

Race/Ethnicity Information

Links to relevant documents and information about the university's implementation of the U.S. Department of Education's guidelines for the maintenance, collection and reporting data on race/ethnicity follow.

[1997 Federal Register Notice on Recommendations From the Interagency Committee for the Review of the Racial and Ethnic Standards to the Office of Management and Budget Concerning Changes to the Standards for the Classification of Federal Data on Race and Ethnicity](#)

[Supplementary Information on the 1997 OMB Revisions to the Standards for the Classification of Federal Data on Race and Ethnicity](#)

[2007 Federal Register Notice on Final Guidance on Maintaining, Collecting, and Reporting Racial and Ethnic Data to the U.S. Department of Education](#)

[Table with Old and New Racial/Ethnic Reporting Categories](#)

[NCES Definitions of New Racial/Ethnic Categories](#)

[Frequently Asked Questions](#)

[Memo to Chancellors, Deans, and Directors](#)

Table Showing Old and New Racial/Ethnic Reporting Categories

Current IPEDS Reporting Categories	New IPEDS Reporting Categories
<ul style="list-style-type: none"> 1) Non-Resident Alien 2) Race and Ethnicity unknown 3) Black, non-Hispanic 4) American Indian/Alaskan Native 5) Asian/Pacific Islander 6) Hispanic 7) White, non-Hispanic 	<ul style="list-style-type: none"> 1) Nonresident Alien 2) Race and Ethnicity unknown 3) Hispanics of any race <li style="padding-left: 40px;">For non-Hispanics only: 4) American Indian or Alaska Native <li style="padding-left: 40px;">5) Asian <li style="padding-left: 40px;">6) Black or African American 7) Native Hawaiian or Other Pacific Islander <li style="padding-left: 40px;">8) White <li style="padding-left: 40px;">9) Two or more races

Definitions for New Race and Ethnicity Categories

Race/ethnicity (new definition) Categories developed in 1997 by the Office of Management and Budget (OMB) that are used to describe groups to which individuals belong, identify with, or belong in the eyes of the community. The categories do not denote scientific definitions of anthropological origins. The designations are used to categorize U.S. citizens, resident aliens, and other eligible non-citizens. Individuals are asked to first designate ethnicity as:

- Hispanic or Latino or
- Not Hispanic or Latino

Second, individuals are asked to indicate one or more races that apply among the following:

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

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

American Indian or Alaska Native A person having origins in any of the original peoples of North and South America (including Central America) who maintains cultural identification through tribal affiliation or community attachment.

Asian A person having origins in any of the original peoples 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.

Nonresident alien A person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. Note: Nonresident aliens are to be reported separately in the places provided, rather than in any of the racial/ethnic categories described above.

Resident alien (and other eligible non-citizens) A person who is not a citizen or national of the United States but who has been admitted as a legal immigrant for the purpose of obtaining permanent resident alien status (and who holds either an alien registration card (Form I-551 or I-151), a Temporary Resident Card (Form I-688), or an Arrival-Departure Record (Form I-94) with a notation that conveys legal immigrant status such as Section 207 Refugee, Section 208 Asylee, Conditional Entrant Parolee or Cuban-Haitian). Note: Resident aliens are to be reported in the appropriate racial/ethnic categories along with United States citizens.

Race/ethnicity unknown The category used to report students or employees whose race and ethnicity are not known.

Frequently Asked Questions on Race/Ethnicity Data Collection/Reporting Changes

Q: Is the two question format to collect the race/ethnicity data mandatory?

A: Yes. The first question must ask ethnicity and the second question asks for racial information. The following is an example of the two question format:

Do you consider yourself to be Hispanic/Latino?

- Yes
- No

In addition, select one or more of the following racial categories to describe yourself:

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

Q: If a person answers yes to the ethnicity question, is s/he supposed to also answer the race question?

A: Yes. Both questions are to be answered.

Q: Can the data be collected in the same format as what will be reported to IPEDS?

A: No. The two question format must be used and then the answers must be combined into nine possible categories:

- Nonresident alien
- Latino or Hispanic
- American Indian or Alaska Native
- Asian
- Black or African American
- Native Hawaiian or Other Pacific Islander
- White
- Unknown
- Two or More Races

Q: How are “Unknown,” “Two or more races,” and “Nonresident alien” tabulated in order to report race and ethnicity if they are not part of the two set questions for collecting racial/ethnic data?

A: Reporting race/ethnicity follows a hierarchical pattern: the first category filled is nonresident aliens, who are identified through their Visa type status; the second category tabulated is Hispanic/Latinos – anyone answering yes to the first question above will be counted in this category, regardless if he or she selects a race (or races) to the second question; the race categories are then tabulated based on a single selection of race;

however, if an individual selects more than one race then that person is counted in the “two or more races” category. Finally, if a person’s racial/ethnic identity is not known then he or she will be placed in the unknown category.

Q: Can sub-categories of ethnicity and race be collected?

A: Yes, as long as they can be aggregated to the IPEDS reporting categories. The admission application has sub-categories of Hispanic/Latino identity.

Q: Is re-surveying required?

A: No. Re-surveying is encouraged but not required. The university will first map current students, faculty and staff from old to new categories and then provide the opportunity for these individuals to change their racial/ethnic identity by re-surveying them.

Q: How is the university mapping the old categories to the new ones?

A: We are using the following mapping scheme. All single-category old codes will map to the new categories. Hawaiians and Pacific Islanders that are embedded in the current "Asian or Pacific Islander" category will be assumed to be Asian. Individuals that currently identify as Hawaiians or other Pacific Islander will be able to change their identity through the re-surveying process

Current	New
"Hispanic"	"Hispanic"
"American Indian or Alaskan Native"	"American Indian or Alaska Native"
"Black, non-Hispanic"	"Black or African American"
"White, non-Hispanic"	"White"
"Asian or Pacific Islander"	"Asian"
"Unknown"	"Unknown"

Q: How will the new data be stored?

