

1962

# Men nurses: job opportunities in nursing

---

<https://hdl.handle.net/2144/29680>

*"Downloaded from OpenBU. Boston University's institutional repository."*

MEN NURSES: JOB OPPORTUNITIES IN NURSING

By  
Richard E. Levesque  
Bachelor of Science in Nursing, Boston College  
1961

A field study submitted in partial fulfillment of the  
requirements for the Degree of Master of Science  
in the School of Nursing  
Boston University  
June, 1962

First Reader: \_\_\_\_\_  
Adelma Mooth

Second Reader: \_\_\_\_\_  
Anne Kibrick

This study was supported, in part, by  
the Professional Nurse Traineeship, Section 307,  
Public Health Service Act, as amended.

### ACKNOWLEDGEMENT

The writer wishes to express his appreciation to Dr. Adelma Mooth and Dr. Anne Kibrick, who contributed much time and valuable assistance throughout the preparation of the study.

## TABLE OF CONTENTS

CHAPTER	PAGE
I. INTRODUCTION . . . . .	1
Statement of Problem . . . . .	2
Scope and Delimitation . . . . .	2
Preview of Methodology . . . . .	3
II. THEORETICAL FRAMEWORK OF THE STUDY . .	4
Brief History of Men in Nursing . . . . .	4
Statement of Hypothesis . . . . .	13
III. METHODOLOGY . . . . .	14
Selection of the Sample . . . . .	14
Method Used to Collect Data . . . . .	14
IV. FINDINGS. . . . .	17
Analysis and Presentation of Data . . . . .	17
V. SUMMARY, CONCLUSIONS AND RECOMMENDATIONS	25
Summary . . . . .	25
Conclusions . . . . .	26
Recommendations . . . . .	26
BIBLIOGRAPHY . . . . .	27
APPENDIX . . . . .	29

LIST OF TABLES

TABLE	PAGE
1. Clinical Areas to which Hospitals Assign Men Nurses . . . . .	17
2. Positions in which Men Nurses have been Employed . . . . .	18
3. Areas to which Directors of Nurses would Assign Men Nurses . . . . .	21
4. Levels of Positions to which Directors of Nurses would Appoint Men Nurses .	22

## CHAPTER I

### INTRODUCTION

In this country, men in nursing have one problem in common with women in medicine, both are minority groups. There are varying attitudes and opinions about men in nursing. It has been the experience of the writer, and that of several professional friends, that being men nurses has acted as a barrier in obtaining positions in nursing. On one occasion the writer was not employed because the hospital had no provision for locker rooms for men, and on another occasion because the director of nurses stated that the hospital could not utilize a man nurse because all the hospital wards accommodated both men and women patients. In certain institutions men nurses are employed to work in only the clinical areas of urology or psychiatry.

A review of the literature regarding men in the field of nursing, revealed very little material bearing on the problems of men graduate nurses. The summaries published by the American Nurses Association provided only limited statistical data about men graduate nurses. Therefore, it would seem important to learn what the opinions of directors of nurses are as to their willingness to employ

men graduate nurses and also to determine if they would employ them in all clinical areas or only in the traditional areas of urology or psychiatry. Furthermore, it was hoped that a questionnaire sent to the various directors of nurses might lead them to think more about the role of the men registered nurses in hospitals.

#### STATEMENT OF THE PROBLEM

The purpose of this study is to determine if men registered nurses have difficulty in obtaining positions in general hospitals in clinical areas other than urology and psychiatry, and if they have equal opportunities for advancement and promotion above the general staff level.

#### SCOPE AND DELIMITATION

The directors of nurses of all the general hospitals with 100-250 beds in Massachusetts were selected as the sample for the study. Hospitals in Massachusetts with either larger or smaller bed capacities constituted too large a sample for this study. According to the listing in Hospitals, Guide Issue, there are fifty-five hospitals in Massachusetts that fall into the category chosen for this study.<sup>1</sup>

---

<sup>1</sup>Hospitals, Volume XXXIII, Number 15, Part II: Guide Issue (August 1, 1961) p. 103-110.

