

University of California
Implementation Guidelines and PPS Procedures
New Race and Ethnicity Categories
Effective August 1, 2010

Human Resources
Staff Diversity

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Background Information:

The University of California is required to provide race and ethnicity of employees to the US Department of Education through the Integrated Post Secondary Education Data System (IPEDS) on a regular, recurring basis, in a specified format and using specified codes.

In October 2007, the U.S. Department of Education provided final guidance on how postsecondary education institutions will collect and maintain race and ethnicity data on students and employees, and how those data will be aggregated for reporting to IPEDS. The standards for the classification of race and ethnicity data are the same as those issued by the Office of Management and Budget in 1997.

The IPEDS changes to the standards have introduced new codes, increased the number of data elements to be collected, changed the manner in which responses on demographic forms are to be recorded, and modified the categories in which aggregated data is to be submitted.

The IPEDS data submission window for the human resources survey in which these changes are required opens in early December 2010 and closes mid January 2011. There are no data extensions available for IPEDS surveys. Data available as of November 1, 2010 is required for the submission of this survey.

The August 2010 race and ethnicity data restructuring in payroll is required to change the collection and reporting of employee demographics in compliance with the new IPEDS standards for race and ethnicity data collection and reporting.

The following systems modifications were required in order to allow the University to continue to meet IPEDS reporting obligations.

- New elements were added to the Payroll Personnel System (PPS), Employee Data Base (EDB) and to associated PPS screens, online help, and documentation.
- Corresponding new elements were incorporated into the Corporate Personnel System (CPS) and the CPS interface.
- One new code was added to the existing Ethnic_ID element.
- Queries or reports used to aggregate data for submission to IPEDS were modified.

The scope of the modifications is limited to those activities that directly support meeting the IPEDS requirement.

Analysts in IR&C's Data Warehouse and Corporate Systems unit coordinate IPEDS survey responses for the ten campuses and the Office of the President.

Current Collection and Reporting Process:

New hired employees complete form U5605 (R2/08) "Demographic Data Transmittal" on which they are requested to identify their ethnicity from a list of options by placing an 'X' in the appropriate box. If two or more ethnic categories are applicable, they are asked to choose the one category with which they most closely identify." (See appendix B)

The one category selected by the employee on the form is recorded in the Ethnic field as a single alphanumeric code from the following options:

- F - White (not of Hispanic origin)
- A - Black/African-American (not of Hispanic origin)
- 2 - Chinese/Chinese-American
- B - Japanese/Japanese-American
- L - Filipino/Pilipino
- R - Pakistani/East Indian
- X - Other Asian
- C - American Indian or Alaska Native
- E - Mexican/Mexican-American/Chicano
- 5 - Latin American/Latino
- W - Other Spanish/Spanish-American
- U - Unknown

Field records
all ethnic
codes

```
PPEPD10-E1815          EDB Entry/Update          06/25/10 13:47:38
06/24/10 17:03:48      Employee Personal Data 1      Userid: RBPKBS
ID: 333333078 Name: ANNA, POLLY      Emp Stat: A      Pri Pay: M0

Date of Birth: 010160
Sex: F
Ethnic: 5
Veteran Status Codes - Vietnam: _ War/Campaign: _ Disability: _ Serv Medal: _
Recently Separated Veteran Date: ____
Disabled Status: _
Citizenship: C
Student Status: 1 No. of Reg. Units: ____

Next Func:  ____ ID:  ____ Name:  ____ SSN:  ____

===>
F: 1-Help          3-PrevMenu  4-Print    5-Update
F:                9-Jump          12-Exit

MB a 09/034
```

Both IPEDS reporting and Affirmative Action reporting are based on the same question on form U5605 and the same data captured in the Ethnic field. This element contains codes representing sub-categories (Chinese, Japanese, Filipino ...) that must be rolled-up into their corresponding ethnic categories (Asian).

The Corporate Personnel System (CPS) interface process converts values from the Ethnic field into codes to designate the "roll-up" group for the ethnic codes. This process is used to generate reports in compliance with IPEDS and Affirmative Action program requirements.

New Collection and Reporting Process:

New employees hired after August 2010 complete the revised U5605 (R6/10) "Demographic Data Transmittal" on which they are asked to self-identify their ethnicity and race by completing Sections 1A and 1B of the form (See appendix C).

