

A SURVEY OF STAFFING AND POSITIONING OF MEN NURSES
IN TWELVE SELECTED HOSPITALS IN MONTANA

by

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TABLE OF CONTENTS

CHAPTER	PAGE
I. INTRODUCTION	1
Statement of the Problem	3
Importance of the Study	3
Scope of the Study	4
Hypothesis	5
Objectives	5
II. METHODOLOGY	7
III. PRESENTATION OF FINDINGS	9
Shortage	11
Employment	11
Pay Scale	13
Recruitment	15
Clinical Area	16
IV. SUMMARY	17
BIBLIOGRAPHY	20
APPENDIX A.	22
Letter to American Nurses' Association and Reply	
Letters to Five State Boards of Nursing and Reply	
Professional Men Nurses (Questionnaire)	
APPENDIX B.	28
Hospitals Who Employ Men	

LIST OF TABLES

TABLE	PAGE
I. Men Nurses Employed in Five Northwestern States	10
II. Responses to Questionnaire	12
III. Tabulation of Pay Scale in Twelve Separate Hospitals in Montana	14

ABSTRACT

The objectives of this study were:

1. To clarify the job opportunities and pay scale for men in the nursing profession.
2. To help alleviate any shortage that may be present that men nurses can fill.
3. To assist the employers of nurses in becoming aware of positions which can be filled by men as well as women.
4. A method of recruitment of additional men nurses was suggested.

Five northwestern states were surveyed by letter to determine the number of men nurses currently registered in the states. Twelve selected hospitals in Montana were surveyed by means of a questionnaire to determine the positioning and staffing of men nurses in Montana.

The results of the study indicated that there are job opportunities available to men nurses in most of the hospitals surveyed, but the majority of them are employed in the Veterans Administration Hospitals at the present time. This is due to the current pay scale in the Veterans Administration Hospitals.

I. INTRODUCTION

With the marked increase in the nation's population since the end of World War II there is a need for more hospitals to care for the sick than those that exist at the present time. It may be possible to obtain the building materials and even construct the needed hospitals, but the major problem is staffing them with adequate professional personnel.

For the past several years there has also been a marked increase in the shortage of professional nurses. In regard to the number of men nurses in the profession, there are fewer currently employed in the northwestern states than in the eastern states. Through the recruitment of men nurses, the shortage in the profession may be reduced. If the public recognizes that the nursing profession is for men as well as for women, an increase in number may help curtail any shortage in the nursing staff.

Very little has been written regarding the problem of staffing hospitals with additional men nurses with the exception of Henry P. Rehder's study. Rehder reported that:

This study was developed for the purpose of obtaining information from the men nurses licensed in Oregon, information from these men which would be useful in informing the public and the nursing profession of the academic preparation, past and present professional experience, economic status, and the professional activities of the participants.

The study also investigated the participants' opinions regarding present and future opportunities for men in nursing, methods of recruiting men into the nursing profession, and the areas which they believe should be included in the clinical and academic preparation of men student nurses.

The conclusions drawn from the findings of this study were:

1. Although not one of the participants stated specifically that the preparation of men and women in nursing should be essentially the same, this premise seems to be implied.
2. About two-thirds of the participants have obtained education beyond their basic nursing program. This may be a reflection of the adequacy of the basic program; it could be an expression of the men nurses' tendency to use basic nursing as a stepping stone to some related field.
3. There appears to be some rejection of identity with nursing, per se, as evidenced by the number of comments concerning the difficulties encountered in making an adequate living, the tendency to seek employment in a related field, plus the quite obvious lack of interest in the nursing organizations, and the periodicals published by these organizations.
4. The schools which admit men students have a real responsibility to attempt to develop in men nurses a stronger concept of professionalism in nursing. Many of the comments made by the participants in this study indicated rather mixed attitudes toward nursing.
5. There are, quite evidently, opportunities for men in nursing, but information about these opportunities appears to be at a minimum.
6. An active program of recruiting more men into the nursing profession is contingent upon disseminating more and better prepared information to the general public and to the sources of obtaining recruits, namely; high schools, colleges, and the military service.

Recommendations

1. A study of opportunities available for qualified men nurses. This study would be carried out by contacting all employers of nurses to determine what positions they would have available for men and which ones are already filled by men. This study would also obtain information regarding salaries available for the various positions.
2. A public opinion poll to determine what information people have regarding men nurses. This study could be specifically applied to high school and college students.

