

FINDING YOUR WORKFORCE:

THE TOP 25 INSTITUTIONS GRADUATING
LATINOS IN HEALTH PROFESSIONS AND RELATED
PROGRAMS BY ACADEMIC LEVEL



Second in a series linking college
completion with U.S. workforce needs

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SECOND IN A SERIES LINKING COLLEGE COMPLETION WITH U.S. WORKFORCE NEEDS

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ACKNOWLEDGMENTS

The brief benefitted from review by Lisa Pino, Food and Nutrition Service, U.S. Department of Agriculture; Donna Ekal, Associate Provost, Office for Undergraduate Studies, The University of Texas at El Paso; Mary Lou de Leon Siantz, Professor, Betty Irene Moore School of Nursing, University of California, Davis Health System; Caroline Molina-Ray, Executive Director of Research and Publications, Apollo Research Institute; and, Frank Alvarez, President, Hispanic Scholarship Fund. Megan Soliz, research assistant at *Excelencia* in Education, compiled the tables for the publication.

MAY 15, 2012



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EXECUTIVE SUMMARY

The population growth, labor force participation, and educational attainment of Latinos in the U.S. influence the composition of the current and future U.S. society, economy, and workforce. In 2012, the Latino population in the United States is the youngest and fastest growing ethnic group, with the highest level of labor force participation (although in low paying jobs) and the lowest level of educational attainment.

Drawing attention to the institutions graduating many Latinos in postsecondary education is a simple way to link the college completion goals of the U.S. with the workforce needs of the country. This second brief in the Finding Your Workforce series provides a summary of the top 25 institutions at each academic level graduating Latinos from certificates to doctoral degrees in the health professions and related programs. It should be noted that these lists do not provide important information on quality or productivity of the institutions included. Additional research on the quality and productivity of institutions where Latino students are earning degrees is essential. However, appropriate and useful ways to measure the quality through learning outcomes and productivity beyond cohort graduation rates are still a work in progress and beyond the scope of this brief.

Combined, the top institutions conferring certificates or degrees to Latinos in health professions and related programs graduated 10 percent (56,000) of Latinos earning a degree in these fields in 2009-10 by academic level. Consider some of the findings shared in this brief:

Latinos working in healthcare are concentrated in lower paying jobs. Latinos in the healthcare workforce are more likely to be in lower paying support occupations—such as home health aides or nursing aides—than higher paying practitioner and technical occupations—such as physicians, surgeons, or dentists. In 2011, Hispanics represented 14 percent of those employed in support occupations and 7 percent of practitioner and technical occupations.

Latino degree attainment in health fields is concentrated geographically. At the undergraduate level, the top 25 institutions conferring certificates or degrees to Latinos in 2009-10 were located in just six states—Texas, Florida, California, Arizona, Illinois, New Mexico—and Puerto Rico.

Latino degree attainment in health fields is concentrated at the certificate and associate level.

In 2009-10, 70 percent of degrees conferred to Latinos in health professions and related programs were certificates or associate degrees. In general, these students will be most eligible to enter healthcare support occupations.

Given the aging of the U.S. population overall, and the relative youth of the Latino population, supporting the increased growth of Latinos with postsecondary credentials in health professions and related programs is a critical priority to meeting the projected workforce needs of the nation by 2020. Identifying the institutions graduating the most Latinos in these health fields for recruitment of students and examining institutional efforts to prepare, enroll, retain, and graduate Latinos in these fields can help to meet this priority.

The intent of this simple analysis is threefold: 1) to respond to those who are interested in recruiting Latinos with postsecondary credentials but do not know where to find them; 2) to increase awareness that more Latinos are graduating with degrees in occupational growth areas important to our current and future workforce; and, 3) encouraging those in the workforce to do more to engage the Latino community.

The next briefs in the *Finding Your Workforce* series will provide similar analysis of Latinos in the workforce along with lists of the top institutions graduating Latinos in Science, Technology, Engineering, and Mathematics (STEM), Education, Business, and Liberal Arts complimented by more detailed information and examples of institutional efforts to improve Latinos' college completion linked to the workforce.

BACKGROUND

Occupations in the health profession and related programs are projected to be amongst the most needed in the U.S. workforce and Latino representation at all levels in the healthcare fields is important for the following reasons:

- 1) the Affordable Care Act passed by Congress provides increased access to health care, which, in turn, will increase demand for healthcare occupations;
- 2) the large baby boomer generation is retiring, and as they age, they will require more healthcare assistance;
- 3) Hispanics are projected to account for 75 percent of the growth in the nation's labor force between 2010 and 2020; and,
- 4) almost half of the babies born in the U.S. are to Hispanic mothers, and both the infants and mothers will benefit from healthcare professionals and support services who can attend them with linguistic and cultural sensitivity.

