



University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

# University of Colorado

**2021-22 Diversity Report**

June 2022



Prepared by the University of Colorado System Office of Institutional Research  
for the University of Colorado System Office of Academic Affairs

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

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This report is the result of a team effort across the CU System, incorporating work from multiple departments and disciplines. Without the help of the following offices, this report would not be possible—

CU Boulder | Office of Data Analytics

CU Boulder | Office of Diversity, Equity and Community Engagement

CU Denver | Anschutz Medical Campus | Office of Institutional Research

CU Denver | Anschutz Medical Campus | Office of Diversity and Inclusion

UCCS | Office of Institutional Research

UCCS | Office of Diversity and Inclusiveness

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## 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 and work climate that is productive, positive, safe, and respectful of all viewpoints.

The CU 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
- Undergraduate and graduate enrollment by sex
- 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
- Enrollment of students with military affiliation
- Enrollment of first generation students
- 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
- Summary of statewide enrollment contains information about CU student enrollment in the context of higher education in Colorado



**View our diversity report data visualization**

<https://www.cu.edu/diversity-report-interactive-data>

## Highlights from the 2021-22 CU Diversity Report

The CU Diversity Report includes enrollment data through Fall 2021 and degrees awarded through FY 2020-21. Students of Color are based on self-reported race/ethnicity including American Indian, Asian American, Black or African American, Hispanic/Latino, Native Hawaiian or Pacific Islander, and Two or More Races.

Below are highlights for all CU campuses:

**21,670** – Students of Color enrolled in Fall 2020, not including international students; 34% of the enrolled population; Up from 32% in Fall 2020 and +71% since Fall 2012.

**35%** – Undergraduate students of color, up 66% since 2012.

**27%** – Graduate students of color, up 93% since 2012.

**10,751** – Hispanic/Latino students enrolled in Fall 2021 at all levels; This group is 17% of the enrolled population; Up 81% since Fall 2012.

**3,583** – International students enrolled in Fall 2021 at all levels, over 5% of the enrolled population, and up 20% since Fall 2012.

**31%** – Percentage of Bachelor Degrees awarded to students of color in 2020-21, up from 29% in 2019-20; The 3,624 degree recipients marks the most awards in CU history to students of color, up 127% since 2011-12 and 8% growth over 2019-20;

**7,500+** – First-Generation students enrolled in Fall 2021; We know this population is larger overall than reported due to CU Denver reporting only the number of first-time freshman that are first generation. First generation is defined as an undergraduate with neither parent possessing a 4-year degree;

**10,632** – Federal Pell recipients enrolled in Fall 2021; Approximately 21% of the enrolled undergraduate population; Federal Pell Grant Program provides need-based grants to low-income undergraduate students to promote access to postsecondary education;

**22%** – Percentage of Tenured/Tenure Track faculty at Boulder from non-white, non-international race/ethnicity categories; 21% at UCCS; 26% at Denver; 17% at Anschutz; this percentage is up at all campuses since 2012;



## **2021-22 Diversity Report**

<https://colorado.edu/dei>

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## Campus DEI Goals

Advancing diversity, equity, and inclusion (DEI) on our campus requires a clear set of goals and values. The [Inclusion, Diversity, and Excellence in Academics \(IDEA\) Plan](#) has provided a strong foundation for articulating key areas of need. Reflecting on this plan to name a refined set of campus priorities is a next step toward organizing ourselves for action. A collaborative group led by the senior vice chancellor for Diversity, Equity, and Inclusion (SVC-DEI), and involving IDEA Council members, have identified five priority areas to help campus focus energies and resources:

1. Employee skills and development
2. Student achievement outcomes
3. Community building
4. Employee recruitment outcomes
5. Preparing students to participate in a diverse democracy

Having common goals will help to bridge some challenges to aligning our efforts; including, siloed initiatives, lack of collaboration or communication across units, lack of engagement with or access to the IDEA Plan, and difficulties crafting a campus-wide DEI narrative.

We recognize that many units, groups, and colleges have been working to advance DEI in their spaces. As we move forward as a campus, it is our aim to understand the impact of ongoing work and new initiatives in relation to these priority areas. This will provide data on what is and is not working well and where we might coordinate efforts to achieve our goals more efficiently and powerfully. To do this work, we will privilege listening, collaboration, and accountability.

Advancing DEI on our campus is not the activity or responsibility of a single office. It is incumbent upon all of us, the entire CU Boulder community, to address exclusive practices, and create a more welcoming and inclusive community for all. Advancing DEI must be embedded as a foundation for all that we do—in teaching, development, leadership, innovation, and service, for example.

## Using the DEI Goals

- Goals are the what, not the how (there are examples under each goal that relate to the how). The goals are broad enough that units can create their own outcomes, assessment plans, and measurements.
- Each unit will have a staff DEI consultant available from the Office of the SVC-DEI to help with their area's work.
- In addition to a consultant, units will have access to a resources hub in SharePoint that will curate research and materials designed to build DEI-related knowledge.
- Impact Grants will be available in FY2023 to support initiatives.
- Working with the consultants, units will be responsible for choosing a goal or two and operationalizing it for their area.
- All units, administrative and academic, will enjoy some independence and flexibility to operationalize goals in a manner that addresses unit priorities, context, and prior work.
- Units will be able to tie in recommendations from the IDEA Plan, Buff Undergraduate Success initiative, and other efforts with the support of consultants.
- Unit heads are responsible for providing leadership.

## Goal 1

Units will build capacity for advancing diversity, equity, and inclusion by focusing on **employee skills and development**. Outcomes *may* target:

- a. Education and training
- b. Expanding accountability mechanisms (e.g., job descriptions and qualifications, performance appraisals, awards, leadership positions)
- c. Rewarding and incentivizing professional behaviors that contribute to organizational change
- d. Education around and use of institutional data
- e. Building accountability structures to address a lack of engagement with advancing diversity, equity, and inclusion or failure to demonstrate contributions or support

**Demonstrated Impact:** Improvements in sense of belonging; knowledge acquisition; skills building; retention of people with minoritized identities

## Goal 2

Colleges, schools, and support units will prioritize and invest in initiatives that address inequities in undergraduate, graduate, and professional **student achievement outcomes**.

Outcomes *may* target:

- a. Identifying and interrogating common stop-out points or alienation experiences (e.g., prerequisite courses and curriculum sequencing, lab experiences, residence life experiences, transfer processes) and taking actions for remedies
- b. Evaluating and re-creating or pruning programs that do not successfully address inequities
- c. Creating, expanding, or institutionalizing initiatives that improve the capacity of faculty and staff to interact, advise, and teach across difference
- d. Creating or expanding student-facing initiatives that support student success (e.g., mentoring, living-learning experiences, coaching, research experiences)

**Demonstrated Impact:** Student retention; amended or streamlined structures; grant funding eligibility

## Goal 3

Academic and administrative units will collaborate to support **community building** initiatives (existing and new); to communicate the imperative of advancing diversity, equity, and inclusion; and to enhance everyone's sense of belonging. Outcomes *may* target:

- a. Education and social events that amplify cultural heritage months
- b. Creating incentives for student and employee participation or attendance in campus events
- c. Creating "welcome wagon" buddies for new employees
- d. Creating or supporting employee affinity groups
- e. Identifying and interrogating alienation experiences in existing programs

**Demonstrated Impact:** Satisfaction; sense of belonging; retention

## Goal 4

Units will cultivate a diverse, equitable, and inclusive workforce by investing in initiatives that address inequalities in **employee recruitment outcomes**. Outcomes *may* target:

- a. Creating and institutionalizing candidate assessment procedures that address inherent biases (e.g., in-group or implicit bias that influences assessment and interview questions)

- b. Identifying and interrogating alienation experiences during recruitment process (e.g., job descriptions with alienating language) and amending processes
- c. Expanding recruitment searches to address reinforcing cycles of inequality (e.g., recruiting only from friends or homogeneous professional networks)
- d. Rewarding and incentivizing best practices in recruitment efforts or search committees
- e. Creating specific and measurable recruitment goals

**Demonstrated Impact:** Achievement of recruitment goals; increased talent pool diversity; enhanced employer brand

## Goal 5

Colleges, schools, and support units will **prepare students to participate in a diverse democracy** and be thoughtful citizens. Outcomes *may* target:

- a. Creating a required Colorado state history course that addresses historical inequities
- b. Creating experiential learning to address systemic racism and discrimination
- c. Creating, expanding, or institutionalizing initiatives that improve students' civic engagement knowledge and capabilities
- d. Including global perspectives in engagement of DEI-focused work

**Demonstrated Impact:** Retention of students with minoritized identities; knowledge acquisition; skills building



## 2021-22 Diversity Report

## **Diversity, Equity, and Inclusion**

### **University of Colorado Colorado Springs (UCCS)**

#### **DEI at UCCS**

UCCS is committed to being a leading educational institution where all who attend, work and benefit from the campus are valued and respected. We value inclusive diversity as a foundation for teaching and scholarship that prepares students, faculty, staff and community members for both local and global multicultural engagement. Creating a culture of inclusion requires the active, intentional and ongoing engagement with diversity in which all members of the UCCS community feel an authentic sense of belonging. As an institution committed to equitable access and opportunity, we uphold our commitment to sustainable inclusive belonging by blending diversity, equity and inclusion into the full fabric of the UCCS community. We will advance and sustain a culture that promotes the awareness, appreciation, and respect of diversity, while inspiring agency and social responsibility through holistic approaches to self-awareness and identity development. We provide an inclusive and supportive campus environment that embraces a culture of belonging, engagement and learning for all including those with diverse intersecting backgrounds, social identities, abilities, and cultures.

#### **DEI Campus Goals and Priorities**

##### **Foundational Core Value:**

We value **INCLUSIVE DIVERSITY** as a foundation for teaching and scholarship that prepares students, faculty, staff and community members for both local and global multicultural realities.

##### **Strategic Plan 2030 Core Strategic:**

##### **Foster a Community of Learning, Engagement, and Inclusive Belonging to Nurture the Growth and Success of Faculty, Staff, and Students**

- Cultivate a culture of inclusive excellence that responds to the diversity of our campus community.
- Advance a culture of innovative and inclusive pedagogy that is relevant to the academic and professional needs of today's students.
- Deepen curricular and co-curricular experiences to foster global perspective, experiential engagement, and professional preparation.
- Strengthen our culture of health, safety and wellbeing.

##### **Tentative Goals:**

##### **1. Campus Culture of Belonging**

- Increase UCCS's institutional capacity and society responsibility towards a greater campus culture of belonging through equitable practices, policies, and social interactions.

##### **2. Equity and Inclusion in Teaching, Research, and Service**

- Enhance UCCS's academic DEI infrastructure through innovative practices that promote diverse pedagogy, culturally responsive teaching/service, and socially just research and scholarship opportunities.
- 3. Diverse Student Access and Retention**
  - Increase access, retention/persistence, and graduation rates of marginalized and underrepresented undergraduate and graduate student populations
- 4. Diverse Talent Foundation and Practices**
  - Increase recruitment rates/resources, promotion pathways, and retention initiatives/priorities for marginalized and underrepresented faculty and staff

### **Vice Chancellor for Diversity, Equity, and Inclusion**

The University of Colorado Colorado Springs (UCCS) is a public institution firmly rooted in its commitment to teaching, research and service. The Office of the Vice Chancellor for Diversity, Equity, and Inclusion aspires to strengthen DEI innovation, impacts, and practices as integral components of academic excellence. We are committed to inclusive excellence, multicultural education, and social justice that aspire to foster a more inclusive learning and work environment where all at UCCS feel a sense of belonging and can thrive. Additionally, we seek to elevate the impact UCCS has as a regional and national leader in preparing our community for success in a diverse global society and workforce.

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University of Colorado **Denver**

**2021-2022 Diversity Report**

**Office for Diversity, Equity & Inclusion**

**Office of Institutional Research**



At CU Denver, we've made diversity, equity, and inclusion a groundwater issue, meaning it flows from and through all that we do as we work to earn the right to serve our students. *Once an exclusive club, higher education has made strides to increase access and equal opportunity. However, merely opening the door is not sufficient to reach equity or ensure success for all. We propose and will pursue a new way to advance equity for all by creating an inclusive and just environment for our campus and broader community.*

*At CU Denver, our diversity is highly prized by students, faculty, and staff alike. It is a source of pride based in our shared belief that diverse experiences and viewpoints enrich the learning and professional environment for all of us. But it is not enough to simply be diverse.*

*We aim to put our diversity in action by becoming an equity-serving institution—one that provides a racially and culturally enhancing educational and work environment, and a sense of belonging for all. We will sustain a culture of belonging for all and provide the necessary resources and support to help everyone succeed.*

*We will accomplish this goal through engaging our entire community to share in the responsibility for creating and sustaining a just, safe, and inclusive campus; improving our systems to actively support minoritized people and historically marginalized identities, in order to reduce bias and create and sustain equity; and redefine success through a lens of justice, equity, diversity, and inclusion to unlock the potential for everyone to succeed.*

*The work we'll do:*

- *Intentionally and courageously build a culture of shared responsibility for advancing equity, diversity, and inclusion so that students, faculty, and staff thrive.*
- *Acknowledge the history of our location and honor the positive contributions of the people who came before us.*
- *Leverage our role as a Hispanic- and Asian American Native American and Pacific Islander-Serving Institution to secure resources that build institutional capacity for learner success, research, and scholarship.*
- *Develop and continuously improve our systems, placing a focus on building authentic relationships, community, and compassionate support.*

*We're there when:*

*Success outcome gaps across all demographics are reduced to zero, making education work for all. Faculty and staff of every background and identity find purpose and belonging and opportunities to advance here. Other universities and employers seeking diverse talent look to CU Denver as a model of inclusivity. (note, wording in italics from CU Denver 2030 Strategy)*



## Office for Diversity, Equity & Inclusion

The Office for Diversity, Equity & Inclusion believes in a process of co-creation of our shared climate and culture, and to that end supports a highly matrixed organizational ecology of empowered students, faculty, and staff committed to making CU Denver an educational work environment where equity is our ethos and everyday practice. The following cross-campus teams were created in the past year and are part of a growing network of change leadership on campus:

- IEAC – The Institutional Equity Advocacy Council's role is to lead an inclusive team of faculty, staff, and students who advance the first of three years of the Equity Task Force roadmap, which served as the blueprint for Goal 1: Becoming the nation's first Equity Serving Institution.
- ESIC – The Equity Serving Institution Council provides senior leadership oversight of Goal 1 (Becoming the nation's first Equity Serving Institution). Its members are the Provost, the Senior Vice Chancellor for Strategic Enrollment & Student Success, the Chief Research Officer, and the Vice Chancellor for Diversity, Equity and Inclusion.
- IEC – The Inclusive Excellence Council is comprised of Associate Dean-level members from the leadership teams of every college/school/business unit. The Inclusive Excellence Council members will lead our local and collective efforts on addressing tough, systemic issues where we have flourished, as well as where we have hindered the ability of our campus to be welcoming and inclusive in all that we do, with a specific lens on operationalizing Goal 1 (Becoming the nation's first Equity Serving Institution). The IEC is charged with developing and implementing action plans that tier from Goal 1 (and 5) of our 2030 strategy to ensure all members of the university community can experience what CU Denver has to offer equitably focusing on structural and environmental barriers to maximize success of students, faculty, and staff.
- Affinity Group Network – The Affinity Group Network is made up of employee resource groups and Faculty Assembly Committees whose mission is centered on diversity, equity & Inclusion. The Network meets regularly to advise and strengthen engagement and active participation in the co-creation of our CU Denver culture and climate.
- CWC Council - As a result of CU System Strategic Plan and Board of Regents questions regarding climate and culture, a four-campus (including CU System office) Climate and Workplace Culture (CWC) Survey was developed with the input from all four campus teams. The four campus teams have been meeting for nearly 18 months. The CU Denver CWC Council meets every other week and is responsible for aligning the CWC Survey to our culture, executing the delivery of the survey, amplifying participation through researched strategies, and taking the lead in delivery of results and interpretation of the data.
- HSI Operational Team - The Hispanic Serving Institution Operational Team leads our collective efforts on addressing tough, systemic issues that have hindered the ability of our campus to be welcoming and inclusive in all that we do, with a specific lens on our Latinx students, staff, faculty, and the campus community. The team is charged with



developing and recommending an action plan to ensure Latinx members of the university community can experience what CU Denver has to offer equitably, focusing on eliminating structural and environmental barriers to maximize the success of Latinx students, faculty, and staff.

