

**A STUDY OF THE ACADEMIC PREPARATION AND
PRESENT PROFESSIONAL AND ECONOMIC STATUS OF MEN NURSES IN OREGON**

by

Henry P. Rehder, B. S.

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APPROVED:


Luella Gregerson - Associate Professor


Chairman - Graduate Council

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CHAPTER I

BACKGROUND OF THE PROBLEM

The ever-increasing complexities of our society continue to foster demands for more nursing services. The changing pattern of life, the aging population, the high incidence of long-term illnesses, the expansion of various types of insurance programs, and many other factors contribute to the growing demand for nursing services. It is anticipated that the population in the next few decades will greatly increase.

More people will live to an older age, heirs to the degenerative diseases of longevity. Medical practice will broaden in scope with progressively more precise methods of diagnosis and treatment. Public health and community service will expand. Society will demand more of the benefits of a growing knowledge of health and medical science as people become increasingly aware of these benefits.

With such prospects, only ordinary vision is required to realize that more nursing personnel of all types will be needed...for hospitals...for home care of the ill and injured...for the protective services of public health...for the myriad other services expected of the nurse. (17)

Throughout the history of professional nursing there have been persistent efforts to meet the growing and changing health needs of the people. The development of new fields of nursing concomitant to social trends, the transfer of lesser skills from the highly competent workers to those of less preparation, and the organization of new patterns of nursing education have been noteworthy attempts at meeting the more pressing needs.

The number of professional nurses has increased significantly during the past few decades. In 1956 there were an estimated 430,000 active professional nurses, or 285 nurses for every 100,000 members of the population. In 1940, by comparison, the ratio of professional nurses to population stood at 216 for every 100,000 people. (17)

This ratio is recognized as not being adequate for the present, hence soon will be completely inadequate for meeting the needs of the rapidly growing population. Part of the dilemma might be resolved by locating sources of recruitment not now being fully tapped. Currently very little of the recruitment is directed toward informing young men of the opportunities for them in the field of nursing. In 1956, 30,236 students graduated from basic professional nursing programs in the United States; of this number, 224 were men (12)

Throughout history men have performed some nursing, but for the past century the profession of nursing has consisted primarily of women. (21) In the past, men nurses have been relegated to rather inferior positions, often functioning as orderlies, ambulance drivers, or attendants rather than as professional nursing personnel.

Unlike other countries, it has obviously not been part of the customary pattern in the United States for men to enter this field. A representative of a men's collegiate school suggested recently, however, that the raising of nursing education to the collegiate level might have an appreciable effect in attracting more men. Higher salary scales would be an additional incentive. But the expressed attitude of women nurses must also change if men are to be encouraged to undertake this career. The

situation tends to be like that in law where one sex constitutes so predominant a majority that the other finds extreme difficulty in making more than a very modest place for itself. (2)

One example of the changing status of men nurses has been the recent passage of a law by Congress which gives men nurses reserve commissions in the Medical Corps of the Army, Navy and Air Force. (9, 14) This, then, is the strategic time to establish procedures for recruiting more men into nursing. It follows that information concerning the status and achievements of men already in the field of nursing would contribute toward recruitment data.

STATEMENT OF THE PROBLEM

This study is developed for the purpose of obtaining from the men nurses licensed in Oregon information which would be useful in informing the public and the nursing profession about (1) the academic preparation, (2) past and present professional experience, (3) economic status, and (4) the professional activities of these men nurses. The study seeks to investigate the participants' opinions regarding (1) the areas which they believe should be included in the clinical and academic preparation of men student nurses, (2) present and future opportunities for men in nursing, and (3) methods of recruiting men into the nursing profession.

IMPORTANCE OF THE PROBLEM

As the population expands, the need for health services will also expand, hence it will become increasingly important to develop effective programs for recruiting students

for schools of nursing. Many of the nursing needs of the nation can be fulfilled by men nurses.

There is general agreement that men are much needed both as graduate and trained practical nurses. The number that could be utilized immediately in positions of all kinds on men's wards, both in psychiatric and general hospitals, as well as in the field of private duty, is large. Because so few are available, women nurses and orderlies divide the nursing care of men patients. It could probably be better performed by men graduate and trained practical nurses, besides freeing women nurses for other duties. (2)

Very few studies have been made regarding men in nursing and the preparation of men for nursing. Some studies have been made by the National League for Nursing on a national basis, and others have been made either on a statewide basis or among the alumni of a particular school. No study is known to have been made of the men nurses in Oregon.

There is a dearth of specific information concerning the role of the man in nursing, the limitations, if any, imposed on his career by virtue of his status in the profession, the nature and scope of his preparation for a career in nursing, and employment opportunities which will utilize his particular skills. There apparently have been no studies which attempted to ascertain how men nurses feel about their role in nursing, nor what suggestions they propose for enhancing their status, if necessary, and for recruiting more men into nursing. Any study which will attempt to provide some of the missing data is worth undertaking.

LIMITATIONS

The limitations of this study are as follows:

1. The participants in this study shall be limited to (a) men currently licensed to practice professional nursing in Oregon at the time of the study and (b) the men not licensed in Oregon, but employed as professional nurses by the United States Veterans Administration in Oregon.

2. This study shall be further limited to the information which can be obtained by questionnaires mailed to the men nurses indicated above.

ASSUMPTIONS

For purposes of this study it is assumed that:

1. The participants of this study are interested in the results of this study and will be willing to cooperate in supplying the information requested.

2. The desired information as obtained by the questionnaire is factual and authentic and that the respondents will not knowingly alter the data by supplying misinformation.

3. The information which is obtained by this study will be of value in informing the public and the nursing profession about the role of men in nursing.

4. The information which is obtained by this study will be of value in informing young men about the opportunities for men in the nursing profession, hence will contribute to the recruitment of more men as nurses.

5. The information which is obtained by this study will have implications for curriculum revision in those schools of nursing that admit men.

6. The men nurses in Oregon are reasonably typical in preparation and experience of men nurses who practice professional nursing elsewhere.

SOURCES OF DATA

The primary source of data for this study is the information obtained by a questionnaire submitted to the men nurses who are licensed by the Oregon State Board of Nursing and the men nurses who are employed by the United States Veterans Administration, but who are licensed elsewhere. Secondary sources of information will be obtained from the literature, in the form of books, periodicals, brochures, printed recruitment materials and studies of men nurses which have been made elsewhere.

PROCEDURE

The plan of this study may be described in a series of steps, as follows:

1. Communicate with the Executive Secretary of the Oregon State Board of Nursing, explaining the nature of the proposed study and requesting permission to obtain from the Board files the names and addresses of men currently licensed to practice professional nursing in Oregon.

2. Obtain the requested information after receiving permission to use the files.

3. Write to the Directors of Nursing Service at the United States Veterans Administration Hospitals in Portland and Roseburg, Oregon, explaining the purpose of the proposed study and requesting the names and addresses of men nurses employed at these hospitals, but not currently licensed in Oregon.

4. Develop questionnaire designed to obtain information regarding the academic preparation, past and present professional experience, economic status, and professional activities. The questionnaire will also solicit the participants' opinions regarding present and future opportunities for men in nursing and areas which they believe should be included in the clinical and academic preparation of men student nurses.

5. Present questionnaire to Instructor for suggestions.

6. Revise questionnaire, incorporating suggestions.

7. Present questionnaire to thesis adviser and eight graduate students for suggestions.

8. Revise questionnaire, incorporating suggestions.

9. Repeat 7 and 8 above as necessary.

10. Compile list of men nurses from information obtained in 1 and 2 above.

11. Prepare covering letter to accompany questionnaire.

12. Mail questionnaire to fifty men nurses, which as nearly as can be ascertained constitute the number of men licensed to practice professional nursing in Oregon.*

* Excluding the writer.

13. Set up master tabulations for recording data to be obtained from the returned questionnaires.
14. Construct tables for depicting data.
15. Interpret findings, draw conclusions and make recommendations, if any.

DEFINITION

For the purpose of clarity, "man nurse," as used in this study shall mean a man who is authorized by a State Board of Nursing to practice as a registered professional nurse.

OVERVIEW OF STUDY

This study will be organized into four chapters: Chapter I, Background of the Problem, defines the problem, indicates the purpose, limitations and assumptions. Included, also, are the justifications for making the study and the proposed plan of procedure. Chapter II, Review of the Literature, presents a review of literature concerning the role and the changing status of men in nursing and a brief resume of some of the studies related to this topic. Chapter III, Report of the Study, is devoted to a description of the study and a presentation of the findings. Chapter IV, Summary, Conclusions and Recommendations, provides a summary of the study, the conclusions and recommendations based on the data obtained.

