
NSSE 2025
High-Impact Practices
Colorado State University Pueblo

About Your High-Impact Practices Report

Due to their positive associations with student learning and retention, certain undergraduate opportunities are designated "high-impact." High-Impact Practices (HIPs) share several traits: They demand considerable time and effort, facilitate learning outside of the classroom, require meaningful interactions with faculty and students, encourage collaboration with diverse others, and provide frequent and substantive feedback. As a result, participation in these practices has the potential to be very influential and rewarding (Kilgo et al., 2015; Kuh, 2008). NSSE founding director George Kuh recommends that institutions should aspire for all students to participate in at least two HIPs over the course of their undergraduate experience—one during the first year and one in the context of their major (NSSE, 2007).

NSSE asks students about their participation in the six HIPs shown in the box at right. Unlike most questions on the NSSE survey, the HIP questions are not limited to the current school year. Thus, senior students' responses include participation from prior years.

High-Impact Practices in NSSE

Service-Learning

Courses that included a community-based project

Learning Community

Formal program where groups of students take two or more classes together

Research with Faculty

Work with a faculty member on a research project

Internship or Field Experience

Internship, co-op, field experience, student teaching, or clinical placement

Study Abroad

Culminating Senior Experience

Capstone course, senior project or thesis, portfolio, recital, comprehensive exam, etc.

Report Sections

Participation Comparisons (p. 3)

Displays HIP participation for your students compared with that of students at your comparison group institutions. Two views present insights into your students' HIP participation:

Overall HIP Participation

Displays the percentage of students who participated in one HIP and in two or more HIPs, relative to those at your comparison group institutions.

Statistical Comparisons

Comparisons of participation in each HIP and overall for your students relative to those at comparison group institutions, with tests of significance and effect sizes.

Response Detail (pp. 4-5)

Provides complete response frequencies for the relevant HIP questions for your students and those at your comparison group institutions. First-year results include a summary of their expectations for future HIP participation.

Participation by Student Social Identities and Experiences (p. 6-End)

Displays your students' participation in each HIP by selected student social identities and experiences.

Interpreting Comparisons

HIP participation varies more among students within an institution than it does between institutions, like many experiences and outcomes in higher education. As a result, focusing attention on overall participation rates amounts to examining the tip of the iceberg. It is equally important to understand how student engagement (including HIP participation) varies *within* your institution. The table beginning on page 6 provides an initial look at how HIP participation varies by selected student social identities and experiences. Your NSSE Tableau dashboard and Report Builder (released in the fall) offer further perspectives on internal variation to help you investigate your students' HIP participation in depth.

Kilgo, C. A., Sheets, J. K. E., & Pascarella, E. T. (2015). The link between high-impact practices and student learning: Some longitudinal evidence. *Higher Education*, 69, 509-525.

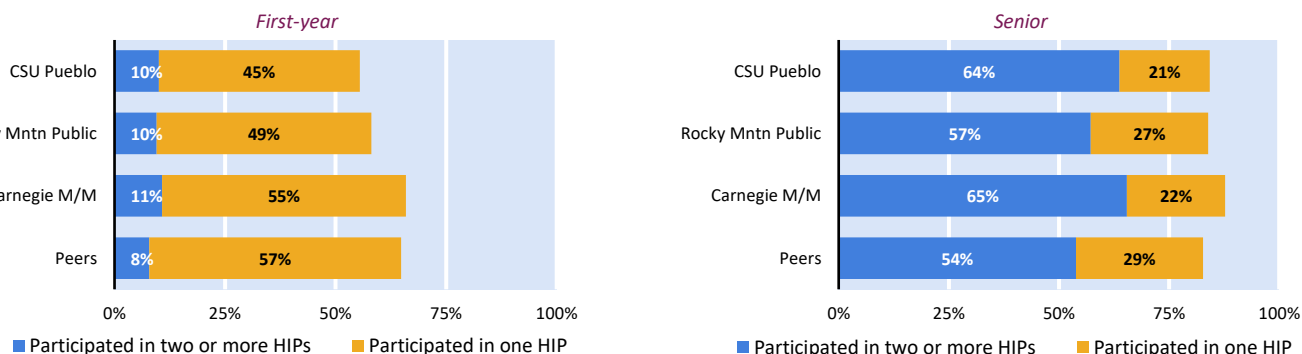
Kuh, G. D. (2008). *High-impact educational practices: What they are, who has access to them, and why they matter*. Association of American Colleges and Universities.

