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.

Bachman Hall 204
2444 Dole Street
Honolulu, Hawai'i 96822
Telephone: (808) 956-6897
Fax: (808) 956-5286
An Equal Opportunity/Affirmative Action Institution

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