No generalizations from the data can be made to hospitals outside the scope of the study.

#### PREVIEW OF METHODOLOGY

A systematic review of the available literature pertinent to the subject was made to determine what research had been already carried out in relation to the problem under study.

A questionnaire<sup>2</sup> was developed to obtain data from the directors of nurses in the fifty-five hospitals selected for the study. Items in the questionnaire were designed to obtain information concerning employment practices as they pertained to men nurses, and to elicit from the respondents their opinions and feelings toward men registered nurses.

Analysis and interpretation of the data were made to determine those clinical and functional areas open to men registered nurses and the opinions of the directors of nurses as to the employment practices for men nurses in the nursing profession.

---

<sup>2</sup>Appendix A, p. 29.

## CHAPTER II

### BRIEF HISTORY OF MEN IN NURSING

For a proper understanding of the problems men nurses may have in obtaining positions in general hospitals, a review of the historical developments of men in nursing is necessary.

As Goodnow points out, men nurses were active in the early days of nursing.

Almost one half of the nursing of medieval times was done by men, since it was thought improper for a woman to nurse a man who was not a close relative. There grew up many religious orders of men that included nursing among their duties. Some of these are the Brothers of Saint Anthony, Brothers of the Holy Spirit, the Alexians and the Brethren of Charity of Saint John of God. In the succeeding centuries these organizations vowed themselves to care for the sick and to build hospitals in whatever country their respective order was introduced. Today these orders still exist and many of their members are registered nurses.<sup>1</sup>

In America the early records speak of certain persons, both men and women, who were chosen because of their skill and fitness to care for the sick. During the Revolutionary War a selected but untrained group of men were

---

<sup>1</sup>Minnie Goodnow, Nursing History, (Philadelphia: W.B. Saunders Co., 1942), p. 35.

referred to as "nurses" and some of these men continued on as "Doctors Aides" after the termination of hostilities.<sup>2</sup>

The first American school of nursing for men was believed to be the one established in connection with the New York City Training School for Nurses on Blackwell's (Welfare) Island. The school was opened in 1886 but closed in 1903 for lack of suitable applicants.<sup>3</sup>

Until well into the present century men nurses were graduates of schools connected only with psychiatric institutions. Women were graduates of general hospitals and few affiliations were provided by which students in either group could acquire a background of experience in the other field. The standards of the organized nursing profession at the time, were based on needs of patients in general hospitals and experience in caring for them. As a result, there was little in common professionally between most of the men and the majority of women in nursing at the time.<sup>4</sup>

In 1886 Dr. Edward Cowles established a school for men at McLean Hospital, Waverley, Massachusetts. The school offered a two-year course in the care of the mentally ill

---

<sup>2</sup>Ibid., p. 139.

<sup>3</sup>Mary Roberts, American Nursing, (New York: The Macmillan Co., 1955), p. 314.

<sup>4</sup>Ibid., p. 312-313.

and in general nursing. This was the first formally organized nursing school in the world in a hospital for the mentally ill.<sup>5</sup>

From this beginning, many state mental hospitals and some general hospitals adopted the idea of accepting men in their nursing schools. The Pennsylvania Hospital School of Nursing for Men was established in 1915. In 1930, sixty-five hospitals reported courses for men nurses. Of the 98,000 nursing students in general hospitals, only one half of one per cent were men, but of the 2500 students in hospitals for the mentally ill, eleven per cent were men.<sup>6</sup> Ten years later, in 1940, there was a combined total of 8,169 men graduate nurses and students in nursing in the United States.<sup>7</sup>

When the Mills Training School for Male Nurses was established in 1888, in connection with Bellevue Hospital in New York City, the philanthropist Darius Ogden Mills wrote in a letter of presentation:

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

---

<sup>5</sup>McLean Hospital School of Nursing, Bulletin, 1961-1962, p. 13.

