
Federally-Required Changes to the Collection and Reporting of Race/Ethnicity in Higher Education: Implications for Diversity Programs

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February 25, 2011

...with thanks to Dr. Cheryl Littman, CUNY OIRA, and
the Institutional Research Council of CUNY

Caveats about this presentation

- Politics
 - Social Theory
 - Race Relations
 - Data
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Background on Race/Ethnicity Changes

- 1997 OMB standards called for changes in the collection and reporting of data on race/ethnicity for all federal reporting.
 - Final guidance issues 10 years later (Federal Register 10/19/07)
 - Applies to IPEDS – Integrated Postsecondary Education Data System (Title IV Institutions are required to report).
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Race/Ethnicity Data Collection and Reporting

- Self-reported by students/employees.
 - Individual level data held in institutional data systems.
 - Data aggregated by institutions for reporting to IPEDS.
 - Aggregate data used to determine institutional designations (implications for institutional aid, grant-eligibility).
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Institutional Designations

- Minority-Serving
 - High Hispanic Enrollment
 - Alaska Native-Serving
 - Native Hawaiian-Serving
 - Hispanic-Serving
 - HBCU
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IPEDS Requirements

- Higher Ed institutions collect data from students and employees (individual level).
 - Institutions report aggregate counts of students and employees by race/ethnicity.
 - Fall Enrollment (EF)
 - Completions (C)
 - Graduation Rates (GRS)
 - Human Resources (HR) (*including faculty*)
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Old Collection/Reporting: Collection

- Single question/single response.
 - E.g., Select the race/ethnicity category that best describes you:
 - ❑ American Indian or Alaska Native
 - ❑ Asian or Pacific Islander
 - ❑ Black Non-Hispanic
 - ❑ Hispanic
 - ❑ White Non-Hispanic
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Old Collection/Reporting: Reporting

- Aggregate Reporting Categories:
 - ❑ Non-Resident Alien
 - ❑ American Indian or Alaska Native
 - ❑ Asian or Pacific Islander
 - ❑ Black, Non-Hispanic
 - ❑ Hispanic
 - ❑ White, Non-Hispanic
 - ❑ Unknown
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New Collection/Reporting: Collection

- Must Use a Two-Question Format
 1. Are you Hispanic/Latino/a?
 - Yes
 - No
 2. Indicate your race by selecting **one or more** options from the categories below.
 - American Indian or Alaska Native
 - Asian
 - Native Hawaiian or Other Pacific Islander
 - Black or African American
 - White
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New Collection/Reporting: Reporting

- Aggregate Reporting Categories:
 - ❑ Non-Resident Alien
 - ❑ American Indian or Alaska Native
 - ❑ Asian
 - ❑ Pacific Islander or Native Hawaiian
 - ❑ Black
 - ❑ Hispanic
 - ❑ White
 - ❑ Two or More Races
 - ❑ Unknown
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New Collection/Reporting: Reporting (continued)

- Hispanic: report all who responded “Yes” to Q1 as Hispanic or Latino/a, regardless of response to Q2.
 - Individual race categories: report only if response to Q1 is “No” and **only one** category is indicated for Q2.
 - Two or more races: report if response is “No” to Q1 and more than one race is indicated.
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Category Comparison: Collection vs. Reporting

■ Collection Categories (6)

- Hispanic
- American Indian or Alaska Native
- Asian
- Black or African American
- Native Hawaiian or Other Pacific Islander
- White

■ Reporting Categories (9)

- Hispanic
 - American Indian or Alaska Native
 - Asian
 - Black or African American
 - Native Hawaiian or Other Pacific Islander
 - White
 - Two or More Races
 - Nonresident Alien
 - Race/ethnicity Unknown
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Timeline for Transition, IPEDS Reports

- All institutions must report enrollment following the new race/ethnicity requirements this year (2010-2011).
 - Some institutions have already reported using the new categories (available since 2008-2009 collection).
 - Institutions have been collecting data from students/employees using the 2Q format for at least one year.
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Timeline for Transition, IPEDS Reports

Data Collection Cycle	Fall Enrollment Human Resources	Completions 12-Month Enrollment Graduation Rates
2008-2009	Optional	Optional
2009-2010	Optional	Optional
2010-2011	Required	Optional
2011-2012 and Beyond	Required	Required

Comparison of Reporting Categories

■ Old

- Nonresident alien
- Hispanic
- American Indian or Alaska Native
- Black, Non-Hispanic
- White, Non-Hispanic
- Race/Ethnicity Unknown
- **Asian or Pacific Islander**

■ New

- Nonresident alien
 - Hispanic
 - American Indian or Alaska Native
 - Black, Non-Hispanic
 - White, Non-Hispanic
 - Race/Ethnicity Unknown
 - **Asian**
 - **Native Hawaiian or Other Pacific Islander**
 - **Two or More Races**
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Data Example

Person	Collected Data on Student Ethnicity							Reported Data on Student Ethnicity
	Non-Res?	Hispanic?	AI-AN?	Asian?	NH-PI?	Black?	White?	
1	N	Y					X	Hispanic or Latino/a
2	N	N				X		Black or African American
3	N	N				X	X	Two or More Races
4	N	N					X	White
5	N	Y				X		Hispanic or Latino/a
6	N	Y				X		Hispanic or Latino/a
7	N	Y					X	Hispanic or Latino/a
8	N	N		X				Asian
9	Y	N				X		Non-Resident Alien
10	N	N			X			Nat. Hawaiian, Pac. Islander

Implications (and Paradoxes?)

- We can no longer report trends using IPEDS data.
 - How to judge program impact on diversity?
 - Trend line must start anew...at the point where the new method was established.
 - Definitions for Institutional Designations will need to change.
 - An increase in Hispanic enrollment may be due to demographic trends...or may be due to change in collection/reporting procedures.
 - Institutions will have much more flexibility in reporting because they hold the individual responses.
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