CHAPTER II

REVIEW OF THE LITERATURE

A review of the literature indicates that very little has been written concerning men as professional nurses, their status, preparation, employment opportunities, economic condition and professional activities. A few studies have been made by the National League for Nursing, by State Nurses' Associations, or by individuals. One such study was the "Survey of Men Nurses" conducted by the New York State Nurses' Association in April, 1948. (18)

The earliest organized groups of nurses found in the literature were the Military Nursing Orders which were founded during the Crusades (1096-1291). As a result of the need to provide care for a large number of sick and injured, "***large numbers of men were drawn into the field of nursing. The membership of these orders consisted of monks, knights and serving brothers." (7)

The Knights Hospitallers of St. John were originally organized to care for the sick in the 1000 bed hospital of St. John of Jerusalem, built c. 1050. This group of monks and knights nursed the sick or fought as soldiers as the need arose. *** The members of this order contributed in a most remarkable way to the care of the sick during this period, and their successors have continued this on a smaller scale even to the present. (7)

Some of the more famous and better known religious orders which made the care of the sick one of their primary functions were the Order of Santo Spirito, founded in the 12th century, and the Brothers Minor, which were founded by

St. Francis of Assisi about the year 1200. (6, 15) Many other religious and military orders were founded during the Middle Ages which made the care of the sick one of their primary functions. "The knights of St. Lazarus were especially devoted to the care of lepers, the name Lazarus being derived from the parable of the leper in the Bible. Many historians seem to indicate that this is the oldest of all knightly orders." (7)

Following the time of the Crusades, little is known of nursing or the nursing care which was provided for the sick. Until well into the 19th century this was the Dark Age of nursing, and what nursing care was provided was centered in the monasteries, where monks and nuns provided nursing care to the sick. (6, 15, 7)

After Florence Nightingale, women gained the ascendancy in the nursing profession, and little emphasis was placed on the opportunities for men in this sphere of service. (18) The first school of nursing for men in the United States was the School for Male Nurses established in connection with the New York Training School for Nurses. This school was established in 1886, a little more than a decade after the first Nightingale School was established. By the turn of the century there were many schools throughout the United States which were either for men or were coeducational. (21)

There is no mention made in the literature of the work which was being done by the men nurses before the turn of

the century, other than that there seemed to have been a recognized need for more men in the nursing profession. The Mills Training School for Male Nurses, established in connection with Bellevue Hospital, in New York City, in 1888, was made possible by a gift to the city by Darius Ogden Mills. "In a letter of presentation, Mr. Mills wrote: 'The training school for female nurses was a great gain. Personal observation of the good it has done has led me to think that an equal service might be rendered by an institution for the training of male nurses.'" (21)

In spite of the need and the number of early schools for men, the number of men nurses in relation to the number of women nurses has always remained small. By 1910, about 7 per cent of all student and graduate nurses were men. (21) In 1940, the men nurses represented only 2.3 per cent of the nurse population. (2) In 1950, the percentage of men nurses had risen to 2.4 per cent. (11)

Early in the twentieth century the leaders of this minority group, recognizing the need for more and better prepared man nurses to provide better nursing care for men patients and concerned with their own lack of professional status, began working to improve this professional status. Reference is made in the literature between 1915 and 1935 to an American Association of Men Nurses. Most of the initiative for integration of men nurses into the professional nursing organizations seems to have come from the alumni

organizations of the early schools for men. It was not until 1930, though, that qualified men nurses were admitted to membership in the American Nurses' Association. At this time they were included in the A.N.A. in a Men Nurses' section and they continued in a separate section until 1952, when the interests of men nurses had become so well integrated into the total program of the Association that the men nurses' section was discontinued. (21)

As the economic and professional status of the nursing profession has progressed, so has the economic and professional status of men nurses. In the past they have been a neglected minority, lacking in adequate preparation both on the graduate and undergraduate level. Until a few years ago there were very few opportunities for them to obtain degrees or higher education in nursing, for very few schools accepted men nurses as students. (21, 25) Because of custom and lack of educational opportunities there were few chances for men nurses to obtain the higher positions in nursing. (19, 25) Today this situation is rapidly changing; more and more schools are opening their doors to men students for basic preparation, specialized courses and graduate education.

Only 774 men, including sixteen Negroes, were enrolled in the nation's nursing schools in 1949. Of these students, 150 were in the three schools for men in Illinois, Missouri, and Pennsylvania. Another 87 schools in 26 states reported one or more men students.

In 1939 there were even fewer men students - 725. During World War II the enrollment of men dropped sharply. In 1945 only 72 men were preparing to become nurses. (24)

Following the end of the war, the enrollment rate of men began to rise, and in 1956 there were 1,037 men students enrolled. (12) In 1939, only seventy-three schools of nursing would admit men (1), but by 1956 there were two hundred sixty-one schools which would admit men students. (23) At the same time, more and more employment opportunities are being opened for the qualified man nurse. These opportunities are not only in staff positions, but in all areas of nursing, with the possible exceptions of obstetrics and gynecology.

Much of the progress made by men nurses has been since the end of World War II. During the war many men gained experience in nursing through the Medical Corps of the Army and Navy and after being discharged from military service, some entered schools of nursing. (16, 20, 21) How many men took advantage of their veterans' educational benefits to obtain their nursing education is not known, but in November, 1948, the number of veterans taking nurse training under the G. I. Bill was 3,956, and under Public Law 16 there were 194. There was no breakdown as to how many of these students were men and how many were women. (20)

Men nurses hold almost every conceivable position in nursing today, from staff nurse to administrator of the hospital, from instructor to dean of a school of nursing. Many of them have specialized in various areas of nursing and in fields related to nursing or where their nursing

education forms a solid and useful background. The number of positions in nursing which could be filled by men at the present time is very large, and much of the literature expresses the need for men to fill these positions. The 1955-1956 "Facts About Nursing" states that in 1955 there were in the United States 954 vacancies for men nurses in Nervous and Mental hospitals. (11) LeRoy N. Craig states that:

In one of our State Mental Hospitals with a population of over three thousand men patients, the assistant director of nursing is a man nurse and there are four other men nurses on the staff. The director of nursing says that she needs at least fifty more men nurses to staff the men's services adequately. This situation is duplicated in many of our mental hospitals. (3)

In the areas of nursing outside the field of psychiatric nursing there are as many or more opportunities for men nurses. The literature contains numerous references to these opportunities and to the need for more men nurses. Anthony J. Mannino lists positions which are open for men or are filled by men. These are:

1. Director and assistant director of nursing service.
2. Supervisor, head nurse and general duty nurse in hospitals.
3. Industrial and first aid nurse.
4. Private duty.
5. Public health.
6. Office nurse.

7. Prison nurse.

8. Operating room nurse. (16)

Other writers list nearly the same positions and opportunities for men nurses. (5, 8, 13, 18, 20)

The professional and economic status of the man nurse has improved greatly during the past two decades. The economic status of men nurses has improved to the point where a man can make a satisfactory living at the practice of nursing. In 1950 the average salary for a man nurse was \$2,907, which was 17 per cent higher than the average salary for women nurses. (11) With an improvement in the economic status of all nurses since that time, it can be assumed that men nurses have likewise profited by better personnel policies.

In professional status, several factors have helped to bring about improvement. One of these has been the increased recognition of the need for men nurses, both by the profession and by the public, and the increased opportunities in the form of more nursing positions being opened for qualified men. Another factor has been the increased number of schools, both basic and graduate, which have opened their doors to male students, giving them the opportunity to obtain better basic education and to obtain further preparation in the nursing specialties and to obtain degrees which would qualify them for higher positions. Another factor which has given men nurses a big boost in morale as well as increasing their

professional status and recognition has been the passage of Public Law 294, which gives men nurses reserve officer status in the military services. (9, 14) Until the passage of this law, men nurses in the military services were relegated to inferior and non-nursing positions regardless of how well prepared they might have been to fill nursing positions. During World War II there was much publicity about the need for more nurses in the military services, but little was done to make the best use of those men nurses who were drafted or who enlisted. (21, 22)

As the need for men nurses increases and is recognized, more effort is being directed toward the recruitment and education of men students. In 1950 the Committee on Careers in Nursing, recognizing the need for informing the public and potential men students of the opportunities for men in the nursing profession, published a recruitment folder entitled "Careers for Men in Nursing," which was distributed to prospective students, parents, and counselors. (10) This is the only mention in the literature of recruitment materials being directed toward or being designed to inform potential men students.

In April, 1948, the New York State Nurses' Association made a survey of the educational and employment opportunities for men nurses. The study was based on a four-fold plan of attack:

1. What educational facilities are open to men for both basic and advanced training in the nursing field?

2. Where and how are men nurses employed?
3. What are the chief barriers to opportunities for education for men nurses and to their employment in every field of nursing?
4. What are the motivating forces which have influenced men to study nursing?

Various sources of information were explored to find the answers to these queries, "such as personal interviews, reading, questionnaires, correspondence . . ."

A summary of the findings of this study are as follows:

The survey indicates that if more young men are recruited into the nursing profession there are ample opportunities for their education in schools of nursing in New York State. The State Mental Hospitals have room in their schools for many more applicants.

The men nurses who are equipped to advance in nursing education may matriculate at any one of the six universities offering postgraduate nursing education.

More men nurses are needed for employment in hospitals and for private duty nursing. For those young men with a venturesome spirit there are new fields to conquer in industry and public health.

There are many and strong arguments for recruiting men into the nursing profession and for expanding the opportunities for their service. (18)

It is recognized that the findings of this study were pertinent as of the time of the study. It is further recognized that the findings of a study made in New York State would not be typical of those in other states, because (1) New York State has a larger number of schools admitting men students both on the basic level and on the postgraduate

level, than has any other state (18) and (2) New York State has the largest percentage of men nurses (3.5%), within the total professional nurse population, of any state. (11)

CHAPTER III

REPORT OF THE STUDY

The purpose of this study has been to determine the educational background, the present and past professional experience, present economic status of men nurses licensed in Oregon or employed in Oregon by the Veterans Administration. Information was also obtained regarding the participants' opinions of what they believed should have been included in their basic nursing preparation and what they believed should be included in the preparation of men student nurses. Information was also obtained regarding the participants' opinions of what are the opportunities for men nurses and what they believe would be the best way to recruit more men for the nursing profession.

The scope of this study was limited by the small number of men nurses in Oregon. The population for this study was obtained from three sources, The Oregon State Board of Nursing and the United States Veterans Administration Hospitals at Roseburg and Portland, Oregon. A letter was sent to Donna M. Monkman, Executive Secretary of the Oregon State Board of Nursing, explaining the purpose and subject of this study and requesting permission to examine the files of graduate professional nurses in that office to obtain the names and addresses of all men nurses licensed by this Board.*

* A copy of this letter is included as Appendix A.

This permission was granted by the Board, and the information was obtained at a later date from the office files. Letters were also sent to the directors of nursing service of the two Veterans Administration Hospitals, stating the purpose and nature of this study and requesting the names and addresses of men nurses employed at each hospital who did not have Oregon professional nurses' licenses.* Both hospitals supplied the requested information.

The questionnaire used to obtain the primary data for this study was developed with the assistance of the thesis adviser, other instructors, eight graduate nurse students and other persons interested in the study. A preliminary questionnaire was developed and presented to an instructor for a first evaluation. The questionnaire was then revised, embodying his suggestions and then presented to the thesis adviser and eight graduate nurse students for their evaluation and suggestions. A second revision was then done, embodying the suggestions of this group, and the revised questionnaire was again presented to the same group for further evaluation and suggestions. The third and final revision of the questionnaire was then completed, and copies of it were prepared for mailing.

