

Race/Ethnicity Modifications

Overview

The U-M Data Warehouse data sets and related Business Objects universes were updated to accommodate new federal race and ethnicity data collection and reporting requirements as of August 10, 2009. Individuals who use these data sets need to be aware of impacts to reporting as a result of the new federal requirements.

The changes relate to:

- Ethnic Group code values and descriptions
- New race/ethnicity reporting fields

Note: You do not need to make any immediate changes to your reports that pull race/ethnicity data from the U-M Data Warehouse, but you should be aware of several changes to the way the data are collected in the HE Production database (Student Administration and HRMS), and the resulting code values that are represented in the data sets.

New Race Ethnicity Reporting Approach

The U.S. Department of Education is changing how post-secondary institutions collect and report data on race and ethnicity. Under the new approach, postsecondary institutions cannot report specific race/ethnicity data on individuals who identify themselves as Hispanic or Latino or who identify themselves as non-Hispanic multiracial.

Beginning in fall 2010, all postsecondary institutions must report statistics based on a new two-question format. As a result, the University began using the new question format on admissions applications for Fall term 2010. Additionally, effective August 10, 2009, M-Pathways current race/ethnicity data was converted in the HE Production database (Student Administration and HRMS), to align race/ethnicity data with the new Integrated Postsecondary Education Data System (IPEDS) approach to reporting race/ethnicity.

For additional information about the new IPEDS Race/Ethnicity data collection and reporting approach, refer to The University of Michigan Office of the Provost's Web site:

- [Recommendations from the Committee on Race/Ethnicity Data Collection and Reporting \(October 2008\)](#)
- [FAQs - Changes to How UM Collects and Reports Race and Ethnicity Per Federal Requirements, effective 2009-2010](#)

Contents

If accessing this document online, click the desired link below to see the details.

To learn about...	Refer to page...
Changes to Ethnic Group Values	2
• 2009 IPEDS Ethnic Group Values and Codes	2
• New 2010 IPEDS Ethnic Group Values and Codes	2
Deriving the Primary Ethnic Group	3
New Fields (selected data sets only)	4
Data set availability schedule	6
Additional Resources	7
• Data Dictionaries	7
• Appendix A (current Ethnic Group codes)	8

Changes to Ethnic Group Values

During the transition year 2009-2010, the University will collect race/ethnicity data using the new approach and will continue to report using the previous categories.

2009 IPEDS Ethnic Group Values and Codes

For the 2009-2010 reporting cycle, the valid values for Ethnic Group are shown below.

Ethnicity Code	Long Description	Short Description	Ethnic_Group (IPEDS Reporting Code)
BLACK	Black/African-American	Black	2
AMIND	American Indian/Alaskan Native	Native Amr	5
HISPA	Hispanic/Latino	Hispanic	3
ASIAN	Asian/Pacific Islander	Asian	4
WHITE	White, Not of Hispanic Origin	White	1
NOINDIC	Not Indicated	Not Indic	6

New 2010 IPEDS Ethnic Group Values and Codes

The high-level ethnic group values must be used in fall 2010 for all applicants, students, and employees.

Ethnicity Code	Description	Short Description	Ethnic_Group (IPEDS Reporting Code)
BLACK	Black/African-American	Black	2
AMIND	American Indian/Alaskan Native	Native Amr	5
HISPA	Hispanic/Latino	Hispanic	3
PACIF	Native Hawaiian/Oth Pac Island	Hawaiian	7
ASIAN	Asian/Pacific Islander	Asian	4
WHITE	White, Not of Hispanic Origin	White	1
2ORMORE	Two or More Races (a derived reporting value)	2 or More	T
NOINDIC	Not Indicated	Not Indic	6

As of August 10, 2009, PACIF (Native Hawaiian/OthPac Island, code 7), a new high-level value/code, was added to the HE Production database. For reporting purposes, it will continue to be reported as ASIAN for 2009. Beginning with the Fall Term 2010, PACIF will be reported separately from ASIAN.

