2020 Data Advisory Committee
Meeting 2: July 15th 2020

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OFFICE OF HIGHER EDUCATION

Agenda:

1. Welcome and introductions
2. Review of June meeting
3. Review status of proposals
4. Consideration of first set of items that are in final proposal form
5. Race/ethnicity detail
6. Gender identity detail
7. Next steps and Q&A

Logistics:
- Please mute yourself when you are not talking
- Put comments and questions into the chat box – Nicole Whelan is monitoring the chat box
- You can send chats to everyone if you want us to bring them into this meeting, or you can send Nicole a private chat message to log comments privately

Review of Meeting 1

What we covered in our June meeting:

- Background on this process

- OHE's list of proposed changes

- Initial feedback and questions, any additional proposals

- Request for more information on certain items

Process – Overall Timeline

- June-October 2020: Data Advisory Committee Meetings

- November 2020 : final recommendations to Commissioner Olson for approval

- January 2021: draft new institutional Data Sharing Agreements

- July 1st 2021: current agreements expire, new agreements must be signed

- March 2022: first data submission with new changes (for fall 2021 enrollment data)

Reporting caveats:

- If you do not collect something, we do not require you to report it

- If you collect something we ask for, but have a policy of <u>not reporting it to anyone</u>, we do not require you to report it
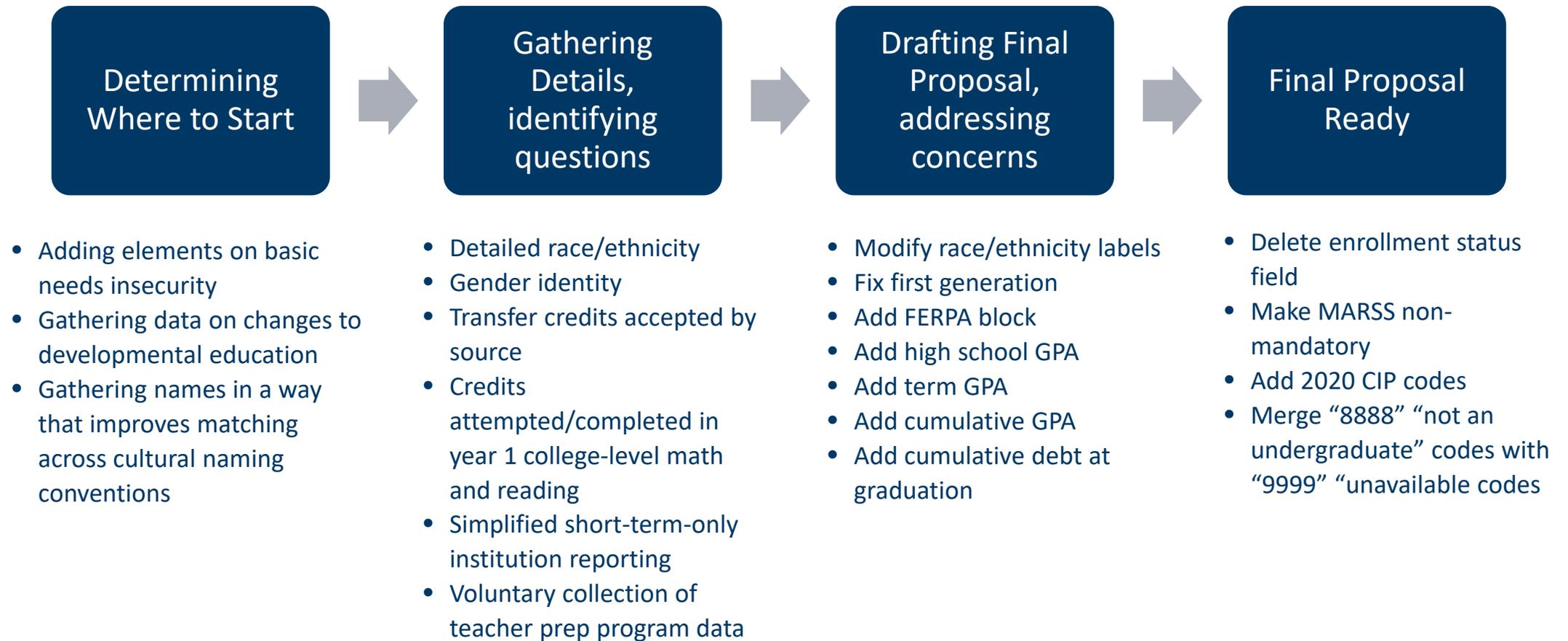
Process – Meeting Schedule (all 1pm-2:30pm)