3. A study to ascertain what attitudes women nurses hold in relation to men nurses and what influence, if any, these attitudes may have on employment opportunities for men nurses.¹

The first recommendation defined by Rehder is the area of review dealt with by this investigator. The study obtained information about opportunities available to men nurses and positions already filled by men nurses in twelve selected hospitals in Montana. This study was initiated in February, 1959, and carried through to November, 1959.

Statement of the Problem

X There are many facets to the problem of men nurses in the nursing profession. The intent of this study was to obtain information as to the number of men nurses currently employed in Montana and four other northwest states. It was the assumption of the investigator that if opportunities in nursing for men were clarified and the public, employees and members of the profession were more aware of the vital role of men in nursing, the shortage might be alleviated. X

Importance of the Study

X Good nursing care of the patient is the major aim of the nursing profession. A shortage of nurses may endanger safe nursing care.

The investigator believed that a shortage exists, and that there are positions that men nurses can fill as well as female nurses. X

¹Henry P. Rehder, A Study of the Academic Preparation and Present Professional and Economic Status of Men Nurses in Oregon (unpublished Masters Thesis, the University of Oregon, Portland, Oregon.)

C. M. Perrodin states that both men and women are needed for nursing service.

The increasing number of men nurses, for example, has practically revolutionized the nursing care of the urological patients. They have helped in the development of new procedures that are of incalculable value.²

This supports the investigator in his belief that men have a vital role in professional nursing. This means that recruitment of more men in the profession should help alleviate the shortage in the staffing of many of our hospitals.

Scope of the Study

The scope of the study included the states of Idaho, Oregon, Montana, Washington, and Wyoming to determine the number of professional men nurses currently employed in each state. Contact was made to the other states included in the study through the American Nurses' Association--Department of Research and Statistics,³ and the state boards of nursing. In Montana, twelve hospitals were selected to examine the staffing and positioning of men nurses which may give partial assistance to any shortage.

The investigator attempted to obtain a variety of hospitals where men nurses might be employed. The hospitals surveyed included private, state and federal institutions. The hospitals from which data was gathered were as follows: Bozeman Deaconess Hospital, Bozeman;

²Cecilia M. Perrodin, Supervision of Nursing Service Personnel, New York, (The MacMillan Company, 1954) pages 70-71.

³Appendix A, page 21.

Billings Deaconess Hospital, Billings; St. Vincent's Hospital, Billings; Great Falls Deaconess Hospital, Great Falls; Columbus Hospital, Great Falls; St. Peter's Hospital, Helena; St. John's Hospital, Helena; Fort Harrison Veteran's Hospital, Veteran's Administration Hospital, Miles City; Montana State Hospital, Warm Springs. A questionnaire was used with directors of nursing service to obtain the necessary data from these hospitals.

Definition of Terms

In this study the following terms are defined in these ways:

Positioning - Placing the man nurse into a specific category which may be that of an instructor, a head nurse or a supervisor.

Staffing - The acceptance of the man nurse by hiring him to the nursing staff of a specific hospital.

Hypothesis

X Men nurses have a vital role in the nursing profession and should be encouraged to enter this profession. If opportunities for men in the nursing profession are clarified and the public as well as the members of the profession are educated to accept men in more positions in nursing, the shortage of nurses might be alleviated.

Objectives

The objectives or purposes of the study were as follows:

1. To clarify the opportunities for men in the nursing profession.
2. To help alleviate the shortage that may be present that men can fill.

Supplementary areas reviewed:

3. To assist the employers of nurses in becoming aware of positions which can be filled by men as well as women in the profession.
4. To determine suggested methods in the recruitment of additional men nurses.

II. METHODOLOGY

Opportunities for men in the nursing profession must be clarified for members of the profession. Employers of nurses must become more fully aware of the positions which men can fill as well as women. Additional men nurses should help alleviate the shortage of professional nurses.

A letter was written to the American Nurses' Association to ascertain the type of positions the majority of men were holding. The American Nurses' Association referred the investigator to the State Boards of Nursing in the western states for this information as their inventory indicates the number of men nurses by field of employments and type of position.⁴

Data about positioning and staffing of men nurses in five states of the northwest was collected by means of a letter survey directed to the executive secretaries of the state boards of nursing in Idaho, Washington, Oregon, Wyoming and Montana. A listing of the number of men nurses registered in these states was obtained.⁵ A low number was reported which may be indicative of a shortage within the area surveyed.⁶ The Montana State Board of Nursing was visited personally in March, 1959, by the investigator. The other state boards were not visited personally because of distance and expense.