Latinos completing certificates and degrees in health professions and related fields will be a vital part of this workforce. Consider the following information about Latino participation in health professions and related fields:

LABOR FORCE PARTICIPATION – HEALTH PROFESSIONS

According to the U.S. Bureau of Labor Statistics, from 2010 to 2020:

- One-third of the projected fastest growing occupations are related to health care, reflecting expected increases in demand as the population ages and the health care and social assistance industry grows.¹
- Four of the top 20 occupations with the high projected numeric increase in employment will be in either the health professions—registered nurses—or healthcare support occupations—home health aides, personal care aides, and nursing aides, orderlies, and attendants.²
- In the current workforce, consider the following:
 - In 2010, Hispanics had the highest labor force participation rate (68 percent) of any racial/ethnic group (65 percent overall).³ However, this participation rate was generally in lower paying jobs.
 - Working learners who graduate with a healthcare-related bachelor's degree are projected to earn on average a 26%-36% return on their educational investment.⁴
 - Eight of the top 20 occupations with the highest median annual pay in 2010 were in the healthcare practitioner professions (dentists, physicians/surgeons, pharmacists).⁵
 - The top two fastest growing occupations in the U.S. projected between 2010 and 2020 are personal care aides and home health aides. In 2010, these occupations had median pay in 2010 of less than \$21,000 and did not require a postsecondary credential.⁶
 - In 2011, Hispanics represented 7 percent of those employed in healthcare practitioner and technical occupations and 14 percent of healthcare support occupations.⁷

SUMMARY

Latinos in healthcare professions and related programs are very concentrated in a small number of states and institutions.

- Hispanics earned 10 percent of degrees and certificates⁸ awarded in 2009-10 for health professions. The majority of degrees awarded to Latinos were certificates. [Table 1]
- Latinos had higher representation at certificate levels (19 percent) than at graduate levels (4-6 percent). [Table 1]
- In 2009-10, 70 percent of degrees conferred to Latinos in health professions and related programs were certificates or associate degrees. [Table 1]
- Across academic levels, the top 25 institutions conferring degrees to Latinos in the health professions and related programs awarded 37 percent of all degrees in health fields to Latinos. [Table 2]
- The majority of the top 25 institutions conferring degrees to Latinos at the bachelor degree levels were HSIs.⁹
- Of the top 25 institutions by academic level and sector, the majority at the certificate and associate levels were for-profit institutions, and the majority at the bachelor, and graduate levels were public institutions.
- The top 25 institutions at each academic level conferring certificates or degrees to Latinos were located in 14 states, and Puerto Rico. However, several institutions offer courses of study online and may be represented in other states.
- At the doctoral level, the top institution awarded 15 degrees to Latinos. Institutions awarding 2 degrees to Latinos were in the top 25 of those graduating Latinos in 2009-10.
- The top 25 institutions at the doctoral level awarded less than 100 degrees to Latinos. [Table 3]
- At the undergraduate level, the top 25 institutions conferring certificates or degrees to Latinos in health professions or related programs were located in only 6 states and Puerto Rico. The majority of institutions were in Texas, Florida, and Puerto Rico.
- The top institution awarding certificates or degrees to Latinos in health professions or related programs for 2009-10 by academic level is as follows:

ACADEMIC LEVEL	TOP INSTITUTION AWARDING TO LATINOS
Certificate	Instituto de Banco y Comercio (PR)
Associate	Miami Dade College (FL)
Bachelor	Florida International University (FL)
Master's	University of Puerto Rico-Medical Sciences (PR)
1st professional	Nova Southeastern University (FL)
Doctoral	University of Medicine and Dentistry of New Jersey (NJ)

TABLE 1. Total degrees and certificates awarded to Hispanics and to all students in health fields, by academic level: 2009-10

ALL STUDENTS			
Academic level	Hispanic	Total	% Hispanic
Certificate	20,839	111,393	19
Associate	19,351	181,484	11
Bachelor	9,844	132,074	7
Master's	4,069	69,753	6
Ist Professional	2,635	53,301	5
Doctoral	142	3,956	4
Total:	56,880	551,961	10

Source: U.S. Department of Education, National Center for Education Statistics, IPEDS, 2009-10, Completions survey

TABLE 2: Total certificates and degrees awarded to Hispanics in health fields by top 25 institutions and all institutions by academic level: 2009-10

