

# The Racial & Ethnic Composition of Oregon's Health Care Graduates

A group of seven diverse graduates in black gowns and caps, celebrating with their caps raised against a sunset background. The graduates are of various ethnicities and are smiling broadly. The background is a warm, golden sunset sky.

A chartbook presenting information on Oregon's 2013 health care-related graduates and completers

**Oregon Healthcare Workforce Institute**

December 2015

## Table of contents

<b>01</b>	Introduction	<b>06</b>	Graduates and completers by educational institution sector
<b>02</b>	Data sources and methods	<b>07</b>	Graduates and completers in selected health care-related education programs
<b>03</b>	2013 health care graduates and completers	<b>13</b>	References
<b>04</b>	Post-secondary schools and graduates by year	<b>14</b>	Appendix: U.S. Census Bureau population estimates
<b>05</b>	Award levels by race/ethnicity	<b>15</b>	Resources: Oregon's Area Health Education Centers

This chartbook was developed in partnership with the [Oregon Area Health Education Center and the Regional AHEC Centers](#), working to connect students to health care careers, professionals to communities, and communities to better health.

# The Racial & Ethnic Composition of Oregon's Health Care Graduates

Building the diversity of Oregon's health care workforce is a goal shared by many, including the state's health care industry and health care education programs. A diverse health care workforce is known to enrich the talent pool, improve access to and provision of high quality health care, and improve population health.<sup>1,2,3,4</sup> This report offers information on the racial and ethnic diversity of the state's health care graduates and certificate completers, and provides benchmarks and insights into emerging educational pipeline and demographic trends.

This chartbook uses the most recently available health care graduate and completer data as submitted by Oregon's post-secondary education programs to the U.S. Department of Education's National Center for Education Statistics. Data is

also used to identify information about post-secondary institutions, including health care-related graduates and certificate completers by educational sector, degree, and program.

In considering this information, it is important to remember that the graduate supply data from Oregon's post-secondary education programs may not translate directly into the state's workforce demographics. For example, not all graduates remain in Oregon after graduation. Additionally, students who complete a health care education program may use that degree or certificate as a pathway to advance their education without entering the workforce. Further, students who studied outside of the state may relocate to Oregon upon completion of their educational programs .

# Data sources and methods

This chartbook provides information on the racial and ethnic composition of graduates and completers of health professions and related programs from post-secondary educational institutions in Oregon in 2013. Data on graduates and completers, award levels, race, ethnicity, programs, and Oregon's educational institutions comes from the Integrated Postsecondary Education Data System (or IPEDS), which is administered by the U.S. Department of Education's National Center for Education Statistics. Analysis of the IPEDS data uses a similar methodology as that developed by Bates, Dower, and Chapman.<sup>5</sup>

Health care-related programs are defined as those post-secondary education programs that prepare students as professionals and assistants in health care professions, clinical sciences, and administrative and support services.<sup>6</sup> Within IPEDS, these programs are identified within the Classification of Instructional Programs (CIP) code 51.<sup>7</sup>

Race and ethnicity data collected in IPEDS follows federal Office of Management and Budget and U.S. Department of Education standards and policy. The race/ethnicity categories are defined in NCES Data Standard 1-5 and are reported out as follows<sup>8</sup>:

**Hispanic/Latino:** Includes individuals of any race who identify as Hispanic or Latino.

**American Indian or Alaska Native:** Includes only persons who reported American Indian or Alaska Native as their sole race and did not report Hispanic/Latino ethnicity.

**Asian:** Includes only persons who reported Asian as their sole race and did not report Hispanic/Latino ethnicity.

**Black or African American:** Includes only persons who reported Black or African American as their sole race and did not report Hispanic/Latino ethnicity.

**Native Hawaiian or Other Pacific Islander:** Includes only persons who reported Native Hawaiian or Other Pacific Islander as their sole race and did not report Hispanic/Latino ethnicity.

**White:** Includes only persons who reported White as their sole race and did not report Hispanic/Latino ethnicity.

**Two or more races:** Includes any combination of two or more races and not Hispanic/Latino ethnicity.

Health care graduates are defined as those who obtained a degree (associate's, bachelor's, master's, doctorate) from a health care-related education program. Health care completers are those who obtained a certificate (pre-baccalaureate, post-baccalaureate, post-master's) from a health care-related training or education program.

