad that asked, "Are you woman enough to be a physician"?"

"The guys who do work in a hospital have a better concept of nursing duties and do well in the hospital environment as a nurse."

"Nursing community needs to show the public that married men with families are working as nurses."

"They don't understand what nursing is about. They don't understand that it is about problem-solving and that it is incredibly dynamic."

"Nursing is seen as hospital--nurses; other health care fields are seen as less hospital-dependent. PTs, OTs, etc. work in an office or store front setting in their recruitment ads."

"Many female nurses make it evident that nursing has traditionally and should remain a female occupation."

"The stereotype that most male nurses are gay."

"The term 'nursing' is synonymous with breast feeding."

"Nursing does not seem very masculine when a mother nurses her baby. This is an inescapable association with maternity and therefore femininity. Fear of domination by women or a woman is also significant. The 'nursing shortage' may raise questions whether anyone is his right mind would choose nursing."

"It's considered a subordinate job..the autonomy of nursing isn't appreciated."

"Not enough is known outside the hospital walls to understand how nurses function in relation to physicians."

"It has and will always be seen as a feminine career choice."

"A lot of the female patients don't want male nurses taking care of them."

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“When my ten year old daughter was younger she was embarrassed to tell her friends what her father did for a living. She knew she would be teased and of course she was teased.”

“Not marketed to enough.”

“Lack of knowledge, unfair stereotypes, unaware of the diversity of jobs within the field of nursing.”

“Not enough emphasis put on this profession by counselors in HS or college as well as not enough recruiters and role models reaching out to HS and college students.”

“Nursing is still not seen as a career. The image of nursing is floor nursing and helping/following orders from doctors. Many men want to be the boss and not seen as the grunt.”

“Mostly I don’t think that the option is offered enough by high school guidance counselors. Most of the men come into nursing as a second career.”

“I also feel that nursing instructors sometimes have a bias against males.”

“Lack of role models or acceptable images of men in nursing. Many textbooks refer to ‘she’ as the nurse and lack pictures of men in nursing. There are state laws that bar student nurses that are male from completing a labor and delivery rotation.”

“Woman’s job tradition carried on-not really any serious recruiting efforts.”

“Nursing needs to get better organized as a profession. Reduce the emphasis on nursing theory. There should be an entry level (BSN) to be able to practice and be considered a true professional organization.”

“Seen as feeding, cleaning, caring and not challenging, thought provoking, interesting as well.”

“Those stereotypes, plus younger generation aren’t as interested in service to others-not as people focused as in the 60s-80s.”

“There is also the ‘objectification’ of nurses, especially by physicians, administration and the media. In that nurses are seen as objects rather than true professionals. This objectification leads to abuse and a willingness for the nurse to continue in the abusive relationship.”

“Fear of being considered less than manly.”

“Because it was never looked as an option for males. Why become a nurse/why not become a

VERBATIMS

doctor?”

“Publicity keeps insisting that nurses are in bad shape and that the work conditions are very bad, so people who have choices (whether they are men or women) say better opportunities out there.”

“Lack of information that the general public has about what a nurse is and what they do.”

“Also, the profession tends to ‘shoot itself in the foot’ with some of the language that is used when nurses talk about what they do.”

“I believe we need to really focus in the school system on how challenging and rewarding nursing can be. The one question I was asked at a career fair was, ‘Do you have to change older people’s diapers?’ I do not want them to think that is all we do as nurses.”

“CHANGE THE NAME! It needs to look more gender neutral.”

“Salary! I can think of no other job that requires as broad a knowledge base, carries a greater amount of responsibility to people’s well being, and demands as much physical activity as nursing does. All for the compensation of what a driver at UPS makes. Very sad.”

“The word NURSE and NURSING is maternal, feminine, subservient and invokes negative connotations. Some FL schools still have student nurses in dresses, aprons and caps (but saw no males in that class).”

“Lack of support from faculty for entering ‘their’ profession.”

“Not enough is done to showcase men in nursing/”

“Older nurses eat their young! Men don’t want to put up with that!”

I find that the women in particular are talking down nursing and not recommending it to anyone, let alone men.”

“Education of the nursing career path needs to start in early grade school! Gender roles are already being developed and nurses are being assigned to a gender role at that age, thus making it difficult to recruit men into nursing after high school.”

“Seems low tech, not progressive, no opportunity, peers are back biters.”

“Money often only ok, not the top rung of authority, many tasks seen as gross or demeaning.”

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“The misconception that male nurses are gay. The misconception that male nurses are just men that could not get into medical school.”

“Female dominated, not militant/assertive enough, too subservient to doctors, low pay.”

“From what I understand, women are not interested in nursing either. Low paying high stress job.”

“It’s viewed as a female-dominated profession-some men don’t feel comfortable with the caring aspects of the profession-they have no conceptual framework for ‘male nurse’; there are few male nurses portrayed in the mass media.”

“Also, I think the same things that don’t attract women to this field also keep men away. For instance, having to work weekends and holidays does not appeal to a lot of people. Having to work evenings and nights, and 12 hour shifts keep some people away.”

“Complaints from nurses about working conditions are a detriment. Part of resolving the issue of working conditions is recruitment. You want recruitment on one hand and then use the other hand to bad mouth the profession and the conditions in which you work.”

“I really think men are scared to go into it-the way Hollywood portrays male nurses is deplorable-think of the movies and some of the TV shows. They help build negative stereotypes.”

“General population does not understand what nursing is all about.”

“Nursing perceived as a dependent, female profession.”

“Because it is a guarded arena at the point of entry. Schools and colleges are predesigned by powerful forces (NLN, ANA, etc.) that believe their positions in power and status are threatened by the admittance of men to the inner sanctums of nursing.”

“Most men see nursing as a middle of the road profession.”

“Even in somewhat progressive shows as ER, the nurses are seen as unimportant extra hands there just to get the doctor what he wants.”

“Our hospital celebrated National Nurses Week by giving each nurse a lovely flower, a nice heart shaped note pad, and a free facial! This organization has an unusually large number of men in nursing, and still fails to recognize the insult that those gifts represent.”

“No contact by nursing school recruiters. Very few role models seen on TV or in print.”

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“Limited number of powerful male nurse role models.”

“I have not seen a news media interview of male nurses. Male nurses have to find a way to be seen and heard by the public as well as by children in schools to promote the profession.”

“First, in our media-flooded society, the most ‘attractive’ professions (to boys) are sports figures, law enforcement figures, military figures (spies, ‘Top Gun’ type people, Rambo types, physicians, ‘hero’ types-firefighters, EMS, etc.).”

“The advertising strategies need to be more ethnically and age diverse.”

“Males are taught early on in school that men become doctors and women become nurses in the medical field.”

“Current nursing shortage needs to be advertised as a way for men to break into a new career in science.”

“Tradition and the image of a nurse as being the patient martyr. The ethos of not speaking up and enduring, rather than affecting change. We are only 30 or so years from the time when nurses were supposed to do what they were told. We need to change medicine to a team approach and get rid of patriarchal paradigms in our health care delivery.”

“Pay sucks. Hours are lousy. Nursing is probably also not thought of as a ‘career’. Traditional stereotypes of nursing are portrayed as a ‘job the wife has until the kids are born, which she then goes back to once they graduate from high school. It’s not even depicted as a ‘career’ for women-it’s a JOB. Why isn’t one of the male investigators on the television series CSI a nurse? Why isn’t there a strong, stable, heterosexual male nursing supervisor on ER?”

“Social norms. Keep showing guys in nursing on television sets and this will begin to resonate.”

“The only reason I was introduced to this career was to become a CRNA-which I am not. The high school guidance counselor didn’t even know where to apply-everything I did to access this career was on my own efforts.”

“Because of ridiculous ads like those posted above. In addition-men believe the salaries are not high enough nor is the chance for promotion-all of these are wrong.”

“Take another look at those ridiculous advertisements you have above-too many men focus on gender issues rather than the practice of nursing and what it means to care for another. Most men enjoy working autonomously, working in different fields, caring for others, staying in front of medical advancements and technology.”

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“They are not appealed to the right way. Not much info on the position is advertised, you don’t have top of mind awareness from college age guys that are trying to find themselves.”

“Many families don’t consider a nursing role for their sons.”

“Often not even thought of as a young man. I was never exposed to a man in nursing.”

VERBATIMS

What are the misperceptions about nursing?

“That men come to nursing only to improve their economic circumstances. See *Nursing Outlook* by Porter, “Men in Nursing: A Cautionary Tale”,

“That it is only a field for women. In many cases, men in nursing are assumed to be gay.”

“We just need good marketing and recruiting; the most creative minds in the world work in advertising.”

“Gay theme, feminine theme, maternalistic theme.”

“That is easy. That nurses have no autonomy. That physicians do not respect nurses.”

“Change ‘male nurse’ to ‘men in nursing’. I go back to the late 60s, graduated 1967 and was the first male in my school. There is no comparable designation, i.e., female nurse. Go with MEN IN NURSING.”

“We didn’t drop out of medical school. We didn’t want to be a doctor. We are not gay. We couldn’t achieve something more important. We weren’t corpsmen in the Navy or medics in the Army.”

“It is a woman’s career.”

“We’re not all gay. We don’t all want to be trauma junkies in the ER.”

“I never thought I would say this, but one very popular misconception is that most male nurses are gay. Being a male nurse and gay, I find the majority of other male nurses I have met or worked beside are not gay at all. I would safely say that I find myself in the minority of the minority.”

“Men are non caring and if by some chance they do show a caring nature, they must be gay.”

“All male nurses are gay. Male nurses are not caring. Male nurses are just for muscle.”

“Everyone has heard that a lot of male nurses are homosexual. I really don’t know how to change this type of perception. TV has something to do with this.”

“That not all men in nursing are gay! (Believe me, I am not a homophobe, I am gay myself, but a profession that is viewed as being a traditionally female role, means that you have to be gay or more woman-like to be part of.) Which is another reason that I am not attracted to the advertisements that are displayed above, because it seems to me to try to justify masculinity as

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being a part of being a male nurse.”

“We are not too stupid to go to med school, we are not all gay, we are not in it to be with the women, we are not lazy. We can be trusted and we are not either gay or perverts.”

“Although this may sound childish, I really do believe that a sizable minority of our population in society view men in nursing as ‘sissies’ and not a real ‘man’s career’. I think personal interaction with working male nurses in the work setting would dispel this and bring respect for the profession as a place a man can help society in a compassionate way as well as be in a technical job.”

“Men can’t be caring, giving or compassionate. That men aren’t able to care for a person who is not able to care for himself. That male nurses are gay.”

“That men do care and that we are not just individuals to help turn and pull patients up in beds.”

“Nurses that are male flunked out of medical school. We couldn’t get into medical school because we weren’t smart enough. Nurses that are male are gay or sexual deviants. These men possess advanced technical skills over their female counterparts. Nurses that are male are an attribute to the profession in that they provide security in high-risk areas such as mental health and ED, because they are stronger than their female counterparts. Men are great wrestlers and lifting help. A nurse that is male who chooses to spend their career as a staff nurse, especially on a general medical or surgical unit, is a failure or lacks direction. Men are expected to advance their education to take management/leadership positions or specialty careers. I have been asked many times when I was applying for anesthesia school-and have never been interested in this specialty.”

“First, that nursing is a passive profession. Second, that nursing is not an academic pursuit. Third, that nursing is a feminine role.”

“Males are nurses, they are as professional as their female colleagues. The perception that males working in the nursing care field are there to serve as ‘muscle’ for their female colleagues-lifting patients, mopping floors, etc. Above all, the perception whether male or female, that there is some sex link to the nursing profession-in all its many forms and paths.”

“Men in nursing are only in it for administrative advancement.”

“Being a nurse without being gay. Being a male nurse is a choice and not because I could not go to medical school. Being a male nurse/being a nurse is a choice, period.”

“The majority of men in nursing I have worked with are heterosexual, but the stereotypes of men in nursing all being gay does still exist. A man can be just as good as most female nurses and better than a lot. A man in nursing is fighting the wave from the beginning, but it is worth fighting. To

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get out to the ‘big wave’, one must swim past the little waves. Men are not out to take nursing away from women, but every time a male nurse is given grief from a ‘traditional’ female nurse, and he survives, she helped make him a better nurse. What I’m saying is, ‘that which doesn’t kill you will make you stronger.’ And therefore, a better nurse, not a worse one.”

“Caring is a female domain, male nurse= less man.”

“Gay, strong back, weak mind, etc.”

“That we are smart but not smart enough to go to medical school. That we are gay. That we are not strong enough to handle a real man’s job like a cop or fireman.”

“This is not necessarily a second career choice for everyone. There are bright boys and girls who decide to be nurses while in high school.”

“First, we are not ‘male nurses’. We are simply nurses who happen to be male in gender! “

“The idea that it is all about mopping the fevered brow and hand holding.”

“Real men do not become nurses.”

“I should probably be politically correct and say that men are misunderstood or mistreated. I don’t think that is true. Over the last 30 years, society has changed dramatically and it is very accepting of men in nursing and the other helping professions. We have all benefited from the women’s movement and its influences on stereotypes and personal growth. Men (and society) have been the big winners.”

“We are not your muscle. We are of no threat to female progression.”

“Men working in L & D outside the military. I started into that area in 1979 in Southern California. Could I write a book? Female colleagues getting in my face and asking, ‘What do you know about having a baby?’ My reply was, ‘What do you know about having a heart attack?’ I did twelve years in that area and I loved it! The most beautiful women in the world are women with child.”

“I was told all male nurses are ‘gay and sexual predators’. I am neither.”

“Men in nursing aren’t smart enough to be MDs.”

“By understanding the group of men whose readiness to change, not only their own career, but what they value in life, we can identify a large and eligible group of men, unchallenged by the existing institutional structure. Your two ads presented premises that men are afraid of appearing

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unmanly in a field dominated by another gender. This fear, in fact exists, and would preempt a man's capacity to choose nursing and a field of career endeavor. The men that I know and have observed as both competent and successful nurses have few issues with gender based differences, including transgender issues."

"Not all men that are nurses are gay. Most of us are demonstrably heterosexual. While we are compassionate, we are neither weak nor weak minded. While we are physically stronger than our female counterparts, we are more than just a warm body to help move or turn patients. We are open to work in any and all areas of nursing. Even OB/GYN is open for those men interested in this area of nursing practice. Maternal/child health is a very rewarding area of nursing for men, as well as women."

"Stop calling us 'male nurses'. You don't hear the term 'female nurses'."

"We're normal guys. Hey, I went to school with 112 women and two guys-who's the smart one?"

"Its wages, benefits and the high tech stress it involves, will make the toughest men cry."

"People shouldn't be 'attracted' to nursing or 'recruited'. That is one thing I can say about the current rush into nursing schools. They are being 'attracted' by all the wrong reasons, money mostly. People who come into nursing need to come of their own volition, but should feel free to come without fear of gender bias. People coming to nursing now don't have the heart they will need to stay in it."

"Only women can be nurses, and it's just about bedpans."

"All men within nursing are gay. I have learned that there are three types of nurses: RNs, LPNs, and male nurses. I am an RN, not a male nurse."

"The ambiguity of education for nursing choices. The BSN, the associate RN, the LPN or LVN (where applicable). We are dumbing down nursing (my experience rests here in ND) in ND. We had previously been the only state that mandated that RNs have BSN education, which I believe is a genius idea. Salary is a simple negotiation, which hinges upon two factors-the availability of nurses (of which there is a shortage) and the educational requirements for nurses. Men don't go into it for the money, and some might say shouldn't go into nursing for it. But if you want to increase men's numbers in nursing, the pay has to be increased. There is no pay difference in most settings between an AD RN and a BSN RN with the default pay going to the less educated tier. In other words, because of the ambiguity of the educational requirements in nursing, the profession has allowed itself to be paid less."

"That my back breaks also."

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“Male nurse=gay man. Male=doctor. Female=nurse.”

“The effeminate stereotype. That it is not a profession worthy of a male. In the movie, “Meet the Parents”, one of the main characters was a male nurse, who although thoughtful and resolute in discussion of his choice of career, was still portrayed as a ‘bumbler’ not worthy of ‘getting the girl’. Announcement of what he did for a living was met with snickers and snide comments. In the end, although there was some resolution on this character’s worthiness as a husband, there was never commensurate resolution on the worthiness of his career choice. Too bad. I would think that for an institution that likes to portray itself as ‘progressive’ and ‘non-judgmental’, Hollywood still does a pretty lousy job in how males in the nursing profession are portrayed in movies and on television.”

“I believe you will need to change the ENTIRE image, name and all. We no longer have firemen, we have firefighters. No mailmen, mail carriers. Perception is reality.”

“Not rewarding. Nursing is cleaning bedpans and pushing pills. I chose OR nursing, which is highly technical. We have the new robotic surgical equipment. I would love to see commercials showing situations like this.”

“One very important misperception is that men are incapable of being caring and nurturing.”

“Men in nursing are seen as not being smart enough to make it into medical school. Nursing is seen as a lesser profession than medicine. It needs to be presented as part of the team involved in health care. Nursing is also presented/perceived as hospital based. People need to see the other alternatives such as community nursing and education/academia.”

“This questionnaire has a very feminine feel to the questions. Too much ‘nurse speak’ instead of straight English. Also a problem in nursing.”

Ad Concepts
Concept A



Ad Concept B

ARE YOU MAN ENOUGH...

...TO BE A NURSE?

Greg Kim RN
Cardiac Telemetry
Nurse
Snowboarder

Terry Wheeler RN, PhD
Dean, School
of Nursing
Western US,
U.S. Army

Yael Chavira RN, CRNA
Nurse Anesthetist
21st LA Paratrooper

Robert Anderson RN
Pool Anesthetist
Rescued Nurse
Decorated Vietnam
Combat Medic &
Medicinal Major,
U.S. Army

Don Macgregor RN
Nurse Specialist
Nurse
Harley Rider

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

Bill Mathews RN
Student Nurse
2nd Degree Black
Belt Karate

L. Ray Arvola RN
Cardiology Nurse
Night Night Prior

James Scott Carlick RN
Student Nurse
Basketball Power
Forward

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.oregoncenterformnursing.org



VERBATIMS

Concept A was “Man Enough”

Concept B was “Are you Man Enough”

Why did you prefer (either Concept A or B)?

“It offers a wider selection of role models so that almost anyone should be able to relate to someone in the picture. It also represents different aspects of nursing work.”

“More men, but it is still a weak ad. It implies that nursing is not equal opportunity, and only special men are wanted. Prove your masculinity.”

“A is not as comprehensive in providing the various lifestyles provided in B. A sort of indicates that only macho males should be a nurse although suggesting that even tough looking guys can enter nursing.”

“Names and roles displayed. Try ads with husband and wife in pictures working as nurses. Encourage married men to become nurses. Educate the public that many male nurses are married and have families. Use more ads showing men in ICU or ER or OR-where independent thinking is encouraged.”

“ A better comparison to predominantly male professions.”

“Short bios are interesting and lend credibility that these are not models but actual nurses.”

“Terrible, but not as bad as A-‘Are you Man Enough?’ What a goofy way to convince a man to consider nursing.as if questioning his manhood will entice him to join the field.”

“Too many guys in the picture with small moustaches.”

“I have seen that ad many times in many different places. It really doesn’t attract me to nursing. I think that the stereotype that nursing is a ‘female’ profession is very strong. But I think men who are willing to go into nursing really don’t care that it is a female dominated profession. I think that those of us who have chosen nursing do it with the full understanding that it is a female dominated profession. We bring just as much to the profession as women, maybe even more in some cases. I think the ads need to show how nursing is really problem-solving and challenging and very dynamic. That is really what attracted me to it. Plus, of course, I really like to help people.”

“More information, job titles are given that are broad spectrum.”

“Concept B shows more diversity and seems to have more energy. It also appears to show

VERBATIMS

community which is a positive aspect for men in nursing.”

“Man enough, I don’t like that type of advertising-what’s ‘man enough’?”

“Skip the macho baloney.”

“It’s not even close. A is not good. The nurses appear posed, attempting to look tough. It looks phony and I don’t think for a minute that the people in the photo are nurses, nor do I care. B is very good. Listing the names, profession and hobbies is much more believable and I almost even believe that these people are actually nurses. I would take a moment to look at this ad.”