TOP 25 VS. ALL INSTITUTIONS			
Academic level	Total by Top 25	Total by all institutions	% of all Hispanic at Top 25
Certificate	9,732	20,839	47
Associate	5,113	19,351	26
Bachelor	3,138	9,844	32
Master's	1,470	4,069	36
Ist Professional	1,298	2,635	49
Doctoral	97	142	68
Total:	20,848	56,880	37

Source: U.S. Department of Education, National Center for Education Statistics, IPEDS, 2009-10, Completions survey

TABLE 3: Total certificates and degrees awarded to Hispanics and all students in health fields by top 25 institutions, by academic level: 2009-10

TOP 25 ONLY			
Academic level	Hispanic	Total	% Hispanic
Certificate	9,732	14,113	69
Associate	5,113	13,799	37
Bachelor	3,138	11,551	27
Master's	1,470	9,550	15
Ist Professional	1,298	9,252	14
Doctoral	97	1,394	7
Total:	20,848	59,659	35

Source: U.S. Department of Education, National Center for Education Statistics, IPEDS, 2009-10, Completions survey

FINDING YOUR WORKFORCE

Several of the top 25 institutions graduating Latinos in healthcare professions and related programs in 2009-10 stand out for representation at multiple academic levels. For example,

- South Texas College (TX), Miami Dade College (FL), and Ponce Paramedical College (PR) were represented at both the certificate and associate levels.
- Florida International University (FL), University of Phoenix (AZ), University of Puerto Rico-Medical Services (PR), Nova South Eastern University (FL), Barry University (FL), and the University of Turabo (PR) were represented at the bachelor level and graduate levels.
- The University of Texas system (TX) had multiple institutions represented at the bachelor to doctoral levels, including The University of Texas at El Paso, The University of Texas, Pan American, The University of Texas at Austin, The University of Texas Health Science Centers in San Antonio and Houston.

The tables provided later in this brief provide more information about these and other institutions conferring degrees in healthcare fields for 2009-10.

WHAT WORKS FOR LATINO STUDENTS IN HEALTH PROGRAMS

Institutions of higher education across the country have programs with evidence of effectiveness in graduating Latino students in health professions and related programs. While there are many programs at the high school, community-based and industry-level, the following are a sample of evidence-based programs or departments recognized among the top 25 institutions conferring degrees to Latinos in the health professions and related programs. More information about these and other programs can be found in *Excelencia* in Education's Growing What Works database at: www.EdExcelencia.org/examples.

Medical Spanish for Heritage Learners at the University of Texas, Pan American, Texas. The Medical Spanish for Heritage Learners program affirms the cultural knowledge and Spanish language proficiency of Latino students in the health sciences and builds on these competencies to ensure a critical mass of bilingual and bicultural leaders for tomorrow's health care workforce. The program is an academic minor consisting of four intermediate and advanced level Spanish classes that develop advanced medical terminology in Spanish, medical interpreting and translation skills, and basic understanding of the public health disciplines. The program has a unique curriculum that is fully articulated with South Texas College and has created community-based learning opportunities for students in community health centers throughout the Rio Grande Valley. (<http://edexcelencia.org/programs/medical-spanish-heritage-learners>)

Clinical Psychology Program, Ph.D. at Carlos Albizu University, San Juan Campus, Puerto Rico. One of the program's major goals is to increase the number of Latinos as students trained in Clinical Psychology who master the required clinical and research skills to investigate mental health issues, particularly those associated with disadvantaged population. Moreover, the program's mission is to train culturally sensitive psychologists in a Hispanic/Latino cultural context. (<http://edexcelencia.org/programs/phd-clinical-psychology-program>)

Foreign-Educated Physician-To-BSN Program (FEP-BSN) at Florida International University, Florida. FEP-BSN is an innovative, specialized, first-in-the-nation nursing program where foreign-educated physicians (FEPs) residing in the United States who are either unemployed or underemployed attend an accelerated baccalaureate curriculum that awards them the Bachelor of Science in Nursing (BSN) degree and become employed as registered nurses (RNs). (<http://edexcelencia.org/programs/foreign-educated-physician-bsn-program-fep-bsn>)

Center for Behavioral and Community Health Studies (BACH) at San Diego State University, California. BACH's mission is to improve health through research, application, and evaluation of principles and programs related to health promotion, disease prevention, and behavior change in community settings. BACH's emphasis has been on research related to chronic-disease risk reduction, with a special focus on the Latino community. (<http://edexcelencia.org/programs/center-behavioral-and-community-health-studies-bach>)

