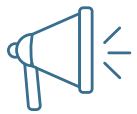


# Working with Minority-Serving Institutions to Enhance and Diversify Recruitment Pathways

**Health centers strive to be—and are—leaders in providing person-centered care that honors cultural beliefs and values.** Person-centered care recognizes that health and wellness are influenced by the many factors that contribute to each person's unique experience in society. Practicing cultural humility, engaging with patients from a place of curiosity, and working with patients as partners to develop care plans are critical steps to delivering person-centered care. Likewise, having a workforce that represents the demographics of the community is equally important. Building a representative workforce that mirrors the patient population can build patient trust, belonging, and support programs that are more effective in reaching and engaging community members.

Establishing a workforce that represents your patient population requires inclusive and equitable recruitment and retention efforts. Partnering with minority-serving colleges and universities is one path for achieving greater diversity. This paper serves as a quick resource and reference guide for human resources (HR) professionals and health center leaders to understand how to identify and partner with minority-serving educational institutions.



## What is a Minority-Serving Institution (MSI)?

MSIs are institutions of higher education that have a significant percentage of racially and ethnically minoritized students. Student financial needs and the percentage of students that identify with specific racial and ethnic groups vary across MSI designations. There are several types of MSIs:

- **Asian American Native American Pacific Islander-Serving Institutions (AANAPISI)** – have an enrollment of undergraduate students that is at least 10 percent Asian American and Native American Pacific Islander.
- **Alaska Native and Native Hawaiian-Serving Institutions (ANNH)** – Native Hawaiian-Serving institutions have an enrollment of undergraduate students that is at least 10 percent Native Hawaiian students; Alaska Native-Serving Institutions have an enrollment of undergraduate students that is at least 20 percent Alaska Native students.
- **Historically Black Colleges & Universities (HBCU)** – include 91 four-year and 17 two-year institutions of higher education established prior to 1964, for the primary purpose of educating African-Americans.
- **Predominantly Black Institutions (PBI)** – have an enrollment of undergraduate students that is not less than 40 percent Black American students.
- **Hispanic Serving Institutions (HSI)** – are accredited, post-secondary, higher educational institutions with at least 25 percent total full-time enrollment of Hispanic undergraduate students.
- **Native American-Serving Non-Tribal Institutions (NASNTI)** – have an enrollment of undergraduate students that is at least 10 percent Native American.
- **Tribal Colleges and Universities (TCU)** – include 35 public institutions of higher education that are chartered by federally recognized Indian tribes or the federal government, with majority Native American or Alaska Native student enrollment.



## Partnering with Minority-Serving Institutions

Health center partnerships with MSIs can be a great pathway for students interested in working with underserved populations. Below are steps that can be taken to facilitate partnerships with MSIs outside of formal graduate medical education programs.

- **Prioritize diversity, equity, and inclusion (DEI)** – Ensure that DEI is prioritized within the organization and embedded in the workplace culture. Diversity is only a number if the perspectives of underrepresented individuals are not integrated into service delivery and decision-making. Trainees and new clinicians who do not feel valued will likely seek employment elsewhere.
- **Make your health center stand out in recruitment materials** – Many students will be drawn to organizations that value and emphasize DEI for their workforce and patient populations. Describe how your organization embeds these values. List the benefits that make your health center stand out such as mentoring programs and additional professional development opportunities.
- **Reach out to MSI Career Centers** – Establish relationships with Career Centers' employer relations teams to stay up to date on recruitment opportunities. Often these centers can be contacted through the institutions' Student Services or similar offices.
- **Partner with Area Health Education Centers (AHECs)** – Reach out to your local or regional [AHEC](#) to connect students from MSIs to training opportunities.
- **Reach out to HRSA Centers of Excellence (COE)** – Many MSIs receive [HRSA COE](#) awards to recruit, train, and retain underrepresented minority (URM) students and faculty at health professions schools. Students in COE programs receive training at community-based health facilities. Of those trainees who intended to seek additional training or employment in a medically underserved community, 48 percent were doing so one-year after completing their COE program.



## Resources with Lists of Minority-Serving Institutions

- U.S. Department of Health and Human Services. [2020 List of Minority Serving Institutions.](#)
- U.S. Department of Education. National Center for Education Statistics. [College Navigator.](#) A searchable database of colleges that can be filtered by HBCUs and TCUs using the "Specialized Mission" filter.
- [NASA MSI Exchange.](#) Interactive, and searchable database of MSIs with science, technology, engineering, and mathematics (STEM) programs.
- [MSI Data Project.](#) Interactive data dashboards for MSIs at the national and state level.

## Other Resources

More information about MSI eligibility criteria is available through the U.S. Department of Education, [Office of Postsecondary Education.](#)

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