



University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

University of Colorado

2014-15 Diversity Report

Prepared by the University of Colorado System Office of Institutional Research
May 2015

<https://www.cu.edu/office-academic-affairs/reports-highlights>

Table of Contents

Introduction	1
University of Colorado Boulder	2
Pathways for Diversity and Inclusion.....	3
Student Diversity	6
Undergraduate Fall Headcount Enrollment by Race/Ethnicity	7
Graduate Fall Headcount Enrollment by Race/Ethnicity	8
Baccalaureate Degrees Awarded by Race/Ethnicity	9
Graduate Degrees Awarded by Race/Ethnicity	10
Degrees Awarded by Race/Ethnicity, FY2013	11
Fall Resident Freshman Applications, Acceptances, and Enrollments	12
1-Year Freshman Retention Rates by Race/Ethnicity	13
Undergraduate Six-Year Graduation Rates by Race/Ethnicity	14
Fall Enrollment of Pell Grant Recipients	15
1-Year Retention Rates of Freshman Pell Grant Recipients	16
Baccalaureate Degrees Granted to Pell Grant Recipients	17
Enrollment of Students with Disabilities	18
New Resident Freshmen, Fall 2014: Home Region	19
New Resident Freshmen, Fall 2014: Metropolitan and Non-Metropolitan Areas	20
New Resident Freshmen by Race/Ethnicity, Fall 2014	21
Faculty and Staff Diversity	22
Full-time Faculty and Staff Diversity Profile, Fall 2014	23
Faculty Diversity, Fall 2003 – Fall 2014	24
Staff Diversity, Fall 2014	25
University of Colorado Colorado Springs	26
Diversity Report Narrative.....	27
Quantitative Highlights.....	32
Student Diversity	33
Undergraduate Fall Headcount Enrollment by Race/Ethnicity	34
Graduate Fall Headcount Enrollment by Race/Ethnicity	35
Baccalaureate Degrees Awarded by Race/Ethnicity	36
Graduate Degrees Awarded by Race/Ethnicity	37
Degrees Awarded by Race/Ethnicity, FY 2014.....	38
Fall Resident Freshman Applications, Acceptances, and Enrollments	39
1-Year Freshman Retention Rates by Race/Ethnicity	40
Undergraduate Six-Year Graduation Rates by Race/Ethnicity	41
Fall Enrollment of Pell Grant Recipients	42
1-Year Retention Rates of Freshman Pell Grant Recipients	43
Baccalaureate Degrees Granted to Pell Grant Recipients	44
Enrollment of Students with Disabilities	45
New Resident Freshmen, Fall 2014: Home Region	46
New Resident Freshmen, Fall 2014: Metropolitan and Non-Metropolitan Areas	47
New Resident Freshmen by Race/Ethnicity, Fall 2014	48
Faculty and Staff Diversity	49
Full-time Faculty and Staff Diversity Profile, Fall 2014	50
Faculty Diversity, Fall 2004 – Fall 2014	51
Staff Diversity, Fall 2014	52

University of Colorado Denver Anschutz Medical Campus	53
A Strategic Approach to Diversity and Inclusion.....	54
Quantitative Highlights.....	55
Student Diversity	63
Undergraduate Fall Headcount Enrollment by Race/Ethnicity	64
Graduate Fall Headcount Enrollment by Race/Ethnicity	65
Doctoral – Professional Practice Fall Headcount Enrollment by Race/Ethnicity, Anschutz	66
Baccalaureate Degrees Awarded by Race/Ethnicity	67
Graduate Degrees Awarded by Race/Ethnicity	68
Doctoral – Professional Practice Degrees Awarded by Race/Ethnicity, Anschutz	69
Degrees Awarded by Race/Ethnicity, FY 2014	70
Fall Resident Freshman Applications, Acceptances, and Enrollments, Denver Campus	71
1-Year Freshman Retention Rates by Race/Ethnicity, Denver Campus	72
Undergraduate Six-Year Graduation Rates by Race/Ethnicity, Denver Campus	73
Fall Enrollment of Pell Grant Recipients, Denver Campus	74
1-Year Retention Rates of Freshman Pell Grant Recipients, Denver Campus	75
Baccalaureate Degrees Granted to Pell Grant Recipients, Denver Campus	76
Enrollment of Students with Disabilities	77
New Resident Freshmen, Fall 2014, Denver Campus: Home Region	78
New Resident Freshmen, Fall 2014, Denver Campus: Metropolitan and Non-Metropolitan Areas	79
New Resident Freshmen by Race/Ethnicity, Fall 2014, Denver Campus	80
Faculty and Staff Diversity	81
Full-time Faculty and Staff Diversity Profile, Fall 2014	82
Faculty Diversity, Fall 2003 – Fall 2014	83
Staff Diversity, Fall 2014	83
University of Colorado System Administration	84
Full-Time Staff Diversity Profile, Fall 2014	85
Staff Diversity by Occupational Category, Fall 2014	86
Appendices	87
Appendix A: Fall 2013 Resident Enrollment, Colorado Public Four-Year Institutions	88
Appendix B: Changes to the Collection and Reporting of Race and Ethnicity	90

Introduction

Diversity is a core value of the University of Colorado. CU believes all students—regardless of ethnic, racial, political, gender, religious, intellectual, and geographical background—will have a more enriching college experience when they are exposed to a plurality of ideas, viewpoints, life experiences, and rapidly evolving perspectives on national identity. The university continually seeks to create a more inclusive university community—one that fosters an academic climate that is productive, positive, safe, and respectful of all viewpoints.

The diversity report is an important mechanism for campus officials to share information with the Board of Regents, campus community, and the public about efforts to increase campus diversity and provide an environment that allows all students to succeed. It includes the following information for each CU campus:

- An overview of campus efforts to support diversity and inclusiveness
- Undergraduate and graduate enrollment by race/ethnicity
- Baccalaureate, master's, doctoral, and professional degrees awarded by race/ethnicity
- Resident freshmen applications, acceptances, and enrollments by race/ethnicity
- Freshmen retention rates by race/ethnicity
- Graduation rates by race/ethnicity
- Enrollment of, retention rates for, and degrees awarded to Pell Grant recipients
- Enrollment of undergraduate students registered with their campus disability services office
- Home region of resident freshmen
- Race/ethnicity of resident freshmen
- Faculty race/ethnicity and gender diversity by rank and tenure status
- Staff race/ethnicity and gender diversity by occupational category
- CU student enrollment in the context of higher education in Colorado

Data are also provided on the race/ethnic and gender diversity of system administration staff.

Diversity Data Online!

View and interact with data from the 2014-15 Diversity Report using our new data visualization tool.

Click [here](#) for our data visualizations or visit our website for more information.

<http://www.cu.edu/ir/>



Pathways for Diversity and Inclusion 2014-15

Prepared by the Office of Diversity, Equity and Community Engagement
May 2015

Student Enrollment and Access

Enrollment – The undergraduate enrollment of diverse students on the Boulder campus was 22% of the total undergraduate enrollment in the 2014 fall semester. This is an all-time high and represents a considerable increase over the past five years from 15% in 2009. The proportion of diverse students in the freshmen class was about 25% in fall 2014 (32% in the *resident* freshmen class). A total of 5,595 degree-seeking undergraduates self-identified as American Indian, Latino, African American, Asian American, and more than one race. Among the in-state undergraduate students, 24% were Pell grant recipients. The graduate enrollment of diverse students was 13% in fall 2014 with a total of 715 who self-identified as American Indian, Latino, African American, Asian American, and more than one race.

Academic Outreach – The Pre-Collegiate Development Program has been on the Boulder campus for 32 years. In 2014-15 the program served 1,272 middle and high school students and 2,101 parents in the Denver/Boulder area encompassing 27 middle schools and 19 high schools. The Roaring Fork and Summit Pre-collegiate Programs, located along the I-70 corridor, served 387 students in four middle schools and four high schools. These programs feature an innovative four-way strategic partnership that includes the: 1) local school districts, 2) Aspen Valley and Summit community foundations, 3) Colorado Mountain College and 4) CU Boulder. Plans are underway to initiate two new pilot pre-collegiate programs, including one in Lake County and one in collaboration with the *I Have a Dream Foundation* of Boulder County.

Scholarship Foundations and Partnerships – Additional academic outreach benefited hundreds of students with valuable college preparation and scholarships through strategic partnerships with community organizations such as: *Daniels Fund*, *Denver Scholarship Foundation*, *Gates Millennium Foundation*, *I Have a Dream Foundation Boulder County*, *Mapleton Education Foundation*, *Vamos Bufalos* and *Colorado MESA*.

Student Academic Achievement

Retention and Graduation – The freshman retention rate for students entering fall 2013 was 83% for students of color, nearly equivalent to that of all students at 84%. The six-year graduation rate for the undergraduate cohort entering in 2008 was 65% for students of color compared to 70% for all students. The number of bachelor



degrees awarded to students of color in 2013-14 was an all-time high (929) and represented 17% of total degrees granted.

CU LEAD Alliance and Student Success – A network of 14 “academic neighborhoods” and affiliate programs foster academic community among under-represented and first-generation students. Serving over 1,600 undergraduates, the programs offer first-year cohort experiences, scholarships, academic enrichment and community building. The CU LEAD Alliance (Leadership, Excellence, Achievement and Diversity) promotes access to special learning opportunities such as honors thesis, internships, undergraduate research and global experiences.

Rachel Ramberg graduated in May 2015 with a Bachelor of Arts Degree in Broadcast Production Journalism with an additional field of study in film and a certificate in Technology, Arts and Media (TAM). Rachel is a member of the Ho-Chunk Nation. In addition to her academic pursuits, Rachel was a synchronized swimming coach, a *White Antelope Memorial Scholarship* recipient, and held internships with CU Media Relations and University Communications. Rachel's goal is to work as an environmental video and photojournalist where she can pursue her passions for animal awareness and wildlife.



Ivan Patino graduated in May 2015 with a Bachelor of Environmental Design Degree, Architecture emphasis. Ivan participated as a *Designers Without Boundaries (DWB) CU LEAD Scholar*. He has earned a place on the Dean's List and been recognized with the DWB Outstanding Student Award. Ivan attended George Washington High School in Denver and enrolled at CU Boulder after completing four and a half years in the United States Navy. Ivan has a passion for digital fabrication and becoming an entrepreneur. He plans to work for an architecture firm and attain a Master's degree in Architecture.

Campus Climate and Community Engagement

Diversity and inclusion are enriched through the broad participation and interaction of students, faculty, and staff on various campus-wide committees: Chancellor's Committee on Race and Ethnicity (CCORE), Chancellor's Committee on Women (CCW), Chancellor's Standing Committee on Gay, Lesbian, Bisexual, Transgender Issues (GLBT), and Chancellor's Accessibility Committee (CAC). The Boulder Faculty

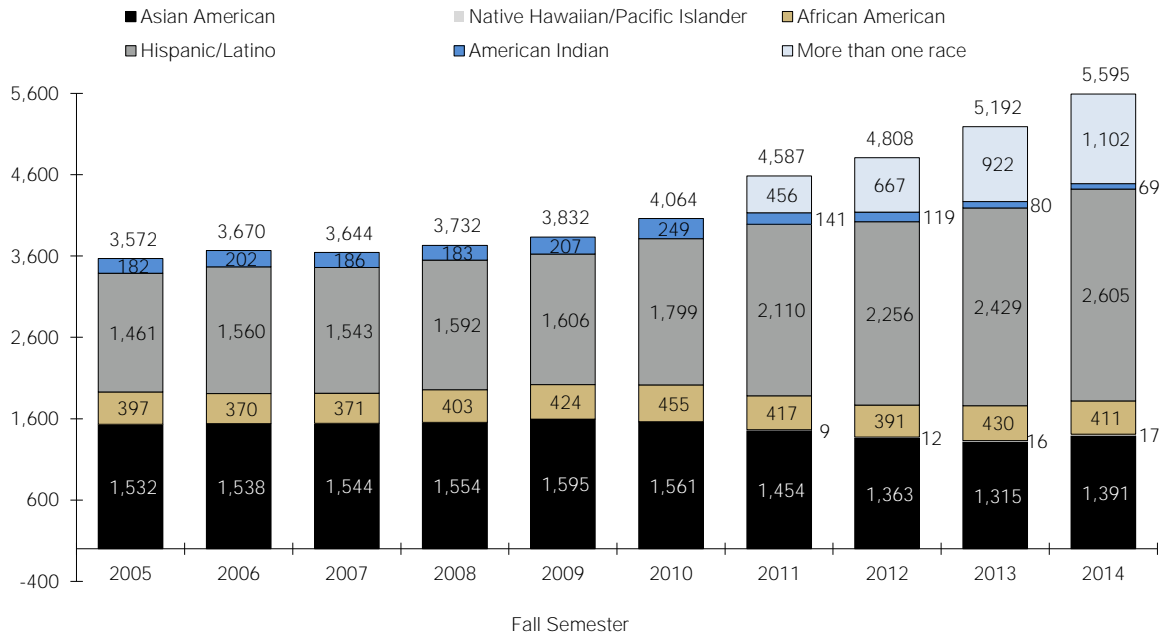
Assembly Diversity Committee and the Colleges and Schools Diversity Representatives Council further address critical issues of diversity and inclusion in the academic setting. Inclusive excellence is further advanced within the curriculum through the *IMPART Fellowship Grant* which bestows mini-awards to faculty to promote a campus environment which supports and encourages gender, ethnic and cultural diversity in scholarly work and teaching. Public forums for teaching and recognition are conducted annually during the two-day *Diversity and Inclusion Summit* in the fall and the *Equity and Excellence Celebration* held in the spring.



University of Colorado Boulder
Student Diversity

Data provided by the CU-Boulder Office of Planning, Budget, and Analysis
www.colorado.edu/pba/ia/

University of Colorado Boulder
Undergraduate Fall Headcount Enrollment by Race/Ethnicity



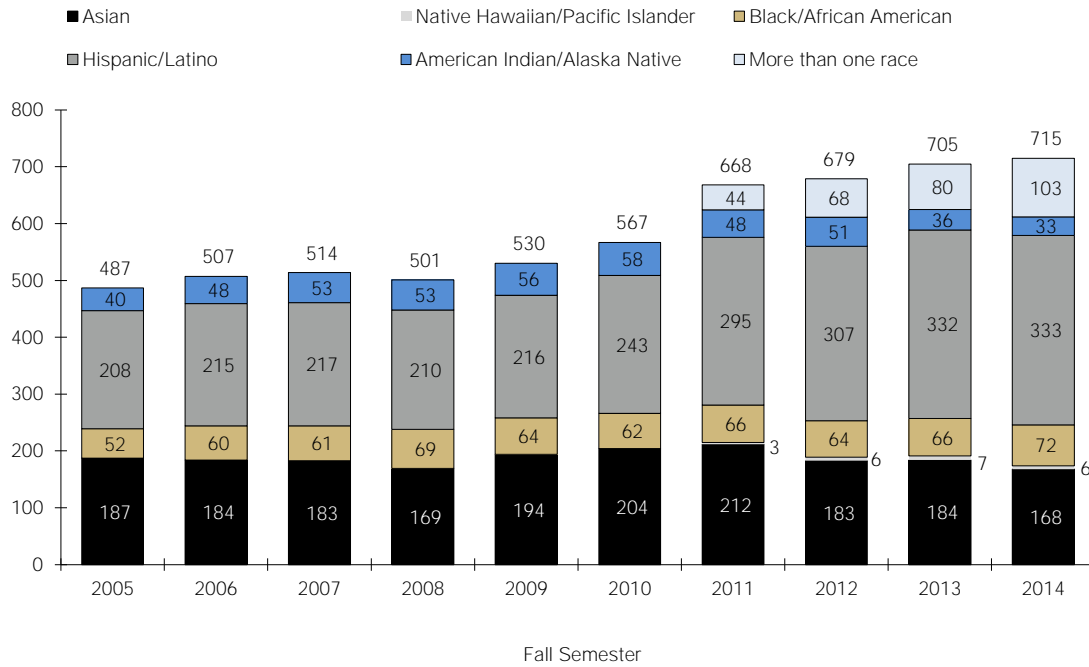
Race/Ethnicity	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Asian	1,532	1,538	1,544	1,554	1,595	1,561	1,454	1,363	1,315	1,391
Native Hawaiian/Pacific Islander							9	12	16	17
Black/African American	397	370	371	403	424	455	417	391	430	411
Hispanic/Latino	1,461	1,560	1,543	1,592	1,606	1,799	2,110	2,256	2,429	2,605
American Indian/Alaska Native	182	202	186	183	207	249	141	119	80	69
More than one race							456	667	922	1,102
White/Unknown	20,321	20,451	20,464	20,951	21,151	20,225	20,548	19,678	19,309	18,970
International	330	363	365	397	425	500	639	753	960	1,294
Total Enrollment	24,223	24,484	24,473	25,080	25,408	24,789	25,774	25,239	25,461	25,859
Minority Total	3,572	3,670	3,644	3,732	3,832	4,064	4,587	4,808	5,192	5,595
Minority as % of Total Enrollment	15%	15%	15%	15%	15%	16%	18%	19%	20%	22%

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Asian	6.3%	6.3%	6.3%	6.2%	6.3%	6.3%	5.6%	5.4%	5.2%	5.4%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%
Black/African American	1.6%	1.5%	1.5%	1.6%	1.7%	1.8%	1.6%	1.5%	1.7%	1.6%
Hispanic/Latino	6.0%	6.4%	6.3%	6.3%	6.3%	7.3%	8.2%	8.9%	9.5%	10.1%
American Indian/Alaska Native	0.8%	0.8%	0.8%	0.7%	0.8%	1.0%	0.5%	0.5%	0.3%	0.3%
More than one race	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.8%	2.6%	3.6%	4.3%
White/Unknown	83.9%	83.5%	83.6%	83.5%	83.2%	81.6%	79.7%	78.0%	75.8%	73.4%
International	1.4%	1.5%	1.5%	1.6%	1.7%	2.0%	2.5%	3.0%	3.8%	5.0%

Note: In fall 2011, enrollment reporting for this report was changed. Thus, the numbers for fall 2011 and beyond are not comparable to prior numbers. Prior numbers included only degree-seeking students with *state reportable hours*. The numbers for fall 2011 and later include *all* degree-seeking students and are therefore higher than prior years.

For example, the tables show a considerable increase in enrollment from fall 2010 to fall 2011. Fall 2011 minority enrollment did increase over fall 2010, but not

University of Colorado Boulder
Graduate Fall Headcount Enrollment by Race/Ethnicity



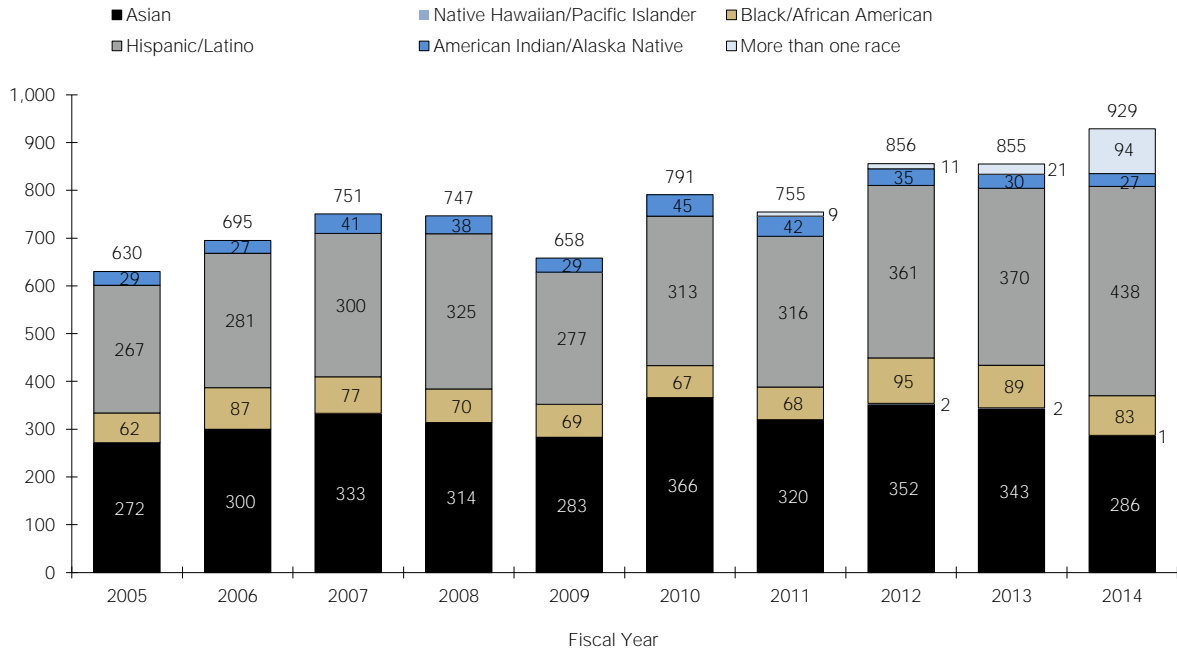
Race/Ethnicity	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Asian	187	184	183	169	194	204	212	183	184	168
Native Hawaiian/Pacific Islander							3	6	7	6
Black/African American	52	60	61	69	64	62	66	64	66	72
Hispanic/Latino	208	215	217	210	216	243	295	307	332	333
American Indian/Alaska Native	40	48	53	53	56	58	48	51	36	33
More than one race							44	68	80	103
White/Unknown	3,332	3,311	3,248	3,310	3,455	3,716	3,943	3,851	3,698	3,666
International	582	640	753	818	803	863	886	926	910	927
Enrollment	4,401	4,458	4,515	4,629	4,788	5,146	5,497	5,456	5,313	5,308
Minority Total	487	507	514	501	530	567	668	679	705	715
Minority as % of Total Enrollment	11%	11%	11%	11%	11%	11%	12%	12%	13%	13%

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Asian	4.2%	4.1%	4.1%	3.7%	4.1%	4.0%	3.9%	3.4%	3.5%	3.2%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.1%
Black/African American	1.2%	1.3%	1.4%	1.5%	1.3%	1.2%	1.2%	1.2%	1.2%	1.4%
Hispanic/Latino	4.7%	4.8%	4.8%	4.5%	4.5%	4.7%	5.4%	5.6%	6.2%	6.3%
American Indian/Alaska Native	0.9%	1.1%	1.2%	1.1%	1.2%	1.1%	0.9%	0.9%	0.7%	0.6%
More than one race	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%	1.2%	1.5%	1.9%
White/Unknown	75.7%	74.3%	71.9%	71.5%	72.2%	72.2%	71.7%	70.6%	69.6%	69.1%
International	13.2%	14.4%	16.7%	17.7%	16.8%	16.8%	16.1%	17.0%	17.1%	17.5%

Note: In fall 2011, enrollment reporting for this report was changed. Thus, the numbers for fall 2011 and beyond are not comparable to prior numbers. Prior numbers included only degree-seeking students with *state reportable hours*. The numbers for fall 2011 and later include *all* degree-seeking students and are therefore higher than prior years.

For example, the tables show a considerable increase in enrollment from fall 2010 to fall 2011. Fall 2011 minority enrollment did increase over fall 2010,

University of Colorado Boulder
Baccalaureate Degrees Awarded by Race/Ethnicity



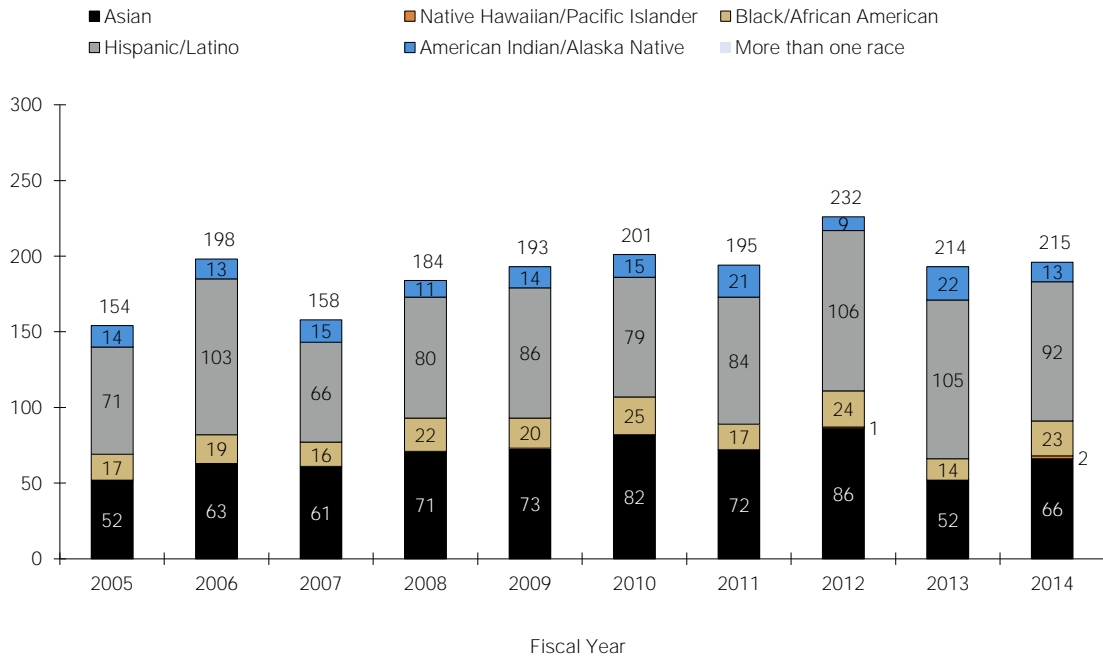
Race/Ethnicity	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Asian	272	300	333	314	283	366	320	352	343	286
Native Hawaiian/Pacific Islander								2	2	1
Black/African American	62	87	77	70	69	67	68	95	89	83
Hispanic/Latino	267	281	300	325	277	313	316	361	370	438
American Indian/Alaska Native	29	27	41	38	29	45	42	35	30	27
More than one race							9	11	21	94
White/Unknown	4,423	4,597	4,530	4,516	4,290	4,643	4,788	4,915	4,790	4,380
International	71	58	62	63	59	75	85	94	107	106
Total Degrees Awarded	5,124	5,350	5,343	5,326	5,007	5,509	5,628	5,865	5,752	5,415
Minority Total	630	695	751	747	658	791	755	856	855	929
Minority as % of Total	12%	13%	14%	14%	13%	14%	13%	15%	15%	17%

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Asian	5.3%	5.6%	6.2%	5.9%	5.7%	6.6%	5.7%	6.0%	6.0%	5.3%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Black/African American	1.2%	1.6%	1.4%	1.3%	1.4%	1.2%	1.2%	1.6%	1.5%	1.5%
Hispanic/Latino	5.2%	5.3%	5.6%	6.1%	5.5%	5.7%	5.6%	6.2%	6.4%	8.1%
American Indian/Alaska Native	0.6%	0.5%	0.8%	0.7%	0.6%	0.8%	0.7%	0.6%	0.5%	0.5%
More than one race	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.2%	0.4%	1.7%
White/Unknown	86.3%	85.9%	84.8%	84.8%	85.7%	84.3%	85.1%	83.8%	83.3%	80.9%
International	1.4%	1.1%	1.2%	1.2%	1.2%	1.4%	1.5%	1.6%	1.9%	2.0%

Note: degree counts are unduplicated (one student receiving multiple degrees is counted only once).

Racial/ethnic counts by category follow IPEDS reporting rules for fall 2011 and later. The counts for a single category represent only those who selected that single category alone. Individuals selecting multiple categories are placed in "more than one race," unless Hispanic/Latino was one of their choices, in which case they are placed in the "Hispanic/Latino" category.

University of Colorado Boulder
Graduate Degrees Awarded by Race/Ethnicity



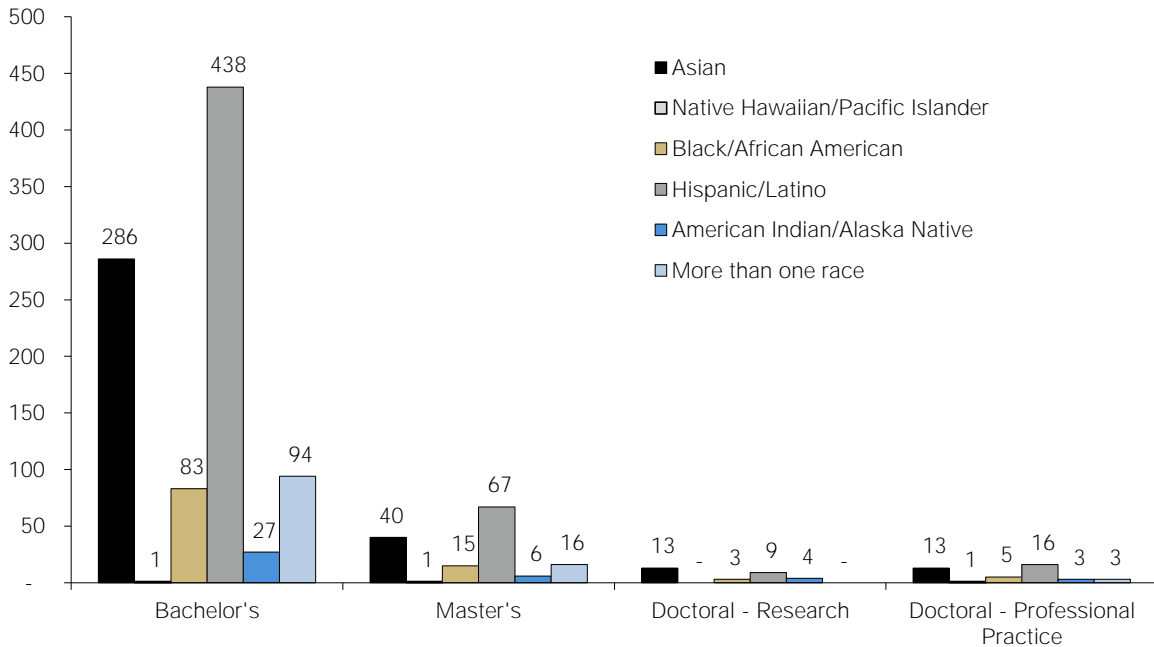
Race/Ethnicity	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Asian	52	63	61	71	73	82	72	86	52	66
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	1	0	2
Black/African American	17	19	16	22	20	25	17	24	14	23
Hispanic/Latino	71	103	66	80	86	79	84	106	105	92
American Indian/Alaska Native	14	13	15	11	14	15	21	9	22	13
More than one race	0	0	0	0	0	0	1	6	21	19
White/Unknown	1132	1144	1112	1138	1092	1202	1360	1341	1346	1213
International	252	193	168	164	234	255	227	285	278	295
Total Degrees Awarded	1,538	1,535	1,438	1,486	1,519	1,658	1,782	1,858	1,838	1,723
Minority Total	154	198	158	184	193	201	195	232	214	215
Minority as % of Total	10%	13%	11%	12%	13%	12%	11%	12%	12%	12%

Race/Ethnicity	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Asian	3.4%	4.1%	4.2%	4.8%	4.8%	4.9%	4.0%	4.6%	2.8%	3.8%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.1%
Black/African American	1.1%	1.2%	1.1%	1.5%	1.3%	1.5%	1.0%	1.3%	0.8%	1.3%
Hispanic/Latino	4.6%	6.7%	4.6%	5.4%	5.7%	4.8%	4.7%	5.7%	5.7%	5.3%
American Indian/Alaska Native	0.9%	0.8%	1.0%	0.7%	0.9%	0.9%	1.2%	0.5%	1.2%	0.8%
More than one race	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.3%	1.1%	1.1%
White/Unknown	73.6%	74.5%	77.3%	76.6%	71.9%	72.5%	76.3%	72.2%	73.2%	70.4%
International	16.4%	12.6%	11.7%	11.0%	15.4%	15.4%	12.7%	15.3%	15.1%	17.1%

Note: degree counts are unduplicated (one student receiving multiple degrees is counted only once).

Racial/ethnic counts by category follow IPEDS reporting rules for fall 2011 and later. The counts for a single category represent only those who selected that single category alone. Individuals selecting multiple categories are placed in "more than one race," unless Hispanic/Latino was one of their choices, in which case they are placed in the "Hispanic/Latino" category.

