The 2013 annual conference proved to be another wonderful gathering of AAMN members, featured speakers, breakout sessions and the like. The Brotherhood shared by our men and women members at our conferences is second to none. Special thanks to the AAMN Education Committee and Seton Hall University, our 2013 presenting sponsor. On the pages that follow you will see and read about many conference highlights. If you are an AAMN member reading this who has not yet attended one of our conferences, begin planning now for the 39th annual conference October 15-17 in St. Louis, Missouri. You will not want to miss this one. Goldfarb School of Nursing at Barnes Jewish College is our presenting sponsor and we promise to make this one of our largest and most unique AAMN gatherings in years.

The Future of Nursing, Campaign for Action continues to build capacity in the areas of practice, education and leadership as well as interprofessional collaboration and diversity. The Campaign is strong supporter of a more gender diverse nursing workforce and every state action coalition has diversity measures and initiatives as a result. If you have not already done so, please join the Campaign at:

- www.campaignforaction.org
- www.twitter.com/campaign4action

We need each of our members to get active with the Campaign for Action. The simplest way is to subscribe to one or all three sites above and share Campaign messages and news that resonate with you with others. I would also like to share my personal experience regarding the Campaign with each of you. Please go to:

- https://www.facebook.com/CampaignForAction?ref=stream&hc_location=timeline

In closing, I want to tell you that I was invited to attend the annual meeting of the Chinese Nurses Association (CNA) as the chief elected official of AAMN for their first annual Male Nurse Symposium, Beijing, China, December 12-13, 2013. The Chinese are very eager to develop a more gender diverse nursing workforce to improve nursing and patient care in their country.

Presently about 1% of the nurses in China are men. I will share more about this experience and possible future international collaborative activities with our members in a future issue of InterAction, but suffice it to say the CNA leadership and the core group of the Male Nurse Working Group members are the kind of nurses we would all be proud to associate with.
Meet the New 2014 AAMN Board of Directors

Elections were held electronically for the first time this year to elect the new board members for AAMN. Welcome the 2014 AAMN Board of Directors.

**President Bill Lecher:** Senior Clinical Director at Cincinnati Children’s Hospital Medical Center in Cincinnati, Ohio

**President-Elect Bob Patterson:** Administrative Director for the California Institute for Nursing & Health Care in Oakland, California.

**Vice President Lavoy Bray:** Deputy Director, 66C Psychiatric/Behavioral Health Nursing Course at Walter Reed National Military Medical Center, Virginia

**Treasurer Anthony Roberson:** Associate Professor at University of Miami, Coral Gables, Florida

**Secretary Jonathan Lee:** Clinical Staff RN, UC Davis Medical Center, California

**Chairman of the Board Ed Halloran:** Nurse–Everybody Needs a Nurse, Retired Professor from University of North Carolina, Chapel Hill, North Carolina

**Board members**

- **John Brion:** Associate Professor, Clinical Nursing, Ohio State University, Columbus, Ohio
- **Jerry Brown:** Lymphoma Practice Nurse, Massachusetts General Hospital Cancer Center
- **Danny Lee:** Assistant Professor, Nursing Southeastern Louisiana University
- **Larry Massenburg:** Staff RN, Duke Regional Hospital Oncology/Neuromedicine/Palliative Care, Durham, North Carolina
- **Mark Romportl:** Staff RN Adult Endocrinology at Park Nicollet Health Services in St. Louis Park, Minnesota
- **Eric Williams:** Professor of Nursing, Santa Monica College Health Sciences, Santa Monica, California

AAMN 39th Annual Conference

The 39th Annual Conference will be held on October 15-17, 2014 in St. Louis, Missouri, and we are proud to announce the conference theme:

**“Men in Caring, Men in Health”**

The conference will be hosted by the Goldfarb School of Nursing. We look forward to seeing you there!

Save The Date

**AAMN 39th Annual Conference**

St. Louis, Missouri October 15-17, 2014

Presenting Sponsor:

Goldfarb School of Nursing at Barnes Jewish College.
**Remember to Renew 2014 AAMN Membership**

AAMN Membership is on a January to December renewal calendar basis. When joining after January 31, new members pay a full dues amount for the category they to which describes their nursing status. On December 31, they will renew at a prorated amount according to the month they joined, to get them on a January to December renewal schedule. If you join between October 1 and January 31, you are not eligible for prorated dues.

For prorated dues, please follow these instructions:

- Select the **Join or Renew Button** on the front page of aamn.org.
- Select that you are an **Existing Member** from the drop-down menu.
- Select **Prorated Dues Tab** on the left side of the page.
- Select the month you joined AAMN. (If you cannot remember the month, please email aamn@aamn.org and request the month you joined AAMN.)

**Please Note**

If you joined as a 1st-year member after January 31, 2013, you would select the transitional or full RN prorated dues.

If you received your license after joining in 2013 as a pre-licensed student, you would choose the 1st Year RN prorated dues if you joined after January 31.

NSNA Members, please be sure to provide AAMN with your NSNA membership number as proof of your membership for your discount. This can be included online in the More Information/Ordering Instructions section of the shopping cart. There is a space on the paper applications for this information.