For Section 1A it is necessary to record all checkboxes (multiple selections) as required by IPEDS. For Section 1B it is necessary to record only one checkbox (single selection), for Affirmative Action Program reporting. Checking multiple selections in Section 1B checkboxes invalidates the section.

New employees are asked to:

- Section 1A - Specify if they are of Hispanic, Latino, or Other Spanish origin
 - This is a single Yes/No response
 - Select one or more races from the following list of five choices
 - American Indian or Alaska Native
 - Asian
 - Black/African American
 - Native Hawaiian or Other Pacific Islander
 - White
- Section 1B - Select one primary race/ethnicity category with which they most closely identify from the following list.
 - American Indian or Alaska Native
 - Asian
 - Chinese/Chinese American
 - Filipino/Pilipino
 - Japanese/Japanese American
 - Native Hawaiian or Other Pacific Islander
 - Pakistani/East Indian
 - Other Asian
 - Black/African American (not of Hispanic origin)
 - Hispanic
 - Mexican/Mexican American/Chicano
 - Latin American/Latino
 - Other Spanish/Spanish American
 - White (not of Hispanic origin)

All the elements of Form U5605 are captured on PPS screen EPD1. The elements are arranged so that when entering data a user can tab from field to field in the same sequence that the elements appear on the revised form.

Six new fields have been added to record the responses from section 1A as follows:

- Hispanic Indicator
- American Indian or Alaska Native Indicator
- Asian Indicator
- Black/African American Indicator
- Native Hawaiian or Other Pacific Islander Indicator
- White Indicator

All fields are one character alphanumeric. 'Y' for yes, 'N' for No, or blank (default).

The existing Ethnic field carries forward as the receptacle for the response entered in Section 1B of the form. This field has been relabeled as the Primary Ethnicity/Race field which has the same choices as the old form U5605 plus a new code "Z" for "Native Hawaiian or Other Pacific Islander".

Code List

- F - White (not of Hispanic origin)
- A - Black/African-American (not of Hispanic origin)
- 2 - Chinese/Chinese-American
- B - Japanese/Japanese-American
- L - Filipino/Pilipino
- R - Pakistani/East Indian
- X - Other Asian
- C - American Indian or Alaska Native
- E - Mexican/Mexican-American/Chicano
- 5 - Latin American/Latino
- W - Other Spanish/Spanish-American
- Z - Native Hawaiian or Other Pacific Islander (new code)
- U - Unknown

New Elements
Fields record responses from Section 1A of Form U5605

EDB 0112
Field records responses from Section 1B of Form U5605

```

PPEPD10-ERRRR          EDB Entry/Update          HIRE 06/17/10 12:50:42
                        Employee Personal Data 1      Userid: RBPBBS
ID: 101010101 Name: LIGHT, GREEN          Emp Stat:      Pri Pay:

Date of Birth: 070154
Sex:
Hispanic:
American Indian or Alaska Native: _ Asian: _ Black/African American: _
Native Hawaiian or Other Pacific Islander: _ White: _
Primary Ethnic/Race: _
Disabled Status:

Veteran Status Codes - Vietnam: _ War/Campaign: _ Disability: _ Serv Medal: _
Recently Separated Veteran Date:
Citizenship:
Student Status: _ No. of Reg. Units:

Next Func:  ID:      Name:      SSN:

==>
F:  1-Help      2-Cancel      4-Print      5-Update
F:              9-Jump        10-PrevFunc  11-NextFunc
MA + a                                               06/017
  
```

New Data Entry Guidelines and Scenarios:

Data entry in PPS does not restrict the combination of responses that can be recorded even if it suggests that instructions on the Demographic Data Transmittal Form were not followed or the combination is self-contradictory.

Sample selections from Form U5605

1. ETHNICITY AND RACE

Please complete Sections 1A and 1B below. The information must be collected in both sections in order for the University to comply with U.S. Department of Education requirements for the collection and reporting of ethnicity and race data as well as Affirmative Action program reporting requirements. **The University of California will not be able to accurately report your information if both sections are not completed.**

A. Are you of Hispanic, Latino or Other Spanish origin? YES NO
 In addition, please select one or more of the racial categories that are applicable to you.
 American Indian or Alaska Native Asian Black/African American Native Hawaiian or Other Pacific Islander White

B. For Affirmative Action program reporting, the University of California is required to provide only ONE race/ethnicity description for its employees. Please place an "X" in the box that best identifies the single option from Section 1B that you want us to report for you.

