### NEW COLLECTION FIELDS (effective Spring 2010)
(see ‘Race/Ethnicity Backfill Procedure’ for backfill process for Spring & Summer 2010)

<table>
<thead>
<tr>
<th>Race/ethnicity</th>
<th>Description</th>
<th>New Ethnicity</th>
<th>New Ethnicity Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>CA</td>
<td>Caucasian or White</td>
<td>HP = 2 Hispanic/Latino</td>
<td>CA White</td>
</tr>
<tr>
<td>VP</td>
<td>Guamanian or Chamorro</td>
<td>GC = 2 Hispanic/Latino</td>
<td>GC Guamanian or Chamorro</td>
</tr>
<tr>
<td>MC</td>
<td>Micronesian (not GC)</td>
<td>MC = 2 Hispanic/Latino</td>
<td>MW Native Hawaiian or Pacific Islander</td>
</tr>
<tr>
<td>MS</td>
<td>Micronesian or Chamorro</td>
<td>MS = 2 Hispanic/Latino</td>
<td>MW Native Hawaiian or Pacific Islander</td>
</tr>
<tr>
<td>OP</td>
<td>Other Pacific Islander</td>
<td>OP = 2 Hispanic/Latino</td>
<td>OP Other Pacific Islander</td>
</tr>
<tr>
<td>AA</td>
<td>Black or African American</td>
<td>AA = 2 Hispanic/Latino</td>
<td>AA Black or African American</td>
</tr>
<tr>
<td>AI</td>
<td>American Indian or Alaskan Native</td>
<td>AI = 2 Hispanic/Latino</td>
<td>AI American Indian or Alaskan Native</td>
</tr>
<tr>
<td>MX</td>
<td>Mixed Race/Ethnicity</td>
<td>MX = 2 Hispanic/Latino</td>
<td>MX Mixed Race/Ethnicity</td>
</tr>
<tr>
<td>NO</td>
<td>Race/Ethnicity Unknown</td>
<td>NO = 2 Hispanic/Latino</td>
<td>NO Race/Ethnicity Unknown</td>
</tr>
<tr>
<td>NR</td>
<td>Non-Resident Alien</td>
<td>NR = 2 Hispanic/Latino</td>
<td>NR Non-Resident Alien</td>
</tr>
</tbody>
</table>

#### UH Reporting Priorities
1. Native Hawaiian or Part-Hawaiian
2. Mixed Asian, mixed Pacific Islander
3. Mixed race
4. Remaining races
5. Hispanic ethnicity
6. Non-res alien (not reported)

#### IPEDS Reporting Priorities
1. Native Hawaiian or Part-Hawaiian
2. Mixed Asian, mixed Pacific Islander
3. Mixed race
4. Remaining races
5. Hispanic ethnicity
6. Non-res alien (not reported)

#### UH-EEO Reporting Priorities
1. Native Hawaiian or Part-Hawaiian
2. Mixed Asian, mixed Pacific Islander
3. Mixed race
4. Remaining races
5. Hispanic ethnicity
6. Non-res alien (not reported)
**RACE/ETHNICITY BACKFILL PROCEDURE**

With the launch of the university’s new online application for Spring 2010 (target launch date is July 22, 2009), a backfill procedure has been developed to address ethnicity data until full implementation of the new race/ethnicity requirements (effective Fall 2010). This interim fix will allow ODS and Banner users to continue querying the current ethnicity field, as well as provide the flexibility to gather and report multiple race information for students who have provided it.

**Fields, Tables, and Forms used in the backfill procedure**

<table>
<thead>
<tr>
<th>If using…</th>
<th>Data found in…</th>
<th>Will be backfilled into…</th>
</tr>
</thead>
<tbody>
<tr>
<td>Banner forms</td>
<td>the RACE field in SPAPERS</td>
<td>the ETHNICITY field in SPAPERS</td>
</tr>
<tr>
<td>Banner UH tables</td>
<td>the GORPRAC_RACE_CDE field in GORPRAC</td>
<td>the SPBPERS_ETHN_CODE field in SPBPERS</td>
</tr>
<tr>
<td>ODS</td>
<td>The RACE field in MST_RACE</td>
<td>the PRIMARY_ETHNICITY field in MST_PERSON</td>
</tr>
</tbody>
</table>

**Backfill Procedure**

The backfill procedure will be implemented in Banner in Spring 2010 and Summer 2010. This process will take data from the new race fields and fill in the ethnicity field currently in use. The backfill process will only populate the ethnicity field for new records and for existing records where the current ethnicity field is blank. Therefore, caution should be used when comparing the ethnicity and race fields during this interim period.

