

Supporting Integrative Learning Through Prompted Reflection: Developing a Mentoring Toolkit for HIPs

Jessie L. Moore, Paul C. Miller, and Danielle Lake



www.CenterForEngagedLearning.org/FIRE

Who's In the Room?

- Program coordinator for a specific HIP
- Program coordinator for a HIP requirement
- Other staff or faculty affiliated with a specific HIP program
- General education director
- Student affairs team member
- Academic affairs team member
- Practitioner
- Researcher
- Student



Our Context: Elon University

- A private, PUI centered in the liberal arts & sciences
- $\approx 6,000$ undergraduate students;
 ≈ 450 faculty
- 31 undergraduate departments
- 60+ majors
- 12:1 student to faculty ratio
- Elon Teacher-Scholar-Mentor



Every student must complete two “units” of ELR

Experiential Education at Elon University

- First mention in an academic catalogue – 1983
- Elon Experiences Transcript – 1993
- Conversion to a 4 cr curriculum that included an ELR – 1994
- Established four Elon Experiences – 1994
- Expanded the Elon Experiences to include UR – 1996
- Founded the Center for Engaged Learning – 2012
- Extended the ELR to two units – 2013
- Founded the Center for Research on Global Engagement – 2015
- Launched the Elon Experiences Visual Transcript – 2016
- Formally defined the characteristics of the ELR – 2018

Elon University Mission

Elon University embraces its founders' vision of an academic community that transforms mind, body, and spirit and encourages freedom of thought and liberty of conscience.

To fulfill this vision, Elon University acts upon these commitments:

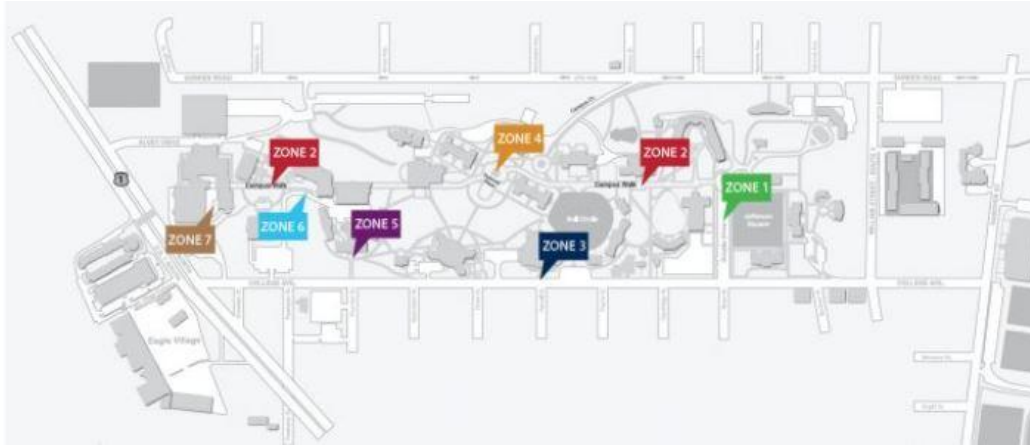
- We nurture a rich intellectual community **characterized by active student engagement** with a faculty dedicated to excellent teaching and scholarly accomplishment.
- We provide a dynamic and challenging undergraduate curriculum grounded in the traditional liberal arts and sciences and complemented by distinctive professional and graduate programs.
- We **integrate learning across the disciplines and put knowledge into practice**, thus preparing students to be global citizens and informed leaders motivated by concern for the common good.
- We foster respect for human differences, passion for a life of learning, personal integrity, and an ethic of work and service.

Experiential Education at Elon University Today

- Aligns with the University's mission, values, and priorities
- Prominent piece of our identity and curriculum
- "Lives" in every school & college + Office of the Provost
- Shared ownership
- University-wide Experiential Education Advisory Committee
- Each Elon Experience has an on-campus office/center
- Each Elon Experience has a programmatic advisory committee
- Well-defined operating budgets
- Ongoing developmental opportunities
- Ethos of inclusion

Ecosystem Mapping

- Where is your institution thriving in your implementation of HIPs?
- Which programs/people support HIPs?



- First-year seminars & experiences
- Common intellectual experiences
- Learning communities
- Writing-intensive courses
- Collaborative assignments & projects
- Undergraduate research
- Diversity/global learning
- ePortfolios
- Service- and community-based learning
- Internships
- Capstone courses and projects



HIPs - Program Locations

- ★ UR Program
- ★ Center for Engaged Learning
- ★ Global Engagement Center (Study Away)
- ★ Student Professional Development Cent...
- ★ Kernodle Center (Service-Learning & Co...
- ★ CORE (Interdisciplinary FY and Capstone...