✓ **Wednesday June 17th:** Background, review of current data collection and overview of OHE proposal

→ **Wednesday July 15th:** Discussion of changes

- **Wednesday August 19th:** Discussion of changes
- **Wednesday September 16th:** Discussion of changes
- **Wednesday October 21st:** finalize recommendations

Feedback may also be submitted in writing/email/phone

The items in our proposal list are in different stages:

Determining Where to Start	Gathering Details, identifying questions	Drafting Final Proposal, addressing concerns	Final Proposal Ready

Determining Where to Start
- Adding elements on basic needs insecurity
- Gathering data on changes to developmental education
- Gathering names in a way that improves matching across cultural naming conventions

Gathering Details, identifying questions
- Detailed race/ethnicity
- Gender identity
- Transfer credits accepted by source
- Credits attempted/completed in year 1 college-level math and reading
- Simplified short-term-only institution reporting
- Voluntary collection of teacher prep program data

Drafting Final Proposal, addressing concerns
- Modify race/ethnicity labels
- Fix first generation
- Add FERPA block
- Add high school GPA
- Add term GPA
- Add cumulative GPA
- Add cumulative debt at graduation

Final Proposal Ready
- Delete enrollment status field
- Make MARSS non-mandatory
- Add 2020 CIP codes
- Merge "8888" "not an undergraduate" codes with "9999" "unavailable codes

Field(s)	Database(s)	Proposed Change	Rationale
Enrollment Status (FT/PT)	Enrollment	Delete this element	Too much confusion; we can calculate enrollment intensity from credits
MARSS Number	Enrollment	Stop mandating MARSS reporting	We have made little progress in getting high schools to make changes in reporting
Major 1	Enrollment and Awards Conferred	Accept 2020 CIP codes as valid entries beginning with Fall 2020 data	Implement 2020 CIP Codes
Major 2	Enrollment and Awards Conferred	Accept 2020 CIP codes as valid entries beginning with Fall 2020 data	Implement 2020 CIP Codes
Major CIP Code Year	Enrollment and Awards Conferred	Add "2020" as an option	Implement 2020 CIP Codes
Secondary School Experience	Enrollment	Eliminate "888888" option ("not an undergraduate or still in high school"); merge with "999999" ("Unavailable")	No use case for two types of unavailable codes
Year of High School Graduation	Enrollment	Eliminate "8888" option ("not an undergraduate or still in high school"); merge with "9999" ("unavailable")	No use case for two types of unavailable codes
First Generation	Enrollment	Eliminate "8" option ("not an undergraduate student"); merge with "9" ("unavailable")	No use case for two types of unavailable codes

Race/Ethnicity Detail and Gender Identity Detail

We will:

1. Share the feedback we have heard so far

2. Look at existing data collections on these items at institutions

3. Discuss implications for OHE's proposal

Feedback:

- Glad to see this

- How to allow for ease of reporting of IPEDS categories

- How to create option sets that align across institutions

- Collection is only just beginning for new students – data incomplete

- Would we allow multiple reporting for 2+ races? Also what about 2+ subgroups within categories?

Resources:

- Minnesota Demographic Center: Economic Status of Minnesota 2018 (defines 17 largest cultural groups): https://mn.gov/admin/assets/MNSDC_EconStatus_2018Report_FNL_Access.pdf_tcm36-362054.pdf

- Minnesota Compass: 26 largest cultural communities. https://www.mncompass.org/demographics/cultural-communities/overview

Minnesota's 17 Largest Cultural Groups – as defined by the Minnesota Demographic Center

https://mn.gov/admin/assets/MNSDC_EconStatus_2018Report_FNL_Access.pdf_tcm36-362054.pdf