REMOVAL AND CONVERSION OF DETAILED VALUES

For those Student datasets that currently contain the Ethnicity Detail table, you will continue to see multiple Ethnicity Code values for individuals who identify as multi-ethnic/multi-ethnic. However, the detailed codes, such as CUBAN, NAVAJO, and CHINESE will no longer be collected and maintained.

Existing detailed race/ethnicity values were converted and consolidated to the 2009 high-level values in the HE Production database (Student Administration and HRMS). For example, CUBAN was converted to HISPA, CHINESE was converted to ASIAN. (Refer to Appendix A at the end of this document for a complete list of detailed values and their high-level mapping.) The removal of the detailed values in the datasets occurs according to the Data Set Availability Schedule (see page 6 of this document).

If the primary indicator was set on the detail row, it was moved to the high-level row. For example, if CUBAN was the Primary row, the HISPA row was set to Primary row.

The Ethnicity Code of MULTI no longer appears as a row on the Ethnicity Detail table. Those datasets that contain the MULTI_ETHNIC field will continue to have a Yes or No (Y/N) value calculated for each EmpIID.

This does not impact the following data sets, from which you cannot report ethnicity detail:

- Admissions Roster
- Student Retention and completion Tables
- Human Resources
- Human Resources Snapshot
- Benefits
- CRAS

Deriving the Primary Ethnic Group

Under the new federal data collection guidelines, the individual will not be asked for a Primary Ethnic Group. For reporting purposes, the Ethnic Group field in the data sets shows the Primary Ethnic Group for data collected using the old methods. For data collected according to the new guidelines, the Ethnic Group is determined using U-M precedence rules. The following table lists the data sets and related fields populated with the new logic:

Data Set	Fields
STUDENT ADMINISTRATION DATA SETS	
Admissions Roster (SA01)	ADM_ROSTER_PERSONAL_DATA.ETHNIC_GROUP_DESCRSHORT
Recruiting and Admissions (SA02) FinAid StuFin (SA04)	<ul style="list-style-type: none"> • PERSON_ETHNIC_GROUP.ETHNIC_GROUP • PERSON_ETHNIC_GROUP.ETHNIC_GROUP_DESCRSHORT • PERSON_ETHNIC_GROUP.MULTI_ETHNIC
Student Records (SA03)	<ul style="list-style-type: none"> • PERSONAL_DATA.ETHNIC_GROUP • PERSONAL_DATA.ETHNIC_GROUP_DESCRSHORT • PERSONAL_DATA.MULTI_ETHNIC
Third Week Count (SA05)	<ul style="list-style-type: none"> • THIRDWK_PERSONAL_DATA.ETHNIC_GROUP • THIRDWK_PERSONAL_DATA.ETHNIC_GROUP_DESCR • THIRDWK_PERSONAL_DATA.ETHNIC_GROUP_DESCRSHORT • THIRDWK_PERSONAL_DATA.MULTI_ETHNIC
Admissions Snapshot (SA06)	<ul style="list-style-type: none"> • ADSNAP_PRSN_ETHNIC_GROUP.ETHNIC_GROUP • ADSNAP_PRSN_ETHNIC_GROUP.ETHNIC_GROUP_DESCRSHORT • ADSNAP_PRSN_ETHNIC_GROUP.MULTI_ETHNIC
Student Retention and Completion (SA07)	<ul style="list-style-type: none"> • RT_COHORT_INITIAL_DATA.INIT_ETHNIC_GROUP • RT_COHORT_INITIAL_DATA.INIT_ETHNIC_GROUP_DESCRSHORT • RT_COHORT_STATUS.ETHNIC_GROUP • RT_COHORT_STATUS.ETHNIC_GROUP_DESCRSHORT
HUMAN RESOURCE DATA SETS	
Human Resource (HR01) Benefit (BN01)	<ul style="list-style-type: none"> • PERSONAL_DEMOGRAPHICS.ETHNIC_GROUP • PERSONAL_DEMOGRAPHICS.ETHNIC_GROUP_DESCR • PERSONAL_DEMOGRAPHICS.ETHNIC_GROUP_DESCRSHORT
Human Resource Snapshot (HR02)	<ul style="list-style-type: none"> • HRSNAP_PERS_DEMOGRAPHICS.ETHNIC_GROUP • HRSNAP_PERS_DEMOGRAPHICS.ETHNIC_GROUP_DESCR • HRSNAP_PERS_DEMOGRAPHICS.ETHNIC_GROUP_DESCRSHORT
CRAS DATA SET	
CRAS (CR01)	<ul style="list-style-type: none"> • CRAS_INSTR_DEMOGRAPHICS.ETHNIC_GROUP • CRAS_INSTR_DEMOGRAPHICS.ETHNIC_GROUP_DESCR • CRAS_INSTR_DEMOGRAPHICS.ETHNIC_GROUP_DESCRSHORT • CRAS_STDNT_PERSONAL_DATA.ETHNIC_GROUP • CRAS_STDNT_PERSONAL_DATA.ETHNIC_GROUP_DESCR • CRAS_STDNT_PERSONAL_DATA.ETHNIC_GROUP_DESCRSHORT

