

Holland's Theory and Patterns of College Student Success

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Using Holland's person-environment fit theory to examine longitudinal patterns of change and stability in college students' self-reported learning on various college outcomes, we conclude that academic environments *within* postsecondary institutions are an essential component in understanding college student success. Academic environments are equally successful in promoting the learning of students whether their personalities are congruent or incongruent with these environments. We also found and analyzed two different patterns of academic success. A variety of research, policy, and practical implications are discussed in efforts to provide greater understanding and to promote higher levels of student success in postsecondary education.