American Indian or Alaska Native (C) – A person having origins in any of the original peoples of North and South America (including Central America) who maintains cultural identification through tribal affiliation or community attachment.

Asian

Chinese/Chinese American (2) – A person having origins in any of the original peoples of China.

Filipino/Philipino (L) – A person having origins in any of the original peoples of the Philippine Islands.

Japanese/Japanese American (B) – A person having origins in any of the original peoples of Japan.

Native Hawaiian or Other Pacific Islander (Z) – A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Island.

Pakistani/East Indian (R) – A person having origins in any of the original peoples of the Indian subcontinent (e.g., India and Pakistan).

Other Asian (X) – A person having origins in any of the original peoples of the Far East or South East Asia (including Cambodia, Korea, Malaysia, Thailand, and Vietnam).

Black/African American (not of Hispanic origin) (A) – A person having origins in any of the Black racial groups of Africa.

Hispanic/Latino

Mexican/Mexican American/Chicano (E) – A person of Mexican culture or origin regardless of race.

Latin American/Latino (S) – A person of Latin American (e.g. Central American, South American, Cuban, Puerto Rican) culture or origin regardless of race.

Other Spanish/Spanish American (W) – A person of Spanish culture or origin, not included in any of the Hispanic categories listed above.

White (not of Hispanic origin) (F) – A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

2. DISABILITY STATUS

Corresponding Sample PPS EPD1 Screen

Data entry to record Section 1A responses based on sample form

Data entry to record Section 1B responses based on sample form

```

PPEPD10-ERRRR          EDB Entry/Update          06/11/10 14:18:25
06/11/10 14:18:18      Employee Personal Data 1      Userid: RBPKB5
ID: 333333078 Name: ANNA, POLLY      Emp Stat: A      Pri Pay: MO

Date of Birth: 010160
Sex: F
Hispanic: Y
American Indian or Alaska Native: N Asian: N Black/African American: Y
Native Hawaiian or Other Pacific Islander: N White: Y
Primary Ethnic/Race: B
Disabled Status:

Veteran Status Codes - Vietnam: _ War/Campaign: _ Disability: _ Serv Medal: _
Recently Separated Veteran Date: _
Citizenship: C
Student Status: 1 No. of Reg. Units: _

Next Func: _ ID: _ Name: _ SSN: _

==>
F: 1-Help          3-PrevMenu  4-Print    5-Update
F:                9-Jump      12-Exit

MA + a          06/017
    
```

When more than one race has been marked in Section 1A of the form and the new employee is not of Hispanic/Latino or Other Spanish origin then all choices marked on the form should be recorded in PPS. The multiple entries are reported to IPEDS as "Two or more races".

Sample form U5605 selections

Section 2 and/or Section 3 of this form as applicable to you.

1. ETHNICITY AND RACE

Please complete Sections 1A and 1B below. The information must be collected in order for the University to comply with U.S. Department of Education requirements for the collection and reporting of ethnicity and race data as well as Affirmative Action program reporting requirements. **The University of California will not be able to accurately report your information if both sections are not completed.**

A. Are you of Hispanic, Latino or Other Spanish origin? YES NO

In addition, please select one or more of the racial categories that are applicable to you.

American Indian or Alaska Native Asian Black/African American Native Hawaiian or Other Pacific Islander White

B. For Affirmative Action program reporting, the University of California is required to provide only ONE race/ethnicity description for its employees. Please place an "X" in the box that best identifies the single option from Section 1B that you want us to report for you.

American Indian or Alaska Native (C) - A person having origins in any of the original peoples of North and South America (including Central America) who maintains cultural identification through tribal affiliation or community attachment.

Asian

Chinese/Chinese American (2) - A person having origins in any of the original peoples of China.

Filipino/Philipino (L) - A person having origins in any of the original peoples of the Philippine Islands.

Japanese/Japanese American (B) - A person having origins in any of the original peoples of Japan.

Native Hawaiian or Other Pacific Islander (Z) - A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Island.

Pakistani/East Indian (R) - A person having origins in any of the original peoples of the Indian subcontinent (e.g., India and Pakistan).

Other Asian (X) - A person having origins in any of the original peoples of the Far East or South East Asia (including Cambodia, Korea, Malaysia, Thailand, and Vietnam).

