

JOINT EVENT

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An exploration of career pathways of male nurses to the deanship position in higher education through narrative inquiry

Cecelia Fernan

Nevada State College, USA

Background: The career pathways of male nurse deans in the US are still largely unexplored. Until recently, nursing deans were mostly women; however, male dean appointments are now occurring more frequently in this profession mostly made up of women.

Objectives: The objective of this study was to explore the career pathways of four male deans to their leadership positions in colleges of nursing. Additionally, the study investigated how and why men choose to pursue leadership positions, what meaning they ascribe to their identities, and how they position themselves as leaders in the contexts of their professional lives as nurse leaders.

Purpose: This study filled important gaps in existing knowledge regarding barriers men encounter in pursuing nursing and nursing deanship. Understanding diversity and inclusion in today's nursing requires a careful exploration of the kind of unique experiences male nurses have. In addition to shedding more light on gender-related issues in nursing practice and its leadership, this study's findings can serve as a career compass for male nurses aspiring to academic positions; provide encouragement for more men to join the nursing profession; help solve the dean and faculty shortage, thus contributing to a more gender-balanced workforce; and aid nursing schools in planning more holistic admission process.

Design: A narrative inquiry was used to explore the lived experiences of male deans.

Participants: After an extensive search for male deans, email invitations were sent, and four deans agreed to participate. A purposive sample consisting of four male deans from three different Southwestern states in the U.S. participated in the study. They were considered "information rich" to help best understand the phenomena being explored. Semi-structured interviews were conducted.

Results: The themes that emerged as results of the analysis of their personal narratives are: (a) impetuses- strong work ethics, turning obstacles into opportunities, and altruistic reasons; (b) career trajectories; (c) necessary skills and attribute- effective communication skills, it's all about people, scholars of highest repute, emotionally smart, change drivers, business literacy; and (d) evolving leadership styles.

Biography

Cecelia Fernan earned her bachelor's Degree in Nursing and Biology at the University of San Carlos in Cebu, Philippines. In 2006, she earned her Master's in Nursing at the University of Phoenix, Arizona, USA and in 2015, her Doctoral Degree in Higher Education and Organizational Change from Benedictine University in Lisle, Illinois. She is currently an Assistant Professor at Nevada State College in Henderson, Nevada, USA. She teaches research, leadership, nursing informatics, bioethics, maternal newborn, simulation, and nursing skills lab.

Cecelia.fernan@nsc.edu

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