



University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

# University of Colorado

## **2015-16 Diversity Report**

Prepared by the University of Colorado System Office of Institutional Research  
June 2016

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

## Table of Contents

<b>Introduction</b> .....	<b>4</b>
<b>University of Colorado Boulder</b> .....	<b>5</b>
Introduction: Pathways for Diversity and Inclusion.....	6
Quantitative Highlights.....	8
Student Diversity .....	9
Undergraduate Fall Headcount Enrollment by Race/Ethnicity .....	10
Graduate Fall Headcount Enrollment by Race/Ethnicity .....	11
Baccalaureate Degrees Awarded by Race/Ethnicity .....	12
Graduate Degrees Awarded by Race/Ethnicity .....	13
Degrees Awarded by Race/Ethnicity, FY2015 .....	14
Fall Resident Freshman Applications, Acceptances, and Enrollments .....	15
1-Year Freshman Retention Rates by Race/Ethnicity .....	16
Undergraduate Six-Year Graduation Rates by Race/Ethnicity .....	17
Fall Enrollment of Pell Grant Recipients .....	18
1-Year Retention Rates of Freshman Pell Grant Recipients .....	19
Baccalaureate Degrees Granted to Pell Grant Recipients .....	20
Enrollment of Students with Disabilities .....	21
New Resident Freshmen, Fall 2015: Home Region .....	22
New Resident Freshmen, Fall 2015: Metropolitan and Non-Metropolitan Areas .....	23
New Resident Freshmen by Race/Ethnicity, Fall 2015 .....	24
Faculty and Staff Diversity .....	25
Full-time Faculty and Staff Diversity Profile, Fall 2015 .....	26
Faculty Diversity, Fall 2007 – Fall 2015 .....	27
Staff Diversity, Fall 2015 .....	28
<b>University of Colorado Colorado Springs</b> .....	<b>29</b>
Introduction.....	30
Quantitative Highlights.....	34
Student Diversity .....	35
Undergraduate Fall Headcount Enrollment by Race/Ethnicity .....	36
Graduate Fall Headcount Enrollment by Race/Ethnicity .....	37
Baccalaureate Degrees Awarded by Race/Ethnicity .....	38
Graduate Degrees Awarded by Race/Ethnicity .....	39
Degrees Awarded by Race/Ethnicity, FY 2015.....	40
Fall Resident Freshman Applications, Acceptances, and Enrollments .....	41
1-Year Freshman Retention Rates by Race/Ethnicity .....	42
Undergraduate Six-Year Graduation Rates by Race/Ethnicity .....	43
Fall Enrollment of Pell Grant Recipients .....	44
1-Year Retention Rates of Freshman Pell Grant Recipients .....	45
Baccalaureate Degrees Granted to Pell Grant Recipients .....	46
Enrollment of Students with Disabilities .....	47
New Resident Freshmen, Fall 2015: Home Region .....	48
New Resident Freshmen, Fall 2015: Metropolitan and Non-Metropolitan Areas .....	49
New Resident Freshmen by Race/Ethnicity, Fall 2015 .....	50
Faculty and Staff Diversity .....	51
Full-time Faculty and Staff Diversity Profile, Fall 2015 .....	52
Faculty Diversity, Fall 2007 – Fall 2015 .....	53
Staff Diversity, Fall 2015 .....	54

<b>University of Colorado Denver   Anschutz Medical Campus .....</b>	<b>55</b>
Introduction: A Strategic Approach to Diversity and Inclusion.....	56
Quantitative Highlights.....	57
Student Diversity .....	60
Undergraduate Fall Headcount Enrollment by Race/Ethnicity .....	61
Graduate Fall Headcount Enrollment by Race/Ethnicity .....	64
Doctoral – Professional Practice Fall Headcount Enrollment by Race/Ethnicity, Anschutz .....	67
Baccalaureate Degrees Awarded by Race/Ethnicity .....	68
Graduate Degrees Awarded by Race/Ethnicity .....	71
Doctoral – Professional Practice Degrees Awarded by Race/Ethnicity, Anschutz .....	74
Degrees Awarded by Race/Ethnicity, FY 2015 .....	75
Fall Resident Freshman Applications, Acceptances, and Enrollments, Denver Campus .....	76
1-Year Freshman Retention Rates by Race/Ethnicity, Denver Campus .....	77
Undergraduate Six-Year Graduation Rates by Race/Ethnicity, Denver Campus .....	78
Fall Enrollment of Pell Grant Recipients, Denver Campus .....	79
1-Year Retention Rates of Freshman Pell Grant Recipients, Denver Campus .....	80
Baccalaureate Degrees Granted to Pell Grant Recipients, Denver Campus .....	81
Enrollment of Students with Disabilities .....	82
New Resident Freshmen, Fall 2015, Denver Campus: Home Region .....	83
New Resident Freshmen, Fall 2015, Denver Campus: Metropolitan and Non-Metropolitan Areas .....	84
New Resident Freshmen by Race/Ethnicity, Fall 2015, Denver Campus .....	85
Faculty and Staff Diversity .....	86
Full-time Faculty and Staff Diversity Profile, Fall 2015 .....	87
Faculty Diversity, Fall 2007 – Fall 2015 .....	89
Staff Diversity, Fall 2015 .....	90
 <b>University of Colorado System Administration .....</b>	 <b>91</b>
Full-Time Staff Diversity Profile, Fall 2015 .....	92
Staff Diversity by Occupational Category, Fall 2015 .....	92
 <b>Appendices .....</b>	 <b>93</b>
Appendix A: Fall 2014 Resident Enrollment, Colorado Public Four-Year Institutions .....	94
Appendix B: Changes to the Collection and Reporting of Race and Ethnicity .....	96

## 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
- 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

Data are also provided on the race/ethnic and gender diversity of system administration staff. Appendix A also contains information about CU student enrollment in the context of higher education in Colorado.

### New in 2016:

- Additional tables providing campus level Enrollment, Degrees Awarded and Faculty and Staff data for both Denver and Anschutz Medical Campus

### Diversity Data Online!

View and interact with data from the 2015-16 Diversity Report using our data visualization tool.

Data visualization:  
<http://www.cu.edu/diversity-report-interactive-data>

More Information:  
<http://www.cu.edu/cu-data/>



## **Pathways for Diversity and Inclusion 2015-16**

Prepared by the Office of Diversity, Equity and Community Engagement

May 2016

## **Student Enrollment and Access**

**Enrollment** – The undergraduate enrollment of diverse students on the Boulder campus was 24% of the total undergraduate enrollment in 2015-16, whereas ten years ago it was only 15% of total undergraduate enrollment. The proportion of diverse students in the freshmen class was about 24% in fall 2015 (31% in the *resident* freshmen class). A total of 5,979 degree-seeking undergraduates self-identified as American Indian, Latino, African American, Asian American, and more than one race. Among the in-state undergraduate students, 22% were Pell grant recipients. The graduate enrollment of diverse students was 17% of the total graduate enrollment in Fall 2015 with a total of 735 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 33 years. In 2015-16 the program served 1,158 middle and high school students and 1,986 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 438 students in four middle schools and four high schools. These programs feature a productive partnership between: 1) local school districts, 2) Aspen Valley and Summit community foundations, 3) Colorado Mountain College and 4) CU-Boulder. Two new pre-collegiate programs have been initiated, including one in Lake County (73 students involved) and one in collaboration with the *I Have a Dream Foundation* of Boulder County (40 students involved).

**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: *Crowley Foundation College Prep*, *Daniels Fund*, *Denver Scholarship Foundation*, *Gates Millennium Foundation*, *I Have a Dream Foundation Boulder County*, *Mapleton Education Foundation*, and *Vamos Bufalos* in Colorado Springs and Pueblo.

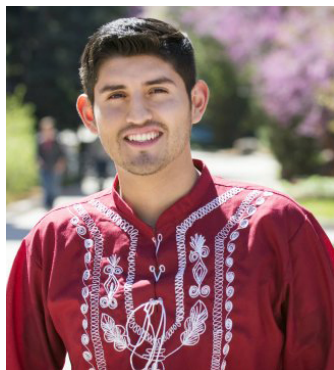
## **Student Academic Achievement**

**Retention and Graduation** – The retention rate for students of color entering fall 2013 was close to the rate for white, non-Hispanic students (84% and 86%, respectively). The six-year graduation rate for the undergraduate cohort entering in 2009 was 66% for students of color compared to 71% for all students. The number of bachelor degrees awarded to students of color in 2015-16 was an all-time high (951) and represented 18% of total degrees granted.



**CU LEAD Alliance and Student Success** – A network of 14 academic learning communities 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.

**Isis Peguero** graduated with a Bachelor of Science degree in Mechanical Engineering in May 2016. She is a first-generation student and was very active in the CU chapters of SHPE (Society of Hispanic Professional Engineers) and MAES (Latinos in Science). As a senior she was the Vice President of Programs and Events for SHPE/MAES. Isis was in the Engineering GoldShirt program and was also a student assistant in the BOLD (Broadening Opportunity through Leadership and Diversity) Center. Upon graduation she will be working at Zemax, an optical and illumination design software company just outside of Seattle, WA.



**Emmanuel Melgoza Alfaro** graduated in May 2016 with a Bachelor of Arts degree in Ethnic Studies along with a minor in Technology, Arts and Media (TAM). He participated as a McNeill Academic Program Scholar. Having immigrated to the United States in 2000 from Tlazazalca Michoacan, Mexico, Emmanuel felt comfortable in the Ethnic Studies Department because he enjoyed interacting with students of similar backgrounds. Additionally, Emmanuel is the first of his family to graduate from high school and now from college.

Emmanuel's goal is to attend the Institute of Design at Stanford, and eventually find a career in media production and design or digital communications.

### **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.

### **Diversity and Excellence – 2015-16 Quantitative Highlights**

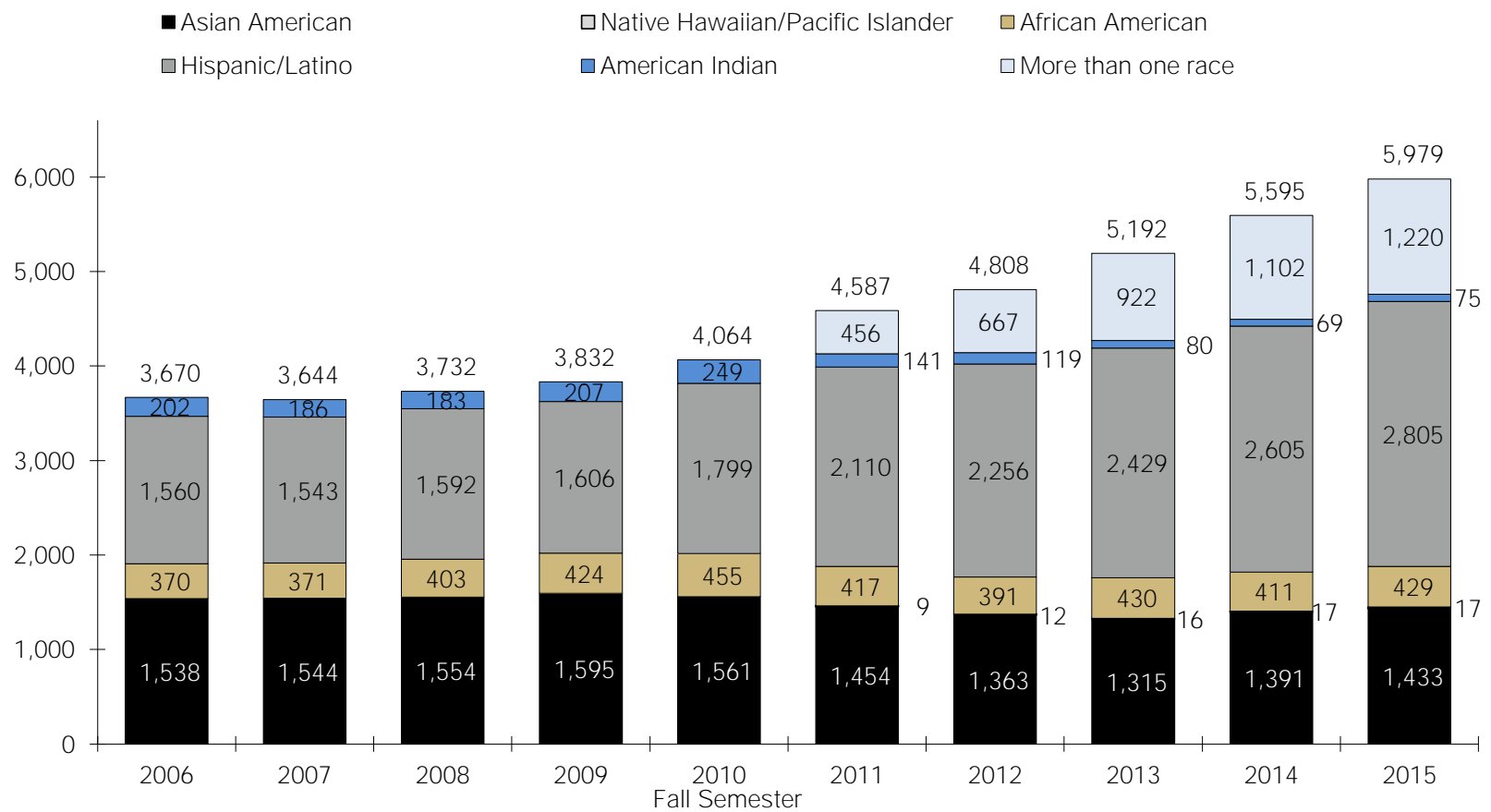
- Minority enrollment in 2015-16 was at an all-time high for both undergraduate and graduate students for the fifth year in a row. Undergraduate minority enrollment is now 23% of total undergraduate enrollment, whereas ten years ago it was only 15% of total undergraduate enrollment. Graduate minority enrollment is 13% of total graduate enrollment.
- Undergraduate minority enrollment as a percent of total undergraduate enrollment was stable at 15% for many years, but has increased considerably over the past 5 years, from 18% in 2011 to 23% in fall 2015. In the past ten years, undergraduate minority enrollment has increased by 65% as compared to total undergraduate enrollment, which has increased by eight percent.
- The number of resident minority freshman applications increased slightly for fall 2015, as did the number of resident minority freshmen who were admitted and who enrolled.
- The retention rate for full-time first-time minority freshmen students is close to the rate for white, non-Hispanic students (84% and 86%, respectively).
- Bachelor's degrees awarded to minority students have increased by 37% since 2005 (from 695 to 951 degrees). The number of degrees granted to minority students in FY 2015 was an all-time high and represented 18% of total degrees granted.
- The undergraduate minority graduation rate for students entering in 2009 was 66%, an all-time high. The rate for white, non-Hispanic students in this same cohort was 73%, also an all-time high.
- Pell enrollment as a percentage of resident undergraduate student enrollment is 22%.
- The number of degrees awarded to Pell students is more than a quarter of all bachelor degrees granted.
- The percentage of female tenured/tenure track faculty has been steady over the past several years at about 33%.
- The percentage of minority tenured/tenure track faculty has increased over the past 10 years by 6 percentage points, from 16% to 22%.
- The percentage of minority non-tenured/tenure track regular instructional faculty is 12%, about 3 percentage points higher than it was 10 years ago.
- Females represent 46% of classified staff, 60% of exempt professionals, 42% of professionals with faculty status and 43% of officers. In these same categories, 38% of classified staff, 16% of exempt professionals, 11% of professionals with faculty status and 14% of officers are individuals from minority groups.



University of Colorado Boulder  
Student Diversity

Data provided by the CU-Boulder Office of Data Analytics  
<http://www.colorado.edu/oda/ia/>

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



Race/Ethnicity	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	1,538	1,544	1,554	1,595	1,561	1,454	1,363	1,315	1,391	1,433
Native Hawaiian/Pacific Islander	-	-	-	-	-	9	12	16	17	17
Black/African American	370	371	403	424	455	417	391	430	411	429
Hispanic/Latino	1,560	1,543	1,592	1,606	1,799	2,110	2,256	2,429	2,605	2,805
American Indian/Alaska Native	202	186	183	207	249	141	119	80	69	75
More than one race	-	-	-	-	-	456	667	922	1,102	1,220
White/Unknown	20,451	20,464	20,951	21,151	20,225	20,548	19,678	19,309	18,970	18,927
International	363	365	397	425	500	639	753	960	1,294	1,585
<b>Total Enrollment</b>	<b>24,484</b>	<b>24,473</b>	<b>25,080</b>	<b>25,408</b>	<b>24,789</b>	<b>25,774</b>	<b>25,239</b>	<b>25,461</b>	<b>25,859</b>	<b>26,491</b>
Minority Total	3,670	3,644	3,732	3,832	4,064	4,587	4,808	5,192	5,595	5,979
Minority as % of Total*	15%	15%	15%	15%	17%	18%	20%	21%	23%	24%

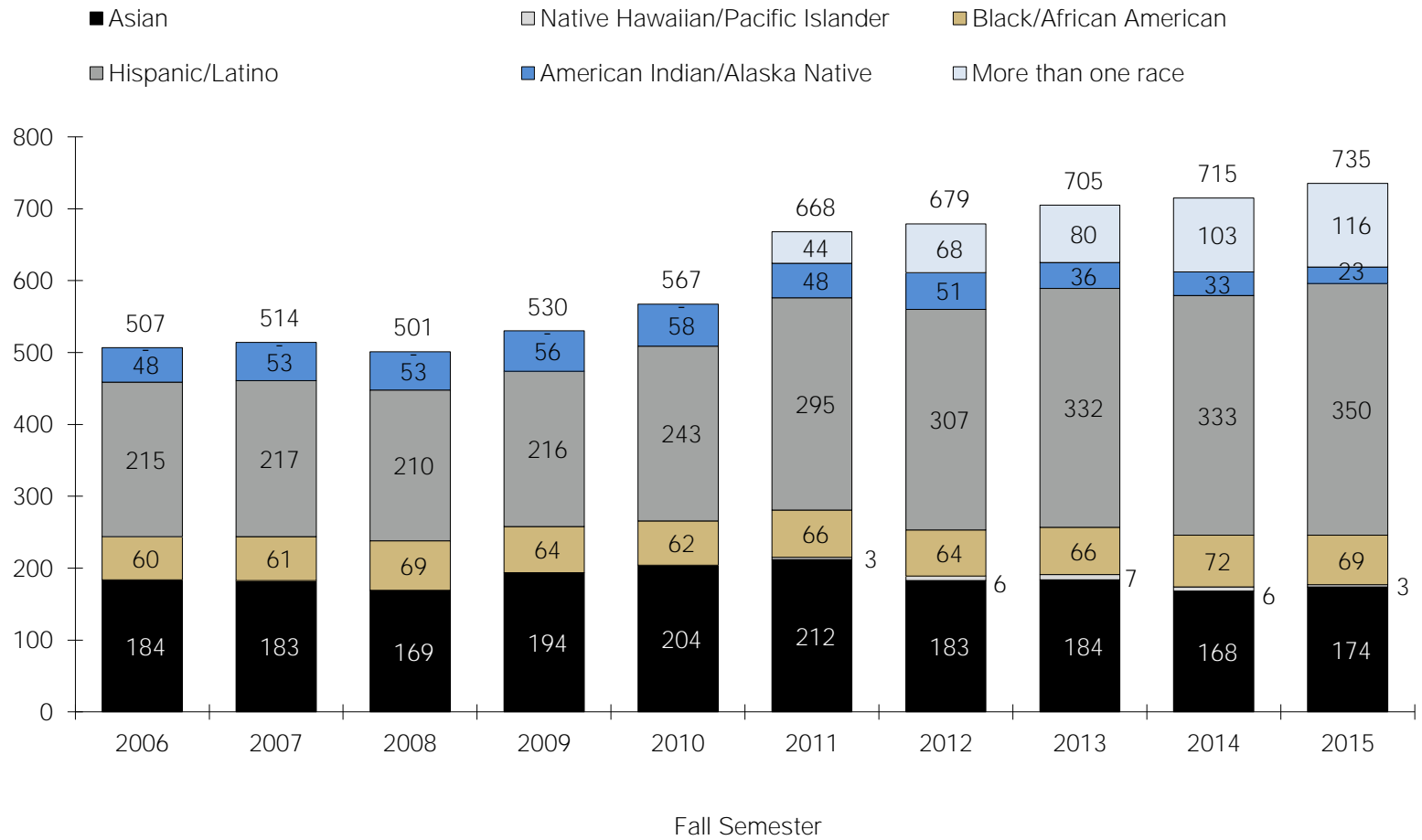
  

Race/Ethnicity	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	6.3%	6.3%	6.2%	6.3%	6.3%	5.6%	5.4%	5.2%	5.4%	5.4%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%
Black/African American	1.5%	1.5%	1.6%	1.7%	1.8%	1.6%	1.5%	1.7%	1.6%	1.6%
Hispanic/Latino	6.4%	6.3%	6.3%	6.3%	7.3%	8.2%	8.9%	9.5%	10.1%	10.6%
American Indian/Alaska Native	0.8%	0.8%	0.7%	0.8%	1.0%	0.5%	0.5%	0.3%	0.3%	0.3%
More than one race	0.0%	0.0%	0.0%	0.0%	0.0%	1.8%	2.6%	3.6%	4.3%	4.6%
White/Unknown	83.5%	83.6%	83.5%	83.2%	81.6%	79.7%	78.0%	75.8%	73.4%	71.4%
International	1.5%	1.5%	1.6%	1.7%	2.0%	2.5%	3.0%	3.8%	5.0%	6.0%

\* Minority percentage calculation does not include the international population.

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 as dramatically as the charts show. For undergraduate minority enrollment about 160 additional enrollments were due to the change in reporting.

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



Race/Ethnicity	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	184	183	169	194	204	212	183	184	168	174
Native Hawaiian/Pacific Islander	-	-	-	-	-	3	6	7	6	3
Black/African American	60	61	69	64	62	66	64	66	72	69
Hispanic/Latino	215	217	210	216	243	295	307	332	333	350
American Indian/Alaska Native	48	53	53	56	58	48	51	36	33	23
More than one race	-	-	-	-	-	44	68	80	103	116
White/Unknown	3,311	3,248	3,310	3,455	3,716	3,943	3,851	3,698	3,666	3,676
International	640	753	818	803	863	886	926	910	927	1,066
Enrollment	4,458	4,515	4,629	4,788	5,146	5,497	5,456	5,313	5,308	5,477
Minority Total	507	514	501	530	567	668	679	705	715	735
Minority as % of Total*	13%	14%	13%	13%	13%	14%	15%	16%	16%	17%

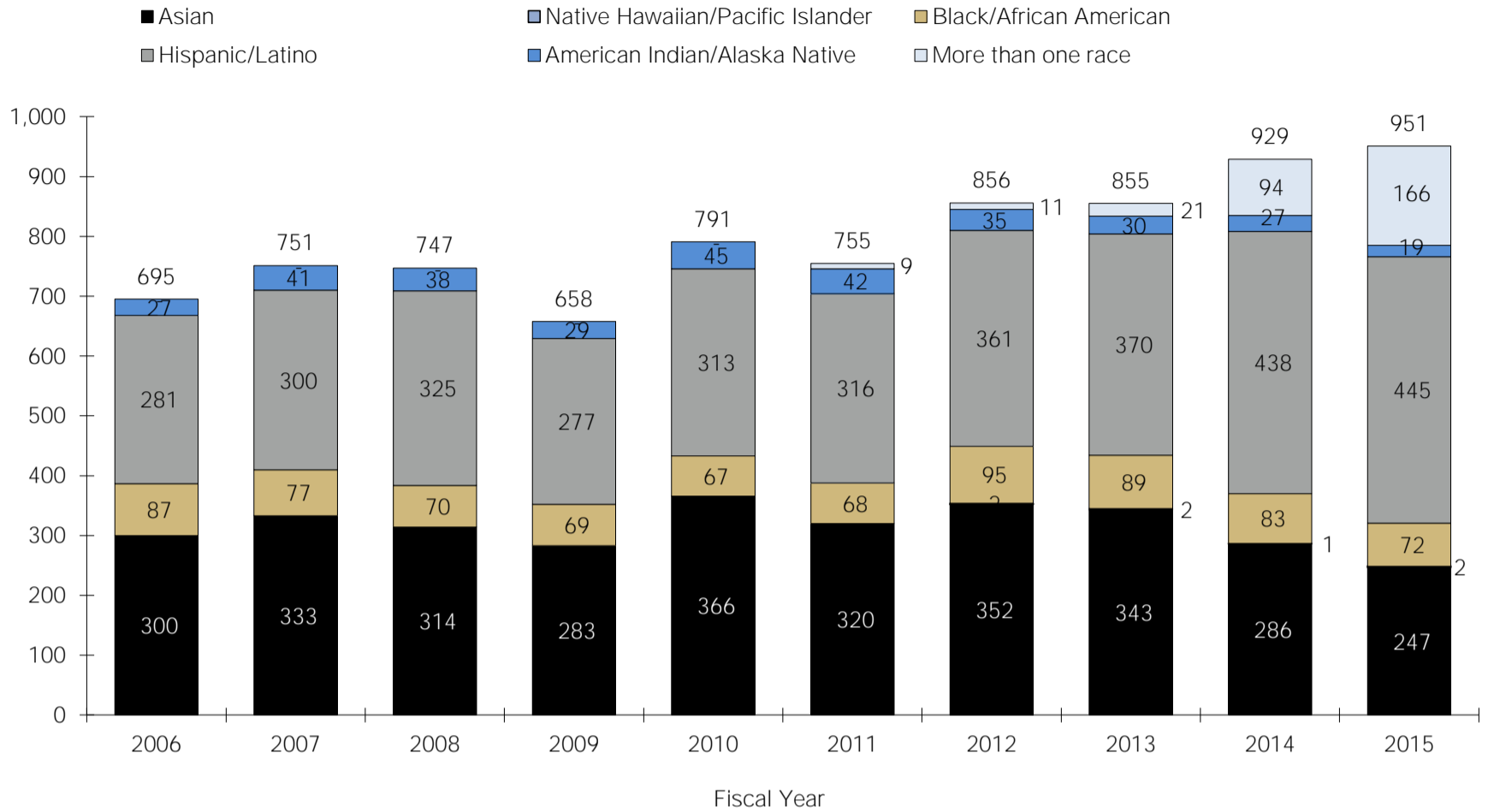
  

	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	4.1%	4.1%	3.7%	4.1%	4.0%	3.9%	3.4%	3.5%	3.2%	3.2%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.1%	0.1%
Black/African American	1.3%	1.4%	1.5%	1.3%	1.2%	1.2%	1.2%	1.2%	1.4%	1.3%
Hispanic/Latino	4.8%	4.8%	4.5%	4.5%	4.7%	5.4%	5.6%	6.2%	6.3%	6.4%
American Indian/Alaska Native	1.1%	1.2%	1.1%	1.2%	1.1%	0.9%	0.9%	0.7%	0.6%	0.4%
More than one race	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%	1.2%	1.5%	1.9%	2.1%
White/Unknown	74.3%	71.9%	71.5%	72.2%	72.2%	71.7%	70.6%	69.6%	69.1%	67.1%
International	14.4%	16.7%	17.7%	16.8%	16.8%	16.1%	17.0%	17.1%	17.5%	19.5%

\* Minority percentage calculation does not include the international population.

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 as dramatically as the charts show. For graduate minority enrollment, about 45 additional enrollments were due to the change in reporting.

University of Colorado Boulder  
Baccalaureate Degrees Awarded by Race/Ethnicity



Race/Ethnicity	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	300	333	314	283	366	320	352	343	286	247
Native Hawaiian/Pacific Islander	-	-	-	-	-	-	2	2	1	2
Black/African American	87	77	70	69	67	68	95	89	83	72
Hispanic/Latino	281	300	325	277	313	316	361	370	438	445
American Indian/Alaska Native	27	41	38	29	45	42	35	30	27	19
More than one race	-	-	-	-	-	9	11	21	94	166
White/Unknown	4,597	4,530	4,516	4,290	4,643	4,788	4,915	4,790	4,380	4,238
International	58	62	63	59	75	85	94	107	106	145
<b>Total Degrees Awarded</b>	<b>5,350</b>	<b>5,343</b>	<b>5,326</b>	<b>5,007</b>	<b>5,509</b>	<b>5,628</b>	<b>5,865</b>	<b>5,752</b>	<b>5,415</b>	<b>5,334</b>
Minority Total	695	751	747	658	791	755	856	855	929	951
Minority as % of Total*	13%	14%	14%	13%	15%	14%	15%	15%	17%	18%

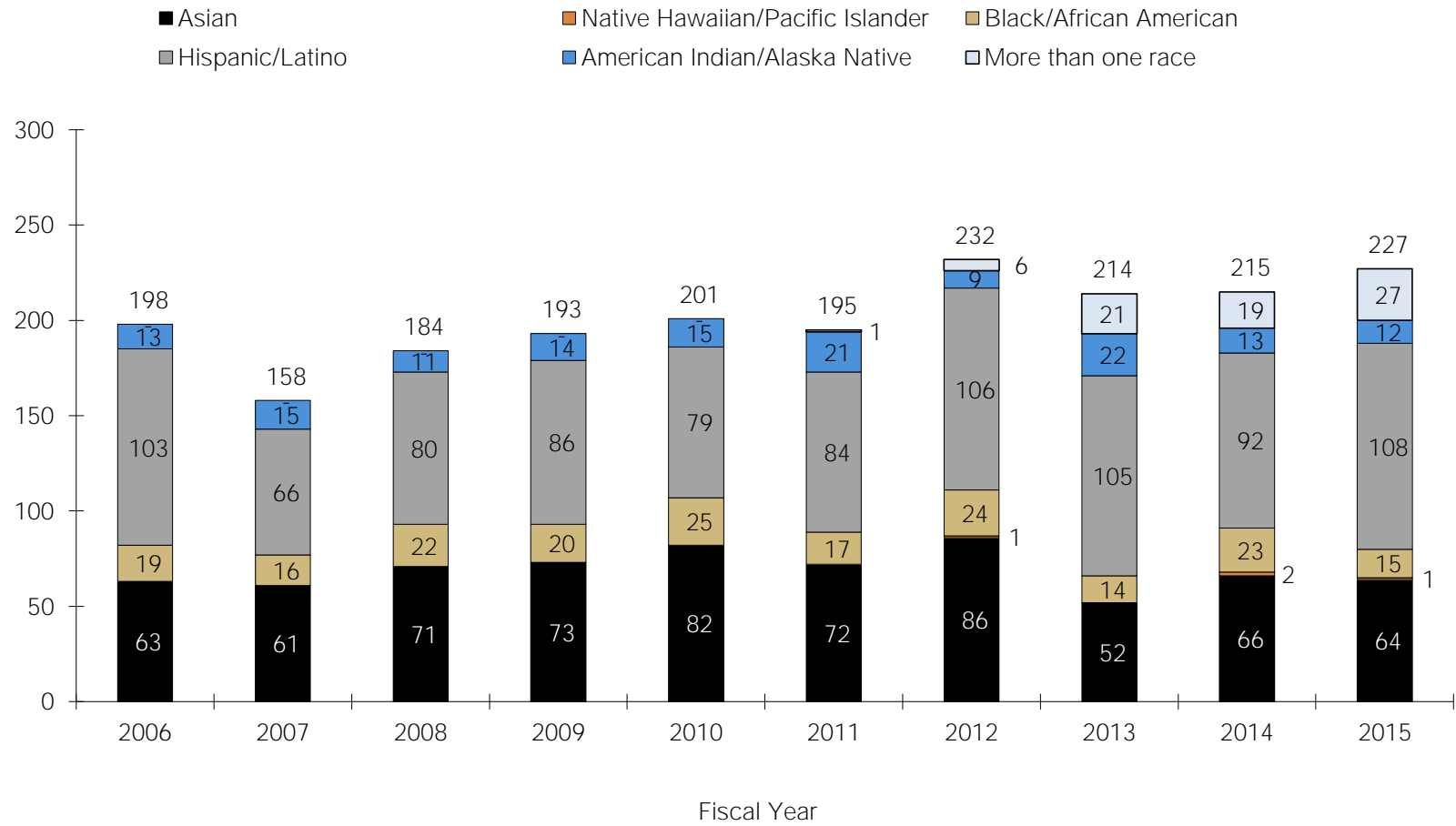
  

	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	5.6%	6.2%	5.9%	5.7%	6.6%	5.7%	6.0%	6.0%	5.3%	4.6%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Black/African American	1.6%	1.4%	1.3%	1.4%	1.2%	1.2%	1.6%	1.5%	1.5%	1.3%
Hispanic/Latino	5.3%	5.6%	6.1%	5.5%	5.7%	5.6%	6.2%	6.4%	8.1%	8.3%
American Indian/Alaska Native	0.5%	0.8%	0.7%	0.6%	0.8%	0.7%	0.6%	0.5%	0.5%	0.4%
More than one race	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.2%	0.4%	1.7%	3.1%
White/Unknown	85.9%	84.8%	84.8%	85.7%	84.3%	85.1%	83.8%	83.3%	80.9%	79.5%
International	1.1%	1.2%	1.2%	1.2%	1.4%	1.5%	1.6%	1.9%	2.0%	2.7%

\* Minority percentage calculation does not include the international population.

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

University of Colorado Boulder  
Graduate Degrees Awarded by Race/Ethnicity

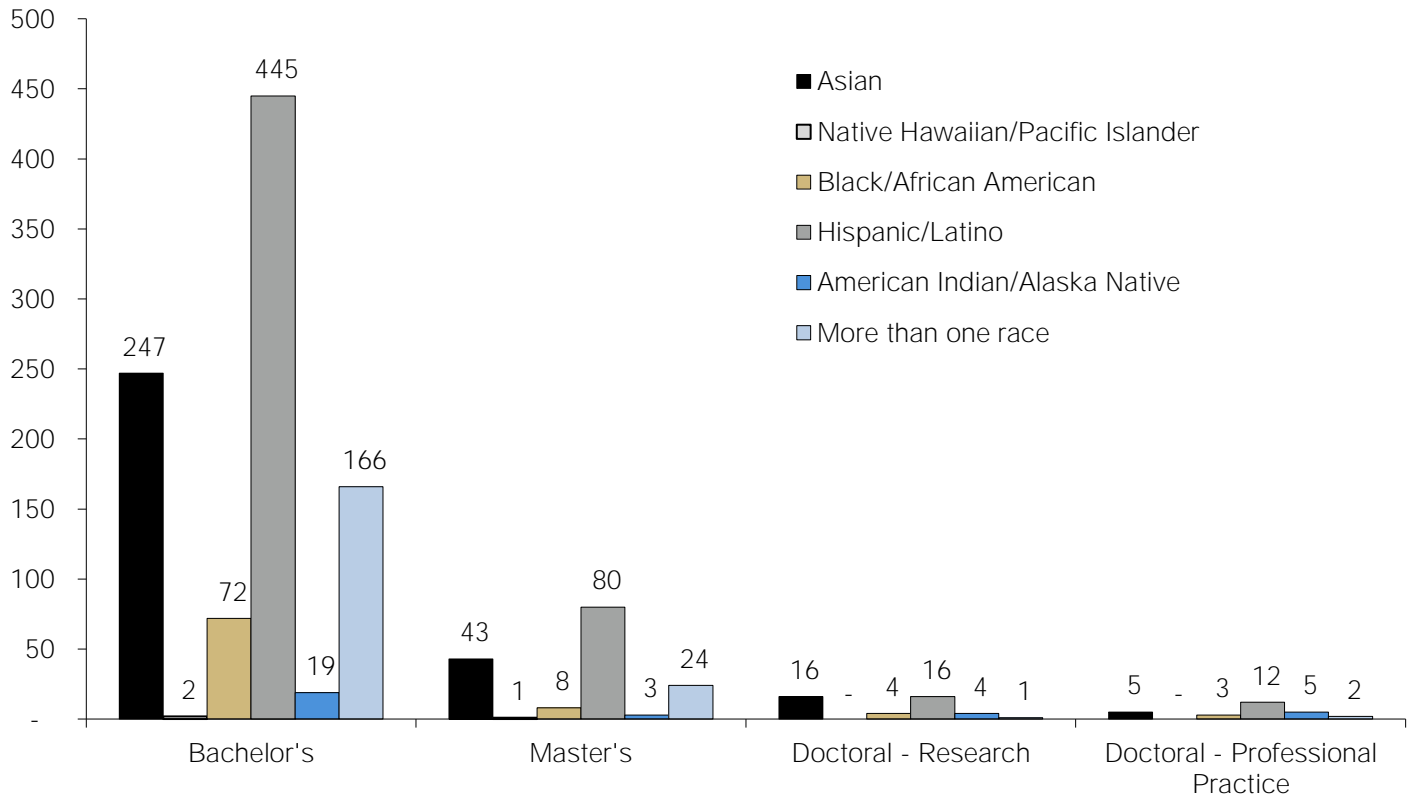


Race/Ethnicity	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	63	61	71	73	82	72	86	52	66	64
Native Hawaiian/Pacific Islander	-	-	-	-	-	-	1	-	2	1
Black/African American	19	16	22	20	25	17	24	14	23	15
Hispanic/Latino	103	66	80	86	79	84	106	105	92	108
American Indian/Alaska Native	13	15	11	14	15	21	9	22	13	12
More than one race	-	-	-	-	-	1	6	21	19	27
White/Unknown	1,144	1,112	1,138	1,092	1,202	1,360	1,341	1,346	1,213	1,269
International	193	168	164	234	255	227	285	278	295	320
<b>Total Degrees Awarded</b>	<b>1,535</b>	<b>1,438</b>	<b>1,486</b>	<b>1,519</b>	<b>1,658</b>	<b>1,782</b>	<b>1,858</b>	<b>1,838</b>	<b>1,723</b>	<b>1,816</b>
Minority Total	198	158	184	193	201	195	232	214	215	227
Minority as % of Total*	15%	12%	14%	15%	14%	13%	15%	14%	15%	15%
Asian	4.1%	4.2%	4.8%	4.8%	4.9%	4.0%	4.6%	2.8%	3.8%	3.5%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.1%	0.1%
Black/African American	1.2%	1.1%	1.5%	1.3%	1.5%	1.0%	1.3%	0.8%	1.3%	0.8%
Hispanic/Latino	6.7%	4.6%	5.4%	5.7%	4.8%	4.7%	5.7%	5.7%	5.3%	5.9%
American Indian/Alaska Native	0.8%	1.0%	0.7%	0.9%	0.9%	1.2%	0.5%	1.2%	0.8%	0.7%
More than one race	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.3%	1.1%	1.1%	1.5%
White/Unknown	74.5%	77.3%	76.6%	71.9%	72.5%	76.3%	72.2%	73.2%	70.4%	69.9%
International	12.6%	11.7%	11.0%	15.4%	15.4%	12.7%	15.3%	15.1%	17.1%	17.6%

\* Minority percentage calculation does not include the international population.

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

University of Colorado Boulder  
Degrees Awarded by Race/Ethnicity  
Fiscal Year 2014-15

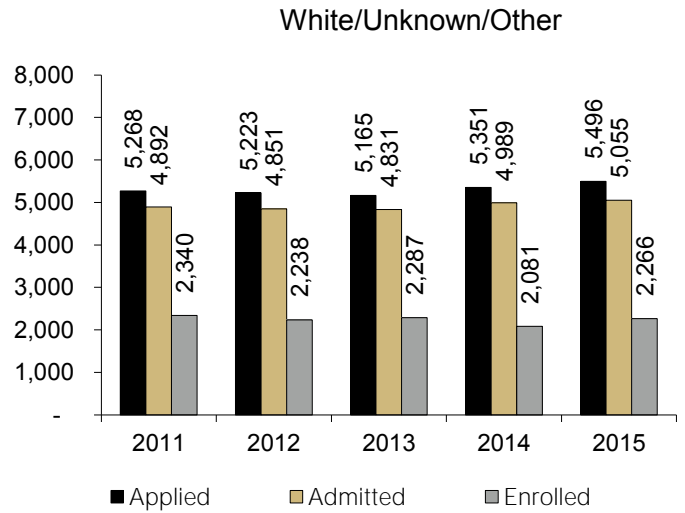
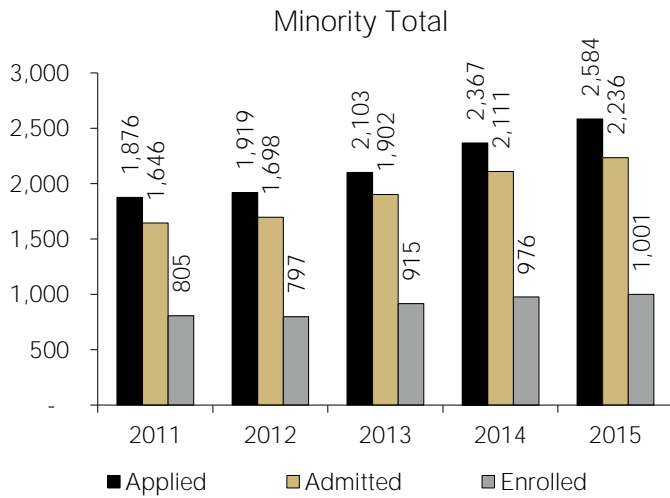


Race/Ethnicity	Bachelor's	Master's	Doctoral - Research	Doctoral - Professional Practice	Total
Asian	247	43	16	5	311
Native Hawaiian/Pacific Islander	2	1	-	-	3
Black/African American	72	8	4	3	87
Hispanic/Latino	445	80	16	12	553
American Indian/Alaska Native	19	3	4	5	31
More than one race	166	24	1	2	193
White/Unknown	4,238	832	292	145	5,507
International	145	234	86	-	465
Minority Total	951	159	41	27	1,178
Total	5,334	1,225	419	172	7,150

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).

