

Beyond Federal Reporting Categories: Racial Composition of WFU Undergraduate Students and Reynolda Campus Employees

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April 24, 2024

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1 Background

The U.S. Department of Education requires a specific methodology for collecting and reporting race/ethnicity information¹.

This methodology, described in greater detail herein, allows a person to identify in multiple categories. Each person is reported, however, in only one category. Consequently, the federal reporting categories do not convey all of the race/ethnicity information that is collected.

For example, a student who identifies as “Black or African American” and also as “White” is reported in the “Two or more races” category – not in the “Black or African American” and not in the “White” category. So the “Black or African American” reporting category does not include *every* student who identifies as Black, and the “White” reporting category does not include *every* student who identifies as White; and we can extend this example to say that the “Asian” reporting category does not include *every* student who identifies as Asian, and so on.

2 Purpose

As a supplement to the federal reporting categories which are widely used in higher education, **this paper provides a count of every person – students, faculty and staff – who identified with each race category.** This methodology, unlike federal methodology, counts some people more than once. The student in the example above, is counted in both of the categories “Black or African American” and “White.” This methodology will be referred to as “Maximum Counting” since it provides the largest possible count in each race/ethnicity category.

3 Federal Reporting Methodology

It is important to understand that the *collection* categories and the *reporting* categories are slightly different.

3.1 Collection Categories and Methodology

Institutions *must* use a two question format to *collect* race/ethnicity data². The first question is often referred to as the “ethnicity” question, and the second as the “race” question. The questions must be presented in this order:

1. Are you Hispanic or Latino?
2. Select one or more of the following races:
 - American Indian or Alaska Native
 - Asian
 - Black or African American
 - Native Hawaiian or Other Pacific Islander
 - White

3.2 Reporting Categories and Methodology

Institutions are required to *report* each person in *one* of the following categories:

1. Nonresident
2. Hispanic/Latino
3. American Indian or Alaska Native
4. Asian

¹Federal Register / Vol. 72, No. 202 / Friday, October 19, 2007 / Notices. Retrieved from <https://www.govinfo.gov/content/pkg/FR-2007-10-19/pdf/E7-20613.pdf>

²National Center for Education Statistics. *Collecting Race and Ethnicity Data from Students and Staff Using the New Categories.* <https://nces.ed.gov/ipeds/report-your-data/race-ethnicity-collecting-data-for-reporting-purposes>

5. Black or African American
6. Native Hawaiian or Other Pacific Islander
7. White
8. Two or more races
9. Unknown race and ethnicity

A “trumping” scheme is used to place students and employees in the reporting categories.

- First, all nonresidents are reported in the “Nonresident” category (regardless of how they answer the race and ethnicity questions).
- Then, any person who responded “Yes” to the Hispanic question is reported in the “Hispanic” category (regardless of which races they selected on the race question).
- Then, any person who chose two or more race categories on the race question is reported in the “Two or more races” category.
- Then, any person who chose exactly one race is reported in that category.
- Otherwise, the person is reported in the “Unknown race and ethnicity” category.

This methodology counts each person exactly once.

4 Maximum Counting Methodology

The Maximum Counting methodology counts a person in each of the race categories that the person “checked” (referring to check boxes on an application or data collection screen). This means that one person can be counted in multiple categories.

Example 1: If a person answered “Yes” on the Hispanic question, and then checked “Asian” and “White,” that one person is counted in each of those three categories.

Example 2: A nonresident who checked “White” will be counted in both of those categories.

5 Data Tables

5.1 Undergraduate Students

The following tables reflect the official undergraduate enrollment on the census date of the Fall semester of the given year.

5.1.1 Federal Reporting Methodology

Table 1: Federal Reporting Categories - WFU Undergraduates

	2019	2020	2021	2022	2023
AmInd/AlaskNat	4 (0.1%)	3 (0.1%)	3 (0.1%)	3 (0.1%)	3 (0.1%)
Asian	177 (3.3%)	194 (3.6%)	209 (3.8%)	227 (4.2%)	289 (5.3%)
Black/AfAm	337 (6.4%)	341 (6.3%)	323 (5.9%)	339 (6.2%)	360 (6.6%)
Hisp/Lat	395 (7.5%)	439 (8.1%)	460 (8.4%)	481 (8.8%)	525 (9.6%)
NatHaw/PacIsl	1 (0.0%)	1 (0.0%)	0 (0.0%)	0 (0.0%)	1 (0.0%)
NonRes	513 (9.7%)	498 (9.2%)	497 (9.1%)	466 (8.6%)	414 (7.6%)
Race/Eth Unknown	1 (0.0%)	1 (0.0%)	20 (0.4%)	43 (0.8%)	56 (1.0%)
Two or More	198 (3.7%)	222 (4.1%)	261 (4.8%)	297 (5.5%)	307 (5.6%)
White	3661 (69.2%)	3742 (68.8%)	3699 (67.6%)	3591 (65.9%)	3516 (64.3%)
Total	5287	5441	5472	5447	5471

