In 2016, Methodist Hospital celebrated its 125th anniversary. The Methodist Episcopal Hospital and Deaconess Home Association of Omaha admitted its first 6 patients on May 28, 1891.

Nebraska Methodist Health System, the first in the region, was formed in 1982 and includes 3 hospitals across 2 states, 22 clinics, a nursing college and a medical / surgical distribution organization.

Today, Methodist Hospital is a not-for-profit, 423 bed acute care hospital serving the metropolitan Omaha area. The hospital has more than 2,000 full-time employees and over 400 physicians on active staff.

Approximately 22,000 patients are admitted each year.
Methodist Facts

Methodist performs more surgery than any other hospital in the region. 18,000 procedures vs. 10,000 from the nearest competitor in 2015.

Methodist Hospital is the 54th facility worldwide to achieve three consecutive Magnet Designations. Methodist Hospital was the first hospital in Nebraska to attain Magnet recognition from the American Nurses Credentialing Center.
Omaha, Nebraska Metropolitan Area
population 931,000
9 counties across 2 states

Omaha is:
Home of the College World Series

Headquarters of four Fortune 500 Companies
Berkshire Hathaway, Union Pacific Railroad, Kiewit, Mutual of Omaha

Headquarters of five Fortune 1000 Companies
Green Plains Renewable Energy, TD Ameritrade, Valmont Industries, West, Werner Enterprises
Our Mission and Vision

Mission
We are committed to caring for people.

Vision
We will be the preferred integrated health system in the region.

Values in Our Workplace - Cultural Competence

Demonstrating our values in the workplace means that we will respect a wide range of people both like and unlike ourselves. Our similarities and differences may include these characteristics: race, gender, class, native language, ethnic origin, physical ability, age, religion, sexual orientation, professional experience, personal preferences and work style. We value our diversity. These similarities and differences will be affirmed and respected as we serve all of our customers, our patients, families and coworkers.
Methodist Core Values

**Patient Centered**
We are patient/customer centered, patient/customer-driven. Our patients are our first priorities. We listen, understand their needs and strive to exceed their expectations.

**Respect**
We honor and respect the dignity of all. We say what we mean and mean what we say. We require fair, honest and ethical behavior in every activity and under all circumstances.

**Excellence**
We strive for excellence and push beyond. We strive for the highest standards and push beyond. We continuously improve performance through knowledge, experience, innovation and risk-taking.

**Teamwork**
We work as one. People are our most important resource. We demonstrate respect and concern for everyone, value each individual as an equal team member and support professional growth and autonomy.

**Community Service**
We are dedicated to serving our community. We strive to achieve a healthy balance between enhancing the welfare of our community and sustaining our economic growth.
Number of Nurses Employed
(Percentage of male nurses)

- 879 Employed Nurses
- 8.4% Male Nurses
Nursing Management Overview

- 2015: Male Nurses - 12.5% (5/35)
  Male Nurses: 5
  Female Nurses: 35
- 2016: Male Nurses - 11.1% (5/40)
  Male Nurses: 5
  Female Nurses: 40
- 2017: Male Nurses - 10.4% (5/43)
  Male Nurses: 5
  Female Nurses: 43
“Being a nurse leader in the Patient Care Division of Methodist Hospital has been an honor and a very rewarding experience, both professionally and personally. The culture among nurse leaders at Methodist is one of mutual respect and shared accountability. Those values translate into a gender-blind environment in which all perspectives are considered and differences are appreciated.

Throughout my career at Methodist, I have been mentored by women - both those I report to and those I work with. I have always felt listened to and supported. Whether I’m sharing an opinion, asking for help, or seeking support to grow my skills and develop my career, I have always been treated as an individual and with respect.

The environment at Methodist Hospital is one in which all people have a chance to develop and thrive.”
Administrative Positions Held by Males

- Vice President of Ancillary and Professional Services
- Director of Surgical Services
- Cardiology Service Leader
- Infection Control Nurse Manager
- President of Nebraska Methodist College

Jay Jadlowski RN, BSN, MBA
Director of Surgical Services
(Middle)
“My personal journey at Methodist started 24 years ago as a surgical technologist. Methodist helped support my education quest to become an RN by allowing me to adjust my work schedule to meet school needs. Methodist also supported me financially with tuition assistance for both my associate’s degree in nursing and BSN. With my continued education I was able to complete my journey from staff nurse, charge nurse, nurse manager, and to my current position as Director of Surgical Services.

Methodist has always supported men in nursing. This support continues today. Annually Methodist nurses recognize their peers for excellence in nursing. This year 5 of our Nurse Excellence winners were men, including the Excellence in Nursing Leadership award. Nebraska Methodist current Vice President of Ancillary and Professional Services is a male RN.