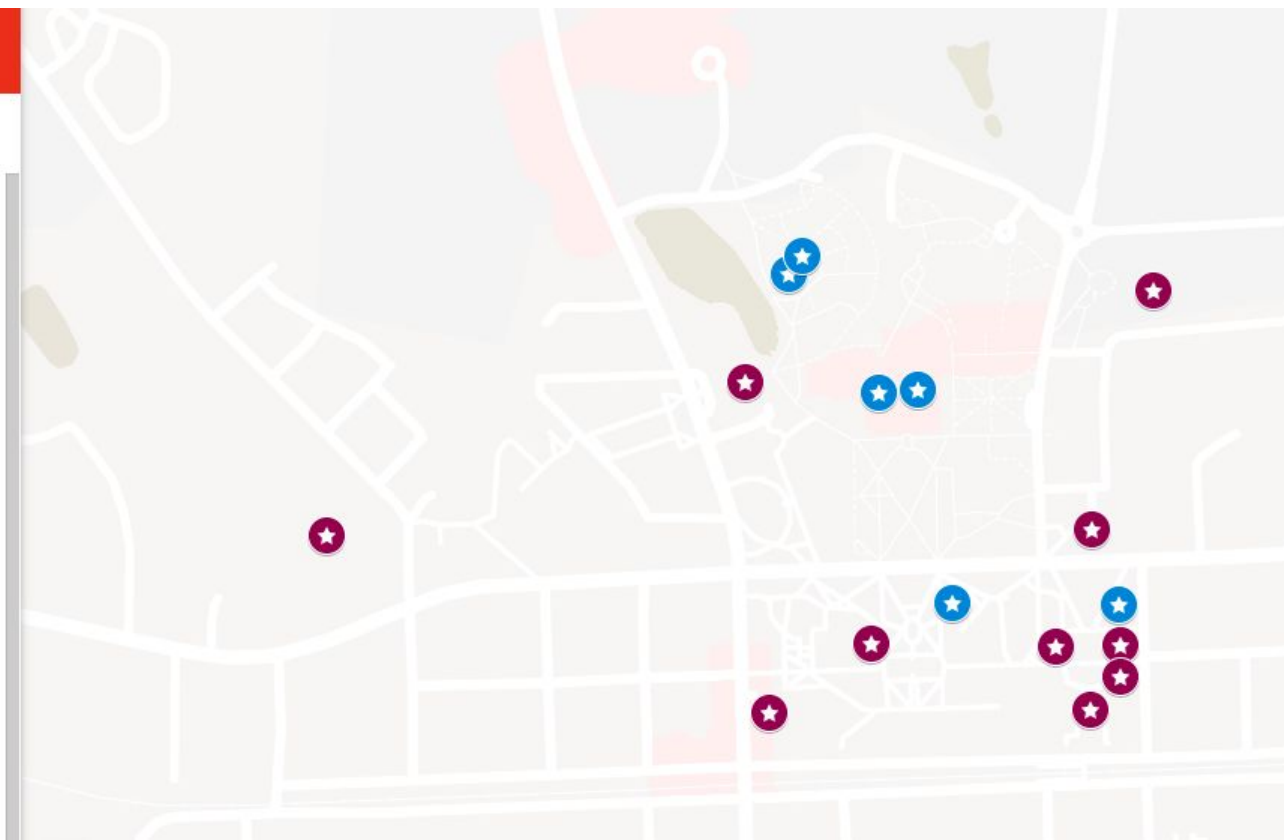


Practice Locations



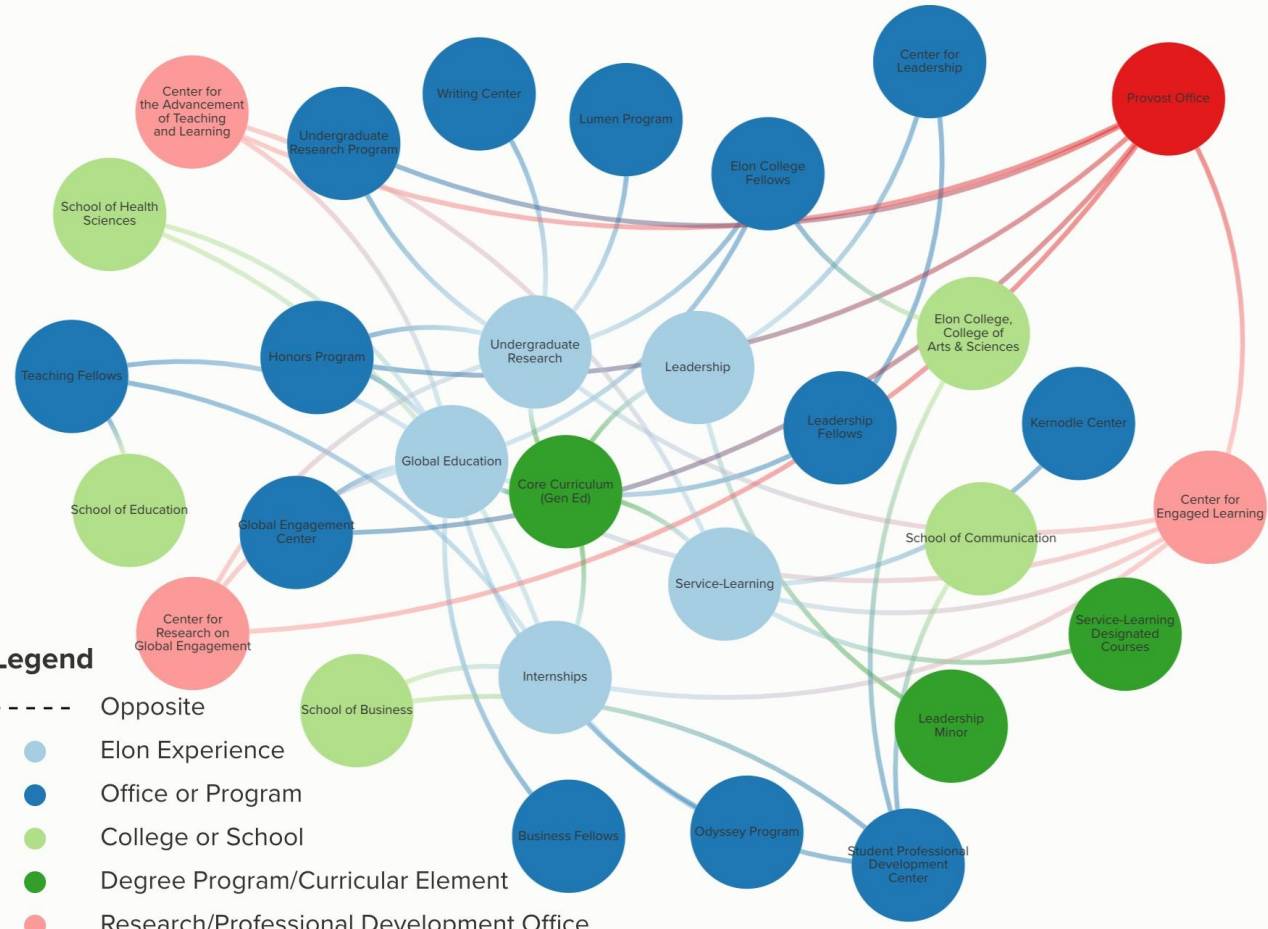
- ★ UR - Sciences
- ★ Internships - Communications
- ★ Internships - A&S
- ★ Internships - Business

... 6 more



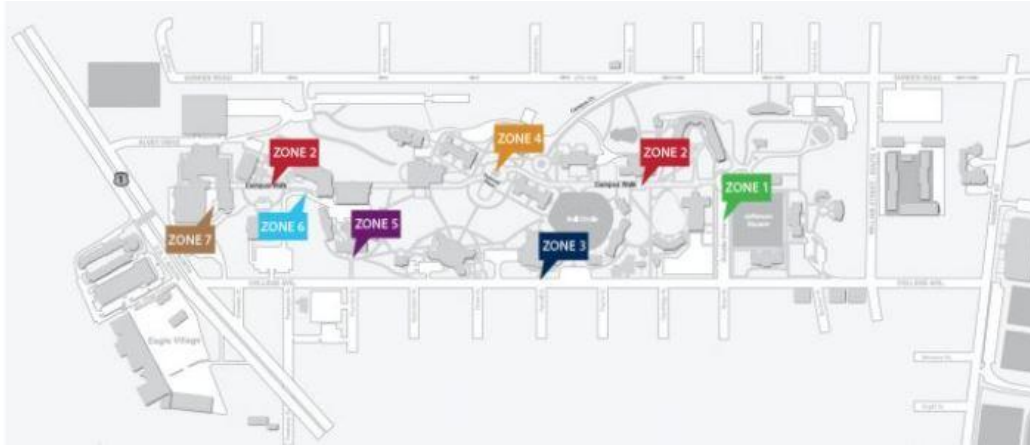
Legend

- - - - - Opposite
- (light blue) Elon Experience
- (dark blue) Office or Program
- (light green) College or School
- (dark green) Degree Program/Curricular Element
- (pink) Research/Professional Development Office
- (red) Administrative Unit



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Considerations, Tension Points, and Future Directions at Elon University

- Ongoing questions about what's next
- Scale and delivery
- Mentoring student agency
- Developing and supporting an ethos of integration

Why is reflection and integration important in experiential education?

“Students can be engaged in a range of effective practices and still not be learning and understanding. And students can be learning with understanding but not be able to apply what they are learning to practical matters or in a different context.”