5.1.2 Maximum Counting Methodology

Table 2: Maximum Counting Methodology - WFU Undergraduates

	2019	2020	2021	2022	2023
AmInd/AlaskNat	69 (1.3%)	75 (1.4%)	73 (1.3%)	72 (1.3%)	64 (1.2%)
Asian	691 (13.1%)	726 (13.3%)	779 (14.2%)	793 (14.6%)	814 (14.9%)
Black/AfAm	445 (8.4%)	462 (8.5%)	454 (8.3%)	472 (8.7%)	506 (9.2%)
Hisp/Lat	424 (8.0%)	471 (8.7%)	491 (9.0%)	515 (9.5%)	556 (10.2%)
NatHaw/PacIsl	15 (0.3%)	26 (0.5%)	29 (0.5%)	35 (0.6%)	36 (0.7%)
NonRes	513 (9.7%)	498 (9.2%)	497 (9.1%)	466 (8.6%)	414 (7.6%)
Race/Eth Unknown	1 (0.0%)	1 (0.0%)	20 (0.4%)	43 (0.8%)	56 (1.0%)
White	4237 (80.1%)	4350 (79.9%)	4358 (79.6%)	4302 (79.0%)	4269 (78.0%)
Undup. Count	5287	5441	5472	5447	5471

Note:

Percentages in the Maximum Counting table are calculated by dividing the number who identified in the particular category by the unduplicated count for that term. The sum of the column percentages will be greater than 100%. Similarly, the sum of the counts in each column will be greater than the unduplicated count for that column.

5.2 Faculty (Instructional)

These tables include Reynolda Campus³ faculty employed on November 1 of the given year and reported as “Instructional” on the IPEDS Human Resources Survey⁴. Full and part time and all tenure statuses are included.

5.2.1 Federal Reporting Methodology

Table 3: Federal Reporting Categories - Reynolda Campus Faculty (Instructional)

	2019	2020	2021	2022	2023
AmInd/AlaskNat	2 (0.2%)	3 (0.3%)	2 (0.2%)	2 (0.2%)	3 (0.3%)
Asian	38 (4.5%)	45 (5.0%)	53 (5.7%)	53 (5.5%)	50 (5.5%)
Black/AfAm	46 (5.4%)	60 (6.7%)	65 (7.0%)	74 (7.7%)	71 (7.9%)
Hisp/Lat	39 (4.6%)	40 (4.5%)	42 (4.5%)	41 (4.3%)	45 (5.0%)
NatHaw/PacIsl	1 (0.1%)	1 (0.1%)	1 (0.1%)	1 (0.1%)	1 (0.1%)
NonRes	33 (3.9%)	31 (3.5%)	29 (3.1%)	40 (4.2%)	48 (5.3%)
Race/Eth Unknown	24 (2.8%)	17 (1.9%)	18 (1.9%)	20 (2.1%)	18 (2.0%)
Two or More	3 (0.4%)	3 (0.3%)	5 (0.5%)	5 (0.5%)	5 (0.6%)
White	663 (78.1%)	693 (77.6%)	717 (76.9%)	722 (75.4%)	663 (73.3%)
Total	849	893	932	958	904

Note:

The decrease between 2022 and 2023 is the result of data clean-up, not a true decrease: removal of employees in Workday no longer on payroll.