Medical Professions Institute (MPI) at the University of Texas, El Paso, Texas. In 2002, UTEP created the MPI to work with students interested in pursuing a postgraduate degree in medical, dental, veterinarian, optometry, or physician assistant schools. As a Texas border institution, UTEP realizes the need for Latino health care professionals to serve the growing numbers of Hispanic residents as well as to address the growing disparity of health care for Hispanics, especially along the border. (<http://edexcelencia.org/programs/medical-professions-institute>)

REVIEWING THE LIST OF INSTITUTIONS

It should be noted that the lists of top 25 institutions conferring degrees to Latinos by academic level is based solely on the numbers of certificates or degrees awarded in 2009-10. Thus, the lists of institutions are different for each academic level. The lists included in the brief do not provide any information on the quality or productivity of the institutions. This would require additional and more detailed analysis than is provided in this brief. Further, the lists count awards, not an unduplicated headcount of recipients.

ADDITIONAL INFORMATION ON DATA

Appendix 1: Health CIP Codes, provides a complete list of the health professions and related programs identified in the IPEDS dataset for 2009-10, aggregated to identify the top institutions conferring degrees to Latinos in 2009-10.

The identification of institutions as HSIs, is based on analysis by *Excelencia* in Education using the IPEDS, Institutional Characteristics and Enrollment Survey, 2009-10, from NCES, U.S. Department of Education. A complete list of the institutions that meet the basic federal definition of an HSI are available at www.EdExcelencia.org/hispanic-serving-institutions-hsis.

The following tables list the top 25 institutions awarding certificates or degrees to Latinos for 2009-10 at the certificate, associate, bachelor, master's, 1st professional, and doctorate levels. Each list includes information on location, sector, identification of Hispanic-Serving Institutions (HSI), as well as a summary of each list. The key to the sector (type and control) of each institution is as follows:

KEY	SECTOR
1	4-year public institution
2	2-year public institution
3	4-year private not-for-profit institution
4	2-year private not-for-profit institution
5	4-year private for-profit institution
6	2-year private for-profit institution

The lists were created with data on certificates and degrees conferred from the Integrated Postsecondary Education Data System (IPEDS), Institutional Characteristics and Completions Survey, 2009-10, from the National Center for Education Statistics (NCES), U.S. Department of Education. These data are reported by every institution of higher education participating in Title IV (federal student financial aid programs). Therefore, these lists do not exclude for-profit institutions or those that only offer certificate programs. Certificates of one-year but less than two years are included to reflect the diverse postsecondary options available to those preparing for the current workforce needs of the country.

CERTIFICATES AWARDED TO LATINOS							
MORE THAN ONE BUT LESS THAN TWO YEAR COURSE OF STUDY							
	Institution	State	HSI	Sector	Total Degrees Awarded	Total Degrees: Hispanics	% Total Degrees: Hispanics
1	Instituto de Banca y Comercio Inc	PR		6	2,887	2,887	100
2	Ponce Paramedical College Inc	PR		6	792	792	100
3	Florida Career College - Miami	FL		5	1,480	679	46
4	Career Point College	TX		6	612	428	70
5	Atenas College	PR	*	3	393	393	100
6	Carrington College-Phoenix	AZ		6	785	371	47
7	EDIC College	PR		6	358	358	100
8	Fortis College –Miami	FL		6	352	320	91
9	Florida National College-Main Campus	FL		5	318	299	94
10	Carrington College-Albuquerque	NM		6	527	287	54
11	Vista College (Computer Career Center)	TX		6	385	281	73
12	Southwest Career College	TX		6	288	259	90
13	Sanford-Brown College -Houston	TX		6	631	243	39
14	Universal Technology College of Puerto Rico	PR	*	4	232	232	100
15	Carrington College-Tucson	AZ		6	470	210	45
16	South Texas College	TX	*	1	225	207	92
17	Medvance Institute-Miami	FL		6	281	190	68
18	Lincoln College of Technology- Melrose Park	IL		6	358	188	53
19	Medvance Institute-West Palm	FL		6	536	169	32
20	Galen College of Nursing-San Antonio	TX		6	291	166	57
21	ATI Career Training Center-Dallas	TX		6	499	165	33
22	Carrington College California-San Jose	CA		6	354	161	45
23	Miami Dade College	FL	*	1	266	155	58
24	Carrington College-Mesa	AZ		6	645	146	23
25	Professional Training Centers	FL		6	148	146	99
	Total for Top 25:				14,113	9,732	69

SUMMARY

Of the top 25 institutions awarding certificates of more than one but less than two year course of study to Latinos in 2009-10,