AAMN membership is unrestricted by consideration of age, color, creed, handicap, sexual orientation, lifestyle, nationality, race, religion, or gender.

To pay your dues or renew your membership, please use the **Membership Wizard** or print out and complete the **Member Application Form**.

Please refer to the chart below for prorated membership dues amounts if you are mailing in your renewal.

*Renewals are due by January 31, 2014.*

<table>
<thead>
<tr>
<th>Month Joined</th>
<th>Full RN &amp; Transitional</th>
<th>1st Year RN &amp; Retired RN</th>
<th>LPN, LVN, &amp; Associate Member</th>
<th>Pre Licensed Student Membership</th>
<th>Pre Licensed NSNA Student Membership</th>
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<tr>
<td>February</td>
<td>$91.67</td>
<td>$45.83</td>
<td>$45.83</td>
<td>$27.50</td>
<td>$22.92</td>
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<td>$41.67</td>
<td>$41.67</td>
<td>$25.00</td>
<td>$20.83</td>
</tr>
<tr>
<td>April</td>
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<td>$37.50</td>
<td>$37.50</td>
<td>$22.50</td>
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<td>$33.33</td>
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<td>June</td>
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</tr>
<tr>
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<td>$10.42</td>
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<td>$16.67</td>
<td>$16.67</td>
<td>$10.00</td>
<td>$8.33</td>
</tr>
</tbody>
</table>
Tony Zaya RN and Jeff Shoemaker RN have a lot in common. Years ago they both earned bachelor’s degrees in fields unrelated to nursing. Later, they both left a career they didn’t enjoy to pursue a career they knew was a better fit. Today they both are nurses at Cincinnati Children’s.

Jeff’s journey began with an offer to play soccer at Northern Kentucky University. “I didn’t have a particular career goal at the time,” he says. “I just wanted to play soccer!” So, like many high school seniors, he followed his father’s career path. Four years later, college soccer ended, and Jeff became an accountant. He sat behind a desk crunching numbers for the next ten years. He also got married, bought a house, and started a family. “The whole time I knew I didn’t want to be an accountant,” he says.

Meanwhile, Tony Zaya was busy pursuing a bachelor’s and master’s degree in education. He then taught math to high schoolers in Sarasota County, Florida, and his hometown of Cincinnati. Along the way he took time off to help care for his friend James. Buddies since the third grade, Tony and James’ friendship was forever altered when, at the age of 15, a swimming accident left James quadriplegic. “I’ll never forget that night,” recalls Tony. “It scared me to death.” Initially Tony distanced himself from James after the accident. But years later when James was in law school, his fulltime caregiver needed a break. Tony stepped in and today believes, “Helping James with his day-to-day needs was rough, but the best four months of my life.” The experience not only deepened their friendship, it awakened a desire in Tony to become a nurse.

Deciding to quit a good-paying job, return to school, and pursue a new career can raise some eyebrows. Jeff’s decision required a heart-to-heart talk with his wife, then pregnant with their third

(Continued on page 5)
Thinking of nursing as a second career?

Here’s what to expect:

1. School may be challenging, but more rewarding. Grades weren’t a priority for Jeff when he first attended college. “But I was very interested my second time around,” he says, graduating one class shy of 4.0.

2. Financial wiggle room is helpful. Both Tony and Jeff say the transition would have been less stressful if they had more finances available.

3. According to the RN Work Project*:
   a. Financial stability, employment opportunities and upward mobility are reasons many choose nursing as a second career.
   b. Because they have more work experience, second career nurses are more positive and have better coping skills.
   c. Second career nurses have more family-work conflict than first career nurses.
   d. Accelerated programs in nursing are available for those who already have a college degree in another field, shortening the time it takes to earn a nursing degree.

*RN Work Project is a national study to track career changes among new nurses funded by the Robert Wood Johnson Foundation. [Visit RNWorkProject.org]

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U.S. News & World Report has ranked Cincinnati Children’s cancer program No 1 in the country, and ranked the hospital No. 3 in the Honor Roll of top pediatric hospitals. Find out what makes Cincinnati Children’s a special place to work. Visit www.cincinnatichildrens.org/careers

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Tony has worked on the GI/Colorectal Surgery Unit since hired at Cincinnati Children’s four years ago. He loves it. “I’m kind of a big kid myself, so I especially enjoy helping kids forget they are in the hospital, even if for just a few minutes.” He spends after-hours at the hospital serving on Coordination Council and on the Magnet Champion Team. This month he will be joining a colorectal team on a one-week visit to China to assist with pa-
The Luther Christman Dinner is always one of the highlights of the annual conference. In addition to enjoying the fellowship of AAMN members and guests, we have the opportunity to recognize our colleagues for their contributions to men in nursing. This year the competition for Best School for Men in Nursing was especially fierce. All of the schools who submitted a portfolio made a strong case for their selection. After careful review, the Awards Committee asked the Board to provide three schools with the Best title. The schools that were honored with this award were: Excelsior College School of Nursing (Albany NY); Goldfarb School of Nursing at Barnes-Jewish College (St. Louis MO); and Riverside City College School of Nursing (Riverside CA). These will be the last schools to receive the award as we will now be moving to a recognition program rather than a competition.