Black/African American (not of Hispanic origin) (A) - A person having origins in any of the Black racial groups of Africa.

Hispanic/Latino

Mexican/Mexican American/Chicano (E) - A person of Mexican culture or origin regardless of race.

Latin American/Latino (5) - A person of Latin American (e.g. Central American, South American, Cuban, Puerto Rican) culture or origin regardless of race.

Other Spanish/Spanish American (W) - A person of Spanish culture or origin, not included in any of the Hispanic categories listed above.

White (not of Hispanic origin) (F) - A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

2. DISABILITY STATUS

Corresponding sample PPS EPD1 screen

Data entry to record Section 1A responses based on sample form

Data entry to record Section 1B responses based on sample form

```

PPEPD10-ERRRR          EDB Entry/Update          07/07/10 11:25:41
07/07/10 11:25:12      Employee Personal Data 1      Userid: RBPBBS
ID: 333333078 Name: ANNA, POLLY      Emp Stat: A      Pri Pay: MO

Date of Birth: 010160
Sex: F
Hispanic: N
American Indian or Alaska Native: _ Asian: _ Black/African American: Y
Native Hawaiian or Other Pacific Islander: _ White: Y
Primary Ethnic/Race: A
Disabled Status:

Veteran Status Codes - Vietnam: _ War/Campaign: _ Disability: _ Serv Medal: _
Recently Separated Veteran Date:
Citizenship: C
Student Status: 1 No. of Reg. Units:

Next Func: _ ID: _ Name: _ SSN: _

===>
F: 1-Help          3-PrevMenu  4-Print    5-Update
F:                9-Jump      12-Exit

MA + a                                     10/054
    
```

When a single response has been marked in Section 1A of the form (such as Hispanics-Y) and Section 1B is left blank, the system will automatically derive code "O" for Hispanic (derived from Section 1A of U5605) to auto-populate the Primary Ethnic/Race field.

Additional Derived Codes

- O – Hispanic (derived from U5605 Section 1A)
- P – Black/African American (derived from U5605 Section 1A)
- Q – American Indian or Alaska Native (derived from U5605 Section 1A)
- S – Asian (derived from U5605 Section 1A)
- T – Native Hawaiian or Other Pacific Islander (derived from U5605 Section 1A)
- V – White (derived from U5605 Section 1A)

Sample form U5605 selections

Section 2 and/or Section 3 of this form as applicable to you.

1. ETHNICITY AND RACE

Please complete Sections 1A and 1B below. The information must be collected in both sections in order for the University to comply with U.S. Department of Education requirements for the collection and reporting of ethnicity and race data as well as Affirmative Action program reporting requirements. **The University of California will not be able to accurately report your information if both sections are not completed.**

A. Are you of Hispanic, Latino or Other Spanish origin YES NO
 In addition, please select one or more of the racial categories that are applicable to you.
 American Indian or Alaska Native Asian Black/African American Native Hawaiian or Other Pacific Islander White

B. For Affirmative Action program reporting, the University of California is required to provide only ONE race/ethnicity description for its employees. Please place an "X" in the box that best identifies the single option from Section 1B that you want us to report for you.

<input type="checkbox"/> American Indian or Alaska Native	(C) – A person having origins in any of the original peoples of North and South America (including Central America) who maintains cultural identification through tribal affiliation or community attachment.
Asian	
<input type="checkbox"/> Chinese/Chinese American	(2) – A person having origins in any of the original peoples of China.
<input type="checkbox"/> Filipino/Pilipino	(L) – A person having origins in any of the original peoples of the Philippine Islands.
<input type="checkbox"/> Japanese/Japanese American	(B) – A person having origins in any of the original peoples of Japan.
<input type="checkbox"/> Native Hawaiian or Other Pacific Islander	(Z) – A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Island.
<input type="checkbox"/> Pakistani/East Indian	(R) – A person having origins in any of the original peoples of the Indian subcontinent (e.g., India and Pakistan).
<input type="checkbox"/> Other Asian	(X) – A person having origins in any of the original peoples of the Far East or South East Asia (including Cambodia, Korea, Malaysia, Thailand, and Vietnam).
<input type="checkbox"/> Black/African American (not of Hispanic origin)	(A) – A person having origins in any of the Black racial groups of Africa.
Hispanic/Latino	
<input type="checkbox"/> Mexican/Mexican American/Chicano	(E) – A person of Mexican culture or origin regardless of race.
<input type="checkbox"/> Latin American/Latino	(5) – A person of Latin American (e.g. Central American, South American, Cuban, Puerto Rican) culture or origin regardless of race.
<input type="checkbox"/> Other Spanish/Spanish American	(W) – A person of Spanish culture or origin, not included in any of the Hispanic categories listed above.
<input type="checkbox"/> White (not of Hispanic origin)	(F) – A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