- the majority (21) were for-profit institutions
- 4 were Hispanic-Serving Institutions (HSIs)
- Texas and Florida had the most institutions (7) followed by Puerto Rico (5)
- Hispanic representation ranged from 23% to 100% but averaged 69% overall

ASSOCIATE DEGREES AWARDED TO LATINOS

	Institution	State	HSI	Sector	Total Degrees Awarded	Total Degrees: Hispanics	% Total Degrees: Hispanics
1	Miami Dade College	FL	*	1	1,115	570	51
2	Keiser University-Ft. Lauderdale	FL		5	2,224	451	20
3	South Texas College	TX	*	1	309	266	86
4	ASA Institute of Business and Computer Technology	NY		6	620	252	41
5	Ponce Paramedical College Inc	PR		6	249	249	100
6	El Paso Community College	TX	*	2	303	246	81
7	University of Phoenix-Online Campus	AZ		5	4,843	242	5
8	Huertas Junior College	PR		6	236	236	100
9	National University College-Bayamon	PR		5	228	228	100
10	Centro de Estudios Multidisciplinarios- San Juan	PR	*	4	216	216	100
11	Del Mar College	TX	*	2	354	191	54
12	National University College-Arecibo	PR		5	178	178	100
13	Universal Technology College of Puerto Rico	PR	*	4	171	171	100
14	San Joaquin Valley College-Visalia	CA		6	394	167	42
15	The University of Texas at Brownsville	TX	*	1	185	158	85
16	Florida National College-Main Campus	FL		5	181	158	87
17	San Joaquin Valley College-Rancho Cucamonga	CA		6	303	143	47
18	Centro de Estudios Multidisciplinarios-Humacao	PR	*	4	135	135	100
19	University of Sacred Heart	PR	*	3	129	129	100
20	National University College-Rio Grande	PR		5	128	128	100
21	Central New Mexico Community College	NM	*	2	292	126	43
22	Broward College	FL	*	1	527	122	23
23	Atenas College	PR	*	3	120	120	100
24	San Joaquin Valley College-Fresno	CA		6	245	117	48
25	Columbia Centro Universitario- Caqas	PR		5	114	114	100
	Total for Top 25:				13,799	5,113	37

SUMMARY

Of the top 25 institutions awarding associate degrees in health to Latinos in 2009-10,

- the majority (13) were for-profit institutions
- 12 were Hispanic-Serving Institutions (HSIs)
- Puerto Rico had the most institutions (11) followed by Texas and Florida (4)
- Hispanic representation ranged from 5% to 100% but averaged 37% overall

BACHELOR DEGREES AWARDED TO LATINOS							
	Institution	State	HSI	Sector	Total Degrees Awarded	Total Degrees: Hispanics	% Total Degrees: Hispanics
1	Florida International University	FL	*	1	594	364	61
2	The University of Texas at El Paso	TX	*	1	378	273	72
3	The University of Texas-Pan American	TX	*	1	288	257	89
4	The University of Texas Health Science Center at San Antonio	TX	*	1	473	169	36
5	University of Puerto Rico-Medical Sciences	PR	*	1	143	143	100
6	University of Central Florida	FL		1	1,124	132	12
7	Pontifical Catholic University of Puerto Rico-Ponce	PR	*	3	125	125	100
8	Barry University	FL	*	3	304	121	40
9	Inter American University of Puerto Rico-Metro	PR	*	3	120	119	99
10	University of New Mexico-Main Campus	NM	*	1	292	114	39
11	University of Phoenix-Online Campus	AZ		5	2,872	114	4
12	University of Puerto Rico-Arecibo	PR	*	1	110	110	100
13	CUNY Lehman College	NY	*	1	356	100	28
14	Texas Tech University Health Sciences Center	TX		1	604	99	16
15	Texas Woman's University	TX		1	639	94	15
16	California State University-Fresno	CA	*	1	432	91	21
17	Universidad Del Turabo	PR	*	3	89	89	100
18	San Diego State University	CA		1	540	84	16
19	Universidad Metropolitana	PR	*	3	81	81	100
20	University of Florida	FL		1	652	79	12
21	California State University-Fullerton	CA	*	1	340	78	23
22	Columbia Centro Universitario- Caquas	PR		5	78	78	100
23	Nova Southeastern University	FL	*	3	323	76	24
24	Texas A & M International University	TX	*	1	78	75	96
25	California State University-Long Beach	CA	*	1	516	73	14
	Total for Top 25:				11,551	3,138	27