“Neither, they both have the same theme. You’re trying to challenge someone’s manhood. Are you saying that women in the nursing field are masculine? You would be better to stick to the facts. Show a picture of a team of doctors and nurses working side by side in an ER setting. People will identify with the TV show. Why reinvent the wheel?”

“A looks like a bunch of losers with attitude. Nursing is not about attitude, only a desire to help people.”

“Neither-what you’re saying is ‘dare to be a woman’. Some people respect your dignity and call you a ‘male nurse’, which is good and politically correct. I still believe that America has yet to see that they are unknowingly ascribing female attributes to a man. Don’t forget, to nurse also means to breastfeed. When you say nurse, people automatically think female-so it’s better to call men male nurses. This gives us our own sense of empowerment based upon the fact that we’re males who ‘chose’ to be nurses in order to provide care for patients just like doctors. Think about it, anyone who helps a sick person get better is a ‘nurse’.”

“B shows that what the reader believes a male nurse to be and what they actually are can be very different. B also identifies a number of ways that men see themselves (or wish to see themselves) and shows that they can be a marathon runner, rugby player, or Navy Seal and a nurse at the same time.”

“Both are very good. I specifically liked the greater diversity of men in B.”

“A-three guys standing together. B-nine men identified by their positions in nursing and a history that strongly relates their masculinity and personal accomplishments. I believe that makes them appear more genuine.”

“I don’t find either as appealing to men, or at least this one. The line ‘are you man enough’ I find to be condescending to the profession, as it seems to support the stereotype that less masculine men are nurses and seems to communicate that nursing can be a ‘macho’ choice to make in

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choosing your profession. That's how I interpreted the concepts."

"Neither because they are trying to attract a certain type of male into the profession that may already have a stereotypical view of the male RN and stereotypes are difficult to change."

"Concept A without explanation looks like three guys standing around, none of them in standard nursing scrubs. There is no reason they would have to talk about nursing. The explanation of where they work in Concept B along with others is more helpful to show all walks of life can be nurses. Although you've got to watch going overboard on the tough guys as nurse image too."

"Mostly because it came across as more believable and allowed the viewer to see themselves in one or more of the roles that the nurses in the photo depicted. The personalization done in the second ad added a level of credibility not found in the first."

"The layout portrays a feeling of strength."

"The 'man enough to be a nurse' highlights and reminds you that it's not a man's career and says that we know male nurses are wimpy stereotyped mamas' boys, but really, be a nurse because we found some models to pose for our ad campaign. It leaves me thinking how unmanly it must be to be a nurse."

"Neither concept educates about modern nursing roles. However, particularly egregious is Concept A, which ambiguously melds a macho stereotype with two guys who appear suspiciously like doctors to a layman. Concept B is better; it presents the male nurses as 'just another' (read acceptable) male profession."

"I really don't like the 'are you man enough' theme. It tries to capitalize on the macho image that really isn't necessary to get guys interested. The second image gives the right variety of guys, but the wording might be 'Many different walks...walk into nursing.' 'What else is a nurse?' I just don't like the challenge of the 'man enough' question. I chose nursing over professional golf and played Division 1A college rugby. I don't worry about being a man enough for anything. I coach baseball and basketball and have a son who, despite diabetes, is a junior in high school with a punting average exceeding half of Division 1A punters on distance and hang time. Don't ask me if I'm man enough."

"The concepts are the same. There is no choice. Both of them have to do with trying to give the impression that nursing is not a homosexual job."

"Bios provided the backgrounds of those men that chose nursing. However, where is the military? Where is the Army Nurse in a MASH type situation in Afghanistan or Iraq, the Air Force flight nurse in a MEDEVAC flight, nurse-paratroopers of the 82nd ABN Division? Let's now forget the

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policemen nurses of the NYPD ESU? The military has shown an ability to recruit and train large numbers of male nurses, why?”

“I really don’t like either of them but B is the best. I feel it is less in the challenge to manhood. There are a wider variety of men depicted. But in both ads, they appear to be larger males. If I may be so bold as to say so, being a male nurse should have nothing to do with masculinity, but with being a caring and compassionate person.”

“Because it appeals to both the eye and the brain. It gives the viewer more information and starts to break the stereotyping out there about males and nursing.”

“There are descriptions of the male nurses’ other activities. The first showed a rugby ball, but gave no description of what each one does. They could be actors. The second shows a greater number, making it more believable with each one other activity.”

“Concept A-just pictures. Even with the caption it does not convey a message. However, while Concept B is preferable, the poses and facial expressions do not necessarily convey a sense of ‘come, follow me’.”

“Gives more information that these men have accomplished something and that others can be man enough to be nurses. It breaks down the barriers of misconception that only women can be nurses.”

“Looks more real, but not friendly enough. A is not real and not friendly at all, shows bad personal attitude. Man should be smart, not muscle strong necessarily.

“B states where the individuals pictured are actually working as nurses. A appears like Madison Avenue, the people in the picture could be actors or models.”

“I don’t like any of them. The guys look rude and mean. They don’t appear as scientific men, but rather criminal. Even if I see the intent of it, which is to show that nursing is not necessarily a profession for effeminate men, there is a limit to push the envelope. The guys who will be attracted to this profession are still guys who tend to be on the sensitive side, because this is required to take care of people. If I was not a nurse, I would absolutely not see myself belonging to this group.”

“My first impression is that the marketers assume that being male and a nurse is something to be considered irregular to normal, general population thinking/attitudes. This therefore implies abnormality, not uniqueness, as intended. I prefer the television commercials that promote nursing. THEN include several ‘regular’ and ‘macho’ males saying ‘I’m a nurse.’ That hits home with far more pride for my profession.”

“I like the second one because it’s clear that these are real nurses and it contains information about

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them which illustrates a variety of paths to nursing, the variety of roles for nursing, and hints at the kind of education required for those roles. It demonstrates that they are not the stereotypes of male nurses!”

“Why aren’t they smiling? It is taking the stereotype to the other extreme.”

“They need to smile!!! Are you man enough to be a nurse? You’re joking, right? That’s like the DARE program, remember that? It was a complete failure. It would make a teen run out and suck on a crack pipe. If you all are serious about getting more males in nursing, then you need to go hire a good marketing company and get the job done right.”

“Displays different walks of life. We don’t ‘check out’ the backgrounds/culture/ethnicity of female nurses. But we question such of men in nursing. Did teachers have the same hurdle in the 50s?”

“The men in Poster A look unprofessional. We see questionable clothing, unusual facial expressions, and very casual posture. Where are the well-groomed professionals with which nursing should be associated?”

“A is more dramatic and less informative. Further information would have to follow. B is too cluttered with important information. Use A in general purpose magazine or billboard. B would be best in a studied environment. A in the sports section, B in the lifestyle section.”

“A is more of a caricature.”

“B just appeared to be a bit more professional looking overall. The guys in A sort of came across as looking more like a bunch of no good punks.”

“Both exude hostility (as opposed to strength, virility, vitality). Concept A goes way overboard. Substituting ‘tough’ for ‘mean’ would help. It reinforces the stereotype I had years ago that male nurses are there to control the violent and unruly patients. Concept B is better, but the men need softer expressions-they’re happy to be nurses, not trying to dare you to call them a sissy for being a nurse. Most of the nurses portrayed are in high tech specialties. I would include a hospice nurse, pediatric nurse, oncology nurse, pain specialist nurse. A PhD nurse is great, being a dean is great, but PhDs don’t just become deans-they also provide clinical expertise in a wide variety of areas. You need a series, not just a single ‘hard hitting’ message.”

“I would rather see pics of male nurses on the job rather than the way they are being shown.”

“B looks like a bunch of fireman, a ‘band of brothers’.”

“Has an appearance of professionalism. It takes more than just being strong or cool. Indicates long-

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term stability. Nursing could be something worth striving for.”

“I don’t think either are really appealing. What does the slogan have to do with nursing? What would your thinking be if a slogan would read ‘woman enough to be a mechanic?’ Someone would be answering for sexist inferences.”

“It shows men in what appear to be ‘male role’. There is a ‘male attitude’ in the message.”

“B is very informative, with details about each man below the picture. There are many different types of men (sizes and ethnicities) and many different areas of nursing-terrific! A is also good as an attention-getting poster. It is less informative.”

“Because Concept B looks like an ad for the Village People.”

“Portrays men as ‘macho’, which appears to be more slanted towards a homosexual audience.”

“Concept B shows that it takes all types of men to be nurses. I don’t like the theme that you have to be tough or man enough. I would rather see them focus on how multitalented men in nursing truly are. Just because we are caring, capable and compassionate, we still like to get out and do ‘manly’ things, i.e., rock climbing, scuba diving, skiing, sky diving, etc.”

“It portrays a variety of men. It shows that men in nursing have lives outside of work. It shows nurses who are accomplished in their field, as well as accomplished in other areas.”

“The second ad has a better cross section of male nurses. I think an ad showing nurses in ‘action’ in their respective environments would be helpful as well.”

“It is more than a challenge. It is an example. Concept A was just a challenge. It was not informative, believable or relevant.”

“A crowd of nine macho men is more convincing than just three of them.”

“It’s more manly looking and they look like everyday ‘Joes’.”

“Choice A looks like three thugs, Choice B gives a greater latitude of personalities.”

“Gets rid of the concept that only ‘feminine’ type men can be a caring person enough to be a nurse. And why would a ‘manly’ man want to work with a bunch of women on a day-to-day basis? Also, nursing doesn’t need physical strength. All these myths are addressed.”

“I think neither concept is appropriate. It is difficult for a man to picture himself as a nurse since

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all historical images of nurses are female. You need pictures of men in real situations with patients in clinical settings.”

“I guess B because it has more content. One comment, would it hurt to have a couple of the guys smile?”

“I’m a little confused by what it is exactly that the advertisements are trying to portray. Is it that these are the various types of men that can be a nurse, or is it that these are the types of men that are nurses? I like Concept B better. To me it shows that these are different types of men that can become and are nurses. I think that it would be better to have a heading, or something to that effect, ‘We are nurses, do you have what it takes to be one of us?’ Or, something like ‘The few, the proud, male nurses.’ Or, ‘We’re male nurses and we are looking to work with someone like you.’ I also think that some of the individuals in the ad appear to represent the stereotypes of a male nurse. I do like the youth in it, and the attitude conveyed.”

“Emphasizes key points that truly reflect what you need to be a nurse (courage, intelligence, etc.). Nursing may not be a girly career anymore, times have changed.”

“None. Classic example of ignorance about nurses.”

“The choice has been limited in the anticipation that what men are drawn to are things that express masculinity. A concept that is evidently failed to foster men making choices that would lead them to nursing. Both are astoundingly stereotypical, lacking vision, and demonstrative of the complete lack of what motivates men to care rather than compete.”

“Only thing missing is one with no face, text (picture yourself here) maybe in the middle.”

“There are descriptions for each of the nurses pictured which describe the individual. Between the pictures and the corresponding description, it becomes clear that men in nursing are ‘real men’. It also challenges the reader in a way that, while I dislike this type of manipulation, stimulates the male ego and pride in ‘manliness’. With a Navy Seal, two retired Army officers (one a decorated Vietnam vet), a third-degree black belt in Kempo Karate, this ad works to put to rest the stereotype of the male nurse as being effeminate, and likely gay.”

“To me the ads imply that the profession is not masculine and puts the student in the position where they may feel that they have to defend their career choice. Instead, portray a masculine male discussing an exciting day at work. In a different scene, show that the man is an RN.”

“They both seem to question masculinity and I don’t think that’s necessary. Put men on a football field, mud slinging in all directions and catch the player’s determined expression before the snap or as he’s catching the ball and print the word ‘NURSE’ across the bottom. Or take the blackbelt as

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he's chopping through boards with his bare hands and under the breaking boards-the word 'NURSE'. You don't need to question virility or imply you're not a man if you're not a nurse. And you shouldn't draw that to their attention. You're trying to pull that out of the vocabulary-do it visually."

"I happen to be a martial artist and I don't see what that has to do with my desire to help people."

"Actually, I feel both are a misrepresentation. Are you trying to sell a macho image? I don't have to be macho to be a nurse. I do need to be intelligent; able to critically assess, manage and intervene in a variety of situations in collaboration with other members of a health care team on behalf of the patient and the families they are part of. Some macho guy holding a ball I would not trust with the health and well being of my family members. I feel it is as misleading as the wimpy Florence Nightingale image."

"Neither. They are just stupid and I am insulted you even considered either one. Nursing is not about being tough, it's about being smart and caring."

"Possibly these ads have been very effective. I have no way of knowing. But I do know that I have a son who is an Army Combat Medic and a daughter in college and they both feel that these ads totally miss the point, and actually reinforce their own stereotypes. I agree with my kids."

"If I were considering a career and looked at either of these posters, I would avoid any profession in which everyone is angry. I don't want to work with any of those guys! In addition, there's nothing about the profession."

"It shows how men have other hobbies and interests outside of nursing that are tough. I typically choose sports of high risk in order to justify that I am a man/to prove to others that I am not a wimp."

"I'd include someone using a computer and maybe an advanced cardiac monitor in the picture in B somewhere. Potential nurses need to understand the numerous subspecialties possible to nurses within a career."

"I think they both are not appealing, what is the deal with a fat guy with a football and the biker? These ads look like something for the Village People. Just put a male nurse helping a patient. Or maybe one talking to another male nurse."

"I do like Concept B better than Concept A. However, I must tell you that I think these ads are going about it all wrong. Men don't want to see other men in their various stereotyped roles standing like a bunch of thugs and, oh yeah, by the way, they're also nurses. These guys look like they are trying too hard to be a typical male. It's almost anti-masculine. Just show people. Real

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people. No thugs or stereotypes. You cannot break one stereotype by embracing another. The truth is most men don't fit a real stereotype, nor do women. We are individuals. Give people more credit and appeal to their intelligence. These are the people after all that you want, right? Men will come around. Stop addressing merely the 'masculinity' issue and start presenting the facts. That is what brought me around after 10 years of being a jeweler. I saw how I could benefit myself, my family, my future, and society all at the same time. Then I recognized that nursing was changed into a science with room for careers to grow and expand into multiple related fields. Let's get the news out there. Salary, benefits, demand, job security, respect, need, dedication, surgical, orthopedic, emergency, ICU, forensic, medical, technical, etc. You could continue down the list of actual professions available to nurses."

"Too much information on 'choices' in Concept B. I would get rid of the two old bald guys, though, and perhaps substitute with a combat Army Nurse in camo fatigues, and a Navy Seal nurse in wetsuit (a MALE nurse in wetsuit, although a female nurse in wetsuit might not be a bad selling point). My issue here is that the 'all male' aspect being portrayed in both these concepts may have a tendency to reinforce certain effeminate stereotypes. Perhaps include the spouses of the men pictured, especially if the spouses are also nurses."

"Need to show a few more younger males. It looks like all have changed careers rather than some have selected and gone to school for nursing (after high school)."

"I found the personal information about each person listed VERY good and the deciding factor between the choices. Although the first one (A) was better than any I've seen thus far, it lacked in believability. It left me initially thinking that the men in the photo could be (and in these days of shallow advertising, likely were) merely models placed for a photo. The second (B) ties real names to faces and their jobs, lifestyle, and personal history. In my opinion, the second ad grips me, especially if I were a young man/boy who hadn't been exposed to nursing outside of the stereotypes typically presented in the media today. Though B is definitely more of a moving and informative ad, I think that A still has its place-billboards, etc. in that when given just a few seconds to see the ad, A gets the point across still much more than any other I've actually seen thus far."

"Most men don't relate well to large groups as well as they do to a few guys standing around. Most men will choose a small group to identify with than a larger group. Besides there could be an image in that large group picture who he does not identify with, and in his mind that will create a negative image towards the advertisement. For example, some men might think snowboarders are punks. Keep the images to three males and simply rotate the advertisements every month to include all your subjects. That way you hit your target sooner or later."

"Concept A-first because I think the middle guy is holding a football-already I can relate because I played in HS and college. This picture is closer up and shows maybe some teamwork between the

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guys. The first thing that came to my mind was-it's like the Marines-'the few, the strong, the proud'-that what we guys are and guys in nursing tend to work and bond differently than women. Ask any woman if they would rather work with men or women. Most of them would say guys and I would put money on it. Concept B-to me it looks like you just threw a bunch of guys in the picture and said look at these guys-if they can do it so can you-it looks a little cheap and really it's deceiving because in reality there might only be only nine guys in the whole hospital if you exclude ER."

"I did not like either very much, but A better than B. I do not feel the advertisements depicted men in nursing. The Johnson & Johnson advertisements depicted men in nursing in a very good light."

"Neither-stay more professional-both approaches are immature and demeaning to male nurses (second photo looks like a Village People advertisement). I prefer the Johnson & Johnson commercials showing nurses practicing and caring for others-and really making a difference in someone's life. 'Dare to Care!'"

"Men are analytical and want facts. Tell them about the numbers. Positions available, career choices, pay scale, adrenaline, stuff guys like. Think of it like a football ad, not a fake tough guy ad."

"Men in numbers is always appealing to men. The concept of a team of men taking on the challenges of health care is somewhat represented in this ad."

"Both are disgusting in that 'are you man enough to be a nurse'. It's not about the sex, it's about the career choice for men and the option they have to select his profession."

"It is reality based. A looks more like what you would use to sell a video game. That might be attractive to young males in general, but not to those who are interested in an intellectually stimulating career with a lot of career paths for advancement."

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What types of images would be best to convey message to males?

“Men in nursing doing real nursing activities.:

“Independent, masculine images and colors, adrenaline, and life and death.”

“Regular men in nursing. Don’t use models. Use real male nurses.”

“Focus on the technical side.”

“Images. Now you’re talking. Images of nurses providing emergency care in the streets and rubble of NY after 911. Right in the ERs of hospitals at Ground Zero. Nurses as patriots. That’s powerful. Manipulative, yes; opportunistic, certainly; effective, definitely. Too much? Fine. Fade in: a man shown performing life-saving procedures on a gravely wounded man after a terrorist attack (or just a plain old heart attack in anywhere USA if you’re a big sissy), his wife or whatever, down at the man’s side, says “thank God you were here, he would have died.. Are you a doctor?” He says, ‘no, ma’am, I work for a living. I’m a nurse.’ Or maybe, ‘I do this for a living. I’m a nurse.’ I like them both. I could go on and on. So many ways to present appealing images.”

“One that highlights older men in nursing. That lets young men know that it can be a career.”

“ER images with lots of hands on.”

“Nurse as hero type messages, imagery of male nurses in the ED, OR and critical care settings making independent decisions that change lives. Also use the ‘rewards of nursing’ imagery with a focus on service to humanity and belonging to an ‘elite group’ that reflects nursing socialization.”

“Seeing how men in the field work, having a cameraman take a ‘ride-along’ with a male nurse, and displaying these images to society as well as to kids. It is important to educate the parents as well as the students to make sure that everyone is getting the same message, because parents often have a say in what their child will grow up to be.”

“In Mississippi we have a male nursing calendar that comes out each year.”

“Multicultural, balanced with female, part of the health care team.”

“I think the idea of having different people interviewed, without paying bias to any particular field of study in nursing, would make a positive statement. By this I mean showing a male nurse doing what he does, not necessarily in surgery or lifting a patient off the floor, but doing a dressing change or comforting a bereaved family member, helping turn a patient or setting up (for example) Buck’s traction. Another positive thing that I have considered is to have patients saying positive

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things about the male nurses they have had treat them, calling them by name and telling about what kind of care they received.”

“Pictures of male nurses in the different roles of nursing, nurses saving lives in different settings, bedside, trauma, in fields such as flight nurses as well as service (Army, Navy, etc.) “

“Guy stuff-helicopters, trauma, codes, high pressure, high stress. Something that shows them to be a nurse, you have to be on top of your game all of the time, lives are on the line.”

“Message that focuses more on tangible benefits that come with nursing,, i.e., job, pay, benefits, career options, advancement. Also focus on the technical gadgets, computers that are becoming available in more progressive hospitals.”

“Professional, dynamic, independent and interpersonal.”

“Have to change the visuals out there in a dramatic way to change attitudes and create interest.”

