

Implementing Mandatory US Department of Education Changes to Race/Ethnicity Reporting



JESSICA S PIERCE
OFFICE OF INSTITUTIONAL RESEARCH
JULY 23, 2008

Time Constraints



- **Optional for the 2008-2009 collection cycle.**
 - It is too late to collect data in order to report under the new rules for the next collection cycle.
- **Mandatory beginning in the 2010-2011 collection cycle.**
 - Revisions to student application must be submitted by **June 1, 2008** in order to collect data on new Fall 2009 students.
 - Revisions to employee application must be activated by **July 1, 2009** in order to collect application data for our affirmative action reports.
 - Re-identification must be complete by **September 30, 2009** for current students and by **September 30, 2010** for current employees.

Committee Members

- **Implementation Members:**

- HR Recruiting and Employment Records
- Undergraduate and Graduate:
 - ✦ Admissions
 - ✦ Student Records
 - ✦ Registration/Enrollment Services
- IT: Application Services

- **Advising Members:**

- Institutional Research (Coordination)
- Access and Equity
- Student Services

- **External Advisors:**

- Camille Brown (CHE)
- Janice Plotczyk (IPEDS)

Implementation: Question Format



- Are you Hispanic or Latino? Please mark one.
 - ◉ Yes
 - No
- What is your race? Regardless of your answer to question 1, please mark *one or more races* to indicate what you consider yourself to be.
 - ✓ White
 - ✓ Black or African American
 - Asian
 - American Indian or Alaska Native
 - Native Hawaiian or Other Pacific Islander

Implementation: PeopleSoft



- Structure built in for storing multiple races.
- Interface will require some customization.
- Re-identification through Employee Self Service.
- Phase II of the PeopleSoft Upgrade: Live in **Summer 2009**

Implementation: Student Database



- Store the detailed race data in a separate Oracle table.
 - One record per student.
 - True/False field for each possible race/ethnicity.
- We are looking into the possible methods for allowing students to re-identify.
 - Will probably link to registration.
- CollegeNet revisions due **June 1, 2008** for release on **August 1, 2008**.

Impact on Reporting: General



- Reporting race/ethnicity will no longer be straightforward.
- **Comparisons to historical data will not be valid.**
- Unduplicated headcount requires a single race/ethnicity.
 - OIR will use the **US Dept of Education reporting plan** for most reports.
 - Numbers in five race categories will likely **decrease.**
 - Additional breakouts can be developed to answer specific questions.
 - Summaries developed using different methodologies **will not match.**

Impact on Reporting: CHE



- Report detailed race/ethnicity data to the SC Commission on Higher Education.
 - CHE will use the **US Dept of Education reporting plan** for most reports.

Questions? Contact me.



Jessica S Pierce
Research Associate
Clemson University
Office of Institutional Research
864-656-0583
pierce@clemson.edu