2. DISABILITY STATUS

Corresponding sample PPS EPD1 screen

Data entry to record Section 1A responses based on sample form

Derived code auto-populates Primary Ethnic/Race field when Section 1B is left blank

```

PPEPD10-ERRRR          EDB Entry/Update          06/25/10 08:38:33
06/25/10 08:38:32      Employee Personal Data 1      Userid: RBPKBS
ID: 333333078 Name: ANNA, POLLY      Emp Stat: A      Pri Pay: MO

Date of Birth: 010180
Sex: F
Hispanic: Y
American Indian or Alaska Native: _ Asian: _ Black/African American: _
Native Hawaiian or Other Pacific Islander: _ White: _
Primary Ethnic/Race: O
Disabled Status:

Veteran Status Codes - Vietnam: _ War/Campaign: _ Disability: _ Serv Medal: _
Recently Separated Veteran Date:
Citizenship: C
Student Status: 1 No. of Reg. Units:

Next Func: ID: Name: SSN:
U0007 Update process complete
===>
F: 1-Help          3-PrevMenu 4-Print 5-Update
F:                9-Jump          12-Exit
MBA + a
20/013
    
```

When a single response has been marked in Section 1A of the form but multiple responses were marked for Section 1B, the multiple selections marked in Section 1B will not be validated. The applicable 'Y' response will be entered for the appropriate field to capture the category marked for Section 1A and code 'U' should be entered in the Primary Ethnic/Race field.

Sample form U5605 selections

1. ETHNICITY AND RACE

Please complete Sections 1A and 1B below. The information must be collected in both sections in order for the University to comply with U.S. Department of Education requirements for the collection and reporting of ethnicity and race data as well as Affirmative Action program reporting requirements. The University of California will not be able to accurately report your information if both sections are not completed.

A. Are you of Hispanic, Latino or Other Spanish origin? YES NO
 In addition, please select one or more of the racial categories that are applicable to you.
 American Indian or Alaska Native Asian Black/African American Native Hawaiian or Other Pacific Islander White

B. For Affirmative Action program reporting, the University of California is required to provide only ONE race/ethnicity description for its employees. Please place an "X" in the box that best identifies the single option from Section 1B that you want us to report for you.

<input type="checkbox"/> American Indian or Alaska Native	(C) - A person having origins in any of the original peoples of North and South America (including Central America) who maintains cultural identification through tribal affiliation or community attachment.
Asian	
<input type="checkbox"/> Chinese/Chinese American	(2) - A person having origins in any of the original peoples of China.
<input type="checkbox"/> Filipino/Philippine	(L) - A person having origins in any of the original peoples of the Philippine Islands.
<input checked="" type="checkbox"/> Japanese/Japanese American	(B) - A person having origins in any of the original peoples of Japan.
<input type="checkbox"/> Native Hawaiian or Other Pacific Islander	(Z) - A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Island.
<input type="checkbox"/> Pakistani/East Indian	(R) - A person having origins in any of the original peoples of the Indian subcontinent (e.g., India and Pakistan).
<input type="checkbox"/> Other Asian	(X) - A person having origins in any of the original peoples of the Far East or South East Asia (including Cambodia, Korea, Malaysia, Thailand, and Vietnam).
<input type="checkbox"/> Black/African American (not of Hispanic origin)	(A) - A person having origins in any of the Black racial groups of Africa.
Hispanic/Latino	
<input type="checkbox"/> Mexican/Mexican American/Chicano	(E) - A person of Mexican culture or origin regardless of race.
<input type="checkbox"/> Latin American/Latino	(5) - A person of Latin American (e.g. Central American, South American, Cuban, Puerto Rican) culture or origin regardless of race.
<input type="checkbox"/> Other Spanish/Spanish American	(W) - A person of Spanish culture or origin, not included in any of the Hispanic categories listed above.
<input checked="" type="checkbox"/> White (not of Hispanic origin)	(F) - A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