University of Colorado Boulder
Degrees Awarded by Race/Ethnicity
Fiscal Year 2014

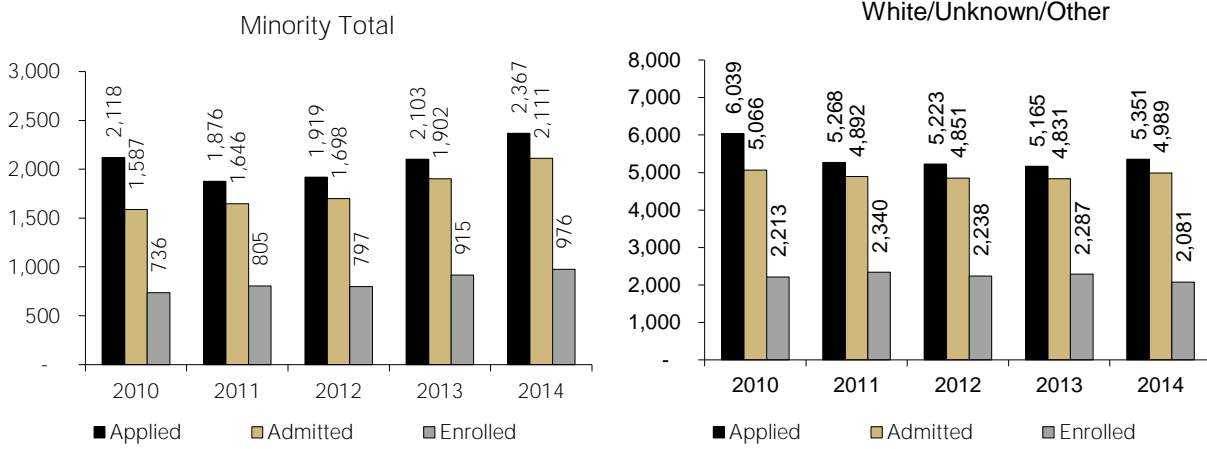


Race/Ethnicity	Bachelor's	Master's	Doctoral - Research	Doctoral - Professional Practice	Total
Asian	286	40	13	13	352
Native Hawaiian/Pacific Islander	1	1	-	1	3
Black/African American	83	15	3	5	106
Hispanic/Latino	438	67	9	16	530
American Indian/Alaska Native	27	6	4	3	40
More than one race	94	16	-	3	113
White/Unknown	4,380	821	263	129	5,593
International	106	205	88	2	401
Minority Total	929	145	29	41	1,144
Total	5,415	1,171	380	172	7,138

Note: degree counts are unduplicated (one student receiving multiple degrees is counted only once unless degrees are at different levels - e.g. BA and

Racial/ethnic counts by category follow IPEDS reporting rules for fall 2011 and later. The counts for a single category represent only those who selected that single category alone. Individuals selecting multiple categories are placed in "more than one race," unless Hispanic/Latino was one of their choices, in which case they are placed in the "Hispanic/Latino" category.

University of Colorado Boulder
Fall Resident Freshman Applications, Acceptances and Enrollments by Race/Ethnicity



Asian			
Fall Term	Applied	Admitted	Enrolled
2010	722	611	288
2011	464	424	220
2012	502	472	236
2013	517	492	248
2014	588	561	301

Native Hawaiian/Pacific Islander			
Fall Term	Applied	Admitted	Enrolled
2010	10	9	7
2011	2	1	1
2012	3	3	1
2013	2	2	1
2014	5	4	1

Black/African American			
Fall Term	Applied	Admitted	Enrolled
2010	263	172	60
2011	147	119	49
2012	174	140	55
2013	178	152	85
2014	196	155	62

Hispanic/Latino			
Fall Term	Applied	Admitted	Enrolled
2010	966	685	323
2011	946	822	400
2012	902	782	360
2013	1,002	896	413
2014	1,117	970	426

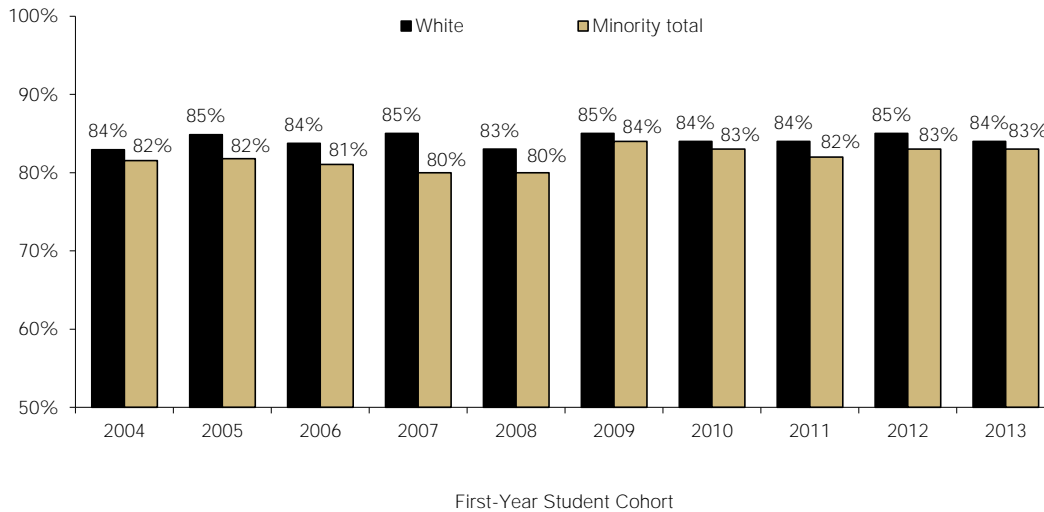
American Indian/Alaska Native			
Fall Term	Applied	Admitted	Enrolled
2010	157	110	58
2011	13	12	9
2012	13	11	8
2013	13	9	2
2014	18	16	6

More than one race			
Fall Term	Applied	Admitted	Enrolled
2010	n/a	n/a	n/a
2011	304	268	126
2012	325	290	137
2013	391	351	166
2014	443	405	180

White/Unknown/Other			
Fall Term	Applied	Admitted	Enrolled
2010	6,039	5,066	2,213
2011	5,268	4,892	2,340
2012	5,223	4,851	2,238
2013	5,165	4,831	2,287
2014	5,351	4,989	2,081

Total			
Fall Term	Applied	Admitted	Enrolled
2010	8,157	6,653	2,949
2011	7,144	6,538	3,145
2012	7,142	6,549	3,035
2013	7,268	6,733	3,202
2014	7,718	7,100	3,057

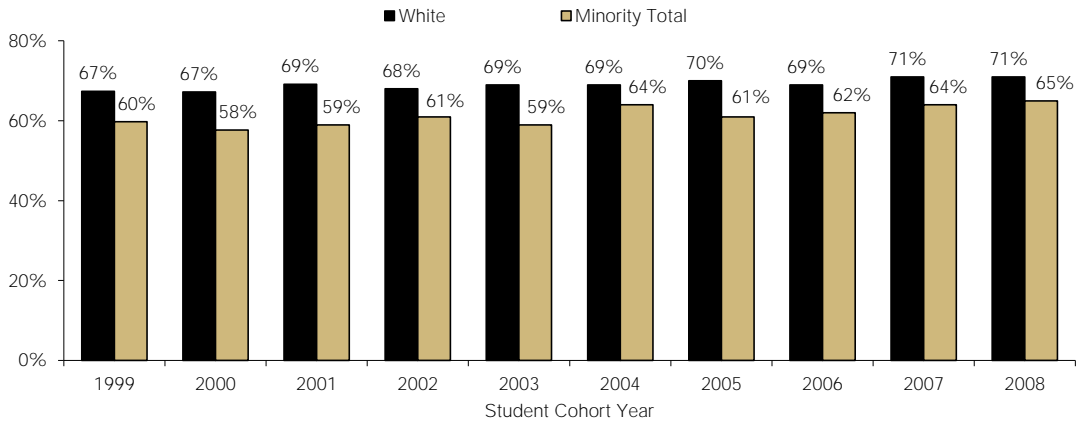
University of Colorado Boulder
1-Year Freshman Retention Rates by Race/Ethnicity



First-Year Cohort	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Asian	332	325	373	373	369	362	338	340	375	430
Native Hawaiian/Pacific Islander								43	37	41
Black/African American	70	73	84	107	113	97	89	107	132	159
Hispanic/Latino	340	312	377	356	418	384	477	573	554	622
American Indian/Alaska Native	45	25	56	39	35	60	85	78	90	74
More than one race								0	0	0
Other/Unknown	268	242	238	197	263	284	54	36	33	25
White	4,024	3,974	4,415	4,399	4,561	4,268	4,003	4,349	4,036	4,166
International	43	52	62	69	58	68	86	128	171	273
All	5,122	5,003	5,605	5,540	5,817	5,523	5,145	5,654	5,428	5,790
Minority total	787	735	890	875	935	903	1,002	1,141	1,188	1,326

Percent Enrolled One Year Later	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Asian	87%	82%	86%	86%	85%	88%	87%	84%	90%	87%
Native Hawaiian/Pacific Islander								77%	73%	80%
Black/African American	81%	81%	82%	82%	74%	86%	83%	79%	81%	83%
Hispanic/Latino	76%	82%	78%	74%	78%	82%	80%	83%	79%	81%
American Indian/Alaska Native	82%	80%	69%	82%	60%	73%	80%	78%	82%	78%
More than one race								0%	0%	0%
Other/Unknown	84%	84%	82%	86%	83%	86%	83%	69%	76%	68%
White	83%	85%	84%	85%	83%	85%	84%	84%	85%	84%
International	81%	87%	84%	87%	79%	79%	78%	87%	85%	90%
All	83%	84%	83%	84%	83%	85%	84%	83%	85%	84%
Minority total	82%	82%	81%	80%	80%	84%	83%	82%	83%	83%

University of Colorado Boulder
Undergraduate Six-Year Graduation Rates by Race/Ethnicity

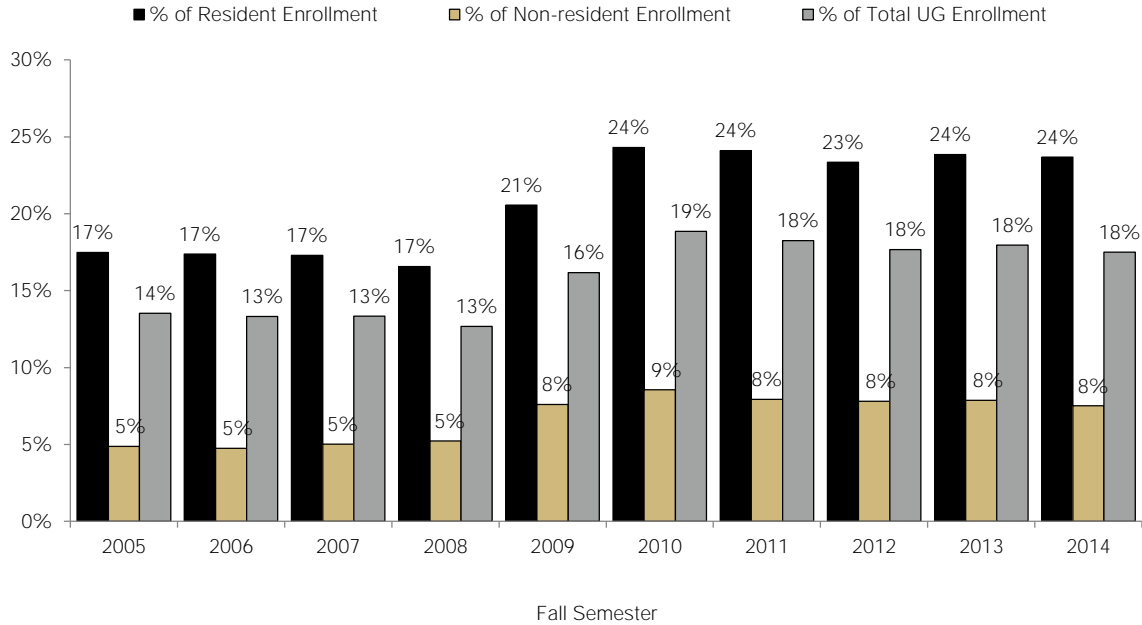


Undergraduate Cohort*	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Asian	266	297	291	358	340	333	325	373	373	369
Black/African American	82	85	74	97	89	70	72	84	107	113
Hispanic/Latino	239	273	310	323	327	340	313	377	356	419
American Indian/Alaska Native	25	30	37	53	37	45	25	56	39	35
White	3,767	4,131	3,899	4,293	4,474	4,025	3,977	4,415	4,399	4,560
Other/Unknown	137	207	327	216	235	268	243	238	197	263
International	28	24	24	36	40	43	52	62	69	58
Total Enrollment	4,544	5,047	4,962	5,376	5,542	5,124	5,007	5,605	5,540	5,817
Minority Total	612	685	712	831	793	788	735	890	875	936

Six-Year Graduation Rate	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Asian	62%	60%	65%	66%	65%	71%	64%	68%	71%	72%
Black/African American	59%	44%	51%	53%	49%	64%	47%	64%	55%	57%
Hispanic/Latino	59%	60%	55%	60%	57%	58%	60%	56%	59%	63%
American Indian/Alaska Native	40%	53%	54%	51%	51%	58%	56%	57%	62%	46%
White	67%	67%	69%	68%	69%	69%	70%	69%	71%	71%
Other/Unknown	61%	61%	65%	64%	64%	70%	69%	66%	70%	71%
International	75%	58%	79%	56%	58%	65%	67%	66%	72%	60%
Total Enrollment	66%	66%	67%	67%	67%	68%	68%	68%	70%	70%
Minority Total	60%	58%	59%	61%	59%	64%	61%	62%	64%	65%

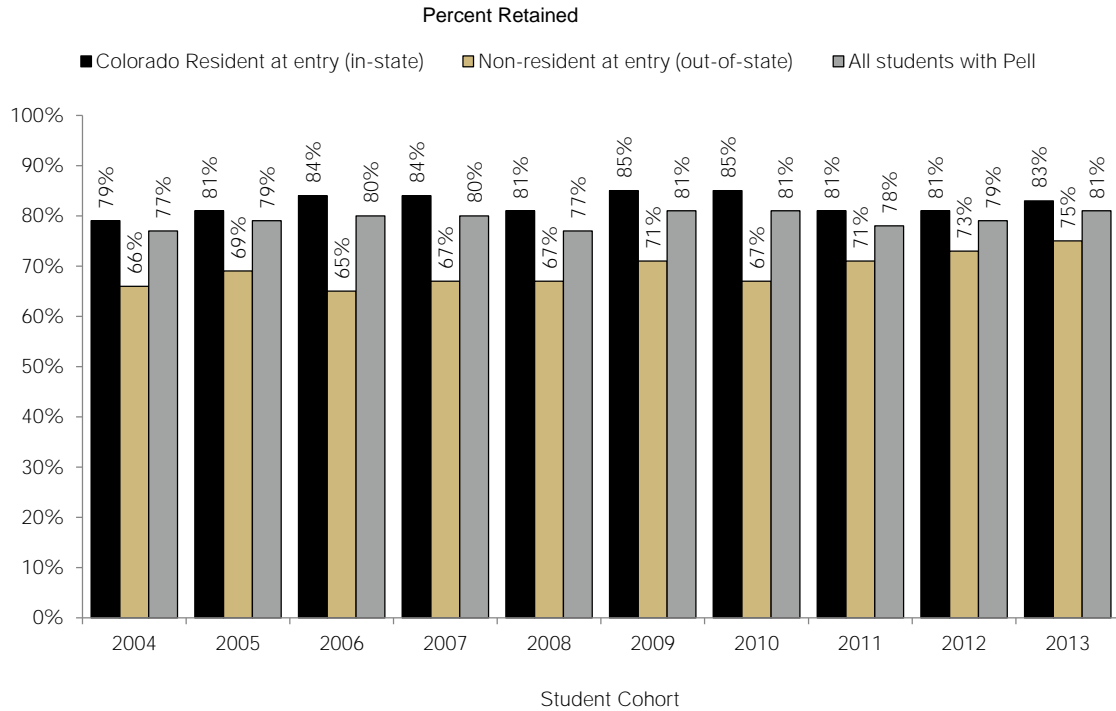
* Cohorts include first-time first-year full-time students entering in the Fall semester.

University of Colorado Boulder
Fall Enrollment of Pell Grant Recipients
(Percent of Undergraduate Enrollment)



	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Resident	2,908	2,892	2,869	2,730	3,452	3,947	3,966	3,736	3,831	3,783
Non-resident	371	372	396	451	656	733	740	722	740	743
Total UG pell recipients enrolled	3,279	3,264	3,265	3,181	4,108	4,680	4,706	4,458	4,571	4,526
% of Resident Enrollment	17%	17%	17%	17%	21%	24%	24%	23%	24%	24%
% of Non-resident Enrollment	5%	5%	5%	5%	8%	9%	8%	8%	8%	8%
% of Total UG Enrollment	14%	13%	13%	13%	16%	19%	18%	18%	18%	18%

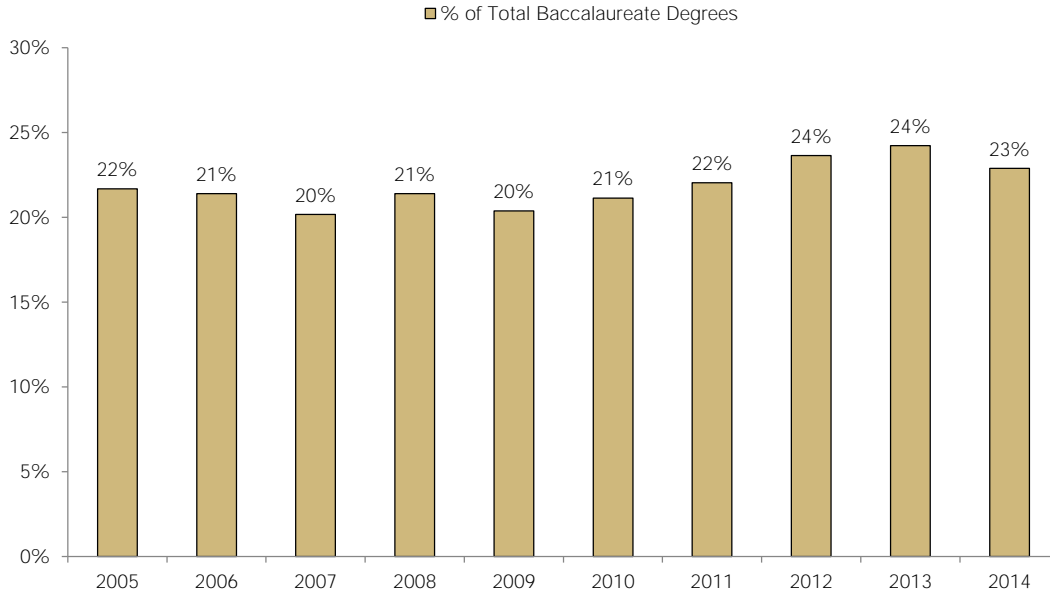
University of Colorado Boulder
1-Year Retention Rates of Freshman Pell Grant Recipients



	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
All students with Pell										
First-Year Student Cohorts*	613	533	601	599	627	829	847	967	898	996
Number Retained**	472	421	481	479	483	671	686	754	709	807
Percent Retained	77%	79%	80%	80%	77%	81%	81%	78%	79%	81%
Colorado Resident at entry (in-state)										
First-Year Student Cohorts*	487	462	469	475	452	636	629	707	657	745
Number Retained**	385	374	394	399	366	541	535	573	532	618
Percent Retained	79%	81%	84%	84%	81%	85%	85%	81%	81%	83%
Non-resident at entry (out-of-state)										
First-Year Student Cohorts*	126	101	132	124	175	193	218	260	241	251
Number Retained**	83	70	86	83	117	137	146	185	176	188
Percent Retained	66%	69%	65%	67%	67%	71%	67%	71%	73%	75%

Note: this is retention of students who received Pell in their first entry year
 * First-Time freshmen w/Pell entering Summer/Fall term
 **Number enrolled in subsequent fall

University of Colorado Boulder
Baccalaureate Degrees Granted to Pell Grant Recipients

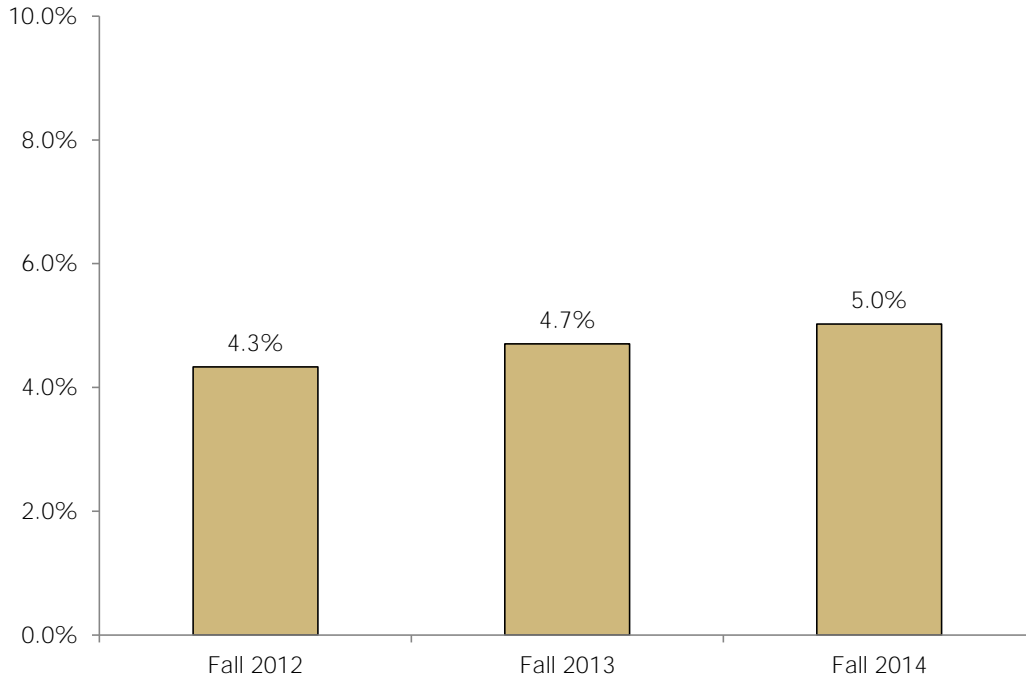


	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Baccalaureate Degrees Awarded to Pell Recipients*	1,111	1,144	1,077	1,139	1,020	1,164	1,240	1,386	1,393	1,239
% of Total Baccalaureate Degrees	22%	21%	20%	21%	20%	21%	22%	24%	24%	23%

* counted if student was ever a Pell recipient

University of Colorado Boulder
Enrollment of Students with Disabilities

Undergraduate Degree-Seeking Students formally registered with the Office of Disability Services
(Percent of Degree-seeking Undergraduate Enrollment)



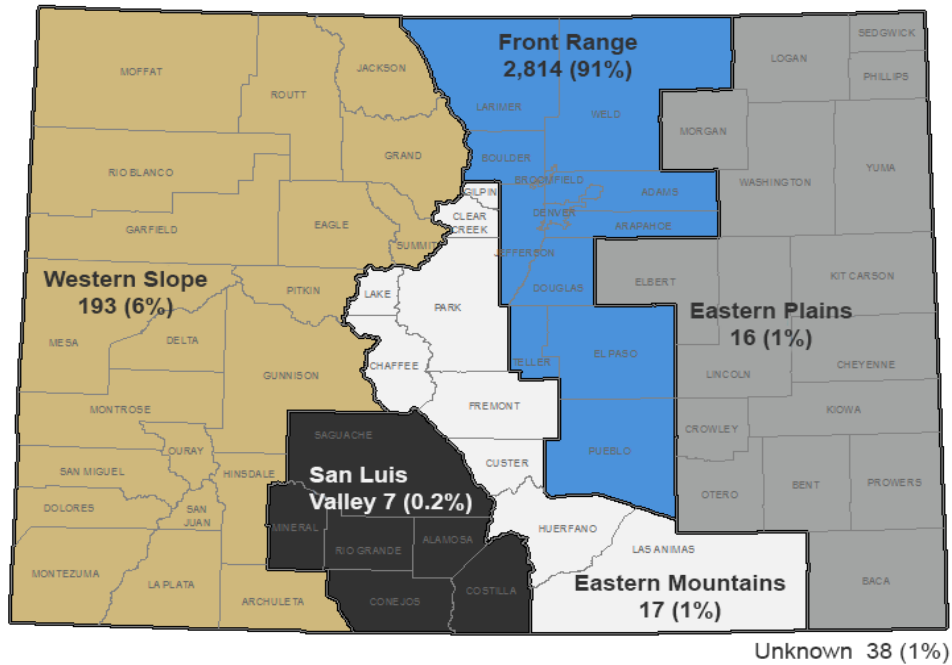
	Fall 2012	Fall 2013	Fall 2014
Number of degree-seeking undergraduates registered with Office of Disability Services*	1,093	1,197	1,299
Percent of all degree-seeking undergraduates	4.3%	4.7%	5.0%

*Numbers include only degree-seeking undergraduate students enrolled in the fall term. This includes students taking main campus or on-line only classes.

Note: Fall 2011 and earlier data are suppressed due to adoption of Campus Solutions for data collection resulting in non-comparable data.

University of Colorado Boulder
 New Resident Freshmen, Fall 2014
 Home Region

(Based on County at Time of Admission, End-of-Term Enrollment)



Region	12th Graders Enrolled in CO Public Schools ¹	CU-Boulder New Resident Freshmen, Fall 2014	
		Enrolled ²	Percent
Eastern Mountains	2%	17	1%
Eastern Plains	3%	16	1%
Front Range	83%	2,814	91%
San Luis Valley	1%	7	0.2%
Western Slope	9%	193	6%
Unknown	3%	38	1%
Total	100%	3,085	100%

¹ Distribution of 12th grade students enrolled in Colorado Public Schools based on school district enrollment, fall 2013. Students in the "unknown" category attended BOCES, the Colorado Charter School Institute, or a Colorado Detention Center. Data source: Colorado Department of Education, <http://www.cde.state.co.us/cdereval/pupilcurrent.htm>

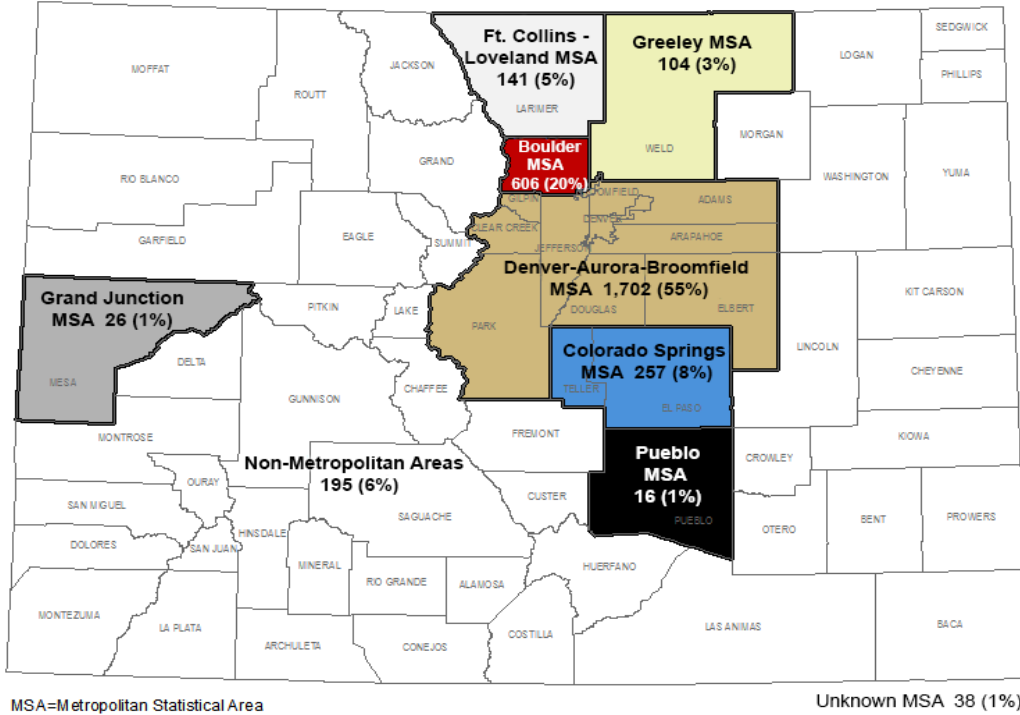
² Home region of new resident freshmen based on county at time of admission. Data source: SURDS Enrollment File (with new freshmen defined by CU registration type)

State regions defined at: Colorado Division of Local Government, State Demography Office. www.colorado.gov/cs/Satellite/DOLA-Main/CBON/1251593300013

Note: Enrollment data for new freshmen are based on end-of-term enrollment. All other enrollment data are based on census date enrollment.

University of Colorado Boulder
 New Resident Freshmen, Fall 2014
 Home Region: Metropolitan and Non-Metropolitan Areas

(Based on County at Time of Admission, End-of-Term Enrollment)



Metro Area	12th Graders Enrolled in CO Public Schools ¹	CU-Boulder New Resident Freshmen, Fall 2014	
		Enrolled ²	Percent
Boulder MSA	7%	606	20%
Colorado Springs MSA	16%	257	8%
Denver-Aurora-Broomfield MSA	48%	1,702	55%
Fort Collins-Loveland MSA	5%	141	5%
Grand Junction MSA	3%	26	1%
Greeley MSA	4%	104	3%
Pueblo MSA	3%	16	1%
Non-Metro	11%	195	6%
Unknown	3%	38	1%
Total	100%		100%

¹ Distribution of 12th grade students enrolled in Colorado Public Schools based on school district enrollment, fall 2013. Students in the "unknown" category attended BOCES, the Colorado Charter School Institute, or a Colorado Detention Center. Data source: Colorado Department of Education, <http://www.cde.state.co.us/cdereval/pupilcurrent.htm>

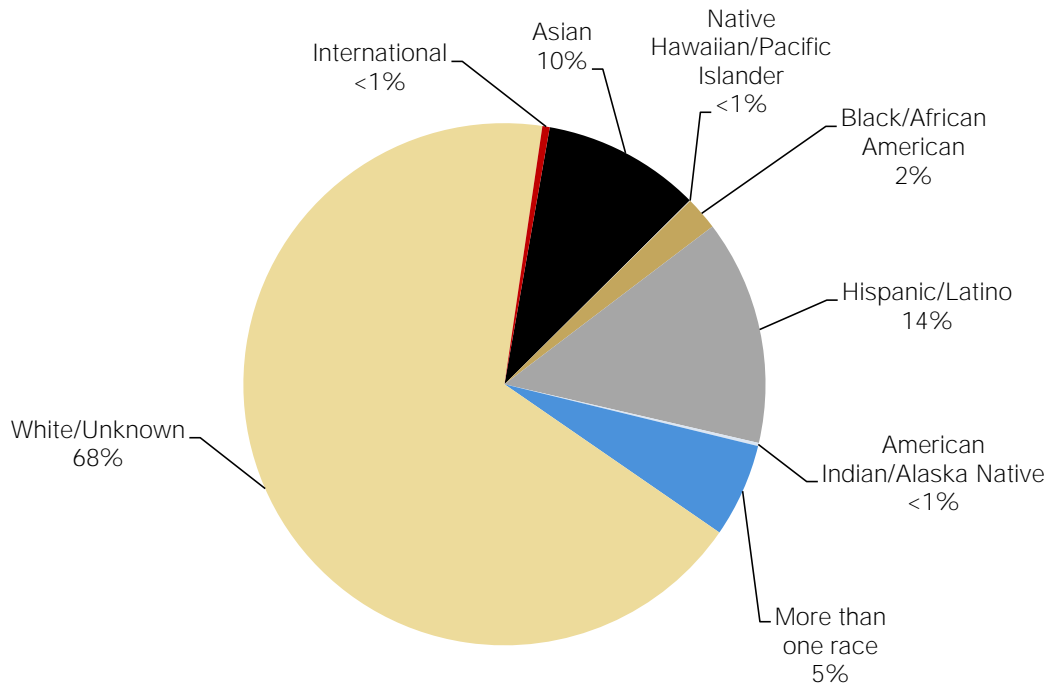
² Home region of new resident freshmen based on county at time of admission. Data source: SURDS Enrollment File (with new freshmen defined by CU registration type)

Metropolitan Statistical Areas (MSAs) defined by U.S. Office of Management and Budget, OMB Bulletin No. 09-01, November 2008. <http://www.whitehouse.gov/omb/assets/omb/bulletins/fy2009/09-01.pdf>

Note: Enrollment data for new freshmen are based on end-of-term enrollment. All other enrollment data are based on census date enrollment.

