

DATA ADMINISTRATION
University of Kentucky Information Resource Management
Project Request Form PRF - 00036

Start Date 4/17/2003	Received 4/18/2003	Status Approved
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Title HRS Gender/Race Requirement

Sector Provost

Dept VP for Institutional Research, Planning, and Effectiveness

Requested By Connie Ray

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SectorUnitAffected: Institution Wide

System HRS

SubSystem

Type

IV

Mandates

Regulatory/Statutory	Yes	UK Strategic Indicator(s)	Yes	Accreditation Requirements	No
		University-Wide Needs	Yes	Other	No

Requirements/Issues The federal government through the Integrated Postsecondary Education Data System (IPEDS) and state government through the Council on Postsecondary Education (CPE) require us to report faculty and staffing data by gender and race.

Reference #s

Description Requiring gender and race would impact the timeliness of setting the annual statistical file and the accuracy of reporting minority staffing. Currently we have an edit process in place to identify persons with missing race and gender codes. We are able to identify gender coding, but race codes can not always be determined. If the race code is not determined, then depending on the report being processed, those individuals are reported in an "Unknown" category or lumped into the "White" race code. The process of identifying and correcting these missing codes could be eliminated by enhancing HRS to require the gender and race code fields to be completed at the time of initial employment.

Key Issues

Costs Costs associated with IT programming.

AvailableFunding None.

Funding Requirements Unknown.

Benefits Reports in response to IPEDS, CPE, other external requests, and internal requests will be produced in a more timely and accurate manner.

Deadline July 1, 2003

Risk Unknown.

Policy/Procedure Units will be required to enter the race and gender code for all employees of the institution.

Suggested Priority High.

Steward Ray, Connie

StewardApproval 4/17/2003

Dir IRM 1st Review: 4/18/2003