Table 1: Cultural Groups

Cultural Group	Within Which Broad Racial or Ethnic Group?	Notes Regarding Definition
Dakota	American Indian	Dakota or Sioux
Ojibwe	American Indian	Ojibwe or Chippewa or Anishinaabe
Asian Indian	Asian	Regardless of birthplace
Chinese	Asian	Regardless of birthplace
Filipino	Asian	Regardless of birthplace
Hmong	Asian	Hmong ancestry, language or birthplace, including U.S.-born children
Korean	Asian	Regardless of birthplace
Lao	Asian	Regardless of birthplace
Vietnamese	Asian	Regardless of birthplace
African-American	Black	U.S.-born only and their children, with no identification with recent Black immigrant groups
Ethiopian	Black	Ethiopian ancestry or birthplace, including U.S.-born children
Liberian	Black	Liberian ancestry or birthplace, including U.S.-born children
Somali	Black	Somali ancestry or birthplace, including U.S.-born children
Mexican	Hispanic	Regardless of birthplace
Puerto Rican	Hispanic	Regardless of birthplace
Russian	White	All non-Hispanic Whites of Russian ancestry, including U.S.-born children
White	White	All non-Hispanic Whites, except for Russians above

Race/Ethnicity Detail – MinnState Categories

Source: https://www.stcloudstate.edu/scsu4u/_files/documents/scsu-application.pdf

Demographic Information

Are you of Middle Eastern or North African descent? (Please select all that apply)
A person of Algerian, Egyptian, Iraqi, Israeli, Lebanese, Moroccan, Palestinian, Syrian, or other Middles Eastern or North African culture regardless of race.
☐ No ☐ Yes
  ☐ Algerian   ☐ Egyptian   ☐ Iraqi
  ☐ Israeli ☐ Lebanese   ☐ Moroccan
  ☐ Palestinian   ☐ Syrian ☐ Other

Are you Hispanic or Latino? (Please select all that apply)
A person of Cuban, Mexican, Chicano. Puerto Rican, South or Central American, or other Spanish culture regardless of race.
☐ No   ☐ Yes
  ☐ Columbian ☐ Dominican
  ☐ Guatemalan ☐ Honduran
  ☐ Mexican or Mexican American
  ☐ Puerto Rican ☐ Salvadoran ☐ Other

Race/Ethnicity Detail – MinnState Categories

RACE OR ETHNIC BACKGROUND (Please select all that apply)

☐ **American Indian or Alaska native**

A person having origins in any of the original peoples of North, Central, or South America and who maintains tribal affiliation or community attachment.

If you are enrolled in a federally recognized American Indian tribe please indicate your tribal affiliation: _____

If you are a descendant but not enrolled in a federally recognized American Indian tribe please indicate your tribal affiliation: _____

☐ **Asian (Please select all that apply)**

A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent.

☐ Cambodian   ☐ Chinese   ☐ Filipino   ☐ Hmong   ☐ Indian   ☐ Iranian   ☐ Japanese   ☐ Karen

☐ Korean   ☐ Lao   ☐ Nepalese   ☐ Pakistani   ☐ Thai   ☐ Vietnamese   ☐ Other

☐ **Black or African American (Please select all that apply)**

A person having origins in any of the black racial groups of Africa or the Caribbean.

☐ African American   ☐ Ethiopian   ☐ Haitian   ☐ Jamaican   ☐ Liberian   ☐ Nigerian   ☐ Somali   ☐ Other

☐ **Native Hawaiian/Other Pacific Islander (Please select all that apply)**

A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

☐ Chamorro   ☐ Fijian   ☐ Marshallese   ☐ Native Hawaiian   ☐ Samoan   ☐ Tongan   ☐ Other

☐ **White**

A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

University of Minnesota Race/Ethnicity Detail (screenshots from application):

Ethnicity & Race

Providing the information below is voluntary, and this information will not be used in a discriminatory manner. In addition, the University will use this information to share campus community and engagement opportunities with prospective students. These opportunities may include, for example, our multicultural campus living learning communities and student organizations that might be of interest to you. Federal census bureau definitions for race/ethnicity groups are available here.

Are you Hispanic/Latino?   ● Yes   ○ No

Which best describes your background?

☐ Central American   ☐ Puerto Rican

☐ Cuban   ☐ South American

☐ Mexican   ☐ Spanish

Other Hispanic or Latino background   ☐

University of Minnesota Race/Ethnicity Detail (screenshots from application, continued):

Regardless of your answer to the prior question, please indicate how you identify yourself. (Select any that apply.)

American Indian or Alaska Native ☑

For scholarship purposes, please indicate if you are enrolled in a federally-recognized American Indian tribe.

Enrolled in tribe ☐

Please indicate your tribal affiliation.

Enter the federally-recognized tribe name

Asian ☑

Which best describe(s) your Asian background?