<sup>6</sup>Esther Lucille Brown, Nursing as a Profession, (New York: Russell Sage Foundation, 1936), p. 18.

<sup>7</sup>American Nurses' Association, The Nursing Information Bureau, Facts About Nursing, (New York: The Association 1945), p. 12.

service might be rendered by an institution for the training of male nurses.<sup>8</sup>

In 1930, the American Nurses' Association officially voted to accept men nurses for National membership but State Nurses' Associations were more reluctant and as late as 1936, thirty-nine state nurses associations still refused to admit men nurses into their associations. A Men Nurses Section was established in the American Nurses' Association in 1940 in order to give men graduate nurses more opportunity to discuss, on a national level, problems unique to their status in nursing.<sup>9</sup>

The problem of men nurses arising for unequal opportunities with women in the medical department of the armed forces became apparent in 1941. The Men Nurses Section of the American Nurses' Association brought the problem before the Board of Directors of the Association. In 1942 after the United States had entered the war and there was an increased need for nurses, the membership of the American Nurses' Association, as represented by the House of Delegates, approved the principle of "equal rights" for men nurses in the Armed Forces.<sup>10</sup> Later, in 1944, a bill was introduced

---

<sup>8</sup>George O'Hanlon, "Men Nurses in General Hospitals," American Journal of Nursing, XXXIV (March, 1934), p. 16.

<sup>9</sup>Goodnow, op. cit., p. 321.

<sup>10</sup>"Men Nurses and the Armed Forces," American Journal of Nursing, XLIII (December 1943), p. 1066.

by a member of the House of Representatives to give men nurses the rank of second lieutenant in the Army and of ensign in the Navy which had been granted to female members of the Nurse Corps. This bill was not passed and efforts were renewed in 1950 without results to secure status for men in the armed forces comparable to that of women nurses. Finally, the 1955 Bolton Amendment to the Army-Navy Nurses' Act made men nurses eligible for appointment to the Army and Air Force Reserves, with ranks of second lieutenants and opportunity for promotion from this grade.<sup>11</sup>

The Hospital Nursing Service Manual prepared by a joint committee of the American Hospital Association and the National League of Nursing Education in 1950 contains the statement:

Although the total number of men nurses in the country is not large, in some institutions mainly psychiatric, all levels of positions for professional nurses are open to them. An increasing number of general hospitals are appointing men nurses to certain positions and they should be selected on the same basis for their functions as are women nurses and have the same professional qualifications.<sup>12</sup>

In a survey conducted by Bernays, hospital administrators all over the country were questioned regarding

---

<sup>11</sup>Roberts, op. cit., p. 321.

<sup>12</sup>American Hospital Association and National League of Nursing Education, Joint Committee, Hospital Nursing Service Manual (New York: National League of Nursing Education, 1950), p. 18.

what they thought of relations between hospital administrators and nurses and how these relations could be improved. The survey attempted to measure the present and future relations between the nursing profession and hospital administrators. One of the questions the hospital administrators were asked was "Should men nurses be used more widely, used less or not at all?" More than three-fourths of the hospital administrators favored wider employment of men nurses in hospitals and stressed the need for them in the care of male patients, and in psychiatric cases. Less than two per cent of the respondents said that no men nurses should be employed and only five per cent wanted the number reduced. Those who did not respond to the question had had no experience with men nurses as employees.<sup>13</sup>

In a survey of men nurses done by the New York State Nurses' Association, data were secured for use in recruiting for schools of nursing. All fields of nursing were explored in relation to the actual or potential employment of men. The survey, conducted by Bigelow, was made throughout the country. Relative to the employment of men nurses Bigelow reported:

---

<sup>13</sup>Edward Bernays, "Hospitals and the Nursing Profession," American Journal of Nursing, XLVI (February, 1946), 112.

