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

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

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

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

For more information about the project, please visit http://www.uuhealth.org or email info@urbanuniversitiesforhealth.org