

Blending the Student Body Intergenerational Issues and Ethnicity

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- New Mexico State University is a Hispanic Serving Institution (48 percent Hispanic)
- Border institution with Mexico
- The campus is located in a one of the top retirement communities in the USA---Las Cruces, New Mexico

When Baby Boomers Retire

- Las Cruces has a population of about 80,000 residents
- In year 2000, 21 percent were over the age of 55 and 13 percent were over the age of 65
- Our retirees are in a transitional stage of life
 - Some are starting new businesses
 - Some are developing skills to enter the next stage of their working lives
 - Many are enrolled in master's and doctoral degree programs at NMSU

Impact of baby boomers on Graduate Education

- 77 million baby boomers will retire within the next 30 years
- Many will retire healthy and can expect to live another 20 to 30 productive years
- Most plan to work during retirement
- Many will enroll in institutions of higher education

Baby Boomers and Graduate Education

- What impact will baby boomers have on graduate education?
- Will new programs of study be created to meet this new market for graduate education?
- Will Graduate Schools need to develop additional support services for them?

Intergenerational Issues

- This session is designed to help us explore the potential impact of changing demographics on graduate studies.
- Within a given campus graduate students represent several generations including:
 - Young adults in joint undergraduate and graduate degree programs
 - Working adults that seek part-time degree programs and
 - Retirees who seek knowledge and new sets of skills

The Future graduate student body: blending age cohorts and cultures

- Veterans born between 1922-1943
- Baby Boomers 1943 to 1960
- The Xers 1961-1980
- The Nexters 1980 to 2000
- Migrants and International students
- The future classroom, in class and online may consists of all of the above

The Current and Future Work Force

- The future graduate student body will reflect the current and future labor market
- In the past, the labor market was highly stratified
 - senior white males in high level positions, middle aged in middle management, and younger employees were in entry level positions
- In the information age, all age groups can be in senior level management

Generational and Ethnic Differences

- What are the characteristics of the future student?
- How do they learn?
- How will they contribute to the learning and research mission of the institution?
- What are their needs and aspirations?

Ages 20 to 30

CHARACTERISTICS:

- Undergraduate students in joint B.S./M.S. have close ties to undergraduate culture.
- Live in a high tech world and communicate through multiple channels including email, personal web sites and cell phones.
- Rely on student support services that are web based and office based.
- Learning environments include online and traditional classroom experiences.
- More likely to communicate with faculty through email rather than face-to-face.
- Likely to be full-time students rather than part-time students
- Use campus library facilities equally with the internet to conduct research for papers

Students 20 to 30

- Most come to grad school straight from undergraduate institutions
- Some will have undergraduate research experiences
- They will find an attractive place to live and then find a job

Ages 30 to 40

- CHARACTERISTICS:
- Tend to be part-time students who are working, and in many cases raising families while they attend Graduate School
- For many, distance learning may be their only option
- They tend to put limited demands on student services and professional development programs of the graduate school.
- Professional development needs focus on time management skills to help them juggle job, family responsibilities and their courses
- Speed reading is also a skill need. While they tend to be excellent students, they need to re-tool their study and comprehensive skills.
- They rely heavily on online library resources as well as the Internet to collect information for papers and their theses.

Students Ages 30 to 40

- For those that are full time, many will contribute to the teaching and research mission of the university
- These students will also bring experiences to the classroom and enrich the learning experience

Ages 40 to 55

CHARACTERISTICS:

- Many have similar characteristics of those 30 to 40. However, some may not be as comfortable using electronic technology.

Ages 55 and above (retirees)

CHARACTERISTICS:

- The reason for pursuing graduate education is diverse
- Professional development skills focus on learning skills and use of electronic technology.
- For retirees, many are enrolled as full-time students.
- They enjoy the library and are developing skills in using the Internet as an information and learning tool.
- They are more likely to visit faculty during office hours rather than rely heavily on email as a form of communicating with faculty.

Ages 55 and above

- Bring a wealth of experience to the classroom
- Are more likely to challenge faculty in class discussions
- Many come with large retire incomes--- and can be potential donors
- Many are developing skills for new careers and businesses

On Becoming a minority serving institution

- Hispanic Serving Institutions can be defined as institutions that have a student body where at least 25 percent are Hispanics.
- Characteristics of Hispanic Students:
 - Prefer to work rather than take out loans.
 - Will attend graduate school full-time while working full-time.
 - Long work hours impact their grades and student success.
 - Most prefer to obtain a master's degree rather than a Ph.D

Strategic Planning for the Future Graduate Student

How do we meet the needs of different segments of the student body in terms of:

- Student support services,
- Professional development
- Student orientations,
- Research support services,
- The delivery of education—online, in class or blended.

Strategic Planning continue

- How do we prioritize goals and objectives to meet national and global needs for an intergenerational and culturally diverse work force?

What is taking place on your campus?

- You will have a chance for questions and discussions after the last presentation