⁴The numerical listing may be found in Facts About Nursing, page 13.

⁵Table 1, page 10.

⁶*ibid.*

A questionnaire was used to collect information from the twelve hospitals within the state. The survey was done in person by the investigator where it was feasible. The investigator was able to contact only four of the hospitals personally because of weather conditions. Consequently, the other questionnaires were mailed. All of the questionnaires were returned and the results are exhibited in Table 11,⁷ on page 12.

From the analysis of the data collected by the questionnaire, five specific areas were shown. 1) a shortage of nurses in the hospital; 2) the incidence of employment of men registered nurses; 3) the salary scale for nursing positions; 4) suggestive methods of recruitment for men nurses; 5) clinical areas in which men nurses are currently employed in Montana.⁸

The hospitals used in the questionnaire survey were of three different types: (1) Federal, (2) State, (3) Private. The bed capacity of these hospitals ranged approximately from 50 beds to two thousand.

⁷Refer to Table 11, page 12.

⁸ibid.

III. PRESENTATION OF FINDINGS

Information was obtained for this study in two parts (1) the numbers of men nurses registered in five states in the northwest, namely Idaho, Washington, Oregon, Wyoming and Montana; (2) a survey of positions held by men nurses currently or with possibility of such, in the twelve selected hospitals in Montana.

A letter was sent to the executive secretaries of the State Boards of Nursing in the five states requesting the number of men nurses registered in each of these states. A questionnaire was formulated to determine the positioning and staffing of men nurses in a sampling of Montana hospitals. This sampling of hospitals was based on the variety of hospitals where men nurses might be employed.

In Table 1, page 10, the number and percentage of men nurses employed in the five states of the northwest was indicated. This Table showed that no more than two percent of registered nurses in these states are men. The low number of professional men nurses was shown by both methods employed. The letter survey⁹ reported the number of men nurses registered within the five states. The percentage¹⁰ was calculated from the sum total of all employed civilian nurses of both sexes.

The data from the questionnaire was analyzed into the following areas: numbers on staff, service, pay scale, change in nursing care,

⁹Table 1, page 10.

¹⁰Column 3, Table 1, Facts About Nursing, 1957, Edition, A.N.A.

TABLE I

MEN NURSES EMPLOYED IN FIVE NORTHWESTERN STATES

State	Number of Men Nurses	Percent*
Idaho	25	1.8
Montana	27	1.6
Oregon	91	2.0
Washington	125	1.5
Wyoming	11	1.5

*Based upon total civilian employed professional nurses.
Facts About Nursing -- 1957 Edition, American Nurses' Association.

recruitment and clinical areas. The questionnaire was prepared and discussed with the graduate students and faculty of the School of Nursing. The analysis of this survey is illustrated in Table 11, on page 12.

Shortage

X The results of the questionnaire indicated a shortage of both men and women nurses in eight out of the twelve hospitals.¹¹ The four respondents that indicated that they did not have a shortage were all private hospitals. Two of these hospitals were visited by the investigator. In the investigator's opinion the reason for adequate personnel was due to the particular local conditions. Many of the nurses worked part-time and went to college. X Although there was no shortage, there appeared to be no hesitancy to hire men nurses if they were available X to hire.

Employment

X All of the respondents stated that they would employ men nurses, but the positioning of the individual would vary in relation to the service needs of the institution as well as the experience of the applicant. Eleven of the twelve hospitals stated that the addition of men nurses to the staff would enhance the nursing care of the patient. The one unit that did not state this in the affirmative felt that the question could not be answered because of having had no experience with professional men nurses.

¹¹Table 11, page 12.

