

Reporting with the New Racial and Ethnic Data

Linda Lorenz
Office of Institutional Research
October 1, 2009



UNIVERSITY OF MINNESOTA

Driven to DiscoverSM

Why were changes made?

- Department of Education (IPEDS) mandated the change in 2007 (Student and HR)
- Could start using new values for IPEDS as early as Fall 2008, must use by Fall 2010
- U of MN changed forms and on-line data entry screens and resurveyed for Fall 2009 reporting cycle



Two-question format required:

1. Is respondent Hispanic/Latino? Y/N
2. Respondent selects one or more races:
 - American Indian or Alaska Native
 - Asian
 - Black or African American
 - Native Hawaiian or Other Pacific Islander
 - White



Human Resource Information Form (HRIF)

Demographic Identification

Check one in each group. This information is PRIVATE as defined by the Minnesota Government Data Practices Act and will not be released to the public. (See reverse side for further information and definitions.)

Gender

- Female
 Male

USA/Citizenship Status

- Alien Permanent
 Alien Temporary
 Native

Military Status (Check all that apply):

- Armed Forces Service Medal Veteran
 Recently Separated Veteran
 Other Protected Veteran

Disabled Veteran

- Yes No

Disability

- Yes No

The information requested below is voluntary and will be used for summary reports required by federal and state laws and regulations and to support institutional affirmative action efforts. It will not be used in a discriminatory manner. You will not be subjected to adverse treatment if you do not provide any of the requested information. The questions below comply with the U.S. Department of Education's new standards for ethnic and racial data collection.

1. **Ethnicity:** Are you Hispanic or Latino? Yes No

2. **Race:** Please check any or all that apply:

- American Indian or Alaska Native
 Asian
 Black or African American

- Native Hawaiian or Other Pacific Islander
 White



PeopleSoft Self Service

Ethnicity: Are you Hispanic or Latino? Yes No

Race: Please select one or more that apply.

- American Indian/Alaska Native
- Asian
- Black/African American
- Native Hawaiian/Oth Pac Island
- White



From Undergraduate Admissions Form

information about you

Ethnicity and Race Providing the information below is voluntary and will not be used in a discriminatory manner. These questions comply with the U.S. Department of Education's new standards for ethnic and racial data collection.

Ethnicity: Are you Hispanic or Latino? Yes No

Race: Please check any or all that apply.

American Indian or Alaska Native

Black or African American

White

Asian

Native Hawaiian or Other Pacific Islander



UNIVERSITY OF MINNESOTA

Driven to DiscoverSM

Resurvey Request from VP Carol Carrier

Sent February 12, 2009:

To: All Faculty and Staff of the University of Minnesota
Subject: Important Data Needed for Federal Reporting

The University is subject to federal reporting requirements from a variety of agencies. The Department of Labor and the Department of Education require a number of reports gathering summary data of students, faculty, and staff, and among the data collected are the racial and ethnic designation.

The federal government has recently made changes to the categories of information collected for these reports, and therefore we need to ask that all faculty and staff access the following self service link and follow the prompts to designate their race and ethnic data. Go to <http://hrss.umn.edu> for Employee Self Service. Click on "Update Personal Information".

You will be brought to the Internet Login page and prompted to enter your X.500 ID and password. Upon logging in, once the Personal Information page comes up click on the Demographics Information Link, where you can update your Race/Ethnic information.

This data is and will remain confidential and will be utilized only in an aggregated form for necessary reporting.

Thank you.

If you have interest in reading more about these revised race and ethnicity categories, you may do so at

<http://nces.ed.gov/ipeds/reic/definitions.asp>

Carol Carrier, Vice President
Office of Human Resources
University of Minnesota
120 Morrill Hall, 100 Church St. S.E
Minneapolis, MN 55455
Office 612-624-6556
Fax 612-624-6372



Old Values

- Nonresident alien*
- Black, non-Hispanic
- American Indian /Alaskan Native
- Asian/Pacific Islander
- Hispanic
- White, non-Hispanic
- Race and ethnicity unknown

*Not used by Department of Labor (EEO Reporting)



New Values

- Nonresident alien*
- Hispanic/Latino
- American Indian or Alaskan Native
- Asian
- Black or African American
- *Native Hawaiian or Other Pacific Islander*
- White
- *Two or more races*
- Race and ethnicity unknown

