



2006 SURVEY OF MEN IN NURSING

Summary of Findings

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12400 High Bluff Drive
San Diego, CA 92130
(800) 282-0300

INTRODUCTION

Though women have entered the once male-dominated medical profession in growing numbers and now represent 20 percent of all doctors, men have not entered the female-dominated nursing profession in a corresponding fashion. Today, men represent just 5.7 percent of the total U.S. nurse workforce, a percentage that has not changed appreciably in decades. Nevertheless, male nurses represent a potentially important source of new entrants to what is generally considered to be an occupation facing a significant labor shortage.

American Mobile Healthcare, a division of the nation's largest health care staffing provider, continually monitors and analyzes workforce trends among nurses and other health care professionals. The experiences and concerns of men employed in the nursing field are of particular interest, given that 14.4 percent of the thousands of "travel nurses" American Mobile Healthcare places annually with hospitals and other health care organizations are men.

American Mobile Healthcare's 2006 Survey of Men In Nursing seeks to draw a portrait of men who are nurses in an effort to better understand their motivation to enter the nursing field, their career satisfaction levels, and their future plans. Results of the survey are summarized in this document, which also includes interpretations of survey results.

ABOUT AMERICAN MOBILE HEALTHCARE

American Mobile Healthcare is one of the leading providers of travel nurse staffing in the United States, placing thousands of nurses and allied health professionals in top health care facilities throughout the nation. American Mobile Healthcare was started in 1985 in response to a census-driven need for supplemental staffing on a seasonal basis. The need for supplemental nurse staffing has increased over time, such that American Mobile Healthcare is a leading provider of travel nurse staffing as part of an integrated annual staffing plan for facilities across the nation.

American Mobile Healthcare is a key division of AMN Healthcare, the largest temporary health care staffing company in the United States. As the leading nationwide provider of travel nurse staffing, locum tenens (temporary physician staffing) and physician permanent placement services, AMN Healthcare recruits physicians, nurses and allied health care professionals both nationally and internationally. They are placed on temporary assignments of various lengths and in permanent positions at acute care hospitals, physician practice groups and other health care facilities throughout the United States.

METHODOLOGY

The 2006 Survey of Men in Nursing was mailed to 10,000 men registered as nurses across all 50 U.S. States. Surveys were mailed in March of 2006, and 1,583 completed surveys were received by American Mobile Healthcare in May of 2006. Surveys were scanned and manually checked against the machine-generated results for accuracy. Final survey results were released in October of 2006.

SUMMARY OF FINDINGS & INTERPRETATIONS

While a career in nursing may not have been a childhood dream for most men, it appears that for many men nursing has turned out to be an ideal job. Survey results indicate that job satisfaction in nursing is high among men. Moreover, some of the often-mentioned gender bias in the profession may actually be in favor of men.

While nursing has always been about caring for and helping people, it is also a challenging and physically demanding profession that requires technical skill, advanced training and education, and most importantly a considerable amount of responsibility. Fortunately, the rewards compare very favorably to other professions in terms of stability, flexibility and job satisfaction.

Why Become a Nurse?

Over 67 percent of men surveyed decided to become a nurse between the ages of 16-30, and over 90 percent of the rest made that decision after the age of 30. Not surprising, since almost 90 percent did not know any male nurses while growing up. The notion that respondents “always wanted to be a nurse” was cited as an unimportant factor in the decision to become a nurse, as was the goal of changing stereotypes.

So what did affect their decision? It appears to have been due in large part to practicality and economics. Of the factors affecting men’s decision to become nurses, the three responses selected as “Most Important” were criteria that could be used to determine the intrinsic value of any profession. The top response was “Job Stability.” In uncertain economic climates, a profession with guaranteed job stability is rare, and nursing definitely delivers on this quality. Second was “Ability to Choose Job Locations.” Since the demand for nursing is not restricted to any geographic areas, it allows for incredible choice and flexibility within the profession. The third response selected was “Good Income,” which goes hand-in-hand with the incredible demand for nurses in the marketplace.