TABLE II
RESPONSES TO QUESTIONNAIRE ON PROFESSIONAL NURSES*

	A	B	C	D	E	F	G
St. John's	No	Yes	--	--	Yes	Didn't know	18
St. Peter's	No	Yes	1	Anest.	No	Yes	20
V.A.**	Yes	Yes	4	H.N.(1) Staff (3)	Yes	Yes	18
Bozeman	Yes	Yes	--	--	Yes	Yes	18
St. James	Yes	Yes	--	--	Yes	Yes	20
Butte Community	Yes	Yes	1	Anest.	Yes	Yes	18
G.F. Deaconess	No	Yes	2	Sup.	Yes	Yes	18
Columbus	Yes	Yes	1	Anest.	Yes	Yes	18
St. Vincent's	No	Yes	1	Anest.	Yes	Yes	18
Billings	Yes	Yes	--	--	Yes	Yes	18
Warm Springs	Yes	Yes	0	--	Yes	Yes	18
V.A.***	Yes	Yes	2	Staff	Yes	Yes	18

**V.A.C. Fort Harrison, Helena, Montana

***V.A. Miles City, Montana

A. Shortage

E. Encourage to Enter

B. Employment

F. Change in Nursing Care

C. Number of Staff

G. Recruitment Age

D. Service

*Refer to Questionnaire in Appendix

The two veteran hospitals that were included in this study have registered men nurses on their staff at the present time. X These two hospitals also encouraged employment of additional men nurses on their staff. X There are thirteen veterans' administration hospitals specializing in the fields of neuro-psychiatric, general medicine, tuberculosis, and domiciliary care within this area of study.¹²

Pay Scale

X The salary offered by an institution is one of the most important aspects that men would consider when anticipating entering professional nursing. H.W. Hepner states that most women nurse for a secondary family income whereas men usually have families to support.¹³

On Table III on page 14, salaries were tabulated and the pay scale of all private hospitals averaged between three and four thousand dollars a year.¹⁴ One institution stated that there was a differentiation regarding sex and marital status.

The two veteran's hospitals in this study have two different starting salaries. The beginning salary of a nurse with less than an academic degree was approximately forty-five hundred dollars per annum. X

¹²Appendix B, page 27.

¹³H. W. Hepner, Psychology Applied to Life and Work, New York, Prentice Hall, Inc., 1941, pages 637-654.

¹⁴Table III, page 14.

TABLE III

TABULATIONS OF STARTING SALARIES, ANNUAL RATE, IN
TWELVE SELECTED HOSPITALS IN MONTANA

Hospitals included in the questionnaire*	12		4425	5205**		
	11	3738				
	10	3600				
	9	3590				
	8	3400				
	7	3320				
	6	3696				
	5	3590				
	4	3168				
	3		4435	5205**		
	2	3420				
	1	3245				
<hr/>						
	0	1000	2000	3000	4000	5000
Salary Per Annum						

**Differential for nurses with degrees.

*The names of the hospitals as identified by salary was collected as confidential information.

If the applicant has an academic degree the starting salary was fifty-two hundred dollars.¹⁵

Recruitment

The questionnaire results showed that ten out of the twelve respondents selected the age of eighteen as the most profitable age for recruiting men into the nursing profession. The general feeling was that the men should be contacted while they were still in high school. Two of the directors indicated that the junior college age of twenty years would be better because of the maturity of the individual. This may be possible as the junior college programs that now exist in the Northwest expand.¹⁶ At the recent Western Interstate conference in Portland it was noted that the dependence upon recruiting persons graduating from high school is unrealistic. It was further stated that: "The mature women entering the labor force constitutes a major untapped source of manpower available for nursing education." Men may be a relative source of manpower available for the nursing profession.

A drawback in recruiting men in nursing is the low number of training schools that accept men at the present time. In the five states used in this study, there were thirty-one schools of professional nursing; of this number only sixteen accepted men into their education program.¹⁷

¹⁵Table III, page 14.

¹⁶Nursing Needs and Resources in the West--Conference of Western Interstate Committee on Higher Education Held in Portland, Oregon, p.4.

¹⁷Schools of Professional Nursing--1958-1959, National League For Nursing, New York.

Clinical Areas

From the questionnaire survey, the findings were analyzed and tabulated by placement or staffing position and the director of nursing services preference for placement of men nurses. The majority of men nurses in this survey were located in psychiatric service. Five directors of nursing service selected psychiatric nursing as the clinical area where they would prefer to place a man nurse for duty. The second area of service was medical nursing; surgical nursing, operating room and pediatrics, were also represented. Obstetrical nursing was the only clinical service where men nurses were not employed.

