

Title:

Exploring Attitudes of Acceptance of Males in Nursing: A Pilot Study

Stephanie A. Gedzyk-Nieman, DNP

College of Nursing and Health Professions, Lewis University, Romeoville, IL, USA

Session Title:

Rising Stars of Research and Scholarship Invited Student Posters

Keywords:

attitudes of acceptance, male nurses and men in nursing

References:

Acceptance. (n.d.). Retrieved September 24, 2016, from <http://www.learnersdictionary.com/acceptance>

Accepted. (n.d.). Retrieved September 24, 2016, from <http://www.merriam-webster.com/dictionary/accepted>

American Nurses Association. (2015). Code of ethics for nurses with interpretive statements. Silver Spring, MD: Author. Retrieved from <http://nursingworld.org/DocumentVault/Ethics-1/Code-of-Ethics-for-Nurses.html>

Bentivegna, A. M. (1974). Attitudes of home economics college and university professionals toward males entering the field (Doctoral dissertation). Retrieved from ProQuest Dissertations & Theses Global. (OrderNo. 742894).

Boev, C. (2012). The relationship between nurses' perception of work environment and patient satisfaction in adult critical care. *Journal of Nursing Scholarship*, 44(4), 368-375. doi:10.1111/j.1547-5069.2012.01466.x

Committee on the Robert Wood Johnson Foundation Initiative on the Future of Nursing, at the Institute of Medicine; Institute of Medicine. (2011). The future of nursing: Leading change, advancing health. Retrieved from <http://www.iom.edu/Reports/2010/The-future-of-nursing-leading-change-advancing-health.aspx>

Embree, J. L., & White, A. H. (2010). Concept analysis: Nurse-to-nurse lateral violence. *Nursing Forum*, 45(3), 166-173. doi:10.1111/j.1744-6198.2010.00185.x

International Council of Nurses. (2012). The ICN code of ethics for nurses, revised. Geneva, Switzerland: Author. Retrieved from http://www.icn.ch/images/stories/documents/about/icncode_english.pdf

Li, Y., & Jones, C. B. (2013). A literature review of nursing turnover costs. *Journal of Nursing Management*, 21 (3), 405-418. doi:10.1111/j.1365-2834.2012.01411.x

McHugh, M. D., Kutney-Lee, A., Cimiotti, J. P., Sloane, D. M., & Aiken, L. H. (2011). Nurses' widespread job dissatisfaction, burnout, and frustration with health benefits signal problems for patient care. *Health Affairs*, 30(2), 202-210. doi:10.1377/hlthaff.2010.0100

McMillian, J., Morgan, S. A., & Ament, P. (2006). Acceptance of male registered nurses by female registered nurses. *Journal of Nursing Scholarship*, 38(1), 100-106. doi: 10.1111/j.1547-5069.2006.00066.x

Moore, G.A., & Dienemann, J.A. (2013). Job satisfaction and career development of men in nursing. *Journal of Nursing Education and Practice*, 4(3), 86-93. doi: 10.5430/jnep.v4n3p86

Robert Wood Johnson Foundation. (n.d.) Institute of Medicine “The Future for Nursing: Leading Change, Advancing Health” recommendations related to diversity. Retrieved from <http://campaignforaction.org/sites/default/files/IOM%20Diversity%20Recommendations.pdf>

Robert Wood Johnson Foundation. (2011, September). Male nurses break through barriers to diversify profession. Retrieved February 26, 2016, from <http://www.rwjf.org/en/library/articles-and-news/2011/09/male-nurses-break-through-barriers-to-diversify-profession.html>

The Sullivan Commission. (2004). Missing persons: Minorities in the health professions. Retrieved from http://depts.washington.edu/ccph/pdf_files/Sullivan_Report_ES.pdf

Suter, E., Deutschlander, S., Mickelson, G., Nurani, Z., Lait, J., Harrison, L., . . . Grymonpre, R. (2012). Can interprofessional collaboration provide health human resources solutions? A knowledge synthesis. *Journal of Interprofessional Care*, 26(4), 261-268. doi:10.3109/13561820.2012.663014

United States Census Bureau. (2011, May). Age and sex composition: 2010. Retrieved from <https://www.census.gov/prod/cen2010/briefs/c2010br-03.pdf>

United States Census Bureau. (2013, February). Men in nursing occupations: American community survey highlights. Retrieved from https://www.census.gov/people/io/files/Men_in_Nursing_Occupations.pdf

United States Department of Health and Human Services. (2014). The future of the nursing workforce: National- and state-level projections, 2012-2025. Retrieved from <http://bhpr.hrsa.gov/healthworkforce/supplydemand/nursing/workforceprojections/nursingprojections.pdf>

United States Equal Employment Opportunity Commission. (n.d.). Laws enforced by EEOC. Retrieved on November 25, 2016 from <http://www.eeoc.gov/laws/statutes/index.cfm>

Abstract Summary:

Lack of growth in the number of males in the nursing profession is an important issue to address. This quantitative, descriptive, correlational study will compare male and female nurses' attitudes of acceptance of male nurses and to examine if certain demographic variables are correlated to greater attitudes of acceptance.

Learning Activity:

LEARNING OBJECTIVES	EXPANDED CONTENT OUTLINE
Identify what demographic variables, if any, are correlated to greater attitudes of acceptance of males in nursing amongst nurses.	Descriptive statistics for the sample along with a t-test to compare male and females' attitudes of acceptance of male nurses will be calculated. Pearson's r to determine covariance between female nurses' attitudes of acceptance and age, years of nursing experience, number of male faculty and male students in pre-licensure nursing program and Spearman's rho

	to determine covariance between female nurses' attitude of acceptance and their highest-held nursing degree.
Identify possible opportunities to foster the acceptance of males in nursing amongst female nurses.	Identification of the five highest scoring items and the five lowest scoring items for both male and female nurses on the Sexist Attitude Inventory.

Abstract Text:

The lack of growth in the number of males in the nursing profession has been identified as an important issue to address not only for the profession, but for the patients that nurses serve. Patient satisfaction is also positively correlated to nursing satisfaction, and nursing satisfaction is positively correlated to nursing retention. An important component of nursing satisfaction is the work environment; more specifically, relationships with fellow nurse colleagues and perceived acceptance by these colleagues. Furthermore, a work environment that does not include the acceptance of others will not foster teamwork and collaboration, which are essential for professional nursing practice and positive patient outcomes. The purpose of this quantitative, non-experimental, descriptive correlational study is to compare male and female nurses' attitudes of acceptance of male nurses and to examine if certain demographic variables are correlated to greater attitudes of acceptance. The study will be conducted using an anonymous internet survey utilizing the Sexist Attitude Inventory and collecting demographic information about the study participants. All registered nurses employed at three medical centers (approximately 3,600) within the same healthcare system will be invited to participate. Descriptive statistics for the sample along with a t-test to compare male and females' attitudes of acceptance of male nurses will be calculated. Pearson's r to determine covariance between female nurses' attitudes of acceptance and age, years of nursing experience, number of male faculty and male students in pre-licensure nursing program and Spearman's rho to determine covariance between female nurses' attitude of acceptance and their highest-held nursing degree will be calculated as well. This study will provide insights into the current culture of acceptance of male nurses in the workplace, allow for the identification of possible areas of concern, and provide opportunities for growth. Addressing these possible areas of concern may result in greater job satisfaction and career longevity for male nurses, an improved work environment for both male and female nurses, and a means to improve patient satisfaction. Data collection will occur in May of 2017 and the results will be available for presentation at the conference.