The existing barriers to the employment of men nurses appears to be due more to sentiment and tradition than to any sound reason of their ineptitude because of sex. More men nurses are needed for employment in hospitals, private duty, in industry and public health.<sup>14</sup>

With the increasing number of men nurses there has been a gradual readiness of the professional organizations, both national and state, to promote recruitment of men for schools of nursing, thus evidencing an improvement in rapport between men and women nurses. The latest figure concerning men students enrolled in schools of nursing as reported in Facts About Nursing by the American Nurses' Association in 1961 was 1403 men students.<sup>15</sup>

Roberts in her interpretation of historical events which have shaped nursing in the last two decades, points out the increasing development of opportunities for men nurses when she says:

The mid-century shortage of nurses--due to the long continued period of national prosperity, the shortening of time on duty to ensure a relatively normal life for nurses, the steadily increasing awareness of Americans of the importance of health, and the increasing use of hospitals--has been favorable to the development of expanding opportunities for men nurses. Quite as important has been the steadily increasing emphasis, in all the professional organizations,

---

<sup>14</sup>"Men Nurses," American Journal of Nursing, XLVIII (June, 1948), 354-355.

<sup>15</sup>American Nurses' Association, Facts About Nursing, (New York: The Association, 1961), p. 9.

on over-all planning to meet community needs for nursing service.<sup>16</sup>

A systematic review of the available literature pertinent to the subject revealed only a very limited amount of material concerning the employment of men nurses. The literature that could be found does not reflect fully how men nurses are utilized.

A review of the Education Index from June 1950 through January 1962, Psychological Abstracts 1952 through the Cumulative Index of Hospital Literature from 1950 through 1961, the Quarterly Cumulative Index Medicus from 1952 through 1961, all failed to produce any pertinent literature. Another source was The Yearbook of Modern Nursing years 1956 through 1959. In addition a letter was written by the investigator to the American Nurses' Association, Department of Studies, requesting literature or information about sources of literature concerning the employment of men nurses. In reply to the request, two letters were received which stated that as far as the American Nurses' Association knew, men nurses had no difficulty obtaining positions in hospitals and that presently men worked in all fields of nursing.

---

<sup>16</sup>Roberts, op. cit., p. 324.

This statement of improved employment opportunities for men nurses is borne out by a change of attitude (however vague and slight) toward men nurses reflected in the literature. For instance, in 1952, Perreault wrote:

Because of the minority which they represent, there has been a tendency for nursing leaders in the past to exclude them in the overall policy planning. Practically all top executive positions in hospitals today are vested to women nurses, who quite often heedlessly fail to consider the men's desire for advancement in the profession.<sup>17</sup>

However, an editorial in the American Journal of Nursing in 1961 indicates that men nurses have gained more acceptance and are taking some leadership in the nursing profession as a whole.

Although men have become increasingly prominent in leadership positions, evidenced by two men who are members of the American Nurses' Association Board of Directors and two men on the professional staff of the National League for Nursing, too often evidence of real discrimination against men in nursing is seen. Promotions do not seem to come as easily to them as to women. In recent years, they have undertaken a quiet movement out of their traditional fields, such as psychiatry and urology, and more have entered public health, education and nursing administration.<sup>18</sup>

---

<sup>17</sup>Perreault, Edward, "Men Nurses Needed in Future Planning," Nursing World, CXXVI (February, 1952), 128.

<sup>18</sup>"Men Nurses," American Journal of Nursing, LXI, (February, 1961), p. 51.

STATEMENT OF HYPOTHESIS

Although the literature indicates a growing, albeit slow, acceptance of men nurses, there is need to ascertain to what extent this change is reflected in the attitudes and employment practices of directors of nurses. Therefore, the hypothesis of this study is that men registered nurses have difficulty in obtaining appointments as professional nurses in clinical areas other than urology and psychiatry, and in positions other than those as a general staff nurse.