“Nursing is much more than just holding someone’s hand. It is mathematics, no less than construction. It is science, no less than a chemist. It is task management, no less than a CEO. It is research, no less than a detective. It is hard work, no less than manual labor. It is giving, caring and guidance, no less than any advisor. It is multi-tasking, no less than a foreman. It is nurturing strengths and working with the weaknesses, no less than a chaplain. It is helping others be all they can be, just like the ad for the Army. It is accepting that women have strengths, as well as nurturing skills. It is accepting that men have compassion, as well as caring skills.”

“Dedicated, intelligent, warm, caring, and personable individuals, both male and female, working together for a common goal.”

“Aspects of nursing such as high level of responsibility, semi-independent working environment, significant decision-making responsibilities, fast-paced, high level thinking required, many options, don’t judge a book by its cover.”

“I would like to see nurses portrayed like how firefighters are portrayed-as heroes. I would also like to see more male minorities portrayed as nurses.”

“ A true collegial partnership with other medical personnel is what all nurses, both male and female, really want. To show them that this partnership can exist and be successful is the best recruitment tool our profession can utilize.”

“Target males directly, not as part of a general advertising campaign. I think the military generally does a good job with its advertising-male nurses in patient care scenes, while the text emphasizes

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leadership, advancement, and experience. Use real nurses, not models.”

“Highlight high profile men in nursing, especially those that have achieved high status, and of course the salaries in nursing. Money is very important to today’s students.”

“Work hard, play hard thanks to flexible schedules.”

“Testimonials by successful men in nursing.”

“I would show LOTS of pictures of men delivering direct patient care-they can do it, and so can you.”

“Male nurses in patient care scenes, while the text emphasizes leadership, advancement and experience. “

“Men in nursing call their own shots. Men in nursing are confident in their own masculinity. Men in nursing are there because they control their own destiny. They didn’t just end up there.”

“Posters and brochures depicting men as very male, strong, but with a kind expression captures some kind of message. Men like to be seen as strong, protective, and have a strong character.”

“It takes a real man to be a nurse.”

“Brave the challenge.”

“I was involved in an ad campaign for my hospital including my picture on the back of numerous buses throughout the city. Several of my son’s friends started nursing school due to that ad.”

“You can have compassion, empathy and make a difference in someone’s life. These qualities are human, not gender.”

“Emphasize the high-tech, action, decision-making end of nursing instead of the caring, compassion. It’s not that caring, compassion are not needed, but that’s not what attracts MEN.”

“The male military nurse, I think, best represents men in nursing. They have built-in career growth with options along the way. They have geographic options. They have the potential to serve their country in its time of greatest need. And, perhaps most importantly, they are on an equal footing with their female colleagues!”

“Straight men in scrubs. Images of men working in critical care settings with monitors and equipment, computers. Military nurses. Show men working side-by-side with attractive females.”

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“Regular guys with regular families living in regular houses.”

“Working side-by-side with doctors saving lives and being involved in exciting situations.”

“It’s hard to say-something with technical equipment, sort of like a ‘Top Gun’ of nursing.”

“REAL male nurses on the job-working.”

“Nurses in the field-MASH type pictures. Testimonials.”

“I think it is important to nursing in general that the image of nursing is not that of a subservient class, but rather one with a defined, important role in our medical system. We have to make the public understand that.”

“Concentrate on images that convey the high tech aspects. Images of male nurses on a flight for life mission are better than showing them emptying a bedpan or playing a card game with a pediatric patient.”

“Don’t know. We are fathers, husbands and sons, community volunteers and leaders. We teach, we volunteer our time as scout leaders, baseball coaches and community activists. We like to hunt and fish, go watch a game of baseball, but most importantly, we can lend a hand to people who need us in their most difficult time.”

“Nurses are now seen not only as caring and nurturing, but as critical thinkers and patient advocates.”

“Men nurses should be seen caring for children. Just as women show nurturing as a mother, so men need to show fathering.”

“No pastel colors. No decorative fonts. The color you’ve used for this survey is quite nice for men. Good job! Use colors that you know attract men. We know guys love helicopters

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What would you tell a male friend about the profession to convince him to become a nurse?

“Rewards are financial, professional and personal. You can move within the profession and go any place in the world and find employment.”

“He will encounter some discrimination.”

“Job security.”

“Many opportunities for advancement within nursing.”

“It is a profession where you can significantly impact the lives of others.”

“\$30-\$50 an hour.”

“If you want the ability to work whenever you want, wherever you want, in the entire United States, never have to worry about finding a job that pays well and provides good benefits, then look no further than a career in nursing. Do you want to fly to the top of your field? The Glass Escalator is waiting for you. Men shoot to the top of this profession because women (who dominate this field) would rather work under a man’s leadership than a woman’s. Women are horrible to each other, just rip each other to shreds, but a man can walk right up amongst them and they’ll treat him like their best friend.”

“In short, they will create a position for you. Make sure you want to work at the place you apply to. Interview at noon, schedule in hand by 12:05.”

“Nursing is challenging work that allows one to contribute in an important way on both a personal and social level. Nursing stimulates your mind to find solutions and solve problems that affect people directly. Nursing also offers tangible and intangible rewards that no other career can.”

“If you really love to help people and don’t care that when you retire there is no health insurance, then become a nurse....I can go on and on.”

“Nursing is a personally and professionally rewarding profession. Salary range is excellent. Flexibility and autonomy in practice.”

“I would not try to convince a male friend to become a nurse. I would share the benefits, especially any of those that concern flexibility and mobility. That should be enough if the individual is co-dependent, already brings an intrinsic desire to help people, and does not wish to pursue a large income.”

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“Would do all that I could to discourage this.”

“About the salary potential for, say, traveling nurses. All the high tech ‘toys’ they’ll get to play with. All the girls they’ll meet. More importantly, how a man can grow; thinking about someone besides himself and his drive for gratification. You begin to grow in ways most men don’t until they have been attentive parents for a few years.”

“I wouldn’t.”

“Wouldn’t try to convince a male to go into nursing.”

“It is one of the most rewarding things you can do in life. Your actions can save a life or make an unbearable situation just a little better for another person. A smile and nod to somebody in an ICU bed before a procedure or a kind word to an ER patient can let them know that somebody is there to help them, not just treat a condition or diagnose a disease. Two minutes later you can be bagging a patient in mid-procedure respiratory arrest and know that if you weren’t there or didn’t know what to do and how to do it, that patient could have come to great harm. The first time it happens, it’s an adrenaline rush that you never forget.”

“For PRACTICAL reasons I would encourage a male friend to become a nurse, would be the ability to have flexibility in having a career that allows you to have the freedom to practice in a wide variety of fields, variety of regional locations, including internationally, a wide a variety of work schedules available, as well as the ability to advance professionally within the nursing and/or administrative fields. I also share with friends the salary ranges, and available benefits, including vacation/holiday time off.”

“I just tell them about the job (I work in a Level I Trauma Center). I let the job speak for itself.”

“Forget about archaic gender stereotypes. It’s ok to be nurturing/compassionate and be a man.”

“I share my experiences and perceptions of being a nurse. What I value and share is the connection with patients, ability to impact patients’ and family members’ lives through direct interaction and collaboration with other members of the health care team. Nurses are uniquely positioned to facilitate change and innovation in the health care industry-through their role as a direct care provider, coordinator of care, as well as manager and leader in the health care industry.”

“I don’t think that there is anything that I could tell a male friend that would convince him to become a nurse. It has to be the profession itself. Relationshiping about the profession with your friends is a female way of convincing someone. It doesn’t apply.”

“It is possibly the best job you will ever have.”

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“Follow your heart.”

“To get your degree and move as fast as you can out of floor nursing and into the ICUs or become a CRNA. Being a floor nurse will run you into the ground.”

“I would tell him that to be a nurse, he doesn’t have to change who he is or how he interacts with his world. He just doesn’t have to hide it from his peers when he does anything that could be considered compassionate or caring. It is okay to do these things in a traditional man’s job, he just doesn’t have to make it sound manly. Care vs. concern. Guidance vs. support. Support vs. helping hand. Nurturer vs. strong enough to give. It’s not hard to see the different words that mean the same thing.”

“Come, follow me.”

“Caring knows no gender.”

“More than a job, it’s satisfying your needs.”

“I would tell him about all I do as a nurse. I work ICU and as an ER Educator, so I am in the high action areas. I have noticed a large group of male nurses tend to work in these areas. I would tell him about all the technological advances in nursing and how these advances help us save lives.”

“The career is very rewarding, allows you to think critically, and use all your skills from academic smarts to communication skills to task prioritization and people/resource management.”

“Would not try.”

“I held many different types of jobs before my decision to enroll in nursing school. I often wondered at the end of a day’s work, ‘Why am I doing this.’ None of them seemed to be important in the larger tapestry of life. I’ve never asked that question since becoming a registered nurse. Now, at the end of a day I KNOW I’ve made a difference in the life of at least one individual.”

“Depends on the reasons why he is considering the profession. If he is serious about nursing as a profession and not as a job, then I would encourage him to the best of my abilities. But if he sees it as a ‘job’ with steady employment and a place to go to work, I most likely would not encourage him to go through the educational effort.”

“First, he has to be sure that nursing is a career he is seriously considering. Nursing is hard work. It taps into every ounce of your physical and emotional capabilities. Nursing is not for the timid or the indecisive. However, if he is serious, then I would tell him that nursing, while at times difficult, is the most rewarding career a male could have. Its versatility opens doors to all kinds of different

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challenges and levels of career paths. Not a single day in the life of a nurse is ever the same. There is not a greater feeling than having a patient acknowledge that you impacted their life in a positive way. Salaries for male nurses are competitive with other careers and nursing has various opportunities for growth.”

“It is a community.”

“Flexible scheduling allows me to arrange to be with my family for important events. I can move anywhere in the country and probably the world with a good expectation of finding a job reasonably fast. Starting with approximately 4 weeks vacation as entry level is unheard of anywhere else.”

“I would not try to convince them. If they need convincing, they should not pursue.”

“I have and will continue to prompt male nurses to go into medicine. It is a better career choice with a lot more respect.”

“I would encourage my male friends that not only is being a nurse rewarding (as far as taking care of patients and their families), it is a noble profession. Also, contrary to what many perceive as a subservient role, male nurses are in demand, they are well respected, and many of the men I work with today are in leadership positions.”

“First, I cannot convince a man to enter nursing. The interest in nursing or desire to help people must come from the man himself. I have discussed the profession on numerous occasions to men, and emphasized its benefits. In the 21st century, younger men are used to having female supervisors. The distinctions between ‘female’ and ‘male’ professions are blurred and are being broken down quickly. Many men have families and are used to taking care of others. Men want to know if nursing will be a good ‘fit’ for them and the opportunity to make a good living for themselves and their families. These are the areas that we discuss.”

“Don’t choose this as a profession.”

“That it is a career choice that would allow him stability while allowing him to explore different specialty tracks. If you become restless you can remain in the same large institution and explore pediatrics, coronary care, burn/trauma or even the OR setting without ever leaving the address. Research is also a track that often is overlooked for those who require even more intellectual challenge than managing the patient in the ICU with multiple medications and assistive devices.”

“Stay away from it unless you become a CRNA or ANP and practice on your own.”

“I wouldn’t try. He needs to have a desire to sacrifice his personal gratification for

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money/power/etc. to care for others.”

“Don’t go into nursing unless you feel like you want to help people, because you are taking care of people at their worst and you will have to do things you might not want to do, but the compassion gets you through it. My own personal feeling surrounding nursing is that they should not be a nurse unless they are truly compassionate and want to help people.”

“Critical care nursing is a very technologically challenging and demanding profession. You really do make a real difference in changing people’s lives. No greater high than saving someone’s life.”

“Life is a tough taskmaster and in nursing, the test often comes before the lesson.”

“First, this friend must be interested. Secondly, I would tell him of the responsibility that comes with the license. Then I would explain all the options available to a nurse. Such as manager, administrator, CRNA and Nurse Practitioner. Also, that we men can make a difference in the profession.”

“I wouldn’t.”

“Stable career, challenging, many different paths to take. I’d also have to warn him about the nursing school process. From some of my male colleagues, their experiences in school during some of their rotations were less than desirable due to the prejudice of some of the instructors.”

“Not all male nurses are gay.”

“I would not convince or discourage anyone. It has to be a personal choice.”

“Bring a big axe. You will have to clear out a lot of deadwood.”

“Friend or otherwise, I would be upfront with an individual interested in nursing as a career. A person deserves to know not only the good but the bad sides of our profession.”

“Men are welcomed and needed in nursing. The people you work with are among the best people you could imagine as co-worker. There are some problems in nursing, usually brought on by internal policies and the abilities of the auxiliary staff, but the rewards are great and the sense of accomplishment when you see someone get healthy and go home is worth it all.”

“Nursing is a profession that you can be proud to say, ‘I AM A NURSE AND I CAN MAKE A DIFFERENCE IN LIVES EACH DAY!’”

“I have found a unique amalgam of intellectual curiosity, compassion and dedication represented

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in the men and women of this field.”

“Just do it. It’s a rewarding field.”

“I don’t try to CONVINCED men to join the profession. If they have a genuine interest, then I tell them about the numerous ways that they can positively affect the well being of lots of people.”

“It is the world’s best kept secret for men.”

“I made \$72,000 my first year in nursing.”

“Do not believe the stereotypes you may have previously come to accept. They are misconceptions and do not have a real-life bearing on the reality of nursing. Your salary will be good. You have room to grow as a person in your career. This field is more broad than you can imagine and your time spent will be worth the efforts. You do NOT sacrifice your masculinity, only enhance it by becoming a more caring, efficient and educated individual. You will love this career choice.”

“It’s a great job where your critical thinking skills are always challenged. It’s a field where you can always grow and progress and learn. And if you don’t like what you’re doing, change it.”

“Don’t let stereotypes hold you back.”

“Men are well suited for nursing because the requirements for the role include high intelligence, adaptability and clinical/diagnostic reasoning...much like other professions including medicine, engineering and architecture.”

“Also you gain a unique perspective on the female gender, because once comfortable with you, they talk around you like they talk around the other females. One of the biggest compliments I ever received from a group of women that I worked with was a few times when new female staff were hired, and the current staff were talking about things ladies talk about when they are not in the company of men. The new staff would get embarrassed, until one of the female staff who had been there awhile would say, ‘Don’t worry about Chuck, he is one of the girls.’ It sounds funny, but it is a compliment being considered a peer with the female nurses rather than an outsider.”

“Nursing salaries, though not generally in the six figure range, do offer a man an income adequate to meet most personal financial goals. The profession is in need of people, especially men with interest in design, computer applications, engineering to reshape the working environment.”

“They already envy me and have seen my personal growth, academically, financially and professionally.”

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“Nursing is an extremely rewarding profession. There are many days when I leave work and I know that I had a huge impact on someone’s life. There is flexibility in scheduling, which allows you to have more days off during the work week.”

“Nursing is a professional and versatile field where men can advance quickly. The need for men in nursing is so great and the doors of this constantly growing profession are open for those who answer the call.”

“No other profession gives you the opportunity to influence people and be a positive influence in other lives. “

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How would you take that message to elementary school students?

“Boys and guidance counselors need to see men who are nurses before they can imagine themselves as a nurse. In this age, I would take a nurse in the military or a flight nurse or a nurse from the emergency room and have them relate their story. A nurse anesthetist would also be a good role model.”

“Tell them about male historical figures.”

“I personally would not attempt this age group.”

“I have spoken to elementary students about nursing and except that I am a male, made no particular appeal to the boys. That should be the basic message.”

“Make sure there are male nurses in pediatric settings.”

“Demonstrations of what different things you can do to help people. Prevention and safety education. Take an ambulance to an elementary school with a beach ball. Get some students in the back and talk about the need for seat belts, then play a game. Bound the ball inside the cab. Then suddenly stop the game and ask the students to imagine what would happen to them if they did not have a seat belt on and it was them that was bouncing around the cab in an accident.”

“Just talk to them and let them see a male nurses and help put an end to the stereotype that men should be doctors and women nurses.”

“I am not sure elementary school students are ready to hear the message that I might share with a male friend. As you would guess anyway, I do not have any male friends who are in elementary school. A recruiting message to young boys is a curious proposition. Boys at that age are very sensitive to the views of their peers, and I guess an exaggerated macho male image would be needed to make a point that nursing is not for sissy boys. In fact, any boy even thinking about the prospect would be well advised that he is swimming against the tide. That’s the reality.”

“I would start with older, male elementary school students.-5th or 6th grade, an age where they have seen injuries, visited grandma in the home, and should by now have a clue what nurses do. I would, in a health type class or a career day, discuss what happens in hospitals and care facilities, and show how the nurse’s role is the most critical and why.”

“In good faith, I could not recommend.”

“Young men would be interested in sirens, computer screens.they might be interested in how warriors through the ages have had to be ‘nurses’ as well as fighters. Male nurses need to be

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categorized with firefighters, doctors and techies.”

“Focus on the equipment and knowledge required to be a nurse. At this age, kids are still curious about the world and want to learn new things. Capitalize on that and bring the ‘tools of the trade’ in to the school the way other groups do.”

“I think that community health facilities, and private practitioners should be involved in their communities to share their experiences and their own stories about how they became involved in their respective professions. With elementary school students, the message should be presented in an age specific manner, and work with schools to go on field trips to their local hospitals and health facilities to become comfortable with the environment at an early age. I can remember being in nursing school with a couple of fellow students who had NEVER physically been in a hospital! Making children comfortable with the environment and initiating a ‘demystification’ process is an important process with children of all ages. I also think that it is important for schools to have a more aggressive method of presenting biology and life sciences more attractive to elementary school aged kids, to present them in a less intimidating manner. I personally was frightened by the study of science, and never took a biology class until I was out of high school because of the ‘horror stories’ shared by fellow students who were taught science in an intimidating manner. It is also important to educate kids about the diversity in the nursing profession, with special attention and promotion of men in nursing as well as women in the medical profession.”

“Show them things they would experience in an ED or flight nursing environment.”

“At the elementary level it is just a matter of the kids SEEING a male nurse. Be available to answer questions and make absolutely sure both the male and female nurse are dressed equally.”

“I think there is a common, though latent, misconception that girls are smarter and easier to teach than boys. Schools as well as society teach that there are sexual orientations to careers and past ideas for those professions as well. The teachers and leaders of our society need to realize that sexual differences between persons do not limit the person’s capabilities, anymore than they are limited by their ethnic reality.”

“When you feel bad, you want someone to care for you. It could be a mommy or a daddy, a sister or a brother. Would you like to help people who feel bad?”

“It should start with the school nurse. He/she should be in classrooms educating the students and also encourage them to be better in their health practices. Visits by other nurses could come into classrooms to put on demonstrations to show the various facets of nursing. If you have a helicopter service in your area, local fly-ins and demonstrations/talks by the flight nurse could start to pique a young person’s mind in the adventurous side of nursing.”

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“Kids today are so technologically advanced that I feel the best way to plant the seed is to wow them with some of the high tech aspects of nursing.”

“First off, I am not your typical nurse. I ride a Harley to work, I have a few earrings and a few tattoos, so I don’t fit the stereotype at all. I would show them that being a nurse is the coolest job in the world-helicopters, computers-you name it, nursing involves it all.”

“Market nursing as a technical career with a strong human component. Dispense with reinforcing the history of nursing. Reliance upon the image of Clara Barton et al does nothing to present nursing as a modern profession, but rather feminizes the role and obscures the technical demands inherent in the modern nurse’s practice.”

“The primary perception is ‘boys aren’t nurses’. I try to avoid using the term nurse and say things like ‘work with doctors to help them do their jobs’ and ‘I get to be with my family a lot, since I only work three days a week’.”

“For me to do this I would have to break nursing down to a basic level. Very short and simple description of what nursing is.”

“If teachers could use more generic verbiage when talking about what a doctor and a nurse do, if they could simply say that nursing is no different from being a Boy Scout or a Girl Scout. You help people. Remove the girls only verbiage, i.e., a nurse helps a person when he or she needs help vs. a nurse makes a sick person feel better, just like mommy does. A doctor depends on nurses to take care of a sick person after the doctor decides how a nurse can help a sick person get better.”

“I wouldn’t consider elementary school students. They’re too young.”

