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Office of the Vice President for Academic Strategy

December 13, 2021

MEMORANDUM

TO: David Lassner
President

FROM: Pearl Iboshi 
Director, Institutional Research, Analysis and Planning Office


Debora Halbert
Associate Vice President for Academic Programs and Policy

SUBJECT: URP (Under-Represented Populations) Final Committee Recommendations

The under-represented population (URP) committee, established via your January 2021 memo, has come up with its final recommendations as outlined below.

For reference, the committee's five recommendations contained in our May 12, 2021 memo is attached. This memo and other resources used by the committee are also available at the URP website <https://www.hawaii.edu/offices/vp-academic-strategy/underrepresented-populations-urp/>.

To summarize from our previous memo, the five recommendations are as follows:

Recommendation 1: Add the following five race options to the University of Hawai'i application:

- Mexican
- Puerto Rican
- Spaniard
- All Other Spanish/Hispanic/Latino
- Marshallese

Recommendation 2: Amend the existing category "Micronesian (Not Guamanian/Chamorro)" to "Micronesian (Not Otherwise Listed)".

Recommendation 3: Split the existing category "Guamanian or Chamorro" into two race categories "Guamanian" and "Chamorro".

Recommendation 4: Add Mexican, Puerto Rican, All Other Spanish/Hispanic/Latino, Spaniard, and Marshallese to the definition of underrepresented and underserved populations.

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Recommendation 5: All UH campuses should recognize a consistent definition of underrepresented populations.

Since May, the committee has met with the following groups to go over the recommendations:

UH Officers
Registrars and Admissions Personnel
Council of Chief Academic Officers
Council of Senior Student Affairs Officers
OHR/System EEO
UHCC Chancellors
Institutional Researchers
Pacific Islands Development Program
Student Caucus
Pukoa Council

The feedback from these groups has been largely supportive of the recommendations. Therefore, the committee proposes that these five recommendations be instituted effective Fall 2023.

With these recommendations in place, the list of URP's at UH would be as follows (new races in bold):

All Other Spanish/Hispanic/Latino

African American or Black
Amer Indian or Alaskan Native

Filipino

Guamanian

Chamorro

Marshallese

Mexican

Micronesian (not GC)

Mixed Hispanic

Mixed Pacific Islander

Native Hawaiian or Part-Hawn

Other Pacific Islander

Pacific Islander

Puerto Rican

Samoan

Spaniard

Tongan

Recommendation 6: Utilize Alone or in Combination counts.

In addition, to address the issue of counting each race that a student selects, the committee decided on a sixth recommendation to follow the U.S. Census Bureau's approach of reporting counts as "Alone" and "Alone or in Combination," in addition to the current method of reporting where Native Hawaiian has priority over other races. These two new methods of counting can provide insight into UH's enrollment by ethnicity.

To illustrate, a student who is Native Hawaiian and Chinese will continue to be counted as Native Hawaiian for reporting purposes. Using this current method for reporting, the sum of enrollment by ethnicity adds up to 100 percent of total enrollment.

Using the “Alone” method, this student would not be counted under either Native Hawaiian or Chinese since they selected more than one race (they would have had to select only one race to be counted under Alone). Using the “Alone or in Combination” method instead, this student would be counted under both Native Hawaiian and Chinese, making it possible to get a count of part-Chinese students. Both the “Alone” and “Alone or in Combination” methods result in counts that do not sum to 100 percent.

Enrollment counts using the “Alone” and “Alone or in Combination” methods will be available at the <https://data.hawaii.edu/#/home> website along with UH’s other enrollment tables.

For Further Discussion: Equity

Finally, the committee recognized the need to define equity at the university. To that end, we developed the following definition:

The University of Hawaii’s vision for equity is: the elimination of educational attainment gaps; an environment where the systems, practices, and resource commitments support the rights and equitable opportunity for all individuals and groups; institutional, individual, and community accountability to dismantle systemic inequities including structural racism, gender disparity, systemic poverty, and discrimination; the advancement of social justice.

We recommend that this definition be used as a starting point for another group to discuss further and generate implementation recommendations as it relates to university policy and operations.

Attachment

APPROVED DISAPPROVED

David Lassner, President


Date: December 16, 2021

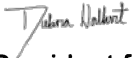


May 12, 2021

MEMORANDUM

TO: David Lassner
President

FROM: Pearl Iboshi 
Director, Institutional Research, Analysis and Planning Office

Debora Halbert 
Associate Vice President for Academic Programs and Policy

SUBJECT: URP (Under-Represented Populations) Committee Recommendations

Per your January 2021 memorandum, the URP committee was established to review and to provide recommendations relating to the University of Hawai'i's current definition of underrepresented and underserved populations.