University of Colorado Boulder
New Resident Freshmen by Race/Ethnicity, Fall 2014
(End-of-Term Enrollment)

Total=3,085
Minority Total = 982 (32%)



Note: Enrollment data for new freshmen are based on end-of-term enrollment. All other enrollment data are based on census date enrollment, as are enrollments shown with applications and acceptances for new freshmen.

Fall 2014 racial/ethnic category counts follow IPEDS reporting rules, and represent only those who selected that single category alone. Individuals selecting multiple categories are placed in "More than one race" or, if Hispanic/Latino was one of their choices, in "Hispanic/Latino."



University of Colorado Boulder
Faculty and Staff Diversity

Data provided by the CU-Boulder Office of Planning, Budget, and Analysis
www.colorado.edu/pba/ia/

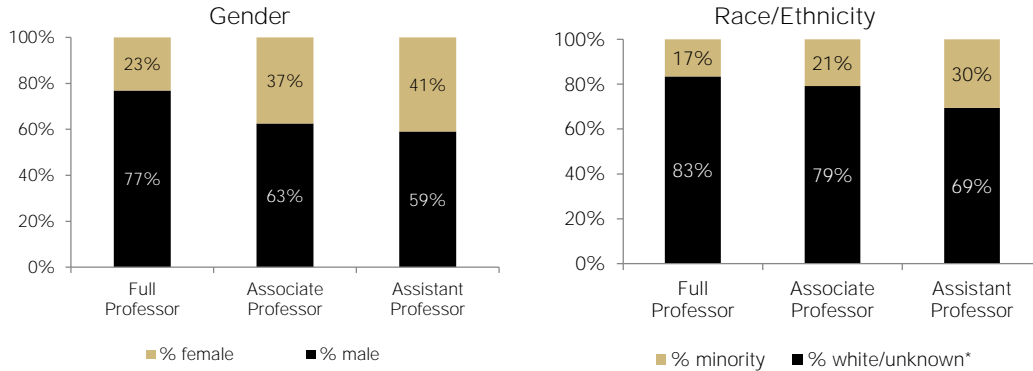
University of Colorado Boulder
Full-Time Faculty and Staff, Fall 2014

	Total	Female		Male		Minority		Ethnicity/Citizenship								
		#	%	#	%	#	%	Black/ African American	American Indian/ Alaska Native	Asian	Native Hawaiian/ Pacific Islander	Hispanic/ Latino	More than one race	White	Unknown	Inter- national
Faculty	2,108	770	37%	1,338	63%	347	19%	32	9	190	1	110	5	1,528	2	233
Instructional Faculty	1,420	525	37%	895	63%	262	19%	30	6	139	1	82	4	1,123	1	34
Tenured/Tenure Track	1,068	344	32%	724	68%	222	21%	27	5	121	1	64	4	824	-	21
Full Professor	450	104	23%	346	77%	74	17%	9	3	37	1	24	-	372	-	4
Associate Professor	366	137	37%	229	63%	76	21%	8	2	46	-	20	-	288	-	2
Assistant Professor	252	103	41%	149	59%	72	30%	10	-	38	-	20	4	164	-	15
Non-Tenure Track	352	181	51%	171	49%	40	12%	3	1	18	-	18	-	299	1	13
Instructor/Sr. Instructor	352	181	51%	171	49%	40	12%	3	1	18	-	18	-	299	1	13
Research Faculty	688	245	36%	443	64%	85	17%	2	3	51	-	28	1	405	1	199
Staff	4,135	2,144	52%	1,991	48%	971	24%	93	20	291	6	519	42	3,114	21	29
Officers	26	7	27%	19	73%	3	12%	2	-	-	-	1	-	23	-	-
With Faculty Status	18	3	17%	15	83%	2	11%	2	-	-	-	-	-	16	-	-
Without Faculty Status	8	4	50%	4	50%	1	13%	-	-	-	-	1	-	7	-	-
Management/Other Professionals/Support Staff	4,109	2,137	52%	1,972	48%	968	24%	91	20	291	6	518	42	3,091	21	29
With Faculty Status	117	63	54%	54	46%	12	11%	2	-	7	-	3	-	101	-	4
Exempt Professionals	2,210	1,186	54%	1,024	46%	323	15%	47	12	117	5	123	19	1,844	18	25
Classified Staff	1,782	888	50%	894	50%	633	36%	42	8	167	1	392	23	1,146	3	-
Faculty/Staff Total	6,243	2,914	47%	3,329	53%	1,318	22%	125	29	481	7	629	47	4,642	23	262

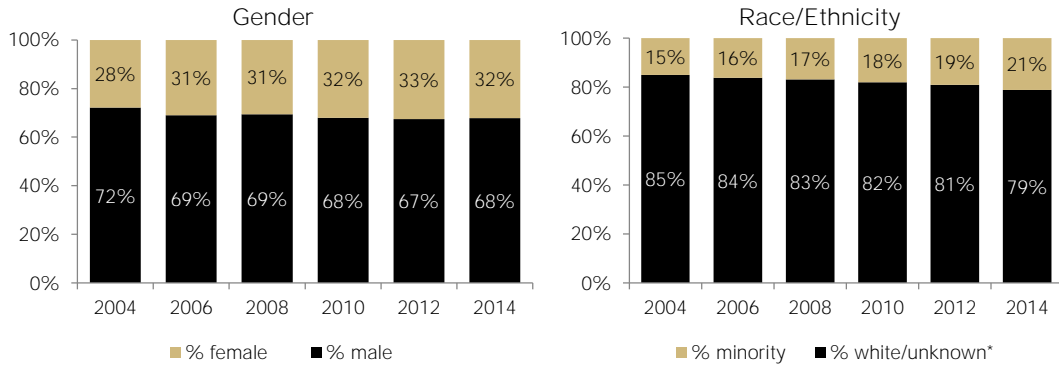
Notes: Includes all employees reported for IPEDS HR for Fall 2014. Excludes student and other temporary employees.
Individuals with active and paid leave appointments with known salary including all TTT status, instructor/sr. instructor status with 50%+ total time, and all others with 100% time as of Nov. 1, 2014.
Minority total includes more than one race and excludes white, unknown, international. Percent minority is total minority divided by all, excluding international.

University of Colorado Boulder

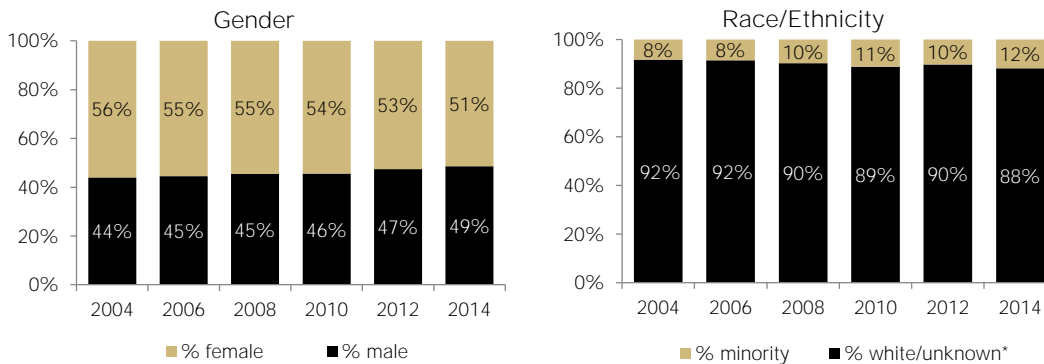
Regular Instructional Faculty, Fall 2014 Tenured/Tenure Track



Regular Instructional Faculty, Fall 2004 - Fall 2014 Tenured/Tenure Track Faculty All Ranks Combined

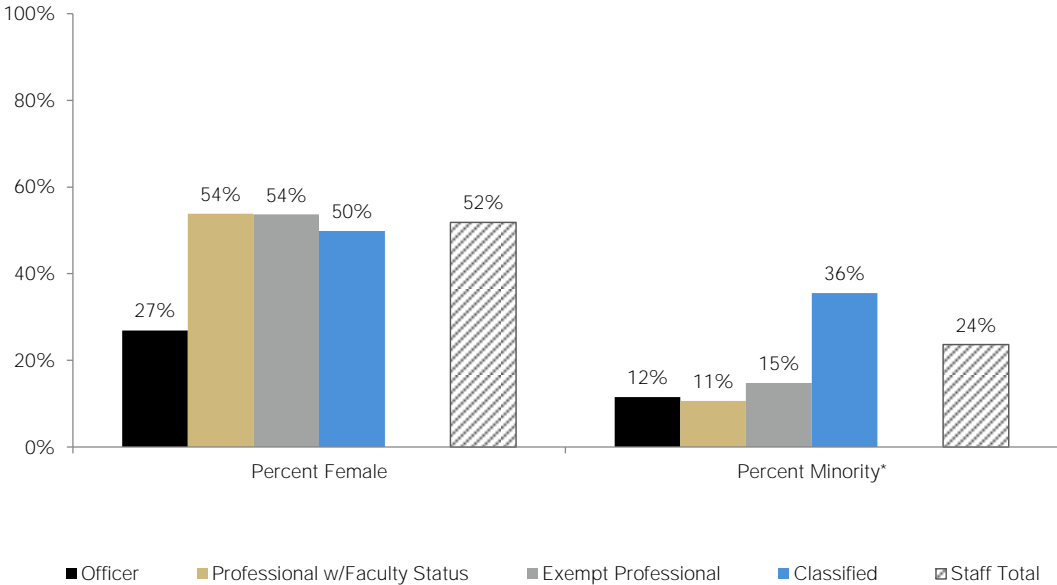


Non-Tenure Track Faculty Instructors and Senior Instructors Combined



* Percent minority and percent white/unknown calculations exclude international faculty.

University of Colorado Boulder
 Staff Diversity, Fall 2014



* Percent minority calculations exclude international staff



2014 - 2015 Report on Diversity

Prepared by the University of Colorado Colorado Springs
Office of Inclusion & Academic Engagement
May 2015

UCCS Diversity Report Narrative

Diversity and inclusiveness strategies were incorporated throughout the 2020 UCCS Diversity Plan building: in the values of excellence, in three of the strategic goals, and an array of strategic actions. With the growth and diversification of the UCCS student body, this continues to be a critical feature of our development. Our qualitative highlights focus on three areas: supporting inclusive student success; preparing UCCS Students for a diverse world; and, assuring inclusive professional environments for faculty, staff, and students.

Supporting Inclusive student success from enrollment to graduation

As undergraduate student enrollment at UCCS continues to grow, the undergraduate population is also becoming more diverse. The proportion of minority undergraduates has gone up two percentage points each year for the past five years, increasing from 20% to 30% of undergraduate students over this period of time. The diversity of resident freshman is even higher, at 36% for the incoming class in Fall 2014. This is the result of tailored marketing and outreach to high schools throughout Colorado and a robust program to bring students from high schools and middle schools to our campus. During Fall 2014 and Spring 2015, UCCS hosted campus visits from 68 high school and middle school groups (2,310 students) in collaboration with college readiness programs serving underrepresented students such as Upward Bound, Gear-Up, AVID and others. At the time of this report, Eight more school groups were scheduled before the end of the semester.

The President's Pre-collegiate Development program (PCDP) and other pre-college pipelines are another important way that UCCS helps prepare first-generation and minority students for success in college. These programs show students the steps required to be admitted to college and to effectively seek financial aid and scholarships. They also build academic skills and often offer college credits that simultaneously count toward high school graduation. Fifty seven percent of the middle school students in the President's Pre-collegiate Leadership Program this year were minority students. Fifty-nine percent of the high school seniors who graduated from PPCD at UCCS last year matriculated to one of the campuses of the University of Colorado in Fall 2015. The UCCS Pre-College Support and Success Center is coordinating the work of PCDP with STEM K-12 outreach, and geographically focused programs that build diverse student pipelines, including the Adelina Gomez Scholars Program in Denver and SoColo Reach in Southern Colorado.

The increasing diversity of freshmen choosing UCCS is a positive trend, but must be accompanied by a commitment to be sure that each of these qualified students earns their undergraduate degree. Our strategy is to identify students who need the most

support according to a variety of academic and background characteristics and to provide high levels of scaffolding for student success, particularly in the first year of college. We have very good success with engaging and graduating students once they become sophomores. University Studies, which rolls out in Fall 2015, is designed to identify those freshman who are least likely to succeed in their first year of college and to return for their sophomore year. This includes students who are conditionally admitted, those with undecided majors, students with lower grades in high school (even though they have higher index scores), and freshmen admitted as liberal arts students who hope to be accepted later into one of the professional schools. There are a higher proportion of minority students within the university studies group and we are particularly attentive to providing instruction and success coaching that is responsive to the diverse backgrounds and needs of students. If University Studies had been in place for Fall 2014, 40.5% would have been minority students. Students in University Studies will be introduced to college academics and the UCCS Compass Curriculum through freshman GPS classes and class schedules that are tailored to particular academic challenges.

Inclusive student success hinges on effective support from enrollment through graduation. Our student success coaches reinforce the work done by academic advisors by holistically engaging with students before they even arrive on campus and continuing throughout their freshman year. During the week following freshman orientation, each student is contacted by a success coach and invited to campus for an individual meeting. Follow up meetings are once the Fall semester begins and every student is contacted by e-mail on a monthly basis. Workshops are offered on a variety of topics and more intensive support is provided for students facing academic or personal difficulties. Immediately following orientation, the Parent/Family support program at UCCS contacts every student's family to answer any questions and offer a point of contact.

In the 2013 pilot program, students who were coached were retained at a rate twenty to thirty percent higher than those who were not coached. Minority freshman who were coached were more likely to come back as sophomores. This year, based on the success of the pilot, all students were assigned to a success coach, but coaches concentrated on at-risk students (low index scores, pre-professional majors and undecided). 89.6% of the at-risk minority freshmen who met with their coaches returned for the Spring 2015 semester. This rate is almost twenty percent higher than for students who did not have in-person meetings (70.3% retention). According to our 2014 IPEDS Feedback Report, UCCS already does better than its peer institutions in graduating minority students—our African American graduation rate is 3 % higher than our peers. And, a full 46% of those earning bachelor's degrees in Spring 2014 were

Pell Eligible (indicating an income level of less than \$24,000 for a family of four). These successes provide a solid foundation for further improvements.

Preparing UCCS students for a diverse world—curricula, competencies, experiences

The UCCS Compass Curriculum provides a framework that defines what all UCCS undergraduate students are expected to learn in order to become “thoughtful, informed and engaged members of our diverse, global society.” In terms of inclusiveness, students develop competencies for cultural responsiveness across social difference in contexts ranging from local to global. These learning experiences are integrated within a broad array of approved courses drawn from across campus and approved by a university faculty committee. During the first phase of Compass Curriculum implementation, more than one hundred courses from all six colleges and from twenty-three academic programs were certified as meeting the inclusiveness criteria. They ranged from *Game Design for Diverse Audiences* in the College of Engineering to *Women Around the World* in Anthropology to *Health Promotion* in the College of Nursing. The entering freshman class of 2014 was the inaugural class for the UCCS Compass Curriculum. Learning assessments are being developed for each component of the Compass Curriculum. Diversity and inclusiveness competencies are reinforced by accreditation standards for higher education, including all of the professional programs.

In accord with the UCCS Strategic Plan for 2020, our campus emphasizes the synergies between global and intercultural competencies. We are committed to preparing students from all backgrounds to effectively engage as global citizens. In some cases, this means facilitating first-time international educational experiences for students of limited financial means (a travel class travelled to Eastern Africa in collaboration with the Global Livingston Institute). In other instances, this type of learning takes place in classroom and co-curricular settings. GLINT, the Global Intercultural Research Center, was launched this year to create dialogue and offer support to faculty around these themes, and identified 33 faculty affiliates from across campus. In addition to establishing seed grants and a brown bag series, GLINT worked with the Compass Curriculum and the Office of Student Activities, to sponsor a keynote presentation on the trauma of war for vulnerable populations, the event was publicized through all of the courses being taught for inclusiveness credit within the Compass curriculum.

The increasing number of international students at UCCS is another resource for building global competencies and broadening horizons. By Fall 2014, the number of international students had increased to 388, more than double what it was two years prior. This number included students from 47 different countries. The Office of International Affairs has been reorganized as the Global Engagement Office (GEO), encompassing international student support as well as education abroad functions. Additional student support staffing has been established within the admissions office and in MOSAIC, the student multicultural office, to work in collaboration with GEO. As the campus becomes more diverse, programs to broaden understanding of students from other backgrounds are particularly important, whether focusing on race, ability, military background, or physical abilities. Veterans and military students are another diversity component of our student body, comprising 14% of the student body in Spring 2014). 171 faculty and staff members have participated in the VETS workshop (Veteran Educator Training and Support) to learn how to better support military veterans. VETS has been adopted by the CU system as a means to educate other CU personnel about matters related to educating student veterans. UCCS has earned five national distinctions for the high quality of service to veteran and military students. From July 1 to December 31, 2014, the Respect On Campus program at UCCS provided primary violence education training for more than three thousand students, faculty, and staff.

Participation on campus beyond the classroom, in turn, benefits academic performance and progress. Minority freshman who joined a club or organization earned better grades during their first year compared to those who did not get involved (2.9 vs. 2.5 GPA). Similarly, the minority freshman who attended a campus event earned higher grades than those who did not (2.7 vs. 2.0 GPA). 28.9% of minority freshmen joined a club or organization during their first year on campus, while 89.4% attended a campus event. Inclusiveness is a value that is integral to leadership development on campus, both in the context of student clubs (eighteen of which focus on diversity issues), and in leadership programs such as the Chancellor's Leadership class. Half of the Fall 2015 cohort of the highly selective Chancellor's Leadership Class are students of color. The new UCCSlead program is designed as a more inclusive program open to all undergraduate students. Launching in Fall 2015 with space for 400 students, UCCSlead will incorporate leadership training, academic coursework, individual mentoring and community engagement.

Assuring inclusive professional environments for faculty, staff, & students

The faculty and staff at UCCS are not as diverse as the student body. Fifteen percent of the tenure-track faculty are underrepresented minorities. The diversity is higher among of assistant professors (17%) and associate professors (15%) as compared

with full professors (10%). The proportion of minorities in staff position is holding steady at about 21%. The figure is highest for classified staff (27%) and lowest for university officers at 14%.

The Human Resources office has developed a new program for training diversity champions for faculty and university staff searches. 131 faculty and staff have been trained and are being regularly assigned to search committees. Their specific role is to promote the appreciation of diverse candidates, to ensure non-discriminatory practices throughout the search, and to consult with HR/Affirmative Action Office in order to monitor the pool of available applicants. Beginning this year Human Resources is monitoring the representation of people with disabilities and veterans in candidate pools. During the past year the campus leadership adopted a new Disability Access and Accommodation Policy. The head of Human Resources was appointed the UCCS ADA Coordinator. She is working with the ADA Task Force to review key areas of disability services and accessibility and make recommendations to campus leadership.

The Faculty Minority Affairs Committee organized an educational series for faculty focusing on how to productively engage in contentious conversations in the classroom. A series of four workshops over the course of the academic year, addressed such topics as overcoming stereotypes, implicit bias, and establishing conditions for productive interchange despite differences in backgrounds and perspectives. The final workshop focused on how to create inclusive learning environments in an on-line context. The LGBT Resource Center at MOSAIC conducted 22 Safe Zone Training during the 2014/15 academic year for 236 participants. The UCCS campus diversity summit for 2015-16 will further develop these themes in ways that address the full range of diversity concerns.

Quantitative Highlights for UCCS Diversity Report—2015

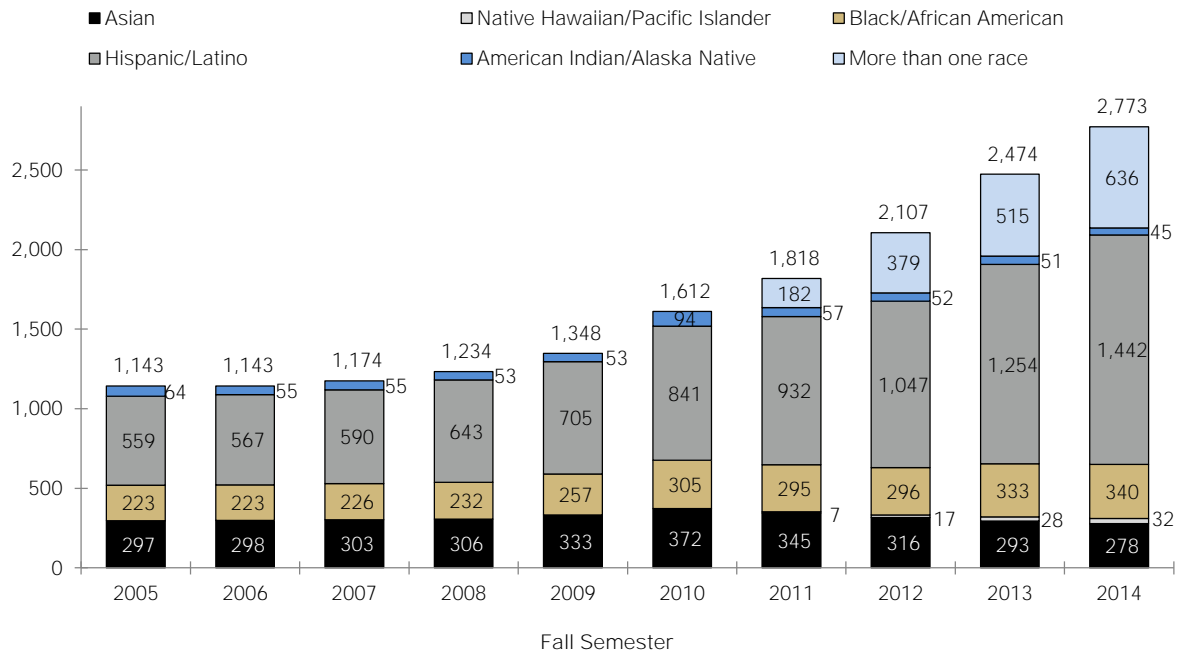
- Robust growth in undergraduate headcount at UCCS in the past year (+5.7%) includes an even larger increase in the number of minority students (+12.1%).
- 30% of undergraduates are students of color, compared to 28% last year and 26% the year before that. The ethnic diversity of Colorado resident freshmen is even greater with 36% students of color.
- 6.9% of undergraduates are from multi-racial backgrounds, the most rapidly growing category since it was introduced in 2011.
- 22% of UCCS baccalaureate degrees were awarded to minority students.
- Graduate student enrollment on the whole increased by 1.5%, but minority student enrollment increased by 6.6%.
- 32% of UCCS undergraduates are eligible for Pell grants for low-income students. 46% of baccalaureate degrees awarded in 2013 were to Pell eligible students
- Freshman retention rates declined to 67% among all first time freshmen. The retention rate for minority students also declined to 65%.
- The six-year graduation rate for minority first-time students who entered in 2008 improved four points to 45% compared to 48% for all students.
- First generation students continue to form a substantial portion (30%) of the undergraduate student body even as the campus grows.
- The proportion of tenure track minority faculty/academic staff declined by one percentage point to 15%, including 18% of all assistant professors at UCCS.



University of Colorado Colorado Springs
Student Diversity

Data provided by the UCCS Office of Institutional Research
<http://www.uccs.edu/~ir/>

University of Colorado Colorado Springs
Undergraduate Fall Headcount Enrollment by Race/Ethnicity

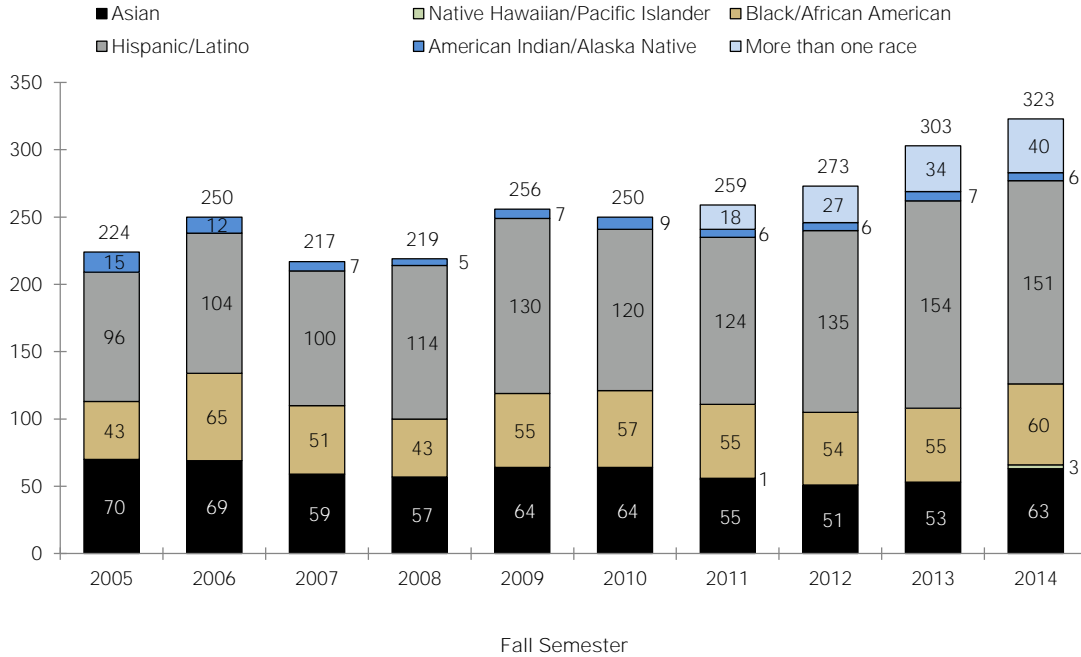


Race/Ethnicity	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Asian	297	298	303	306	333	372	345	316	293	278
Native Hawaiian/Pacific Islander							7	17	28	32
Black/African American	223	223	226	232	257	305	295	296	333	340
Hispanic/Latino	559	567	590	643	705	841	932	1,047	1,254	1,442
American Indian/Alaska Native	64	55	55	53	53	94	57	52	51	45
More than one race							182	379	515	636
White/Unknown	4,955	4,938	5,032	5,235	5,392	5,522	5,836	6,018	6,327	6,466
International	21	22	28	29	30	37	42	46	70	140
Total Enrollment	6,119	6,103	6,234	6,498	6,770	7,171	7,696	8,171	8,871	9,379
Minority Total	1,143	1,143	1,174	1,234	1,348	1,612	1,818	2,107	2,474	2,773
Minority as % of Total	19%	19%	19%	19%	20%	22%	24%	26%	28%	30%

Race/Ethnicity	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Asian	4.9%	4.9%	4.9%	4.7%	4.9%	5.2%	4.5%	3.9%	3.3%	3.0%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.2%	0.3%	0.3%
Black/African American	3.6%	3.7%	3.6%	3.6%	3.8%	4.3%	3.8%	3.6%	3.8%	3.6%
Hispanic/Latino	9.1%	9.3%	9.5%	9.9%	10.4%	11.7%	12.1%	12.8%	14.1%	15.4%
American Indian/Alaska Native	1.0%	0.9%	0.9%	0.8%	0.8%	1.3%	0.7%	0.6%	0.6%	0.5%
More than one race	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.4%	4.6%	5.8%	6.8%
White/Unknown	81.0%	80.9%	80.7%	80.6%	79.6%	77.0%	75.8%	73.7%	71.3%	68.9%
International	0.3%	0.4%	0.4%	0.4%	0.4%	0.5%	0.5%	0.6%	0.8%	1.5%

Fall 2011 and later racial/ethnic category counts follow IPEDS reporting rules, and represent only those who selected that single category alone. Individuals selecting multiple categories are placed in "More than one race" or, if Hispanic/Latino was one of their choices, in "Hispanic/Latino."

University of Colorado Colorado Springs
Graduate Fall Headcount Enrollment by Race/Ethnicity

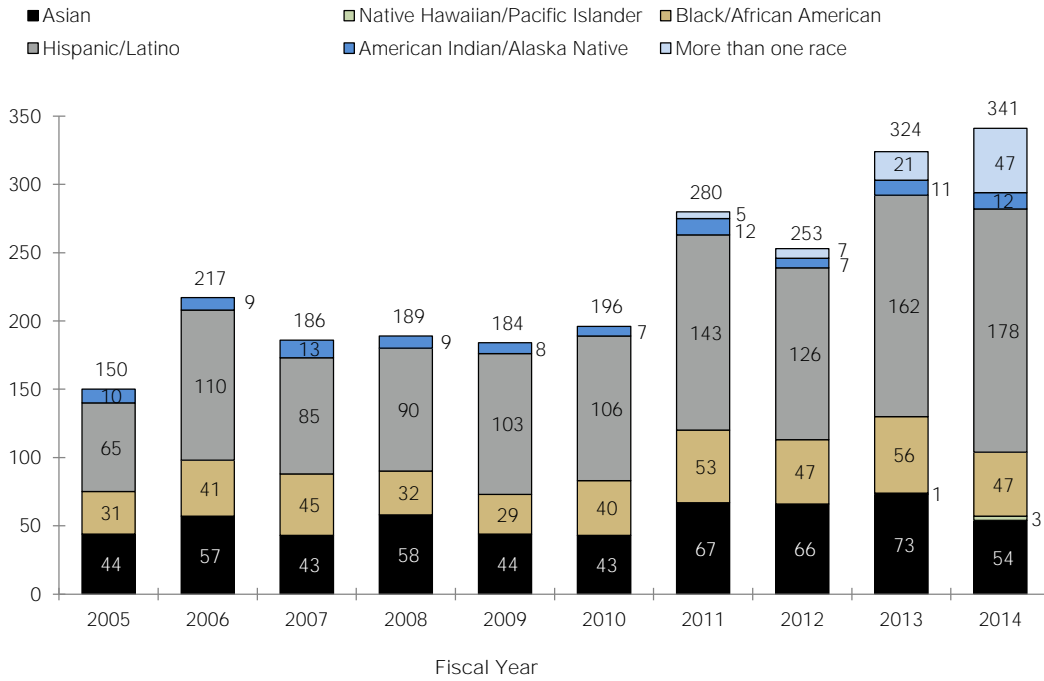


Race/Ethnicity	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Asian	70	69	59	57	64	64	55	51	53	63
Native Hawaiian/Pacific Islander							1	-	-	3
Black/African American	43	65	51	43	55	57	55	54	55	60
Hispanic/Latino	96	104	100	114	130	120	124	135	154	151
American Indian/Alaska Native	15	12	7	5	7	9	6	6	7	6
More than one race							18	27	34	40
White/Unknown	1,196	1,166	1,218	1,249	1,415	1,419	1,301	1,244	1,280	1,258
International	28	28	24	23	23	52	65	89	144	172
Total Enrollment	1,448	1,444	1,459	1,491	1,694	1,721	1,625	1,606	1,727	1,753
Minority Total	224	250	217	219	256	250	259	273	303	323
Minority as % of Total	15%	17%	15%	15%	15%	15%	16%	17%	18%	18%

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Asian	4.8%	4.8%	4.0%	3.8%	3.8%	3.7%	3.4%	3.2%	3.1%	3.6%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.2%
Black/African American	3.0%	4.5%	3.5%	2.9%	3.2%	3.3%	3.4%	3.4%	3.2%	3.4%
Hispanic/Latino	6.6%	7.2%	6.9%	7.6%	7.7%	7.0%	7.6%	8.4%	8.9%	8.6%
American Indian/Alaska Native	1.0%	0.8%	0.5%	0.3%	0.4%	0.5%	0.4%	0.4%	0.4%	0.3%
More than one race	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.1%	1.7%	2.0%	2.3%
White/Unknown	82.6%	80.7%	83.5%	83.8%	83.5%	82.5%	80.1%	77.5%	74.1%	71.8%
International	1.9%	1.9%	1.6%	1.5%	1.4%	3.0%	4.0%	5.5%	8.3%	9.8%

Fall 2011 and later racial/ethnic category counts follow IPEDS reporting rules, and represent only those who selected that single category alone. Individuals selecting multiple categories are placed in "More than one race" or, if Hispanic/Latino was one of their choices, in "Hispanic/Latino."

