Why were changes made?

• Department of Education (IPEDS) mandated the change in 2007 (Student and HR)
• Could start using new values for IPEDS as early as Fall 2008, must use by Fall 2010
• U of MN changed forms and on-line data entry screens and resurveyed for Fall 2009 reporting cycle
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
Human Resource Information Form (HRIF)

Demographic Identification

Check one in each group. This information is PRIVATE as defined by the Minnesota Government Data Practices Act and will not be released to the public. (See reverse side for further information and definitions.)

Gender
- Female
- Male

USA/Citizenship Status
- Alien Permanent
- Alien Temporary
- Native

Military Status (Check all that apply):
- Armed Forces Service Medal Veteran
- Recently Separated Veteran
- Other Protected Veteran

Disabled Veteran
- Yes
- No

Disability
- Yes
- No

The information requested below is voluntary and will be used for summary reports required by federal and state laws and regulations and to support institutional affirmative action efforts. It will not be used in a discriminatory manner. You will not be subjected to adverse treatment if you do not provide any of the requested information. The questions below comply with the U.S. Department of Education's new standards for ethnic and racial data collection.

1. Ethnicity: Are you Hispanic or Latino?
   - Yes
   - No

2. Race: Please check any or all that apply:
   - American Indian or Alaska Native
   - Asian
   - Black or African American
   - Native Hawaiian or Other Pacific Islander
   - White
PeopleSoft Self Service

Ethnicity: Are you Hispanic or Latino?  ☐ Yes  ☑ No

Race: Please select one or more that apply.
- American Indian/Alaska Native
- Asian
- Black/African American
- Native Hawaiian/Other Pacific Islander
망 White
From Undergraduate Admissions Form

**Ethnicity and Race** Providing the information below is voluntary and will not be used in a discriminatory manner. These questions comply with the U.S. Department of Education’s new standards for ethnic and racial data collection.

**Ethnicity:** Are you Hispanic or Latino? □ Yes □ No

**Race:** Please check any or all that apply.
- □ American Indian or Alaska Native
- □ Asian
- □ Black or African American
- □ Native Hawaiian or Other Pacific Islander
- □ White
Resurvey Request from VP Carol Carrier

Sent February 12, 2009:

To: All Faculty and Staff of the University of Minnesota
Subject: Important Data Needed for Federal Reporting

The University is subject to federal reporting requirements from a variety of agencies. The Department of Labor and the Department of Education require a number of reports gathering summary data of students, faculty, and staff, and among the data collected are the racial and ethnic designation.

The federal government has recently made changes to the categories of information collected for these reports, and therefore we need to ask that all faculty and staff access the following self service link and follow the prompts to designate their race and ethnic data. Go to http://hrss.umn.edu for Employee Self Service. Click on "Update Personal Information".

You will be brought to the Internet Login page and prompted to enter your X.500 ID and password. Upon logging in, once the Personal Information page comes up click on the Demographics Information Link, where you can update your Race/Ethnic information.

This data is and will remain confidential and will be utilized only in an aggregated form for necessary reporting.

Thank you.

If you have interest in reading more about these revised race and ethnicity categories, you may do so at http://nces.ed.gov/ipeds/reic/definitions.asp

Carol Carrier, Vice President
Office of Human Resources
University of Minnesota
120 Morrill Hall, 100 Church St. S.E
Minneapolis, MN 55455
Office 612-624-6556
Fax 612-624-6372
Old Values

- Nonresident alien*
- Black, non-Hispanic
- American Indian /Alaskan Native
- Asian/Pacific Islander
- Hispanic
- White, non-Hispanic
- Race and ethnicity unknown

*Not used by Department of Labor (EEO Reporting)
New Values

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

*Not used by Department of Labor (EEO Reporting)
ir_ethnic_group values

1 = Nonresident alien
7 = Race and ethnicity unknown
8 = Hispanic/Latino
9 = American Indian or Alaskan Native
10 = Asian
11 = Black or African American
12 = Native Hawaiian or Other Pacific Islander
13 = White
14 = Two or more races
eo_ethnic_group values

1 = White
2 = Black or African American
3 = Hispanic or Latino
4 = Asian
5 = American Indian or Alaskan Native
6 = Race and ethnicity unknown
7 = Native Hawaiian or Other Pacific Islander
M = Two or more races
Calculation Rules

Department of Education – IPEDS (ir_ethnic_group)

1. If Nonresident Alien, then 1 = Nonresident alien
2. If answered Y to 1. Ethnicity: Are you Hispanic or Latino? Y/N and not a Nonresident Alien then 8 = Hispanic/Latino
3. If Selected more than one race from Question 2, then 14 = Two or more races
4. Else report race selected from:
   - 7 = Race and ethnicity unknown
   - 9 = American Indian or Alaskan Native
   - 10 = Asian
   - 11 = Black or African American
   - 12 = Native Hawaiian or Other Pacific Islander (new Fall 2009)
   - 13 = White

Department of Labor – (eo_ethnic_group)

Same as above, skipping step 1.
Definitions

Ethnicity Definitions

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

Racial Definitions

• **American Indian or Alaska Native**: A person having origins in any of the original peoples of North and South America (including Central America),
  and who maintains a tribal affiliation or community attachment.