The URP committee members are:

Pearl Iboshi, Director, Institutional Research, Analysis and Planning Office
Debora Halbert, Associate Vice President for Academic Programs and Policy
Gail Makuakane-Lundin, Director, Office of Hawai'i Papa O Ke Ao, Director, Kīpuka Native Hawaiian Student Center
Hae Okimoto, Associate Vice President of Student Affairs and Director of Academic Technologies
Charles Sasaki, Vice Chancellor for Academic Affairs, Windward CC
Jan Javinar, Interim Vice Chancellor for Student Affairs, UH West O'ahu
Dorinna Cortez, Vice Chancellor for Student Affairs, Hawai'i CC
Christine Quemuel, Interim Vice Chancellor for Diversity and Director of SEED, UH Mānoa
April Goodwin, Director of Program Development and Review, UH Mānoa
Sanford Beppu, Analyst, Institutional Research, Analysis and Planning Office
Brenda Shin, Human Resources Manager
Joshua Kaakua, Interim Academic Affairs Program Officer, UHCC
Jennifer Stotter, Director, Office of Equal Opportunity/Title IX, UH Hilo

Specifically, the committee was charged with addressing two questions:

- 1) Are we currently collecting the right data on ethnicity/race?
- 2) What groups should be included in our definition of underrepresented and underserved populations?

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The URP committee held a series of meetings to evaluate the relevant census, regional, and institutional data, solicited external advice regarding potential adjustments to student race/ethnicity categories, and discussed potential improvements towards equity-minded data collection. The committee is presenting the following recommendations:

Are we currently collecting the right data on ethnicity/race?

Recommendation 1: Add the following five race options to the University of Hawai'i application:

- Mexican
- Puerto Rican
- Spaniard
- All Other Spanish/Hispanic/Latino
- Marshallese

The committee used U.S. Census Bureau data to determine which races have a significant presence in Hawai'i, but are not categorized individually at UH. We agreed that any race that has a share of at least one percent of Hawai'i's 18 to 25-year-old population warranted consideration.

Five race categories met this threshold: Mexican (5%), Puerto Rican (4%), All Other Spanish/Hispanic/Latino (3%), Spaniard (1%), and Marshallese (1%). The committee recommends adding all five races. With respect to the Hispanic races, we expect that this change can lead to a more accurate representation of Hispanic students at UH and would be added under the existing Hispanic/Latino category.

Recommendation 2: Amend the existing category "Micronesian (Not Guamanian/Chamorro)" to "Micronesian (Not Otherwise Listed)."

Recommendation 3: Split the existing category "Guamanian or Chamorro" into two race categories "Guamanian" and "Chamorro"

The committee also recommends that the existing "Micronesian (Not GC)" category be changed to "Micronesian (Not Otherwise Listed)" and that the existing "Guamanian or Chamorro" category be split into two separate categories. These changes would enable a more granular understanding of these populations.

With these additions, the list of races that a student could select would be as follows (bold indicates new or changed race category):

Hispanic or Latino? If yes:

Mexican
Puerto Rican
All Other Spanish/Hispanic/Latino
Spaniard

Other races:

American Indian or Alaska Native
Asian Indian
Chinese
Filipino
Japanese
Korean

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Laotian
 Other Asian
 Thai
 Vietnamese
 Black or African American
Guamanian
Chamorro
Micronesian (Not Otherwise Listed)
 Native Hawaiian or Part-Hawaiian
 Other Pacific Islander
 Samoan
 Tongan
 White
Marshallese

What groups should be included in our definition of underrepresented and underserved populations?

Recommendation 4: Add Mexican, Puerto Rican, All Other Spanish/Hispanic/Latino, Spaniard, and Marshallese to the definition of underrepresented and underserved populations.

The committee examined enrollment shares and graduation/success rates to evaluate whether a race should be considered a URP at UH.

For the five races the committee has recommended be added, Table 1 compares their share of UH enrollment in Fall 2020 to their share of Hawai'i's 18-25 population in 2019. Note that the U.S. Census and UH races do not align, preventing direct one-to-one comparisons.