The Lee Cohen Member of the Year Award went to Bob Patterson. Having served on the Board with Bob, I can attest to his hard work and dedication. As the chair of the Education Committee, he has organized the San Francisco and Newark conferences. He has served as AAMN Treasurer for 2 years and has been instrumental in assisting the formation of 10 chapters in California. His attention to detail has been instrumental in the success of these conferences. Bob will be continuing to support the organization in his new role as President Elect. To put some perspective on this award, Ed Halloran, current Vice President and long time AAMN member, answered the question, “Who Was Lee Cohen?”

The Luther Christman award, “given to an individual who has made an outstanding contribution to nursing that also reflects highly on men in nursing or significantly contributes to the purposes of this organization”, was presented to William L. Holzemer. Dr Holzemer is the Dean of the College of Nursing at Rutgers, the State University. He has been a Fellow of the American Academy of Nursing since 1986 and was inducted into the International Nurse Researcher Hall of Fame of Sigma Theta Tau International. He has provided leadership to the World Health Organization and the International Council of Nurses as well as many other organizations. Dr Holzemer is an internationally recognized AIDS researcher and a long time supporter of men in nursing. We were privileged to have him as one of the featured speakers at 2013 conference.

These awards recipients have all contributed to the success of the organization and to the cause of men in nursing. It was a pleasure to have served as the chairperson of the Awards Committee and to participate in the Luther Christman/Awards Banquet.
School of Nursing

**Bachelor’s Degree**
- 4-year BSN
- Accelerated, 2nd degree BSN
- RNBSN

**Doctoral Program**
- Doctor of Nursing Practice

**Certificate Program**
- Certificate Parish Nursing

**Master’s Degree**
- MSN MBA
- Nursing Administration
- Nursing Education
- Primary Care Nursing (NP)

**School of Health Sciences**
- Master of Public Health
- Master of Science in Athletic Training

**For More Information**
Call 866.498.4968 or Visit indwes.edu
The Annual Conference this year was a wonderfully successful event full of information and camaraderie. For the AAMN Foundation, it was a most special conference. For the 2013 award year, the AAMN Foundation sponsored six $500.00 scholarships to Undergraduate Nursing Students who are also current members in AAMN and two $1000.00 scholarships to Graduate Nursing Students who are also current members in AAMN. Below are the winners of the 2013 Scholarships:

**Jadeh Marsellis Moore Scholarship**  
Ken Hashimoto

**MurseWorld Scholarship**  
Gerard Meunch

**AAMN Foundation Graduate Scholarships**  
Daniel Lose  
Kyle Martin

**AAMN Foundation Undergraduate Scholarships:**  
Elton Joe  
Phillip Johns  
Kaleb Bishop  
William Wilcox  
Justin Cournoyer  
John Fitzhenry
Several of the award winners were able to attend and accept their scholarships at our meeting. It was a moving moment to listen to these great men. In addition, something incredible happened at that Friday morning session. Mr. Jerry Browne, AAMN Board member and NEAAMN chapter President spontaneously offered a challenge to the assembly! He offered to donate $100 dollars to the foundation scholarship fund if 10 other members would donate $50. By the time the dust settled, his challenge had raised over $700. It was a touching moment shared by all.

In addition, several members contributed personally which helped raise the amount collected at the annual meeting to over $1700!

Yes, it was a resounding success for the foundation thanks to all the great AAMN members, chapter organizations, and staff.

Don Anderson, RN, EdD
President
AAMN Foundation

At the Luther Christman Dinner, we honored three new Fellows, including Dr. Danny Lee, Mr. Bob Patterson, and Dr. Robert Hess. More information about these Fellows will be revealed in future editions of Interaction.

Finally, many thanks to a number of chapters who contributed items to our raffle, as well as authors of books. We were able to raise a great deal of money in our raffles. The raffles bought in a total of $553.

Happy New Year!
Dr. Linda Burnes Bolton - Diversity and Inclusion: Strategies to Promote the IOM Future of Nursing Recommendations

Dr. Linda Burnes Bolton, DrPH, RN, FAAN, is vice president and chief nursing officer at Cedars-Sinai Medical Center in Los Angeles. She served as the vice chair for the Institute of Medicine's committee on the Future of Nursing. Dr. Burnes Bolton is the region nine board member of the American Organization of Nurse Executives, past president of the National Black Nurses Association and the American Academy of Nursing, and a board trustee of the Robert Wood Johnson Foundation. Dr. Burnes Bolton received her BSN from Arizona State University, and her Masters in Nursing, Masters in Public Health, and Doctorate in Public Health from the University of California, Los Angeles.