Gender Differences in the Workplace

One of the goals of this survey was to explore any gender bias against men employed in nursing, but our findings indicated that reality may be much more optimistic. For 75 percent of our respondents, the perception of nursing as a profession predominantly composed of women either had no effect, or actually had a *positive* effect on their decision to become a nurse. Over 72 percent of respondents said that they “Never” or “Only Occasionally” encountered gender-based discrimination in the workplace. Almost 93 percent “Never” or “Only Occasionally” felt belittled by co-workers, friends or patients because of their occupation.

In fact, some of the gender bias that exists toward males was in their favor. More than 47 percent of survey respondents seemed to feel that men employed in the nursing profession are treated with more respect and consideration by physicians than their female counterparts. (45.66 percent felt both groups were treated equally, but only 6.63 percent felt female nurses received better treatment).

Expectations based on gender differed – 63.13 percent felt patients and managers either “Never” or “Occasionally” expected men employed as nurses to be more technically or professionally competent, while 36.88 percent felt this occurred “Often” or “All the time”.

Job Satisfaction and Plans

Job satisfaction among survey respondents was high – over 82 percent would recommend the nursing profession to other males, and over 85 percent were either “Mostly” or “Very” satisfied with their jobs.

In the next five years, over 91 percent will stay in nursing, though just over 40 percent noted that they plan to make some type of career change within the nursing profession. The top options include pursuing an advanced nursing degree (21.8 percent), working per-diem (10.56 percent) or as a travel nurse (8.58 percent).

Recruiting More Men Into Nursing

The top three methods that survey respondents felt would be “Very Effective” in encouraging more males to join the nursing profession were to:

- Raise pay rates for nurses
- Emphasize job security, and
- Have more media profiles of males in nursing.

The next three factors were to:

- Emphasize the impact on patients’ lives
- Emphasize the technical skills required, and
- Emphasize the ability to travel.

Almost all of the respondents would agree that the general public does not understand the demands of the nursing profession. Over 66 percent feel that non-health care professionals “greatly” underestimate the training, duties and responsibilities required to be a nurse, and about 30 percent feel they “somewhat” understand.

One aspect that may not be well understood is the physical side of the job. Over 58 percent felt that nursing was either “very physically demanding” or “physically exhausting most of the time.”

