

Quality in Higher Education

Publication details, including instructions for authors and
subscription information:

<http://www.tandfonline.com/loi/cqhe20>

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Available online: 18 Jan 2012

To cite this article: A.R.J. Briggs, J. Clark & I. Hall (2012): Building bridges: understanding student
transition to university, *Quality in Higher Education*, DOI:10.1080/13538322.2011.614468

To link to this article: <http://dx.doi.org/10.1080/13538322.2011.614468>



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Building bridges: understanding student transition to university

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This article explores challenges in ensuring effective student transition from school or college to university. It examines the complex liaison needed for students to progress to appropriate courses, settle into university life and succeed as higher education learners. Secondary data (international literature on transition and the formation of learner identity) are analysed to identify underpinning concepts. Primary data are taken from two studies of student transition in England using student and staff surveys, student focus groups, staff interviews and staff–student conferences that discussed selected project data sets. The article goes on to offer a model of the process of transition and the formation of learner identity. It proposes that the development of higher education learner identity is essential to student achievement and is initially encouraged where schools, colleges and universities adopt integrated systems of transition. This has clear implications for practice for higher education administrators, academics and quality officers.

Keywords: student transition; school; university; effectiveness; organisational processes; learner identity

Introduction

Student transition to university offers considerable challenges to all the parties involved. Whilst there are some established partnerships between individual schools and universities, students from a particular school or college may scatter to a range of universities. Only a proportion of students leaving schools and colleges transfer to higher education and only a proportion of higher education work is undergraduate; both types of institution have other concerns to address. The learner in transition is thus a very small item within a mass system.

For students, the move to university is a personal investment of the cultural capital accrued through school and college education. It is also a

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significant social displacement, which may be intensified where the student is mature, is the first in their family to attend university, or is from an ethnic group under-represented in the university population. Schools, colleges and universities work individually and in partnership to enable student progression to degree courses that attempt to match their education to date and their aspirations for the future. However, transition involves learners creating for themselves a new identity as higher education students.

Despite the large-scale nature of student transition, the field is under-conceptualised and research into the process is mainly small-scale. Notable exceptions include Pascarella and Terenzini's (1999, 2005) meta-analyses of the broader field of 'how college affects students', Harvey and Drew's (2006) meta-analysis of transition and Hillman's (2005) longitudinal study of first-year experience. This article analyses international literature and student and staff data from the North-East of England to conceptualise and model the process of transition to higher education. It identifies ways in which schools, colleges and universities can enable new students to develop their learner identity. Through this analysis, the article aims to enhance institutional learning across the transition 'bridge', to provide conceptual thinking and to offer guidelines for university personnel seeking optimal conditions for effective transition and learner success.

Understanding transition through analysis of previous studies

International studies of student transition to university collectively emphasise the interplay between the social and academic circumstances of students and the institutional systems that should support them. It is significant that many recent studies still cite Tinto's seminal work on first-year student success and progression (Tinto, 1987, pp. 139–40).

1. Students enter with, or have the opportunity to acquire, the skills needed for academic success.
2. Personal contact with students extends beyond academic life.
3. Retention actions are systematic.
4. Retention programmes address students' needs early.
5. Retention programmes are student-centred.
6. Education is the goal of retention programmes.

It appears from the literature that institutions on both sides of the transition bridge are still working out ways of achieving these principles. The discussion below identifies key transition issues, as presented in published studies.

Student expectations

Papers that analyse student expectations, aspirations and decision-making (Peel, 2000; Sander et al., 2000; Tranter, 2003; Smith & Hopkins, 2005; Longden, 2006; Joint Information Systems Committee (JISC), 2007) indicate that students before transfer have difficulty envisaging university life and accurately predicting their student experience. There may be mismatch between the students' pre-transfer aspirations and the reality of their first year at university (Tranter, 2003; Smith & Hopkins, 2005), which causes difficulty in adapting to higher education. Uninformed decision-making regarding students' choice of institution and programme (James, 2000; Hillman, 2005) may lead to withdrawal, or potential withdrawal, from university (Yorke *et al.*, 1997; Yorke & Longden, 2007). Systems of planned transition, involving liaison between schools and universities to enable better-informed decision-making, are therefore important (Smith, 2002). Pitkethly and Prosser (2001) and Longden (2006) also proposed institutional changes in universities, to make the higher education experience match more closely the student expectations.

