

Embedding HIPs in the Curriculum

High Impact Strategy	<p>New Structure for CE Unit to support Embedding HIPs in Curriculum</p> <p>By bringing the internship coordination and on-campus work study function under the umbrella of Community Engagement, we will better support faculty, students and community partners participating in key high impact practices (CBL, internships and on-campus employment). The new unit's expansion will include:</p> <ul style="list-style-type: none"> • An increased role for the unit's faculty director to better support faculty and instructors who implement HIPs in their teaching • The creation of faculty liaisons in each college who will connect to the CE unit's Faculty Director and the Internship and Campus Employment Specialist to form a team that supports a greater number of students in quality internships. • Professional development for Faculty and other staff on best practices common to all HIPs, especially those that engage community partners, support community initiatives and provide career-relevant experiences for students. • A focus on strengthening student learning and workforce preparedness through campus employment experiences for students. 	
Rationale	<p>Community-engaged experiences for students, including CBL and internships, are among the most visible High Impact Practices. Currently, UW-Parkside students have over 1,400 CBL experiences each year. This number has grown steadily since the early 2,000's due to on-going recruitment, support and development of faculty and instructors. Currently, students participate in about 450 academic internships/field work experiences annually. Both HIPs require fostering relationships with external community partners. Both HIPs have potential for further growth and/or refinement at UW-Parkside. A third HIP, professionalizing on-campus employment, shows promise for increasing access to HIP experiences for low-income students. Research shows that "student participation in HIPs is associated with a range of positive outcomes, especially for those historically under-represented in postsecondary education." (George Kuh, Ken O'Donnell & Carol Geary Schneider (2017) HIPs at Ten, <i>Change: The Magazine of Higher Learning</i>, 49:5, 8-16, DOI: 10.1080/00091383.2017.1366805) These outcomes include higher levels of student success leading to increased retention and graduation rates, increase in cultural awareness, increase awareness of social issues, enhanced interpersonal skills and development of other attributes employers seek.</p> <p>While an important long-term goal is to set up a strong system for collaboration among all experiential learning programs, bringing the internship and student employment/work study functions together with community-based learning and other community engagement is a critical first step for UW-Parkside. To do so, we plan to co-locate this new office in a highly visible space on campus that sees a lot of student traffic, closer in proximity to the Advising and Career Center. Efforts to build infrastructure to support this work will lead to an increase of HIPs in the curriculum by allowing Parkside to provide meaningful, career-relevant experiences for a larger percentage of students and support for faculty in teaching and assessing them.</p> <p>Lastly, funds will be used to market the new Community Engagement space and the importance of community-engaged HIPs to students, faculty and staff.</p>	
Desired Result	<p>The desired result is to increase the percentage of students who participate in quality high impact practice experiential learning (internships, CBL, on-campus employment). Students will have career-relevant experiences and be able to discuss these experiences with potential employers.</p>	
Work Team	<p>Debra Karp, Director of Community Engagement, Amy Garrigan, Community Engagement Specialist, Penny Lyter, Faculty Director for CBLR, Mary Waid, Internship & Campus Employment Specialist, Program Associate (vacant)</p>	
Potential On-going Annual Costs	Program Associate	\$35,000
	Additional Funding for Faculty Director Stipend	\$5,500
	Additional Course Releases for Faculty Director (1 each semester)	\$5,508

	Course Releases for 4 Faculty Liaisons (one from each college x 2 semesters)	\$22,032
	Student Workers for Campus Employment and Internships (2 people)	\$6,000
	External Training for Faculty Director and College Liaisons	\$7,500
	Additional S & E Costs for overall unit (includes marketing)	\$5,000
	SUBTOTAL ANNUAL PROJECT COST (NEW FUNDS)	\$86,540
	ONE-TIME: Marketing (of HIPS and Community Engagement-internal and external) *	\$6,000
	SUBTOTAL ONE-TIME PROJECT COST (NEW FUNDS)	\$6,000
	TOTAL PROJECT COST	\$92,540
Deliverables & Timeline	Develop new job descriptions for Faculty Director and College Liaisons	December, 2018
	Recruit for Faculty Director and College Liaisons	Spring, 2019
	Develop job description and plan recruitment for Program Associate	October, 2018
	Hire Program Associate	December, 2018
	Develop job descriptions and hire student workers	January, 2019
	Hire Faculty Liaisons and Faculty Director	By May, 2019
	Provide external and internal training for faculty liaisons and Faculty Director	Summer, 2019
	Develop and Implement marketing of HIPs to campus & community	Fall, 2018- Fall, 2019
Measures of Success	<ul style="list-style-type: none"> Increased quality HIP experiences for students as evidenced by systems in place for quality assurance. Increased percentage of students who have two or more HIP experiences while at Parkside. (Goal is for every Parkside graduate to experience two or more HIPs by 2022.) Increased percentage of under-represented students (low income, first generation, minority, veterans.) who experience HIPs early in college careers. 	