- AANAPISI Operational Team - The Asian American Native Pacific Islander Serving Institution Operational Team leads our collective efforts on addressing tough, systemic issues that have hindered the ability of our campus to be welcoming and inclusive in all that we do, with a specific lens on our Asian American Pacific Islander (AAPI) students, staff, faculty, and the campus community. The team is charged with developing and recommending an action plan to ensure AAPI members of the university community can experience what CU Denver has to offer equitably, focusing on eliminating structural and environmental barriers to maximize the success of students, faculty, and staff.
- Displaced Aurarians Project - We study, teach, and work at a special place rooted in deep history. From the Indigenous Peoples who first settled here to the Aurarians who built a thriving neighborhood starting in the 1870s. In this spirit, we announced the expansion of the [Displaced Aurarian Scholarship Program](#) last year. Initially established to embrace and welcome back our former community members who were displaced to create public higher education opportunities through the Auraria Campus Development, we are proud to extend this program to more generations of learners in our continued commitment to honor our complex legacy and build a more inclusive future. And, building on that promise, in partnership with AHEC and our community, we will embark on an initiative to preserve and renovate historic homes along Ninth Street—as well as define their usage—as one important way to honor and celebrate our history as we build our collective future. Nolbert Chavez, a CU Denver alumnus who is CU Denver's chief of external initiatives and a CU Regent, will take on a new assignment to facilitate this critical work, which the CU System is graciously supporting.

## **DEI Grants**

Leveraging our Higher Education Act-defined status as a Hispanic Service Institution (HSI), an Asian American and Native American Pacific Islander-Serving Institutions (AANAPISI), and a Title III and Title V Eligible institution, we applied for the following grants in the past year.

- The AANAPISI - Part F Program (June 2021) proposal focused on promoting the mental health of minoritized students via evidence-based stress management workshop, monthly guest lectures, individual wellness check-ins, monthly support group meetings, and individual and group psychotherapy provided by doctoral student clinicians in the CU Denver Department of Psychology's Clinical Health Psychology Program.
- The Hispanic Serving Institutions Science, Technology, Engineering & Mathematics (HSI STEM) & Articulation Program (June 2021) grant proposed to create more effective and user-friendly pathways into CU Denver's STEM programs for area high school students and community college transfer students.



- The Strengthening Institutional Program (SIP) (July 2021) requested funding to create a Center for Inclusive Excellence at CU Denver and to fund a peer mental health coaching program and an augmented internship program with local employers.
- The National Telecommunications and Information Administration (NTIA) Connecting Minority Communities Pilot Program (November 2021) proposed to upgrade Wi-Fi systems across the Auraria Higher Education Center, a campus shared by three Minority Serving Institutions (CU Denver, Metropolitan State University of Denver, and the Community College of Denver).

The DEI Grants Director is currently preparing a proposal for the AANAPISI-Part A grant in June 2022 and will request funding to establish an Equity and Inclusion Living Learning Lab at CU Denver designed to launch, support, and evaluate DEI-focused innovations across the campus.

### **DEI Policy**

In 2021-2022 the Policy Office reviewed the 28 CU Denver-only policies with a restorative and equity lens to identify and prioritize policies necessitating review. Of the 28 policies, 11 have been identified as a high priority, 8 have been identified as medium priority, 5 need no review, and 4 are currently under review.

As a result of CU Denver's Equity Task Force Report and the CU Denver 2030 Strategic Plan, the Policy Office is working with the Institutional Equity Advocacy Council (IEAC) to develop an equity policy review framework and training. This framework is designed to critically analyze the impact of the design and implementation of CU Denver policies to identify and eliminate barriers and policy inequities on members of historically or institutionally minoritized individuals and groups. Upon completion of this framework, training will be developed the policy review process. This training will address the design, impact, and implementation of CU Denver policies with an equity lens. Finally, along with the IEAC, we have discussed the creation of an equity policy advisory committee, comprised of staff, faculty, and students as non-subject matter experts to assist in reframing policy language and identifying inequities and barriers during the policy review. These two steps will lead to a redesign of the policy workflow and approval process, in hopes of using time more efficiently while revising policies.

The goals for 2022-2023 are to identify members for the equity policy advisory committee, modify the training as needed, decide the best method of implementation for the training, and prioritize which policies need to undergo an equity review in consultation with the Inclusive Excellence Council (IEC) as they develop unit-level Equity Serving Institution (ESI) plans.

## Center for Identity & Inclusion Campus Impact

For more than three decades, the Center for Identity & Inclusion (CII) has positioned itself as a center to our students to promote the complex and intersectional approach that drives a culture of opportunity, where thriving, sense making and cultural responsiveness are paramount markers of a CU Denver education. Our mission & vision:

- The Center for Identity & Inclusion provides support, advocacy, and educational opportunities to marginalized students while striving to create an inclusive campus.
- The Center for Identity & Inclusion is:
  - A vital resource for helping marginalized students to persist, thrive, and graduate.
  - A home away from home that facilitates students' academic, personal, and social development.
  - A recognized leader in offering activities to the campus community to enrich cultural awareness.
  - A valued partner with other units on campus that provide services for student success.
  - A bridge that connects students to the campus, external communities, and their future as alumni of the University of Colorado Denver.

These collaborative co-creations have resulted in a climate and culture ripe for inclusive educational work and learning. During the 2021-2022 cycle, staff, faculty, and students have supported impactful work done by the following committees (not a complete list):

- 1<sup>st</sup> Generation Committee
- College of Liberal Arts and Science Diversity Council
- RACAS/DARE
- LGBTQ+ Staff Faculty Counsel
- Outreach and Ed Committee (Sexual Assault Prevention Education)
- Lactation Policy Microteam
- Higher Education Diversity Summit
- Diversity Networking Event Planning Committee
- Educational Purposeful Peer Interactions
- Educational Excellence Event Planning Committee
- Extended Orientation and Welcome Week Committee
- BIPoC Faculty & Staff Affinity Group
- AANAPISI and HSI operational team
- AAPI faculty and staff affinity group
- President's DEI Award Committee
- DEI Grant Selection Committee
- Black Faculty & Staff Association Executive Board
- Strategic Enrollment Management (SEM) Bash Working Group



- Auraria Native Alliance
- CU Native Alliance
- Environmental Stewardship of Indigenous Lands certificate program advisor

## **CII Established Goals for 2021-2022**

- **Collaboration Across CII**

- To acknowledge students' intersecting cultural identities, CII collectively came together to host a CII Graduation Ceremony.
  - 96 students registered to attend with 117 invited guests.
- 8<sup>th</sup> year partnership on the Diversity Networking Event.
- WGC & LSS partnership to host Paint Poderosas, a paint and sip event for Women's History Month
- AISS & WGC partnership to host MMIW Awareness Event and Campus Conversation Canvas Project.
- CII tabling at Preview Day, Admitted Student Day, Student Life Welcome Bash, Spring Fling, and Carnival De Lynx to connect current and incoming students with the center.
- Hosting BIPOC Digital Storytelling workshop with Dr. Marty Otanez from the Anthropology Department. Four student leaders were then trained in storytelling.
- Providing campus partners (TRIO, Residence Life, Admissions, Wellness Center, and PALS) with foundation training about CII and their services offered
- Alliance with the School of Education and LGBTQ+ Faculty Staff Council Members to certify all CII and WGC Professional and Student Staff in Brave Zone LGBTQ+ Level One Training.
- Partnership with the Office of Undergraduate Admission and the AVC of SEM and Student Success to provide a BIPOC panel on Supporting Student Belongingness to senior strategic enrollment management leaders from across the nation.
- Collaboration with Ethnic Studies, the School of Business, the Learning Resource Center, the Wellness Center, and the Office of Diversity, Equity, Inclusion to host and secure funding to provide four Hollaback trainings on bystander intervention in the fall.
- Facilitating Transferable Skills Workshop and Gilman Study Abroad Info Session in collaboration with LynxConnect and the CII Leadership Coordinator.
- Collaboration with the Dean of Students, Office of Disability Resources and Services, Financial Aid office, Counseling Center, academic advisors, and faculty members to provide advocacy and personalized support for students in need of academic support.
- Collaboration with academic departments, student support services, and community organizations in planning and hosting educational programming and events.



- Facilitated BIPOC Student Panel for the Pre-Health Day with Anschutz Medical Campus.
- Collaboration with Health and Wellness to gather data and promote the distribution of the National College Health Assessment (NCHA)
- Latinx Student Services partnered with the Leadership Coordinator to financially assist four students to study abroad in Sevilla, Spain.
- Latinx Student Services, Asian American Student Services, and the CII Leadership Coordinator supported CII student staff, and AAPI student leaders to plan and host a CU Denver talent show and gala to spotlight AAPI heritage and provide an opportunity for students to connect and release stress before finals.
- Co-sponsored an event with The Phoenix Center bringing speakers Ignacio Rivera & Aredvi Azad to discuss sexual liberation within the intersections of identity.
- Partnership with Colorado Department of Higher Education, Colorado Department of Human Services, and Colorado Department of Education to host the [24<sup>th</sup> Annual Celebration of Educational Excellence](#) for youth and young adults in foster care on June 9<sup>th</sup>, 2022, at Tivoli Turnhalle.
- Translated and collaborated with numerous communications and marketing campaigns in English and Spanish to serve our CU Denver student, staff, faculty and greater community.
- Worked on creating an accessible, easy to manage DEI website that will better serve our BIPOC students and community, as well as provide resources for CU Denver students, faculty and staff.

**American Indian Student Services (Jointly supported by all CII Staff during vacancy)**

- Revitalization of Native and Indigenous Student Alliance (NISA) at CU Denver.
  - Growth from 3 members in attendance to 19 active members at their weekly meetings.
- Hosted the first tri-institutional Graduation and PowWow on May 7<sup>th</sup>, 2022
  - 141 Dancers
  - 12 Vendors/Sponsors
  - 384+ Guests
  - 16 Tribes
- Provided 30 tickets for Native/Indigenous students, staff, faculty, and allies to attend the Denver March PowWow.
- Inclusion of Indigenous Wisdom and Knowledge into [UNIV 3110: Student Success and Leadership Development](#) course to highlight leadership frame of the Five Agreements (originally known as the Four Agreements) to incorporate Toltec insights within student leadership development.
- Facilitated donation of winter gear (hats, gloves, coats) for unsheltered Indigenous relatives to Four Winds center (February 2022)



- Featured Ashley Miles, President of NASO (Native Indigenous Student Organization) in CU Denver News for [Women's History Month](#) and [National Transfer Week](#).
- Native Indigenous Student Organization Featured in [CU Denver News](#)
- Interviewed Terrell Padilla, Vice President of NASO in the CII [April Newsletter](#).
- Collaborated with MSU Multicultural Center (CMEI) to promote campus wide inclusion for American Indian, Native, and Indigenous students across the campus.
- Established pathways for internships and experiential learning opportunities with the Cheyenne River Youth Project, AIBL (American Indian Business League), and Jefferson County's program for Native American youth.
- Institutionalized the reading of land acknowledgment written by former AISS director, Gracie Red-Shirt Tyon at campus events.
- Former AISS director served as an advisor for the Environmental Stewardship of Indigenous Land certificate program that prepares students to work as "Tribal Liaisons" within tribal communities and federal/state agencies.

#### **Asian American Student Services (Soyon Bueno, Director)**

- CU Denver Asian American Student Services, CU Denver Ethnic Studies and CU Boulder Center for Humanities and the Arts collectively received \$100,000 from Kaiser Permanente and Asian American Advancing Justice to combat anti-Asian hate to fund departmental projects and initiatives.
- Received \$750 from Colorado Health Foundation for the dissemination and promotion and participation of AAPI health equity survey.
- Collaboration with the Council of Asian Student Leaders in hosting a series of workshops that were focused on mental health, public speaking, and end-of-semester celebrations to honor graduates and student leaders.
- Collaboration with Korean American Community Foundation of Colorado (KACFC) to host keynote speaker, Jung Park, CU Denver instructor at the School of Business at the CU Denver Asian American Student Services December graduation. KACFC sponsored \$1,000 for this event.
- Collaboration with Colorado Asian Cultural Education Network to secure sponsorship and support for student organization events. Received \$650.00 in contributions.
- Received training to be a mental health first aid trainer. Provided training for two sessions this year for campus community.
- Organized an AAPI faculty and staff picnic on August 30 to provide space for personal and professional connections. Handed off leadership role to Yang Wang, Assistant professor in College of Arts & Media.
- Coordinated the CII Welcome back outdoor event on September 14, 2021 with a blessing from Native Hawaiian community leader, Shauna Medeiros-Tuilaepa and an opportunity for cultural clubs to table and market their clubs. Over 100 people stopped by at the event to learn more about CII.

- Co-presented with student a training on Interrupting Bias for Student Life workshop.
- Support for 6 Asian cultural clubs with speaker recommendations and funding. Each club hosts monthly meetings to build community and provide support for each other.
  - Council of Asian Student Leaders
  - Sibol – Filipino American student association
  - Asian Student Association
  - Vietnamese Student Association
  - Zone Zero – K-pop Dance group
  - Asian American InterVarsity
- Sponsored 12 CU Denver campus members to attend the Association of Asian American Studies (AAAS) conference. Served on the site committee to assist with the AAAS conference and help disseminate CU Denver faculty-sponsored sessions.
- Snapshot of Asian American Pacific Islander Heritage month 2022 events:



- Asian Americans in the Arts: Interactive workshop: raising canes on Asian American identity and power.
- Whose Dream? Yours or the Asian Immigrant/Refugee? - focused on Asian Americans in non-traditional careers – led by students and Yumi Parks (graduate assistant).
- Anti-Asian Violence in American and Amache History – Personal story from Amache prison survivor, with an overview of Asian American history.
- Understanding Neurodiversity: Red Envelope or Red Herring – focused on intersecting identities of Asian Americans with neurodiversity.
- CII Talent show and ASA gala– Partnered with CII, ASA and AAPI student leaders to spotlight student talent and highlight the diversity of the AAPI



community. Sponsored two well-known spoken word artists Kimberly Ming (Latin/Asian American), Meta Sarmiento (Guamanian American), and a Vietnamese youth dance group, led by a former student to promote cultural pride. Over 220 people attended in person.

- Created and disseminated an electronic newsletter with information about AASS, CII, DEI sponsored events, scholarships, jobs, internships, and campus and community leadership opportunities. Sent to campus and community partners.
- Co-presented with CU Denver faculty and community members at the Association of Asian American Studies conference in Denver on April 14, 2022, on Asian American visibility through the arts.
- Coordinated with AANAPISI operational team to host a reception for the AAAS attendees and campus community on April 15<sup>th</sup>. An opportunity to recruit AAPI scholars to CU Denver and network with attendees and campus members.
- Reviewed, selected, and awarded 2 Peggy Lore scholarship recipients and 2 Asian Chamber of Commerce scholarship recipients in Fall 2022. Each awardee received \$500.
- Donated hats and scarves (15 pieces) knitted by students to the Asian Pacific Development Center (APDC) in February 2022 for refugees, new immigrants, and APDC clients.
- Attended the Asian Pacific Americans in Higher Education conference in April 2022 for AANAPISI research and networking opportunity.
- Supported students with letters of recommendation or references for graduate school or for employment. Five former students were accepted into the graduate school of their choice.