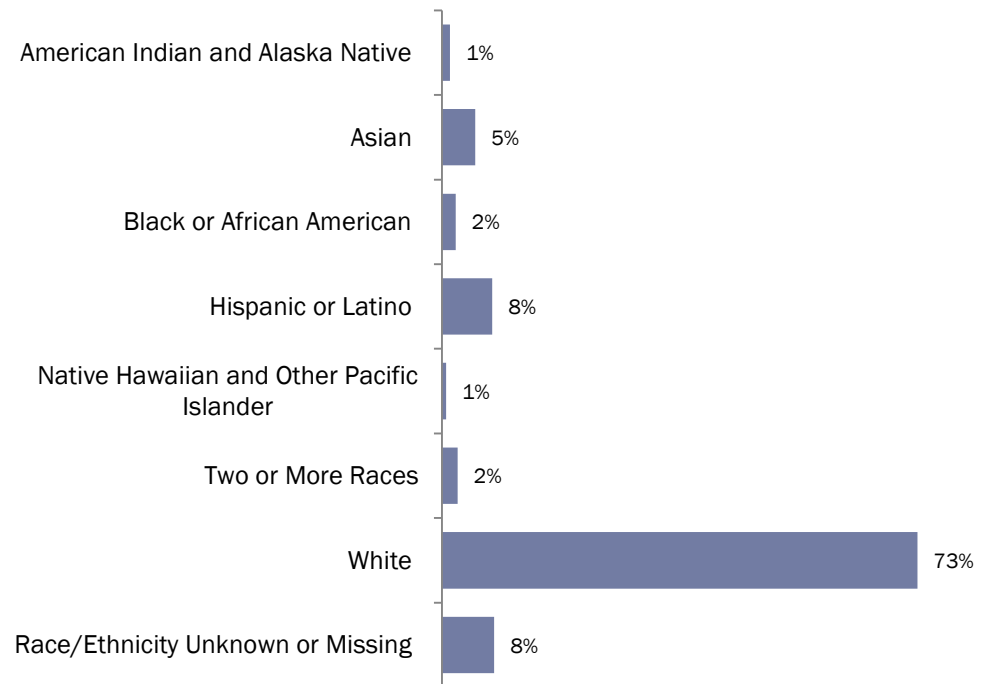
Post-secondary education institutions are defined as universities, community colleges, technical colleges, and non-degree post-secondary training programs that are based in Oregon. Award levels include certificates below the baccalaureate (less than 1 academic year; at least 1 but less than 2 academic years; at least 2 but less than 4 academic years), associate's degrees, bachelor's degrees, certificates above the baccalaureate degree (post-baccalaureate; post-master's), master's degrees, and doctoral degrees.

Educational sectors (public, non-profit, and private/proprietary ownership) were identified using information from the Oregon Higher Education Coordinating Commission's Office of Degree Authorization.

## 2013 health care graduates and completers

# Oregon's 2013 Health Care Graduates and Completers by Race/Ethnicity

Data from the U.S. Department of Education's Integrated Post-Secondary Education Data System shows that in 2013, 19.1% of the 9,472 graduates and completers of health care-related education programs in Oregon were students of color. Of these students, 7.7% (734) were Hispanic or Latino, 5.1% (483) were Asian, 2.4% (223) were two or more races, 2.1% (200) were Black or African American, 1.2% (110) were American Indian or Alaska Native, and 0.6% (60) were Native Hawaiian or other Pacific Islander. Race/ethnicity data was missing for 8% of Oregon's 2013 graduates and completers.



## Post-secondary schools and graduates by year

The number of Oregon-based post-secondary educational institutions awarding health care-related degrees and certificates increased by six between 2008 and 2013. The total number of students graduating or completing health care-related education programs grew by 20% over this time period.

A slightly different picture emerged between the 2011-2012 and 2012-2013 academic years. The total number of health care-related graduates/completers dropped, reflecting a similar national trend.<sup>9</sup> During this period, the number of health care-related graduates and completers in Oregon decreased by 1.9% and the number of students of color graduating from or completing health care-related programs fell 2.2%. The overall proportion of students of color, as a percentage of total graduates and completers, remained relatively stable (19%) over the two academic years.

# Health care graduates and completers from Oregon's post-secondary schools

<b>Academic Year</b>	<b>Count of Oregon Post-Secondary Education Institutions Awarding Health Care-Related Degrees/Certificates</b>	<b>Total Health Care-Related Graduates/Completers</b>	<b>Count of Students of Color Graduating or Completing Health Care-Related Education Programs</b>
2012 - 2013	59	9,472	1,810
2011 - 2012	57	9,656	1,851
2010 - 2011	56	9,380	1,613
2009 - 2010 <sup>*</sup>	55	8,611	1,293 <sup>*</sup>
2008 - 2009 <sup>**</sup>	53	7,878	663 <sup>**</sup>

Notes: <sup>\*</sup>In 2010, race/ethnicity data was unknown or missing for 29% of graduates/completers.

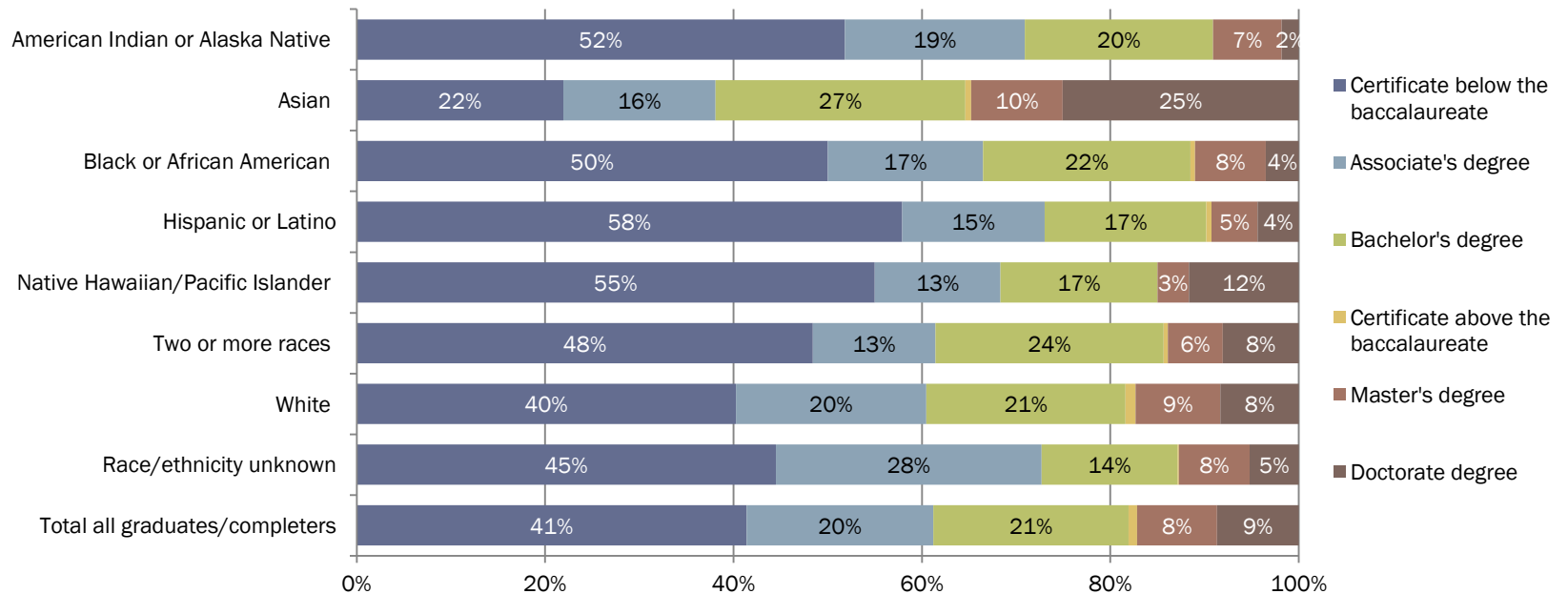
<sup>\*\*</sup>In 2009, race/ethnicity data was unknown or missing for 56% of graduates/completers.

