

# HEALTH WORKFORCE STRATEGIES AND INDICATORS



## PROMOTE EQUITY IN EDUCATION PATHWAYS

All talented students have opportunities and support to succeed in health and science careers.

### 1 Facilitate entry into health and STEM careers through pipeline programs

- K-12 pipeline program participation
- Undergraduate pipeline program participation
- Post-baccalaureate health program participation
- Pipeline participant's enrollment in STEM or health degree program

### 2 Recruit students from local and target communities

- Local undergraduate student enrollment
- Undergraduate student enrollment from target communities
- Local graduate health profession student enrollment
- Graduate health profession student enrollment from target communities

### 3 Increase college success and equity

- Incoming student enrollment from target groups
- Participation in high-impact practices
- Academic advising experience
- First-year retention rates by student population
- 6-year graduation rates (same institution)
- 6-year graduation rates (any institution)
- Graduates, by student population
- Achievement gap, by student population
- Credit hours at completion

### 4 Broaden participation and success of students in STEM fields

- Participation of students underrepresented in STEM and health majors
- DFW rates in introductory STEM courses
- Average number of STEM credits completed
- Persistence in STEM major
- STEM remediation success rate
- Undergraduate research with faculty members
- Interactions with faculty outside of class
- Graduates with STEM degrees
- Participation in STEM doctoral programs

### 5 Broaden participation and success of students in health professions programs

- Participation in health professions programs
- Health professions graduation rate
- Clinical exam pass rate

### 6 Provide access to financial resources for students

- Unmet financial need
- Tuition cost
- Median student debt
- Institutional grant total

### 7 Foster an inclusive climate to support student success

- Perceptions of campus climate
- Interactions with diverse students



## INCREASE DIVERSITY OF LEADERS, FACULTY, AND STUDENTS

The environment fosters diverse and inclusive engagement where students, faculty, and staff thrive.

### 8 Build a diverse student body in the health professions

- Student diversity
- URM admissions success rate, by admissions pathway
- Admission of students from target communities
- Holistic Review practices

### 9 Increase linguistic diversity among students

- Enrollment of multilingual students
- Graduate foreign language proficiency

### 10 Diversify the health professions faculty and leadership

- URM faculty, by rank
- Female faculty, by rank
- URM faculty advancement
- Female faculty advancement
- URM leadership, by rank
- Female leadership, by rank
- URM faculty ratio
- Faculty gender gap/ratio



## INTEGRATE CULTURAL COMPETENCE AND POPULATION HEALTH

Health professionals have the background, qualities, and skills, to serve community needs and reduce health inequities.

### 11 Integrate training to develop students' cultural competence

- Cultural competence in the curriculum
- Students' cultural competence

### 12 Integrate training to develop students' knowledge of population health

- Population health in the curriculum

### 13 Expand community-based/service learning opportunities for students

- Undergraduate student service learning
- Health professions student service-learning
- Partnerships for community-based learning



## IMPROVE ACCESS TO CARE

A health workforce that ensures access to health care and the opportunity for optimal health.

### 14 Graduate health professionals who will work in local and/or high-need geographic areas

- Retention of graduates in local areas
- Graduates working in underserved areas
- National Health Service Corps participation

### 15 Develop health professions admissions strategies aligned with the school's mission

- URM admissions success rate, by admissions pathway
- Admission of students from target communities
- Holistic Review practices

### 16 Increase and sustain student interest in working with medically underserved populations

- Intent to work in underserved areas
- Intent to serve uninsured and Medicaid patients

### 17 Support education and training opportunities in medically underserved communities

- Training with medically underserved patients
- Clinical training sites in medically underserved areas
- Participation in medically underserved pathways

### 18 Increase and sustain interest in primary care and high-needs specialties

- Student interest in primary care
- Student interest in high-need specialties
- Graduates pursuing primary care
- Graduates pursuing high-need specialties

### 19 Train community health workers and integrate in clinical teams

- Training community health workers
- Integration of community health workers in care teams



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