“Have excellent nurses adopt a school and begin to know the students. Volunteer to do special health programs in the schools and always give an opportunity to talk with students about career options after the program-begin this with those nurses being introduced to students through a panel discussion and presentation. Educational programs about health care and the role of nurses in a variety of settings.”

“Elementary school is the best place to start. Just having a male nurse speak at elementary schools gives the impression that nursing is not only for women. Since their attention span is short, I would take my stethoscope and let them listen to each other’s lungs and heart. I would be talking to them about the importance of men in nursing at this time.”

“Need to change the image of the typical male nurse. My first week as an RN, a small child about six years old came up to me and asked when he saw me in white, ‘What are you?’ I told him a nurse and the very next word from his mouth was, ‘Are you gay?’ Now I believe this was a

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reflection of thought given to him by his parent. That message needs to get out to the general public to break the stereotype.”

“I have been to elementary schools and spoken to classes about what nurses do and what happens in hospitals and emergency departments. Some of them were surprised to see a male nurse and thought it was pretty cool.”

“First impressions count. They need to have RN role models introduced at an early age.”

“I don’t think this age group are ready to be influenced to become nurses unless they have experienced hospitalization or have a strong family role model who is a nurse.”

“I have done ‘career day’ presentations at elementary schools-usually greeted with surprise that a man can be a nurse. It’s a great place to start.”

“I am not sure that I would take this message to elementary school students. They to me are too young and nursing is too hard a profession, which requires a more mature minded individual to think about. I would identify to them however that there are male and female nurses in the profession, just like there are male and female doctors.”

“Explain the members of a care team (physician, surgeon, nurse, RCP, etc.) and stress the team aspect versus the idea of a hierarchy.”

“I’m currently doing a clinical in an elementary school. My presence there lets the students know that men can be nurses too. Include pictures of male nurses in any health care literature that is presented to them, including but not limited to, pictures of male nurses in coloring books, stories, etc.”

“‘Show and tell’ male and female nurses in various roles. Describe roles in a non-sexist fashion. Describe positive attributes an ideal nurse would have. Describe training and work environments and their relationship to patients and other co-workers in different positions. Describe positive aspects of careers.”

“Include male nurses in health screenings, health education classes. I taught health classes at Mother’s Day Out, WIC program and in first to sixth grade during my BSN training at the University of Texas Health Science Center San Antonio. The majority of kids both male and female were shocked that there were male nurses. I spent separate time in each of those places explaining how I became a nurse.”

“Engage the teacher, principal and librarian ahead of time. Take an anonymous survey before the presentation to find out attitudes and interest. Make it a personal experience. Find out their

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personal interests and mention how some of their interests and present education can help to prepare them for a career in nursing. Explain that nursing is for both men and women, in fact, nursing used to be dominated by men. Be prepared with simple engaging visuals. Teach a nursing concept, use small groups to solve a nursing question.”

“A nurse works much like a doctor does. The big difference is that when the doctor goes home, the nurse is still there to take care of you and help you and your parents to feel better. A nurse is a very important part of the health care team. If you like science or just like being with and helping other people, nursing just might be for you. You should go to your library or even maybe your local hospital to meet and learn more about nursing. It’s a career that can take you anywhere in the world whether you are a man or a woman. Study hard!”

“Elementary school students are still stuck in the stereotypes-‘men are doctors and women are nurses’. I’d find some role models that can show some of the ‘adventure’ associated with nursing, e.g., a nurse on a helicopter, an ED nurse, an OR nurse, an ICU nurse, a nursing director, etc.) and show videos or Power Point presentations of them in action. Take a page from the armed forces. Do commercials like they do showing the fun, decisiveness, bravery, macho and adventure. Some of the traveling nurse companies have done just that with their magazine advertisements.”

“Career or health day. Schools of nursing and hospitals/ECFs need to recruit early on (fifth grade). Bring men and women who are nurses to talk about what they do. Could involve ambulance services to bring a rig and turn on the lights/sirens. If area has helicopter life flights, sometimes they will land at designated helicopter pad. We have done this and it does seem somewhat effective.”

“Kids for the most part like to help people. I’d angle it that way, and that one is respected and looked up to in this profession.”

“Tell stories about nurses on appropriate level for students. Allow question and answer sessions to dispel myths about nurses and men in nursing.”

“I would simplify it-I will actually be speaking at my son’s elementary school about nursing and other health care jobs (since I am an RT). I will touch upon men in nursing and share my experiences. I would keep it simple and give the facts and reassure the boys that it is a noble career for a man as well as a woman.”

“Make them aware of their biases and then promote the terrific opportunities that await you in your life as a nurse.”

“I wouldn’t. They are too young then to even consider discussing such a serious issue.”

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“Books that show men working as nurses.”

“You teach it with as much gusto as you teach firefighting. You get rid of the stereotyping images and put up posters with healthy strong men and women standing side by side with the word ‘Nurse’ in bold lettering across the bottom. It is all about image.”

“I’ve taken this message to elementary school students by doing volunteer work with the Pitt County School Nurse Program. We help the local school nurses perform eye screening exams. This gives them a chance to see a male nurse helping in their lives and helps to break down the stereotypes.”

“I would take several male nurses to the students. Maybe 4:1 (male/female). The reason for the disproportion is to break the stereotype. It’s not JUST the guys obviously, but starting them early into realizing that gender has nothing to do with nursing can make it more easily accepted later. I have run into many people that thought it was a bad thing to call a guy a nurse. Like calling a guy a mother or a sissy girl...they thought the name ‘nurse’ could only be female. They thought women were nurses and guys were orderlies. I’ve seen this mostly with little kids, so trying to break the mold at the elementary school level can help the future.”

“Pictures and/or illustrations of men as nurses. Avoiding the classic stereotypical image of a woman in a white skirt and hat holding a clipboard and taking orders from a male doctor. This image is not helpful for nursing as a whole.”

“I would be a little more generic and identify role models and equate them to stereotypical ‘male’ careers; i.e., just like firemen and police officers, male nurses are directly involved in saving lives.”

“Let them see a male that is a successful RN, hear that person talk about why it’s a great career choice, let them know nursing is not just for women anymore.”

“Have job fairs that show a lot of pictures and/or videos of male nurses in action, with interviews of male nurses speaking about what and why they love nursing.”

“Would introduce the role of the nurse in many areas. Keep it simple. Young kids know women are now police officers, soldiers, etc., so the reverse role for men in nursing should not be a difficult concept. Explain the concept of helping others; its importance.”

“Eliminate the previous nursing stereotypes by first hiring some male school nurses and booklets/pamphlets with child appropriate illustrations regarding the ACTUAL work that nurses do. It may help to have experienced professionals who are kid-friendly speak at school functions and describe what they do. Let’s show both women and men as doctors and nurses. Just

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professional faces in their field of health care working together to help people. Children will get the message eventually.”

“With this age group I would concentrate on dispelling the stereotypes-period. Plant the seed that men can be nurses-perhaps educate in a historical context the importance of men in the non-medical healing profession. For instance, the Hospitallers of St. John in Jerusalem (The Knights of Malta). Grade school boys may think it’s cool that Knights of the middle ages could be nurses. They wouldn’t particularly care about career paths and travel, though.”

“Show them pictures/short movies of male nurses and/or have a male and female nurse talk to them. Quit calling him a ‘male nurse’. This connotes it to be something different. You don’t refer to any other occupation and place the person’s gender in front of that title.”

“In their classroom, dressed in my Army camos, demonstrate, show and tell, what a GI Joe Army Nurse does for his country.”

“At the elementary level the top priority is to convince boys not to slam the door on nursing as a career choice. The primary message to this age group is that there are many men who choose nursing as a career. Salary levels and comparisons will also increase their interest.”

“Ask for beliefs about what different health care providers do in clinic, hospital settings; ask for beliefs about gender and providers-show examples.”

“I would like to let the students tag along with me at the hospital (or my place of work) and let them see what a typical day entails. This would satisfy their curiosity and possibly get them interested in a nursing career (especially the males).”

“Nursing needs to be marketed in age appropriate advertising. Children need to see nursing as a positive thing; remember, kids are traditionally afraid of nurses-we are the people who give the shots, start the IV and give bad tasting medicine. Change the perspective.”

“I am developing a website for middle school age kids and especially focusing on males and minorities to check out what nursing has to offer.”

”Interactive presentations that present what nurses do and how their interests can be applied towards nursing, especially with boys who are more interested in technology, etc.”

“I’ve spent time in both my sons’ classes and have experienced the same reaction from both of their classmates-‘that’s a girl’s job!’, but I tell them that anyone, not just women, can take care of someone else-a sick person.”

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“Provide coloring books that show nurses who represent diverse ethnicity and gender. Develop word games.”

“Show and tell days on careers of the kids parents. Teaching to organizations such as Girl Scouts and Boy Scouts, showing men in nursing through picture books, TV shows, even video games.”

“Basic introduction into health care and consider this a job. I worked in an area that had the first grade students visit the hospital from a ten elementary school district. We showed them blood under a microscope, gave them a ride in a wheel chair and the bed. They toured the ED and saw a cast, got to meet a nurse and a doctor, and we gave them refreshments. Many nurses interacted with them so that we kept them busy and interested in the hospital and health care.”

“Myself and two other male nursing directors often go to the grade schools to lecture and tell the students about nursing, especially about male nurses.”

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How would you take that message to middle/junior high school students?

“Same-show and tell. Perhaps I would add the Oregon poster, web sites, etc.”

“Basic A & P instruction, inclusion of nursing in career day events, example male nurse speakers in ‘adrenaline’ and ‘smarts’ areas (ED/Trauma, CCU, flight nursing, RN-paramedics.)”

“Not an easy age to reach for anything.”

“I’d probably like to focus on pay range, geographic flexibility, advancement potential and multiple career pathways for kids that don’t have a clue what they want to do when they grow up, but I don’t think that’d hold their attention for too long. Nah, I’d probably try something like this: segregate the class into a professional group of girls as nurse with one representative nursing male in the per capita average of 6%. Then enlist the class in a discussion of pay, etc. and stir. Kids this age hate unfairness and they’ll make their own pro argument. You add seasoning to taste.”

“Show ER like video clips with ‘real life’ situations in critical care or on a medical-surgical ward where the nurses are making the life and death decisions within their scope of practice before the physician has had the opportunity to respond to his or her page.”

“Career days with practicing nurses of course.”

“Wouldn’t.”

“I would build upon the foundation built earlier, take a field trip to a hospital and show them how it works-not only would they see a field trip, but they would get a feeling for the pain that is involved and show how satisfying it is to take care of someone in dire need of your help. As a child, the only times I was in the hospital was when I was injured (broken bones, appendix, tonsils) and each time it was a painful experience for me, not a time to appreciate what is being done. To actually spend time in a facility, to feel the compassion and to realize how important it is may have turned me in this direction at an earlier age.”

“Show a scene of female admiration for a male saving a life or something similar-inner strength.”

“Focus on the ‘nurse as hero’ concept that firefighters, police, the military and EMTs have benefited from. For example, focus on the adrenaline rush and changing people’s lives aspects of nursing.”

“I would do the same thing as listed in section 11, with more age-specific methods of presenting information; perhaps having health fairs as schools and encouraging students to become familiar with basic health care procedures, such as teaching them to take blood pressures, and teaching

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them about how the body works in an easy to understand technique.”

“With junior high schoolers, I would start out with ONLY a male nurse and have him introduce his female counterpart.”

“I feel that at this age, children are more inclined to listen to the money aspect of careers. If you tell a seventh grader that he/she is able to travel the country, they are more concerned with leaving their friends for extended lengths of time than they are of what they may/can see. So if the monetary compensation could be slightly accentuated, I think they might be more receptive to the task. The sexual connotations have to be played down here as well, perhaps more so.”

“Have a hands on lab day with demonstrations of techniques, for example blood pressures, lung sounds, heart sounds.”

“I would do a poster showing men working in a hospital. Some one would say, “Thank you doctor.” The nurse would reply, “You’re welcome, but I have to correct you. I’m your nurse’.”

“Highly energetic and charismatic speaker who can engage an audience to tell them about all the wonderful things they do on a daily basis. Introduce them to the varied paths available besides just bedside nursing.”

“I wouldn’t.”

“Have them shadow nurses in their work environment.”

“Focus on the diversity of the role, location and how you can combine many interests together for the same purpose.”

“Organize meetings with real heroes.”

“Asking them what their opinion is of nursing and then showing them what a real nurse does for the betterment of health.”

“Put male nurses in advertisements for nursing that kids might be exposed to. Recruit male nurses to provide care in school and camps.”

“What I have done in the past in the junior high school is take equipment to the school and let the kids play. They would take my blood pressure and pulse oximetry, then take each other’s. As they were doing this, I would talk to them about what we do as nurses. I had to get them past the fact that nursing was only for ‘girls:’”

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“I had a metal shop teacher as a patient several years ago in the ICU. He told me you can be glad you became a nurse. I asked why is that? He said, ‘ If you would have become the mechanical engineer you wanted to be you would have so much more stress. Meeting deadlines and such.’ Stress-I said to him we have deadlines in ICU, but I do not have weeks or months to work on a project. I pointed out to him that just an hour before the patient in the next bed arrested and he did not give me weeks to get ready to care for his arrest. Message needs to get out to all educators to give them an idea what is involved. Here was a man who taught young minds and thinks nursing has no stress and you do nothing of great value.”

“You better have males go into the classroom. And they better look normal! If the name of nursing was changed to something else-say something more gender neutral like anti-death specialist, males would take a closer look at the career. “

“Talk about a tough audience! I think we might be able to sell them on the cutting edge technology aspect. They’re mostly interested in excitement, power or money.”

“I saw a poster highlighting men in nursing which showed nurses in the military, as soccer players, etc. I think a constant visual reminder is highly effective, especially when they see that men in nursing are not the stereotypical effeminate male.”

“Encourage kids to follow a nurse at work for a day.”

“TV, advertising, show more males who look like the mainstream, avoid stereotypes in the media, TV shows and movies.”

“I think that with middle school students, they have to get past the idea of nursing as a female profession. I’m a fairly big, burly guy, so that helps, but I believe that middle school students need to see that it’s possible to be both ‘manly’ and a nurse.”

“Appeal to the ‘rebel’ side of them.”

“Discuss cases where I have been directly responsible for major life changing events. Discuss what it is like to resuscitate a patient, to give someone peace and dignity in death, to be a role model in the community.”

“I have spoken to a class of junior high school students on this and what I talked about was the money, career opportunities, and the ‘cool stuff’ such as changing a dressing on a patient status post sternotomy and being able to see the beating of the heart through the pericardial sac. They really seemed to enjoy this.”

“A video depicting male nurses in the ER, ICU, and flight nurses providing emergency care. After

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the video have a question and answer session. It might also be helpful to present some of the equipment used by nurses to encourage questions.”

“I would communicate the privileges and rewards of being a nurse and emphasize the trust and respect that many nurses get from the public.”

“This is where I think we should start. I would have males talk to classes about the benefits of nursing. Other professions have been doing this for years.”

“You **MUST** have men visible in recruiting! Literature with pictures of men in masculine roles- Medivac, ED, scrubs.”

“This too is the wrong time to lay a message of caring on a group of people who are primarily motivated by the opinion of their peers. Particularly since the socially motivating factors are the establishment of independent action and freedom from parental dominance.”

“Money, money, money. Work with computers, work with people in a variety of jobs, and know you’ll never need to look for a job again. You have autonomy within the profession to help people and it’s fun. Like TV, only better.”

“I would be very cautious with this group. Gender considerations are so important at this age, I’m not sure I would spend the time trying to discuss the profession with males in this age group. I think one would receive too immature a response to make the effort worthwhile.”

“On career days, bring in guys who are nurses. Show young men what skills are needed by nurses and how team sports are similar to nursing. Show them very successful nurses.”

“Have them tour some different nursing areas to let them see how much variety is out there.”

“Remember the old TV show, “What’s My Line”? Something similar to that, perhaps? A small group-maybe four or five people on stage, a mix of male and female, all nurses. A panel of students, asking questions-then the final ‘reveal’ that all are nurses. I think it would be a good demonstration of diversity.”

“Presentations by men in nursing with exhibits of some of the technical equipment utilized in the profession.”

“Put up posers with healthy strong men and women standing side by side with the word “Nurse” in bold lettering across the bottom. It is all about image. Talk to the boys about nursing without mentioning all the problems a male may face. The problems are small compared to the rewards.”

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“Have male nurses do health education classes or parts of the curriculum on health issues.”

“We must educate the teachers and school officials about nursing.”

“Young teenagers and high school students (specifically boys) would be sensitive to a demonstration or description of nursing at its very best. The medium could be prose, film, stage, site visits or presentations. Children will emulate a role model. A nurse must personify autonomy, as well as team building, energy and optimism and compassion. The nurse must be perceived by the youngster as being respected by others.”

“At this level, teaching what nurses do while creating a sense of excitement would be the main thrust. Showing scenes from a busy ER with nurses starting IVs, working codes, handling cardiac and trauma emergencies, as well as assisting in a delivery, reading a cardiac monitor, or jumping out of a helicopter are all images I would use to generate interest in the average junior high male.”

“Study math and go into engineering.”

“Work on removing any biases about males in nursing and discuss salary, security, etc. Also would introduce the concept of service to others, the satisfaction in it, and the unique qualities of those who choose helping fields such as nursing.”

“I would employ a similar strategy by teaching young men’s health classes using male nurses to lead these classes.”

“Presented in the same manner as to elementary, but more individualized with guidance counselor and career fair oriented presentations as middle school aged students may be more easily discouraged by peer pressure and role restraints. Of course additional education and more speakers would keep the message rolling.”

“Reinforce the dispelling of stereotypes, but start to introduce the concepts of career paths (especially the non-traditional ones such as working for NASA or the military or other ‘cool’ institutions/organizations.”

“By doing outreach programs during career days, or being involved with one’s own children at school.”

“Greater focus on technology and problem solving.”

“I have already done several career days at my children’s middle school about being a man in a female dominated profession. I did a basic presentation on total joints and pacemakers to bring in the nursing side of the OR. The local sales reps provided me with demo joints and pacers. It

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seemed to go over well.”

“Encourage students to make goals to become a nurse by being a great role model for men in nursing.”

“The current job market is a great place to start. Showing the loss of non-health care related occupations in comparison to the demand for nurses, helps this age group see the stability of nursing as a career, especially with those students who have experienced downsizing in their families.”

“Provide an opportunity for children to tour a hospital with a nurse, Give them the chance to see that nurses are helpers as well as caregivers and teachers, in addition to managers and supervisors. This advancing in management is important to children. They see their parents in these traditional roles, but never connect that to a nursing career. Get the nurses in schools to talk about nursing as a career.”

“Helping those who are sick is a cool thing to do and doing so while getting paid is great too.”

“I would try to remove all the female stereotypes and show the benefits of standing out in a crowd. Male nurses are well received wherever they go. I know, because I did traveling for seven years and worked at 15 hospitals nationwide.”

“That it is an exciting career, job security and a small band of brothers need your help.”

“Maybe explain more specifics about my role as a critical care nurse and the other areas of nursing that are available-it’s not the stereotypical bed baths and enemas.”

“Cool posters and book covers that discuss nurses and their hobbies. Once again include diverse ethnicity and gender.”

“During our talks with the grade school kids, we tell them about our backgrounds and how we grew up. Then we tell them what we have been able to accomplish through nursing and what nursing has done for us. I even met my wife while working with her.”

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How would you take that message to high school students?

“I would do the same as above and add specific information about schools of nursing, admission requirements and a description of the various entry points to nursing.”

“Shadowing opportunities.”

“An even tougher group- ‘gay issue’ for many and the term ‘nursing’ sounds feminine and stirs images of a mother nursing her infant.”

“Advanced A & P instruction, inclusion of nursing in career day events, example of male nurse speakers in ‘adrenaline’ and ‘smarts’ areas (ED, trauma, CCU, flight nursing, RN-paramedics), examples of the financial living nurses can earn.”

“Invite male high school students to buddy days with male nurses.”

“Add the technology feature to the nurturing feature.”

“Now for this group I’d probably focus on the pay range, geographic flexibility, advancement potential and multiple career pathways. They’re starting to see at this age that working for a living blows no matter how you cut it. Now’s the time to show them the immense variety that nursing affords along with all the immense variety of girls with which to work and fall in love.”