## Award levels by race/ethnicity

# Percentage distribution of health care degrees/certificates awarded in 2013 by race/ethnicity

In 2013, more than half of Hispanic or Latino, Native Hawaiian or other Pacific Islander, and American Indian or Alaska Native health care students and 50% of Black or African American health care students completed non-degree certificate programs below the baccalaureate award level.

Asian health care students completing their education programs in 2013 reflected a different distribution pattern than that of all other races/ethnicity. In 2013, 62% of Asian health care students graduated with a bachelor's degree or higher. Twenty-five percent graduated with a doctorate degree.

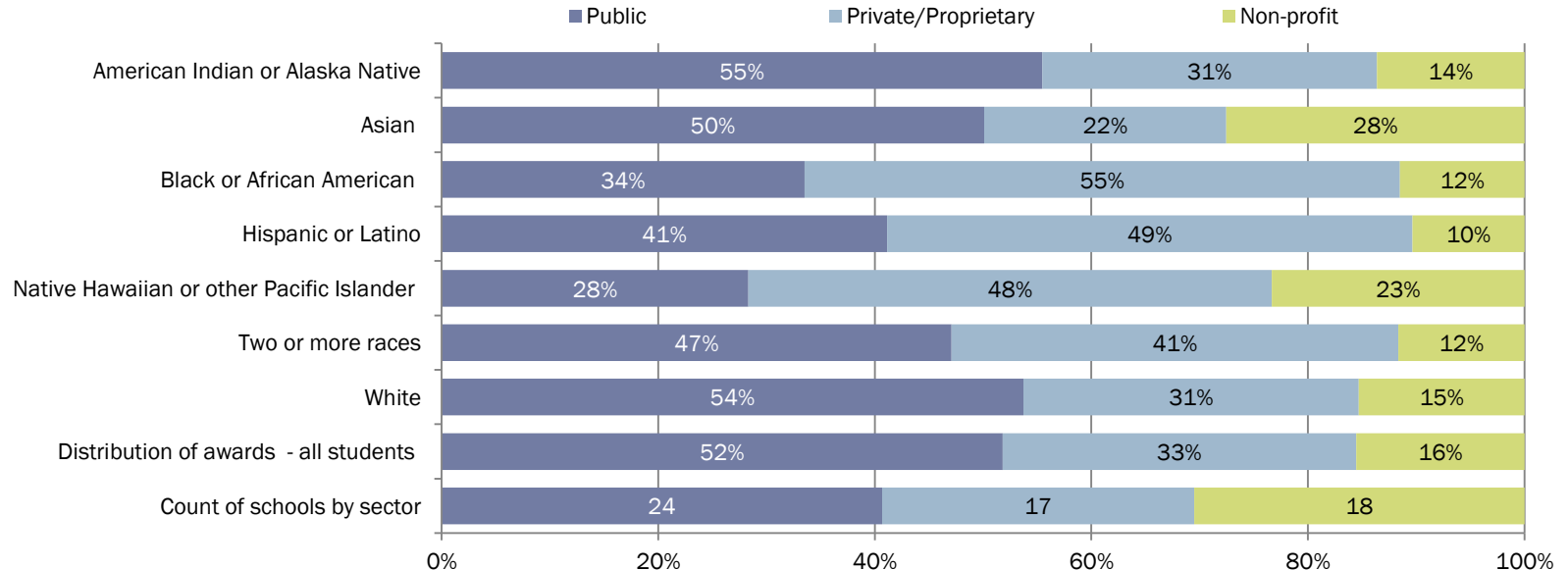


## Graduates and completers by educational institution sector

# Health care degrees and certificates awarded in 2013 by race/ethnicity by educational institution sector

More than half of American Indian or Alaska Native, White, and Asian health care students completed their education at an Oregon public university or community college in 2013. Comparatively, 55% of Black or African American, 49% of Hispanic or Latino, and 48% of Native Hawaiian or other Pacific Islander health care students completed their studies at a private/proprietary school.

