Advising Millennials at an Open Enrollment Institution

NACADA Annual Conference St. Louis, MO
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Agenda

- Who are the Millennials?
- How the Millennials developed
- Identify the challenges open enrollment institutions present for Millennials
- Identify how advisors can successfully advise Millennials.
The purpose of this presentation is to highlight how advisors can better serve Millennials at open enrollment institutions.
Located in Jefferson City, MO
We are a Historically Black College/University (HBCU)
A large population of our students come in unprepared for college
70% of our students are on Pell and Loans
Our key majors:
- Business Administration, Nursing, Criminal Justice and Education
In response to budget cuts, we have recently transitioned from a centralized advising model to a faculty advising model.

I serve as the Academic Advising Training Coordinator.

- I train faculty on how to advise students using advising best practices.
- In addition, I ensure students are receiving high quality advising by receiving feedback from students regarding their advising experiences.

Center for Academic Advising
Who are the Millennials

- Born between the 80’s and the year 2000
- Tendency to possess an external locus of control (Bland, Melton, Welle & Bigham, 2012)
- Tendency to overly rely on external stress coping mechanisms (Bland, Melton, Welle & Bigham, 2012)
- Tendency to struggle to make decisions without parents (Bland, Melton, Welle & Bigham, 2012)
- Tendency to lack patience for waiting (Bland, Melton, Welle & Bigham, 2012)
- Professors report Millennials have different expectations than older generations, making it more challenging to teach them (Buckner & Strawser, 2016)
Research has indicated that helicopter parenting has led to millennials tending to have a higher self-concept than seen in older generations (Buckner & Strawser, 2016).

Helicopter parenting has been linked to decreased autonomy in Millennials, making independent decision more of a challenge for them than older generations (Buckner & Strawser, 2016).

Helicopter parenting unintentionally sends the message that the child cannot handle their own life (Bucker & Strawser, 2016).
Open Enrollment Institutions

- Characteristics of open enrollment can worsen the outlook for a Millennial student
- Open Enrollment Institutions attract less prepared and lower academic performing students
- Open Enrollment Institutions often lack resources for special populations (Scherer & Anson, 2014)
Streamlined admissions processes can leave a potentially unprepared student with less time to assimilate to the expectations of the new environment.

Teachers may not alter their instructional approaches to fit the level of the incoming student.

Students can get stuck in a sequence of developmental coursework, prolonging the time to graduation (Scherer & Anson, 2014).
Advisors should build harmonious relationships while promoting autonomy.

Advisors should investigate the motivation behind a particular coping mechanism.

Advisors should reinforce stress coping mechanisms that increase stress tolerance

How to Help
Create handouts, brochures or pamphlets that detail important policies, procedures that may have been overlooked in the accelerated admission process.

Have a mandatory initial advising session to assess the needs of students before releasing their schedules.

Keep records on interactions and get signatures for all decisions the students make that have financial implications.

How to Help Continued
Know your university and how it impacts its students
Create a plan that works for your students and track your progress.

Conclusion
References