Our CNO was instrumental in supporting the development and growth of our chapter of the American Association for Men in Nursing (AAMN). Nebraska Methodist has a strong history of supporting men in nursing and the future at Methodist holds many opportunities for nurses to achieve all their professional goals.”
Clinical Leadership

Number of clinical leadership positions (Clinical Nurses Specialists, Educators, Advance Practice Nurses, etc.) employed by the organization who are male

Currently there are no male nurses in clinical leadership positions. Nebraska Methodist has worked with Nebraska Methodist College to provide opportunity for nurses to go back for advanced education.
Examples of male nurse clinical leader positions

- Staff Preceptors

- Dedicated Education Unit Staff Instructors (4 total)

- Charge Nurses (29 total)
“From my experience as a nurse manager, I am convinced that male nurses offer great value to the team by bringing different perspectives, skills, and unique life experiences that improves the teamwork and collaboration on an inpatient unit. Although every nurse can care for all patients, sometimes you will find male patients respond better to male nurses because they feel more comfortable opening up to a man.

These connections can make the difference when patients are in their most vulnerable moments.

To strengthen the nursing profession, we need to break down gender-related biases and promote men in nursing. Male nurses can serve as preceptors, role models, and mentors for our future healthcare professionals as we continue to build a high-quality health care delivery system.”
RN Turnover
Tuition Reimbursement

Number of nurses accessing tuition reimbursement or other advanced education support offered by the organization

2015 = 88   2016 = 87   2017 = 52

Percent of nurses accessing advanced education support who are male.

2015 = 4 (4.5%)   2016 = 9 (10.3%)   2017 = 6 (11.5%)
Male Nurses on Committees

Practice Council (Chair)
Skin PI Committee (2 members)
Fall PI Committee (2 members)
Leadership Committee (2 Members)

Blake K. Smith MSN, RN
Nebraska Methodist Health System
Practice Council Chair
Nurses on Boards

- American Association of Men in Nursing Board of Directors (Member)
- New Careers in Nursing Scholars Association (NCINSA) Board of Directors (Member and Past President)
- Association of periOperative Registered Nurses (Past Member)
**Daisy Awards**

**DAISY**, standing for diseases attacking the immune system is a 501(c)3 not-for-profit organization. This international award recognizes extraordinary nurses who go above and beyond to care for their patients.

**Number of Male Nominees since 2010**

86 (13% of total nominations)

**Number of Male Daisy Awards since 2010**

8 (10 % of total awards)
“Matt made sure we were always comfortable, ordering comfort food trays, providing blankets, more chairs for the room, and just always checking in on all of us no matter if we were in the family lounge or in her room.

On our last day with Matt, my uncle nicknamed him the "other brother" when talking to my grandma (she was comfortably resting with medications). Matt shared a personal story of how he had just suddenly lost his grandfather and would be attending his funeral later that week. He said he was treating us and grandma as he would want his family and grandparent to be cared for.

This showed so much in his compassionate, caring nature. I would like him to be noticed and recognized for his warmhearted, tender, caring job he did. Methodist is extremely lucky to have Matt. We will be ever grateful for the wonderful care grandma received. Thank you.”
“You would be so proud of our dear Sebastian! He is an AgeWISE RN at heart without training.

The patient in 674 went comfort cares today and Sebastian asked him what his last wishes were. He requested Diet Mountain Dew fountain soda. Sebastian went to Children's Hospital and purchased two sodas. Second, the patient wanted Bud Light. Sebastian got an order from the MD and asked the family to bring it in (they brought Miller Light but he loved it).

Lastly, he wanted us to sing to him, "Friends in Low Places' by Garth Brooks. We looked up the song on YouTube with the lyrics and gathered everyone on the floor; RNs, CNAs, Amy, Heidi, Cheryl, etc. We did karaoke style singing for him while he sipped his Miller Light. He was all smiles and overjoyed that we actually did it!”

See complete story at:
https://www.daisyfoundation.org/daisy-award/honorees/sebastian-edwards

Diet Mountain Dew, Miller Light and Friends in Low Places.

“(The patient) was all smiles and overjoyed that we actually did this.”
“P.P. was a patient on our floor for 1 day short of 3 months. Our staff tends to get attached to many of our patients but when they are here for that long we develop a special bond.

In this case, the bond was strained regularly. PP made many crass comments and was steadfastly opposed to making any life choice that would improve his health.

To complicate matters, his wife had substance abuse issues pushing her in and out of treatment, several times visiting the floor while under the influence….

Blake had worked frequently with PP and had a better rapport with him than most of our staff. He had talked extensively the day before with PP about code status and goals of care along with the palliative care team.

After clarifying PPs wishes, Blake notified the MDs working with him and initiated a comfort care regimen, removing the BIPAP and giving meds to reduce air hunger, ease anxiety and eliminate pain.”

See full story at: https://www.daisyfoundation.org/daisy-award/honorees/blake-smith

After clarifying PPs wishes, Blake notified the MDs working with him and initiated a comfort care regimen.
The Meaning of Care Awards are a way for grateful patients and families to honor a Methodist employee who has gone above and beyond with service. The staff member awarded is recognized for their effort.

The award results in a monetary donation to the Methodist Foundation from the patient and families on their behalf to help future patients.
The Meaning of Care
Award Winner

“Jake exhibited the kind of genuine care, expertise, empathy, and professionalism you rarely see. I believe I received what great medical care should be. Jake made a scary hospital stay a little easier and more tolerable for me and my family.”