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
2011	464	424	220
2012	502	472	236
2013	517	492	248
2014	588	561	301
2015	592	535	266

**Native Hawaiian/Pacific Islander**

Fall Term	Applied	Admitted	Enrolled
2011	2	1	1
2012	3	3	1
2013	2	2	1
2014	5	4	1
2015	6	3	1

**Black/African American**

Fall Term	Applied	Admitted	Enrolled
2011	147	119	49
2012	174	140	55
2013	178	152	85
2014	196	155	62
2015	209	170	72

**Hispanic/Latino**

Fall Term	Applied	Admitted	Enrolled
2011	946	822	400
2012	902	782	360
2013	1,002	896	413
2014	1,117	970	426
2015	1,270	1,072	477

**American Indian/Alaska Native**

Fall Term	Applied	Admitted	Enrolled
2011	13	12	9
2012	13	11	8
2013	13	9	2
2014	18	16	6
2015	10	6	4

**More than one race**

Fall Term	Applied	Admitted	Enrolled
2011	304	268	126
2012	325	290	137
2013	391	351	166
2014	443	405	180
2015	497	450	181

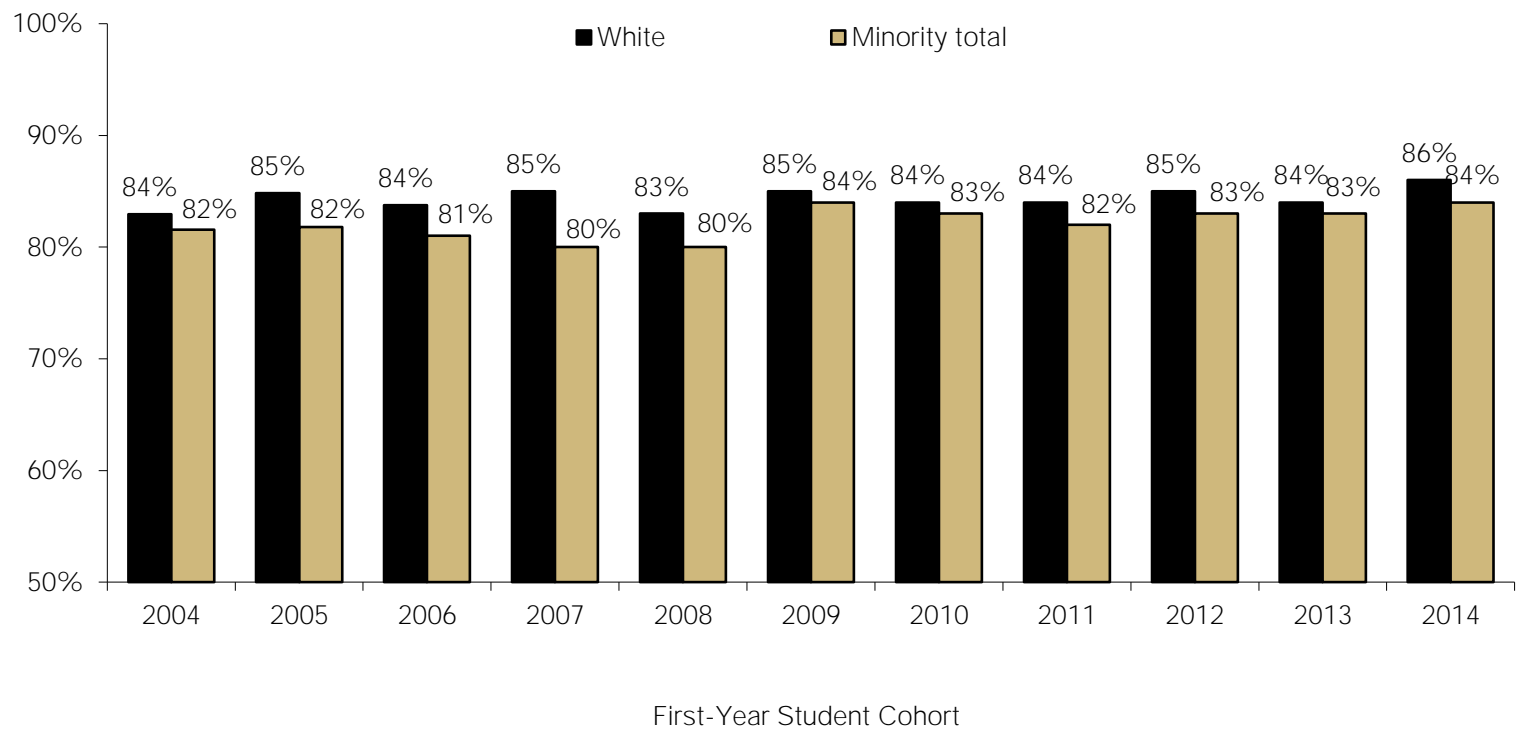
**White/Unknown/Other**

Fall Term	Applied	Admitted	Enrolled
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
2015	5,496	5,055	2,266

**Total**

Fall Term	Applied	Admitted	Enrolled
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
2015	8,080	7,291	3,267

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

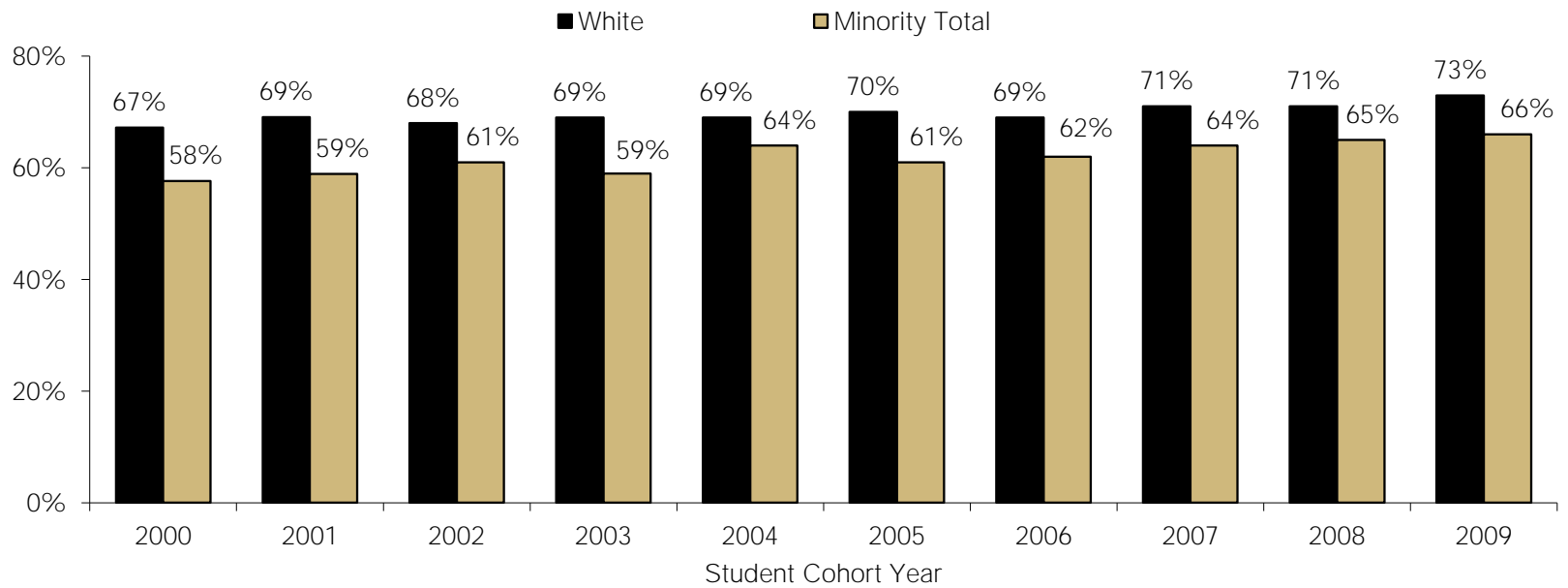


First-Year Cohort	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Asian	325	373	373	369	362	338	340	375	430	519
Native Hawaiian/Pacific Islander	-	-	-	-	-	-	43	37	41	30
Black/African American	73	84	107	113	97	89	107	132	159	148
Hispanic/Latino	312	377	356	418	384	477	573	554	622	659
American Indian/Alaska Native	25	56	39	35	60	85	78	90	74	79
More than one race	-	-	-	-	-	-	0	0	0	0
Other/Unknown	242	238	197	263	284	54	36	33	25	15
White	3,974	4,415	4,399	4,561	4,268	4,003	4,349	4,036	4,166	3,977
International	52	62	69	58	68	86	128	171	273	386
All	5,003	5,605	5,540	5,817	5,523	5,145	5,654	5,428	5,790	5,813
Minority total	735	890	875	935	903	1,002	1,141	1,188	1,326	1,435

Percent Enrolled One Year Later	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Asian	82%	86%	86%	85%	88%	87%	84%	90%	87%	86%
Native Hawaiian/Pacific Islander							77%	73%	80%	87%
Black/African American	81%	82%	82%	74%	86%	83%	79%	81%	83%	90%
Hispanic/Latino	82%	78%	74%	78%	82%	80%	83%	79%	81%	82%
American Indian/Alaska Native	80%	69%	82%	60%	73%	80%	78%	82%	78%	82%
More than one race							0%	0%	0%	0%
Other/Unknown	84%	82%	86%	83%	86%	83%	69%	76%	68%	87%
White	85%	84%	85%	83%	85%	84%	84%	85%	84%	86%
International	87%	84%	87%	79%	79%	78%	87%	85%	90%	90%
All	84%	83%	84%	83%	85%	84%	83%	85%	84%	86%
Minority total	82%	81%	80%	80%	84%	83%	82%	83%	83%	84%



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

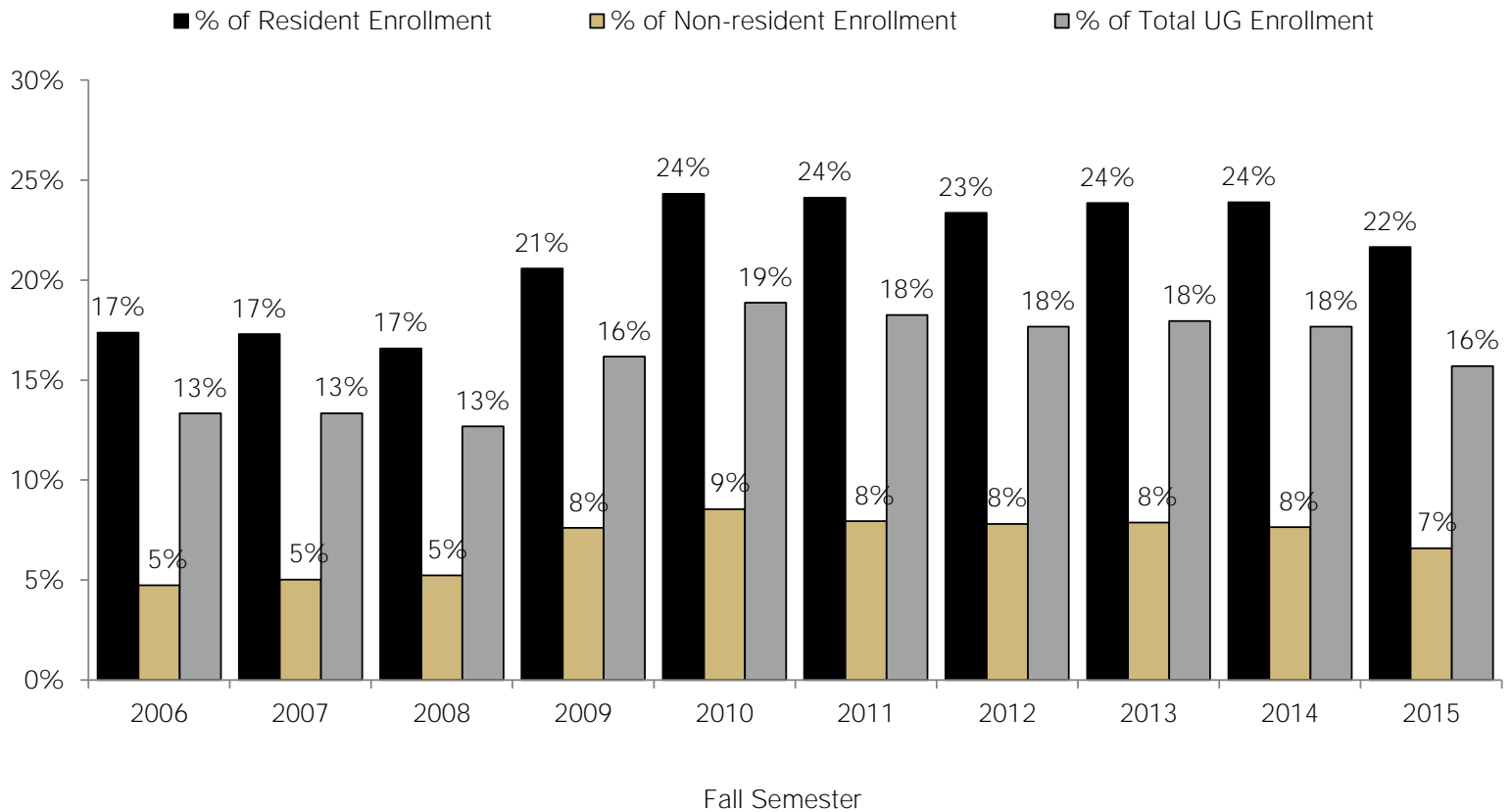


Undergraduate Cohort*	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Asian	297	291	358	340	333	325	373	373	369	362
Black/African American	85	74	97	89	70	72	84	107	113	97
Hispanic/Latino	273	310	323	327	340	313	377	356	419	384
American Indian/Alaska Native	30	37	53	37	45	25	56	39	35	60
White	4,131	3,899	4,293	4,474	4,025	3,977	4,415	4,399	4,560	4,266
Other/Unknown	207	327	216	235	268	243	238	197	263	284
International	24	24	36	40	43	52	62	69	58	68
<b>Total Enrollment</b>	<b>5,047</b>	<b>4,962</b>	<b>5,376</b>	<b>5,542</b>	<b>5,124</b>	<b>5,007</b>	<b>5,605</b>	<b>5,540</b>	<b>5,817</b>	<b>5,521</b>
Minority Total	685	712	831	793	788	735	890	875	936	903

Six-Year Graduation Rate	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Asian	60%	65%	66%	65%	71%	64%	68%	71%	72%	71%
Black/African American	44%	51%	53%	49%	64%	47%	64%	55%	57%	59%
Hispanic/Latino	60%	55%	60%	57%	58%	60%	56%	59%	63%	65%
American Indian/Alaska Native	53%	54%	51%	51%	58%	56%	57%	62%	46%	57%
White	67%	69%	68%	69%	69%	70%	69%	71%	71%	73%
Other/Unknown	61%	65%	64%	64%	70%	69%	66%	70%	72%	73%
International	58%	79%	56%	58%	65%	67%	66%	72%	60%	62%
<b>Total Enrollment</b>	<b>66%</b>	<b>67%</b>	<b>67%</b>	<b>67%</b>	<b>68%</b>	<b>68%</b>	<b>68%</b>	<b>70%</b>	<b>70%</b>	<b>71%</b>
Minority Total	58%	59%	61%	59%	64%	61%	62%	64%	65%	66%

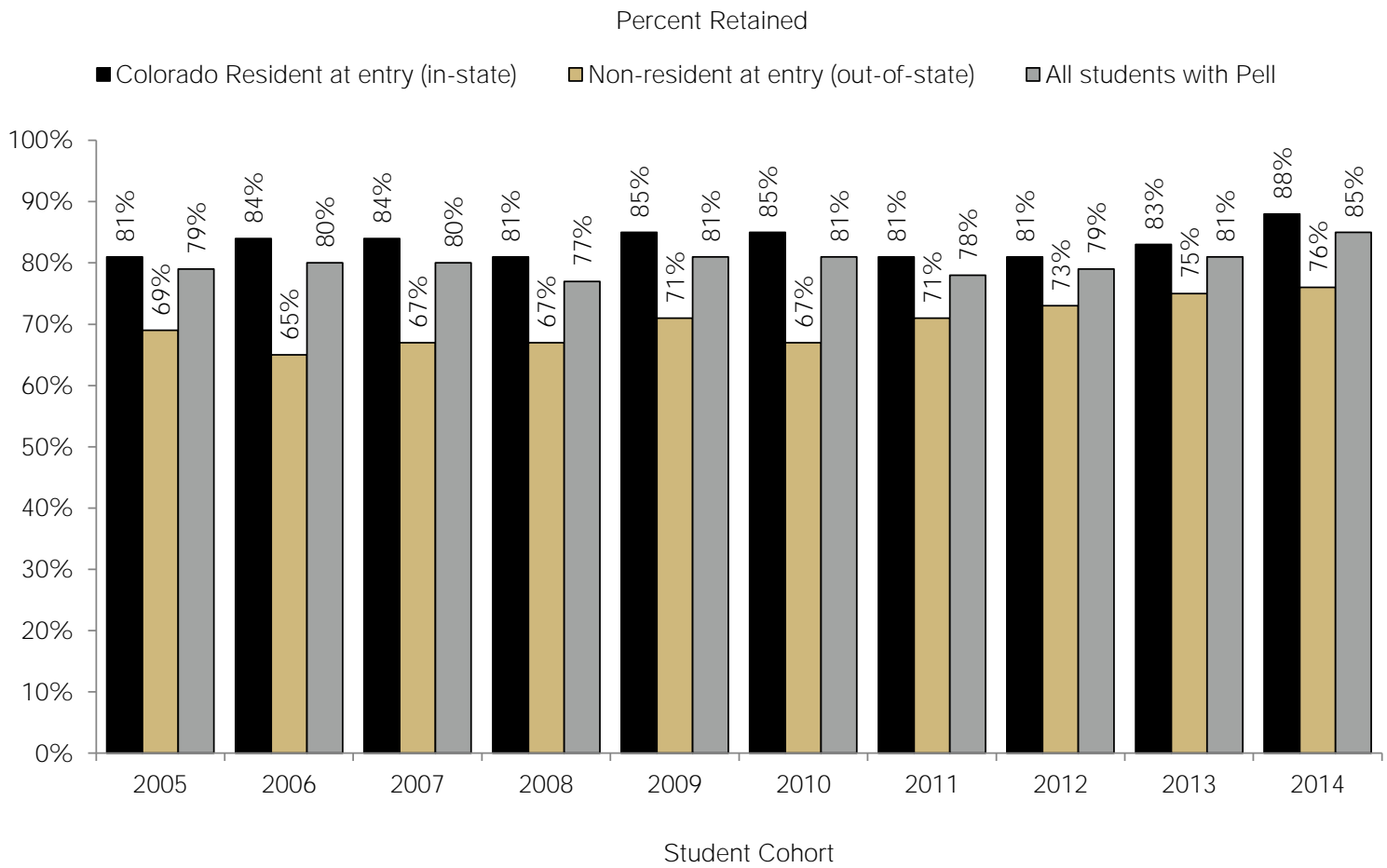
\* Cohorts include first-time first-year full-time students entering in the Fall semester.

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



	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Resident	2,892	2,869	2,730	3,452	3,947	3,966	3,736	3,831	3,814	3,465
Non-resident	372	396	451	656	733	740	722	740	756	691
Total UG pell recipients enrolled	3,264	3,265	3,181	4,108	4,680	4,706	4,458	4,571	4,570	4,156
% of Resident Enrollment	17%	17%	17%	21%	24%	24%	23%	24%	24%	22%
% of Non-resident Enrollment	5%	5%	5%	8%	9%	8%	8%	8%	8%	7%
% of Total UG Enrollment	13%	13%	13%	16%	19%	18%	18%	18%	18%	16%

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



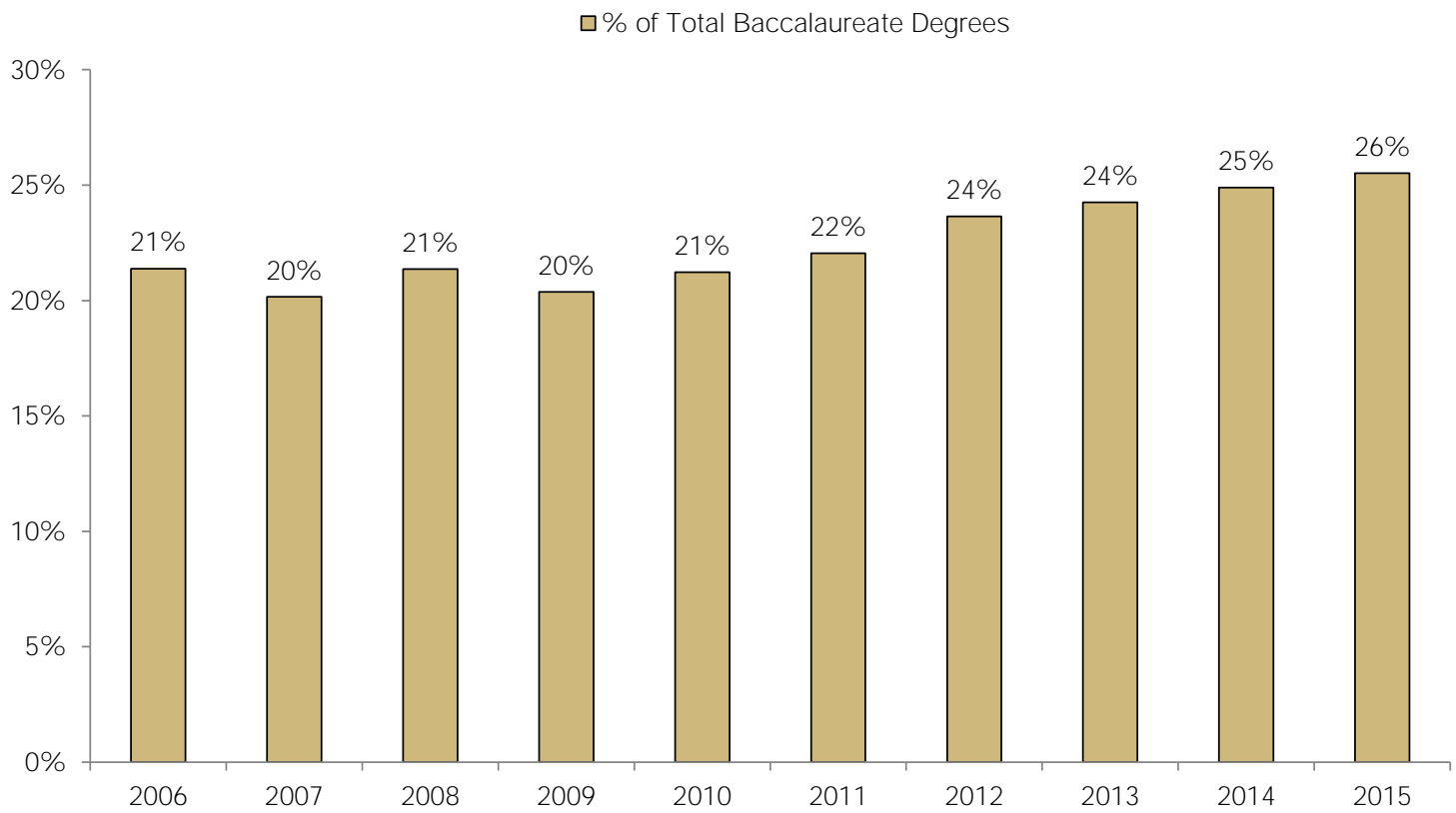
	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
<b>All students with Pell</b>										
First-Year Student Cohorts*	533	601	599	627	829	847	967	898	995	950
Number Retained**	421	481	479	483	671	686	754	709	806	808
Percent Retained	79%	80%	80%	77%	81%	81%	78%	79%	81%	85%
<b>Colorado Resident at entry (in-state)</b>										
First-Year Student Cohorts*	462	469	475	452	636	629	707	657	744	705
Number Retained**	374	394	399	366	541	535	573	532	618	620
Percent Retained	81%	84%	84%	81%	85%	85%	81%	81%	83%	88%
<b>Non-resident at entry (out-of-state)</b>										
First-Year Student Cohorts*	101	132	124	175	193	218	260	241	251	245
Number Retained**	70	86	83	117	137	146	185	176	188	186
Percent Retained	69%	65%	67%	67%	71%	67%	71%	73%	75%	76%

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

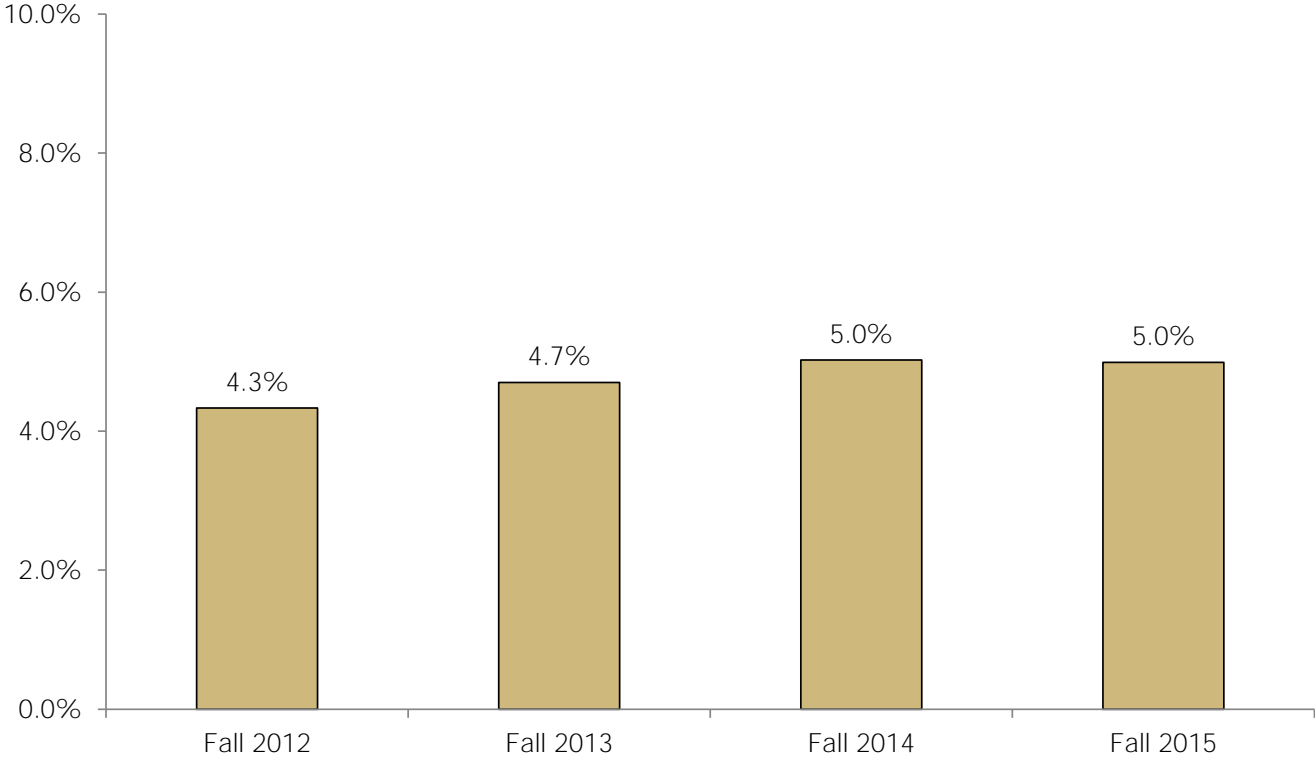


	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Baccalaureate Degrees Awarded to Pell Recipients*	1,144	1,077	1,138	1,020	1,169	1,241	1,387	1,395	1,348	1,361
% of Total Baccalaureate Degrees	21%	20%	21%	20%	21%	22%	24%	24%	25%	26%

\* 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)



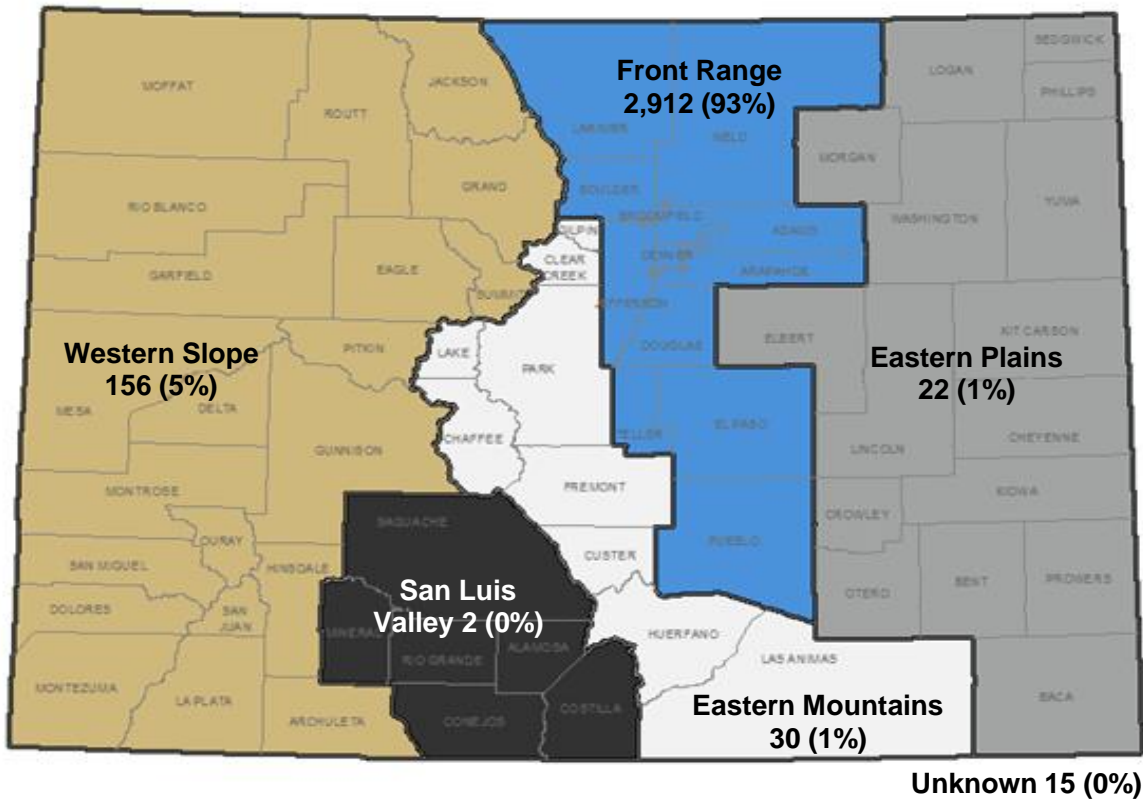
	Fall 2012	Fall 2013	Fall 2014	Fall 2015
Number of degree-seeking undergraduates registered with Office of Disability Services*	1,093	1,197	1,299	1,322
Percent of all degree-seeking undergraduates	4.3%	4.7%	5.0%	5.0%

\*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 2015  
Home Region

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



Region	12th Graders Enrolled in CO Public Schools <sup>1</sup>	CU-Boulder New Resident Freshmen, Fall 2015	
		Enrolled <sup>2</sup>	Percent
Eastern Mountains	2%	30	1%
Eastern Plains	3%	22	1%
Front Range	83%	2,912	93%
San Luis Valley	1%	2	0%
Western Slope	9%	156	5%
Unknown	3%	15	0%
<b>Total</b>	<b>100%</b>	<b>3,137</b>	<b>100%</b>

<sup>1</sup> 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>

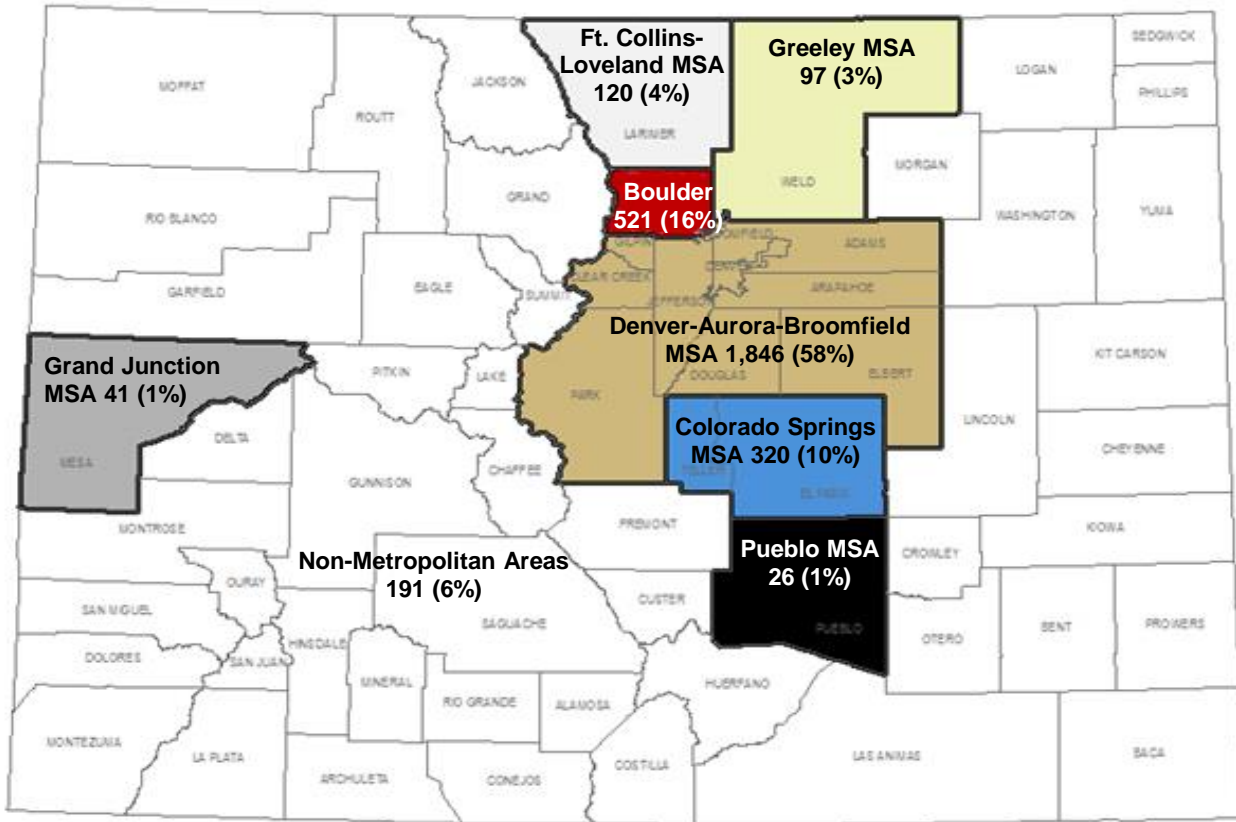
<sup>2</sup> Home region of new resident freshmen based on county at time of admission. Data source: SURDS Enrollment File (with new freshmen defined by CU registration type)

State regions defined at: Colorado Division of Local Government, State Demography Office. [www.colorado.gov/cs/Satellite/DOLA-Main/CBON/1251593300013](http://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 2015  
Home Region: Metropolitan and Non-Metropolitan Areas

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



MSA=Metropolitan Statistical Area

Unknown MSA 191 (6%)

Metro Area	12th Graders Enrolled in CO Public Schools <sup>1</sup>	CU-Boulder New Resident Freshmen, Fall 2015	
		Enrolled <sup>2</sup>	Percent
Boulder MSA	7%	521	16%
Colorado Springs MSA	16%	320	10%
Denver-Aurora-Broomfield MSA	48%	1,846	58%
Fort Collins-Loveland MSA	5%	120	4%
Grand Junction MSA	3%	41	1%
Greeley MSA	4%	97	3%
Pueblo MSA	3%	26	1%
Non-Metro	11%	191	6%
Unknown	3%	15	0%
<b>Total</b>	<b>100%</b>	<b>3,177</b>	<b>100%</b>

<sup>1</sup> 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>

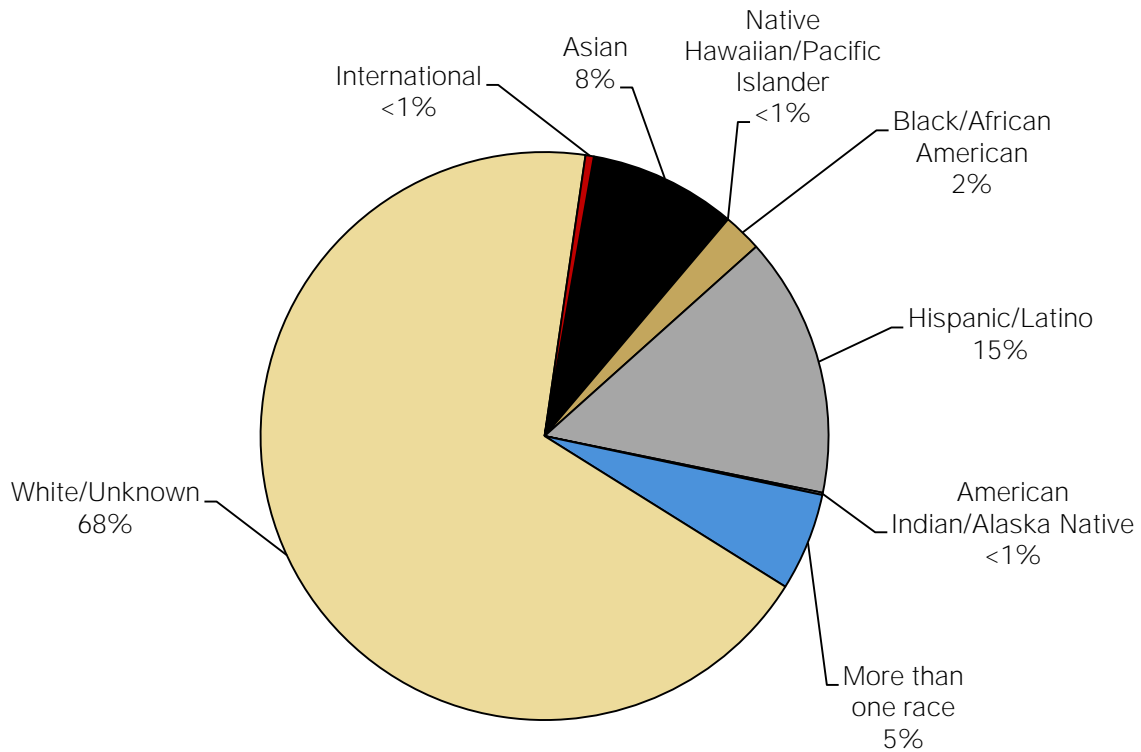
<sup>2</sup> Home region of new resident freshmen based on county at time of admission. Data source: SURDS Enrollment File (with new freshmen defined by CU registration type)

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 2015  
(End-of-Term Enrollment)

**Total=3,178**  
**Minority Total = 989 (31%)**



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 Data Analytics  
<http://www.colorado.edu/oda/ia/>

University of Colorado Boulder  
Full-Time Faculty and Staff, Fall 2015

Notes: Includes all employees reported for IPEDS HR for Fall 2015. Excludes student and other temporary employees.

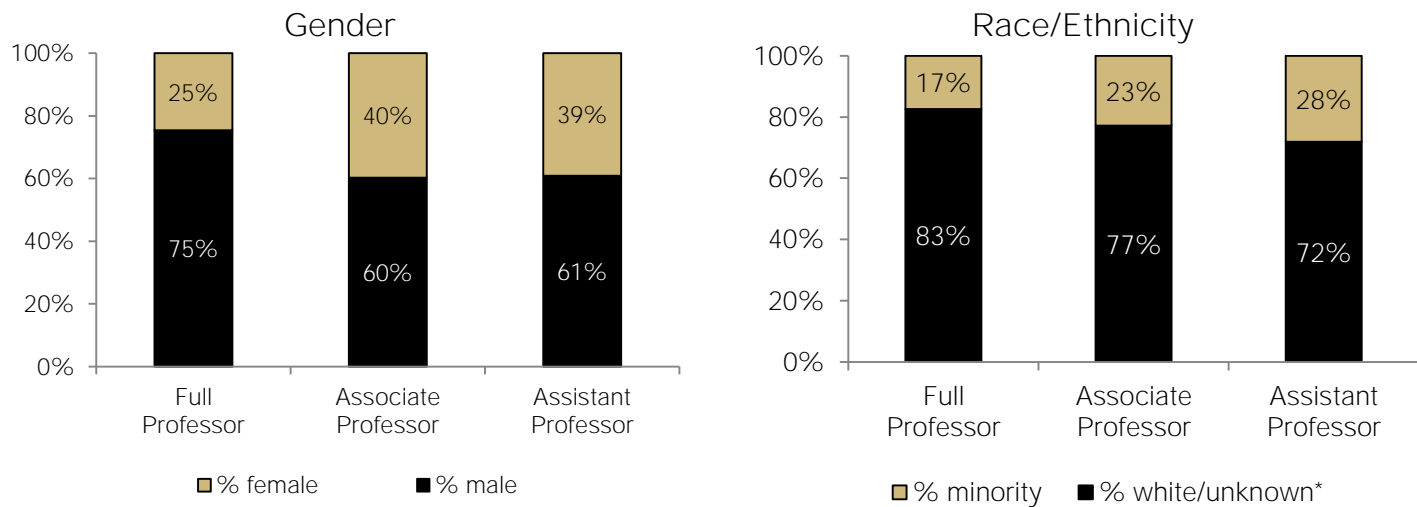
Individuals with active and paid leave appointments with known salary including all TTT status, instructor/sr. instructor status with 50%+ total time, and all others with 100% time as of Nov. 1, 2015.

\* Minority total includes more than one race and excludes white, unknown, international. Minority percentage calculation does not include the international population.