New Fields (data elements)

New fields were added to select Student Administration data sets so that individuals can compare current race/ethnicity data with the new IPEDS 2010 values. The impacted data sets and their related BusinessObjects universes in the U-M Data Warehouse include:

- Recruiting and Admissions (SA02)
- Student Records (SA03)
- Financial Aid/Student Financials (SA04)
- Admissions Snapshot (SA06)

The four new fields that you can add to your reports to compare race/ethnicity data between 2009 and 2010 values are:

- **IPEDS10_ETHNIC_GROUP** – is a code representing a person’s ethnic group or race, as determined by federal government IPEDS categorization, which will become the standard for federal government ethnicity reporting beginning Fall term, 2010. These codes represent the federal government’s ethnic groups. While not required, there is an expectation that once a person becomes an admissions applicant, this field will contain one of the valid codes.*
- **IPEDS10_ETHNIC_GROUP_DESCRS** – is an abbreviated textual description of the code representing a person’s ethnic group or race, as determined by federal government IPEDS categorization, which will become the standard for federal government ethnicity reporting beginning Fall term, 2010. These descriptions represent the federal government’s ethnic groups. While not required, there is an expectation that once a person becomes an admissions applicant, this field will contain one of the valid descriptions.*

Note: *Data for this element should never be released linked with a name.

- **HISP_LATINO** – is a code (Y, N) indicating whether the respondent has self-identified as Hispanic or Latino. Respondents who have self-identified as Hispanic or Latino will be categorized as such even if they identify other races or ethnicities within which they belong.
- **ETH_VALIDATED** – is a code (Y, N) indicating whether the respondent has been surveyed with the new data collection questions related to ethnicity for campus implementation in August, 2009. This includes admissions applicants surveyed on the Fall term 2010 admissions application, new employees, current students, staff, and faculty beginning in November, 2009.

New fields were added to the tables specified below:

Impacted Data Set	Table Location
Recruiting & Admissions (SA02)	PERSON_ETHNIC_GROUP
Student Records (SA03)	PERSONAL_DATA
Financial Aid and Student Financials (SA04)	PERSON_ETHNIC_GROUP
Admissions Snapshot (SA06)	ADSNAP_PRSN_ETHNIC_GROUP

Sample Report Comparing 2009 and 2019 Race/Ethnicity

The following sample report* provides a comparison of race/ethnicity data based on the current reporting requirements and the new IPEDS reporting categories.

- The “Current Reporting” column (left) uses the Ethnic Group values used prior to August 10, 2009.
- The “New Reporting Federal Categories” (middle column) reports on the same individuals using the IPEDS 2010 categories (codes 1-7 and Two or More Races).
- The “New Reporting – Maximum Count” (right column) shows the maximum count for each race/ethnicity category, which includes every individual who selected a specific category, whether or not they were Hispanic/Latino or multiracial.

