Implementing US Department of Education Racial/Ethnic Rules

The brief version for official race/ethnic stats on students (enrollment, degrees) and employees

What we must ask

1. Are you Hispanic/Latino? [alternative: Are you of Hispanic, Latino or Spanish origin?]
    a. Yes, no
2. Select one or more races
    a. American Indian or Alaska Native
    b. Asian
    c. Black or African American
    d. Native Hawaiian or Other Pacific Islander
    e. White

<u>The questions</u>
- Must be in that order – Hispanic first. Hispanic is considered "ethnicity;" question 2 values are considered "races"
- Must be separate – must ask the race question whether say yes to Hispanic or not
- Must say "select one or more." Cannot say "check all that apply." Must allow multiple responses
- Races need not be ordered alpha. IPEDS recommends order from lowest to highest probable frequency, which would probably be
    o American Indian or Alaska Native
    o Native Hawaiian or Other Pacific Islander
    o Black or African American
    o Asian
    o White
- Cannot include "other"
- Cannot include "refuse to reply" in any form (but cannot require reply)
- Can subdivide categories – e.g., Hawaiian, Micronesian, Fiji . . . // tribe number
    o California mandates 30+ distinctions
- Can include further definitions, from federal texts, if we want
- Are supposed to be asked even of non-citizens

Where we ask
- Now – at "start up" of being a student or employee
    o Application for undergraduate admission – web, paper/PDF
    o Grad school Apply Yourself and paper /PDF app
    o Law school, MBA apps systems
    o Jobs at CU, for affirmative action
    o Employment start-up
    o Other applications, start-up
    o May also get from e.g., ACT/SAT test feeds
    o Some internal forms that do not feed PeopleSoft or student systems.

What we store about each person
- Must: Full detail – yes/no/no answer, to 1, 2a b c d e
- Want also
  - Categorization in prior system – one dimension, mutually exclusive categories – Asian American, Black/African American, Hispanic/Latino, American Indian, White, non-resident alien, unknown (includes refused to answer).
  - Data source – from a response, a mapping from prior, an okay of that mapping, observer
  - Last update date
  - IPEDS categorization by new rules, for reporting
- In Campus Solutions and in PeopleSoft.

What we report
- CCHE, SURDS files – full detail
- IPEDS – result of the "trumping rule" – one dimension. Rule:
  - If not a citizen or permanent resident, report "non-resident alien" -- else
  - If "yes" to Hispanic/Latino, report Hispanic -- else
  - If "yes" to any two or more, report Multiple Races – else
  - If "yes" to no races, report "Unknown" – else
  - Report as the one race selected (one of 5 values)
- AAUDE – full detail for IPEDS categories for
  - Enrollment by grad/undergraduate
  - Faculty