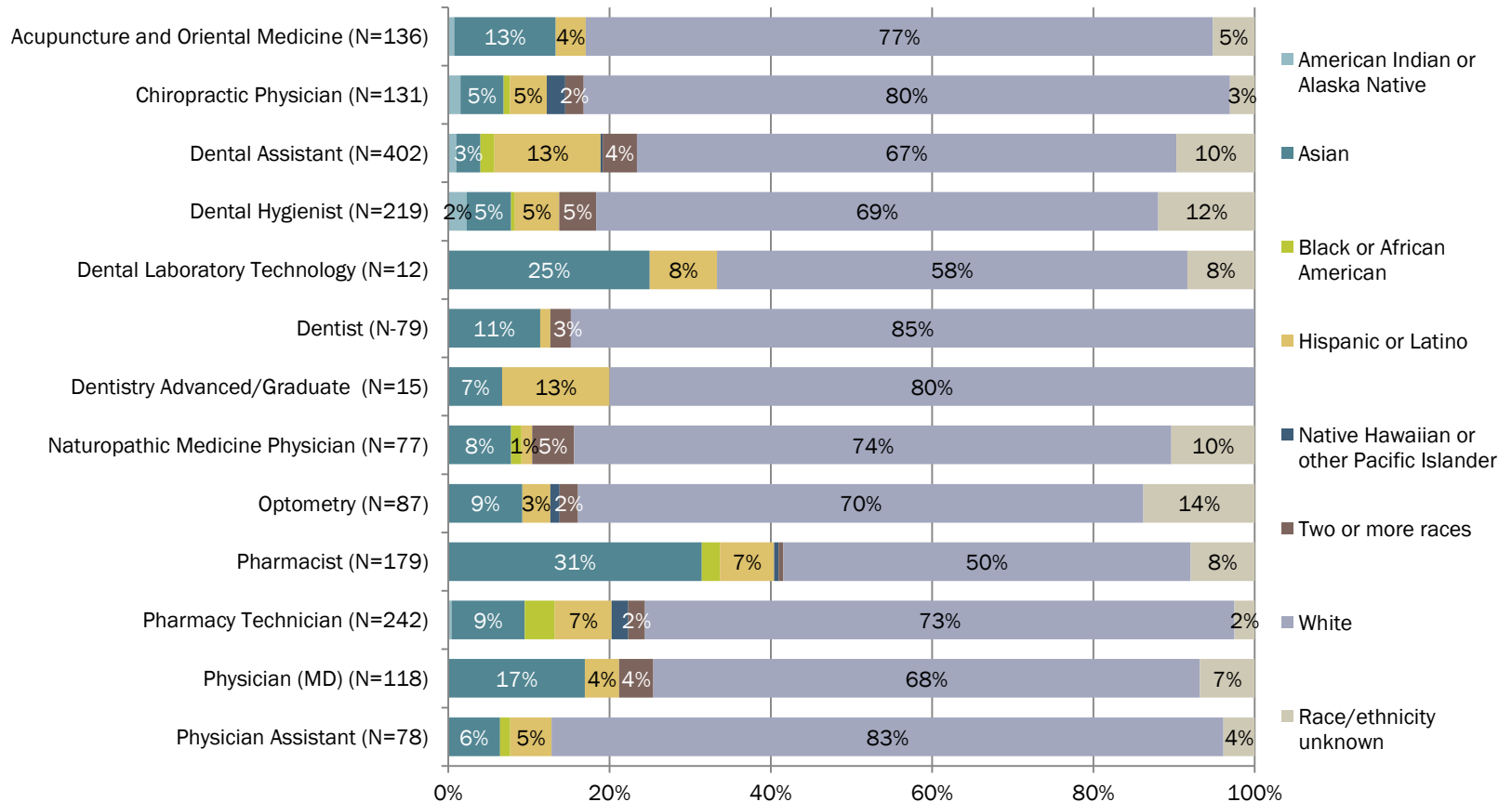
In 2013, Asian health care students had the largest percentage (28%) of all races/ethnicities graduating from a non-profit educational institution. Twenty-three percent of Native Hawaiian or other Pacific Islander health care students obtained their degrees or certificates from a non-profit educational institution.