SUMMARY

Of the top 25 institutions awarding bachelor's degrees in health to Latinos in 2009-10,

- the majority (17) were public colleges or universities
- 18 were Hispanic-Serving Institutions (HSIs)
- Puerto Rico had the most institutions (7) followed by Texas (6)
- Hispanic representation ranged from 4% to 100% but averaged 27% overall

MASTER'S DEGREES AWARDED TO LATINOS							
	Institution	State	HSI	Sector	Total Degrees Awarded	Total Degrees: Hispanics	% Total Degrees: Hispanics
1	University of Puerto Rico-Medical Sciences	PR	*	1	184	184	100
2	Florida International University	FL	*	1	344	139	40
3	Universidad Del Este	PR	*	3	91	91	100
4	The University of Texas-Pan American	TX	*	1	102	75	74
5	University of Phoenix-Online Campus	AZ		5	2,515	73	3
6	Barry University	FL	*	3	218	66	30
7	New Mexico Highlands University	NM	*	1	132	59	45
8	Nova Southeastern University	FL	*	3	531	57	11
9	University of Southern California	CA		3	480	56	12
10	The University of Texas Health Science Center at San Antonio	TX	*	1	151	54	36
11	Mercy College	NY	*	3	288	52	18
12	The University of Texas at El Paso	TX	*	1	86	48	56
13	University of Florida	FL		1	578	46	8
14	University of California-Los Angeles	CA		1	354	45	13
15	Universidad Del Turabo	PR	*	3	44	44	100
16	Walden University	MN		5	1,380	43	3
17	Carlos Albizu University	PR	*	3	40	40	100
18	Pontifical Catholic University of Puerto Rico-Arecibo	PR	*	3	40	40	100
19	University of Puerto Rico-Rio Piedras Campus	PR	*	1	48	40	83
20	University of South Florida-Main Campus	FL		1	425	38	9
21	Long Island University-Brooklyn Campus	NY		3	278	38	14
22	University of Medicine and Dentistry of New Jersey	NJ		1	435	37	9
23	California State University-Long Beach	CA	*	1	218	35	16
24	Loma Linda University	CA		3	360	35	10
25	The University of Texas Health Science Center at Houston	TX		1	228	35	15
Total for Top 25:					9,550	1,470	15

SUMMARY

Of the top 25 institutions awarding master's degrees in health to Latinos in 2009-10,

- the majority (13) were public colleges or universities
- 15 were Hispanic-Serving Institutions (HSIs)
- Puerto Rico had the most institutions (6) followed by Florida (5)
- Hispanic representation ranged from 3% to 100% but averaged 15% overall

TOP 25 INSTITUTIONS: HEALTH FIELDS (2009-10)

1 ST PROFESSIONAL DEGREES AWARDED TO LATINOS							
	Institution	State	HSI	Sector	Total Degrees Awarded	Total Degrees: Hispanics	% Total Degrees: Hispanics
1	Nova Southeastern University	FL	*	3	821	152	19
2	University of Puerto Rico-Medical Sciences	PR	*	1	151	151	100
3	University of Florida	FL		1	976	95	10
4	The University of Texas Health Science Center at San Antonio	TX	*	1	380	76	20
5	Ponce School of Medicine and Health Sciences	PR		3	83	75	90
6	San Juan Bautista School of Medicine	PR		3	59	59	100
7	University of Illinois at Chicago	IL		1	649	57	9
8	Universidad Central Del Caribe	PR	*	3	57	56	98
9	University of Southern California	CA		3	623	47	8
10	The University of Texas Medical Branch	TX		1	257	46	18
11	Texas A&M Health Science Center	TX		1	251	43	17
12	University of New Mexico-Main Campus	NM	*	1	170	43	25
13	University of Medicine and Dentistry of New Jersey	NJ		1	522	42	8
14	The University of Texas Health Science Center at Houston	TX		1	307	40	13
15	University of Texas Southwestern Medical Center at Dallas	TX		1	204	37	18
16	University of Miami	FL		3	217	34	16
17	Loma Linda University	CA		3	363	33	9
18	The University of Texas at Austin	TX		1	127	31	24
19	Columbia University	NY		3	304	29	10
20	A T Still University of Health Sciences	MO		3	778	29	4
21	Texas Tech University Health Sciences Center	TX		1	314	28	9
22	Temple University	PA		1	687	26	4
23	University of the Incarnate Word	TX	*	3	67	25	37
24	Tufts University	MA		3	429	22	5
25	University of Colorado Denver	CO		1	456	22	5
	Total for Top 25:				9,252	1,298	14

