Defining & Measuring High Impact Practices: A CSUF Case Study
Su Swarat & Ed Sullivan

High Impact Practices (HIPs) are Beneficial

Huber (2010), Cal State Northridge

Engage Students in HIPs

❖ AAC&U recommendation:
All students in higher education participate in at least 2 high-impact practices
(Gonyea, Kuh, & Laird, 2008)

❖ CSUF strategic plan objective:
Increase participation in high impact practices and ensure that 75% of CSUF students participate in at least 2 HIPs by graduation

The Challenge of Being a Big Institution

38,128 Students
2,140 Faculty
58 Departments
109 Programs
6 Divisions
Know Our Baseline

# of students participated in HIPs
(Fall 2013 & Spring 2014)

Academic Affairs
87,112 (Headcount)

Student Affairs
27,655 (Headcount)

So Have We Met Our Objective Already?

Quantity vs. Quality

How many students participated in HIPs?
What is a HIP at CSUF?

What about the “I” in HIPs?

Need to broaden the definition of student success to include a wide range of outcomes
(Brownell & Swanson, 2009; Upcraft, Gardner & Barefoot, 2005)

Our Quest to Ensure Quality & Impact

❖ HIP Characteristic Validation
❖ HIP Learning Outcome Assessment
CSUF Definition of HIPs

High Impact Practices are transformational learning opportunities inside and outside of the classroom that provide:

- performance expectations at appropriately high levels
- significant student engagement by investment of time and effort
- meaningful and substantive learning interactions with faculty, staff, students, or external entities
- experiences with diversity, complexity, and change
- frequent and meaningful feedback
- experiential learning

Translate Definition into Measurement

<table>
<thead>
<tr>
<th>Definition Characteristics</th>
<th>Measurement Variables</th>
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</thead>
<tbody>
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<td>performance expectations at appropriately high levels</td>
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Is This Even Realistic?

- Coordinate and standardize measurement approaches
- Incorporate with existing assessment & reporting requirement
- Automate and distribute data collection responsibilities

Our Proposed Plan

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<td>performance expectations at appropriately high levels</td>
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<td>• University-wide assessment instruments • Align with University Learning Goals</td>
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<td>Significant student engagement by investment of time and effort</td>
<td>Amount of time and effort invested by students</td>
<td>• Student self-reported log, validated by faculty (IT data collection process) • University-wide student experience survey</td>
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Acknowledgements

❖ CSUF HIP Taskforce

❖ Amir Dabirian, Berenecea Eanes, Shari McMahan & Peter Nwosu