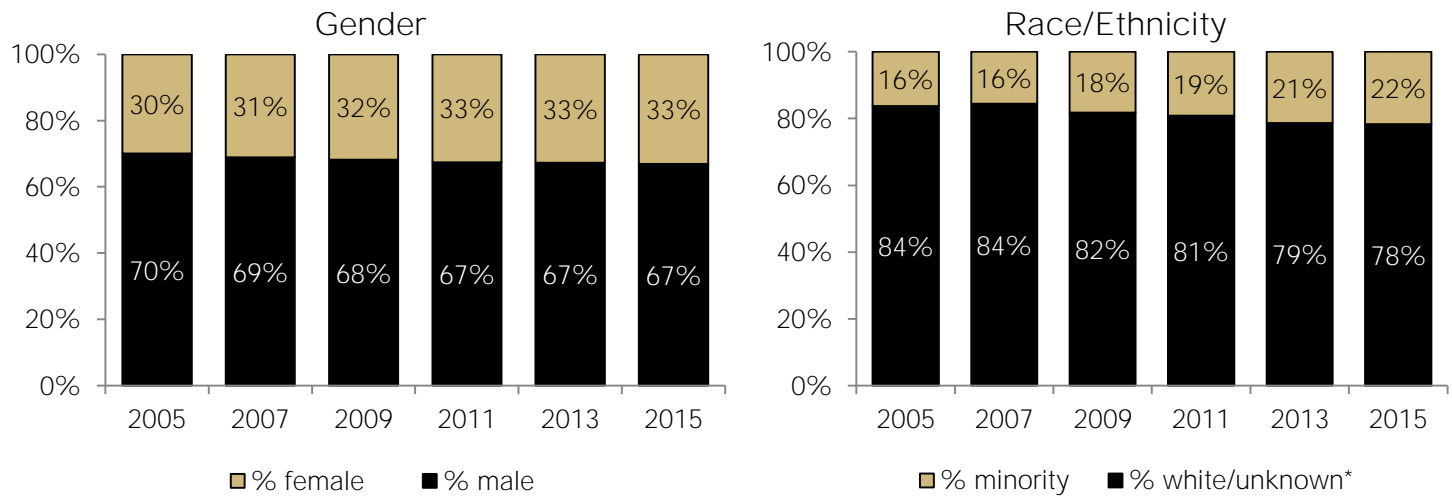
	Total	Female		Male		Minority*		Ethnicity/Citizenship								
		#	%	#	%	#	%	Black/ African American	American Indian/ Alaska Native	Asian	Native Hawaiian/P acific Islander	Hispanic/ Latino	More than one race	White	Unknown	Inter- national
<b>Faculty</b>	<b>2,195</b>	<b>812</b>	<b>37%</b>	<b>1,383</b>	<b>63%</b>	<b>375</b>	<b>19%</b>	<b>32</b>	<b>10</b>	<b>213</b>	<b>4</b>	<b>109</b>	<b>7</b>	<b>1,572</b>	<b>2</b>	<b>246</b>
Instructional Faculty	1,457	549	38%	908	62%	274	19%	28	7	147	3	85	4	1,146	-	37
Tenured/Tenure Track	1,080	358	33%	722	67%	229	22%	25	6	125	3	66	4	827	-	24
Full Professor	460	113	25%	347	75%	79	17%	9	4	40	1	25	-	376	-	5
Associate Professor	362	144	40%	218	60%	82	23%	8	1	50	1	22	-	277	-	3
Assistant Professor	258	101	39%	157	61%	68	28%	8	1	35	1	19	4	174	-	16
Non-Tenure Track	377	191	51%	186	49%	45	12%	3	1	22	-	19	-	319	-	13
Instructor/Sr. Instructor	377	191	51%	186	49%	45	12%	3	1	22	-	19	-	319	-	13
Research Faculty	738	263	36%	475	64%	101	19%	4	3	66	1	24	3	426	2	209
<b>Staff</b>	<b>3,922</b>	<b>1,996</b>	<b>51%</b>	<b>1,926</b>	<b>49%</b>	<b>912</b>	<b>23%</b>	<b>89</b>	<b>19</b>	<b>281</b>	<b>7</b>	<b>471</b>	<b>45</b>	<b>2,974</b>	<b>13</b>	<b>23</b>
Officers	28	12	43%	16	57%	4	14%	2	1	-	-	1	-	24	-	-
With Faculty Status	19	5	26%	14	74%	2	11%	2	-	-	-	-	-	17	-	-
Without Faculty Status	9	7	78%	2	22%	2	22%	-	1	-	-	1	-	7	-	-
Management/Other Professionals/Support Staff	3,894	1,984	51%	1,910	49%	908	23%	87	18	281	7	470	45	2,950	13	23
With Faculty Status	862	364	42%	498	58%	94	11%	6	6	44	1	31	6	749	3	16
Exempt Professionals	1,597	965	60%	632	40%	262	16%	47	7	84	5	101	18	1,319	9	7
Classified Staff	1,435	655	46%	780	54%	552	38%	34	5	153	1	338	21	882	1	-
<b>Faculty/Staff Total</b>	<b>6,117</b>	<b>2,808</b>	<b>46%</b>	<b>3,309</b>	<b>54%</b>	<b>1,287</b>	<b>22%</b>	<b>121</b>	<b>29</b>	<b>494</b>	<b>11</b>	<b>580</b>	<b>52</b>	<b>4,546</b>	<b>15</b>	<b>269</b>

# University of Colorado Boulder

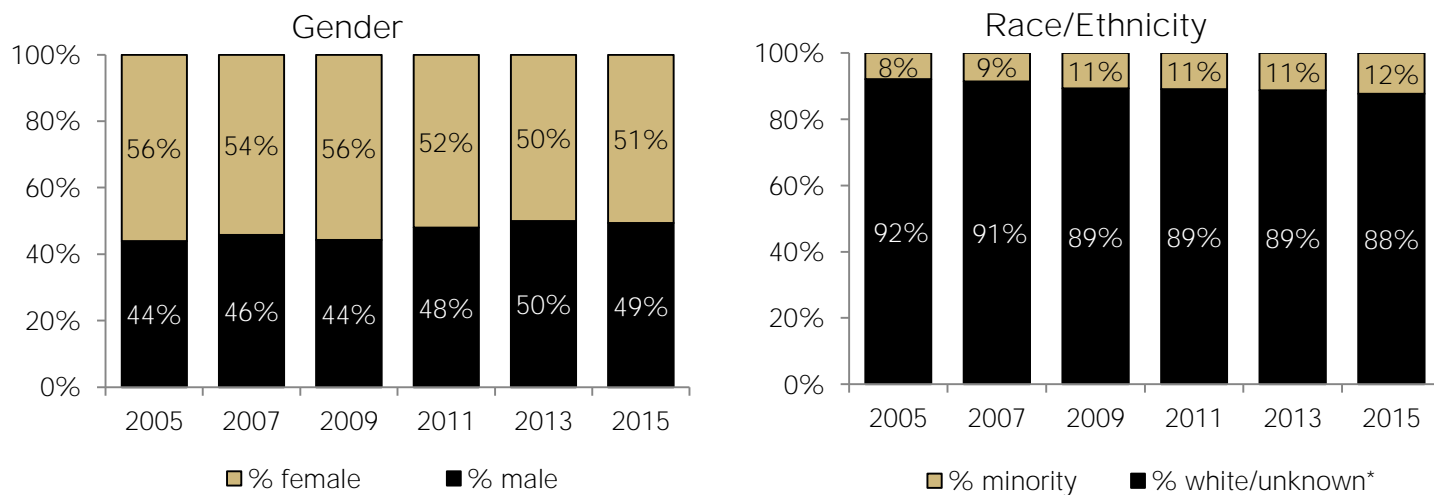
## Regular Instructional Faculty, Fall 2015 Tenured/Tenure Track



## Regular Instructional Faculty, Fall 2005 - Fall 2015 Tenured/Tenure Track Faculty All Ranks Combined

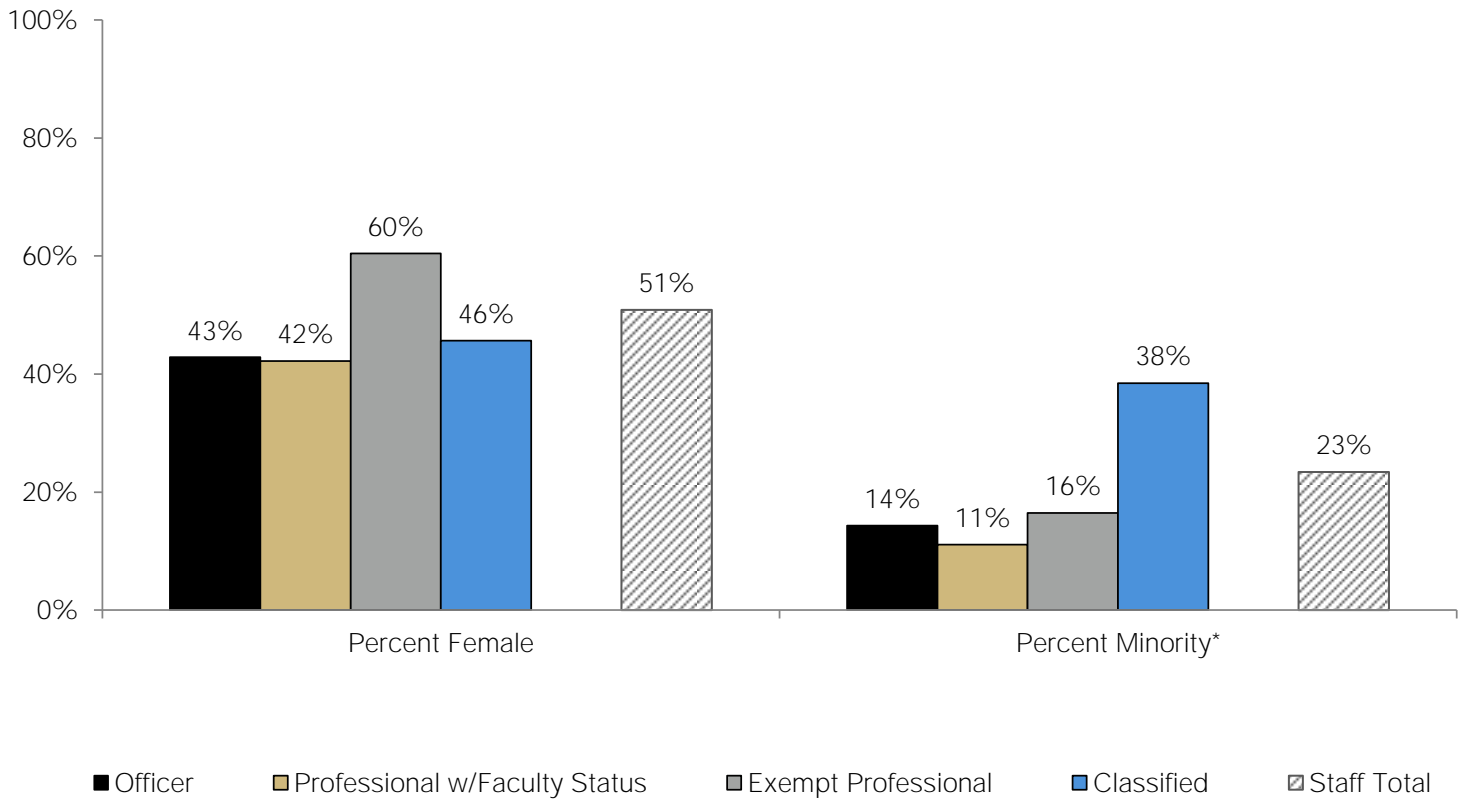


## Non-Tenure Track Faculty Instructors and Senior Instructors Combined



\* Minority percentage and white/unknown percentage calculation does not include the international population.

University of Colorado Boulder  
Staff Diversity, Fall 2015



\* Minority percentage calculation does not include the international population.



**2015 - 2016 Report on Diversity**

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

May 2016

## **UCCS Diversity Report Narrative**

In anticipation of the upcoming midpoint accreditation visit from the Higher Learning Commission, UCCS accelerated the midpoint review the 2020 strategic plan goals, gathering input from the campus community and from the Regents. Diversity and Inclusion was one of five focus areas that were selected by the campus leadership for review and updating. The two areas of focus within this broad topic, diversifying the faculty and leadership, and assuring an inclusive campus climate, also aligned with questions that were raised by the Regents in response to last year's diversity report. At the request of the Chancellor, strategy revisions were developed by a campus working group including faculty, staff, and the Associate Vice Chancellor for Inclusions and Academic Engagement. The campus community was invited to give feedback and suggestions at a campus search conference on Jan 26, 2016, providing a total of 179 inputs on these strategies—36.9% of these focused on faculty/staff development, another 24% focused on inclusive campus climate. At the February 2016 board meeting, the CU Regents were invited also to comment on the strategic plan with one workstation focusing on inclusion as well as internationalization. Inputs were consolidated by the campus leadership team and distributed for campus review. The revisions were presented to the Board of Regents by the campus leadership and adopted on April 5, 2016.

The strategic priorities for inclusion at UCCS align closely with the recently developed University of Colorado Long Range Diversity Inclusion Plan.

The UCCS Diversity Foundations Committee will be convened to review progress toward all of the priorities established in the 2012-20 Campus Strategic Plan and to advise the campus leadership on action steps for strategic priorities.

### **Development of diverse faculty, staff, and leadership**

The revisions to the strategic plan detailed five action areas concerning the development of diverse faculty and staff: the development of evidence-based strategies for diverse recruitment, establishing unit and college accountability for diversity recruitment, elevating the focus on diversity in all search processes, supporting programs for departmental innovation, and building faculty and staff retention programs. Diversity among faculty positions has lagged beyond the increasing diversity of the student body and the staff. Training and support for search committees has been reinforced, but the revision to the strategic plan calls for diversity recruitment plans within the academic colleges and accountability mechanisms. The Provost is working with the Associate Vice Chancellor for Inclusion and Academic Engagement, the Director of Human Resources, and the Deans to develop the template for these college plans and to establish accountability mechanisms.

The Chancellor sets expectations for diverse hiring pools for the positions that are her direct reports and charges the Vice Chancellors with setting similar expectations in each of their areas. Data on diversity in all divisions were presented to the Chancellor's



### **Student Dialogue Across Difference—Spring 2016**

Strategy Team in February 2015 with a six month follow up, and again in January 2016. In the past few years, diverse candidates have been hired for key leadership positions. For example, the last three academic deans hired are all from “protected classes” under the CU non-discrimination policy: a veteran, a woman, and a gay man. The associate dean of the new Anschutz medical branch campus in UCCS also is African American. The division of Administration and Finance has hired several candidates who bring excellent qualifications and who increase the diversity of our campus leadership. These include the new Associate Vice Chancellor and the Deputy Controller, both of whom are Latino males. In the open searches for Provost, Chief Information Officer and for Vice Chancellor for Student Success, the Chancellor has emphasized the critical importance of

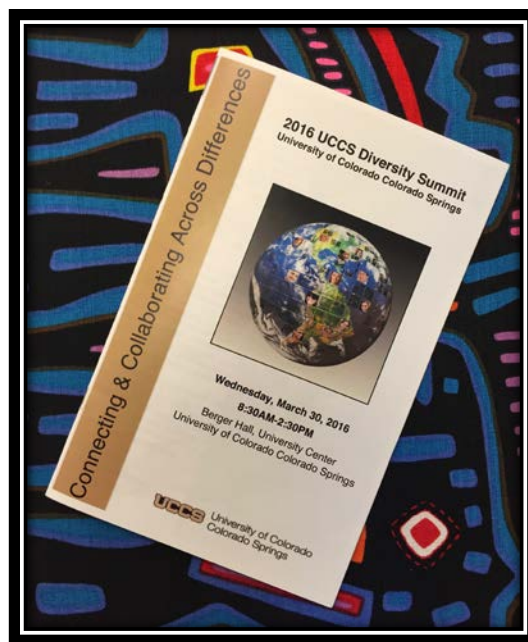
developing diverse pools of candidates, while also assuring that all candidates bring experience and commitment to the inclusion strategies of the campus. In terms of opportunities for current staff and faculty, our premiere Excellence in Leadership Program, coordinated by the Chancellor's Office, makes a particular effort to request nominations of women and minority faculty and staff.

The overall proportion of diverse faculty has not changed significantly in the past five years. In Academic Year 2014-2015, the proportion of minority faculty in the tenure track ranks declined from 15% to 14%. These data do not reflect hiring this year, and we are aware that some departments have made progress (for example, this year three of four tenure track hires in engineering were women), but it is clear that new processes and initiatives are needed. These efforts should be supported by campus infrastructure, but will require ownership and leadership within the academic departments and colleges. College plans will be grounded in evidence-based approaches utilizing availability data for specific positions, but also will reflect qualitative dimensions of diversity and inclusion that are not contained within specific affirmative action categories. The Chancellor is taking the lead on exploring programs that can support and incentivize department initiatives including grow-your-own programs and diversity fellowships. Because of the large role that non-tenure track faculty serve in undergraduate instruction, the Chancellor also is developing community partnerships that will help diversify the pool of instructors; this includes partnerships with K-12 districts.

## Inclusive Campus Climate

In the face of growing controversy about race and other types of social difference in society and on university campuses, it is critical that we continue to foster an inclusive space for dialogue and for learning in our classrooms and within university culture. This was a primary focus of the UCCS Diversity Summit 2016 held on March 30, 2016. The program included a wide range of presentations and 289 faculty members, staff, students and community members registered for the day-long event. The topics ranged from teaching techniques, to clinical simulations, to mentoring strategies. One panel session focused specifically on the practical meaning of intellectual diversity, whether dealing with cultural perspectives, indigenous knowledge or political philosophies.

Chancellor Shockley Zalabak plays a direct leadership role in building an inclusive campus climate; for example, she sponsored a campus-wide conversation on race shortly after the controversies erupted at the University of Missouri. She followed this with a series of meetings with ten diverse stakeholder groups on campus during the Spring semester. A coordinated set of campus climate surveys in the coming year will gauge the experience of inclusion on the campus for students, staff and faculty. This year the Chancellor also established a Religious Diversity Council in an advisory capacity to vet and discuss issues regarding religious/spiritual issues that affect the campus community.



**UCCS Diversity Summit  
Program—Spring 2016**

Inclusion requires a campus community that endeavors to be accessible to all and that serves diverse student needs. The newly established ADA Task Force and ADA coordinator are leading efforts to identify and address accessibility challenges. These challenges range from a rugged physical landscape to the implementation of appropriate and responsive learning technologies. Gender neutral facilities are being regularly included in both renovations and new construction. Transgender benefits were added to the student health insurance plans during the past year. Support for diverse populations is integrated into training for everyone from student support staff, to public safety officers, to residence life personnel. This includes better educating staff and faculty about working with veteran and active duty military students. This training, which originated at UCCS, is now offered throughout the CU system.

Ongoing programming at UCCS represents a broad range of intellectual perspectives and focus areas. These are supported by academic programs, through co-curricular offerings and the artistic events. Research centers focus on distinct areas; for example,



the Center for Human Security, the Daniels Ethics Initiative, and the Global Intercultural Research Center, but the centers also work in synergistic collaboration. Interdisciplinary and inclusive perspectives are reinforced in Compass Curriculum, a general education framework for all undergraduate UCCS students.



**Celebration of Spring, Indian Student Association— 2016**

### **Inclusive Student Success**

Diversity and inclusion are central to our student outreach and support efforts. The proportion of minority students among our undergraduates continues to grow, though the increase this year from 30 to 31% did not match the two percentage points per year increase that we have seen over the past five years. 37% of new resident Freshmen at UCCS in 2015 were minority students.

University Studies, a major student success initiative launched in Fall 2015, identifies those freshmen likely to be the most challenged by their first year of college. 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. The more than five hundred Fall 2015 freshmen in this program were enrolled in specific high rigor/high scaffolding academic courses including specialized first year GPS seminars and focused student success coaching. The University Studies requirements are embedded within programs that apply to all incoming freshmen to avoid the potential stigma of an “at-risk” program. 43.6% of incoming minority student were enrolled through university studies as compared with 33% in non-university studies. Early indicators show that university studies students were more likely to be retained in the Spring semester and achieved higher grades. Co-curricular programming and student clubs are also important to the success of freshmen. 75.1 % of minority freshmen students joined an organization or attended a campus event during their first year. The MOSAIC student multicultural office, also home to the LGTB Resource Center, mentors and advises 12 diversity and inclusion focused student organizations with a combined membership of 693 students. Almost 1600 students participated in MOSAIC programs and activities during this academic year. Freshmen minority students who used MOSAIC and were engaged on campus (club and event) averaged above a 3.0 GPA for their first semester in college.

Inclusiveness is a value that is integral to leadership development on campus. This year one quarter of the students in the highly selective Chancellor’s Leadership Class were students of color. The new UCCSlead program is designed as a more inclusive program open to all undergraduate students. Launching in Fall 2015 with 321 students, UCCSlead incorporates leadership training, academic coursework, individual mentoring and community engagement. 26% of the inaugural cohort were minority students.

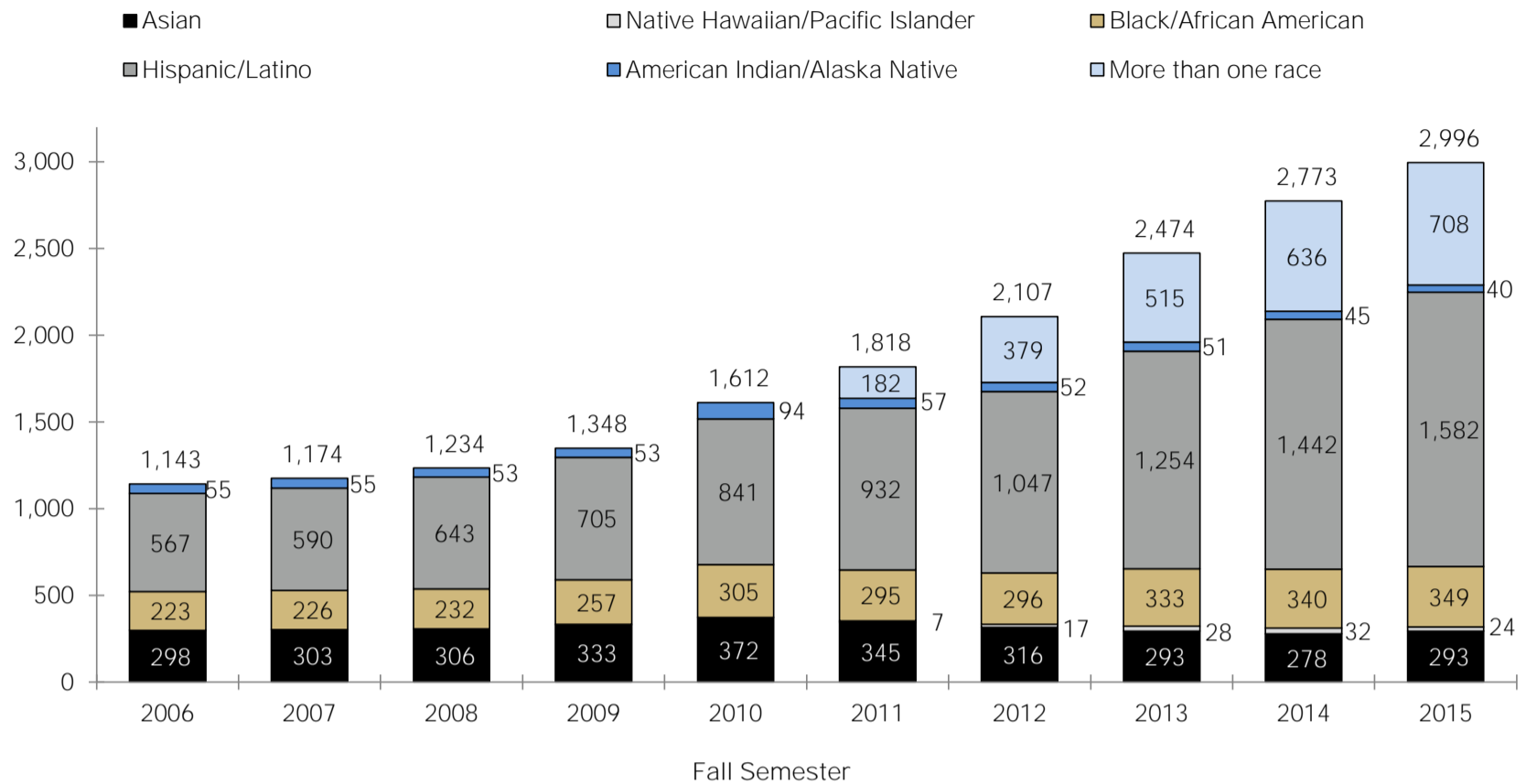
## Quantitative Highlights for UCCS Diversity Report—2016

- Moderate growth in undergraduate headcount at UCCS in the past year (+2%) includes an even larger increase in the number of minority students (+8%).
- 31% of undergraduates are minority students, compared to 30% last year and 28% the year before that. The ethnic diversity of Colorado resident freshmen is even greater with 37% minority students.
- 7% of undergraduates are from multi-racial backgrounds, the most rapidly growing category since it was introduced in 2011.
- 24% of UCCS baccalaureate degrees were awarded to minority students. This is the highest proportion in the last ten years.
- Graduate student enrollment decreased slightly, but the proportion of minority students held steady at 18%.
- 32% of UCCS undergraduates are eligible for Pell grants for low-income students. 45% of baccalaureate degrees awarded in 2015 were to Pell eligible students
- Freshman retention rates improved to 67% among minority students who were first time freshmen. This was very close to the retention rate for white, non-Hispanic students within this cohort (68%).
- The six-year graduation rate for white, non-Hispanic students who entered UCCS in 2009 was 47%. It was 38% for minority students.
- First generation students continue to form a substantial portion (29%) of the undergraduate student body, even as the campus grows.
- 14% of tenure track faculty are minority, whereas 17% of all assistant professors are minority.
- Females represent 43% of classified staff, 63% of exempt professionals, and 36% of officers. In these same categories, 25% of classified staff, 15% of exempt professionals, and 21% of officers are individuals from minority groups.

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	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	298	303	306	333	372	345	316	293	278	293
Native Hawaiian/Pacific Islander	-	-	-	-	-	7	17	28	32	24
Black/African American	223	226	232	257	305	295	296	333	340	349
Hispanic/Latino	567	590	643	705	841	932	1,047	1,254	1,442	1,582
American Indian/Alaska Native	55	55	53	53	94	57	52	51	45	40
More than one race	-	-	-	-	-	182	379	515	636	708
White/Unknown	4,938	5,032	5,235	5,392	5,522	5,836	6,018	6,327	6,466	6,488
International	22	28	29	30	37	42	46	70	140	134
<b>Total Enrollment</b>	<b>6,103</b>	<b>6,234</b>	<b>6,498</b>	<b>6,770</b>	<b>7,171</b>	<b>7,696</b>	<b>8,171</b>	<b>8,871</b>	<b>9,379</b>	<b>9,618</b>
<b>Minority Total</b>	<b>1,143</b>	<b>1,174</b>	<b>1,234</b>	<b>1,348</b>	<b>1,612</b>	<b>1,818</b>	<b>2,107</b>	<b>2,474</b>	<b>2,773</b>	<b>2,996</b>
Minority as % of Total w/ International	19%	19%	19%	20%	22%	24%	26%	28%	30%	31%
Minority as % of Total w/o International*	19%	19%	19%	20%	23%	24%	26%	28%	30%	32%

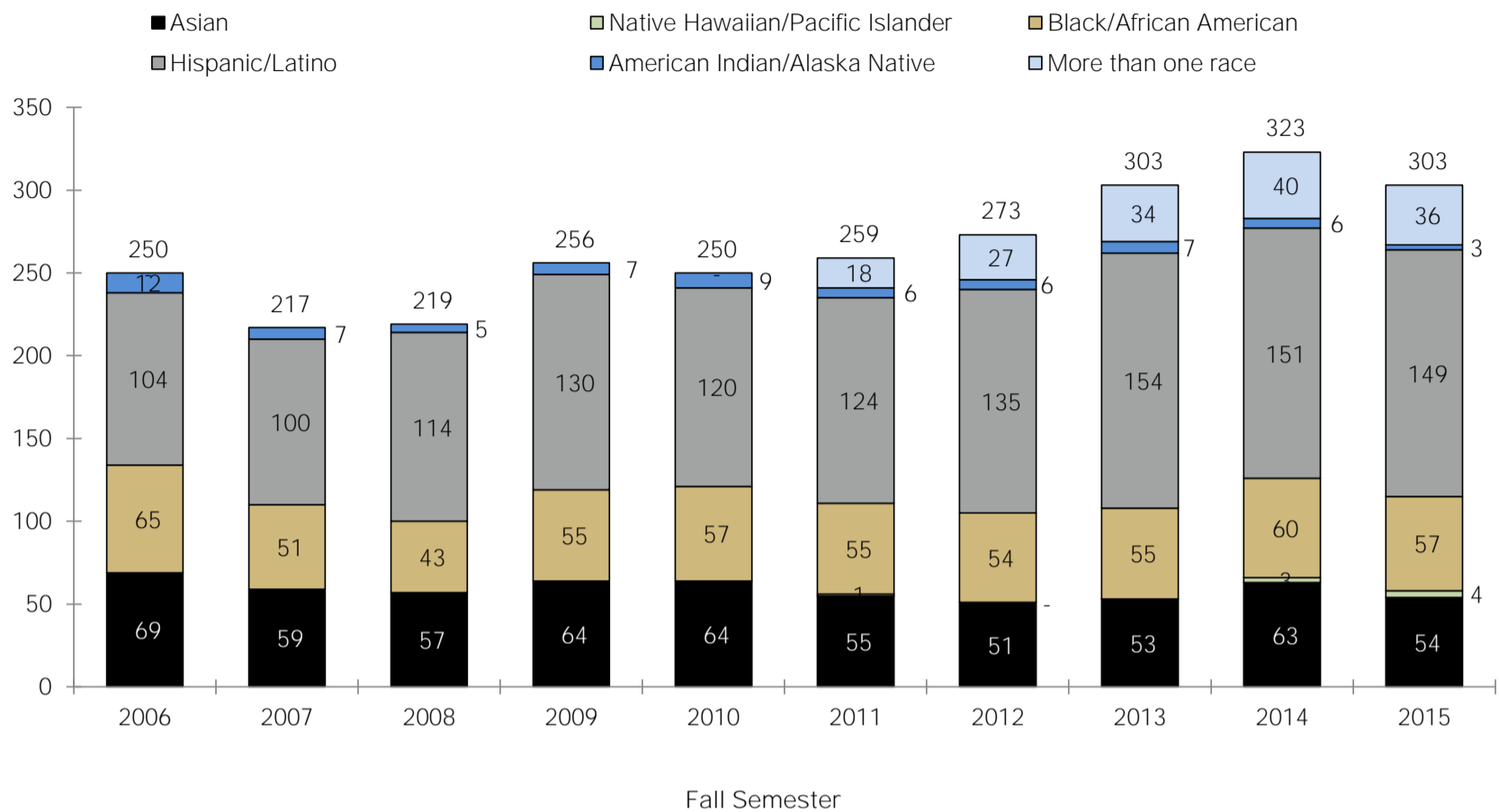
  

Race/Ethnicity	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	4.9%	4.9%	4.7%	4.9%	5.2%	4.5%	3.9%	3.3%	3.0%	3.0%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.2%	0.3%	0.3%	0.2%
Black/African American	3.7%	3.6%	3.6%	3.8%	4.3%	3.8%	3.6%	3.8%	3.6%	3.6%
Hispanic/Latino	9.3%	9.5%	9.9%	10.4%	11.7%	12.1%	12.8%	14.1%	15.4%	16.4%
American Indian/Alaska Native	0.9%	0.9%	0.8%	0.8%	1.3%	0.7%	0.6%	0.6%	0.5%	0.4%
More than one race	0.0%	0.0%	0.0%	0.0%	0.0%	2.4%	4.6%	5.8%	6.8%	7.4%
White/Unknown	80.9%	80.7%	80.6%	79.6%	77.0%	75.8%	73.7%	71.3%	68.9%	67.5%
International	0.4%	0.4%	0.4%	0.4%	0.5%	0.5%	0.6%	0.8%	1.5%	1.4%

\* Minority percentage calculation does not include the international population.

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	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	69	59	57	64	64	55	51	53	63	54
Native Hawaiian/Pacific Islander	-	-	-	-	-	1	-	-	3	4
Black/African American	65	51	43	55	57	55	54	55	60	57
Hispanic/Latino	104	100	114	130	120	124	135	154	151	149
American Indian/Alaska Native	12	7	5	7	9	6	6	7	6	3
More than one race	-	-	-	-	-	18	27	34	40	36
White/Unknown	1,166	1,218	1,249	1,415	1,419	1,301	1,244	1,280	1,258	1,230
International	28	24	23	23	52	65	89	144	172	148
<b>Total Enrollment</b>	<b>1,444</b>	<b>1,459</b>	<b>1,491</b>	<b>1,694</b>	<b>1,721</b>	<b>1,625</b>	<b>1,606</b>	<b>1,727</b>	<b>1,753</b>	<b>1,681</b>
Minority Total	250	217	219	256	250	259	273	303	323	303
Minority as % of Total w/ International	17%	15%	15%	15%	15%	16%	17%	18%	18%	18%
Minority as % of Total w/o International*	18%	15%	15%	15%	15%	17%	18%	19%	20%	20%

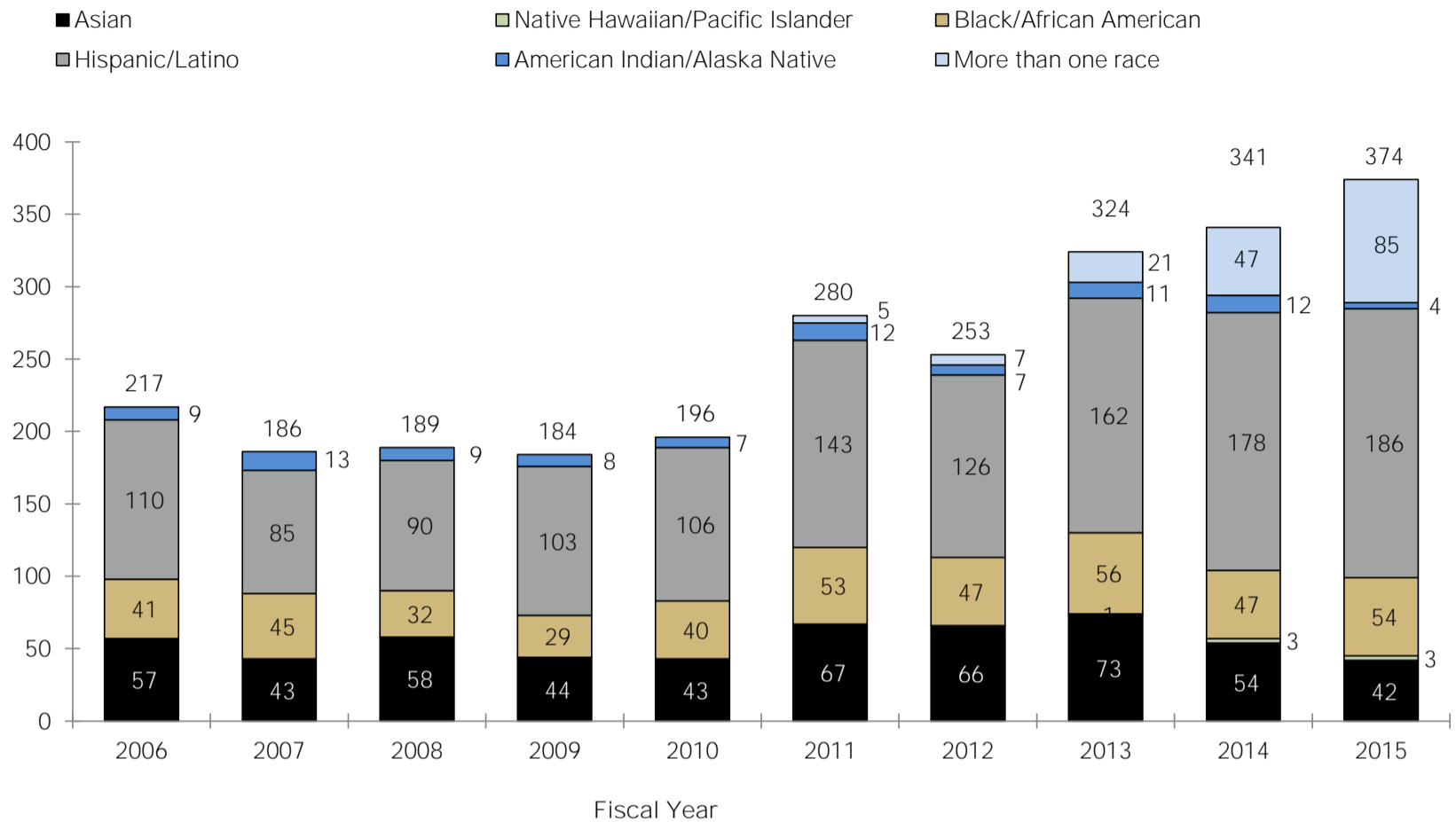
  

	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	4.8%	4.0%	3.8%	3.8%	3.7%	3.4%	3.2%	3.1%	3.6%	3.2%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.2%	0.2%
Black/African American	4.5%	3.5%	2.9%	3.2%	3.3%	3.4%	3.4%	3.2%	3.4%	3.4%
Hispanic/Latino	7.2%	6.9%	7.6%	7.7%	7.0%	7.6%	8.4%	8.9%	8.6%	8.9%
American Indian/Alaska Native	0.8%	0.5%	0.3%	0.4%	0.5%	0.4%	0.4%	0.4%	0.3%	0.2%
More than one race	0.0%	0.0%	0.0%	0.0%	0.0%	1.1%	1.7%	2.0%	2.3%	2.1%
White/Unknown	80.7%	83.5%	83.8%	83.5%	82.5%	80.1%	77.5%	74.1%	71.8%	73.2%
International	1.9%	1.6%	1.5%	1.4%	3.0%	4.0%	5.5%	8.3%	9.8%	8.8%

\* Minority percentage calculation does not include the international population.

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



Race/Ethnicity	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	57	43	58	44	43	67	66	73	54	42
Native Hawaiian/Pacific Islander	-	-	-	-	-	-	-	1	3	3
Black/African American	41	45	32	29	40	53	47	56	47	54
Hispanic/Latino	110	85	90	103	106	143	126	162	178	186
American Indian/Alaska Native	9	13	9	8	7	12	7	11	12	4
More than one race	-	-	-	-	-	5	7	21	47	85
White/Unknown	918	926	976	1,037	1,028	1,042	1,145	1,071	1,220	1,175
International	7	4	1	4	4	5	7	2	2	15
<b>Total Degrees Awarded</b>	<b>1,142</b>	<b>1,116</b>	<b>1,166</b>	<b>1,225</b>	<b>1,228</b>	<b>1,327</b>	<b>1,405</b>	<b>1,397</b>	<b>1,563</b>	<b>1,564</b>
Minority Total	217	186	189	184	196	280	253	324	341	374
Minority as % of Total w/ International	19%	17%	16%	15%	16%	21%	18%	23%	22%	24%
Minority as % of Total w/o International*	19%	17%	16%	15%	16%	21%	18%	23%	22%	24%

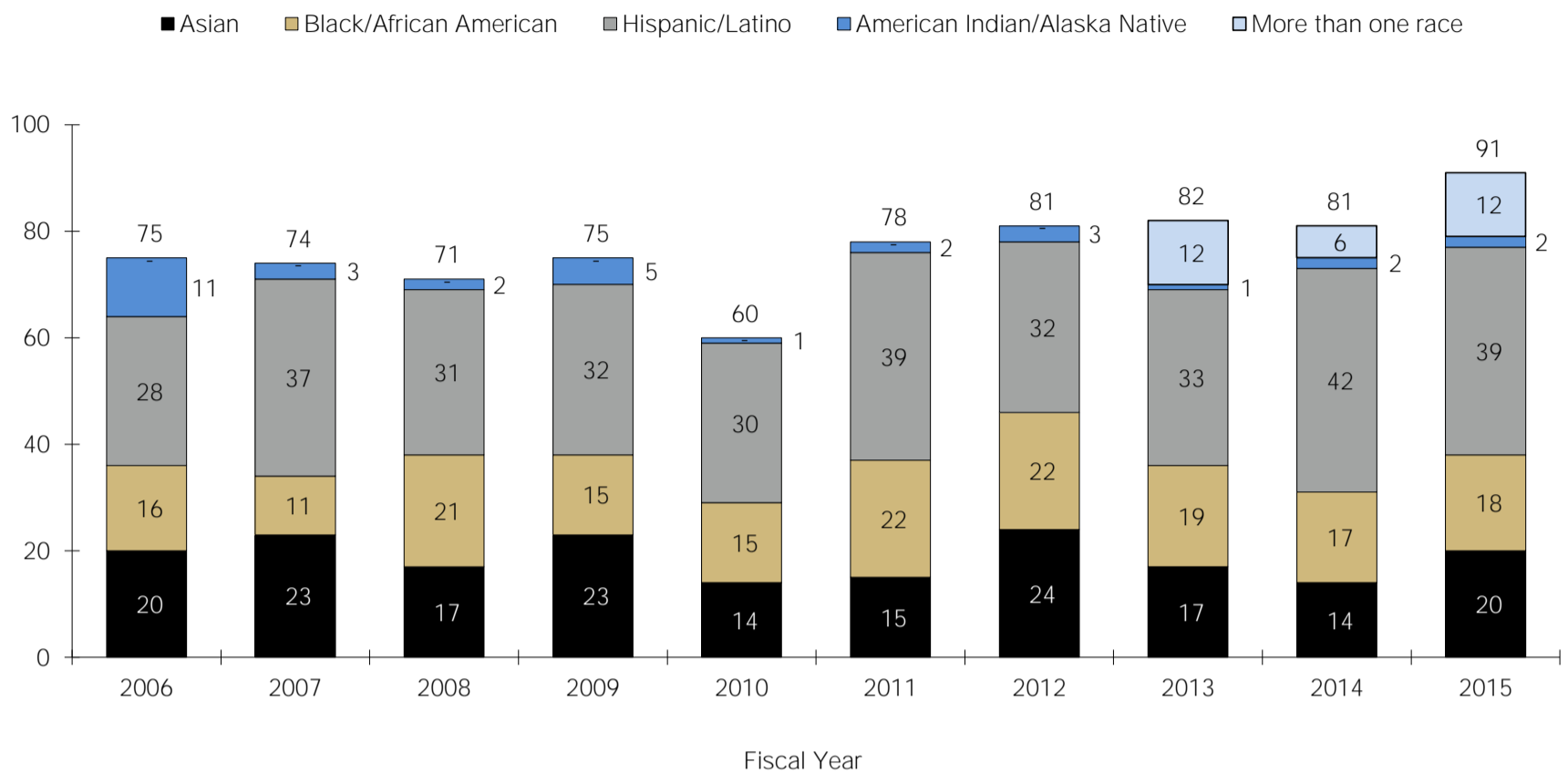
  

	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	5.0%	3.9%	5.0%	3.6%	3.5%	5.0%	4.7%	5.2%	3.5%	2.7%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.2%	0.2%
Black/African American	3.6%	4.0%	2.7%	2.4%	3.3%	4.0%	3.3%	4.0%	3.0%	3.5%
Hispanic/Latino	9.6%	7.6%	7.7%	8.4%	8.6%	10.8%	9.0%	11.6%	11.4%	11.9%
American Indian/Alaska Native	0.8%	1.2%	0.8%	0.7%	0.6%	0.9%	0.5%	0.8%	0.8%	0.3%
More than one race	0.0%	0.0%	0.0%	0.0%	0.0%	0.4%	0.5%	1.5%	3.0%	5.4%
White/Unknown	80.4%	83.0%	83.7%	84.7%	83.7%	78.5%	81.5%	76.7%	78.1%	75.1%
International	0.6%	0.4%	0.1%	0.3%	0.3%	0.4%	0.5%	0.1%	0.1%	1.0%

\* Minority percentage calculation does not include the international population.

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



Race/Ethnicity	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	20	23	17	23	14	15	24	17	14	20
Native Hawaiian/Pacific Islander	-	-	-	-	-	-	-	-	-	-
Black/African American	16	11	21	15	15	22	22	19	17	18
Hispanic/Latino	28	37	31	32	30	39	32	33	42	39
American Indian/Alaska Native	11	3	2	5	1	2	3	1	2	2
More than one race	-	-	-	-	-	-	-	12	6	12
White/Unknown	413	416	423	459	451	465	424	417	389	401
International	13	10	9	7	2	6	11	18	34	49
<b>Total Degrees Awarded</b>	<b>501</b>	<b>500</b>	<b>503</b>	<b>541</b>	<b>513</b>	<b>549</b>	<b>516</b>	<b>517</b>	<b>504</b>	<b>541</b>
Minority Total	75	74	71	75	60	78	81	82	81	91
Minority as % of Total w/ International	15%	15%	14%	14%	12%	14%	16%	16%	16%	17%
Minority as % of Total w/o International*	15%	15%	14%	14%	12%	14%	16%	16%	17%	18%

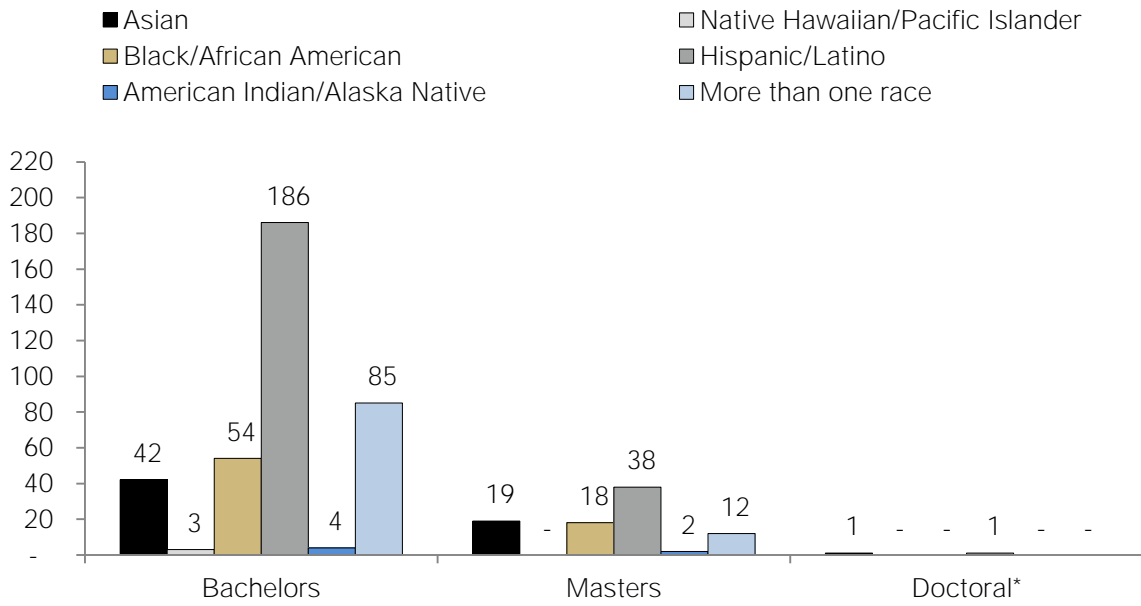
  

	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	4.0%	4.6%	3.4%	4.3%	2.7%	2.7%	4.7%	3.3%	2.8%	3.7%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Black/African American	3.2%	2.2%	4.2%	2.8%	2.9%	4.0%	4.3%	3.7%	3.4%	3.3%
Hispanic/Latino	5.6%	7.4%	6.2%	5.9%	5.8%	7.1%	6.2%	6.4%	8.3%	7.2%
American Indian/Alaska Native	2.2%	0.6%	0.4%	0.9%	0.2%	0.4%	0.6%	0.2%	0.4%	0.4%
More than one race	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.3%	1.2%	2.2%
White/Unknown	82.4%	83.2%	84.1%	84.8%	87.9%	84.7%	82.2%	80.7%	77.2%	74.1%
International	2.6%	2.0%	1.8%	1.3%	0.4%	1.1%	2.1%	3.5%	6.7%	9.1%

\* Minority percentage calculation does not include the international population.