### **Asian American Pacific Islander Community Apology (Miguel Morris, Executive Assistant)**

As a champion for DEI efforts and a key supporter of our AAPI community, CU Denver's Vice Chancellor for DEI partnered to support Colorado Asian Pacific United and the City of Denver. The City of Denver is only the fifth city in the nation and the first city outside of California to issue a formal apology to Asian and Chinese family descendants for the burning and destruction of an original Chinatown back in 1880. Denver's Chinatown never fully recovered and was eventually destroyed during redevelopment. Only a plaque commemorating the event remained on 20th and Blake Streets but misrepresented the anti-Chinese riot with a false narrative. The apology and removal of the plaque was the first step by the City of Denver in acknowledging its role in the historic discrimination and violence against the Chinese community and their descendants. The apology also signified a great step forward in the city's commitment to re-valuing the contributions of the Chinese immigrant and larger AAPI communities and educating a new generation of Coloradoans about the history of the Chinese immigrant community, by building a more just and inclusive society. Chancellor Marks announced CU Denver's commitment to becoming the nation's first Equity Serving



Institution and highlighted CU Denver's vision and key goals in this commitment. She touched upon how an already formed committee of faculty, staff, students, and community members have been working diligently to support not just efforts as a striving AANAPISI, but our commitments to showing up for our AAPI students and community at large. Several local and national media covered the event on Saturday April 16, 2022.

**Black Student Services (Precious Palmer, Director)**

- Black Graduation Ceremony with partnership with MSU Denver had over 60 participants with 36 CU Denver participants.
- Partnered with several CU system schools to host Nikole Hannah Jones for a MLK tribute presentation.
- BSS, Black Student Alliance, African Student Union, and Black Girl Alliance hosted over 60 students for our Kick Back event to promote community and engagement.
- A BSS Student (Naomi Nsoni Soucka) will be attending the National Conference on Race and Ethnicity (NCORE) taking place in Portland, Oregon in early June 2022.
- Revitalized the National Society of Black Engineers student organization.
- Black History Month Events:
  - Panel discussion on opportunities to study abroad.
  - Conversations around medical mistrust within the Black community.
  - Learn and gain knowledge about the African diaspora.
  - Revitalized our BSS Scholarship fund to support students with financial need, academic support, professional and career development.
  - Partnered with community organization Women's Bean Project to explore what Blackness means to our collective community within the African diaspora
  - Worked with MSU Denver to co-sponsor a gospel choir.
- BSS supported 8 students to attend University of Colorado Boulder's Black Student Alliance's 30<sup>th</sup> formal to network and bring awareness to CU Denver's Black student organizations.
- For Sexual Assault Awareness Month, BSS Co-sponsored The Barbershop Conversations: The Mask of Masculinity changing the narrative of the way society views masculinity.
- Supporting an outreach plan to engage and connect with K-12 school districts to encourage Black students to explore higher education opportunities.
- Utilized Navigate system to share information to students about programming, academic resources, scholarships, professional and career development opportunities.
- Partnered with Black student organization to host an end of year picnic to promote the organizations and recruit members for the organization and executive board over 60 students attended.



**Latinx Student Services (Aisury Vaspuez, Director)**

- 117 students registered for December 2021 Latinx Graduation.
- 15 students in School of Engineering & Applied Science attended the Society of Professional Hispanic Engineering Regional Conference.
  - Two students were offered positions after attending.
  - CU Denver SHPE received \$500 award for being the college SHPE chapter with the most student growth in the nation.
- Graduate student Brayan Rodriguez Flamenco will be attending their first conference at the National Conference on Race and Ethnicity (NCORE) taking place in Portland, Oregon in early June 2022.
- Latinx Student Alliance hosted inaugural Red Rose Gala with 98 registered attendees:
  - 66 students and 32 community, faculty, and staff.
  - LSA gained valuable connections with community organizations
- Collaborating with Colectiva, a community organization to develop student internship opportunities.
- Two CASFA workshops facilitated in partnership with the Learning Resource Center (Resources for Immigrant Students and English Language Learners).
- 23 students assisted as part of the Displaced Aurarian Scholarship.
- CII professional staff trained in CAFSA facilitation and support.
- Partnered with MSU Denver and Community College of Denver to host Higher Education Diversity Summit – 100 attendees.
- Assisted student in securing access to lactation spaces.
- Latinx Student Services Director attended the Alliance of Hispanic Serving Institution Education.

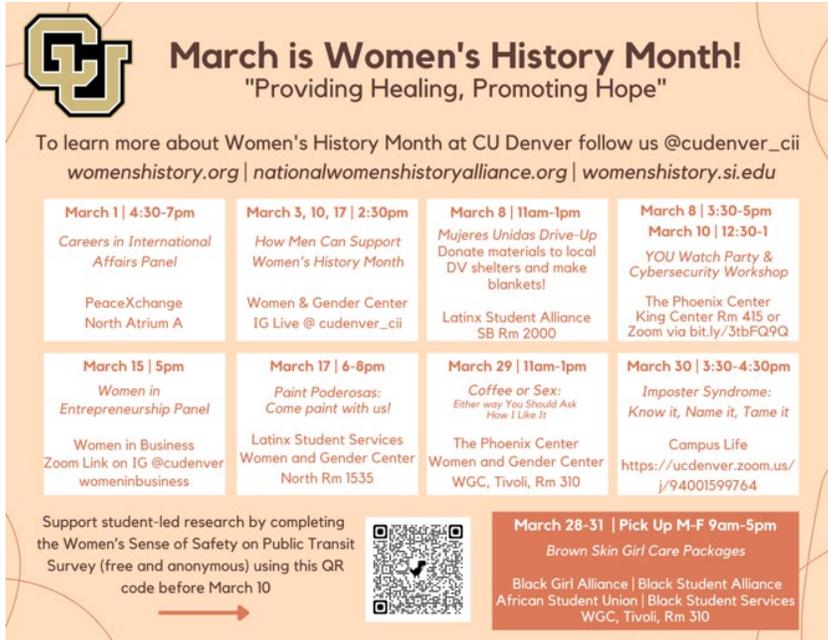


### **Undocumented Student Services (Jointly supported by all CII Staff)**

- A full-time Undocumented Student Support Coordinator will be hired in AY 22-23.
- Renamed and fundraised for the Undocumented Student Support Fund during CU Giving Day for \$6300, the largest amount raised during Giving Day.
- Revitalized of the Undocumented Student Support Fund.
- UndocuAlly training of CU Denver leadership.
  - All cabinet and deans at CU Denver trained.
- Center for Identity & Inclusion professional staff trained in UndocuAllyship by CU Boulder partners.
- Partnered with MSU Denver and Community College of Denver to host Dreamer Graduation.
- Latinx Student Services student staff participated in UndocuPeer Training.
- Scholarship audit conducted by LSS student staff.

### **Women & Gender Center (Jill Rubin, Director)**

- Resource Distribution: Increased gender-specific resource availability, access, and promotion in the following areas as well as supplemental educational materials to support resource use to reduce gender-based barriers:
  - **Sexual Health Resources** (Plan B, internal and external condoms, dental dams, lubricant).
  - **Menstrual Resources** (disposable menstrual pads, disposable tampons, disposable menstrual discs, reusable menstrual cups/discs/pads).
  - **Parent Resources** (diapers, lactation pads, access to the "MomCube" freezer).
  - **Gender Affirming Resources** (New access to affirming and emergency clothing closet).
- Student Organizations: Consulted with leadership and supported programs put together by the following student organizations:
  - Student Government
  - Society of Women Engineers
  - Black Girl Alliance
  - Women in Business
- Women's History Month (March): Developed and promoted a Call for Programs to build a collaborative Women's History Month Calendar including the following programs, educational websites and resources:



**March is Women's History Month!**  
"Providing Healing, Promoting Hope"

To learn more about Women's History Month at CU Denver follow us @cudenver\_cii  
womenshistory.org | nationalwomenshistoryalliance.org | womenshistory.si.edu

<p><b>March 1   4:30-7pm</b> <i>Careers in International Affairs Panel</i></p> <p>PeaceXchange North Atrium A</p>	<p><b>March 3, 10, 17   2:30pm</b> <i>How Men Can Support Women's History Month</i></p> <p>Women &amp; Gender Center IG Live @ cudenver_cii</p>	<p><b>March 8   11am-1pm</b> <i>Mujeres Unidas Drive-Up</i> Donate materials to local DV shelters and make blankets!</p> <p>Latinx Student Alliance SB Rm 2000</p>	<p><b>March 8   3:30-5pm</b> <b>March 10   12:30-1</b> <i>YOU Watch Party &amp; Cybersecurity Workshop</i></p> <p>The Phoenix Center King Center Rm 415 or Zoom via bit.ly/3tbFQ9Q</p>
<p><b>March 15   5pm</b> <i>Women in Entrepreneurship Panel</i></p> <p>Women in Business Zoom Link on IG @cudenver womeninbusiness</p>	<p><b>March 17   6-8pm</b> <i>Paint Poderosas: Come paint with us!</i></p> <p>Latinx Student Services Women and Gender Center North Rm 1535</p>	<p><b>March 29   11am-1pm</b> <i>Coffee or Sex: Either way You Should Ask How I Like It</i></p> <p>The Phoenix Center Women and Gender Center WGC, Tivoli, Rm 310</p>	<p><b>March 30   3:30-4:30pm</b> <i>Imposter Syndrome: Know it, Name it, Tame it</i></p> <p>Campus Life <a href="https://ucdenver.zoom.us/j/94001599764">https://ucdenver.zoom.us/j/94001599764</a></p>

Support student-led research by completing the Women's Sense of Safety on Public Transit Survey (free and anonymous) using this QR code before March 10



**March 28-31 | Pick Up M-F 9am-5pm**  
*Brown Skin Girl Care Packages*

Black Girl Alliance | Black Student Alliance  
African Student Union | Black Student Services  
WGC, Tivoli, Rm 310

- Programs and projects where the WGC led or heavily collaborated included:
  - **"How Men Can Support Women's History Month"**
    - 3 IG live sessions, 52 participants joined live, 152 views by the end of March.
    - WGC student-led WHM IG Lives on Men and Masculinity.
  - **"Paint Poderosas"** a paint and sip event hosted by WGC & LSS intended to honor and celebrate powerful women in our lives (11 participants).
  - **"Mujeres Unidas Drive-Up"** Provided support and collaborated with the Latinx Student Alliance, the Phoenix Center, and Student Life to increase education on sexual assault and create blankets/donate materials to local DV shelters.
  - **"Brown Skin Girl Care Packages"** (50 packages) Provided support and collaborated with BSS and Black Girl Alliance to distribute care package in the Women and Gender Center, LGBTQ Student Resource Center, and at the Slut Walk.
  - **"Coffee or Sex"** (7 participants) Collaboration with the Phoenix Center to promote Coffee or Sex programming series and offer an opportunity for students to participate in create t-shirts for the Clothesline Project in April.
  - **"[Women's Sense of Safety on Public Transit in Denver](#)"** was Erika Iacono's senior honor's thesis research and paper (204 participants).
    - Promoted survey and student researcher on social media and WHM calendar.



- Provided support throughout research and interpretation of results.
  - Assisted in organizing a follow up focus group of 6 participants to interrogate findings.
- WGC worked with CU Denver News to promote the space, resources, collaborative programming, and highlight student leaders throughout Women's History Month (WHM):
  - [Women's History Month Calendar and Events](#)
  - [Women Student Leadership on Campus](#)
  - [Women and Gender Center's Director and Vision](#)
- Sexual Assault Awareness Month (April)
  - Slut Walk Collaboration: 40 participants
    - When asked "What does respect for women and femme folk look like?" 15 participants reported on the following themes:
      - Equal rights (6)
      - Fostering understanding for the femme experience (6)
      - Consent/safety (3)
  - Slut Walk Sign Making Party: 21 participants
    - When asked "What does the word SLUT mean to you?" 21 participants' comments fall into the following categories:
      - Sexual (6)
      - Non-sexual (15)  
*or alternatively can be categorized as:*
      - Positive (9)
      - Negative (10)
      - Neutral (2)
    - While this data is limited it does provide some information on the reclamation of the word slut and give us some limited insight into how CU Denver students are using/viewing a term that can cause harm.
  - Tabled with Phoenix Center to Promote Denim Day at Fresh Check Day (Suicide Prevention Programming): 180 reordered interactions.
  - End the Stigma Event: 25 recorded interactions.
  - Other Programming/Initiatives.
  - Find Your Style: A TDOV Party: 39 participants
    - Student informed and innovated gender play event to celebrate Trans Day of Visibility.
    - Additional benefits: resulted in the creation of a gender affirming and emergency use clothing closet for women, trans, and gender expansive students.
  - Carnival De Lynx: 120 participants

- Student employees provided education on menstrual equity and low waste menstrual discs and reusable menstrual products (distributing reusable cups and discs at the event).
- 68 participants responded to the question "How do you practice self-care when on your period?" In the following themes:
  - Enjoying food/drink (22)
  - Movies/media (13)
  - Heat (10)
  - Sleep (8)
  - Other themes included: Skin/hygiene (5), Self-soothing (5), Reading (3), Exercise (2), Masturbation (2), Friends (2)
- Condoms & Cupcakes (sexual health event led by Student Health & Wellness): 43 participants at our WGC table
  - Student employees created and provided education on lubricant and the pleasure gap for women.
  - 29 participants responded to the question "What feels good to you?"
    - With sexual acts (20) to normalize conversations on pleasure for women/femme students.
    - Non-sexual acts (9)

### **CII Student Leadership Development (Marcia Maxon, Leadership Coordinator)**

- **Hiring and Development** - Hired, developed, and supported student employee staff to lead CII/WCG mission initiatives and strategic goals. 13 New Student Diversity Officers Onboarded. Created CII Student Employment Handbook.
- **DEI Student Board** – Established inaugural DEI Student Advisory Board. Students identified mental health resources, faculty accountability, and equity and key themes to address moving forward. A student from this board was selected to serve as an advisor on the Strategic Plan Implementation Advisory Council (SPIAC).
- **Student Engagement Lunches (DEI, Research, President)** - During Spring 22, 30 students connected with Chancellor Marks, SVC Snowden, and President Saliman to share out their experiences and influence strategic planning.





- **Co-Taught UNIV 3110** – Student Success and Leadership Development. Students engaged in a leadership challenge applying various student development and leadership theories to grow into their full potential as student leaders and community change agents. Redesigned curriculum to provide more diverse leadership models and examples representing student demographics at CU Denver.
- Sponsored **Ramadan Tabling and Educational Events** with AASS/LSS.
  - Distributed 87 Ramadan Care Packages to Observing Student.
  - Partnered with Housing and Dining to offer celebratory Eid-al-Fitr meal.
  - Reserved Prayer Spaces in each CU Denver Building on campus for the duration of the holy month of Ramadan.
  - Circulated "Ramadan Teaching Considerations" for faculty members in [CETL's April Newsletter](#).
- **Student Leadership Awards**
  - Milo Awards, Student Club of the Year - Latinx Student Alliance.
  - Milo Awards, Member of the Year – Veronica Barajas.
  - Young Invincibles Student Nomination for Presidential Advisor – Alex Salazar will meet with President Biden in DC to advise on mental health needs within communities of color.
  - Three Distinguished Gilman Scholar Recipients:
    - Citlalli Cumplido – Music in Czech Republic
    - Angela Crum – Architecture in Finland
    - Yahaira Hernandez – Psychology in Spain

## **CII Communications**

### **Newsletter:**

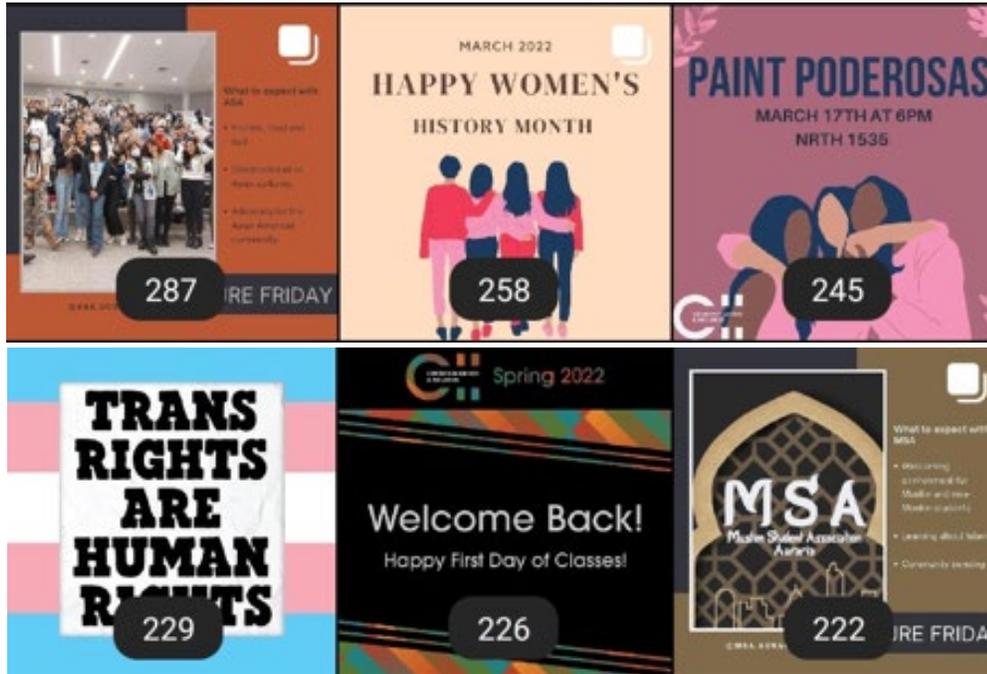
Established combined CII Newsletter to promote events calendar, educate on heritage months, highlight student organizations/campus resources, discuss hot topics impacting BIPOC communities, internship/job/research opportunities, and promote the seven dimensions of wellness.