Corresponding sample PPS EPD1 screen

Data entry to record Section 1A responses based on sample form

Data entry to record Section 1B responses based on sample form

```

PPEPD10-ERRRR          EDB Entry/Update          06/30/10 13:14:03
06/30/10 13:14:02      Employee Personal Data 1      Userid: RBPBBS
ID: 333333078 Name: ANNA, POLLY          Emp Stat: A      Pri Pay: MO

Date of Birth: 010160
Sex: F
Hispanic: Y
American Indian or Alaska Native: _ Asian: _ Black/African American: _
Native Hawaiian or Other Pacific Islander: _ White: _
Primary Ethnic/Race: U
Disabled Status:

Veteran Status Codes - Vietnam: _ War/Campaign: _ Disability: _ Serv Medal: _
Recently Separated Veteran Date:
Citizenship: C
Student Status: 1 No. of Reg. Units:

Next Func: ID: Name: SSN:
U0007 Update process complete
==>
F: 1-Help          3-PrevMenu 4-Print 5-Update
F:                9-Jump      12-Exit

MA+ a 20/013
        
```

Corporate Personnel System (CPS) Interface

All new codes use to populate the Primary Ethnic/Race field were incorporated in the translation that currently occurs for this element onto the CPS file. The new codes and their corresponding translations are:

'Z'	16
'O'	17
'P'	18
'Q'	19
'S'	20
'T'	21
'V'	22

The CPS interface process copies and converts data from existing and new fields to corresponding elements in CPS. The interface continues to identify a single ethnic code for ETHNIC_ORIGIN_GROUP_CODE which continues to be used for Affirmative Action program reporting.

For IPEDS reporting, the CPS interface process evaluates both the new and current codes to determine the appropriate rollup for multiple race and ethnicity categories for an employee.

APPENDIX A- Payroll Personnel System Screen Modifications

Employee Personal Data 1 (EPD1)

- New fields added.
 - Help text added for Hispanic Indicator
 - Help text added for the five racial indicators
- Disabled Status Code: moved before the veteran data so as to follow the sequence in which fields appear on the paper form
- Ethnic Origin Code label: changed from "Ethnic" to "Primary Ethnic/Race".
 - Help text updated to include both the new code "Z" and the new derived codes.

Screen Modifications

```

PPEPD10-ERRRR          EDB Entry/Update          HIRE 06/17/10 12:50:42
                        Employee Personal Data 1      Userid: RBPBKS
ID: 101010101 Name: LIGHT, GREEN          Emp Stat:      Pri Pay:

Date of Birth: 070154
Sex:
Hispanic:
American Indian or Alaska Native:  Asian:  Black/African American:
Native Hawaiian or Other Pacific Islander:  White:
Primary Ethnic/Race:
Disabled Status:

Veteran Status Codes - Vietnam:  War/Campaign:  Disability:  Serv Medal:
Recently Separated Veteran Date:
Citizenship:
Student Status:  No. of Reg. Units:

Next Func:  ID:  Name:  SSN:

==>
F: 1-Help      2-Cancel      4-Print      5-Update
F:              9-Jump       10-PrevFunc  11-NextFunc
MA  a                                     06/017
    
```

General Information 1 (IGEN)

The six new elements were added to IGEN. This screen now combines Sex and Ethnic ID onto one row, then Hispanic indicator on one row, and the racial indicators on the next row. The abbreviation AI/A/AA/NH/W stands for American Indian, Asian, Black/African American, Native Hawaiian, and White.