SUMMARY

Of the top 25 institutions awarding 1st professional degrees in health to Latinos in 2009-10,

- the majority (14) were public colleges or universities
- 6 were Hispanic-Serving Institutions (HSIs)
- Texas had the most institutions (8) followed by Puerto Rico (4)
- Hispanic representation ranged from 4% to 100% but averaged 14% overall

DOCTORAL DEGREES AWARDED TO LATINOS							
	Institution	State	HSI	Sector	Total Degrees Awarded	Total Degrees: Hispanics	% Total Degrees: Hispanics
1	University of Medicine and Dentistry of New Jersey	NJ		1	146	15	10
2	University of Arizona	AZ		1	31	5	16
3	University of California-Berkeley	CA		1	18	5	28
4	San Diego State University	CA		1	26	5	19
5	The University of Texas at Austin	TX		1	25	5	20
6	Loma Linda University	CA		3	31	4	13
7	Medical College of Georgia	GA		1	107	4	4
8	University of Michigan-Ann Arbor	MI		1	42	4	10
9	Saint Louis University-Main Campus	MO		3	102	4	4
10	University of New Mexico-Main Campus	NM	*	1	20	4	20
11	Texas Woman's University	TX		1	36	4	11
12	University of Washington-Seattle Campus	WA		1	123	4	3
13	University of Wisconsin-Madison	WI		1	45	4	9
14	University of Florida	FL		1	49	3	6
15	Harvard University	MA		3	81	3	4
16	Columbia University	NY		3	27	3	11
17	University of Toledo	OH		1	152	3	2
18	The University of Tennessee	TN		1	136	3	2
19	University of Phoenix-Online Campus	AZ		5	54	3	6
20	Arizona State University	AZ		1	34	2	6
21	University of California-Los Angeles	CA		1	29	2	7
22	University of California-San Diego	CA		1	7	2	29
23	University of California-San Francisco	CA		1	44	2	5
24	Florida International University	FL	*	1	4	2	50
25	University of South Florida-Main Campus	FL		1	25	2	8
	Total for Top 25:				1,394	97	7

SUMMARY

Of the top 25 institutions awarding doctorate degrees in health to Latinos in 2009-10,

- the majority (20) were public colleges or universities
- 2 were Hispanic-Serving Institutions (HSIs)
- California had the most institutions (6) followed by Arizona and Florida (3)
- Hispanic representation ranged from 2% to 50% but averaged 7% overall

APPENDIX I. HEALTH CIP CODES

The following lists the health professions and related programs identified in the IPEDS dataset for 2009-10, aggregated to identify the top institutions conferring degrees to Latinos.

51 - HEALTH PROFESSIONS AND RELATED PROGRAMS

- | | |
|---|---|
| 51.00 - Health Services/Allied Health/Health Sciences, General | 51.21 - Podiatric Medicine/Podiatry |
| 51.01 - Chiropractic | 51.22 - Public Health |
| 51.02 - Communication Disorders Sciences and Services | 51.23 - Rehabilitation and Therapeutic Professions |
| 51.04 - Dentistry | 51.24 - Veterinary Medicine |
| 51.05 - Advanced/Graduate Dentistry and Oral Sciences | 51.25 - Veterinary Biomedical and Clinical Sciences |
| 51.06 - Dental Support Services and Allied Professions | 51.26 - Health Aides/Attendants/Orderlies |
| 51.07 - Health and Medical Administrative Services | 51.27 - Medical Illustration and Informatics |
| 51.08 - Allied Health and Medical Assisting Services | 51.31 - Dietetics and Clinical Nutrition Services |
| 51.09 - Allied Health Diagnostic, Intervention, and Treatment Professions | 51.32 - Bioethics/Medical Ethics |
| 51.10 - Clinical/Medical Laboratory Science/Research and Allied Professions | 51.33 - Alternative and Complementary Medicine and Medical Systems |
| 51.11 - Health/Medical Preparatory Programs | 51.34 - Alternative and Complementary Medical Support Services |
| 51.12 - Medicine | 51.35 - Somatic Bodywork and Related Therapeutic Services |
| 51.14 - Medical Clinical Sciences/Graduate Medical Studies | 51.36 - Movement and Mind-Body Therapies and Education |
| 51.15 - Mental and Social Health Services and Allied Professions | 51.37 - Energy and Biologically Based Therapies |
| 51.17 - Optometry | 51.38 - Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing |
| 51.18 - Ophthalmic and Optometric Support Services and Allied Professions | 51.39 - Practical Nursing, Vocational Nursing and Nursing Assistants |
| 51.19 - Osteopathic Medicine/Osteopathy | 51.99 - Health Professions and Related Clinical Sciences, Other |
| 51.20 - Pharmacy, Pharmaceutical Sciences, and Administration | |

ENSURING AMERICA'S FUTURE BY INCREASING LATINO COLLEGE COMPLETION

An emphasis on college degree attainment by the Obama Administration, and major foundations including the Bill & Melinda Gates Foundation and the Lumina Foundation for Education, reflects the growing recognition that increasing college completion is key to future prosperity. Given current educational attainment levels for Latinos, demands for economic competitiveness, and projected Latino demographic growth in the United States, increasing American college degree attainment is vital.