National Survey of Student Engagement (2007). *Experiences that matter: Enhancing student learning and success—Annual Report 2007*. Indiana University Center for Postsecondary Research.

Rocconi, L.M., & Gonyea, R.M. (2018). Contextualizing effect sizes in the National Survey of Student Engagement: An empirical analysis. *Research & Practice in Assessment*, 13 (Summer/Fall), pp. 22-38.

Overall HIP Participation

The figures below display the level of participation of students in High-Impact Practices. Both figures include participation in service-learning, learning communities, and research with faculty. The senior figure also includes participation in internships or field experiences, study abroad, and culminating senior experiences. The first segment in each bar shows the percentage who participated in at least two HIPs, and the full bar (both colors) represents the percentage who participated in at least one.



Statistical Comparisons

The table below displays the percentage of your students who participated in a given High-Impact Practice, including the percentage who participated in at least one or in two or more HIPs. It also graphs the difference, in percentage points, between your students and those of your comparison groups. Blue bars indicate how much higher your institution's percentage is compared to the comparison group. Dark red bars indicate how much lower your institution's percentage is compared to the comparison group. (Comparison group percentages appear on the following pages.)

Your students' participation compared with:

	CSU Pueblo	Rocky Mntn Public		Carnegie M/M		Peers	
First-year	%	Difference ^a	ES ^b	Difference ^a	ES ^b	Difference ^a	ES ^b
Service-Learning	54	+2	.03	-9	-.18	-9	-.19
Learning Community	6	-5	-.17	-5	-.18	-2	-.08
Research with Faculty	8	+2	.09	+3	.11	+4	.14
Participated in at least one	55	-3	-.05	-10	-.21	-9	-.19
Participated in two or more	10	+0	.02	-1	-.02	+2	.08
Senior	%	Difference ^a	ES ^b	Difference ^a	ES ^b	Difference ^a	ES ^b
Service-Learning	66	+7	.15	-3	-.06	+3	.07
Learning Community	24	+4	.10	-2	-.05	+4	.09
Research with Faculty	28	+5	.10	+3	.07	+9	.21
Internship or Field Exp.	50	+3	.06	-3	-.06	+3	.06
Study Abroad	3	-6	-.25	-7	-.30	-6	-.24
Culminating Senior Exp.	44	+2	.05	-6	-.12	+6	.13
Participated in at least one	84	+0	.01	-3	-.10	+2	.04
Participated in two or more	64	+7	.13	-2	-.03	+10	.20

a. Percentage point differences (institution – comp. group) rounded to whole numbers. Values less than one may not display a bar and may be shown as +0 or -0.

b. Cohen's *h* (standardized difference between two proportions). Effect sizes indicate the practical importance of observed differences. For service-learning, internships, study abroad, and culminating senior experiences, an ES of about .2 may be considered small, .5 medium, and .8 large. For learning community and research with faculty, an ES of about .1 may be considered small, .3 medium, and .5 large (Rocconi & Gonyea, 2018).

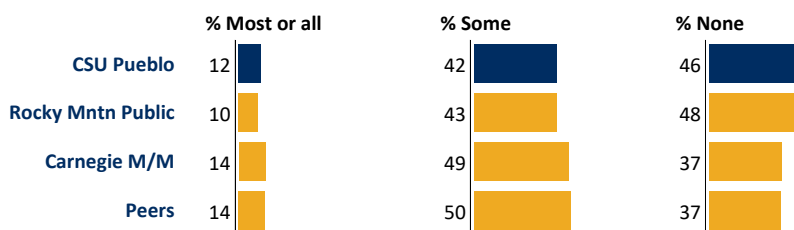
p* < .05, *p* < .01, ****p* < .001 (z-test comparing participation rates).

Note: Participation includes the percentage of students who responded "done or in progress" except for service-learning which is the percentage who responded that at least "some" courses included a community-based project. Results are unweighted, except for overall percentages which are weighted by sex and enrollment status.