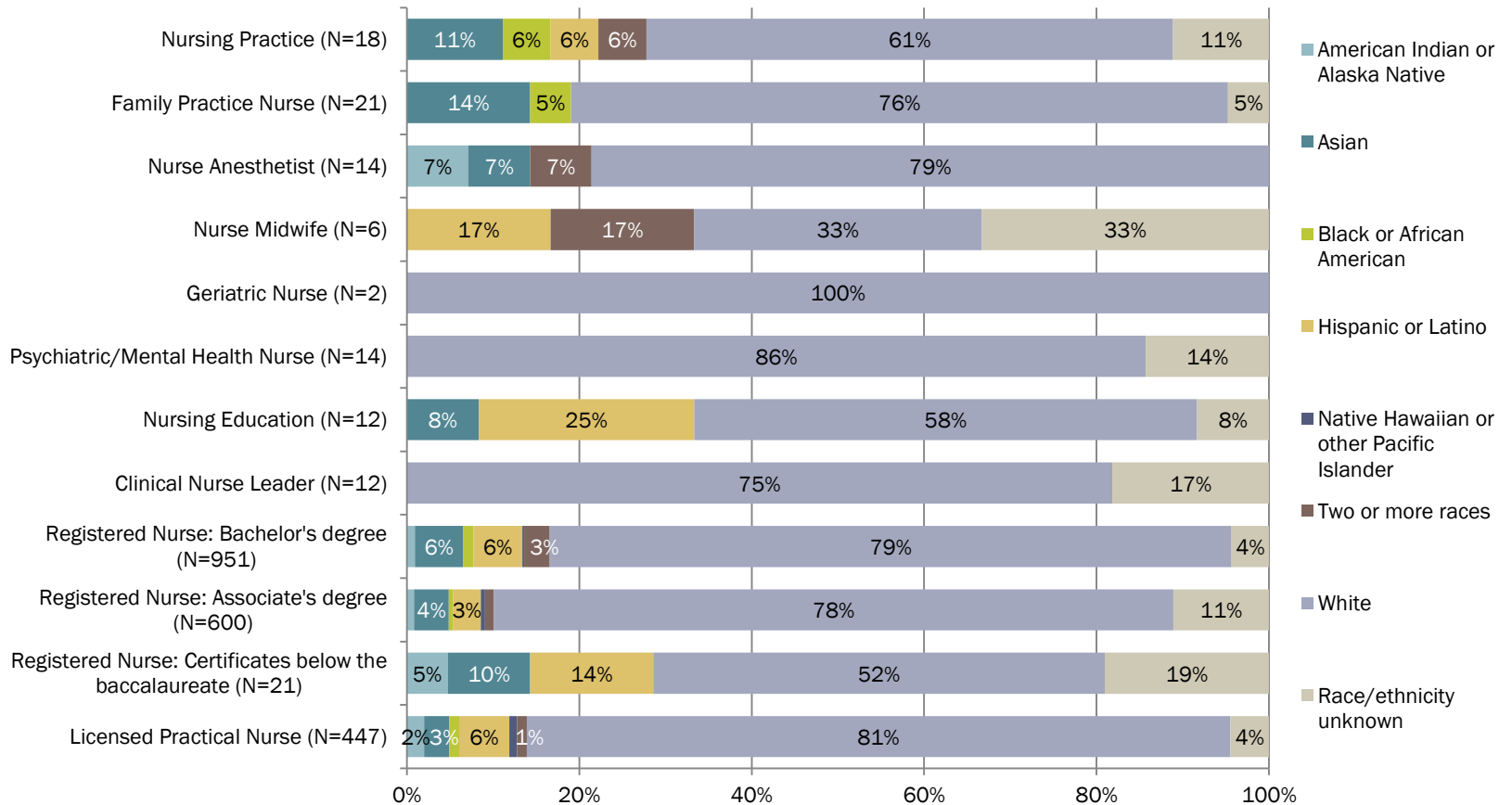
## Graduates and completers in selected health care-related education programs

# 2013 Graduates & Completers from Medicine, Dentistry, Optometry & Pharmacy-Related Education Programs by Race/Ethnicity



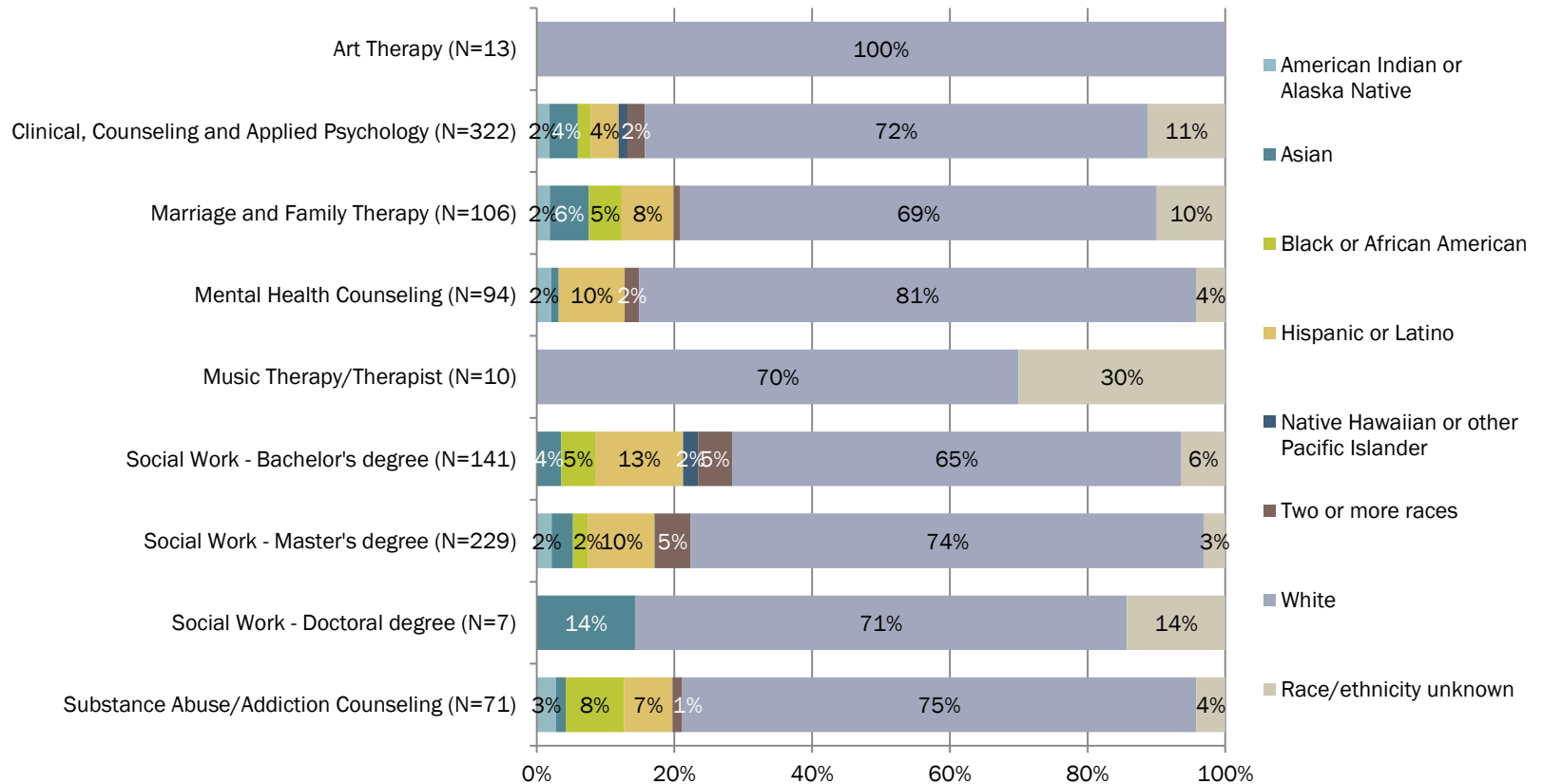
## Graduates and completers in selected health care-related education programs