RESULTS SUMMARY

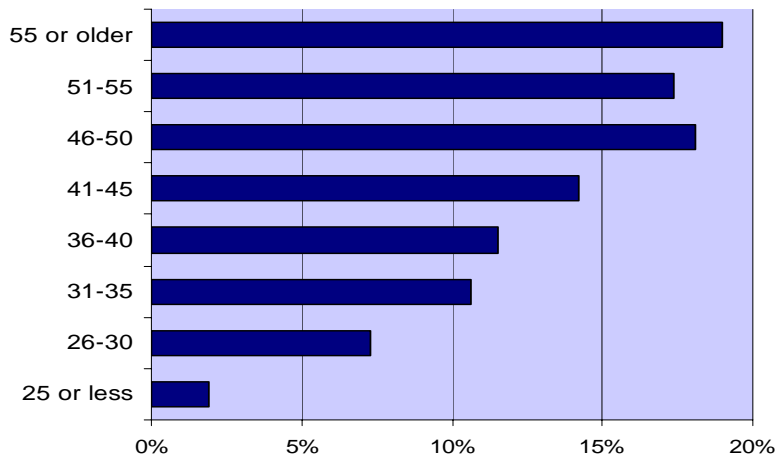
Total surveys mailed: 10,000

Completed surveys: 1,583

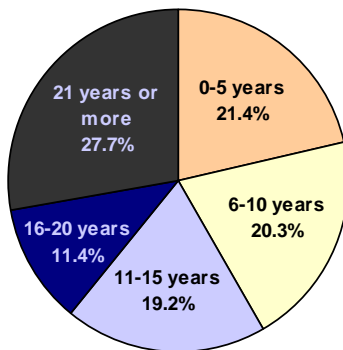
Response rate: 15.83%

Profile of Respondents

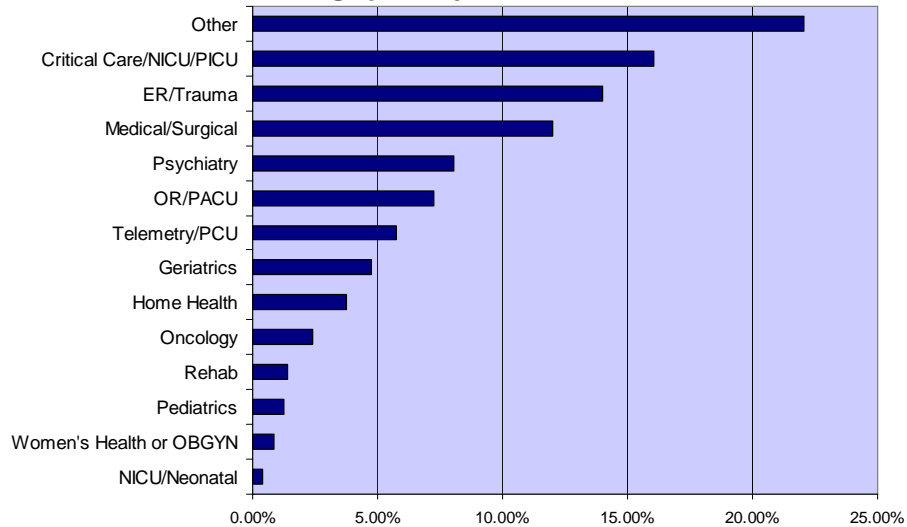
Age distribution of survey respondents:



Length of time as a registered nurse:

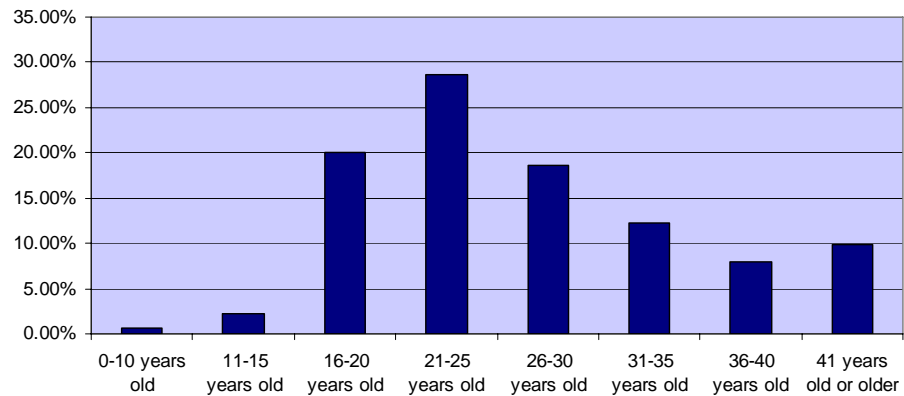


Main nursing specialty:



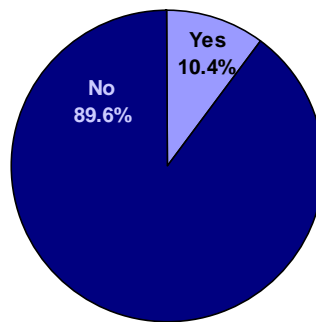
Becoming a Nurse

“At what age did you decide to become a nurse?”