*Not used by Department of Labor (EEO Reporting)



ir_ethnic_group values

1 = Nonresident alien

7 = Race and ethnicity unknown

8 = Hispanic/Latino

9 = American Indian or Alaskan Native

10 = Asian

11 = Black or African American

12 = Native Hawaiian or Other Pacific Islander

13 = White

14 = Two or more races



eo_ethnic_group values

1 = White

2 = Black or African American

3 = Hispanic or Latino

4 = Asian

5 = American Indian or Alaskan Native

6 = Race and ethnicity unknown

7 = Native Hawaiian or Other Pacific Islander

M = Two or more races



Calculation Rules

Department of Education – IPEDS (ir_ethnic_group)

1. If Nonresident Alien, then 1 = Nonresident alien
2. If answered Y to 1. Ethnicity: Are you Hispanic or Latino? Y/N and not a Nonresident Alien then 8 = Hispanic/Latino
3. If Selected more than one race from Question 2, then 14 = Two or more races
4. Else report race selected from:
 - 7 = Race and ethnicity unknown
 - 9 = American Indian or Alaskan Native
 - 10 = Asian
 - 11 = Black or African American
 - 12 = Native Hawaiian or Other Pacific Islander (new Fall 2009)
 - 13 = White

Department of Labor – (eo_ethnic_group)

Same as above, skipping step 1.



Definitions

Ethnicity Definitions

- **Hispanic or Latino:** A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.

Racial Definitions

- **American Indian or Alaska Native:** A person having origins in any of the original peoples of North and South America (including Central America), and who maintains a tribal affiliation or community attachment.
- **Asian:** A person having origins in any of the original people of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand and Vietnam.
- **Black or African American:** A person having origins in any of the Black racial groups of Africa.
- **Native Hawaiian or Other Pacific Islander:** A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- **White:** A person having origins in any of the original peoples of Europe, the Middle East or North Africa.



Data Warehouse Changes

Human Resource Data

New Fields

Y/N flags

- eth_bkgr_african_am
- eth_bkgr_asian
- eth_bkgr_caucasian
- eth_bkgr_native_am
- eth_bkgr_hispanic
- eth_bkgr_hawaiian_pi
- eth_bkgr_unknown

IPEDS/Dept of Education and Dept of Labor values

- eo_ethnic_group
- ir_ethnic_group



Example Using ps_dweo_person_prim_job_evw

(includes Graduate Assistants and Professionals in Training as of payroll 07 for Fall 2009)

PRIOR LOGIC - ethnic_group

	Employee Count	% of Total
1 White	19,361	77.6%
2 Black	1,050	4.2%
3 Hispanic	568	2.3%
4 Asian	2,494	10.0%
5 Am. Indian	188	0.8%
6 NS	658	5.1%
7 Hawaiian	20	0.1%
<i>null/6 NS</i>	618	
<i>Total:</i>	24,957	100%

NEW LOGIC - eo_ethnic_group

	Employee Count	% of Total	Difference
1 White	19,301	77.3%	-0.24%
2 Black or African American	1,024	4.1%	-0.10%
3 Hispanic or Latino	595	2.4%	0.11%
4 Asian	2,470	9.9%	-0.10%
5 American Indian or Alaskan Native	161	0.6%	-0.11%
6 Race and ethnicity unknown	1,275	5.1%	0.00%
7 Native Hawaiian or Other Pacific Islander	20	0.1%	0.00%
M Two or more races	111	0.4%	0.44%
<i>Total:</i>	24,957	100%	

PRIOR LOGIC - IPEDS

	Employee Count	% of Total
1 Nonresident alien	2,531	10.1%
7 Race and ethnicity unknown	305	1.2%
5 Hispanic/Latino	478	1.9%
3 American Indian or Alaskan Native	187	0.7%
4 Asian	1,412	5.7%
2 Black or African American	1,003	4.0%
6 White	19,041	76.3%
<i>Total:</i>	24,957	100%

NEW LOGIC - ir_ethnic_group

	Employee Count	% of Total	Difference
1 Nonresident alien	2,531	10.1%	0.00%
7 Race and ethnicity unknown	304	1.2%	0.00%
8 Hispanic/Latino	501	2.0%	0.09%
9 American Indian or Alaskan Native	160	0.6%	-0.11%
10 Asian	1,372	5.5%	-0.16%
11 Black or African American	979	3.9%	-0.10%
12 Native Hawaiian or Other Pacific Islander	16	0.1%	0.06%
13 White	18,985	76.1%	-0.22%
14 Two or more races	109	0.4%	0.44%
<i>Total:</i>	24,957	100%	

Note: Prior to Fall 2009, ethnic_group = '7' –Hawaiian was reported with '4' – Asian.