University of Colorado Colorado Springs
Baccalaureate Degrees Awarded by Race/Ethnicity

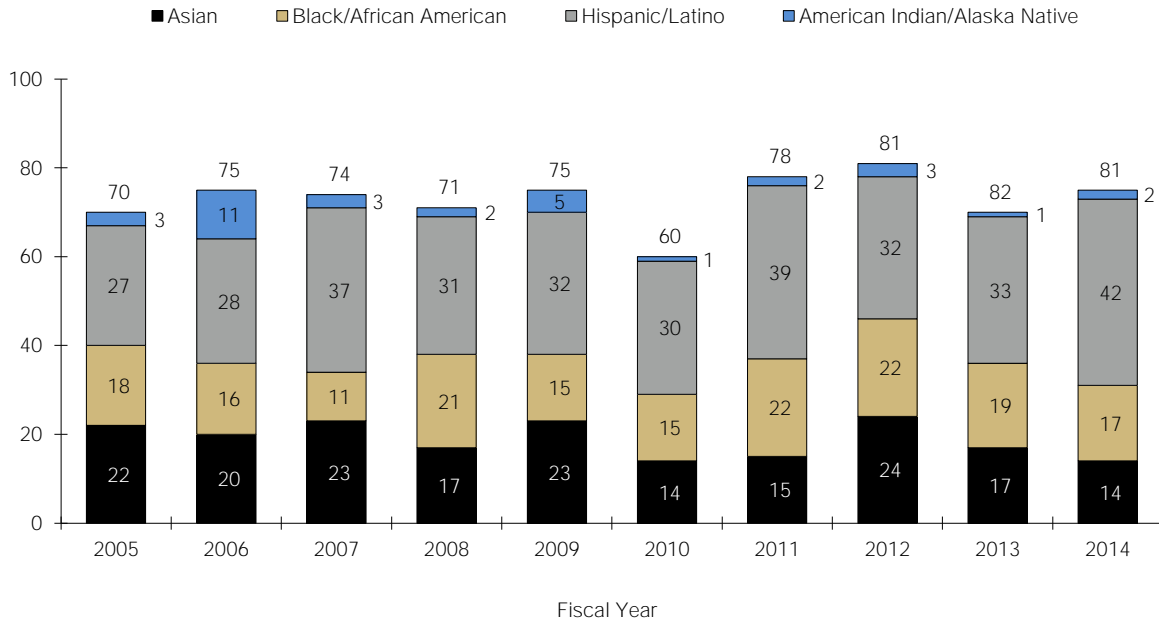


Race/Ethnicity	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Asian	44	57	43	58	44	43	67	66	73	54
Native Hawaiian/Pacific Islander									1	3
Black/African American	31	41	45	32	29	40	53	47	56	47
Hispanic/Latino	65	110	85	90	103	106	143	126	162	178
American Indian/Alaska Native	10	9	13	9	8	7	12	7	11	12
More than one race							5	7	21	47
White/Unknown	869	918	926	976	1,037	1,028	1,042	1,145	1,071	1,220
International	7	7	4	1	4	4	5	7	2	2
Total Degrees Awarded	1,026	1,142	1,116	1,166	1,225	1,228	1,327	1,405	1,397	1,563
Minority Total	150	217	186	189	184	196	280	253	324	341
Minority as % of Total	15%	19%	17%	16%	15%	16%	21%	18%	23%	22%

Race/Ethnicity	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Asian	4.3%	5.0%	3.9%	5.0%	3.6%	3.5%	5.0%	4.7%	5.2%	3.5%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.2%
Black/African American	3.0%	3.6%	4.0%	2.7%	2.4%	3.3%	4.0%	3.3%	4.0%	3.0%
Hispanic/Latino	6.3%	9.6%	7.6%	7.7%	8.4%	8.6%	10.8%	9.0%	11.6%	11.4%
American Indian/Alaska Native	1.0%	0.8%	1.2%	0.8%	0.7%	0.6%	0.9%	0.5%	0.8%	0.8%
More than one race	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.4%	0.5%	1.5%	3.0%
White/Unknown	84.7%	80.4%	83.0%	83.7%	84.7%	83.7%	78.5%	81.5%	76.7%	78.1%
International	0.7%	0.6%	0.4%	0.1%	0.3%	0.3%	0.4%	0.5%	0.1%	0.1%

Fall 2011 and later racial/ethnic category counts follow IPEDS reporting rules, and represent only those who selected that single category alone. Individuals selecting multiple categories are placed in "More than one race" or, if Hispanic/Latino was one of their choices, in "Hispanic/Latino."

University of Colorado Colorado Springs
Graduate Degrees Awarded by Race/Ethnicity

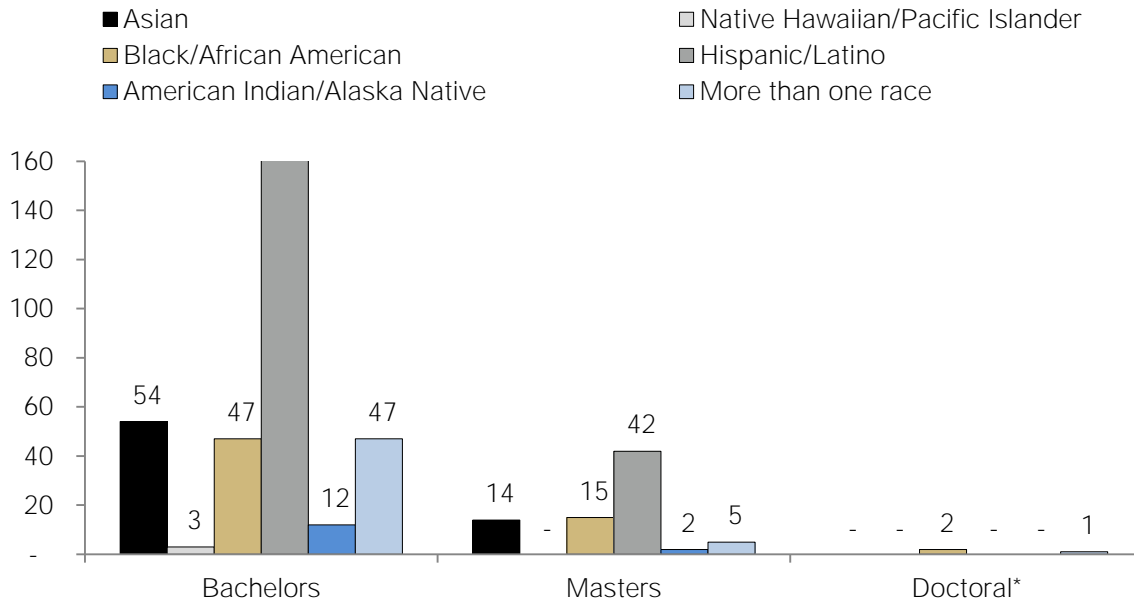


Race/Ethnicity	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Asian	22	20	23	17	23	14	15	24	17	14
Native Hawaiian/Pacific Islander	-	-	-	-	-	-	-	-	-	-
Black/African American	18	16	11	21	15	15	22	22	19	17
Hispanic/Latino	27	28	37	31	32	30	39	32	33	42
American Indian/Alaska Native	3	11	3	2	5	1	2	3	1	2
More than one race	-	-	-	-	-	-	-	-	12	6
White/Unknown	460	413	416	423	459	451	465	424	417	389
International	24	13	10	9	7	2	6	11	18	34
Total Degrees Awarded	554	501	500	503	541	513	549	516	517	504
Minority Total	70	75	74	71	75	60	78	81	82	81
Minority as % of Total	13%	15%	15%	14%	14%	12%	14%	16%	16%	16%

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Asian	4.0%	4.0%	4.6%	3.4%	4.3%	2.7%	2.7%	4.7%	3.3%	2.8%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Black/African American	3.2%	3.2%	2.2%	4.2%	2.8%	2.9%	4.0%	4.3%	3.7%	3.4%
Hispanic/Latino	4.9%	5.6%	7.4%	6.2%	5.9%	5.8%	7.1%	6.2%	6.4%	8.3%
American Indian/Alaska Native	0.5%	2.2%	0.6%	0.4%	0.9%	0.2%	0.4%	0.6%	0.2%	0.4%
More than one race	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.3%	1.2%
White/Unknown	83.0%	82.4%	83.2%	84.1%	84.8%	87.9%	84.7%	82.2%	80.7%	77.2%
International	4.3%	2.6%	2.0%	1.8%	1.3%	0.4%	1.1%	2.1%	3.5%	6.7%

Fall 2011 and later racial/ethnic category counts follow IPEDS reporting rules, and represent only those who selected that single category alone. Individuals selecting multiple categories are placed in "More than one race" or, if Hispanic/Latino was one of their choices, in "Hispanic/Latino."

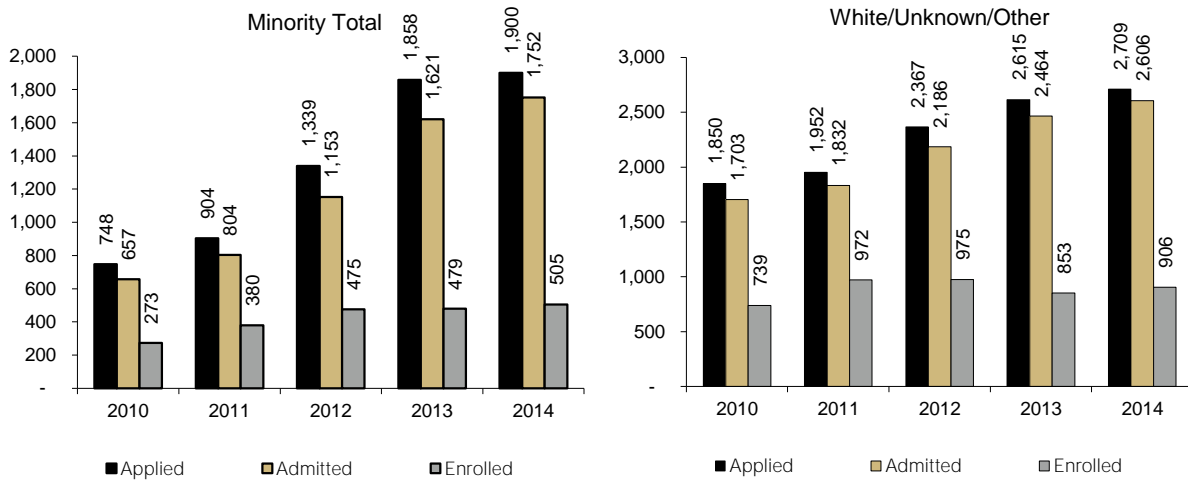
University of Colorado Colorado Springs
Degrees Awarded by Race/Ethnicity
Fiscal Year 2014



Race/Ethnicity	Bachelors	Masters	Doctoral*	Total
Asian	54	14	-	68
Native Hawaiian/Pacific Islander	3	-	-	3
Black/African American	47	15	2	64
Hispanic/Latino	178	42	-	220
American Indian/Alaska Native	12	2	-	14
More than one race	47	5	1	53
White/Unknown	1,220	371	18	1,609
International	2	31	3	36
Total Degrees Awarded	1,563	480	24	2,067
Minority Total	341	78	3	422

*Doctoral includes PhD and DNP.

University of Colorado Colorado Springs
Fall Resident Freshman Applications, Acceptances and Enrollments by Race/Ethnicity



Asian			
Fall Term	Applied	Admitted	Enrolled
2010	146	133	44
2011	113	102	60
2012	124	118	50
2013	157	149	40
2014	150	147	43

Native Hawaiian/Pacific Islander			
Fall Term	Applied	Admitted	Enrolled
2010	-	-	-
2011	4	4	2
2012	8	8	4
2013	12	9	4
2014	10	10	4

Black/African American			
Fall Term	Applied	Admitted	Enrolled
2010	129	109	44
2011	123	98	51
2012	166	124	43
2013	243	200	66
2014	218	186	61

Hispanic/Latino			
Fall Term	Applied	Admitted	Enrolled
2010	412	364	166
2011	487	434	179
2012	782	675	244
2013	1,117	967	262
2014	1,191	1,102	280

American Indian/Alaska Native			
Fall Term	Applied	Admitted	Enrolled
2010	61	51	19
2011	15	12	7
2012	9	7	3
2013	7	5	1
2014	11	11	5

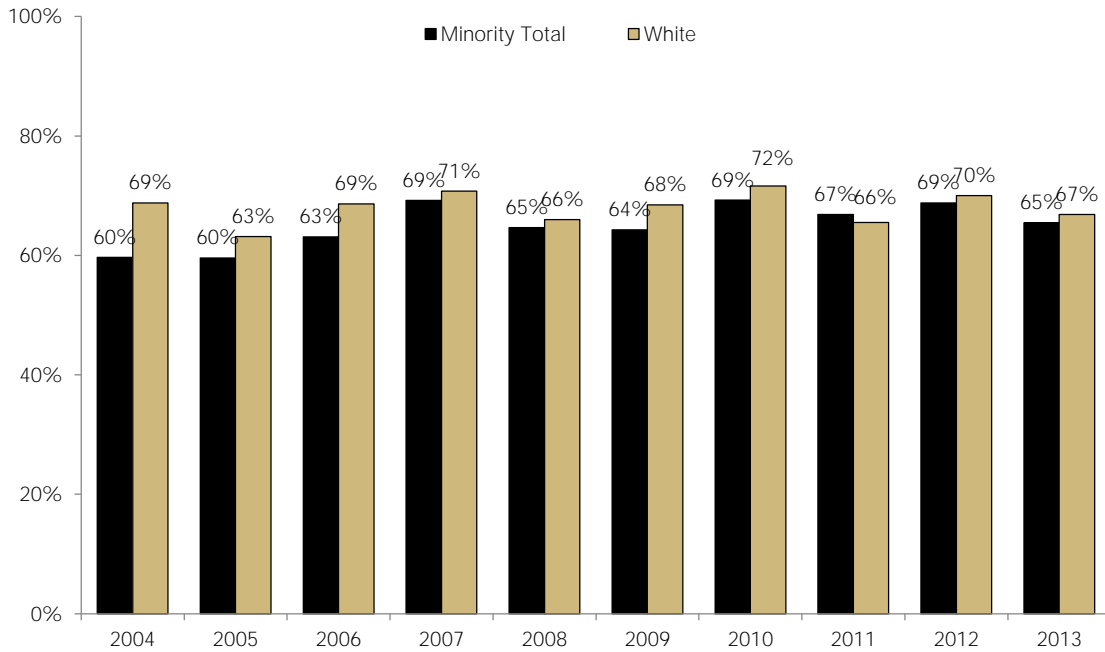
More than one race			
Fall Term	Applied	Admitted	Enrolled
More than one race	-	-	-
2011	162	154	81
2012	250	221	131
2013	322	291	106
2014	320	296	112

White/Unknown/Other			
Fall Term	Applied	Admitted	Enrolled
2010	1,850	1,703	739
2011	1,952	1,832	972
2012	2,367	2,186	975
2013	2,615	2,464	853
2014	2,709	2,606	906

Total			
Fall Term	Applied	Admitted	Enrolled
2010	2,598	2,360	1,012
2011	2,856	2,636	1,352
2012	3,706	3,339	1,450
2013	4,473	4,085	1,332
2014	4,609	4,358	1,411

Fall 2011 and later racial/ethnic category counts follow IPEDS reporting rules, and represent only those who selected that single category alone. Individuals selecting multiple categories are placed in "More than one race" or, if Hispanic/Latino was one of their choices, in "Hispanic/Latino."

University of Colorado Colorado Springs
1-Year Freshman Retention Rates by Race/Ethnicity

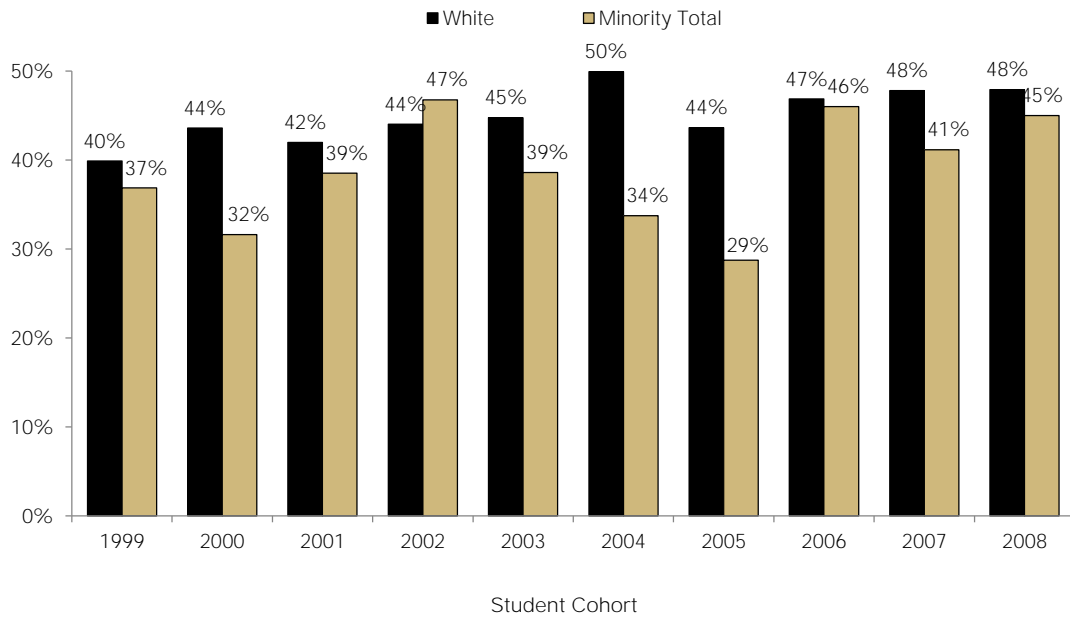


First-Year Student Cohort

First-year Cohort	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Asian	49	46	52	70	56	65	44	60	48	46
Native Hawaiian/Pacific Islander								2	4	9
Black/African American	37	34	36	39	39	36	39	51	43	71
Hispanic/Latino	85	98	100	119	126	138	184	179	244	295
American Indian/Alaska Native	10	10	7	6	11	10	9	7	3	3
White	750	790	752	725	871	783	821	925	947	1,016
Other/Unknown	31	45	43	50	52	61	19	38	19	4
International	2	3	6	4	3	4	7	9	7	13
Total	964	1,026	996	1,013	1,158	1,097	1,156	1,352	1,447	1,580
Minority Total	181	188	195	234	232	249	309	380	474	547

Percent Enrolled One Year Later	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Asian	55%	72%	58%	70%	71%	75%	82%	82%	60%	72%
Native Hawaiian/Pacific Islander								50%	100%	67%
Black/African American	54%	65%	58%	69%	67%	56%	56%	57%	72%	59%
Hispanic/Latino	64%	54%	66%	69%	60%	62%	68%	66%	69%	65%
American Indian/Alaska Native	70%	40%	86%	67%	73%	60%	78%	57%	100%	67%
White	69%	63%	69%	71%	66%	68%	72%	66%	70%	67%
Other/Unknown	45%	69%	67%	68%	85%	62%	68%	58%	74%	75%
International	100%	100%	100%	75%	67%	100%	71%	56%	100%	85%
Total	66%	63%	68%	70%	67%	67%	71%	66%	70%	67%
Minority Total	60%	60%	63%	69%	65%	64%	69%	67%	69%	65%

University of Colorado Colorado Springs
Undergraduate Six-Year Graduation Rates by Race/Ethnicity

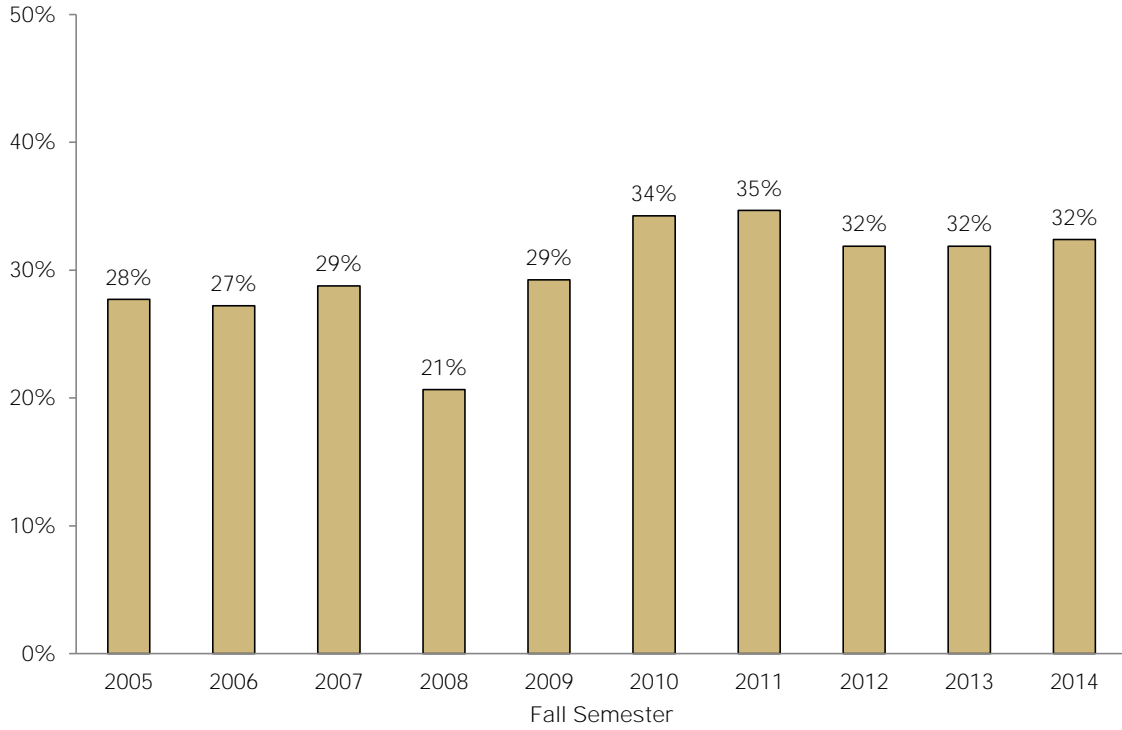


Undergraduate Cohort*	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Asian	41	41	50	43	39	44	42	46	62	50
Black/African American	29	27	17	26	24	34	28	29	32	32
Hispanic/Latino	77	60	61	65	71	76	89	93	111	116
American Indian/Alaska Native	5	8	7	5	6	9	8	6	4	11
White	544	560	567	670	673	703	745	698	676	814
Unknown	21	35	35	35	40	30	42	49	45	47
International	2	3	4	6	4	2	3	2	4	3
Total	719	734	741	850	857	898	957	923	934	1073
Minority Total	152	136	135	139	140	163	167	174	209	209

Six-Year Graduation Rate	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Asian	49%	32%	32%	53%	33%	39%	31%	43%	37%	52%
Black/African American	38%	22%	41%	46%	50%	15%	36%	34%	44%	41%
Hispanic/Latino	31%	38%	41%	43%	41%	42%	27%	52%	41%	42%
American Indian/Alaska Native	20%	13%	57%	40%	0%	11%	13%	33%	75%	55%
White	40%	44%	42%	44%	45%	50%	44%	47%	48%	48%
Unknown	29%	40%	34%	49%	25%	27%	60%	39%	42%	60%
International	50%	67%	50%	67%	75%	0%	67%	0%	25%	33%
Total	39%	41%	41%	45%	43%	46%	42%	46%	46%	48%
Minority Total	37%	32%	39%	47%	39%	34%	29%	46%	41%	45%

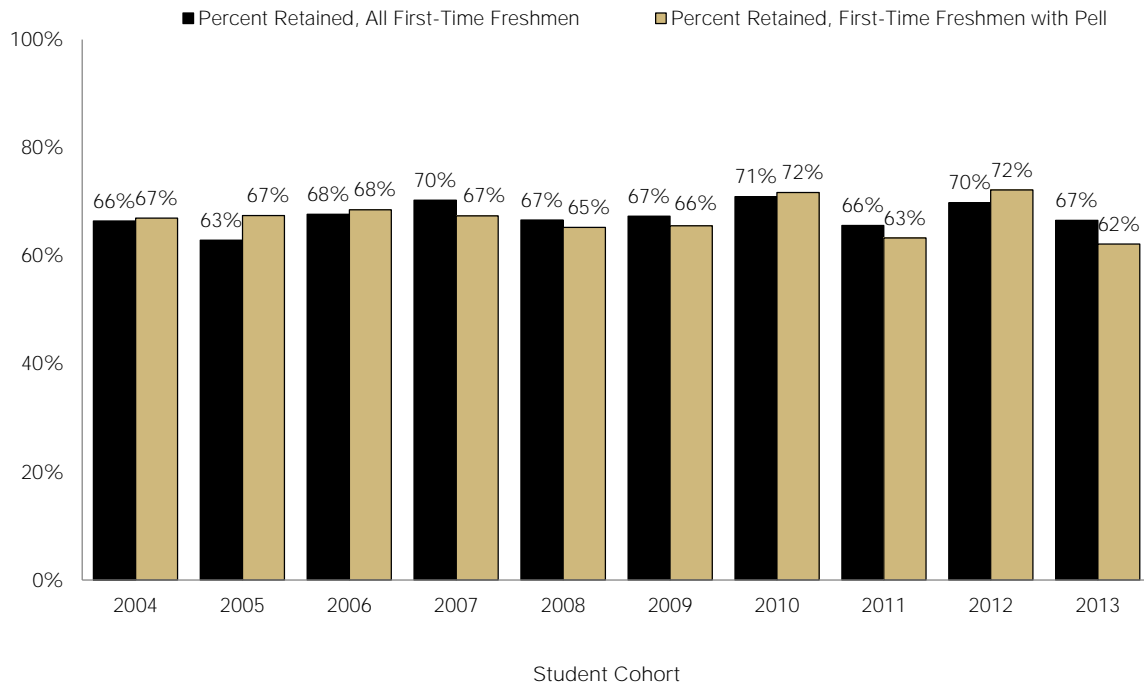
* Cohorts include first-time first-year full-time students entering in the Fall semester.

University of Colorado Colorado Springs
 Fall Enrollment of Pell Grant Recipients
 (Percent of Undergraduate Enrollment)



	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Total UG Pell recipients enrolled	1,696	1,661	1,793	1,343	1,980	2,455	2,668	2,604	2,827	3,039
% of Total UG Enrollment	28%	27%	29%	21%	29%	34%	35%	32%	32%	32%

University of Colorado Colorado Springs
1-Year Retention Rates of Freshman Pell Grant Recipients

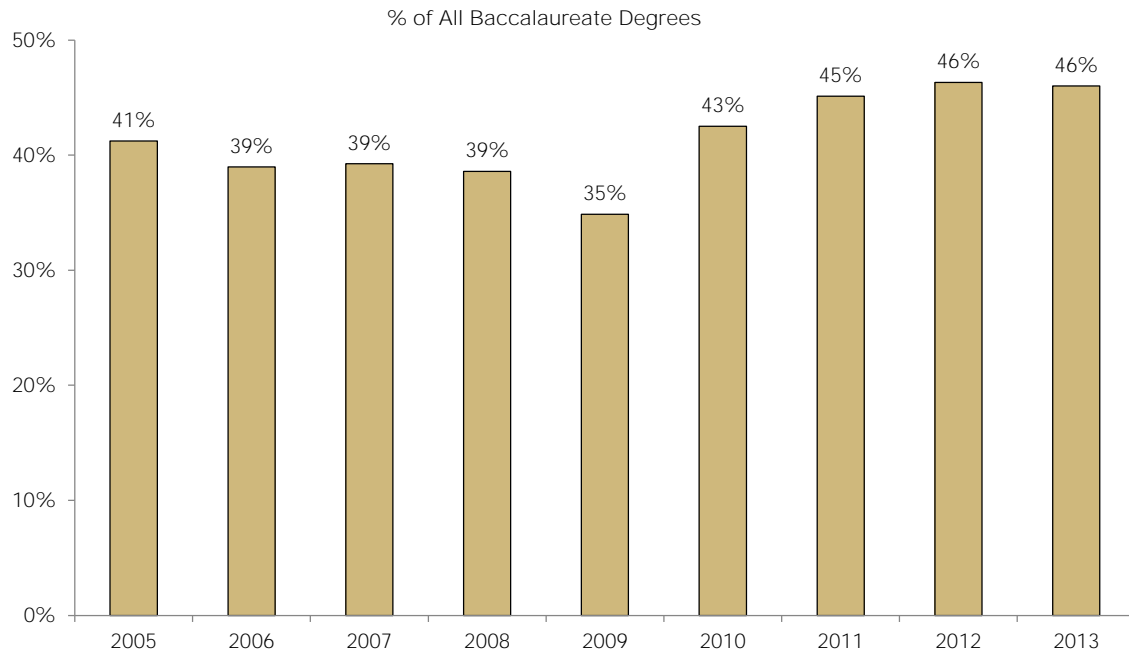


	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
First-Year Student Cohorts*	221	215	219	230	236	296	339	433	420	499
Number Retained**	148	145	150	155	154	194	243	274	303	310
Percent Retained, First-Time Freshmen with Pell	67%	67%	68%	67%	65%	66%	72%	63%	72%	62%
Percent Retained, All First-Time Freshmen	66%	63%	68%	70%	67%	67%	71%	66%	70%	67%

* First-Time freshmen (FRF, FRO, FRN) w/Pell entering Fall term

**Number enrolled in subsequent fall

University of Colorado Colorado Springs
Baccalaureate Degrees Granted to Pell Grant Recipients

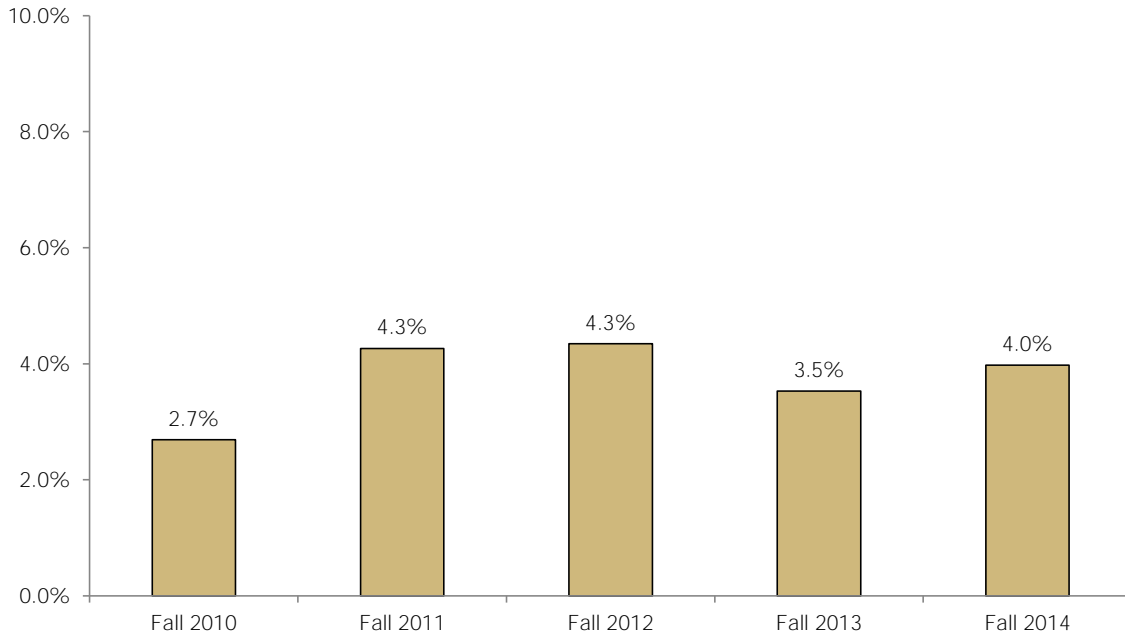


	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Baccalaureate Degrees Awarded to Pell Recipients*	423	445	438	450	427	522	599	651	610	733
% of Total Baccalaureate Degrees	41%	39%	39%	39%	35%	43%	45%	46%	46%	47%

