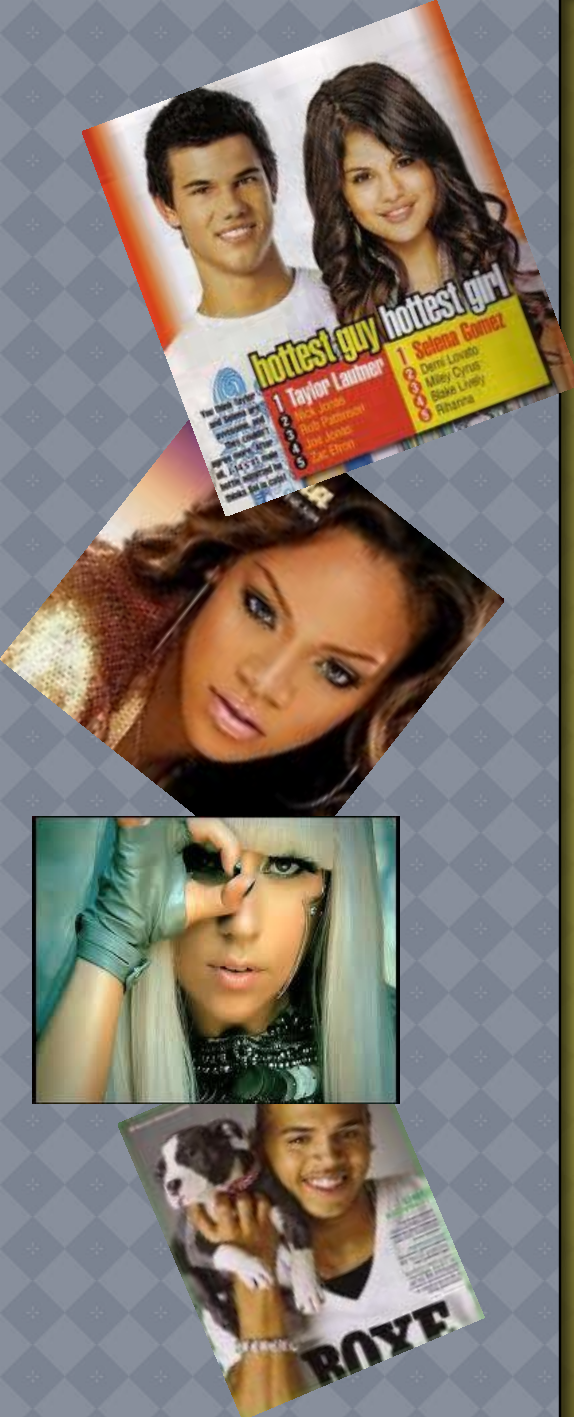


UNDERSTANDING MILLENNIAL COLLEGE STUDENTS



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RUTGERS

ANTIQUES

OPEN

"WHAT'S *THIS* THING FOR ?..."

Taylor & MacNeil, 2005

<http://www.cbsnews.com/video/watch/?id=3486473n>

WHAT DO WE KNOW?



- Generations move through the generational diagonal and interact with other generations in three phases:
 - First, each rising generation **breaks** with the young-adult generation, whose style no longer functions well in a new era.
 - Second, it **corrects** for what it perceives as the excesses of the current midlife generation — their parents and leaders — sometimes as a protest...
 - Third, it **fills the social role** being vacated by the departing elder generation (Strauss & Howe, 2003)