## CHAPTER III

### METHODOLOGY OF THE STUDY

#### SELECTION OF THE SAMPLE

The sample was selected from Hospitals, Guide Issue, which contains a complete listing of all hospitals in the United States.<sup>1</sup> The hospitals listed in Massachusetts were categorized as to bed capacity. All of the fifty-five hospitals with bed capacities of 100-250 were selected for the sample, since the number of hospitals in the larger or smaller categories was too great to be investigated because of the limitation of time imposed by the study.

#### METHOD USED TO COLLECT DATA

Through an interest on the part of the investigator, a questionnaire<sup>2</sup> was developed by which it was hoped that information could be acquired to answer the four questions which were raised in the statement of the purpose of the study, namely they are:

---

<sup>1</sup>Hospitals, Volume XXXIII, Number 15, Part II: Guide Issue (August 1, 1961), 103-110.

<sup>2</sup>Appendix A

- 1) Have men nurses been employed in general hospitals of 100-250 beds?
- 2) Would directors of nurses of hospitals this size hire men nurses for staff nurse positions?
  - a) Would they be hired for any clinical area?
  - b) Would there be any restrictions?
- 3) Would men nurses be considered for head nurse and supervisory positions in hospitals of this size?
- 4) Would men nurses be considered for the position of assistant director of nurses in a hospital this size?

A questionnaire accompanied by an explanatory letter,<sup>3</sup> and a self-addressed return envelope, for the convenience of the respondent, was sent to the director of nurses in each of the selected hospitals. The questionnaires were returned at a rapid rate for the first week; after that, the rate of return was slower until at the end of sixteen days, a total of forty-nine questionnaires, or 90 per cent of those sent out, were returned. One of the respondents returned the questionnaire unanswered, therefore, it could not be used in the analysis of the data.

---

<sup>3</sup>Appendix B.

In regard to the type of wards of the forty-eight hospitals which responded, thirty-two of them reported mixed wards (male and female). Eight reported "male only" wards and four reported "female only" wards. Nine hospitals reported having all three types of wards for patients.

The data obtained were analyzed to answer the following questions relative to the employment of men nurses in Massachusetts in hospitals of 100-250 bed capacity.

- 1) What were the past employment practices regarding men nurses?
- 2) What are the present policies for hiring men nurses for mixed services?
- 3) What are the present policies for assigning men nurses to clinical areas?
- 4) What are the present policies for level of appointments of men nurses?

## CHAPTER IV

### ANALYSIS AND PRESENTATION OF DATA

The total number of respondents to whom questionnaires were sent was forty-eight out of the fifty-five, or eighty-seven per cent. The promptness and the unusually high percentage of response indicates an apparent interest in the subject of the study by the directors of nurses. Two of the respondents expressed a definite interest in the study by asking for a report at the completion of the study.

In response to question two of the questionnaire, twenty-three respondents indicated they have employed men nurses. The following table indicates the clinical areas to which hospitals assign men nurses.

TABLE 1  
CLINICAL AREAS TO WHICH HOSPITALS  
ASSIGN MEN NURSES

Assignment area	Number of hospitals
Medical-Surgical only . . . . .	11
All Services except OB and GYN . .	6
Non Medical-Surgical . . . . .	5
No Area indicated . . . . .	<u>1</u>
Total . . . . .	23

Table 1 indicates that in the twenty-three hospitals employing men registered nurses, seventeen assign them to medical-surgical areas. Only six of these seventeen utilized them in areas in addition to the medical-surgical units and five of the twenty-three respondents utilized them exclusively in areas other than medical-surgical nursing. These areas included the out-patient department, the operating room, the emergency room and the neurological service. One respondent did not list the clinical area. Six of the twenty-three respondents used them in all clinical areas except obstetrics and gynecology.

Table 2 shows in what positions men registered nurses have been employed in the selected hospitals.