The final questionnaire prepared for this study was divided into nine major areas or questions, with subdivisions or questions under each. These areas were entitled: (1) Your School of Nursing, (2) Preparation for nursing (basic

*A copy of this letter is included as Appendix B.

program), (3) further education, (4) experience in nursing, (5) other work experience, (6) Income, (7) professional interests and activities, (8) opportunities for men nurses, and (9) recruitment. On all questions, the participants were instructed to add any additional pertinent information they desired. The questionnaire is included as Appendix D.

A covering letter was developed, describing the purpose and the nature of the study and asking the cooperation of the participants.*

This questionnaire was mailed with the covering letter plus a return addressed envelope to the fifty men nurses whose names and addresses were obtained by the method previously described. Twenty-five, or 50 per cent, returned completed questionnaires.

Each question was tabulated separately, and master tabulation sheets compiled. Where possible, the information in the master tabulation sheets was then converted into totals and percentages. All percentages were based on twenty-five, the total number of participants. The results of the tabulation follow.

SCHOOL OF NURSING

The men nurses in Oregon received their basic nursing education in all parts of the United states; twenty-four, or 96 per cent of the participants gave the name and address of their school of nursing. There were 16 schools of nursing named, and the largest number of graduates from a single

*A copy of the covering letter is included as Appendix C.

school was three. There were two schools represented by three graduates each; four schools were represented by two graduates each; and ten schools were represented by one graduate each. Four of the participants listed military hospitals as their school of nursing.*

The oldest participant of this study in terms of length of service graduated from his school of nursing in 1920; the youngest graduated in 1955. The remainder of the participants were fairly evenly distributed over the intervening years.**

The subjects graduated from schools of nursing in ten states, the Territory of Hawaii and the District of Columbia. This distribution is shown in Table I.

TABLE I

LOCATION OF THE SCHOOLS OF NURSING OF THE PARTICIPANTS
AND NUMBER FROM EACH

STATE	NO. OF SCHOOLS	NO. OF PARTICIPANTS
California	3	6
Washington	2	3
District of Columbia	2	2
Florida	1	2
Idaho	1	1
Illinois	1	1
Massachusetts	1	1
Minnesota	1	1
Missouri	1	2
New York	1	1
Tennessee	1	3
Territory of Hawaii	1	1
TOTAL	16*	24*

*One participant did not answer

*The names and addresses of schools of nursing given by the participants is shown in Appendix E.

**The years of graduation of the participants are shown in Appendix E.

The size of the class in the school of nursing of the participants varied greatly, with the smallest class having five students and the largest having eighty-one students. The average size of a class was twenty-one students. The number of men students in each class varied from one student to thirty-four students, and the average was seven men students in each class. Six of the participants indicated that they graduated from schools of nursing which were for men only, and nineteen (76 per cent) indicated that they were graduated from coeducational schools of nursing.

The size of the participants' classes and the number of men students in each class is shown in Table II (following page).

TABLE II
 SIZE OF CLASS IN SCHOOL OF NURSING AND NUMBER
 OF MEN STUDENTS ENROLLED

SIZE OF CLASS	NUMBER OF MEN STUDENTS IN CLASS	PERCENTAGE OF MEN STUDENTS IN CLASS
81	1	1
35	8	23
34	34	100
31	31	100
26	1	4
25	4	16
24	1	4
24	3	13
22	4	18
20	20	100
19	2	11
17	3	18
17	4	23
17	2	12
15	5	33
15	7	47
14	2	14
13	13	100
12	12	100
11	2	18
11	1	9
10	1	10
7	7	100
5	2	40

TOTAL 24*

*One participant did not answer.

The type of school of nursing from which the participants graduated and the number from each type of school is shown in Table III (following page).

TABLE III

TYPE OF SCHOOL OF NURSING	NO. OF PARTICIPANTS	PER CENT
Diploma (Hospital	17	68
Degree (Collegiate)	5	20
Non-degree (Collegiate)	2	8
Certificate	1	4
TOTAL	25	100

Five of the participants, or 20 per cent, received a Bachelor of Science degree from their school of nursing.

PREPARATION FOR NURSING

To obtain information regarding the content of the basic programs of the participants, a check list was included in the questionnaire which gave twenty-three areas of nursing experience which might be found in most present-day schools of nursing. Space was also provided so that the participants might add any areas which were included in their own program but which were not on the list. They were asked to check each area if it was included in their basic program as (1) theory only, (2) theory and practice, (3) practice only, (4) observation only, and (5) areas in which modification was made for men students.* None of the participants indicated that he had received "practice only" in any of the areas of nursing experience, so this column is not included in the tabulations in Table IV.

*See Appendix D for check list

TABLE IV

RESPONSES OF TWENTY-FIVE PARTICIPANTS REGARDING CONTENT OF
THEIR BASIC NURSING PREPARATION

AREAS OF NURSING EXPERIENCE	INCLUDED IN BASIC PREPARATION AS:			AREAS IN WHICH MODIFICA- TION WAS MADE FOR MEN
	THEORY ONLY	THEORY & PRACTICE	OBSER- VATION ONLY	
Medical nursing	0	25	0	0
Surgical nursing	0	25	0	0
Gynecological nursing	13	2	0	4
Orthopedic nursing	2	22	1	0
Urological nursing	0	24	0	3
DENT nursing	2	22	0	0
Emergency Nursing	1	22	0	1
Psychiatric nursing	2	21	1	1
Neurological nursing	2	17	0	0
Communicable disease nursing	6	18	1	1
Obstetrical nursing	8	6	0	3
Labor room nursing	7	5	1	6
Delivery room nursing	7	5	1	6
Newborn nursery nursing	2	9	0	5
Postpartum nursing	10	2	0	6
Prenatal clinic nursing	10	2	0	5
Postnatal clinic nursing	10	2	0	5
Pediatric nursing	2	17	0	2
Out-Patient nursing	4	15	0	1
Public Health nursing	8	9	2	1
Diet therapy	0	24	0	0
IV therapy	0	18	0	0
Physical therapy	2	23	1	2
Clinical Laboratory*	5** 0	4	0	0
Pharmacy*	3** 0	2	0	0
Operating Room*	2** 0	2	0	0
X-Ray*	1** 0	1	0	0
Medical Supply*	1** 0	1	0	0
Ward administration*	1** 1	0	0	0
Hydrotherapy*	2** 0	2	0	0

*Areas of nursing experience added by the participants.

**The number of participants who added this area.

The participants were also asked to check those areas of nursing in which they believed that men students should have the same experience as women in (1) theory and (2) practice. The tabulation of their replies is shown in Table V.

TABLE V

RESPONSES OF THE PARTICIPANTS REGARDING THE AREAS OF NURSING EXPERIENCE IN WHICH THEY BELIEVE MEN STUDENTS SHOULD HAVE THE SAME EXPERIENCE AS THE WOMEN STUDENTS*

AREAS OF NURSING EXPERIENCE	AREAS IN WHICH MEN STUDENTS SHOULD HAVE THE SAME EXPERI- ENCE AS WOMEN STUDENTS IN:	
	THEORY	PRACTICE
Medical nursing	10	10
Surgical nursing	10	10
Gynecological nursing	11	5
Orthopedic nursing	10	10
Urological nursing	9	9
EENT nursing	9	9
Emergency nursing	12	12
Psychiatric nursing	11	11
Neurological nursing	10	10
Communicable disease nursing	11	10
Obstetrical nursing	15	11
Labor room nursing	14	11
Delivery room nursing	14	13
Newborn nursery nursing	14	12
Postpartum nursing	13	5
Prenatal clinic nursing	13	7
Postnatal clinic nursing	13	7
Pediatric nursing	12	12
Out-Patient nursing	13	13
Public Health nursing	12	13
Diet therapy	9	9
IV therapy	9	9
Physical therapy	11	10
Clinical laboratory**	1	0
Pharmacy**	1	0
Hydrotherapy**	1	1

*Replies not obtained from all participants.

**Areas of nursing experience added by the participants.

In response to the question, "What further preparation do you believe you should have had in your basic program?" eighteen, or 72 per cent of the participants replied. Three of the participants, or 12 per cent, felt that they should have had better preparation in the social and physical sciences. Seven of the participants, or 28 per cent, felt that they should have had better preparation in gynecology and obstetrical nursing. Several of the participants commented that their education was adequate for the time that it was taken. Some of the responses from the participants are quoted verbatim, as follows:

"Satisfactory for period of time in which training was taken."

"I should have had more training in the basic sciences, biology, chemistry, et. cetra., which were not required back in the 1920's."

"Another trade."

"History of nursing, nursing education - at least a degree."

"Knowledge of the physical and social sciences, including studies in psychology, sociology, bacteriology, chemistry, physics. Physical education courses would also be helpful."

FURTHER EDUCATION

The participants were asked to list any formal education which they had received since their graduation from their schools of nursing. They were also asked to check if they

*A complete list of the responses of the participants is given in Appendix F.

were part-time or full-time students, and the length of time they attended the course or school. Sixteen, or 64 per cent of the participants indicated that they had received some type of formal education beyond their basic preparation. Five respondents, or 20 per cent, had attended two schools or courses; the remaining 11, or 44 per cent, had attended one school or course. Twelve respondents indicated that they had attended school as full-time students, and five indicated that they had attended on a part-time basis. The length of course of study varied from four years nine months, for pharmacy, to one month for obstetrical nursing. Only four participants indicated that their course of study gave them college credit.

The type of formal education received by the participants and the number who received that course is shown in Table VI, below.

