

Creating and Sustaining a Foundation for Successful High Impact Practices

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My lifetime take away lessons
from leading an HIP

The importance of:

- an overriding educational and philosophical vision
- putting students first
- faculty engagement, support, credibility
- support from senior administration over successive administrations
- continuity of HIP individual program leadership

The importance of:

- assessment—conducting, disseminating results and using them to make decisions for improvement and telling the community what you did
- win/win for multiple institutional constituencies
- academic/ student affairs partnerships
- faculty /staff development
- using the innovation to drive other changes/improvements in the first year

Institutional Conditions Necessary for HIP Success:

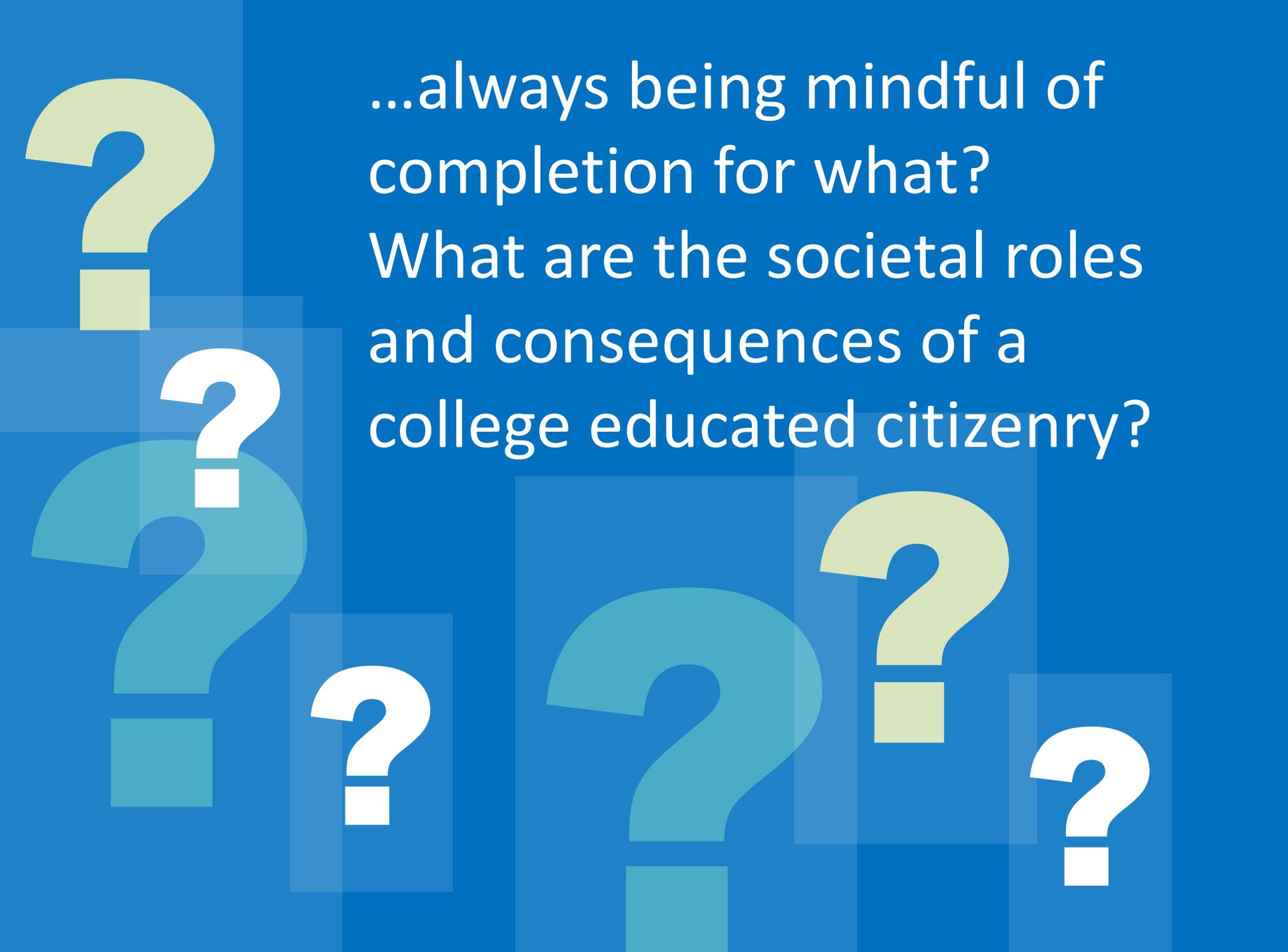
- engaged faculty who are the long term owners
- role of the CEO—setting the tone, managing the values
- high level of engagement from CAO and structure of that office that pays attention to HIP's
- quality of the CAO/CSAO relationship
- CEO/CAO choosing student success as a personal legacy

