

Implementing New Race/Ethnicity Standards in IPEDS

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Final Guidance from US Dept of Education

Elise Miller

IPEDS Program Director, NCES

Jan Plotczyk

Team Leader for IPEDS Data Collection, NCES



Race/ethnicity

- Final guidance on Maintaining, Collecting, and Reporting Racial and Ethnic Data to the U.S. Department of Education
- Published in Federal Register 10/19/07
- For implementing 1997 OMB standards
- <http://edocket.access.gpo.gov/2007/pdf/E7-20613.pdf>

Guidance

- Notice posted on website in Newsroom
 - http://nces.ed.gov/IPEDS/news_room/
- Additional guidance from Dept of ED in 4-6 wks
 - Samples of 2-question format
 - Nonresponses
 - Record retention



Final guidance

- Calls for implementation by Fall 2010, in order to report data for the 2010-11 academic year
- Encourages institutions already collecting R/E in new format to begin reporting immediately
 - For IPEDS, immediately means 2008-09 collection



Final guidance

- Covers 2 separate issues:
 - **Collection** of R/E data by institutions
 - **Reporting** of aggregate data to US Dept of ED



Collection by institutions

- **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



2-question format

- One example is available at http://nces.ed.gov/statprog/2002/std1_5.asp
- Ethnicity question must come first
- Race selection question must read “one or more” instead of “all that apply”



Self-identification...

- Standards call for self-identification of race/ethnicity
- Dept of ED encourages institutions to allow current students and staff to re-identify their race and ethnicity



Refusals

- For postsecondary institutions, presenting the data collection form to students and staff is sufficient to ensure that individuals have had an opportunity to respond
- For elementary and secondary institutions, the criteria for this are more stringent, since they are not allowed to report unknown race/ethnicity



Detail data

- You will be collecting much detail data that you will not report to IPEDS, but the final guidance is clear that you need to collect the race and ethnicity data using the 2-question format, and you need to retain that detail in your data systems



Reporting aggregate data

- Nonresident aliens
- Race/ethnicity unknown
- Hispanics of any race

For non-Hispanics only:

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

Comparison of Collection & Reporting

Collection categories (n=6)

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

Reporting categories (n=9)

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



Also...

- A person who answers Yes to Hispanic should also answer the race question, even though that person will be reported to IPEDS as Hispanic
- If a respondent does not answer the Hispanic question but does answer the race question, report that person using the race categories that were selected (which by default assumes a No response to the Hispanic question)



R/E Technical Review Panel

- IPEDES R/E TRP in fall 2006 discussed implementation issues, such as:
 - If students are no longer at the institution, how to report? (C, E12, GRS)
 - If data are collected in 2 formats for several years, how to release?



Proposed implementation

- 2008-09 and 2009-10
 - Optional years
- 2010-11
 - Mandatory year for EF, HR
 - 3rd optional year for C, E12, GRS
- 2011-12
 - Mandatory for all components

5+7+2 format

- Will be used in data collection system in optional years
 - 5 = old categories
 - 7 = new categories
 - 2 = Nonresident alien, R/E unknown
- Institutions have option to report:
 - All individuals using old categories
 - All individuals using new categories
 - Mixed reporting
 - Anticipate that few institutions will choose this method = most complex




Screening Question

- Which method of reporting race and ethnicity will you use for this component?

New race/ethnicity categories (9 categories):

- Nonresident alien
- Hispanic/Latino
- American Indian or Alaska Native
- Asian
- Black or African American
- Native Hawaiian or Other Pacific Islander
- White
- Two or more races
- Race/ethnicity Unknown

- Notes:
 - Report Hispanic/Latino individuals of any race as Hispanic/Latino
 - Report race for non-Hispanic/Latino individuals only
 - American Indian or Alaska Native, Asian, Black or African American, Native Hawaiian or Other Pacific Islander, White, Two or more races



Old race/ethnicity categories
(7 categories):

- Nonresident alien
- Black, non-Hispanic
- American Indian/Alaska Native
- Asian/Pacific Islander
- Hispanic
- White, non-Hispanic
- Race/ethnicity Unknown

Mixture of new and old race/ethnicity categories (all 14 categories will show on each screen):

NEW:

- Hispanic/Latino
- American Indian or Alaska Native
- Asian
- Black or African American
- Native Hawaiian or Other Pacific Islander
- White
- Two or more races
- Notes:
 - Report Hispanic/Latino individuals of any race as Hispanic/Latino.
 - Report race for non-Hispanic/Latino individuals only.
 - American Indian or Alaska Native, Asian, Black or African American, Native Hawaiian or Other Pacific Islander, White, Two or more races

OLD:

- Black, non-Hispanic
- American Indian/Alaska Native
- Asian/Pacific Islander
- Hispanic
- White, non-Hispanic

Categories used in BOTH New and Old:

- Nonresident alien
- Race/ethnicity Unknown

Proposed timeline

	<i>HR, EF</i>	<i>C, E12, GRS</i>
2008-09, 2009-10	Old (5+2) New (7+2) Mixed (5+7+2)	Old (5+2) New (7+2) Mixed (5+7+2)
2010-11	New (7+2)	Old (5+2) New (7+2) Mixed (5+7+2)
2011-12	New (7+2)	New (7+2)



Data Release

- **College Navigator**
 - Show only selected R/E categories for comparability
- **PAS**
 - Navigator categories
 - Raw data + flag



Data Release

- DFR and ExPT
 - New categories when available
 - Navigator categories during mixed years
- DAS and First Look pubs
 - Navigator categories