<b>Emails Sent</b>	<b>Unique Click-Through Rate</b>	<b>Open Rate</b>	<b>Deliverability Rate</b>
31,256	0.9%	17.1%	99.9%
31,326	0.8%	16.7%	99.8%
62,582	0.8%	16.9%	99.8%

### **Social Media:**

Across the board our engagement, reach, impressions, shares, and saves have grown across all platforms and pages. On Instagram, the CII page has had a +173% overall growth rate, +305% in accounts engaged, and +17.8% in follower count with trending content related to events, cultural organizations, and #MealtimeMonday posts. (Insights from February 2022 to May 2022)

Top Performing IG Feed Posts:



Top Performing IG Story Posts:

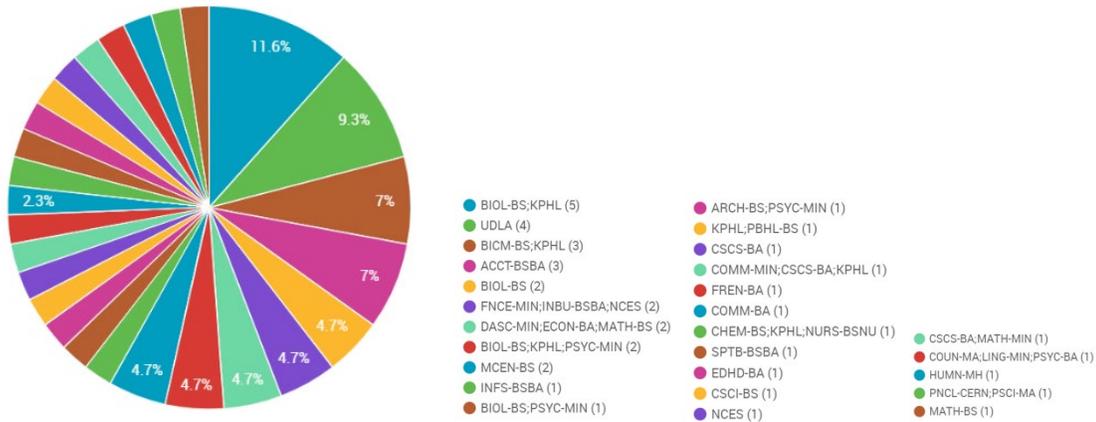


Developed an Accessibility and Inclusivity Checklist, used as toolkit for all content creating and programming considerations to ensure inclusivity is forefront of our designs and intentionality.

**Presence/MyLynx Student Life and Community Engagement Events Portal**

From August 2021 until May 2022, the Center of Identity and Inclusion hosted 136 events and affinity group meetings marketed through the Presence/MyLynx platform with a total of 1419 student attendees. 16.3% of students attending these events are "new", meaning they have not signed into an event hosted by CII in the past. 83.7% of the students are "returning" meaning they have attended at least one event hosted by CII during their time at CU Denver.

## CII Student Involvement Demographics by Major



The students that access services and attend events within the Center of Identity and Inclusion are from a wide range of majors and minors. The College of Liberal Arts and Sciences (CLAS) comprises the most students served by CII, followed by the Business School.

## Navigate Student Success Collaborative

In order to better assess impact, CII has integrated the use of Navigate into CII daily operations to track when and which students access the office, the services they use at CII, campus referrals, and communications. An additional 192 students physically signed into the Center of Identity and Inclusion between 9/13/21-3/17/22 which is not represented within Navigate. Due to a delay in receiving/installing swipers to collect distribution data, the numbers above are not fully representative of the total resources and office support provided. Additional steps will be taken to encourage documentation use and comfort in the upcoming academic year 22-23.

## Closing

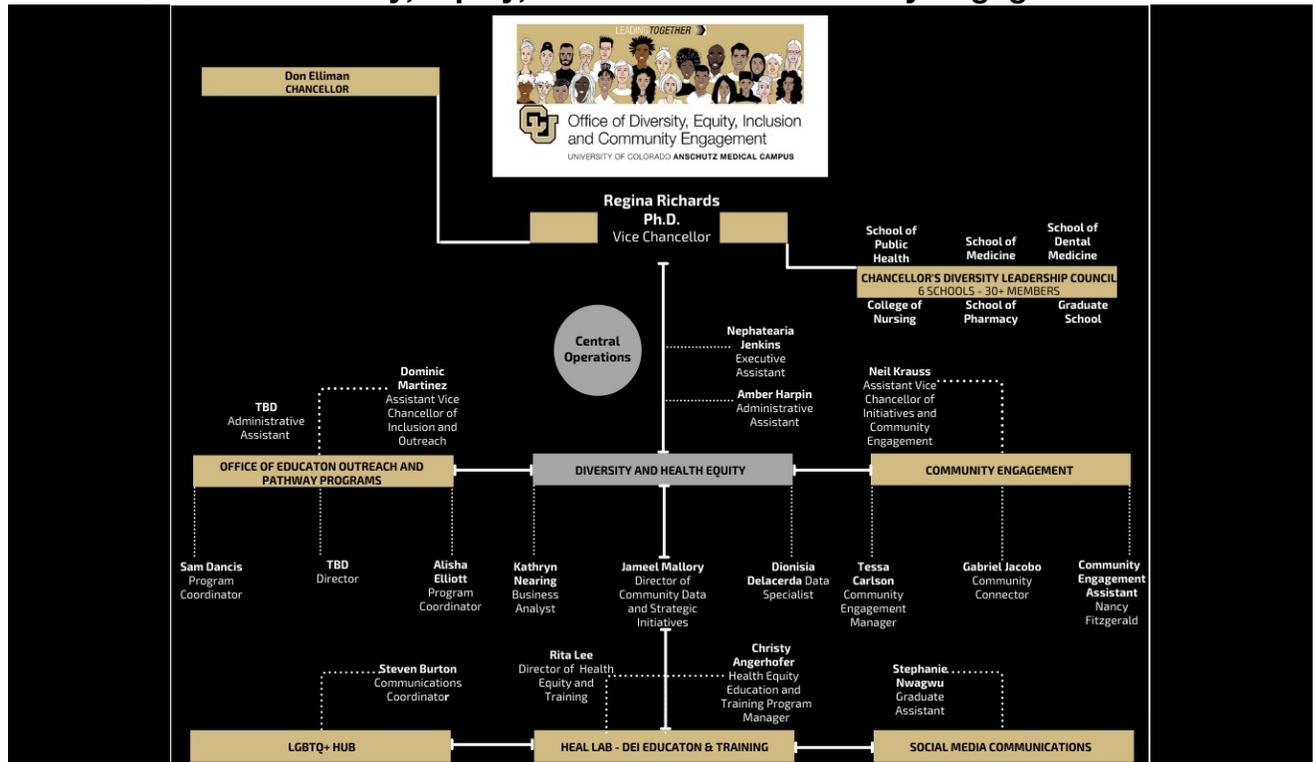
In summary, a volatile year in the midst of a continuing global pandemic, increases nation-wide in incidences of hate and discrimination, and the uneven disruption of norms for how we teach, research, and learn have also been a year of celebration of our diverse learners and all they have to teach us as the campus transforms itself into an institution that truly serves our students as they are, in all the beautiful and complex ways of being in the world. Our future is our students, and our equity infused 2030 strategy exemplifies aspirational goals that in the past year have begun to blossom and bear fruits due to an incredible amount of labor and love from across the CU Denver community that signal our commitment to earning the right to serve our students.



## 2021-22 Diversity Report

# University of Colorado Anschutz Medical Campus DEI Report 2022

## University of Colorado Anschutz Medical Campus Office of Diversity, Equity, Inclusion and Community Engagement



### Regina Richards, PhD, MSW

*Vice Chancellor of Diversity, Equity, Inclusion and Community Engagement*

**Dominic F. Martinez, Ed.D.**  
*Assistant Vice Chancellor,  
Office for Educational Outreach  
and Pathway Initiatives*

**Neil Krauss, MSF, MA**  
*Assistant Vice Chancellor of  
Initiatives and Community  
Engagement*

**Rita Lee, MD**  
*Director of Health Equity  
Education and Training*

**Jameel Mallory, BA**  
*Director of Community Data and  
Strategic Initiatives*

**Kathryn Nearing, PhD**  
*Business Analyst*

**Christy Angerhofer**  
*Health Equity Education and  
Training Program*

**Dionisia de la Cerda, MPA**  
*Data Specialist*

**Sam Dancis, MEd**  
*Director, CU Pre-Health  
Scholars Program*

**Alisha Elliott, MSW**  
*Director, Undergraduate Pre-  
Health Program*

**Gabriela Jacobo, MS**  
*Director, Community Connector*

**Tessa Carlson, MS**  
*Community Engagement  
Manager*

**Karely Villarreal Hernandez,  
MPH Candidate**  
*Undocumented Student Services  
Specialist*

**Steven Burton, MPH**  
*LGBTQ+ HUB Resource and  
Communications Coordinator*

**Nephatearia Jenkins**  
*Executive Assistant*

**Amber Harpin**  
*Administrative Assistant*

## University of Colorado Anschutz Medical Campus DEI Report 2022

### **Mission:**

We are committed to transforming and advancing policies, programs and practices that address social injustices and health disparities alongside the communities we serve.

### **Vision:**

We aspire to build a medical campus community that thrives on diversity, equity, inclusion and community engagement; strives to eliminate social injustices and health disparities through measurable commitments, strategic, systemic and sustainable systems of accountability; and demonstrates trust and respect for ALL through inclusive practices and policies.

As a world-class medical destination at the forefront of transformative education, science, medicine, and health care, will combine efforts and leverage all of the campus missions to attain our goal. This includes expanding on the endeavors of the former Community-Campus Partnership program and strengthening the collaboration with our hospital partners.

### **Campus DEI Strategic Goals and Priorities**

In July 2020, Chancellor Don Elliman appointed Regina Richards, PhD, MSW as the Inaugural Associate Vice Chancellor for Diversity, Equity Inclusion and Community Engagement (ODEICE) for the Anschutz Medical Campus. Dr. Richards and her team are committed to being leaders and drivers of [Inclusive Excellence](#).

Our strategic direction was adapted from the [Black Student Collective Resolution NO. Res-2020-0001](#) developed by 40 Black students and allies (led by the CU SOM Student National Medical Association and White Coats for Black Lives Student Groups) on the CU Anschutz Medical Campus. Our work processes focus on removing racist, biased, oppressive structural systems for underrepresented minorities (URM), Black, Indigenous and People of Color (BIPOC) and other vulnerable populations and stakeholders at the campus community levels and beyond. There were 14 items that emerged from Phase 1 of this document as priority areas for the campus, with seven emerging as the Diversity, Equity, Inclusion and Community Engagement campus-wide initiatives. These evaluation and analysis efforts were led by our Business Analyst, Kady Nearing, PhD, and Program Director, Jameel Mallory, and were voted on, accepted, and supported by Chancellor Elliman.

**Strategic Pillars** include the following areas (adapted from our DEI Structural Design Model) providing the framework for longitudinal engagement, attraction, attainment and retention practices and process for the strategic areas of:

## University of Colorado Anschutz Medical Campus DEI Report 2022

- Recruitment and Retention
- Holistic Hiring
- Holistic Admissions
- Education and Training
- Community Engagement
- Evaluation and Data Management

### Chancellor's DEICE Leadership Council

Dr. Richards with full support from Chancellor Elliman immediately developed the Chancellor's DEICE Leadership Council (August 2020) comprised of dean appointed representatives from all schools/colleges/programs\* (\*campus programs have limited representation), who serve as the collaborative oversight council with shared decision-making committed to developing DEICE strategic initiatives for our campus including setting measurable goals and outcomes for our ODEICE campus-wide strategic planning processes process led by Laura Borgelt, PharmD, MBA and her team in the Office of Strategic Initiatives. Our DEICE initiatives will be integrated into the framework for the overall campus initiatives and priority areas.

To date, there are approximately 26 partners on this council and include the following partners:

- Chancellor Don Elliman
- Vice chancellor for research
- Faculty representatives for Disability Access and Inclusion
- The Office of Advancement
- Associate vice chancellor for student services
- Director of equity and training for the CU Anschutz Medical Campus
- Faculty and staff from six schools and colleges on the Anschutz Medical Campus
- Director of DEI for student senate
- Three student representatives of the Black Student Collective Group
- Staff leadership from the Office of Diversity, Equity, Inclusion and Community Engagement including the liaison to the North Aurora community
- Representative from Children's Hospital Colorado
- Representative from the VA Hospital

The council meets monthly. Outcomes to date include:

- Developed and unanimously approved the ODEICE Mission Statement
- Co-developed the ODEICE campus-wide strategic priorities
- Engaged in the campus-wide Office of Strategic Initiatives strategic planning processes
- Supported the Campus-wide Climate and Culture Survey (CWC)

## **University of Colorado Anschutz Medical Campus DEI Report 2022**

- Approved the ODEICE Sustainable Structural Design to be implemented across all schools/colleges/programs. This design focuses on the continuum of longitudinal engagement, attraction, attainment and retention practices and process focused on recruitment, retention and career pathways for ALL faculty, staff, students, trainees, and community members.
- Members of the Chancellor's ODEICE Leadership Council participated in the campus-interview/dialogue process for the new CU President Todd Saliman.

### **Center for Health Equity**

The Anschutz Medical Campus Center for Health Equity was development with the strategic process being led by Drs. Regina Richards and Dr. Mark Earnest. The strategic process included engaging with Civic Canopy, a large steering committee (26 members) comprised of internal/external stakeholders. Currently there is an active Community Advisory Board (10 members). The Center for Health Equity has been funded (seed money) with \$10M from the support of Chancellor Don Elliman and the Vice Chancellor of Health Affairs Dean John J. Reilly Jr., MD. The strategic framework includes the following areas:

- Teaching and Learning
- Workforce Development
- Research
- Advocacy
- Evaluation and Data Analysis

### **Expansion of Education and Training Programs**

#### **Health Sciences Career Pathway Hub**

Under the leadership of Dr. Dominic Martinez, the Office of Education Outreach and Pathway (formerly Office of Inclusion and Outreach) provides sustained, comprehensive programs across all educational levels to promote access and increase numbers of underrepresented populations in healthcare, STEM (science, technology, engineering, and mathematics) and research professions. Our campus has over 32 career pathway programs offered to students 3<sup>rd</sup> grade – graduate levels including undocumented student services.

Additional services include resources intended to assist the CU Anschutz Medical Campus in effectively managing the risks, requirements, and onboarding steps

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for students enrolled in pathway programs (research labs, internships, summer experiential learning opportunities, etc.). Resources include guidelines, checklists, and waivers for volunteers, trainees, and minors. Feel free to contact the campus [University Risk Management](#), [Environmental Health & Safety](#), [Badging Office](#), and/or [Office for Educational Outreach and Pathways Initiatives](#) for additional resources and guidance.

