



UNIVERSITY
of HAWAII®
SYSTEM

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.

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



Digitally signed by David Lassner
Date: 2021.12.16 14:09:31 -10'00'

David Lassner, President

Date: December 16, 2021