As 2010 race/ethnicity data comes into M-Pathways from admissions applications and from other data sources there will be a transition period during which individual responses will shift due to the new data collection guidelines. For example, changes may occur as to how an individual identifies himself/herself (e.g. previously provided no race or ethnicity and now answers the two-question format or previously identified himself/herself as a single race and now identifies as multi-racial).

Fall 2007 New Freshman Enrollment by Race/Ethnicity Comparisons of Current to New Reporting Options											
Race/Ethnicity	Current Reporting			New Reporting - Federal Categories				New Reporting - Maximum Count in Each Category			
	#	% of USPRA	% of Total	#	% of USPRA	% of Total	% Change from Current	Max #	% of USPRA	% of Total	% Change from Current
Hispanic	267	4.7%	4.5%	292	5.1%	4.9%	9.4%	292	5.1%	4.9%	9.4%
African American	334	5.8%	5.6%	266	4.6%	4.4%	-20.4%	346	6.0%	5.8%	3.6%
Native American	50	0.9%	0.8%	14	0.2%	0.2%	-72.0%	69	1.2%	1.2%	38.0%
Native Hawaiian/ Pacific Islander	n/a			0	0.0%	0.0%	n/a	8	0.1%	0.1%	n/a
Asian American	757	13.2%	12.6%	686	11.9%	11.4%	-9.4%	797	13.9%	13.3%	5.3%
White	3,741	65.2%	62.4%	3,702	64.5%	61.8%	-1.0%	4,022	70.1%	67.1%	7.5%
Two or More Races	n/a			205	3.6%	3.4%	n/a				
No Indic/Other	592	10.3%	9.9%	576	10.0%	9.6%	-2.7%	577	10.1%	9.6%	-2.5%
SUBTOTAL: USPRA	5,741	100.0%	95.8%	5,741	100.0%	95.8%	0.0%	5,741	95.8%	0.0%	
International	251		4.2%	251		4.2%	0.0%	251		4.2%	0.0%
TOTAL	5,992		100.0%	5,992		100.0%	0.0%	5,992		100.0%	0.0%
<p>Note: Counts in the new reporting categories are based on information that students have provided in response to the current race/ethnicity questions and assumptions on how that information translates into the new reporting categories. These assumptions are limited in their ability to predict precisely the race/ethnicity breakdown of this class when resurveyed in the future using the new 2-question format because the question wording and the response options will be different.</p> <p>In the new federal reporting categories, "Hispanics" will include anyone who indicates they are Hispanic regardless of their race. The other race categories will include non-Hispanics of a single race or two or more races.</p>				<u>Hispanics by race:</u>		#	%	Maximum = anyone of a single race/ethnicity or of 2 or more races that includes this race/ethnicity category. Individuals of 2 or more races are counted more than once in this column			
				Afric Amer	7	2.4%					
				Native Amer	1	0.3%	The SUBTOTAL & TOTAL rows are unduplicated counts.				
				Nat Haw/Pac Isl	1	0.3%					
				Asian Amer	10	3.4%	The sum of the detail adds to greater than the Subtotal or Total due to the double counting of individuals.				
				White	129	44.2%					
				No indic	131	44.9%					
				2 or More Races	13	4.5%					
				Subtotal	292	100.0%					
				<u>Hisp & Non-Hisp 2 or More Races:</u>							
Asian & White	77	35.3%									
Afric Amer & White	45	20.6%									
Nat Amer & White	36	16.5%									
Afric Amer & Asian	9	4.1%									
Afric Amer, Nat Amer, & White	8	3.7%									
All Other											
Combinations	43	19.7%									
Subtotal	218	100.0%									

*Report courtesy of Ruth Kallio, Office of Budget and Planning

Data Transition Details

For the Third Week Count (SA05) data set for Fall 2009 official reporting, the current classification of students remain the same. That is, the assignment of the primary race/ethnicity has not changed to the new federal categories. For example, if a new or continuing student self-identified previously as both African American and Hispanic and had designated African American as his/her primary race, s/he is categorized as African American in the Personal Table as of Fall 2009. That is, for continuing students in particular, if they were counted as African American prior to August 9, they are counted exactly the same way after August 9. For reporting purposes, these changes do not affect primary counts in the Third Week Count until they are fully implemented in Fall 2010. The same is true for Human Resource Snapshot (HR02) data set.