Encouraging potential students

Studies at Monash University demonstrated a 'significant variation in first-year performance according to school of origin that cannot be reduced to either gender factors or Year 12 performance factors' (Pargetter, 2000, p. 2). Pargetter indicated how school students can be familiarised with university teaching and learning modes, learn to move independently about the city and its universities and gain good understanding of course choices; in short, they develop pre-transition the skills and knowledge that support independent undergraduate learning. Newcastle University PARTNERS programme likewise works with school and college learners to encourage aspiration and understanding of higher education (Briggs *et al.*, 2009). Activities include campus visits for primary-age children and their parents, residential experience for pre-transition students and information for parents, teachers and advisors. Clerehan (2003) described how Melbourne University provides higher education 'study buddies' for school-age pupils who have potential but who are unlikely to consider applying to university. In all these cases, potential students are given encouraging early opportunities to start to build a learner identity.

Student diversity

Learner identity is not uniform: in many countries, national policies to extend access to university have changed the nature and needs of incoming cohorts of students. Studies focusing on mature students (Clerehan, 2003; Johnson & Watson, 2004), those from disadvantaged backgrounds (Yorke &

Thomas, 2003), indigenous students and those from isolated locations (Hillman, 2005), students in paid employment (Broadbridge & Swanson, 2005; Longden, 2006), first-generation students (Clerehan, 2003) and simply ‘non-traditional’ students (Leathwood & O’Connell, 2003; Knox, 2005) all underline the potential isolation and frustration experienced by students who may not fit the university’s expectation of them. The study by Yorke and Thomas (2003) of six UK higher education institutions successful in widening participation indicates that universities must be prepared to respond positively on an institution-wide basis, to maximise the success of all their students. They identify as potential success factors:

- an institutional climate supportive in various ways of students’ development, that is perceived as ‘friendly’;
- an emphasis on support leading up to, and during, the critically important first-year of study;
- an emphasis on formative assessment in the early phase of programmes;
- a recognition of the importance of the social dimension in learning activities;
- recognition that the pattern of students’ engagement in higher education is changing, and a preparedness to respond positively to this in various ways.

(Yorke and Thomas, 2003, p. 72)

Learner identity

Support is needed on both sides of the transition bridge to enable students to adjust to university and develop learner identity and autonomy. ‘When students begin their first-year at university, they are required to reorganise the way they think about themselves, as learners, and as social beings’ (Huon & Sankey, 2002, p. 1). Adjustment includes making connections between pre-university experience and experience at university (Perry & Allard, 2003) and is enhanced by the opportunity to form positive social relationships with other students and with staff (Johnson & Watson, 2004; Keup & Barefoot, 2005). This process begins before transfer, through visits to higher education institutions and contact with current students, which enable applicants to imagine what ‘being a student’ would be like (Briggs *et al.*, 2009) and continues through the early months at university. As Harvey and Drew (2006, p. iii) noted, ‘students adjust quicker if they learn the institutional “discourse” and feel they fit in.’ During this initial period, students need to form a sense of their student identity (Huon & Sankey, 2002) and learn to act autonomously as a university student (Fazey & Fazey, 2001), otherwise they will experience disorientation and loss of personal identity (Scanlon *et al.*, 2005). They may feel like ‘a fish out of water’

(Tranter, 2003) and be in danger of abandoning their studies. Establishing a positive learner identity is thus an essential factor in persistence and success as a university student. Peer interaction is an important factor in developing concepts of self that are associated with learning and achievement (Dweck, 1999).

