Creating a Male Friendly Nursing Program:
A Blueprint for Increasing Gender Diversity.

42nd Sigma Theta Tau Binnial Convention
November 16-20, Indianapolis, Indiana, USA
Early Literature Findings
Roth & Coleman, 2008

- Men reported challenges to entering a predominant female profession
- Men would choose specialties not perceived as feminine
- Male students typically older
- Lack of mentorship programs
- Lack of gender balance
- Lack of male clinical instructors
- Some female nurses perceived that male nurses would receive favoritism
Early Literature Findings
Roth & Coleman, 2008

- Nursing stereotypes
- Male nurses were challenged by tasks that might require patient exposure
- Role strain
- Some nursing schools failed to create an environment conducive to male students
Challenges

- nursing school is an isolating experience
- lack of male role models
- lack of gender diversity
- minimal focus on men’s health
- male nursing students were not part of the Diversity Strategic Plan
- recruitment and retention strategies were needed to increase gender diversity
- brochures and websites were not reflective of gender diversity
- lack of male student presence in recruitment efforts
Challenges

• I still have to explain to people why I want to be a nurse and not a doctor,”

• “I will be too rough with patients”

• “The use of the pronoun “she”

• “Changing bed pans”

• “Described as aggressive”
Blueprint

• Bring all constituents together
  • Dean
  • Associate Deans
  • Academic Programs
  • Students
  • Office of Diversity

There must be shared agreement about confronting paradigms that perpetuate the challenges
Blueprint

- Dean incorporated a strategic goal to increase gender diversity
  - Increasing male faculty
  - Increasing male students
  - Creating a male friendly environment
  - Developed a sustainable retention plan
  - Focus groups of students
  - Charged administrative team to implement strategy
Blueprint

- Academic Programs-
  - Inviting male faculty to lecture while building workforce
  - Addressing men’s health issues
  - Attending nursing conferences to recruit male students
  - Inviting male students to serve as ambassadors
  - Targeting high school male students
  - Updated brochures pamphlets to reflect gender diversity
Blueprint

- Student’s voice
  - Collecting data about classroom and clinical experiences
  - Ascertain what contributes to fostering a gender diverse environment
  - Empower the students
  - Capture data about the good, the bad, and the ugly
  - Committing male students to recruitment weekends
  - Use a buddy system
| Blue Print |
|-----------------|-----------------|-----------------|-----------------|-----------------|
| Marketing Materials and Website images depicting men | Career Fairs/Public Relation events targeting men | Strategic plans with aimed to increase gender diversity in the student and or faculty bodies | Course syllabi that include content on the history of men in nursing and men’s health | Newsletter articles/e-journal articles addressing the topic of men in nursing |
| Responsible | Responsible | Responsible | Responsible | Responsible |
| Data | Data | Data | Data | Data |
| Faculty/student in-services or program that highlight men in nursing | Efforts made to link male students with role models, such as male faculty and or male nurses in the clinical setting | Activities of the local chapter of the Student Nurses Association highlighting men in nursing | Faculty include course content about the historical role of men in nursing | SON marketing and communications office with faculty advisor |
| Responsible | Responsible | Responsible | Responsible | Responsible |
| Data | Data | Data | Data | Data |
Blueprint

- Office of Diversity
  - Met with different student groups
  - Provided resources to male nursing students
  - Ensured that school webpage reflected gender diversity
  - Developed measurable outcomes
Doctoral Candidate Christopher Lee,
GNu’05, CCRN, RN

"[Lee] takes all those building blocks — physiology, statistics, biology — and answers this question from a nursing standpoint."