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University of Colorado Colorado Springs  
 Degrees Awarded by Race/Ethnicity  
 Fiscal Year 2015

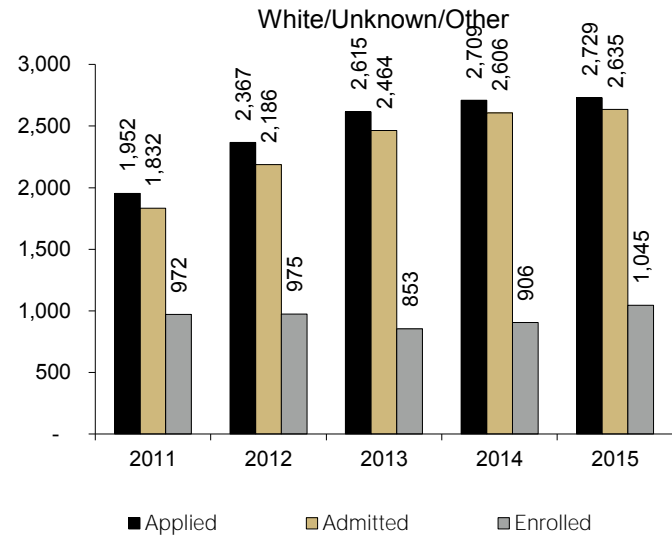
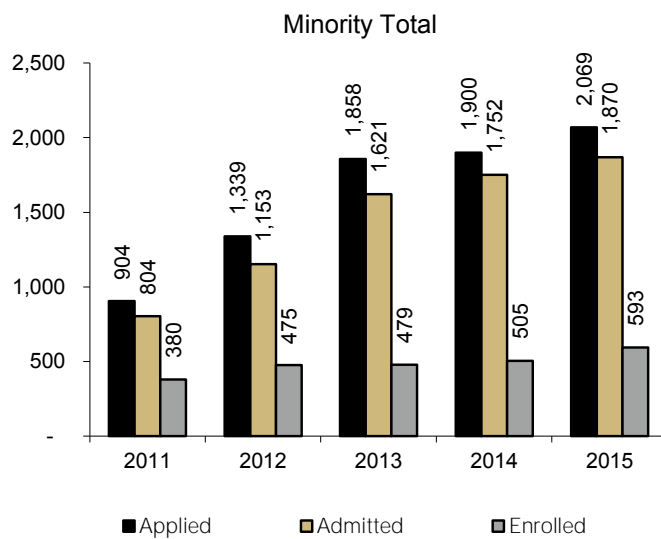


Race/Ethnicity	Bachelors	Masters	Doctoral*	Total
Asian	42	19	1	64
Native Hawaiian/Pacific Islander	3	-	-	3
Black/African American	54	18	-	75
Hispanic/Latino	186	38	1	228
American Indian/Alaska Native	4	2	-	6
More than one race	85	12	-	97
White/Unknown	1,175	385	16	1,603
International	15	41	8	65
<b>Total Degrees Awarded</b>	<b>1,564</b>	<b>515</b>	<b>26</b>	<b>2,141</b>
<b>Minority Total</b>	<b>374</b>	<b>89</b>	<b>2</b>	<b>473</b>

\*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
2011	113	102	60
2012	124	118	50
2013	157	149	40
2014	150	147	43
2015	167	158	53

**Native Hawaiian/Pacific Islander**

Fall Term	Applied	Admitted	Enrolled
2011	4	4	2
2012	8	8	4
2013	12	9	4
2014	10	10	4
2015	6	5	3

**Black/African American**

Fall Term	Applied	Admitted	Enrolled
2011	123	98	51
2012	166	124	43
2013	243	200	66
2014	218	186	61
2015	250	214	60

**Hispanic/Latino**

Fall Term	Applied	Admitted	Enrolled
2011	487	434	179
2012	782	675	244
2013	1,117	967	262
2014	1,191	1,102	280
2015	1,272	1,152	332

**American Indian/Alaska Native**

Fall Term	Applied	Admitted	Enrolled
2011	15	12	7
2012	9	7	3
2013	7	5	1
2014	11	11	5
2015	13	11	4

**More than one race**

Fall Term	Applied	Admitted	Enrolled
2011	162	154	81
2012	250	221	131
2013	322	291	106
2014	320	296	112
2015	361	330	141

**White/Unknown/Other**

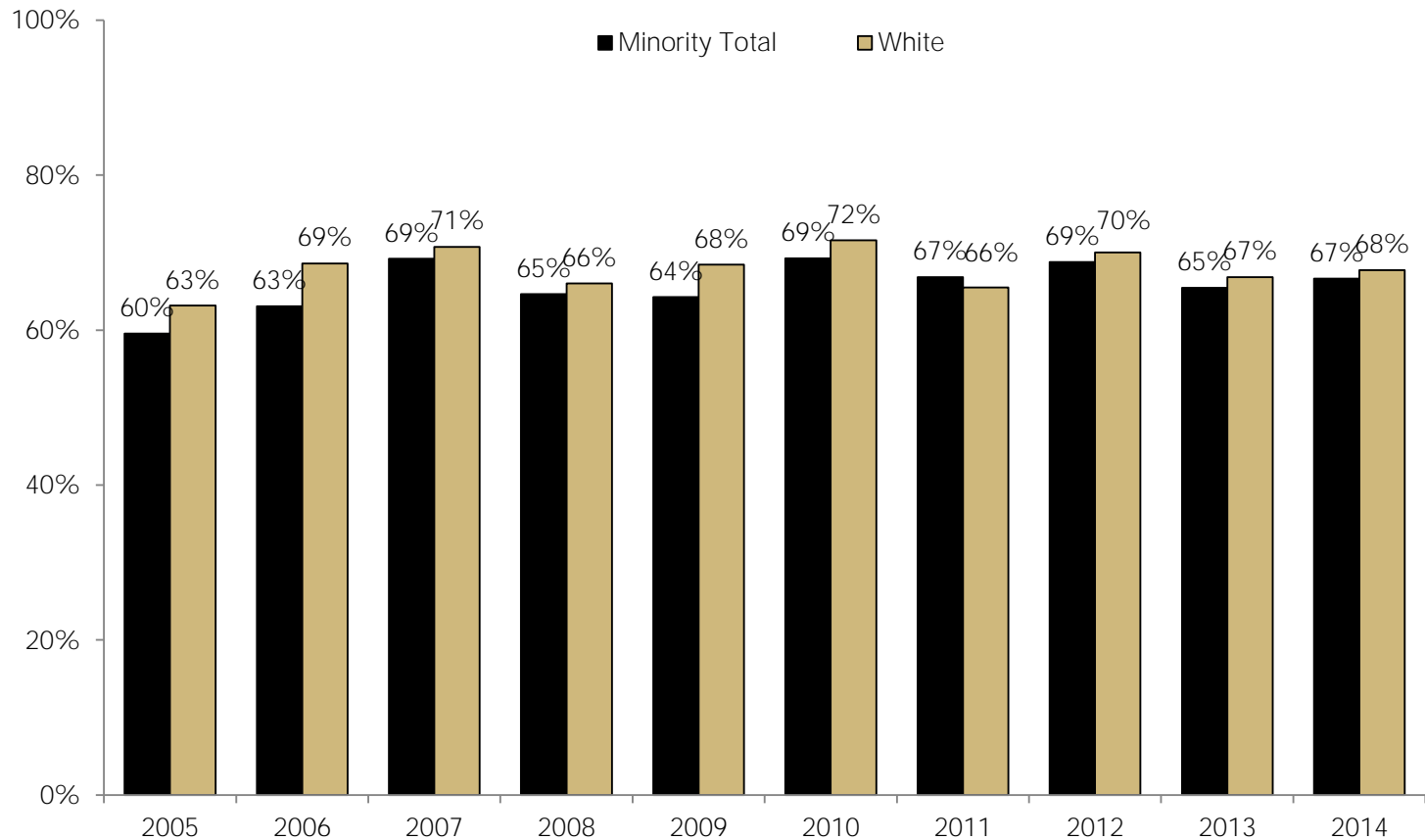
Fall Term	Applied	Admitted	Enrolled
2011	1,952	1,832	972
2012	2,367	2,186	975
2013	2,615	2,464	853
2014	2,709	2,606	906
2015	2,729	2,635	1,045

**Total**

Fall Term	Applied	Admitted	Enrolled
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
2015	4,798	4,505	1,638

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

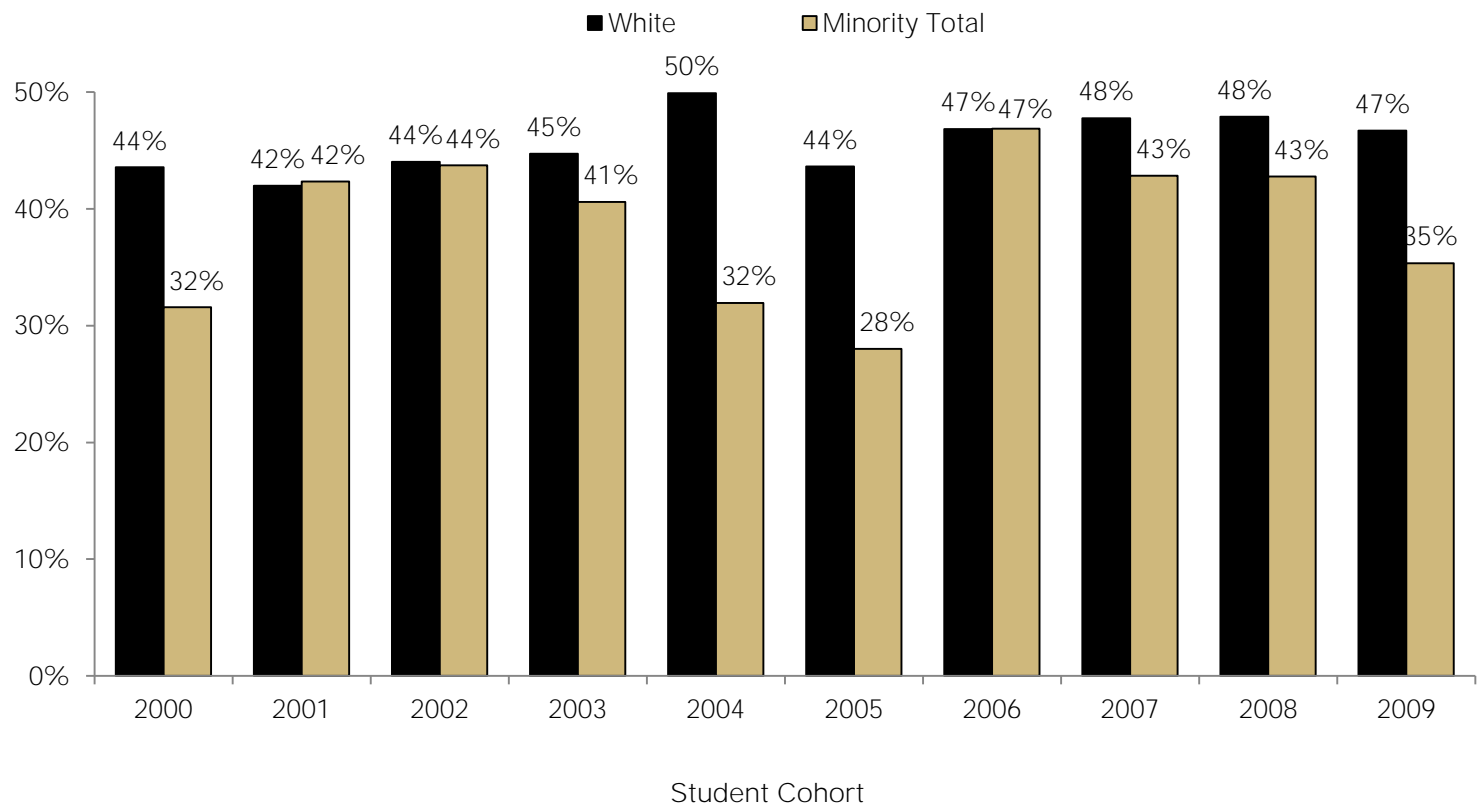


First-Year Student Cohort

First-year Cohort	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Asian	46	52	70	56	65	44	60	48	46	47
Native Hawaiian/Pacific Islander	-	-	-	-	-	-	2	4	9	6
Black/African American	34	36	39	39	36	39	51	43	71	70
Hispanic/Latino	98	100	119	126	138	184	179	244	295	337
American Indian/Alaska Native	10	7	6	11	10	9	7	3	3	5
White	790	752	725	871	783	821	925	947	1,016	1,094
Other/Unknown	45	43	50	52	61	19	38	19	4	6
International	3	6	4	3	4	7	9	7	13	10
<b>Total</b>	<b>1,026</b>	<b>996</b>	<b>1,013</b>	<b>1,158</b>	<b>1,097</b>	<b>1,156</b>	<b>1,352</b>	<b>1,447</b>	<b>1,580</b>	<b>1,722</b>
<b>Minority Total</b>	<b>188</b>	<b>195</b>	<b>234</b>	<b>232</b>	<b>249</b>	<b>309</b>	<b>380</b>	<b>474</b>	<b>547</b>	<b>612</b>

Percent Enrolled One Year Later	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Asian	72%	58%	70%	71%	75%	82%	82%	60%	72%	81%
Native Hawaiian/Pacific Islander	0%	0%	0%	0%	0%	0%	50%	100%	67%	50%
Black/African American	65%	58%	69%	67%	56%	56%	57%	72%	59%	61%
Hispanic/Latino	54%	66%	69%	60%	62%	68%	66%	69%	65%	66%
American Indian/Alaska Native	40%	86%	67%	73%	60%	78%	57%	100%	67%	60%
White	63%	69%	71%	66%	68%	72%	66%	70%	67%	68%
Other/Unknown	69%	67%	68%	85%	62%	68%	58%	74%	75%	83%
International	100%	100%	75%	67%	100%	71%	56%	100%	85%	60%
<b>Total</b>	<b>63%</b>	<b>68%</b>	<b>70%</b>	<b>67%</b>	<b>67%</b>	<b>71%</b>	<b>66%</b>	<b>70%</b>	<b>67%</b>	<b>67%</b>
<b>Minority Total</b>	<b>60%</b>	<b>63%</b>	<b>69%</b>	<b>65%</b>	<b>64%</b>	<b>69%</b>	<b>67%</b>	<b>69%</b>	<b>65%</b>	<b>67%</b>

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

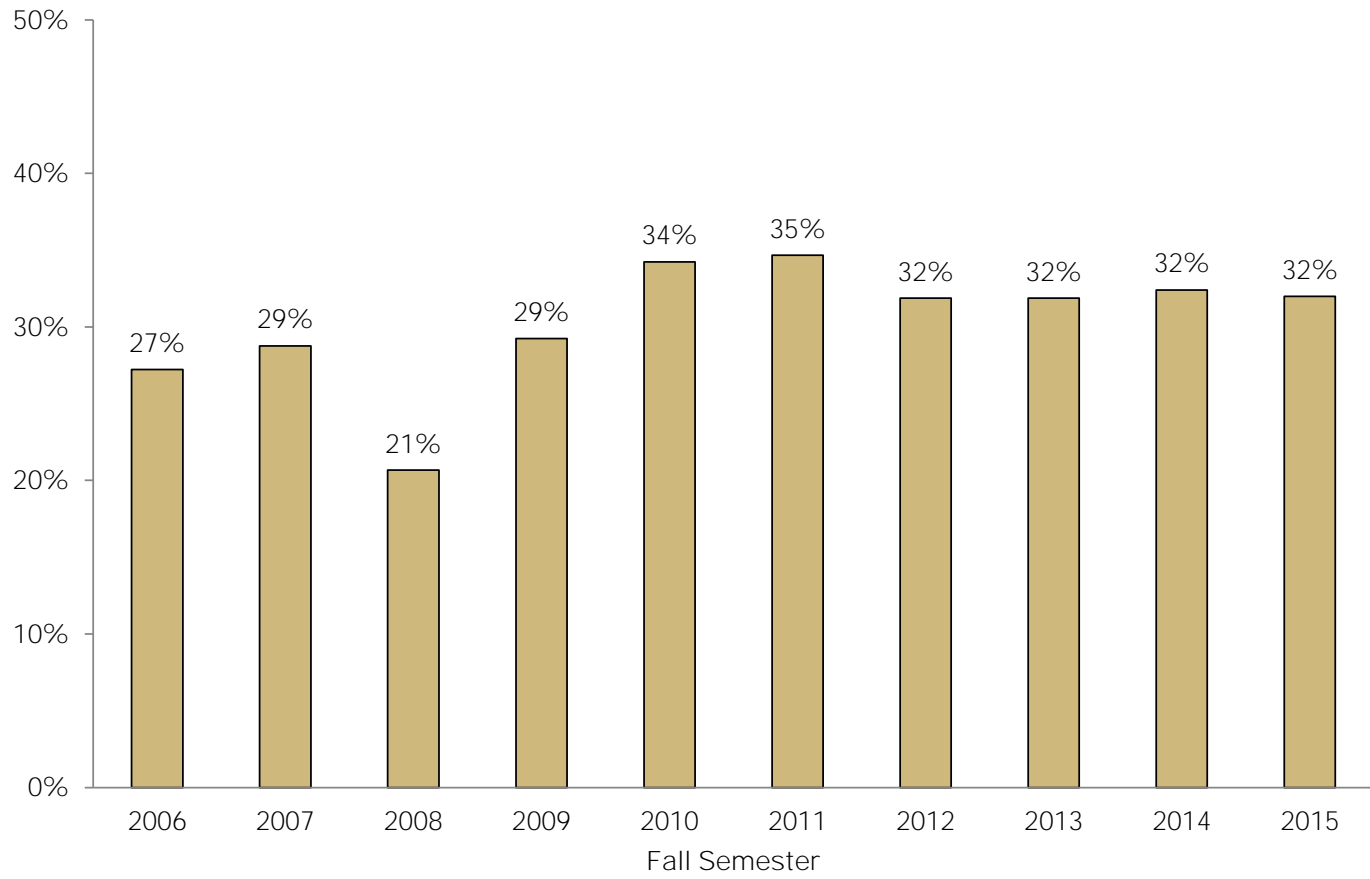


Undergraduate Cohort*	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Asian	41	50	43	39	44	42	46	62	50	53
Black/African American	27	17	26	24	34	28	29	32	32	35
Hispanic/Latino	60	61	65	71	76	89	93	111	116	130
American Indian/Alaska Native	8	7	5	6	9	8	6	4	11	10
White	560	567	670	673	703	745	698	676	814	745
Unknown	35	35	35	40	30	42	49	45	47	56
International	3	4	6	4	2	3	2	4	3	4
<b>Total</b>	<b>734</b>	<b>741</b>	<b>850</b>	<b>857</b>	<b>898</b>	<b>957</b>	<b>923</b>	<b>934</b>	<b>1073</b>	<b>1039</b>
Minority Total	95	85	96	101	119	125	128	147	159	181

Six-Year Graduation Rate	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Asian	32%	32%	53%	33%	39%	31%	43%	37%	52%	45%
Black/African American	22%	41%	46%	50%	15%	36%	34%	44%	41%	37%
Hispanic/Latino	38%	41%	43%	41%	42%	27%	52%	41%	42%	35%
American Indian/Alaska Native	13%	57%	40%	0%	11%	13%	33%	75%	55%	10%
White	44%	42%	44%	45%	50%	44%	47%	48%	48%	47%
Unknown	40%	34%	49%	25%	27%	60%	39%	42%	60%	29%
International	67%	50%	67%	75%	0%	67%	0%	25%	33%	75%
<b>Total</b>	<b>41%</b>	<b>41%</b>	<b>45%</b>	<b>43%</b>	<b>46%</b>	<b>42%</b>	<b>46%</b>	<b>46%</b>	<b>48%</b>	<b>44%</b>
Minority Total	32%	42%	44%	41%	32%	28%	47%	43%	43%	35%

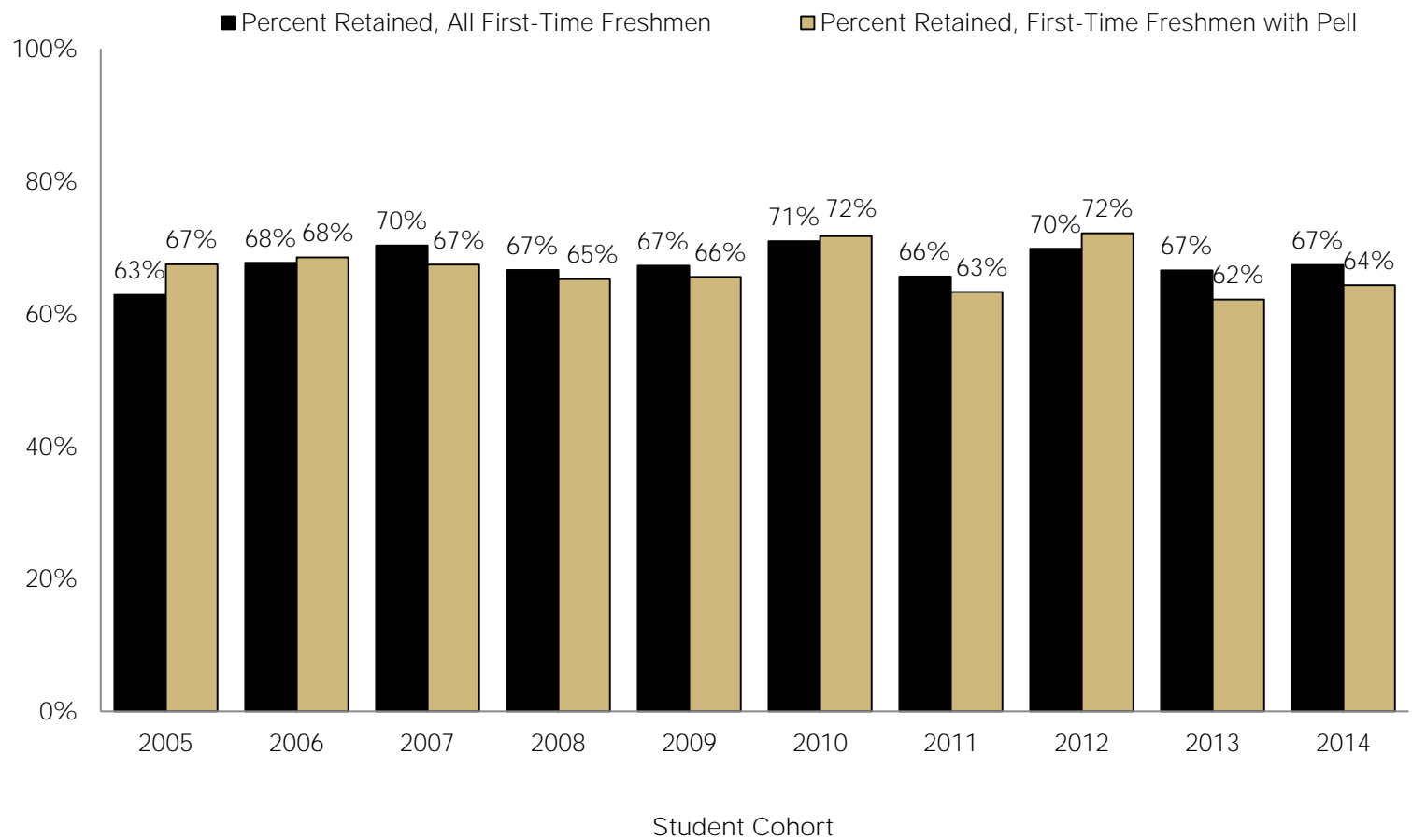
\* Cohorts include first-time first-year full-time students entering in the Fall semester.

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



	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Total UG Pell recipients enrolled	1,661	1,793	1,343	1,980	2,455	2,668	2,604	2,827	3,039	3,076
% of Total UG Enrollment	27%	29%	21%	29%	34%	35%	32%	32%	32%	32%

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

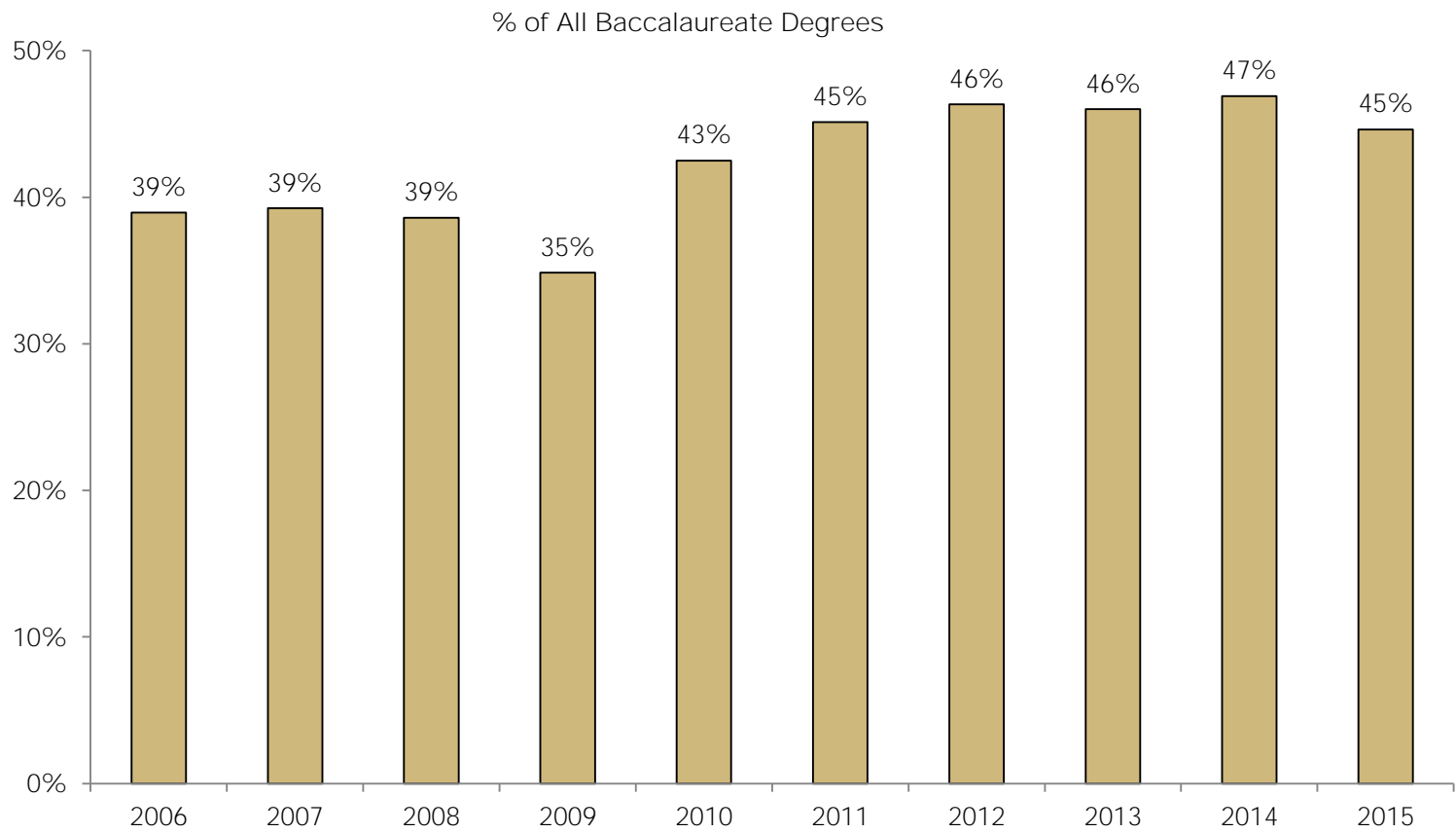


	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
First-Year Student Cohorts*	215	219	230	236	296	339	433	420	499	510
Number Retained**	145	150	155	154	194	243	274	303	310	328
Percent Retained, First-Time Freshmen with Pell	67%	68%	67%	65%	66%	72%	63%	72%	62%	64%
Percent Retained, All First-Time Freshmen	63%	68%	70%	67%	67%	71%	66%	70%	67%	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

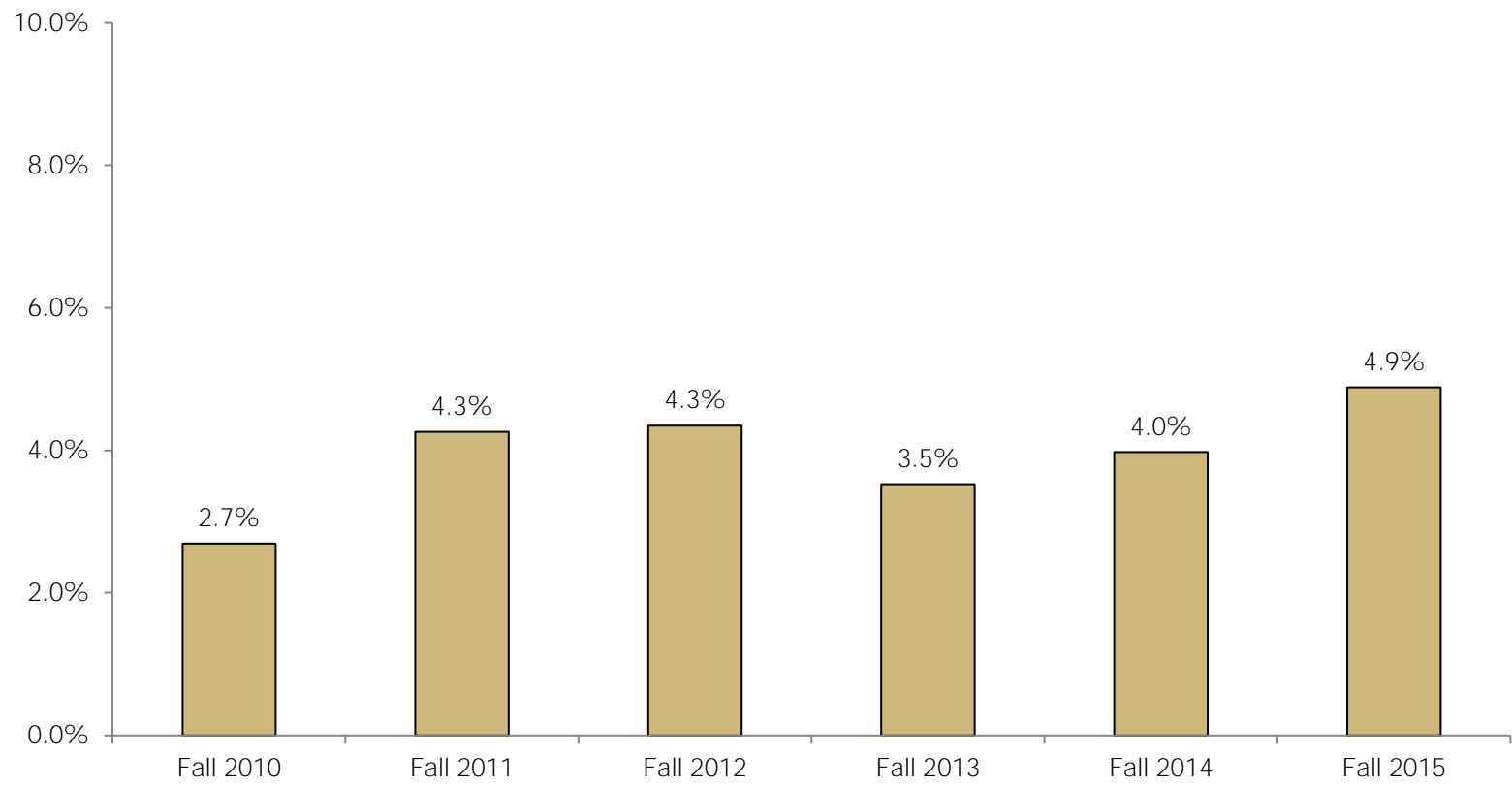


	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Baccalaureate Degrees Awarded to Pell Recipients*	445	438	450	427	522	599	651	610	733	698
% of Total Baccalaureate Degrees	39%	39%	39%	35%	43%	45%	46%	46%	47%	45%

\* counted if student was ever a Pell recipient

University of Colorado Colorado Springs  
Enrollment of Students with Disabilities

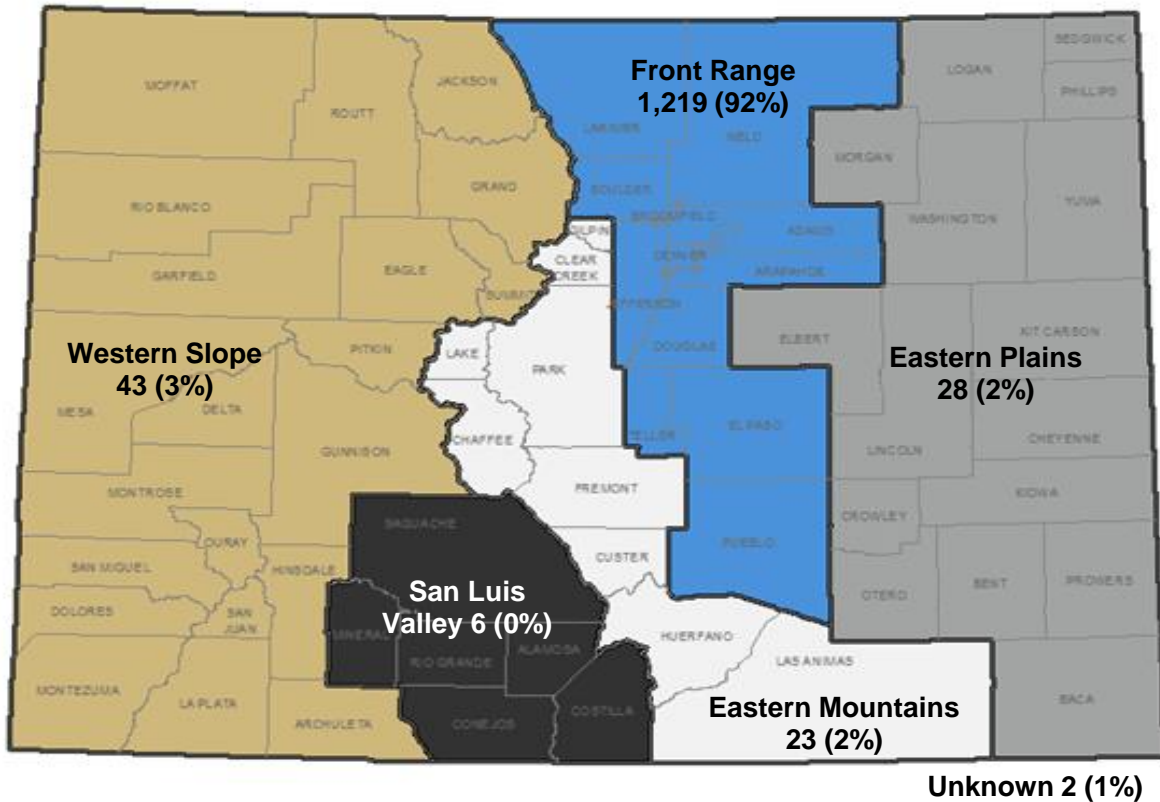
Undergraduate Students formally registered with the Office of Disability Services  
as a Percent of All Undergraduates



	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015
Number of undergraduates registered with Office of Disability Services	193	328	355	313	373	470
Percent of all undergraduates	2.7%	4.3%	4.3%	3.5%	4.0%	4.9%

University of Colorado Colorado Springs  
New Resident Freshmen, Fall 2015  
Home Region

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



Region	12th Graders Enrolled in CO Public Schools <sup>1</sup>	UCCS New Resident Freshmen, Fall 2015	
		Enrolled <sup>2</sup>	Percent
Eastern Mountains	2%	23	2%
Eastern Plains	3%	28	2%
Front Range	83%	1,219	92%
San Luis Valley	1%	6	0%
Western Slope	9%	43	3%
Unknown	3%	2	0%
<b>Total</b>	<b>100%</b>	<b>1,321</b>	<b>100%</b>

<sup>1</sup> 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>

<sup>2</sup> 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)

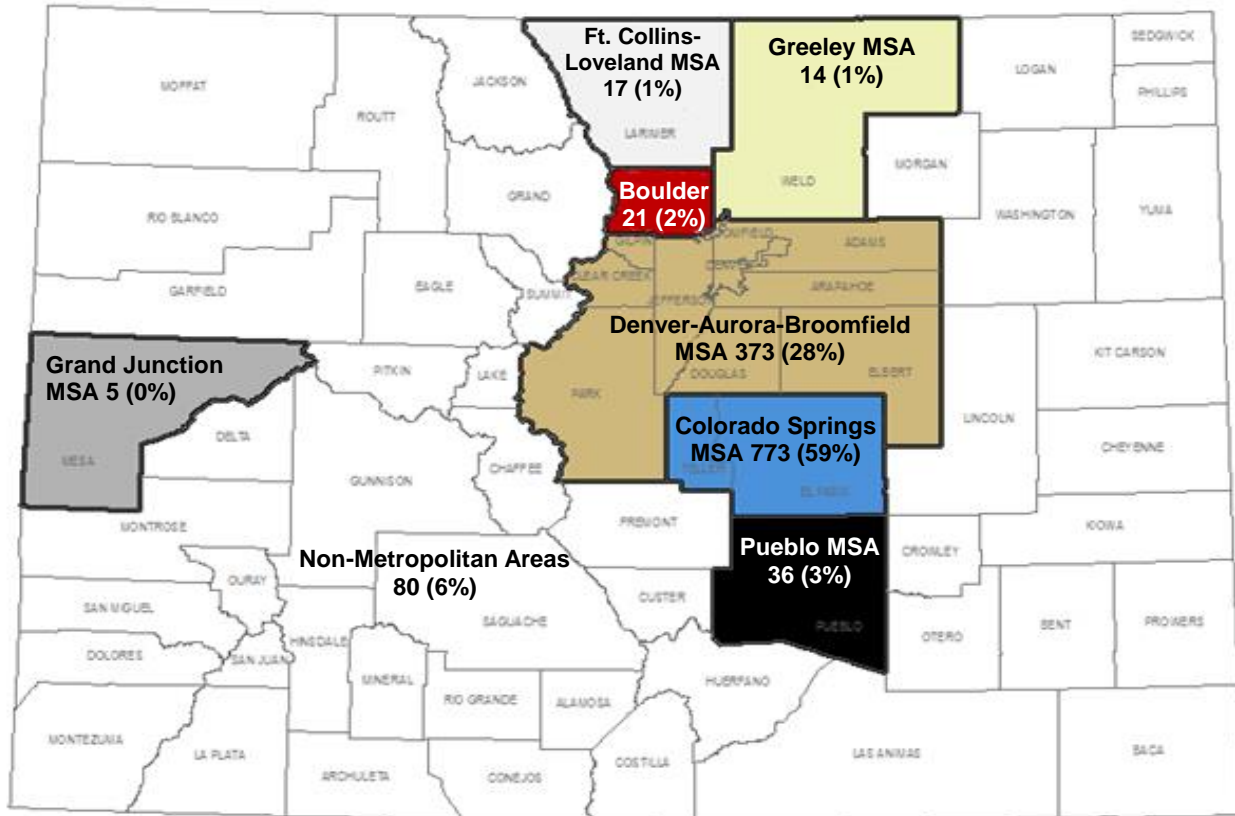
State regions defined at: Colorado Division of Local Government, State Demography Office. [www.colorado.gov/cs/Satellite/DOLA-Main/CBON/1251593300013](http://www.colorado.gov/cs/Satellite/DOLA-Main/CBON/1251593300013)

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 2015  
 Home Region: Metropolitan and Non-Metropolitan Areas

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



MSA=Metropolitan Statistical Area

Unknown MSA 2 (0%)

Metro Area	12th Graders Enrolled in CO Public Schools <sup>1</sup>	UCCS New Resident Freshmen, Fall 2015	
		Enrolled <sup>2</sup>	Percent
Boulder MSA	7%	21	2%
Colorado Springs MSA	16%	773	59%
Denver-Aurora-Broomfield MSA	48%	373	28%
Fort Collins-Loveland MSA	5%	17	1%
Grand Junction MSA	3%	5	0%
Greeley MSA	4%	14	1%
Pueblo MSA	3%	36	3%
Non-Metro	11%	80	6%
Unknown	3%	2	0%
<b>Total</b>	<b>100%</b>	<b>1,321</b>	<b>100%</b>

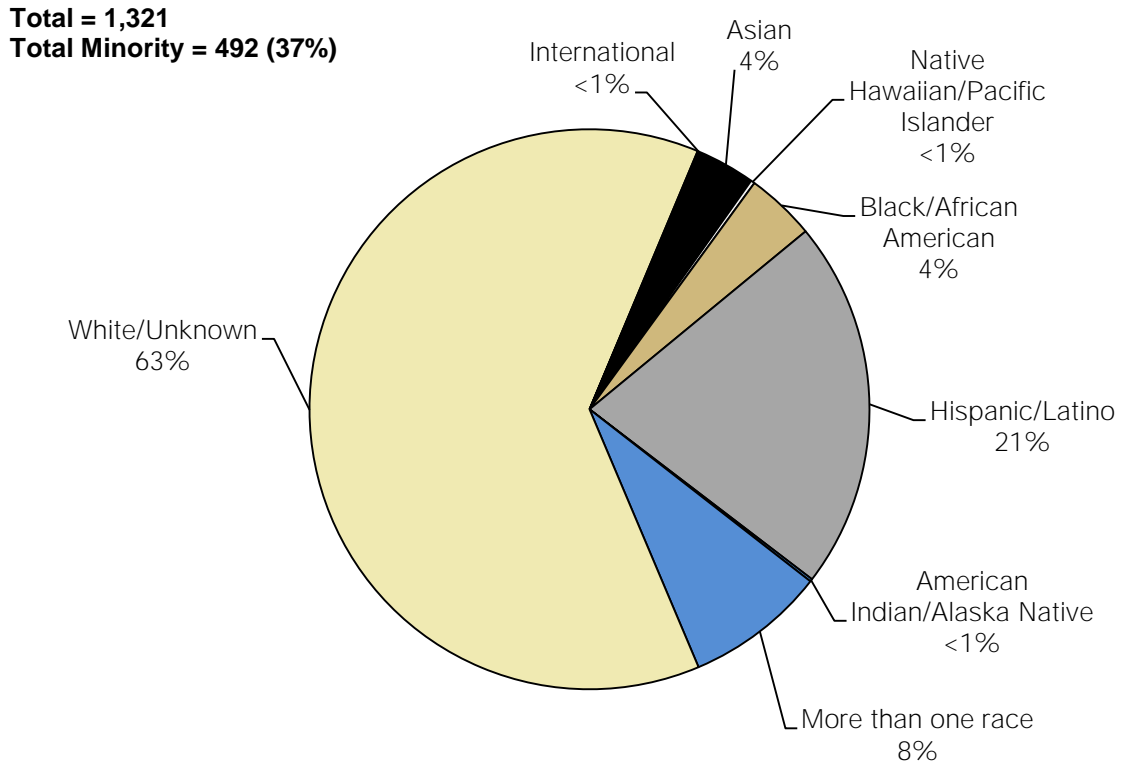
<sup>1</sup> Distribution of 12th grade students enrolled in Colorado Public Schools based on school district enrollment, fall 2013. Students in the "unknown" category attended BOCES, the Colorado Charter School Institute, or a Colorado Detention Center. Data source: Colorado Department of Education,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

<sup>2</sup> 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 2015  
 (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 2015 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 2015

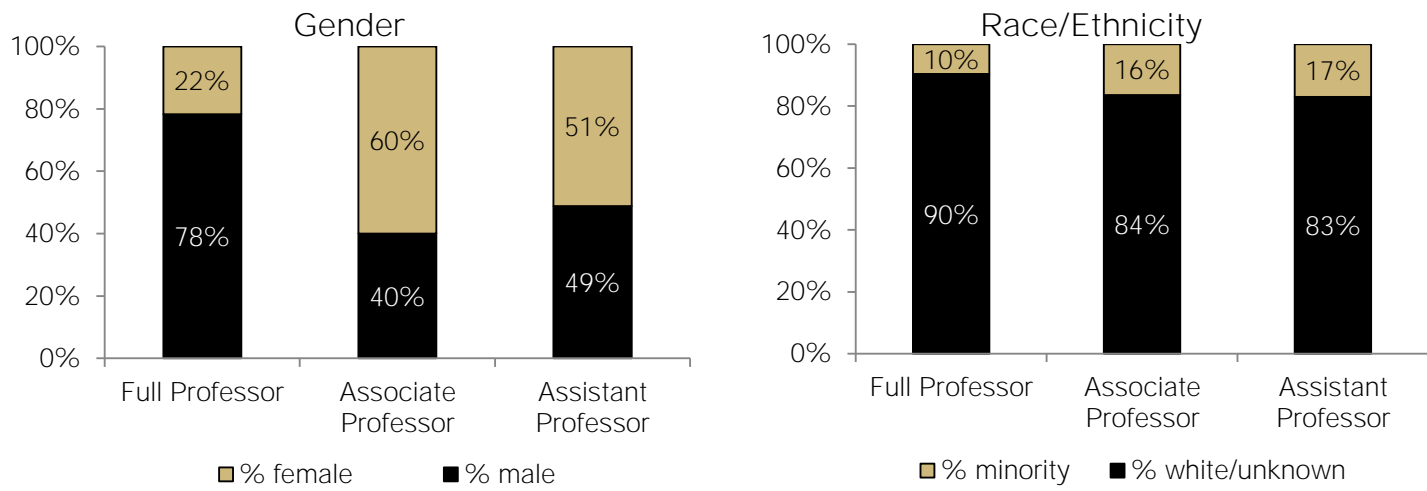
Notes: Includes all employees reported for IPEDS HR for Fall 2015. Excludes student and other temporary employees.

\* Minority total includes more than one race and excludes white, unknown, international. Minority percentage calculation does not include the international population.