University support systems

Supportive university systems can enable socialisation and adaptation. Positive relationships may be established by student guides at induction, student peer coaches (Carter & McNeill, 1998; Pitkethly & Prosser, 2001), staff as course co-ordinators working with small groups of first-year students (Pitkethly & Prosser, 2001; Huon & Sankey, 2002) and improved student–staff ratios in first-year classes (Peel, 2000; Pitkethly & Prosser, 2001). Westlake (2008) advocated using the most student-focused members of staff for first-year students wherever possible. Systems of information-giving, including orientation tours; student handbooks; course outlines with clear statements of aims, objectives and assessment methods; careers information integrated into courses; and information about staff availability are emphasised by a number of writers, notably Pitkethly and Prosser (2001). Evaluations of higher education induction indicate that students often experience a burden of information on arrival and that effective induction should be spread over the first semester, or even the first year. Edward (2003) offers a positive example of intensive activity-based initial induction, designed to introduce the students to the university, the programme, the staff and each other. Keup and Barefoot (2005, p. 11) indicated how student participation in seminars and workshops can sustain this socialisation process during the first year. They report ‘students’ feelings of personal success at establishing a network of peers, forging meaningful connections with faculty and staff and using campus services’. Drawing on three decades of research on the effect of college on students, Pascarella and Terenzini (2005, pp. 599–600) noted the benefit to student learning of ‘college environments that emphasize close relationships between faculty and students as well as faculty concerns about student development’.

Learning and teaching in higher education

An important sub-set of transition literature engages with the higher education curriculum, learning modes in higher education and access to lecturers and tutors. Assessment feedback is of particular concern when evaluating students’ learning experiences: it receives the lowest satisfaction score in the 2005–2009 UK National Student Satisfaction surveys (Williams & Kane, 2008; Canning *et al.*, 2010). Parker (2000, pp. 63–4) posed an ‘unthinkable’ question about the curriculum itself, ‘What in the curriculum is so difficult?’

What, exactly, is the core that must be engaged with? What disciplinary skills do beginning students need to develop and what kind of deep, reflective and autonomous learning and mastery can be nurtured?'. She responded that the answers must come from teachers, not support staff. Incoming students value the approachability and teaching skills of 'good teachers', according to Sander *et al.* (2000), and enjoy learning through group interaction rather than formal lectures. Pascarella and Terenzini (2005, p. 98) defend the formal lecture in their meta-analysis of research but suggest that 'collaborative and co-operative learning tend to improve knowledge retention'. Chan (2001, pp. 286–7), seeking higher levels of learner autonomy for traditionally 'dependent, reticent and passive' Hong Kong students, found that aspirant autonomous learners preferred small-group activity, involving learning interaction with peers. She commented that Hong Kong students generally find it hard to develop 'the ability to diagnose learning needs, formulate learning goals, identify learning resources, choose and implement appropriate learning strategies and evaluate learning outcomes – all of which is associated with total autonomous learning.' Hong Kong learners do not differ greatly from learners elsewhere in the world in this respect; autonomous learning as a university student is a difficult but important goal.

The studies indicate that, in forming a higher education learner identity, the onus is largely upon the student to adapt.

However, a number of writers question the current situation. Summarising their meta-analysis of literature on the first-year higher education experience, Harvey and Drew (2006, p. v) comment:

The focus tends to be on first-year students' deficiencies and how to provide for them rather than on exploring their individual learning needs and building on their strengths. Perhaps the key to improving success and persistence is not to focus just on the first-year experience but to improve the student experience generally.

This echoes the aspiration of Yorke and Thomas (2003) that universities must be prepared to respond positively on an institution-wide basis in order to maximise the success of all their students. As Pascarella and Terenzini (2005, p. 629) noted: 'Change in any given area [of student change] appears to be the product of a holistic set of multiple influences, each making a distinct, if small, contribution to the change'.

Investigating transition through empirical study

In seeking to understand student transition, this article draws on the secondary sources discussed above and on primary data from two investigations carried out in the North-East of England, funded by Newcastle University. The full findings of both projects are available online (Briggs *et al.*, 2009;

Clark & Hall, 2010). The *Bridging the Gap* project, reported in Briggs *et al.* (2009), adopted multiple data collection strategies to gain insight into student expectations and experiences from viewpoints on both sides of the transition bridge. First, a synthesis of knowledge about Newcastle programmes to support students in transition was completed. This included an Intranet survey, accessible to all staff, where 19 transition and induction programmes were identified. This was followed by a half-day conference attended by 25 admissions staff, to discuss the survey data. Second, case studies of four Newcastle University transition and induction programmes were undertaken. This included a questionnaire survey of students who had experienced pre-entry or extended induction programmes. There were 26 student respondents. In-depth interviews were conducted with four university staff members. Finally, data collection from students and staff at four Northumberland schools and four North-East further education colleges was completed. These data comprised interviews with 87 higher education applicants, including mature students. In-depth interviews were undertaken with 15 school and college staff with roles to support higher education transition. Finally, a day conference was held for Northumberland school students and staff and Newcastle University staff, to present and discuss the analysed data, which was attended by 54 students and staff.