* counted if student was ever a Pell recipient

University of Colorado Colorado Springs
Enrollment of Students with Disabilities

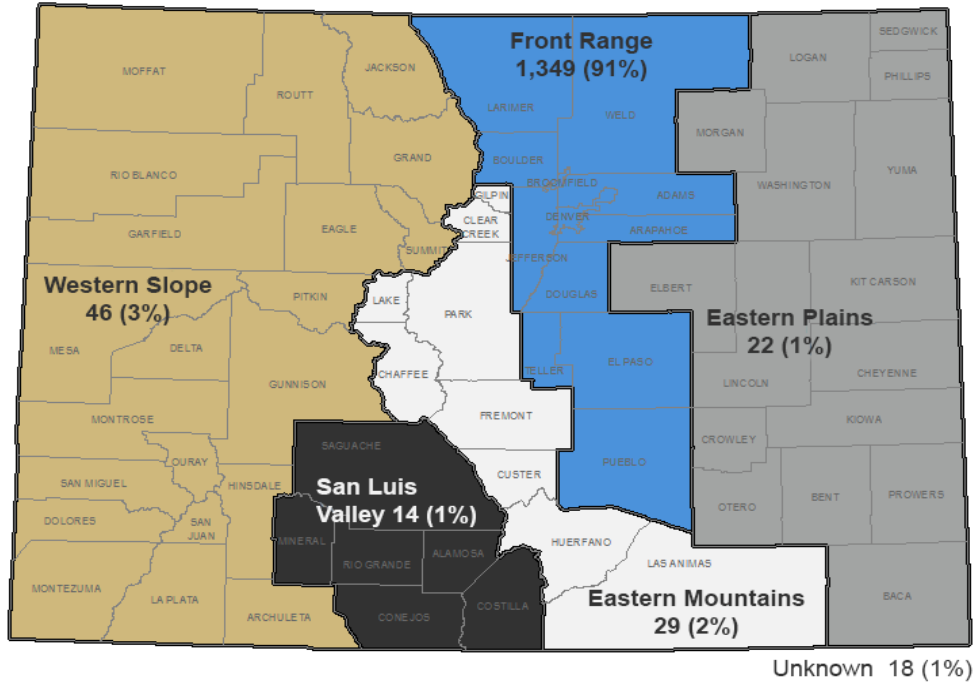
Undergraduate Students formally registered with the Office of Disability Services
as a Percent of All Undergraduates



	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014
Number of undergraduates registered with Office of Disability Services	193	328	355	313	373
Percent of all undergraduates	2.7%	4.3%	4.3%	3.5%	4.0%

University of Colorado Colorado Springs
New Resident Freshmen, Fall 2014
Home Region

(Based on County of Origin, End-of-Term Enrollment)



Region	12th Graders Enrolled in CO Public Schools ¹	UCCS New Resident Freshmen, Fall 2014	
		Enrolled ²	Percent
Eastern Mountains	2%	29	2%
Eastern Plains	3%	22	1%
Front Range	83%	1,349	91%
San Luis Valley	1%	14	1%
Western Slope	9%	46	3%
unknown	3%	18	1%
Total	100%	1,478	100%

¹ Distribution of 12th grade students enrolled in Colorado Public Schools based on school district enrollment, fall 2013. Students in the "unknown" category attended BOCES, the Colorado Charter School Institute, or a Colorado Detention Center. Data source: Colorado Department of Education, <http://www.cde.state.co.us/cdereval/pupilcurrent.htm>

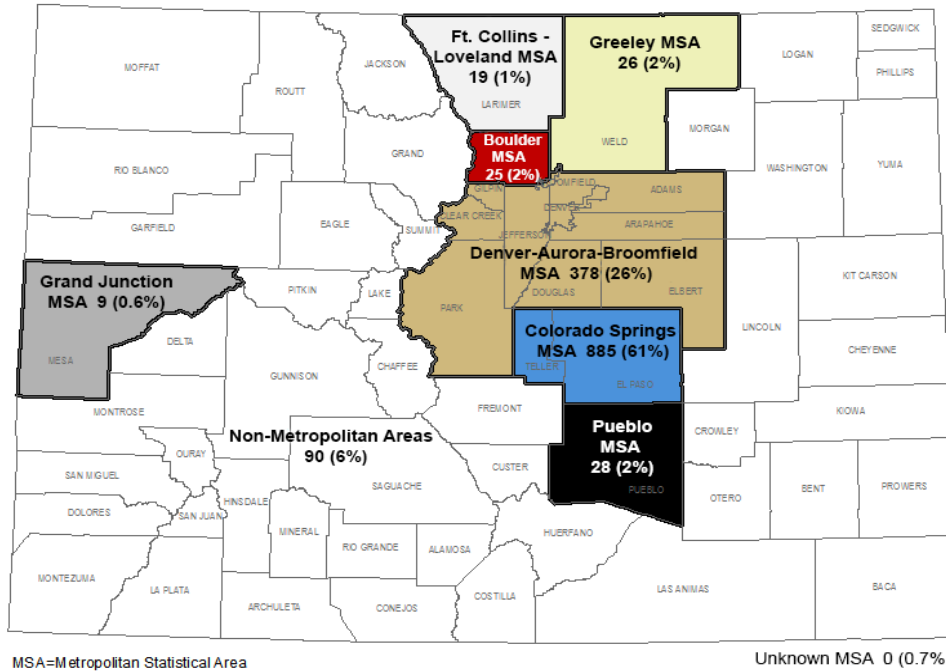
² Home region of new resident freshmen based on county at time of admission. Data source: SURDS Enrollment File (with new freshmen defined by CU registration type)

State regions defined at: Colorado Division of Local Government, State Demography Office. www.colorado.gov/cs/Satellite/DOLA-Main/CBON/1251593300013

Note: Enrollment data for new freshmen are based on end-of-term enrollment. All other enrollment data are based on census date enrollment.

University of Colorado Colorado Springs
 New Resident Freshmen, Fall 2014
 Home Region: Metropolitan and Non-Metropolitan Areas

(Based on County of Origin, End-of-Term Enrollment)



Metro Area	12th Graders Enrolled in CO Public Schools ¹	UCCS New Resident Freshmen, Fall 2014	
		Enrolled ²	Percent
Boulder MSA	7%	25	2%
Colorado Springs MSA	16%	885	61%
Denver-Aurora-Broomfield MSA	48%	378	26%
Fort Collins-Loveland MSA	5%	19	1%
Grand Junction MSA	3%	9	0.6%
Greeley MSA	4%	26	2%
Pueblo MSA	3%	28	2%
Non-Metro	11%	90	6%
unknown	3%	-	0%
Total	100%	1,460	100%

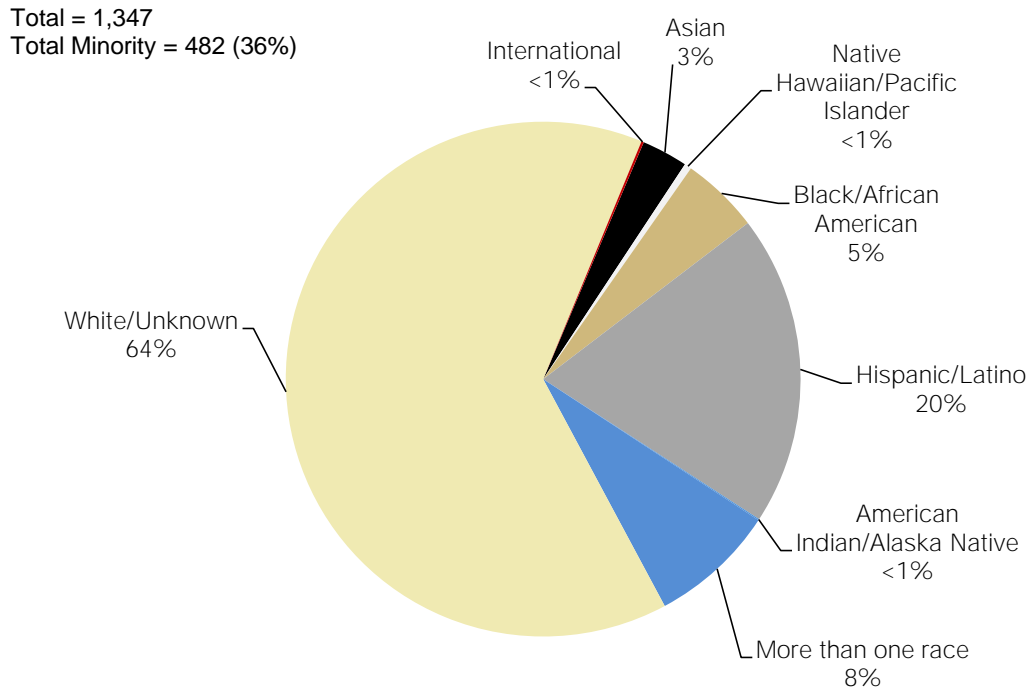
¹ Distribution of 12th grade students enrolled in Colorado Public Schools based on school district enrollment, fall 2013. Students in the "unknown" category attended BOCES, the Colorado Charter School Institute, or a Colorado Detention Center. Data source: Colorado Department of Education, <http://www.cde.state.co.us/cdereval/pupilcurrent.htm>

² Home region of new resident freshmen based on county at time of admission. Data source: SURDS Enrollment File (with new freshmen defined by CU registration type)

Metropolitan Statistical Areas (MSAs) defined by U.S. Office of Management and Budget, OMB Bulletin No. 09-01, November 2008. <http://www.whitehouse.gov/omb/assets/omb/bulletins/fy2009/09-01.pdf>

Note: Enrollment data for new freshmen are based on end-of-term enrollment. All other enrollment data are based on census date enrollment.

University of Colorado Colorado Springs
New Resident Freshmen by Race/Ethnicity, Fall 2014
(End-of-Term Enrollment)



Note: Enrollment data for new freshmen are based on end-of-term enrollment. All other enrollment data are based on census date enrollment, as are enrollments shown with applications and acceptances for new freshmen.

Fall 2013 racial/ethnic category counts follow IPEDS reporting rules, and represent only those who selected that single category alone. Individuals selecting multiple categories are placed in "More than one race" or, if Hispanic/Latino was one of their choices, in "Hispanic/Latino."



University of Colorado Colorado Springs
Faculty and Staff Diversity

Data provided by the UCCS Office of Institutional Research
<http://www.uccs.edu/~ir/>

University of Colorado Colorado Springs
 Full-Time Faculty and Staff, Fall 2014

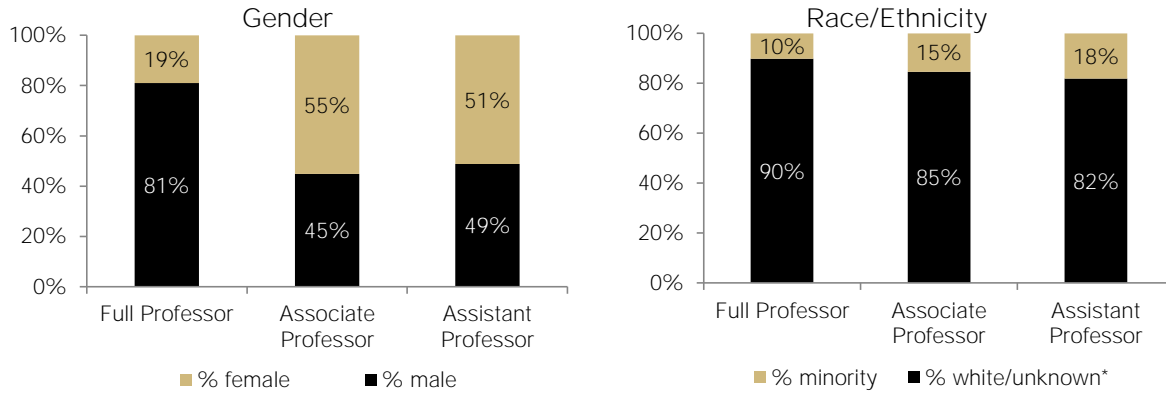
	Total	Female		Male		Minority		Ethnicity/Citizenship							
		#	%	#	%	#	%	Black/ African American	American Indian/ Alaska Native	Asian	Native Hawaiian/ Pacific Islander	Hispanic /Latino	More than one Race	White	Unknown
Faculty	488	260	53%	228	47%	64	13%	6	3	23	-	30	2	402	22
Instructional Faculty	462	244	53%	218	47%	56	12%	6	3	21	-	24	2	385	21
Tenured/Tenure Track	245	103	42%	142	58%	36	15%	4	1	19	-	12	-	200	9
Full Professor	79	15	19%	64	81%	8	10%	-	-	5	-	3	-	70	1
Associate Professor	78	43	55%	35	45%	12	15%	2	1	3	-	6	-	62	4
Assistant Professor	88	45	51%	43	49%	16	18%	2	-	11	-	3	-	68	4
Non-Tenure Track	217	141	65%	76	35%	20	9%	2	2	2	-	12	2	185	12
Instructor/Sr. Instruct	188	122	65%	66	35%	20	11%	2	2	2	-	12	2	159	9
Other	29	19	66%	10	34%	-	0%	-	-	-	-	-	-	26	3
Research/Public Service Faculty	26	16	62%	10	38%	8	31%	-	-	2	-	6	-	17	1
Staff	632	352	56%	280	44%	131	21%	30	2	17	2	72	8	481	20
Officers	14	7	50%	7	50%	2	14%	-	-	2	-	-	-	12	-
With Faculty Status	8	4	50%	4	50%	2	25%	-	-	2	-	-	-	6	-
Without Faculty Status	6	3	50%	3	50%	-	0%	-	-	-	-	-	-	6	-
Management/Other Professional	618	345	56%	273	44%	129	21%	30	2	15	2	72	8	469	20
With Faculty Status	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Exempt Professionals	408	257	63%	151	37%	72	18%	13	1	11	1	39	7	319	17
Classified Staff	210	88	42%	122	58%	57	27%	17	1	4	1	33	1	150	3
Faculty/Staff Total	1,120	612	55%	508	45%	195	17%	36	5	40	2	102	10	883	42

Notes: Includes employees reported as full time in primary position for IPEDS HR for Fall 2014. Excludes student and other temporary employees.

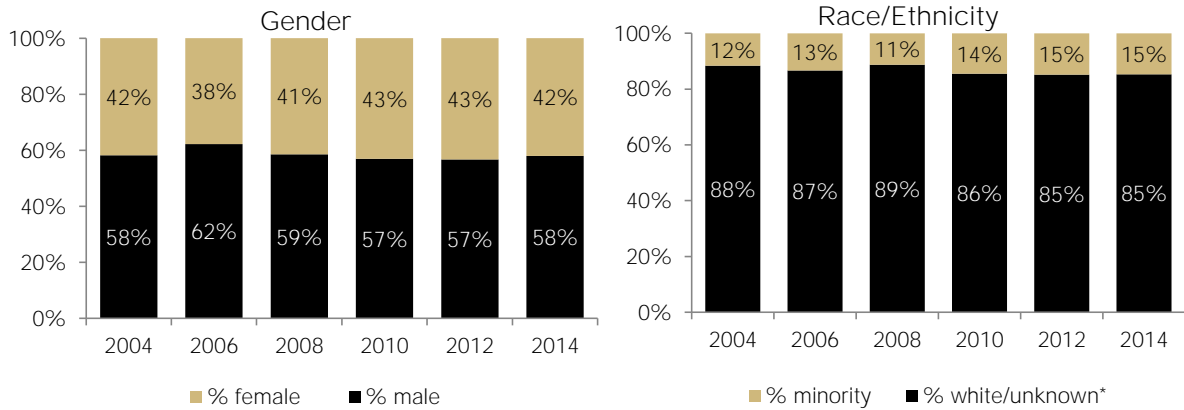
Minority total includes more than one race and excludes white, unknown, international. Percent minority is total minority divided by all, excluding international.

University of Colorado Colorado Springs

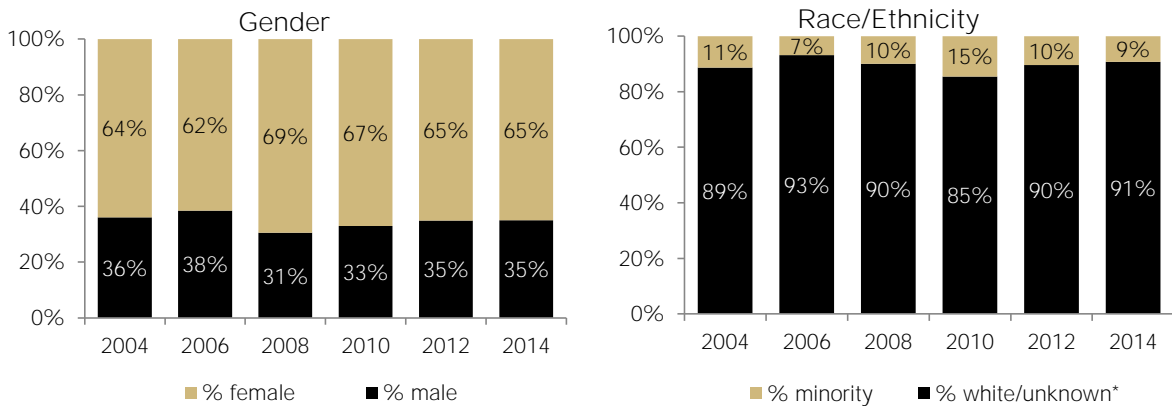
Instructional Faculty, Fall 2014 Tenured/Tenure Track



Instructional Faculty, Fall 2004 - Fall 2014 Tenured/Tenure Track Faculty All Ranks Combined

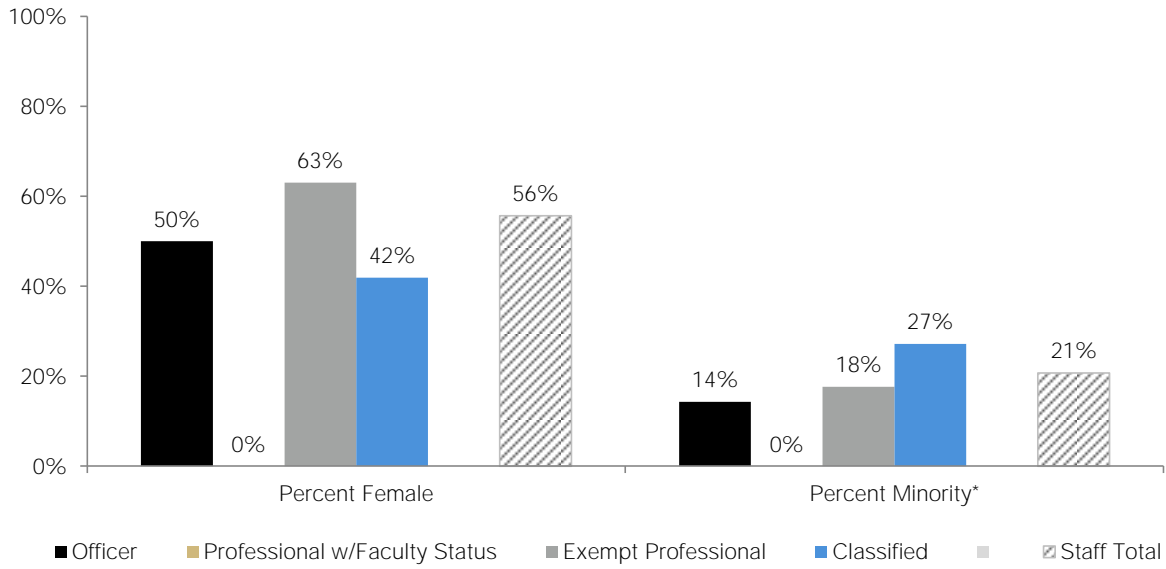


Non-Tenure Track Faculty



* Percent minority and percent white/unknown calculations exclude international faculty.

University of Colorado Colorado Springs
Staff Diversity, Fall 2014



* Percent minority calculations exclude international staff



2014 - 2015 Report on Diversity

Prepared by the University of Colorado Denver
Office of Diversity & Inclusion
May 2015

A Strategic Approach to Diversity and Inclusion

The University of Colorado Denver | Anschutz Medical Campus is committed to diversity and inclusion, as stated in our Strategic Plan (2008-2020), priority #5: **to enhance diversity university-wide and to foster a culture of inclusion**. Our approach to diversity encompasses numerous aspects of identity, including gender, race, ethnicity, sexual orientation, ability status, veteran status, nationality, religion, and socioeconomic background. Goals and objectives of this priority address multiple elements of campus life, including recruiting and retaining diverse students, faculty, and staff; maintaining an institutional climate of inclusiveness, respect and understanding for everyone; and expanding community-based programs to reduce health and educational disparities. Helping the campus to achieve this priority is the primary responsibility of the Office of Diversity and Inclusion (ODI), where Dr. Brenda J. Allen (Professor of Communication) was hired as the Associate Vice Chancellor for Diversity and Inclusion in August 2012. The Office of Diversity and Inclusion is taking a strategic, systemic, and sustainable approach to achieving the diversity priority by collaborating with and supporting a wide range of offices, initiatives, and programs focusing on diversity and inclusion. This report provides an overview of some of those efforts.

The Office of Diversity and Inclusion oversees the Educational Opportunity Programs (EOP) Office on the Denver campus and the Office of Inclusion and Outreach (OIO) on the Anschutz Medical campus.

- **The Educational Opportunity Programs (EOP) Office** is a vital source for helping underrepresented students to persist, thrive, and graduate. EOP was established in 1969 for Black and Hispanic students, and later added programs for Asian American and American Indian students. EOP provides services: a) to support underrepresented students and b) to promote a diverse and inclusive campus for **all** students, faculty, and staff. For example, EOP offers orientation, holistic advising, scholarship information, cultural programs, leadership development, and advocacy.
- **The Office of Inclusion and Outreach (OIO)** serves students, faculty and staff at the Anschutz Medical Campus. Its mission is to promote and support a diverse community that acknowledges, values, fosters, and benefits from unique qualities, rich histories, and wide variety of cultural values and beliefs that mirror and fulfill the university's mission of education, healthcare, research, and community service. OIO provides courses, workshops and events related to

health care professions. Its programs span middle school, high school, undergraduate, and graduate levels.

Campus Quantitative Highlights

- The proportion of undergraduate students of color at the combined Denver Campus and Anschutz Medical Campus has increased each year since 2005, reaching 38% for Fall 2014.
- The numbers and proportions of graduate students of color have consistently increased over the last several years, peaking at 1001 and 17% in Fall 2014.
- In the fall semesters of 2007 through 2009, the percentage of health professional students of color at the Anschutz Medical Campus remained steady at 21%. Recent years have seen greater numbers and percentages of students of color, with 481 (26%) enrolled Fall 2014.
- The percent of baccalaureate degrees awarded to students of color at the combined Denver Campus and Anschutz Medical Campus was 27% in 2014. Concurrently, the number of degrees awarded to that group has generally increased every year since 2006 to reach 581 in fiscal year 2014.
- The proportion of doctoral professional practice degrees conferred to students of color at the Anschutz Medical Campus has remained fairly consistent since 2005. The number of degrees conferred to students of color reached an all-time high of 144 (27% of the total degrees conferred) in fiscal year 2014.
- More than 1/4 of the baccalaureate degrees awarded in FY2014 were earned by students of color. However, just 13% of the master's degrees were awarded to students of color. Of the 647 degrees awarded at the doctoral level, more than 23% were conferred to students of color.
- We continue to see higher persistence rates for students of color (except for American Indian/Alaska Native) than for white students (with the exception of the 2005 cohort).
- The proportion of Pell grant recipients on the Denver Campus reached a high of 36% in Fall 2014. This is encouraging, as students receiving Pell grants tend to persist at higher rates than those who do not.
- The percentage of Denver Campus students receiving baccalaureate degrees who were Pell grant recipients was 50% in fiscal year 2014.
- Over the last five fall semesters, the proportion of undergraduate students that have registered with the Office of Disability Services has increased from 2.6% in Fall 2009 to 7.2% in Fall 2014. The latter represents 750 students from the combined Denver Campus and Anschutz Medical Campus.

Campus Qualitative Highlights

Student Success

Efforts to increase the retention rate and promote student success include providing services and addressing diversity across various social identity categories and their intersections. New and established programs and strategies strive to improve the success of all students during the first year and throughout their academic careers.

Such programs include:

- *TRiO Student Support Services (SSS)*: A federally funded program that supports up to 165 low income, first generation and disabled students in the achievement of their academic goals. Participants in the TRiO-SSS program have higher retention and six-year graduation rates than the total undergraduate population.
- *The Office of Disability Resources and Services (DRS)* continues to expand the number of students served. Over the last five fall semesters, the proportion of undergraduate students that have registered with the Office of Disability Services has steadily increased.
- *Women's Resource Center*: The Women's Resource Center provides resources, advocacy, services, and programs, which promote awareness of women's issues and equality for all students. The WRC is a safe and nurturing space that enables women, especially underrepresented women, in the university community to thrive.
- *Office of Veteran Student Services*: represents Active Duty, Reservist, National Guard, Veteran and VA dependent students, and serves as a resource for students, faculty and staff by providing outreach and educational service. The University of Colorado Denver | Anschutz Medical Campus was recognized by "G.I. Jobs" magazine as a "military friendly" university, committed to providing servicemen and women from all backgrounds with a high-quality education catered to their distinct needs. The university recently launched the "Boots to Suits" program that provides mentorships, internships and job opportunities to help veterans transition to a civilian career.
- *Office of International Affairs*: is partnering with TRiO, EOP, and other offices to recruit students for study abroad and to assist them with acquiring scholarships. Thanks to their efforts, underrepresented students have received scholarships to travel to India, Morocco, Spain, China, Korea, and Tunisia.
- *Early Alert*: A web-based system allows faculty to identify students who are experiencing weak academic performance or who are struggling with participation. These students are referred to academic advisers who guide the students to appropriate resources. EOP directors are providing names of students whom they serve (e.g., the Summer Bridge cohort); Early Alert will also

contact them to reach out to any of those students who are on the Early Alert list.

- *First-year Seminars:* The Denver First-Year Seminar courses are designed to support high school graduates transitioning to the university. Many of those courses focus on issues related to diversity and inclusion.
- *Student Organizations:* Organizations focused on diversity issues make up approximately 30% of the total number of student organizations on campus. There are over 50 groups focused on some aspect of diversity.

P-20 and Pipeline Initiatives

Pre-collegiate Programs. Both campuses have continued their strong efforts in P-20 pipeline initiatives that provide pre-collegiate preparation programs for high school and middle school students. These programs include:

- *The CU Succeed Silver and Gold Programs* collaborate with more than 90 high schools in Colorado to offer students an opportunity to get a head start on their college careers by taking UC Denver courses for both high school and college credit, during the school day, at their high school.
- *Denver School of Science and Technology (DSST)* teachers collaborate with university faculty on instruction for math and science classes. Selected DSST students undertake projects at the university during the summer.
- *Saturday Academies (OIO)* is a program in which students from four middle schools from Denver Public School (Cole, Lake, Rishel, and Skinner) explore health science careers. The students have a 3.5 GPA or higher; 90% are minority, first-generation.
- *Health Professions Opportunity Day (hPod) (OIO):* seeks to lead a statewide collaboration for recruiting and retaining youth of color in the health professions by partnering with the Anschutz Medical Campus's Office of Inclusion and Outreach and the University of Colorado Denver's Center for Pre-Collegiate and Academic Outreach programs to provide pre-health profession seminars for over 250 diverse middle school and high school students from the Denver metro area.

Programs for Undergraduate Students

- *The Undergraduate Pre-Health Program (UPP)* is a partnership between the Office of Inclusion and Outreach and Kaiser Permanente of Colorado. UPP provides a 13-month program which includes summer internships for undergraduate students interested in pursuing a career in healthcare. The program targets highly qualified students from historically underrepresented backgrounds. Since the program's inception in 2006, 100% of the participants have completed their undergraduate education and received college degrees. Of

the eligible program graduates who applied to graduate and professional programs, 71% have matriculated into professional programs and 76% of those attend the Anschutz Medical Campus.

- *BA/BS-MD Program*. To maintain a pipeline of diverse students in the health profession programs at the Anschutz Medical campus, the University of Colorado Denver's College of Liberal Arts and Sciences and the School of Medicine formed a BA/BS-MD program in 2010. This combined-degree program offers students from a variety of academic, economic, geographical, and cultural backgrounds a continuous path to obtain a baccalaureate degree and a medical degree within eight years: four years of undergraduate work and four years of medical school. The program has attracted highly qualified students from broadly diverse backgrounds who are committed to serving the health care needs of Colorado. The School of Dental Medicine is developing a BA/BS-DDS program.
- *The Summer Bridge Program (EOP)* focuses on the success of incoming freshmen by providing them with the necessary skills to achieve their academic endeavors. Students are exposed to campus resources, college success strategies and participate in team building activities. By participating in this program, students connect with a support team that will assist them throughout their college careers.
- *Graduate Experiences for Multicultural Students (GEMS)*. This program introduces undergraduate students from diverse and traditionally under-represented groups to biomedical research career opportunities offered at the graduate level. Students enroll in a ten-week summer research internship course conducted by distinguished science faculty which consists of lectures, demonstrations, and laboratory research assignments.
- *The Undergraduate Laboratory Research Experience* program was established by the Colorado Clinical and Translational Sciences Institute in 2011 to provide undergraduate students with paid experiences in clinical or translational research laboratory settings at the Anschutz Medical Campus. The goal of the program is to increase diversity and inclusion in these research areas.
- *The Summer Undergraduate Minority Mentoring in Translational Science (SUMMiT)* program was established by the CCTSI in 2009, to bring together African American, Hispanic, and Native American undergraduate students in a collaborative series designed to enhance their summer research experience. A partnership with Dine College (the first tribal college in the United States) helps support the summer research program.
- *Community College Transfer Programs*. Many of the community colleges in the Denver metropolitan region serve a high proportion of students of color, and the Denver Campus has always been regarded as “transfer friendly” for students

from these community colleges. Recent initiatives at both the Denver and the Anschutz Campus have enhanced this reputation for excellence. They include:

- Partnerships between the College of Nursing and the Community College of Denver and the Community College of Aurora, to develop curricula that enable students from these community colleges to enter the final two years of the baccalaureate nursing program.
- In Fall 2011 the Denver campus implemented the Denver Admission Promise Program, which guarantees admission for qualified students from community colleges in the front-range area into the baccalaureate programs at the Denver Campus. The CC to CU Denver Admission Promise is the first matriculation program of its kind in metro Denver.

Faculty and Staff Support and Development

A variety of resources exist to recruit, retain, and advocate for underrepresented faculty. These include:

- The Faculty Assembly on the Downtown Campus has a Diversity Committee with four Subcommittees: Disabilities Committee; Gay Lesbian, Bisexual, Transgender, and Intersex Committee; Minority Affairs Committee; Women's Issues Committee.
- In 2013, the AVC for Diversity and Inclusion established a fund for which all faculty and staff are eligible to propose projects that aim to retain faculty of color (funded by the Chancellor, Provost, and CDO).
- The Denver campus has a Black Staff and Faculty Affinity Group which serves as a support group and provides cultural programming for the campus.
- President's Diversity Awards support traditional and innovative projects that enhance ethnic, cultural, and gender diversity among the University of Colorado's students.
- CU System Diversity and Excellence Grants (up to \$3,000) are designed to provide assistance for projects initiated by staff and/or faculty that promote diversity, inclusion and excellence on the campuses.
- The Faculty and Staff Multicultural Affairs Committee (FaSMAC) at the Anschutz Medical Campus addresses the concerns of multicultural faculty and staff. This committee assesses the cultural climate of the university as it pertains to opportunities for multicultural faculty and staff for academic advancement and productivity and offers recommendations for creating an academic environment that fosters the academic success of multicultural faculty and staff.

Teaching and Scholarship

At the Denver Campus, cultural competency is included as part of the curriculum of several graduate programs such as those offered by the School of Education and Human Development. The Office of Diversity and Inclusion offered scholarships for faculty and staff to attend UCCS' annual Knapsack Institute, a three-day event focused on inclusive pedagogy.

At the Anschutz Medical Campus, cultural competency is an integral part of courses in professionalism, as well as clinical experiences, in the health sciences programs. For example, the School of Medicine has developed the Culturally Effective Medicine Thread curriculum to help students understand the role of culture in health and healthcare disparities. Curricular efforts target physician-patient interaction and the role of culture in these interactions.

The Office of Diversity and Inclusion is compiling a resource list of faculty at both campuses whose scholarship, teaching, research, and/or creative work focuses on any aspect of diversity detailed in the university's strategic plan.

