UNIVERSITY OF HAWAI'I, CHANGES IN REPORTING RACE AND ETHNICITY DATA FOR STUDENTS

Effective Fall 2010

	NEW COLLECTION FIELDS (effective Spring 2010) *new & re-surveyed students* *(see 'Race/Ethnicity Backfill Procedure' for backfill process for Spring & Summer 2010)*				UH REPORTING FIELDS *crosswalked for current, derived for new, transfer, retuning & re-surveyed students*		IPEDS REPORTING FIELDS *derived for all*		UH-EEO REPORTING FIELDS *crosswalked for current, derived for new & re-surveyed employees*	
	Race	Race Description *(multiple responses allowed)*	New Ethnicity	New Ethnicity Description	UH Race/Ethnicity	Race/Ethnicity Description	IPEDS Race Cat	IPEDS CATEGORY DESC	EEO Race/Ethnicity	Race/Ethnicity Description
Banner →	SPAPERS / RACE		SPAPERS / NEW ETHNICITY							
Banner UH tables →	GORPRAC / GORPRAC_RACE_CDE		SPBPERS / SPBPERS_ETHN_CDE							
ODS →	MST_RACE / RACE		MST_PERSON / HISPANIC_LATINO_ETHNICITY_IND							
IRO tables →					ETHNICITY		*new fields to be added to IRO tables*			
			HISPANIC_ LATINO_ETH NICITY_IND / SPBPERS_ ETHN_CD E	SPAPERS		Race/Ethnicity		Ethnicity		Race/Ethnicity
			Y / 2, N / 1, N	Hispanic/Latino, Not Hispanic/Latino, None *(default)*	HS	Hispanic/Latino	HS	Hispanic/Latino	HS	Hispanic/Latino
								Race Categories		
	CA	Caucasian or White			CA	Caucasian or White	CA	White	CA	Caucasian or White
	JP	Japanese			JP	Japanese	AS	Asian	JP	Japanese
	CH	Chinese			CH	Chinese	AS	Asian	CH	Chinese
	FI	Filipino			FI	Filipino	AS	Asian	FI	Filipino
	KO	Korean			KO	Korean	AS	Asian	KO	Korean
	TH	Thai			TH	Thai	AS	Asian	TH	Thai
	Vi	Vietnamese			VI	Vietnamese	AS	Asian	VI	Vietnamese
	LA	Laotian			LA	Laotian	AS	Asian	LA	Laotian
	IN	Asian Indian			IN	Asian Indian	AS	Asian	IN	Asian Indian
	OA	Other Asian			OA	Other Asian	AS	Asian	OA	Other Asian
					MA	Mixed Asian *derived from multiple Asian responses*	AS	Asian	MA	Mixed Asian
	HW	Native Hawaiian or Part-Hawn			HW	Native Hawaiian or Part-Hawn	HW	Native Hawaiian or Pacific Islander	HW	Native Hawaiian or Part-Hawn
	GC	Guamanian or Chamorro			GC	Guamanian or Chamorro	HW	Native Hawaiian or Pacific Islander	GC	Guamanian or Chamorro
	MC	Micronesian (not GC)			MC	Micronesian (not GC)	HW	Native Hawaiian or Pacific Islander	MC	Micronesian (not GC)
	SA	Samoan			SA	Samoan	HW	Native Hawaiian or Pacific Islander	SA	Samoan
	TO	Tongan			TO	Tongan	HW	Native Hawaiian or Pacific Islander	TO	Tongan
	OP	Other Pacific Islander			OP	Other Pacific Islander	HW	Native Hawaiian or Pacific Islander	OP	Other Pacific Islander
					MP	Mixed Pacific Islander *derived from multiple Native Hawn/Pac Isl resp*	HW	Native Hawaiian or Pacific Islander	MP	Mixed Pacific Islander
	AA	Black or African American			AA	Black or African American	AA	Black or African American	AA	Black or African American
	AI	American Indian or Alaskan Native			AI	American Indian or Alaskan Native	AI	American Indian or Alaskan Native	AI	American Indian or Alaskan Native
					MX	Mixed Race/Ethnicity *derived from multiple race category responses*	MX	Two or More Races *derived from multiple race category responses*	MX	Mixed Race/Ethnicity
					NO	Race/Ethn Unknown	NO	Race/Ethn Unknown	NO	Race/Ethn Unknown
							NR	Non-Resident Alien *derived*		

UH Reporting Priorities
1 Hawn/pt-Hawn trumps all
2 mixed Asian, mixed Pacific Isl
3 mixed race
4 remaining races
5 Hispanic ethnicity
 ignore non-res alien (not reported)

IPEDS Reporting Prioities
1 Non-res alien trumps all
2 Hispanic trumps all races
3 mixed race
4 remaining races

UH-EEO Reporting Priorities
1 Black
2 Hawaiian
3 Hispanic ethnicity
4 Native American
5 Samoan
6 Filipino
7 Remaining Races
8 Mixed Race

University of Hawai'i, Institutional Research Office, July 2009

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

If using…	Data found in…	Will be backfilled into…
Banner forms	the RACE field in SPAPERS	the ETHNICITY field in SPAPERS
Banner UH tables	the GORPRAC_RACE_CDE field in GORPRAC	the SPBPERS_ETHN_CODE field in SPBPERS
ODS	The RACE field in MST_RACE	the PRIMARY_ETHNICITY field in MST_PERSON

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:

If the student…	The ethnicity field currently in use will contain the following backfill data…
reports Native Hawaiian or Part-Hawn (HW) as one of the races	HW: Native Hawaiian or Part-Hawn
only reports multiple races that fall under the larger Asian grouping (example: Japanese, Chinese, and Korean)	MA: Mixed Asian
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.*	MP: Mixed Pacific Islander
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.*	MX: Mixed Race (2 or more)

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

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

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)