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

Adam Shick, Senior Associate Director of Institutional Research*

April 30, 2023

Contents

---

*contact information: shickaw@wfu.edu, 336-758-5161

1   Background

The U.S. Department of Education requires a specific methodology for collecting and reporting race/ethnicity information[1].

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 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 data[2]. 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

---

[1] Federal 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

[2] National 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

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
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

	2018	2019	2020	2021	2022
AmInd/AlaskNat	6 (0.1%)	4 (0.1%)	3 (0.1%)	3 (0.1%)	3 (0.1%)
Asian	195 (3.7%)	177 (3.3%)	194 (3.6%)	209 (3.8%)	227 (4.2%)
Black/AfAm	337 (6.4%)	337 (6.4%)	341 (6.3%)	323 (5.9%)	339 (6.2%)
Hisp/Lat	372 (7.1%)	395 (7.5%)	439 (8.1%)	460 (8.4%)	481 (8.8%)
NatHaw/PacIsl	1 (0.0%)	1 (0.0%)	1 (0.0%)	0 (0.0%)	0 (0.0%)
NonRes	521 (10.0%)	513 (9.7%)	498 (9.2%)	497 (9.1%)	466 (8.6%)
Race/Eth Unknown	1 (0.0%)	1 (0.0%)	1 (0.0%)	20 (0.4%)	43 (0.8%)
Two or More	180 (3.4%)	198 (3.7%)	222 (4.1%)	261 (4.8%)	297 (5.5%)
White	3612 (69.1%)	3661 (69.2%)	3742 (68.8%)	3699 (67.6%)	3591 (65.9%)
Total	**5225**	**5287**	**5441**	**5472**	**5447**

5.1.2 Maximum Counting Methodology

Table 2: Maximum Counting Methodology - WFU Undergraduates

	2018	2019	2020	2021	2022
AmInd/AlaskNat	55 (1.1%)	69 (1.3%)	75 (1.4%)	73 (1.3%)	72 (1.3%)
Asian	715 (13.7%)	691 (13.1%)	726 (13.3%)	779 (14.2%)	793 (14.6%)
Black/AfAm	432 (8.3%)	445 (8.4%)	462 (8.5%)	454 (8.3%)	472 (8.7%)
Hisp/Lat	401 (7.7%)	424 (8.0%)	471 (8.7%)	491 (9.0%)	515 (9.5%)
NatHaw/PacIsl	19 (0.4%)	15 (0.3%)	26 (0.5%)	29 (0.5%)	35 (0.6%)
NonRes	521 (10.0%)	513 (9.7%)	498 (9.2%)	497 (9.1%)	466 (8.6%)
Race/Eth Unknown	1 (0.0%)	1 (0.0%)	1 (0.0%)	20 (0.4%)	43 (0.8%)
White	4166 (79.7%)	4237 (80.1%)	4350 (79.9%)	4358 (79.6%)	4302 (79.0%)
Undup. Count	**5225**	**5287**	**5441**	**5472**	**5447**

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)

The following tables include all Reynolda Campus[3] faculty employed on November 1 of the given year. "Faculty" here is defined to include all employees whose primary function includes instruction, and the counts below reflect those persons reported as "Instructional" on the IPEDS Human Resources Survey[4] of the given year. Full and part time faculty are included, as are all tenure statuses.

5.2.1 Federal Methodology

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

	2018	2019	2020	2021	2022
AmInd/AlaskNat	2 (0.2%)	2 (0.2%)	3 (0.3%)	2 (0.2%)	2 (0.2%)
Asian	38 (4.5%)	38 (4.5%)	45 (5.0%)	53 (5.7%)	53 (5.5%)
Black/AfAm	48 (5.7%)	46 (5.4%)	60 (6.7%)	65 (7.0%)	74 (7.7%)
Hisp/Lat	38 (4.5%)	39 (4.6%)	40 (4.5%)	42 (4.5%)	41 (4.3%)
NatHaw/PacIsl	1 (0.1%)	1 (0.1%)	1 (0.1%)	1 (0.1%)	1 (0.1%)
NonRes	29 (3.5%)	33 (3.9%)	31 (3.5%)	29 (3.1%)	40 (4.2%)
Race/Eth Unknown	23 (2.8%)	24 (2.8%)	17 (1.9%)	18 (1.9%)	20 (2.1%)
Two or More	1 (0.1%)	3 (0.4%)	3 (0.3%)	5 (0.5%)	5 (0.5%)
White	656 (78.5%)	663 (78.1%)	693 (77.6%)	717 (76.9%)	722 (75.4%)
Total	**836**	**849**	**893**	**932**	**958**