Health Disparities

The university has an established record of serving traditionally underserved, rural or ethnic minority, and at-risk communities in Colorado and around the world, including:

- More than 3,500 clinical visits are provided annually through the College of Nursing's school-based clinic for children and families in the Sheridan School District 12, one of the poorest and most medically underserved in Colorado. The clinic provides pediatric, adult, midwifery, and mental health care.
- Several programs in the School of Dental Medicine provide clinical care to uninsured or underserved communities.
- Several centers within the School of Public Health have established tele-health and tele-education programs that have significantly enhanced the delivery of health care to Native Americans living in rural communities.
- Almost every county in rural Colorado is designated as a medically underserved area. The School of Medicine created the rural health track to increase the number of physicians who enter and remain in practice in rural Colorado.
- The School of Dental Medicine has a track for students, who upon obtaining licensure, are interested in practicing in rural areas in Colorado.
- The student and community counseling center in the Office of Student Affairs provides free and low-cost professional therapy to community members with a special focus on children and families in Denver Public Schools who have free access to 10 counseling sessions per year. Therapy takes place year-round, and is staffed by psychologists, professional psychotherapists, and graduate-level

practicum students who are enrolled in the School of Education and Human Development.

Community Engagement

The university strives to create partnerships in the community that reflect the needs and values of both the community and the university. To do this, the university relies on ongoing conversation and feedback, community liaisons, and mechanisms that insure the services it provides are truly needed and valued. Additionally, these connections allow the university to provide extraordinary learning experiences for students.

Examples include:

- *The Center for American Indian and Alaska Native Health* cultivates close ties with members of tribes in the United States. University representatives have visited many tribal reservations and hosted visits of tribal members to the university.
- *The Latino/a Research and Policy Center* conducts research, policy analysis, and disseminates information about Latinos in Colorado and the national Latino population. Faculty in several schools and colleges conduct research that focuses on the Latino community, including work with breast cancer detection and other health-related issues. The Latino/a Resource and Policy Center has recently been revamped with the hiring of a new director, Dr. Evelinn Borrayo, and has renewed its focus on health disparities.
- *The Colorado Clinical and Translational Sciences Institute* solicits and funds grant proposals that originate in the community and involve community members who act as liaisons between the community and the university. The institute has eleven liaisons representing seven communities with diverse geographic or ethnic constituents. The liaisons bring the issues from the community to the university and they communicate to the community on behalf of the university.
- *The Rocky Mountain Prevention Research Center* in the Colorado School of Public Health was awarded a five-year grant from the Centers for Disease Control to work with community partners to identify local health priorities in the San Luis Valley in southern Colorado. Researchers from the University of Colorado Denver have worked with this rural, low income, Latino, and non-Latino population—where 43 percent of middle school students are obese or overweight—on epidemiologic and health-promotion studies related to Type 2 diabetes for more than 20 years.

The university embraces the contributions that volunteer activities can bring to the overall education of its students. Many of its schools and colleges require student

engagement with underserved communities as a requirement for graduation, including:

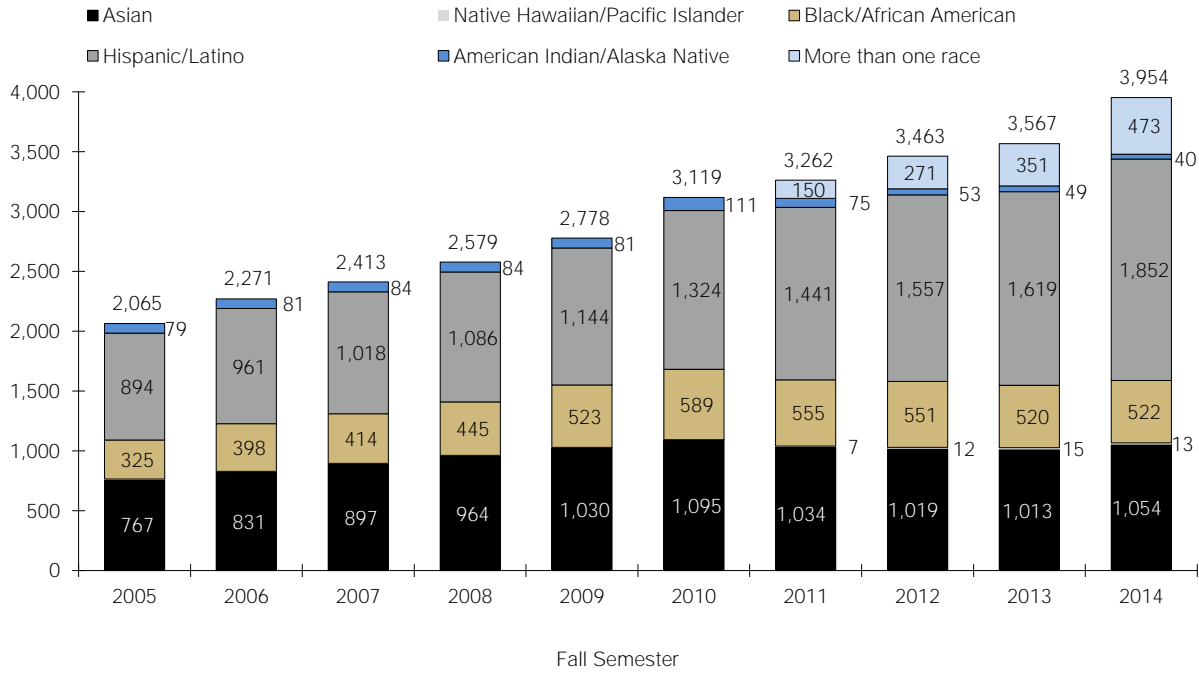
- Stop & Serve: was started in 2009 in an effort to engage students in a variety of service projects that directly impact local communities. This monthly event sponsored by the UC Denver Experiential Learning Center provides brief, on-campus volunteer opportunities for students to work on service projects focused on social issues.
- Each winter the university participates in the CU in the Community Campaign in an effort to allow the campus community an opportunity to further engage with community interests. Faculty, staff and students select an organization of their choice for their volunteer efforts.
- At the Stout Street Clinic for the Homeless in Denver, the Skaggs School of Pharmacy serves as the pharmacy director, overseeing students who provide pharmacy services to hundreds of patients daily, including care clinics such as diabetes care management.
- Fall Fest/Spring Fling is an opportunity for a wide variety of student organizations to market their club and events to students on campus. Diverse student organizations promote their activities to those who may not otherwise know they exist.
- The Alternative Breaks program through the Experiential Learning Center exposes students to complex social and cultural issues through direct service, experiential learning, group discussion, and personal reflection. The vision is to transform students into advocates of social change on issues affecting our communities.
- Campus Volunteer Fair: each semester the Experiential Learning Center and CU Denver Student Life co-host the CU Denver Volunteer Fair to introduce students, faculty, and staff to local community-based organizations offering volunteer and internship positions.



University of Colorado Denver | Anschutz Medical Campus
Student Diversity

Data provided by the CU Denver | Anschutz Medical Campus Office of Institutional Research and Effectiveness
www.ucdenver.edu/ir

University of Colorado Denver
 Denver Campus and Anschutz Medical Campus
 Undergraduate Fall Headcount Enrollment by Race/Ethnicity



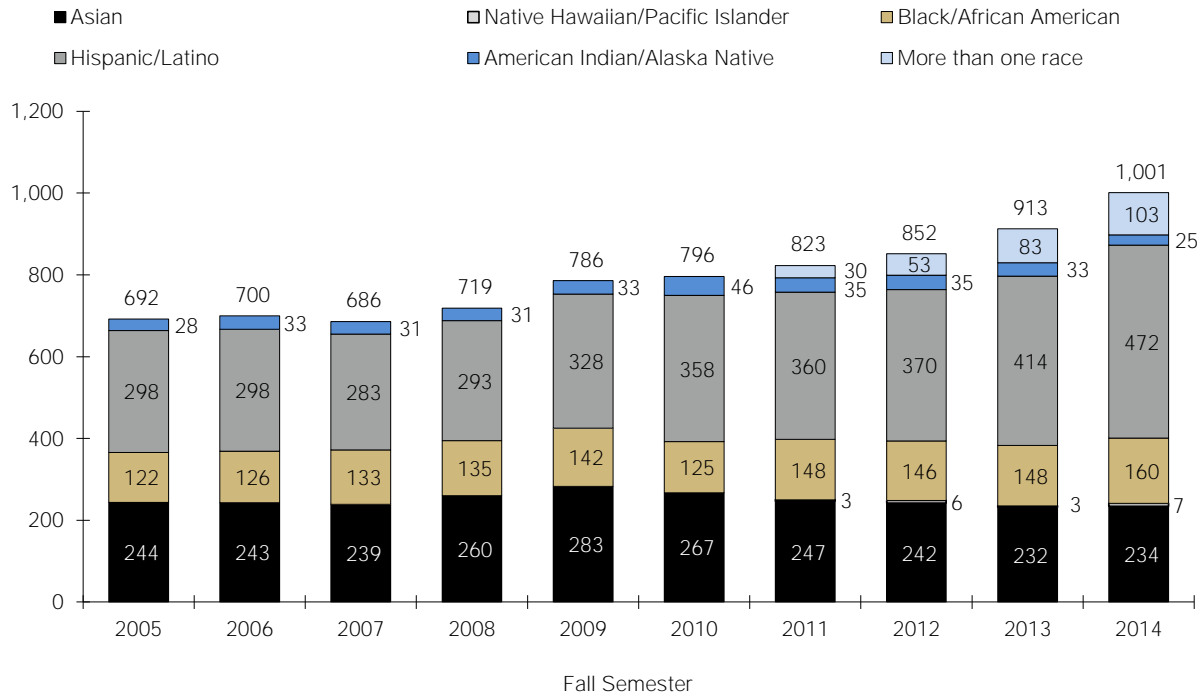
Race/Ethnicity	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Asian	767	831	897	964	1,030	1,095	1,034	1,019	1,013	1,054
Native Hawaiian/Pacific Islander							7	12	15	13
Black/African American	325	398	414	445	523	589	555	551	520	522
Hispanic/Latino	894	961	1,018	1,086	1,144	1,324	1,441	1,557	1,619	1,852
American Indian/Alaska Native	79	81	84	84	81	111	75	53	49	40
More than one race							150	271	351	473
White/Unknown	5,716	5,915	6,023	6,179	6,484	6,502	6,280	6,084	5,878	5,793
International	130	107	182	255	342	468	594	706	724	706
Total Enrollment	7,911	8,293	8,618	9,013	9,604	10,089	10,136	10,253	10,169	10,453
Students of Color Total	2,065	2,271	2,413	2,579	2,778	3,119	3,262	3,463	3,567	3,954
Students of Color as % of Total	26%	27%	28%	29%	29%	31%	32%	34%	35%	38%

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Asian	9.7%	10.0%	10.4%	10.7%	10.7%	10.9%	10.2%	9.9%	10.0%	10.1%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.1%
Black/African American	4.1%	4.8%	4.8%	4.9%	5.4%	5.8%	5.5%	5.4%	5.1%	5.0%
Hispanic/Latino	11.3%	11.6%	11.8%	12.0%	11.9%	13.1%	14.2%	15.2%	15.9%	17.7%
American Indian/Alaska Native	1.0%	1.0%	1.0%	0.9%	0.8%	1.1%	0.7%	0.5%	0.5%	0.4%
More than one race	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	2.6%	3.5%	4.5%
White/Unknown	72.3%	71.3%	69.9%	68.6%	67.5%	64.4%	62.0%	59.3%	57.8%	55.4%
International	1.6%	1.3%	2.1%	2.8%	3.6%	4.6%	5.9%	6.9%	7.1%	6.8%

The proportion (and number) of undergraduate students of color at the combined Denver Campus and Anschutz Medical Campus has increased each year since 2005, reaching 38% for Fall 2014.

Fall 2011 and later racial/ethnic category counts follow IPEDS reporting rules, and represent only those who selected that single category alone. Individuals selecting multiple categories are placed in "More than one race" or, if Hispanic/Latino was one of their choices, in "Hispanic/Latino."

University of Colorado Denver
Denver Campus and Anschutz Medical Campus
Graduate Fall Headcount Enrollment by Race/Ethnicity



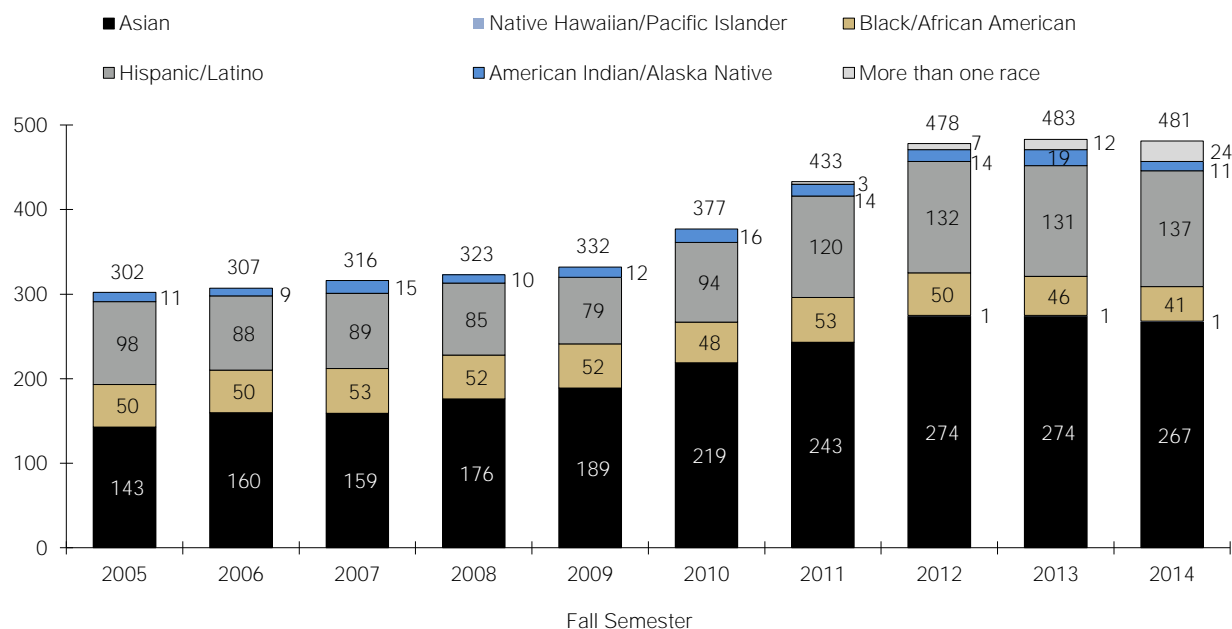
Race/Ethnicity	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Asian	244	243	239	260	283	267	247	242	232	234
Native Hawaiian/Pacific Islander							3	6	3	7
Black/African American	122	126	133	135	142	125	148	146	148	160
Hispanic/Latino	298	298	283	293	328	358	360	370	414	472
American Indian/Alaska Native	28	33	31	31	33	46	35	35	33	25
More than one race							30	53	83	103
White/Unknown	4,521	4,369	4,480	4,344	4,810	5,051	4,849	4,603	4,375	4,376
International	345	376	398	435	403	428	441	455	481	601
Total Enrollment	5,558	5,445	5,564	5,498	5,999	6,275	6,113	5,910	5,769	5,978
Students of Color Total	692	700	686	719	786	796	823	852	913	1,001
Students of Color as % of Total	12%	13%	12%	13%	13%	13%	13%	14%	16%	17%

Race/Ethnicity	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Asian	4.4%	4.5%	4.3%	4.7%	4.7%	4.3%	4.0%	4.1%	4.0%	3.9%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%
Black/African American	2.2%	2.3%	2.4%	2.5%	2.4%	2.0%	2.4%	2.5%	2.6%	2.7%
Hispanic/Latino	5.4%	5.5%	5.1%	5.3%	5.5%	5.7%	5.9%	6.3%	7.2%	7.9%
American Indian/Alaska Native	0.5%	0.6%	0.6%	0.6%	0.6%	0.7%	0.6%	0.6%	0.6%	0.4%
More than one race	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.5%	0.9%	1.4%	1.7%
White/Unknown	81.3%	80.2%	80.5%	79.0%	80.2%	80.5%	79.3%	77.9%	75.8%	73.2%
International	6.2%	6.9%	7.2%	7.9%	6.7%	6.8%	7.2%	7.7%	8.3%	10.1%

The numbers and proportions of graduate students of color have consistently increased over the last several years, peaking at 1,001 and 17% in Fall 2014.

Fall 2011 and later racial/ethnic category counts follow IPEDS reporting rules, and represent only those who selected that single category alone. Individuals selecting multiple categories are placed in "More than one race" or, if Hispanic/Latino was one of their choices, in "Hispanic/Latino."

University of Colorado Denver
Anschutz Medical Campus
Doctoral - Professional Practice* Fall Headcount Enrollment by Race/Ethnicity



Race/Ethnicity	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Asian	143	160	159	176	189	219	243	274	274	267
Native Hawaiian/Pacific Islander							-	1	1	1
Black/African American	50	50	53	52	52	48	53	50	46	41
Hispanic/Latino	98	88	89	85	79	94	120	132	131	137
American Indian/Alaska Native	11	9	15	10	12	16	14	14	19	11
More than one race							3	7	12	24
White/Unknown	1,092	1,129	1,170	1,209	1,244	1,219	1,308	1,313	1,298	1,353
International	4	6	12	14	9	7	11	11	10	5
Total Enrollment	1,398	1,442	1,498	1,546	1,585	1,603	1,752	1,802	1,791	1,839
Students of Color Total	302	307	316	323	332	377	433	478	483	481
Students of Color as % of Total	22%	21%	21%	21%	21%	24%	25%	27%	27%	26%

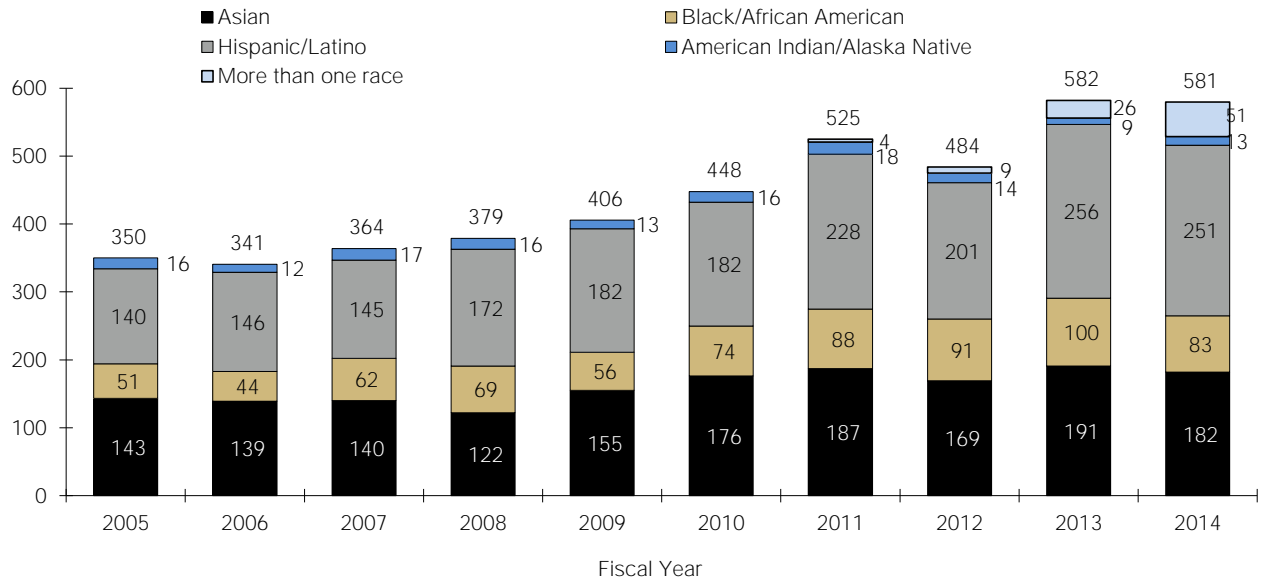
	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Asian	10.2%	11.1%	10.6%	11.4%	11.9%	13.7%	13.9%	15.2%	15.3%	14.5%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%
Black/African American	3.6%	3.5%	3.5%	3.4%	3.3%	3.0%	3.0%	2.8%	2.6%	2.2%
Hispanic/Latino	7.0%	6.1%	5.9%	5.5%	5.0%	5.9%	6.8%	7.3%	7.3%	7.4%
American Indian/Alaska Native	0.8%	0.6%	1.0%	0.6%	0.8%	1.0%	0.8%	0.8%	1.1%	0.6%
More than one race	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.4%	0.7%	1.3%
White/Unknown	78.1%	78.3%	78.1%	78.2%	78.5%	76.0%	74.7%	72.9%	72.5%	73.6%
International	0.3%	0.4%	0.8%	0.9%	0.6%	0.4%	0.6%	0.6%	0.6%	0.3%

*Enrollment in professional programs as defined by/reported to CDHE

In the fall semesters of 2007 through 2009, the percentage of health professional students of color at the Anschutz Medical Campus remained steady at 21%. Recent years have seen greater numbers and percentages of students of color, with 481 enrolled Fall 2014.

Fall 2011 and later racial/ethnic category counts follow IPEDS reporting rules, and represent only those who selected that single category alone. Individuals selecting multiple categories are placed in "More than one race" or, if Hispanic/Latino was one of their choices, in "Hispanic/Latino."

University of Colorado Denver
Denver Campus and Anschutz Medical Campus
Baccalaureate Degrees Awarded by Race/Ethnicity



Race/Ethnicity	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Asian	143	139	140	122	155	176	187	169	191	182
Native Hawaiian/Pacific Islander							-	-	-	1
Black/African American	51	44	62	69	56	74	88	91	100	83
Hispanic/Latino	140	146	145	172	182	182	228	201	256	251
American Indian/Alaska Native	16	12	17	16	13	16	18	14	9	13
More than one race							4	9	26	51
White/Unknown	1,048	1,212	1,259	1,329	1,331	1,376	1,389	1,318	1,366	1,369
International	153	52	29	10	6	30	120	146	167	201
Total Degrees Awarded	1,551	1,605	1,652	1,718	1,743	1,854	2,034	1,948	2,115	2,151
Students of Color Total	350	341	364	379	406	448	525	484	582	581
Students of Color as % of Total	23%	21%	22%	22%	23%	24%	26%	25%	28%	27%

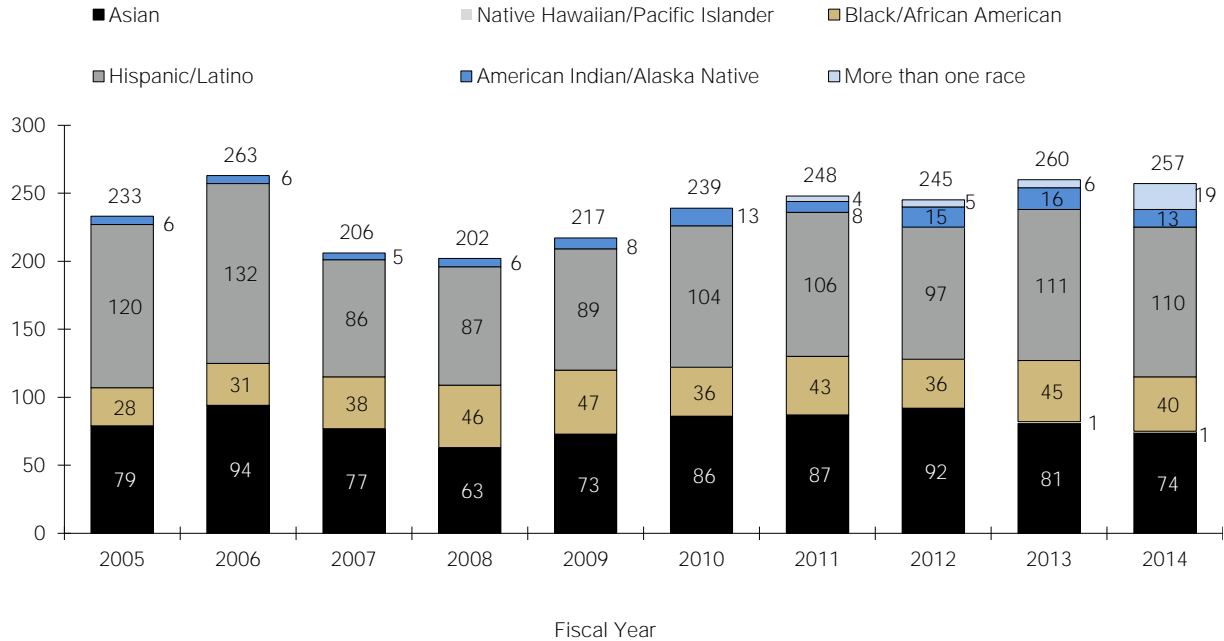
	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Asian	9.2%	8.7%	8.5%	7.1%	8.9%	9.5%	9.2%	8.7%	9.0%	8.5%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Black/African American	3.3%	2.7%	3.8%	4.0%	3.2%	4.0%	4.3%	4.7%	4.7%	3.9%
Hispanic/Latino	9.0%	9.1%	8.8%	10.0%	10.4%	9.8%	11.2%	10.3%	12.1%	11.7%
American Indian/Alaska Native	1.0%	0.7%	1.0%	0.9%	0.7%	0.9%	0.9%	0.7%	0.4%	0.6%
More than one race	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.5%	1.2%	2.4%
White/Unknown	67.6%	75.5%	76.2%	77.4%	76.4%	74.2%	68.3%	67.7%	64.6%	63.6%
International	9.9%	3.2%	1.8%	0.6%	0.3%	1.6%	5.9%	7.5%	7.9%	9.3%

The percent of baccalaureate degrees awarded to students of color at the combined Denver Campus and Anschutz Medical Campus reached a high of 28% in fiscal year 2013. Concurrently, the number of degrees awarded to that group has generally increased every year since 2006.

Note: degree counts are unduplicated (one student receiving multiple degrees is counted only once).

Fall 2011 and later racial/ethnic category counts follow IPEDS reporting rules, and represent only those who selected that single category alone. Individuals selecting multiple categories are placed in "More than one race" or, if Hispanic/Latino was one of their choices, in "Hispanic/Latino."

University of Colorado Denver
 Denver Campus and Anschutz Medical Campus
 Graduate Degrees Awarded by Race/Ethnicity



Race/Ethnicity	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Asian	79	94	77	63	73	86	87	92	81	74
Native Hawaiian/Pacific Islander							-	-	1	1
Black/African American	28	31	38	46	47	36	43	36	45	40
Hispanic/Latino	120	132	86	87	89	104	106	97	111	110
American Indian/Alaska Native	6	6	5	6	8	13	8	15	16	13
More than one race							4	5	6	19
White/Unknown	1,566	1,577	1,502	1,564	1,625	1,499	1,667	1,725	1,658	1,547
International	144	160	125	23	16	152	149	169	183	172
Total Degrees Awarded	1,943	2,000	1,833	1,789	1,858	1,890	2,064	2,139	2,101	1,976
Students of Color Total	233	263	206	202	217	239	248	245	260	257
Students of Color as % of Total	12%	13%	11%	11%	12%	13%	12%	11%	12%	13%

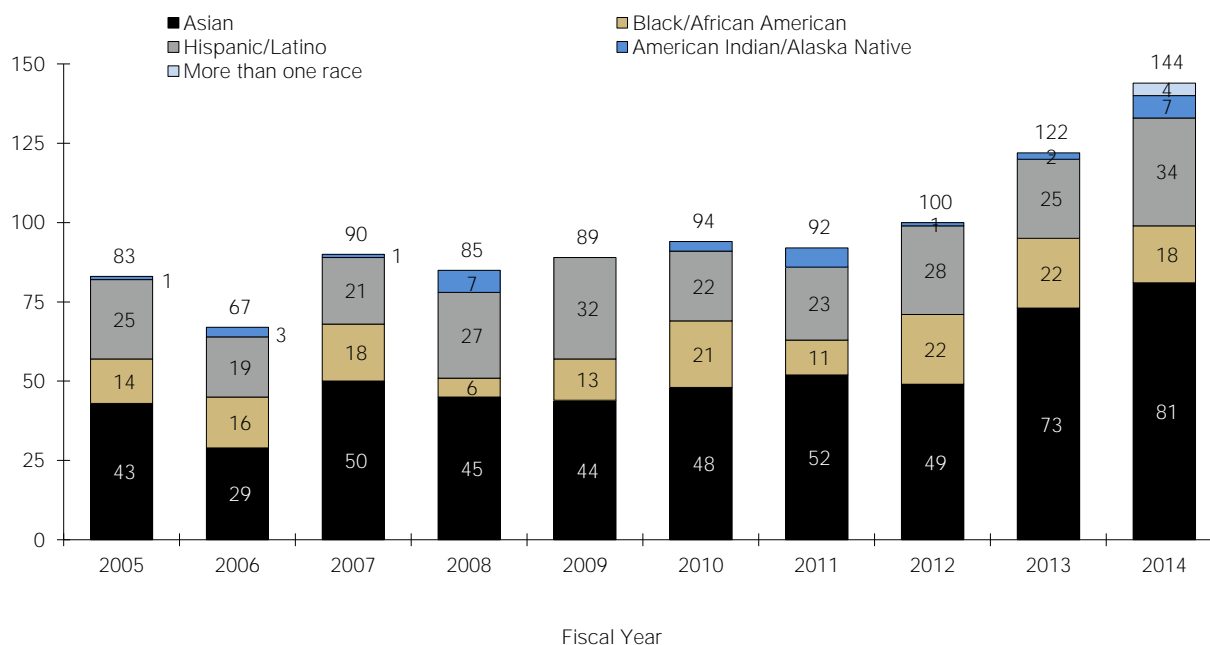
	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Asian	4.1%	4.7%	4.2%	3.5%	3.9%	4.6%	4.2%	4.3%	3.9%	3.7%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
Black/African American	1.4%	1.6%	2.1%	2.6%	2.5%	1.9%	2.1%	1.7%	2.1%	2.0%
Hispanic/Latino	6.2%	6.6%	4.7%	4.9%	4.8%	5.5%	5.1%	4.5%	5.3%	5.6%
American Indian/Alaska Native	0.3%	0.3%	0.3%	0.3%	0.4%	0.7%	0.4%	0.7%	0.8%	0.7%
More than one race	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.2%	0.3%	1.0%
White/Unknown	80.6%	78.9%	81.9%	87.4%	87.5%	79.3%	80.8%	80.6%	78.9%	78.3%
International	7.4%	8.0%	6.8%	1.3%	0.9%	8.0%	7.2%	7.9%	8.7%	8.7%

The proportion of graduate degrees conferred to students of color at the combined Denver Campus and Anschutz Medical Campus has remained fairly consistent during the last decade, ranging from 11 to 13 percent.

Note: degree counts are unduplicated (one student receiving multiple degrees is counted only once).

