

BOARD OF REGENTS
BRIEFING PAPER
HANDBOOK REVISION: Race and Ethnicity Identification of Employees

BACKGROUND & POLICY CONTEXT OF ISSUE:

The U.S. Department of Education recently passed regulations concerning the collection of data on student race and ethnicity for all higher education institutions. No later than Fall 2010, institutions will be required to collect race and ethnicity in a two-question format for all students and employees. The first question is whether the respondent is Hispanic/Latino. The second question must ask if the respondent is from one or more races from the following list: American Indian or Alaska Native, Asian, black or African American, Native Hawaiian or other Pacific Islander, or white.

Collection and reporting of the data using the new format are required for 2010-11. However, under the federal guidelines, institutions may choose to begin collecting and reporting the data using the new format in 2008-09 or 2009-10. In order to report comparable data on race and ethnicity, staff recommends that NSHE institutions begin implementation of the new format simultaneously beginning Fall 2009 to coincide with same provision that is effective for the collection of student race and ethnicity data (passed at the February 2009 meeting).

POLICY PROPOSAL
TITLE 4, CHAPTER 21, SECTION 2
Race and Ethnicity Identification of Employees

Additions appear in *boldface italics*; deletions are [

