

Agenda Item 22: Recommended Changes to Underrepresented Minority Rubric

Chanel Murphy, Research Data Analyst II

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Purpose

- Review current Underrepresented Minority (URM) scoring methodology used to evaluate number of current URM students.
- Provide recommendation for updated methodology.

Background

- Staff evaluate all Song-Brown programs for current resident/student and graduate URMs.
- OSHPD scoring criteria assesses both percentage and number of current URM students.
- Staff evaluate number of current URM students using a static rubric that is applied to all three programs:
 - Primary Care Residency (PCR)
 - Family Nurse Practitioner/Physician Assistant (FNP/PA)
 - Registered Nursing (RN)

URM Students/Residents Rubric

Percent and number of URM students and/or economically disadvantaged students

Program	Rubric Criterion Section	Points Available, Percent URM Students	Points Available, Number of URM Students	Total Points Available
PCR	2.3	5	5	10
FNP/PA	2.1	8	7	15
RN	2.2	5	5	10

Current Rubric: Number of URM

Scoring methodology Part I: Percentage of current URM residents

Percentage of URM	PCR and RN Programs Points	FNP/PA Programs Points
1-33%	0	0
34-50%	1	2
51-67%	3	5
68-100%	5	8

Scoring methodology Part II: Number of current URM residents

Number of URM	PCR and RN Programs Points	FNP/PA Programs Points
1-8	0	0
9-12	1	1
13-16	3	4
17+	5	7

Current Rubric Drawbacks

- Each program uses same “Number of URM” point system.
- Fails to consider cohort size within each program.
 - Average cohort size: PCR = 28, FNP/PA = 98, RN = 202
- Example: Program Count Frequencies by Number of URMs

Number of URM Students	PCR Program Applicants	FNP/PA Program Applicants	RN Program Applicants
1-8	42	0	0
9-12	11	0	0
13-16	16	2	0
17+	4	15	22
Total Number of Programs	73	17	22

Recommendation

Adopt a separate rubric for each program that evaluates the number of URMs based on each program's cohort size.