

**RES03-A**

**TOPIC: IN SUPPORT OF ADDRESSING THE NURSING SHORTAGE THROUGH RECRUITMENT AND RETENTION OF MEN INTO THE NURSING PROFESSION.**

**SUBMITTED BY: Maurine Church Coburn School of Nursing at Monterey Peninsula College**

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1 WHEREAS, there is currently a nationwide nursing shortage so severe that it has been  
2 “upgraded from a health crisis to a national security concern” (Nelson,  
3 2002); and

4 WHEREAS, by the year 2020, twenty percent of nursing positions will be vacant  
5 (Nelson, 2002); and

6 WHEREAS, 800,000 new nursing positions are anticipated between 1998 and 2008 due  
7 to current retiring nurses, technological advances, and an increasingly  
8 elderly population who require more care (Nelson, 2002); and

9 WHEREAS, less than 5.4 percent of nurses are men, according to the National Sample  
10 Survey of Registered Nurses; and

11 WHEREAS, “the proportion of new male entrants who were not working in the nursing  
12 profession more than doubled between 1992 and 1996, from 2.0 percent to  
13 4.6 percent, and then rose again by more than half to 7.5 percent in 2000”  
14 (Sochalski, 2002); and

15 WHEREAS, only 67 percent of male nurses report job satisfaction, compared to 75  
16 percent of their female counterparts (Sochalski, 2002); and

17 WHEREAS, in 2000, 56 percent of male nurses were employed in non-nursing  
18 positions, as opposed to 26 percent of female nurses (Sochalski, 2002);  
19 and therefore be it,

20 RESOLVED, that California Nursing Students Association (CNSA) and its constituents  
21 support the revitalization of old strategies in recruiting and retaining more  
22 men into the nursing profession; and be it further,

23 RESOLVED, that CNSA support and encourage solutions proposed by the Joint

24 Commission Expert Roundtable focusing on transforming the nursing  
25 workplace, and providing financial incentives for health care organizations  
26 to invest in high quality nursing care; and be it further,  
27 RESOLVED, that CNSA, if feasible, will send representatives to the American Medical  
28 Association's Annual Meeting to educate physicians and registered nurses  
29 about negative stereotypes regarding men in the nursing profession; and be  
30 it further,  
31 RESOLVED, that CNSA support and encourage nursing schools nationwide to set goals  
32 for recruiting more men into the nursing profession; and be it further,  
33 RESOLVED, that CNSA support and encourage programs to provide more male role  
34 models in universities and hospitals, such as mentorship and preceptorship  
35 programs, and increase the number of male nursing instructors; and be it  
36 further,  
37 RESOLVED, that CNSA support further research to determine the issues pertinent to  
38 current male nurses and new generations of nurses, such as working  
39 environment, benefits, and schedules; and be it further,  
40 RESOLVED, that CNSA publish articles in Range of Motion on the recruitment and  
41 retention of men in the nursing profession, if feasible and be it further,  
42 RESOLVED, that CNSA send copies of this resolution to the American Nurses  
43 Association/California, the National League for Nursing, the American  
44 Medical Association, the American Association of Colleges of  
45 Nursing, the Association of California Nurse Leaders, Association of  
46 Labor and Delivery Nurses, the American Assembly for Men in  
47 Nursing, Philippine Nurses Association of America, the National Black  
48 Nurses Association, the National Association of Hispanic Nurses, and any  
others deemed appropriate by the CNSA board of directors.