-George Kuh, 2003

Facilitating Integration and Reflection of the Elon Experiences (FIRE²) Toolkit

- Goal: Toolkit that faculty, staff, and peers can use to facilitate integration and reflection - across curricular and co-curricular spaces
- Experience-specific questions AND cross-cutting questions
- Questions tailored to different stages with an experience
 - Pre-experience questions (Reflection on Preparation, Integration)
 - During experience questions = (Reflection on Action, Integration)
 - Post-experience questions = (Reflection on Forward Transfer of Learning, Integration)

FIRE² Toolkit

Spring 2019

Elon Experiences
leaders drafted
reflection
prompts

Miller & Moore
created draft
toolkit

Fall 2019

Focus groups with
Center for
Advancement of
Teaching &
Learning staff and
with students to
refine toolkit

Spring 2020

Small-scale pilot
of toolkit during
pre-registration
advising meetings

Fall 2020

Larger-scale pilot
in advance of
staggered
implementation
across majors and
cohort programs

Experiential Education Advisory Committee

- Provost or Designee (Chair)
- VP for Student Life or Designee
- Director, Center for Engaged Learning
- Director, Undergraduate Research Program
- Associate Director, Undergraduate Research Program
- Director, Center for Leadership
- Faculty Fellow for Leadership Education
- Director, Kernodle Center for Service Learning
- Faculty Fellow for Service Learning
- Director, Student Professional Development Center
- Faculty Fellow for Internships
- Dean of Global Education or Designee
- Assistant Dean, Global Education
- Director, CORE Curriculum

Cross-Cutting Questions - Pre-Experience

- What Elon Experience(s) do you think you'd like to pursue and why?
- How might the Elon Experience(s) support your learning and career interests?
- How will the Elon Experiences help you in your Elon path and in your life path?
- In what ways do the Elon Experiences speak to you intellectually?
- What are your personal and educational expectations and goals for your Elon Experiences?

Service-Learning Questions - Pre-Experience

- What do you know about your potential service-learning community partner, and what do you hope to learn about this community partner and/or the people the organization serves?
- What assumptions are you making about your potential service-learning community partner and the people the organization serves?
- What are your goals for your service-learning experience? What skills do you hope to develop, or what experiences do you hope to gain, during your service-learning?

Student Comments from Focus Groups

“The toolkit will help students be ambassadors for each experience, not only in formal contexts like Elon 101 but also in informal conversations.”

“The toolkit will prompt you to consider experiences you might not have thought about [pursuing] before.”

“The toolkit could help increase participation by student groups who don’t typically complete specific experiences.”

Ecosystem Mapping → Abstract Laddering

- Where is your institution thriving in your implementation of HIPs?
- Which programs/people support HIPs?
- (Where) Do students reflect on / integrate HIPs?



Why?

How?

Abstract Laddering

- Where is your institution thriving in your implementation of HIPs?
- Which programs/people support HIPs?
- (Where) Do students reflect on / integrate their HIPs?
- **How** might we foster integration & reflection on our campuses?



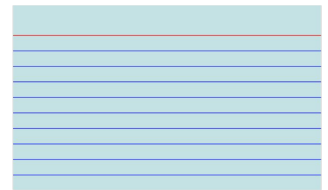
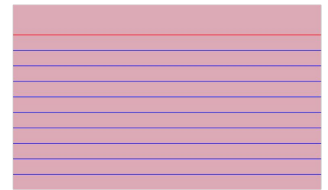
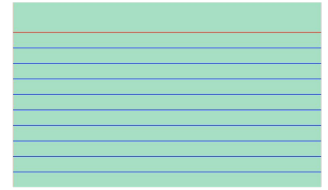
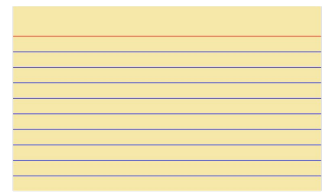
Why?

How?

Cultivate

What ideas will you take back to your campus?

What ideas will you follow-up on in the next week?



Questions for us?

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ELON
UNIVERSITY

Extra Slides - for possible reference
during discussion

Are these important to establishing a campus culture?

- Alignment with institutional mission & priorities
- Supportive of faculty/staff roles & expectations
- Valued for:
 - annual reviews
 - promotion and tenure decisions
 - compensation
- Integration into curriculum
- Development of offices/centers for each practice
- Dedicated budget(s)
- Opportunities for continued development and program growth
- What else?

General Characteristics of the ELR at Elon University

1. Intentional Preparation with a Mentor
2. Sustained Relationships/Engagement
3. A Significant Out-of-the-Classroom Learning Experience
4. Experience Supported by Scholarly Works and/or Foundational Disciplinary Approaches
5. Structured Reflection and Integrative Assignments
6. Continuous Feedback and Evaluation
7. Integrative Project