



Center for Higher Education Retention Excellence

# High Impact Retention Practices

Research suggests ten core practices that, if implemented with fidelity, can significantly increase retention on any campus.

- 1 Quality "summer after graduation" programs** to prevent summer melt - such as on-campus bridge programs - combining academic and "soft" skills training.
- 2 Predictive analytics/data management and monitoring of students** - to track success and offer support such as "intrusive coaching and advising," wherein counselors and advisors, and peer mentors if available, keep track of students likely to experience issues related to adjustment to college life and stay in contact with them from the start of the school year.
- 3 First Day, First Week, First Month, First Year** - strategies to create ongoing campus connection, especially for challenged students, from the first day on campus, either via peer mentors or trained staff.
- 4 Quality First Year Experience** course and comprehensive approach, may be part of learning communities – a key part of the first year for many students, ideally offered to all new students.
- 5 Embedded support/Supplemental Instruction** - new students take regular, credit courses (e.g., English and/or Math 101), supplemented by additional, intensive ("developmental") work outside regular class time, via regular instructors and/or peer mentors.
- 6 Guided Pathways** - structured mechanism to support student academic program selection process, as many first semester students, especially at community colleges, are easily overwhelmed by too many choices/decisions and need "simplification."
- 7 Early, quality, career exploration** - Counseling to help students develop and refine tangible career goals - may be part of Guided Pathways program.
- 8 Training/professional development** of faculty on the challenges typically faced by the current generation of students, especially those from challenged backgrounds.
- 9 Emergency funds** to help underrepresented, first generation and otherwise challenged students address unforeseen expenses.
- 10 Hybrid courses** - which may need to continue as a regular option, especially for older students with family and/or work responsibilities, to create greater flexibility of learning and as cost-saving.