TABLE 2  
POSITIONS IN WHICH MEN NURSES  
HAVE BEEN EMPLOYED

Position	Number of hospitals
Staff nurse . . . . .	19
Head nurse . . . . .	2
Supervisor . . . . .	1
Instructor . . . . .	1
Total . . . . .	<u>23</u>

The data in table 2 indicates that the primary utilization of men nurses has been in the capacity of general staff nurse; however, it also indicates that men nurses have been employed in positions other than general staff nurses.

In response to question number three, forty-two directors indicated that they had never refused employment to a male applicant. The six who had refused employment gave the following reasons:

- a) "Did not meet employment requirements."
- b) "Poor references."
- c) "Applicant did not follow through."
- d) "Was offered more salary at another hospital."
- e) "No opening available on the shift he desired."
- f) "Desired position as clinical instructor. Felt woman would be more suitable. Did not have previous teaching experience."

It is significant that of the forty-eight directors who responded, only six had occasion to refuse employment to a male applicant, and only one of these refusals was based on the sex of the applicant, in which situation the director felt that "a woman would be more suitable". Furthermore, one might conclude from the high incidence of willingness on the part of the directors to employ men nurses, and the small number (23) of them employed at the time of study, that very few men have applied for positions in hospitals of this size in Massachusetts.

In relation to question four, forty-four of the respondents said they would hire a man registered nurse to work as a general staff nurse on mixed (male and female) wards. One did not answer and three gave the following five reasons which bear on their policy of employing men nurses.

- a) "Only if the ratio of male patients was constant enough to utilize his services."
- b) "Female patients express concern about having men nurses on the floor."
- c) "Female patients object to men nurses giving them personal care."
- d) "Some treatments cannot be carried out on female patients by men nurses according to hospital policy."
- e) "Would assign to male patients only."

Only three of the forty-eight respondents would not hire a man as a general staff nurse on a mixed (male and female) ward. The reasons for refusal reflected objection to men nurses caring for female patients. All three respondents had had men registered nurses working for them, but assigned them only to wards with male patients.

Question five asked the directors to indicate to which clinical area they would assign a man registered nurse if they had openings. Table 3 indicates the response.

TABLE 3  
AREAS TO WHICH DIRECTORS  
OF NURSES WOULD ASSIGN  
MEN NURSES

Clinical Area	Number of hospitals
Surgical . . . . .	47
Medical . . . . .	45
Urology . . . . .	40
Emergency . . . . .	39
Operating room . . . . .	12
Pediatrics . . . . .	9
Orthopedics . . . . .	2
Recovery . . . . .	2
Central supply . . . . .	1
Out-Patient . . . . .	1

The above table indicates that if there were openings, the directors of nurses would preferably assign the men nurses to surgical, medical, urological and emergency room areas, in that order. It also indicates that they would assign men nurses to diverse clinical services. Due to the size of the hospitals surveyed there is the possibility that not all of them have separate clinical services such as pediatrics, neurology, urology and psychiatry; therefore, no definite conclusions can be drawn from this data.

Question six asked for what level of position they would consider the man nurse assuming he had qualifications. Table 4 indicates their responses.

TABLE 4  
LEVELS OF POSITIONS TO WHICH DIRECTORS  
OF NURSES WOULD APPOINT MEN NURSES

Level of Position	Yes	No	No answer
General staff	48	1	1
Head nurse	41	5	2
Supervisor	41	5	2
Assistant director	37	9	2

Five of the forty-eight respondents said they would not employ a man nurse as a head nurse. Four of these five respondents said they would not because of mixed patients on the wards, and one respondent said she would employ a man for a head nurse position only if the assistant head nurse were female.

Five of the forty-eight respondents said they would not employ a man as a supervisor, and they gave the following reasons:

- a) "Supervisor has to check patients before calling physicians."
- b) "Due to mixed services."
- c) "Large obstetric department."
- d) "Higher female than male patient census."
- e) "Only if the head nurse were female under his direction."