The second investigation, *Exploring Transition: the experiences of students at Newcastle University in their first year*, is reported in Clark and Hall (2010). An online questionnaire was offered to all first-year students at Newcastle University. Themes included in the survey were students' impressions of their first year at university, relevant pre-admission activities, university induction experiences (both initial and extended induction), experiences of teaching and learning at Newcastle University and levels of engagement with their course, peers and tutors. One thousand, two hundred and twenty-two students completed or partially completed the survey, which represented a 26.2% response rate. For the second part of this study, focus group discussions were completed with a total of 74 students, using a schedule based on the original survey.

Experiences before and during transition

Raising aspiration: start early!

The Newcastle studies indicate that, for some students, progressing to university is the 'norm'; others may need substantial encouragement, information and guidance before they can imagine themselves applying to university and 'being a student'. For both groups, access to up-to-date information and contact with current university students and staff influence their aspirations positively. *Bridging the Gap* found that young people of primary-school age and their parents are involved in awareness-raising university visits. In contrast, some school courses designated as academic or

vocational, implying university or non-university routes, can make it difficult for young people to identify with the aspirations of a different set of learners and believe in themselves as university students. Programmes that are designed to raise aspiration, enabling learners to visualise themselves as future university students, include visits to schools by university students and staff but importantly also involve visits to campus by young people, to engage in activities with students and staff on site.

Clear coherent preparation programme

Evidence from both projects indicates that there is normally a two- to three-year school or college programme of preparation for higher education. However, not all students understand what is being offered, when and why; students who were interviewed were aware of missed opportunities and of information being offered at inappropriate times. Good communication is needed to alert students to up-coming guidance opportunities, application deadlines and off-site events. *Bridging the Gap* data indicate three types of preparation activities: *generic*, aimed at raising aspirations of young people that university really is an option for them; *focused*, aimed at students in their final years of school or college, who need help with decisions about whether or where to go to university; and *pedagogical*, which are subject-specific and offer potential students a real taste of university life. All three types of activity have their place in enabling informed commitment to higher education study.

Open days and residential summer schools were accessible to all *Bridging the Gap* school and college respondents. Those who attended were enthusiastic:

Us three went to [] open day together. It was pretty cool, just to see everything. . . . once you get down there it's pretty nice, especially to see the lecturers, one of them looks like Eddie Izzard ...

Summer school helped to make me feel like I was already at university. It gave people the chance to experience student life to the full, and even stay in halls of residence.

...and they took you to the actual place you would actually be learning in.

Targeted support

Despite the beneficial influence of visits, some students did not attend those that were offered, citing work commitments, reluctance to give up holiday time or the problem of having to arrange visits themselves. Even fully funded residential experience had poor uptake in some schools. For students

to be ready to seek and take up such opportunities, an early start to awareness-raising is essential. The Newcastle University PARTNERS programme, involving 111 partner schools and colleges, offers activities for primary, secondary and further education college students:

- apprentice students on campus: Years 5 and 6, parents and carers;
- aiming for college education: Year 10;
- student guide to student life and master classes: Year 11;
- talks; summer campus tours; Bitesize Uni; student shadowing: Year 12;
- talks; information evenings; pre-summer school tutorials; assessed summer school: Year 13.

PARTNERS applicants also gain offers of conditional university places; in ‘widening participation’ areas lower grades are demanded from partner applicants than from others. This was a deciding factor for some:

I’d never really thought about university at all ‘til last year ... the Partners thing was the reason I thought I’d apply. So it’s just made it that easier. I was more likely to get in. If the school hadn’t come and told us about that I would never have known.

Individual attention

Mature students particularly welcome access to guidance that addresses their individual circumstances. This includes the practicalities of travel, childcare and entitlement to financial support. Information about timetables, including the timing and nature of assessment, is also essential to their decision-making. The chance to talk with current students is invaluable:

From the perspective of a student who’s got children, even just the chance to speak to somebody who’s on the course now. ... just to see how maybe somebody who is in my position on the course manages with children, doing timetable and school runs and – you don’t know where you’re heading in that direction.