Patient letter of gratitude
The Meaning of Care Award Winner

"Dan was with me when I had my heart attack on April 2nd. His skilled efforts saved my life. He was so competent. He is very distinguished in his field and Methodist is very fortunate to have him."

Patient letter of gratitude
The Meaning of Care Award Winner

“Sam is a breath of fresh air. He comes in upbeat and positive.

He is very friendly and encouraging and has a great sense of humor.

He was very helpful and I had my best day when he was my nurse.

He inspired me. He just makes you feel happy!”

Patient letter of gratitude
Nebraska Methodist Hospital’s Jeff O’Hern RN, BSN, was honored as this year’s Outstanding Member of the Omaha Chapter of the Association of periOperative Nurses (AORN). Jeff received this honor for his dedication to perioperative nursing and for his leadership in the local chapter. Jeff has served as a board member for the association and has also been the treasurer of the Omaha Chapter. It was Jeff’s dedication to local fundraising efforts that help distinguish him from the other 200 members of the Omaha Chapter of AORN for this year’s honor.

Nursing was not Jeff’s first career. Jeff was introduced to nursing through the encouragement of his friends. His first role at Nebraska Methodist was as an aide in the Post-anesthesia care unit (PACU). Jeff took advantage of Nebraska Methodist Hospital’s tuition assistance program and its affiliation with Methodist College to attend and complete nursing school. During nursing school Jeff worked as a nurse intern in the operating room. This position was created to help nursing students gain experience and exposure to the operating room. Nebraska Methodist’s assistance with Jeff’s career and education has paid great dividends to the organization.
Methodist Nurse Excellence Award Winners

Nurse Excellence Awards are given annually to registered nurses for their participation in the advancement and practice of nursing. Nominees must exemplify day-to-day demonstration of the Core Values of our organization:

• Patient Focus
• Honor and Respect
• Excellence and Teamwork
• Service to Community

Male Winners

2015 = 2 (5%)       2016 = 3 (20%)       2017 = 5 (22%)
Health-Focused Programs

The health of all staff at Nebraska Methodist Health System is a focus of our wellness programs.

Each year we provide a free health screening to all employees and spouses. Based on this screening, employees are incented to improve their health through specific discounts to monthly health care coverage.

Our Health System also offers a diabetes management program. If an employee or spouse is diabetic or pre-diabetic, the program provides education on management of the disease. Employees who meet diabetes goals are offered no-cost diabetic supplies and free or discounted prescriptions.

At this time there are no specific programs focused just for men. We continue to support the health of all employees – offering encouragement and incentives to employees and their spouses.
At Methodist, our patient’s expect safe, high quality care. However, it is our nurses who make a difference in the patient’s experience. Methodist nurses provide patient-centered, compassionate care regardless of race, ethnicity, religion, gender, etc.

The diversity in our workforce enhances the patient experience. It is well known that patients want to be cared for by nurses who share similarities. Our male work force is a key component. I am proud of our steady increase of male nurses to 81 and counting! Our 8.4% male RN workforce exceeds the 6% Nebraska male RN workforce average.

It is an honor to be a member of the AAMN and to see this group of professionals in action – supporting each other, our profession, our community, and excellence in nursing practice. Our male RN workforce brings a perspective to the nursing division and to the bedside that strengthens Methodist’s commitment to the Meaning of Care.

“Our male RN workforce brings a perspective to the nursing division and to the bedside that strengthens Methodist’s commitment to the Meaning of Care.”
Marketing Materials

Male Nursing

Highlight of importance for preventative health inclusion for men
The Meaning of Care magazine, written and published by Nebraska Methodist Health System, featured Methodist nurses and the importance of their dedication in the Spring 2014 issue. Each of the thrice yearly issues feature stories about our providers and feature nurses frequently.

Currently, there is no published research on men’s health or male nurses in the Health System. We are investigating joint research opportunities with the Nebraska Methodist College, an affiliate of our Health System.

“For us it’s all about the patient. Compassion and caring are baked into our culture.”

Teri Tipton, Chief Nursing Officer, MSN, RN-BC, NEA-BC quoted in The Meaning of Care magazine
Male Nurse “A Call to Care”

Video for the Call to Care featuring Chris Harris, BSN, RN

https://www.bestcare.org/stories/34/
Collaboration with Nebraska Action Coalition (NAC)


“The opportunities nursing gives me to impact another individual’s life is astronomical – and I love every minute of it.”
Blake Smith, MSN-RN on his love of nursing
The Future

- Website for Men in Nursing on Nebraska Methodist Website (www.meninursing.bestcare.org). Go live date: July 1st, 2017
- Men’s Health Month project increasing awareness for preventive health for men
- Nebraska Methodist College Career Camp
- Male “Meaning of Care” Video (The perspective of male nurses on Methodist’s Motto; Live July 2017)
- Program development for middle school and high school students to consider the nursing profession as a career (Collaboration with Center for Advanced Professional Studies (CAPS)

(http://westsidecaps.yourcapsnetwork.org/)