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University of Colorado Denver
Anschutz Medical Campus
Doctoral - Professional Practice Degrees Awarded by Race/Ethnicity



Race/Ethnicity	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Asian	43	29	50	45	44	48	52	49	73	81
Native Hawaiian/Pacific Islander	-	-	-	-	-	-	-	-	-	-
Black/African American	14	16	18	6	13	21	11	22	22	18
Hispanic/Latino	25	19	21	27	32	22	23	28	25	34
American Indian/Alaska Native	1	3	1	7	-	3	6	1	2	7
More than one race	-	-	-	-	-	-	-	-	-	4
White/Unknown	270	287	329	337	327	353	349	409	410	363
International	1	1	2	18	7	9	6	20	17	20
Total Degrees Awarded	354	355	421	440	423	456	447	529	549	527
Students of Color Total	83	67	90	85	89	94	92	100	122	144
Students of Color as % of Total	23%	19%	21%	19%	21%	21%	21%	19%	22%	27%

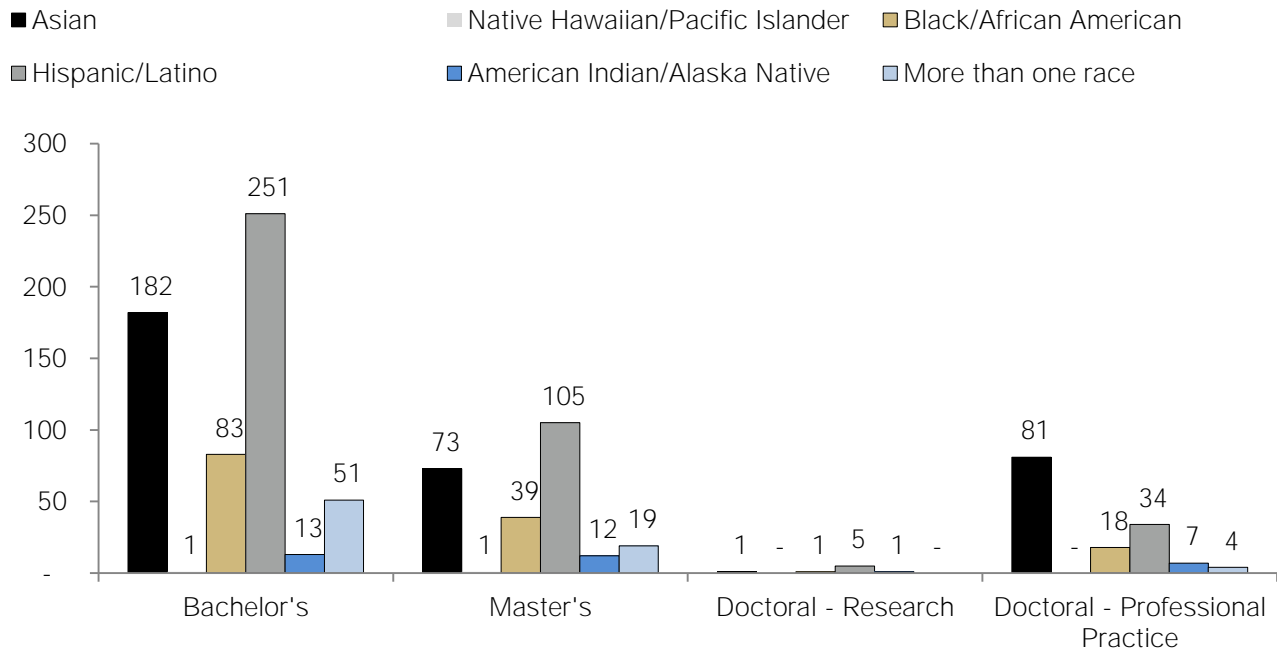
	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Asian	12.1%	8.2%	11.9%	10.2%	10.4%	10.5%	11.6%	9.3%	13.3%	15.4%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Black/African American	4.0%	4.5%	4.3%	1.4%	3.1%	4.6%	2.5%	4.2%	4.0%	3.4%
Hispanic/Latino	7.1%	5.4%	5.0%	6.1%	7.6%	4.8%	5.1%	5.3%	4.6%	6.5%
American Indian/Alaska Native	0.3%	0.8%	0.2%	1.6%	0.0%	0.7%	1.3%	0.2%	0.4%	1.3%
More than one race	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%
White/Unknown	76.3%	80.8%	78.1%	76.6%	77.3%	77.4%	78.1%	77.3%	74.7%	68.9%
International	0.3%	0.3%	0.5%	4.1%	1.7%	2.0%	1.3%	3.8%	3.1%	3.8%

The proportion of doctoral professional practice degrees conferred to students of color at the Anschutz Medical Campus remained fairly consistent from 2005 to 2013. However, for fiscal year 2014, the numbers of degrees conferred to students of color reached a high of 144 (representing 27% of the doctoral professional practice degrees conferred).

Note: degree counts are unduplicated (one student receiving multiple degrees is counted only once).

Fall 2011 and later racial/ethnic category counts follow IPEDS reporting rules, and represent only those who selected that single category alone. Individuals selecting multiple categories are placed in "More than one race" or, if Hispanic/Latino was one of their choices, in "Hispanic/Latino."

University of Colorado Denver
 Denver Campus and Anschutz Medical Campus
 Degrees Awarded by Race/Ethnicity
 Fiscal Year 2014



Race/Ethnicity	Bachelor's	Master's	Doctoral - Research	Professional Practice	Total
Asian	182	73	1	81	337
Native Hawaiian/Pacific Islander	1	1	-	-	2
Black/African American	83	39	1	18	141
Hispanic/Latino	251	105	5	34	395
American Indian/Alaska Native	13	12	1	7	33
More than one race	51	19	-	4	74
White/Unknown	1,369	1,450	97	363	3,279
International	201	157	15	20	393
Students of Color Total	581	249	8	144	982
Total	2,151	1,856	120	527	4,654

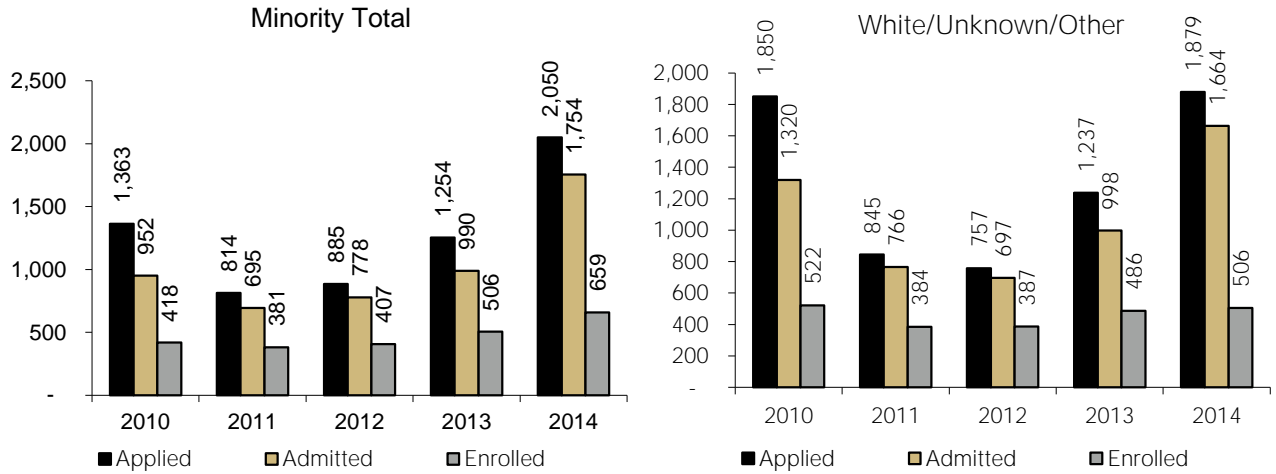
More than 1/4 of the baccalaureate degrees awarded in fiscal year 2014 were earned by students of color. However, just 13% of the masters degrees were awarded to students of color. Of the 647 degrees awarded at the doctoral level, more than 23% were conferred to students of color.

Note: degree counts are unduplicated (one student receiving multiple degrees is counted only once unless degrees are at different levels - e.g. BA and MA).

Fall 2011 and later racial/ethnic category counts follow IPEDS reporting rules, and represent only those who selected that single category alone. Individuals selecting multiple categories are placed in "More than one race" or, if Hispanic/Latino was one of their choices, in "Hispanic/Latino."

University of Colorado Denver
Denver Campus

Fall Resident Freshman Applications, Acceptances and Enrollments by Race/Ethnicity



Asian

Fall Term	Applied	Admitted	Enrolled
2010	403	319	160
2011	216	190	114
2012	255	234	119
2013	297	264	170
2014	422	390	187

Native Hawaiian/Pacific Islander

Fall Term	Applied	Admitted	Enrolled
2010	n/a	n/a	n/a
2011	2	1	1
2012	4	4	4
2013	8	7	2
2014	11	9	3

Black/African American

Fall Term	Applied	Admitted	Enrolled
2010	221	138	58
2011	100	69	27
2012	126	106	46
2013	149	112	48
2014	192	140	44

Hispanic/Latino

Fall Term	Applied	Admitted	Enrolled
2010	665	448	186
2011	407	355	192
2012	416	358	196
2013	660	510	235
2014	1,163	988	348

American Indian/Alaska Native

Fall Term	Applied	Admitted	Enrolled
2010	74	47	14
2011	5	4	1
2012	5	5	2
2013	7	3	1
2014	15	8	4

More than one race

Fall Term	Applied	Admitted	Enrolled
2010	n/a	n/a	n/a
2011	86	77	47
2012	83	75	44
2013	141	101	52
2014	247	219	73

White/Unknown/Other

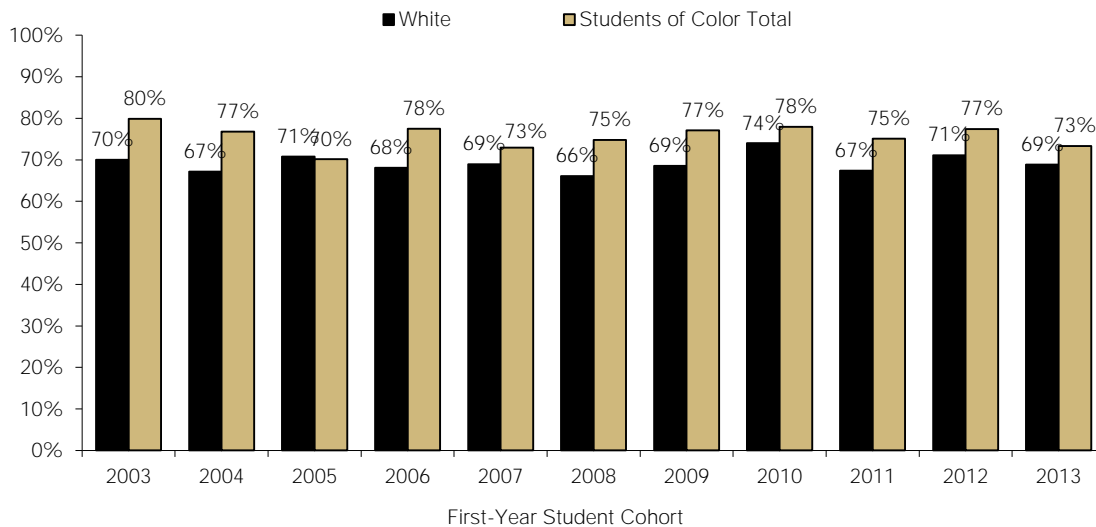
Fall Term	Applied	Admitted	Enrolled
2010	1,850	1,320	522
2011	845	766	384
2012	757	697	387
2013	1,237	998	486
2014	1,879	1,664	506

Total

Fall Term	Applied	Admitted	Enrolled
2010	3,213	2,272	940
2011	1,659	1,461	765
2012	1,646	1,479	798
2013	2,499	1,995	994
2014	3,929	3,418	1,165

Fall 2011 and later racial/ethnic category counts follow IPEDS reporting rules, and represent only those who selected that single category alone. Individuals selecting multiple categories are placed in "More than one race" or, if Hispanic/Latino was one of their choices, in "Hispanic/Latino."

University of Colorado Denver
Denver Campus
1-Year Freshman Retention Rates by Race/Ethnicity



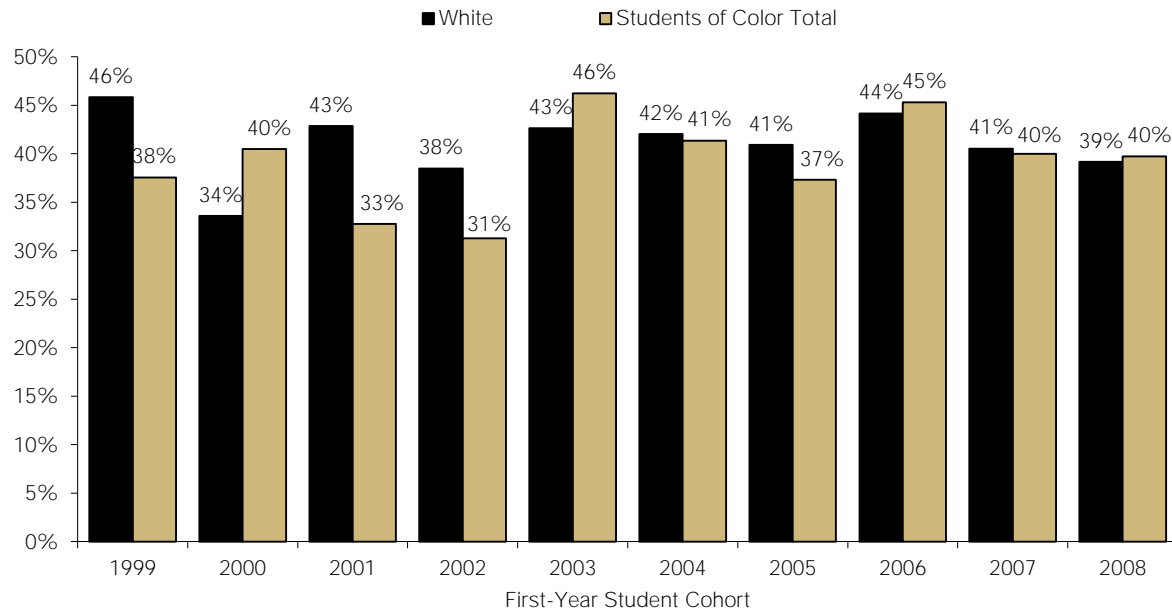
First-Year Cohort	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Asian	93	117	135	137	149	162	157	118	123	178
Native Hawaiian/Pacific Islander							-	2	4	3
Black/African American	31	24	55	55	60	67	60	31	57	46
Hispanic/Latino	104	120	122	161	164	162	189	189	195	225
American Indian/Alaska Native	9	7	8	17	8	6	11	3	3	1
More than one race							9	55	52	60
White	414	435	514	567	601	524	523	380	426	514
Other/Unknown	29	37	37	32	21	69	11	15	12	8
International	6	4	14	43	35	48	63	61	90	46
Total	686	744	885	1,012	1,038	1,038	1,023	854	962	1,081
Students of Color Total	237	268	320	370	381	397	426	398	434	513

Percent Enrolled One Year Later	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Asian	83%	77%	83%	81%	81%	86%	87%	78%	85%	89%
Native Hawaiian/Pacific Islander							-	100%	75%	67%
Black/African American	65%	63%	69%	65%	83%	66%	70%	87%	84%	59%
Hispanic/Latino	78%	68%	76%	70%	68%	73%	74%	75%	72%	66%
American Indian/Alaska Native	44%	29%	63%	59%	38%	50%	55%	33%	67%	0%
More than one race							78%	65%	73%	67%
White	67%	71%	68%	69%	66%	69%	74%	67%	71%	69%
Other/Unknown	83%	78%	78%	72%	71%	77%	73%	67%	67%	100%
International	67%	75%	71%	77%	71%	90%	86%	72%	83%	80%
Total	71%	71%	72%	71%	70%	73%	76%	71%	75%	72%
Students of Color Total	77%	70%	78%	73%	75%	77%	78%	75%	77%	73%

We continue to see higher one-year retention rates for students of color than for white students (with the exception of the 2005 cohort).

Fall 2011 and later racial/ethnic category counts follow IPEDS reporting rules, and represent only those who selected that single category alone. Individuals selecting multiple categories are placed in "More than one race" or, if Hispanic/Latino was one of their choices, in "Hispanic/Latino."

University of Colorado Denver
Denver Campus
Undergraduate Six-Year Graduation Rates by Race/Ethnicity



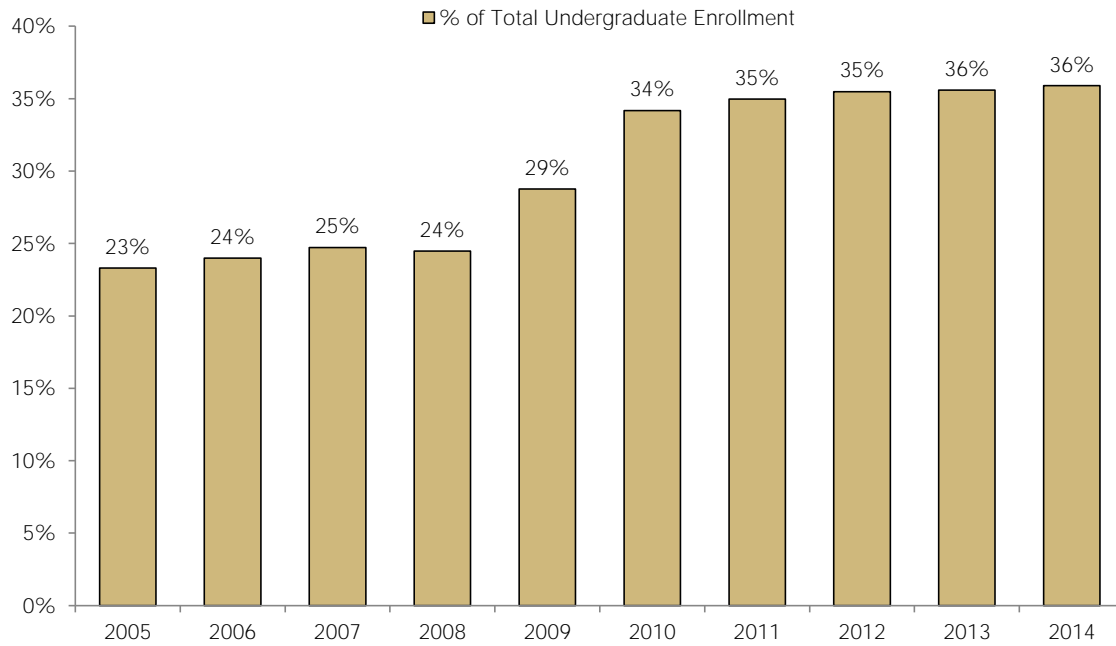
Undergraduate Cohort*	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Asian	88	104	80	99	87	93	117	135	137	149
Black/African American	18	21	22	12	19	31	24	55	55	60
Hispanic/Latino	82	74	64	78	85	104	120	122	161	163
American Indian/Alaska Native	9	6	5	6	8	9	7	8	17	8
White	253	271	287	356	380	414	435	514	565	600
Other/Unknown	22	28	27	23	41	29	37	37	32	21
International	6	11	7	6	4	6	4	14	43	35
Total	478	515	492	580	624	686	744	885	1010	1036
Students of Color Total	197	205	171	195	199	237	268	320	370	380

Six-Year Graduation Rate	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Asian	47%	46%	45%	33%	53%	51%	45%	55%	46%	48%
Black/African American	28%	24%	23%	42%	53%	32%	21%	36%	31%	38%
Hispanic/Latino	32%	35%	23%	26%	41%	39%	33%	40%	40%	34%
American Indian/Alaska Native	22%	67%	0%	50%	13%	0%	29%	25%	24%	13%
White	46%	34%	43%	38%	43%	42%	41%	44%	41%	39%
Other/Unknown	32%	29%	41%	61%	34%	45%	54%	41%	44%	48%
International	50%	27%	14%	0%	50%	33%	50%	71%	60%	51%
Total	42%	36%	39%	37%	43%	42%	40%	45%	41%	40%
Students of Color Total	38%	40%	33%	31%	46%	41%	37%	45%	40%	40%

* Cohorts include first-time first-year full-time students entering in the Summer/Fall semester.

The numbers of students of color in the standard undergraduate cohort have been increasing since 2001. For the five most recent cohorts the graduation rates have been within 3 percentage points of the overall graduation rates and within 4 percentage points of white student graduation rates.

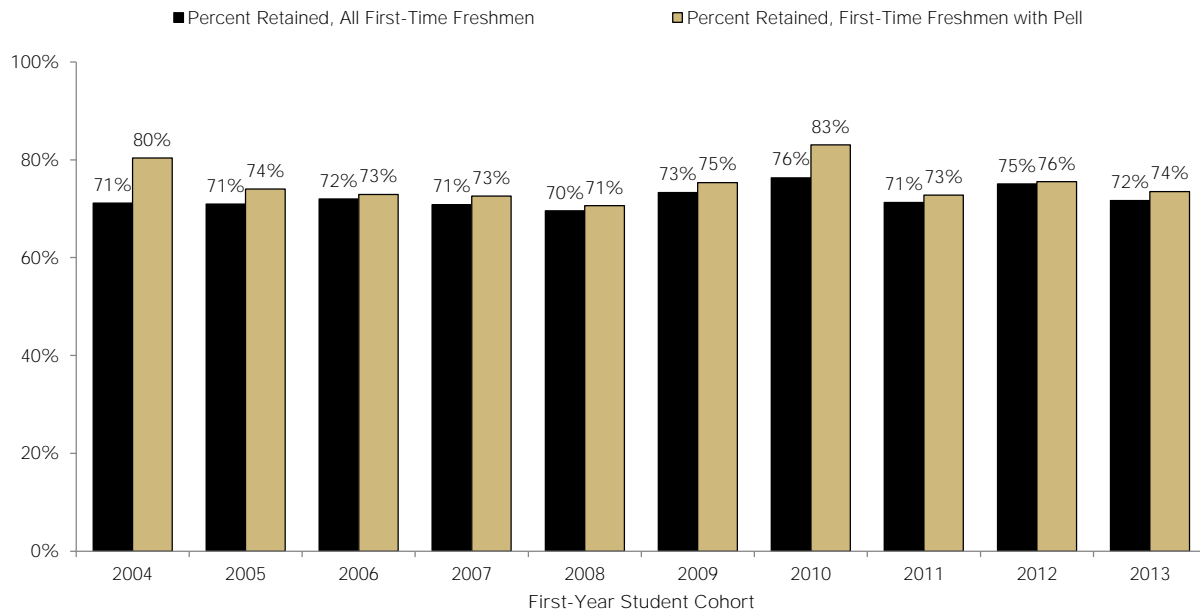
University of Colorado Denver
Denver Campus
Fall Enrollment of Pell Grant Recipients



	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Total UG Pell recipients enrolled	1,745	1,889	2,024	2,100	2,643	3,309	3,401	3,466	3,465	3,585
% of Total Undergraduate Enrollment	23%	24%	25%	24%	29%	34%	35%	35%	36%	36%

The proportion of Pell grant recipients on the Denver Campus reached a high of 36% in Fall 2013 and remained at that level for Fall 2014. This is encouraging, as students receiving Pell grants tend to persist at higher rates than those who do not.

University of Colorado Denver
Denver Campus
1-Year Retention Rates of Freshman Pell Grant Recipients



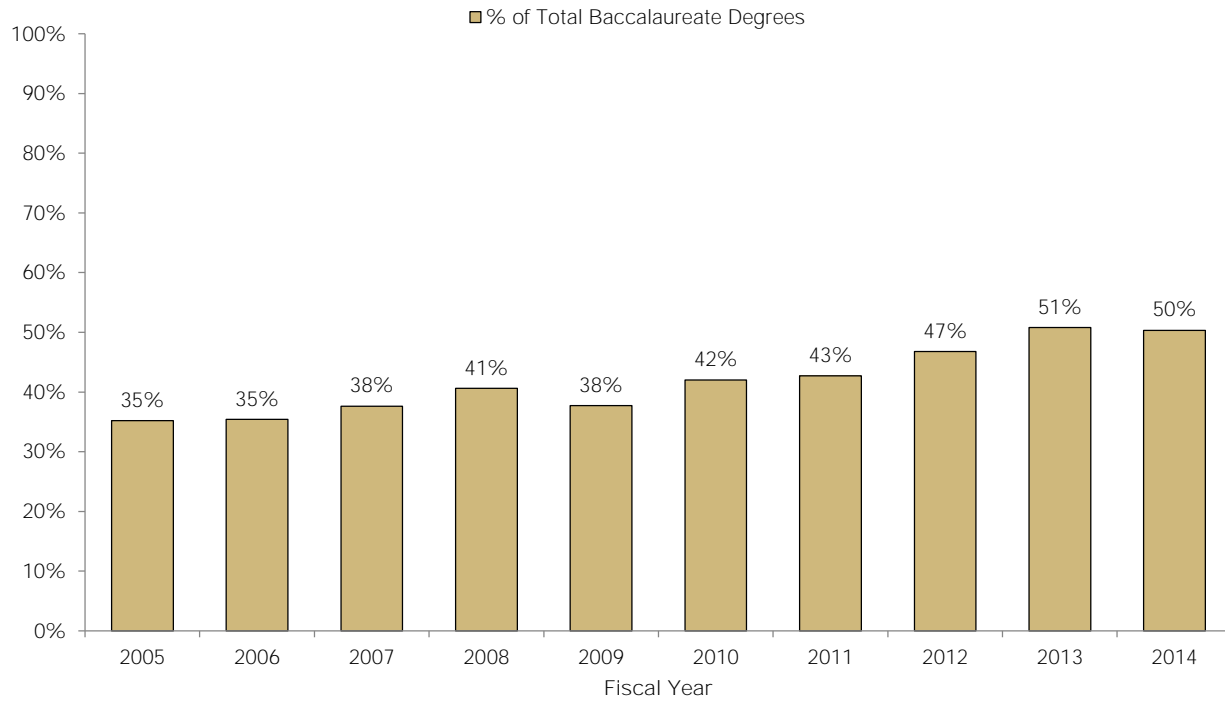
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
First-Year Student Cohorts*	168	154	203	277	262	349	348	331	343	393
Number Retained**	135	114	148	201	185	263	289	241	259	289
Percent Retained, First-Time Freshmen with Pell	80%	74%	73%	73%	71%	75%	83%	73%	76%	74%
Percent Retained, All First-Time Freshmen	71%	71%	72%	71%	70%	73%	76%	71%	75%	72%

* First-Time freshmen w/Pell entering Summer/Fall term

**Number enrolled in subsequent fall

For all Denver Campus cohorts displayed, students with PELL were retained at a higher rate than those without PELL.

University of Colorado Denver
 Denver Campus
 Baccalaureate Degrees Granted to Pell Grant Recipients



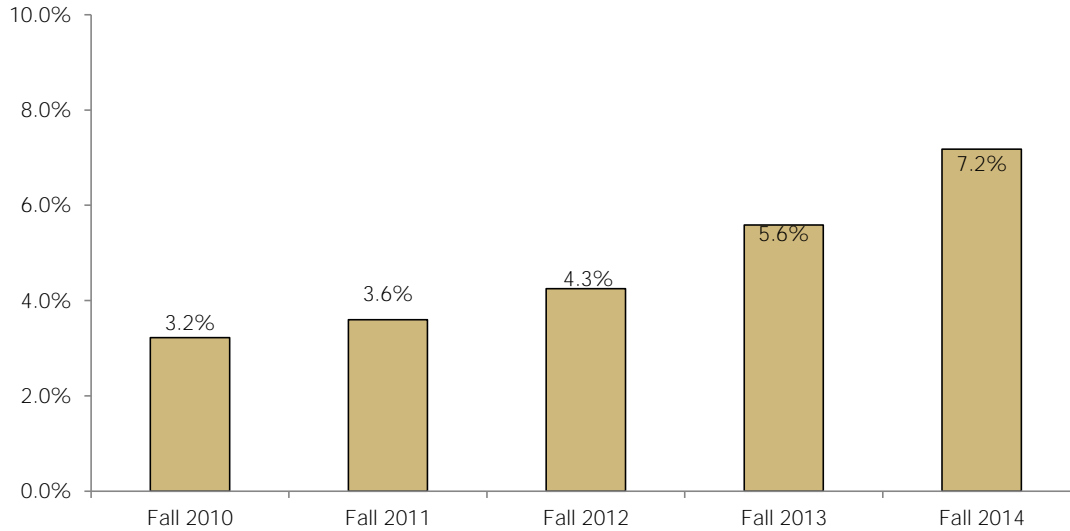
	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Baccalaureate Degrees Awarded to Pell Recipients*	476	480	527	601	565	690	777	815	956	947
% of Total Baccalaureate Degrees	35%	35%	38%	41%	38%	42%	43%	47%	51%	50%

* counted if student was ever a Pell recipient

The percentage of Denver Campus students receiving baccalaureate degrees who were Pell grant recipients reached a high of 51% in fiscal year 2013.

University of Colorado Denver
 Denver Campus and Anschutz Medical Campus
 Enrollment of Students with Disabilities

Undergraduate students formally registered with the Office of Disability Services
 as a Percent of All Undergraduates



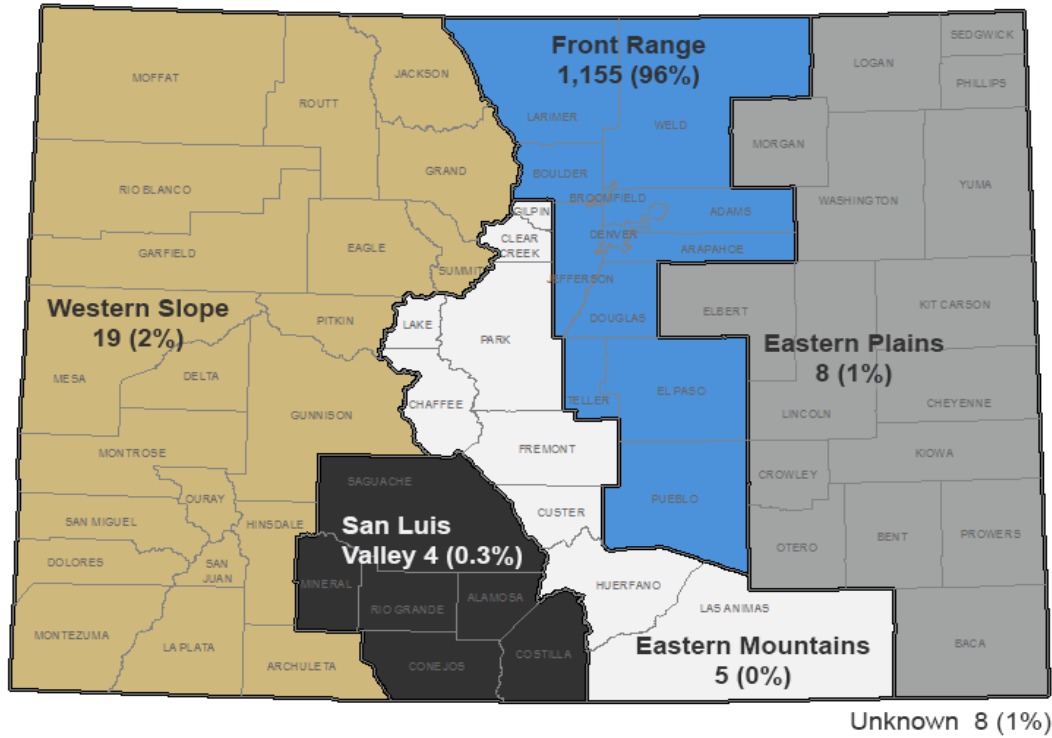
	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014
Number of undergraduates registered with Office of Disability Services	325	365	436	568	750
Percent of all undergraduates	3.2%	3.6%	4.3%	5.6%	7.2%

In Fall 2010, 406 students were registered with the office on the Denver Campus and at the Anschutz Medical Campus. Of those 406 students, 325 were undergraduates.

Over the last five fall semesters, the proportion of undergraduate students that have registered with the Office of Disability Services has increased from 2.6% in Fall 2009 to 7.2% in Fall 2014. The latter represents 750 students from the combined Denver Campus and Anschutz Medical Campus.