First-year students

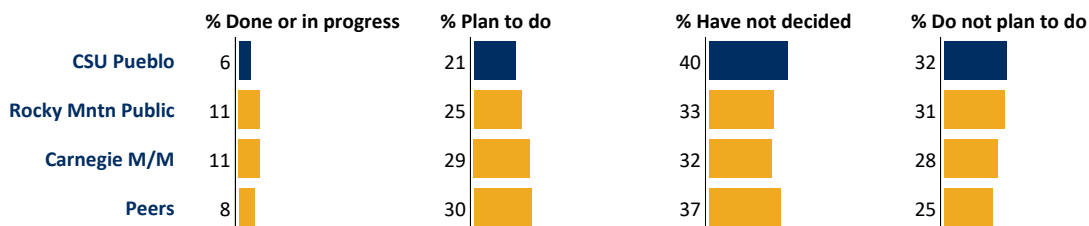
Service-Learning

About how many of your courses at this institution have included a community-based project (service-learning)?



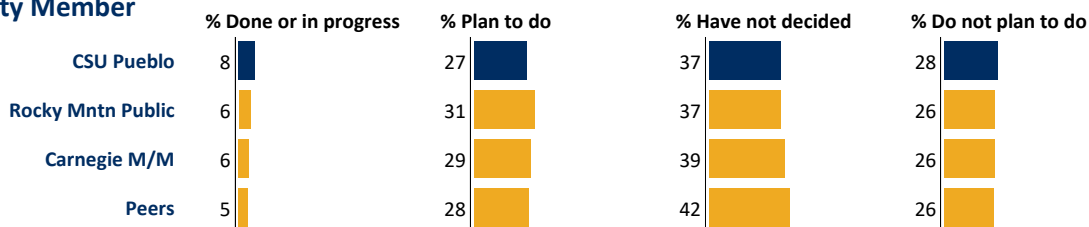
Learning Community

Participate in a learning community or some other formal program where groups of students take two or more classes together.



Research with a Faculty Member

Work with a faculty member on a research project.



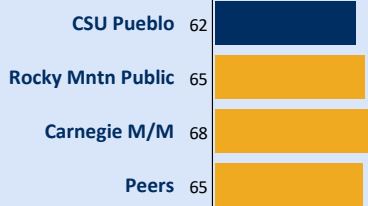
Plans to Participate^a

Knowing whether first-year students *plan* to participate in upper-division HIPs can reveal insights about HIP demand, awareness of opportunities, and the clarity of institutional information. These results might also point to topics for additional exploration, such as what contributes to students' expectations, their assumptions about who can participate, or why other students are undecided or have no plans to participate in the activity.

Percentage responding "Plan to do"

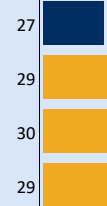
Internship or Field Experience

Participate in an internship, co-op, field experience, student teaching, or clinical placement.



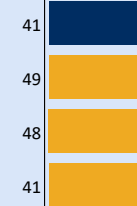
Study Abroad

Participate in a study abroad program.



Culminating Senior Experience

Complete a culminating senior experience (capstone course, senior project or thesis, portfolio, recital, comprehensive exam, etc.).



a. Refer to your *Frequencies and Statistical Comparisons* for details on the other response options.

Note: Results are unweighted, except for overall percentages which are weighted by sex and enrollment status.

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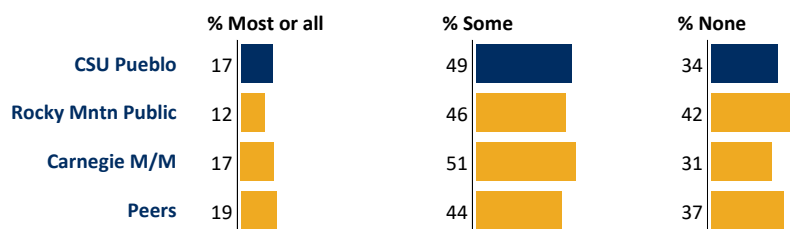
Response Detail

Colorado State University Pueblo

Seniors

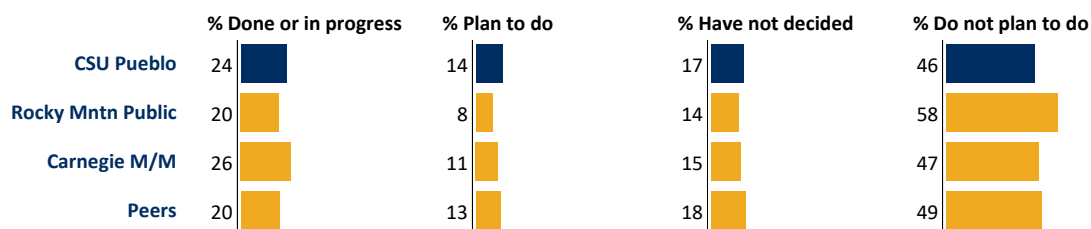
Service-Learning

About how many of your courses at this institution have included a community-based project (service-learning)?