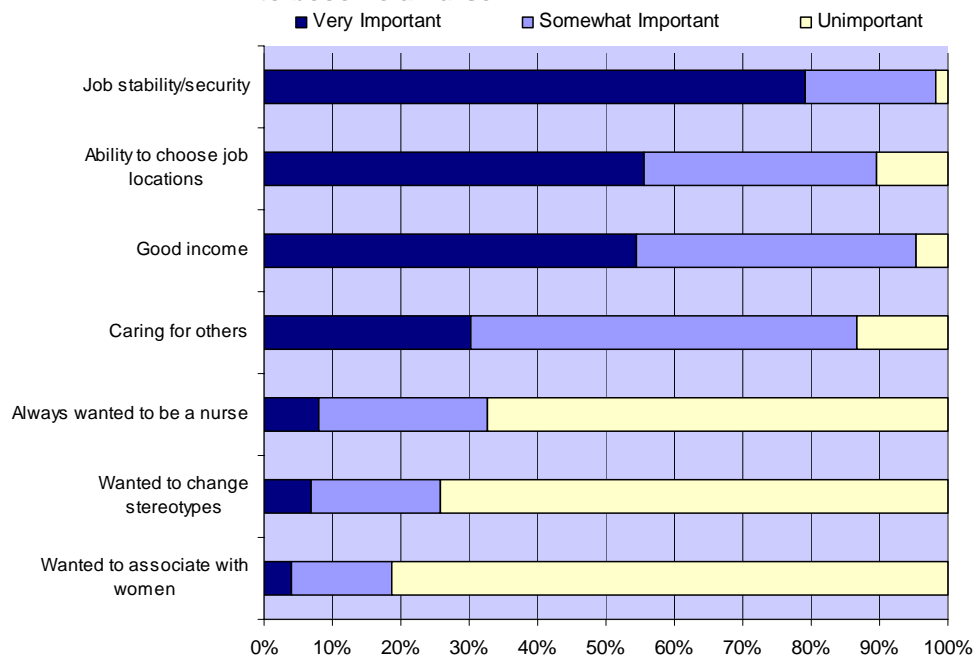


Over **67 percent** of our respondents decided to become a nurse between the ages of 16 and 30; less than **three percent** made that decision at a younger age

“Growing up, did you know any male nurses?”

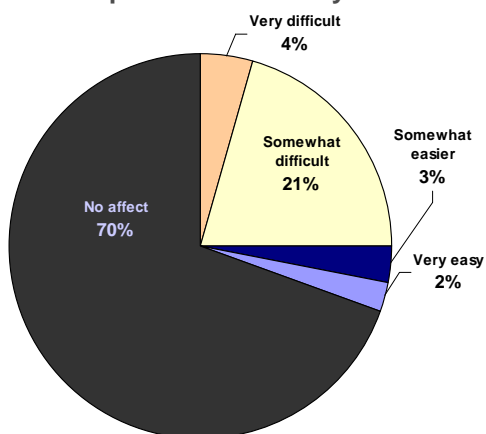


“Please rate how the following factors affected your decision to become a nurse:”



75 percent of men surveyed stated that the fact that nursing was “considered to be a female profession” had either no effect or a positive effect on their decision to become a nurse

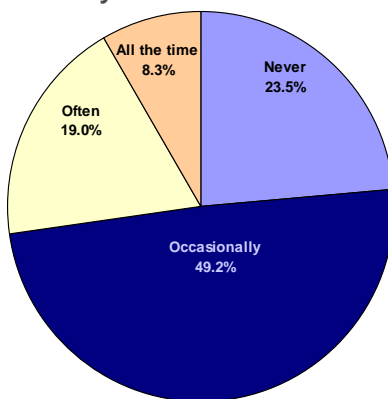
“How did the fact that nursing is still largely considered to be a female profession affect your decision to become a nurse?”



