

IS-16 Appendix: JCESOM Value Added Groups

JCESOM characterizes the following value added groups to achieve our diversity mission:

Ethnicity (Students, Faculty, Staff)

Ethnic traits, background, allegiance or association; relating to or characteristic of a human group having racial, religious, linguistic, and certain other traits in common

Race (Students, Faculty, Staff)

A group of people of common ancestry, distinguished from others by physical characteristics, such as hair type, color of eyes and skin, stature, etc.

Rural Hometowns – West Virginia Residents Only (Students)

Rural-Urban Commuting Area (RUCA) codes are a census tract-based classification scheme that utilizes the standard Bureau of Census urban area and place definitions in combination with commuting information to characterize all of the nation's census tracts regarding their rural and urban status and relationships. The Health Resources and Service Administration's Office of Rural Health Policy the [WWAMI Rural Research Center](#) at the University of Washington and the USDA's [Economic Research Service](#) (ERS) collaborated to create the RUCA system that classifies sub-county areas on a scale representing urbanization, population density, and daily commuting. "Large Rural" includes areas with populations of 10,000-50,000 people, "Small Rural" 2,500 – 9,999, and "Isolated Rural/Frontier" has < 2,500 people.

Underrepresented Minorities in Medicine (Students, Faculty)

African American/Black, Hispanic/Latino, American Indian

All Minorities (Students, Faculty)

URM's (African American/Black, Hispanic/Latino, American Indian); Asian and Pacific Islanders

Women (Students, Faculty, Staff)