“Nursing schools, colleges, hospitals and other clinical settings actively recruit male students and reinforce the notion of men in nursing.”

“Most high school age children get many of their ideas from TV. I truly feel that male nurses are never seen as a possible career path for young men. They are never exposed to the nursing profession. I’m not saying that we must change what they watch on TV, but there is so much we can do by going out into our communities. Job fairs, community action days or events are wonderful opportunities to have the public see male nurses as nurses.”

“I would not lie to them about it!”

“Get the young adults involved in the hospital/facility, offer part time jobs, scholarships, mentoring programs. Go into the schools on career days with male nurses to talk about the medical profession, not just nursing, but the medical field as a whole. There is so little that is known by students about what happens in the real world, they are ready to soak up this knowledge and, by gaining their curiosity, the ones that should will see nursing as a viable, attainable career where caring is encouraged.”

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“Traveling nurses, wages enough for a hot car, rock climbing and the different adventures that different areas would bring, working shoulder to shoulder with doctors that respect their input (hardly ever happens, but might as more men come into the field), and females that appreciate their intelligence and strength.”

“Though not many young adults choose nursing as a career because they fear its lackluster title and don’t think that they can ‘make it big’ being a nurse. So the message is still the same. As a health care provider he or she can define his or her role in the health care delivery system and be exposed to a vast number of opportunities that will stimulate advancement in the medical field and secure employment anywhere in the country.”

“Appeal to their sense of ‘being somebody’, focus on the ‘nursing as profession’ concept with its own unique socialization and service. Kids are likely to want to be ‘part of something larger than themselves’; I know I did when I joined the Marine Corps. Also focus on the team approach to health care. Teenage boys don’t want to be viewed as ‘handmaidens’ to doctors and that stereotype must be pushed back into the 19th Century for men to even consider nursing straight out of high school.”

“I would talk about the opportunities. I would talk about helping people. I’d even have a little fun with the show “Meet the Parents.”-the scene where Ben Stiller explains he’s an OR nurse and the parents ask, ‘Why didn’t you become a doctor?’ “

“It is at this point that young people are more concerned with status and ability. So if they are presented with the same idea of how they can travel or how they can see more of the country by traveling, they might be more open to the idea that nursing is for them.”

“Are You Man Enough to be a nurse poster.”

“I would have high school students shadow a nurses for two to three afternoons, to show him the complexity of the nursing profession.”

“In our area we have a career development center which has a health careers class. I do visit them and talk as a nurse on the benefits and rewards of being a nurse. They also have a shadow program to allow students to shadow a nurse for a couple of hours at various times during the school year. In the summer months students are encouraged to participate in a ‘Medquest Camp’ at which they are exposed to various health careers.”

“I think in the UK and AUS you need to make it fashionable, cool if you will. Make it sound like a challenging career, just like how the military forces are advertised. High tech, fast thinking, highly reliable, highly trustworthy, life vs. death scenarios.”

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“Encourage students to volunteer at a local hospital in order to learn and understand the workings of the nursing profession.”

“Set up speaking/personal meeting appointments with guidance programs/director to speak and present career information generally to anyone interested and then one on one for those with questions/interest.”

“Review 12-hour shifts and four day weekends, salary, and talk about the autonomy of my own critical care position. Decision making in codes and patient emergencies before the doctor arrives.”

“Career day. Spend a day or several days with a nurse.”

“By being a mentor. Having one day of the school week devoted to shadowing a nurse.”

“Same as junior high but focus on more knowledge, science-the intellectual and technology plus autonomy.”

“I would continue on the same avenue that was used on the middle school students. But start to expand on the different areas of nursing. Most people think of nursing as working in a doctor’s office or taking care of old people. With this age group the job needs to be glorified. Show them pictures of male nurses working in cath labs, ICU and life flights. Show them where they can go with the job and the education that is involved with it. By doing this we can make the job more macho and break the stereotyping.”

“Nursing for young people can fit like a glove. You are trained to use your mind, have the stamina to survive the hard situations and be a stronger and better human being. Also to help people who might not be as able to help themselves as you are. Job security, good pay, diversity everywhere, will rarely be downsized or outsourced. Not enough people see nursing as much more than at the bedside and the personal satisfaction of knowing you have made a difference and helped.”

“The nursing profession is an excellent opportunity to practice health care both as a team member and independently. Nursing is a career, not a stage in life. Opportunities for advancement are limited to what you are willing to put into your career, not your genetic makeup.”

“Have talked to high school students in the past of opportunities in becoming Army officers and male nurses/nurses in general with the Latin American Unity Council.”

“Start describing nursing as a profession requiring scientific knowledge to make clinical decisions. Show them nurses in critical circumstances, in ER, ICU, having to make quick decisions. Show them with oncology patients, holding their hands while giving them important information about medications and side effects, and having cheerful conversations with relatives. Show them around

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the world in refugee camps and helpful missions.”

“I have done this. I explained how varied nursing’s work is. Males have more opportunity due to small numbers in the profession.”

“I would use the J & J ads about nursing and the poster with the ‘tough guys’ and that they are nurses too.”

“Invite male nurses to career day’ activities. Educate guidance counselors about the opportunities for men in nursing.”

“The same as the above programs but begin to provide opportunities for students to see first hand nursing practice. In all of the schools, it is important to reach out and educate guidance counselors, parents and families.”

“For high school, I have learned they want to know more facts about the job and the benefits. I would talk to them about our new computer system in the ER the nurses use as well as include the technology aspects of nursing. I would also talk about how much they would get paid as well as the opportunities in nursing. I would encourage them at this time to look into getting their BSN and beyond.”

“Talk about the importance of education (BA, BS degree) in whatever field chosen and how career choices and mobility are affected by your education.”

“Role modeling by having male nurses attend career day activities and by encouraging guidance counselors to ‘think outside the box’ when advising their students.”

“Have men come during career week. Also, have women come as police officers or firemen, etc. Show non-traditional professionals. See if the district has a male school nurse to speak. Had a friend who was an evangelical priest and her husband was a registered nurse. Very active assembly that day.”

“High school students of today are more informed than students were a generation ago. They need clear explanations supported by scientific fact along with instructions grounded on evidence-based practice. They have access to the Internet and will actively seek out information. The nurse’s primary role should be to provide clarification of that information and guidance towards health care resources.”

“I speak to high school students on a regular basis and I present the challenges and potential which a career in nursing affords. I talk to them about my career choice and what I have attained in the field of nursing. I give them brochures and show the video which is available from Johnson &

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Johnson.”

“Same as with middle-school message, but stress the variety of career paths available with multimedia display of various areas of specialization. Talk extensively about upward mobility and the excellent starting salary. Offer programs of mentorship and school/hospital tours or orientation.”

“I think I would encourage them to talk with a male nurse as well as visit a local nursing school and speak with the students. In fact, nursing schools should have an open house focused on letting males (and females too) sit in on the classes and even have a clinical demonstration day of some of the type of things done in the field.”

“Emphasize career vs. job. Potential for lifelong learning, upward mobility, and financial security. The ‘cutting edge’ stuff will also appeal to them, but the humanistic, caring aspects shouldn’t be overlooked.”

“Ride in on my Harley and tell them how my life changed by becoming a nurse.”

“Generally this is the group that seems to be a little more serious about what they intend to do with their lives. I probably would do something like a Power Point presentation on nursing and the various areas where nurses serve (med/surg, OB, etc.) and have both genders presenting.”

“Have your facility sponsor career day and have the interested people come and tour the departments. You can also allow interested students to work part time at your facility during the summer, placing them in the areas that interest them the most. Some high schools can supply students with information via their counselors.”

“All the above, plus visits from male nurses during career day. Get the message to the guidance counselors. I attended an all boy high school and nursing was never presented as an option for a career path.”

“Offer free education courses sponsored by hospitals or community health organizations.”

“If you love science, especially biology and anatomy, being a nurse may be for you. You can work in so many different areas from a doctor’s office to a hospital ER or ICU. Some nurses fly on helicopters to transport patients to a hospital or trauma center. I know it’s difficult to decide at such a young age what you want to do with the rest of your life, but being a nurse has so many possibilities. I recommend that you visit your hospital, technical college or university, and various nursing agencies to see what a wide variety of jobs are out there for nurses. Also, the Internet is a very valuable tool to search the country for current jobs and salaries. One of the best feelings about being a nurse is that if you get tired of your current area of specialty or work you can pursue other

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avenues! You will never have to search for jobs. Most of the hospitals will make you an offer even before you graduate from nursing school and have your license. You'll work hard in school, but it's worth it!"

"Men in nursing help people who are sick, and they have to know a LOT in order to do their jobs. I would put a lot of emphasis on the biological sciences and evidence based care; nurses should see themselves as scientists. Emphasis should also be placed on the blurring of roles of men and women; it's a new world. Men are in nursing, 50% of medical school students are women. I would show LOTS of pictures of men delivering direct patient care-they can do it, and so can you."

"Have the high school students that are interested in science/health care buddy with a male mentor."

"I wouldn't."

"This is where you need to give them facts. Salary info, promotion info, college info, career upward mobility."

"Discuss cases where I have been directly responsible for major life changing events. Discuss what it's like to resuscitate a patient, to give someone peace and dignity in death, to be a role model in the community."

"Encourage them to see the world of a nurse by showing them the activities in a hospital. I think that at this age they would understand more by seeing and maybe taking a hands on approach to better their understanding."

"I would have handouts, Power Point presentation, and sound effects. Maybe even take a lesson from the US Army and Marines and macho it up a bit. Young men do not want to be thought of as feminine. Especially since they have all that pent up testosterone raring to go."

"Small group discussion. Allow question and answer sessions to dispel myths about nurses and men in nursing. Discuss wide range of opportunities and practice settings. Discuss impact of technology on nursing and opportunity for job advancement. Provide information on salary and benefits. Offer shadowing program to get the students into the hospitals. Discuss educational tracks and promote advanced educational opportunities."

"You MUST have men visible in recruiting! Literature with pictures of men in masculine roles, aeromedical evacuation, ED, scrubs."

"I would present the perspective of advanced practice and the many opportunities such as being the 'go to' person in an intensive care unit."

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“I would discuss the potential benefits of obtaining a BSN over other fields, such as English, history, etc. I would potentially avoid referring to nursing as a profession, however. And I would answer any and all questions as directly and honestly as possible. I would encourage involvement of female classmates in the discussion especially since the approval of one’s peers (particularly of the females) is so important for males in this age group.) The presenter would need to be very judicious in responding to the negative comments from female participants. The issue would need to be dealt with while putting a positive ‘spin’ on the nursing field.”

“The role of nursing today has changed over the years. We see more and more men going into the profession of nursing. There are many reasons for this. Some see the role of a nurse as a stepping-stone to becoming a doctor. Other men choose it because it is a profession that gives a person immediate feedback for what they do. Nurses today are far more advanced in their role and have much greater autonomy than in the past. This is due in part to the technical aspect of the profession and the demands for good quality health care. The profession is in great demand today for persons of both sexes. In my opinion, the profession is like an unexplored country for men. There are a wide variety of choices one can make in choosing a specialty in the role of a nurse. A man has many opportunities to advance in the career just as much as a woman can. Do not be misled by the title of ‘nurse’. It is not a feminist profession as it was in the early days of nursing. Men have as much, if not more opportunity at this time to make the most of a very rewarding career.”

“Have a male nurse discuss nursing as a profession. Discuss the opportunities for travel, education, promotion, as well as the aspects of lifesaving and philanthropy.”

“Show them the nurses in action, have them explain their education, have them verbalize the features and benefits of nursing, and why they have chosen to stay.”

“To present the level of information, I personally feel it is appropriate to be realistic. An individual must be at least of high school age. Again, this is a career choice, with significant rewards and sacrifices. An individual must have the maturity to choose as competently as possible. Presentations by men in nursing. Equipment demos. Information packets.”

“We must educate the teachers and school officials about nursing. Career days are an excellent time to be available to talk with students. Doing guest lectures by different nurses in different fields of nursing would help show the diversification available. Many schools have programs in place for allied health courses, and these would provide an excellent opportunity to have nurses be involved. Many schools have full time school nurses and these nurses can play a key role in promoting the nursing profession every day. I also believe that nurses speaking at PTA meetings, etc. would also involve parents which could be another assist in promoting the nursing profession.”

“By the time a child is in high school, the societal stereotype is very difficult to dislodge. Offhand, I think that site visits to certain advanced practice nurses in action might provide motivation for

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high school boys to interrogate their misperceptions.”

“High school is when people are prepped for college. This is a busy time to show how learning algebra is useful to calculating medication drips and many other aspects of nursing. Also explain the importance of biology and chemistry in a career in nursing. Many people take classes in high school and even college and can’t see how its knowledge will ever help them in the future. By explaining how it is used in the nursing field, it may make them take that even more seriously, and then become better nurses for it.”

“Keep the excitement present and add the more technical aspects showing male nurses in some of the areas not normally associated with nursing, such as radiology and cath lab. I would also begin an introduction to some advance practice arenas such as nurse anesthetist, nurse practitioner and nurse midwife. I would also attempt to dispel the stereotype of the effeminate gay as the only kind of guy who enters nursing.”

“Have high school students attend a local hospital and have mentors, both male and female, be assigned to guide and answer questions. Community mentoring programs involving nurses is an excellent way to approach this community need.”

“Many high schools have career days. I believe if many male high school students attended, the message should be delivered by a young, hip nurse with a likeable demeanor, and plenty of knowledge of nursing so they could identify with the profession. Many high school students still harbor stereotypes-male nurses aren’t macho.”

“Same theme, but add job security, salary, geographic options and the variety of areas a nurse can work in. Also, explain that career paths can take a person into high management positions, research, entrepreneurship, etc. Add that work will probably be found before graduation and you can work early on in school as a nurse’s aide helping with earning money during school. The idea of work stability is important as many areas of work go through serious changes leading to job loss and/or the need to re-train. Explain that ‘big money’ might not be there, but steady and what I have found to be comfortable income is all but guaranteed. Finally, an altruistic message of helping others and the need for some to take this call is vitally important.”

“At this age it is a lot about the money. So have males of all races present to show them it is an honorable and rewarding profession. Give them the salaries of new grads out of school and comparison to other professions. Show them the percentage of time it takes to find a job and how it compares with other professions. At this age it is show and prove it.”

“High school students need the opportunity to see professionals in action. Simple presentations aren’t going to cut it. They need to see that nursing is a real choice that is well respected and growing and that will provide them with opportunities as they progress and recognize their

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individual and unique skills after graduation. Career fairs, pamphlets, availability of scholarships, speakers, and on the job days would allow them to see the benefits of nursing from all angles.”

“Same as above with programs that allow students to observe and partner with nurses in actual work areas.”

“Same, just make sure content of your teaching is developmentally appropriate. And with this group, stress professionalism.”

“Forget everything you though you knew about nursing. Now, watch this...”

“Same as above. In addition, give out informational pamphlets to identify the benefits of nursing and the requirements to get there. Encourage the men to get involved and talk about it as a need. Men and boys do like having men as their nurses.”

“Unless there is a small focused group where they could ask questions and not be concerned about the peer problem, then you could get to the heart of who we are. I have talked to large-20-40 students, mixed gender groups as part of the Learning for Life programs with the BSA and I don’t know how much I was able to accomplish.”

“Take a picture of flight nurses in helicopters flying into a massive trauma scene. Save one life, and you’re a hero. Save hundreds, and you’re a nurse. Plus, we don’t have to work the long hours of the doctors. It’s an exciting job with lots of personal and professional growth.”

“High school students need to know the nature of the work of nursing. These students, in addition to overcoming the social stigma associated with entering a ‘female dominated’ profession, need to understand the high tech, high touch nature of nursing. I usually give high school students my email address for contact, because having a 1:1 relationship with a male nurse who will honestly answer questions is important at this age. This is the age where you want to get commitment to nursing as a career choice.”

“Done it-gave a talk to a high school on a ‘non traditional role’ career day and was well received with lots of thoughtful questions. When I asked an audience of about 300-‘guys only’-“Who would be interested in this career?”, only one hand went up.”

“We need to expose them to the real thing, not just pictures and advertisement.”

“Every high school should have an organization for Future Nurses to expose students to the challenges and opportunities and rewards of the nursing profession, for men as well as women.”

“Reality TV. This seems to be the latest draw for people to watch. If people could see what really

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happens, I'm sure interest would sway towards this profession. A show called 'Trauma Nurse'."

"I would speak to the students about the career being challenging and dynamic. I would tell them about how it is a very stable career choice and that the demand is great anywhere they would go-greater mobility. I would tell them about travel nursing and the opportunity to travel nationally and internationally and make good money as a nurse. I would tell them about other men in nursing and that it is a cool professional choice."

"Same as above and remind them that working in such a female dominated field can mean a lot of dating opportunities."

"The number one question I get from high school students is, 'How much money is there in nursing?' My answer to them is, 'As much as you want to make.' I tell them about the average salaries, and the salaries for the specialties. Plus all the traveling you could do if you wanted to."

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Why or why not encourage a male friend to go into nursing?

“There are not enough men in nursing and I feel hospital management would like to see more men in nursing. I have found, in my short time, that nurses on my unit are thrilled to have the male staffers that they have. If one is young enough (I was 59 when I decided on this career change), there are so many challenging opportunities for men today.”

“A lot of it is not as you are taught in school. Not much time to spend with the patients.”

“The joy of nursing.”

“If they are interested, I would encourage them to seriously find out more. There are great rewards if you are the type of person who can appreciate them. I would also tell them that there is a great range of ways to approach the work. There are ‘blue collar’ type nurses who watch the clock, worry about the problems and make petty complaints, and there are ‘white collar’ nurses who take a professional approach, seek to contribute solutions rather than complain about problems, and seek to grow in their profession. If they don’t want to be the ‘white collar’ type, they should stay away because they will spend their time being unhappy and unfulfilled.”

“Low salaries, many demands, low respect from MDs.”

“Job security in a very unstable economic environment. A good career for men with nurturing skills.”

“Why? Why not? It pays really well, there’s a million different ways to go once you get proficient. The sky’s the limit if you’re a man.”

“The flexibility in scheduling shifts and the ability to travel at will make nursing an ideal job for a young man. The upward mobility offered in nursing provides for some stability when (and if) he finds a place he’d like to stay.”

“School education is based on feminism and very much female-oriented with little perspective on the male insight.”

“Nursing is a very rewarding career, a lot of hard work, but very rewarding; to make a difference in someone’s life gives you a warm glow inside that hardly any other career could do.”

“In nursing I have found my niche in life. It has been both personally and professionally rewarding.”

“I have had nothing but door opening experiences while I’ve been in nursing. I feel that nursing is

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a very strong profession that demands you have a great sense of priority, duty, integrity and direction. I also believe in today's world, if doctors are the head of medicine, nurses are by far its backbone."

"Because I would not want them to have to go through the disgrace of having to work with and for a bunch of gossiping female counterparts and a clan of prejudiced doctors who feel nurses should be at their beck and call, girls (whether male or female) put there by science for their every need."

"Because we are titled male nurses and not just nurses. You are asking about stereotypes-and we are called male nurses instead of nurses that are male. You can't change things when you are part of the problem."

"There is quite a bit of discrimination in the field. It's female dominated and the ones that seek management positions often have psychological problems (that involve men). The disciplinary systems remind me of grade school. Doctors are often spoiled and arrogant and women have not done much in all the years they have dominated the field to stop enabling these behaviors."

"There are too many roadblocks in nursing for a male and you have a hard time advancing like women did in the business world."

"Each day is unique. Every day is a challenge."

"Nursing historically was a female-dominated profession. However, with more male nurses entering the profession, it is becoming a unique and special profession that incorporates many fields of study that men can significantly contribute to."

"Every day is a learning day. I am daily presented with new situations and situations where I have to think on my feet and keep patient care on track."

"There is nothing more rewarding than making a patient feel better, no matter what their situation."

"There is nothing in life more satisfying than to go home in the morning, and be able to look yourself in the mirror and know that someone is still alive because of something that you did, or knowing that you touched a life during your tour. There are really no other professions that touch lives like nurses. I have assisted with bringing new life into this world, and I have also held the hand of the dying-a caring nurse touches the very soul of mankind. Yes, the president of a multi-million dollar company may make more money, and carry a bit more prestige (in his mind), but what does he see in the mirror in the morning?"