TABLE VI

TYPE OF FORMAL EDUCATION RECEIVED BY THE PARTICIPANTS

NAME OR TYPE OF COURSE	NO. OF PARTICIPANTS
Anesthesia	9
Physical therapy	2
General college	2
Pharmacy	1
Surgical nursing	1
Laboratory	1
Business Administration	1
Naturopathy	1
Secretarial	1
X-Ray	1
Obstetrical nursing	1

Under "Further Education" the participants were asked to list any degrees, diplomas or certificates which they had received in addition to that which was received from their schools of nursing. They were also asked to give the name of the school and year they graduated or finished the course. Fourteen of the participants, or 56 per cent, indicated that they had received a degree, diploma or certificate, and one indicated that he had received two. This information is shown in Table VII below.

TABLE VII

NAME OF SCHOOL	DEGREE, DIPLOMA, CERTIFICATE	YR.
College of Medical Evangelists	American Registry Certificate	1946
Cook County Hospital	Anesthesia	1934
Graduate Hospital, Univ. of Pennsylvania	Certified Nurse Anesthetist	1953
Mayo Clinic	Certificate, Anesthesia	1952
Mayo Clinic	Certified Registered Nurse Anesthetist	1955
Mercy Hospital School of Anesthesia	Certified Registered Nurse Anesthetist	1954
Norwegian American Hospital, School of Anesthesia	American Assn. of Nurse Anesthetists	1951
Sacred Heart School of Anesthesia	Certified Registered Nurse Anesthetist	1954
Walla Walla College	Bachelor of Science, Nursing Education	1956
Western States College	Doctor of Naturopathy	1951
* _____	Anesthesia	_____
* _____	Anesthesia	_____
* _____	Laboratory Registration	_____
* _____	X-Ray Registration	_____
* _____	Secretarial - Certificate	_____

*School not given.

EXPERIENCE IN NURSING

The participants were asked to list the positions they had held as professional nurses, first by title of position and second by the type of department or type of nursing. The twenty-three respondents to this question (92 per cent) listed eighty positions which they had held as professional nurses. These positions were classified under twenty-four titles. This information is tabulated in Table VIII, which shows the titles and the number of positions held under each title.

TABLE VIII

TITLE OF POSITION	NO. OF POSITIONS HELD UNDER TITLE
Staff nurse	27
Registered nurse anesthetist, staff	10
Private duty	7
Supervisor	6
Head nurse	5
Instructor	4
Industrial nurse	2
Chief anesthetist	2
Administrator	2
Relief PM Supervisor	1
Pharmacist Mate, Chief	1
School nurse	1
Rehabilitation nurse	1
Chief X-Ray technician	1
Surgical technician, Army	1
Chief of Nursing Service	1
Laboratory technologist	1
Acting Director, Nursing Service	1
Assistant Director, Nursing Service	1
X-Ray technician	1
Head attendant	1
Physical therapist	1
First Lieutenant, U.S. Army Nurse Corp.	1
TOTAL - 24	80

The participants listed nineteen areas or types of nursing in which they had had experience. These are given in Table IX, below.

TABLE IX

AREA OR TYPE OF NURSING	NO. OF TIMES MENTIONED
Psychiatric nursing	11
General medical and surgical nursing	10
Orthopedics	9
Anesthesia	9
Urology	8
Operating Room	7
Industrial nursing	4
Instructor	4
Surgical nursing	2
Physical therapy and hydrotherapy	2
General duty	1
Public Health	1
School nursing	1
X-Ray	1
Medical nursing	1
EENT nursing	1
Dermatology	1
Laboratory	1
Post-anesthesia Recovery Room	1
TOTAL - 19	75

The length of time these positions were held varied greatly, from a period of 20 years to only a few months. The average length of time in a position was about 3½ years.

Twenty-three, or 92 per cent of the participants indicated that they were now employed as a professional nurse or in some area related to nursing. One participant was not employed in the area of nursing, and one did not reply. The participants listed ten areas of nursing or related areas in which they were presently employed. The largest number,

ten, or 40 per cent, were employed as anesthetists. This information is tabulated in Table X, below.* They had held their present positions for varying lengths of time, from 20 years to 2 months.

TABLE X
POSITIONS HELD BY THE PARTICIPANTS AT THE PRESENT TIME *

POSITION	NO. HOLDING POSITION	PER CENT
Anesthetist	10	40
Staff nurse	3	12
Head nurse	3	12
Industrial nurse	1	4
Rehabilitation nurse (private duty)	1	4
Operating Room nurse	1	4
Hospital Administrator	1	4
Private duty	1	4
Assistant Director, Nursing Service	1	4
Physical therapist	1	4
TOTAL - 10	23	92

One participant stated that he was not now engaged in nursing, but was employed as an office equipment salesman. The reason he gave for having left the profession of nursing was that he could not earn adequate income from nursing to support his family. He stated that working as a salesman he was able to earn two to three times as much as he could as a nurse.

Twenty-two participants, or 88 per cent, responded to the question, "Do you feel that there is opportunity for advancement for you in your present position or your present

*See Appendix G for complete list of positions and length of time position has been held.

place of employment?" Twelve, or 48 per cent, indicated that they did feel that there was opportunity for advancement, and ten, or 40 per cent, did not believe that there was opportunity for advancement. Three, or 12 per cent, did not answer. Some of the answers of those who indicated they believed there was opportunity for advancement are quoted verbatim, as follows: *

"By taking advanced work I believe that there is opportunity in teaching, supervision and management."

"Increasing service and scope of hospital."

"In nursing education or in nursing service as well."

"The neuropsychiatric Division of the Veterans Administration offers advancement to Chief Nurse."

"Advancement to next grade or two upon completion of educational requirements."

Some of the answers of those who indicated that they did not believe that there was opportunity for advancement follow:

"Because I am at the top in Oregon State Hospitals, they cannot use men in supervision. (So they say)"

"To place men in my present position with both male and female pts. was a successful experiment - I doubt that it could be repeated."

"I have no Masters degree in psychiatric nursing."

*Complete list of responses is given in Appendix H.

"I dont feel there is too much room for advancement, although I believe opportunities are increasing."

"No place to advance to, when job is completed, you pay an agency for another one. (Bah)." (Industrial nurse)

INCOME

To obtain information about the income of the participants, they were asked if they felt that they were receiving adequate salary for the position that they now held. Twenty, or 80 per cent, answered this question; thirteen, or 52 per cent, felt that they were receiving adequate salary; and seven, or 28 per cent, felt that they were not. Five participants, or 20 per cent, did not answer.

The approximate yearly income of the participants was obtained by having them indicate their income on a scale. A portion of this scale is shown in Table XI below. The twenty-two salaries reported are also shown on this table.

TABLE XI
APPROXIMATE YEARLY SALARIES OF THE PARTICIPANTS

SALARY SCALE	NO. OF PARTICIPANTS
\$10,000 and over	3*
\$9,000-9,999	2
\$8,000-8999	3
\$7,000-7999	1
\$6,000-6999	3
\$5,000-5999	3
\$4,500-4999	2
\$4,000-4499	2
\$3,500-3999	3
TOTAL	22

*Includes one participant who was employed other than as a nurse.

Nineteen of the participants, or 76 per cent, indicated that they received 100 per cent of their income from nursing; one received 20 per cent of his income from nursing; and one received none of his income from nursing. Four participants, or 16 per cent, did not answer.

In response to the question, "Do you receive the same salary for your position as would a woman in the same position?" seventeen participants, or 68 per cent, answered yes, and seven, or 28 per cent, answered that they received a larger salary than would a woman in the same position. One participant did not answer.

PROFESSIONAL INTEREST OR ACTIVITIES

Membership in professional organizations is frequently referred to as one criterion of the professional status of a nurse. To obtain information regarding the professional activities of the participants they were asked to indicate if they were members of any professional organization. Eighteen, or 72 per cent, indicated that they were members of one or more professional organizations. The tabulation of memberships in professional organizations is given in Table XII, below.

TABLE XII

ORGANIZATION	NO. OF MEMBERS	PER CENT
American Nurses' Association	11	44
American Assn. of Nurse Anesthetists	8	32
National League for Nursing	1	4
American Physical Therapy Assn.	1	4
None	4	16
TOTAL	25	100

Fourteen of the participants, or 56 per cent, indicated that they attended meetings of their professional organization or organizations. The remaining eleven, or 44 per cent, did not indicate that they attended any professional meetings. One participant made the comment that "Dues are too exorbitant."

The participants were also asked to list the professional publications to which they subscribed. Eighteen, or 72 per cent, subscribed to one or more professional publications. Twelve publications were named by the participants, seven of these in the field of anesthesia, two in the field of physical therapy and two in the field of nursing. One participant subscribed to the Journal of the American Medical Association.

OPPORTUNITIES FOR MEN NURSES

Men nurses who are active in their profession are in the best position to judge whether there are opportunities for men in nursing today. Twenty-one, or 84 per cent, of the participants indicated that there were opportunities for men in the nursing profession. They listed twenty-three positions or areas of nursing in which they believed there were opportunities for men. One participant stated that there were no opportunities for men and three, or 12 per cent, did not respond. The positions or areas of nursing listed by the participants and the number of times they were mentioned are given in Table XIII, which follows.

TABLE XIII

**AREAS OR POSITIONS IN NURSING LISTED BY PARTICIPANTS
AS BEING OPPORTUNITIES FOR MEN IN NURSING***

<u>AREA OR POSITION</u>	<u>NO. OF TIMES MENTIONED</u>
Anesthesia	8
Psychiatric nursing	7
Urological nursing	7
Administration	6
Veterans Administration	5
Industrial nursing	5
Orthopedic nursing	4
Supervision	4
Teaching	4
Surgery	4
General duty	3
Public Health	3
Armed Forces	3
Physiotherapy	2
Head nurse	2
Laboratory	2
X-Ray	1
Sanitation	1
Penal institution	1
Director of nurses	1
Blood banking	1
Public Relations for Hospitals	1
TOTAL - 22	75

The participants were also asked if they thought that opportunities for men in nursing were limited or unlimited and why this was so. Eight participants, or 32 per cent, answered that they believed that the opportunities for men in nursing were limited; eleven, or 44 per cent indicated that they believed the opportunities for men were unlimited. Six participants, or 24 per cent, did not answer.

*A complete list of the responses of the participants is given in Appendix I.