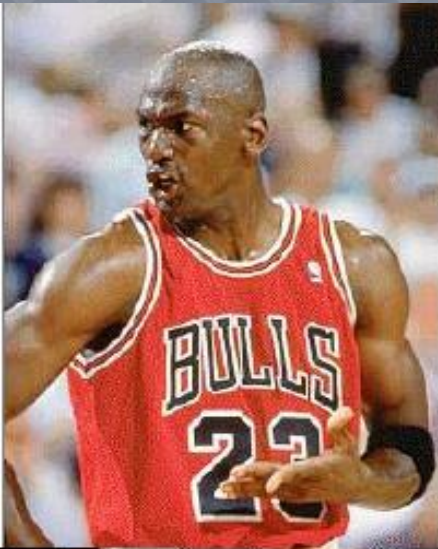
THE GENERATION



THE GENERATION

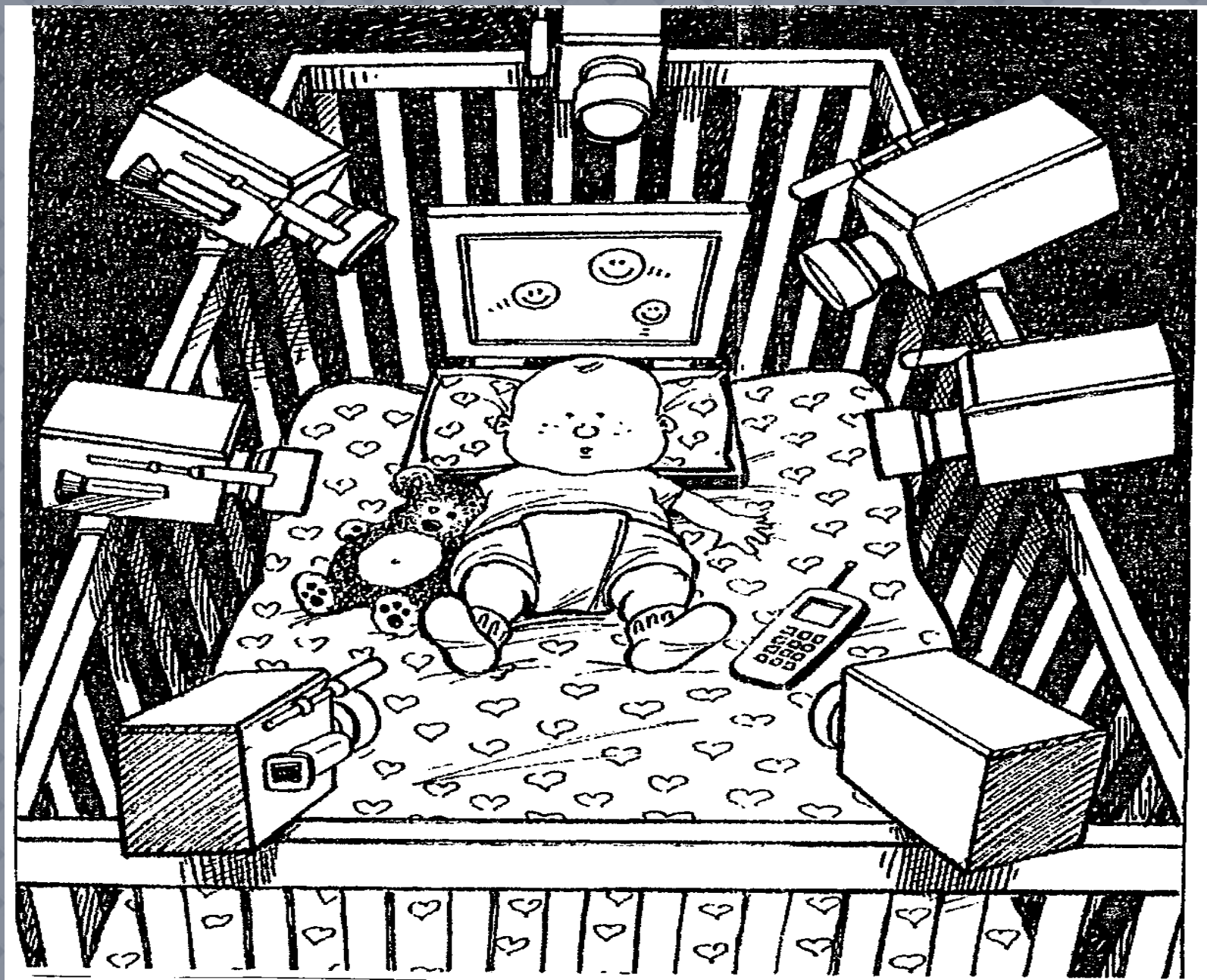


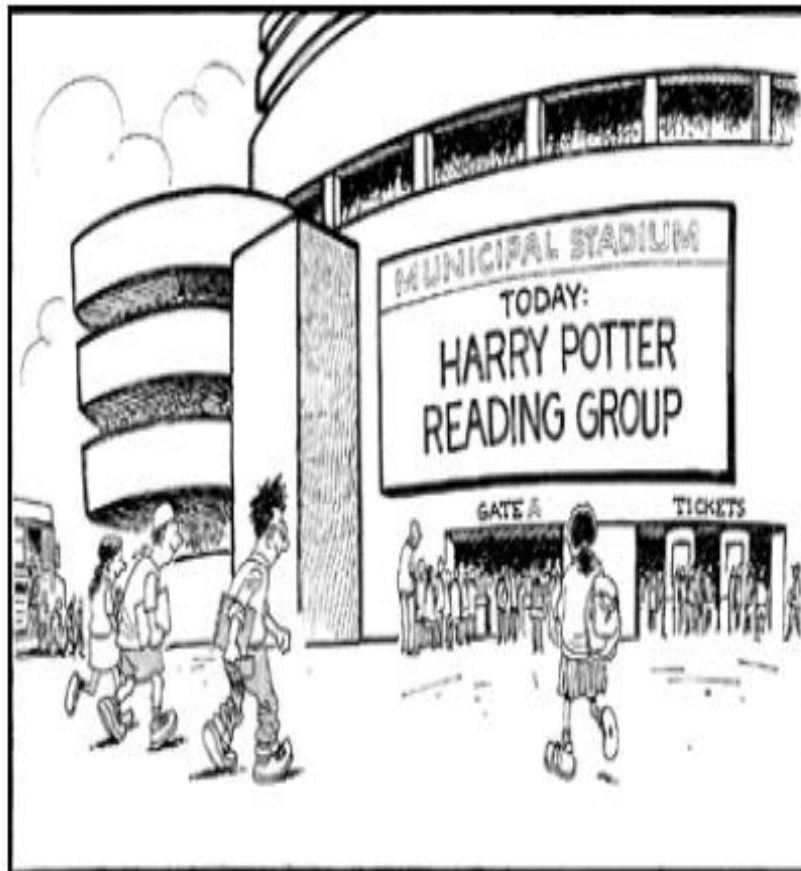
THE GENERATION



THE GENERATION







QUESTION
NOTHING



1950

QUESTION
EVERYTHING



1970

QUESTION
QUESTIONS



1990

ENOUGH
QUESTIONS

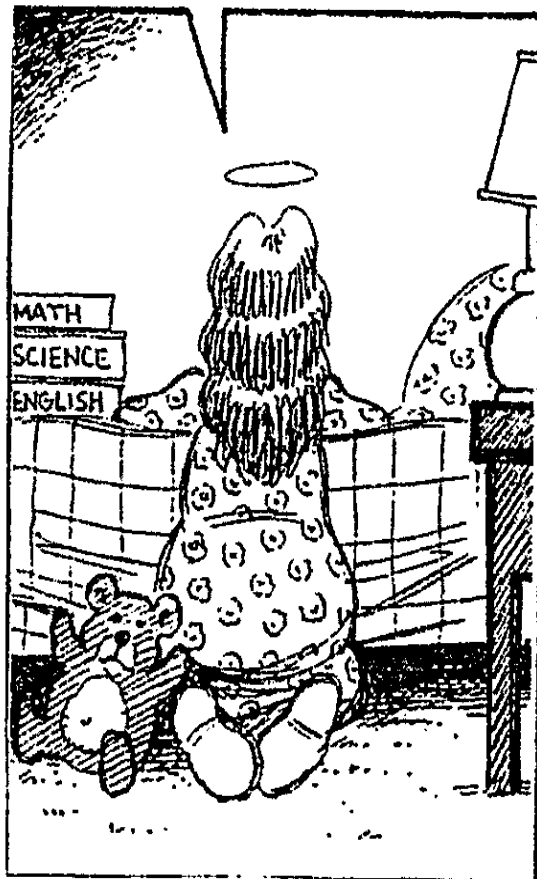


2010

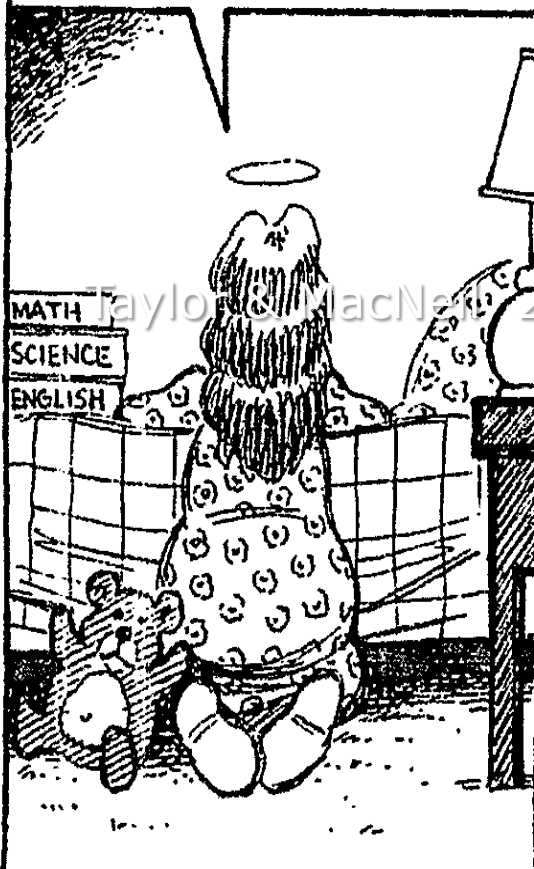


**"YOU GET *FIVE* MINUTES BETWEEN SOCCER AND PIANO?
WHAT DO YOU DO WITH ALL THAT FREE TIME ?!?"**

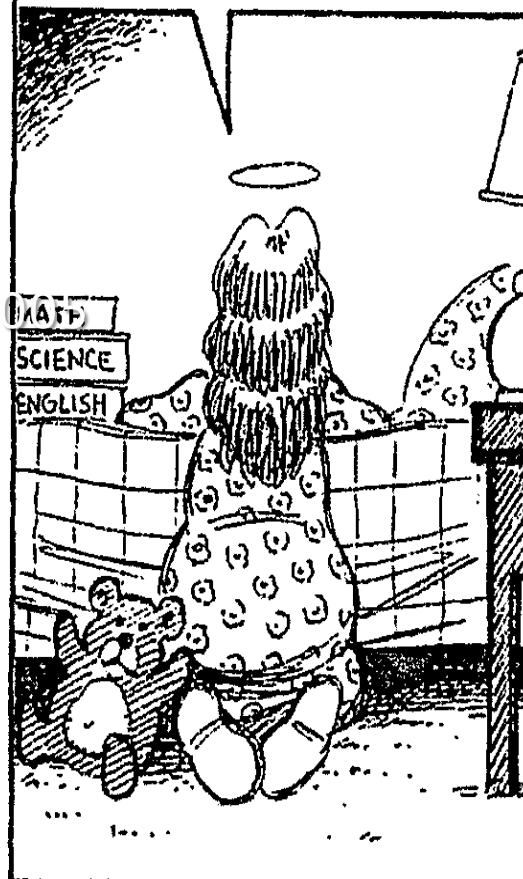
HELP ME PASS
THE NEW
GOVERNOR'S TEST.



HELP MY SCHOOL
PASS THE NEW
GOVERNOR'S TEST.



AND WHILE YOU'RE AT IT,
MAKE THE GOVERNOR
TAKE THE NEW
GOVERNOR'S TEST!



IT'S A GENERATIONAL THING

- ◎ Silents (Greatest)
(Birth Years 1925 to 1942)