This kind of information would greatly help all incoming students. They need to know whether they can balance study with paid work, where they can realistically live and what kind of learning and assessment regime they will experience. Students of all ages say how they have welcomed, or would welcome, one-to-one time with ‘someone like me’. As well as accessing practical information, they need person-to-person stories that enable them to envisage managing the difficulties of transition and university attendance and succeeding in a university environment. Access to student shadowing, or similar one-to-one sharing of university life, can offer this valuable opportunity.

[Bite Size Uni] was really good. I wasn't sure I wanted to go to university until I went on that.

Consistency of staffing and support

A strong message to emerge from *Bridging the Gap* is the need for designated school or college staff who have year-on-year responsibility for higher education transition. This person (and their team) would regularly 'push' individual students, from age 15 onwards, to particular transition activities such as open days, student shadowing or roadshows and would oversee and monitor the higher education application process. Applicants were most confident when their supporting staff had a deep fund of knowledge and experience, combined with a wide personal network of contacts with universities and relevant agencies. When staff are new to the process and are not well-informed, students feel under-valued, staff knowledge is not trusted and students' expectations of success are diminished.

Enthusiasm and encouragement

The positive effect on applicants of interaction with school, college and university staff, students and others who are enthusiastic and encouraging cannot be underestimated. Students tell of one-off encounters with students or staff on university visit days, or of longer-standing relationships with subject teachers or guidance workers that have 'tipped the balance' and enabled them to imagine themselves as university students. This sustains personal self-belief and ambition, which helps them to overcome the practical hurdles of transition.

Experiences during and after transition

Creating a learner identity

Exploring Transition respondents offer insight into initial induction: a crucial period for the formation of learner identity. Like many other UK university students, Newcastle students experience both the social programme of 'Freshers' Week' and 'Induction Week', which introduces the university campus, its systems and services and the nature and content of their academic programmes. This can result in induction overload, with students at times having to choose between different types of activity. Students value Freshers' Week as a time to meet new people and have new experiences, although some find the prevalence of alcohol-related events off-putting. However, they note the relative lack of events that bring students and staff together on a course-related basis. It seems that the two purposes, social and academic, could be more closely combined.

For *Bridging the Gap* respondents, living independently, managing finances and relating to a new set of people is often seen as a bigger

challenge than studying independently. They are concerned about achieving the balance between academic activities and other aspects of university or family life, including paid work. Just as generic, focused and pedagogic activities are all enabling pre-transition experiences, the practical, social and academic aspects of adaptation during the induction period are interwoven and all are vital to successful transition to university.

Relating to other students and staff

Personal encounters are essential to forming higher education learner identity pre-transition; similarly positive contacts with other students and staff help to sustain and build identity during and after transition. Evidence from *Bridging the Gap* points to the beneficial effect of extended induction programmes, which enable staff and students to meet and get to know one another, for students to familiarise themselves with their new environment and to enable personal contact with tutors on a group and individual basis throughout the first semester and at strategic points such as revision and examination periods.

Both studies indicate that students value a supportive environment, which may require more personal contact from tutors. One of the few negative factors for *Exploring Transition* respondents is their lack of personal contact with staff. Although students give 90% positive ratings for their overall university experience and 94% positive ratings for the general friendliness and approachability of staff, only 47% say that lecturers and tutors value their contribution, 35% say they know a member of staff well who is not their personal tutor and only 5.7% report having discussions with teaching staff outside lectures.

The focus groups reveal contrasting experiences, indicating that closer working relationships with staff would be valued:

We have a tutor session every week and spend an hour with him every week, so I know my tutor really well and in that respect it's really well set up.

There are over 100 people doing our course so we don't have seminar work and your personal tutor doesn't know you and your lecturers don't know who you are unless you go to them and say this is me, this is how I work, this is what I need help with.

Learning in higher education

Most school and college *Bridging the Gap* respondents experience a range of learning activities before transition, from whole-group teaching and note-taking led by a teacher, through group discussion or investigation, to independent study. Most perceive that they will have to learn more independently at university: whilst all have heard of lectures and expect to be in large

lecture groups, they lack understanding of seminars, lab classes, field trips, small-group work and individual tutorials. Some students look forward to learning more independently and feel that they are developing the necessary skills.