Queries Used

Note: The most_recent_payroll field value needs to be updated.

ir_ethnic_group

```
select a.ir_ethnic_group, count(distinct(a.emplid)) as total
from ps_dweo_person_prim_job_evw a,
     ps_dweo_person_sec_job_evw b
where a.emplid=b.emplid(+)
and a.jobcode not in ('0001','0002','0004','0007','0011')
and (a.most_recent_payroll = '07' or b.most_recent_payroll = '07')
and a.um_entity not like '999%'
and a.um_jobcode_group not in('ST','NA')
group by a.ir_ethnic_group
order by to_number(a.ir_ethnic_group)
```

ethnic_group

```
select a.ethnic_group, count(*), count(distinct(a.emplid)) from
     ps_dweo_person_prim_job_evw a,
     ps_dweo_person_sec_job_evw b
where a.emplid=b.emplid(+)
and a.jobcode not in ('0001','0002','0004','0007','0011')
and (a.most_recent_payroll = '07' or b.most_recent_payroll = '07')
and a.um_entity not like '999%'
and a.um_jobcode_group not in('ST','NA')
group by a.ethnic_group
order by 1;
```

eo_ethnic_group

```
select a.eo_ethnic_group, count(*)
from ps_dweo_person_prim_job_evw a,
     ps_dweo_person_sec_job_evw b
where a.emplid=b.emplid(+)
and a.jobcode not in ('0001','0002','0004','0007','0011')
and (a.most_recent_payroll = '07' or b.most_recent_payroll = '07')
and a.um_entity not like '999%'
and a.um_jobcode_group not in('ST','NA')
group by a.eo_ethnic_group
order by 1;
```



eo_ethnic_group descriptions

```
select a.eo_ethnic_group, (CASE WHEN a.eo_ethnic_group = '1' THEN 'White'
    WHEN a.eo_ethnic_group = '2' THEN 'Black or African American'
    WHEN a.eo_ethnic_group = '3' THEN 'Hispanic or Latino'
    WHEN a.eo_ethnic_group = '4' THEN 'Asian'
    WHEN a.eo_ethnic_group = '5' THEN 'American Indian or Alaskan Native'
    WHEN a.eo_ethnic_group = '6' THEN 'Race and ethnicity unknown'
    WHEN a.eo_ethnic_group = '7' THEN 'Native Hawaiian or Other Pacific Islander'
    WHEN a.eo_ethnic_group = 'M' THEN 'Two or more races'
    END) as eo_ethnic_group_descr, count(*)
from ps_dweo_person_prim_job_evw a,
    ps_dweo_person_sec_job_evw b
where a.emplid=b.emplid(+)
and a.jobcode not in ('0001','0002','0004','0007','0011')
and (a.most_recent_payroll = '08' or b.most_recent_payroll = '08')
and a.um_entity not like '999%'
and a.um_jobcode_group not in('ST','NA')
group by a.eo_ethnic_group
order by 1
```



ir_ethnic_group descriptions

```
select ir_ethnic_group, (CASE WHEN ir_ethnic_group= '1' THEN 'Nonresident alien'  
    WHEN ir_ethnic_group= '7' THEN 'Race and ethnicity unknown'  
    WHEN ir_ethnic_group= '8' THEN 'Hispanic/Latino'  
    WHEN ir_ethnic_group= '9' THEN 'American Indian or Alaskan Native'  
    WHEN ir_ethnic_group= '10' THEN 'Asian'  
    WHEN ir_ethnic_group= '11' THEN 'Black or African American'  
    WHEN ir_ethnic_group= '12' THEN 'Native Hawaiian or Other Pacific Islander'  
    WHEN ir_ethnic_group= '13' THEN 'White'  
    WHEN ir_ethnic_group= '14' THEN 'Two or more races' END) as ir_ethnic_group_descr,  
    count(*)  
from PS_DWSA_STIX_1099_PR_EVW  
group by ir_ethnic_group  
order by to_number(ir_ethnic_group)
```



