Recent Changes to the Policies, Procedures and Practices of Collecting and Reporting Student Race/Ethnicity
Uses of Race/Ethnic Information for Students

**Recruiting** prospective students

**Mandatory** reporting

**Evaluation** of diversity initiatives

**Student** activities

**Eligibility** determination
Principles

Race and ethnicity is self-reported by students or prospective students.

Data is collected at time of application for admission.

Students can change their responses at any time.

Race/ethnicity from test-score loads is valuable for recruiting.

Race/ethnicity is only relevant for domestic (non-international) students.
Ownership of Race/Ethnicity Policies and Practices

U.S. Department of Education, Office of Management & Budget
*Question wording, categories, federal reporting, collection instrument*

UW System Board of Regents
*Subcategories, system-wide reporting, compliance (i.e. Lawton)*

UW System Administration
*Undergraduate applications, data entry (EPCS)*

UW-Madison Admitting Offices
*Graduate, Law, Pharmacy, Vet Med, Medicine, MBA, data entry, service applications*

UW-Madison “Campus Community”
*ISIS bio data governance, database management*
Racial/Ethnic Heritage (check one):

___African American/Black

___American Indian or Alaska Native

___Southeast Asian (Cambodian, Hmong, Laotian, Vietnamese)

___Other Asian/Pacific Islander

___Hispanic/Latino

___White/Non-Hispanic

___I choose not to respond
Race/Ethnicity (please answer both a and b):

a. Ethnicity: Are you of Hispanic or Latino origin?
   ___ Yes  ___ No
   (if yes, choose one or more from the list below)
   ___Cuban
   ___Mexican, Mexican American, or Chicano
   ___Puerto Rican
   ___Other Hispanic or Latino

b. Race: Choose one or more from the list below.
   ___African American or Black
   ___American Indian or Alaska Native (specify tribal affiliation) ______________________
   ___Native Hawaiian or Other Pacific Islander
   ___Cambodian  ___Vietnamese  ___Hmong  ___Laotian
   ___Other Asian
   ___White
## Comparison of “Old” and “New”

<table>
<thead>
<tr>
<th>Major Differences</th>
<th>Old</th>
<th>New</th>
</tr>
</thead>
<tbody>
<tr>
<td>Collection Method</td>
<td>Not dictated</td>
<td>By Institution</td>
</tr>
<tr>
<td>Question wording</td>
<td>Up to university</td>
<td>Prescribed</td>
</tr>
<tr>
<td>Number of questions</td>
<td>One</td>
<td>Two</td>
</tr>
<tr>
<td>Number of selections allowed</td>
<td>One and only one</td>
<td>Not limited</td>
</tr>
<tr>
<td>Distinction between race and ethnicity</td>
<td>Not made</td>
<td>Separate questions</td>
</tr>
<tr>
<td>New Category</td>
<td>---</td>
<td>Native Hawaiian</td>
</tr>
<tr>
<td>Location of Pacific Islander</td>
<td>with Asian</td>
<td>with Native Hawaiian</td>
</tr>
<tr>
<td>Southeast Asian subcategories</td>
<td>Detail not collected</td>
<td>Detail collected</td>
</tr>
<tr>
<td>Hispanic/Latino(a) subcategories</td>
<td>Not collected</td>
<td>Collected and detailed</td>
</tr>
<tr>
<td>“I choose not to respond” allowed?</td>
<td>Not prohibited</td>
<td>Prohibited as choice</td>
</tr>
</tbody>
</table>
**Reporting Methodologies**

**Federal** *(for federal reports, such as IPEDS)*
- All international students reported in separate category
- All domestic Hispanic/Latino(a) students are reported as Hispanic, regardless of other race information
- Remaining domestic students with more than one race reported as “2 or more races”
- Remaining domestic students with a single race reported by racial category
- Remaining students who didn’t respond to the question reported as “unknown”

**“Primary”** *(alternate method for a single value per student)*
- All international students reported in separate category
- All domestic students are reported based on a hierarchy that considers all race/ethnic information reported by the student. Hierarchy gives greatest chance of selection to the smallest groups, based on WI census data.
- Students who did not respond to the question are reported as “unknown”

**Count All** *(results in duplicated count of students)*
- All international students reported in separate category
- Remaining domestic students are counted once in each and every race/ethnicity reported
## Methodology Comparison

<table>
<thead>
<tr>
<th></th>
<th>“Primary”</th>
<th>Federal</th>
<th>Count All</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hispanic/Latino(a)</td>
<td>1,522</td>
<td>1,535</td>
<td>1,535</td>
</tr>
<tr>
<td>Black or African American</td>
<td>1,264</td>
<td>1,166</td>
<td>1,311</td>
</tr>
<tr>
<td>American Indian or Alaska Native</td>
<td>360</td>
<td>210</td>
<td>368</td>
</tr>
<tr>
<td>Native Hawaiian/Pacific Islander</td>
<td>53</td>
<td>24</td>
<td>61</td>
</tr>
<tr>
<td>Asian</td>
<td>2,371</td>
<td>2,222</td>
<td>2,413</td>
</tr>
<tr>
<td>White</td>
<td>30,895</td>
<td>30,895</td>
<td>31,478</td>
</tr>
<tr>
<td>Two or more races</td>
<td>---</td>
<td>413</td>
<td>---</td>
</tr>
<tr>
<td>Unknown</td>
<td>1,655</td>
<td>1,655</td>
<td>1,655</td>
</tr>
<tr>
<td>International</td>
<td>3,979</td>
<td>3,979</td>
<td>3,979</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>42,099</strong></td>
<td><strong>42,099</strong></td>
<td><strong>42,800</strong></td>
</tr>
</tbody>
</table>
Remaining Issues

**Resurveying** currently enrolled students

Complications from **service applications**

Consistent selection of **primary value** across admitting offices

Consistent selection of **primary value** for manual data entry

**Overwriting** test-score loads with values from applications for admission

**Compliance** with efforts to standardize practices

Implementation of **audit** function

Training in **appropriate use**

**Dissemination** of this information