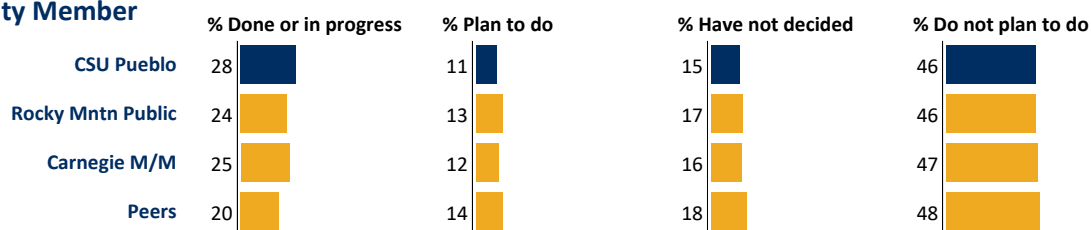
Learning Community

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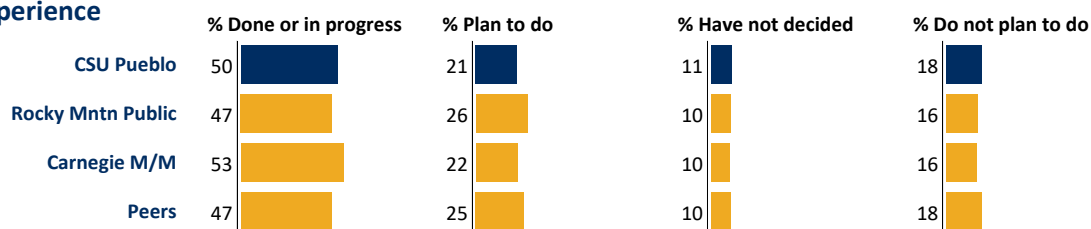
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Work with a faculty member on a research project.



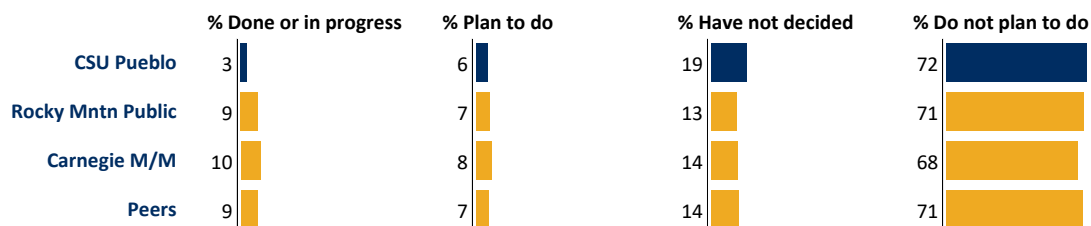
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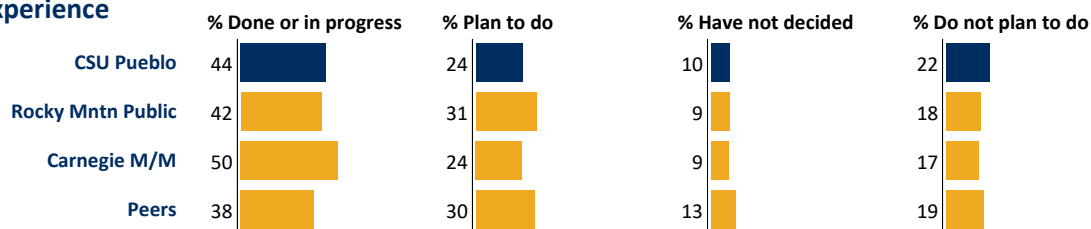
Study Abroad

Participate in a study abroad program.



Culminating Senior Experience

Complete a culminating senior experience (capstone course, senior project or thesis, portfolio, recital, comprehensive exam, etc.).



