New Faculty Orientation

Associate Vice Chancellor & Dean of Students
Melissa S. Shivers, Ph.D.
Introduction

• Who are Our Students?
• Role of Dean of Students office
• Dean of Students Initiatives – Lunch Hours/Invite Your Faculty/Staff to Lunch
• Bias Protocol
• Absence Notification Policy
Who Are Our Students?
Who is the Class of 2019?

• Over 17K applications
• C/O 4600 – 4700 new Vols
• Avg. ACT 27
• Avg. GPA 3.83
• Increased number of out-of-state students
• Increased number of Transfer Students
## Fall 2014 Overall Enrollment Statistics

<table>
<thead>
<tr>
<th>Category</th>
<th>Total</th>
<th>Male</th>
<th>Female</th>
<th>Hispanic</th>
<th>Am Indian or Alaska Native</th>
<th>Asian or Pacific Islander</th>
<th>Black or African American</th>
<th>White</th>
<th>Two or More</th>
<th>Unknown</th>
<th>Nonresident Alien</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Enrollment</td>
<td>23,931</td>
<td>11,947</td>
<td>11,984</td>
<td>761</td>
<td>53</td>
<td>705</td>
<td>1,600</td>
<td>18,562</td>
<td>657</td>
<td>714</td>
<td>879</td>
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<tr>
<td>Subtotal Undergraduate</td>
<td>20,137</td>
<td>10,179</td>
<td>9,958</td>
<td>637</td>
<td>43</td>
<td>612</td>
<td>1,422</td>
<td>15,964</td>
<td>595</td>
<td>434</td>
<td>430</td>
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<tr>
<td>First-Time Freshmen</td>
<td>4,689</td>
<td>2,339</td>
<td>2,350</td>
<td>180</td>
<td>9</td>
<td>140</td>
<td>355</td>
<td>3,637</td>
<td>160</td>
<td>137</td>
<td>71</td>
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<tr>
<td>Other Freshmen</td>
<td>1,070</td>
<td>614</td>
<td>456</td>
<td>29</td>
<td>2</td>
<td>34</td>
<td>118</td>
<td>807</td>
<td>37</td>
<td>25</td>
<td>18</td>
</tr>
<tr>
<td>Sophomore</td>
<td>4,412</td>
<td>2,189</td>
<td>2,223</td>
<td>127</td>
<td>12</td>
<td>144</td>
<td>336</td>
<td>3,523</td>
<td>118</td>
<td>98</td>
<td>54</td>
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<tr>
<td>Junior</td>
<td>4,587</td>
<td>2,291</td>
<td>2,296</td>
<td>154</td>
<td>6</td>
<td>132</td>
<td>324</td>
<td>3,724</td>
<td>126</td>
<td>78</td>
<td>43</td>
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<tr>
<td>Senior</td>
<td>5,220</td>
<td>2,675</td>
<td>2,545</td>
<td>145</td>
<td>14</td>
<td>162</td>
<td>289</td>
<td>4,284</td>
<td>154</td>
<td>94</td>
<td>98</td>
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<tr>
<td>Undergraduate Special</td>
<td>159</td>
<td>71</td>
<td>88</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>9</td>
<td>0</td>
<td>2</td>
<td>145</td>
</tr>
<tr>
<td>Subtotal Graduate/Professional</td>
<td>3,794</td>
<td>1,768</td>
<td>2,026</td>
<td>124</td>
<td>10</td>
<td>93</td>
<td>178</td>
<td>2,598</td>
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<td>449</td>
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<td>Masters</td>
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<td>822</td>
<td>1,078</td>
<td>64</td>
<td>6</td>
<td>57</td>
<td>98</td>
<td>1,392</td>
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<td>119</td>
<td>126</td>
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<td>10</td>
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<td>Doctorate</td>
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<td>485</td>
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<td>1</td>
<td>23</td>
<td>37</td>
<td>603</td>
<td>17</td>
<td>92</td>
<td>314</td>
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<tr>
<td>Law (J.D.)</td>
<td>381</td>
<td>222</td>
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<td>13</td>
<td>1</td>
<td>9</td>
<td>38</td>
<td>299</td>
<td>3</td>
<td>14</td>
<td>4</td>
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<tr>
<td>Veterinary Medicine (D.V.M.)</td>
<td>357</td>
<td>71</td>
<td>286</td>
<td>4</td>
<td>2</td>
<td>4</td>
<td>2</td>
<td>287</td>
<td>2</td>
<td>55</td>
<td>1</td>
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<tr>
<td>Graduate/Professional Special</td>
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<td>4</td>
<td>9</td>
<td>1</td>
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<td>1</td>
<td>7</td>
<td>0</td>
<td>0</td>
<td>4</td>
</tr>
</tbody>
</table>
Fall 2014: Total Enrollment by Gender