Gender Differences in the Workplace

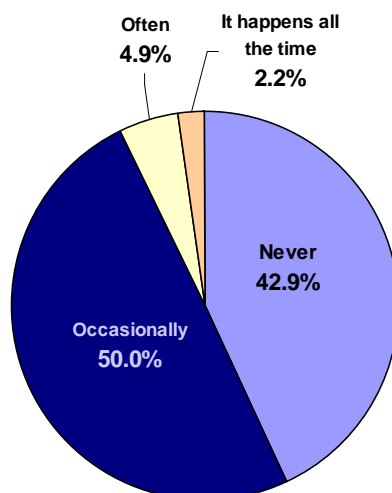
Over 72 percent of men surveyed stated that they encountered gender discrimination in the workplace “Never” or “Occasionally”

“How often do you encounter discrimination in the workplace because you are a male?”



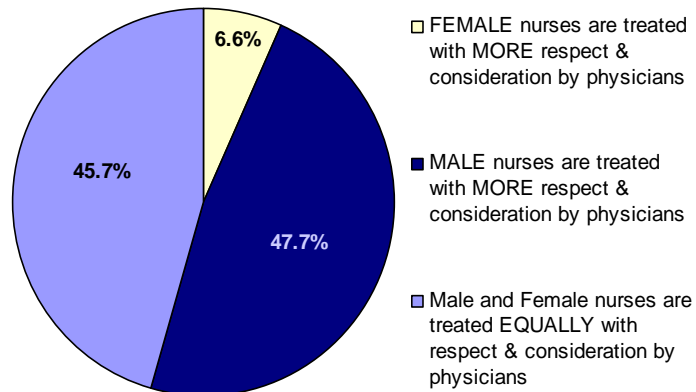
Over 92 percent of men surveyed stated that they “Never” or “Occasionally” felt belittled because of their occupation as a nurse

“Have you ever felt belittled by co-workers, friends, patients, or others because you are a nurse?”

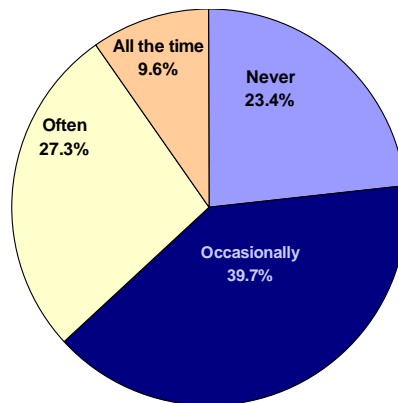


“Which of the following do you believe to be true?”

Over 47 percent of men surveyed believed that men who are nurses are treated with more respect and consideration by physicians than women who are nurses

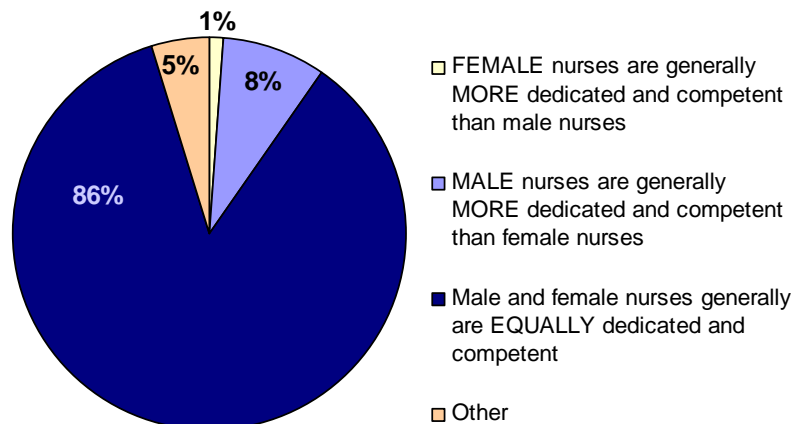


“How often do you feel patients or managers expect you to be more technically/professionally competent because you are a male?”