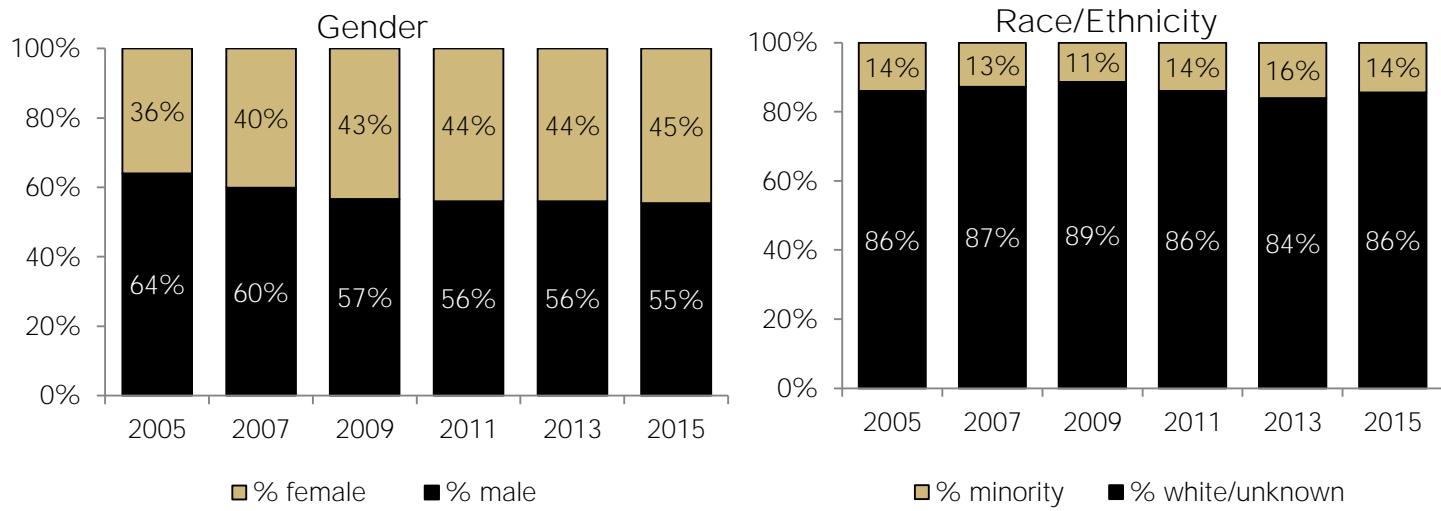
	Total	Female		Male		Minority*		Ethnicity/Citizenship							
		#	%	#	%	#	%	Black/ African American	American Indian/ Alaska Native	Asian	Native Hawaiian/ Pacific Islander	Hispanic/ Latino	More than one Race	White	Unknown
<b>Faculty</b>	<b>825</b>	<b>441</b>	<b>53%</b>	<b>384</b>	<b>47%</b>	<b>92</b>	<b>11%</b>	<b>11</b>	<b>4</b>	<b>40</b>	<b>-</b>	<b>37</b>	<b>-</b>	<b>695</b>	<b>38</b>
Instructional Faculty	791	428	54%	363	46%	87	11%	11	4	38	-	34	-	667	37
Tenured/Tenure Track	256	114	45%	142	55%	37	14%	4	1	21	-	11	-	209	10
Full Professor	83	18	22%	65	78%	8	10%	-	-	5	-	3	-	74	1
Associate Professor	85	51	60%	34	40%	14	16%	2	1	4	-	7	-	67	4
Assistant Professor	88	45	51%	43	49%	15	17%	2		12	-	1	-	68	5
Non-Tenure Track	535	314	59%	221	41%	50	9%	7	3	17	-	23	-	458	27
Instructor/Sr. Instructor	197	130	66%	67	34%	19	10%	2	2	4	-	11	-	168	10
Other	338	184	54%	154	46%	31	9%	5	1	13	-	12	-	290	17
Research/Public Service Faculty	34	13	38%	21	62%	5	15%	-	-	2	-	3	-	28	1
<b>Staff</b>	<b>771</b>	<b>438</b>	<b>57%</b>	<b>333</b>	<b>43%</b>	<b>142</b>	<b>18%</b>	<b>33</b>	<b>3</b>	<b>28</b>	<b>4</b>	<b>74</b>	<b>-</b>	<b>601</b>	<b>28</b>
Officers	14	5	36%	9	64%	3	21%	-	-	2	-	1	-	11	-
With Faculty Status	8	3	38%	5	63%	3	38%	0	0	2	0	1	-	5	0
Without Faculty Status	6	2	33%	4	67%	-	0%	0	0	0	0	0	-	6	0
Management/Other Professionals/S	757	433	57%	324	43%	139	18%	33	3	26	4	73	-	590	28
With Faculty Status	-	-	--	-	--	-	--	-	-	-	-	-	-	-	-
Exempt Professionals	536	337	63%	199	37%	83	15%	16	2	21	3	41		429	24
Classified Staff	221	96	43%	125	57%	56	25%	17	1	5	1	32		161	4
<b>Faculty/Staff Total</b>	<b>1,596</b>	<b>879</b>	<b>55%</b>	<b>717</b>	<b>45%</b>	<b>234</b>	<b>15%</b>	<b>44</b>	<b>7</b>	<b>68</b>	<b>4</b>	<b>111</b>	<b>-</b>	<b>1,296</b>	<b>66</b>

# University of Colorado Colorado Springs

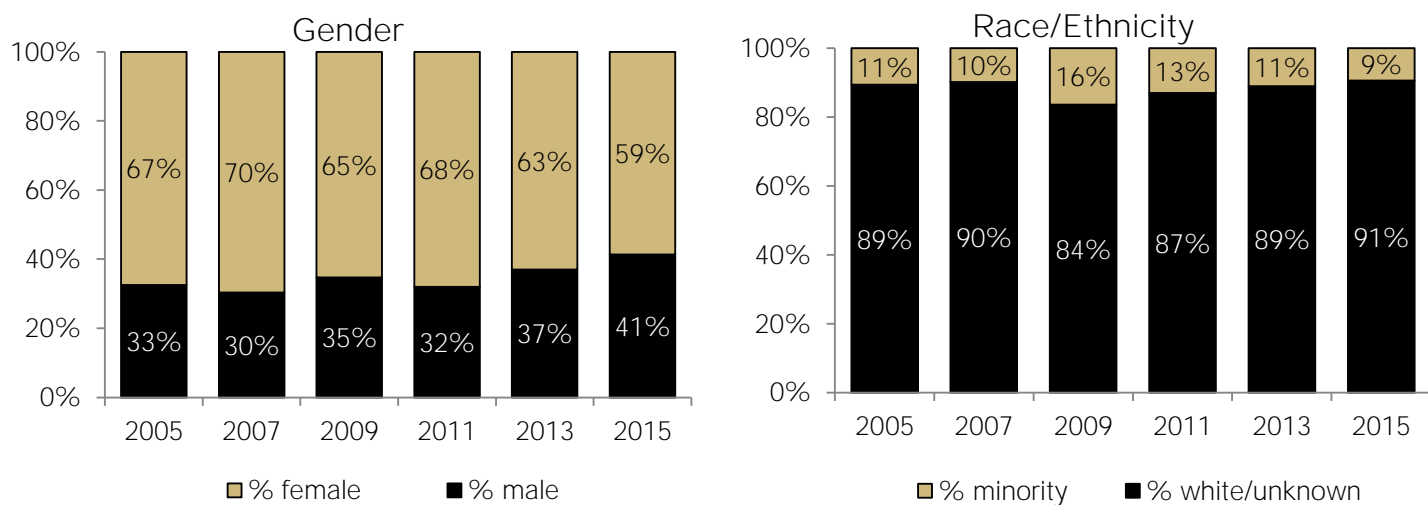
## Instructional Faculty, Fall 2015 Tenured/Tenure Track



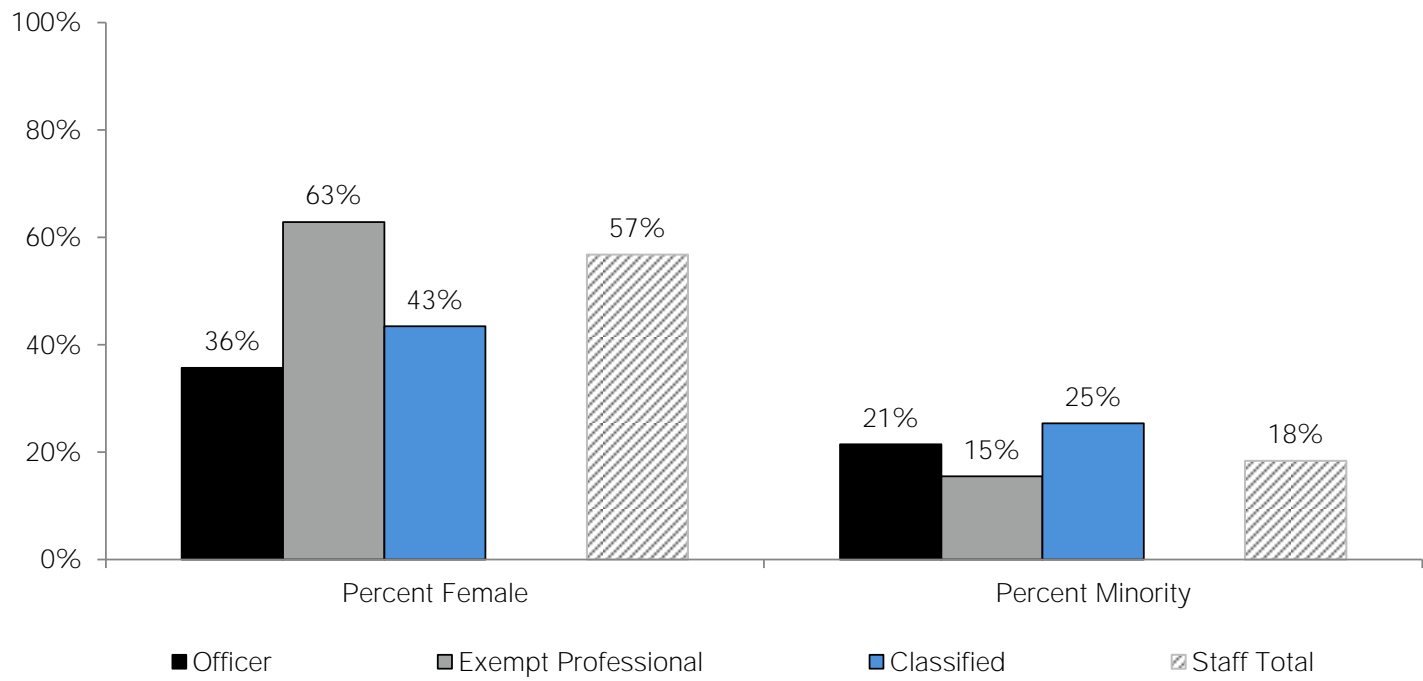
## Instructional Faculty, Fall 2005 - Fall 2015 Tenured/Tenure Track Faculty All Ranks Combined



## Non-Tenure Track Faculty



University of Colorado Colorado Springs  
Staff Diversity, Fall 2015





**2015 - 2016 Report on Diversity**

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

May 2016

## A Strategic Approach to Diversity and Inclusion

Our commitment to diversity and inclusion is evident in our Strategic Plan 2008-2020 priority #5: **to enhance diversity university-wide and to foster a culture of inclusion**. Our conception of diversity encompasses many aspects of identity, including gender, race, ethnicity, sexual orientation, ability status, veteran status, nationality, religion, and socioeconomic background. Goals and objectives of the strategic 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. Primary responsibility for helping the campuses to accomplish that priority rests in the Office of Diversity and Inclusion (ODI). The ODI applies strategic, systemic, and sustainable approaches to serve, support, and collaborate with a wide range of offices, programs, and individuals.

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 a variety of services: a) to support underrepresented students and b) to promote a diverse and inclusive campus for **all** students, faculty, and staff.
- **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 the 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 for 2015-2016

- The proportion of undergraduate minority students at the combined Denver Campus and Anschutz Medical Campus has increased each year since 2006, reaching 42% for Fall 2015.
- From 2006 through 2009, the percent of minority health professional students at the Anschutz Medical Campus remained steady at about 21%, rising to 27% in Fall 2015.
- The percent of baccalaureate degrees awarded to minority students at the combined Denver Campus and Anschutz Medical Campus reached a high of 35% in fiscal year 2015. Concurrently, the number of degrees awarded to that group has increased since 2006.
- The proportion of graduate degrees conferred to minority students at the combined Denver Campus and Anschutz Medical Campus has remained fairly consistent during the last decade, ranging from 11 to 16 percent.
- Nearly 35% of the baccalaureate degrees awarded in fiscal year 2015 were earned by minority students. However, just 14% of masters degrees were awarded to minority students; 26% of doctoral degrees were conferred to minority students.
- We continue to see higher persistence rates for first-year minority students (71%) than for white students (65%) in the 2014 cohort.
- The number of minority students in the standard undergraduate cohorts has been increasing since 2001. For the five most recent cohorts, the graduation rates have been within three percentage points of the white student graduation rates. The 6-year rate for the 2009 cohort was higher for minority students (47%) than for white students (44%).
- The number and proportion of Pell grant recipients on the Denver Campus reached highs of 3,716 and 37%, respectively, in Fall 2015.
- For each cohort on the Denver Campus, the one-year retention rates are higher for those who received Pell grants (72%) compared to those who did not (68%).
- The percentage of Denver Campus students receiving baccalaureate degrees who were Pell grant recipients has been around 50% since 2013.
- Over the last six fall semesters, the proportion of undergraduate students registered with the Office of Disability Services increased from 3.2% in Fall 2010 to 7.3% in Fall 2015. The latter represents an estimated 770 undergraduate students from the combined Denver Campus and Anschutz Medical Campus.
- Percentages of minority faculty in the tenured/tenure track ranks remained at 16%.
- While females represent more than half of the classified (56%), exempt professional (63%), and professionals with faculty status (72%), they make up only 38% of university officers. In these same categories, 41% of classified staff, 27% of exempt professionals, 16% of professionals with faculty status and 13% of officers are individuals from minority groups.

## Campus Qualitative Highlights for 2015-2016<sup>1</sup>

During 2015-2016, the Office of Diversity and Inclusion provided a variety of services and support related to **Objective 5.2.2** of the diversity strategic priority: “Offer training programs and leadership development that support recruitment and retention efforts, unearth unconscious biases within the university’s culture, and foster a nurturing environment for people of diverse backgrounds.” ODI is focusing on this objective because a majority of faculty and staff from both campuses selected it as their top priority for enhancing diversity and fostering a culture of inclusion during an internal campus summit in 2013.

The ODI created a Council on Diversity and Inclusion which consists of tenured faculty representatives from each college and school on both campuses. The Vice Chancellor for Diversity and Inclusion leads this group to assist with implementing the university’s diversity strategic priority. One of the first topics this group is addressing is recruiting and retaining faculty of color.

On each campus, faculty, staff, and students created formal groups devoted to inclusion.

Staff and faculty on the Anschutz Medical Campus created the Anschutz Inclusivity Alliance, which originally consisted of Deans of Student Affairs, but has expanded to include any interested staff and faculty member on the Anschutz campus. The group convenes for two hours monthly for discussions about inclusive perspectives and practices.

Faculty, staff, and students at CU Denver developed the Inclusive Campus Action Network (ICAN), which seeks to cultivate an inclusive, respectful campus climate. ICAN is developing a plan for professional development projects on the CU Denver campus.

During 2015-2016, the ODI provided training on unconscious bias, workshops on culturally responsive teaching, and seminars on respect in the workplace for several units on both campuses. On the downtown campus, the ODI sponsored training about undocumented students and interrupting bias, as well as webinars on microaggressions, implicit bias, and Islamophobia.

The ODI created a pilot Diversity Faculty Fellows program to provide opportunities for faculty who have demonstrated commitment to diversity and inclusion to engage in programs or projects that will help to accomplish the diversity strategic priority. For example, Dr. Kariann Yakota on the CU Denver campus is conducting research on promising practices for recruiting and retaining faculty of color, and Dr. Kavita Garg on the CU Anschutz campus is implementing a research project to ascertain “Perceptions, Barriers and Expectations by a Diverse Patient Population Undergoing Routine

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<sup>1</sup> For more information, please visit the newly-renovated website for the Office of Diversity and Inclusion: <http://www.ucdenver.edu/about/departments/odi/Pages/default.aspx>

Computerized Tomography (CT) Imaging.” An undergraduate research assistant from CU Denver will implement the survey for Spanish-speaking patients.

ODI provided funding to support diversity-related opportunities or events for numerous faculty, staff, and students. Examples include:

The ODI co-sponsored guest speaker Dr. Enrique Alemán, Jr., Professor and Chair at the University of Texas at San Antonio’s Department of Educational Leadership & Policy Studies. The event was held by CU Denver’s Research Advocacy in Critical Education (R.A.C.E) -- a think tank for CU Denver researchers and activists to share their research and projects. Part of R.A.C.E.’s mission promotes true stories and counterstories of Black, Brown, Queer, Asian and oppressed communities.

The ODI supplemented funding from the Department of English for Professor Cynthia Wong to present her research at the 7<sup>th</sup> Asian Conference on Education in Kobe Japan.

The ODI provided funding for members of the Hispanic Student Dental Association to attend the Annual Hispanic Dental Association Conference in San Antonio, Texas.

In the last few years, some schools and colleges have established or augmented faculty or staff positions related to diversity. For example, the School of Dental Medicine created an Office of Diversity and Inclusion, to be led by the newly-created position of Associate Dean of Diversity and Inclusion. As a result, the School has made great strides to accomplish goals detailed in an implementation plan that resulted from an in-depth review of the school’s climate and practices in 2014.

Other examples include: the College of Nursing developed an Assistant Dean for Diversity role, and the new dean of the School of Medicine increased the duties of the Associate Dean for Diversity from .30 to .75, and hired a new person in that role.

Several schools and colleges have established diversity committees or councils, or they have enhanced responsibilities of existing groups. For instance, the Council on Diversity and Inclusion of the College of Liberal Arts and Sciences (CLAS) at CU Denver offers CLAS Diversity and Inclusion Initiatives Fund (DIIF) Awards to faculty, staff, and students in their college.

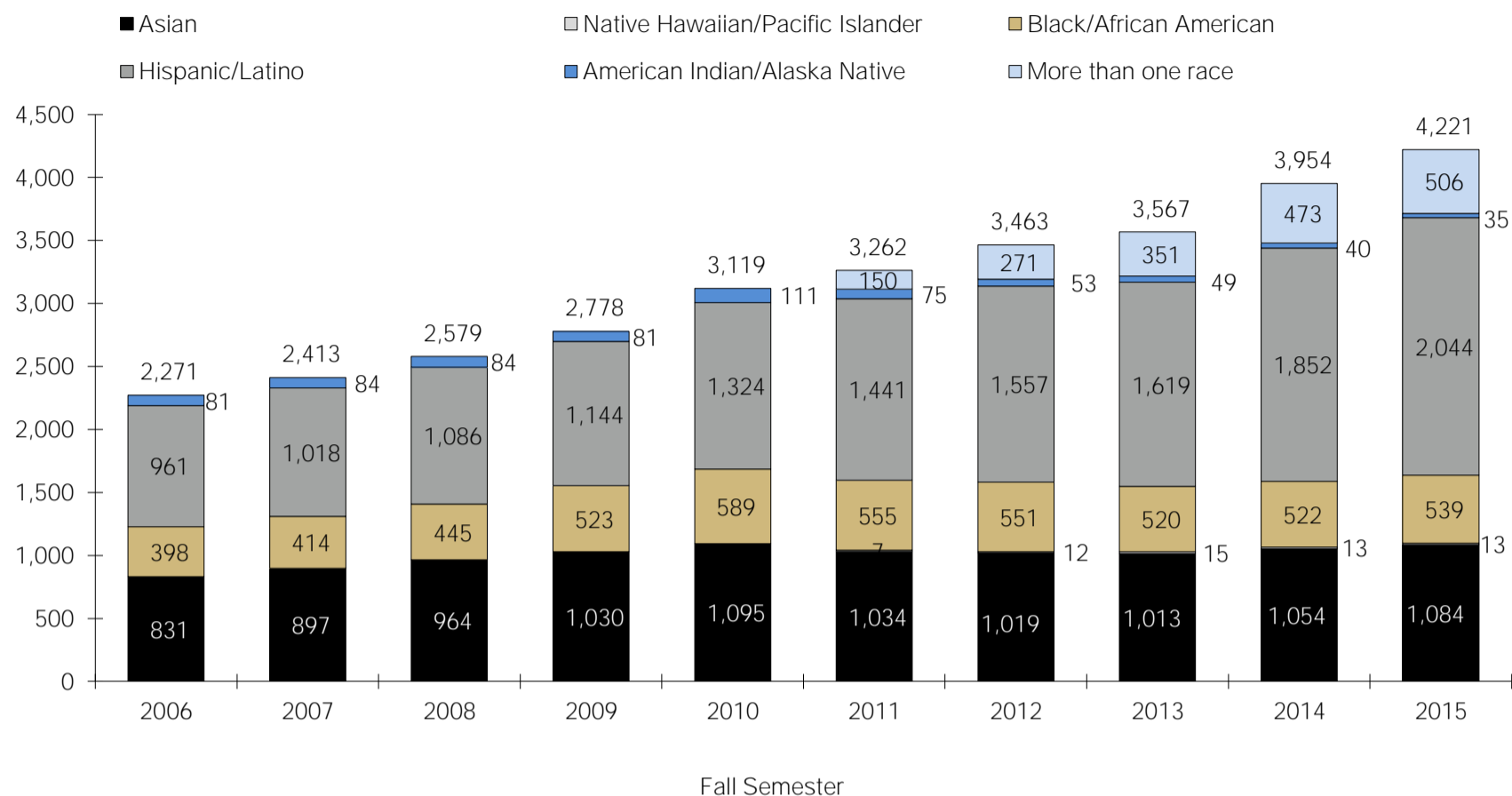
The ODI solicited proposals from schools and colleges at CU Denver for faculty cohorts to develop courses to incorporate Diversity and Global Learning High Impact Practices. Four faculty from the Business School received the grant, and they have revised several courses (some of which are core courses) with the guidance of VC Allen.

The ODI created a part-time position for a graduate research assistant to identify, develop, and help to provide resources for undocumented students.

University of Colorado Denver | Anschutz Medical Campus  
Student Diversity

Data provided by the CU Denver Office of Institutional Research & Effectiveness  
<http://www.ucdenver.edu/about/departments/InstitutionalResearch/>

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



Race/Ethnicity	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	831	897	964	1,030	1,095	1,034	1,019	1,013	1,054	1,084
Native Hawaiian/Pacific Islander						7	12	15	13	13
Black/African American	398	414	445	523	589	555	551	520	522	539
Hispanic/Latino	961	1,018	1,086	1,144	1,324	1,441	1,557	1,619	1,852	2,044
American Indian/Alaska Native	81	84	84	81	111	75	53	49	40	35
More than one race						150	271	351	473	506
White/Unknown	5,915	6,023	6,179	6,484	6,502	6,280	6,084	5,878	5,793	5,765
International	107	182	255	342	468	594	706	724	706	565
<b>Total Enrollment</b>	<b>8,293</b>	<b>8,618</b>	<b>9,013</b>	<b>9,604</b>	<b>10,089</b>	<b>10,136</b>	<b>10,253</b>	<b>10,169</b>	<b>10,453</b>	<b>10,551</b>
<b>Students of Color Total</b>	<b>2,271</b>	<b>2,413</b>	<b>2,579</b>	<b>2,778</b>	<b>3,119</b>	<b>3,262</b>	<b>3,463</b>	<b>3,567</b>	<b>3,954</b>	<b>4,221</b>
<b>Students of Color as % of Total*</b>	<b>28%</b>	<b>29%</b>	<b>29%</b>	<b>30%</b>	<b>32%</b>	<b>34%</b>	<b>36%</b>	<b>38%</b>	<b>41%</b>	<b>42%</b>

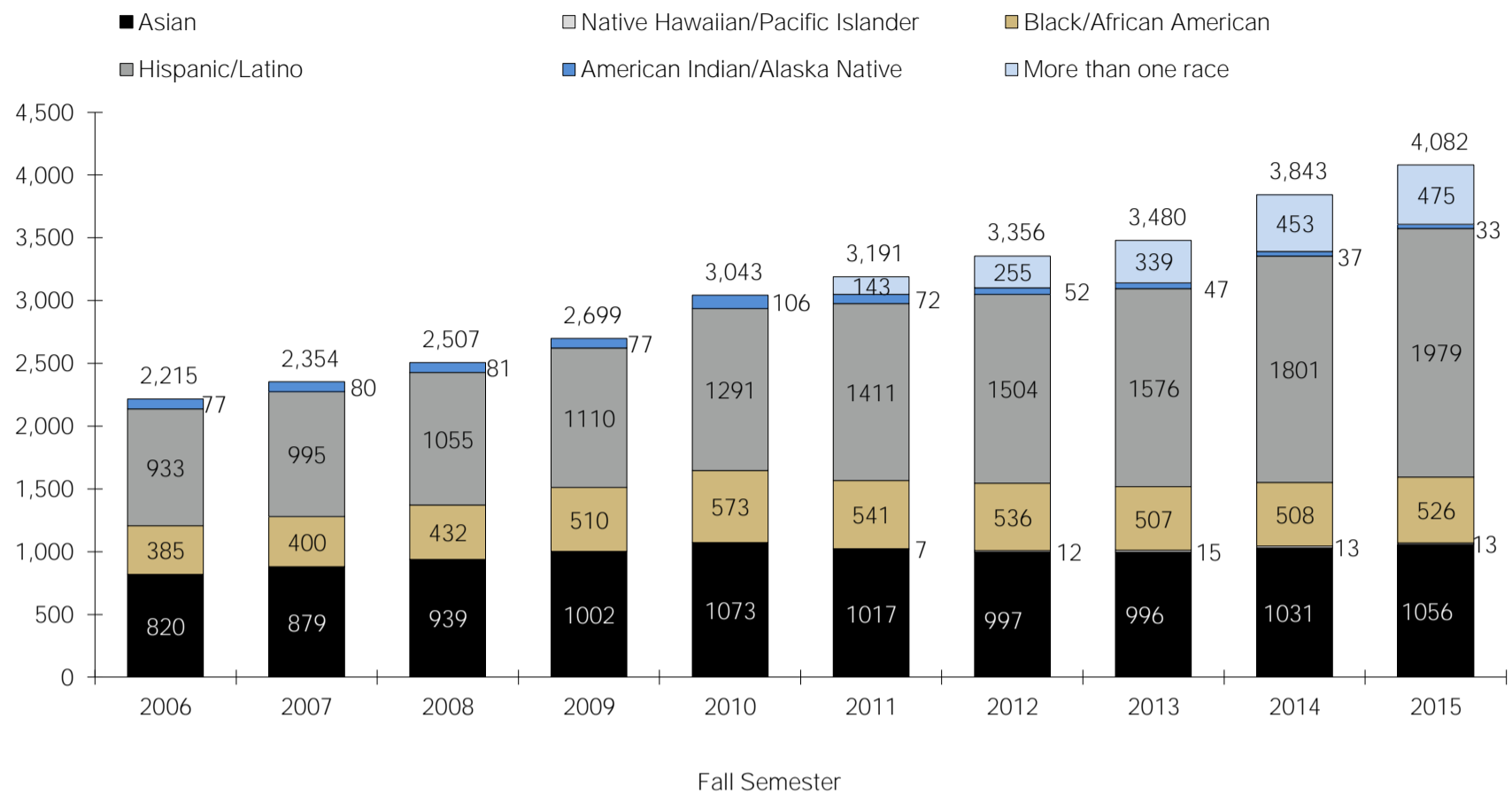
Race/Ethnicity	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	10.0%	10.4%	10.7%	10.7%	10.9%	10.2%	9.9%	10.0%	10.1%	10.3%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.1%	0.1%
Black/African American	4.8%	4.8%	4.9%	5.4%	5.8%	5.5%	5.4%	5.1%	5.0%	5.1%
Hispanic/Latino	11.6%	11.8%	12.0%	11.9%	13.1%	14.2%	15.2%	15.9%	17.7%	19.4%
American Indian/Alaska Native	1.0%	1.0%	0.9%	0.8%	1.1%	0.7%	0.5%	0.5%	0.4%	0.3%
More than one race	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	2.6%	3.5%	4.5%	4.8%
White/Unknown	71.3%	69.9%	68.6%	67.5%	64.4%	62.0%	59.3%	57.8%	55.4%	54.6%
International	1.3%	2.1%	2.8%	3.6%	4.6%	5.9%	6.9%	7.1%	6.8%	5.4%

The proportion (and number) of undergraduate students of color at the combined Denver Campus and Anschutz Medical Campus has increased each year since 2006, reaching 40% for Fall 2015.

\* Minority percentage calculation does not include the international population.

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 Fall Headcount Enrollment by Race/Ethnicity



Race/Ethnicity	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	820	879	939	1002	1073	1017	997	996	1031	1056
Native Hawaiian/Pacific Islander	0	0	0	0	0	7	12	15	13	13
Black/African American	385	400	432	510	573	541	536	507	508	526
Hispanic/Latino	933	995	1055	1110	1291	1411	1504	1576	1801	1979
American Indian/Alaska Native	77	80	81	77	106	72	52	47	37	33
More than one race	0	0	0	0	0	143	255	339	453	475
White/Unknown	5557	5658	5820	6152	6173	5943	5706	5535	5439	5392
International	100	176	250	337	466	593	704	721	705	564
<b>Total:</b>	<b>7,872</b>	<b>8,188</b>	<b>8,577</b>	<b>9,188</b>	<b>9,682</b>	<b>9,727</b>	<b>9,766</b>	<b>9,736</b>	<b>9,987</b>	<b>10,038</b>
<b>Students of Color Total</b>	<b>2,215</b>	<b>2,354</b>	<b>2,507</b>	<b>2,699</b>	<b>3,043</b>	<b>3,191</b>	<b>3,356</b>	<b>3,480</b>	<b>3,843</b>	<b>4,082</b>
<b>Students of Color as % of Total*</b>	<b>28%</b>	<b>29%</b>	<b>30%</b>	<b>30%</b>	<b>33%</b>	<b>35%</b>	<b>37%</b>	<b>39%</b>	<b>41%</b>	<b>43%</b>

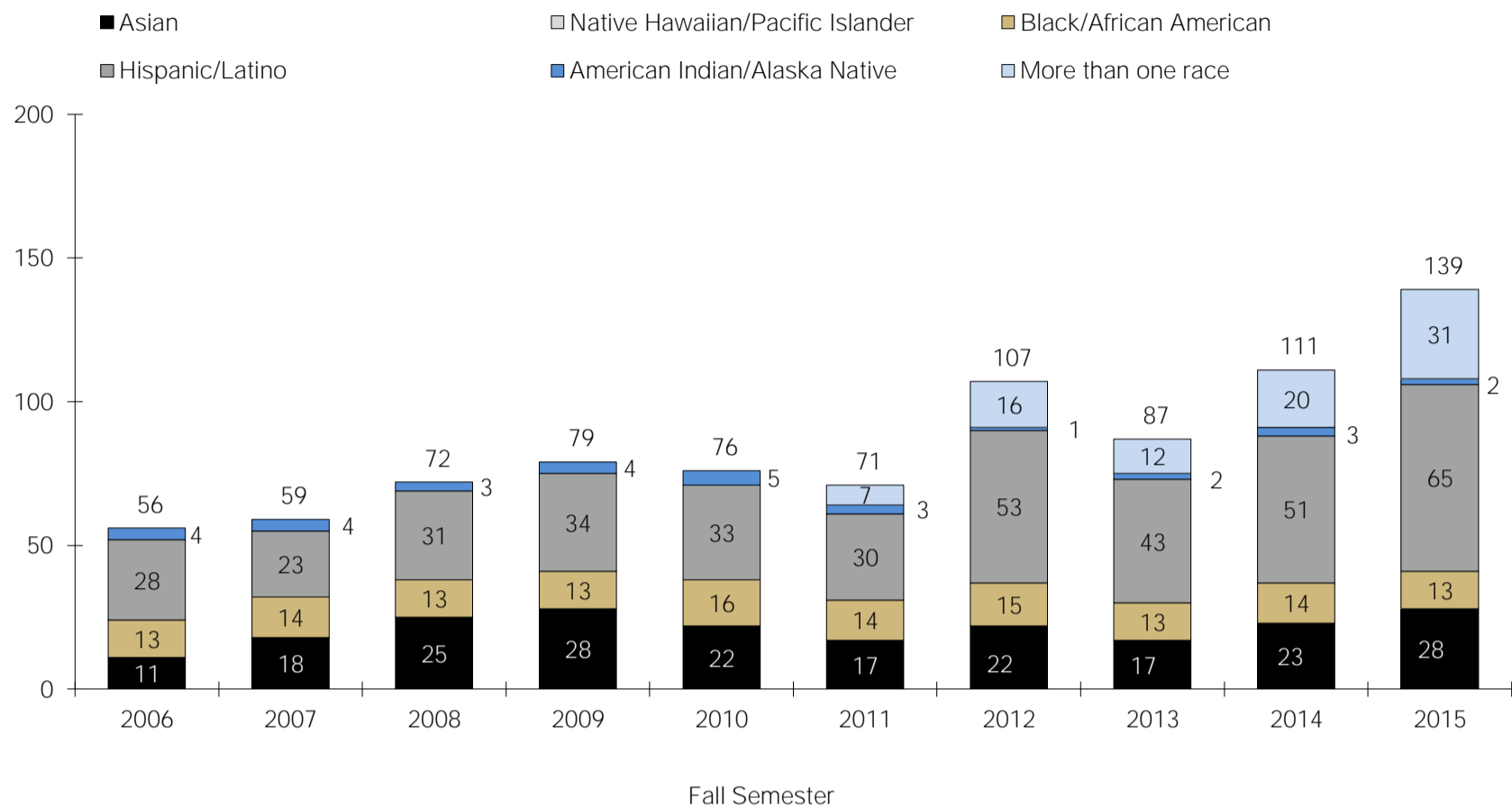
Race/Ethnicity	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	10.4%	10.7%	10.9%	10.9%	11.1%	10.5%	10.2%	10.2%	10.3%	10.5%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.2%	0.1%	0.1%
Black/African American	4.9%	4.9%	5.0%	5.6%	5.9%	5.6%	5.5%	5.2%	5.1%	5.2%
Hispanic/Latino	11.9%	12.2%	12.3%	12.1%	13.3%	14.5%	15.4%	16.2%	18.0%	19.7%
American Indian/Alaska Native	1.0%	1.0%	0.9%	0.8%	1.1%	0.7%	0.5%	0.5%	0.4%	0.3%
More than one race	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	2.6%	3.5%	4.5%	4.7%
White/Unknown	70.6%	69.1%	67.9%	67.0%	63.8%	61.1%	58.4%	56.9%	54.5%	53.7%
International	1.3%	2.1%	2.9%	3.7%	4.8%	6.1%	7.2%	7.4%	7.1%	5.6%

The proportion (and number) of undergraduate students of color at the Denver Campus has increased each year since 2006, reaching 41% for Fall 2015.

\* Minority percentage calculation does not include the international population.

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  
Undergraduate Fall Headcount Enrollment by Race/Ethnicity



Race/Ethnicity	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	11	18	25	28	22	17	22	17	23	28
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0
Black/African American	13	14	13	13	16	14	15	13	14	13
Hispanic/Latino	28	23	31	34	33	30	53	43	51	65
American Indian/Alaska Native	4	4	3	4	5	3	1	2	3	2
More than one race	0	0	0	0	0	7	16	12	20	31
White/Unknown	358	365	359	332	329	337	378	343	354	373
International	7	6	5	5	2	1	2	3	1	1
<b>Total Enrollment</b>	<b>421</b>	<b>430</b>	<b>436</b>	<b>416</b>	<b>407</b>	<b>409</b>	<b>487</b>	<b>433</b>	<b>466</b>	<b>513</b>
Students of Color Total	56	59	72	79	76	71	107	87	111	139
Students of Color as % of Total*	14%	14%	17%	19%	19%	17%	22%	20%	24%	27%

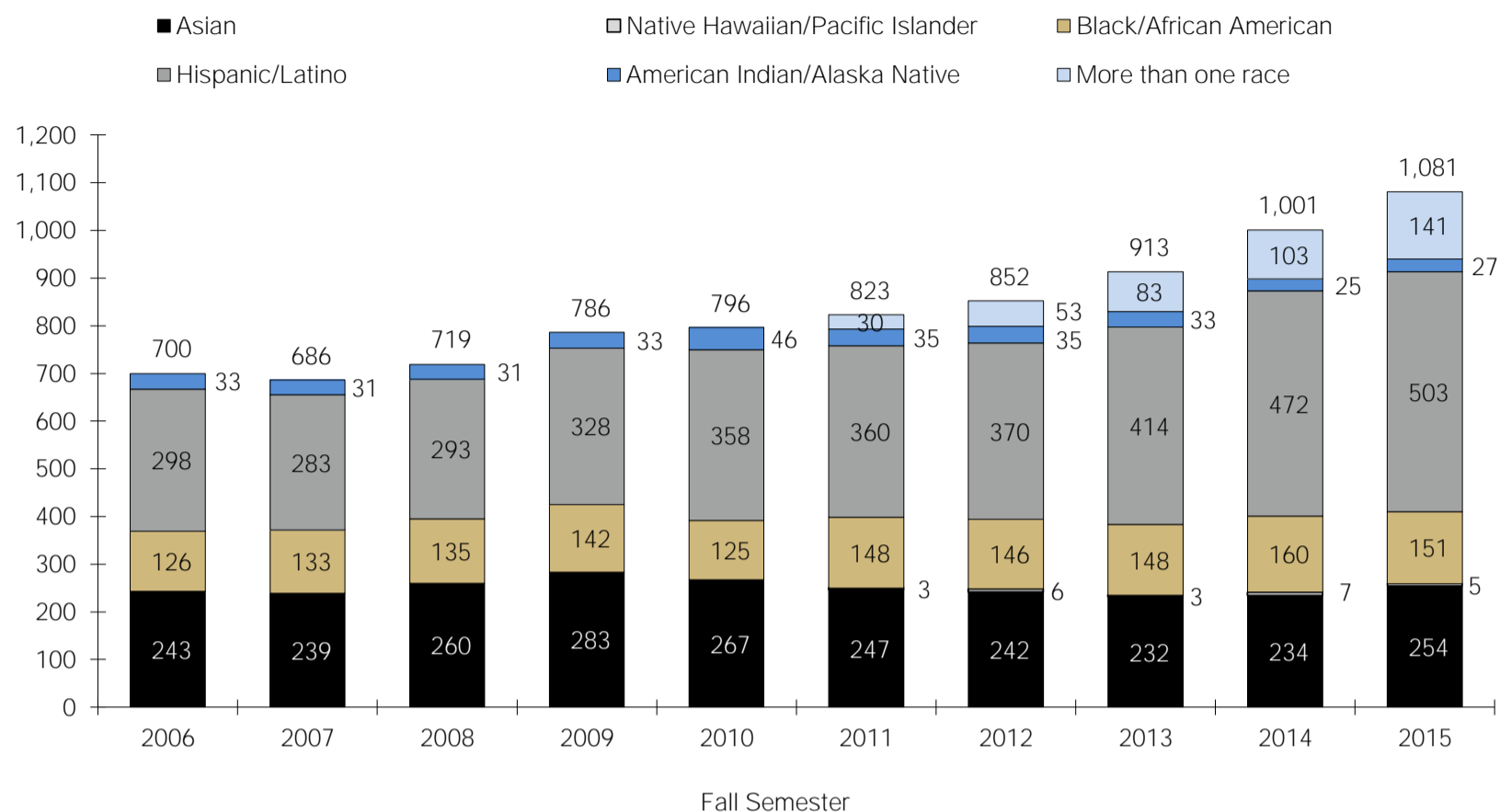
Race/Ethnicity	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	2.6%	4.2%	5.7%	6.7%	5.4%	4.2%	4.5%	3.9%	4.9%	5.5%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Black/African American	3.1%	3.3%	3.0%	3.1%	3.9%	3.4%	3.1%	3.0%	3.0%	2.5%
Hispanic/Latino	6.7%	5.3%	7.1%	8.2%	8.1%	7.3%	10.9%	9.9%	10.9%	12.7%
American Indian/Alaska Native	1.0%	0.9%	0.7%	1.0%	1.2%	0.7%	0.2%	0.5%	0.6%	0.4%
More than one race	0.0%	0.0%	0.0%	0.0%	0.0%	1.7%	3.3%	2.8%	4.3%	6.0%
White/Unknown	85.0%	84.9%	82.3%	79.8%	80.8%	82.4%	77.6%	79.2%	76.0%	72.7%
International	1.7%	1.4%	1.1%	1.2%	0.5%	0.2%	0.4%	0.7%	0.2%	0.2%

The proportion (and number) of undergraduate students of color at the Anschutz Medical Campus has doubled since 2006, reaching 27% for Fall 2015.

\* Minority percentage calculation does not include the international population.

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	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	243	239	260	283	267	247	242	232	234	254
Native Hawaiian/Pacific Islander						3	6	3	7	5
Black/African American	126	133	135	142	125	148	146	148	160	151
Hispanic/Latino	298	283	293	328	358	360	370	414	472	503
American Indian/Alaska Native	33	31	31	33	46	35	35	33	25	27
More than one race						30	53	83	103	141
White/Unknown	4,369	4,480	4,344	4,810	5,051	4,849	4,603	4,375	4,376	4,379
International	376	398	435	403	428	441	455	481	601	563
<b>Total Enrollment</b>	<b>5,445</b>	<b>5,564</b>	<b>5,498</b>	<b>5,999</b>	<b>6,275</b>	<b>6,113</b>	<b>5,910</b>	<b>5,769</b>	<b>5,978</b>	<b>6,023</b>
Students of Color Total	700	686	719	786	796	823	852	913	1,001	1,081
Students of Color as % of Total*	14%	13%	14%	14%	14%	15%	16%	17%	19%	20%

Race/Ethnicity	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	4.5%	4.3%	4.7%	4.7%	4.3%	4.0%	4.1%	4.0%	3.9%	4.2%
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	2.3%	2.4%	2.5%	2.4%	2.0%	2.4%	2.5%	2.6%	2.7%	2.5%
Hispanic/Latino	5.5%	5.1%	5.3%	5.5%	5.7%	5.9%	6.3%	7.2%	7.9%	8.4%
American Indian/Alaska Native	0.6%	0.6%	0.6%	0.6%	0.7%	0.6%	0.6%	0.6%	0.4%	0.4%
More than one race	0.0%	0.0%	0.0%	0.0%	0.0%	0.5%	0.9%	1.4%	1.7%	2.3%
White/Unknown	80.2%	80.5%	79.0%	80.2%	80.5%	79.3%	77.9%	75.8%	73.2%	72.7%
International	6.9%	7.2%	7.9%	6.7%	6.8%	7.2%	7.7%	8.3%	10.1%	9.3%

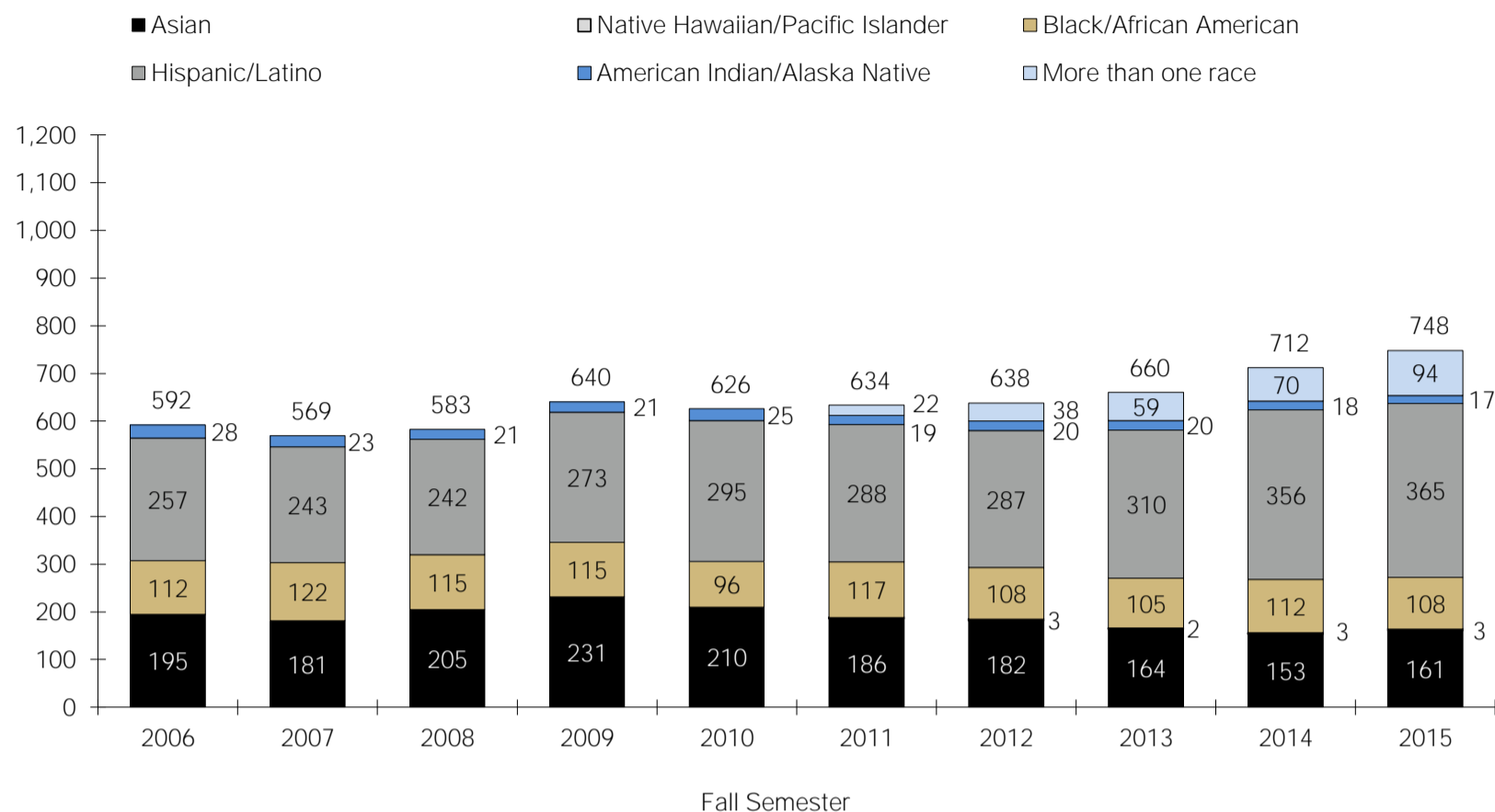
The numbers and proportions of graduate students of color have consistently increased over the last several years, peaking at 1,081 and 18% in Fall 2015.