Dr. Linda Burnes Bolton, legendary nurse leader, spoke at the 38th annual AAMN conference about diversity and inclusion as means to advance the recommendations made by the Institute of Medicine's report, The Future of Nursing: Leading Change, Advancing Health. Dr. Burnes Bolton began with an overview of the dramatic changes taking place in the patient population and the challenges faced by the nation's health care system as it moves to adapt accordingly. She also discussed the Campaign for Action, in collaboration with the Robert Wood Johnson Foundation and AARP, which has established state-led Action Coalitions to promote Future of Nursing recommendations. Dr. Burnes Bolton stressed that nursing is about promoting a state of health, and health care must see patients as equal partners in care. Accordingly, nursing care should be provided where “people live, work, play, and go to school.” She continued by offering her insights into the report's recommendations, as well as actionable ways the Assembly and nurses everywhere can put the recommendations into practice.

Recommendation One – Remove scope of practice barriers

Dr. Burnes Bolton encouraged nurses to join with consumer organizations to promote advanced practice nurses as primary care providers.

Recommendation Two – Expand opportunities for nurses to lead and diffuse collaborative improvement efforts

Dr. Burnes Bolton emphasized that nursing has a duty to promote diversity and inclusion as foundations for developing practice.

Recommendation Four – Increase the proportion of nurses with a baccalaureate degree to 80 percent by 2020;

(Continued on page 11)
Recommendation Five – Double the number of nurses with a doctorate by 2020;

Recommendation Six – Ensure that nurses engage in lifelong learning

The report goes further to detail the importance of a diverse nursing workforce to meet the needs of a diverse patient population, and Dr. Burnes Bolton added that improving diversity is not just increasing the number or proportion of men in nursing, but including all ethnic and racial minority groups in increasing the overall diversity and education of the nursing workforce. Furthermore, she asked the Assembly to advocate for programs supporting a diverse pool of doctoral-prepared nurses, set targets and provide resources to support doctoral education, and work with other organizations to advance research regarding health disparities and establish competencies required to care for diverse patients in the context of “an inclusive life long learning strategy.”

Recommendation Seven - prepare and enable nurses to lead change to advance health;

Recommendation Eight - Build an infrastructure for the collection and analysis of inter-professional health care workforce data

In addition to covering the IOM's recommendations, Dr. Burnes Bolton also spoke to the Assembly about the importance of inter-professional collaboration, maintaining quality data on nurse-led initiatives and innovations, and nurse residency programs for all levels of nurses, and lifelong learning in advancing the health of patients. Throughout it all, she reminded us that inclusivity is not limited to balancing gender, race, religion, etc., but guarantees that anyone who wants to step up and be a leader has the means and support to do so.
Dr. William L. Holzemer, RN, PhD, FAAN Dean and Distinguished Professor College of Nursing, Rutgers, The State University of New Jersey is an internationally recognized expert in academic nursing and HIV/AIDS care providing global leadership to the World Health Organization, the International Council of Nurses, and many Universities around the world. Dr. Holzemer’s presentation, ‘Update: The Future of Nursing,’ at the 2013 Conference encouraged the members to fully participate in global professional affairs. He labeled three objectives that would be handled in three phases. These objectives were:

1. Update on the 8 major recommendations from the IOM report on nursing’s future.
2. Explore external (society) and internal (nursing & health care) topics that are NOT adequately addressed in the report.
3. Discuss a data-driven health care system and its implications for the future of nursing.

The Update on the IOM Recommendations:

1. Remove barriers to scope of practice (APRN and BSN).
2. Expand opportunities for nurses to lead care teams.
3. Implement nurse residency programs.
4. Increase % of BS prepared RNs in the workforce to 80%.
5. Double the number of nurses with doctorates.
7. Prepare and enable nurses to lead change to advance care.

Collaborate to develop better work force data, including interprofessional work force data.

He detailed a number of organizations that offered nurses opportunity to practice nursing internationally and reviewed the United Nation’s Millenial Development Goals as the focus for professional activity. The high esteem with which Dr. William L. Holzemer is held by colleagues and students was in evidence at AAMN’s Award Ceremony held this past October.

Dr. John Welton, PhD, RN, Professor and Senior Scientist for Health Systems Research at the University of Colorado, Denver, was the 2012 American Organization of Nurse Executives nurse researcher of the year shared his presentation, “Nursing and the Value Proposition”. He has led in the development of measures to quantify the value of hospital nursing services. The objective in identifying the per patient cost of the services of assigned nurses is to tease out one of the principal components of hospital room and board charges.

Reliable, timely and comparative data are needed to:

1. Develop efficient, effective, productive, data-driven and value-driven nursing care systems
2. Compare and benchmark nursing care across many different settings and identify and emulate best performance
3. Achieve exceptional outcomes and results of nursing care

Provide the best nursing care at the least costs and best price

His research parallels that of other scientists who have demonstrated the aggregate effectiveness of nurse educational levels on end results of hospital care. Dr. Welton’s unique approach to measuring the value of nursing services associates individual nurse assignment data and patient classification information to structure, processes, outcomes and cost of hospital care. He states it is all about balance, being able to provide the best nursing care at the best price and assign right nurse for the patient given available resources and patient need.

1. The nursing system is like the body system
2. Optimizing the nursing system:
   a) Identifying optimum performance
   b) Decreasing variability
   c) Preventing oscillation

His writing and critiques have appeared in a number of important professional journals.