For data sets that dynamically change throughout the term (e.g., SA03), code values for an individual will change during the year because of the collection of new information from the admissions process and from the resurvey of students, faculty, and staff starting in November, 2009. For Fall 2009, for example, data on individual students in the Student Records (SA03) data set will not be in synch with data in the Third Week Count (SA05) data set.

Data Set Availability Schedule

The changes have been or will be applied to the impacted U-M Data Warehouse data sets and related universes and available as of 7:00 AM the following day. Note that the applied changes and data set availability dates vary.

Data Sets	Changes Applied On	Data Sets/Universes Available
Student Administration		
Admissions Roster	Sunday, August 9, 2009 after 2:00 PM	August 10, 7:00 AM
Admissions Snapshot (SA06)	Sunday, October 4, 2009, 2:00 PM	October 5, 7:00 AM
Financial Aid/Student Financials (FA/SF) (SA04)	Thursday, August 13, 5:00 PM	August 14, 7:00 AM
Recruiting and Admissions (RA) (SA02)	Sunday, August 9, 2:00 PM	August 10, 7:00 AM
Student Records (SR) (SA03)	Sunday, August 9, 2:00 PM	August 10, 7:00 AM
Student Retention and Completion	Monday, September 28	September 29, 7:00 AM
Third Week Count	Monday, September 28	September 29, 7:00 AM
Human Resource		
Human Resource (HR)	Thursday, August 13	August 14, 7:00 AM
Human Resource Snapshot	Tuesday, September 1	September 2, 7:00 AM
Benefits	Friday, August 14, 2009	August 15, 7:00 AM
CRAS		
CRAS	August 19, 2009	7:00 AM

Additional Resources

Data Dictionaries

Detailed information on all tables and data fields is in the following data dictionaries from the MAIS Web site at: <http://www.mais.umich.edu/reporting/studentdatasets.html>

- Admissions Snapshot Data Dictionary
- Student Recruiting and Admissions Data Dictionary
- Student Records Data Dictionary
- Financial Aid/Student Financials Data Dictionary

Structural changes were not made to all data sets, so the following data dictionaries were not updated:

- Admissions Roster Data Dictionary
- Third Week Data Dictionary
- Student Retention and Completion Data Dictionary
- Human Resource Data Dictionary
- Human Resource Snapshot Tables and Data Dictionary
- Benefit Data Dictionary
- CRAS Data Dictionary

Ethnic Group Values

Refer to Appendix A on the following page.

Appendix A – Ethnic Group Values

The following chart lists all Ethnic Group codes in production prior to August 10, 2009. The highlighted rows represent the high-level Ethnic Group codes after August 10, 2009. All other rows represent the detail values, which were converted to the corresponding high-level value.

ETHNICITY_CODE	ETHNICITY_DESCR	ETHNICITY_DESCRSHORT	ETHNIC_GROUP	ETHNIC_GROUP_DESCR	ETHNIC_GROUP_DESCRSHORT
ARABAMER	Arab American	Arab Amer	1	White, Not of Hispanic Origin	White
ARMENIAN	Armenian	Armenian	1	White, Not of Hispanic Origin	White
CAUCASN	Caucasian	Caucasian	1	White, Not of Hispanic Origin	White
EGYPT	Egyptian	Egyptian	1	White, Not of Hispanic Origin	White
EUROPN	European	European	1	White, Not of Hispanic Origin	White
GREEK	Greek	Greek	1	White, Not of Hispanic Origin	White
JEWISH	Jewish	Jewish	1	White, Not of Hispanic Origin	White
MIDEAST	Middle Eastern	Mideast	1	White, Not of Hispanic Origin	White
PERSIAN	Iranian (Persian)	Iranian	1	White, Not of Hispanic Origin	White
SOUTAFR	South African	South Afr	1	White, Not of Hispanic Origin	White
WHITE	White, Not of Hispanic Origin	White	1	White, Not of Hispanic Origin	White
AFRAMER	African-American	Aframer	2	Black/African-American	Black
AFRICAN	African	African	2	Black/African-American	Black
BLACK	Black/African-American	Black	2	Black/African-American	Black
CARIBN	Caribbean	Caribbean	2	Black/African-American	Black
CENTSOUT	Central/South American	CentSout	3	Hispanic/Latino	Hispanic
CHICANO	Chicano	Chicano	3	Hispanic/Latino	Hispanic
CUBAN	Cuban	Cuban	3	Hispanic/Latino	Hispanic
HISPA	Hispanic/Latino	Hispanic	3	Hispanic/Latino	Hispanic
HISPAMER	Hispanic American	Hispanic A	3	Hispanic/Latino	Hispanic
MEXICAN	Mexican	Mexican	3	Hispanic/Latino	Hispanic
PRISLND	Puerto Rican - Island	PRISlnd	3	Hispanic/Latino	Hispanic