IV. SUMMARY

The objectives of this study were (1) to clarify the opportunities for men in the nursing profession, (2) to help alleviate any shortage that may be present that men can fill, (3) to assist the employers of nurses in becoming aware of positions which can be filled by men as well as women in the profession, and (4) to determine suggested methods of recruitment of additional men nurses.

X The hypothesis was that: Men nurses have a vital role in the profession and should be encouraged to enter this profession. If opportunities for men in the nursing profession are clarified and the public as well as the members of the profession are educated to accept men in more positions in nursing, this will help alleviate the nursing shortage. X

A letter was written to the American Nurses' Association to ascertain the type of positions the majority of men were holding. The American Nurses' Association referred the investigator to the State Boards of Nursing in the Western States for this information as their inventory indicates the number of men nurses by field of employments and type of position.

Therefore, letters were written to five State Boards of Nursing in the Northwest requesting the positioning and staffing of men nurses in each state. States included were: Oregon, Idaho, Wyoming, Washington and Montana. The result showed that not more than two percent of the nurses currently employed were men.

Following this letter survey, the investigator selected twelve hospitals in Montana to survey in regard to staffing and positioning of men nurses in the respective hospitals. Questions were asked for information regarding shortage of nursing personnel that existed; number of the vacancies that could be filled by men nurses if available; the attitudes of the employers toward filling these positions with men nurses; and the salary scale. The criteria for selecting the hospitals was the uniform bed capacity and administration by private, state and federal authority. These were: Bozeman Deaconess Hospital, Bozeman; Billings Deaconess Hospital, Billings; St. Vincent's Hospital, Billings; Great Falls Deaconess Hospital, Great Falls; Columbus Hospital, Great Falls; St. Peter's Hospital, Helena; St. John's Hospital, Helena; Fort Harrison Veterans Hospital, Helena; Veterans' Administration Hospital, Miles City; Montana State Hospital, Warm Springs.

The investigator interviewed four Directors of Nursing Service. The questionnaire was mailed to the other eight Directors of Nursing Service. The data from the questionnaire was analyzed and the following conclusions were drawn:

1. All of the hospitals surveyed would employ men nurses if they were available.
2. The three clinical fields that men may be employed to fill are namely, psychiatry, medical service and surgical service.
3. Men nurses were mainly employed in the "staff nursing" position.
4. The age of eighteen was selected to be most profitable for a recruitment program.

5. The majority of respondents indicated a shortage of nursing personnel and also indicated that they would employ men nurses. This practice will help alleviate the nursing shortage.
6. The majority of the respondents indicated that employment of men nurses would enhance the nursing care in their hospitals.
7. The average starting pay scale for registered nurses is \$3,000-\$4,000 per annum.
8. One respondent reported that there was a pay differential for men nurses.

The findings of this study support the hypothesis that men have a vital role in the nursing profession and that where men nurses are available there are opportunities for employment. All schools of nursing in the Northwest should accept and encourage men students to enter their schools. When this is done and more men nurses are practicing the profession, this will help to educate the members of the profession and the public to the valuable potential of men in nursing.

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APPENDIX A

Culbertson 38
Montana State College
Bozeman, Montana
April 9, 1959

Miss Clara A. Hardin
Associate Executive Secretary
American Nurses' Association
Research and Statistics Unit
2 Park Avenue
New York, New York

Dear Miss Hardin:

I am a graduate student here at Montana State College and am in the process of procuring data for a research paper on "Men Nurses in the Western States." This "baby" thesis that I am preparing has a twofold purpose, namely, first as a requisite for a Masters Degree in Nursing and secondly for recruitment of more men into the nursing profession.

I have chosen eleven western states to be included but with the limited publications on this problem, my only sources for collecting data is either the individual state boards of nursing and/or the American Nurses' Association.

My chief concern with the problem is first--is there a shortage of men registered nurses in the western states and is the shortage due to a sociological factor, a psychological factor, or an economic factor.

Recently, I talked with Miss Beckwith who is the Executive Secretary of the Montana State Board of Nursing and she suggested that I write directly to you. I would like to know if men and women nurses are listed separately on a registry and if so what types of position are the majority of men holding. Also, could you tell if there has been any recent studies on men registered nurses and of their positions held? If access could be made I'm sure that it would aid in the clarification of the shortage that may be due to an economic factor.

As you would know, of course, any additional information that you could give me would be greatly appreciated.