\* Minority percentage calculation does not include the international population.

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  
Graduate Fall Headcount Enrollment by Race/Ethnicity



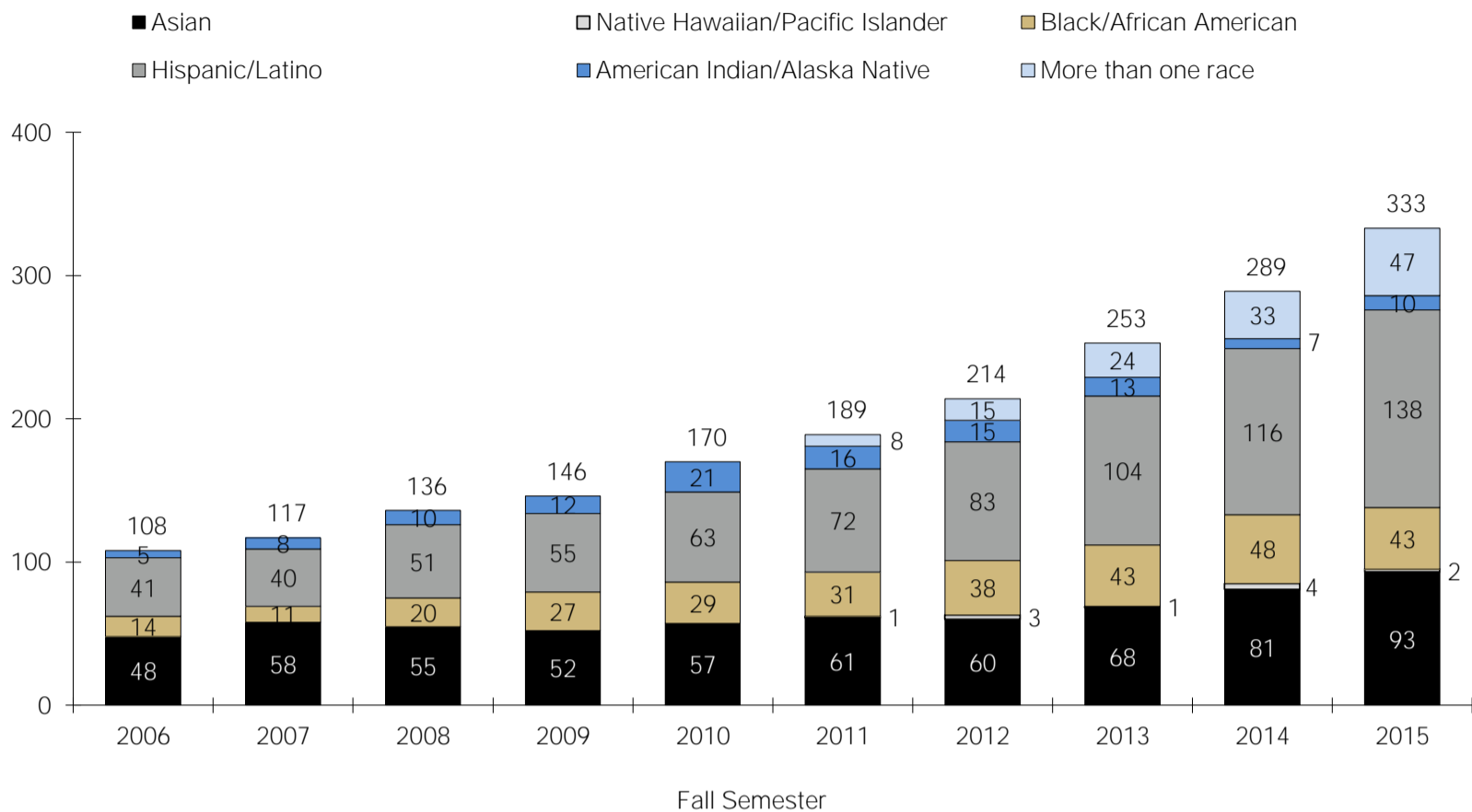
Race/Ethnicity	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	195	181	205	231	210	186	182	164	153	161
Native Hawaiian/Pacific Islander	0	0	0	0	0	2	3	2	3	3
Black/African American	112	122	115	115	96	117	108	105	112	108
Hispanic/Latino	257	243	242	273	295	288	287	310	356	365
American Indian/Alaska Native	28	23	21	21	25	19	20	20	18	17
More than one race	0	0	0	0	0	22	38	59	70	94
White/Unknown	3553	3632	3557	3862	3949	3714	3480	3209	3128	3049
International	308	337	372	339	362	370	387	418	542	499
<b>Total Enrollment</b>	<b>4,453</b>	<b>4,538</b>	<b>4,512</b>	<b>4,841</b>	<b>4,937</b>	<b>4,718</b>	<b>4,505</b>	<b>4,287</b>	<b>4,382</b>	<b>4,296</b>
Students of Color Total	592	569	583	640	626	634	638	660	712	748
Students of Color as % of Total*	14%	14%	14%	14%	14%	15%	15%	17%	19%	20%
	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	4.4%	4.0%	4.5%	4.8%	4.3%	3.9%	4.0%	3.8%	3.5%	3.7%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.1%	0.1%
Black/African American	2.5%	2.7%	2.5%	2.4%	1.9%	2.5%	2.4%	2.4%	2.6%	2.5%
Hispanic/Latino	5.8%	5.4%	5.4%	5.6%	6.0%	6.1%	6.4%	7.2%	8.1%	8.5%
American Indian/Alaska Native	0.6%	0.5%	0.5%	0.4%	0.5%	0.4%	0.4%	0.5%	0.4%	0.4%
More than one race	0.0%	0.0%	0.0%	0.0%	0.0%	0.5%	0.8%	1.4%	1.6%	2.2%
White/Unknown	79.8%	80.0%	78.8%	79.8%	80.0%	78.7%	77.2%	74.9%	71.4%	71.0%
International	6.9%	7.4%	8.2%	7.0%	7.3%	7.8%	8.6%	9.8%	12.4%	11.6%

The numbers and proportions of graduate students of color have consistently increased over the last several years, peaking at 748 and 17% in Fall 2015.

\* Minority percentage calculation does not include the international population.

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  
Graduate Fall Headcount Enrollment by Race/Ethnicity



Race/Ethnicity	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	48	58	55	52	57	61	60	68	81	93
Native Hawaiian/Pacific Islander	0	0	0	0	0	1	3	1	4	2
Black/African American	14	11	20	27	29	31	38	43	48	43
Hispanic/Latino	41	40	51	55	63	72	83	104	116	138
American Indian/Alaska Native	5	8	10	12	21	16	15	13	7	10
More than one race	0	0	0	0	0	8	15	24	33	47
White/Unknown	816	848	787	948	1102	1135	1123	1166	1248	1330
International	68	61	63	64	66	71	68	63	59	64
<b>Total Enrollment</b>	<b>992</b>	<b>1,026</b>	<b>986</b>	<b>1,158</b>	<b>1,338</b>	<b>1,395</b>	<b>1,405</b>	<b>1,482</b>	<b>1,596</b>	<b>1,727</b>
Students of Color Total	108	117	136	146	170	189	214	253	289	333
Students of Color as % of Total*	12%	12%	15%	13%	13%	14%	16%	18%	19%	20%

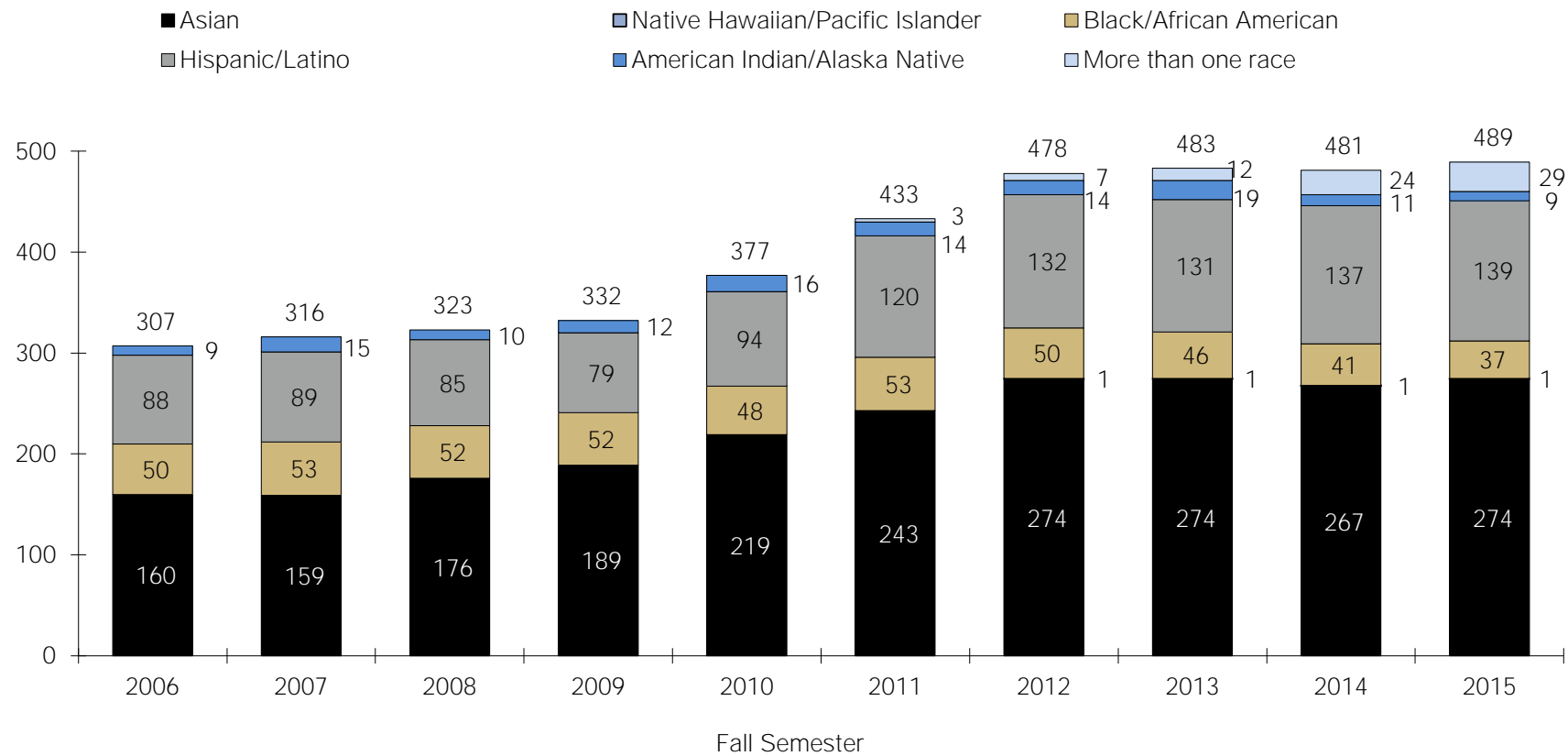
	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	4.8%	5.7%	5.6%	4.5%	4.3%	4.4%	4.3%	4.6%	5.1%	5.4%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.2%	0.1%	0.3%	0.1%
Black/African American	1.4%	1.1%	2.0%	2.3%	2.2%	2.2%	2.7%	2.9%	3.0%	2.5%
Hispanic/Latino	4.1%	3.9%	5.2%	4.7%	4.7%	5.2%	5.9%	7.0%	7.3%	8.0%
American Indian/Alaska Native	0.5%	0.8%	1.0%	1.0%	1.6%	1.1%	1.1%	0.9%	0.4%	0.6%
More than one race	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	1.1%	1.6%	2.1%	2.7%
White/Unknown	82.3%	82.7%	79.8%	81.9%	82.4%	81.4%	79.9%	78.7%	78.2%	77.0%
International	6.9%	5.9%	6.4%	5.5%	4.9%	5.1%	4.8%	4.3%	3.7%	3.7%

The numbers and proportions of graduate students of color have consistently increased over the last several years, peaking at 333 and 19% in Fall 2015.

\* Minority percentage calculation does not include the international population.

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	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	160	159	176	189	219	243	274	274	267	274
Native Hawaiian/Pacific Islander						-	1	1	1	1
Black/African American	50	53	52	52	48	53	50	46	41	37
Hispanic/Latino	88	89	85	79	94	120	132	131	137	139
American Indian/Alaska Native	9	15	10	12	16	14	14	19	11	9
More than one race						3	7	12	24	29
White/Unknown	1,129	1,170	1,209	1,244	1,219	1,308	1,313	1,298	1,353	1,349
International	6	12	14	9	7	11	11	10	5	5
<b>Total Enrollment</b>	<b>1,442</b>	<b>1,498</b>	<b>1,546</b>	<b>1,585</b>	<b>1,603</b>	<b>1,752</b>	<b>1,802</b>	<b>1,791</b>	<b>1,839</b>	<b>1,843</b>
Students of Color Total	307	316	323	332	377	433	478	483	481	489
Students of Color as % of Total*	21%	21%	21%	21%	24%	25%	27%	27%	26%	27%

Race/Ethnicity	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	11.1%	10.6%	11.4%	11.9%	13.7%	13.9%	15.2%	15.3%	14.5%	14.9%
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	3.5%	3.5%	3.4%	3.3%	3.0%	3.0%	2.8%	2.6%	2.2%	2.0%
Hispanic/Latino	6.1%	5.9%	5.5%	5.0%	5.9%	6.8%	7.3%	7.3%	7.4%	7.5%
American Indian/Alaska Native	0.6%	1.0%	0.6%	0.8%	1.0%	0.8%	0.8%	1.1%	0.6%	0.5%
More than one race	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.4%	0.7%	1.3%	1.6%
White/Unknown	78.3%	78.1%	78.2%	78.5%	76.0%	74.7%	72.9%	72.5%	73.6%	73.2%
International	0.4%	0.8%	0.9%	0.6%	0.4%	0.6%	0.6%	0.6%	0.3%	0.3%

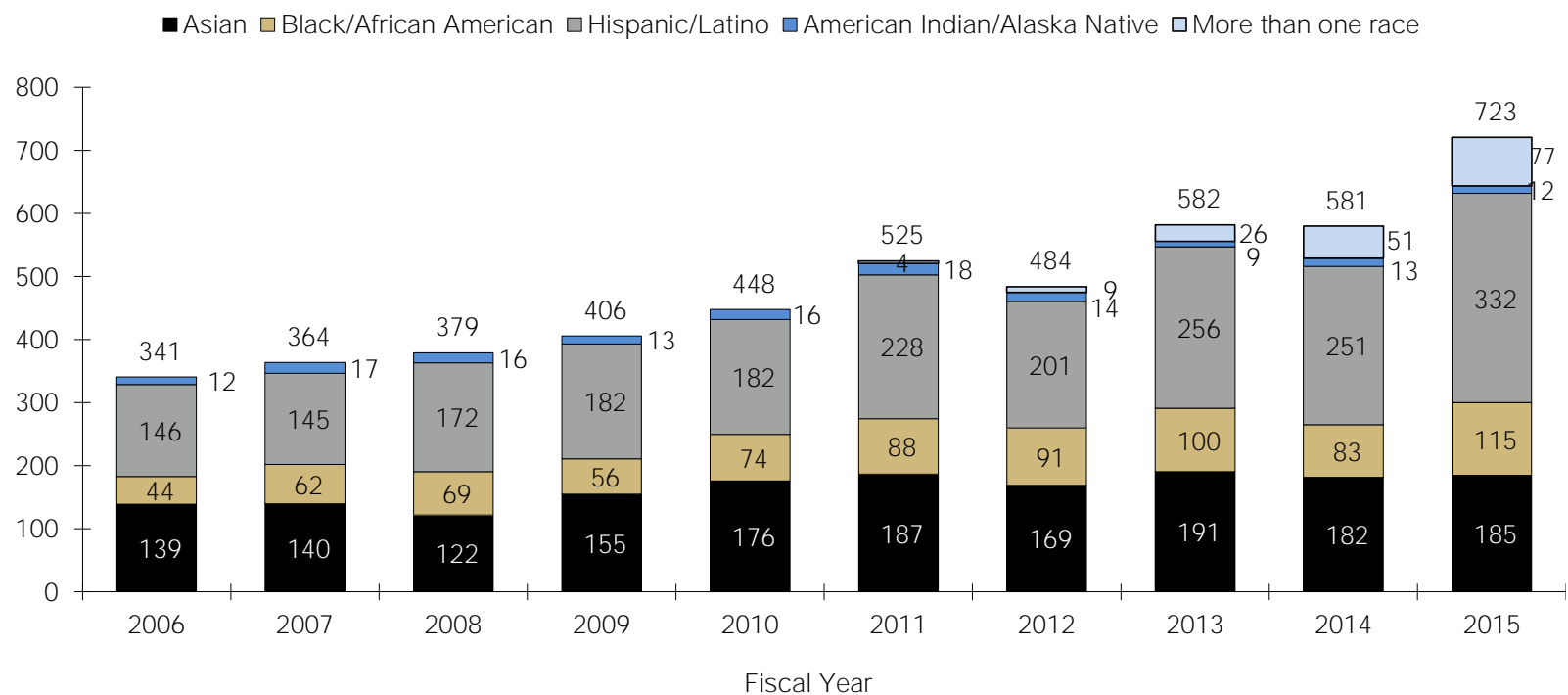
\*Enrollment in professional programs as defined by/reported to CDHE

In the fall semesters of 2006 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 489 and 27% enrolled Fall 2015.

\* Minority percentage calculation does not include the international population.

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	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	139	140	122	155	176	187	169	191	182	185
Native Hawaiian/Pacific Islander						-	-	-	1	2
Black/African American	44	62	69	56	74	88	91	100	83	115
Hispanic/Latino	146	145	172	182	182	228	201	256	251	332
American Indian/Alaska Native	12	17	16	13	16	18	14	9	13	12
More than one race						4	9	26	51	77
White/Unknown	1,212	1,259	1,329	1,331	1,376	1,389	1,318	1,366	1,369	1,345
International	52	29	10	6	30	120	146	167	201	270
<b>Total Degrees Awarded</b>	<b>1,605</b>	<b>1,652</b>	<b>1,718</b>	<b>1,743</b>	<b>1,854</b>	<b>2,034</b>	<b>1,948</b>	<b>2,115</b>	<b>2,151</b>	<b>2,338</b>
Students of Color Total	341	364	379	406	448	525	484	582	581	723
Students of Color as % of Total*	22%	22%	22%	23%	25%	27%	27%	30%	30%	35%
	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	8.7%	8.5%	7.1%	8.9%	9.5%	9.2%	8.7%	9.0%	8.5%	7.9%
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	2.7%	3.8%	4.0%	3.2%	4.0%	4.3%	4.7%	4.7%	3.9%	4.9%
Hispanic/Latino	9.1%	8.8%	10.0%	10.4%	9.8%	11.2%	10.3%	12.1%	11.7%	14.2%
American Indian/Alaska Native	0.7%	1.0%	0.9%	0.7%	0.9%	0.9%	0.7%	0.4%	0.6%	0.5%
More than one race	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.5%	1.2%	2.4%	3.3%
White/Unknown	75.5%	76.2%	77.4%	76.4%	74.2%	68.3%	67.7%	64.6%	63.6%	57.5%
International	3.2%	1.8%	0.6%	0.3%	1.6%	5.9%	7.5%	7.9%	9.3%	11.5%

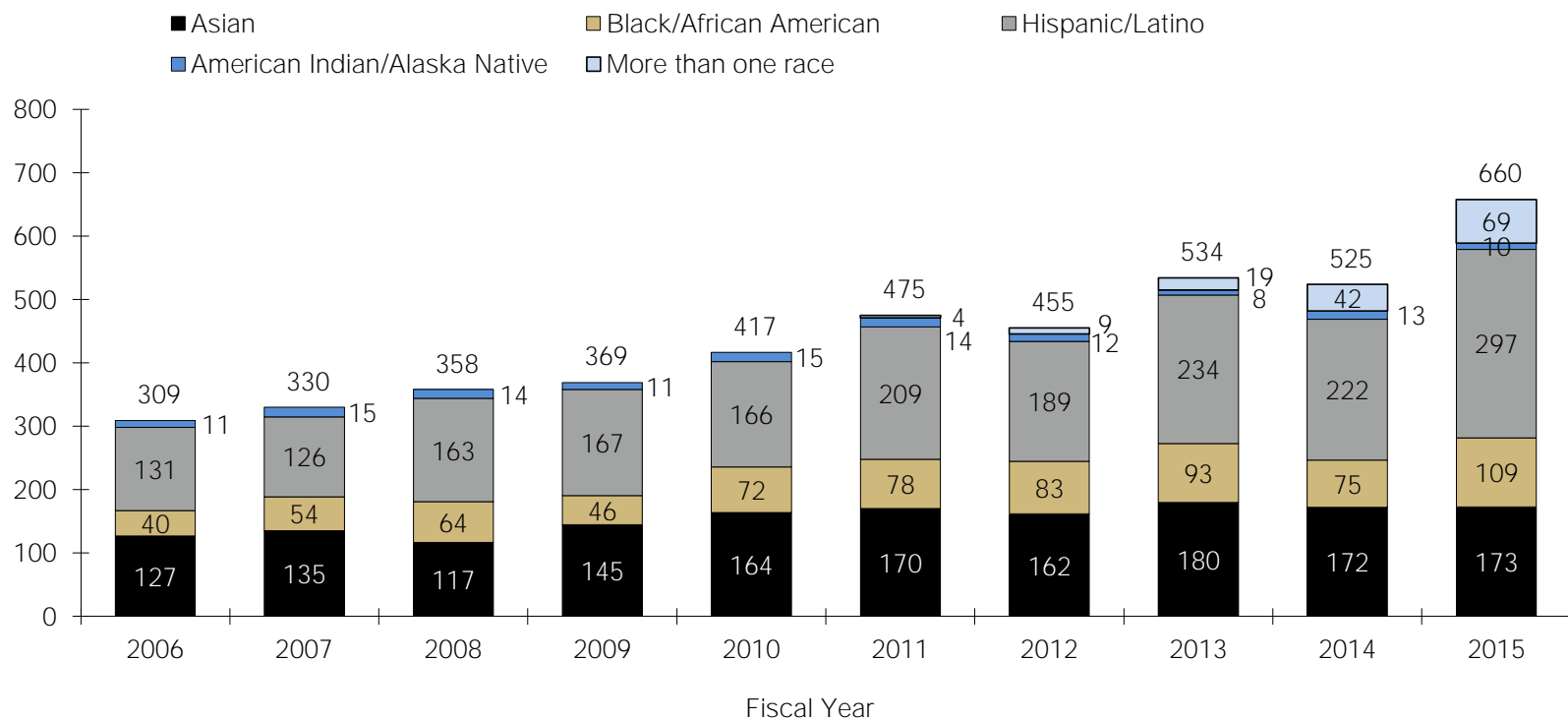
The percent of baccalaureate degrees awarded to students of color at the combined Denver Campus and Anschutz Medical Campus reached a high of 31% in fiscal year 2015. Concurrently, the number of degrees awarded to that group has generally increased every year since 2006 and is now 723.

\* Minority percentage calculation does not include the international population.

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  
Baccalaureate Degrees Awarded by Race/Ethnicity



Race/Ethnicity	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	127	135	117	145	164	170	162	180	172	173
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	1	2
Black/African American	40	54	64	46	72	78	83	93	75	109
Hispanic/Latino	131	126	163	167	166	209	189	234	222	297
American Indian/Alaska Native	11	15	14	11	15	14	12	8	13	10
More than one race	0	0	0	0	0	4	9	19	42	69
White/Unknown	997	1044	1115	1125	1198	1225	1142	1181	1157	1103
International	50	28	7	3	28	119	145	167	199	270
<b>Total Degrees Awarded</b>	<b>1,356</b>	<b>1,402</b>	<b>1,480</b>	<b>1,497</b>	<b>1,643</b>	<b>1,819</b>	<b>1,742</b>	<b>1,882</b>	<b>1,881</b>	<b>2,033</b>
Students of Color Total	309	330	358	369	417	475	455	534	525	660
Students of Color as % of Total*	24%	24%	24%	25%	26%	28%	28%	31%	31%	37%
	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	9.4%	9.6%	7.9%	9.7%	10.0%	9.3%	9.3%	9.6%	9.1%	8.5%
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	2.9%	3.9%	4.3%	3.1%	4.4%	4.3%	4.8%	4.9%	4.0%	5.4%
Hispanic/Latino	9.7%	9.0%	11.0%	11.2%	10.1%	11.5%	10.8%	12.4%	11.8%	14.6%
American Indian/Alaska Native	0.8%	1.1%	0.9%	0.7%	0.9%	0.8%	0.7%	0.4%	0.7%	0.5%
More than one race	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.5%	1.0%	2.2%	3.4%
White/Unknown	73.5%	74.5%	75.3%	75.2%	72.9%	67.3%	65.6%	62.8%	61.5%	54.3%
International	3.7%	2.0%	0.5%	0.2%	1.7%	6.5%	8.3%	8.9%	10.6%	13.3%

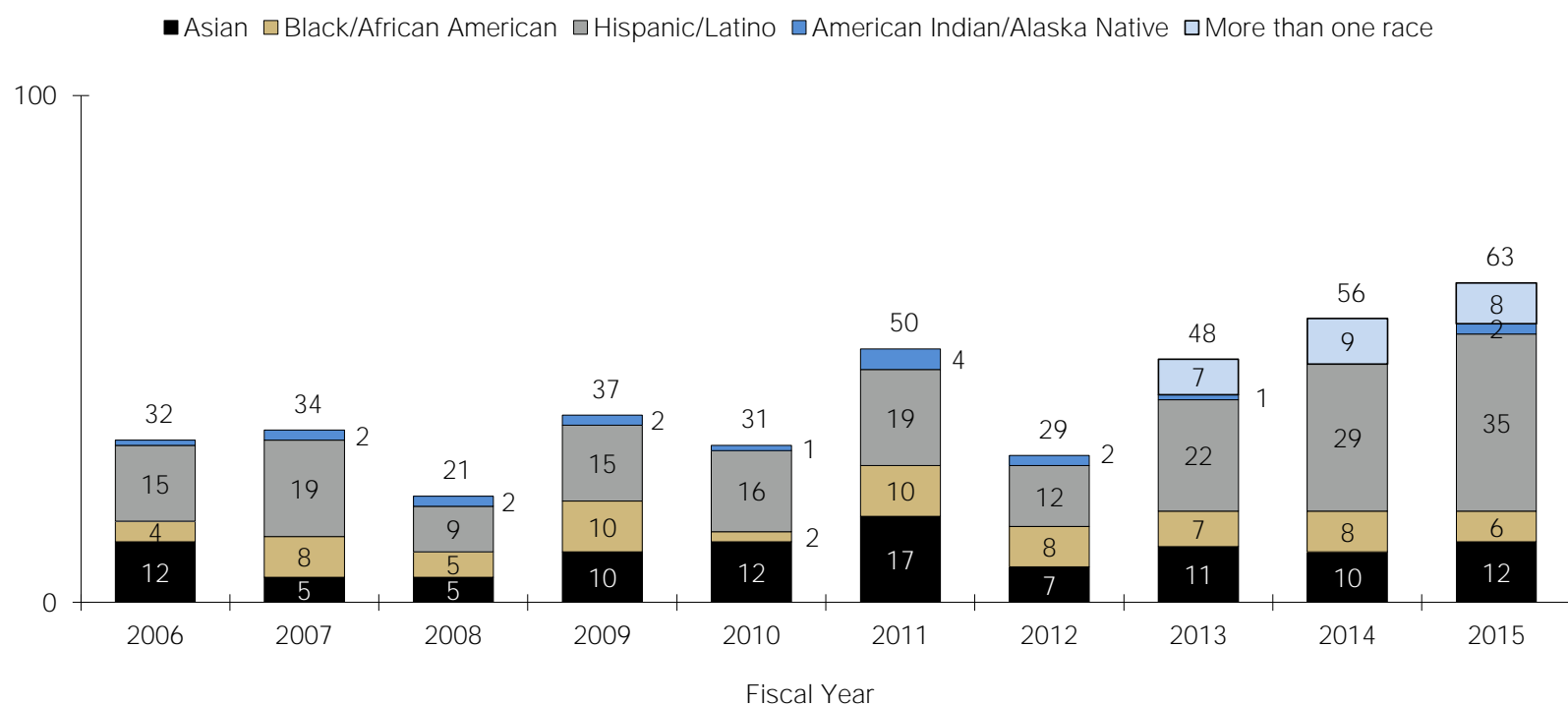
The percent of baccalaureate degrees awarded to students of color at the Denver Campus reached a high of 32% in fiscal year 2015. Concurrently, the number of degrees awarded to that group has increased almost every year since 2006 and is now 660.

\* Minority percentage calculation does not include the international population.

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  
Anschutz Medical Campus  
Baccalaureate Degrees Awarded by Race/Ethnicity



Race/Ethnicity	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	12	5	5	10	12	17	7	11	10	12
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0
Black/African American	4	8	5	10	2	10	8	7	8	6
Hispanic/Latino	15	19	9	15	16	19	12	22	29	35
American Indian/Alaska Native	1	2	2	2	1	4	2	1	0	2
More than one race	0	0	0	0	0	0	0	7	9	8
White/Unknown	215	215	214	206	178	164	176	185	212	242
International	2	1	3	3	2	1	1	0	2	0
<b>Total Degrees Awarded</b>	<b>249</b>	<b>250</b>	<b>238</b>	<b>246</b>	<b>211</b>	<b>215</b>	<b>206</b>	<b>233</b>	<b>270</b>	<b>305</b>
Students of Color Total	32	34	21	37	31	50	29	48	56	63
Students of Color as % of Total*	13%	14%	9%	15%	15%	23%	14%	21%	21%	21%

	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	4.8%	2.0%	2.1%	4.1%	5.7%	7.9%	3.4%	4.7%	3.7%	3.9%
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	1.6%	3.2%	2.1%	4.1%	0.9%	4.7%	3.9%	3.0%	3.0%	2.0%
Hispanic/Latino	6.0%	7.6%	3.8%	6.1%	7.6%	8.8%	5.8%	9.4%	10.7%	11.5%
American Indian/Alaska Native	0.4%	0.8%	0.8%	0.8%	0.5%	1.9%	1.0%	0.4%	0.0%	0.7%
More than one race	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.0%	3.3%	2.6%
White/Unknown	86.3%	86.0%	89.9%	83.7%	84.4%	76.3%	85.4%	79.4%	78.5%	79.3%
International	0.8%	0.4%	1.3%	1.2%	0.9%	0.5%	0.5%	0.0%	0.7%	0.0%

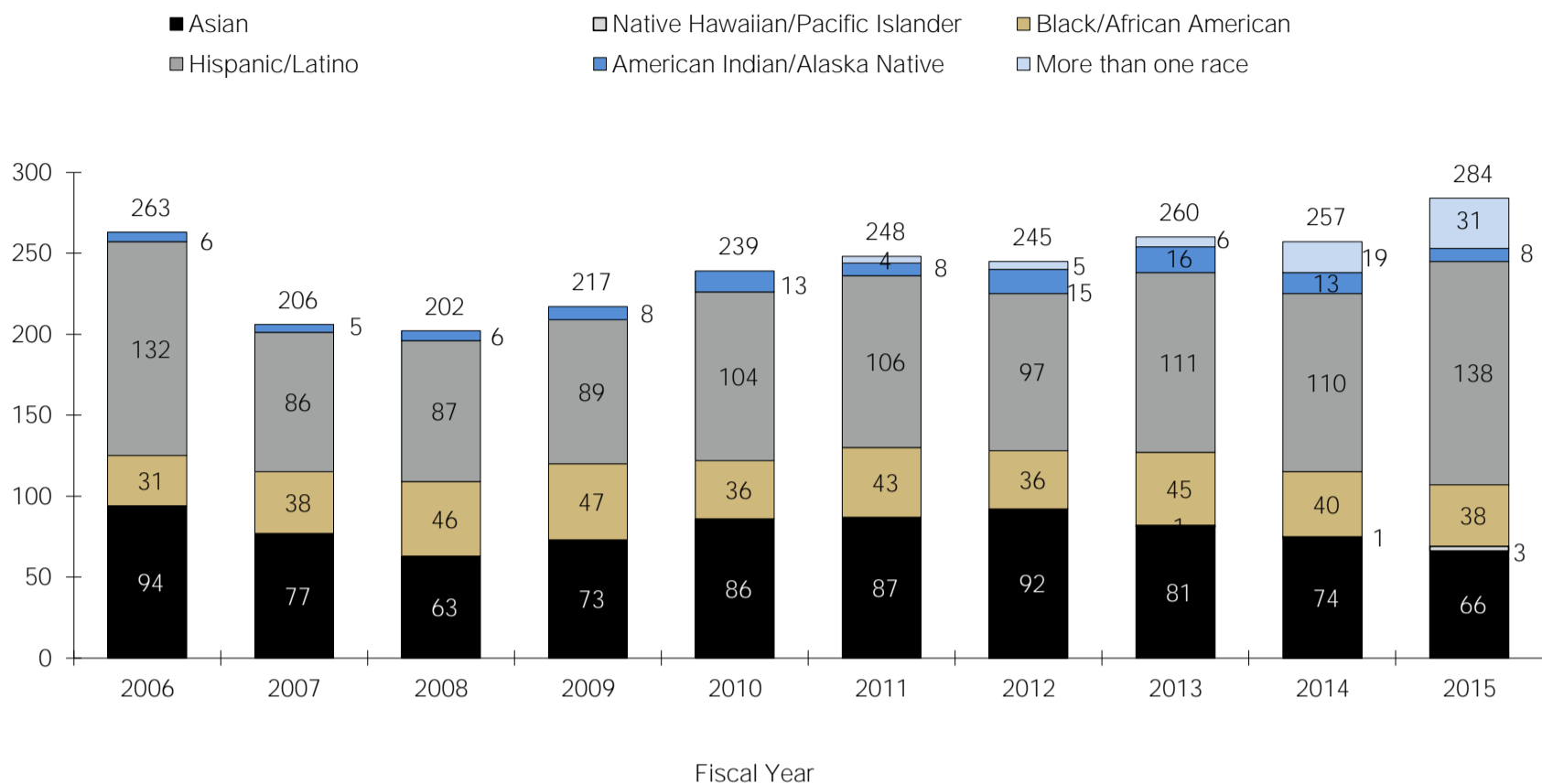
The percent of baccalaureate degrees awarded to students of color at the Anschutz Medical Campus reached a high of 63 in fiscal year 2015, representing 21% of the number of undergraduate degrees.

\* Minority percentage calculation does not include the international population.

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	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	94	77	63	73	86	87	92	81	74	66
Native Hawaiian/Pacific Islander						-	-	1	1	3
Black/African American	31	38	46	47	36	43	36	45	40	38
Hispanic/Latino	132	86	87	89	104	106	97	111	110	138
American Indian/Alaska Native	6	5	6	8	13	8	15	16	13	8
More than one race						4	5	6	19	31
White/Unknown	1,577	1,502	1,564	1,625	1,499	1,667	1,725	1,658	1,547	1,512
International	160	125	23	16	152	149	169	183	172	185
<b>Total Degrees Awarded</b>	<b>2,000</b>	<b>1,833</b>	<b>1,789</b>	<b>1,858</b>	<b>1,890</b>	<b>2,064</b>	<b>2,139</b>	<b>2,101</b>	<b>1,976</b>	<b>1,981</b>
Students of Color Total	263	206	202	217	239	248	245	260	257	284
Students of Color as % of Total*	14%	12%	11%	12%	14%	13%	12%	14%	14%	16%

Race/Ethnicity	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	4.7%	4.2%	3.5%	3.9%	4.6%	4.2%	4.3%	3.9%	3.7%	3.3%
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	1.6%	2.1%	2.6%	2.5%	1.9%	2.1%	1.7%	2.1%	2.0%	1.9%
Hispanic/Latino	6.6%	4.7%	4.9%	4.8%	5.5%	5.1%	4.5%	5.3%	5.6%	7.0%
American Indian/Alaska Native	0.3%	0.3%	0.3%	0.4%	0.7%	0.4%	0.7%	0.8%	0.7%	0.4%
More than one race	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.2%	0.3%	1.0%	1.6%
White/Unknown	78.9%	81.9%	87.4%	87.5%	79.3%	80.8%	80.6%	78.9%	78.3%	76.3%
International	8.0%	6.8%	1.3%	0.9%	8.0%	7.2%	7.9%	8.7%	8.7%	9.3%

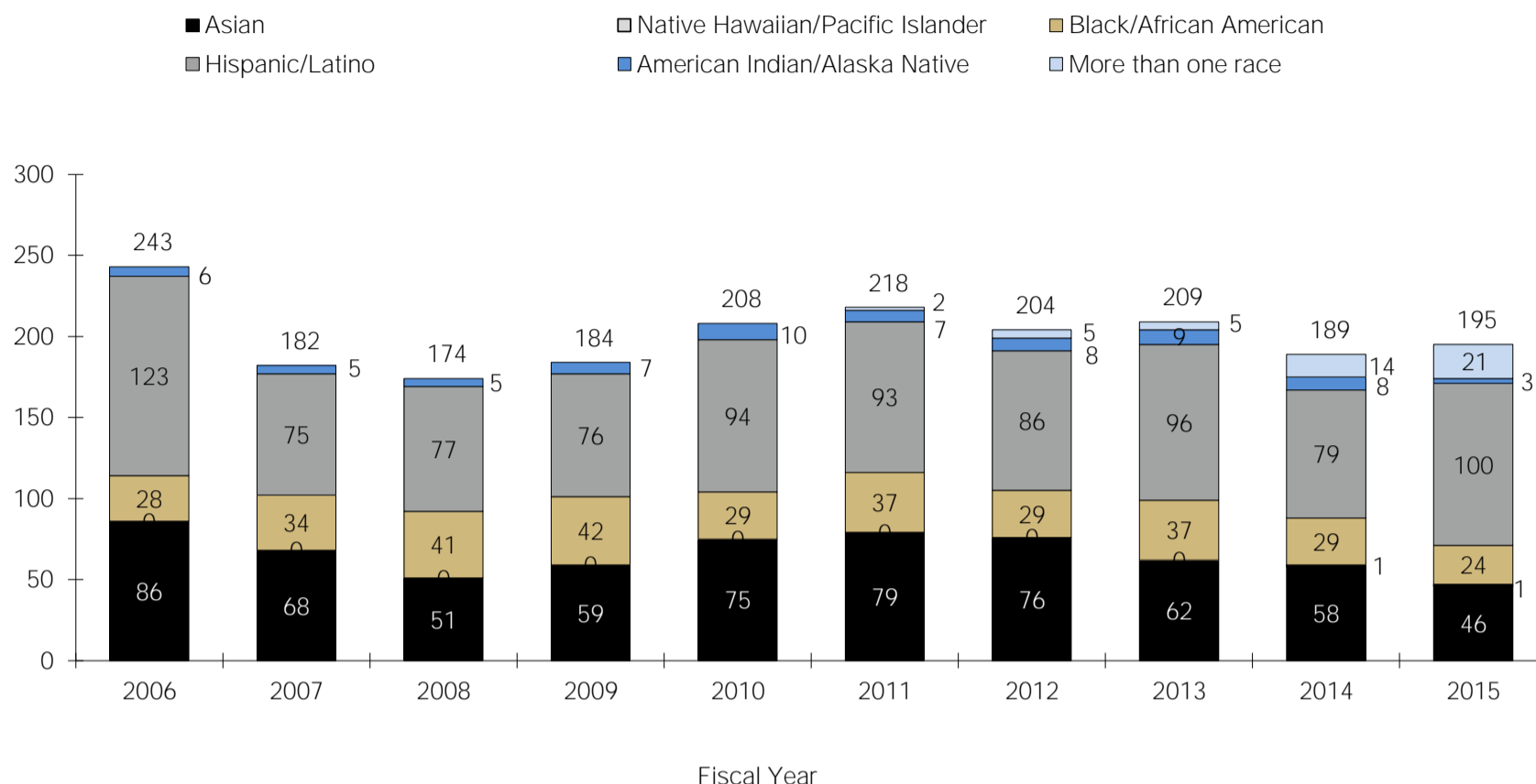
The proportion of graduate degrees conferred to students of color at the combined Denver Campus and Anschutz Medical Campus has remained fairly consistent during the last decade, ranging from 11 to 14 percent. Fiscal year 2014-15 reports the most degrees, 284 and 14%.

\* Minority percentage calculation does not include the international population.