Appendix A (continued)

ETHNICITY_CODE	ETHNICITY_DESCR	ETHNICITY_DESCRSHORT	ETHNIC_GROUP	ETHNIC_GROUP_DESCR	ETHNIC_GROUP_DESCRSHORT
PRMAIN	Puerto Rican - Mainland	PRMain	3	Hispanic/Latino	Hispanic
SPANISH	Spanish	Spanish	3	Hispanic/Latino	Hispanic
ASIAN	Asian/Pacific Islander	Asian	4	Asian/Pacific Islander	Asian
BANGLA	Bangladeshi	Bangladesh	4	Asian/Pacific Islander	Asian
BURMESE	Burmese	Burmese	4	Asian/Pacific Islander	Asian
CAMBODN	Cambodian	Cambodian	4	Asian/Pacific Islander	Asian
CHINESE	Chinese	Chinese	4	Asian/Pacific Islander	Asian
FILIPINO	Filipino	Filipino	4	Asian/Pacific Islander	Asian
HMONG	Hmong	Hmong	4	Asian/Pacific Islander	Asian
INDIAN	Indian	Indian	4	Asian/Pacific Islander	Asian
INDONES	Indonesian	Indonesian	4	Asian/Pacific Islander	Asian
JAPAN	Japanese	Japanese	4	Asian/Pacific Islander	Asian
KOREAN	Korean	Korean	4	Asian/Pacific Islander	Asian
LAOTIAN	Laotian	Laotian	4	Asian/Pacific Islander	Asian
MALAY	Malayan	Malayan	4	Asian/Pacific Islander	Asian
OKINAWAN	Okinawan	Okinawan	4	Asian/Pacific Islander	Asian
PAKISTN	Pakistani	Pakistani	4	Asian/Pacific Islander	Asian
SEASIAN	Southeast Asian	SeAsian	4	Asian/Pacific Islander	Asian
SRILNK	Sri Lankan	Sri Lankan	4	Asian/Pacific Islander	Asian
STHASIAN	South Asian	S Asian	4	Asian/Pacific Islander	Asian
THAI	Thai	Thai	4	Asian/Pacific Islander	Asian
VIETNAM	Vietnamese	Vietnamese	4	Asian/Pacific Islander	Asian

Appendix A (continued)

