Instructor Survey on Retaining Women 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 male students are in your program? _____

2. How many female students are in your program? _____

3. Over the past three years, is the number of female students in your program:

    increasing _____   decreasing _____   stable _____

4. About what percentage of male students drop out of your program in an academic year?
    _____

5. About what percentage of female students drop out of your program in an academic year?
    _____

6. Research shows that there are predictable factors that cause females 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 females drop out of nontraditional programs.

    ___ Financial   ___ Children (sickness, daycare)
    ___ Transportation   ___ Personal problems
    ___ Weak basic skills (math, English)   ___ Sexual harassment
    ___ Weak personal skills (work habits)   ___ Feelings of isolation
    ___ Inadequate advising (program selection)
    ___ Negative pressure from family/peers

7. List the top three reasons male students drop out of your program. Circle the main reason.

    _____

    _____

    _____

8. What resources are most important in retaining female students? Choose three, then circle the most important.

    ___ Academic tutors   ___ Assertiveness training
    ___ Referral to student services   ___ Support groups
    ___ Training for NT instructors   ___ Mentoring programs
    ___ Enforcement of sexual harassment policies
    ___ Other (Please explain.)

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

    _____

    _____

    _____

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

    ___ Resentment by male students   ___ Gender-biased materials
    ___ Physical limitations of women   ___ Difficulty in job placement
    ___ Student-to-student sexual harassment ___ Biased workplace language
    ___ Lower female starting salaries
    ___ Excessive attention required by female students
    ___ Male students being too helpful (doing work for females)
    ___ 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 Women
    ___ 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 Females 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-male classes.
    ___ Now I feel like I am "walking on eggs", afraid to say or do anything or I'll get
        in trouble.
    ___ I feel female students require more personal attention than male students.
    ___ I think this "female attention" is unfair to the male students.
    ___ I see resentment from male students when I give personal attention to
        female 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 female students differently than male students.

13. It is important to increase the enrollment of female 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.
___ Women will have more opportunities for advancement.
___ Schools will be able to develop new programs and expand their offerings.
___ Women will increase their self-worth.
___ Employers will have a more balanced workforce.
___ Employers can hire women at less cost than men.
___ The community will benefit from women in more visible and diverse roles.

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

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

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