### 2013 Graduates & Completers from Nursing Education Programs by Race/Ethnicity



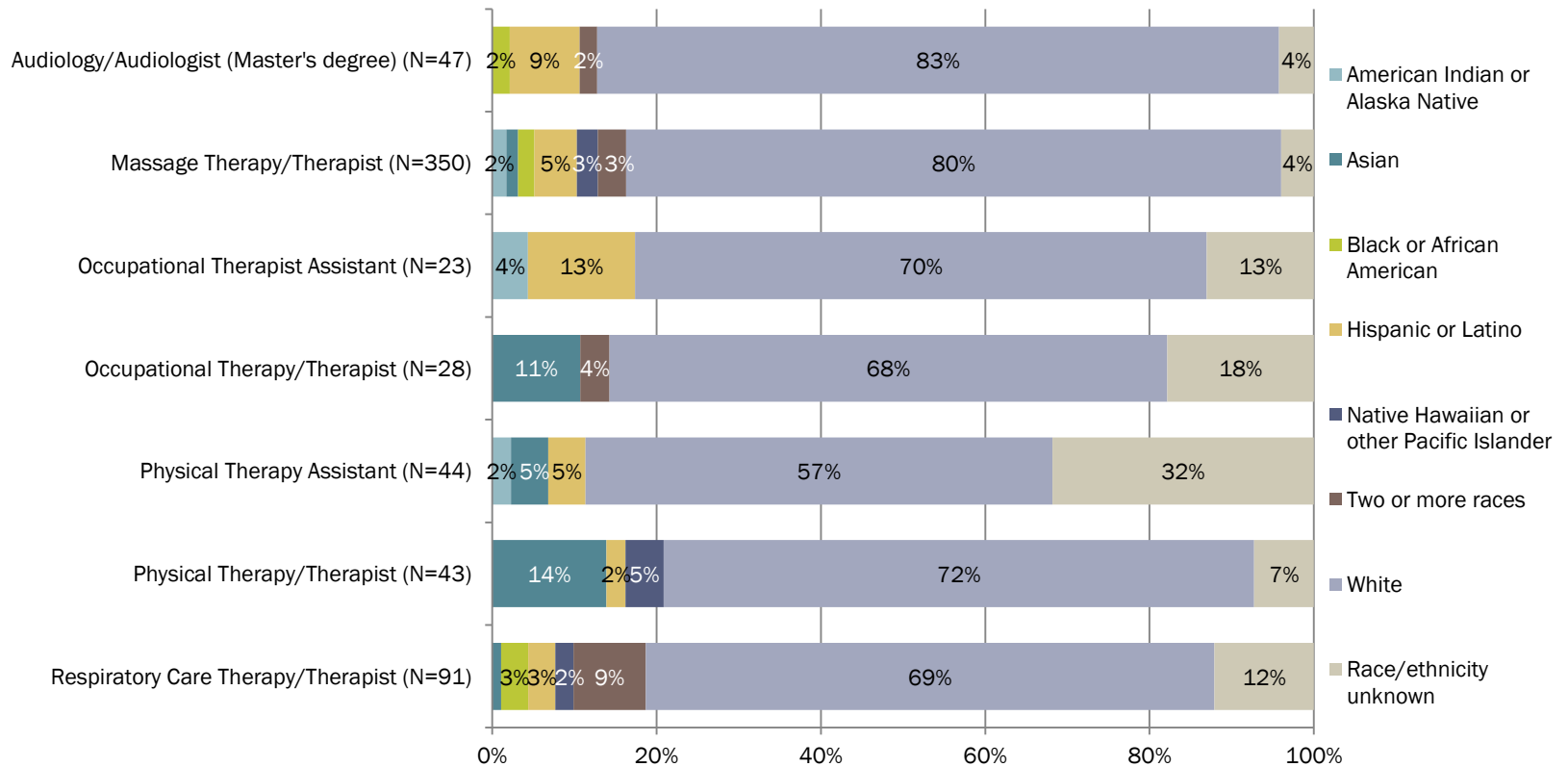
## Graduates and completers in selected health care-related education programs