In answer to the question of why the participants felt that the opportunities for men in nursing were limited or unlimited, twenty-one, or 84 per cent, gave answers. Those participants who answered that they felt the opportunities for men were unlimited, gave responses such as those that follow. * **

"The greatest inequality lay in lack of recognition by the military, this is no longer a problem."

"There are many fields where men nurses are preferred and more capable."

"In my early experience as a nurse I was warned by various people (mostly doctors) that I could expect resentment from the female nurses. I never have. In fact most departments ask where they can find more male nurses. I find they are willing to pay more for a male nurse."

"By public education men nurses have been able to change the public's opinion of the men in nursing. I think the commissioning of men in the military nurse service was the largest step taken."

The responses of the participants who felt that the opportunities in nursing were limited are in a very different vein: * **

"High overhead, extremely low pay, working conditions the worlds worst."

"Any person on an hourly or annual salary is limited. Fringe benefits must compensate for this limitations."

"Men nurses have a harder time of placement in office nursing and general duty in larger hospitals because of sex and the popular opinion that it isn't the place for them."

*A complete list of the responses is given in Appendix J.
**All quotes are verbatim.

"By virtue of their sex alone."

"Men nurses are largely limited to the care of men patients. Most hospitals employ only a few. The medical profession has not been sold on the idea of the importance of the man nurse."

One participant did not answer that the opportunities were limited or unlimited, but commented that "It would be difficult to set it down. Communities vary. But with a community as ours of 50,000 with only 2 male nurses it appears that opportunities would be good for several more here. Unfortunately of the two who came here, one was addicted to Demerol and the other to alcohol."

In response to the question, "Would you advise a young man to enter the nursing profession?" twenty of the participants, or 80 per cent, answered "Yes," and three, or 12 per cent, answered "No." A representative sampling of the comments of those participants who indicated that they would advise a young man to enter the nursing profession is as follows: * **

"But only if they obtain a degree before entering full-time work."

"With exceptions, proper qualifications, 1, high mental and moral character. 2, above average IQ for college entrance level. 3, adaptability for nursing."

"He will never be out of work. It is a basic profession, he can use to earn his way thru other professions. I have a

*A complete list of the responses is given in Appendix K.
**All quotes are verbatim.

brother-in-law who used his nursing to work his way thru dentistry."

"He can always get another type of job that he might want and if he doesn't like it, he can always fall back on nursing as a means to an end. That is, he will always be able to get work and be needed wherever he is."

"I believe that the status of men nurses is improving year by year and that the opportunities for them is on the upgrade."

"With our new concept of nursing, and if the nurses will take their place as moderator, co-ordinator and educator each nurse can walk shoulder to shoulder with the doctors."

The comments of the three participants who indicated that they would not advise a young man to enter the nursing profession are as follows: * ** (See footnote, page 40)

"Should put the same amount of time and effort into something that will pay, such as dentistry, pharmacy, etc."

"To stay in the nursing field over 10 years, a man must love nursing more than adequate take home pay. It is too hard to raise a family on the pay you receive, can save nothing."

"Unless he has a goal that nothing else can fulfill he can become a wage earner with unlimited prospects with far less expenditure of time and cost in training."

RECRUITMENT

The final area investigated in this study of men nurses in Oregon was recruitment. The first question in this area was, "Why did you choose nursing as a profession?" Fourteen participants, or 56 per cent, indicated that nursing was

their primary choice for a profession, and gave a large variety of reasons for this choice. Six participants, or 24 per cent, indicated that their choice of nursing was in a large measure accidental, and three participants, or 12 per cent, had planned to use their nursing as a stepping stone to another profession, such as medicine. A representative sampling of the answers of the participants will best illustrate the reasons given for choosing nursing as their profession. * **

"To have a related profession in working my way thru medical school. (Which did not materialize.)"

"I liked people: with a desire to help them in their trouble. I felt a call to place myself 'in the furrow of the worlds need.' As a Christian I was inspired to minister as he ministered, be kind, pitiful, tender hearted."

"Fell into it by accident. Took training as step for medicine and surgery, accident prevented, naturally followed line of knowledge for existence."

"I didn't choose it, but in the depression it was better than not going to college and having no job. The Opportunity came and I took it."

"Because I liked helping people."

"Have always liked nursing. Worked about 8-9 years as an attendant and was in med. dept. during 2nd World War."

"I didn't. I have been pushed into this profession by circumstances mostly beyond my control, I was forced into training by the USN and even my present position was never applied for. I came to vacation 10 yrs. ago to relieve a nurse on vacation."

*See Appendix L for complete list of reasons why participants chose nursing as their profession.
**Quotes are verbatim.

"I entered nursing as a challenge and have never been sorry."

The final question asked of the participants in this study was, "How would you recruit men students?" Twenty-one participants, or 84 per cent, answered. Their answers varied greatly but could freely be put into five categories. The largest group of respondents believed that recruitment could best be carried out by advertising the opportunities for men in nursing. There were nine answers in this category. The next largest group of respondents believed that active recruitment should be carried out in high schools and colleges. Nine respondents indicated that they believed this would be the best source of recruits. The military services, medical corps, were indicated twice as a possible source of recruits. One respondent was undecided, and four stated that they would not recruit men into the nursing profession. Three of the four who stated that they would not recruit men students qualified their answers by saying that they would help the individual make his own decision or give accurate information to the individual who was interested in nursing. A representative sampling of the comments of the respondents are quoted verbatim. *

"Other than appealing to them because of salary benefits (which are sometimes questionable), nursing offers an area of service where our basic need to find self satisfaction in helping others is possibly partially satisfied."

*See Appendix H for complete list of comments regarding recruitment.

"Encourage only those who wished to. To discuss the advantages and its disadvantages, it's a ministry, not a business, to point out it's what you give, rather than what you get."

"I would not lower my standard enough to try to tear down a fellow man. Rate of pay is so far below common labor."

"I'm not sure, but I'd be careful who I picked for the profession, too many of them were not morally straight, I have met many I was not glad to be associated with, perhaps that was more true of years gone by."

"Show what opportunities there are: Nursing is a broad and open field. Longer earning years?"

"The personal contact at high school and college level. Promotional material could be created."

"By publishing the part that there are opportunities in the field of nursing for men who are qualified, eg: opportunities in the military, industry, education, etc."

CHAPTER IV

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

SUMMARY

Questionnaires were sent to the men nurses licensed in Oregon or employed in Oregon by the U. S. Veterans Administration but licensed in other states, to determine (1) their academic preparation, (2) past and present professional experience, (3) economic status, and (4) their professional activities. Their opinions were also obtained regarding (1) the clinical and academic preparation of men student nurses, (2) present and future opportunities for men nurses, and (3) methods of recruiting men into the nursing profession. Questionnaires were sent to fifty men nurses; twenty-five (50%) were returned.

The twenty-five participants in this study obtained their basic nursing preparation in 16 different schools of nursing, which were located in 12 different states or territories of the United States. Their years of graduation were fairly evenly distributed from 1920 to 1955. Twenty per cent of the participants received a Bachelor of Science degree from their school of nursing, and the remaining eighty per cent received a diploma or certificate.

In general, the educational preparation of the participants seems to have been adequate in the major areas of nursing. The major areas of deficiency were in obstetrical

nursing and gynecology. Forty-four per cent of the participants felt that gynecology should be included as theory in the basic preparation of men, and twenty per cent felt that it should also be included as practice. Sixty per cent of the participants felt that obstetrical nursing should be included as theory and forty-four per cent felt that it should also be included as practice. Several of the participants who graduated in the 1920's listed many areas of nursing in which they did not receive instruction in either theory or practice, but they felt that their education was adequate for the time it was received. Seventy-two per cent of the participants indicated they believed there were areas of nursing where they should have received better preparation in their basic program.

Sixty-four per cent of the participants indicated they had received formal education beyond their basic nursing preparation. Thirty-six per cent had studied anesthesia, and sixteen per cent had taken a course of study which gave them college credit. Fifty-six per cent of the participants indicated they had received a degree, diploma or certificate as a result of study beyond their basic nursing program.

The participants have had a wide variety of experience as professional nurses; they listed eighty positions in nursing which they had held and these were classified under twenty-three titles or positions. They listed nineteen areas of nursing or related areas in which they had been employed.

At the time of this study ninety-two per cent of the participants were employed as professional nurses or in related fields. Four per cent did not reply and four per cent were employed other than in nursing. The largest percentage, forty, were employed as anesthetists.

Forty-eight per cent of the participants felt that there was opportunity for advancement for them in their present position or place of employment, and forty per cent did not believe there was opportunity for advancement; the others did not reply.

The approximate yearly income of the participants ranged from \$3,500.00 to over \$10,000.00, with twelve per cent of the participants in the lower bracket and twelve per cent in the upper. The remainder were fairly evenly distributed between. Seventy-six per cent of the participants indicated that they receive 100 per cent of their income from nursing. Sixty-eight per cent indicated that they receive the same salary as would a woman nurse in the same position, and twenty-eight per cent indicated that they are receiving a larger salary than would a woman nurse.

Seventy-two per cent were members of one or more professional organizations, but only fifty-six per cent indicated that they attended functions or meetings of the professional organizations of which they were members. Only eleven nurses, forty-four per cent, were members of the American Nurses' Association, and only one participant was

a member of the National League for Nursing. Seventy-two per cent subscribed to one or more professional journals, but most of these were publications relating to specialties, such as anesthesia. Only sixteen per cent of the participants subscribed to The American Journal of Nursing.

Eighty-four per cent of the participants believed that there were opportunities for men in nursing today and that these opportunities were increasing. They listed twenty-five areas of nursing where they believed men would have the most opportunity. Thirty-two per cent believed that the opportunities were limited, and forty-four per cent believed they were unlimited; the others did not reply.