Queries Used, continued

Human Resource – IPEDS Example – Prior Logic

- select p.ipeds, sum(p.total) as total
- from (select (CASE WHEN a.citizenship_status in('4','5') THEN '1'
- WHEN (a.citizenship_status not in('4','5') or a.citizenship_status is null) and (a.ethnic_group='6' or a.ethnic_group is null) THEN '7'
- WHEN (a.citizenship_status not in('4','5') or a.citizenship_status is null) and a.ethnic_group='1' THEN '6'
- WHEN (a.citizenship_status not in('4','5') or a.citizenship_status is null) and a.ethnic_group='2' THEN '2'
- WHEN (a.citizenship_status not in('4','5') or a.citizenship_status is null) and a.ethnic_group='5' THEN '3'
- WHEN (a.citizenship_status not in('4','5') or a.citizenship_status is null) and a.ethnic_group='3' THEN '5'
- WHEN (a.citizenship_status not in('4','5') or a.citizenship_status is null) and a.ethnic_group in('4','7') THEN '4'
- ELSE 'XX' END) as ipeds, count(distinct(a.emplid)) as total
- from ps_dweo_person_prim_job_evw a,
- ps_dweo_person_sec_job_evw b
- where a.emplid=b.emplid(+)
- and a.jobcode not in ('0001','0002','0004','0007','0011')
- and (a.most_recent_payroll = '07' or b.most_recent_payroll = '07')
- and a.um_entity not like '999%'
- and a.um_jobcode_group not in('ST','NA')
- group by a.citizenship_status, a.ethnic_group) p
- group by p.ipeds
- order by 1



To See How View Created

```
select text  
from all_views  
where view_name=  
'PS_DWEO_PERSON_PRIM_JOB_EVW'
```



Data Warehouse Changes

Student Data

New Fields

Y/N flags

- eth_bkgr_african_am
- eth_bkgr_asian
- eth_bkgr_caucasian
- eth_bkgr_native_am
- eth_bkgr_hispanic
- eth_bkgr_hawaiian_pi
- eth_bkgr_unknown

IPEDS/Dept of Education

- ir_ethnic_group



Using Flag Fields

You can use the flag fields below to see the distribution for records with multiple categories selected

```
select a.ETH_BKGR_AFRICAN_AM,  
a.ETH_BKGR_ASIAN,  
a.ETH_BKGR_CAUCASIAN,  
a.ETH_BKGR_NATIVE_AM,  
a.ETH_BKGR_HISPANIC,  
a.ETH_BKGR_HAWAIIAN_PI  
from ps_dweo_person_prim_job_evw a,  
     ps_dweo_person_sec_job_evw b  
where a.emplid=b.emplid(+)  
and a.jobcode not in ('0001','0002','0004','0007','0011')  
and (a.most_recent_payroll = '07' or b.most_recent_payroll = '07')  
and a.um_entity not like '999%'  
and a.um_jobcode_group not in('ST','NA')  
and a.multi_re_indicator in ('H','M')
```



Data Warehouse Changes

- New Views (_evw) created using new tables created by IMS
- ps_diversity – current data
- ps_diversity_effdt – includes changes made to diversity and citizenship status data – this table will be used for snapshot data like STIX and _rt views



New Views Using Current

- PS_DWSA_DEMO_ADDR_EVW
- PS_DWHR_DEMO_ADDR_EVW
- PS_DWEO_PERSON_PRIM_JOB_EVW
- PS_DWEO_PERSON_SEC_JOB_EVW
- PS_DWAD_DEMO_ADDR_EVW
- PS_DWAD_DEMO_ADDR_DLY_EVW
- PS_DWFA_DEMO_ADDR_EVW
- PS_DWSA_STDNT_SELECTOR_EVW
- PS_DWGR_STUDENT_EVW
- PS_DWGR_AD_DEMO_ADDR_HS_EVW



Student of Color Example

Students of Color by RRC/College (Fall 2009)