• **Asian**: A person having origins in any of the original people 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.
Data Warehouse Changes
Human Resource Data

New Fields

Y/N flags
- eth_bkgr_african_am
- eth_bkgr_asian
- eth_bkgr_caucasian
- eth_bkgr_native_am
- eth_bkgr_hispanic
- eth_bkgr_hawaiian_pi
- eth_bkgr_unknown

IPEDS/Dept of Education and Dept of Labor values
- eo_ethnic_group
- ir_ethnic_group
Example Using
ps_dweo_person_prim_job_evw
(includes Graduate Assistants and Professionals in Training as of payroll 07 for Fall 2009)

<table>
<thead>
<tr>
<th>PRIOR LOGIC - ethnic_group</th>
<th>NEW LOGIC - eo_ethnic_group</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Employee</td>
</tr>
<tr>
<td>White</td>
<td>19,361</td>
</tr>
<tr>
<td>Black</td>
<td>1,050</td>
</tr>
<tr>
<td>Hispanic</td>
<td>568</td>
</tr>
<tr>
<td>Asian</td>
<td>2,494</td>
</tr>
<tr>
<td>Am. Indian</td>
<td>188</td>
</tr>
<tr>
<td>NS</td>
<td>658*</td>
</tr>
<tr>
<td>Hawaiian</td>
<td>20</td>
</tr>
<tr>
<td></td>
<td>618</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>PRIOR LOGIC - IPEDS</th>
<th>NEW LOGIC - ir_ethnic_group</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Employee</td>
</tr>
<tr>
<td>Nonresident alien</td>
<td>2,531</td>
</tr>
<tr>
<td>Race and ethnicity unknown</td>
<td>305</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>478</td>
</tr>
<tr>
<td>American Indian or Alaskan Native</td>
<td>187</td>
</tr>
<tr>
<td>Asian</td>
<td>1,412</td>
</tr>
<tr>
<td>Black or African American</td>
<td>1,003</td>
</tr>
<tr>
<td>White</td>
<td>19,041</td>
</tr>
<tr>
<td></td>
<td>24,957</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Note: Prior to Fall 2009, ethnic_group = ‘7’ – Hawaiian was reported with ‘4’ – Asian.
Queries Used

**Note:** The **most_recent_payroll** field value needs to be updated.

### ir_ethnic_group

```
select a.ir_ethnic_group, count(distinct(a.emplid)) as total
from ps_dweo_person_prim_job_evw a,
     ps_dweo_person_sec_job_evw b
where a.emplid = b.emplid(+)
and a.jobcode not in ('0001','0002','0004','0007','0011')
and (a.most_recent_payroll = '07' or b.most_recent_payroll = '07')
and a.um_entity not like '999%'
and a.um_jobcode_group not in ('ST','NA')
group by a.ir_ethnic_group
order by to_number(a.ir_ethnic_group)
```

### ethnic_group

```
select a.ethnic_group, count(*), count(distinct(a.emplid))
from ps_dweo_person_prim_job_evw a,
     ps_dweo_person_sec_job_evw b
where a.emplid = b.emplid(+)
and a.jobcode not in ('0001','0002','0004','0007','0011')
and (a.most_recent_payroll = '07' or b.most_recent_payroll = '07')
and a.um_entity not like '999%'
and a.um_jobcode_group not in ('ST','NA')
group by a.ethnic_group
order by 1;
```