Questions for institutions

- Categories needed for collection
- Aggregation for reporting to IPEDS
- Data storage, file maintenance, updating
- Re-surveying
- Mapping or bridging



IPEDS Resources

- **Webpage**
 - **Documents posted**
 - Final guidance, IPEDS R/E changes, additional guidance
 - **Links**
 - To AIR website
 - R/E webinar
 - Webpage with additional resources
 - To SHEEO website



Impact on Postsecondary Institutions

Mary Sapp

Assistant Vice President, Planning and Institutional Research,
University of Miami



Planning & Communication

- Start NOW
- Involve everyone: IR, IT (ERP), Admissions (all levels), Registrar (all levels), Financial Aid, Athletics, Alumni, HR, Affirmative Action, General Counsel, and others

Planning & Communication Issues

- Identify all sources of r/e data: internal (including schools/departments, non-credit) & outside feeds (e.g., Common App, ETS)
 - Applications/inquiries (students & employees)
 - Bio updates from continuing students/employees (e.g., portal)
 - Paper & online

Determine lead time for each (e.g., 1.5 years before in advance for paper-based admissions)



Planning & Communication Issues

- Identify other non-institutional organizations that impact timing (ERP, state, report requesters)
- Start identifying reports/exports affected (IPEDS, state, other outside, internal—LOTS)
- Decide if map from existing to new (not doing so means all “Unknown” unless resurvey)
- Decide if resurvey (not resurveying means under-reporting of H/PI & multiple races) but may increase costs; resurvey “stop-outs” in future? resurvey alumni?



Planning & Communication Issues

- Understand distinction between collection, storage, & reporting
- Monitor resources for how to implement (NCES, AIR)
- Decide when to migrate institution (may be driven by outside organizations)



Examples of Non-Institutional Organizations that Impact Timing

- State collection/reporting (all in state at same time?)
- Sources of applications (need to be in place by June of the year before the transition):
 - Undergraduate applications: Common App, Universal College Application, CollegeNET
 - Graduate/professional applications: CollegeNET, LSAC, MCAS



Examples of Non-Institutional Organizations that Impact Timing

- Stand-alone systems (e.g., Financial Aid that gets r/e data from Student System)
- Inquiry for job applicants: Hodes iQ
- Organizations that collect data on r/e: CDS, guidebooks & U.S. News, professional accrediting organizations, grad/professional organizations, Student Clearinghouse, recruiters



Collection Issues

- Chance to re-engineer (e.g., online, new process to update continuing, mouseover/link to definitions)
- Collection point (application &/or enrollment) & method (online &/or paper)
- Whether to pre-populate by mapping from old to new categories
- Whether to resurvey continuing students &/or employees



Collection Issues

- Level of detail (sub-categories or just binary)
- Whether to collect r/e from international
- Timelines for non-institutional organizations (will need to map values for those migrating before or after institution)
- How/when to modify online forms (e.g., applications, bio updates)

Storage Issues

- If use ERP, determine how & when new R/E will be supported and how it can be installed in time; determine back-up plan in case it's not ready
- Add new R/E fields in database to handle at least 64 R/E combinations (suggest 6 fields) plus NRA & unknown
- Decide if store as binary vs. detailed codes, format logical vs. alpha
- Keep current field with old data (Dept. of Ed. requires keeping 3+ years; also keep old R/E for GRS cohorts until entering cohort has new R/E)



Storage Issues

- Determine mapping strategy if used to populate new codes
- Ensure consistency of values & timing across systems, especially if different vendors

Cross-walk to Map Current to New

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"

**"Native Hawaiian or Other Pacific Islander" incorrectly assumed to be "Asian"*



Reporting Issues

- Update computer programs for reports
- GRS: Use cross-walk to convert old R/E codes for prior-year cohorts; do *not* overwrite mapped R/E codes with resurveyed data (or grad. rates for new R/E categories will be inflated because earlier drop-outs are not in these categories)
- IPEDS: EF & HR first year; C, E12 & GRS following year



Reporting Issues

- Problems with Trends
 - Hispanic will probably go up
 - American Indian/Alaska Native, Black, Asian, & White will probably to go down
 - Move into “2 or more” & “Hispanic”
- Non-comparable peer data during transition (from different methods of re-surveying, mapping, creative interpretation of regs)



Reporting Issues

- Consider using “maximum” approach for some lists/reports (e.g., mailings to “black students,” data for recruiters): count # selecting each relevant category regardless of other categories selected (causes duplicated counts)
- Analyze data for students for whom you have both old and new r/e codes to identify how many students move from one reporting category to another



Timing: Possible Timeline for Transition in 2010

- 2008
 - Meetings, planning, & initial IT work



Timing: Possible Timeline for Transition in 2010

- 2009

- Paper applications for 2010 printed (1.5 years in advance; alternatively use old form & re-survey new students)
- Modify online application & bio update systems & forms
- Modify programs that read data from outside sources (may also need temporary mappings)
- Modify database (in time to store new r/e in applications)



Timing: Possible Timeline for Transition in 2010

- 2010

- Modify programs that generate reports and exports
- Map from old to new codes for all students and employees
- Re-survey continuing students enrolling after July 1 either during pre-registration or in the term enrolled (7/1 is cutoff for 2011 Completions Survey)
- Start reporting EF & HR with new r/e codes; other IPEDS use old codes



Timing: Possible Timeline for Transition in 2010

- 2011-2012
 - Map r/e for entering GRS cohort & report GRS with new codes
 - Start reporting C & 12E with new codes (prior FY students)

May determine timeline after outside systems announce theirs to minimize cross walks



Questions?