Michael R. Bleich, PHD, RN, FAAN delivered a provocative presentation about the changing landscape in nursing, healthcare, and AAMN. He described the importance about talking about the science of nursing and the discipline of nursing when addressing nursing and non-nursing groups and how nurses care for the whole individual, biologically, psychologically, and spiritually in the context of their family and the context of their community. Dr. Bleich described how AAMN can fit in with this and provide national leadership. AAMN needs to be deliberate and articulate about what unifies us. We need to be both diverse and inclusive with membership and leadership. He described how the increases of men enrolling in nursing education programs, including accelerated programs, should grab (Continued on page 13)
our attention. AAMN should explore how to promote more men moving into nursing faculty positions.

Dr. Bleich related that AAMN continues to be too small to make a greater impact nationally. Opportunities for growth and development are numerous. He got involved about five years ago because he sees the importance of AAMN as a professional nursing association and how we influence the discipline of nursing. We do not need to over-emphasize masculinity.

AAMN change continues to be evolutionary, but Dr. Bleich suggested that what is really required is revolutionary change where there is a fundamental shift in the paradigm. AAMN continues to rely too much on volunteer leadership and our lack of staff may not be sustainable with the agenda we are creating. AAMN will need to honor the past and seize opportunities for the change we all would like to see.

Michael R. Bleich, PHD, RN, FAAN serves as Maxine Clark and Bob Fox Dean and Professor at Goldfarb School of Nursing, Barnes Jewish College, St. Louis Missouri.

Bob Hess, RN, PhD, FAAN serves as Executive Vice President, Global Programming, Nurse.com/Gannet Healthcare Group. In his presentation “Empowering Evidence for Shared Governance”, he shared that nursing shared governance is a nursing organizational innovation that organizationally legitimizes nurses’ decision-making control over professional practice and extends their influence to administrative areas previously controlled by managers. Dr. Hess introduced the Index of Professional Nursing Governance (IPNG) tool to the audience. IPNG measures the extent to which each of the following exist in a nursing organization:

- Control over personnel
- Access to information (liaison)
- Influence over organizational resources (organizational influence)
- Ability to participate (facilitating structures)
- Control over professional practice (professional control)
- Influence goals and resolve conflict (alignment)

IPNG is a data driven, evidence-based tool. Nursing organizations use the IPNG for baseline assessment, comparison of units within the organization, benchmarking against other hospitals, and track shared governance progress over time. IPNG connects changes in governance to outcomes for nurses and patients. Studies were reviewed and presented and the evidence indicated that hospitals with shared governance have stronger nurse empowerment and engagement. High-

er IPNG scores are associated with better patient outcomes (patient satisfaction, length of stay, readmission rates, falls, and pressure ulcers).

Dr. Hess invited the participants to join the Forum for Shared Governance. AAMN members can join at www.sharedgovernance.org.

Franklin A. Shaffer, EdD, RN, FAAN, CEO, CGFNS International

**Men as Leaders in Nursing Span the Globe**

Dr. Shaffer began his presentation by quoting David Vlahov, PhD, RN, Dean, College of Nursing, University of California, San Francisco - “Nursing is not a woman’s profession, it is a people’s profession.”

Men in nursing statistics from other countries were presented, including:

- Australia, 8%
- Canada, 6.5%
- China, 1%
- Israel, 22%
- Italy, 22%
- Japan, 5%
- Kenya, 24%
- Saudi Arabia, 32%
- UK, 11%
- Spain, 18%
- Switzerland, 13%
- USA, 11.5%

Dr. Shaffer interviewed three global men in nursing leaders and played the video recordings for the conference participants. They included:

- Professor John Daly, Dean, Faculty of Health, University of Technology, Australia
- Dr. Eric Chan, Principal Nursing Officer, Hospital Authority, Hong Kong
- David Benton, CEO, International Council of Nurses (ICN)

Leadership Qualities Attributed to Male Professional Nurses were discussed in detail. Interaction with people and reward of helping others is suited to both male and female genders. Dr Shaffer stated that male professional nurses are:

- Dedicated
- In demand worldwide
- Increasing salaries and prestige worldwide
- Suited for the scientific and methodical approach to nursing
- Earned respect from physicians, female professional nurses, patients
- Suited for both the pressures and excitement of nursing
- Providing a different perspective to the profession
- Level-headed; compassionate, yet firm; and exercise good judgment
- Often the leaders in medical teams, rather than doctors or other health professionals
- Make a difference in healthcare settings and patient care
- Serving as role models for recruiting more males into the profession, which may lessen nursing shortage
During this period of rapid and often chaotic political and legislative changes, it is even more important to engage with our legislators and share our perspectives as professional nurses. No matter your political leanings, pursuing the role of political advocacy generally moves RNs away from our comfort zone (direct care) and into the arena of laws, regulations, and, well, politics. Building relationships with legislators enhances the effectiveness of our interactions and enhances the likelihood that our governing leaders actually hear the voices of professional RNs. This principle holds true in national, state, and local settings. Nurses who accept the challenge to engage with legislators are in unique positions to shape health care policy, and while becoming comfortable with the advocacy role takes a little preparation and some experience, it does not need to be overwhelming (Abood, 2007).