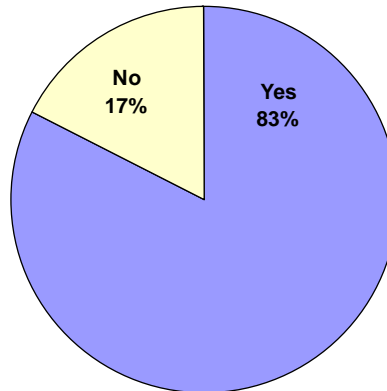
“Which of the following do you believe to be generally true?”

Over 85 percent of men surveyed believed that male and female nurses are equally dedicated and competent



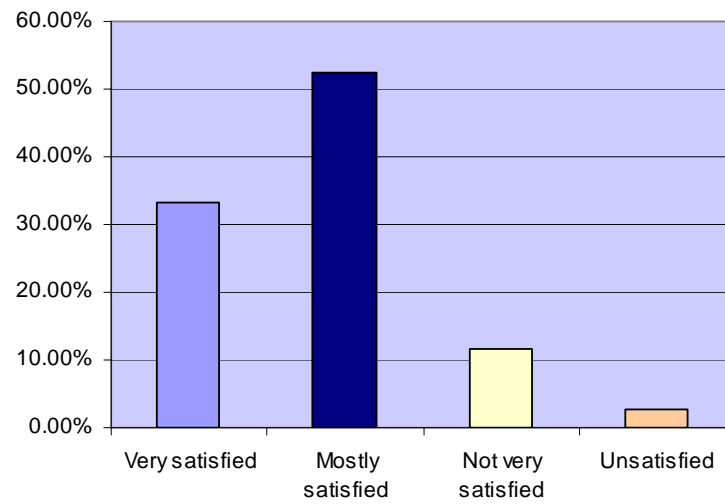
Job Satisfaction and Plans

“Would you recommend nursing profession to other males?”



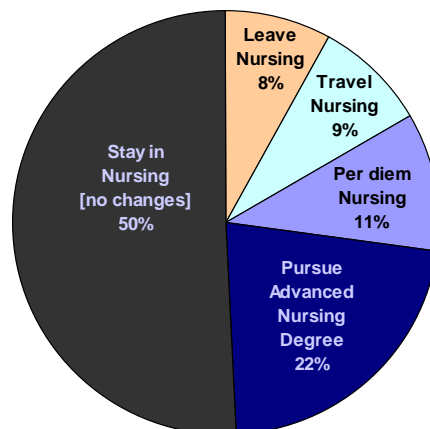
“What best describes your current level of satisfaction with your job?”

Over 85 percent of men surveyed were “Very” or “Mostly” satisfied with their jobs



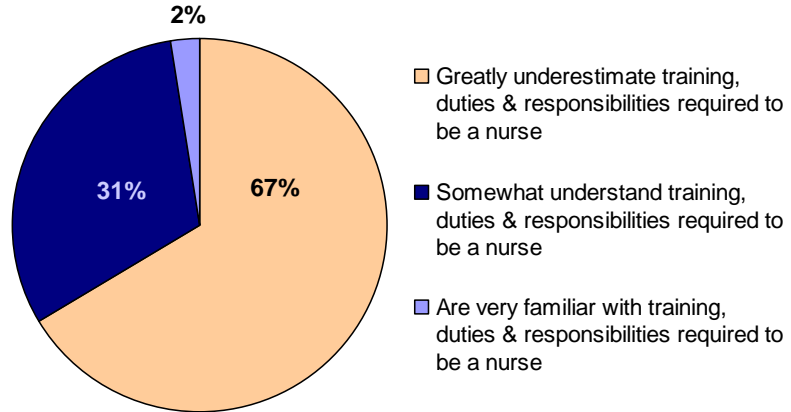
“What do you plan to do in the next five years?”