Nine of the forty-eight directors responding indicated the following reasons why they would not employ a man as an

assistant director of nurses.

- a) "Assistant director helps in the delivery room."
- b) "Due to mixed patients on the wards."
- c) "Large obstetrical department."
- d) "Prefer to work with female." (Two responses)
- e) "Higher female patient census than male."
- f) "I feel the employees would not accept this."
- g) "We would have to establish a new precedent."
- h) "There is no position in the organization for an assistant director."

The favorable response to the employment of men nurses and the positions to which they would be employed, as shown by table 4, indicates that there is little restriction in level of position in which a man registered nurse might be employed.

The respondents were then asked to make comments regarding the employment of men nurses and their feelings toward men as registered nurses. Thirty-three of them did so. These comments have been categorized as follows:

- a) "More men nurses are needed. They are not readily available for employment. We would be happy to employ them if there were applicants."
- b) "We have not had enough experience with men nurses to evaluate what we would do."

- c) "We would not hesitate to employ qualified men nurses for any position or for any clinical area. Sex makes no more difference than do racial or national differences."
- d) "Men nurses function best on male patient units. Their work has to be selected due to sex complications in certain areas; therefore, they are most useful on all male units."
- e) "Most men nurses to date have not been sufficient to encompass a well rounded experience background. The men nurses' experience seems to offer time devoted exclusively to urology and psychiatry."
- f) "Most men nurses show little sustained interest in staff nursing or working in general hospitals. They always seem to gravitate to Veterans Hospitals, psychiatric hospitals, anesthesia and hospital administration."

## CHAPTER V

### SUMMARY, CONCLUSIONS, AND RECOMMENDATIONS

#### SUMMARY

This study was conducted by questionnaire in fifty-five general hospitals of 100-250 bed capacity in Massachusetts. The purpose of the study was to determine if men registered nurses have difficulty in obtaining positions in general hospitals in clinical areas other than urology and psychiatry and if they have equal opportunities for advancement and promotion above the general staff level.

A systematic review of the literature pertinent to the subject was carried out to provide a theoretical frame of reference for the study; however, very little material bearing on the problems of men graduate nurses was available.

The data did not support the hypothesis which was that men registered nurses have difficulty in obtaining appointments as professional nurses in clinical areas other than urology and psychiatry and in positions other than as general staff nurses. There was evidence of some difficulty for men nurses in some of the hospitals; however, it was varied and negligible.

The investigator was of the opinion that the size of the hospitals used in the study may have limited the

responses because they may not have separate clinical services for urology and may not have psychiatric units at all. This was supported, in part, by some of the directors of nurses who made comments that men nurses were very helpful and useful in psychiatry and related fields, and in the caring of male patients.

#### CONCLUSIONS

1. Men registered nurses have been employed in Massachusetts in general hospitals of 100-250 bed capacity.
2. Directors of nurses of this size hospital would hire men registered nurses for staff nurse positions on mixed (male and female) units.
3. There are opportunities open to men registered nurses in Massachusetts in hospitals of 100-250 bed capacity to practice nursing in any clinical area and at any level.

#### RECOMMENDATIONS

1. The study should be repeated to obtain data from directors of nurses in both the larger and smaller hospital categories.
2. Schools of nursing preparing men might be made aware that hospitals of the size surveyed are willing to employ men nurses and that there are opportunities for advancement for them. This may help in recruiting men for the profession.

BIBLIOGRAPHY

BIBLIOGRAPHY

BOOKS

- Brown, Esther L. Nursing as a Profession. New York: Russell Sage Foundation, 1936.
- Goodnow, Minnie. Nursing History. Philadelphia: W. B. Saunders, Co., 1942.
- Roberts, Mary. American Nursing. New York: The Macmillan Co., 1955.