Note: Results are unweighted, except for overall percentages which are weighted by sex and enrollment status.

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Disaggregated Results

Colorado State University Pueblo

Participation in High-Impact Practices by Student Social Identities and Experiences

Examining participation rates for different groups offers insight into how engagement varies within your student population. The table below displays participation in each HIP by selected social identities and experiences. Details include the number of HIP participants (N), the number within the group who responded to the item (total), and the group participation percentage (%).

	First-year						Senior											
	Service-Learning		Learning Community		Research with Faculty		Service-Learning		Learning Community		Research with Faculty		Internship or Field Experience		Study Abroad		Culminating Senior Experience	
Major category ^a	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%
Arts & humanities	2/3	67	0/3	0	0/3	0	10/10	100	1/10	10	7/10	70	4/10	40	0/9	0	7/10	70
Bio. sci., agric., and natural res.	4/9	44	0/9	0	1/9	11	7/15	47	2/15	13	8/14	57	8/15	53	0/15	0	8/15	53
Physical sci., math, computer sci.	2/2	100	1/2	50	0/2	0	1/6	17	1/6	17	4/6	67	2/6	33	0/6	0	3/6	50
Social sciences	6/10	60	0/10	0	1/10	10	9/14	64	5/14	36	6/14	43	5/14	36	0/14	0	6/14	43
Business	3/11	27	0/11	0	0/11	0	10/21	48	2/21	10	1/21	5	8/21	38	1/21	5	7/21	33
Communications, media, public rel.	2/2	100	1/2	50	1/2	50	7/8	88	4/8	50	3/8	38	4/8	50	0/8	0	7/8	88
Education	5/6	83	0/6	0	2/6	33	6/8	75	1/8	13	0/7	0	7/8	88	0/8	0	1/8	13
Engineering	1/3	33	0/3	0	0/3	0	4/7	57	3/7	43	2/7	29	5/7	71	0/7	0	3/7	43
Health professions	12/15	80	0/16	0	2/16	13	30/40	75	12/40	30	6/40	15	22/40	55	2/40	5	9/40	23
Social service professions	3/12	25	2/12	17	2/12	17	15/19	79	6/19	32	5/19	26	13/18	72	2/19	11	10/19	53
Undecided/undeclared	1/1	100	0/1	0	0/1	0	0/0		0/0		0/0		0/0		0/0		0/0	
Transfer status	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%
Started here	41/67	61	4/68	6	8/68	12	45/60	75	16/60	27	17/60	28	37/60	62	3/60	5	25/60	42
Started elsewhere	4/13	31	0/12	0	1/12	8	59/95	62	21/94	22	27/93	29	42/94	45	3/94	3	41/95	43
Enrollment status ^b	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%
Not full-time	39/68	57	4/68	6	8/68	12	0/0		0/0		0/0		0/0		0/0		0/0	
Full-time	11/19	58	0/19	0	2/19	11	106/157	68	38/156	24	45/155	29	80/156	51	6/156	4	67/157	43
First-generation ^c	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%
Continuing generation	16/31	52	0/31	0	2/31	6	36/55	65	13/55	24	18/55	33	30/55	55	2/55	4	23/55	42
First-generation	25/44	57	3/44	7	7/44	16	64/92	70	22/92	24	25/90	28	47/91	52	3/91	3	41/92	45
I prefer not to respond	4/6	67	1/6	17	0/6	0	3/7	43	2/6	33	0/7	0	1/7	14	1/7	14	2/7	29
Race/ethnicity ^d	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%
Asian	4/4	100	1/4	25	0/4	0	11/15	73	4/15	27	5/15	33	10/15	67	0/15	0	8/15	53
Black or African American	5/9	56	1/9	11	1/9	11	19/22	86	8/21	38	8/22	36	9/22	41	1/22	5	11/22	50
Hispanic, Latina/o, Latine, or Latinx	25/45	56	3/45	7	5/45	11	40/57	70	14/57	25	13/56	23	25/57	44	2/57	4	20/57	35
Indigenous, American Indian, etc.	7/8	88	0/8	0	3/8	38	5/11	45	4/11	36	3/11	27	3/11	27	0/11	0	3/11	27
Middle Eastern or North African	0/0		0/0		0/0		2/3	67	1/3	33	0/3	0	2/3	67	0/3	0	1/3	33
Native Hawaiian or Pacific Islander	0/0		0/0		0/0		1/1	100	1/1	100	0/1	0	0/1	0	0/1	0	0/1	0
White	21/41	51	0/40	0	3/40	8	59/92	64	21/92	23	28/91	31	51/92	55	4/91	4	41/92	45
Another race or ethnicity	1/1	100	0/1	0	0/1	0	2/2	100	1/2	50	1/2	50	0/2	0	0/2	0	1/2	50
I prefer not to respond	1/3	33	0/3	0	0/3	0	6/7	86	2/7	29	3/7	43	3/6	50	0/7	0	5/7	71