ETHNICITY_CODE	ETHNICITY_DESCR	ETHNICITY_DESCRSHORT	ETHNIC_GROUP	ETHNIC_GROUP_DESCR	ETHNIC_GROUP_DESCRSHORT
HAWAII	Hawaiian Native	Hawaiian N	4	Asian/Pacific Islander	Asian
PACIF	Native Hawaiian/Oth Pac Island	Hawaiian	4	Asian/Pacific Islander	Asian
PACIFIC	Pacific Islander	Pacific Is	4	Asian/Pacific Islander	Asian
ALASKAN	Alaskan Native / Aleut	Alaskan	5	American Indian/Alaskan Native	Native Amr
ALATHAB	Alaskan Athabaskans	Alathab	5	American Indian/Alaskan Native	Native Amr
ALEUT	Aleut	Aleut	5	American Indian/Alaskan Native	Native Amr
AMERIND	American Indian	American I	5	American Indian/Alaskan Native	Native Amr
AMIND	American Indian/Alaskan Native	Native Amr	5	American Indian/Alaskan Native	Native Amr
APACHE	Apache	Apache	5	American Indian/Alaskan Native	Native Amr
BLKFOOT	Blackfoot	Blackfoot	5	American Indian/Alaskan Native	Native Amr
CANADN	Canadian Aboriginal	Canadn	5	American Indian/Alaskan Native	Native Amr
CHEROK	Cherokee	Cherokee	5	American Indian/Alaskan Native	Native Amr
CHEYEN	Cheyenne	Cheyenne	5	American Indian/Alaskan Native	Native Amr
CHICHSA	Chickasaw	Chickasaw	5	American Indian/Alaskan Native	Native Amr
CHIPPEW	Chippewa	Chippewa	5	American Indian/Alaskan Native	Native Amr
CHOCTAW	Choctaw	Choctaw	5	American Indian/Alaskan Native	Native Amr
COMANCH	Comanche	Comanche	5	American Indian/Alaskan Native	Native Amr
CREE	Cree	Cree	5	American Indian/Alaskan Native	Native Amr
CREEK	Creek	Creek	5	American Indian/Alaskan Native	Native Amr
CROW	Crow	Crow	5	American Indian/Alaskan Native	Native Amr
DELAWA	Delaware	Delaware	5	American Indian/Alaskan Native	Native Amr
ESKIMO	Eskimo	Eskimo	5	American Indian/Alaskan Native	Native Amr
HOPHI	Hopi	Hopi	5	American Indian/Alaskan Native	Native Amr

Appendix A (continued)

ETHNICITY_CODE	ETHNICITY_DESCR	ETHNICITY_DESCRSHORT	ETHNIC_GROUP	ETHNIC_GROUP_DESCR	ETHNIC_GROUP_DESCRSHORT
IROQUI	Iroqui	Iroqui	5	American Indian/Alaskan Native	Native Amr
KIOWA	Kiowa	Kiowa	5	American Indian/Alaskan Native	Native Amr
LUMBEE	Lumbee	Lumbee	5	American Indian/Alaskan Native	Native Amr
NAVAJO	Navajo	Navajo	5	American Indian/Alaskan Native	Native Amr
OSAGE	Osage	Osage	5	American Indian/Alaskan Native	Native Amr
OTTAWA	Ottawa	Ottawa	5	American Indian/Alaskan Native	Native Amr
PAIUTE	Paiute	Paiute	5	American Indian/Alaskan Native	Native Amr
PAWNEE	Pawnee	Pawnee	5	American Indian/Alaskan Native	Native Amr
PIMA	Pima	Pima	5	American Indian/Alaskan Native	Native Amr
POTAWA	Potawatomi	Potawatomi	5	American Indian/Alaskan Native	Native Amr
PSSALISH	Puget Sound Salish	PSSalish	5	American Indian/Alaskan Native	Native Amr
PUEBLO	Pueblo	Pueblo	5	American Indian/Alaskan Native	Native Amr
SEMINO	Seminole	Seminole	5	American Indian/Alaskan Native	Native Amr
SENECA	Seneca	Seneca	5	American Indian/Alaskan Native	Native Amr
SHOSHO	Shoshone	Shoshone	5	American Indian/Alaskan Native	Native Amr
SIOUX	Sioux	Sioux	5	American Indian/Alaskan Native	Native Amr
TLINGIT	Tlingit	Tlingit	5	American Indian/Alaskan Native	Native Amr
TOHONO	Tohono O'Odham	Tohono	5	American Indian/Alaskan Native	Native Amr
YAQUI	Yaqui	Yaqui	5	American Indian/Alaskan Native	Native Amr
MULTI	Multiracial/Multiethnic	Multi	6	Not Included	Not Incl
NOINDIC	Not Indicated	Not Indic	6	Not Included	Not Incl
NSPEC	Not Included	Not Incl	6	Not Included	Not Incl