—PROFESSOR BARBARA RIEGEL, DNSC, RN, FAAN, FAHA

Doctoral student Christopher Lee reviews his dissertation, “The influence of heart failure self-care behavior on cardiac performance” with his mentor, Dr. Barbara Riegel, an expert in self-care and editor of The Journal of Cardiovascular Nursing.
Creating a Winning Strategy
Penn’s Plan
Male Nursing Association

The purpose of MAN-UP is to provide:

- A forum for discussion of factors affecting male nurses as well as barriers that place undue hardship on men interested in pursuing a career in nursing.
- A collective voice to speak out in support of men in nursing and to bring to light inadequacies in nursing education or nursing practice.
- Support for members academically, socially and professionally.
- School and campus wide educational opportunities focused on men’s health.
- Assistance in recruiting and retaining qualified male nursing students.
- Foster a spirit of collaboration with national nursing organizations.
Male Nursing Association

- **PRESIDENT:** The President shall preside over meetings and be responsible for the execution of all Organization functions. Meetings are held at the discretion of the President. The President has the power to delegate responsibilities at his/her discretion.

- **PRESIDENT Elect:** The President Elect shall assist the President. The President Elect shall fulfill any and all duties of the President should s/he be unable to be present at a meeting. The President Elect is responsible for membership and voting eligibility issues.

- **SECRETARY:** The Secretary shall be responsible for documenting attendance at MAN-UP meetings and functions. S/he shall be responsible for the taking of minutes at MAN-UP meetings and for their timely distribution to members as well as providing them to the webmaster in a timely manner for inclusion on the MAN-UP website.
Male Nursing Association

- TREASURER: The Treasurer shall maintain financial records for MAN-UP. S/he shall be responsible for corresponding with the Students’ Activities Council (SAC) and attending all SAC meetings. In the event that the treasurer is unable to attend a SAC meeting, s/he must inform the other members of the board. In that occasion, any member of the board may attend in place of the treasurer.

- Appointed a male faculty advisor
The President’s Charge

• Develop a mentorship program for male nursing students

• Develop a proactive community service program

• Actively recruit potential students from local and national high schools

• Host bi-annual events on campus each year targeting men’s health
The President’s Charge

• Ensure the concerns of male students are effectively represented
• Provide constructive feedback to the undergraduate and graduate curriculum committees
• Promote an atmosphere of inclusivity
• Create a strong bridge between the association and male RNs
Opportunities
Media Activities

- Newspaper
- Radio
- Nursing magazines
- Videos
Outreach

• MANUP- mentored other schools in the Philadelphia area to form male nursing student associations

• Nursing schools across the country began to inquire how we formed our male nursing association
Opportunities

- Hosted an NFL player to discuss men’s health
- Our male students were recognized by the University’s newspaper for changing the face of nursing
- Featured on the cover of Nursing Spectrum
- Co-author paper
- Incorporated men’s health in targeted courses
- Featured in Minority Nurse Magazine
Opportunities

• Speaker Series-
  • Male nurse leaders
  • Student speakers
Men’s Mental Health Initiative
### Percentage of Male Students by Degree

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<tr>
<th>Degree</th>
<th>2007-2008</th>
<th>2008-2009</th>
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<tbody>
<tr>
<td>BSN</td>
<td>6.6%</td>
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<tr>
<td>MSN</td>
<td>7.8%</td>
<td>8.6%</td>
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<tr>
<td>PhD</td>
<td>8.9%</td>
<td>8.9%</td>
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<tr>
<td>Total</td>
<td>7.3%</td>
<td>8.3%</td>
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Total student count increased by 27 (2.9%) from 2007 to 2008
Total MALE student count increased by 12 (17.6%) from 2007 to 2008
Measurables

GENDER DIVERSITY

Class of 2012

(10) 10.8%
(83) 89.2%

Female
Male

Class of 2013

(18) 16.4%
(92) 83.6%
# Male Nursing Student Statistics

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<tbody>
<tr>
<td>BSN</td>
<td>6.6%</td>
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<td>9.4%</td>
<td>10.2%</td>
<td>10.6%</td>
<td>11.0%</td>
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</tbody>
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National Recognition Assembly for Men in Nursing

- 2006 Best Nursing School Award
- 2011 Best Nursing School Award