- ◎ Boomers (Birth Years 1943 to 1960)
- ◎ Thirteeners (Birth Years 1961 to 1981)
- ◎ Millennials
(Birth Years 1982 to 2002)

IT'S A GENERATIONAL THING (SILENTS)

- ◉ **People:** Joe DiMaggio, Joe McCarthy, Bob Hope, Betty Crocker
- ◉ **Places:** Pearl Harbor, Normandy, Korea, Bay of Pigs
- ◉ **Things:** Scarce (Two world wars and the depression!)
- ◉ **General personality:** Loyal, common goal oriented, faith in institutions, military experience (top-down management)

IT'S A GENERATIONAL THING (BOOMERS)

- ◉ **People:** Martin Luther King, Jr., Richard Nixon, JFK, the Manson family, the Osmond family, Captain Kirk, the Beatles
- ◉ **Places:** Watergate Hotel, Hanoi Hilton, Woodstock
- ◉ **Things:** TV, jobs, loans
- ◉ **General Personality:** Optimistic, reliant on consumer goods and education, competitive, idealistic, communicative

IT'S A GENERATIONAL THING (THIRTEENERS)

- ◉ **People:** Bill Clinton, Quentin Tarantino, O.J. Simpson, Madonna, Michael Jordan
- ◉ **Places:** Global (thanks to media)
- ◉ **Things:** Media, PCs, video games, violence
- ◉ **General Personality:** Skepticism, resourcefulness, independent, skill-valuing, self-commanding

IT'S A GENERATIONAL THING (MILLENNIALS)

- ◎ **People:** Prince William, Tinky Winky, Mark McGwire, Venus and Serena Williams, Britney Spears
- ◎ **Places:** Oklahoma City, Columbine, Dawson's Creek
- ◎ **Things:** Cell phones, Internet, IM
- ◎ **General Personality:** Realistic, empowered, respectful, cautious, pragmatic, "diversity expectation," participative, entitled...