(The query takes a few minutes to run.)

```
select s.ir_rptg_prog_cd, s.ir_rptg_prog_ldesc, round(sum(e.soc)/sum(s.total),3) as soc_pct, sum(s.total) as
      stdnt_total
from (select a.ir_rptg_prog_cd, a.ir_rptg_prog_ldesc, count(distinct(a.emplid)) as soc
from sysadm.PS_DWSA_STIX_1099_PR_EVW a
where a.ir_ethnic_group in('8','9','10','11','12','14')
group by a.ir_rptg_prog_cd, a.ir_rptg_prog_ldesc) e,
      (select a.ir_rptg_prog_cd, a.ir_rptg_prog_ldesc, count(distinct(a.emplid)) as total
from sysadm.PS_DWSA_STIX_1099_PR a
group by a.ir_rptg_prog_cd, a.ir_rptg_prog_ldesc) s
where s.ir_rptg_prog_cd=e.ir_rptg_prog_cd(+)
group by s.ir_rptg_prog_cd, s.ir_rptg_prog_ldesc
order by 1
```



Student of Color Example II

Students of Color by RRC/College (Fall 2008)

```
select s.ir_rptg_prog_cd, s.ir_rptg_prog_ldesc, round(sum(e.soc)/sum(s.total),3) as soc_pct, sum(s.total) as stdnt_total
from (select a.ir_rptg_prog_cd, a.ir_rptg_prog_ldesc, count(distinct(a.emplid)) as soc
from PS_DWSA_STIX_1089_PR a
where (a.citizenship_status not in('4','5') or a.citizenship_status is null)
and a.ethnic_group in('2','3','4','5'))
group by a.ir_rptg_prog_cd, a.ir_rptg_prog_ldesc) e,
(select a.ir_rptg_prog_cd, a.ir_rptg_prog_ldesc, count(distinct(a.emplid)) as total
from sysadm.PS_DWSA_STIX_1089_PR a
group by a.ir_rptg_prog_cd, a.ir_rptg_prog_ldesc) s
where s.ir_rptg_prog_cd=e.ir_rptg_prog_cd(+)
group by s.ir_rptg_prog_cd, s.ir_rptg_prog_ldesc
order by 1
```



Employees of Color Example

(excludes Graduate Assistants and Professionals in Training as of payroll 07 for Fall 2009)

Employees of Color by RRC/College

```
select t.rrc, t.rrc_descr, round(sum(t.eoc)/sum(t.emp_tot),3) as eoc_pct, sum(t.emp_tot) as emp_tot
from (select p.rrc, p.rrc_descr, sum(p.total) as eoc, 0 as emp_tot
from (select c.rrc, c.rrc_descr, a.ir_ethnic_group, count(distinct(a.emplid)) as total
from ps_dweo_person_prim_job_evw a,
ps_dweo_person_sec_job_evw b,
(select *
FROM ps_dw_deptid_fiscal_tree
where status_flg='C') c
where a.emplid=b.emplid(+)
and a.deptid=c.deptid(+)
and a.jobcode not in ('0001','0002','0004','0007','0011')
and (a.most_recent_payroll = '07' or b.most_recent_payroll = '07')
and a.um_entity not like '999%'
and a.um_jobcode_group not in('ST','NA','GA','PT')
group by c.rrc, c.rrc_descr, a.ir_ethnic_group) p
where p.ir_ethnic_group in('8','9','10','11','12','14')
group by p.rrc, p.rrc_descr
union all
select c.rrc, c.rrc_descr, 0 as eoc, count(distinct(a.emplid)) as emp_tot
from ps_dweo_person_prim_job_evw a,
ps_dweo_person_sec_job_evw b,
(select *
FROM ps_dw_deptid_fiscal_tree
where status_flg='C') c
where a.emplid=b.emplid(+)
and a.deptid=c.deptid(+)
and a.jobcode not in ('0001','0002','0004','0007','0011')
and (a.most_recent_payroll = '07' or b.most_recent_payroll = '07')
and a.um_entity not like '999%'
and a.um_jobcode_group not in('ST','NA','GA','PT')
group by c.rrc, c.rrc_descr) t
group by t.rrc, t.rrc_descr
order by 1
```