### Health Equity Action Lab – HEAL Team

Under the leadership of our Director for Equity and Training, Rita Lee, MD, Professor, Division of Internal Medicine, we are developing comprehensive education and training that will include:

- Standardization of equity topics included in curriculums for all schools, colleges and programs
- DEI trainings for faculty, staff, and trainees on health equity issues for all schools, colleges, and programs
- Development of metrics for reviewing policies and practices using an anti-racist framework

To date, the ODEICE has conducted DEI trainings across campus. Topics include:

- Race in Medicine
- Inclusive Syllabi
- DEI 101
- Level Setting
- Unconscious Bias
- Holistic Admissions
- Identity, Privilege and Power
- Microaggressions
- Upstander Training
- CU Equity Certificate Program

We are currently developing the following Train-the-Trainer Programs

- Restorative Justice Healing Practices
- Equity Ambassadors for Search Committees
- Implicit Bias and Microaggressions

### Community Engagement

We are continuing the work and partnership with the Resident Leadership Council (RLC) previously supported by the Community-Campus Partnership (CCP). The RLC is a group of North Aurora community leaders who represent a broad

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array of residents to inform us of the priority issues of the external community. Gabriela Jacobo is our Director, Community Connector working in partnership with the many key stakeholders in Aurora. Additionally, we continue to support El Alba Catering Cooperative, which is a small business endeavor that is working towards opening a commercial kitchen and dining space at the corner of Colfax and Dayton Street in Aurora.

Community Advisory Boards have been established, which consists of community organization representatives and key staff members from the ODEICE. We partner with this group to continue to build and maintain relationships and trust with the external community and to get input on our work as it relates to community efforts.

To continue building connections between the community and the campus, our Community Engagement Manager, Tessa Carlson, prepares and distributes a weekly newsletter comprised of timely community and campus opportunities including jobs, events, volunteer activities and other resources. These opportunities are also listed under the community engagement section of our website.

### **LGBTQ+ Hub**

The LGBTQ+ Hub, led by Communication and Resource Coordinator, Steven Burton, MPH, was established to be a one-stop-shop that can achieve a campus and Aurora community culture where LGBTQ+ people are highly visible, are fully included and integrated in leadership, day-to-day living, communication and dialogue, and where vibrant partnerships exist between the LGBTQ+ Hub, the campus and Aurora communities-at-large. All programs from the Hub are open to the CU Anschutz Medical Campus and external community. Areas of focus include:

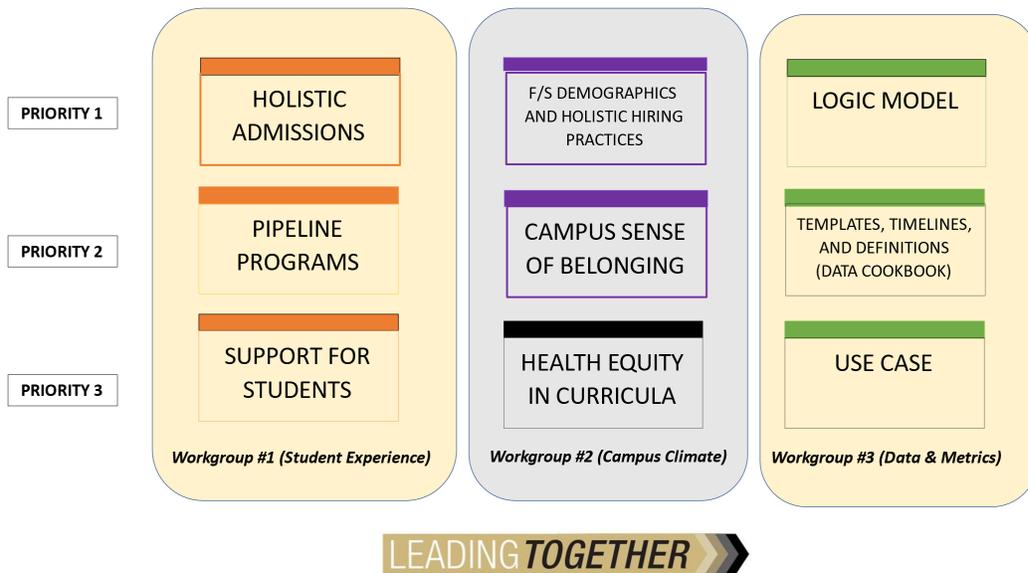
- Community and events
- Support and resources
- Education and advocacy
- Research

# University of Colorado Anschutz Medical Campus DEI Report 2022

## Data and Evaluation Core

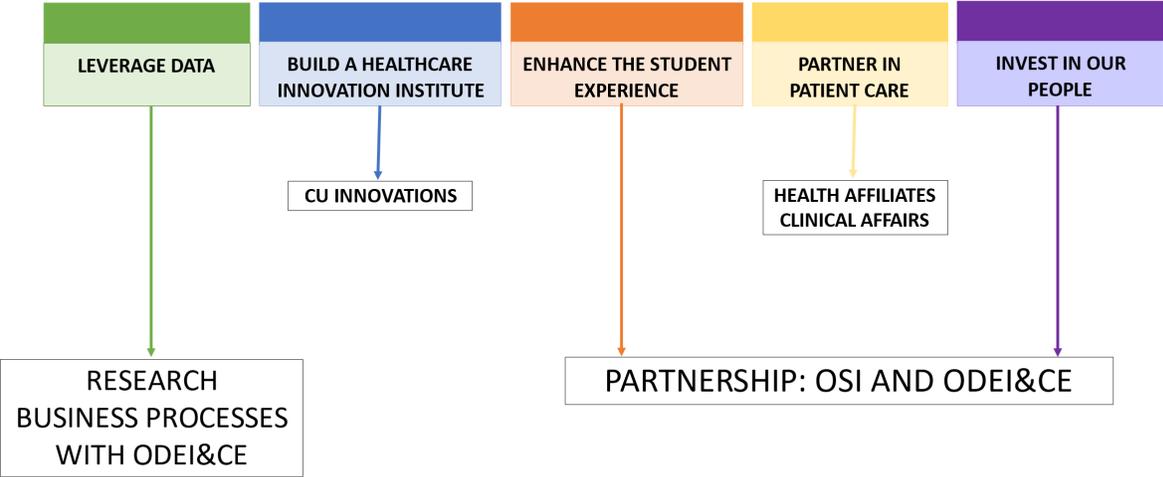


## Strategic Initiatives of DEI&CE Workgroups



# University of Colorado Anschutz Medical Campus DEI Report 2022

## Office of Strategic Initiatives (OSI) and Office of Diversity, Equity, Inclusion and Community Engagement (ODEICE): Synthesis of Recommendations





University of Colorado  
Boulder | Colorado Springs | Denver | Anschutz Medical Campus

## 2021-22 Diversity Report

### Data Appendix

View and interact with data from the 2021-22 Diversity Report using our data visualization tool.



<https://www.cu.edu/diversity-report-interactive-data>



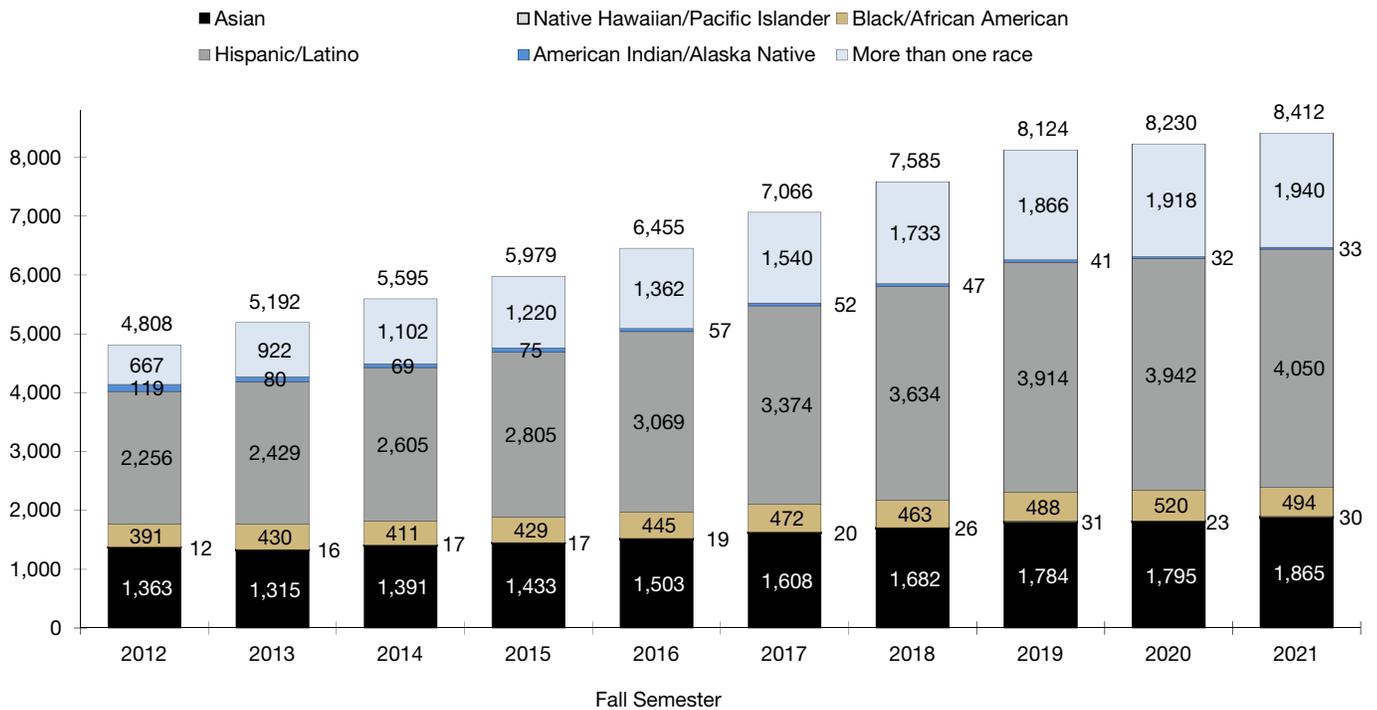
## **2021-22 Diversity Report**



## **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	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Asian	1,363	1,315	1,391	1,433	1,503	1,608	1,682	1,784	1,795	1,865
Native Hawaiian/Pacific Islander	12	16	17	17	19	20	26	31	23	30
Black/African American	391	430	411	429	445	472	463	488	520	494
Hispanic/Latino	2,256	2,429	2,605	2,805	3,069	3,374	3,634	3,914	3,942	4,050
American Indian/Alaska Native	119	80	69	75	57	52	47	41	32	33
More than one race	667	922	1,102	1,220	1,362	1,540	1,733	1,866	1,918	1,940
White/Unknown	19,678	19,309	18,970	18,927	19,004	19,543	20,285	20,819	20,311	20,950
International	753	960	1,294	1,585	1,959	2,058	1,933	1,730	1,254	1,114
<b>Total Enrollment</b>	<b>25,239</b>	<b>25,461</b>	<b>25,859</b>	<b>26,491</b>	<b>27,418</b>	<b>28,667</b>	<b>29,803</b>	<b>30,673</b>	<b>29,795</b>	<b>30,476</b>
<b>Students of Color Total</b>	<b>4,808</b>	<b>5,192</b>	<b>5,595</b>	<b>5,979</b>	<b>6,455</b>	<b>7,066</b>	<b>7,585</b>	<b>8,124</b>	<b>8,230</b>	<b>8,412</b>
<b>Students of Color as % of Total*</b>	<b>20%</b>	<b>21%</b>	<b>23%</b>	<b>24%</b>	<b>25%</b>	<b>27%</b>	<b>27%</b>	<b>28%</b>	<b>29%</b>	<b>29%</b>

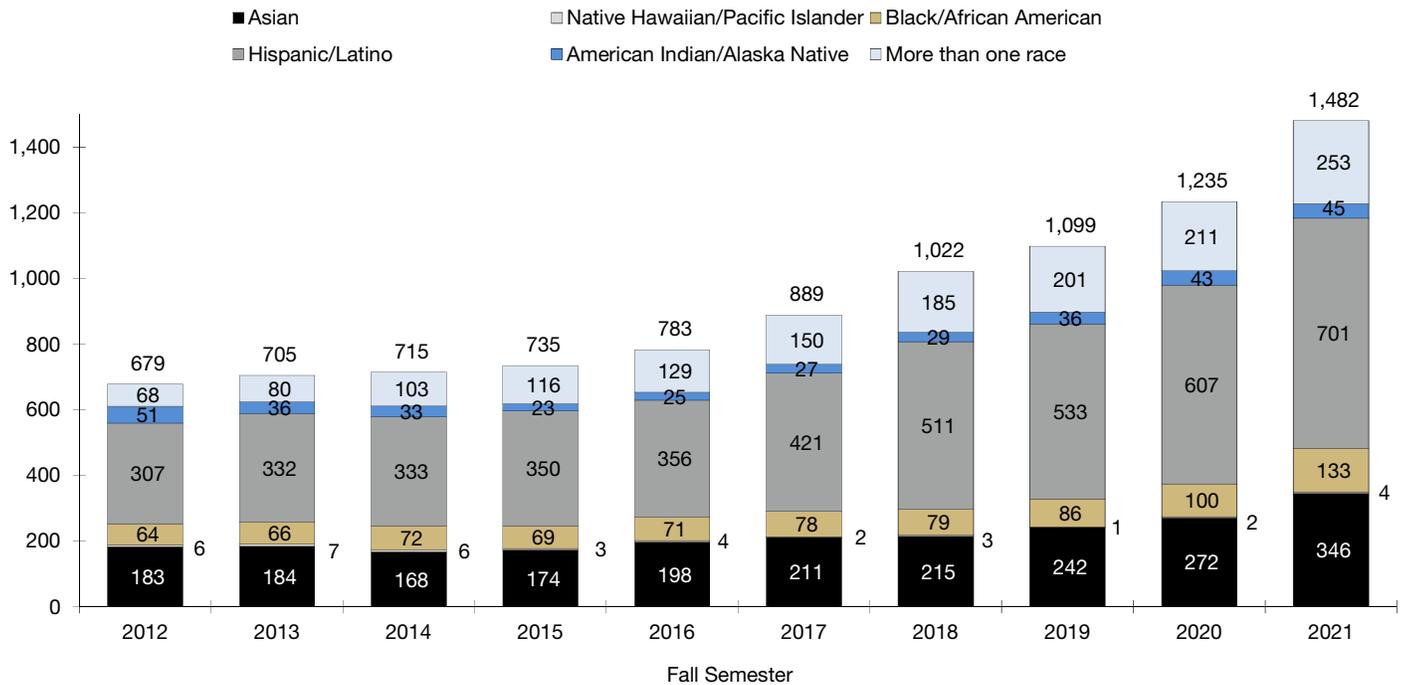
  

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Asian	5.4%	5.2%	5.4%	5.4%	5.5%	5.6%	5.6%	5.8%	6.0%	6.1%
Native Hawaiian/Pacific Islander	0.0%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
Black/African American	1.5%	1.7%	1.6%	1.6%	1.6%	1.6%	1.6%	1.6%	1.7%	1.6%
Hispanic/Latino	8.9%	9.5%	10.1%	10.6%	11.2%	11.8%	12.2%	12.8%	13.2%	13.3%
American Indian/Alaska Native	0.5%	0.3%	0.3%	0.3%	0.2%	0.2%	0.2%	0.1%	0.1%	0.1%
More than one race	2.6%	3.6%	4.3%	4.6%	5.0%	5.4%	5.8%	6.1%	6.4%	6.4%
White/Unknown	78.0%	75.8%	73.4%	71.4%	69.3%	68.2%	68.1%	67.9%	68.2%	68.7%
International	3.0%	3.8%	5.0%	6.0%	7.1%	7.2%	6.5%	5.6%	4.2%	3.7%

