Frequently Asked Questions
University of Missouri-Columbia Changes in Race/Ethnicity Categories
Employee Data, starting Fall Semester 2010

1) Why is the University of Missouri-Columbia (MU) changing the way it asks for race/ethnicity information and the way that it reports race/ethnicity employee counts?


2) What are the changes?

When collecting race/ethnicity information from employees, institutions must use a two-question format:
A. Are you Hispanic or Latino?
   ___No, not Hispanic or Latino
   ___Yes, Hispanic or Latino (regardless of race)
B. What is your race? (Select one or more.)
   ___American Indian or Alaska Native
   ___Asian
   ___Black or African American
   ___Native Hawaiian or Other Pacific Islander
   ___White

Prior to Fall Semester (FS) 2010, employees were asked one question with Hispanic/Latino included with the race categories (American Indian/Alaska Native, Black, White, and Asian). Additionally, employees were asked to select only one race/ethnicity, and Native Hawaiian or Other Pacific Islander was not included as a separate category.

When reporting race/ethnicity information to the federal Integrated Postsecondary Education Data System (IPEDS) the following protocols are to be followed:
A. Employees who responded “Yes” to the Hispanic/Latino category are only included in the Hispanic/Latino category.
B. Employees who did not respond or responded “No” to the Hispanic/Latino category are either a) reported in the racial category they selected if they selected only one, or b) reported as “Two or more races” if they selected more than one race.
C. If an employee did not respond to either of the two race/ethnicity questions, they are included in the “Unknown” or “Chose not to respond” category.

These protocols will be followed unless noted otherwise.
3) *Are these changes mandatory?*

Yes, these changes are mandatory under the Higher Education Opportunity Act ([http://www2.ed.gov/policy/highered/leg/hea08/index.html](http://www2.ed.gov/policy/highered/leg/hea08/index.html)).

4) *When will the new questions be incorporated into the MU application process and MyHR?*

The new questions were incorporated into the 2010-11 academic year job application process. Employees hired prior to FS 2010 were asked to update their race/ethnicity information through the MyHR, and may continue to do so if they choose.

5) *How will the changes affect what we know about race/ethnicity at MU?*

Any increase or decrease in a particular race/ethnicity category when comparing past years to FS 2010 and after may not be due to an actual increase or decrease in the number of employees in that particular racial category. The change may actually be due to the changes in data collection and reporting. The data are maintained as they were collected, thus we do have the ability to report “maximum counts” when necessary.