Despite the varying levels of interaction with their lecturers described above, practically all *Exploring Transition* survey respondents (97%) rate the teaching quality on their programmes as good. Students also rate highly other aspects of their teaching and learning experiences; for example, there is strong engagement with course-related ICT learning systems. Feedback on coursework is less highly rated, with only 64% agreement that course feedback is helpful. As with difficulties over student–tutor contact, this may indicate high student–teacher ratios.

A small number of mainly younger students (16%) indicate that they have considered withdrawing from their courses. Most respondents, though, are often or always happy (88%); 72% feel part of a group; 76% feel settled. Only 64% of students often or always feel a sense of belonging. While this is over half of the sample, one is left wondering whether this percentage could be higher and whether learner identity is secure for all students.

The pair of projects reported here cannot touch upon all of the aspects of transition covered in the published literature. They do, however, identify important factors that enable the growth of student identity.

1. Aspiration to be a university student, preferably starting early in life.
2. Imagining oneself realistically as a student.
3. Clear, reliable systems of support leading up to higher education application.
4. Support from school, college and university targeted to the individual.
5. One-to-one encouragement.
6. Access to university students and staff pre-entry.
7. Access to a range of pre-university experiences for applicants and their families.
8. Induction activities that combine social and academic purposes.
9. Class activities that encourage interaction with staff and other students.
10. Sustained programme of induction to encourage ‘belonging’.
11. Interaction with university staff during the first year.
12. Help in developing independent learning skills, pre- and post-entry.

Conceptualising transition through modelling

Through analysis of the literature and the research data, this study has identified fundamental organisational influences that enable the growth of learner identity: influences that are under the control of university administrators and academics and their school and college contacts. Non-organisational

influences, such as family, peers and community, are not investigated here and may act powerfully in congruence with or opposition to these factors. In order to identify and model the relevant factors, the abstracts, introductions and summaries published in the literature were subjected to concept analysis, as were the interview transcripts from the empirical research. These concepts were synthesised, classified and arranged into models, using the arguments presented by the literature and the data. David (2001, p. 462) pointed out that a model has ‘two complementary indissociable functions’: a function of ‘abstraction, based on reality’, moving from reality to the model and a development function, a ‘means of action’, which moves from the model to reality. In capturing the nature of underlying processes, models offer the user a tool for setting up hypotheses and for considering the effect of changes to the system being modelled (Briggs, 2007). In this study, the modelling process enables us to identify underlying principles to support effective student transition.

Figure 1 draws together the analyses of secondary and primary data to map the formation of learner identity and to indicate transition-related actions on the part of the school, college and university, which can enable each stage of the process.

The concepts relating to the growth of learner identity develop through the central column of Figure 1: the student imagines and aspires to be a university student and acquires higher education-related skills and knowledge. This leads to commitment to apply and take up a university place. On arrival, the student adjusts to the academic environment, develops higher education learning skills, acquires confidence and autonomy and finally achieves success and full self-identification as a higher education learner and potentially as a lifelong learner. The organisational influences in the left- and right-hand columns support the growth of learner identity and this study indicates that these attitudes and activities are vital elements of successful systems of support for transition. Figure 1 is presented as a positive system; however, it should be noted that learner growth can be influenced positively or negatively by interaction with peers and teachers, by open or closed opportunity, clear or misleading information and whether or not the learner is being treated as an individual within the complex system of transition. Figure 2 models the process further, reducing the factors to their essential concepts.

The process of forming identity is not purely sequential: the various elements of development (for example, aspiring to higher education and acquiring knowledge about it) may reinforce each other and some processes may need to be repeated. The organisational influences upon growth, however, are remarkably similar on both sides of the transition bridge and may be summarised as:

- personal contact;
- multiple opportunities;

- clarity of structure;
- apposite information;
- accessibility of people and curriculum;
- purposeful liaison;
- awareness of the individual within the process.