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  
Graduate Degrees Awarded by Race/Ethnicity



Race/Ethnicity	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	86	68	51	59	75	79	76	62	58	46
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	1	1
Black/African American	28	34	41	42	29	37	29	37	29	24
Hispanic/Latino	123	75	77	76	94	93	86	96	79	100
American Indian/Alaska Native	6	5	5	7	10	7	8	9	8	3
More than one race	0	0	0	0	0	2	5	5	14	21
White/Unknown	1419	1315	1326	1393	1285	1418	1450	1349	1184	1147
International	154	112	20	14	138	137	147	167	156	175
<b>Total Degrees Awarded</b>	<b>1,816</b>	<b>1,609</b>	<b>1,520</b>	<b>1,591</b>	<b>1,631</b>	<b>1,773</b>	<b>1,801</b>	<b>1,725</b>	<b>1,529</b>	<b>1,517</b>
Students of Color Total	243	182	174	184	208	218	204	209	189	195
Students of Color as % of Total*	15%	12%	12%	12%	14%	13%	12%	13%	14%	15%

Race/Ethnicity	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	4.7%	4.2%	3.4%	3.7%	4.6%	4.5%	4.2%	3.6%	3.8%	3.0%
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	1.5%	2.1%	2.7%	2.6%	1.8%	2.1%	1.6%	2.1%	1.9%	1.6%
Hispanic/Latino	6.8%	4.7%	5.1%	4.8%	5.8%	5.2%	4.8%	5.6%	5.2%	6.6%
American Indian/Alaska Native	0.3%	0.3%	0.3%	0.4%	0.6%	0.4%	0.4%	0.5%	0.5%	0.2%
More than one race	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.3%	0.3%	0.9%	1.4%
White/Unknown	78.1%	81.7%	87.2%	87.6%	78.8%	80.0%	80.5%	78.2%	77.4%	75.6%
International	8.5%	7.0%	1.3%	0.9%	8.5%	7.7%	8.2%	9.7%	10.2%	11.5%

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

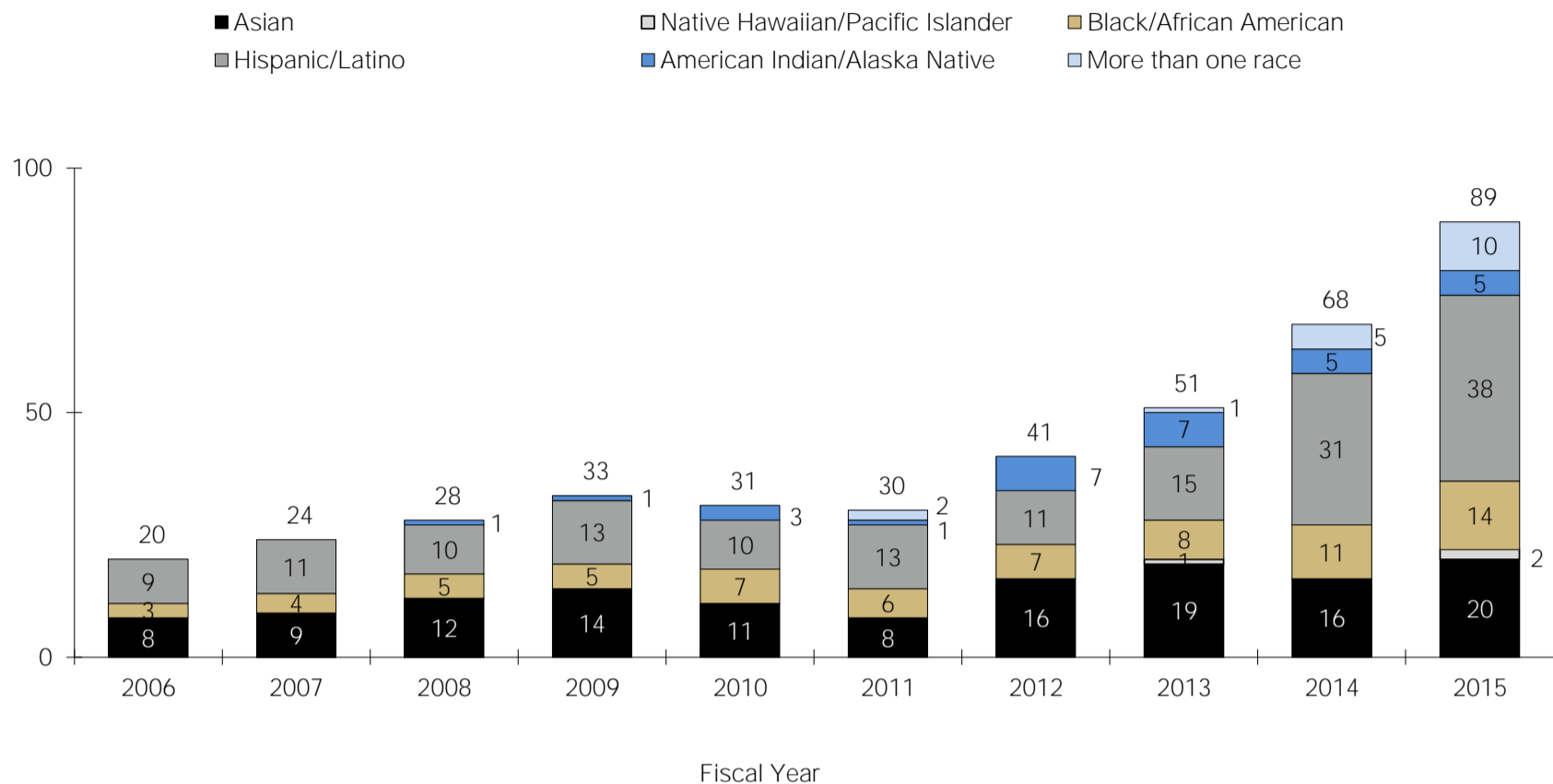
\* Minority percentage calculation does not include the international population.

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  
Anschutz Medical Campus  
Graduate Degrees Awarded by Race/Ethnicity



Race/Ethnicity	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	8	9	12	14	11	8	16	19	16	20
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	1	0	2
Black/African American	3	4	5	5	7	6	7	8	11	14
Hispanic/Latino	9	11	10	13	10	13	11	15	31	38
American Indian/Alaska Native	0	0	1	1	3	1	7	7	5	5
More than one race	0	0	0	0	0	2	0	1	5	10
White/Unknown	158	187	238	232	214	249	275	309	363	365
International	6	13	3	2	14	12	22	16	16	10
<b>Total Degrees Awarded</b>	<b>184</b>	<b>224</b>	<b>269</b>	<b>267</b>	<b>259</b>	<b>291</b>	<b>338</b>	<b>376</b>	<b>447</b>	<b>464</b>
Students of Color Total	20	24	28	33	31	30	41	51	68	89
Students of Color as % of Total*	11%	11%	11%	12%	13%	11%	13%	14%	16%	20%

Race/Ethnicity	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	4.3%	4.0%	4.5%	5.2%	4.2%	2.7%	4.7%	5.1%	3.6%	4.3%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.0%	0.4%
Black/African American	1.6%	1.8%	1.9%	1.9%	2.7%	2.1%	2.1%	2.1%	2.5%	3.0%
Hispanic/Latino	4.9%	4.9%	3.7%	4.9%	3.9%	4.5%	3.3%	4.0%	6.9%	8.2%
American Indian/Alaska Native	0.0%	0.0%	0.4%	0.4%	1.2%	0.3%	2.1%	1.9%	1.1%	1.1%
More than one race	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	0.0%	0.3%	1.1%	2.2%
White/Unknown	85.9%	83.5%	88.5%	86.9%	82.6%	85.6%	81.4%	82.2%	81.2%	78.7%
International	3.3%	5.8%	1.1%	0.7%	5.4%	4.1%	6.5%	4.3%	3.6%	2.2%

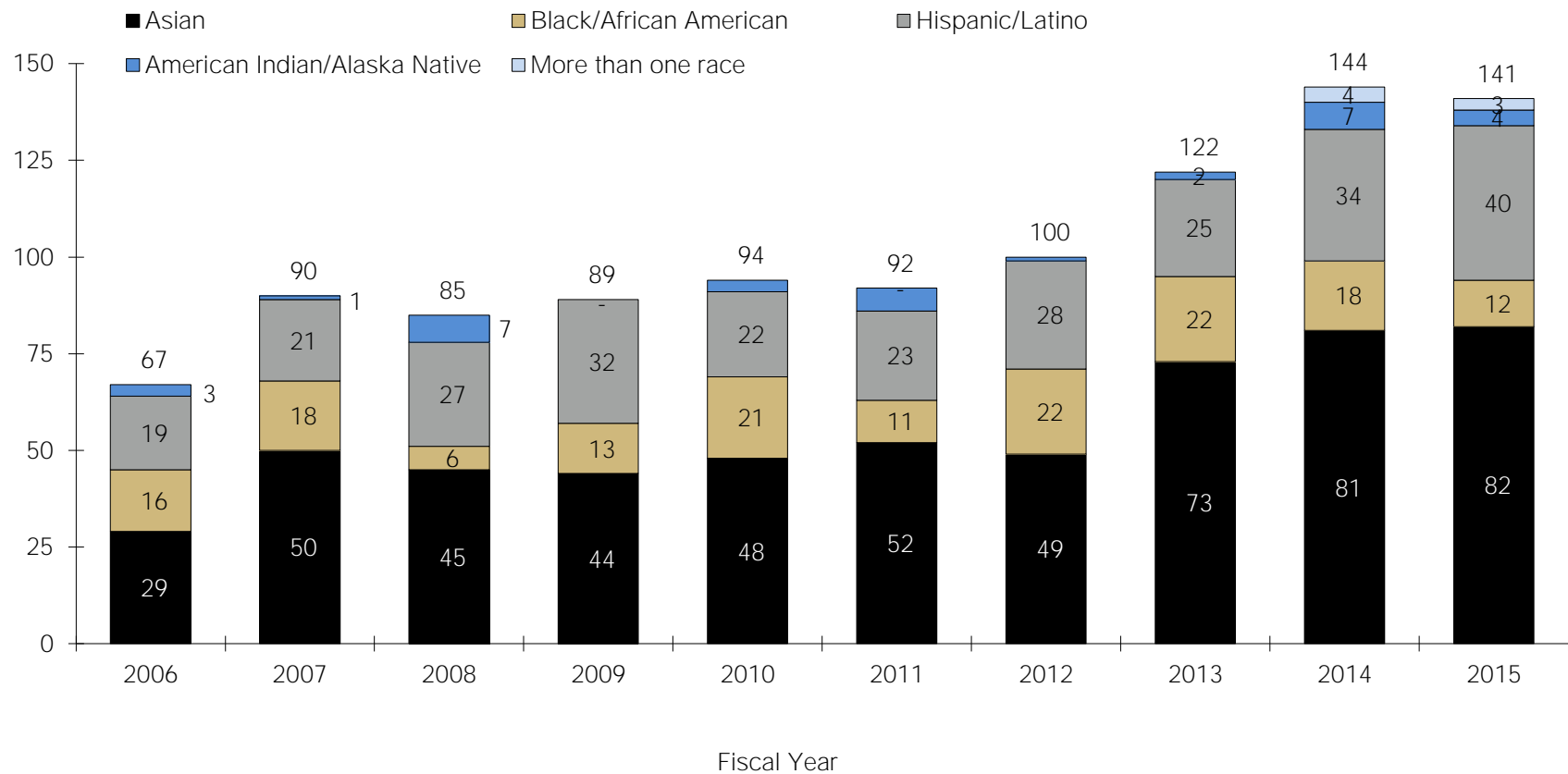
The proportion of graduate degrees conferred to students of color at the Anschutz Medical Campus has from 10 to 19 percent between 2006 and 2015.

\* Minority percentage calculation does not include the international population.

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  
Anschutz Medical Campus  
Doctoral - Professional Practice Degrees Awarded by Race/Ethnicity



Race/Ethnicity	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	29	50	45	44	48	52	49	73	81	82
Native Hawaiian/Pacific Islander	-	-	-	-	-	-	-	-	-	-
Black/African American	16	18	6	13	21	11	22	22	18	12
Hispanic/Latino	19	21	27	32	22	23	28	25	34	40
American Indian/Alaska Native	3	1	7	-	3	6	1	2	7	4
More than one race	-	-	-	-	-	-	-	-	4	3
White/Unknown	287	329	337	327	353	349	409	410	363	384
International	1	2	18	7	9	6	20	17	20	24
<b>Total Degrees Awarded</b>	<b>355</b>	<b>421</b>	<b>440</b>	<b>423</b>	<b>456</b>	<b>447</b>	<b>529</b>	<b>549</b>	<b>527</b>	<b>549</b>
<b>Students of Color Total</b>	<b>67</b>	<b>90</b>	<b>85</b>	<b>89</b>	<b>94</b>	<b>92</b>	<b>100</b>	<b>122</b>	<b>144</b>	<b>141</b>
<b>Students of Color as % of Total*</b>	<b>19%</b>	<b>21%</b>	<b>20%</b>	<b>21%</b>	<b>21%</b>	<b>21%</b>	<b>20%</b>	<b>23%</b>	<b>28%</b>	<b>27%</b>
	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	8.2%	11.9%	10.2%	10.4%	10.5%	11.6%	9.3%	13.3%	15.4%	14.9%
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	4.5%	4.3%	1.4%	3.1%	4.6%	2.5%	4.2%	4.0%	3.4%	2.2%
Hispanic/Latino	5.4%	5.0%	6.1%	7.6%	4.8%	5.1%	5.3%	4.6%	6.5%	7.3%
American Indian/Alaska Native	0.8%	0.2%	1.6%	0.0%	0.7%	1.3%	0.2%	0.4%	1.3%	0.7%
More than one race	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%	0.5%
White/Unknown	80.8%	78.1%	76.6%	77.3%	77.4%	78.1%	77.3%	74.7%	68.9%	69.9%
International	0.3%	0.5%	4.1%	1.7%	2.0%	1.3%	3.8%	3.1%	3.8%	4.4%

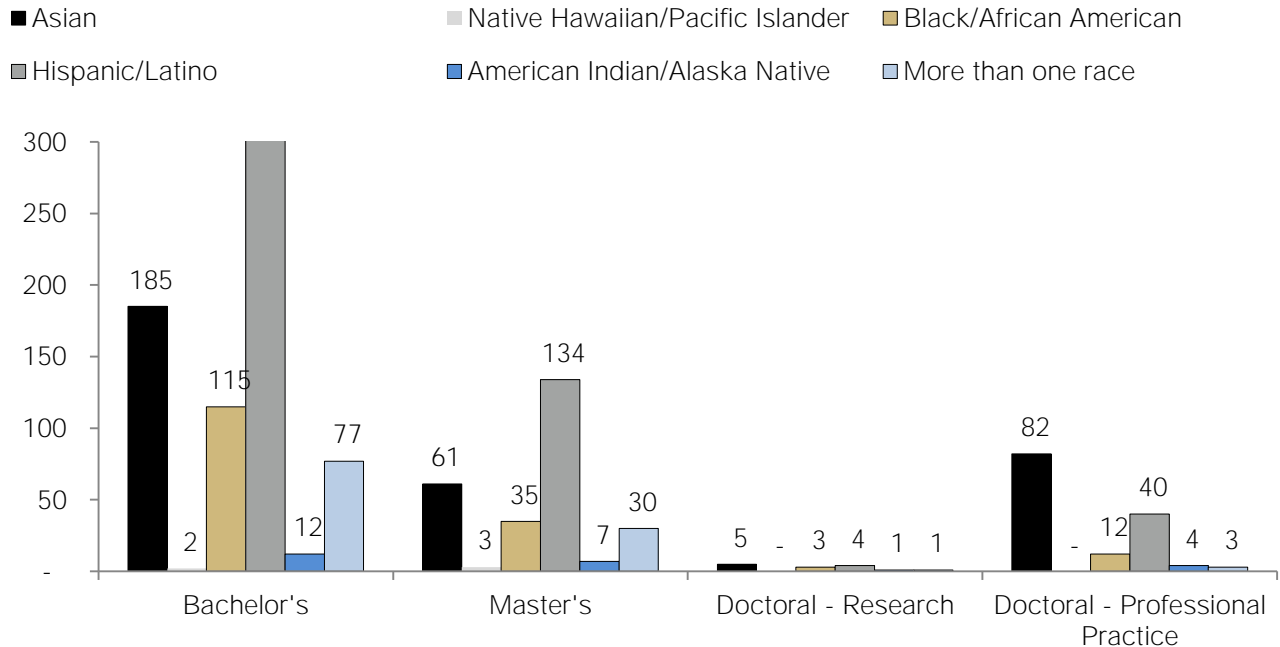
The proportion of doctoral professional practice degrees conferred to students of color at the Anschutz Medical Campus remained fairly consistent from 2006 to 2013, from 19 to 22%. Since 2013, the number and proportion has grown in 2014 and 2015, surpassing 140 degrees and 26%.

\* Minority percentage calculation does not include the international population.

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 2014-15



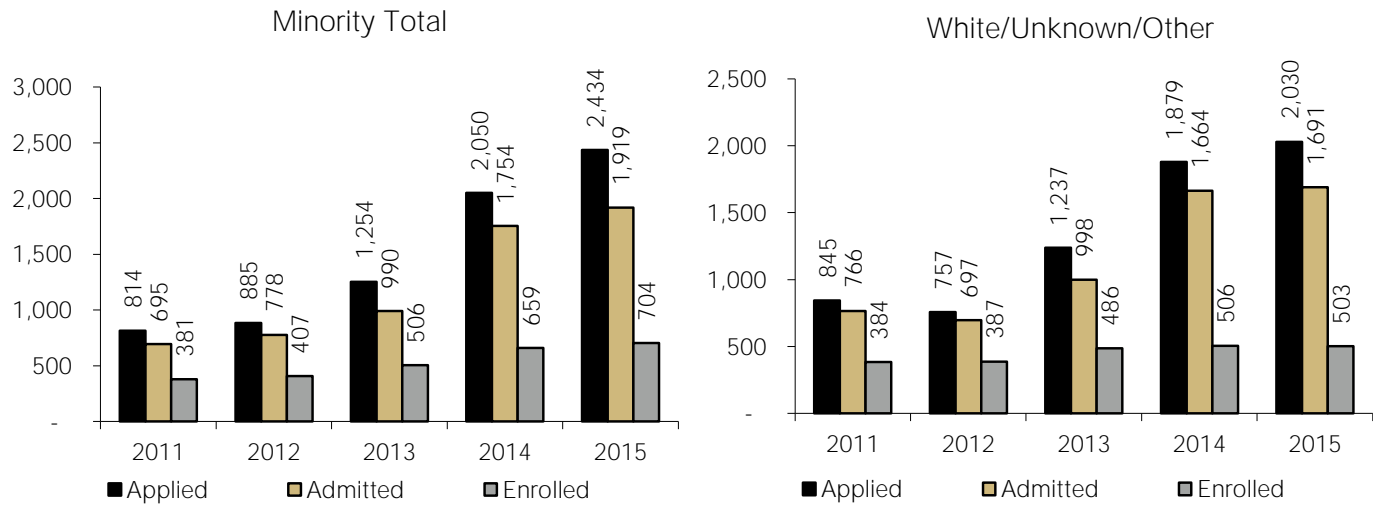
Race/Ethnicity	Bachelor's	Master's	Doctoral - Research	Professional Practice	Total
Asian	185	61	5	82	333
Native Hawaiian/Pacific Islander	2	3	-	-	5
Black/African American	115	35	3	12	165
Hispanic/Latino	332	134	4	40	510
American Indian/Alaska Native	12	7	1	4	24
More than one race	77	30	1	3	111
White/Unknown	1,345	1,432	80	384	3,241
International	270	177	8	24	479
<b>Students of Color Total</b>	<b>723</b>	<b>270</b>	<b>14</b>	<b>141</b>	<b>1,148</b>
<b>Total</b>	<b>2,338</b>	<b>1,879</b>	<b>102</b>	<b>549</b>	<b>4,868</b>

Of all students, nearly 31% of the baccalaureate degrees awarded in fiscal year 2015 were earned by students of color. However, just 14% of the masters degrees were awarded to students of color. Of the 651 degrees awarded at the doctoral level, almost 24% 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
2011	216	190	114
2012	255	234	119
2013	297	264	170
2014	422	390	187
2015	429	385	173

**Native Hawaiian/Pacific Islander**

Fall Term	Applied	Admitted	Enrolled
2011	2	1	1
2012	4	4	4
2013	8	7	2
2014	11	9	3
2015	5	5	1

**Black/African American**

Fall Term	Applied	Admitted	Enrolled
2011	100	69	27
2012	126	106	46
2013	149	112	48
2014	192	140	44
2015	243	172	65

**Hispanic/Latino**

Fall Term	Applied	Admitted	Enrolled
2011	407	355	192
2012	416	358	196
2013	660	510	235
2014	1,163	988	348
2015	1,478	1,133	392

**American Indian/Alaska Native**

Fall Term	Applied	Admitted	Enrolled
2011	5	4	1
2012	5	5	2
2013	7	3	1
2014	15	8	4
2015	6	3	2

**More than one race**

Fall Term	Applied	Admitted	Enrolled
2011	86	77	47
2012	83	75	44
2013	141	101	52
2014	247	219	73
2015	273	221	71

**White/Unknown**

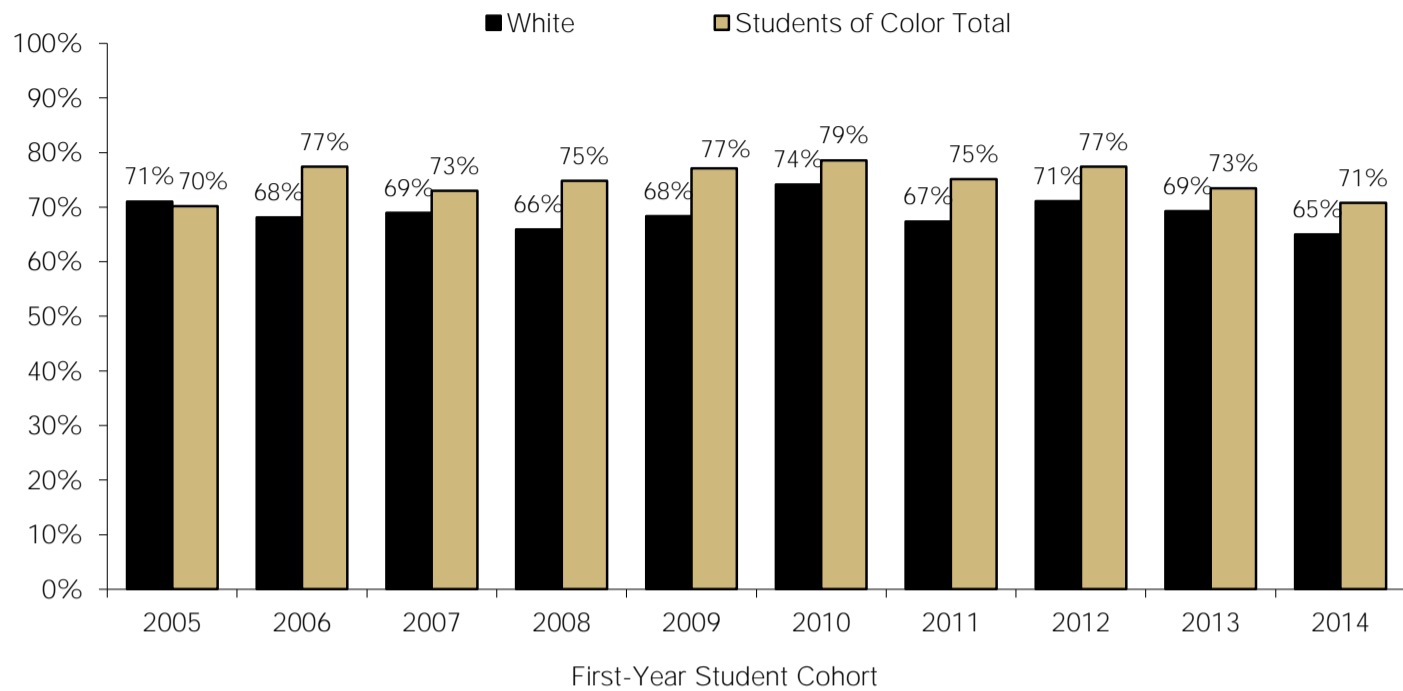
Fall Term	Applied	Admitted	Enrolled
2011	845	766	384
2012	757	697	387
2013	1,237	998	486
2014	1,879	1,664	506
2015	2,030	1,691	503

**Total**

Fall Term	Applied	Admitted	Enrolled
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
2015	4,470	3,616	1,212

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



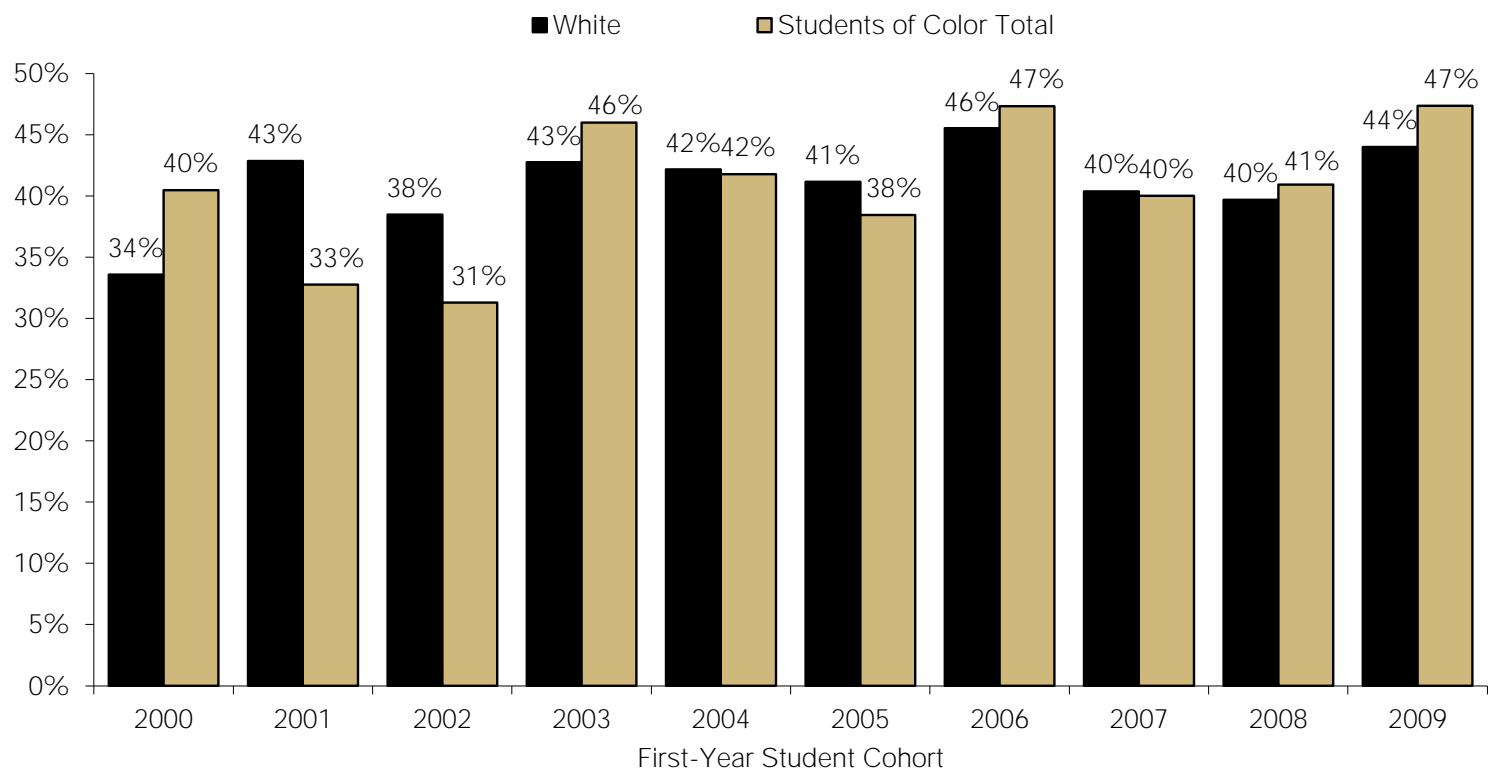
First-Year Cohort	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Asian	117	135	137	149	162	156	118	123	178	193
Native Hawaiian/Pacific Islander	-	-	-	-	-	-	2	4	3	4
Black/African American	24	55	55	60	67	60	31	57	46	48
Hispanic/Latino	120	121	161	164	162	189	189	195	225	344
American Indian/Alaska Native	7	8	17	8	6	11	3	3	1	3
More than one race	-	-	-	-	-	9	55	52	60	79
White	435	514	567	602	525	522	380	426	514	534
Other/Unknown	37	37	32	21	69	11	15	12	8	6
International	4	14	43	34	48	62	61	90	46	34
<b>Total</b>	<b>744</b>	<b>884</b>	<b>1,012</b>	<b>1,038</b>	<b>1,039</b>	<b>1,020</b>	<b>854</b>	<b>962</b>	<b>1,081</b>	<b>1,245</b>
Students of Color Total	268	319	370	381	397	425	398	434	513	671

Percent Enrolled One Year Later	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Asian	77%	83%	81%	81%	86%	88%	78%	85%	89%	86%
Native Hawaiian/Pacific Islander	-	-	-	-	-	-	100%	75%	67%	75%
Black/African American	63%	69%	65%	83%	66%	72%	87%	84%	59%	65%
Hispanic/Latino	68%	76%	70%	68%	73%	74%	75%	72%	66%	65%
American Indian/Alaska Native	29%	63%	59%	38%	50%	55%	33%	67%	0%	67%
More than one race	-	-	-	-	-	78%	65%	73%	67%	61%
White	71%	68%	69%	66%	68%	74%	67%	71%	69%	65%
Other/Unknown	78%	78%	72%	71%	77%	73%	67%	67%	100%	17%
International	75%	71%	77%	71%	90%	85%	72%	83%	80%	71%
<b>Total</b>	<b>71%</b>	<b>72%</b>	<b>71%</b>	<b>69%</b>	<b>73%</b>	<b>77%</b>	<b>71%</b>	<b>75%</b>	<b>72%</b>	<b>68%</b>
Students of Color Total	70%	77%	73%	75%	77%	79%	75%	77%	73%	71%

We continue to see higher one-year retention rates for students of color than for white students (with the exception of the 2005 cohort where the difference was just 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 Denver  
Denver Campus  
Undergraduate Six-Year Graduation Rates by Race/Ethnicity



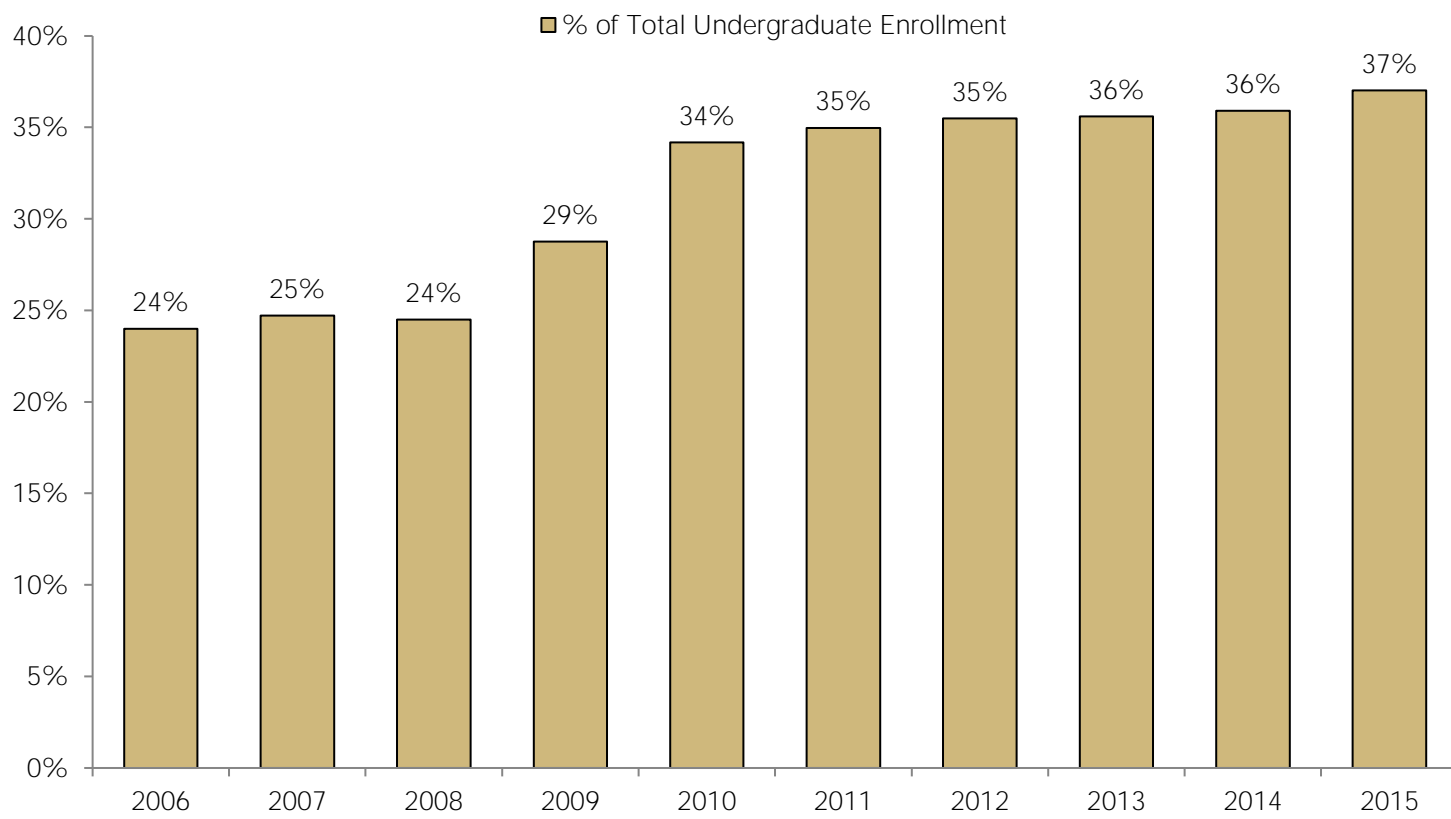
Undergraduate Cohort*	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Asian	104	80	99	88	93	117	135	137	149	162
Black/African American	21	22	12	19	31	24	55	55	60	67
Hispanic/Latino	74	64	78	85	104	120	121	161	164	162
American Indian/Alaska Native	6	5	6	8	9	7	8	17	8	6
White	271	287	356	379	415	435	514	567	602	525
Other/Unknown	28	27	23	41	29	37	37	32	21	69
International	11	7	6	4	6	4	14	43	34	48
<b>Total</b>	<b>515</b>	<b>492</b>	<b>580</b>	<b>624</b>	<b>687</b>	<b>744</b>	<b>884</b>	<b>1012</b>	<b>1038</b>	<b>1039</b>
<b>Students of Color Total</b>	<b>205</b>	<b>171</b>	<b>195</b>	<b>200</b>	<b>237</b>	<b>268</b>	<b>319</b>	<b>370</b>	<b>381</b>	<b>397</b>

Six-Year Graduation Rate	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Asian	46%	45%	33%	52%	52%	47%	56%	46%	50%	57%
Black/African American	24%	23%	42%	53%	32%	21%	38%	31%	40%	31%
Hispanic/Latino	35%	23%	26%	41%	39%	34%	44%	40%	35%	45%
American Indian/Alaska Native	67%	0%	50%	13%	0%	29%	25%	24%	13%	33%
White	34%	43%	38%	43%	42%	41%	46%	40%	40%	44%
Other/Unknown	29%	41%	61%	34%	45%	54%	43%	44%	48%	41%
International	27%	14%	0%	50%	33%	50%	71%	60%	53%	54%
<b>Total</b>	<b>36%</b>	<b>39%</b>	<b>37%</b>	<b>43%</b>	<b>42%</b>	<b>41%</b>	<b>46%</b>	<b>41%</b>	<b>41%</b>	<b>46%</b>
<b>Students of Color Total</b>	<b>40%</b>	<b>33%</b>	<b>31%</b>	<b>46%</b>	<b>42%</b>	<b>38%</b>	<b>47%</b>	<b>40%</b>	<b>41%</b>	<b>47%</b>

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 and white student graduation rates. The 6-year rate for the 2009 cohort was higher for students of color than for white students.

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

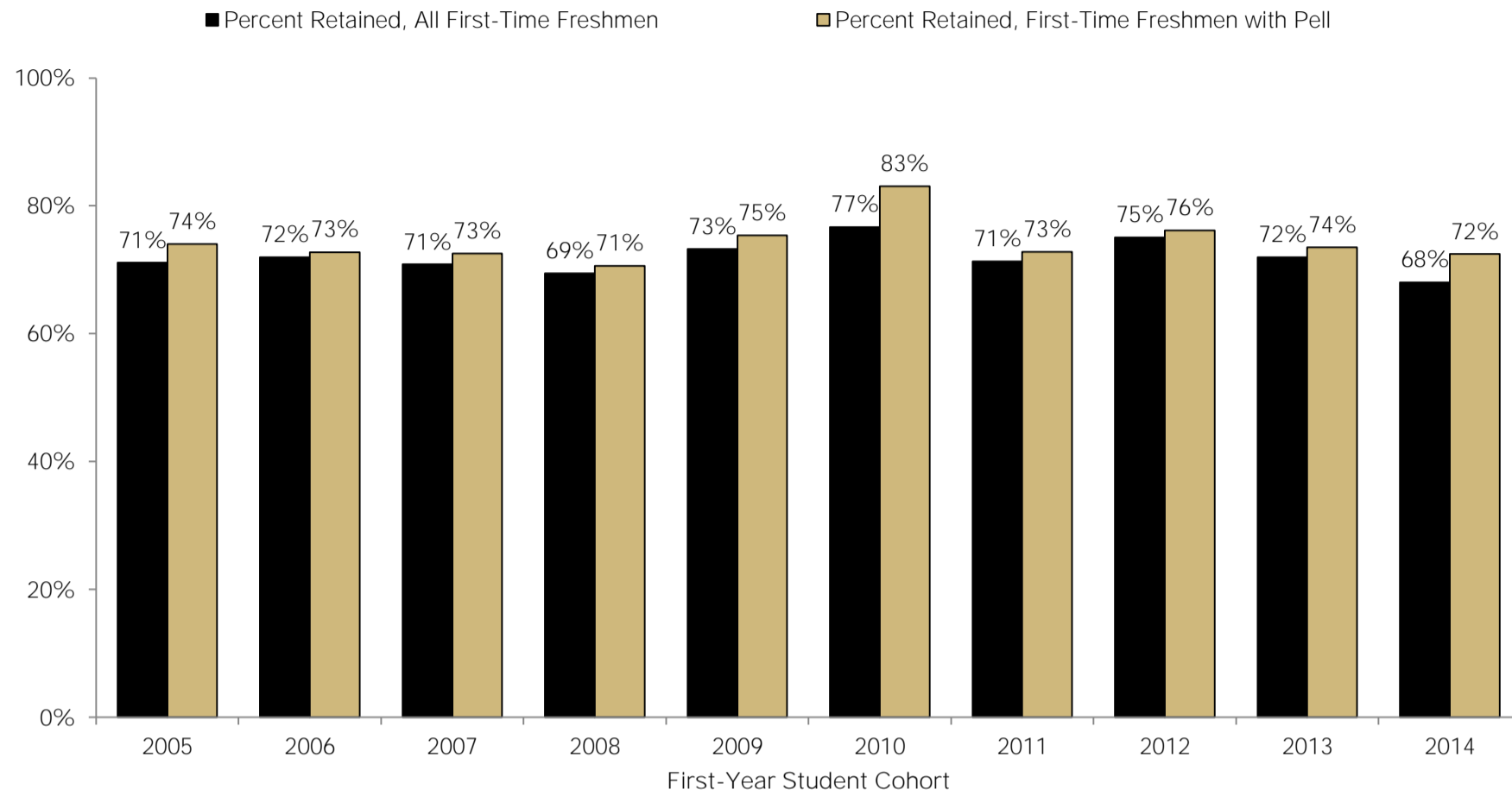
University of Colorado Denver  
Denver Campus  
Fall Enrollment of Pell Grant Recipients



	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Total UG Pell recipients enrolled	1,889	2,024	2,100	2,643	3,309	3,401	3,466	3,465	3,585	3,716
% of Total Undergraduate Enrollment	24%	25%	24%	29%	34%	35%	35%	36%	36%	37%

The number and proportion of Pell grant recipients on the Denver Campus reached highs of 3,716 and 37%, respectively, in Fall 2015.

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



	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
First-Year Student Cohorts*	154	202	277	262	349	348	331	352	393	501
Number Retained**	114	147	201	185	263	289	241	268	289	363
Percent Retained, First-Time Freshmen with Pell	74%	73%	73%	71%	75%	83%	73%	76%	74%	72%
Percent Retained, All First-Time Freshmen	71%	72%	71%	69%	73%	77%	71%	75%	72%	68%

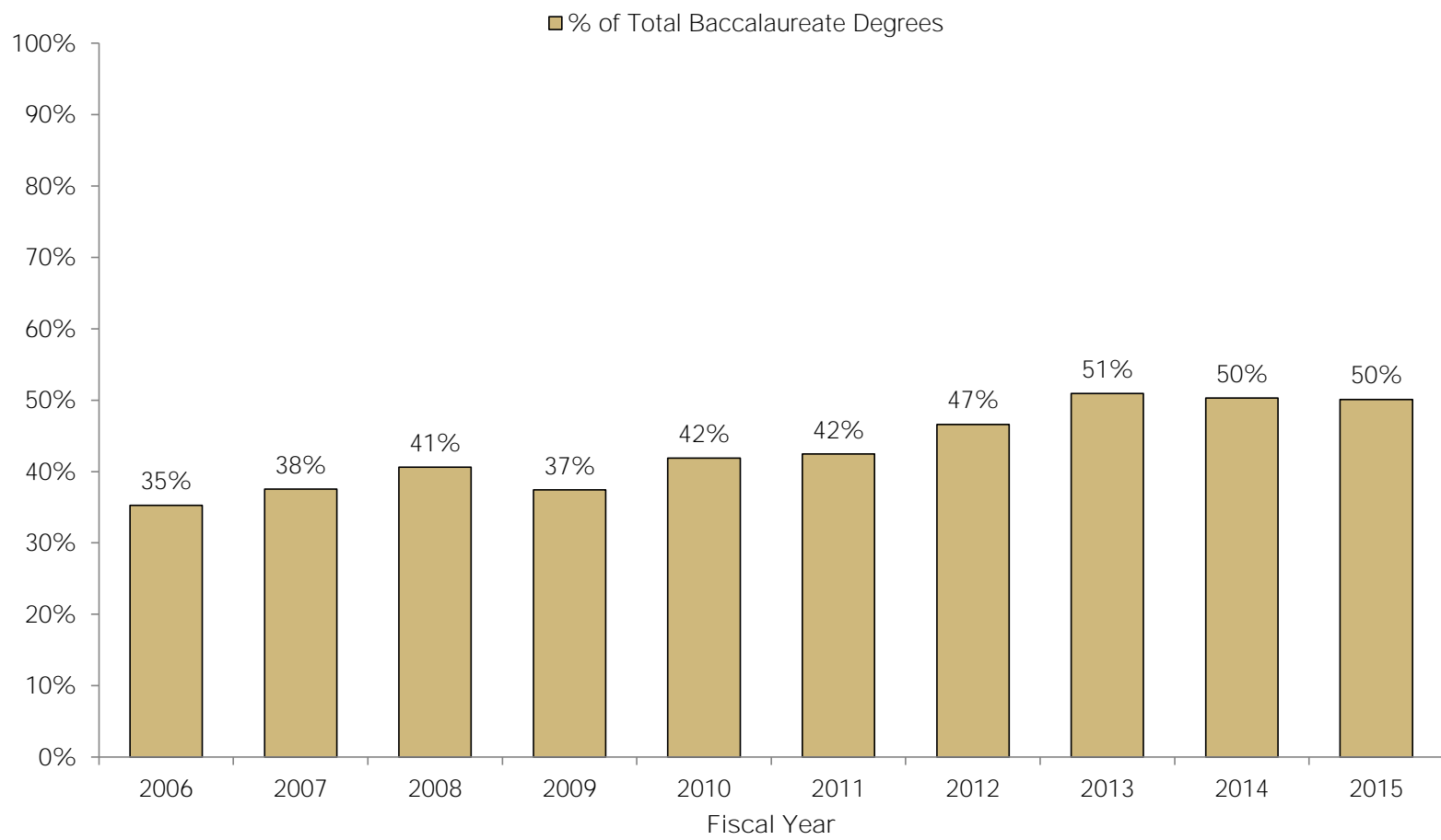
For all Denver Campus cohorts displayed, students with PELL were retained at a higher rate than those without PELL.

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

\*\*Number enrolled in subsequent fall



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



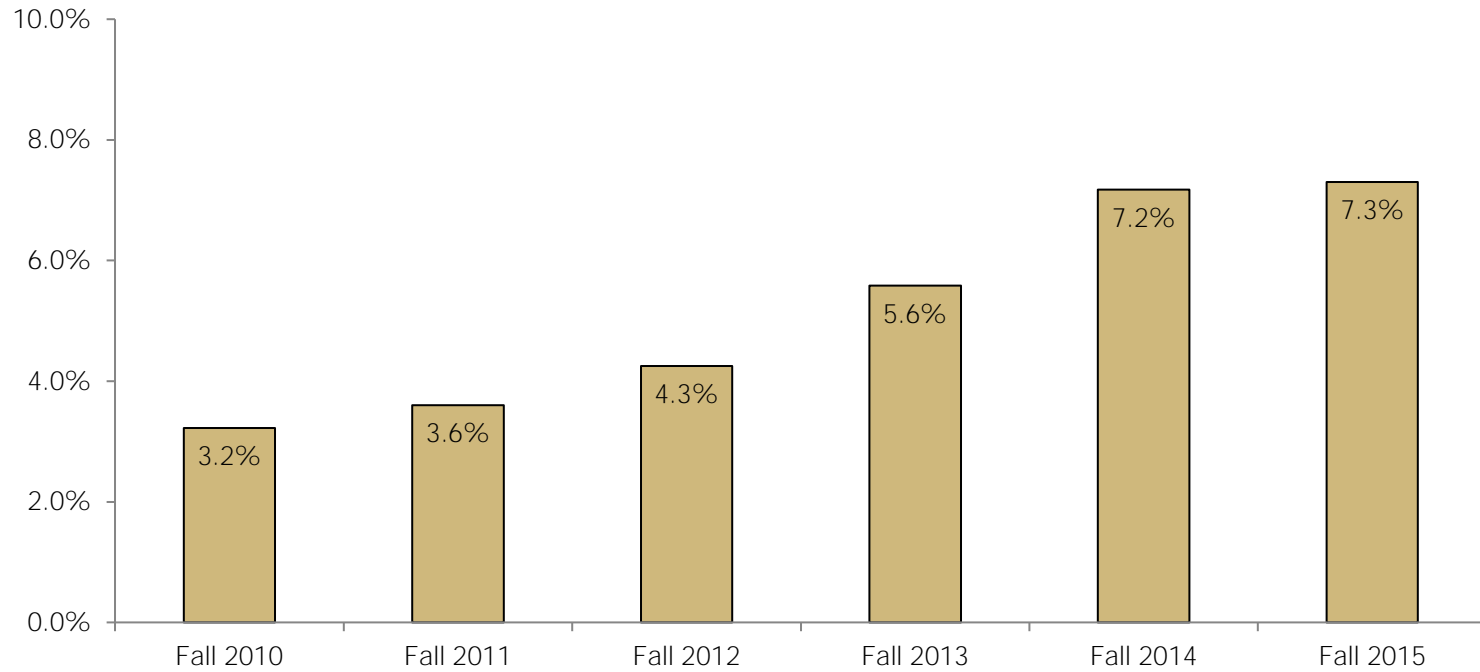
	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Baccalaureate Degrees Awarded to Pell Recipients*	478	526	601	560	688	772	812	959	946	1,018
% of Total Baccalaureate Degrees	35%	38%	41%	37%	42%	42%	47%	51%	50%	50%

The percentage of Denver Campus students receiving baccalaureate degrees who were Pell grant recipients reached a high of 51% in fiscal year 2013 and has been hovering around 50% since.

