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Welcome from MINIG Executive **Hello to our growing membership**

Wow, what an exciting year we've had so far! We would like to thank everyone for joining us at this year's AGM. Thank you for sharing your stories, feedback, and insightful ideas. Ultimately, thanks for providing us with your ongoing support as our journey ahead continues. At this year's AGM, MINIG submitted and moved its first 'Call for Resolution.' We've included our resolution in this newsletter for all to read. MINIG is stepping into the spotlight so continue to spread the word, MINIG predicts to have more than 300 members by the end of the year. Behind the scenes, our executive team is working diligently to build a new and more attractive website.

We plan to launch the new site by the end of June. For our summer newsletter, we would like to talk about "Ethical Leadership"

The modern landscape is littered with fallen leaders. Wherever we turn – business, military, politics, medicine, education and religion – we find leaders toppled by ethical scandals. Nearly all have sacrificed their positions of leadership and their reputation. The costs can be even greater for followers. The misery caused by unethical leaders drives home an important point: Ethics is at the heart leadership. When we assume the benefits of leadership, we also assume ethical burdens. We prize and admire leadership skills, yet we have little understanding of how and why some persons are more effective leaders than others. Senior executives are thought to provide the organization's ethical 'tone at the top'.

Ethical leadership is more than traits such as integrity and more than value-based inspirational leadership. It includes components of transactional and transformational leadership styles, using communication and reward systems to guide ethical behavior impacting important outcome periods. This affects both followers and patients within the context of health care, as well as the corporate world (Trevion, Brown and Pincus-Hartman, 2003 and Leatt & Porter, 2003). The need to explore the phenomenon of ethical leadership in organizations is prompted by the increasing societal concern that it is unacceptable for organizational leaders to be indifferent to moral responsibility, much less engage in unethical behavior.



Kanungo and Mendonca (2001) review the modes of influencing followers inherent in the transactional and transformational styles of leadership and propose a conceptual model that links ethics to leadership. The model incorporates the level of moral development of the leader that enables the leader to make moral judgments based on a combination of deontological and teleological values. Since the level of moral development determines the ethics of the leadership styles, the model envisions a varying range of leadership styles that reflect ethical values and, at the same time, better fit the organization's need in a given context.



Leaders are obligated to set a moral example for organizational members and to determine those organizational activities which may be detrimental to the values of society in general. Thus, ethical leaders must create the right conditions and organizational culture which fosters the development of ethical behavior. Measurement of leaders' impact on followers and the achievement of organizational goals and objectives are often expressed

in terms of organizational commitment. Empowerment, participation, autonomy and ability to make decisions are thought to be the antecedents of organizational commitment that can further be enhanced by ethical and transformational leaders. Further indication is found to link transformational leadership with moral reasoning, thus suggesting that there is a positive relationship between ethical behavior and employees' level of commitment (Zhu, May and Avolio, 2004).

Shirey (2009) claims that healthy work environments for nursing practice are desirable for both nurses and patients. The evidence, particularly from Magnet-designated hospitals, support the assumption that healthy work environments produce superior outcomes for both staff and patients. The literature supplies enough evidence to support the notions that healthy work environments provide additional and much desirable conditions to encourage, promote and support beneficial outcomes for all. This assertion is further supported by the proposition that authentic ethical leadership is the preferred style of leadership for creating and sustaining healthy work environments. The definition of an authentic ethical leader extends well beyond simply being genuine and reliable and includes the important characteristics of purpose, values, heart, relationships and self-discipline. Becoming an authentic ethical leader appears to involve a non linear journey of personal growth that is state like and multidimensional. It contains elements such as trait, behaviors, contexts and attributes. Authentic ethical leadership underscores an emphasis on hard work, commitment, inspiration and excellence leading to improved measurable outcomes and satisfaction to benefit the organization, its staff and most importantly patients and their families.

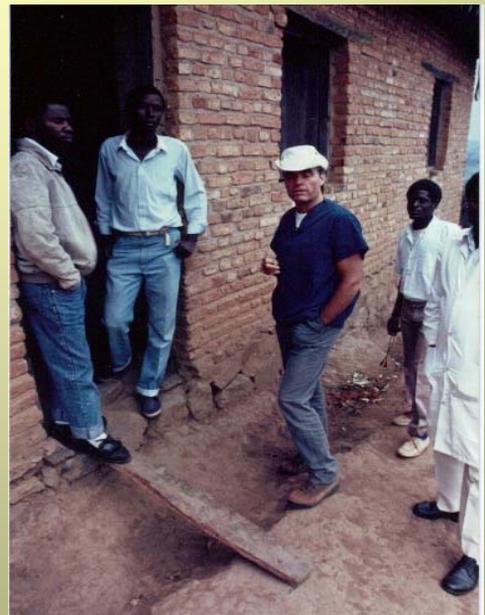
Nursing Revisited

Pierre, MINIG's Communication Officer, went on 3 missions to Central Africa with MSF. These pictures are from his first mission: in Rwanda. He had charge of nursing teams for 3 major camps of 'internally displaced persons,' ranging in size from 17,000 to 35,000. Almost all his nurses were local men; and their average age was 23 -- providing all the basic care for these impacted populations. The working language was French. Below are captions for each picture, using nursing terms in new contexts and ways.