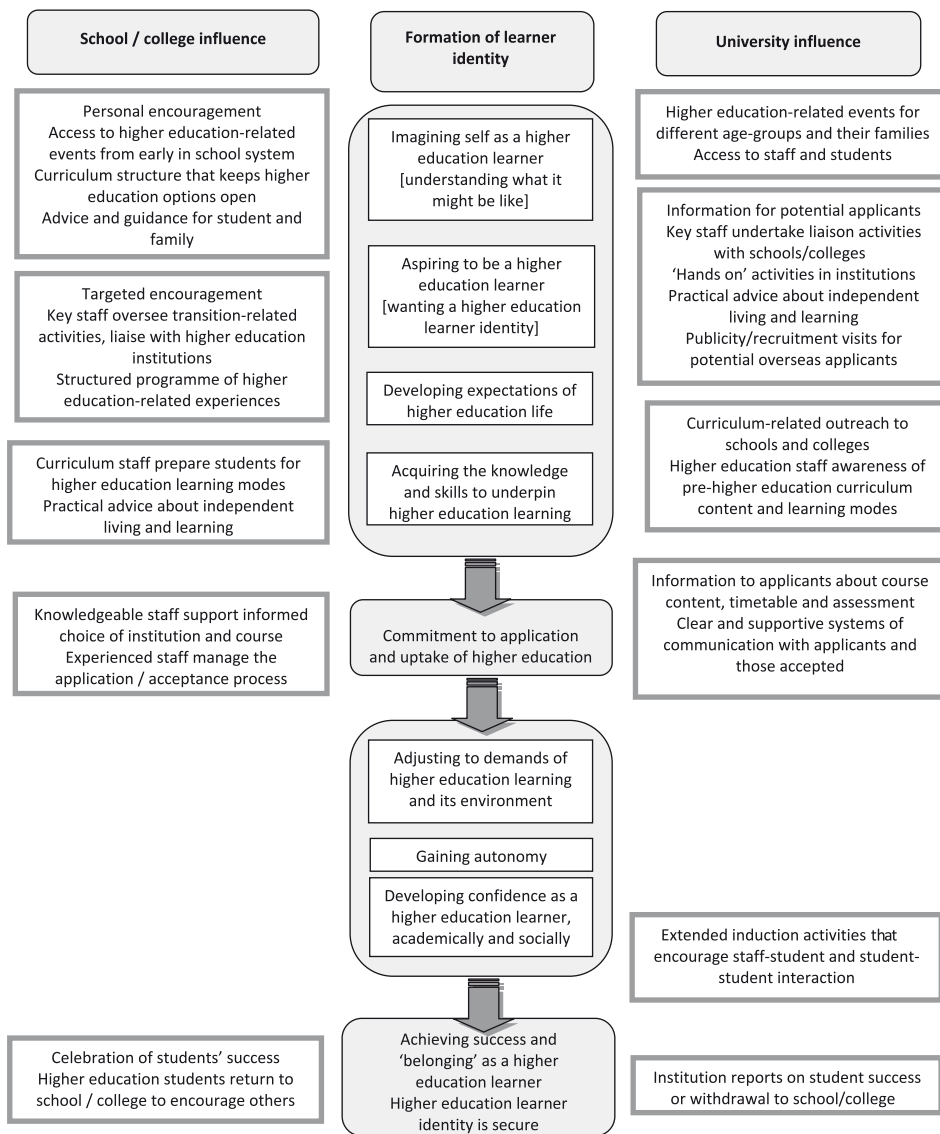


Figure 1. Transition as a system to support the formation of higher education learner identity.