### eo_ethnic_group

```
select a.eo_ethnic_group, count(*)
from ps_dweo_person_prim_job_evw a,
     ps_dweo_person_sec_job_evw b
where a.emplid = b.emplid(+)
and a.jobcode not in ('0001','0002','0004','0007','0011')
and (a.most_recent_payroll = '07' or b.most_recent_payroll = '07')
and a.um_entity not like '999%'
and a.um_jobcode_group not in ('ST','NA')
group by a.eo_ethnic_group
order by 1;
```
eo_ethnic_group descriptions

```sql
select a.eo_ethnic_group, (CASE WHEN a.eo_ethnic_group = '1' THEN 'White'
  WHEN a.eo_ethnic_group = '2' THEN 'Black or African American'
  WHEN a.eo_ethnic_group = '3' THEN 'Hispanic or Latino'
  WHEN a.eo_ethnic_group = '4' THEN 'Asian'
  WHEN a.eo_ethnic_group = '5' THEN 'American Indian or Alaskan Native'
  WHEN a.eo_ethnic_group = '6' THEN 'Race and ethnicity unknown'
  WHEN a.eo_ethnic_group = '7' THEN 'Native Hawaiian or Other Pacific Islander'
  WHEN a.eo_ethnic_group = 'M' THEN 'Two or more races'
END) as eo_ethnic_group_descr, count(*)
from ps_dweo_person_prim_job_evw a,
  ps_dweo_person_sec_job_evw b
  where a.emplid=b.emplid(+)
and a.jobcode not in ('0001','0002','0004','0007','0011')
and (a.most_recent_payroll = '08' or b.most_recent_payroll = '08')
and a.um_entity not like '999%'
and a.um_jobcode_group not in('ST','NA')
group by a.eo_ethnic_group
order by 1
```
select ir_ethnic_group, (CASE WHEN ir_ethnic_group= '1' THEN 'Nonresident alien'
WHEN ir_ethnic_group= '7' THEN 'Race and ethnicity unknown'
WHEN ir_ethnic_group= '8' THEN 'Hispanic/Latino'
WHEN ir_ethnic_group= '9' THEN 'American Indian or Alaskan Native'
WHEN ir_ethnic_group= '10' THEN 'Asian'
WHEN ir_ethnic_group= '11' THEN 'Black or African American'
WHEN ir_ethnic_group= '12' THEN 'Native Hawaiian or Other Pacific Islander'
WHEN ir_ethnic_group= '13' THEN 'White'
WHEN ir_ethnic_group= '14' THEN 'Two or more races' END) as ir_ethnic_group_descr,
count(*)
from PS_DWSA_STIX_1099_PR_EVW
group by ir_ethnic_group
order by to_number(ir_ethnic_group)
Human Resource – IPEDS Example – Prior Logic

- select p.ipeds, sum(p.total) as total
- from (select (CASE WHEN a.citizenship_status in('4','5') THEN '1'
  WHEN (a.citizenship_status not in('4','5') or a.citizenship_status is null) and (a.ethnic_group='6' or a.ethnic_group is null) THEN '7'
  WHEN (a.citizenship_status not in('4','5') or a.citizenship_status is null) and a.ethnic_group='1' THEN '6'
  WHEN (a.citizenship_status not in('4','5') or a.citizenship_status is null) and a.ethnic_group='2' THEN '2'
  WHEN (a.citizenship_status not in('4','5') or a.citizenship_status is null) and a.ethnic_group='5' THEN '3'
  WHEN (a.citizenship_status not in('4','5') or a.citizenship_status is null) and a.ethnic_group in('4','7') THEN '4'
  ELSE 'XX' END) as ipeds, count(distinct(a.emplid)) as total
- from ps_dweo_person_prim_job_evw a,
  ps_dweo_person_sec_job_evw b
- where a.emplid=b.emplid(+)
- and a.jobcode not in ('0001','0002','0004','0007','0011')
- and (a.most_recent_payroll = '07' or b.most_recent_payroll = '07')
- and a.um_entity not like '999%'
- and a.um_jobcode_group not in('ST','NA')
- group by a.citizenship_status, a.ethnic_group) p
- group by p.ipeds
- order by 1
To See How View Created

select text
from all_views
where view_name=
'PS_DWEO_PERSON_PRIM_JOB_EVW'
Data Warehouse Changes
Student Data

New Fields

Y/N flags
- eth_bkgr_african_am
- eth_bkgr_asian
- eth_bkgr_caucasian
- eth_bkgr_native_am
- eth_bkgr_hispanic
- eth_bkgr_hawaiian_pi
- eth_bkgr_unknown

IPEDS/Dept of Education
- ir_ethnic_group
Using Flag Fields

You can use the flag fields below to see the distribution for records with multiple categories selected

```sql
select a.ETH_BKGR_AFRICAN_AM,
       a.ETH_BKGR_ASIAN,
       a.ETH_BKGR_CAUCASIAN,
       a.ETH_BKGR_NATIVE_AM,
       a.ETH_BKGR_HISPANIC,
       a.ETH_BKGR_HAWAIIAN_PI
from ps_dweo_person_prim_job_evw a,
     ps_dweo_person_sec_job_evw b
where a.emplid = b.emplid(+)
and a.jobcode not in ('0001','0002','0004','0007','0011')
and (a.most_recent_payroll = '07' or b.most_recent_payroll = '07')
and a.um_entity not like '999%'
and a.um_jobcode_group not in ('ST','NA')
and a.multi_re_indicator in ('H','M')
```
Data Warehouse Changes

- New Views (_evw) created using new tables created by IMS
- ps_diversity – current data
- ps_diversity_effdt – includes changes made to diversity and citizenship status data – this table will be used for snapshot data like STIX and _rt views
New Views Using Current