Step one is to KNOW your representatives and become acquainted with their platforms and voting records. This information will help you understand the context of communication and allow better preparation for appropriate and direct messages. You can locate contact information for national and state elected officials at http://www.usa.gov/Contact/Elected.shtml. There are numerous political organizations that monitor (and grade) congressional voting records, but exercise caution in relying on strongly partisan sites for information. The Library of Congress maintains the Congressional Record with voting records for all national senators and legislators at http://thomas.loc.gov/home/LegislativeData.php?n=Record.

You can contact senators, representatives, and state legislators in a variety of ways…in person, correspondence, email, twitter, Facebook, town hall meetings, and telephone, and it is important to follow some basic guidelines for any method of contact.

- First, be prepared with a brief, clear message. Legislators are busy people and staying on point will communicate the significance of your communication. Whether your legislators’ record aligns with your personal political perspective or not, it is important to begin by acknowledging and appreciating the difficult and demanding responsibilities of governing.
- Next introduce yourself as a constituent and explain your interest and concerns about the issue you chose to address. This is not a time to confront and berate, but a time to offer your perspective as a professional RN and the supporting rationale and data. Remind the legislator that RNs are experts in health care issues and the most trusted professionals, and offer to assist by gathering additional information.

Always follow up initial contacts to foster and develop your relationship. Your goal should be to maintain communication so the legislator recognizes, appreciates, and eventually SEEKS your opinion and insights. Follow up summaries of previous contacts and thank you notes garner attention and respect. Policy makers need information and points of view from constituents to evaluate proposed legislation and make informed decisions, and you can become a source of credible and reliable information that helps the legislator shape health policy. Legislators need to hear our voices as health professionals, and frequent, persistent contact increases the likelihood that information is heard and understood.


Reference
Men in Nursing Education

By: Ryan Lewis, MSN, RN

For much of my career, creating a comfortable balance between the science and art of nursing has always been a challenge. Nursing has guided me into pathways of life where I have been challenged to meet people in some of their most difficult times. Understanding the scientific and theoretical bases for the work I do daily as a nurse has proven to be another unique challenge. Becoming a nurse educator has helped me bridge this balance. I am reminded daily of the importance of understanding the wonders of the human body, while more importantly, I am challenged with understanding what makes each student unique as I walk beside her or him in life’s journey.

My journey into nursing education began nearly two years ago, when I started teaching clinical for a local community college. This past January I began teaching full-time, a decision I have yet to regret and that motivates me daily to be a better professional and person. As a young man in the field of nursing education, I have faced some misunderstandings about my role; however, I embrace this as an opportunity to openly discuss the importance of gender diversity. I could be many other places in my career; however, I choose education because I understand the importance of embracing change, developing leaders, and appreciating the constant and necessary improvements needed in both academic and system processes. Nurse educators must realize that nursing’s future resides in the nursing leaders we are creating today for tomorrow’s future.

Men in nursing education are privileged with opportunities not given to our female colleagues. We are the first, and most likely profound, impression to our students that nursing is embracing others. The preconceptions that nursing is only “meant for girls”, is certainly put to rest the moment I walk into a classroom or clinical setting. I embrace their reactions, their responses to my stories, and their motivation to learn as confirmation that they respect and appreciate what I, as a man, bring to the learning environment. I often imagine the number of patients that just one student will impact for the future. It is that positive impact that keeps me coming to work each day, simply knowing that tomorrow’s future is being shaped by bright and upcoming nurse leaders.

Ryan Lewis, MSN, RN is a Nursing Instructor at Pitt Community College, Greenville, NC and also a former board member of AAMN.
Interview with Dr. David Stanley  
From Perth, Australia  
By: Susan LaRocco

Associate Professor David Stanley teaches nursing in the School of Population Health at the University of Western Australia in Perth. Last year he attended the AAMN conference in San Francisco where he received the first Dr Gene Tranbarger Writing Award for his publication “Celluloid Devils” in the Journal of Advanced Nursing. This year he joined us again and gave a well-received presentation on his work in Zimbabwe teaching midwifery.

SL: David, what attracts you to travel so far to attend the AAMN conference?

DS: There are a number of reasons. 1) The welcome has been wonderful both times and the collegial spirit at the conference is excellent. 2) We have no “men in nursing” association in Australia (yet) but we do face the same gender related issues that are common to men in nursing all over the world so it is great to share ideas, solutions and issues with fellow men in nursing and 3) The quality of the conference has been constantly high with relevant and interesting sessions so it is well worth the trip no matter how far.

SL: How far is it to Perth? How long did it take you to get to Newark?

DS: Perth is the most remote city on the planet so it is always a long way from anywhere. The journey took a long time, about 28 hours, almost all of this on a plane.

SL: Are there any groups such as AAMN in Australia?

DS: No, sadly. I am hoping to initiate something like AAMN in Australia and will soon begin the process of discussing this possibility with colleagues and fellow nurses. We do have other nursing organizations but none focused on men.

