



# Instructor Survey on Retaining Men in Nontraditional Programs

Directions: Please answer the following questions to assist school counselors and administrators in reviewing/implementing a school plan to better meet the needs of nontraditional students.

1. How many female students are in your program? \_\_\_\_\_
2. How many male students are in your program? \_\_\_\_\_
3. Over the past three years, is the number of male students in your program:  
increasing \_\_\_\_\_ decreasing \_\_\_\_\_ stable \_\_\_\_\_
4. About what percentage of female students drop out of your program in an academic year?  
\_\_\_\_\_
5. About what percentage of male students drop out of your program in an academic year?  
\_\_\_\_\_
6. Research shows that there are predictable factors that cause males to drop out of nontraditional programs. Some of these are listed below. Mark the top three reasons in your experience. Of those three, circle the main reason you feel males drop out of nontraditional programs.  

<input type="checkbox"/> Financial	<input type="checkbox"/> Children (sickness, daycare)
<input type="checkbox"/> Transportation	<input type="checkbox"/> Personal problems
<input type="checkbox"/> Weak basic skills (math, English)	<input type="checkbox"/> Sexual harassment
<input type="checkbox"/> Weak personal skills (work habits)	<input type="checkbox"/> Feelings of isolation
<input type="checkbox"/> Inadequate advising (program selection)	
<input type="checkbox"/> Negative pressure from family/peers	
7. List the top three reasons female students drop out of your program. Circle the main reason.  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
8. What resources are most important in retaining male students? Choose three, then circle the most important.  

<input type="checkbox"/> Academic tutors	<input type="checkbox"/> Assertiveness training
<input type="checkbox"/> Referral to student services	<input type="checkbox"/> Support groups
<input type="checkbox"/> Training for NT instructors	<input type="checkbox"/> Mentoring programs
<input type="checkbox"/> Enforcement of sexual harassment policies	
<input type="checkbox"/> Other (Please explain.)	

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9. List the top three resources which are most important in retaining female students. Circle the main reason.

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10. Below is a list of challenges you may face in working with male students. Check all that apply.

- |   |  |
|---|--|
| <input type="checkbox"/> Resentment by female students                            | <input type="checkbox"/> Gender-biased materials     |
| <input type="checkbox"/> Lower starting salaries                                  | <input type="checkbox"/> Difficulty in job placement |
| <input type="checkbox"/> Student-to-student sexual harassment                     | <input type="checkbox"/> Biased workplace language   |
| <input type="checkbox"/> Excessive attention required by male students            |  |
| <input type="checkbox"/> Female students being too helpful (doing work for males) |  |
| <input type="checkbox"/> Other (Please explain.)                                  |  |

11. Mark the three topics you feel should be addressed in a teacher workshop. Circle the most important topic.

- Changes in the Workforce
- Changing Roles for Men
- Gender-fair Language
- Gender-biased Instructor Behaviors
- Management Challenges in an Integrated Classroom
- Equitable Instructional Environment
- Sexual Harassment—Prevention
- Sexual Harassment—Recognition
- Sexual Harassment—Intervention
- What's Working to Retain Males in Other Schools

12. Indicate whether you Agree or Disagree with the following statements using the scale below.

- |                  |                     |
|------------------|---------------------|
| 1—Strongly Agree | 3—Disagree          |
| 2—Agree          | 4—Strongly Disagree |

Please keep in mind this survey is anonymous.

- I miss the easy-going atmosphere of the all-female classes.
- Now I feel like I am “walking on eggs”, afraid to say or do anything or I’ll get in trouble.
- I feel male students require more personal attention than female students.
- I think this “male attention” is unfair to the female students.
- I see resentment from female students when I give personal attention to male students.
- I address gender-bias issues when I see them in the classroom.
- I seek other support services to address gender-bias issues in the classroom.
- I treat male students differently than female students.

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13. It is important to increase the enrollment of male students in nontraditional programs because...(Please mark the three you agree with most, and circle the most important.)

- The schools will increase enrollment.
- The community unemployment rate will decrease.
- Schools will be able to develop new programs and expand their offerings.
- Men will increase their job satisfaction.
- Employers will have a more balanced workforce.
- The community will benefit from men in more visible and diverse roles.

14. What are the most important steps you take to encourage men to enter and remain in your training program?

15. What other resources and support (school and community) would be helpful in recruiting and retaining men?

Thank you for responding to this survey.  
The results will be tabulated and shared with faculty and administrators.