University of Colorado Denver
 Denver Campus
 New Resident Freshmen, Fall 2014
 Home Region

(Based on County at Time of Admission, End-of-Term Enrollment)



Region	12th Graders Enrolled in CO Public Schools ¹	CU Denver New Resident Freshmen, Fall 2014	
		Enrolled ²	Percent
Eastern Mountains	2%	5	0%
Eastern Plains	3%	8	1%
Front Range	83%	1,155	96%
San Luis Valley	1%	4	0.3%
Western Slope	9%	19	2%
Unknown	3%	8	1%
Total	100%	1,199	100%

¹ Distribution of 12th grade students enrolled in Colorado Public Schools based on school district enrollment, fall 2013. Students in the "unknown" category attended BOCES, the Colorado Charter School Institute, or a Colorado Detention Center. Data source: Colorado Department of Education, <http://www.cde.state.co.us/cdereval/pupilcurrent.htm>

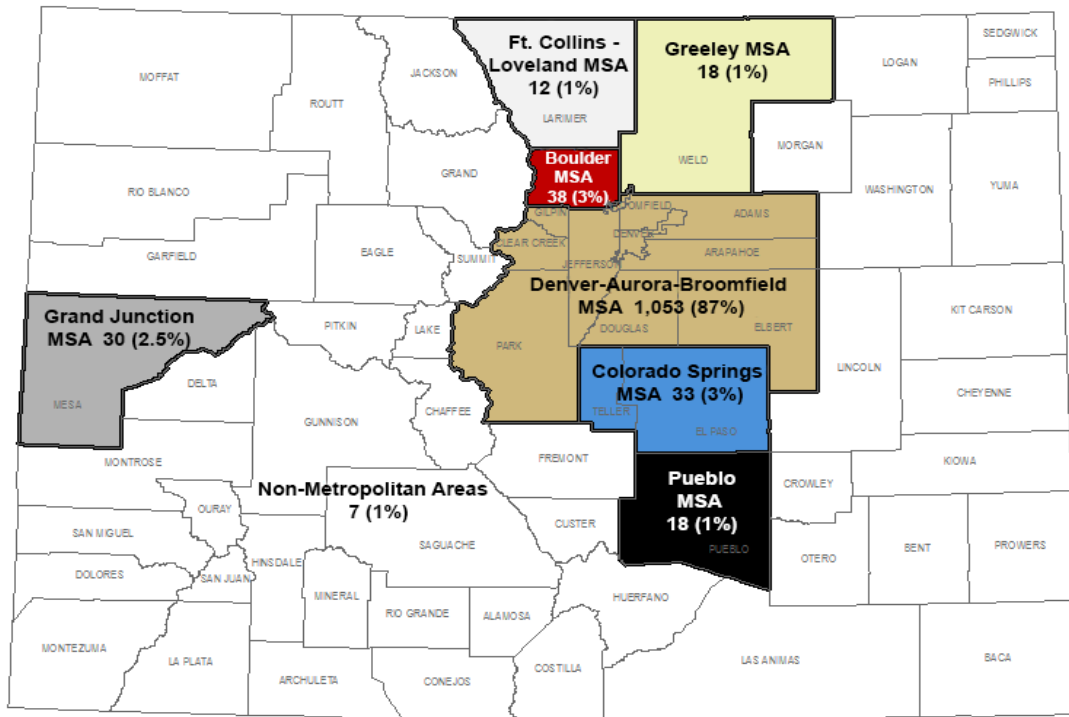
² Home region of new resident freshmen based on county at time of admission. Data source: SURDS Enrollment File (with new freshmen defined by CU registration type)

State regions defined at: Colorado Division of Local Government, State Demography Office. www.colorado.gov/cs/Satellite/DOLA-Main/CBON/1251593300013

Note: Enrollment data for new freshmen are based on end-of-term enrollment. All other enrollment data are based on census date enrollment.

University of Colorado Denver
 Denver Campus
 New Resident Freshmen, Fall 2014
 Home Region: Metropolitan and Non-Metropolitan Areas

(Based on County at Time of Admission, End-of-Term Enrollment)



MSA=Metropolitan Statistical Area

Unknown MSA 8 (0.7%)

Metro Area	12th Graders Enrolled in CO Public Schools ¹	CU Denver New Resident Freshmen, Fall 2014	
		Enrolled ²	Percent
Boulder MSA	7%	38	3%
Colorado Springs MSA	16%	33	3%
Denver-Aurora-Broomfield MSA	48%	1,053	87%
Fort Collins-Loveland MSA	5%	12	1%
Grand Junction MSA	3%	30	2.5%
Greeley MSA	4%	18	1%
Pueblo MSA	3%	18	1%
Non-Metro	11%	7	1%
Unknown	3%	8	0.7%
Total	100%	1,217	100%

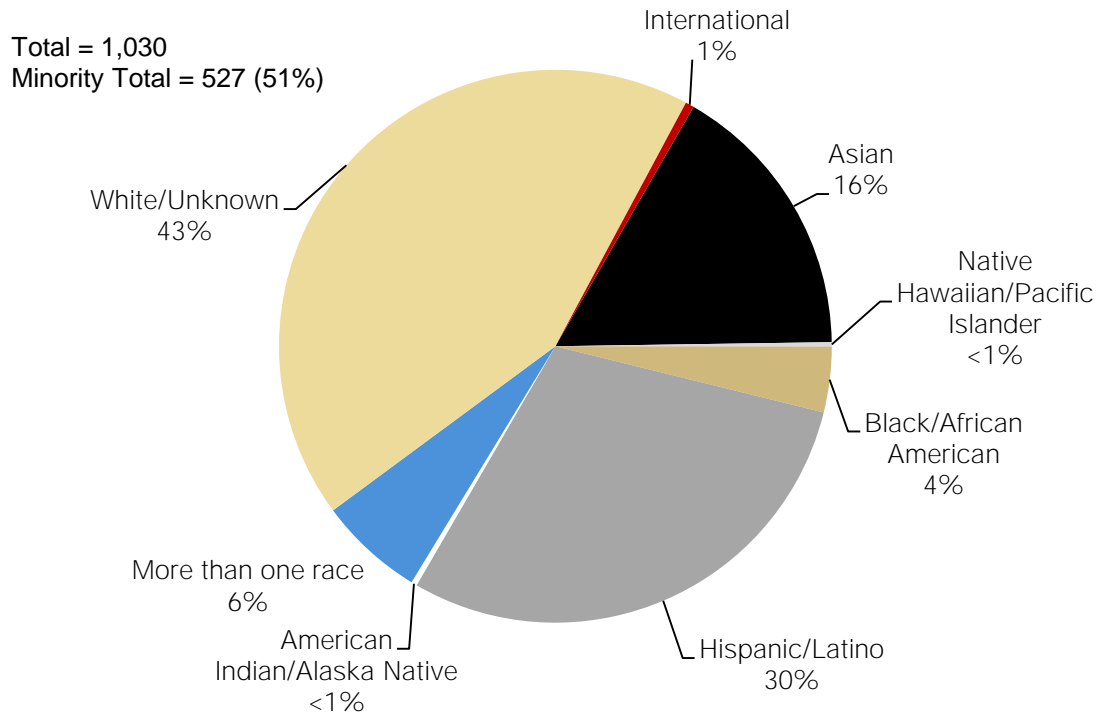
¹ Distribution of 12th grade students enrolled in Colorado Public Schools based on school district enrollment, fall 2013. Students in the "unknown" category attended BOCES, the Colorado Charter School Institute, or a Colorado Detention Center. Data source: Colorado Department of Education, <http://www.cde.state.co.us/cdereval/pupilcurrent.htm>

² Home region of new resident freshmen based on county at time of admission. Data source: SURDS Enrollment File (with new freshmen defined by CU registration type)

Metropolitan Statistical Areas (MSAs) defined by U.S. Office of Management and Budget, OMB Bulletin No. 09-01, November 2008. <http://www.whitehouse.gov/omb/assets/omb/bulletins/fy2009/09-01.pdf>

Note: Enrollment data for new freshmen are based on end-of-term enrollment. All other enrollment data are based on census date enrollment.

University of Colorado Denver
Denver Campus
New Resident Freshmen by Race/Ethnicity, Fall 2014
(End-of-Term Enrollment)



Note: Enrollment data for new freshmen are based on end-of-term enrollment. All other enrollment data are based on census date enrollment, as are enrollments shown with applications and acceptances for new freshmen.



University of Colorado Denver | Anschutz Medical Campus
Faculty and Staff Diversity

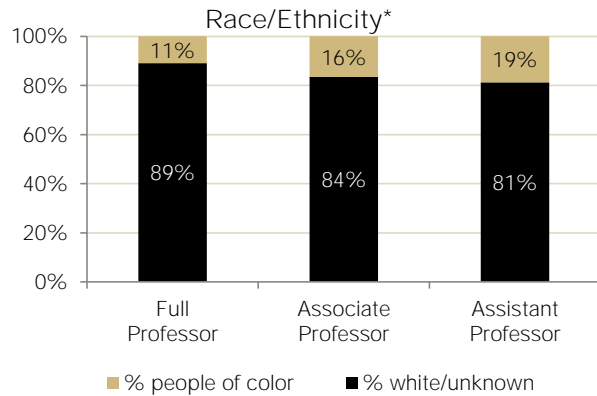
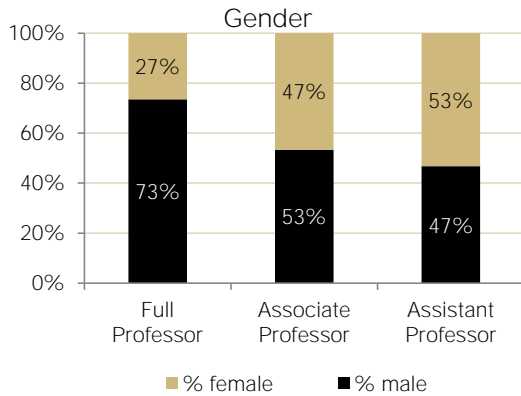
Data provided by the CU Denver | Anschutz Medical Campus Office of Institutional Research and Effectiveness
www.ucdenver.edu/ir

University of Colorado Denver
 Denver Campus and Anschutz Medical Campus
 Full-Time Faculty and Staff, Fall 2014

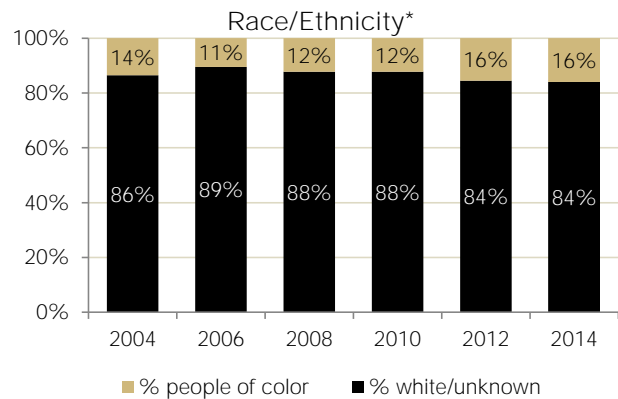
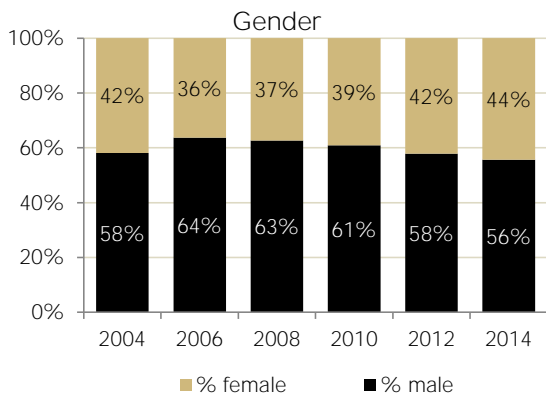
	Total	Female		Male		People of Color		Race/Ethnicity/Citizenship								
		#	%	#	%	#	%	Black/ African American	American Indian/ Alaska Native	Asian	Native Hawaiian/ Pacific Islander	Hispanic/ Latino	More than one race	White	Unknown	Inter- national
Faculty	3,932	2,088	53%	1,844	47%	630	17%	43	21	357	6	186	17	2,817	364	121
Instructional Faculty	3,288	1,758	53%	1,530	47%	472	14%	37	18	248	6	151	12	2,465	324	27
Tenured/Tenure Track	2,093	929	44%	1,164	56%	331	16%	23	9	187	4	99	9	1,577	164	21
Full Professor	528	140	27%	388	73%	57	11%	3	1	35	-	16	2	454	15	2
Associate Professor	681	318	47%	363	53%	112	16%	6	6	64	-	32	4	517	51	1
Assistant Professor	884	471	53%	413	47%	162	19%	14	2	88	4	51	3	606	98	18
Non-Tenure Track	1,195	829	69%	366	31%	141	12%	14	9	61	2	52	3	888	160	6
Instructor/Sr. Instructor	1,077	773	72%	304	28%	117	11%	11	8	51	1	44	2	804	154	2
Other	118	56	47%	62	53%	24	21%	3	1	10	1	8	1	84	6	4
Research Faculty	588	294	50%	294	50%	150	30%	6	3	106	-	30	5	305	39	94
Public Service Faculty	56	36	64%	20	36%	8	14%	-	-	3	-	5	-	47	1	-
Staff	4,915	3,156	64%	1,759	36%	1,092	22%	230	28	301	8	463	62	3,078	701	44
Officers	29	11	38%	18	62%	2	7%	1	-	-	-	1	-	23	4	-
With Faculty Status	14	5	36%	9	64%	1	7%	1	-	-	-	-	-	11	2	-
Without Faculty Status	15	6	40%	9	60%	1	7%	-	-	-	-	1	-	12	2	-
Management/Other Professionals/Support Staff	4,886	3,145	64%	1,741	36%	1,090	23%	229	28	301	8	462	62	3,055	697	44
With Faculty Status	1,264	923	73%	341	27%	256	21%	23	16	104	2	99	12	875	110	23
Exempt Professionals	2,801	1,751	63%	1,050	37%	519	19%	103	7	160	2	211	36	1,714	547	21
Classified Staff	821	471	57%	350	43%	315	38%	103	5	37	4	152	14	466	40	-
Faculty/Staff Total	8,847	5,244	59%	3,603	41%	1,722	20%	273	49	658	14	649	79	5,895	1,065	165

Notes: Includes all employees reported for IPEDS HR for Fall 2014. Excludes student and other temporary employees.
 Minority total includes more than one race and excludes white, unknown, international. Percent minority is total minority divided by all, excluding international.

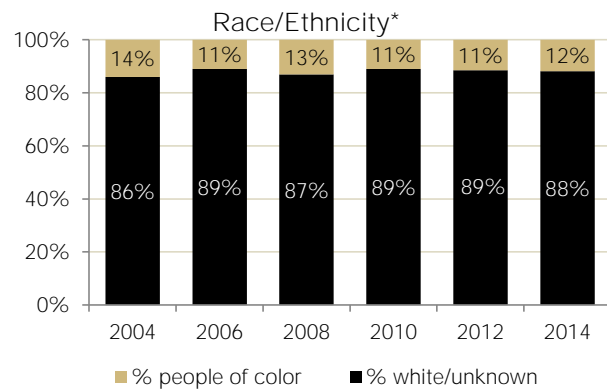
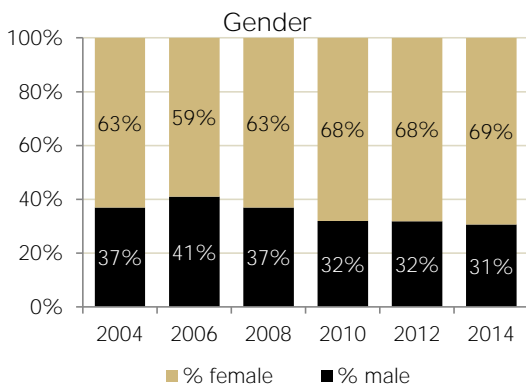
University of Colorado Denver
 Denver Campus and Anschutz Medical Campus
 Instructional Faculty, Fall 2014
 Tenured/Tenure Track



Instructional Faculty, Fall 2004 - Fall 2014
 Tenured/Tenure Track Faculty
 All Ranks Combined

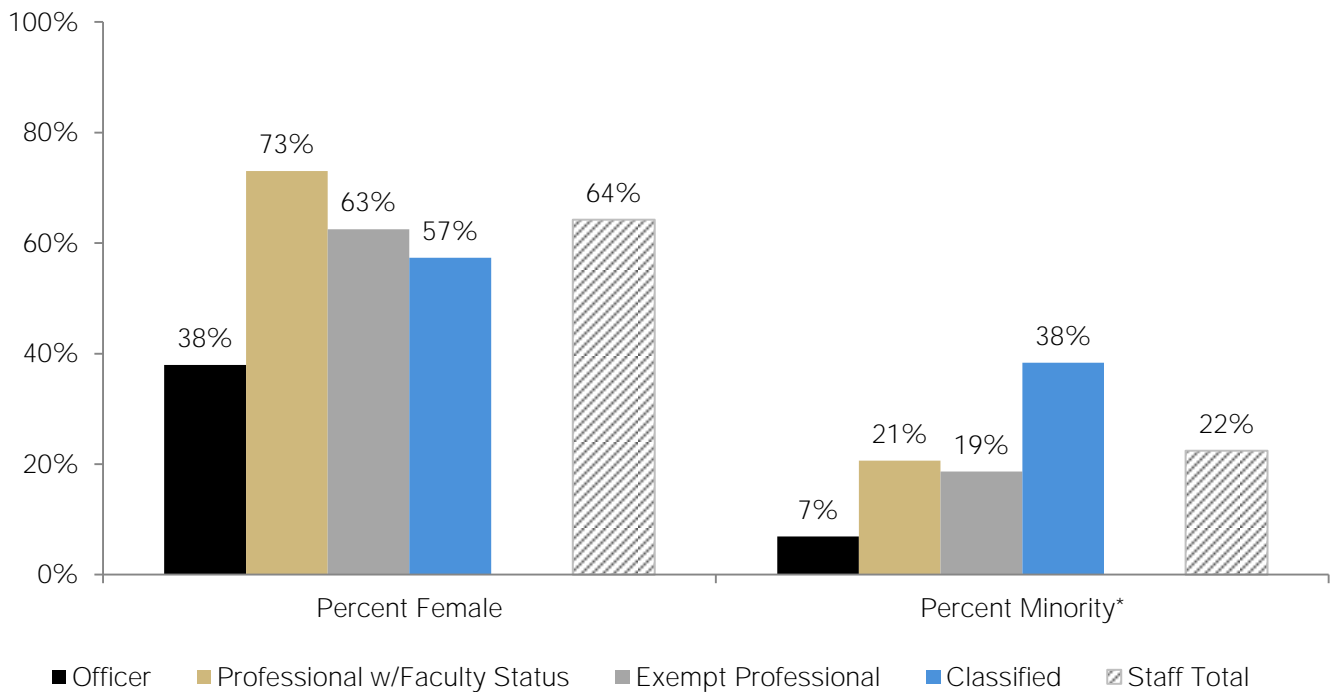


Non-Tenure Track Faculty



* Calculated percentages exclude international faculty.

University of Colorado Denver
 Denver Campus and Anschutz Medical Campus
 Staff Diversity, Fall 2014



* Percent minority calculations exclude international staff

While females represent more than half of the classified (57%), exempt professional (63%), and professionals with faculty status (73%), they make up just 38% of the university officers. Minority employees constitute even lower proportions of each of those same categories.



University of Colorado System Administration Staff Diversity

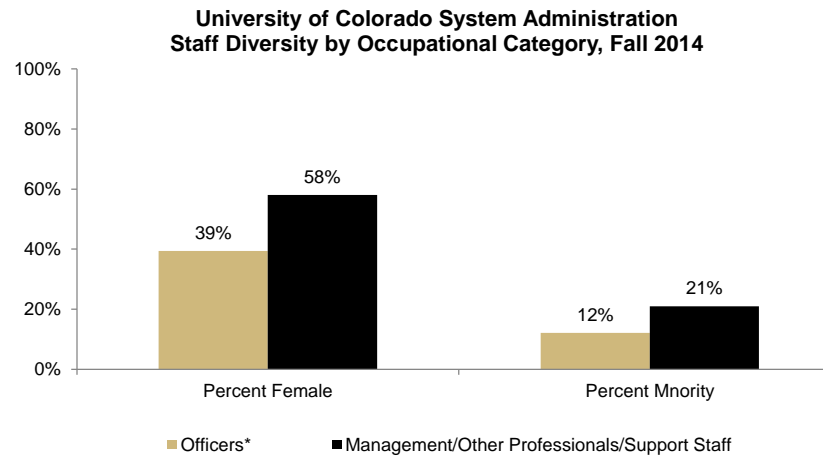
Data provided by the CU System Office of Institutional Research
<http://www.cu.edu/ir/>

University of Colorado System Administration
Full-Time Staff, Fall 2014

	Total	Female		Male		Minority**		Race/Ethnicity/Citizenship						
		#	%	#	%	#	%	American Black/ African American	Indian/ Alaska Native	Asian	Hispanic/ Latino	White	Unknown	Inter- national
Staff Total	367	207	56%	160	44%	74	20%	14	2	29	29	263	30	0
Officers*	33	13	39%	20	61%	4	12%	0	1	1	2	28	1	0
Management/Other Professionals/Support Staff	334	194	58%	140	42%	70	21%	14	1	28	27	235	29	0

*Per Regent policy, officers include those holding the title of President, Vice President, Associate Vice President, Assistant Vice President, Treasurer, or Associate Counsel. One individual holding a part-time position is included in the Officer count.

** Percent minority calculations exclude international staff.



Percent minority calculations exclude international staff

Appendices

Appendix A: Fall 2013 Resident Enrollment, Colorado Public Four-Year Institutions

Appendix B: Changes to the Collection and Reporting of Race and Ethnicity

Appendix A: Fall 2013 Resident Enrollment, Colorado Public Four-Year Institutions

	Hispanic	Black or African American	Native American or Alaskan Native	Asian	Hawaiian or Pacific Islander	More than one Race/Ethnicity (non-hispanic)	White, non-Hispanic	Unknown	Inter-national ^a	Total	Total Minority ^b	Percent Minority ^c	Share of CO Minority Enrollment	Share of CO Total Enrollment
Undergraduate	16,554	4,062	662	4,028	185	3,644	72,097	5,198	297	106,727	29,135	27%	100%	100%
University of Colorado	4,477	1,118	132	2,329	40	1,378	22,333	920	68	32,795	9,474	29%	33%	31%
University of Colorado Boulder	1,769	307	45	1,104	7	613	11,847	292	36	16,020	3,845	24%	13%	15%
University of Colorado Colorado Springs	1,144	312	41	260	21	457	5,444	232	6	7,917	2,235	28%	8%	7%
University of Colorado Denver	1,564	499	46	965	12	308	5,042	396	26	8,858	3,394	38%	12%	8%
Adams State University	613	109	28	22	9	55	888	60		1,784	836	47%	3%	2%
Colorado Mesa University	1,199	189	75	87	17	227	6,270	322	2	8,388	1,794	21%	6%	8%
Colorado School of Mines	264	39	7	152	1	109	2,119	86	4	2,781	572	21%	2%	3%
Colorado State University	1,829	404	47	365	12	586	13,646	914	52	17,855	3,243	18%	11%	17%
Colorado State University - Pueblo	1,257	277	25	58	4	118	2,020	135	3	3,897	1,739	45%	6%	4%
CSU-Global Campus	602	285	46	130	23	93	3,835	421	143	5,578	1,179	22%	4%	5%
Fort Lewis College	266	20	111	15	5	82	1,761	96	8	2,364	499	21%	2%	2%
Metropolitan State University of Denver	4,465	1,289	158	741	54	719	13,180	888	15	21,509	7,426	35%	25%	20%
University of Northern Colorado	1,432	300	31	115	16	239	4,945	1,121	2	8,201	2,133	26%	7%	8%
Western State Colorado University	150	32	2	14	4	38	1,100	235		1,575	240	15%	1%	1%
Graduate	1,560	530	119	823	21	342	13,947	1,645	143	19,130	3,395	18%	100%	100%
University of Colorado	885	269	79	641	10	176	8,031	1,060	81	11,232	2,060	18%	61%	59%
University of Colorado Boulder	248	50	26	141	7	57	2,532	303	17	3,381	529	16%	16%	18%
University of Colorado Colorado Springs	149	50	7	51		33	1,120	100	12	1,522	290	19%	9%	8%
University of Colorado Denver	488	169	46	449	3	86	4,379	657	52	6,329	1,241	20%	37%	33%
Adams State University	86	9	1	6		11	374	36		523	113	22%	3%	3%
Colorado Mesa University	5			1			54	3		63	6	10%	0%	0%
Colorado School of Mines	62	12	4	27		11	667	38	5	826	116	14%	3%	4%
Colorado State University	197	35	17	75	3	81	2,464	318	16	3,206	408	13%	12%	17%
Colorado State University - Pueblo	39	7	2	3		1	163	14	2	231	52	23%	2%	1%
CSU-Global Campus	199	173	11	45	7	31	1,195	125	38	1,824	466	26%	2%	2%
Fort Lewis College	2						33	2		37	2	5%	0%	0%
Metropolitan State University of Denver	5	2		3			27	2		39	10	26%	0%	0%
University of Northern Colorado	80	23	5	22	1	31	939	47	1	1,149	162	14%	5%	6%
Total	18,114	4,592	781	4,851	206	3,986	86,044	6,843	440	125,857	32,530	26%	100%	100%

Source: Colorado Department of Higher Education Searchable Database, <http://highered.colorado.gov/Data/Search.aspx>

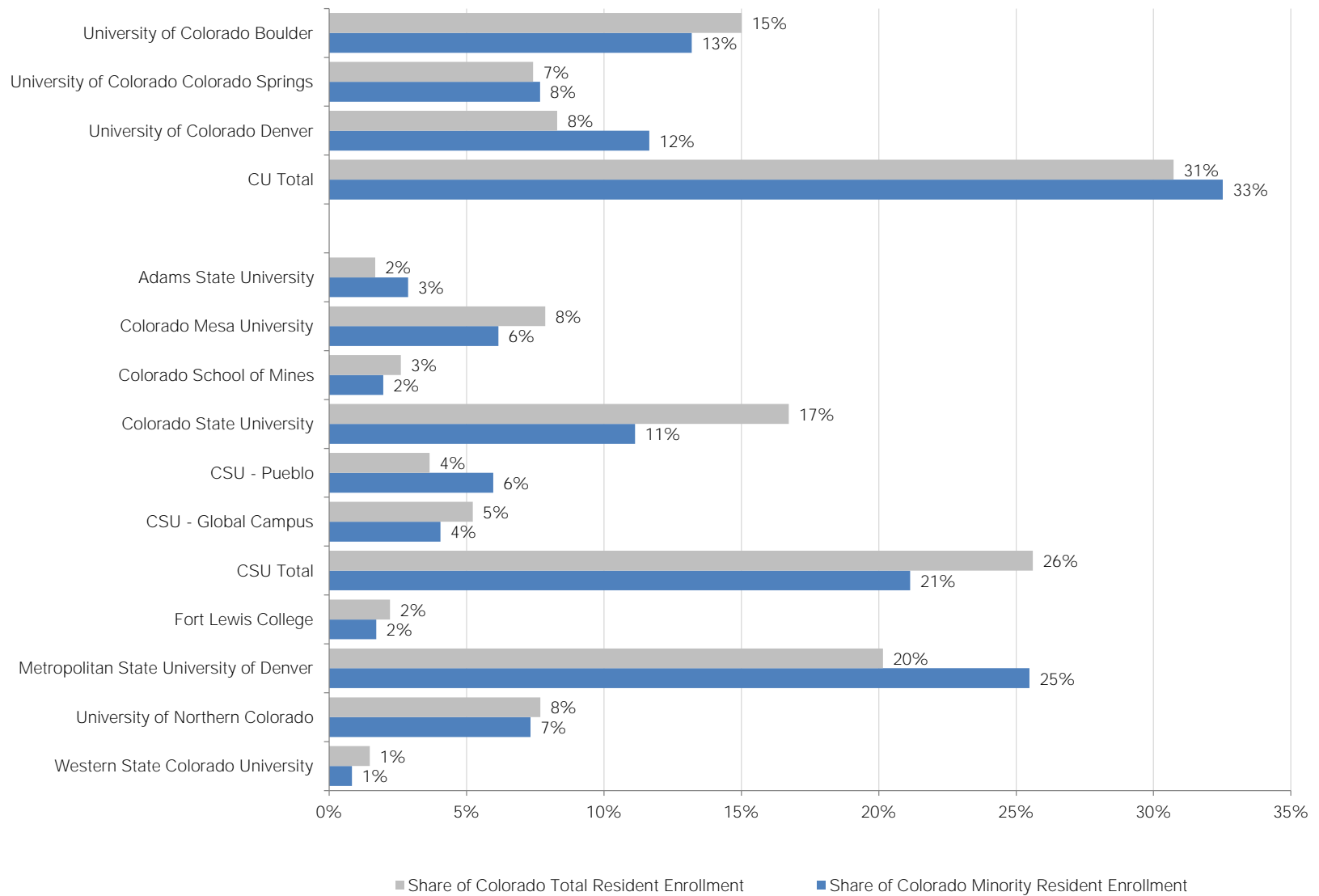
Based on SURDS enrollment files. Excludes students exclusively enrolled in extended studies programs. These data will not match other data provided in this report; this table is based on end-of-term enrollment whereas other data are based on census date enrollment.

^a International students are non-resident aliens. As defined by the State of Colorado and US Department of Education, a non-resident alien is "A person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely." This excludes US citizens (native or naturalized) and permanent residents.

^b The minority total includes individuals reported under "more than one race/ethnicity."

^c The percent minority calculation excludes non-resident aliens (they are not included in the numerator or denominator).

Resident Undergraduate Enrollment, Colorado Public Four-Year Institutions, Fall 2013



Appendix B: Changes to the Collection and Reporting of Race and Ethnicity

Beginning with the 2010-11 academic year, new federal regulations were implemented by all CU campuses that changed the way that race/ethnicity data are collected from incoming students as well as new faculty and staff. Individuals are now asked whether or not they are Hispanic/Latino (labeled an “ethnicity” in federal nomenclature), and then, as a separate question, are asked to identify themselves as belonging to one or more racial groups. This is called the “two-question format.” In the past, individuals were asked to identify with one and only one of five race/ethnic groups, with “Hispanic/Latino” being one of the options.

The exact questions, from the undergraduate application for admission, appear as follows:



Are you Hispanic, Chicano, Mexican, Latino, Cuban, Puerto Rican, South or Central American, or Spanish origin?

Yes No

Check one or more

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

Students enrolled prior to fall 2010 were not broadly re-surveyed based on the new collection method; therefore in the initial year of implementation, a relatively small percentage of the student body had been presented with the new question format. Similarly, employees hired before fall 2010 were not re-surveyed. Most applications for admission for fall 2010 were processed through the now-retired student information system (SIS); this reduced any multiple responses made by these applicants to single responses. For these reasons, CU did not immediately change its reporting method.

Beginning with the spring 2012 report, this annual report was modified to reflect the new method for collecting data on race and ethnicity, *and* the method specified by the US Department of Education and its Integrated Postsecondary Education Data System (IPEDS) for reporting these data. The IPEDS hierarchical reporting rule assigns all possible responses to the two questions to a single 8-category dimension. As a result, two new categories have been added to displays in this report: one for Hawaiian or Other Pacific Islander (a new category) and a “more than one race” designation to capture those students and employees who did not answer ‘yes’ to the Hispanic/Latino question and who did identify with more than one of the five race categories. Individuals who are reported as “more than one race” are included in minority totals.

It is important to keep in mind that data from fall 2010 and later terms include some students who were presented with the old question format and some who were presented with the new question format. The “more than one race” category primarily includes students who entered the institution in fall 2011 or later; therefore it does not capture the total enrollment of non-Hispanic/Latino students with more than once race.

The two-question collection format and the IPEDS reporting rule will result in smaller numbers of students being reported as Asian, Black, or American Indian when compared to prior years, as many of these students will now be captured in the “more than one race” or Hispanic/Latino categories. In contrast, the number of Hispanic/Latino students reported will increase. With the new question format, many institutions have seen an increase in the number of students reported as Hispanic/Latino.

The same issues are present with faculty/staff data and will exist for many years since employee turnover is very slow. These facts must be taken into consideration when making comparisons across years. With students, all years 2010-11 through 2015-16 will be transition years in which reported counts will not fully reflect the two-question format and opportunity to select multiple races/ethnicities. With employees, transition will last until well after 2030.

New race/ethnicity reporting categories used in the diversity report and in IPEDS:

- **International** – not a US citizen or permanent resident – from visa status. All international are reported as international regardless of responses to the two race-ethnicity questions.
- **Hispanic/Latino** – answered ‘yes’ to “Are you Hispanic, Chicano, Mexican, Latino, Cuban, Puerto Rican, South or Central American, or Spanish origin?”; may have selected any combination of racial categories
- **American Indian or Alaska Native** – did not identify as Hispanic/Latino and selected *only* this racial category
- **Asian** – did not identify as Hispanic/Latino and selected *only* this racial category
- **Black or African American** – did not identify as Hispanic/Latino and selected *only* this racial category
- **Native Hawaiian or Other Pacific Islander** – did not identify as Hispanic/Latino and selected *only* this racial category
- **White** – did not identify as Hispanic/Latino and selected *only* this racial category
- **More than one race** – did not identify as Hispanic/Latino and selected *two or more* racial categories
- **Unknown** – did not identify as Hispanic/Latino and selected *no* racial category