"It is a noble profession in which men have always played a major role. It was not until Nightingale that men got devalued for their work. Men are far better at the interpersonal

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relationships that are the true hallmark of successful practice. Men are much better at maintaining a stable environment up to and including the strength associated with their presence in the patient care setting which is often filled with crisis, anxiety and disruption.”

“I have been in the medical field since I was nineteen and the common theme that I have noticed is that male nurses get very little respect from many peers, patients and doctors. Often I have been asked if I am gay just because I am a nurse and a male. Public perception is that nursing is a job for females.”

“We, as males in nursing, at times can feel like an outsider in a predominantly females only club. The more men that come to nursing, with a diverse background of not traditionally female professions, the quicker nursing will be seen as the hard job it is. Nursing is a physically hard job, but to be a nurse, one must have the social and technical skills that the traditional laborer is discouraged to develop. It is literally the best of both worlds, both a mental and physical job. I have noticed more than one male nurse be in better touch with the nurturing side of caring, while the stereotypical female nurse is generally better at the mental part of the job, a woman doesn't have to rise above the bar to be a nurse. But a man has to be at least as nurturing and caring to be a nurse as any woman. I am sure the same thing happens in reverse, for a woman to choose a traditionally men's job, she would have to be at least as strong or physically capable as her male counterpart. If enough men could become nurses, it could go a far distance changing the stereotype of the man as a nurse from the soft and emotional type, to simply a nurturing professional who is a man.”

“There are many opportunities to attain individual goals. These pathways are in many ways far superior to the more traditional 'male' models in that the nurse is involved in every aspect of health care, not at some predetermined and predefined level. However, there is a major downside in that nursing still tends to be its own worst enemy in that it continues to foster the handmaiden, self-sacrificing mentality that leads to attacks upon its young rather than seeing them as allies and in need of mentoring. Physicians are not better than nurses, as one cannot really exist without the other, rather there is the tendency to acknowledge the need for collegiality, union, and protection of the profession-something nurses continue to not recognize.”

“Poor nursing leadership at every level. Nurses have become the scapegoat and focus for every cut back, policy change and health care cutback. The leadership lacks a strong forward looking leadership and ability to stand up to hospital executives, health insurance and Congress.”

“ I do not encourage either sex to pursue nursing as a career.”

“If you can get past the female RN's mind-of males as work horse 'to do the grunt work, manual labor', nursing is an excellent profession.”

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“If they showed an interest, I would encourage them. It takes a special mentality to be able to work in a female-dominated field and having been a restaurant manager for 18+ years previous to going into nursing, I think it helped me to be able to work in this environment.”

“I love nursing. The challenges presented and the goals to be achieved are staggering. This is a field where a person seeking to expand their knowledge and their talents can do anything they feel capable of. I spent 22 years in law enforcement and did not have the challenges presented that nursing has offered in the past six years. Any male who truly wants to enter a career field in which everything is wide open should look at the field of professional nursing.”

“It is a career that offers an opportunity to grow both professionally and personally. It’s not about money, it’s about making a difference in people’s lives. Being in a hospital is not where most people want to be anyway, so by making their stay comfortable and tolerable is one way that will help them to recover quicker. Letting them know you care has so many benefits. When we die we take nothing with us and the only thing left is the difference we made in people’s lives. It is our legacy and our gift to our children and family. It’s not about the money, it’s about making a difference.”

“I think men have a unique opportunity to change the way nurses are perceived. The fact that nursing should be dominated by women is ridiculous. We have seen the effect of a women dominated profession and the lack of growth which accompanied it. The various levels of education alone are confusing to the general population (LPN, RN, BSN, MSN, etc.). The lack of professional standards across the board has had a major impact on the growth of nursing as a profession. The leadership in nursing has been predominantly women, leaving little or no input from other ethnic groups with a diverse sense of thinking. This dominated women’s profession has done little to allow minorities (which includes men) to enter the profession and continues to do so on a national and international level.”

“Job availability in my area of the country (important for men who are the breadwinners in the family.) You are helping people so the sky is the limit as to what area in nursing you desire. Military nursing is an option.”

“The profession needs more male nurses in order to change the perception of nurses as merely handmaidens of the physicians. A stronger male presence will help to win gains in salary and benefits. Nursing is a dynamic profession with many different career paths.”

“I am in a one income family of three. With many of my friends in engineering and manufacturing being laid off and not finding equivalent jobs for years, this is a serious concern for me. A nursing degree is also versatile enough that if bedside or hospital politics becomes unbearable, I can easily transition into another career.”

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“It’s a great profession. I love it.”

“Nursing is not just for women. Men can be just as good a nurse as any woman can. Stereotypes are just that, stereotypes.”

“I have been a nurse for almost 30 years. I have never regretted, for even a day, my decision to become a nurse. It allows me to interact with people in a meaningful way-to help people. Nursing allows me to express my individual characteristics: a person with intelligence and good ideas, an interest in biology and pathology, a desire to put my principles in action. (Remember, I was a philosophy major before I became a nurse!) Nursing is a terrific profession for males or females.”

“The burden of practicing in a female dominated society places many disadvantages to men. Having to answer to female supervisors who have historically suffered the brunt of practicing under male (MD) authority, female supervisors take the opportunity to ‘get back’ at their male counterparts, especially when they are under their supervision.”

“Stable career with many options. One problem I see is the term ‘male nurse’. That label already suggests it is odd for a man to be a nurse. We are men who chose nursing as a career.”

“Critical care nursing is a very technically challenging and demanding profession. You really do make a real difference in changing people’s lives. No greater high than saving someone’s life.”

“Generally the nursing leadership are dominated by females and they feel threatened by the presence of male colleagues. Also, females in leadership tend to manage by emotion and tendency to sideline male nurses’ career progression even though they have better skill, knowledge and ability to fulfill the job requirements. Also, culturally, the female dominated nursing profession, at least in my country, finds it hard to accept males in the top echelon of management.”

“I wouldn’t even encourage female friends to become nurse. We’re being asked to do more with less resources everyday, while regulators (i.e., CMS, DEA, and other parties removed from the reality of direct patient care) are making decisions about minimum staffing requirements, unreal windows of time to administer medication, and other standards, having mostly lost sight of a nurse’s ability to competently and honestly go about performing their caregiving.”

“If this is their calling then they should follow through and not bend to stereotypes. Male nurses are not simply ‘wannabe’ doctors but are integral to providing health care to those in need and making a difference.”

“The fact that nursing is a stable career that provides scheduling flexibility and numerous career paths. I only work three days a week and have a salary that compares to most traditional 9-5 Monday through Friday jobs. If I want to make more for the holidays I can work an extra day.”

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“Jobs are endless, security, the money can be good depending on where you work.”

“If a person has the desire to help people, nursing is the field to be in, you see people at their worst and sometimes the little things we do make all the difference to them-truly rewarding. If a person wants to be able to make ‘lateral moves’ into other fields of nursing for a totally different nursing experience-these opportunities are widely available. The sky is the limit for a nursing career-BSN to MSN (NP, OR Clinical Nurse Specialist) to PhD. There are teaching opportunities, there is CRNA...wide variety of options. The list goes on.....”

“Very good field to get into right now. Male nurses are in demand.”

“34 years as an RN. If I had it to do all over again...I would do it all over again.”

“It is the most rewarding profession I have ever had.”

“Nursing is challenging intellectually and will help you grow interpersonally with a wide variety of people.”

“I think that being a male in a woman dominated field has its advantages. Generally speaking, men have a different approach to nursing. We interact differently with our peers and patients. Because of this, I believe that men have an opportunity to develop their career in nursing in a special way that often leads to being successful in whatever way that the individual might define success.”

“I would encourage male friends to become nurses only if they were very compassionate with people in need of need of care, and if they demonstrated an open mind about other people.”

“I believe nursing has been and will continue to be a lucrative career. As a young man, it was instilled into me to be a provider as a husband and father. I see nursing as the perfect job for that. Salary is good and potential for growth is endless.”

“That statement comes with the caveat that those male friends have the innate capacity to care enough to think about, advocate for, and act upon the best interests of the patient population served.”

“The phrase ‘nurses eat their young’ has been demonstrated as a truism throughout my career as a nurse. I cannot in good conscience recommend such a cannibalistic career field to those seeking an actual profession in which to spend their most productive years. I have come to regard nursing as something less than a profession. Perhaps it is better characterized as a trade. A field in which one may receive a license to practice with only two years education (regardless of how long it actually takes to complete the license requirements) is not easy to justify calling a profession. Consider, for example, accounting, which requires four years to obtain a BS. If one desires to practice as a CPA,

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one must have an MBA in the field. To work as a journeyman carpenter, it takes only about one to one and a half years, including some college. Which is the profession and which is the trade?"

"This may sound chauvinistic, but I feel men have a stronger impact in the political arena at this time and can influence those persons in Congress more. Men need to realize that nursing is not a 'feministic' profession anymore and that there are more opportunities for men in nursing."

"Strength in numbers-more male nurses will force nursing to become a true profession with perhaps a more singular point of entry-higher standards of practice and as valued treatment team members."

"I was an executive in high tech. When I retired in 1995, my secretary was paid more than today's nurses (ten years later). Women in nursing seem to have no means to organize themselves into a cohesive force to demand better nurse/patient ratios, significantly better pay, better management training and recognition and few, if any, have any sense of the health care business except for their myopic view of nursing. Why should men enter such a dismal profession as long as they have to put up with non-energized women who are clueless about how to advance themselves and the profession?"

"I already encourage and actually have three friends (males) who went on to become nurses, mostly because they saw the stability and salary advantages."

"The 'No' to question # 8 should be 'Maybe'. Many of my friends could not do this job as I could not do theirs-I believe that it takes a very special person to become a nurse and it's not for all of us, including women."

"Few of my male friends have the type of caring personality and empathy needed to be in nursing, but the ones who do, have it in abundance."

"The fact that there is a great demand for nurses everywhere and show them the salary and paychecks I receive as proof if necessary. Also, there are a lot of places/fields in nursing to work in. Absolutely a very promising career from which to retire."

"I would encourage male friends to explore the profession only if they love working with people. The high tech aspect of intensive care nursing is a necessary but not sufficient reason for my love of this field. I am in training to be a nurse practitioner because of the intellectual challenge and the autonomy. Ideally, one's choice of life's work fits one's personality. How tragic and destructive for young men, through no fault of their own, to not even have the chance to understand what they're missing in this difficult, wonderful profession."

"Once you get over the 'traditional roles' aspect, it is a rewarding field. I have found that the more

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masculine men, like myself, favor critical care areas, like ICU and emergency. I have seen in many other areas, people often question the sexual orientation of male nurses. In the critical care fields, there seems to be a higher concentration of men, so guys have an easier time being accepted.”

“If they expressed interest! I began as an orderly while attending school in another field, and found I liked the medical field better than what I was studying. If the interest in the field is already there, then the stability and upward mobility could be stressed, as well as the geographic flexibility. Salary is a drawback, especially for new grads, when comparison-shopping for careers.”

“I have found that, other than outside organizations such as clubs and churches, people tend to associate with those individuals with whom they work. There is very little opportunity within nursing for males to build relationships. I hunt, fish, play ball, and a variety of other active, traditionally male hobbies. Over the past twenty years, I have become comfortable with talking about weddings, babies, clothes, although my female counterparts would rather not discuss the finer differences between a 7 mm mag and 30-06. While in the military, I could stop off and have a drink with my co-workers. My wife does not care much for me stopping and having a drink with my female nurse manager counterparts. Building close interpersonal relationships with members of the opposite sex is not a wise practice.”

“Nursing is great. Nursing school is terrible for everyone and discriminates against men.”

“Excellent opportunity to have a meaningful career where you can make daily differences in others’ lives.”

“Why...it’s a decent career with okay pay and with challenging work projects. Why not...the economic constraints in many areas of health care (its labor and economic resources) have caused staff to work too hard. The demands of patients and politicians outstrip the supply of resources allocated to health care.”

“Need more males in nursing. Based on history, first nurses were men, but gradually women took over, and dominated.”

“Nursing, particularly the NP field, has been excellent. I have a nurturing personality and it has always been fulfilled through providing health care. I have never once in my 27 years had to worry about layoffs. Stability has always been there and the salary has always been sufficient to cover me and my family’s needs. I think it is a great field for men, not aggressively competitive, and generally creativity is encouraged.”

“Above reasons, and if single, many chances to meet intelligent and caring women.”

“Nursing has become an ever expanding science that has grown past its boundaries of being a

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female dominated profession. Health care is both challenging and rewarding regardless of sex. The salaries, benefits, schedules, and learning experiences are rewarding and available upon different levels of personal results. You can take nursing as far as you like, and since the science is growing, there is room for everyone and every discipline. The population is growing and nurses are needed. As a society of intellectuals, can't we look past stereotyped career roles now and move forward for the benefit of us all?"

"In nearly 30 years of nursing as a male, I have not encouraged ANYONE to go into this profession. Quite the contrary, I have discouraged hundreds and hundreds of men and women to consider other career choices-with nearly 100% success. Nursing for males in this predominantly female career is extremely hostile, sex discriminating, and replete with women filled with fear of men's different ways of thinking. The nursing profession for men is extremely abusive, emotionally and psychologically. Middle management of nursing by females is overpopulated by women who exhibit total hostility toward men with outright hatred. Middle management females tend to be obese, defensive, power hungry and control oriented."

"I do now. I think it's a great place for guys (and I want more co-workers to talk football with)."

"It's a profession that is respected, offers a variety of career choices, and we need all the nurses we can find. We don't do a good job of marketing ourselves to young men. Once they get over the initial snicker, they find out you need to know your stuff to be in this profession."

"First on my mind as a man with three grown kids and a wife, is the stability, good job benefits, even though they are getting more expensive yearly (health benefits) and job security. The longer I have been a nurse, the more it has brought out my caring side, and a true gratification for helping others. The pay is not as good as many high profile professions, but it is very good compared to others. Nursing does not have the high profile respect, and I find myself always wondering what people think when I tell them I'm a nurse. When I was a new nurse, I always noticed people saying, 'why didn't you become a doctor?' I frequently think I would have liked to be a doctor for the prestige of being a doctor, but the hours are very good in my specialty with give and take, but most importantly flexibility for my family and no weekend hours. Also there is quite a bit of flexibility with the hours; we have 7/70 scheduling for staff nurses and being off a week is great when your kids are young or no kids. Again, the pay is good, could be better, but I always say it makes ends meet and the job security is excellent. These are things I would tell a male friend to convince him to be a nurse."

"Yes-with qualification: person needs to match well with job demands and stress level; need to be able to deal well with systemic pressures and poor management decisions affecting people's survival and health and stay focused on doing the best he can...applies to many nursing positions. It is at a critical point in hospital settings, which is the primary reason there is a shortage in the first place."

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“I would never encourage anyone to go into nursing, male or female. If one was inclined to go into nursing on their own, I could be supportive about the positive aspects, such as there may be, but encouraging someone who did not have an inclination on their own would not be something I would do.”

“If they really wanted to, however, I would have to be honest with them in stating that there are still many obstacles/challenges in the career. Sorry to my female friends, but if I hear about the new lipstick shade coming out or how ‘hot’ male actors are, I’ll vomit!! It’s still complaining about the job rather than doing something about it.”

“Society needs for men to be in caring positions.”

“ Good pay. Chance to directly help people through patient care and education. But, it is still looked at as a ‘secondary income job’ allowing employers to offer very poor retirement benefits! This is important for a man trying to support his family and plan ahead. Also, there are far too many nurses who climb the ladder and use their power to ignore men and their ideas. When things need to be done, the best way is to let them think it was their idea, and let them get ‘credit’ for it.”

“Nursing is so broad. There are many areas of nursing that one could go into. You will never be bored. You can go anywhere and find work right away. There are numerous opportunities in the nursing field.”

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What type of message would you take that would represent men in nursing? (Talking points)

“Pictures, Oregon poster, etc. and successes like General Bill Bester, Chief, Army Nurse Corps.”

“We are a diverse group.”

“The role of men in nursing and one that focuses on the positive contributions that men have and do make in this profession.”

“We CAN make a difference in every life we touch.”

“Nursing is a profession full of challenge and problem solving. It is very dynamic. There is always something to learn.”

“Challenging. Rewarding. Respected team leaders. Leadership. Role model.”

“The type of message that I would take would not sit well with women in nursing. I would speak to the men about the ease with which men advance in nursing, the marginally higher salaries commanded by men. Basically, I would use all of the talking points that women use to highlight the disparity between men and women in any other field.”

“Male, female, makes no difference. You are nurses.”

“Talking points need to be age appropriate. They might include the idea that nursing is a career that uses technical and emotional skills. There are many specialties in nursing. The rewards of nursing are great and can be tailored to an individual’s needs.”

“You have to get rid of the term ‘nursing’ -it’s synonymous with breast feeding.”

“Male children, even my own, do not see nursing as a career that they would even consider. It has always been dominated by females, and unless they are shown that it’s okay to care for others, ‘manly’ to be involved in nursing, they will never see it as a career choice. This is an extremely difficult question to answer-a multi-faceted approach would have to be taken, and unless you are going to pay me to spend some time on it, I don’t even have time to think about this one.”

“Caring, fatherly and concerned men who innately want to ease suffering and teach patients/communities healthy ways of living.”

“Men do well in nursing. Nursing is not just about bed pans and bathing but about strategies of health and well-being to achieve successful outcomes.”

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“Nurses make a difference, they work with doctors (not for them), and it is a career that has a personal sense of reward and accomplishment like no other.”

“Autonomy, decisiveness, communications, courage, compassion, creativity. I would talk about the above six skills that the men in nursing whom I know have.”

“It is important to educate kids about what nursing is all about! To try and demystify the vision of nurses as women with starched white uniforms with a nice tidy nursing cap, who waits on a doctor hand and foot, and who functions as a handmaiden. It is important to share other forms of nursing outside the hospital setting, in public health, in home health care, and case management, and in education and administration. It is important to portray nursing as a profession that mainly utilizes their intellect, and critical thinking skills, and is a lot more than wiping bottoms, and applying band aids! It is also important to expound upon the fact that men are also caring and compassionate people in our society, and that being a caring and compassionate man is not always being a sissy!”

“My message would be positive in all aspects as well as based in reality. The reality of life, death and what becomes between them, and how they as nurses can make the positive impact that they wish to make. Also, it would be an image that is not necessarily Black, Caucasian, Asian, effeminate or ‘pretty boys’.”

“It’s okay for men to be nurses.”

“The potential of being in charge of their destiny in a career that has potential to take an individual to great heights. If they want to get into a profession that is ever changing, nursing is the field. We are a group of individuals that even if small in numbers can influence change.”

“The ability to help people, to save lives, to fly in the Medivac, to work trauma. The difference that you make on a daily basis. Nurses make more of a difference in a single shift than most people do in a lifetime.”

“Open and honest. The Johnson & Johnson presentation of the macho black RN in the ER is a rather good way to represent men in the profession. Men in nursing are able to do everything in nursing that women can do. I would talk about a friend from the Navy (male) who ended up getting his Masters in Midwifery. Another male RN I know worked in Peds ICU. There are no limits. As a nurse executive, I am proud to work with the 340 nursing staff in our VA hospital serving the men and women who have served our country proudly.”

“Job/personal satisfaction when you pull the difficult cases through and had a big part in the win.”

“It is a job where you can make a huge difference. Get into it and be extremely good at what you do. Make it known to as many people as possible that just because you might be five ten and two

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hundred pounds you can be as gentle as anyone. That because you are a male there is no reason to stereotype you. Male nurses are as capable as females.”

“We care and we care very well. We’re strong, dependable and motivated to be successful. We are not easily disrupted by external factors. We’re bright, smart, filled with humor and a sense of what is right/wrong, good/bad.”

“The two words, ‘women’s work’ must be overcome. If nursing is women’s work, I remember working less hard physically in a man’s job.”

“Nursing is a very challenging career choice. Not everyone can become a nurse. It is time to give back to the community that which you were provided. The challenges that we face are far surpassed by the rewards that we gain in helping others.”

“Nursing is not just for women anymore. Opportunities to advance in management. Multiple areas to work in (psych,OR,administration, medical/surgical, oncology, home health care, public health, teaching, etc.). Pay scales have improved. Beneficence in helping the community or other needing group.”