A: Each response category to be stored as a dichotomous variable. While the university will be required to report race/ethnicity according to the nine category format, other permutations of race and ethnicity could be generated.

Q: How many possible combinations of race/ethnicity are there?

A: Excluding the non-resident alien category, there are up to 64 possible racial/ethnic categories:

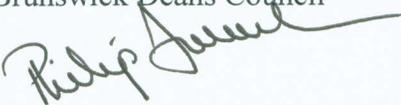
<u>Combination Type</u>	<u>Number</u>
Single race, Hispanic	5
Single race, not Hispanic	5
Combination of two races, Hispanic	10
Combination of two races, not Hispanic	10
Combination of three races, Hispanic	10
Combination of three races, not Hispanic	10

Combination of four races, Hispanic	5
Combination of four races, not Hispanic	5
Combination of five races, Hispanic	1
Combination of five races, not Hispanic	1
Race unknown, Hispanic	1
Race unknown, not Hispanic	1

Q: How does the implementation of the new racial/ethnic data collection and reporting system affect the analysis of trends of race and ethnicity at the university?

A: While the change to a two question format and the subsequent hierarchical reporting of race/ethnicity necessarily alters the direct comparison of the university's racial/ethnic composition of past years, various methods can be employed to estimate change in the racial/ethnic makeup of the university. One method is to create minimum and maximum counts for each racial/ethnic category.

August 18, 2008

Memorandum to: Chancellors, New Brunswick Deans Council
From: Philip Furmanski 
Re: Update on Changes in Race/Ethnicity Reporting

The U.S. Department of Education (USDOE) recently issued new procedures on maintaining, collecting and reporting data on race and ethnicity for all colleges and universities in the country. These changes are being made in order to implement the Office of Management and Budget's (OMB) 1997 Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity. The revised standards reflect a change in data collection policy and were designed so that Federal agencies such as the USDOE could all similarly collect information that reflects the increasing diversity of the United States population.

Universities must meet these new OMB standards but will be able to transition to them over a two year period. Thus, we have the option of reporting race/ethnicity to the USDOE for its Integrated Postsecondary Education Data System (IPEDS) under the old or revised formats during the 2008-09 and 2009-10 academic years. However, by 2010-11, all colleges and universities are required to report racial/ethnic classifications under the new format.

To comply with the new guidelines the university has begun the process of changing how racial/ethnic data is being collected in the following ways:

- As required, we will now collect racial and ethnic data from all students, faculty and staff through the administration of a two-question format. The first question asks about ethnicity (is the individual Hispanic or Latino, yes or no) and the second question asks respondents to select their race from a list of racial categories.
- All respondents will have the opportunity to select more than one race, and those doing so will be reported in a generic "Two or More" race category.
- Racial/ethnic information on students comes from student applications. Undergraduate online applications have already been changed to accommodate the fall 2008 entering class. Graduate admissions will implement changes to their collection format for the 2009-10 incoming class.
- The federal guidelines strongly encourage, but do not require, a process that permits currently enrolled students to change their race/ethnicity according to the new collection format. Our tentative plan is to allow currently enrolled students to change their

racial/ethnic classification during the 2009 spring registration period, should they desire to do so.

- Faculty and staff must self identify as to race/ethnicity upon hire. These data will be collected by University Human Resources. Data that include racial/ethnic characteristics of faculty and staff will be reported to the U.S. Department of Education via the IPEDS data collection system and is used in reports included in the university's Affirmative Action Plans. Presently University Human Resources is considering how best to implement the collection of racial/ethnic data under the new guidelines. The revised racial/ethnic categories will be integrated into the new HR data system that is part of the third RIAS implementation phase. Current faculty and staff will have the opportunity to re-identify under the new racial/ethnic classification.

The effect of these changes on racial/ethnic reporting is substantial. Asians and Pacific Islanders will each be reported in separate categories. Latinos/Hispanics will be identified and categorized by an affirmative response to the yes/no question about Hispanic/Latino identity, regardless of whether these individuals subsequently indicate that they are from a particular racial background. Individuals will be able to select more than one race – White, Black, Asian, Pacific Islander, American Indian/Alaska Native. As noted above, if more than one race is selected, then that person will be reported as “Two or More Races.” If a person is a non-resident alien, he/she will be reported as such, regardless of their race selection; this is no change from the present reporting system. The same holds for the “unknown” category. The result is nine possible reporting categories under the new system.

As indicated, Rutgers will be in a transitory period over the next two years in collecting and reporting racial/ethnic information according to the new guidelines. The university will begin reporting the “two or more” race category this fall. However, only incoming undergraduates who have selected more than one race will be placed into this category. (Preliminary analysis has shown that only about three percent of the incoming class identifies with more than one race – this corresponds to the distribution for the entire New Jersey population according to the 2000 census.) Consequently, Rutgers will be using a mixed mode format for reporting during the upcoming year; the university expects that the transition for reporting student data will be complete (after the new graduate application is placed online and all students have had the chance to change their racial/ethnic identity) for 2009-2010 reporting. Reporting HR data under the guidelines will be completed in time for the 2010-11 academic reporting period.

Additional information and relevant materials about the transition to the new racial/ethnic reporting requirements are posted at:

http://oirap.rutgers.edu/reports/USDOE_Race_Ethnic_Guidelines.pdf. If you need additional information about this change in reporting racial/ethnic identities, or have any questions about our transition, please contact [Robert Heffernan](#) at Institutional Research.