Over 91 percent of men surveyed plan to stay in nursing, but just over 40 percent plan to make some type of career change within nursing in the next five years

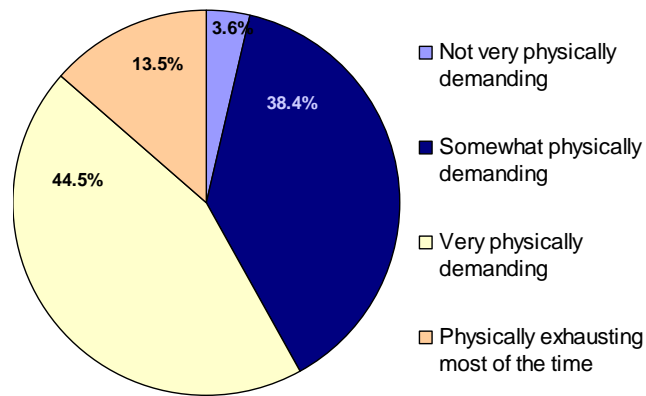


Recruiting More Men into Nursing

“What level of understanding do non-health care professionals generally have about the requirements of nursing?”

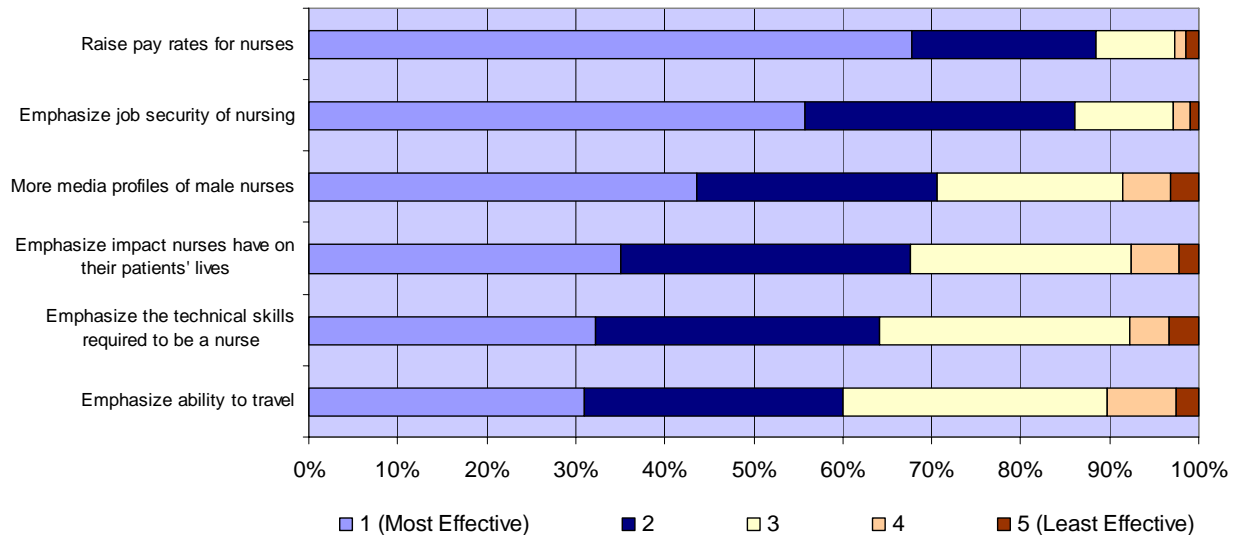


“To what extent is nursing a physically demanding job?”



Every suggested tactic for encouraging more men to go into the nursing profession was perceived as “Effective,” though Pay Rates and Job Security ranked at the top...

“What is the best way to encourage more males to join the nursing profession?” Ranked on a scale of 1-5, where 1 was “Most Effective” and 5 was “Least Effective.”



**For further information about this survey and
other health care staffing trends, contact:**

American Mobile Healthcare / AMN Healthcare
Public Relations – Carol Burke
American Mobile Healthcare – Lisa Pautler
Survey Design and Execution – Phil Miller, MHA Group
12400 High Bluff Drive
San Diego, CA 92130
(800) 282-0300
www.americanmobile.com
www.amnhealthcare.com