- Male: 13,727 (50.1%)
- Female: 49.9%
Fall 2014: Total Enrollment by Ethnicity

- White: 79.4%
- Black: 6.8%
- Nonres Alien: 4.7%
- Hispanic: 3.2%
- Asian: 2.9%
- Two or More: 2.7%
- American Indian: 0.2%
Fall 2014: Total Enrollment By Level
2014-2015 First-Year Students

Incoming FYF hail from 43 of 50 states, in addition to Washington, D.C. and Puerto Rico.

*Puerto Rico included, but not pictured

- Mostly children of “Boomers”
- More universally loved by their parents than any other generation
- Physically and medically more well-cared for
- Have had more buying power as children
- Have experienced more active teaching methods
- Achievement oriented, heavily pressured to excel academically
- Often plagiarize, tend to think anything online is available for use without citing
- Mental Health Awareness
Millenials

- Disability Access
- 9/11, Katrina, School Shootings
- Social Justice
- Parents resist FERPA
- DIGITAL NATIVES
THE UNEMPLOYED GENERATION

Millennials are narcissists because we f*cked up their entire generation over and they don’t have anything better to do than jerk off and look at Tumblr.

Why they’ll starve to death

2010 issue
Effective Communication with Millennials

- Use action words and challenge them!
- Use email to communicate often
- Use Twitter, Facebook, Instagram, etc., to enhance communication
- Use humor and create a fun environment.
- Encourage them to take risks.
Role of Dean of Students Office
Dean of Students Office Overview

- Advocate
- Support
- Challenge
- Connect

Dean of Students Office
Faculty/Staff Spotlight Initiatives
Dean of Students Spotlight
Initiatives: Lunch Hours

• Lunch Hours

• Initiative:
The Dean of Students office has partnered with Aramark to provide both the student and UT faculty or staff member this free lunch on several Tuesdays and Fridays throughout the spring semester at either Presidential Court Café or the University Center.

• It’s important for you to know that this initiative is a response to the 2014 National Survey of Student Engagement (NSSE), in which UT seniors’ ranked opportunities for interaction with administrative staff and offices significantly lower than their peers at similar institutions.

• Elements:
Free lunch passes for a student and faculty/staff member to be redeemed at dining locations on campus. Students pick up the passes then invite a faculty/staff member to lunch. UT Dining validates & keeps the passes at checkout.
Bias Protocol
Dean of Students Spotlight
Initiatives: Bias Protocol

• The purpose of the Bias Response Protocol is to:
  • Manage the timely and appropriate response to bias incidents,
  • Implement a plan of action to address the bias incident, and
  • Conduct appropriate follow-up to bias incidents.

Bias.utk.edu
Bias Incidents

2014 – 2105 Academic Year Total - 18

Bias Incident Types

- Other: 1
- National Origin: 1
- Religious Bias: 1
- Sexual Orientation: 6
- Racial Bias: 8
- Gender Bias: 1

Total: 18
Absence Notification Process
Student Absence Notification
Procedure & Policies

• The student absence notification process is designed to serve as a resource for students who need to notify instructors of their absence due to extenuating circumstances and/or emergency situations.

• The Office of the Dean of Students does not excuse students from classes and/or course requirements. It is the responsibility of the student to contact their instructors and determine a mutually agreed upon arrangement for all missed work.
Absence Notifications

2014-2015 Academic Year Total – 223
Fall 2014: 117
Spring 2015: 106

- Medical Illness: 59%
- Surgery: 16%
- Family Death: 10%
- Personal Reasons: 5%
- Family Emergency: 7%
- Legal Obligations: 1%
- Academic Competition: 1%

- Medical Issues: 45%
- Family Death: 16%
- Personal Reasons: 2%
- Roommate Death: 3%
- Medical Emergency: 3%
- Apartment Fire: 3%
- Surgery: 4%
- Family Emergency: 3%
- Legal Obligations: 4%