Institutional Conditions Necessary for HIP Success:

- a governing board that is actively engaged with student success issues and conditions
- engagement of academic department chairs
- connected to institution's Strategic Plan
- institutional commitment to provide assessment, with results widely disseminated

Institutional Conditions Necessary for HIP Success:

- registrar/space czar partnership
- campus culture of collaboration
- having a language/ethos of student success
- a student affairs organization and culture whose primary commitment is to academic success
- operating in the philosophical context of a larger vision than simply revenue implications of completion



...always being mindful of
completion for what?

What are the societal roles
and consequences of a
college educated citizenry?

... having standing governance structures for coordination and advocacy

(e.g. committees for the FYE, Student Success, Retention)



...integration of
faculty interests
and roles in HIPs...

...to formal
mechanisms for faculty
governance.

Institutional Conditions Necessary for HIP Success:

- linking HIP participation to institutional rewards structure
- a culture of affirmation and appreciation
- linking HIP work to reaffirmation of HLC reaccreditation via a Quality Initiative

Institutional Conditions Necessary for HIP Success:

- HIP's that are integrated, coordinated, coherent
- HIP's that grow out of an intentional institutional plan for student success
- A powerful campus culture that emphasizes a focus in ALL units on contributing to student success

What Most Institutions Do...

...or *don't* do!

- start an HIP in the absence of an overarching institutional plan for increasing student success
- coordinate and integrate HIP's
- link to the real first-year experience—high failure rate gateway courses
- ultimately back into planning exercises to make more coherent, connected, integrated



My Big Lessons
That I Ask You
To Consider...