- PS_DWSA_DEMO_ADDR_EVW
- PS_DWHR_DEMO_ADDR_EVW
- PS_DWEO_PERSON_PRIM_JOB_EVW
- PS_DWEO_PERSON_SEC_JOB_EVW
- PS_DWAD_DEMO_ADDR_EVW
- PS_DWAD_DEMO_ADDR_DLY_EVW
- PS_DWFA_DEMO_ADDR_EVW
- PS_DWSA_STDNT_SELECTOR_EVW
- PS_DWGR_STUDENT_EVW
- PS_DWGR_AD_DEMO_ADDR_HS_EVW
Students of Color by RRC/College (Fall 2009)
(The query takes a few minutes to run.)

```sql
select s.ir_rptg_prog_cd, s.ir_rptg_prog_ldesc, round(sum(e.soc)/sum(s.total),3) as soc_pct, sum(s.total) as stdnt_total
from (select a.ir_rptg_prog_cd, a.ir_rptg_prog_ldesc, count(distinct(a.emplid)) as soc
from sysadm.PS_DWSA_STIX_1099_PR_EVW a
where a.ir_ethnic_group in('8','9','10','11','12','14')
group by a.ir_rptg_prog_cd, a.ir_rptg_prog_ldesc) e,
(select a.ir_rptg_prog_cd, a.ir_rptg_prog_ldesc, count(distinct(a.emplid)) as total
from sysadm.PS_DWSA_STIX_1099_PR a
group by a.ir_rptg_prog_cd, a.ir_rptg_prog_ldesc) s
where s.ir_rptg_prog_cd=e.ir_rptg_prog_cd(+)
group by s.ir_rptg_prog_cd, s.ir_rptg_prog_ldesc
order by 1
```
Students of Color by RRC/College (Fall 2008)

```sql
select s.ir_rptg_prog_cd, s.ir_rptg_prog_ldesc, round(sum(e.soc)/sum(s.total),3) as soc_pct, sum(s.total) as stdnt_total
from (select a.ir_rptg_prog_cd, a.ir_rptg_prog_ldesc, count(distinct(a.emplid)) as soc
from PS_DWSA_STIX_1089_PR a
where a.citizenship_status not in('4','5') or a.citizenship_status  is null
and a.ethnic_group in('2','3','4','5')
group by a.ir_rptg_prog_cd, a.ir_rptg_prog_ldesc) e,
(select a.ir_rptg_prog_cd, a.ir_rptg_prog_ldesc, count(distinct(a.emplid)) as total
from sysadm.PS_DWSA_STIX_1089_PR a
group by a.ir_rptg_prog_cd, a.ir_rptg_prog_ldesc) s
where s.ir_rptg_prog_cd=e.ir_rptg_prog_cd(+)
group by s.ir_rptg_prog_cd, s.ir_rptg_prog_ldesc
order by 1
```
Employees of Color by RRC/College

```
select t.rrc, t.rrc_descr, round(sum(t.eoc)/sum(t.emp_tot),3) as eoc_pct, sum(t.emp_tot) as emp_tot
from (select p.rrc, p.rrc_descr, sum(p.total) as eoc, 0 as emp_tot
from (select c.rrc, c.rrc_descr, a.ir_ethnic_group, count(distinct(a.emplid)) as total
from ps_dweo_person_prim_job_evw a,
     ps_dweo_person_sec_job_evw b,
     (select *
      FROM ps_dw_deptid_fiscal_tree
      where status_flg='C') c
where a.emplid=b.emplid(+)
and a.deptid=c.deptid(+)
and a.jobcode not in ('0001','0002','0004','0007','0011')
and (a.most_recent_payroll = '07' or b.most_recent_payroll = '07')
and a.um_entity not like '999%'
and a.um_jobcode_group not in('ST','NA','GA','PT')
group by c.rrc, c.rrc_descr, a.ir_ethnic_group) p
where p.ir_ethnic_group in('8','9','10','11','12','14')
group by p.rrc, p.rrc_descr
union all
select c.rrc, c.rrc_descr, 0 as eoc, count(distinct(a.emplid)) as emp_tot
from ps_dweo_person_prim_job_evw a,
     ps_dweo_person_sec_job_evw b,
     (select *
      FROM ps_dw_deptid_fiscal_tree
      where status_flg='C') c
where a.emplid=b.emplid(+)
and a.deptid=c.deptid(+)
and a.jobcode not in ('0001','0002','0004','0007','0011')
and (a.most_recent_payroll = '07' or b.most_recent_payroll = '07')
and a.um_entity not like '999%'
and a.um_jobcode_group not in('ST','NA','GA','PT')
group by c.rrc, c.rrc descr)
t
order by 1
```