### 2013 Graduates & Completers from Mental/Behavioral Health-Related Education Programs by Race/Ethnicity



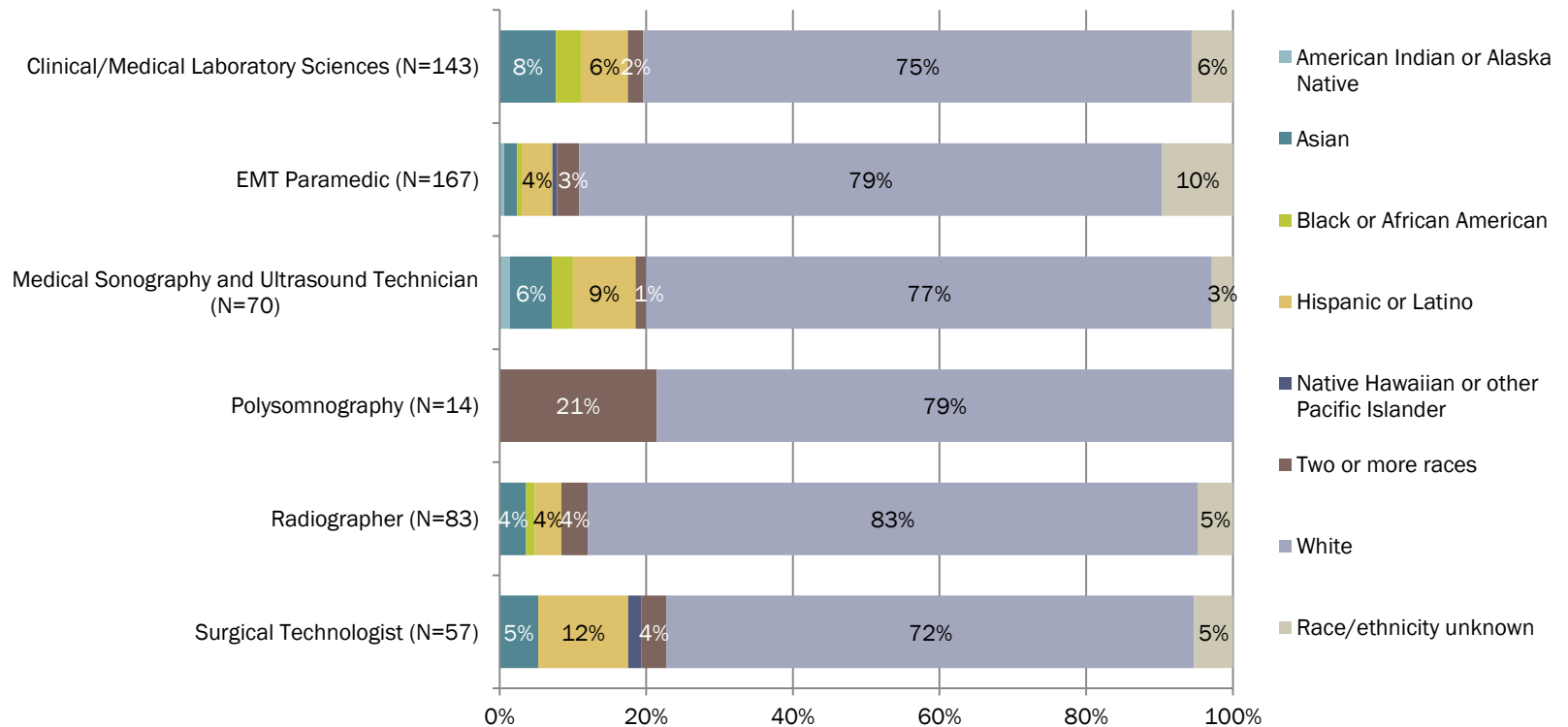
## Graduates and completers in selected health care-related education programs