Consider a plan

Connected to
an aspirational vision, mission, standards

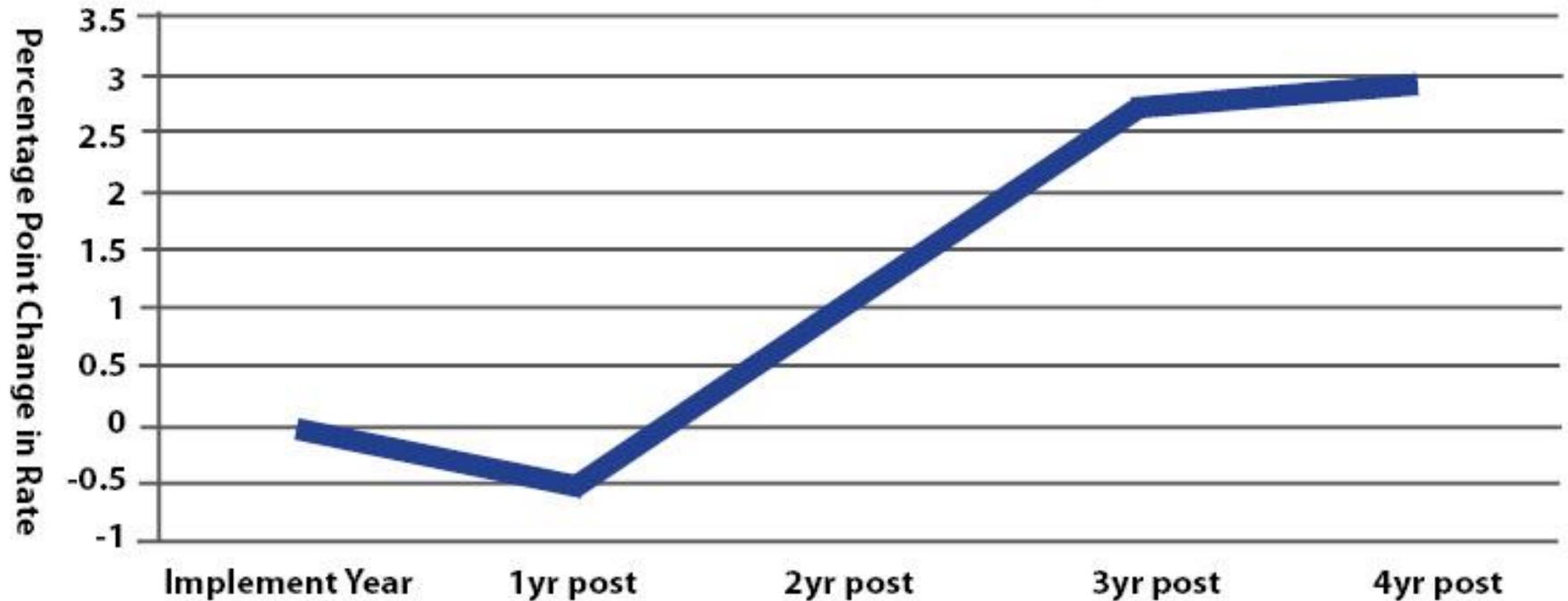
Produced by
the entire community

Focused on
the real first-year experience-
