Increasing Student Retention and Success through **High Impact Practices** (HIPs)

# 1 High Impact Practices at SIUE

What are they? Where are they happening now?

# What are High Impact Practices?

Teaching and learning practices whose positive impact on students, particularly students from underserved groups, have been shown to increase retention by more than 50%

–American Association of Colleges and Universities

# What Strategies Have Been Identified as **High Impact Practices**?

**1** Capstone Courses & Projects

**2** Collaborative Projects

**3** Common Intellectual Experiences

**4** Diversity/Global Learning

**5** ePortfolios

**6** First-Year seminars & Experiences

**7** Internships

**8** Learning Communities

**9** Community-Based Learning

**10** Undergraduate Research

**11** Writing-Intensive Courses

# HIPs Task Force Charge

**1** Plan to centralize HIPs Efforts

Centralize the coordination, assessment, and the visibility of high impact practices university-wide, with a focus on inclusion and equity.

**2** Contextualize HIPs Definitions

Taking into account the institutional culture of SIUE, and a focus on curricular and co-curricular experiences

**3** HIPs@SIUE

How does SIUE: make sure every student has hands-on learning; improve tracking; bring an equity lens; organized career building and civic minded activities.

# HIPs@SIUE Inventory

Surveys Sent to 59 Departments/Programs
Responses 40

| Total Number of Programs per Category | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Capstone | Internships | Collaborative Learning Experiences | Common Intellectual Experiences | Diversity/Global Learning | ePortfolios | First-Year Seminars | Learning Communities | Undergraduate Research | Writing-Intensive Courses | Service Learning, Community Engagement |
| 15 | 16 | 19 | 8 | 18 | 4 | 4 | 5 | 15 | 10 | 12 |

Curricular Offerings ■     Co-curricular Offerings ■

# HIPs Task Force
# Recommendations

Assessing Quality

Creating HIPs Pathways

- ePortfolios
- Curricular Pathways using Lincoln Program and Metamajors
- Co-curricular Pathways
- Coordinating Efforts

**2**

# CODES

Community-Oriented Digital Engagement Scholars and High Impact Practices in General Education

# What is **CODES**?

Community-Oriented Digital Engagement Scholars:

an alternative pathway for underserved students in all fields and majors.

CODE Scholars use their general education credits to work with community organizations to study and address the world's most pressing problems.



Visit our website:
https://siue.edu/codes

# Fully **Integrating** High Impact Practices

**Research Emphasizing Global Perspectives**

Problem-based, transdisciplinary curriculum with student-led content, field work, and public presentation of research

**A Supportive, Diverse Learning Community**

Students take core courses together and stay with the same faculty and students in research teams for two years
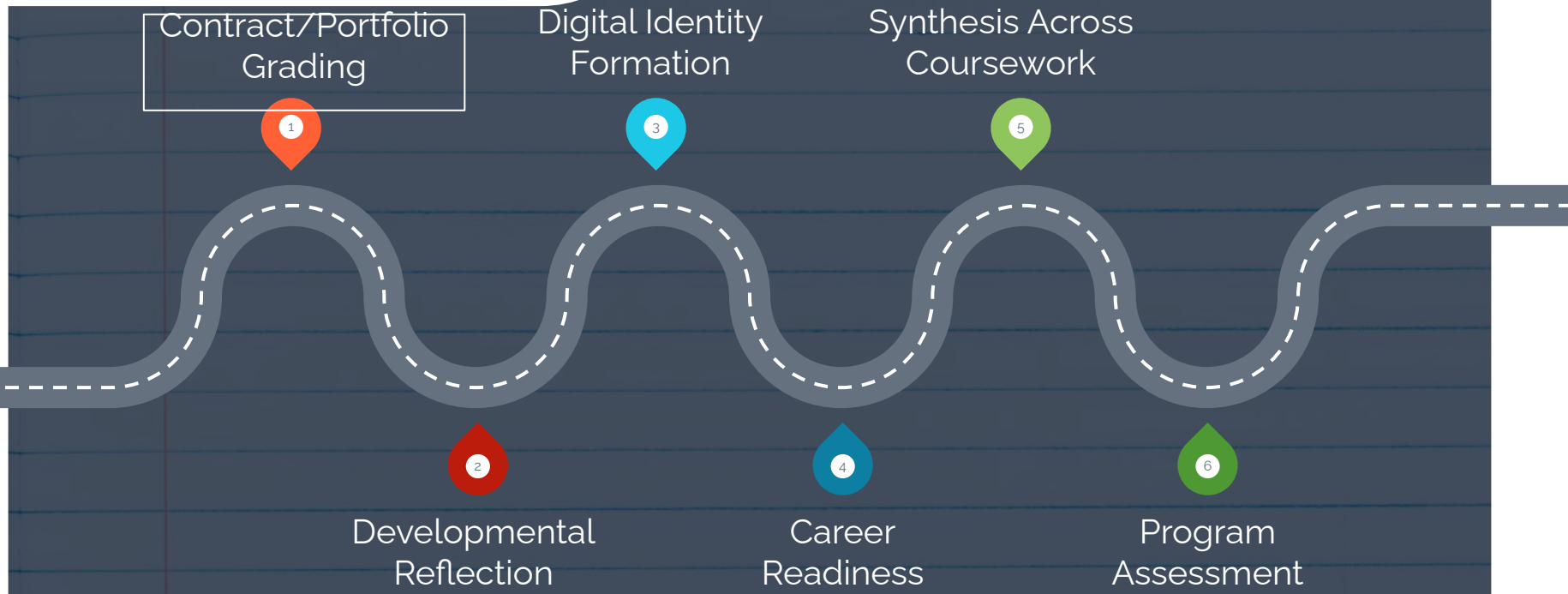
**Community-Based Research & Field Work**