Thanking you, I am

Leo S. Crowley, R.N.

July 22, 1959

Mr. Leo S. Crowley, R.N.
Culbertson 38
Montana State College
Bozeman, Montana

Dear Mr. Crowley:

Your letter of April 9 came as we were in the process of moving our headquarters. We do not have the staff to do library research for individual projects nor can we measure "shortage" of men registered nurses. The respective state boards of nursing in the eleven western states would give you information from their state inventory showing the number of men nurses by field of employment and type of position. They could also give you the names and addresses of these nurses so that you could do a follow-up study.

We are sorry that we cannot, at this time, make this analysis for you but you may use my name in writing to the state boards of nursing for release of their material. Please accept my apology for the lateness of this reply.

Sincerely yours,

Clara A. Hardin
Associate Executive Secretary
Research and Statistics

CAH/bgb

909 Logan Street
Helena, Montana
July 28, 1959

Executive Secretary
Wyoming State Board of Nursing
Laramie, Wyoming

Dear

I am a graduate student at Montana State College and am attempting to procure data for a research paper on men nurses. My purpose in writing this paper is to fulfill the requirements for a Masters Degree in Nursing and for the recruitment of additional men into the profession.

Recently, I received a letter from Miss Clara Hardin stating that the American Nurses' Association does not, at the present time, have the staff for doing library research of an written projects and a means of measuring shortage of men nurses. She also stated that the individual state boards of nursing may have the information that I may need.

I am interested primarily in the number of men nurses employed and if any recent studies have been done regarding men nurses.

Any additional information that you may be able to give me would be greatly appreciated.

Thanking you, I am

Leo S. Crowley, R.N.

PROFESSIONAL MEN NURSES

This is a composite tabulation of the questionnaires regarding the staffing and positioning of men nurses.

1. Is there a shortage of nurses on your nursing staff? Yes ____ No ____
2. Would you employ a man nurse applicant? Yes ____ No ____
3. If there are any men nurses on staff, what are the positions that they hold?

<u>Name</u>	<u>Position</u>
a. _____	_____
b. _____	_____
c. _____	_____
d. _____	_____

4. Do you have any men nurses on your staff at the present time? Yes ____ No ____
5. Are there any employed in other departments, i.e., admin., pharmacy, anesthesiology Yes ____ No ____
6. Please mark in sequence which service you would place a man nurse for duty. Also, mark the tour of duty that you would prefer for him to be on for each service.

<u>Service</u>		<u>Tour of Duty</u>	<u>Day</u>	<u>P.M.</u>	<u>Night</u>
Pediatrics _____	a.		_____	_____	_____
Surgical _____	b.		_____	_____	_____
Medical _____	c.		_____	_____	_____
Obstetrics _____	d.		_____	_____	_____
Surgery _____	e.		_____	_____	_____
Psychiatry _____	f.		_____	_____	_____
Other _____	g.		_____	_____	_____

7. Would you encourage men to enter nursing? Yes _____ No _____
8. Would you encourage men to consider other hospital careers before nursing? e.g. medical technology, or hospital administration. Yes _____ No _____
9. With addition of men nurses, do you believe that morale and teamwork would change? Yes _____ No _____
10. What is the average pay scale for registered nurses? _____

Is there any difference regarding sex or marital status? _____

11. If a recruitment program is set up, at what age would you recommend for recruiting?

_____ 18 years _____ 20 years
 _____ 40 years

12. Do you believe that the nursing care of the patient would change?

- a. become better _____
- b. remain _____
- c. be lowered _____
- d. do not know _____

13. In what position would men nurses be employed?

- a. Staff _____
- b. Head Nurse _____
- c. Supervisor _____
- d. Instructor _____
- e. Director of Nursing Education _____
- f. Director of Nursing Service _____
- g. Other _____

APPENDIX B

APPENDIX B

There are thirteen veterans hospitals specializing in the fields of neuro-psychiatry, general medicine, tuberculosis, and domicilliary care that are within this study. They are:

American Lake, Washington

Spokane, Washington (2)

Vancouver, Washington

Walla Walla, Washington

Portland, Oregon

Roseburg, Oregon

Klammith Falls, Oregon

Boise, Idaho

Cheyenne, Wyoming

Sheridan, Wyoming

Fort Harrison, Helena, Montana

Veteran's Administration Hospital, Miles City, Montana