5.2.2 Maximum Counting Methodology

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

	2018	2019	2020	2021	2022
AmInd/AlaskNat	6 (0.7%)	6 (0.7%)	6 (0.7%)	5 (0.5%)	5 (0.5%)
Asian	57 (6.8%)	60 (7.1%)	64 (7.2%)	69 (7.4%)	69 (7.2%)
Black/AfAm	50 (6.0%)	51 (6.0%)	65 (7.3%)	72 (7.7%)	82 (8.6%)
Hisp/Lat	40 (4.8%)	41 (4.8%)	43 (4.8%)	46 (4.9%)	49 (5.1%)
NatHaw/PacIsl	1 (0.1%)	2 (0.2%)	1 (0.1%)	1 (0.1%)	1 (0.1%)
NonRes	29 (3.5%)	33 (3.9%)	31 (3.5%)	29 (3.1%)	40 (4.2%)
Race/Eth Unknown	23 (2.8%)	24 (2.8%)	17 (1.9%)	18 (1.9%)	20 (2.1%)
White	692 (82.8%)	700 (82.4%)	731 (81.9%)	756 (81.1%)	767 (80.1%)
Undup. Count	**836**	**849**	**893**	**932**	**958**

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.

---

[3]includes 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 Methodology

Table 5: Federal Reporting Categories - Reynolda Campus Staff

	2018	2019	2020	2021	2022
AmInd/AlaskNat	4 (0.2%)	5 (0.2%)	6 (0.3%)	6 (0.3%)	5 (0.2%)
Asian	28 (1.4%)	32 (1.5%)	35 (1.8%)	40 (2.1%)	33 (1.6%)
Black/AfAm	304 (14.7%)	297 (14.2%)	272 (13.9%)	270 (13.9%)	302 (15.0%)
Hisp/Lat	60 (2.9%)	78 (3.7%)	78 (4.0%)	76 (3.9%)	95 (4.7%)
NatHaw/PacIsl	2 (0.1%)	2 (0.1%)	1 (0.1%)	1 (0.1%)	2 (0.1%)
NonRes	16 (0.8%)	20 (1.0%)	19 (1.0%)	28 (1.4%)	34 (1.7%)
Race/Eth Unknown	22 (1.1%)	19 (0.9%)	12 (0.6%)	13 (0.7%)	15 (0.7%)
Two or More	13 (0.6%)	14 (0.7%)	18 (0.9%)	25 (1.3%)	29 (1.4%)
White	1622 (78.3%)	1619 (77.6%)	1513 (77.4%)	1477 (76.3%)	1492 (74.3%)
Total	**2071**	**2086**	**1954**	**1936**	**2007**

5.3.2 Maximum Counting Methodology

Table 6: Maximum Counting Methodology - Reynolda Campus Staff

	2018	2019	2020	2021	2022
AmInd/AlaskNat	9 (0.4%)	9 (0.4%)	10 (0.5%)	14 (0.7%)	14 (0.7%)
Asian	38 (1.8%)	44 (2.1%)	48 (2.5%)	58 (3.0%)	56 (2.8%)
Black/AfAm	319 (15.4%)	315 (15.1%)	292 (14.9%)	296 (15.3%)	332 (16.5%)
Hisp/Lat	63 (3.0%)	82 (3.9%)	82 (4.2%)	82 (4.2%)	103 (5.1%)
NatHaw/PacIsl	3 (0.1%)	3 (0.1%)	2 (0.1%)	2 (0.1%)	2 (0.1%)
NonRes	16 (0.8%)	20 (1.0%)	19 (1.0%)	28 (1.4%)	34 (1.7%)
Race/Eth Unknown	22 (1.1%)	19 (0.9%)	12 (0.6%)	13 (0.7%)	15 (0.7%)
White	1688 (81.5%)	1696 (81.3%)	1593 (81.5%)	1558 (80.5%)	1587 (79.1%)
Undup. Count	**2071**	**2086**	**1954**	**1936**	**2007**

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.