\* Students of Color 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	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Asian	183	184	168	174	198	211	215	242	272	346
Native Hawaiian/Pacific Islander	6	7	6	3	4	2	3	1	2	4
Black/African American	64	66	72	69	71	78	79	86	100	133
Hispanic/Latino	307	332	333	350	356	421	511	533	607	701
American Indian/Alaska Native	51	36	33	23	25	27	29	36	43	45
More than one race	68	80	103	116	129	150	185	201	211	253
White/Unknown	3,851	3,698	3,666	3,676	3,706	3,821	3,929	3,980	4,193	4,249
International	926	910	927	1,066	1,152	1,181	1,244	1,260	1,040	1,373
<b>Enrollment</b>	<b>5,456</b>	<b>5,313</b>	<b>5,308</b>	<b>5,477</b>	<b>5,641</b>	<b>5,891</b>	<b>6,195</b>	<b>6,339</b>	<b>6,468</b>	<b>7,104</b>
<b>Students of Color Total</b>	<b>679</b>	<b>705</b>	<b>715</b>	<b>735</b>	<b>783</b>	<b>889</b>	<b>1,022</b>	<b>1,099</b>	<b>1,235</b>	<b>1,482</b>
<b>Students of Color as % of Total*</b>	<b>15%</b>	<b>16%</b>	<b>16%</b>	<b>17%</b>	<b>17%</b>	<b>19%</b>	<b>21%</b>	<b>22%</b>	<b>23%</b>	<b>26%</b>

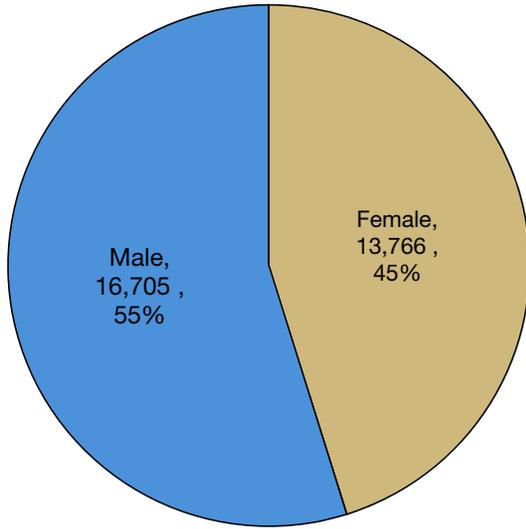
Race/Ethnicity	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Asian	3.4%	3.5%	3.2%	3.2%	3.5%	3.6%	3.5%	3.8%	4.2%	4.9%
Native Hawaiian/Pacific Islander	0.1%	0.1%	0.1%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.1%
Black/African American	1.2%	1.2%	1.4%	1.3%	1.3%	1.3%	1.3%	1.4%	1.5%	1.9%
Hispanic/Latino	5.6%	6.2%	6.3%	6.4%	6.3%	7.1%	8.2%	8.4%	9.4%	9.9%
American Indian/Alaska Native	0.9%	0.7%	0.6%	0.4%	0.4%	0.5%	0.5%	0.6%	0.7%	0.6%
More than one race	1.2%	1.5%	1.9%	2.1%	2.3%	2.5%	3.0%	3.2%	3.3%	3.6%
White/Unknown	70.6%	69.6%	69.1%	67.1%	65.7%	64.9%	63.4%	62.8%	64.8%	59.8%
International	17.0%	17.1%	17.5%	19.5%	20.4%	20.0%	20.1%	19.9%	16.1%	19.3%

\* Students of Color 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.

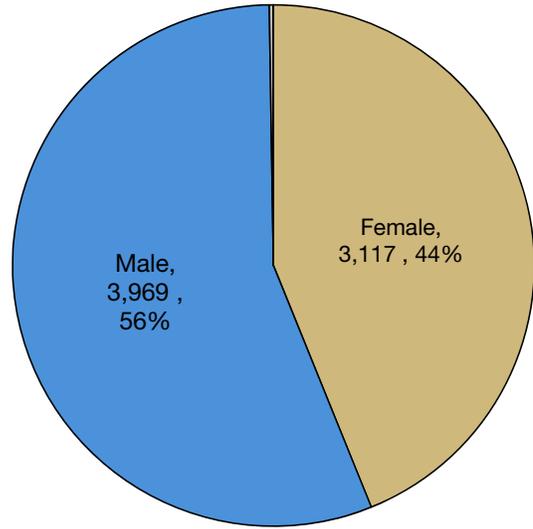
**University of Colorado Boulder  
Fall Headcount Enrollment by Sex, Fall 2021**

Undergraduate Enrollment



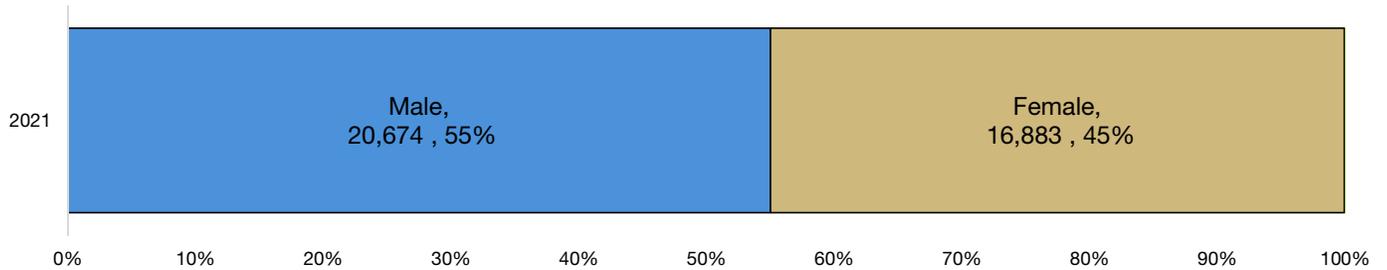
Female Male X Not Reported

Graduate Enrollment



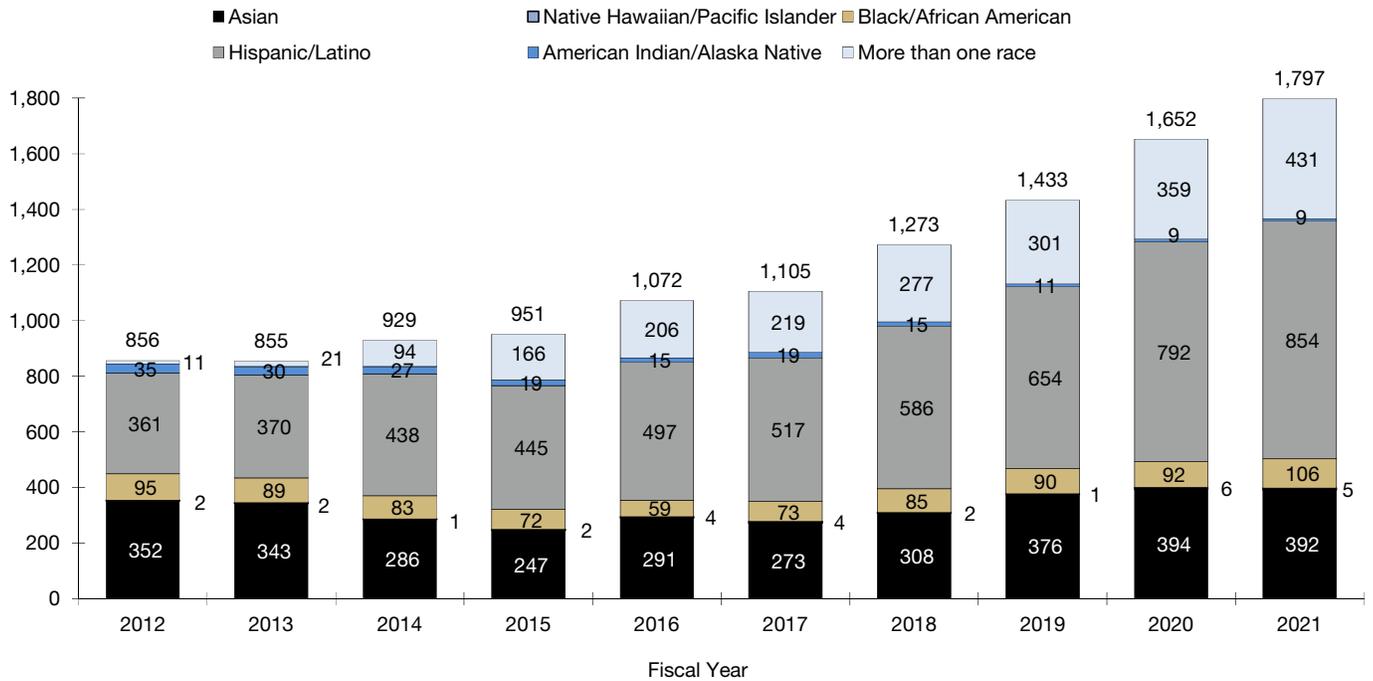
Female Male X Not Reported

Total Enrollment



	2016	2017	2018	2019	2020	2021
<b>Undergraduate Enrollment</b>						
Female	12,129	12,663	13,319	13,947	13,658	13,766
Male	15,289	16,004	16,484	16,726	16,137	16,705
X	-	-	-	-	-	5
Not Reported	-	-	-	-	-	-
<b>Total</b>	<b>27,418</b>	<b>28,667</b>	<b>29,803</b>	<b>30,673</b>	<b>29,795</b>	<b>30,476</b>
<b>Graduate Enrollment</b>						
Female	2,396	2,521	2,685	2,777	2,851	3,117
Male	3,245	3,370	3,510	3,562	3,616	3,969
X	-	-	-	-	1	18
Not Reported	-	-	-	-	-	-
<b>Total</b>	<b>5,641</b>	<b>5,891</b>	<b>6,195</b>	<b>6,339</b>	<b>6,468</b>	<b>7,104</b>
<b>Total Enrollment</b>						
Female	14,525	15,184	16,004	16,724	16,509	16,883
Male	18,534	19,374	19,994	20,288	19,753	20,674
X	-	-	-	-	1	23
Not Reported	-	-	-	-	-	-
<b>Total</b>	<b>33,059</b>	<b>34,558</b>	<b>35,998</b>	<b>37,012</b>	<b>36,263</b>	<b>37,580</b>

## University of Colorado Boulder Baccalaureate Degrees Awarded by Race/Ethnicity



Race/Ethnicity	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Asian	352	343	286	247	291	273	308	376	394	392
Native Hawaiian/Pacific Islander	2	2	1	2	4	4	2	1	6	5
Black/African American	95	89	83	72	59	73	85	90	92	106
Hispanic/Latino	361	370	438	445	497	517	586	654	792	854
American Indian/Alaska Native	35	30	27	19	15	19	15	11	9	9
More than one race	11	21	94	166	206	219	277	301	359	431
White/Unknown	4,915	4,790	4,380	4,238	4,268	4,209	4,176	4,457	4,732	4,676
International	94	107	106	145	157	225	342	429	476	437
<b>Total Degrees Awarded</b>	<b>5,865</b>	<b>5,752</b>	<b>5,415</b>	<b>5,334</b>	<b>5,497</b>	<b>5,539</b>	<b>5,791</b>	<b>6,319</b>	<b>6,860</b>	<b>6,910</b>
Students of Color Total	856	855	929	951	1,072	1,105	1,273	1,433	1,652	1,797
Students of Color as % of Total*	15%	15%	17%	18%	20%	21%	23%	24%	26%	28%

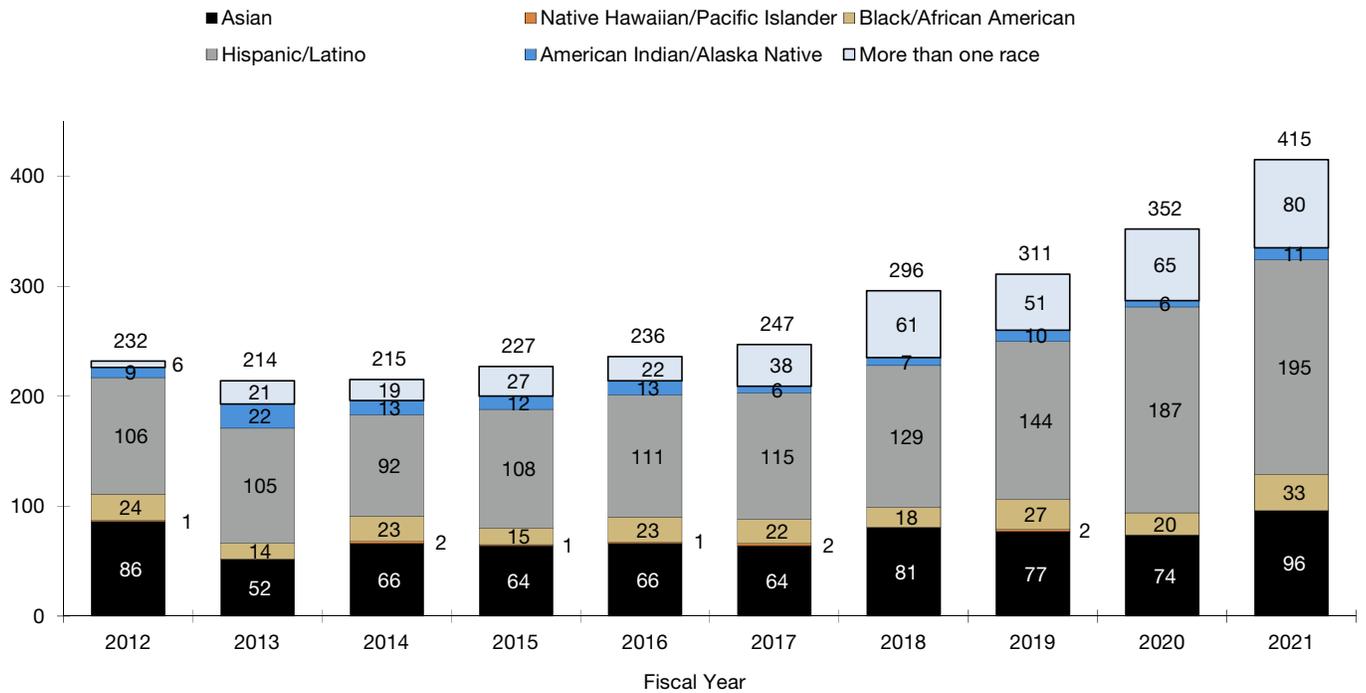
Race/Ethnicity	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Asian	6.0%	6.0%	5.3%	4.6%	5.3%	4.9%	5.3%	6.0%	5.7%	5.7%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%	0.1%
Black/African American	1.6%	1.5%	1.5%	1.3%	1.1%	1.3%	1.5%	1.4%	1.3%	1.5%
Hispanic/Latino	6.2%	6.4%	8.1%	8.3%	9.0%	9.3%	10.1%	10.3%	11.5%	12.4%
American Indian/Alaska Native	0.6%	0.5%	0.5%	0.4%	0.3%	0.3%	0.3%	0.2%	0.1%	0.1%
More than one race	0.2%	0.4%	1.7%	3.1%	3.7%	4.0%	4.8%	4.8%	5.2%	6.2%
White/Unknown	83.8%	83.3%	80.9%	79.5%	77.6%	76.0%	72.1%	70.5%	69.0%	67.7%
International	1.6%	1.9%	2.0%	2.7%	2.9%	4.1%	5.9%	6.8%	6.9%	6.3%

\* Students of Color 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 "Hispanic/Latino"

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



Race/Ethnicity	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Asian	86	52	66	64	66	64	81	77	74	96
Native Hawaiian/Pacific Islander	1	-	2	1	1	2	-	2	-	-
Black/African American	24	14	23	15	23	22	18	27	20	33
Hispanic/Latino	106	105	92	108	111	115	129	144	187	195
American Indian/Alaska Native	9	22	13	12	13	6	7	10	6	11
More than one race	6	21	19	27	22	38	61	51	65	80
White/Unknown	1,341	1,346	1,213	1,269	1,201	1,288	1,392	1,415	1,508	1,509
International	285	278	295	320	320	412	378	443	432	392
<b>Total Degrees Awarded</b>	<b>1,858</b>	<b>1,838</b>	<b>1,723</b>	<b>1,816</b>	<b>1,757</b>	<b>1,947</b>	<b>2,066</b>	<b>2,169</b>	<b>2,292</b>	<b>2,316</b>
Students of Color Total	232	214	215	227	236	247	296	311	352	415
Students of Color as % of Total*	15%	14%	15%	15%	16%	16%	18%	18%	19%	22%

