Men and Masculinities in Academia and Higher Education

Jeff Hearn, Professor
Gender Studies, Örebro University, Sweden
Hanken School of Economics, Finland
Sociology, University of Huddersfield, UK
University of South Africa
Pufendorf Institute, Lund University

EWORA conference 13-14 May 2019
All-male panels

- See: https://allmalepanels.tumblr.com/

- Created by Saara Särmä, Tampere University
Congrats, you have an all male panel! ... Is the World Ready for Global Justice?
You might imagine ...

- is difficult to talk about academia without discussing men & masculinities ... but this not so ...

- [this contrasts with debates on e.g. “failing boys”]

- So, is it odd or obvious to talk of men in academia?
I. An ‘absent presence’ ...

- ‘absent presence’ of men & masculinities in debates on Gender Equality in Higher Education

- debates & documents on gender equality in academia strangely silent on questions of men and masculinities, especially at senior levels

- men are an “absent presence”; not academia/universities + women

- gender & gender relations concern not only women & girls; also men & boys, & further gender/sexual/intersecting categories, e.g. LGBTIQA+
Gender inequalities persist in academia, higher education & science

- usually focus on “women as the problem” or “gender mainstreaming” as “the solution”, but not gendering men, “problem of men”, in academia

- **This careless avoidance**: less or more conscious, rife in mainstream academia, higher education, and “normal science”

- without attending to such questions, how likely is it to reduce gender inequalities in higher education?

- **Naming men as men** (Hanmer 1990; Collinson & Hearn 1994) in academia still obvious, yet awkward & uncomfortable, for many in academia
Congrats, you have an all male panel!
Revolutionizing Labour Relations conference Linz 2017
II. Men/masculinities and academics/researchers
academia & higher education as:
sites where different masculinities are (re)produced,
ways of being both men & academics (Collier)

- the Nutty Professor
- the Administrator
- *the New Entrepreneur*
- the Sexual Predator
- *the Young Man in a Hurry*
- the Infantilized Intellectual
- the Empire Builder
- *the Aloof Cynic*
- the Gentleman Intellectual
- the Academic Couple
- even the Profeminist
Some more ...

- The Equality Supporter – Active
- The Equality Supporter – Passive
- The Equality Supporter – Hypocritical
- The Stealer of Ideas
- The (Heavy or not) Publisher (& nothing else)
- The Unsuccessful Academic
- The Non-Researching Research Manager/Gatekeeper
- What others?? Add your own ...
Congrats, you have an all male panel!
Opening of the academic year, Leiden University, the Netherlands
III. Men/masculinities and academic management/leadership

- Intersections of men with age, ethnicity, hierarchy
- Heroic, Charismatic
- Bureaucratic, Careerist
- Authoritarian, Paternalistic
- Competitive ... fighting the league tables
- Virtual
- Personalistic

- Post-heroic ... what links with feminism, if any??
Congrats, you have an all male panel!

25th World Congress on Controversies in Obstetrics, Gynaecology & Infertility

The 25th World Congress on Controversies in Obstetrics, Gynecology & Infertility (COGI)
Vienna, Austria - November 30 - December 2, 2017

Welcome from Chairs

Dear COGI Congress Participants,

The Congress on Controversies in Obstetrics, Gynecology and Infertility (COGI) will be held November 30 to December 2, 2017, in Vienna, Austria. The congress will provide an extensive and comprehensive overview of the latest research developments in the field, primarily in Gynecologic Oncology. Many distinguished gynecologists and scientists will join the faculty and participate in debates, discussions and plenary lectures.

We are addressing the complex and unresolved clinical and therapeutic dilemmas.

Welcome to the beautiful city of Vienna.

Sincerely,

Zion Ben Rafael
Israel
Christian Egarter
Austria
Bart C.J.M. Fauser
Netherlands
Rene Frydman
France
IV. broader movements around:

i) Critical Studies on Men & Masculinities: research area

ii) wider politics of changing men & masculinities
Established sub-field of Critical Studies on Men & Masculinities

- Critical explicit focus on men & masculinities
- Feminist, gay, queer & critical gender scholarship
- Gendered, socially constructed, (re)produced, not just “naturally this way”
- Variable & changing across time (history), space (culture), within societies, in life course
- Differential relations to gendered power
- Material and discursive
- Intersections with other social divisions

Homosociality

- men’s greater valuation of men, & preference for men and men’s company (Jean Lipman-Blumen)
- men deriving satisfaction for all other needs than, in most cases, sexual needs from men
- power and information between men
- emotional charge between men
- emulation and imitation between men
- dispensability of individual men
Engaging men: some initiatives

- **White Ribbon Campaign; Sonke Gender Justice; Promundo; Men’s Action to Stop Violence Against Women; MenCare**

- **MenEngage**: >700, mainly group, members, national networks: Africa (17), Americas (17), Europe (16), South Asia (5)

- MenEngage Global Symposium New Delhi >1,200 people & 400 abstracts from 94 & 63 countries respectively

- **Aims**: Ending patriarchy; Transforming masculinities; Stop violence; Working with men & boys through **intersectional feminist** approaches; Building **inclusive alliances** from local to regional to global levels; **Joint actions/partnership** with women’s rights, gender & justice movements
Stopping men’s privileges

Prioritising the costs of masculinity  Highlighting men’s differences

(after Mike Messner, *Politics of Masculinities*; Egeberg Holmgren and Hearn *Journal of Gender Studies*)
What is to be done in academia about men and masculinities?: Actions

Individual
Organisational: units, depts, whole
National
Transnational
Actions: organisational level

- if more women in management, gatekeeping, then less men there, **putting targets on agendas**
- **minimum mass** of women in management/leadership
- **change** management/organisation/leadership cultures, e.g. men’s unequal sponsorship, dominant masculinities
- changing **research & teaching**; start critical research & teaching on men & masculinities
- changing men at home & long hours work culture; more priority to **domestic & caring** responsibilities
- linking **resource allocation** to gender equality
- how men can assist in **not** blocking Equality Policies
- policies on **sexuality, harassment, bullying & violence**
- men, gender and **intersections**
- asking men where **they stand**
- **change men!**
Congrats, you have an all male panel! “Momentum” Eindhoven
• Thank you for your attention!

• hearn@hanken.fi
• jeff.hearn@oru.se
• j.r.hearn@hud.ac.uk
RINGS

- The International Research Association of Institutions of Advanced Gender Studies
  
- Formed 2014
  
- 60+ institutions worldwide
  
- Co-chair with Professor Tamara Shefer, UWC