“Best business in the world.”

“Nursing requires education-knowledge. Nursing requires skills-and give examples of the skills. Nursing requires the ability to plan care independently. Often, nursing requires physical strength.”

“My talking points really don’t change when I attend career fairs in the schools. I am there to encourage students to become nurses. Just having a male nurse there to give the presentations gives the strongest message you can send.”

“If the name of nursing was changed to something else...say something more gender neutral like anti-death specialist, males would take a closer look at the career. Also, I think nursing needs a face-lift. Get rid of all the bright colored scrubs. When I walk into work sometimes I laugh because it looks like a circus. Nursing needs to look professional! What does that look like? Have you ever mistaken a police officer for a Boy Scout, a military officer for a hunter? Sometimes you can’t tell the difference from housekeeping to an ICU nurse.”

“As silly as it may sound...nursing ain’t for wimps! A nurses in general requires strong character and a caring spirit....as well as being mentally focused at all times.”

“Be yourself and don’t be worried about the stereotype.”

“Talk about the diversity of my male friends in nursing. One is a biker, one is a former cop, one is

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an accomplished snowboarder and windsurfer, one is an Iron Man competitor, one is a long-distance cyclist, one is a musician, two are published cartoonists, one started a magazine for nurses, one is a patent holder for a medical related invention, one has written a book and so on.”

“Requires intelligence and energy. Nursing is high tech. Men are needed in nursing. Nursing has excellent opportunities. There is a great demand for nurses today. Men can work with doctors and other health professionals. Management opportunities.”

“Technicality of the nature of the work; i.e., breadth and depth of knowledge required in anatomy and physiology, pathophysiology, microbiology, medical technology (i.e., PCAs, epidural pumps, IV pumps, medications and pharmaco dynamics/pharmaco kinetics). In short, all the technical stuff that guys love!”

“It’s a new world. Men are in nursing; 50% of medical students are women.”

“There is nothing more rewarding than when a patient or a family member says thank you for the wonderful care you have given.”

“I would bring several male nurses and myself to talk with the students.”

“Do you like helping people? Do you have good people skills? Do you want to meet a lot of women? Do you want to work YOUR schedule? Do you want to be involved in life and death decisions? Do you want to have the freedom to live anywhere you want? Do you want to make a good income and have lots of opportunities for overtime? Investigate nursing.”

“Opportunity for flexibility in settings in the profession. Could emphasize critical care and ER since lots of young men like that excitement and technology. Opportunity for promotion. Need of men in nursing is high. Peter Buerhaus (at Vanderbilt) researcher, believes men could relieve the shortage since they stay longer at jobs and don’t need maternity leaves.”

“Show men as both intelligent and caring.”

“That men can be compassionate and caring without being homosexual.”

“I couldn’t encourage anyone, male or female, to go into nursing because I think the money does not represent the responsibilities connected to being a nurse. Unfortunately, I like my job enough and am too old to consider another career.”

“Men can be sensitive and caring like a female can. Men and women both bring excellent qualities to the field of nursing. Being a man and a nurse does not mean that you are gay, a failed doctor or whatever else you can come up with. Men are needed in nursing. If a man has the genuine desire to

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help people in need, nursing is an excellent career choice.”

“We need a few good men.”

“One study indicated that the typical man in nursing is in a second career, married, has 2.3 children and is more confident about himself (self image) and is able to deal with stress without relying on fantasy to the extent of his engineering/accounting buddies.”

“Regrettably, the nature of most men does not lead them to appreciate the egalitarian concept in the work place, until much later in life. There are few men who can appreciate how unimportant gender is to the successful execution of a career choice. This is, however, changing and the prospects for men in nursing offer some element of relief for the future critical shortages of nurses. Therefore, talking points should be directed to men disenfranchised by the vast socio-economic engine of multinational corporations, where just a few manage and retain the vast resources of western wealth.”

“Need to think on your feet and make life and death decisions wisely. A true adrenaline career. Variety of jobs within the profession, and the ability to cross-train into them; never get bored doing the same job unless you want to be there. You have the trust of the patient; they see the nurse more than the doctor, so you build relationships with your patients. Technology. Fun tools and toys to save lives with. Better living through pharmacology. We can give more drugs now to do more to impact the patient and save/change/improve their lives.”

“Little chance of layoffs.”

“Possibilities are endless. You are the future-you can make the difference. The profession can be what YOU make it.”

“It is a job that requires a lot of critical thinking. It can be unpredictable and fun at the same time. You spend a lot of time with people and getting to know other people and their values, cultures and ethnicity.”

“That men in nursing are NOT the stereotypical gay male as represented by the character Jack in the TV show ‘Will and Grace’ during several episodes last year. It is possible to be a man, be a parent, be an involved member of the community, etc. etc. etc. AND be a caring, compassionate, professional nurse! I think that the public, in general, has a perception of men in nursing as being a little different than the average guy next door. And the thing is-most of us ARE the guy next door!”

“We need a critical mass of men who understand business, can talk to hospital administrators, officers, Boards and other stakeholders as equals and turn the institution on its head.”

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“University of Pennsylvania had an ad campaign years ago about ‘my daddy is a nurse’.”

“I don’t know. Get rid of the Florence Nightingale persona.”

“Get a job in business and make three times as much money.”

“I’m not interesting in specifically recruiting nurses-men or women. I feel it’s a bit of a calling. Unfortunately, we’re seeing more new nurses that are interested in all the perks, but not the caring for people part of nursing.”

“I would take patients’ personal letters of appreciation. I would take actual stories (without the names of course) and present heartfelt sentiment for a job well done to students and ask them to tell me if the nurse responsible was a man or woman based on the patient’s responses. They will not be able to tell you. I would show other jobs in which both men and women are EQUALLY proficient. I would ask people to toss aside misconceptions and prejudice to accept that men are a strong force in nursing and are only growing. Then, after all that, if it didn’t convince anyone, I would show them my paycheck.”

“I don’t know that I would talk that much about specifically men in nursing, but rather be a man in nursing and show the kids that I felt good about my job and my title.”

“Just because I am a man does not entitle me to speak for men in nursing.”

“Real men nurse. Real men make a difference and so can you.”

“Fast paced ever changing work environment filled with numerous opportunities to learn about and care for people. The paramedics get you there-we take over from there and get you back home. We are their champion and guardian throughout all the processes when life takes a different direction. We have to be smarter, clinically superior, more assertive than our female counterparts because we are tested every day by the MDs who still can’t figure out why we didn’t go to med school!”

“Men have another perspective to add to nursing, just like there are female doctors, there are male nurses. Men are strong, needed in lifting. I have never met a female nurse who was not glad I was there to assist with a lift. Again, I add another perspective to nursing, I see different things that women do not, and when you work together as a team, you really improve and augment the overall nursing in a department because you are looking at the picture from a more complete perspective.”

“Men can be as caring as women. Men in nursing have shown they can be empathetic. Men in nursing are seen in a leadership role and are willing to take the steps to make it happen much quicker than a female nurse.”

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“Real people doing real things at a moment’s notice that affect people for a lifetime.”

“What do you do for a living? Push papers, sell things, and watch the clock? WE get to know people personally, get to care for people firsthand, and save lives.”

“Men have the right to care for others as much as women in the field of nursing. They should ‘Dare to Care’.”

“Exciting. We know that we tend to find men in critical care, the emergency room, and psychiatric nursing. Focus on those points. Variety of work. Talk about how working with individual health care needs requires independent decision-making and critical thinking.”

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What do you like most about your workday?

“Before I retired I enjoyed most the days when I felt I made a difference in someone’s life. As an executive it was often in a nurse’s life; as an educator it was in a student’s life. When I was a staff nurse it was patients and families that I felt I made a difference for.”

“Variety and intellectual stimulation.”

“I work in the ER not because I am a Johnny Bravo adrenaline junkie, but because of the detective work. I like beating the physician to the diagnosis.”

“The end of it.”

“I have contact with many different classes of patients at the worst time of their life. I am able to provide comfort spiritually and medically to help their current situation.”

“Ending it. Just like any other job.”

“I like to review the cases for the day. I like interacting with my patients and the doctors. I most of all like working with my fellow nurses-most of whom are women.”

“Contributions to nursing and society by educating the next generation of nurses.”

“My interactions with my patients and the great family of co-workers I have.”

“Making a difference in the life of my patients.”

“I like healing-I like seeing people in a more humble state. You can almost see their souls.”

“I have job satisfaction that I’m helping people, that I am making a difference in their lives.”

“Making a difference and saving a life.”

“The feeling that I have made a serious contribution to another human’s existence, and had the opportunity to do something that makes me a better, smarter individual.”

“I like to be directing the flow of work, monitoring patients and being able to focus on spot issues that require action.”

“Flexibility in work, making people smile, ability to reduce anxiety or stress related to procedures, communicating with people, allowing men to express their feelings, delivering great service,

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improving reputation.”

“I work nights and have some exceptionally talented and friendly people to work with (all females). I am accepted for who and what I am and if I can go home every morning knowing that my patients are alive, as pain free as possible, had a good night, all their meds on time, then I am happy.”

“Hanging out with the guys-I have many male nurse counterparts in the emergency room where I work. I can count on them to work as a team to take care of patients.”

“Helping patients get better and making a difference in their lives.”

“Knowing that what we do has an impact on the community and the hospital system.”

“I am an educator so the greatest moments of my day is when I teach a nurse a new concept and I can see in their eyes that they understand.”

“Everything.”

“Planning and pulling it off without a hitch.”

“Making a difference, making a living.”

“The variety of exposure, experience, challenge and diversity in the administrative field. The ability to make an impact and make a difference in patient care and nursing practice.”

“Helping my patients and the bonds I have formed with my co-workers.”

“When it’s over.”

“Making a difference in patients’ outcomes and teaching new staff how to become better ICU nurses.”

“Helping applicants get a position in nursing.”

“My paycheck every other week.”

“Respect from my peers!”

“Knowing I made a difference.”

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“Figuring out what is wrong with patients before the doctor does.”

“The challenge, working with people. Ability to make changes and make a difference, even a small one.”

“Helping people.”

“I have the opportunity to be a positive influence in another person’s life.”

“No attitude, no discrimination, no taking men for granted or being used for manual labor.”

“I love my work and will enjoy advancing my career. I enjoy seeing people get better and go home...but it also makes me appreciate the power of this career when someone can’t get better and I am able to be there for them and maybe make things a little easier.”

“Making a difference in people’s lives.”

“Being able to make a positive difference in another person’s life.”

“No clock watching. Busy, challenging, important work.”

“I love knowing, as corny as it sounds, that I am really making the planet a better, safer and healthier place to live.”

“Seeing the same patients after a number of days get better. My peers at work, I love and treat some of the girls at work like my sisters or my wife.”

“I make a difference.”

“My work is directed at recruiting people into nursing and to look for ways to reward nurses who are practicing. I spend my days working on new and innovative ways to present nursing to new generations, especially minorities and men.”

“Feeling like I’ve made a difference and helped others.”

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What do you like least about your work day?

“Expectation for standardization and that all have to ‘think alike’. Cannot do anything different. Too many step by step procedures rather than guidelines and independent thinking.”

“Twelve hour shifts on consecutive days are murder at any age. Documentation takes a tremendous amount of time and takes away from patient care. Having to do ADLs because the floor is understaffed with ancillary personnel. It is difficult for anyone to interact with some arrogant MDs.”

“Sore back.”

“No lunch breaks (we get lunch time deducted but seldom get to take a break).”

“The internal hospital conflicts. Management, etc. Just let me do my job and do it well. It seems as if the women in nursing are constantly at conflict with one another.”

“Unmotivated co-workers (not RNs, necessarily).”

“Paperwork, paperwork, paperwork! Often redundant and superfluous. It should be declared unconstitutional as cruel and unusual punishment.”

“The impossibility of getting it all done.”

“Listening to the regular staff gripe about the budget, productivity, the hours they have to work, and the poor treatment they receive from administration.”

“Cleaning up after doctors, residents.”

“Working night shift and lack of ongoing training (relevant and meaningful to my particular setting).”

“Twelve hour shifts. I still can’t see how 12-hour shifts are good for our patients.”

“Decreased amount of clinical contact.”

“Understaffed, no unit secretary, no nursing assistants, interdepartmental attitude problems, cutting corners, uncaring staff and poor customer service.”

“The backbiting, eat your young, passive-aggressive behavior. The complaints about having to keep up with the changes in nursing. The blue collar mentality with the expectation of being

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treated like the MDs and other professionals.”

“The constant ‘clucking’ of disgruntled female nurses about this issue or that. I’ve worked in all male and all female (but me) workplaces in my military medical practice and the women have many more pecking order spat and take issue with change and variation than men.”

“High stress level.”

“It is non ending from the time my day starts till the time it ends.”

“Not being taken seriously by some staff and patients due to my gender.”

“The female environment is rife with rumors, passive-aggressiveness, gossip and the perception that to get ahead as a female supervisor you have to be hard as nails.”

“Red tape. Politics.”

“Staffing that is always looking at the bottom line instead of the healing line. Nurses should control staffing, not financial personnel who ‘know’ what is correct.”

“The constant bickering among nurses. We need to become more unified over issues we believe important.”

“Inconsolable patients/families, struggling with medical staff for appropriate care, intra-hospital political fights.”

“My feet hurt.”

“Can’t think of anything.”

“I love my job!”

“Lack of some physicians not accepting nursing input regarding a patient’s plan of care.”

“Long twelve to sixteen hour work shifts.”

“Getting up at 4 am.”

“Stress.”

“The workload and working conditions-they are awful!”

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“Working a full code with no hope of resuscitation; still hard to get over that emotional hurdle and move on with the day.”

“Not enough staff, difficult patients/relatives.”

“I like my job, but if I had to pick something it would be with physicians (they can be very disrespectful to nurses). Most physicians are better behaved than in past years.”

“The hospital spends nothing to train newly promoted supervisors, managers, etc. The promotee (skilled at their individual positions) are poorly equipped to manage their way out of a barn, much less manage people.”

“It’s so exhausting.”

“Seeing the senior nurses treat novice nurses disrespectfully.”

“Emotional stressors like death and dying issues, violence in society.”

“Long hours. When no matter what you do sometimes there is nothing you can do to help if the patient is too far gone. But at least you try and give it your all.”

“The micro-management by female management.”

“Getting tired at 4 am, Actually, the conflicts and petty issues that women have at times. It is unprofessional, and the focus is lost over heightened emotions. Without those issues, work would be perfect.”

“Dealing with nurses who have not been ‘called to the profession’ and are here only for the pay check.”

“There is little that I dislike about my work.”

“Inability to take a bathroom break sometimes and difficulty to please some ‘aggressive’ family members. Invariably, management ‘sides’ with the family, which makes us insignificant.”

“Listening to all the gossip and ‘girl talk’.”

“Nurse to patient ratios are too high. Ten to twelve patients to one nurses does not equate to safe or complete nursing care.”

“Lack of success in providing effective service to clients-reducing stress, relieving symptoms,

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providing resources, changing destructive behaviors, etc. Limited control over scheduling (not unlike any other job).”

“People who fail to realize we are trying to help them. Not being challenged. Death.”

“Unrealistic demands, constraints. Excessive paperwork. Long days on my feet. At times I encounter patients and families who are dysfunctional and become irate and threatening with staff members. I don’t like working in a threatening environment. (Thankfully this does not happen too often.)”

“No pals.”

“There is nothing I dislike about my workday.”

“I don’t have enough time in the day to finish all my work.”

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Tell us how you feel when you tell someone you're a nurse.

“Very proud.”

“Damn proud.”

“Disappointed in myself that I could not do better.”

“I like to tell people I am a nurse. I know I am one of the few male nurses they have met. I like changing their perceptions of all nurses being female and sharing what nurses actually do, which is an even larger area of misunderstanding.”

“Embarrassed!”

“Weak, feminine.”

“I used to avoid telling people-lately I've become more proud and let it rip! I think when the 'Man Enough' ads take off and with things like the J & J commercials, people will begin to know how they should perceive men in nursing.”

“I feel awkward sometimes.”

“I'm proud to be a professional nurse.”

“PROUD...kinda like, 'I am a trauma nurse, and your stupid job would be...?'”

“Proud that I finally, 18 years ago, got brave enough to be what I am, a nurse.”

“I feel as though I have to defend my choice of profession. I often mention my military service as a clinical nurse as an aside.”

“Fine, I have no problem with it. Some of the reactions are pretty funny, though.”

“At first I was embarrassed, but not now.”

“When I tell someone I'm a nurse, I also typically have to tell them what that means. Most people have no idea. When you say, 'I'm a nurse', that could mean anything from a nurse aide to a CRNA. When someone says, 'I'm a physician, lawyer, engineer, military officer or pharmacist', there is no question. So when I tell someone I'm a nurse, I sometimes feel frustrated because of the lack of identity of nursing and all the misinformation about nursing.”

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“Damn proud!”

“Proud but sometimes reserved that I may not be accepted by them. Most of my career was an active duty Army Nurse, which has a higher percentage of male nurses than the general population. Therefore, I did not perceive much rejection as a younger nurse. As an older, experienced nurse when I entered the civilian world, it didn’t matter much how I was perceived, but was I able to care for the needs of my patients. “

“There really is a sense of pride that I have about it, certainly no shame. Just saying that ‘I’m a nurse’ also says that I’m a person who cares about the well being of other individuals.”

“A great feeling.”

“I’m proud of my professional choices and the contributions I have made in many patient care settings and locations.”

“Proud and part of the select few. It used to be I’d love to tell people I worked critical care as a staff nurse; now I love to tell them that I’m a Nurse Practitioner in the ER.”

“When I tell them (patients) that I am a nurse, they have this bewildered look on their faces. They either say nothing or say something like, ‘Oh, I thought you were a doctor!’ Sometimes it would make me feel like I should have been a doctor. It is not until they see me more often and see what I do that they realize that men too can become nurses, and generally once they (and we) are over this hurdle, they seem to accept the idea. This gives them something to talk about with their families (‘I have a male nurse as my nurse’). One of the embarrassments of being called a nurse.”

“Proud; for the first time I feel like an important part of society and that I’m doing more than just earning a paycheck.”

“I’ve learned to like/enjoy their questioning looks as if I’m joking and then explaining how I got into the field.”

“Thankful to be a nurse.”

“Still not that comfortable.”

“I used to avoid telling people or feel embarrassed. Now some years later, as a bitter, cynical ‘old nurse’ of 44, I don’t give a crap what people think. I have the knowledge and self confidence to know that I do my job well, I’m competent, I make a positive difference in the lives of patients, other staff, and in helping new grads and junior staff to feel accepted and to boost their confidence.”

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“Usually embarrassed because the first response back is, ‘A nurse! Weren’t you smart enough to become a doctor?’ ”

“Proud and often an eye opener to some of my children’s friends when they learn I’m a nurse and I explain that men can be nurses.”

“That’s a female question. It’s a job. How does a ditch digger feel about his job or a garbage man? It’s a job.”

“Proud. In fact, when people ask me if I’m the doctor, I reply, ‘No, even better-I’m your NURSE!’ ”

“Sometimes I have to confess that I feel a little defensive, wondering what their reaction will be. Usually the defensiveness is unnecessary, because the reaction is generally anything from ‘No kidding’ to ‘That’s great’ and sometimes both.”

“It’s just who I am, no different than my previous career.”

“I’m basically proud to be a nurse, but I am tentative in expressing it because it forces one to wade through the stereotypes.”

“Ambivalent...proud versus defensive.”

“Sometimes belittled, but working on it.”

“My feeling is not important. What’s important is that I make a difference in someone’s life, whether it is the student or the patient.”

“Proud and wait to see the surprise.”

“I feel proud, but maybe sometimes a little embarrassed. When you look around a bunch of guys talking about careers, there are carpenters, businessmen, pilots, doctors, etc., and you say, ‘Well, I am a nurse’, there is always that short silence where they all sort of look at you and say, ‘Oh, really?’ ”

“Sense of pride in my accomplishments. Often greeted by patients outside the hospital (or their families) thanking me for helping them and often apologizing for their screaming during the IV or ‘dad’s behavior’. Knowing that many were called to my class and only a few graduated, and I did so with honors. Knowing that people still flinch when talking about taking their State Boards, and I had the minimum number of questions. Knowing that I change lives, through my actions and words.”

