

Summary of Men in Nursing Project at Monterey Peninsula College

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The Men in Nursing project was developed as a response to the School of Nursing administration's awareness of high attrition rates among male students. After graduation of the Class of 2006 it was discovered that none of the 6 male nursing students successfully completed the program. A review of attrition rates in the previous 6 years identified a pattern of higher than normal attrition rates for the men. A review of the literature revealed that higher attrition among men was common in health care educational programs. MCCSN administration and faculty developed the following plan to better understand and address this phenomenon:

1. Collaborate with a behavioral health specialist colleague, Wayne Lavengood, LCSW, to consult in developing a realistic approach to address the problem (February - 2007)
2. Invite male first and second year students as well as graduated RN's to a series of meetings to obtain feedback about potential issues and barriers to success in the program for male students. (March 2007 to present).
3. Develop and implement a survey that was sent to those male students who for various reasons had terminated the program prior to graduation.
4. Review the existing literature addressing issues for male nursing students.
5. Contacted Chad E. O'Lynn PhD, RN author of Men in Nursing: History, Challenges and Opportunities, to assist in understanding the unique issues experienced by male students and RN's. Dr. O'Lynn provided phone consultation and was keynote speaker at first Men in Nursing conference.
6. Developed a series of "quick fixes" to address problems students identified that could be easily implemented
 - a. Offered a male only study group
 - b. Rescheduled obstetrics rotation so it was not initial clinical experience for men
 - c. Recruited a male clinical instructor to serve as a role model for male students.
 - d. Consultant became available to meet with any male nursing student who was experiencing difficulties that would impact his success.
 - e. Scheduled a monthly meeting for male students led by the social worker consultant that provided a format for both general discussion of issues but also a learning opportunity on topics of special interest – i.e. issues of touch, communication differences, caring styles. Male RN's actively participated by sharing their own experiences and suggestions.