Students work with a community partner to understand the local impacts of a global issue

**Collaborative Assignment Design**

Research teams are inherently collaborative; students conduct research and develop projects together.

# ePortfolios: the Meta High Impact Practice

Contract/Portfolio Grading
1

Developmental Reflection
2

Digital Identity Formation
3

Career Readiness
4

Synthesis Across Coursework
5

Program Assessment
6

**3**

# Construction Management

Integrating High Impact Practices into Majors

# Do we Speak in Customer?

**Students – Gen Z & Alpha**
- Physical Wellbeing
- Future Focus with Financial Stability
- Climate/Planetary Sustainability Advocates
- Passionate about Inclusivity
- Technology Driven

**Academics and Accreditation**
- Be involved in a multidisciplinary group
- Understand sustainability
- Develop reports and findings relative to the construction industry
- Encourage DEI
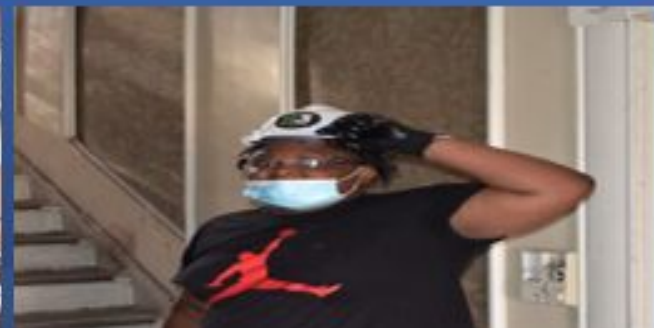- Develop a relevant capstone

**Industry Professionals**
- Communicators
- Results-oriented
- Team Player
- Dependable and Responsible
- Desire for Continued Learning
- Positive Attitude
- Entrepreneurial

# Want **big impact**? Engage Community!

## Higher Ed Should Be a **Catalyst** to Network Students with Community!

- **Involve Community with Academics**
- **Facilitate the Transition to Professional Life**
- **Develop Career-long Connections**
- **Rethink Curricula to Satisfy all Customers**

Capstone/Senior Assignment to **Include Community Involvement** (SCC):

"Researched projects are **helpful**, but boots-on-the-ground are **IMPACTFUL**."

*—Ruby Streate, Director of the Katherine Dunham Children's Workshop, ESL*

**Fuller Dome Renovation Senior Assignment Project**

# HIPs employed by CNST Department

😀 **Capstone Courses and Projects**

😀 **Collaborative Assignments and Projects**

😀 **Common Intellectual Experiences**

😀 **Diversity/Global Learning**

😭 **ePortfolios**

😀 **First Year Seminars and Experiences**

😀 **Internships**

😀 **Learning Communities**

😀 **Service learning, Community-based Learning**

😀 **Undergraduate Research**

😐 **Writing-intensive Courses**

**Leave you with this thought.**



If we teach today's students as we taught yesterday's, we rob them of tomorrow.

John Dewey

# 4 Partnerships

Career Development Center
Study Abroad
Successful Communities Collaborative

# Internships and **Co-ops**

## Meet All 8 Key HIPs Features With Internships DONE WELL

### Benefits of Internships and Field Experiences

Experiential learning
Direct experience and Major-related
Supervised/mentored
Features: Expectations, effort, interactions, diversity, feedback, real-world, competence, reflective

### Impacts of Student Success

Connect classroom to career
Major/career clarification
Grades
Completion/retention
Compensation
Conversion

### Improve Access

Participation historically inequitable
Cougar Jobline
New employer partnerships
Discussions needed on increasing access - embed in more places
Documenting creative experiences
Meaningful experiences

### Equity Minded Design

Scaling - reach and depth
Curricular and co-curricular
Continue strategic efforts

### Collaboration and Partnerships

Faculty/staff communication
Credit or zero credit
Share ideas - new experiences
Training and resources

### Opportunities to overcome obstacles

Strategic planning
Tracking, assessment, and cost/benefit analysis
Embed in curriculum
Time, resources, incentives
Visibility on transcripts

20

# Thanks!

Miriam Roccia

- mroccia@siue.edu

Jessica DeSpain

- jdespai@siue.edu

John Cabage

- jcabage@siue.edu

Tammy Taylor

- tammtay@siue.edu