College Men's Gender Identity Development

Practical Applications
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The Case of the Missing Men

Enrollments of males are down, but experts disagree over how much to worry: A36
Enrollment (42%)
Persistence
Graduation
African American
Latino
Native American
and
low income men
Miss Class
Come Unprepared
Not Turn In Homework
or Turn It In Late
College Women

Volunteer

Study

Student Org Involvement

Help Out With Family
College Men

Watch TV

Play Video Games

Partying

Workout or Play Sports
Leadership Programs
Study Away
Service
Pre-College Programs
Career Services
Voting
Men’s Well-Being and Violence

Men in General

- 3x victim of violence other SA
- Greater depression & less to seek help
- 4-6x more likely to commit suicide
Men’s Well-Being and Violence

More likely to perpetrate violence, sexual assault, & sexual harassment

Consume more alcohol in more dangerous ways

Higher suicide rate

More likely to be involved on campus conduct

College Men
...understand how patriarchy is learned, internalized, perpetuated, and perhaps transcended.
<table>
<thead>
<tr>
<th>Name</th>
<th>Race-Ethnicity</th>
<th>Sexual Orientation</th>
<th>SES</th>
<th>Age</th>
<th>Disability</th>
<th>Religion</th>
<th>College Experience</th>
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<tbody>
<tr>
<td>Kumar</td>
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<td>“Frat Guy”</td>
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<td>Getting Involved</td>
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<td>Fraternity President</td>
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<tr>
<td>Daniel</td>
<td>White</td>
<td>Gay</td>
<td>Middle</td>
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<td>Non-Denominational Christian</td>
<td>RA</td>
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<td>Lower-Middle</td>
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<td>None</td>
<td>Black Leadership</td>
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Traditional Hegemonic Definition of Life

- authority
- responsible
- breadwinner
- strong
- competitive
- rational
- emotionless
- tough
- aggressive
- in control
- not
- vulnerable
- don't cry
- successful
- drinking
- not
- gay
- drug
- break the rules
- competitive hetero sex
- breaking the rules
- classism
- racism
- ableism
- anti-Semitism
- oppression
- girl
- bitch
- pussy
- wuss
- vagina
- gay
- fag
- queer
- fairy
- sissy
- racism
- fag
- anti-Semitism
- queerness
- misogyny
- homophobia
-Traditional Hegemonic Definition of man in a box

- man
- competitive
- rational
- authority
- breadwinner
- responsible
- strong
- aggressive
- unemotional
- in control
- don't cry
- not
- feminine
- not gay
- not
- breaking the
classes
- sex
- drug
- drinking to excess
- not preparing for academics
- partying
- fighting
disruptive
- swearing
- getting girls
- drinking
- sex
- traditional
- hegemonic
- definition
- life
- man in a box
- competitive
- rational
- authority
- breadwinner
- responsible
- strong
- aggressive
- unemotional
- in control
- don't cry
- not feminine
- not gay
Traditional Hegemonic Definition of

positions men above women, some men above other men, and
Insecurity
drinking to excess
drugs
competitive hetero sex
breaking the rules
not preparing for academics
Four Years of Freedom
Consequences
Consequences for Women
Consequences for Relationships with Other Men
Consequences for Friendships with Other Men
Consequences for Self

loss of

loss of humanity
Loss of Humanity
Loss of Authenticity
Emasculating Trauma
Critical Decision
Interview as Transformative
5 YEARS LATER
Still Falling In
Profound Impact
Others Putting the Mask on Me
Four Years of Freedom
Ridiculous Caricature
Strategies &
Permission to Be Themselves

Critical Self-Reflection

Develop Cultural Competence for Faculty and Staff
Give men permission to stop being the men they feel they have to be and be the men they aspire to be.
Communicate disappointment with the performance, while affirming who they really are.
Critical Self-Reflection
Campus engagement focused on men and masculinities – retreats, camping trips, service, living-learning communities, student organizations, alternative spring break trips
Critical Courses – inter-group dialogue, women’s studies, African American history, etc.
Role modeling by staff and faculty
- coaches, faculty, work-study
  supervisors, counselors, upper-class
  student leaders, Deans, etc.
Cultivate student role models - awards, recognition, student organizations focused on men and masculinities
What kind of man do you want to be?
What are some of the things you believe you have to do to be seen as a man by others?
What are the consequences of performing masculinity for you and the important people in your life?
Develop Cultural Competence for Faculty and Staff
Professional development on gender-related issues and challenges that are prevalent among college men.
Develop a committee of experts.
Engage parents as partners.
“Putting My Man Face On”

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