☐ Chinese   ☐ Korean

☐ Hmong   ☐ Pakistani

☐ Indian   ☐ Filipino

☐ Japanese   ☐ Vietnamese

Other Asian background

☐ Other South Asian
☐ Other East Asian
☐ Other Southeast Asian

14

Race/Ethnicity Detail – UMN Categories

University of Minnesota Race/Ethnicity Detail (screenshots from application, continued):

Black or African American ☑

Which best describe(s) your Black or African American background?

☐ U.S. / African American   ☐ North African

☐ Caribbean   ☐ South African

☐ Central African   ☐ West African

☐ East African

Other Black or African American background ☐

Native Hawaiian or other Pacific Islander ☑

Which best describe(s) your Native Hawaiian or Other Pacific Islander background?

☐ Guamanian   ☐ Samoan

☐ Hawaiian

Other Native Hawaiian or Other Pacific Islander background ☐

White ☑

Which best describe(s) your White background?

☐ European   ☐ Middle Eastern

Other White Background ☐

15

Race/Ethnicity Detail – Possible OHE Framework

1. Keep the current race/ethnic origin field to allow for ease of reporting on IPEDS categories

2. Add fields for detailed race categories, using categories and option sets compiled from institutions. Compile a common option set based on the lowest level of aggregation that is shared

Race/Ethnicity Detail – Possible OHE Framework

Mapping MinnState and UMN option sets to a common set:

Hispanic/Latino	MinnState	UMN	Common
Colombian	x		Other
Dominican	x		Other
Guatemalan	x		Other
Honduran	x		Other
Mexican or Mexican American	x	Mexican	Mexican or Mexican American
Puerto Rican	x	x	Puerto Rican
Salvadoran	x		Other
Other	x	x	Other
Central American		x	Other
Cuban		x	Other
South American		x	Other
Spanish		x	Other

Race/Ethnicity Detail – Possible OHE Framework

Mapping MinnState and UMN option sets to a common set (continued):

American Indian or Alaska Native	MinnState	UMN	Common
Enrolled in a federally-recognized tribe	x	x	Federally-recognized tribe (see federal list https://www.federalregister.gov/documents/2019/02/01/2019-00897/indian-entities-recognized-by-and-eligible-to-receive-services-from-the-united-states-bureau-of)
Descendent but not enrolled in a federally recognized tribe	x		Descendent or affiliated with federally-recognized tribe, but not enrolled
Indicated affiliation with federally-recognized tribe, but not enrolled		x	Descendent or affiliated with federally-recognized tribe, but not enrolled

Race/Ethnicity Detail – Possible OHE Framework

Mapping MinnState and UMN option sets to a common set (continued):

Asian	MinnState	UMN	Common
Cambodian	x		Other
Chinese	x	x	Chinese
Filipino	x	x	Filipino
Hmong	x	x	Hmong
Indian	x	x	Indian
Iranian	x		Other
Japanese	x	x	Japanese
Karen	x		Other
Korean	x	x	Korean
Lao	x		Other
Nepalese	x		Other
Pakistani	x	x	Pakistani
Thai	x		Other
Vietnamese	x	x	Vietnamese
Other	x		Other
Other South Asian		x	Other
Other East Asian		x	Other
Other Southeast Asian		x	Other

Race/Ethnicity Detail – Possible OHE Framework

Mapping MinnState and UMN option sets to a common set (continued):

Black or African American	MinnState	UMN	Common
African American	x	U.S. / African American	African American
Ethiopian	x		Other
Haitian	x		Other
Jamaican	x		Other
Liberian	x		Other
Nigerian	x		Other
Somali	x		Other
Other	x	x	Other
Caribbean		x	Other
Central African		x	Other
East African		x	Other
North African		x	Other
South African		x	Other
West African		x	Other

Race/Ethnicity Detail – Possible OHE Framework

Mapping MinnState and UMN option sets to a common set (continued):

Native Hawaiian/Other Pacific Islander	MinnState	UMN	Common
Chamorro	x		Other
Fijian	x		Other
Marshallese	x		Other
Native Hawaiian	x	Hawaiian	Hawaiian
Samoan	x	x	Samoan
Tongan	x		Other
Other	x	x	Other
Guamanian		x	Other

White	MinnState	UMN	Common
European		x	Other
Middle Eastern		x	Other
Other White Background		x	Other

Feedback:

- Glad to see this – students are asking for this

- How to allow for ease of reporting of IPEDS categories

- Privacy concerns

- Do we need both Sex and Gender Identity?