IT'S A GENERATIONAL THING

◎ Millennials (Birth Years 1982 to 2002)

- The most diverse college-going generation ever.
- In 2002, approximately 6.9 million Millennials were enrolled in the nation's colleges and universities—representing 44.2% of all students.

CHALLENGE OR OPPORTUNITY ACROSS GENERATIONS?

	Greatest Generation	Baby Boomers	Generation X	Millennials
Outlook	Practical	Optimistic	<i>Skeptical</i>	Hopeful
Work ethic	Dedicated	<i>Driven</i>	Balanced	Determined
View of authority	<i>Respectful</i>	Love/hate	Unimpressed	Equals
Leadership by	Hierarchy	Consensus	Competence	<i>Pulling together</i>
Change	Revolution	Managed	<i>Expected</i>	Fluid
Own work	Do it all	<i>Do with help</i>	Contract	Cut and paste

Chambers, D.W. (2006). Generations. *Journal of the American College of Dentists*, 72(3), 27-36.

Zemke, R., Raines, G., & Filipczak, B. (2000). *Generations at work: Managing the clash of Veterans, Boomers, Xers, and Nexters in your workplace*. New York: Amacom.

SEVEN DESCRIPTIVE FACTORS

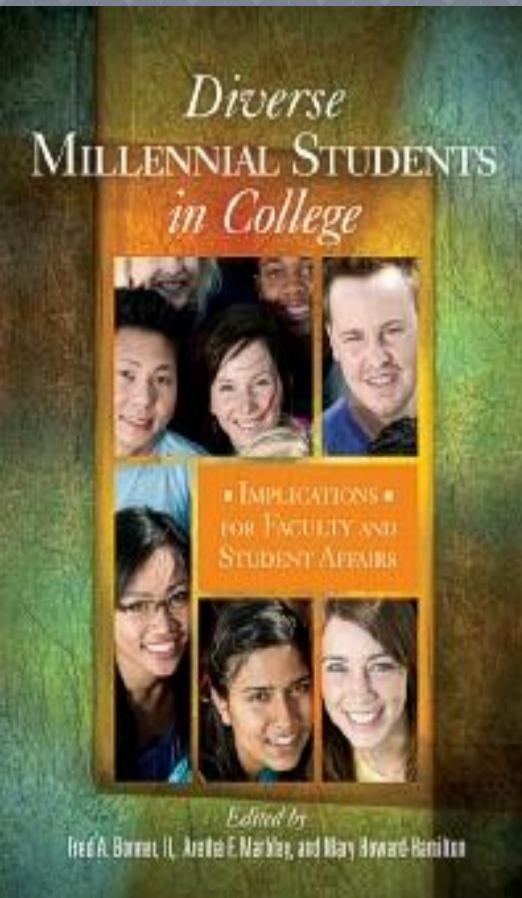
1. Special
2. Sheltered
3. Confident
4. Team-Oriented
5. Conventional
6. Pressured
7. Achieving



MILLENNIALS AS CONTRADICTION?

- ◉ High-Achieving and Performance **v.** Low Autonomy and Emotional Intelligence
- ◉ Technologically Facile and Connected **v.** Alienation and Disengaged
- ◉ Community/Volunteer Service Orientation **v.** Self-interested and Sense of Entitlement
- ◉ Respect for Authority and Traditions **v.** Lack of Ethical and Moral Center ("*Whateverism*")
- ◉ Renewed Interest in Spirituality **v.** Materialism and Consumerism
- ◉ More Savvy (Violence, Sex, Drugs, Diversity) **v.** Fewer Coping and Conflict Resolution Skills

