


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.

