Women in Nursing

Cindy Stephens DNP, RN, FNP-BC

The Family Health Centers of Asheville, Arden and Hominy Valley
I hate gender bias
I hate gender bias
Why am I here?

when I could be gardening ...or
Institute of Medicine 2001

Crossing the Quality Chasm: A Health System for the 21st Century
The IOM's 2010 report, *The Future of Nursing: Leading Change, Advancing Health*, recommended that nurses attain higher levels of education and training through an improved education system, **practice to the full extent of their education and training**, and be full partners with physicians and other health care professionals in redesigning health care in the United States.
Nurses deserve more recognition
Objectives

- Discuss why women are underrepresented in STEM fields
- Promote Nursing as a STEM field
- Share some highlights of Nursing Research
- Share and discuss what nursing meant in the past and what nursing is today
- Discuss Barriers to APRN Practice
Barriers to STEM careers for women

- Stereotypes
- Unconscious bias
- Lack of female role models and mentors
Barriers to Pursuing STEM careers

- Why So Few Students Do Math and Science. CEPS Policy Brief No. 313, 10 January 2014

- Psychological Barriers to STEM Participation for Women Over the Course of Development, Adultspan Journal April 2014

- Women of Color Faculty in Science Technology Engineering and Mathematics (STEM): Experiences in Academia April, 2013
American Association of University Women (AAUW)

Our Mission

Advancing equity for women and girls through advocacy, education, philanthropy, and research.
American Association of University Women (AAUW)

**INVESTING IN WOMEN TRAILBLAZERS**

- **$3.7 MILLION** invested each year in women's graduate education
- **$100 MILLION** awarded to women since 1881
- **43%** of fellowships and grants support women in STEM fields
AAUW programs

Gaining Educational Momentum (GEM)

SmartStart Program
WorkSmart Program
AAUW's playbook lays out specific, proven actions that companies can take to increase the representation of women in engineering and computing positions.
AAUW STEM Support

https://youtu.be/qD-CLIWXII8
AAUW STEM support

https://youtu.be/1ugop-dg9C0
AACUW: Education changes women’s lives

1920 AACUW raised $156,413 in support of Marie Currie’s Nobel prize winning research
## Is Nursing a STEM field?

<table>
<thead>
<tr>
<th>YES</th>
<th>NO</th>
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<tbody>
<tr>
<td>US Dept of Labor</td>
<td>X</td>
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<tr>
<td>US Dept of Commerce</td>
<td>X</td>
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<tr>
<td>Florida University System</td>
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<td>National Science Foundation</td>
<td>X</td>
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<tr>
<td>Immigration and Customs</td>
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<td>Department of Homeland Security</td>
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## Science courses required to become an RN

<table>
<thead>
<tr>
<th>General Chemistry I&amp;II</th>
<th>Biology I</th>
<th>Biology II</th>
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<tbody>
<tr>
<td>Microbiology</td>
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<td>Human Anatomy</td>
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<td>Physiology</td>
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<tr>
<td>Nutrition</td>
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<tr>
<td>Statistics</td>
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<td></td>
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<tr>
<td>Humanities, Social &amp; Behavioral Science</td>
<td></td>
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<tr>
<td>Lifespan/Human Development Psychology</td>
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Benefits of Nursing as a STEM Field

- Good starting salary after undergrad
- Skill set of critical thinking, leadership, project management and data mining skills
- Autonomous work environment
- Professional Reputation
- Lifelong Learning
- Advance to tech field as Nursing Consultant
Mixed messages to the public

What is a Nurse anyway?

- LPN
- RN (ADN or BSN)
- APRN (Graduate Degree)
Images of Nurses from the past

- Care and Comfort
- Lady with the Lamp
- The “Good Nurse”
- Mother surrogate
1950 Capping Ceremony
AJN Images of Nursing Tour

AJN’s
Faces of Caring:
Nurses at Work goes on tour!

Now you can bring one of AJN’s acclaimed exhibits of 24 photographs showcasing nurses at work to your facility. Help make the important work of nursing visible to your community!

For information on how you can host the exhibit contact Wilma James at (646) 674-6609 or wilma.james@wolterskluwer.com
Nurses Today

Clinical Nurse Leaders

Experts

Educators

Legislator’s

Nurse Executives
Clinical Leader & Nurse Executive

CARRIE EDGISON MSN, RN, NE-BC
Legislator

GALE ADCOCK MSN, RN, FNP-BC
Nursing Research

- National Institute of Nursing Research
- ANA Center for Nursing Research
- Nursing Research Practice Councils

- Occurs in every Academic institution that offer graduate degrees in Nursing
- Occurs in every Hospital
- Public Health Centers and Private Practices and more
Definition of Nursing Research

- A scientific process that validates and refines existing knowledge and generates new knowledge that directly and indirectly influences nursing practice.
- It is the key to building an evidence-based practice for nursing.
Barriers to Nursing Research

- Am I a scientist?
- Funding
- Lack of sufficient time
- Lack of authority to change protocol
- Lack of Leadership Skills
Sensor Systems is a Senior Living Community
Mobile Device App to Improve Asthma Self-Management

JMIR, 2014
In the largest study of its kind to date, scientists conducted a detailed analysis of patient outcomes associated with nurse staffing and education. Using data from nearly 500,000 patients.

*Lancet, 2014*
Modified EKG for Acute Coronary Syndrome

Because time is of the essence!
Local Nursing Research

Development and Pilot of NICU Summary Page for Data Collection
Nikki Barrett, MSN, RN, Mission Hospital

Prevention of Transmitted Infections in a Pet Therapy Program: An Exemplar
Pam Hardin, BS, Janice Brown, MA, CIC
Mary Ellen Wright, PhD, APRN, CPNP Mission Hospital

Resource Nurse Renewal: An Investigation in Continued Competence
Cathy Hebert, MSN, GCNS-BC
Mary Ellen Wright, PhD, RN, APRN, CPNP
CJ Smart, MSN, RN Denise Anthes, ThD, BSN, RN, HNB-BC
Julie Bell, DNP, RN-BC Mission Hospital

Culture and Child Neglect
Mary Ellen Wright, PhD, RN, APRN, CPNP
John Wright, MD, FAAP Mission Hospital

Infant Screening for Neonatal Abstinence Syndrome
Mary Ellen Wright, PhD, RN, APRN Mission Hospital
Nursing Process

- **Assess**: Gather information about the patient’s condition
- **Diagnose**: Identify the patient’s problems
- **Evaluate**: Determine if goals and expected outcomes are achieved
- **Plan**: Set goals of care and desired outcomes and identify appropriate nursing actions
- **Implement**: Perform the nursing actions identified in planning
Misconceptions about Advance Practice Nursing

Four APRN roles

- Nurse Practitioner (NP)
- Certified Registered Nurse Anesthetist (CRNA)
- Clinical Nurse Specialist (CNS)
- Certified Nurse-Midwife
Removing Barriers to NP Practice

- Modernize State Licensure Laws

- Streamline Care Delivery with NP Signature Recognition

- Practicing to Full Extent

- Provide coverage for nurse practitioners’ services as physician services are covered.
What does improving regulations mean to the public?

- It will expand access to care especially in rural underserved areas
- It will allow the Board of Nursing to regulate APRN’s
- Reduce costs to healthcare
- It will increase the number of NP’s available to deliver care
Future of Nursing
Conclusion

What can you do to promote women in STEM careers?