Frequently Asked Questions
University of Missouri-Columbia Changes in Race/Ethnicity Categories
Reporting Employee and Student data

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 student and employee counts?


2) What are the changes?

When collecting race/ethnicity information from students and 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, students and employees were asked one question with Hispanic/Latino included with the race categories (American Indian/Alaska Native, Black, White, and Asian). Additionally, students and 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 for students:

A. Students who are Non-Resident International are only included in the Non-Resident International category.

B. Students who are not Non-Resident International and who responded “Yes” to the Hispanic/Latino category are only included in the Hispanic/Latino category.

C. Students who are not Non-Resident International and 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.

D. If a student is not Non-Resident International and they 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 should be followed unless noted otherwise.

When reporting race/ethnicity information to the federal Integrated Postsecondary Education Data System (IPEDS) the following protocols are to be followed for employees:

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 should 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).

4) When will the new questions be incorporated into the MU student application process and employee application process and data?

The new questions were incorporated into the Fall Semester 2010 application process. Students admitted prior to FS 2010 may update their race/ethnicity information through the registrar’s office, if they so choose.

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 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 students or
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.

6) How do I report Underrepresented Minority Counts?

Unless, there are clear directions as to how underrepresented minority counts should be determined, the following individuals should be included in Underrepresented Minority Counts:

A) Individuals who answered “yes” to the Hispanic/Latino question

B) Individuals who answered “yes” to one or more of the following: African American, Native American/Alaskan Native, and Native Hawaiian/Pacific Islander.

For questions on underutilization or reporting faculty counts, please contact Noel English, englishno@missouri.edu, (573) 882-9069.

For questions about underrepresented minority counts for students, please contact Kim Hull, hullk@missouri.edu, (573) 882-9906.

For questions about underrepresented minority counts for other staff and employees, please contact Karen Touzeau, touzeauk@missouri.edu, (573) 882-4256.