\* counted if student was ever a Pell recipient

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



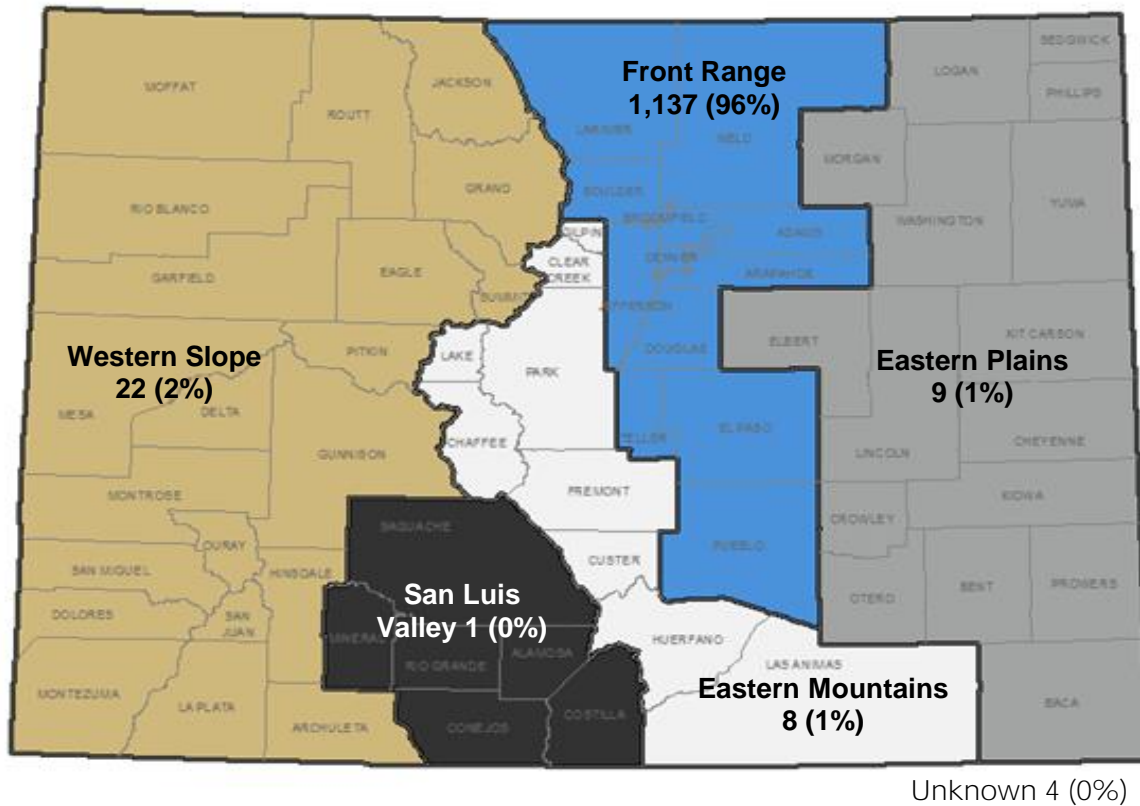
	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015
Number of undergraduates registered with Office of Disability Services	325	365	436	568	750	770
Percent of all undergraduates	3.2%	3.6%	4.3%	5.6%	7.2%	7.3%

**NOTE:** Fall 2015 is an estimate provided by the Disability Services Office.

Over the last six fall semesters, the proportion of undergraduate students that have registered with the Office of Disability Services has increased from 3.2% in Fall 2010 to 7.3% in Fall 2015. The latter represents an estimated 770 undergraduate students from the combined Denver Campus and Anschutz Medical Campus.

University of Colorado Denver  
 Denver Campus  
 New Resident Freshmen, Fall 2015  
 Home Region

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



Region	12th Graders Enrolled in CO Public Schools <sup>1</sup>	CU Denver New Resident Freshmen, Fall 2015	
		Enrolled <sup>2</sup>	Percent
Eastern Mountains	2%	8	1%
Eastern Plains	3%	9	1%
Front Range	83%	1,137	96%
San Luis Valley	1%	1	0%
Western Slope	9%	22	2%
Unknown	3%	4	0%
<b>Total</b>	<b>100%</b>	<b>1,181</b>	<b>100%</b>

<sup>1</sup> 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/puplicurrent.htm>

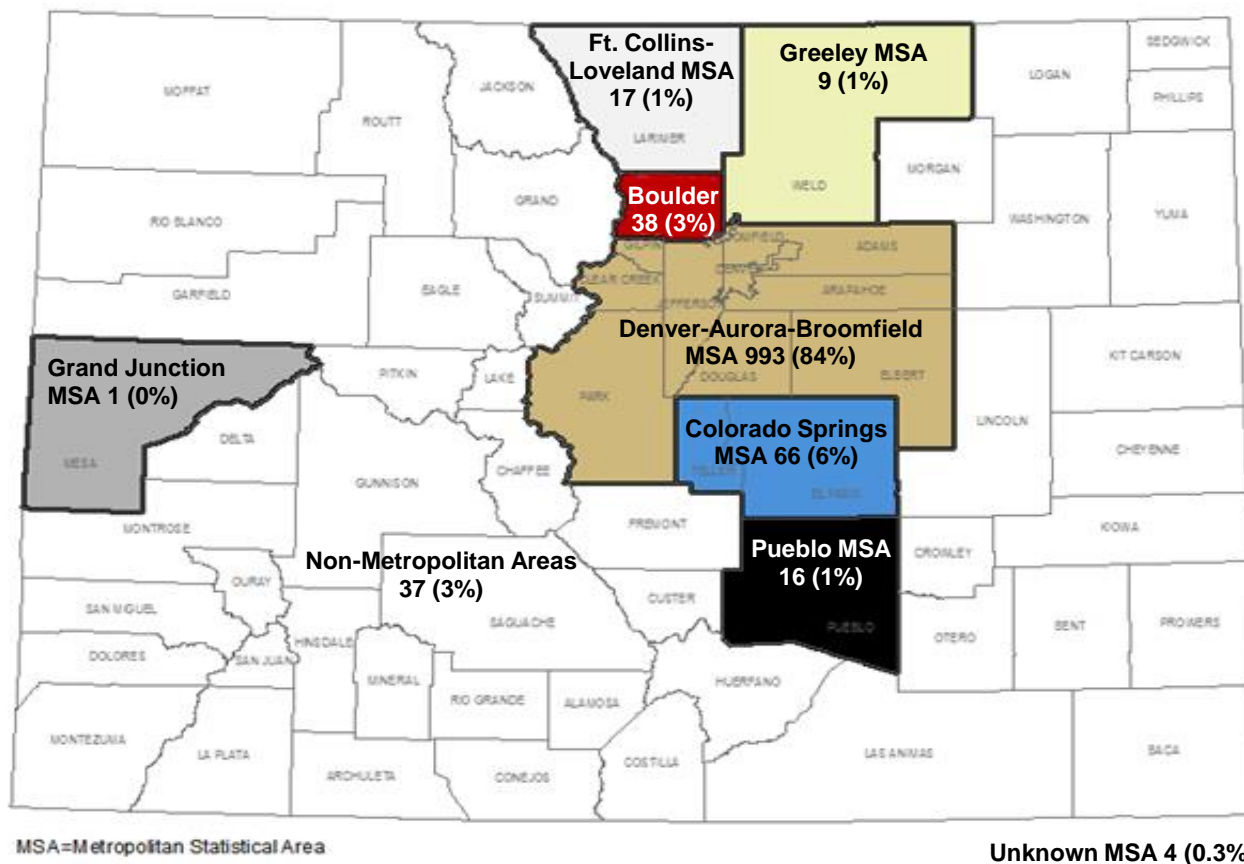
<sup>2</sup> Home region of new resident freshmen based on county at time of admission. Data source: SURDS Enrollment File (with new freshmen defined by CU registration type)

State regions defined at: Colorado Division of Local Government, State Demography Office. [www.colorado.gov/cs/Satellite/DOLA-Main/CBON/1251593300013](http://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 2015

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



Metro Area	12th Graders Enrolled in CO Public Schools <sup>1</sup>	CU Denver New Resident Freshmen, Fall 2015	
		Enrolled <sup>2</sup>	Percent
Boulder MSA	7%	38	3%
Colorado Springs MSA	16%	66	6%
Denver-Aurora-Broomfield MSA	48%	993	84%
Fort Collins-Loveland MSA	5%	17	1%
Grand Junction MSA	3%	1	0%
Greeley MSA	4%	9	1%
Pueblo MSA	3%	16	1%
Non-Metro	11%	37	3%
Unknown	3%	4	0%
<b>Total</b>	<b>100%</b>	<b>1,181</b>	<b>100%</b>

<sup>1</sup> 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>

<sup>2</sup> 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)

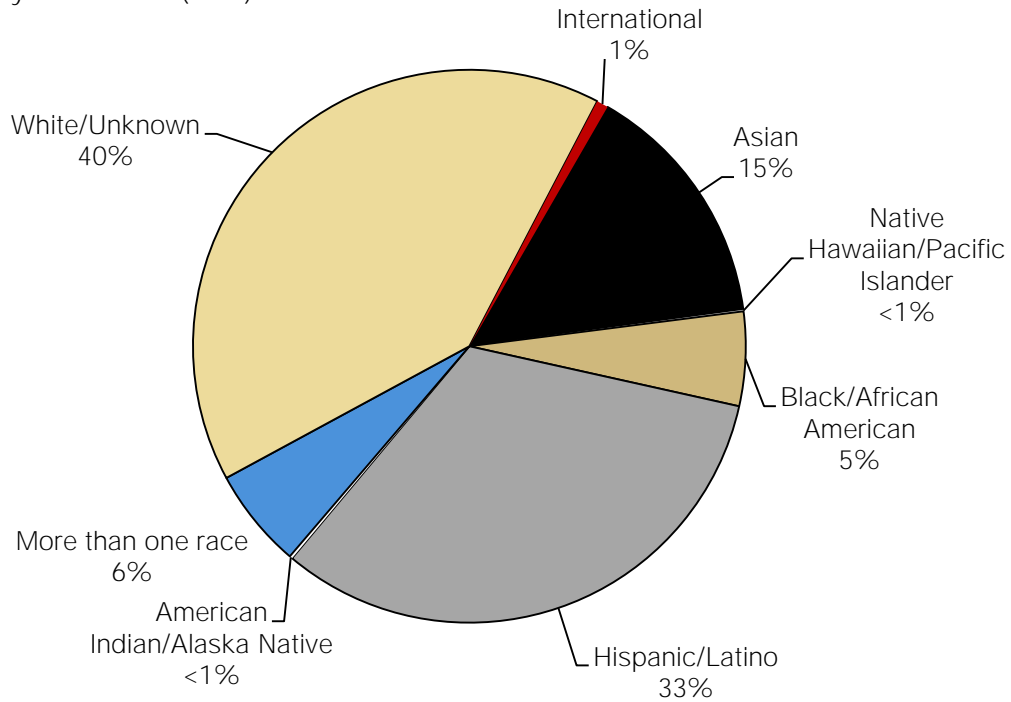
Metropolitan Statistical Areas (MSAs) defined by U.S. Office of Management and Budget, OMB Bulletin No. 09-01, November 2008. <http://www.whitehouse.gov/omb/assets/omb/bulletins/fy2009/09-01.pdf>

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 2015  
(End-of-Term Enrollment)

Total = 1,030

Minority Total = 527 (51%)



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 Office of Institutional Research & Effectivness  
<http://www.ucdenver.edu/about/departments/InstitutionalResearch/>

University of Colorado Denver  
Denver Campus and Anschutz Medical Campus  
Full-Time Faculty and Staff, Fall 2015

Notes: Includes all employees reported for IPEDS HR for Fall 2015. Excludes student and other temporary employees.

\* People of Color total includes more than one race and excludes white, unknown, international. People of Color percentage calculation does not include the international population.

DENVER CAMPUS AND ANSCHUTZ MEDICAL CAMPUS

	Total	Female		Male		People of Color*		Race/Ethnicity/Citizenship								
		#	%	#	%	#	%	American Black/African American	American Indian/Alaska Native	Asian	Native Hawaiian/Pacific Islander	Hispanic/Latino	More than one race	White	Unknown	International
Faculty	4,250	2,316	54%	1,934	46%	702	17%	55	20	391	7	208	21	3,022	412	114
Instructional Faculty	3,520	1,920	55%	1,600	45%	509	14%	40	17	266	6	165	15	2,626	358	27
Tenured/Tenure Track	2,197	1,001	46%	1,196	54%	355	16%	27	9	198	4	107	10	1,649	178	15
Full Professor	555	153	28%	402	72%	70	13%	3	1	41	-	22	3	464	19	2
Associate Professor	731	333	46%	398	54%	125	17%	7	8	70	1	35	4	550	55	1
Assistant Professor	911	515	57%	396	43%	160	18%	17	-	87	3	50	3	635	104	12
Non-Tenure Track	1,323	919	69%	404	31%	154	12%	13	8	68	2	58	5	977	180	12
Instructor/Sr. Instructor	1,201	858	71%	343	29%	133	11%	12	7	61	1	48	4	888	172	8
Other	122	61	50%	61	50%	21	17%	1	1	7	1	10	1	89	8	4
Research Faculty	688	366	53%	322	47%	187	27%	15	3	123	1	39	6	364	50	87
Public Service Faculty	42	30	71%	12	29%	6	14%	-	-	2	-	4	-	32	4	-
Staff	5,187	3,341	64%	1,846	36%	1,151	22%	236	33	324	6	496	56	3,163	839	35
Officers	31	11	35%	20	65%	2	6%	1	-	-	-	1	-	25	4	-
With Faculty Status	15	5	33%	10	67%	1	7%	1	-	-	-	-	-	12	2	-
Without Faculty Status	16	6	38%	10	63%	1	6%	-	-	-	-	1	-	13	2	-
Management/Other Professionals/Support Staff	5,156	3,330	65%	1,826	35%	1,149	22%	235	33	324	6	495	56	3,138	835	35
With Faculty Status	1,310	942	72%	368	28%	274	21%	26	18	124	2	93	11	907	110	20
Exempt Professionals	3,140	1,990	63%	1,150	37%	610	19%	126	8	172	2	267	35	1,827	688	15
Classified Staff	706	398	56%	308	44%	265	38%	83	7	28	2	135	10	404	37	-
Faculty/Staff Total	9,437	5,657	60%	3,780	40%	1,853	20%	291	53	715	13	704	77	6,185	1,251	149

University of Colorado Denver  
 Denver Campus and Anschutz Medical Campus  
 Full-Time Faculty and Staff, Fall 2015

Notes: Includes all employees reported for IPEDS HR for Fall 2015. Excludes student and other temporary employees.

\* People of Color total includes more than one race and excludes white, unknown, international. People of Color percentage calculation does not include the international population.

DENVER CAMPUS

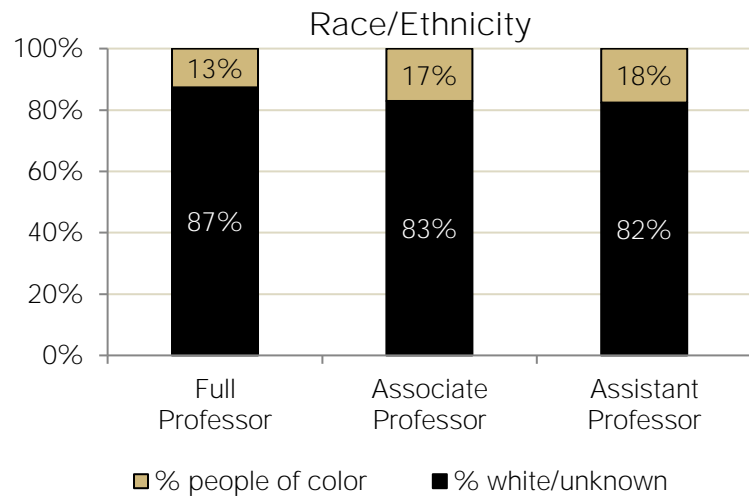
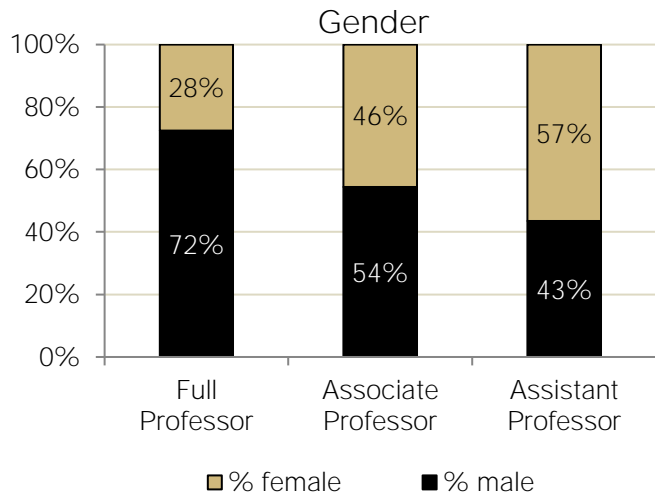
	Total	Female		Male		People of Color*		Race/Ethnicity/Citizenship								
		#	%	#	%	#	%	Black/ African American	American Indian/ Alaska Native	Asian	Native Hawaiian/P acific Islander	Hispanic/L atino	More than one race	White	Unknown	Inter- national
<b>Faculty</b>	<b>628</b>	<b>260</b>	<b>41%</b>	<b>368</b>	<b>59%</b>	<b>125</b>	<b>20%</b>	<b>10</b>	<b>6</b>	<b>65</b>	<b>1</b>	<b>40</b>	<b>3</b>	<b>465</b>	<b>28</b>	<b>10</b>
Instructional Faculty	590	242	41%	348	59%	121	21%	10	6	62	1	39	3	437	26	6
Tenured/Tenure Track	371	135	36%	236	64%	90	24%	6	4	50	-	28	2	265	11	5
Full Professor	88	26	30%	62	70%	16	18%	1	1	10	-	3	1	72	-	-
Associate Professor	178	66	37%	112	63%	45	25%	3	3	22	-	16	1	124	9	-
Assistant Professor	105	43	41%	62	59%	29	28%	2	-	18	-	9	-	69	2	5
Non-Tenure Track	219	107	49%	112	51%	31	14%	4	2	12	1	11	1	172	15	1
Instructor/Sr. Instructor	170	79	46%	91	54%	25	15%	3	2	11	-	9	-	134	10	1
Other	49	28	57%	21	43%	6	12%	1	-	1	1	2	1	38	5	-
Research Faculty	38	18	47%	20	53%	4	11%	-	-	3	-	1	-	28	2	4
Public Service Faculty	-	-	--	-	--	-	--	-	-	-	-	-	-	-	-	-
<b>Staff</b>	<b>784</b>	<b>520</b>	<b>66%</b>	<b>264</b>	<b>34%</b>	<b>219</b>	<b>28%</b>	<b>39</b>	<b>7</b>	<b>55</b>	<b>-</b>	<b>107</b>	<b>11</b>	<b>525</b>	<b>38</b>	<b>3</b>
Officers	18	7	39%	11	61%	2	11%	1	-	-	-	1	-	14	2	-
With Faculty Status	9	3	33%	6	67%	1	11%	1	-	-	-	-	-	6	2	-
Without Faculty Status	9	4	44%	5	56%	1	11%	-	-	-	-	1	-	8	-	-
Management/Other Professionals/Support Staff	766	513	67%	253	33%	217	28%	38	7	55	-	106	11	511	36	3
With Faculty Status	93	46	49%	47	51%	15	16%	3	1	5	-	6	-	75	3	1
Exempt Professionals	531	372	70%	159	30%	144	27%	26	1	39	-	69	9	360	25	2
Classified Staff	142	95	67%	47	33%	58	41%	9	5	11	-	31	2	76	8	-
<b>Faculty/Staff Total</b>	<b>1,412</b>	<b>780</b>	<b>55%</b>	<b>632</b>	<b>45%</b>	<b>344</b>	<b>24%</b>	<b>49</b>	<b>13</b>	<b>120</b>	<b>1</b>	<b>147</b>	<b>14</b>	<b>990</b>	<b>66</b>	<b>13</b>

ANSCHUTZ MEDICAL CAMPUS

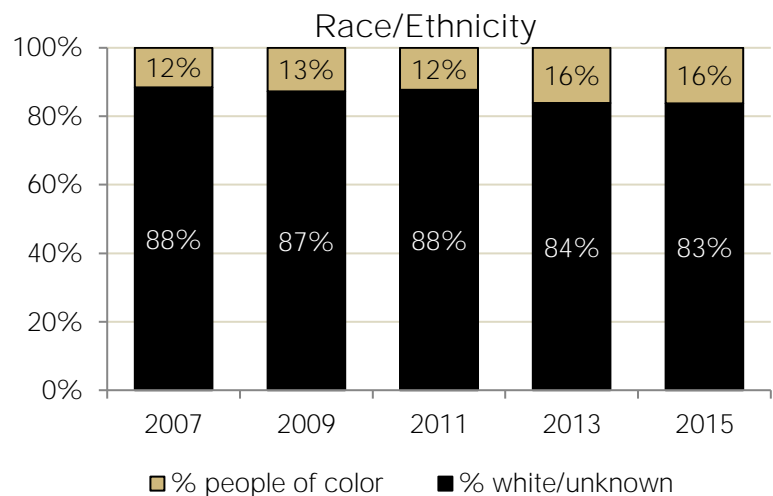
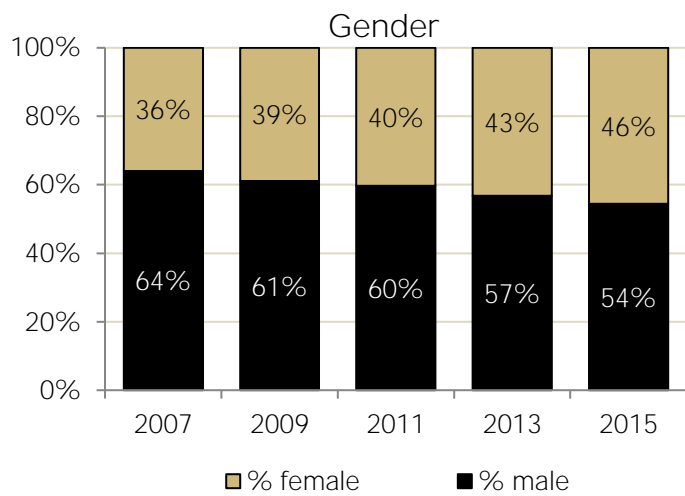
	Total	Female		Male		People of Color*		Race/Ethnicity/Citizenship								
		#	%	#	%	#	%	Black/ African American	American Indian/ Alaska Native	Asian	Native Hawaiian/P acific Islander	Hispanic/L atino	More than one race	White	Unknown	Inter- national
<b>Faculty</b>	<b>3,622</b>	<b>2,056</b>	<b>57%</b>	<b>1,566</b>	<b>43%</b>	<b>577</b>	<b>16%</b>	<b>45</b>	<b>14</b>	<b>326</b>	<b>6</b>	<b>168</b>	<b>18</b>	<b>2,557</b>	<b>384</b>	<b>104</b>
Instructional Faculty	2,930	1,678	57%	1,252	43%	388	13%	30	11	204	5	126	12	2,189	332	21
Tenured/Tenure Track	1,826	866	47%	960	53%	265	15%	21	5	148	4	79	8	1,384	167	10
Full Professor	467	127	27%	340	73%	54	12%	2	-	31	-	19	2	392	19	2
Associate Professor	553	267	48%	286	52%	80	14%	4	5	48	1	19	3	426	46	1
Assistant Professor	806	472	59%	334	41%	131	16%	15	-	69	3	41	3	566	102	7
Non-Tenure Track	1,104	812	74%	292	26%	123	11%	9	6	56	1	47	4	805	165	11
Instructor/Sr. Instructor	1,031	779	76%	252	24%	108	10%	9	5	50	1	39	4	754	162	7
Other	73	33	45%	40	55%	15	21%	-	1	6	-	8	-	51	3	4
Research Faculty	650	348	54%	302	46%	183	28%	15	3	120	1	38	6	336	48	83
Public Service Faculty	42	30	71%	12	29%	6	14%	-	-	2	-	4	-	32	4	-
<b>Staff</b>	<b>4,403</b>	<b>2,821</b>	<b>64%</b>	<b>1,582</b>	<b>36%</b>	<b>932</b>	<b>21%</b>	<b>197</b>	<b>26</b>	<b>269</b>	<b>6</b>	<b>389</b>	<b>45</b>	<b>2,638</b>	<b>801</b>	<b>32</b>
Officers	13	4	31%	9	69%	-	0%	-	-	-	-	-	-	11	2	-
With Faculty Status	6	2	33%	4	67%	-	0%	-	-	-	-	-	-	6	-	-
Without Faculty Status	7	2	29%	5	71%	-	0%	-	-	-	-	-	-	5	2	-
Management/Other Professionals/Support Staff	4,390	2,817	64%	1,573	36%	932	21%	197	26	269	6	389	45	2,627	799	32
With Faculty Status	1,217	896	74%	321	26%	259	21%	23	17	119	2	87	11	832	107	19
Exempt Professionals	2,609	1,618	62%	991	38%	466	18%	100	7	133	2	198	26	1,467	663	13
Classified Staff	564	303	54%	261	46%	207	37%	74	2	17	2	104	8	328	29	-
<b>Faculty/Staff Total</b>	<b>8,025</b>	<b>4,877</b>	<b>61%</b>	<b>3,148</b>	<b>39%</b>	<b>1,509</b>	<b>19%</b>	<b>242</b>	<b>40</b>	<b>595</b>	<b>12</b>	<b>557</b>	<b>63</b>	<b>5,195</b>	<b>1,185</b>	<b>136</b>



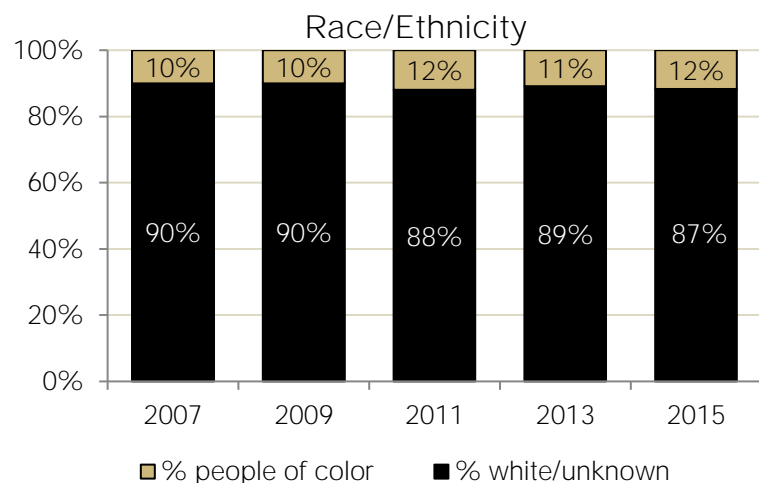
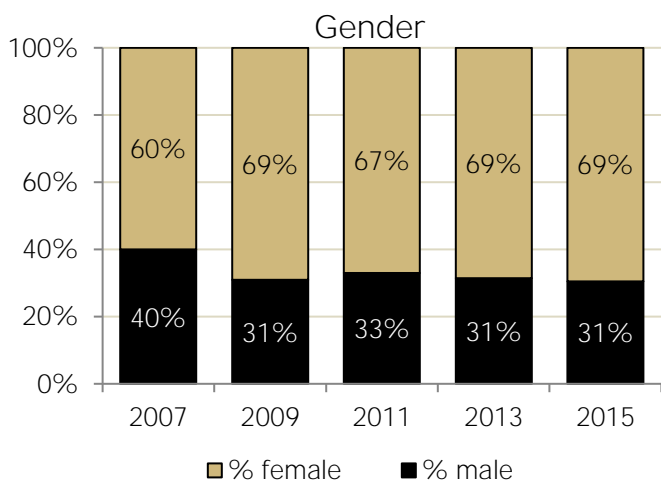
University of Colorado Denver  
 Denver Campus and Anschutz Medical Campus  
 Instructional Faculty, Fall 2015  
 Tenured/Tenure Track



Instructional Faculty, Fall 2007 - Fall 2015  
 Tenured/Tenure Track Faculty  
 All Ranks Combined

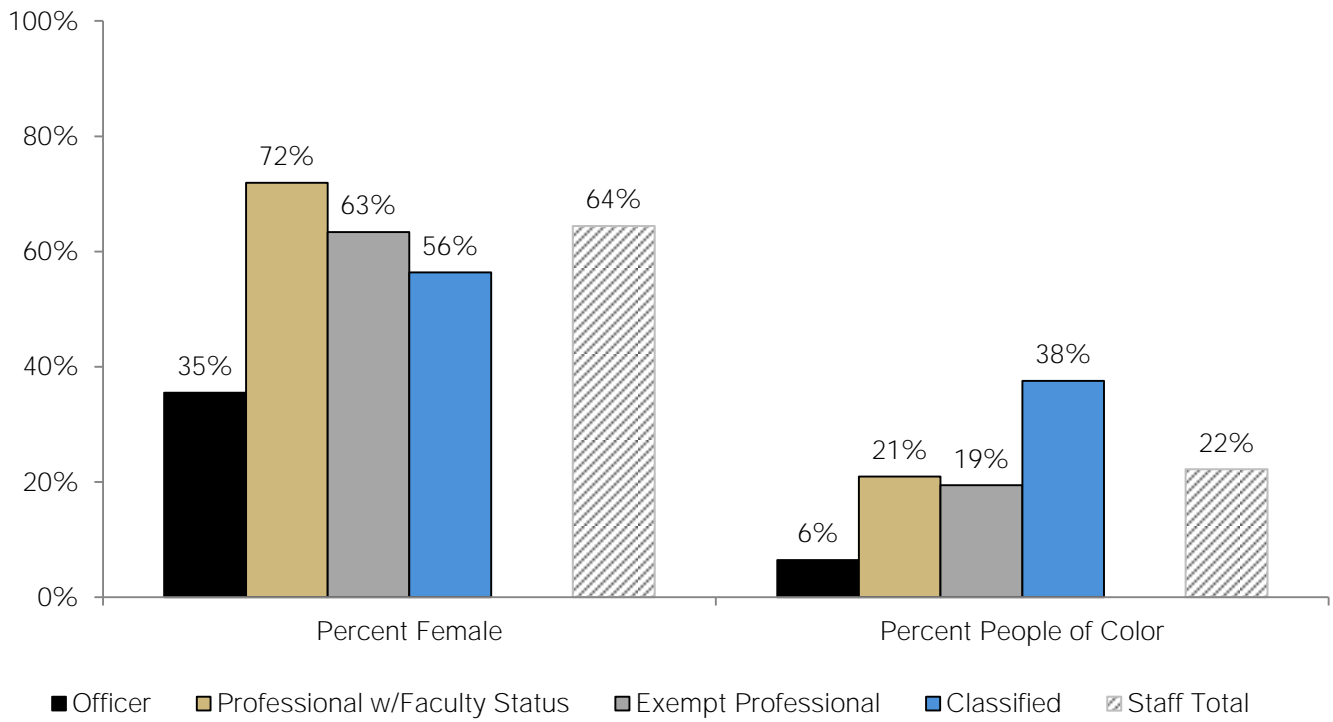


Non-Tenure Track Faculty



People of Color percentage calculation does not include the international population.

University of Colorado Denver  
 Denver Campus and Anschutz Medical Campus  
 Staff Diversity, Fall 2015



While females represent more than half of the classified (56%), exempt professional (63%), and professionals with faculty status (72%), they make up just 38% of the university officers. Minority employees constitute even lower proportions of each of those same categories.

People of Color percentage calculation does not include the international population.



## University of Colorado System Administration Staff Diversity

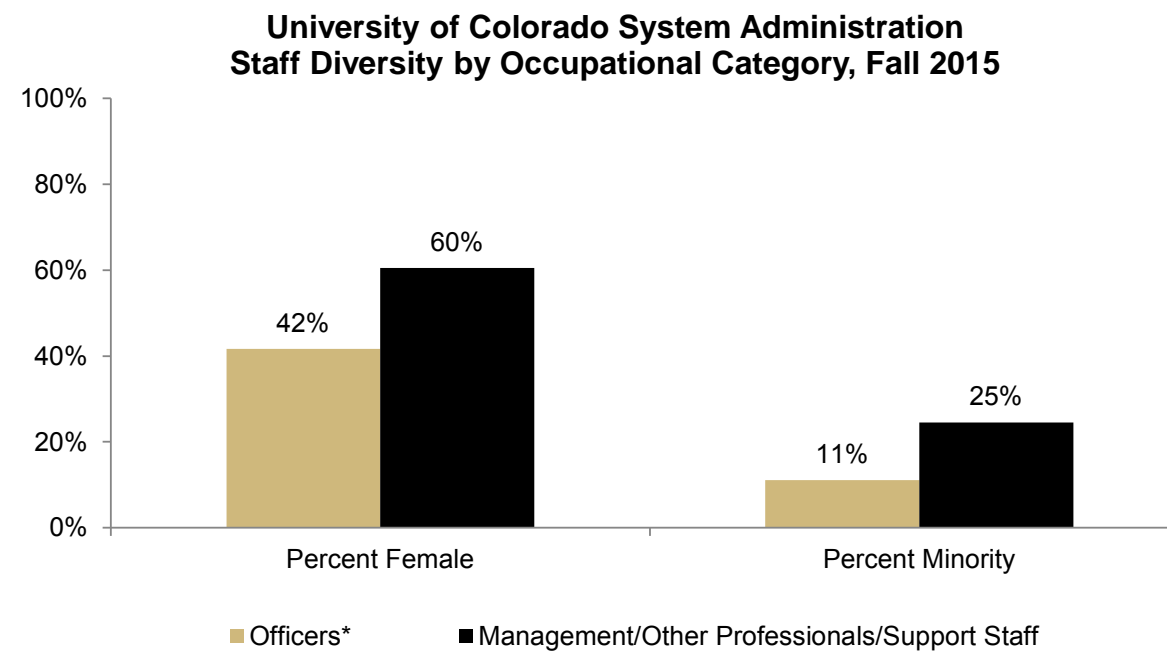
Data provided by the CU System Office of Institutional Research  
<http://www.cu.edu/ir/>

University of Colorado System Administration  
Full-Time Staff, Fall 2015

Notes: Includes all employees reported for IPEDS HR for Fall 2015. Excludes student and other temporary employees.  
Minority total includes more than one race and excludes white, unknown, international. Minority percentage is total minority divided by all.

	Total	Female		Male		Minority		Race/Ethnicity/Citizenship						
		#	%	#	%	#	%	American Black/ African American	Indian/ Alaska Native	Hispanic/ Latino	Asian	White	Unknown	Inter- national
Staff Total	451	266	59%	185	41%	106	24%	17	2	44	43	330	15	0
Officers*	36	15	42%	21	58%	4	11%	1		1	2	31	1	0
Management/Other Professionals/Support Staff	415	251	60%	164	40%	102	25%	16	2	43	41	299	14	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.



## Appendices

Appendix A: Fall 2014 Resident Enrollment, Colorado Public Four-Year Institutions

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

Appendix A: Fall 2014 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 <sup>a</sup>	Total	Total Minority <sup>b</sup>	Percent Minority <sup>c</sup>	Share of CO Minority Enrollment	Share of CO Total Enrollment
<b>Undergraduate</b>	17,290	4,046	626	4,232	194	3,368	70,450	5,014	185	105,405	29,756	28%	100%	100%
University of Colorado	4,894	1,098	104	2,431	39	1,153	22,160	1,245	85	33,209	9,719	29%	33%	32%
University of Colorado Boulder	1,825	290	33	1,171	6	742	11,538	204	38	15,847	4,067	26%	14%	15%
University of Colorado Colorado Springs	1,300	314	37	253	22		5,627	725	15	8,293	1,926	23%	6%	8%
University of Colorado Denver	1,769	494	34	1,007	11	411	4,995	316	32	9,069	3,726	41%	13%	9%
Adams State University	594	79	23	15	6	67	791	56		1,631	784	48%	3%	2%
Colorado Mesa University	1,225	180	52	78	16	208	5,740	256	3	7,758	1,759	23%	6%	7%
Colorado School of Mines	263	35	6	151	1	139	2,172	64	6	2,837	595	21%	2%	3%
Colorado State University	1,977	435	82	418	16	471	13,315	669	52	17,435	3,399	20%	11%	17%
Colorado State University - Pueblo	1,268	260	23	47	2	132	1,991	106	1	3,830	1,732	45%	6%	4%
CSU-Global Campus	808	371	68	204	34	54	4,767	578	23	6,907	1,539	22%	5%	7%
Fort Lewis College	257	12	106	22	2	72	1,543	77	9	2,100	471	23%	2%	2%
Metropolitan State University of Denver	4,400	1,219	130	732	54	771	12,239	773	4	20,322	7,306	36%	25%	19%
University of Northern Colorado	1,427	320	28	118	14	251	4,546	1,058	2	7,764	2,158	28%	7%	7%
Western State Colorado University	177	37	4	16	10	50	1,186	132		1,612	294	18%	1%	2%
<b>Graduate</b>	1,655	607	101	837	23	358	14,249	1,680	114	19,624	3,581	18%	100%	100%
University of Colorado	931	283	61	622	12	180	8,028	1,035	84	11,236	2,089	19%	58%	57%
University of Colorado Boulder	254	49	26	130	5	69	2,596	281	18	3,428	533	16%	15%	17%
University of Colorado Colorado Springs	147	54	5	55	3		1,102	115	10	1,491	264	18%	7%	8%
University of Colorado Denver	530	180	30	437	4	111	4,330	639	56	6,317	1,292	21%	36%	32%
Adams State University	92	13	2	5		15	382	32		541	127	23%	4%	3%
Colorado Mesa University	7	2	1			1	53	5		69	11	16%	0%	0%
Colorado School of Mines	52	6	3	26	1	17	639	28	6	778	105	14%	3%	4%
Colorado State University	191	42	15	81	2	81	2,419	261	14	3,106	412	13%	12%	16%
Colorado State University - Pueblo	34	9	2	4		5	140	26	1	221	54	25%	2%	1%
CSU-Global Campus	241	229	12	80	7	22	1,560	194	7	2,352	591	25%	2%	2%
Fort Lewis College	2						22	1		25	2	8%	0%	0%
Metropolitan State University of Denver	2	1		2		3	35	1		44	8	18%	0%	0%
University of Northern Colorado	96	22	3	17	1	32	880	36	2	1,089	171	16%	5%	6%
Western State Colorado University	7		2			2	91	61		163	11	7%	0%	1%
<b>Total</b>	18,945	4,653	727	5,069	217	3,726	84,699	6,694	299	125,029	33,337	27%	100%	100%

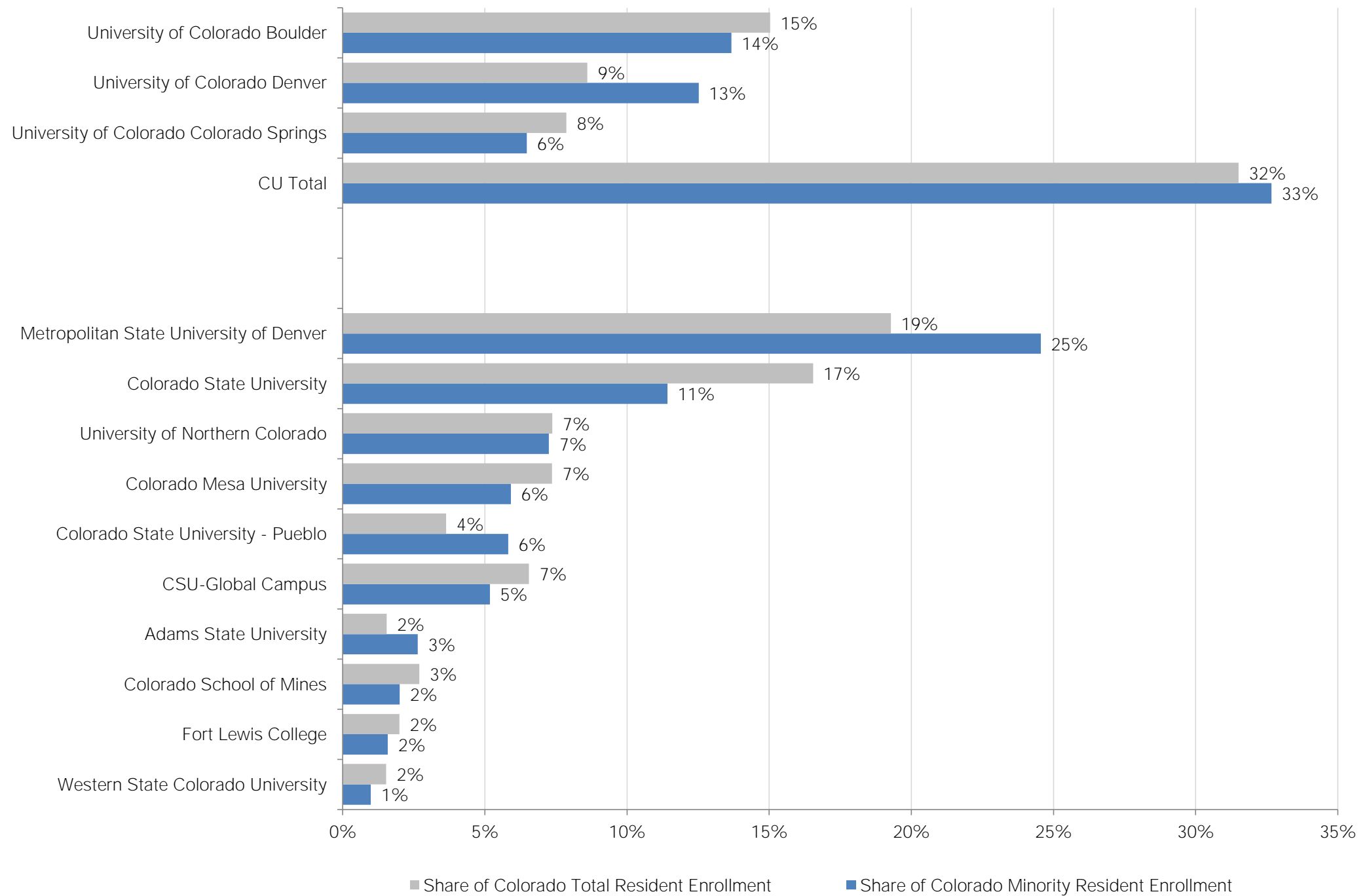
Source: Colorado Department of Higher Education Searchable Database, <http://highered.colorado.gov/Data/Search.aspx>  
 Based on SURDS enrollment files. Excludes students exclusively enrolled in extended studies programs. These data will not match other data provided in this report; this table is based on end-of-term enrollment whereas other data are based on census date enrollment.

<sup>a</sup> 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.

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

<sup>c</sup> 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 2014



Source: Colorado Department of Higher Education, SURDS Enrollment

## 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