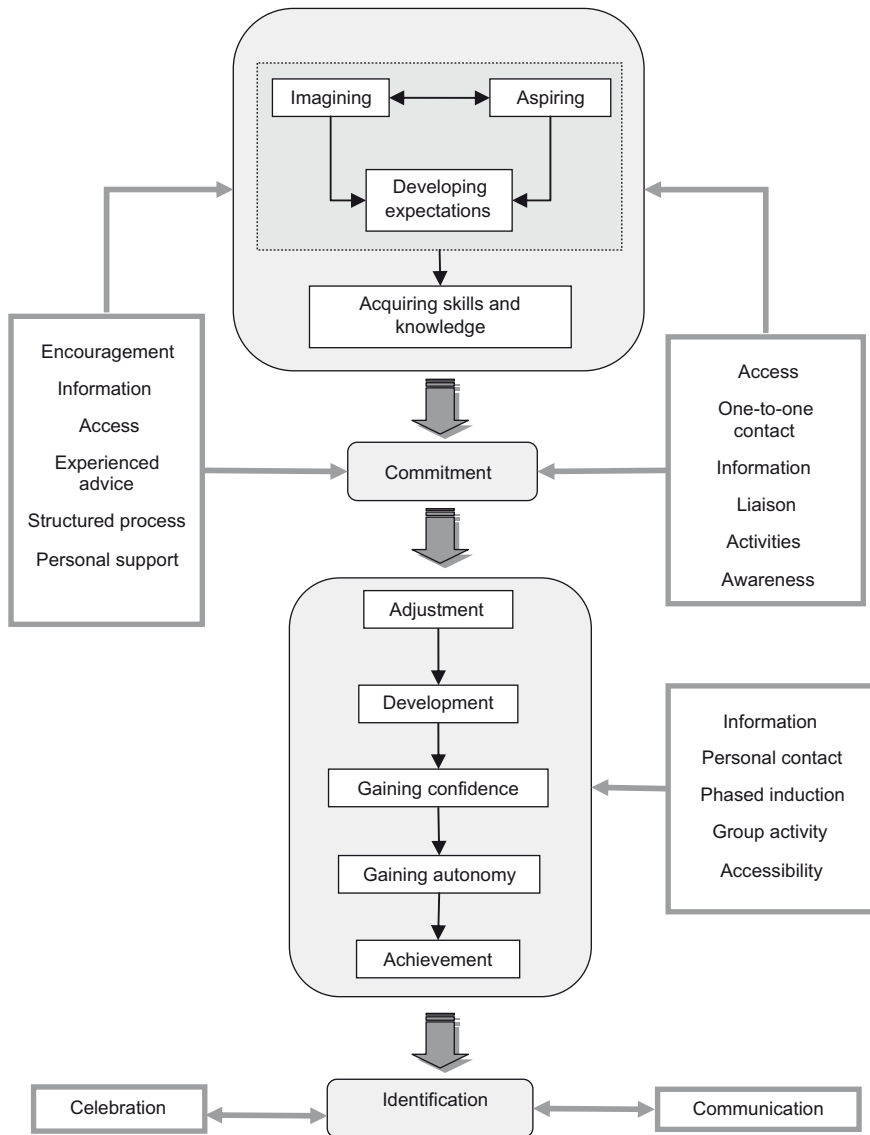


Figure 2. Model of organisational influence on the development of learner identity.

These are concepts that underpin Tinto’s (1987) seminal ‘principles’, and they could usefully form the basis for developing indicators of a supportive climate for learner development. They are congruent with the aspirations of Yorke and Thomas (2003), that institutional climate should be perceived as ‘friendly’ and be supportive in various ways of students’ development and that institutions should be prepared to respond positively to the changing pattern of student engagement in higher education.

Implications for practice

This article offers valuable insights for higher education administrators, academics and quality officers. It proposes that the development of higher education learner identity is essential to student achievement and is initially encouraged where schools, colleges and universities adopt integrated systems of transition. The seven concepts identified above are fundamental to achieving the 'holistic set of multiple influences' indicated as necessary by Pascarella and Terenzini (2005) and could be used as principles for evaluating systems of student transition and induction.

Specific findings from this study indicate that, whilst still in school or college, potential students benefit from access to: timely up-to-date information, encouragement and one-to-one support concerning university entry; activities that enable learning about higher education; and knowledgeable advice and guidance through the application process.

These features suggest closer coordination between school or college and university personnel systems than are normally achieved at present. Once the student is within the university system, their period of adjustment is enhanced by a phased induction process, which may extend through the first year and through the provision of information, personal contact, formative feedback on progress and group activity that enables learning and reinforces belonging. Where student achievement is communicated back to the school or college, this is encouraging to future applicants.

Despite the complexity of the organisational processes involved, a clear message to emerge from *Bridging the Gap* and *Exploring Transition* respondents is that they want to be treated as individuals, not as an item in a vast system. This view is supported particularly in the mass of small-scale studies in the literature. Many of the students involved are still growing to adulthood; those who are already adults are moving from one mode of living to something very different. These processes in themselves present challenges and individual contact is crucial in enabling students to identify their own strategies for growth and to find their own way to a new identity. Even within the organisational web of school, college and university liaison which is necessary for student transition to higher education, both primary and secondary data in this study have shown that this human touch is possible: the challenge to those managing university systems is how to achieve it.

Acknowledgements

The authors wish to acknowledge the support of Newcastle University, UK, in initiating and funding this research.

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