DIVERSE MILLENNIALS



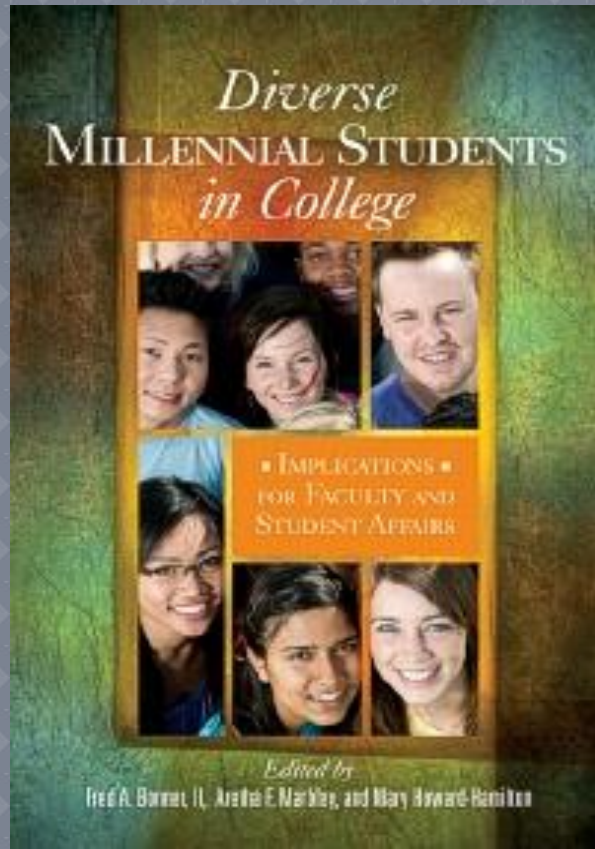
- Each generation is “right” for its time, and the Millennials are right for this time. It falls to educators to meet students where they are and actively engage them in learning.

- Dungy—Chapter One

DIVERSE MILLENNIALS

◎ African American

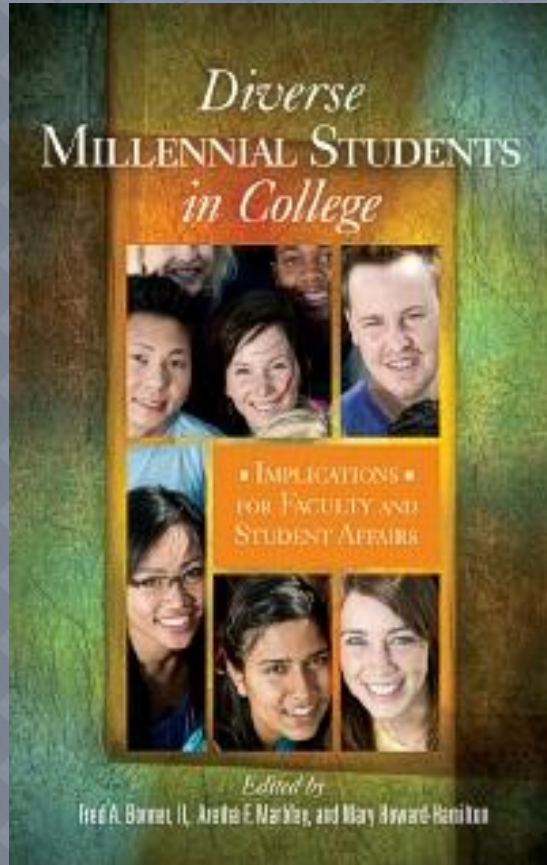
- College student educators, parents, and mentors would do well to help today's college students acquire skills and strategies for maintaining their aspirations in the face of challenges, as well as managing their emotions when failure occurs.



DIVERSE MILLENNIALS

◎ Asian American

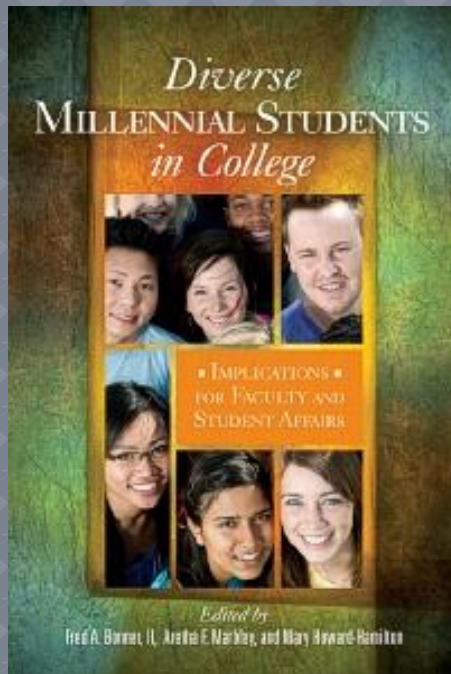
- Whatever “truth” there was to the model minority stereotype of the “passive” Asian student or the Asian “science nerd,” it applies even less so to this generation of students. Subsequently, educators’ willingness to cling to those stereotypes will result in even more severe problems and conflicts with this generation of students.