high failure rate gateway courses

Executed to a high degree

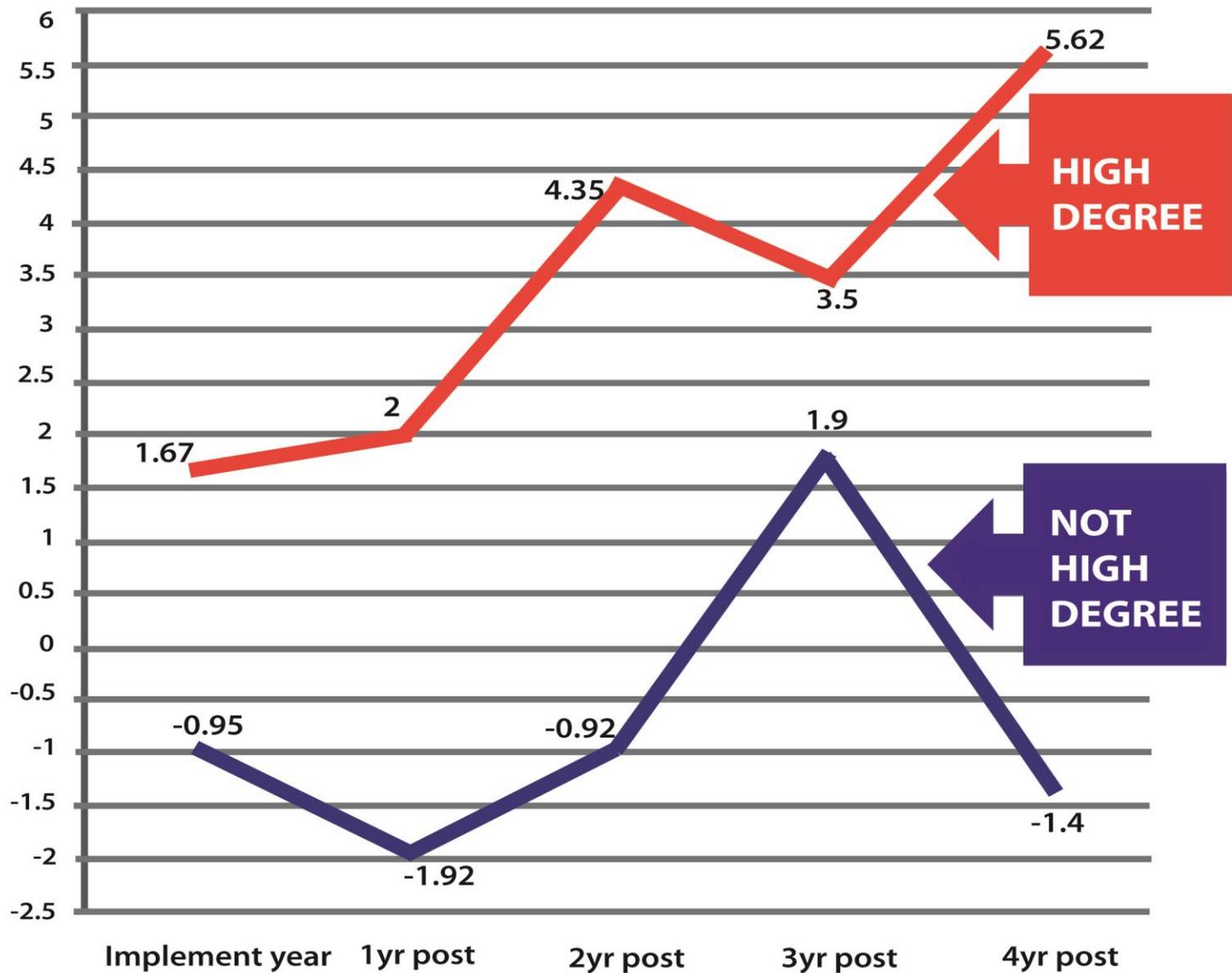
Retention

Institutions' Change in 1-yr Retention Rates by Length of Time Post First Year of Implementation