### 2013 Graduates & Completers from Rehabilitation and Therapeutic Education Programs by Race/Ethnicity



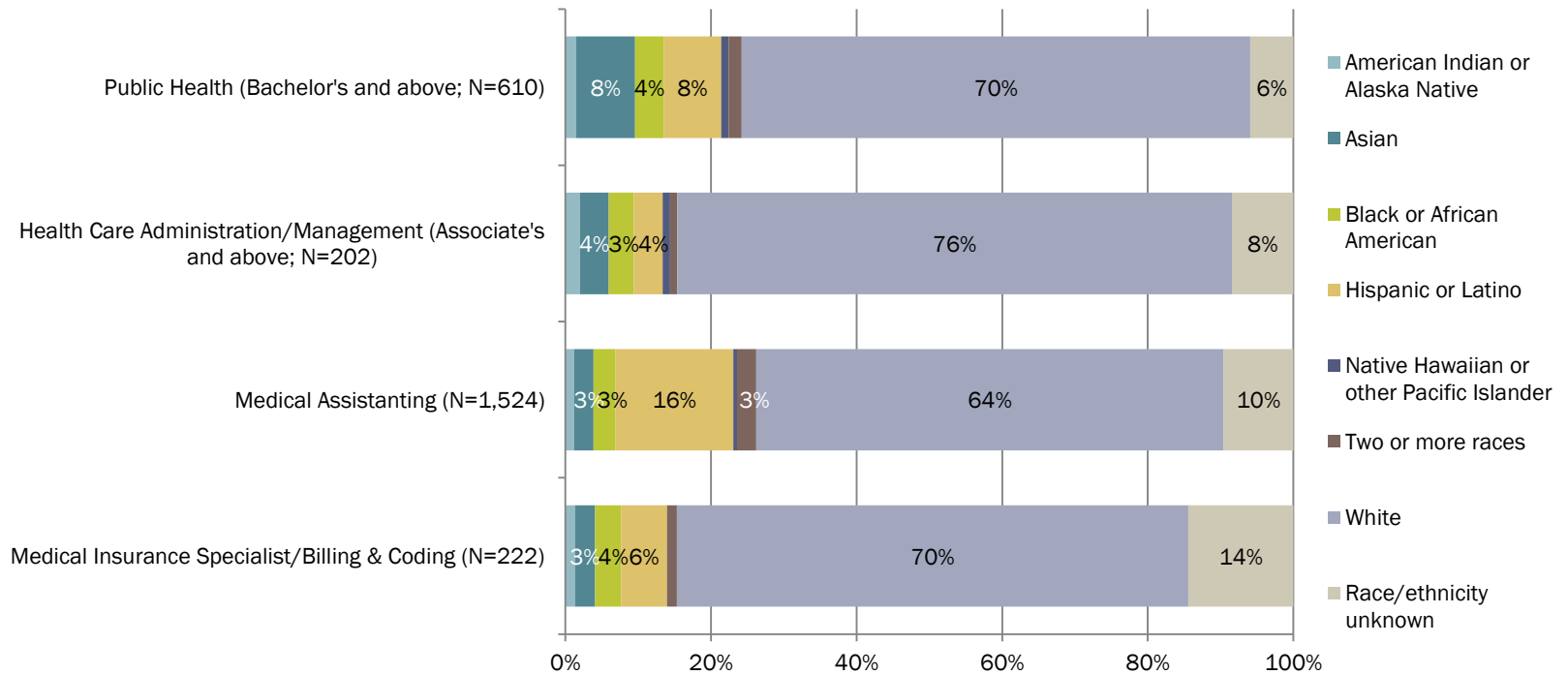
## Graduates and completers in selected health care-related education programs

### 2013 Graduates & Completers from Selected Health Technology Education Programs by Race/Ethnicity



Graduates and completers in selected health care-related education programs

# 2013 Graduates & Completers from Public Health, Health Care Management, Office, and Medical Assisting Education Programs by Race/Ethnicity



## References

1. Cohen, J., Gabriel, B., Terrell, C. (2002). The case for diversity in the health care workforce. *Health Affairs, Sept-Oct; 21(5): 90-102.*
2. Institute of Medicine (2004). *In the Nation's Compelling Interest: Ensuring Diversity in the Health-Care Workforce.* Washington, D.C.: The National Academies Press. Available at <http://www.nap.edu/catalog/10885/in-the-nations-compelling-interest-ensuring-diversity-in-the-health>.
3. Bureau of Health Professions, Health Resources and Services Administration, U.S. Department of Health and Human Services (October 2006). *The Rationale for Diversity in the Health Professions: A Review of the Evidence.* Available at <http://bhpr.hrsa.gov/healthworkforce/reports/diversityreviewevidence.pdf>.
4. Sullivan, L.W., Suez Mittman, I. (2010). The state of diversity in the health professions a century after Flexner. *Academic Medicine, 85(2): 246-253.*
5. Bates, T., Dower, C., Chapman, S., (2014). *Non-White Students Make Up the Majority of Californians Pursing Health Care Education.* San Francisco; Center for the Health Professions at UCSF.
6. Integrated Post-Secondary Education Data System (IPEDS), National Center for Education Statistics, U.S. Department of Education. Available at <https://nces.ed.gov/ipeds/>.
7. NCES Data Standard 1-5. Available at [https://nces.ed.gov/statprog/2002/std1\\_5.asp](https://nces.ed.gov/statprog/2002/std1_5.asp)
8. Integrated Post-Secondary Education Data System (IPEDS), National Center for Education Statistics, U.S. Department of Education. Classification of Instruction Programs, CIP code 51.
9. National Center for Education Statistics, U.S. Department of Education (May 2015). *Undergraduate Enrollment.* Available at [http://nces.ed.gov/programs/coe/indicator\\_cha.asp](http://nces.ed.gov/programs/coe/indicator_cha.asp).

## Appendix : U.S. Census Bureau population estimates

Race	U.S. Census Bureau Population Estimates			
	2013		2014	
	Oregon	USA	Oregon	USA
White alone	88.1%	77.7%	87.9%	77.4%
Black or African American alone	2.0%	13.2%	2.0%	13.2%
American Indian and Alaska Native alone	1.8%	1.2%	1.8%	1.2%
Asian alone	4.1%	5.3%	4.3%	5.4%
Native Hawaiian and Other Pacific Islander alone	0.4%	0.2%	0.4%	0.2%
Two or More Races	3.5%	2.4%	3.6%	2.5%
Ethnicity	Oregon	USA	Oregon	USA
Hispanic or Latino (of any race)	12.3%	17.1%	12.5%	17.4%

Source: U.S. Census Bureau. State and County Quick Facts. Available at <http://quickfacts.census.gov/qfd/states/41000.html>



# Oregon's Area Health Education Centers

Oregon Area Health Education Center Program Office: <http://www.ohsu.edu/xd/outreach/ahec/>

AHEC of Southwest Oregon: <http://www.healthyoregon.com/>

Cascades East AHEC: <http://www.cascadeseast.org/>

Oregon Pacific AHEC: <http://opahec.org>

Northeast Oregon AHEC: <https://www.eou.edu/neahec/>

Oregon Healthcare Workforce Institute: <http://www.oregonhwi.org/>

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