ARTICLES AND PERIODICALS

- Hospitals, Volume XXXIII, Number 15, Part II: Guide Issue (August 1, 1961), 103-110.
- McLean Hospital School of Nursing. Bulletin, 1961-1962, 13.
- "Men Nurses and the Armed Forces," American Journal of Nursing, XLIII (December, 1943), 1066.
- "Men Nurses," American Journal of Nursing, LXLVIII (June, 1948), 354-355.
- "Men Nurses," American Journal of Nursing, LXI (February, 1961), 51.
- O'Hanlon, George. "Men Nurses in General Hospitals," American Journal of Nursing, XXXLV (March, 1934), 16.
- Perreault, Edward. "Men Nurses Needed in Future Planning," Nursing World, CXXVI (February, 1952), 128.

REPORTS

- American Hospital Association and National League of Nursing Education, Joint Committee, Hospital Nursing Service Manual, New York: National League of Nursing Education, 1950.

American Nurses' Association, Facts About Nursing, New York:  
The Association, 1945.

American Nurses' Association, Facts About Nursing, New York:  
The Association, 1961.

APPENDIX A

1. How are the patients assigned to wards? Please check those that apply.

Male patients only \_\_\_\_\_ Female patients only \_\_\_\_\_  
Mixed \_\_\_\_\_

2. Has a male registered nurse ever worked for you since you have been Director of Nurses at this hospital?

Yes \_\_\_\_\_ No \_\_\_\_\_

If yes (a) In what clinical area? \_\_\_\_\_

(b) In what capacity? \_\_\_\_\_

3. Has a male registered nurse ever applied for a position in your hospital and not been employed since you have been the Director of Nurses?

Yes \_\_\_\_\_ No \_\_\_\_\_

If yes, please state why.

4. If the services are mixed (male and female) would you hire a male registered nurse to work as a general staff nurse on these wards?

Yes \_\_\_\_\_ No \_\_\_\_\_

If no, please state your reason(s).

5. If you had openings on the following clinical wards, to what area would you assign him? Check those that apply.

Medical \_\_\_\_\_ Pediatric \_\_\_\_\_

Emergency Ward \_\_\_\_\_ Surgical \_\_\_\_\_

Urology \_\_\_\_\_ Other (specify) \_\_\_\_\_

6. For what level of position would you consider the male nurse assuming that he had qualifications?

(a) General Staff Nurse      Yes \_\_\_\_\_ No \_\_\_\_\_

If no, please state your reason(s) \_\_\_\_\_

(b) Head Nurse                      Yes \_\_\_\_\_ No \_\_\_\_\_

If no, please state your reason(s) \_\_\_\_\_

(c) Supervisor                      Yes \_\_\_\_\_ No \_\_\_\_\_

If no, please state your reason(s) \_\_\_\_\_

(d) Assistant Director of Nurses    Yes \_\_\_\_\_ No \_\_\_\_\_

If no, please state your reason(s) \_\_\_\_\_

7. Any additional comments regarding the employment of male nurses and your feelings toward male nurses will be greatly appreciated.

APPENDIX B

12 Ransom Road  
Brighton 35, Massachusetts  
February 1, 1962

Dear Madam:

I am presently enrolled in the program in Supervision of Hospital Nursing Service at the Boston University School of Nursing. In partial fulfillment of the requirements for a Master of Science degree, I am conducting a study concerned with the employment of male nurses.

The problem with which my study is concerned is the availability of employment for male nurses. I earnestly hope that you will find it possible to participate in this study. The questionnaire which I am requesting you to complete will require only five to ten minutes of your time. There is no way to identify the hospital through the questionnaire and you need not sign it.

Enclosed is the questionnaire which I hope you will complete and a stamped self-addressed envelope for returning the completed form.

Thank you for your kind consideration of this request.

Yours sincerely,  
*Richard Levesque*

Richard E. Levesque

Enc. 3