In the recruitment of men for the nursing profession, eighty per cent indicated that they would advise a qualified young man to enter the nursing profession, and twelve per cent indicated that they would not; eight per cent did not reply. Fifty-six per cent of the participants stated that nursing was their primary choice as a profession, and twenty-four per cent indicated that they had entered nursing more or less by accident. Twelve per cent had planned to use their nursing as a stepping stone to another profession, and eight per cent did not reply. In answer to the question of how they would recruit men students, the participants gave a large variety of answers, the largest number of them stated that they believed the opportunities for men in nursing should be advertised to the public. The next largest

group believed that active recruitment should be carried out in high schools and colleges. One point which several participants made was that more information regarding nursing as a profession for men should be made available to the public and to possible sources of recruits.

CONCLUSIONS

The findings of this study have described and lead to the following conclusions:

1. Although not one of the participants stated specifically that the preparation of men and women in nursing should be essentially the same, this premise seems to be implied.
2. About two-thirds of the participants have obtained education beyond their basic nursing programs. This may be a reflection on the adequacy of the basic program, or it may be an expression of the men nurses' tendency to use basic nursing as a stepping stone to some related field.
3. There appears to be some rejection of identity with nursing per se, as evidenced by the number of comments concerning the difficulties encountered in making an adequate living, the tendency to seek employment in a related field, plus the quite obvious lack of interest in the nursing organizations and in the periodicals published by these organizations.
4. The schools of nursing which admit men students have a real responsibility for attempting to develop in men

nurses a stronger concept of professionalism in nursing. Many of the comments made by the participants in this study indicate rather mixed attitudes toward nursing.

5. There are quite evident opportunities for men in nursing, but information about those opportunities appears to be at a minimum.

6. An active program of recruiting more men into the nursing profession is contingent on disseminating more and better prepared information to the general public and to the sources of obtaining recruits, namely: high schools, colleges and the military services.

RECOMMENDATIONS

It is evident from this study that men have a place in the nursing profession, and it is recommended that further studies be done regarding men nurses. Some of the studies which could be of value are:

1. A nationwide survey similar to this study.
2. A study of schools of nursing which admit men students, to learn how many have men students, what curriculum is offered for men students and what is done in the way of recruiting men students.
3. A study of opportunities available for qualified men nurses. This study could be carried out by contacting all employers of nurses to determine what positions they would have available for men and which ones are already filled by men. This study would also obtain information regarding the

salaries available for the various positions.

4. A public opinion poll to determine what information people have regarding men nurses. This study could be specifically applied to high school and college students.

5. A study of men nurses who are no longer employed in nursing or related fields, to determine their reasons for leaving nursing.

6. A study to ascertain what attitudes women nurses hold in relation to men nurses and what influence, if any, those attitudes may have on employment opportunities for men nurses.

7. A study, similar to the above, to determine the attitudes physicians and patients may hold in relation to men nurses.

8. A study to determine what the professional organizations are doing to meet the needs of men nurses and to promote better understanding of the particular contributions men can make to nursing.

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APPENDIX A

LETTER TO DIRECTORS OF NURSING SERVICE,
VETERANS ADMINISTRATION HOSPITALS

2234 N. W. Lovejoy
Portland 10, Oregon
November 21, 1958

Director of Nursing Service
United States Veterans Administration Hospital

Dear Sir:

I am a graduate Student at the University of Oregon Medical School, Department of Nursing Education, and for my thesis I am doing a study of the professional men nurses in Oregon. I have obtained the names and addresses of all the men who, at the present time, have Oregon licenses. It has been brought to my attention that you may have some professional men nurses in your employ who do not have an Oregon license. I would appreciate it very much if you could send me the names and addresses of these men so that I might include them in my study.

Thank you for your cooperation.

Sincerely,

Henry P. Rehder, R. N.

APPENDIX B

LETTER TO EXECUTIVE SECRETARY, OREGON STATE BOARD OF NURSING

2234 N. W. Lovejoy
Portland 10, Oregon
July 5, 1958

Donna M. Monkman, Executive Secretary
Oregon State Board of Nursing
778 State Office Building
1400 S. W. Fifth Avenue
Portland 1, Oregon

Dear Miss Monkman:

Would it be possible to obtain from the files at the office of the State Board of Nursing the names and addresses of the registered men nurses in Oregon?

I am a graduate student of the University of Oregon Medical School Department of Nursing and I am planning to do a study of the professional men nurses in Oregon as my thesis. I will obtain the information which I need by mailing a questionnaire to those men nurses who I am able to locate through your office or by other means. I would be happy to do the work of searching the files for these names and addresses. Miss Gregerson has suggested that I write to you for this permission.

Thank you.

Sincerely,

Henry P. Rehder, R. N.

APPENDIX C

COVERING LETTER

2234 N. W. Lovejoy
Portland 10, Oregon
January 12, 1959

Dear Sir:

As a graduate student enrolled in the School of Nursing of the University of Oregon Medical School, I am preparing a thesis in partial fulfillment of the requirements for the degree of Master of Science. The purpose of the study is to obtain information about men nurses licensed to practice nursing in Oregon - their preparation, professional experience, and particularly their ideas about the nursing curriculum and their suggestions for recruiting more men for nursing.

Would you kindly assist in this study by completing the enclosed questionnaire? It need not be signed. The value of the study will be greatly enhanced if you will provide a candid answer to each item and if you will return the questionnaire before January 30, 1959. A self-addressed envelope is enclosed for your convenience.

Thank you for your cooperation and valued assistance.

Yours sincerely,

Henry P. Rehder, R. N.

APPENDIX D

QUESTIONNAIRE

A STUDY OF MEN NURSES IN OREGON

DIRECTIONS: Please answer the following questions by placing a check (X) in the blank which applies to you, or by filling in the appropriate blanks with the information requested. When you have completed this questionnaire return it in the enclosed self addressed envelope. If you require more space for your answers use the back of the page.

1. YOUR SCHOOL OF NURSING:

Name of school of nursing _____

Address _____
(City) (State)

Number of students in your graduating class _____

Number of men in your graduating class _____

Year of graduation _____

Type of school from which you graduated: Diploma
(Hospital) _____

Degree
(Collegiate) _____

Non-Degree
(Collegiate) _____

Other _____

If you were enrolled in a degree program, indicate which degree you received:

B. S. _____

B. A. _____

B. N. _____

A. A. _____

Other _____

2. PREPARATION FOR NURSING. (Basic program)
 Answer the following questions by placing checks (X)
 in the appropriate column. If you wish to make
 comments use the back of this sheet.

Areas of Nursing Experience	Included in your basic preparation as				Areas in which modification was made for men	Areas in which you believe men should have the same experience as women	
	Theory only	Theory and Practice	Practice only	Observation only		Theory	Practice
Medical							
Surgical							
Gynecological							
Orthopedic							
Urological							
ENT							
Emergency							
Psychiatric							
Neurological							
Communicable disease							
Obstetrical							
Labor room							
Delivery room							
Newborn nursery							
Postpartum							
Prenatal clinic							
Postnatal clinic							
Pediatric							
Out-Patient							
Public Health							
Diet Therapy							
IV therapy							
Physical therapy							

Other

Other

Other

Other

What further preparation do you feel that you should have had in your basic program?

3. FURTHER EDUCATION

List formal education received since graduation from school of nursing.

Name of course or type of preparation	Full time ?	Part time ?	Length of time attended	Credits Received	
				Quarter hours	Semester hours
A					
B					
C					
D					
E					

List degrees, diplomas, certificates which you have received in addition to those from school of nursing.

Degree	Name of school	Year
A		
B		
C		
D		
E		

4. EXPERIENCE IN NURSING.

List positions you have held as a professional nurse; indicate by title, such as staff nurse, asst. head nurse, head nurse, etc.

Title of position	Department or type of nursing (Urology, PH, First Aid, etc.)	Length of time in position
A		
B		
C		
D		
E		
F		
G		
H		

If you are now employed as a professional nurse, what is your position? Length of time in position?

5. OTHER WORK EXPERIENCE.

If not employed as a professional nurse, what type of work are you doing? Full-time employment?

Reasons for not being employed as a professional nurse:

Do you feel that there is opportunity for advancement for you in your present position or your present place of employment? If your answer is yes, what opportunities do you anticipate?

If your answer is no, explain:

6. INCOME.

Do you feel that you are receiving an adequate salary for the position you now hold? Yes _____ No _____.

What is your approximate yearly income?

\$ 1-499 ()	\$2000-2499 ()	\$4000-4499 ()	\$7000-7999 ()
\$500-999 ()	\$2500-2999 ()	\$4500-4999 ()	\$8000-8999 ()
\$1000-1499 ()	\$3000-3499 ()	\$5000-5999 ()	\$9000-9999 ()
\$1500-1999 ()	\$3500-3999 ()	\$6000-6999 ()	\$10,000 and over ()

What percentage of your income is derived from nursing?

10% 20% 30% 40% 50% 60% 70% 80% 90% 100% None.

Do you receive the same salary for your position as would a woman in the same position? Yes No More Less.

7. PROFESSIONAL INTEREST AND ACTIVITIES.

Are you a member of: ANA _____ NLN _____
Other _____

Do you attend: Section meetings _____
District meetings _____
League meetings _____
Other _____

Do you subscribe to: The American Journal of Nursing _____
Nursing Research _____
Nursing Outlook _____
RN _____
Other _____

8. OPPORTUNITIES FOR MEN NURSES.

What opportunities do you think there are for the man who enters the nursing profession today?

Do you think that the opportunities for men in nursing are limited _____? Unlimited _____? Why?