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	First-year						Senior											
	Service-Learning		Learning Community		Research with Faculty		Service-Learning		Learning Community		Research with Faculty		Internship or Field Experience		Study Abroad		Culminating Senior Experience	
International status	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%
Not an international student	42/76	55	3/76	4	9/76	12	101/151	67	36/150	24	42/149	28	79/150	53	4/150	3	64/151	42
International student	3/5	60	1/5	20	0/5	0	2/3	67	1/3	33	1/3	33	0/3	0	2/3	67	2/3	67
Gender identity ^d	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%
Woman	37/62	60	2/62	3	9/62	15	77/109	71	27/108	25	32/108	30	59/109	54	6/108	6	42/109	39
Man	8/15	53	2/15	13	0/15	0	24/41	59	10/41	24	10/40	25	19/41	46	0/41	0	19/41	46
Trans/Transgender	0/3	0	0/3	0	0/3	0	3/3	100	1/3	33	0/3	0	3/3	100	0/3	0	2/3	67
Agender or gender neutral	0/0		0/0		0/0		1/1	100	0/1	0	0/1	0	1/1	100	0/1	0	0/1	0
Demigender	1/1	100	0/1	0	0/1	0	1/1	100	0/1	0	0/1	0	1/1	100	0/1	0	0/1	0
Genderqueer, non-binary, etc.	1/2	50	0/2	0	0/2	0	3/6	50	0/6	0	3/6	50	4/6	67	0/6	0	4/6	67
Two-spirit	0/0		0/0		0/0		1/1	100	0/1	0	0/1	0	1/1	100	0/1	0	0/1	0
Cis/Cisgender	2/3	67	0/3	0	0/3	0	3/6	50	0/6	0	2/6	33	4/6	67	0/6	0	2/6	33
Questioning or unsure	0/0		0/0		0/0		1/1	100	0/1	0	0/1	0	1/1	100	0/1	0	0/1	0
Another gender identity	0/0		0/0		0/0		1/1	100	0/1	0	0/1	0	1/1	100	0/1	0	0/1	0
I prefer not to respond	0/2	0	0/2	0	0/2	0	2/2	100	0/2	0	0/2	0	0/1	0	0/2	0	2/2	100
Sexual orientation ^d	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%
Straight or heterosexual	29/51	57	3/51	6	6/51	12	81/114	71	28/113	25	29/112	26	60/114	53	4/113	4	46/114	40
Bisexual	9/12	75	0/12	0	2/12	17	10/19	53	3/19	16	8/19	42	9/19	47	1/19	5	8/19	42
Lesbian	2/3	67	0/3	0	0/3	0	4/7	57	0/7	0	1/7	14	2/7	29	0/7	0	2/7	29
Gay	1/3	33	0/3	0	0/3	0	2/4	50	0/4	0	0/4	0	2/4	50	0/4	0	1/4	25
Queer	0/0		0/0		0/0		4/4	100	1/4	25	0/4	0	4/4	100	0/4	0	3/4	75
Pansexual or polysexual	0/2	0	0/2	0	0/2	0	4/5	80	1/5	20	2/5	40	5/5	100	0/5	0	3/5	60
Ace, gray, or asexual	3/4	75	0/4	0	0/4	0	3/4	75	0/4	0	2/4	50	3/4	75	0/4	0	3/4	75
Demisexual	1/1	100	0/1	0	0/1	0	1/1	100	0/1	0	0/1	0	1/1	100	0/1	0	0/1	0
Questioning or unsure	0/0		0/0		0/0		1/4	25	0/4	0	1/4	25	1/4	25	0/4	0	1/4	25
Another sexual orientation	0/0		0/0		0/0		1/1	100	0/1	0	0/1	0	1/1	100	0/1	0	0/1	0
I prefer not to respond	2/7	29	1/7	14	1/7	14	7/9	78	4/9	44	4/9	44	4/8	50	1/9	11	6/9	67
Age ^b	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%
FY 21+, Seniors 25+	8/17	47	1/16	6	0/16	0	43/64	67	13/64	20	15/63	24	24/63	38	1/63	2	23/64	36
FY < 21, Seniors < 25	42/70	60	3/71	4	10/71	14	63/93	68	25/92	27	30/92	33	56/93	60	5/93	5	44/93	47