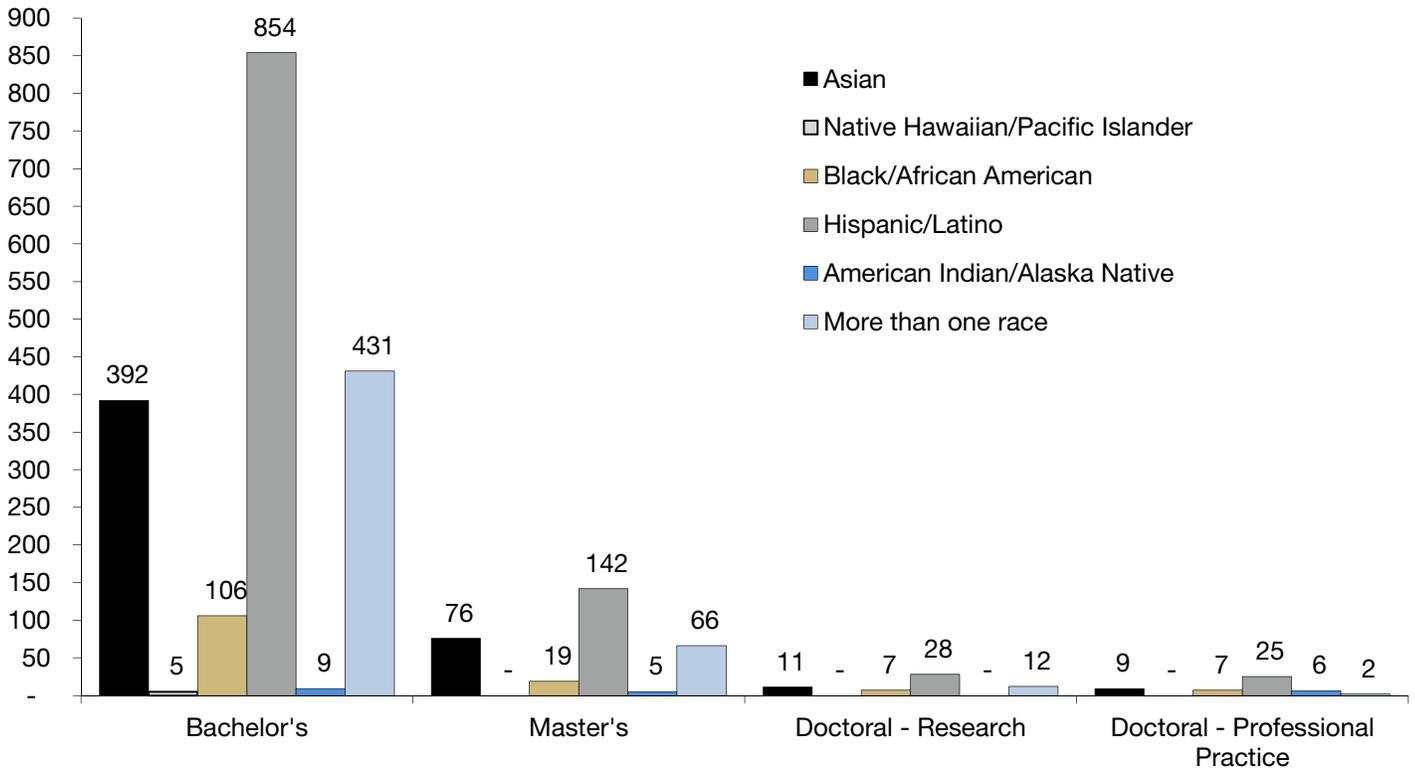
  

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Asian	4.6%	2.8%	3.8%	3.5%	3.8%	3.3%	3.9%	3.6%	3.2%	4.1%
Native Hawaiian/Pacific Islander	0.1%	0.0%	0.1%	0.1%	0.1%	0.1%	0.0%	0.1%	0.0%	0.0%
Black/African American	1.3%	0.8%	1.3%	0.8%	1.3%	1.1%	0.9%	1.2%	0.9%	1.4%
Hispanic/Latino	5.7%	5.7%	5.3%	5.9%	6.3%	5.9%	6.2%	6.6%	8.2%	8.4%
American Indian/Alaska Native	0.5%	1.2%	0.8%	0.7%	0.7%	0.3%	0.3%	0.5%	0.3%	0.5%
More than one race	0.3%	1.1%	1.1%	1.5%	1.3%	2.0%	3.0%	2.4%	2.8%	3.5%
White/Unknown	72.2%	73.2%	70.4%	69.9%	68.4%	66.2%	67.4%	65.2%	65.8%	65.2%
International	15.3%	15.1%	17.1%	17.6%	18.2%	21.2%	18.3%	20.4%	18.8%	16.9%

\* Students of Color 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 "Hispanic/Latino"

**University of Colorado Boulder  
Degrees Awarded by Race/Ethnicity  
Fiscal Year 2020-21**



Race/Ethnicity	Bachelor's	Master's	Doctoral - Research	Doctoral - Professional Practice	Total
Asian	392	76	11	9	488
Native Hawaiian/Pacific Islander	5	-	-	-	5
Black/African American	106	19	7	7	139
Hispanic/Latino	854	142	28	25	1,049
American Indian/Alaska Native	9	5	-	6	20
More than one race	431	66	12	2	511
White/Unknown	4,676	1,133	249	127	6,185
International	437	304	88	-	829
<b>Students of Color Total</b>	<b>1,797</b>	<b>308</b>	<b>58</b>	<b>49</b>	<b>2,212</b>
<b>Total</b>	<b>6,910</b>	<b>1,745</b>	<b>395</b>	<b>176</b>	<b>9,226</b>

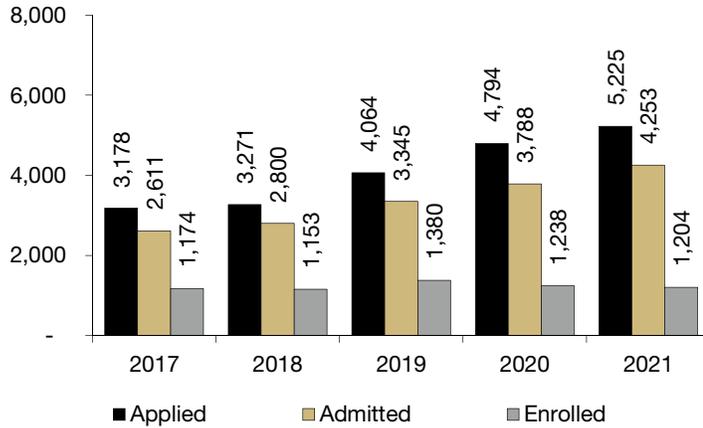
Note: degree counts are unduplicated (one student receiving multiple degrees is counted only once unless degrees are at different levels - e.g. BA and MA).

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.

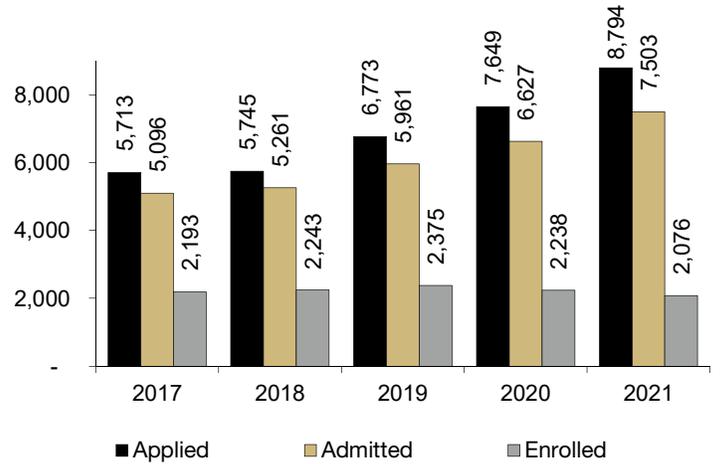
## University of Colorado Boulder

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

Students of Color Total



White/Unknown/Other



**Asian**

Fall Term	Applied	Admitted	Enrolled
2017	642	572	290
2018	708	652	312
2019	773	719	353
2020	923	843	310
2021	1,023	933	340

**Native Hawaiian/Pacific Islander**

Fall Term	Applied	Admitted	Enrolled
2017	10	9	6
2018	10	10	3
2019	5	4	1
2020	6	5	-
2021	12	11	3

**Black/African American**

Fall Term	Applied	Admitted	Enrolled
2017	247	189	77
2018	243	187	56
2019	316	232	85
2020	366	257	79
2021	439	342	72

**Hispanic/Latino**

Fall Term	Applied	Admitted	Enrolled
2017	1,624	1,273	549
2018	1,640	1,365	533
2019	2,207	1,740	663
2020	2,626	1,960	589
2021	2,812	2,186	557

**American Indian/Alaska Native**

Fall Term	Applied	Admitted	Enrolled
2017	15	14	4
2018	14	7	1
2019	19	14	3
2020	16	8	2
2021	20	14	2

**More than one race**

Fall Term	Applied	Admitted	Enrolled
2017	640	554	248
2018	656	579	248
2019	744	636	275
2020	857	715	258
2021	919	767	230

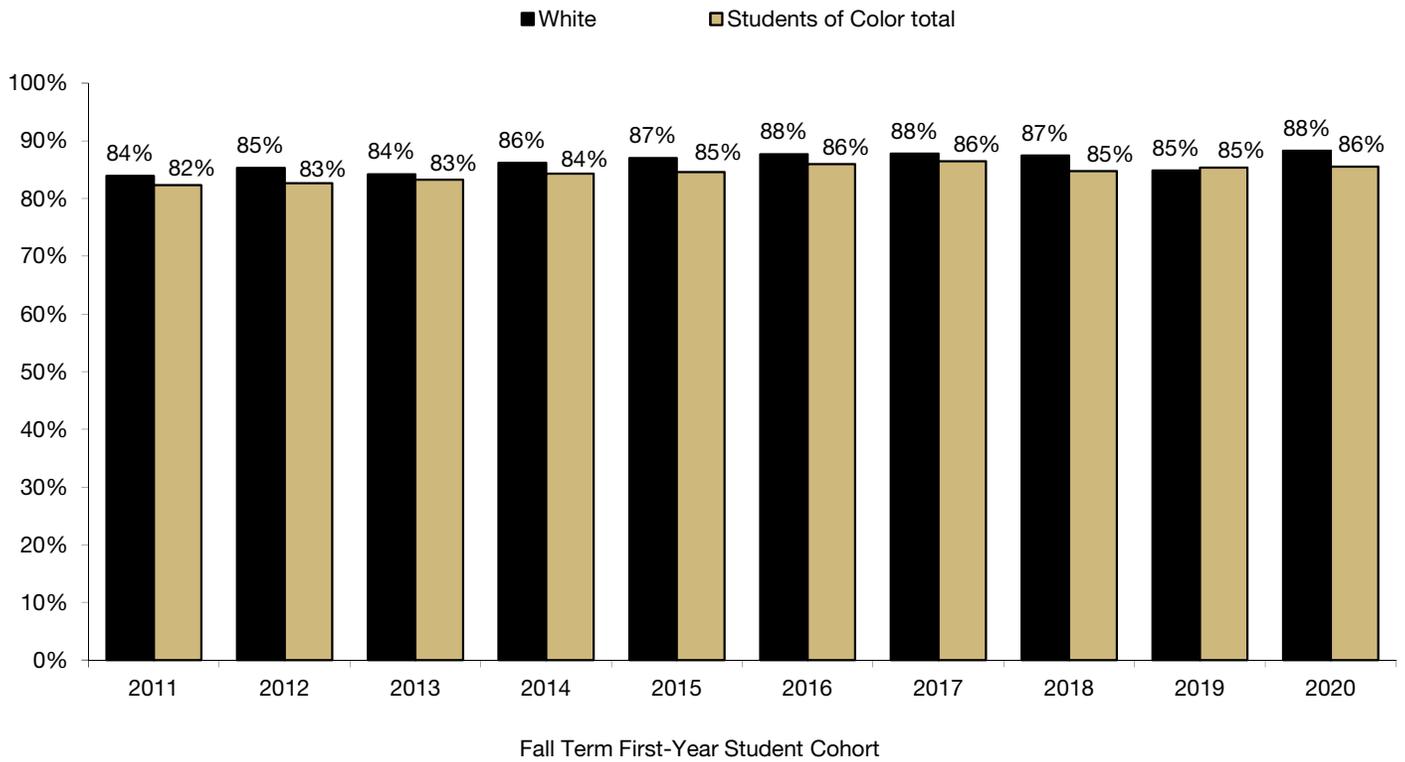
**White/Unknown/Other**

Fall Term	Applied	Admitted	Enrolled
2017	5,713	5,096	2,193
2018	5,745	5,261	2,243
2019	6,773	5,961	2,375
2020	7,649	6,627	2,238
2021	8,794	7,503	2,076

**Total**

Fall Term	Applied	Admitted	Enrolled
2017	8,891	7,707	3,367
2018	10,970	9,514	3,447
2019	6,773	5,961	2,375
2020	7,649	6,627	2,238
2021	8,794	7,503	2,076

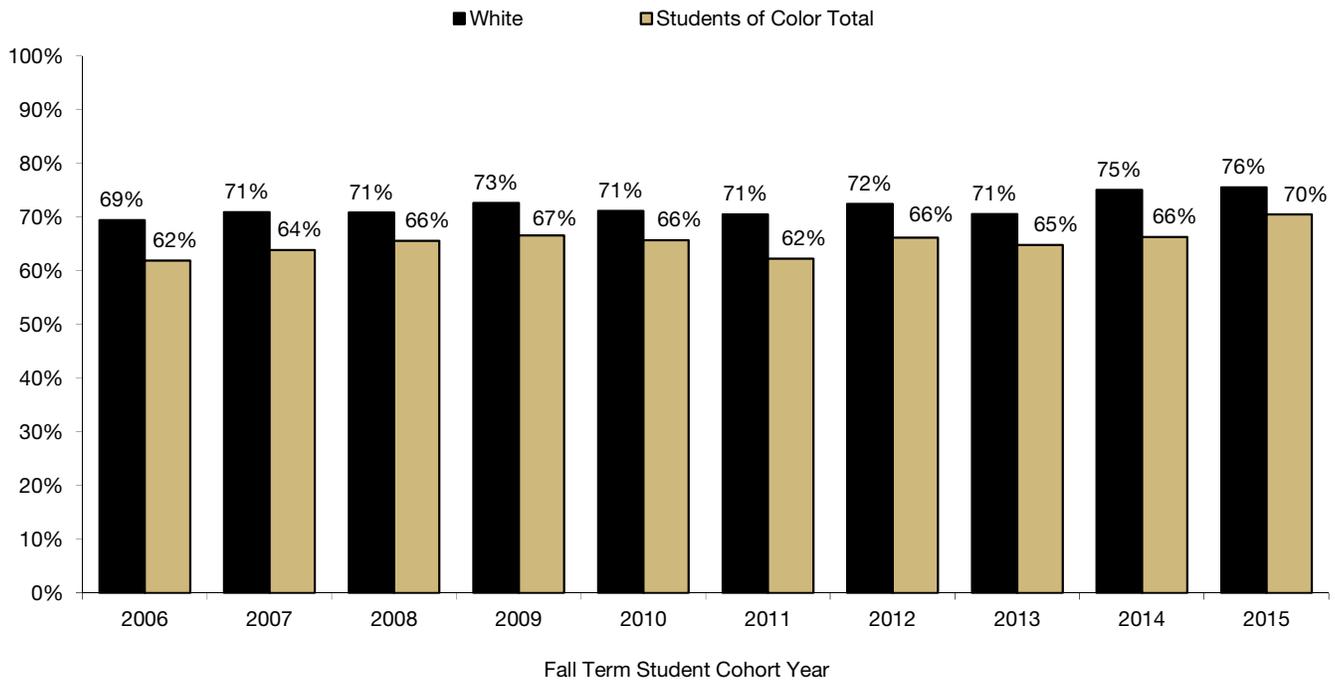
**University of Colorado Boulder  
1-Year Freshman Retention Rates by Race/Ethnicity**