Would you advise a young man to enter the nursing profession? Yes _____ No _____

Why? _____

9. RECRUITMENT.

Why did you choose nursing as a profession? _____

How would you recruit men students? _____

RETURN TO:

Henry P. Rehder
223¹/₄ N. W. Lovejoy
Portland 10, Oregon

APPENDIX E

SCHOOLS OF NURSING FROM WHICH THE PARTICIPANTS GRADUATED AND THE YEAR OF GRADUATION

SCHOOL OF NURSING	YEAR OF GRADUATION
Alexian Brothers Hospital, St. Louis, Missouri	1931
Alexian Brothers Hospital, St. Louis, Missouri	1950
Brooklyn State Hospital School of Nursing, Brooklyn, New York	1950
Florida Sanitarium & Hospital School of Nursing, Orlando, Florida	1939
Florida Sanitarium & Hospital School of Nursing, Orlando, Florida	1945
Glendale Sanitarium & Hospital, Glendale, Calif.	1920
Gonzaga College, Spokane, Washington	1955
Hinsdale Sanitarium & Hospital, Hinsdale, Illinois	1931
Hospital Corps, U.S.N. Bureau of Medicine & Surgery, Washington, D. C.	1931
Kahler School of Nursing, Rochester, Minnesota	1949
Madison College, Madison, Tennessee	1941
Madison College, Madison, Tennessee	1950
Madison College, Madison, Tennessee	1950
Mercy Hospital School of Nursing, Nampa, Idaho	1950
Paradise Valley Sanitarium & Hospital, National City, California	1925
Paradise Valley Sanitarium & Hospital, National City, California	1929
Paradise Valley Sanitarium & Hospital, National City, California	1941
St. Elizabeth's Hospital, Washington, D. C.	1952
Tripler General Hospital, Honolulu, Hawaii	1937
U.S.N. Hospital School of Nursing, Mare Isl. Calif.	1925
U.S.N. Hospital School of Nursing, Mare Isl. Calif.	1926
Walla Walla College School of Nursing, College Pl. Washington	1952

APPENDIX E (Continued)

<u>SCHOOL OF NURSING</u>	<u>YEAR OF GRADUATION</u>
Walla Walla College School of Nursing, College Place, Washington	1933
Worcester City Hospital, Worcester, Massachusetts	1943
School not indicated	1920

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APPENDIX F

RESPONSES OF PARTICIPANTS TO THE QUESTION "WHAT FURTHER PREPARATION DO YOU FEEL THAT YOU SHOULD HAVE HAD IN YOUR BASIC PROGRAM? *

"More emphasis on emergency room to qualify for industrial nursing."

"I feel that I should have had a more thorough course in anatomy, physiology, pathology, bacteriology and hygiene and sanitation."

"Another trade."

"More surgical nursing, immediately post operative nursing, now called recovery room."

"In our particular school no quarters were provided for coeducational communicable disease affiliation or any phase more than the sketchiest outline of OB, Gyn, nursing. This field should be adequately covered in nursing programs."

"We lacked floor experience, medical and surgical. We worked in hydrotherapy and treatment rooms in place of floor duty."

"Better psychiatric nursing."

"Satisfactory for period of time in which training was taken."

"I would have liked to have had practical experience in all the subjects I wrote none after." (Emergency nursing, neurological nursing, labor room nursing, Delivery room nursing, post partum nursing, prenatal clinic nursing, post natal clinic nursing, public health nursing, IV therapy.)

"At the time I took my training men did not get any pediatrics, OB or Gyn. I think they should have had pediatrics and at least the theory in OB and Gyn with practice in delivery room and nursery. I feel I should have had more emergency work and some CD practice would have been good."

"Pediatrics, geriatrics, and a little more in OB."

"History of nursing, Nursing education - at least a degree."

"I felt well prepared and satisfied with my nurses training program. I do believe that a male nurse has no place in

*Quotes are verbatim

obstetrics, labor or delivery rooms or in the pre and post natal clinics, except as a anesthetist, it causes patient and student male nurse embarrassment. This program should be modified to contain the theory but not the practice. This program was followed at Kohler school and worked well."

"I feel it was well adjusted for men students. Of course, where female pts. were involved a matter of conduct should be provided for, eg: When a male Doctor examines a female patient another female is usually present. As for my work with female pts., I usually had a nurses aide, another female student nurse, or a female supervisor present, a matter of ethics."

"Items marked * were not given except in passing them as part of communicable disease nursing. They should have been given if for no other reason than their emergency value." (Obstetrical nursing, labor room nursing, delivery room nursing, newborn nursery nursing, post partum nursing, prenatal clinic nursing, post natal clinic nursing.)

"I should have had more training in the basic sciences, biology, chemistry, et cetera which were not required back in the 1920's."

"Knowledge of the physical and social sciences, including studies in psychology, sociology, bacteriology, chemistry, physics. Physical educational courses would also be helpful."

"During the time I worked as 3-11 head nurse it would have been of great value to have had a good OB course."

APPENDIX G

PRESENT POSITIONS OF PARTICIPANTS AND LENGTH OF TIME IN THIS POSITION

PARTICIPANT	POSITION	LENGTH OF TIME IN POSITION
1.	Anesthetist	8 yrs.
2.	Anesthetist	*
3.	Anesthetist	9 yrs.
4.	Anesthetist	17 mo.
5.	Anesthetist	27 mo.
6.	Anesthetist	*
7.	Anesthetist, HN	1 yr. 3 mo.
8.	Anesthetist, Chief	4 1/2 yrs.
9.	Anesthetist	2 mo.
10.	Anesthetist, Senior	5 yrs.
11.	Assistant Director of Nursing	2 yrs.
12.	Chief Physical therapist, Nite call	7 yrs.
13.	Graduate Student /cath & emer.	*
14.	Head Nurse	6 mo.
15.	Head Nurse	9 yrs.
16.	Hospital Administrator	*
17.	Industrial Nurse	6 mo.
18.	Office Equipment Salesman	*
19.	OR Nurse	3 yrs.
20.	Staff Nurse	6 mo.
21.	Staff Nurse	6 mo.
22.	Staff Nurse	3 1/2 yrs.
23.	Private Duty	8 yrs.
24.	Rehabilitation Nurse	20 yrs.
NUMBER - 24		

*No reply.

APPENDIX H

RESPONSES OF PARTICIPANTS TO THE QUESTION "DO YOU FEEL THAT THERE IS OPPORTUNITY FOR ADVANCEMENT FOR YOU IN YOUR PRESENT POSITION OR YOUR PRESENT PLACE OF EMPLOYMENT?" *

RESPONSES OF THOSE PARTICIPANTS WHO ANSWERED "NO."

"Because I am at the top in Oregon State Hospitals, they can not use men in supervision. (So they say.)"

"To place men in my present position with both male and female pts. was a successful experiment - I doubt it will be repeated."

"I feel I am in a position that I can not better myself. Am completely happy now."

"I have no Masters degree in psychiatric nursing."

"At the moment one of the basic departments of the hospital are being closed. Due to low census the maternity depts. closure affects my position in that it will affect the admission of other pts. and eventually the hospital will close."

"I don't feel there is too much room for advancement, although I believe opportunities are increasing."

"Limited because of medical anesthesiologists."

"No place to advance to, when job is completed, you pay an agency for another one. (Bah)"

"1st, I am not especially interested in carrying any heavier responsibility, 2nd our institution is too small, 134 beds."

RESPONSES OF THOSE PARTICIPANTS WHO ANSWERED "YES." *

"By taking advanced work I believe that there is opportunity in teaching, supervision and management."

"Increasing service and scope of hospital."

"The possibility of heading a department are possible."

*Quotes are verbatim.

"In nursing education or in nursing service as well."

"More pay, greater respect from the doctors as my already proficient work becomes more proficient."

"Planning to form a corporation."

"The neuropsychiatric Division of the Veterans Administration offers advancement to Chief nurse."

"Receive a better position when the SIAC build and complete their own hospital."

"Advancement to next grade or two upon completion of educational requirements."

APPENDIX I

RESPONSES OF PARTICIPANTS TO THE QUESTION "WHAT OPPORTUNITIES DO YOU THINK THERE ARE FOR THE MAN WHO ENTERS THE NURSING PROFESSION TODAY?" *

"Unlimited in Vets Adm., in urological, orthopedic or psychiatric services."

"The same as ever, physiotherapy, urology, general duty, industrial which would open the way to supervision. There are no doubt others of which I am not familiar. Anesthesia."

"Opportunities for men in nursing profession today are unlimited, with 1/10 of 1% of the nurses in the USA & its territories are men, there will be no unemployment for the male nurse who qualifies himself for the field he chooses to practice in."

"None."

"Good combination of lab and x-ray jobs."

"I think the outstanding opportunities for men in nursing lies in teaching and administration but particularly in VA."

"Hospital administrators, Physical therapists, Psychiatric nursing, Anesthesia, Sanitation, Public health, Teaching in training schools."

"In my experience there is a demand for male nurses in orthopedics, GU, special duty, surgery. Anesthesia in an especially good field."

"There will always be work for them. Penal institutions are increasing staffs & also many general hospitals prefer men in supervisory positions & in surgery there are great opportunities."

"The field of nursing for men is wide open, every hospital has a place for the male nurse. Hospital administration is one big field where the male nurse may put to use much of his experience & education. Anesthesia, wide open field. Director of nurses, Public health nurse etc. Almost in any field the male nurse can climb to the top."

"Great opportunities for teaching, anesthesia, psychiatry, head nurse, urology, armed forces."

"The best opportunities are 1. Industrial, hospital manager, or administrator. In these fields only can the male nurse

*Quotes are verbatim.

anesthetist ever hope to attain the income worthy of his work and position."

"Practically unlimited, mainly orthopedic, anesthesia, surgical, industrial, psychiatric, and general duty in smaller hospitals, GU."

"Supervising, specialties such as urology, psychiatry, orthopedics and surgery. It is a good background or stepping stone if you will to other fields such as anesthesia, Medicine, PT, lab, Industrial nursing is also a good field for men."

"Many, General duty, Head nurse, Supervisor, Educational Field, nursing services. US Veterans Adm. had a very good opportunity for men, I have spent three years with them."

"Nursing may be basic to any of a number of interesting fields. Physiotherapy, anesthesia, blood banking, administration, psychiatry, public relations for hospitals."

"Commissions in armed services, (army & air force) Top level in psychiatric field. State hospitals, Vets Adm."

"Excellent opportunity exists in hospital administration, anesthesia urology."

"I feel that the opportunities are unlimited."

"Unlimited, depends upon the goal."

"There are opportunities in the Army, Air Force, Vets Hospitals. Also many State and Civilian hospitals. Public health and industry use men nurses. I believe men should take advanced work to prepare for the better jobs."