The backfill process will use following calculations and priority.

**For students who provide more than one race:**

<table>
<thead>
<tr>
<th>If the student…</th>
<th>The ethnicity field currently in use will contain the following backfill data…</th>
</tr>
</thead>
<tbody>
<tr>
<td>reports Native Hawaiian or Part-Hawn (HW) as one of the races</td>
<td>HW: Native Hawaiian or Part-Hawn</td>
</tr>
<tr>
<td>only reports multiple races that fall under the larger Asian grouping (example: Japanese, Chinese, and Korean)</td>
<td>MA: Mixed Asian</td>
</tr>
<tr>
<td>only reports multiple races that fall under the larger Pacific Islander grouping (example: Samoan and Tongan) *Note: If the student reports Hawaiian as one of the races, the student will be coded as Hawaiian (HW) under ethnicity.</td>
<td>MP: Mixed Pacific Islander</td>
</tr>
<tr>
<td>reports multiple races that fall across several larger groupings (example: Japanese and Caucasian) *Note: If the student reports Hawaiian as one of the races, the student will be coded as Hawaiian (HW) under ethnicity.</td>
<td>MX: Mixed Race (2 or more)</td>
</tr>
</tbody>
</table>

**For students who provide only one race, or who do not provide a race:**

<table>
<thead>
<tr>
<th>If the student…</th>
<th>The ethnicity field currently in use will contain the following backfill data…</th>
</tr>
</thead>
<tbody>
<tr>
<td>reports a single race, regardless of the information he/she reports for Hispanic/Latino</td>
<td>the reported race</td>
</tr>
<tr>
<td>does not report any race, but indicates that he/she is Hispanic/Latino</td>
<td>HS: Hispanic</td>
</tr>
<tr>
<td>Does not report any race and does not report any information for Hispanic/Latino</td>
<td>blank (the field will not be populated)</td>
</tr>
</tbody>
</table>

**NOTE to campus admissions and records offices:** The backfill process will run nightly. Please do not push any online applications into Banner between 6:00 p.m. and 3:00 a.m.
UH REPORTING FIELDS

UH Race/Ethnicity Calculations

The following is a priority and calculation of race/ethnicity codes for new and re-surveyed students.

1) Hawaiian (HW) race trumps all
   If a person reports Native Hawaiian/Part Hawaiian (HW) as a race, regardless of
   the number of races he/she reports, the person is reported as HW.

2) Any race trumps Hispanic/Latino
   As long as a person reports race data, it takes priority over the Hispanic/Latino data
   provided by the person.
   a) If the person reports only one race, that is the race to be reported.
   b) If there are multiple races reported (i.e., the person has more than one race code
      associated with him/her), then derive the appropriate mixed code (e.g., MX, MA, MP) as noted below.
      MP (Mixed Pacific Islander): If multiple race records exist and the race
category codes all = ‘4’ (Native Hawaiian and Other Pacific Islander).
      MA (Mixed Asian): If multiple race records exist and the race category
      codes all = ‘2’ (Asian)
      MX (Mixed Race): If multiple race records exist and the race category
codes have more than one value (e.g., 2 & 5)

3) If 1 & 2 do not apply, and if the person has indicated that he/she is
   Hispanic/Latino, then report the person as Hispanic (HS).

4) Else, ‘NO’ (Race/Ethn Unknown)
IPEDS REPORTING FIELDS

IPEDS Race/Ethnicity Calculations
The following is a priority and calculation of race/ethnicity codes for all students.

1) Non-resident alien (NR) trumps all
   If a person is a non-resident alien, the person is reported as NR regardless of what is reported for race or ethnicity.

2) Hispanic/Latino trumps all races
   As long as a person reports Hispanic/Latino, it takes priority over all race data provided by the person.

3) If 1 & 2 do not apply, then report race data
   a) If the person reports only one race, then report the corresponding IPEDS category
      For example: If Race is ‘JP’, then report ‘2’ (Asian) as IPEDS Category
   b) If there are multiple races reported but the IPEDS category are all the same, then report that category
      Example 1: If Race is ‘HW’ and ‘SA’, then report ‘4’ (Native Hawaiian or Pacific Islander) as IPEDS Category
      Example 2: If Race is ‘JP’ and ‘CH’, then report ‘2’ (Asian) as IPEDS Category
   c) If there are multiple races and multiple race categories, then report ‘MX’
      For example: If Race is ‘CA’ and ‘JP’, IPEDS Category equals ‘5’ and ‘2’ respectively. Then report ‘MX’ (Two or More Races) as IPEDS Category

4) Else, ‘6’ (Race/Ethn Unknown)