SL: What percentage of the nurses in Australia are men?

DS: At the moment, it is about 10% (or a little over) with a number slightly lower than this (9.8%) in Western Australia where I live. But we are doing a big study on this soon to really get a handle on the numbers.

SL: What was the best part of the conference for you?

DS: Meeting so many enthusiastic nurses who are clearly driven to enhance the profession. I have seen a few people a few times now, and it is wonderful to be able to “know” someone when you are far from home. I have a real sense of the community of men in nursing from the conference and the great advantage of this was that many students were there to be part of the nursing community. It was heartening to see these neophytes welcomed and encouraged into the profession so positively. This will really pay dividends into the future.

SL: Based on what you heard from the men at the conference this year and last year, are the issues related to men in nursing similar in the two countries?

DS: Yes, we face the same sorts of issues. But you have had a real surge in numbers, up to 11.5%, which is great, and we would do well in Australia to look at the strategies you have employed and learn from them. The 20% by 2020 idea is a great one. I am sure we will likely aim for it too. We have far fewer men coming into nursing from the military, but other than this we face the same sorts of stereotypical views and deal with the same media images that can be so damaging to people’s perceptions of men in nursing.

SL: Will we see you next year in St Louis?

DS: I hope so. I am hoping to be given an opportunity to present our research findings and to bring a research student or colleague with me. I haven’t been to St Louis so I am hoping my budget will allow another trip.
Notes from the 2013 AAMN Annual Conference

Stephanie Cornet, MSN Student
Western University of Health Sciences

Stephanie, attending an AAMN conference for the first time, shares her perspectives and insights.

What stimulated your interest in AAMN?
Our chapter is brand new, just founded in the past year. My purpose was two-fold. A personal story, my husband’s dad died at age 32, the same age as my husband now, and I have a lot of difficulty getting him to go to the doctor. I feel like he’d be a great candidate for preventive and routine care, so I was looking for a way to learn about men’s health and how to get men to routine screenings and preventive care. Secondarily, since the chapter is new in our area, I was looking for another opportunity to be a leader, and I’m interested because I have this men’s health issue at home that I want to know how to solve.

What were your expectations about the conference to coming?
I didn’t really look at the schedule online; I just got my stuff and came. I really expected we’d be talking about men’s health issues like prostate cancer and testicular cancer...clinical issues. I was surprised that we were talking about other aspects of men in nursing that I had only considered very minimally, but very important to nursing as a career path.

Elaborate on the things that caught you didn’t expect.
Just the struggles that men encounter in the workplace, and I really liked the discussion on male nursing students and what we can do to keep males in nursing programs. Our program has been lucky enough not to lose any males...we’ve lost some females, but no males. And I found it interesting that I come here to find out that it’s actually common for males to take another career path in the middle [of school].

What was the most surprising aspect of conference?
I think the male nursing student retention rates because my nursing program did not have the same demographics.

What message would you want other women nurses to hear about men in nursing?
I think all of our discussions about communications and how to communicate effectively with a co-worker of the opposite gender. That’s what I think we should be taking back in the workplace. As a student, I’ve already made an appointment to talk with my dean and our fundamentals instructor because I feel like these gender-based communication issues are something we can teach in our fundamentals course. And we do a lot of discussion about how to therapeutically communicate with our patients, but very little about how to talk with each other, and even less about how men and women in the workplace should interact with each other. I also want to talk to my dean about the [school] recognition program that AAMN is planning. I think my school would grade about half way...we’re good in some areas, but not in others. My biggest pet peeve in school is that nurses are always “she” and physicians are always “he.”
An interview with Keith Hammersmith, RN, BSN, a first-time member attending his first AAMN Annual conference in Elizabeth, New Jersey. He works as a float nurse at Cincinnati Children’s Hospital Medical Center. His future goal is to enter a family nurse practitioner school in the coming spring term.

**What stimulated your interest in joining AAMN?**

At first I was not interested. Bill Lecher, President of AAMN and another person who I work with and is also a member, told me about joining a professional organization. With these two people’s mentoring I decided to become a member and really see what this conference has to offer.

**What were your expectations before coming to the conference?**

I expected discussion of how to increase more men into nursing workforce and men’s health. The conference title “Guided by the Past, Based in the Present and Unfolding Our Future” is also the topics that I expected would be discussed. I did not expect to learn so many things that I did not even know existed. We talked about the true accurate historic amount of where nursing came from. Knowing it now really help me frame nursing in a better context.

**What are your impressions now of the conference after attending the whole conference?**

The conference was really useful. This conference had a lot of deep multifaceted ideas that were thrown out that I took notes on. I am going to need to really actualize them in my practice and it will take time. I was blown away by certain lectures and speakers. For example, I was really able to connect with Michael Bleich. He did a lot of the unfolding of the men’s mental model. One thing this will serve our clienteles who are diverse. His oration was amazing and inspirational. Most presentations were really useful.

