

California Community Colleges  
Management Information System  
Data Element Dictionary

**Employee Characteristics Derived Data Elements**

| DED#  | DATA ELEMENT NAME               | FORMAT   |
|---|---------------------------------|----------|
| <b>EBD1</b>   | <b>EMPLOYEE-IPEDS-ETHNICITY</b> | <b>X</b> |
| This element indicates the ethnicity of the employee per Integrated Postsecondary Education Data System (IPEDS) guidelines. |                                 |          |

| <b>ELEMENTS</b>   |   |
|---|---|
| The following reported /derived data element is used to derive the above element: |   |
| EB14 EMPLOYEE-MULTI-ETHNICITY   |   |
| <b>CODING</b>   | <b>MEANING</b>                            |
| A   | Asian                                     |
| B   | Black or African American                 |
| H   | Hispanic / Latino                         |
| N   | American Indian or Alaska Native          |
| P   | Native Hawaiian or other Pacific Islander |
| W   | White                                     |
| T   | Two or more races                         |
| X   | Unknown / Non-Respondent                  |

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| <b>Notes</b>  |
|---|
| <p><b>American Indian or Alaska Native</b><br/>A person having origins in any of the original peoples of North and South America (including Central America), and who maintains a tribal affiliation or community attachment.</p>   |
| <p><b>Asian</b><br/>A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.</p> |
| <p><b>Black or African American</b><br/>A person having origins in any of the Black racial groups of Africa.</p>  |
| <p><b>Native Hawaiian or Other Pacific Islander</b><br/>A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.</p>  |
| <p><b>White</b><br/>A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.</p>   |
| See 1997 Standards, 62 FR 58789 (October 30, 1997).   |

The following table illustrates the possible ways in which EB14 can be coded to derive EBD1.

| <b>EBD1 VALUE</b>                       | Group 1<br>Position 1 | Group 2<br>Position 2-5 | Group 3<br>Position 6-14 | Group 4<br>Position 15 | Group 5<br>Position 16 | Group 6<br>Position 17-20 | Group 7<br>Position 21 |
|---|-----------------------|-------------------------|--------------------------|------------------------|------------------------|---------------------------|------------------------|
| A – Asian                               | N or X                | All N                   | One or More = Y          | N                      | N                      | All N                     | N                      |
| B – Black or African American           | N or X                | All N                   | All N                    | Y                      | N                      | All N                     | N                      |
| H – Hispanic / Latino                   | Y*                    | Y or N                  | All Y or N               | Y or N                 | Y or N                 | All Y or N                | Y or N                 |
| H – Hispanic / Latino                   | N or X                | One or More = Y         | All Y or N               | Y or N                 | Y or N                 | All Y or N                | Y or N                 |
| N – American Indian or Alaska Native    | N or X                | All N                   | All N                    | N                      | Y                      | All N                     | N                      |
| P – Native Hawaiian or Pacific Islander | N or X                | All N                   | All N                    | N                      | N                      | One or More = Y           | N                      |
| W – White                               | N or X                | All N                   | All N                    | N                      | N                      | All N                     | Y                      |
| T – Two or More Races                   | N or X                | All N                   | *                        | *                      | *                      | *                         | *                      |
| X – Unreported or Unknown               | N or X                | All N                   | All N                    | N                      | N                      | All N                     | N                      |

|    |  |
|----|--|
| Y* | If student / employee response is 'Y', then student-derived value = 'H'. |
| *  | Y in any position in a group AND two or more groups with at least one Y. |

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|                       |
|-----------------------|
| <b>CHANGE HISTORY</b> |
|                       |
| Implement: 11/25/08   |