"There are unlimited opportunities if the men will take them."

APPENDIX J

RESPONSES OF PARTICIPANTS TO THE QUESTION "DO YOU THINK THAT THE OPPORTUNITIES FOR MEN IN NURSING ARE LIMITED OR UNLIMITED?" *

RESPONSES OF THE PARTICIPANTS WHO ANSWERED "LIMITED."

"High overhead, extremely low pay, working conditions the worlds worst."

"Any person on an hourly or annual salary is limited. Fringe benefits must compensate for this limitation."

"We men nurses are a small percentage of the organization and because of our scarcity in supply are poorly and ineffectually used as regards our professional qualifications. There is also a small number of misfits among us."

"Men nurses have a harder time of placement in office nursing & general duty in larger hospitals because of sex and the popular opinion that it isn't the place for them."

"Partly because many of the medical profession do not recognize them as they should."

"By virtue of their sex alone."

"Limited to those fields where interest and salary etc. are compatable."

"If a man stays in the field of bedside nursing only, he will be limited I feel."

"Men nurses are largely limited to the care of men patients. Most hospitals employ only a few. The medical profession has not been sold on the idea of the importance of the man nurse."

RESPONSES OF THE PARTICIPANTS WHO ANSWERED "UNLIMITED." *

"The greatest inequality lay in lack of recognition by the military. This is no longer a problem."

"It would be difficult to set it down. Communities vary. But with a community as ours of 50,000 with only 2 male nurses it

*Quotes are verbatim.

appears that opportunities would be good for several more here. Unfortunately of the two who came here one was addicted to demerol and the other to alcohol."

"There are many fields where men nurses are preferred and more capable."

"In my early experience as a nurse I was warned by various people (mostly doctors) that I could expect resentment from the female nurses. I never have. In fact most departments ask where they can find more male nurses. I find they are willing to pay more for a male nurse."

"There are widening opportunities. Womens wages are the big drawback.:

"There are so many new departments of nursing that it would be difficult to choose the most interesting. There is a great demand for male nurses in psychiatric nursing, World health."

"Better rapport with doctors."

"Because he can do almost every job a female can do as well if not better; but will get the same pay regardless of how good he is."

"Men have many opportunities if they really like nursing and are willing to press forward and not become discouraged."

"Depending upon the individual, there are many opportunities in the nursing field."

"The attitude toward male nurses seems to be changing from looking on them as a bunch of freaks to really useful cogs in the health machine."

"By public education men nurses have been able to change the public opinion of the man in nursing. I think the commissioning of men in the military nurse service was the largest step taken."

APPENDIX K

RESPONSES OF PARTICIPANTS TO THE QUESTION "WOULD YOU ADVISE A YOUNG MAN TO ENTER THE NURSING PROFESSION?" *

RESPONSES OF PARTICIPANTS WHO ANSWERED "NO."

"Should put same amount of time and effort into something that will pay, such as dentistry, pharmacy, etc."

"To stay in the nursing field over 10 years a man must love nursing more than adequate take home pay. It is too hard to raise a family on the pay you receive, can save nothing."

"Unless he has a goal that nothing else can fulfill he can become a wage earner with unlimited prospects with far less expenditure of time and cost in training."

RESPONSES OF PARTICIPANTS WHO ANSWERED "YES." *

"But only if they obtain a degree before entering full time work."

"I have advised a number of fellows to go ahead, they seemed the kind of men who would serve well. They start with economic problems and educational deficiencies nowadays, if they are thrifty and are not financed at 'Pa's' expense before hand. Most of these don't make it."

"With exceptions, Proper qualifications 1, high mental and moral character. 2, Above average IQ for college entrance level. 3, Adaptability for nursing."

"There is greater economic security and the future in NP nursing and in the military holds a potential for achievement of service and satisfaction of ambition."

"There are many opportunities which are limited only to nurses. Nursing profession is not crowded and always work available although the wage is not as good as other fields."

"Only if he enjoyed this kind of work or profession."

"He will never be out of work. It is a basic profession. He can use to earn his way thru other professions. I have a brother-in-law who used his nursing to work his way thru dentistry."

*Quotes are verbatim.

"It is a very interesting profession, although the salary is not the best one can live on. The satisfaction is great. May be used as a stepping stone to other allied fields."

"Anesthesia. Respected profession, pays well, open field."

"Open field."

"He can always get another type of job that he might want and if he doesn't like it, he can always fall back on nursing as a means to an end. That is, he will always be able to get work and be needed where ever he is."

"It is a field of satisfaction."

"It is a good and useful training and at the present time at least, the field is quite open so that they can be assured of employment if they want it."

"Only if he likes it and is willing to stick to business, he should be told somewhat to expect."

"There are very satisfying outlets for the person with a vision of a task that needs to be done, and he can do it."

"If he could have degree training, in the future only men with degrees will be able to advance to a salary status sufficient to support a family."

"Excellent opportunity in selected fields in hospital administration, anesthesia, psychiatry, etc."

"If his interests are such."

"I believe that the status of men nurses is improving year by year and that the opportunities for them is on the upgrade."

"With our new concept of nursing, and if the nurses will take their place as moderator, co-ordinator and educator each nurse can walk shoulder to shoulder with the doctors."

APPENDIX L

RESPONSES OF THE PARTICIPANTS TO THE QUESTION "WHY DID YOU CHOOSE NURSING AS A PROFESSION?" *

"To have a related profession in working my way thru medical school. (Which did not materialize.)"

"I liked people: with a desire to help them in their trouble. I felt a call to place myself 'in the furrow of the world's need.' As a Christian I was inspired to minister as he ministered, be kind, pitiful, tender hearted."

"I enjoy working with sick and injured. You are doing the work of our Lord and Jesus Christ."

"Fell into it by 'accident.' Took training as step for medicine and surgery, accident prevented, naturally followed line of knowledge for existence."

"I loved it, and still do."

"Economics, I was working as a NP attendant in New England prior to WW II. Nurses were in demand and at a salary far above anything to be achieved as an attendant. My mother is an RN."

"Because I was able to work my way thru school and I was interested in medical profession."

"It was a spur of the moment decision. I did not know exactly what I wanted to take up when I entered college. I met a male nurse at that time and I have two aunts who are nurses and they interested me in that profession."

"I didn't choose it, but in the depression it was better than not going to college and having no job. The opportunity came and I took it."

"As a stepping stone to training to be MD."

"I tried many other jobs ect., and after working in a GU clinic for 8 months decided I would like to know more about what I was doing, and realizing at the same time that I could not better my position if I did not attain education."

*Quotes are verbatim.

"Respected profession, pays well, open field."

"Worked in medical field in army and liked it."

"I was talked into it by several other fellows in 1946 with the understanding that if I didn't like it I could always quit. I was working as an orderly, with them in a state hospital at the time."

"Because I liked helping people."

"Originally it was a means to an end, with medicine as a goal."

"Have always liked nursing. Worked about 8-9 years as an attendant and was in med. dept. during 2nd world war."

"Yes."

"For economic reasons. I learned I could get more money and advancement as an RN."

"Was more or less accidental, in that I was unable to adequately finance formal schooling, and the opportunity for entering a economical school that looked like it had a future to it."

"I didnt. I have been pushed into this profession by circumstances mostly beyond my control. I was forced into training by the USN and even my present position was never applied for. I came to 10 yrs. ago to relieve a nurse on vacation."

"To be of service to mankind."

"I entered nursing as a challenge and have never been sorry."

APPENDIX M

RESPONSES OF PARTICIPANTS TO THE QUESTION "HOW WOULD YOU RECRUIT MEN STUDENTS?" *

"Other than appealing to them because of salary benefits (which are sometimes questionable), nursing offers an area of service where our basic need to find self satisfaction in helping others is possibly partially satisfied."

"Encourage only those who wished to. To discuss the advantages and its disadvantages, its a ministry, not a business, to point out its what you give, rather than what you get."

"1. By interviewing men at various senior high grad classes, in Oregon. 2. Open house at hospital to familiarize senior high grad with various duties of student and graduate nurse. Also explain the educational curriculum to him and what is expected in the way of theory and practice while he is a student in training. (Preceptor for every three nurses.)"

"I would not lower my standard enough to try to tear down a fellow man. Rate of pay is so far below common labor."

"By forming nationwide organization for men only and giving them more adequate salaries and more fringe benefits, so they would remain in the nursing field."

"I don't know but the program should stress those opportunities available to male RN with formal education in the fields of industrial nursing, NP nursing, and nursing administration."

"Advertisements of various openings available. Visitation of high schools. Better journal write up."

"I am not sure, but I'd be careful who I picked for the profession, too many of them were not morally straight, I have met many I was not glad to be associated with, perhaps that was more true of years gone by."

"Personal interview."

*Quotes are verbatim.

"Appeal to the men in the armed forces who are in medical depts. to enter the profession after discharge. Encourage high school students to join first aid classes and present the interesting profession that nursing can offer men."

"Show what opportunities there are: Nursing is broad and open field. Longer earning years?"

"I would not even attempt to. The reason being I always point out the bad side as well as the good and I seem to elaborate on it more. Also many people are opinionated as to the status (emotionally and or psychologically) of male nurses and although they are essentially misconstrued, one bad word seems to outweigh several thousand good ones."

"Advertise more in high school the possibilities in nursing especially in the specialties."

"By encouraging them (if they feel they are interested) by telling of opportunities and possibilities for advancement by specializing."

"This is a problem that is not easily answered but I think they should be contacted in high school and college as well."

"The personal contact at high school and college level. Promotional material could be created."

"By contacting high schools and junior colleges. Military personnel who have had medical corps training prove fertile ground for recruitment."

"By publishing the part that there are opportunities in the field of nursing for men who are qualified, eg: Opportunities in the military, industry, education, etc."

"I wouldn't. If some one was interested I would answer his questions to the best of my ability, but I would neither encourage or discourage him."

"In career days at high school give information regarding men nurses. Work at it on an individual basis. Use press, radio and TV when opportunity arises."

"By using the role that nurses play in national health (Once more, moderator, co-ordinator, educator)."