Building and Scaling an Institutional HIPs Initiative

MARCH 4, 2021
WELCOME

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WELCOME

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AAC&U’s Summer Institutes Symposium

JUNE 14, 2021

Improving and Accelerating Quality and Equity at Scale
Use Q&A for:
Panel discussion

Use Chat for:
Technology support

Slides and webinar recording will be posted online:
www.aacu.org/webinars/building-scaling-hips
Building and Scaling an Institutional HIPs Initiative

Panelists

Costas Spirou, Ph.D.
Provost, Georgia College

Jordan Cofer, Ph.D.
Associate Provost for Transformative Learning Experiences, Georgia College

Cynthia Alby, Ph.D.
Professor of Education, Faculty Director for GC Journeys, Georgia College

Hasitha Mahabaduge, Ph.D.
Associate Professor of Physics, Georgia College
Building & Scaling an Institutional HIPs Initiative

Join the Journey
GEORGIA COLLEGE

Think Independently. Lead Creatively.
About Georgia College

- Residential, public: 5,605/1,268 grad = 6,873
- First Year Retention of 85%
- Instituting High-Impact Practices through GC Journeys
"A Plan to Plan" : The 2015 AAC&U HIPs Institute

- Team of 6 faculty attended AAC&U institute
- Institutional Buy-in
  - Led to “Year of Dreaming”
  - Liberal Arts Renewal Project
Your journey starts with...

THE FIRST YEAR EXPERIENCE (FYE)
CAREER PLANNING MILESTONES
CAPSTONE COURSE IN YOUR MAJOR

+ choose 2 from...

INTENSIVE LEADERSHIP EXPERIENCES
MENTORED UNDERGRADUATE RESEARCH
COMMUNITY-BASED ENGAGED LEARNING

INTERNSHIPS
STUDY ABROAD/STUDY AWAY

Where will your journey take you?
Essential Learning Outcomes

- Integrative Learning
- Intercultural Knowledge
- Oral Communication
- Quantitative Literacy
- Problem Solving
- Teamwork
- Written Communication

- Civic Engagement
- Creative Thinking
- Critical Thinking
- Ethical Reasoning
- Global Learning
- Information Literacy
- Inquiry and Analysis

Think Independently. Lead Creatively.
Employment no longer depends solely on the degree or academic major, but more on experiences, practical sense, and ability to do the job.

Employers are looking for something more nuanced (that something extra) within the graduate to inform hiring decisions.
Current State of GC Journeys

- 15.3% increase in student participation in HIPs
- Increase in GPA among students taking more HIPs
- Increased faculty engagement with undergraduates (workshops, awards, publications, grants, etc)
- Increased cooperation with other organizations (IU, NASH, NILOA, AAC&U)
- Winner of CUR’s AURA (Award for Undergraduate Research Accomplishment) Award; won the USG award for Excellence in Teaching and Curricular Innovation; launching national journal, etc
Mentored Undergraduate Research & Creative Endeavors
Engagement in the Classroom
Interdisciplinary Research
Faculty Development in GC Journeys

- Info sessions
- Workshops
- Faculty Learning Communities
- Courses
- Mini-Grants/Dept grants/ etc.
**Challenge: Measuring Student Success**

The GC Journeys Program will transform your way of thinking and experiencing college. By participating in five inside and outside the classroom transformative experiences during your time at Georgia College, you will step outside of your usual surroundings, gain authentic experiences, solve problems, become a leader, participate in real-world settings and put ideas into action.

<table>
<thead>
<tr>
<th>GC Journeys: Transformative Experiences</th>
<th>Academic Year</th>
<th>Fall 2016</th>
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<tbody>
<tr>
<td>Freshman-Year Experience: GCMY</td>
<td>GCCY 1000</td>
<td>HMC: Crit Think: GI Challenge</td>
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<td>Career Planning Milestone 1</td>
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<td>Career Planning Milestone 2</td>
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<td>Career Planning Milestone 9</td>
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<tr>
<td>Senior Capstone Course</td>
<td>ECON 4990</td>
<td>Sen Sem in Economics</td>
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<tr>
<th>Community-based Engaged Learning Course</th>
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<tbody>
<tr>
<td>Still Needed: Complete a community-based engaged learning course.</td>
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- **Internship**
  - ECON 3940: GC Reach Out
  - BOAD 2950: INT Business (Germany)
  - ELEC 2950: Leadership (Germany)
  - ELEC 2950: Media Comms (Germany)
  - INST 2950: Intercultural Competencies (IM)
  - INST 2950: Cross-Cultural Paper (Germany)
  - INST 4980: Study Abroad: Oxford Regents P

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<tr>
<th>Undergraduate Research</th>
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<td>Still Needed: Participate in a mentored undergraduate research experience.</td>
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</table>

- **Think Independently. Lead Creatively.**
Challenge: Student Equity

Participation in High Impact Practices at Georgia College by Student Type

- C-bEL: 38% (Pell Eligible), 24% (Underrepresented), 22% (Traditional)
- Study Abroad: 12% (Pell Eligible), 11% (Underrepresented), 2% (Traditional)
- Internship: 22% (Pell Eligible), 16% (Underrepresented), 22% (Traditional)
- Undergraduate Research: 22% (Pell Eligible), 20% (Underrepresented), 10% (Traditional)

Think Independently. Lead Creatively.
Challenge: Student Equity

- In what ways, if any, do you feel that bias of any kind hindered your participation in any of these transformative experiences?

- 360/442 (81%) left this blank or answered that they did not feel any bias.

- Examples of Student Feedback
  - For research opportunities, it felt like you had to be "in" or know people who know people to earn a spot on a research team.
  
  - I don’t necessarily feel as smart as everyone here so I didn’t think that I would be eligible to do any of these

  - I want to study abroad, but I am afraid its too expensive
GC JOURNEYS

PROMISE SCHOLAR AWARD

Think Independently. Lead Creatively.
Key Takeaways

- Collaborate - reach out to other institutions & external organizations
- Institutional context is important - what do you have the capacity for?
  - From the ground up, get everyone involved.
- Support the Faculty
- It’s a process - establish processes, implementation fidelity, it will take time!
- Dedicated resources
Contact Us

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GEORGIA COLLEGE

Will you join me?
Use Q&A for:
Panel discussion

Let’s Chat!
Thank You and Be Well!