- Can we ask in a manner that indicates the student self-identifies in one of the proposed categories?

Resources:

- Best practices from the Consortium of Higher Education LGBT Resource Professionals

- Glossary of terms from UC Davis: https://lgbtqia.ucdavis.edu/educated/glossary

A few Guiding Principles from the Consortium of Higher Education LGBT Resource Professionals

- Colleges should ask questions related to gender identity and sexual orientation on their admissions application to be able to gather these data for students who apply, who are admitted, and who attend the institution.
- These questions should be optional.
- Because sexual orientation and gender identity are separate aspects of identity, colleges should never combine them into one question (not asking, for example, "Do you identify as a part of the LGBTQ community?").
- Because a growing number of students are identifying outside of gender and sexual binaries, the questions on gender identity and sexual orientation should include non- binary identity choices. Specifically, a gender identity question should include "genderqueer" and "agender" among the choices, and a sexual orientation question should include "asexual," "queer," and "pansexual" among the choices [see suggested language above].

https://www.lgbtcampus.org/assets/docs/suggested%20best%20practices%20for%20asking%20sexual%20orientation%20and%20gender%20on%20college%20applications.pdf

Gender Identity Detail – MinnState Categories

Source: https://www.stcloudstate.edu/scsu4u/_files/documents/scsu-application.pdf

Demographic Information

Providing the following confidential demographic information is voluntary. It will not be used as a basis for admission. Minnesota State Colleges and Universities will use this data to help strengthen our student retention, success, and completion practices.

Sex shown on your official documents
Sex shown on your official documents is the sex listed on your birth certificate, driver's license, passport, or other official document.
　　　　□ Female　　□ Male　　□ Other

What is your gender identity? (Please select all that apply)
Gender identity is a person's innermost concept of self as feminine, masculine, neither, or a combination - how individuals perceive themselves. One's gender identity may or may not be influenced by their sex assigned at birth.
　　　　□ agender　　□ genderqueer or gender fluid　　　　□ man　　□ non-binary or non-conforming　　□ trans
　　　　□ two spirit　□ woman　　　　　　　　　　　　　□ additional gender identity:_____　　　□ prefer not to disclose

Gender Identity definition (from https://policy.umn.edu/operations/genderequity): An individual's own understanding of themselves in terms of gendered categories that may include female, male, transgender, genderqueer, genderfluid, gender nonconforming, Two Spirit, intersex, non-binary, agender, genderless, and many others. Gender identity cannot be reliably determined by looking at an individual. An individual's gender identity may be consistent over their lifetime or may shift over time. Gender identity differs from sexual orientation, which refers to an individual's patterns of romantic and/or sexual attraction.

Sex/Gender Identity (Optional)
Note: Providing your sex, gender identity, and personal pronoun preferences is voluntary. The responses you provide will not be used in a discriminatory manner.

Sex ◯ Male   ◯ Female

If you would like the opportunity, we invite you to share more about your gender identity.

Gender Identity: (drop-down menu with the following options):

Agender	Non-binary
Gender non-conforming	Prefer not to state
Genderqueer	Two Spirit
Man	Woman
Enter Your Own	

Gender Identity Detail – Possible OHE Framework

1. Keep the current gender field and options (but change title to Sex) to allow for ease of reporting on IPEDS categories

2. Add a field for gender identity, using option sets compiled from institutions based on common items

Gender Identity Detail – Possible OHE Framework

Mapping MinnState and UMN option sets to a common set:

Gender Identity	MinnState	UMN	Common
agender	x	x	Agender
genderqueer or gender fluid	x	genderqueer	Genderqueer or gender fluid
man	x	x	Man
non-binary or non-conforming	x	gender non-conforming	Non-binary or gender non-conforming
trans	x		Other
two spirit	x	x	Two Spirit
woman	x	x	Woman
additional gender identity	x	enter your own	Other
prefer not to disclose	x	x	Unavailable

- Next meeting: Wednesday, August 19th, 1pm-2:30pm

- Before next meeting:

  - Meeting to discuss simplified reporting for institutions offering exclusively short-term programs. All institutions offering exclusively short-term programs will receive a calendar invite. Others: please email Steve.Rogness@state.mn.us if you would like to participate.

  - We may send draft proposals on other changes for feedback prior to the meeting

Questions or Comments?

Thank You