Screen Modifications

```

PPIGEN0-IRRRR          EDB Inquiry          06/11/10 14:37:10
06/11/10 14:29:25      General Information 1      Userid: RBPBKS
ID: 333333078 Name: ANNA, POLLY
Hm Dept: 804918 CHAN OFFICE          Emplmt Status: A Pri Pay: M0
Gen No      : 0002
Date of Birth : 01/01/60 Date of Hire      : 01/01/02 Lst Day on Pay:
Sex/Ethnic ID : F / S Citizen              : C Separation      :
Hispanic      : Visa Type                  : Sep Rsn/Dest    :
AI/A/AA/NH/W : N/Y/N/N/N Work Perm End Date : Antcptd Ret Dt :
Veteran Status: / / / E-Verify Stat/Dt    : LOA Beg         :
RctSepVetDt  : I-9 Date                   : 01/01/02 LOA Return :
Disab Status : Oath Signature Date: 01/01/02 LOA Type      :
StdT St/Units: 1/ Employee MOS Ind       : N Nx Sal Rev      :
UI Code      : C Fed Tx Marit/Allw       : S 000 Nx Sal Rev Typ:
Retirement  : U Fed Tax Max             : 999 EREL/ERL/EUC  : /99/99
FICA Elig Cd : E Calif Tx Marit/Pers: S 000 EREP/ESH/EDUC : C/ /
Asgn/Drv BELI: 2/1 Calif Tx Item        : 000 Other St Name :
Pay Disp     : 2 Calif Max                : 999 Other St CA Res:
APUC         : Pr ID:                      Pr Name: EMPLOYEE078, TEST078
Next Func:  ID:  Name:  SSN:

==>
F: 1-Help      2-Browse      3-PrevMenu    4-Print
F:              8-MainMenu    12-Exit
MA  a                                     20/013
    
```

History Reporting Personal Data (HPER)

The six new elements have been added to the HPER screen. This screen now combines Sex and Ethnic ID onto one row, then Hispanic indicator on one row, and the racial indicators on the next row. The abbreviation AI/A/AA/NH/W stands for American Indian, Asian, Black/African American, Native Hawaiian, and White.

Screen Modifications

```

PPHPER0-IRRRR          History Reporting          06/11/10 14:36:02
Last Update: 04/14/10   Personal Data History    Userid:  RBPKBS
ID: 333333078 Name: ANNA, POLLY                  Page    1 of    2
Hm Dept: 804918 CHANCELLORS OFFICE              Status: Active   ITR: 001

Most Recent Hire : 01/01/02   Prob Per End Dt:   Sep Dt   :
Original Hire    :              Emp Ser Credit : 071      Last Day:
Oath Signature Dt: 01/01/02   From : 03/04      Sep Rea  :
I-9 Date        : 01/01/02   Prior UC/ST Service:  EREP/ESH/EDUC: C/ /
E-Verify Stat/Dt :              BELI: 2 01/01/04   EREL/EUC:  /99
Citizen: C Visa :              Ret/FICA          : U/E      Educ Level :
Student Status  : 1           Ret FICA Derive: Y   Educ Level Yr :
Sex: F Ethnic   : F           Date Of Birth : 01/01/60   Vet Status  : / / /
Hispanic        :              Dist Elig Date:   RctSepVetDt :
AI/A/AA/NH/W   : / / / /     Primary Title: 7274 PROGRAMMER/ANALYST III-SUPVR
Disabled Status :              Job Group ID  : 999
Perm Addr: 88 OAK ST.

OAKLAND                CA 94607
Next Func:  ID:         Name:         SSN:
As Of Date:  Past To Present:  View Incorrect Records:

==>
F: 1-Help      2-Browse    3-PrevMenu  4-Print
F:            8-Forward    9-MainMenu 12-Exit
MA a                                     19/013
    
```

Web EDB Applications

The six new elements were added to the personal information screen.

Screen Modifications

Personnel System		Userid: PAYEEB	Date: 06/28/10	Time: 15:54:08
PERSON NAME		Name: CARTER, HELENA BONHAM	ID: 000050001	
		Home Dept: CHAN OFFICE	Status: Active	Pay Sched: Monthly
Main Menu Logout				
Personal Information				
Citizenship: C - U.S. Citizen				
Gender: F - Female				
Hispanic: Y				
American Indian or Alaskan Native: Y				
Asian: Y				
Black/African American: Y				
Native Hawaiian or Other Pacific Islander: Y				
White: Y				
Primary Ethnic/Race: A				
Vietnam Veteran Status: N				
Expedition Veteran Status:				
Armed Forces Service Medal:				
Veteran Disabled Status: N				
Disabled Status: N				
Date of Birth: 02/01/1935				
Previous Name: HIGHWATER, HELEN				
Previous ID:				
Recently Separated Veteran Date: 08/09				
Special Training Required Code: X - Require RCR & Exclude SHP				
Permanent Address:		1919 GARY STREET		Home Phone:
Foreign Address Indicator:		SAN FRANCISCO CA 94116		Spouse Name: PRESIDENT,EXEC