5.2.2 Maximum Counting Methodology

Table 4: Maximum Counting Methodology - Reynolda Campus Faculty (Instructional)

	2019	2020	2021	2022	2023
AmInd/AlaskNat	6 (0.7%)	6 (0.7%)	5 (0.5%)	5 (0.5%)	6 (0.7%)
Asian	60 (7.1%)	64 (7.2%)	69 (7.4%)	69 (7.2%)	71 (7.9%)
Black/AfAm	51 (6.0%)	65 (7.3%)	72 (7.7%)	82 (8.6%)	80 (8.8%)
Hisp/Lat	41 (4.8%)	43 (4.8%)	46 (4.9%)	49 (5.1%)	53 (5.9%)
NatHaw/PacIsl	2 (0.2%)	1 (0.1%)	1 (0.1%)	1 (0.1%)	1 (0.1%)
NonRes	33 (3.9%)	31 (3.5%)	29 (3.1%)	40 (4.2%)	48 (5.3%)
Race/Eth Unknown	24 (2.8%)	17 (1.9%)	18 (1.9%)	20 (2.1%)	18 (2.0%)
White	700 (82.4%)	731 (81.9%)	756 (81.1%)	767 (80.1%)	716 (79.2%)
Undup. Count	849	893	932	958	904

Note:

Percentages in the Maximum Counting table are calculated by dividing the number who identified in the particular category by the unduplicated count for that term. The sum of the column percentages will be greater than 100%. Similarly, the sum of the counts in each column will be greater than the unduplicated count for that column.

³includes the College, Graduate School of A&S, and the Schools of Business, Divinity, Law and Professional Studies

⁴<https://nces.ed.gov/ipeds/use-the-data/survey-components/3/human-resources>, April 1, 2020

5.3 Staff (Non-Instructional)

The following tables include all Reynolda Campus staff employed on November 1 of the given year. “Staff” here is defined to include all employees whose primary function is something other than instruction. The counts below reflect those persons reported as “Non Instructional” on the IPEDS Human Resources Survey of the given year. Full and part time staff are included.

5.3.1 Federal Reporting Methodology

Table 5: Federal Reporting Categories - Reynolda Campus Staff

	2019	2020	2021	2022	2023
AmInd/AlaskNat	5 (0.2%)	6 (0.3%)	6 (0.3%)	5 (0.2%)	5 (0.2%)
Asian	32 (1.5%)	35 (1.8%)	40 (2.1%)	33 (1.6%)	33 (1.6%)
Black/AfAm	297 (14.2%)	272 (13.9%)	270 (13.9%)	302 (15.0%)	306 (15.0%)
Hisp/Lat	78 (3.7%)	78 (4.0%)	76 (3.9%)	95 (4.7%)	92 (4.5%)
NatHaw/PacIsl	2 (0.1%)	1 (0.1%)	1 (0.1%)	2 (0.1%)	3 (0.1%)
NonRes	20 (1.0%)	19 (1.0%)	28 (1.4%)	34 (1.7%)	35 (1.7%)
Race/Eth Unknown	19 (0.9%)	12 (0.6%)	13 (0.7%)	15 (0.7%)	15 (0.7%)
Two or More	14 (0.7%)	18 (0.9%)	25 (1.3%)	29 (1.4%)	30 (1.5%)
White	1619 (77.6%)	1513 (77.4%)	1477 (76.3%)	1492 (74.3%)	1526 (74.6%)
Total	2086	1954	1936	2007	2045

5.3.2 Maximum Counting Methodology

Table 6: Maximum Counting Methodology - Reynolda Campus Staff

	2019	2020	2021	2022	2023
AmInd/AlaskNat	9 (0.4%)	10 (0.5%)	14 (0.7%)	14 (0.7%)	20 (1.0%)
Asian	44 (2.1%)	48 (2.5%)	58 (3.0%)	56 (2.8%)	58 (2.8%)
Black/AfAm	315 (15.1%)	292 (14.9%)	296 (15.3%)	332 (16.5%)	335 (16.4%)
Hisp/Lat	82 (3.9%)	82 (4.2%)	82 (4.2%)	103 (5.1%)	98 (4.8%)
NatHaw/PacIsl	3 (0.1%)	2 (0.1%)	2 (0.1%)	2 (0.1%)	3 (0.1%)
NonRes	20 (1.0%)	19 (1.0%)	28 (1.4%)	34 (1.7%)	35 (1.7%)
Race/Eth Unknown	19 (0.9%)	12 (0.6%)	13 (0.7%)	15 (0.7%)	15 (0.7%)
White	1696 (81.3%)	1593 (81.5%)	1558 (80.5%)	1587 (79.1%)	1617 (79.1%)
Undup. Count	2086	1954	1936	2007	2045

Note:

Percentages in the Maximum Counting table are calculated by dividing the number who identified in the particular category by the unduplicated count for that term. The sum of the column percentages will be greater than 100%. Similarly, the sum of the counts in each column will be greater than the unduplicated count for that column.