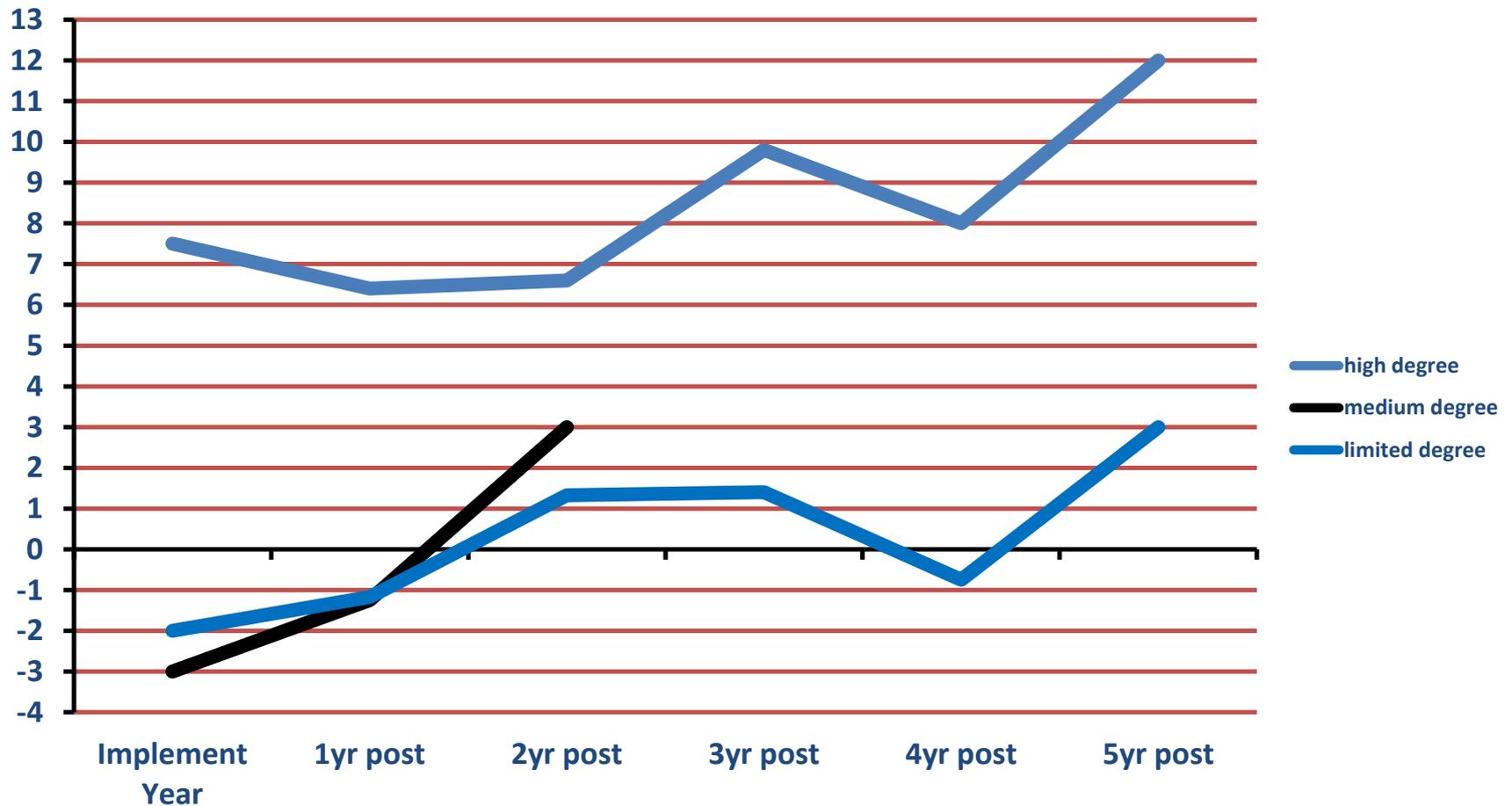
Retention

Change in First-to-Second Year Retention Rates Post Implementation of FoE Action Plan by Level of Implementation



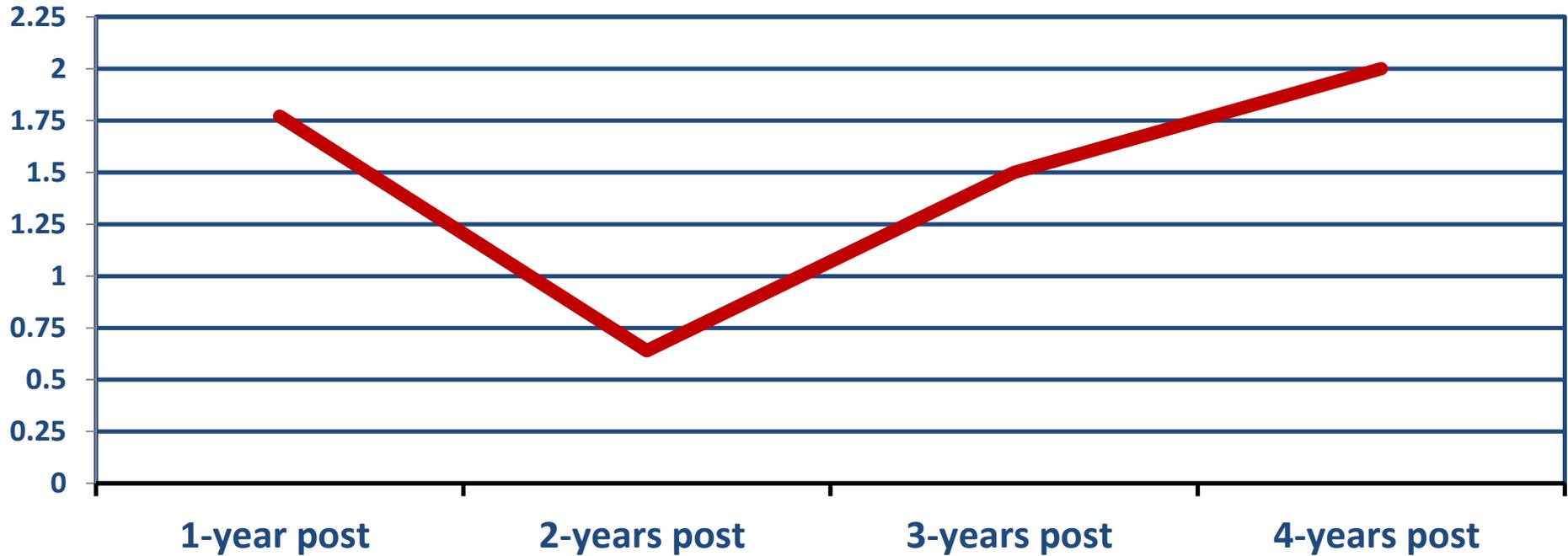
Retention: Private Institutions

Private Institutions' Change in 1-yr Retention Rates
Post FoE Plan Implementation by Level of Implementation