Table 1

Race	Assumed UH Category	Share of UH Enrollment	Share of 18-25 Population
Mexican All other Spanish/Hispanic/Latino Puerto Rican Spaniard	Hispanic	1.8%	14.2%
Marshallese	Micronesian	0.7%	N/A

The four Hispanic races have enrollment shares less than their share of the 18-25 population. While no U.S. Census data is available for the Marshallese population, they do have a low share of UH enrollment.

Table 2 displays the graduation and success rates for the existing Hispanic and Micronesian cohorts at UH. These groups have lower rates than the overall rate for the respective unit, except at UHCC where the Hispanic rate is higher.

Table 2

Unit	Race	150% Grad/Success Rate (Most Recent Cohort)	Cohort Size
Manoa	Overall	61.8%	1,788
	Hispanic	55.6%	36
	Micronesian	33.3%	3

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Hilo	Overall	37.9%	427
	Micronesian	36.4%	11
	Hispanic	21.4%	14
West Oahu	Overall	38.7%	194
	Hispanic	0%	1
	Micronesian	0%	1
UHCC	Hispanic	48.2%	59
	Overall	39.9%	3,379
	Micronesian	7.7%	27

Based on the above, it is recommended that all five race categories (Mexican, Puerto Rican, All Other Spanish/Hispanic/Latino, Spaniard, and Marshallese) be identified as URP's.

With these additions, the list of URP's at UH would be as follows (new races in bold):

All Other Spanish/Hispanic/Latino

- African American or Black
- Amer Indian or Alaskan Native
- Filipino
- Guamanian
- Chamorro
- Marshallese**
- Mexican**
- Micronesian (not GC)
- Mixed Hispanic
- Mixed Pacific Islander
- Native Hawaiian or Part-Hawn
- Other Pacific Islander
- Pacific Islander
- Puerto Rican**
- Samoan
- Spaniard**
- Tongan

Recommendation 5: All UH campuses should recognize a consistent definition of underrepresented populations.

The committee recommends that all UH campuses recognize the same list of URP's. Table 3 presents the existing and recommended UH System URP list.

Table 3

Existing Race/Ethnicity Description	Existing Underrepresented Minority (URM)	Proposed Race/Ethnicity Description	Proposed Underrepresented Population (URP)
African American or Black	Yes	African American or Black	Yes
Amer Indian or	Yes	Amer Indian or Alaskan	Yes

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Alaskan Native		Native	
		Chamorro	Yes
Filipino	Yes	Filipino	Yes
Guamanian or Chamorro	Yes	Guamanian	Yes
Hispanic	Yes	All Other Spanish/Hispanic/Latino	Yes
		Marshallese	Yes
		Mexican	Yes
Micronesian (not GC)	Yes	Micronesian (Not Otherwise Listed)	Yes
Mixed Hispanic	Yes	Mixed Hispanic	Yes
Mixed Pacific Islander	Yes	Mixed Pacific Islander	Yes
Native Hawaiian or Part-Hawn	Yes	Native Hawaiian or Part-Hawn	Yes
Other Pacific Islander	Yes	Other Pacific Islander	Yes
Pacific Islander	Yes	Pacific Islander	Yes
		Puerto Rican	Yes
Samoaan	Yes	Samoaan	Yes
		Spaniard	Yes
Tongan	Yes	Tongan	Yes
Asian Indian	No	Asian Indian	No
Caucasian or White	No	Caucasian or White	No
Chinese	No	Chinese	No
Japanese	No	Japanese	No
Korean	No	Korean	No
Laotian	No	Laotian	No
Middle Easterner	No	Middle Easterner	No
Mixed Asian	No	Mixed Asian	No
Mixed Race (2 or more)	No	Mixed Race (2 or more)	No
No Data	No	No Data	No
Other Asian	No	Other Asian	No
Portuguese	No	Portuguese	No
Thai	No	Thai	No
Vietnamese	No	Vietnamese	No

Future Issues

Should these recommendations be approved, the next steps are to examine the trumping order of races for reporting purposes. Further discussion and committee work are needed in this area. Currently, Hawaiian-Part Hawaiian trumps all other races. Hispanic, in contrast, is trumped by all other races, leading to an undercounting of this group.

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The committee sees one option being to report races alone and in combination with other races, similar to how the U.S. Census Bureau reports populations. Doing so would result in subtotals not adding up to 100 percent; however, depending on the purpose of the report, this may be a preferable method for reporting race counts.

For federal reporting purposes, we would need to continue to use the categories established by the federal government.