CREATING EFFECTIVE HIPS
ANALYZING AND USING DATA FOR CONTINUOUS IMPROVEMENT

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Workshop at AAC&U’s 2016 Institute on High-Impact Practices & Student Success
Our Four Questions

◆ What information do we have about our HIPs?

◆ Based on the information we have, what do we know about the HIP experience and its outcomes for all students and specific student sub-groups?

◆ What changes do we recommend for our HIPs based on what we know?

◆ What additional information do we need in order to improve or keep improving our HIPs?
A Quick Primer
HIP Participation

**LESS Likely**
- Online
- First Generation
- Transfer
- Younger

**MORE Likely**
- Female
- Frat/sorority
- Fulltime
- Higher grades
HIP Participation: Mixed Results

- **International Students**
  - More likely = service learning & study abroad
  - Less likely = internships

- **Athletes**
  - More likely = service learning & internships
  - Less likely = study abroad

- **STEM majors**
  - More likely = ug research
  - Less likely = service learning, intern, & study abroad
HIP Participation: Mixed Results

- **Asian Americans**
  - More likely = service learning & learning comm
  - Less likely = internships, culm sr exp, & ug research

- **African Americans**
  - More likely = service learning & learning comm
  - Less likely = study abroad

- **Latino(a)/Hispanic Americans**
  - More likely = learning comm
  - Less likely = internships & ug research
## Predicting Value Placed on High-Impact Practices

### Faculty Characteristics

<table>
<thead>
<tr>
<th>Characteristic</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>+</td>
</tr>
<tr>
<td>Faculty of color (all groups)</td>
<td>++++</td>
</tr>
<tr>
<td>Non-US citizen</td>
<td>+</td>
</tr>
<tr>
<td>Doctorate</td>
<td>-</td>
</tr>
<tr>
<td>PT lecturers/instructors</td>
<td>- -</td>
</tr>
<tr>
<td>Faculty in life fields (e.g., biology)</td>
<td>++</td>
</tr>
</tbody>
</table>
Exercise 1

Question

What information do we have about our HIPs?

Task

At your table, catalogue the information you know exists at your institutions
Share with each other the most striking results from your campuses
Exercise 2

◆ Question

Based on the information we have, what do we know about the HIP experience and its outcomes for all students and specific student sub-groups?

◆ Task

What is working well for the HIPs at your institution(s)? What’s not working as well?

For what groups are there differences in HIP access, experience, and/or learning? Why do those differences exist?
Exercise 3

**Question**
- What changes do we recommend for our HIPs based on what we know?

**Task**
- Using evidence, help each other construct arguments for changing particular HIPs
- Help each other identify where your arguments are incomplete or insufficient
Exercise 4

◆ **Question**
  - What additional information do we need in order to improve or keep improving our HIPs?

◆ **Task**
  - What made it difficult to do exercises 1 though 3?
  - At your tables, answer the following questions:
    - What additional information will you start collecting this coming year?
    - What analyses of existing or new information need to be done?
    - What does a compelling argument for change look like?
Issues, Challenges, & Opportunities
Thank you!