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Disability status ^d	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%
Sensory disability	0/0		0/0		0/0		0/0		0/0		0/0		0/0		0/0		0/0	
Physical disability	0/0		0/0		0/0		1/1	100	0/0		0/1	0	0/1	0	0/1	0	1/1	100
Mental health or develop. disability	6/11	55	1/11	9	2/11	18	9/20	45	3/20	15	10/20	50	10/20	50	0/20	0	7/20	35
Another disability or condition	0/0		0/0		0/0		0/0		0/0		0/0		0/0		0/0		0/0	
Multiple types of disab. or cond.	7/8	88	0/8	0	1/8	13	16/25	64	7/25	28	8/24	33	10/24	42	0/25	0	13/25	52
No disability or condition	31/56	55	3/57	5	6/57	11	69/99	70	23/99	23	23/98	23	52/99	53	6/98	6	39/99	39
I prefer not to respond	0/0		0/0		0/0		8/9	89	4/9	44	3/9	33	6/9	67	0/0		5/9	56
Residence	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%
Not on campus	29/55	53	3/55	5	5/55	9	92/132	70	29/131	22	40/131	31	66/131	50	4/131	3	55/132	42
On campus	14/24	58	1/24	4	4/24	17	11/21	52	8/21	38	4/20	20	12/21	57	2/21	10	10/21	48
Athlete status	N/total	%	N/total	%	N/total	0	N/total	%	N/total	0	N/total	%	N/total	%	N/total	%	N/total	%
Not an athlete	36/68	53	4/68	6	8/68	12	97/143	68	35/142	25	40/141	28	72/142	51	4/142	3	58/143	41
Student-athlete	7/11	64	0/11	0	1/11	9	6/11	55	2/11	18	4/11	36	6/11	55	2/11	18	7/11	64
Greek membership	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%
Not a member	44/79	56	4/80	5	9/80	11	90/140	64	29/139	21	37/139	27	71/139	51	5/140	4	55/140	39
Member	0/1	0	0/0		0/0		11/12	92	7/12	58	6/11	55	6/12	50	1/11	9	8/12	67
Military status	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%
No military service	43/77	56	4/78	5	9/78	12	94/139	68	34/138	25	40/137	29	73/139	53	6/138	4	58/139	42
Current or former military service	1/3	33	0/2	0	0/2	0	8/14	57	3/14	21	4/14	29	5/13	38	0/14	0	7/14	50
Satisfaction ^e	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%	N/total	%
Fair or poor	7/12	58	2/12	17	1/12	8	16/29	55	7/29	24	8/29	28	12/28	43	0/29	0	13/29	45
Good or excellent	39/70	56	2/70	3	8/70	11	89/127	70	30/126	24	36/125	29	67/127	53	6/126	5	53/127	42
Overall	50/87	54	4/87	6	10/87	8	106/157	66	38/156	24	45/155	28	80/156	50	6/156	3	67/157	44

Notes: Results are of those responding "done or in progress" except for service-learning which is the percentage responding that at least "some" courses included a community-based project. Results are unweighted, except for overall percentages which are weighted by sex and enrollment status if applicable. Percentages are within-group and can be read, for example, "X% of business major respondents participated in a learning community."

a. NSSE's default categories, based on first major if more than one was reported. Customizable major categories are available in your NSSE Tableau dashboards and Report Builder (released in the fall). Excludes majors categorized as "all other."

b. Institution-reported variable.

c. No parent, guardian, or person who raised you holds a bachelor's degree.

d. Select-all-that-apply item; students may be represented in more than one category.

e. Based on responses to "How would you evaluate your entire educational experience at this institution?"