**Name one best aspect of participation in this conference such as the breakout sessions, general session or the networking?**

My favorite is the between sessions where I can ask clarification questions with the speakers. I get one-on-one time with the presenters’ about their ideas. After hours, there is a lot of discussion about ideas where we want to go in the future. It is not formal. It is exciting and passionate. First night of the conference we did nothing but sharing about ideas, teaching each other, and “picking brains” at the round table. That is the best part.

**What are some action plans that you will take home from this conference and apply?**

There is a lot work to be done. I will go through my notes and get together with the education to discuss what the highlights of the conference are. More importantly, what kind of change do I want to make at my institution. I work with a lot of men. I wonder why they are not connected with other male nurses or be in a nursing professional organization. I need to collect that data. Once I get that I imagined there will solutions to get them involved.

**What are some of the benefits that influenced you to join this organization?**

What I take from this is that I should not isolate myself by thinking that I am just one nurse of one institution. I am part of a large scope. If I have good ideas, and the other
men I work with have good ideas, this is the venue for that. I was surprised to see so many intelligent, brilliant men who were going to change the world as men. There is so much to know. I definitely want to be a part of it. I have been surrounded by primarily women in this profession. I am in a culture shock. So I will take with me all these feelings. I am very inquisitive about all these different barriers for men, and not the same as me. They have their own reasons why they are not interested. Maybe they are nursing just for the money. Maybe they really think there is no issue for men in nursing. I want to know what they have to say.

We are talking about taking nurses and activating them. How do we take a RN to take ownership of their practice and they think of it as a global view. I really like to be around with other men in nursing. I feel like I am a context of learning from them.

What message will you give to other men in nursing about this organization?

It needs to include their voices. It is an organization that won’t just use their membership. They can connect with others who are here. They will have a say and a voice. Because of the intellectual foundation in the organization, I believe that we can do something that is radical in healthcare. We need a bit more members. I would tell them to join this professional organization. We need to stick together to change the healthcare environment.

“Chapter Happenings”

The local chapters are where the mission of the Assembly comes to life. We gladly recognize the chapters for all their efforts to promote gender diversity and positive male role modeling in nursing.

The students of the Capstone chapter (Tuscaloosa, AL) recently partnered with the DCH Regional Hospital Cancer Center to provide blood pressure and BMI screenings for a men’s health event. Plans are in the works for a Spring health screening program which will take place in areas still recovering from the April Tornados.

Congratulations to the Western University Chapter (Ponoma, CA) students for raising almost $3,500 in support of sending three students the National AAMN Conference! Chapter members also recently worked on a literature review research project entitled, “The Impact of Triage Nurse Initiated Protocols in Emergency Departments”. Their findings were presented at the University’s Nursing Research Day.

The New England Chapter (Boston, MA) has begun plans for their annual Spring Conference to be held April 8, 2014. This year’s theme will focus on military nursing experiences as told by several chapter members. The services of the VNA networks will also be featured. The chapter consists of several men in AAMN from VNA hospitals in the Boston-Providence areas.

The University of Lowell Chapter (Lowell, MA) once again sent three students to The National Conference. The University has been very supportive of chapter happenings. The Chapter also welcomes newly-elected President, Andrew Parkins.

The University of Maryland Chapter (Baltimore, MD) co-sponsored a program on October 23, 2013, featuring speaker, Joy Johnson, Professor of Nursing at the University of British Columbia. Prof. Johnson presentation entitled, (Continued on page 20)
“Better Science with Sex and Gender: Pathways to Innovation in Health Care”, explored how health care varies across gender.

Congratulations to the Duke University Chapter (Durham, NC) for sponsoring a successful blood drive, collecting 42 units of blood on October 19, 2013. The school has also held a chapter T-shirt design contest to come up with a T-shirt for sale with proceeds benefitting the activities of the chapter. The winning prize was a $100 ITunes gift card donated by the Dean of Nursing. T-shirts can be ordered through the chapter.

The Coulee Chapter (LaCrosse, WI) has held several successful events in collaboration with the Boy Scouts of America. Chapter members have helped with First Aid Merit Badge classes and in doing so, have reinforced the positive male role models and nursing as a viable career option for men.

A bake sale held by the North Bay Chapter (San Rafael, CA) was a “sweet” success! Goodies were sold on the Dominican University campus, and proceeds will benefit chapter programs. (see picture below)

University of Cincinnati Chapter members hosted a table at a nursing career day held at Xavier University. Chapter members, led by Chapter President Kevin Milligan, met with many students, both male and female, to promote men in nursing. (see picture below)

If you are interested in joining a chapter near you or would like to start a chapter, contact the Membership committee Co-Chairs, Jerry Browne at gbrowne@partners.org or Lavoy Bray at lavoybray@yahoo.com

AAMN is proud of the work the members and individual chapters. The InterAction will have a section reserved to highlight student articles, chapter activities as long as proper content is submitted. Please submit chapter activities and pictures to the national office at aamn@aamn.org to be included in future editions of the InterAction. Fundraisers, speaking engagements, CEU events, health screenings, health fairs, disaster relief efforts, you name it, we want to hear about it and share it! Please be sure to caption photographs with a small brief paragraph. Please submit articles to Jonathan Lee at jm.lee@ucla.edu.