DIVERSE MILLENNIALS

◎ Latino (a)

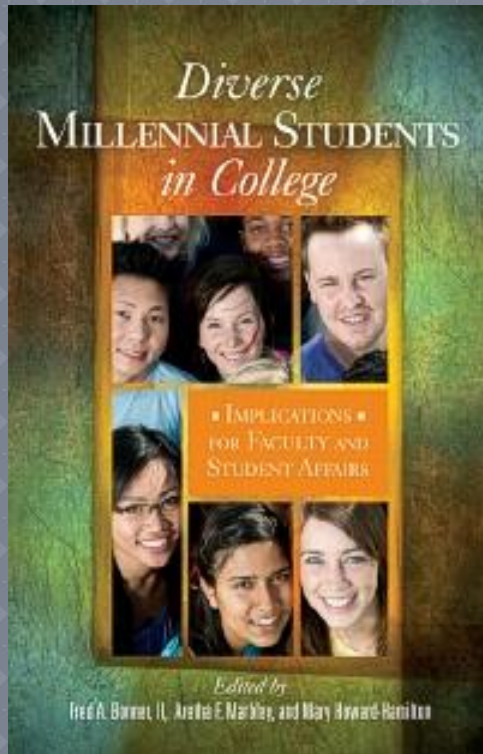
- However, there is an important distinction in that collectivism in Latino/a cultures prioritizes the family (nuclear and extended) above the individual (Pedersen, Draguns, Lonner, & Trimble, 2002). The Howe and Strauss (2000) description places the focus of team on peers, rather than within the family.
- The idealization or promulgation of Millennial generation characteristics, as Pichardo showed, enacts a powerful assimilative pressure on students, one that has the potential to put valued cultural distinctions and important means for college success at risk.



DIVERSE MILLENNIALS

◎ Native American

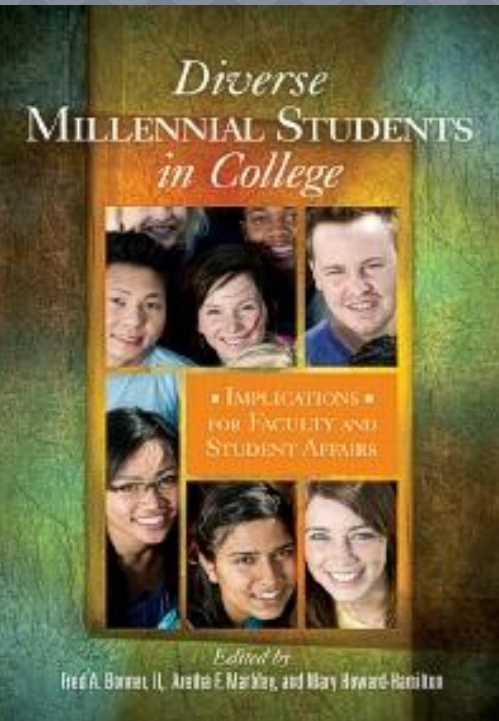
- I have grouped this discussion under five categories: academic preparation, role models, cultural incongruities, finances, and other institutional barriers.
- The academic aggression necessary to succeed is anathema to many Indigenous ways of being, so many students resort to silence in the classrooms. Ultimately, the price of silence is great among Indigenous students.



DIVERSE MILLENNIALS

◎ Bi-Racial/Multiracial

- The fact that more people than before, many of them Millennials, might identify as “mixed” in some way, is simply that—it does not in and of itself have self-evident meaning tied to the idea of social progress, nor is it an automatic antidote to racism.
- ...the sizable number of students with multiple heritages who choose to define themselves outside of the system of racial categorization (Renn, 2004; Rockquemore & Brunσμα, 2002) is evidence that mixed race Millennials may draw on some reserve of resilience and self-definition to cope with pressure.



DIVERSE MILLENNIALS

◎ LGBTQ

- For decades, theories used to understand college students have treated identity in compartmentalized ways, paying little attention to the manner in which identities intersect, how such intersections are governed by interlocking systems of oppression, and the shifting social locations in which individuals are situated as a result (e.g., Cass 1979, 1984).

