

MEN IN NURSING

RECOMMENDATIONS FOR NURSING SCHOOLS

INTRODUCTION: The following recommendations were drawn from the Men in Nursing project at the Maurine Church Coburn School of Nursing at Monterey Peninsula College, Monterey, California. Higher than normal attrition rates among male nursing students point to the need for schools to actively assess and develop plans to increase male students' success. Experience demonstrates that frequently male students may not succeed for a variety of reasons including failure to identify and adequately deal with problems that may interfere with success, feelings of higher expectations from faculty and reluctance to acknowledge that they are having difficulties and ask for assistance.

RECOMMENDATIONS

1. Nursing schools review their own attrition rates for male students over last several years
2. If attrition rates are higher for men bring this to faculty attention and determine need to explore further
3. Develop plan to get feedback from male students as to possible systemic, cultural, organizational factors that may contribute to high attrition
 - a. Identify male consultant preferably with experience in group process to meet with all first and second year male students to identify issues, problems, factors etc. Suggest consultant who is external to school administration and faculty to encourage students to share honestly without fear of affecting their academic status. Examples are advanced practice nurse, social worker, psychologist, family therapist etc.
 - b. Meeting purpose is identified as a need to have students assist administration in understanding unique issues faced by male students that may affect their success
 - c. Suggest meeting be held at a lunch hour where food is provided to increase likelihood of attendance. Start on time and end on time
 - d. School director provides overview of purpose of meeting then turns meeting over to consultant and leaves
 - e. Consultant offers to listen to any ideas without judgment or feeling need to problem – solve immediately. Usually at least one more meeting is required
4. Determine value of contacting previous male student drop-outs. Questionnaire, phone calls, letters or emails asking for feedback as to reasons for non-completion. Also consider identifying male RNs who have completed program for their input
5. Identify any quick solutions or actions that demonstrate that administration is serious about addressing problems.
6. Ask students for suggestions on how to develop more “male friendly” environment.

IDEAS TO CONSIDER IMPLEMENTING

1. Establish a male only study group
2. OB clinical rotation should not be first clinical experience if possible
3. Encourage male students to schedule social events and invite all students.

4. Offer monthly meeting for men only led by consultant or male faculty that encourages honest discussion by students about concerns, issues unique to men. Include male RN's who are identified as possible mentors. Serve lunch to all. Common topics include "hands-on touch issues", gender differences in communication, professional behavior, opportunities for men in nursing, managing stress. Encourage group to identify topics of interest. Use outside speakers
5. Make consultant available to meet privately with any student who is beginning to experience difficulties to problem solve. Consultant assists in problem solving, assisting in accessing resources etc.

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