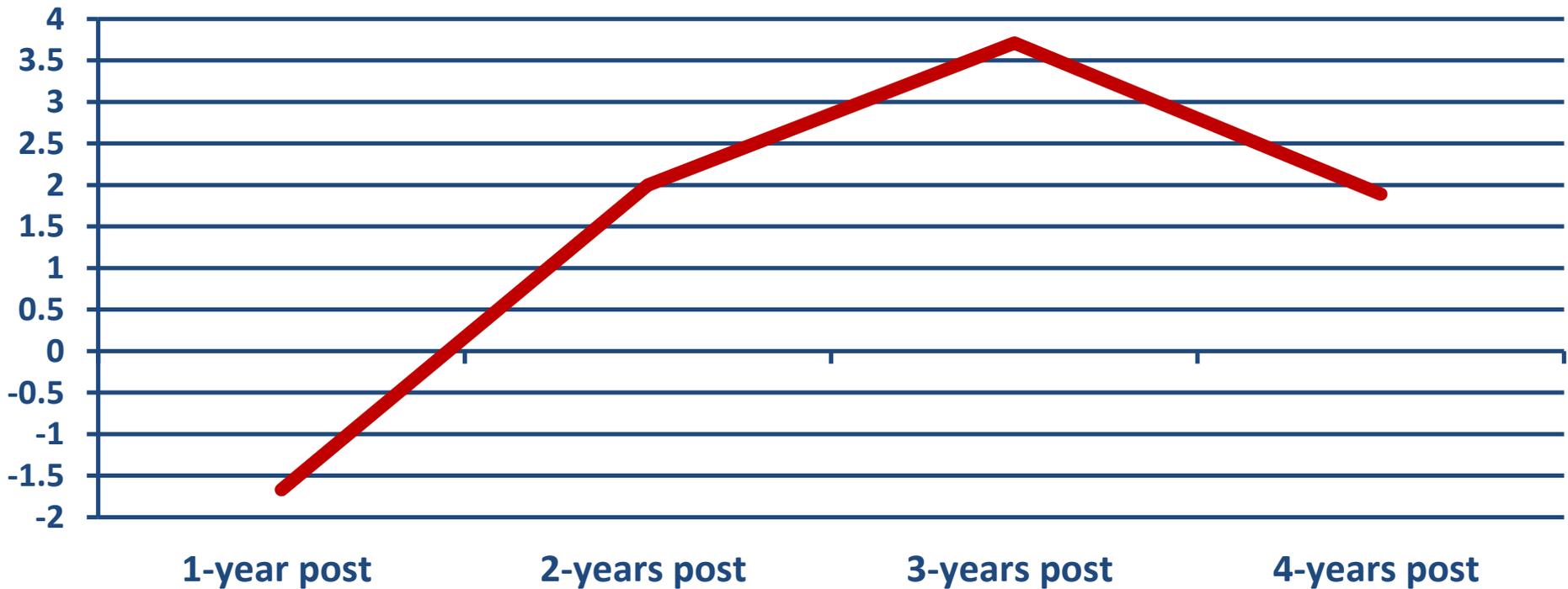
Retention: Two-Year Institutions

**Institutions' Change in Part-Time 1-yr Retention Rates
by Length of Time Post Self-Study**



Retention: Two-Year Institutions

**Institutions' Change in Full-Time 1-yr Retention Rates
by Length of Time Post Self-Study**



Discussion?

The background features a vertical gradient from light blue at the top to white at the bottom. It is decorated with numerous overlapping, semi-transparent squares in various shades of blue and green. Scattered throughout are white-outlined squares of different sizes, some of which are nested within the larger, semi-transparent squares.

Thank you.

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