According to the U.S. Census, only 20 percent of Hispanics in the United States had earned an associate degree or higher in 2010. In comparison, 39 percent of whites, 28 percent of blacks, and 59 percent of Asians had earned an associate or higher in 2008. Further, demographic predictions show Latinos will represent 22 percent of the U.S. population by 2025. In combination, these facts create a compelling call to action.

To meet this challenge, *Excelencia* in Education is shaping a policy strategy with measures, tactics, and strategies focused on young adults generally, and Latino students specifically. The initiative, Ensuring America's Future by Increasing Latino College Completion (EAF) brings to the forefront of public attention the role Latinos play in meeting the country's college degree completion goal. With 65 national and community based partner organizations representing seven sectors—business and workforce, educational associations and policy groups, government and elected officials, institutions and systems of higher education, Latino advocacy, media and philanthropy—the coalition is actively collaborating for collective impact to increase Latino college completion.

Excelencia in Education is uniquely positioned nationally to tackle this challenge in several ways. By using its voice and convening power, *Excelencia* makes the case for the importance of getting Latino students to and through college. *Excelencia* expands its information role to track progress towards Latino college degree completion, as well as engage stakeholders at national, state, and institutional levels in purposeful deliberations to develop and deploy a policy roadmap to accelerate Latino college degree completion.

Accelerating Latino college degree completion requires: (1) intentionality in serving this group of students; (2) delineation of degree completion goals and measures of progress; (3) commitment to practices and policies that produce positive results; and, (4) clarity about the federal, state and institutional policy environments that affect Latino student success. There is a role for all stakeholders committed to increasing U.S. college degree completion.

FOR MORE INFORMATION PLEASE VISIT:
www.edexcelencia.org/initiatives/EAF/full

ENDNOTES

- 1 *Employment Projections— 2010-20*, February 1, 2012; News release. USDL-12-0160. U.S. Bureau of Labor Statistics, Department of Labor. <http://bls.gov/news.release/pdf/ecopro.pdf>
- 2 *Most New Jobs, Occupational Outlook Handbook*. U.S. Bureau of Labor Statistics, Department of Labor. Released March 29, 2012. <http://www.bls.gov/ooh/most-new-jobs.htm>
- 3 *Labor Force Characteristics by Race and Ethnicity, 2010*, U.S. Bureau of Labor Statistics, Department of Labor, August 2011, Report 1032. <http://www.bls.gov/cps/cpsrace2010.pdf>
- 4 *Return on Educational Investment: Healthcare Support, 2011*. Apollo Research Institute. http://apolloresearchinstitute.com/sites/default/files/roei_healthcare_support_exec_summ_final.pdf Cf. *Return on Educational Investment: Nursing, 2011*. Apollo Research Institute. http://apolloresearchinstitute.com/sites/default/files/roei_nursing_exec_summ_final.pdf
- 5 *Highest Paying Occupations, Occupational Outlook Handbook*. U.S. Bureau of Labor Statistics, Department of Labor. Released March 29, 2012. <http://www.bls.gov/ooh/highest-paying.htm>
- 6 *Fastest Growing Occupations, Occupational Outlook Handbook*. U.S. Bureau of Labor Statistics, Department of Labor. Released March 29, 2012. <http://www.bls.gov/ooh/fastest-growing.htm>
- 7 *Household Data Annual Averages, Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, 2011*. U.S. Bureau of Labor Statistics, Department of Labor. <ftp://ftp.bls.gov/pub/special.requests/lf/aa2010/pdf/cpsaat11.pdf>
- 8 This brief includes certificates for a completed course of study of at least 1 year but less than 2 academic years.
- 9 Hispanic-Serving Institutions (HSIs) are defined as accredited and degree-granting public or private nonprofit institutions of higher education with 25 percent or more total undergraduate Hispanic full-time equivalent student enrollment in the Higher Education Opportunity Act, as amended in 2008.



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