Reports, documentation, protocols, scope of practice, team building, leadership, mentoring...."

Clinical setting: a former school now used for sick call, treating patients, and dispensing medications

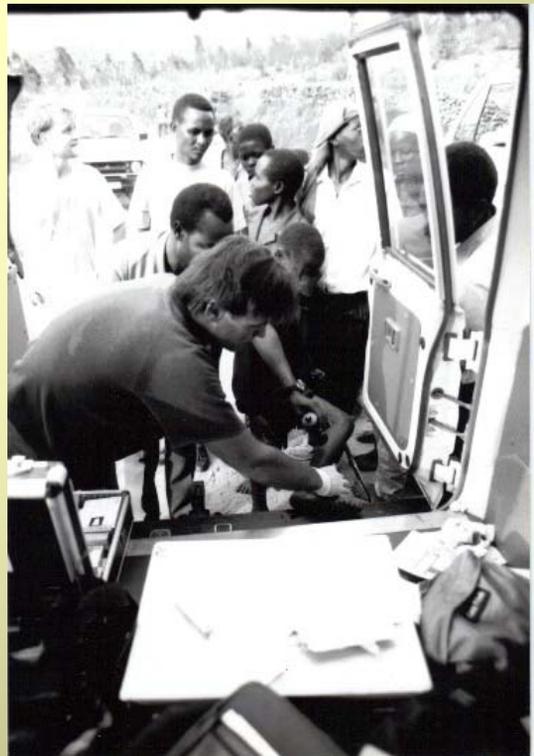




Public health: sanitation, waste elimination, vector control, cross contamination risks, living conditions..."



clinical assessment: but without classic 'hospital tools'.....

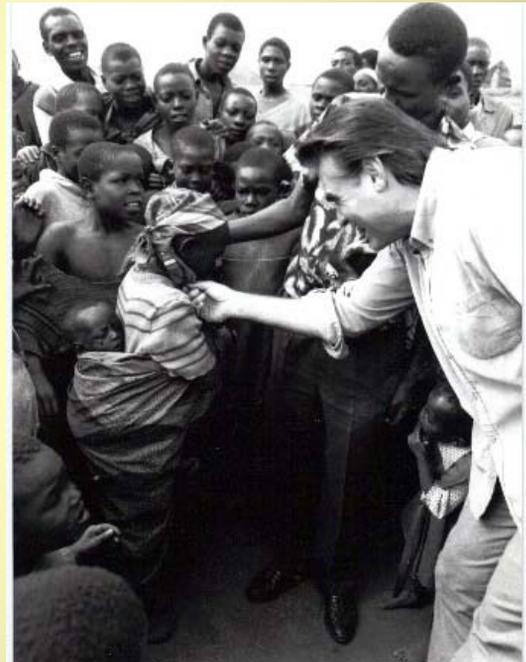


triage: from the back of a land cruiser... bedside care when there is no bed.



supporting community: TONS of children -- caring for smaller children

professional pride: team collaboration, smiling, being identified with the population...



Nursing in general, and men in nursing, are found in more settings than medical institutions. The application of basic nursing skills can be expressed in SO many different ways.

RNAO AGM: MINIG's Resolution

RNAO 2010 AGM- MINIG moves the first 'Call for Resolution'

This resolution was passed by the RNAO membership at this year's AGM. The passing of this resolution is a great step for the MINIG and its members. The MINIG will now have the opportunity to collaborate with RNAO and develop a strategy to advance our efforts. Your ideas and thoughts are needed! Please let us know by joining our new Facebook group and sharing your questions and ideas.

WHEREAS nursing continues to be faced with significant shortages, and without intervention, Canada is projected to be short almost 60,000 full-time equivalent RNs by 2022 (CNA, 2009); and

WHEREAS the presence of men in the ranks of Canadian Registered Nurses has developed to and remains less than 6 per cent (CIHI, 2009); and

WHEREAS the traditional awareness about nursing and nurses may not reflect the reality and the career potentials, particularly for men;

THEREFORE BE IT RESOLVED that the RNAO, in collaboration with its Men In Nursing Group, actively advance efforts in the public media, forums and educational institutions, which would promote nursing as a viable and attractive career choice for men.

Membership Update

The MINIG currently has **181** members! Students make up 54% of the membership while RNs make up 46%.

Check us out on **Facebook**. Join the group to network with other members, participate in group discussions and provide feedback to the MINIG Executive.

Let's continue to promote the MINIG to our peers, as we grow and evolve.

Articles of Interest

Men in Nursing School

<http://www.minoritynurse.com/men-nursing/men-nursing-school>

“Poverty and Health” from our MINIG President

<http://isrjem.org/>

Board Members

David Keselman, Co-President

Daniel Ball, Co-President

David Mastrangelo, Vice President

Franklin Gorospe, Co-Finance Officer

Kingsley Osabuohien, Co-Finance Officer

Darrell Jutzi, Membership Officer

Fred Go, Co-Education Officer

Wendell Greenidge, Co-Education Officer

Gianni Accettola, Political Action Officer

Pierre LaPlante, Communication Officer