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“I feel embarrassed because I know how I honestly feel about this field. What is truly sad is that, when I graduated from my BSN program, I was really fired up to be a force to move the ‘profession’ forward. Unfortunately, I have come to regard nursing as simply another unionized trade occupation with no internal drive to become a REAL profession. Every move to raise the requirements for ‘entry into practice’ has been met with dissension and divisiveness among nurses. I am now convinced that nurses, as a whole, do not give a tinker’s darn about the ‘profession’. All they care about is that no one gets more than they unless that other person has been a nurse longer. This field is populated by ‘blue collar’ thinking and will never change until that type of thinking changes.”

“I feel proud to say I am part of an overworked and underappreciated profession that falls in line with that of a policeman and that of a teacher.”

“I always watch carefully to see what their reaction is to see if I need to do a little education with them or not.”

“I feel fine because I’m not embarrassed anymore. When I was younger, I was bothered because the first question asked to me after I told them I was a nurse, would be, ‘Are you gay?’ ”

“Proud, and love to talk with people for awhile before I tell them. They generally perceive me as maybe a logger or policeman. A lot of fun and I had to show them my license more than once.”

“I have mixed feelings. I am proud of my profession, but at the same time I realize that there is the cultural perception that this is a profession for women, and I wonder how that makes me look to others.”

“Proud, silly, smart, a fool, but mostly glad, because if they get to know me, they will find out why!”

“That would depend on my perception of the person’s relative intelligence. In the case of someone who had at least a passing familiarity with the medical field, I confess to feeling proud. I can also be slightly embarrassed if speaking to your basic Neanderthal.”

“I look for the shocked faces.”

“It depends, generally the people on the outside looking in are impressed, but not surprisingly, it is the people on the inside of the profession who think I am wasting my talent. ‘It’s not too late to get into med school’ is generally what I hear.”

“Like I have to explain myself. Qualify my career choice.”

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“If I tell them I am a nurse-I feel embarrassed. If I tell them I am a critical care nurse-I feel proud.”

“Proud and sheepish at the same time. I know the person is thinking, ‘Hmm, I didn’t know he was gay’. So I quickly bring up my girlfriend and then I continue to be proud.”

“I get mixed emotions. Mainly women tell me it’s a great profession and that they’re thankful that I am doing it. Men respond by telling me what a weak profession it is.”

“I say it with a smile.”

“I used to feel a little embarrassed or like I would get judged or labeled as gay, but most people respond positively and tell me how great it is that I do the type of work that I do. Now I feel more proud. It took several years to get over that problem. Some people still make fun of it when they meet me, but I could care less what they think if that’s the type of attitude they want to have.”

“Great and proud, never bad or funny. I can’t tell you how many people I have saved. Always good.”

“I used to be embarrassed. Now I’m ok with it. I hated the movie ‘Meet the Parents’ which portrayed a male nurse. It made me uncomfortable for many reasons.”

“I am an ER nurse with these credentials: MICN, ACLS, ACLS Instructor, PALS, PALS Instructor, BTLS, ABLIS, TNCC, Traumatic Brain Injury Instructor, Paramedic Preceptor, Director of Nursing, Support Services. So when I tell anyone that I’m a male nurse, I’m proud to tell them.”

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Why or why not would you be a nurse again?

“It was the best choice I ever made for myself. I cannot imagine ever being happy in a different field than I have been in nursing.”

“Too much stress day to day. Gender differences in communication, application and practice.”

“It is the best job ever.”

“I guess I am genetically programmed to be a ‘teacher/helper’ person. Some of you won’t like this, but it helps to be co-dependent-GRIN-to some extent.”

“I’ve never regretted my becoming a nurse. It has opened so many doors to me. The sky is the limit.”

“Enjoyed being a medic in the service and thought I could make this work, but it hasn’t worked out that way.”

“At a much earlier age, I spent 20 years making money, only to realize that that wasn’t as important as a satisfying career. The fact that I make ‘okay’ money, have more job stability/opportunity than any other profession, and can go wherever I want only puts the frosting on the cake.”

“It has been rewarding and good to me and my family.”

“Off shifts, holiday work, working every other weekend, low respect, dealing with offensive bodily secretions, low pay for critical decisions nurses must make.”

“It was great in the military, but outside the military male nurses are still not perceived well. Always looked down most of the time.”

“I can’t imagine doing anything else.”

“I like nursing a lot, but I don’t love it, but that’s just me, just one man’s opinion. I would like to be in a more ‘fashionable’ and ‘trendy’ creative job. I am currently in administrative/clinical 9-5 nursing job and love it, off the wards, but I will change careers within the next two years. I wish I knew more about what nursing was really like, I wish I did much more work experience before getting into a career, wish I had made a more informed decision, wish I didn’t go straight from high school to university.”

“Most rewarding thing I have ever done next to being a parent.”

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“I would be a truck driver. I’m glad I became a nurse but if I knew then what I know now, I wouldn’t have done it. After 25 years in the industry I have a pretty thick hide, but that occasionally gets penetrated. Performing patient care is great, the paperwork stinks and staffing issues can become overwhelming. Patients come first, last and always and when staffing is lacking, that prevents us from providing adequate care in a timely manner.”

“I would have picked a different job in the military and in electronics to have a better schedule and higher income.”

“I would have done it sooner.”

“I would become a mechanical engineer.”

“I could make better money for the amount of work I do if I was in the business world.”

“I would have made better money with less stress in massage therapy.”

“I would have been a pharmacist! Nurses, compared to other health care professions have no respect. Nursing is not valued. Nursing is perceived as a female role.”

“Despite all that is wrong with nursing and health care, the life lessons it teaches and the rewards it provides cannot be articulated.”

“I feel that it is my calling. I feel like I make a difference in the lives of my patients and their families.”

“Truth is, I really wish that I had gone to nursing school earlier, rather than waiting till I’m almost 40 to do so.”

“Best decision I ever made. I specifically wanted a profession in which I didn’t want to change careers or get a new degree every time I wanted to change what I was doing.”

“I started with nothing (digging graves), and have worked myself up into a position with a great deal of autonomy and responsibility. In the beginning, I worked 10-hour shifts (7 out of 14 days), then 12-hour shifts (6 out of 14), and now 24-48 hour shifts (6-9 days a month). I get paid well and have plenty of time off to do what I want. I have a direct impact each and every day on a person. Sometimes it may mean the difference between life and death and sometimes it makes someone happy because I spent time with them and they feel respected. I am so satisfied with how I feel about myself giving back as much or more than I get from society. I sleep at night, frequently thanking God for my job.”

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“Nursing allows me to be a nurturer, to expand my knowledge and skills, to be of service to individuals and communities.”

“Actually, it is not so simple. I don’t really know if I would or would not. I do NOT regret becoming one, however.”

“I wish I knew about this career earlier in life.”

“ I couldn’t imagine doing anything else now that I have experienced nursing.”

“I love being a nurse, just know I have found what it is I’m meant to do with my life.”

“Smartest decision I ever made, enabled me to move from low class to middle class and travel around the country.”

“Absolutely! I feel like this is what I always wanted to do. My calling!”

“I have learned a lot about myself in this journey and more each day.”

“It’s what I’ve always wanted.”

“I have been happy in my career. While there are times when you might miss a holiday, you are not the only one. Fire fighters, police and other health care providers all have to do their share of off shifts/weekends and holidays. But no, I would not trade any of my time as a nurse, because I’m proud of being a nurse.”

“No respect, abusive female management, long work hours, unappreciated.”

“Knowing what I know now I probably would still have nursing as one of my choices. I now know that I could easily have made it through medical school and would like to get the same respect that MDs receive!”

“I’ve lived in four different states over a 30 year career and currently make over \$100K per year. I know I can go anywhere I want to live and I can work as much or as little as I like.”

“It has become very rewarding, but if I was even 10 years younger, I probably would have tried to get into medical school.”

“This is my calling in life-if I were anywhere else I know I would be unfulfilled and unhappy.”

“Because I ended up putting my family so far in debt as a non-traditional student. I could not find

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scholarships and had to borrow most and live on credit cards. I should have stayed in the power business and by now I would own a house. I made more money as a power relay tech in 1998 than I do now as an RN in 2004. Sad, huh? I love my profession, I just hate the financial position that I have placed myself and my family in.”

“Beats the hell out of standing at a freeway entrance, holding a sign WILL WORK FOR FOOD.”

“For all the negative feedback and reverse discrimination that I have received, it’s still the most rewarding profession I have worked in.”

“And I’d have done it sooner instead of a second career. I had no idea how far it can take you.”

“I feel that as years go on from when I first became a nurse that it has become harder to provide care for our patients, bureaucratic items from establishments, people dictating health care who have no idea what health care-nursing is, physicians who are more like children than medical professionals, all of these and more make our jobs as nurses more and more difficult each day. And it doesn’t matter if you are male or female.”

“Because I get what others search endlessly for-personal validation and human affirmation.”

“The rewards outnumber the inconveniences. More ups than downs.”

“I would have started out of high school if I knew than what I know now.”

“If I started from scratch I would have probably become a teacher.”

“I’ve had nothing but great opportunities and have worked for great people who let me ‘do my own thing’.”

“I love nursing, it has been a great career, I’ve had mentors and support from many people.”

“I would be a nurse for sure, but I would have gone further with my nursing degree and pursued other careers like being a nurse anesthetist.”

“I would rather be a doctor.”

“It was something I was raised around and I thought I would never do-I didn’t have any desire. But after growing up and ‘finding myself’ (several times), I wish I had become a nurse much earlier. I love what I do.”

“I enjoy the profession. I enjoy being a nurse despite its limitations.”

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“The experiences with the variety of people I have worked with, learned from, taught, and taken care of are memories for life. Nursing has given me the opportunity to help better peoples’ lives and a better understanding of my inner self. I have found inner peace within myself through being a nurse.”

“I started out as a mailman for 22 years. Sure, I’d be a nurse. Nurses don’t know how good they have it until they’ve seen some other jobs (and I mean jobs, not professions).”

“Where can you go and have this much fun and get paid to do it?”

“I would have chosen a higher paying career that I could work around men more.”

“I didn’t choose nursing, it chose me. It has been a challenge; every day it is a challenge. I know I am where I am supposed to be right now in my life.”

“I wanted to be a marine biologist and if given the second chance, that would be the route I would take.”

“In helping others, you help yourself. A better understanding of humankind improves all your relationships.”

“It’s a wonderful, rewarding, and a blessing of a profession.”

“I cannot think of a time in the last 27 years that I have thought about another career. Not only has it been satisfying and fulfilling all my expectations, it is very ego satisfying being in a position to advise friends and family on health care matters and being in a position looked up to by others. Also, as an NP, I can care for myself and family and discern good health from bad. This aspect has been a great service to others as well as I am interested and committed to quality care and can differentiate good service from bad.”

“Never regretted a day being a nurse.”

“Because it has benefited me intellectually, spiritually, financially and given me a method to continually improve myself, as well as real security.”

“I love my job (seriously).”

“It’s perfect for me. I would have done it out of high school had I known more. I didn’t go into nursing until I was 34.”

“Law school”.

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“Difficulty with the older nurses ‘eating their young’. Poor orientation and expectations not clearly defined.”

“It has been my calling.”

“I love being a nurse. I make a difference in the lives I touch every day. I AM A NURSE.”

“I have been a nurse for over 30 years. Nursing is as much a part of me as my wife and family. Nursing has given me the chance to express who I am. My life as a nurse has made a difference to scores of people as I helped them reach their maximum level of health, overcome disabilities, and sometimes helped them die with dignity. There is no other career that would have allowed me the opportunity to make a difference in people’s lives.”

“I wish this had been an option I considered earlier in life.”

“Although I appreciate what nursing offers in the financial stability and benefits towards higher education, I believe that in general, nursing is a poor excuse for a profession (behavior, etc.) and communication is terrible.”

“I miss a man’s worlds.”

“It is the best thing to ever happen to me.”

“Present climate in health care is not pro-nursing.”

“Nursing has made me a better husband, son, and member of my community. In nursing I’ve worked with dysfunctional and functional families and in each case, I’m able to learn something valuable. There has never been a day in my 25-year career that I have regretted being a nurse. I’d highly recommend it to anyone that has the desire and the capacity to do the work.”

“I would have become a physical therapist.”

“It has helped me to become a whole person. I’ve been able to work at the bedside, in the ICU, in hospice and now in informatics-all within the same profession. There are few other professions that allow such flexibility when it comes to career changes.”

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What additional comments do you have about nursing as a career for men?

“Although there have been men in nursing for a very long time, I feel like a pioneer cutting edge, career frontiersman.”

“I wouldn’t recommend it to anyone and I deeply regret that I have to say that.”

“Be ready for whatever you encounter as best you can. Go into this job as readily as you would any other profession, well educated and still ready to learn at a moment’s notice. Also, be flexible, because you are dealing with people that are going to have those preconceived notions about you, simply because you are a nurse.”

“For men, it needs to be first about paying the bills, bringing in the food and having benefits for the family. Also, you can’t (at this point) care for people in a call center in India, so outsourcing is a low threat. Focus, financial stability and benefits appeal to men. And as I said to a co-worker when I was elbow deep in feces, urine and vomitus from a very ill patient, ‘This sure wasn’t on the recruiting poster’.”

“Try the profession. Be thick skinned. Do the job to the utmost of your ability. This past weekend, I took care of a female nurse as a patient who went out the front door Monday singing the praises of the male nurse. If you can do that just once in your career, the whole thing is worth it.”

“Do not become a male nurse. Just become a nurse and make an impact on nursing. In the past, other nurses have helped to improve the pay scale and work relationships with physicians.”

“Respected field that needs dedicated people to continue the healing aspect of nursing. Rewarding field that can take you from pediatrics to gerontology to ICU to Labor and Delivery to Trauma. All fields can be done in one career! Wow-open to all if you qualify to be a nurse. If you have the courage, the brains, the dedication to be a major member of the health care team AND you are a man, then go be a nurse! You’ll never regret it.”

“It may not be the best money in the world, but there really isn’t anything else in this world that focuses on the caring of the human race! It really takes a special person to be a nurse and not everybody has what it takes.”

“I have always felt that it was somewhat of a challenge and I like challenges. I like the challenge of being the male in a predominantly female profession and proving that I am as capable of giving genuine nurturing care as anyone. I know I stand out and I am there to prove that I am a standout.”

“Nursing can be and should be a rewarding career for any man who wants to enter nursing. However, nursing as I see it today, needs an ‘injection’ in the right places if it is to survive in the

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next century, let alone this one. We need to look at what we have done in the past and see if that is the avenue we want for our future. We need to address the subject of ‘diversity’ and stop brainwashing our young into thinking that only women can be nurses. We need to look at our different levels of education and stop confusing ourselves and the public into thinking that any and all nurses are professionals. We need to stand firm in fighting forces that view high profit over patient care and safety. We need to set standards that will make nursing a more satisfying profession in the workplace as opposed to being enslaved by the forces outside nursing. And last, we need to unite ourselves under a strong, ‘diverse’ leadership that speaks for all nurses.”

“People are wired to do different things. I sure hope that guys/women that aren’t good material as nurses aren’t advertised into the field.”

“If you like helping people, and can handle off the wall sights (don’t have a weak stomach), go for it. Do not care what people think about male nurses.”

“Nursing is a great profession that not everyone has the stomach for, but it has great personal rewards even though the pay isn’t too great. It is a privilege to have the knowledge and ability to take care and clean up after a sick person and you are always remembered for the good deeds you do during your lifetime. Sometimes the patients say thank you, but you know they appreciate what you do by the expressions on their faces or them being able to go to sleep after you have repositioned them and comforted them after surgery or when they were in need of someone to talk to them about their condition or illness. Plus the job is usually done inside and not outside where the weather could not be too comfortable to work.”

“Wish 20 years ago someone had tried obtaining the data you’ll bet from this survey.”

“I would do it again without blinking.”

“Be realistic with this survey. Don’t entice men or women with good advertisements. Nursing has to come from the heart.”

“Better gender balance in the nursing profession will enhance professional status, bring a fresh perspective to care, promote diversity, increase pay/benefits, and expand the influence of nursing in health care policy and decision-making.”

“Personally, I would suggest that, if one MUST become a nurse, any man entering the field set his sights on a specialty that will, at the earliest possible moment, allow him to move out of the hospital environment and into independent practice, or a small group practice with other men, or perhaps, a few women and other men. The critical point is to remove oneself from hospital practice at the earliest possible moment. Hospitals are horrible places to work!”

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“It is not as hard as you think and it is the best feeling when you know you have really done something that helps another person.”

“More respect and professional treatment from physicians, and pay equal to responsibility would go a long way to bringing more males to the profession.”

“Hospitals need to find less feminine ways of recognizing their nurses. Receiving flowers, facials, nice little pink pens, doesn't make the men feel very appreciated. I work with a great group of guys, who are both nurturing and strong masculine guys. Men bring a strong sense of logic to the profession that is sometimes needed. Educators like David Woodruff are promoting use of technology like PDAs as a way to further strengthen our knowledge and men tend to be leaders in utilizing these devices, with our female counterparts learning from our example. Hospitals should structure their benefit packages more for families to attract more men into the profession.”

“I wouldn't make a big deal of men being involved in nursing. I would project a strong male image as part of my pitch to kids, but telling kids that men can be nurses too will make kids suspicious.”

“Increasing the number of men in nursing is probably the single best way to put a dent in the present and future shortage.”

“We need the meanest, toughest, smartest men available because we must give no quarter in talking over this profession to make it better for both men and women. Clearly, the women are not capable of radicalizing the profession. Still too intimidated by doctors, authority figures, rules, etc. Women don't know how to break glass. They just backbite when the authority figure is out of earshot.”

“We have to get much more aggressive about talking about this issue. We need to publicize the value that all parties (sex, race, age, etc.) bring to the profession. We need to get male nurses who are in leadership roles and who are articulate, talking about why they love nursing.”

“Can we get rid of the term ‘male nurse’-we don't say ‘female doctor’ or ‘female engineer’. My genitalia has nothing to do with my ability to be a nurse. There IS a glass ceiling for men in nursing organizations. There has never been a man who was President of ANA, only one in the Pennsylvania Nurses Association. There have been a few men Presidents of Sigma Theta Tau, but few. We need to examine that.”

“I personally detest the term ‘male nurse’, I feel that your use of the term ‘men in nursing’ will help dispel some of the gender problems and lend support to the fact that we are, male or female, nurses. With that in mind, the term ‘men in nursing’ in and of itself is a benefit in the recruitment of men into the profession.”

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“The future for nursing will be exciting. We have not even touched on the need for nurses in outer space, etc. Men in nursing is still progressing forward and I believe that as more men realize the opportunities and challenges it will present to them, more will enter. The stories of men in nursing will have to be communicated to the people if we want understanding and support.”

“We have a nursing shortage. We have an abundance of qualified men out there who don’t know that nursing is an actual choice for them. We need to bring the two together and continue to grow nursing as a science, while strengthening health care as a whole.”

“Biggest mistake I ever made in my life.”

“Do it!! Please, I’m lonely.”

“It’s the best thing that I ever did in my life-to become a nurse.”

“My son is entering a BSN program in January. It’s essential for men to encourage their sons to follow in their footsteps. As we encourage our own sons we will encourage other young men as well.”

“Once the day comes that we cease to be called ‘male nurses’ we can start to work to fight stereotypes. To me this is the first and foremost step. I have parents ask me, ‘How long did it take you to be a male nurse?’ My response, without fail is always, ‘It took me four years to become a nurse. The male part I had pretty much down pat from when I was very young.’ You wouldn’t believe the reaction to this, from ‘Yeah, you’re right’ to ‘I guess you need a sense of humor to do this.’ “

“It’s not just a job. It’s a proud and noble commitment to life and humanity.”

“I think it is in the shadows and if you want to talk to a real male nurse about this in more detail, I would be interested to help in any way to make the profession more widespread. Please email me! Thank you!”

“Like Nike, just do it.”

“Thanks for your interest in recruiting more men into nursing.”

“As males in the nursing profession, we must rely on each other to encourage others to enter the field and be positive role models for the new males entering the field.”

“The future of nursing is ours!”