First-Year Cohort	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Asian	256	286	297	376	338	359	357	397	442	380
Native Hawaiian/Pacific Islander	6	4	3	3	5	6	6	9	5	2
Black/African American	76	89	121	91	103	95	105	81	118	104
Hispanic/Latino	574	556	625	661	722	795	848	832	938	851
American Indian/Alaska Native	14	16	8	17	16	14	10	7	7	4
More than one race	218	250	278	303	334	399	409	440	478	437
Other/Unknown	53	28	20	12	16	14	23	34	27	42
White	4,339	4,022	4,149	3,962	4,217	4,218	4,398	4,546	4,819	4,291
International	106	165	269	378	412	475	320	261	206	98
All	5,642	5,416	5,770	5,803	6,163	6,375	6,476	6,607	7,040	6,209
Students of Color total	1,144	1,201	1,332	1,451	1,518	1,668	1,735	1,766	1,988	1,778

Percent Enrolled One Year Later	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Asian	85%	90%	88%	88%	90%	91%	89%	90%	90%	93%
Native Hawaiian/Pacific Islander	50%	75%	33%	67%	80%	67%	83%	78%	80%	100%
Black/African American	78%	80%	83%	89%	90%	85%	87%	81%	89%	81%
Hispanic/Latino	83%	79%	81%	82%	84%	84%	85%	84%	84%	82%
American Indian/Alaska Native	71%	75%	100%	88%	38%	64%	80%	29%	86%	75%
More than one race	80%	85%	83%	84%	81%	86%	87%	83%	83%	88%
Other/Unknown	77%	71%	65%	83%	69%	71%	83%	79%	78%	76%
White	84%	85%	84%	86%	87%	88%	88%	87%	85%	88%
International	86%	85%	90%	90%	93%	92%	90%	92%	86%	93%
All	84%	85%	84%	86%	87%	88%	88%	87%	85%	87%
Students of Color total	82%	83%	83%	84%	85%	86%	86%	85%	85%	86%

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

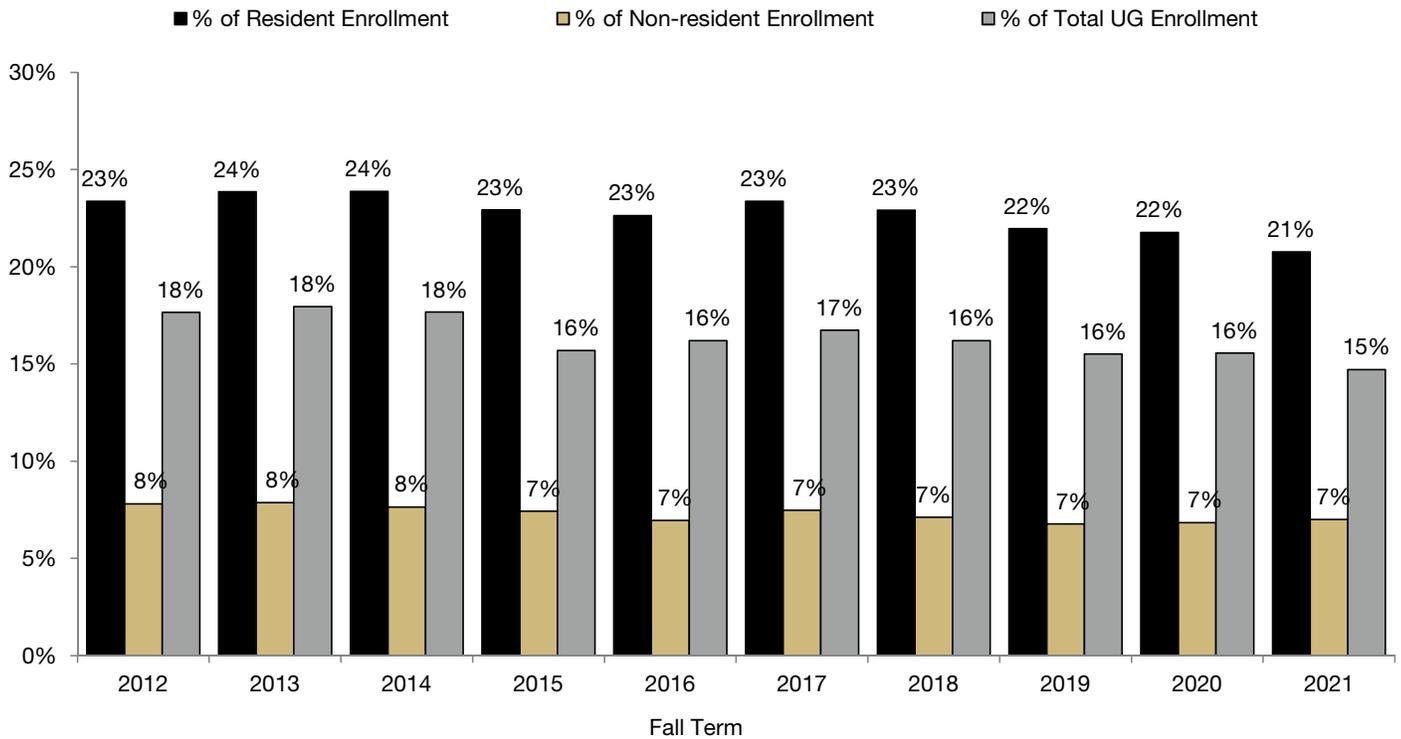


Undergraduate Cohort*	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	373	360	355	350	264	256	286	297	377	338
Native Hawaiian/Pacific Islander	-	-	1	-	1	6	4	3	3	5
Black/African American	84	102	105	94	66	76	89	121	90	103
Hispanic/Latino	377	358	421	388	477	574	556	625	661	722
American Indian/Alaska Native	56	37	36	55	12	14	16	8	17	16
More than one race	-	14	18	23	185	218	250	278	303	334
White	4,416	4,405	4,568	4,285	4,000	4,339	4,022	4,149	3,955	4,217
Other/Unknown	238	198	251	259	60	53	28	20	11	16
International	62	66	56	61	73	106	165	269	377	412
<b>Total Enrollment</b>	<b>5,606</b>	<b>5,540</b>	<b>5,811</b>	<b>5,515</b>	<b>5,138</b>	<b>5,642</b>	<b>5,416</b>	<b>5,770</b>	<b>5,794</b>	<b>6,163</b>
<b>Students of Color Total</b>	<b>890</b>	<b>857</b>	<b>918</b>	<b>887</b>	<b>820</b>	<b>926</b>	<b>951</b>	<b>1,054</b>	<b>1,148</b>	<b>1,184</b>

Six-Year Graduation Rate	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	68%	71%	72%	71%	77%	70%	73%	71%	72%	79%
Native Hawaiian/Pacific Islander	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%
Black/African American	64%	55%	57%	60%	53%	49%	57%	52%	71%	68%
Hispanic/Latino	56%	59%	63%	65%	64%	62%	63%	64%	63%	68%
American Indian/Alaska Native	57%	59%	47%	55%	42%	43%	69%	88%	65%	31%
More than one race	0%	71%	72%	83%	61%	61%	70%	66%	65%	70%
White	69%	71%	71%	73%	71%	71%	72%	71%	75%	76%
Other/Unknown	65%	68%	69%	72%	72%	60%	61%	50%	55%	50%
International	66%	70%	59%	62%	58%	74%	65%	69%	69%	73%
<b>Total Enrollment</b>	<b>68%</b>	<b>70%</b>	<b>70%</b>	<b>71%</b>	<b>70%</b>	<b>69%</b>	<b>71%</b>	<b>69%</b>	<b>72%</b>	<b>74%</b>
<b>Students of Color Total</b>	<b>62%</b>	<b>64%</b>	<b>66%</b>	<b>67%</b>	<b>66%</b>	<b>62%</b>	<b>66%</b>	<b>65%</b>	<b>66%</b>	<b>70%</b>

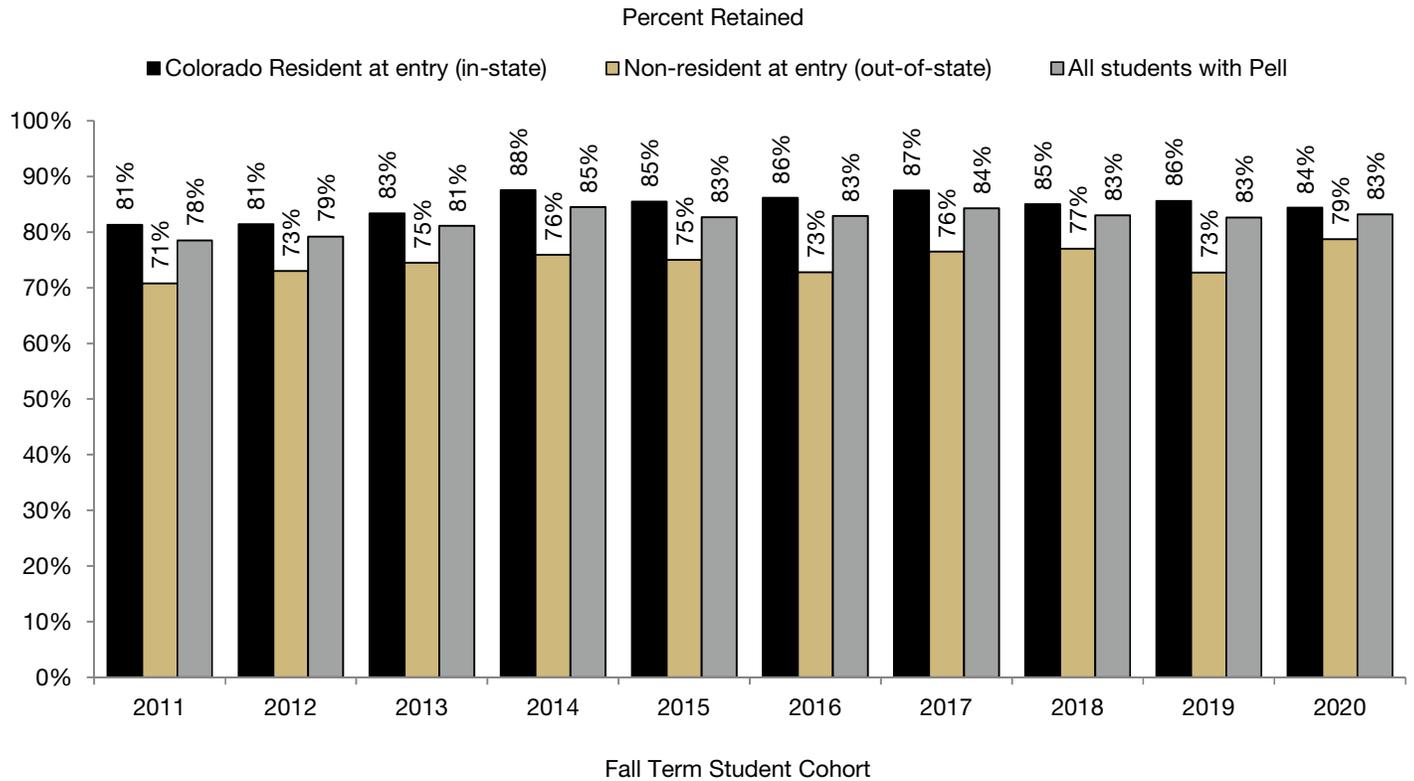
\* Cohorts include first-time first-year full-time students entering in the Fall semester.

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



	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Resident	3,736	3,831	3,814	3,669	3,659	3,903	3,926	3,877	3,788	3,550
Non-resident	722	740	756	779	783	894	902	881	848	936
Total UG pell recipients enrolled	4,458	4,571	4,570	4,156	4,442	4,797	4,828	4,758	4,636	4,486
% of Resident Enrollment	23%	24%	24%	23%	23%	23%	23%	22%	22%	21%
% of Non-resident Enrollment	8%	8%	8%	7%	7%	7%	7%	7%	7%	7%
% of Total UG Enrollment	18%	18%	18%	16%	16%	17%	16%	16%	16%	15%

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



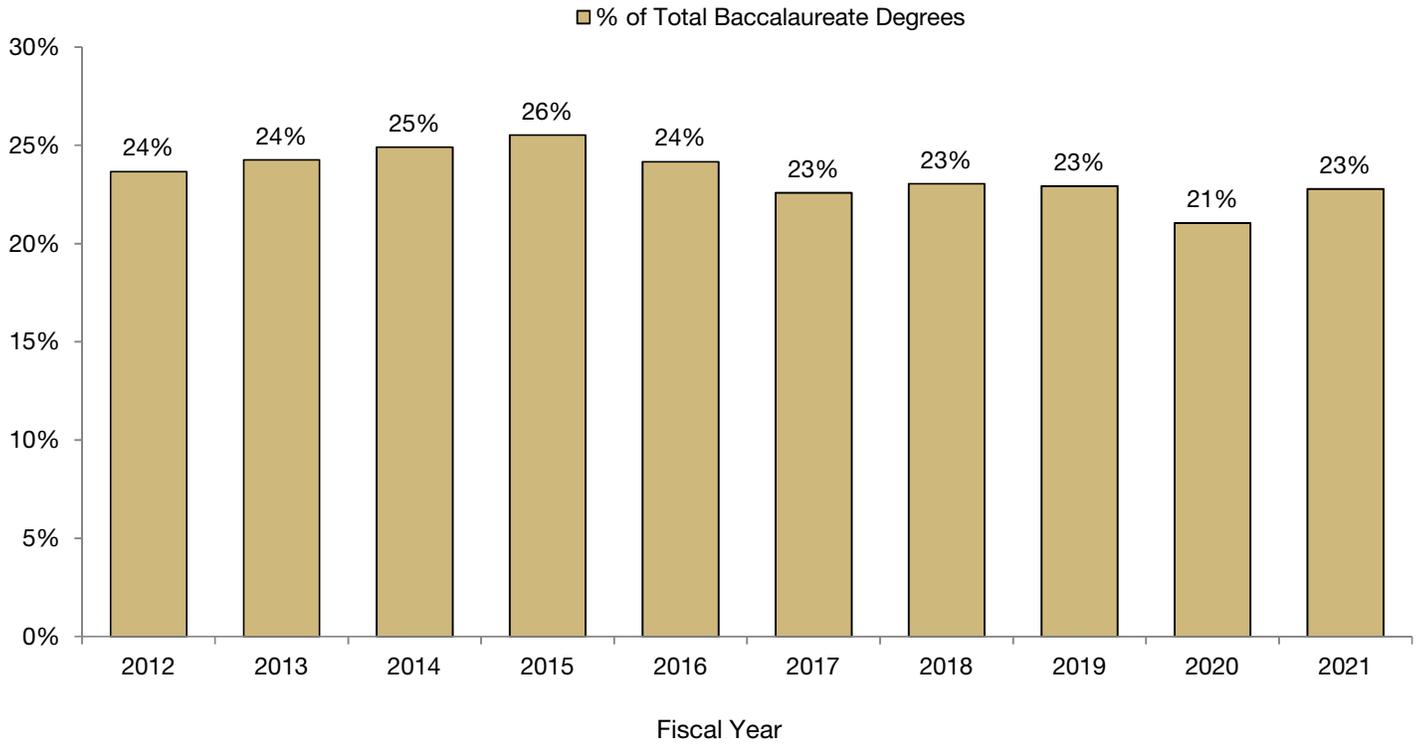
	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
<b>All students with Pell</b>										
First-Year Student Cohorts*	966	898	995	950	975	924	999	942	1,094	879
Number Retained**	758	711	807	803	806	766	842	782	904	731
Percent Retained	78%	79%	81%	85%	83%	83%	84%	83%	83%	83%
<b>Colorado Resident at entry (in-state)</b>										
First-Year Student Cohorts*	706	657	744	705	715	700	710	707	841	691
Number Retained**	574	535	620	617	611	603	621	601	720	583
Percent Retained	81%	81%	83%	88%	85%	86%	87%	85%	86%	84%
<b>Non-resident at entry (out-of-state)</b>										
First-Year Student Cohorts*	260	241	251	245	260	224	289	235	253	188
Number Retained**	184	176	187	186	195	163	221	181	184	148
Percent Retained	71%	73%	75%	76%	75%	73%	76%	77%	73%	79%

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

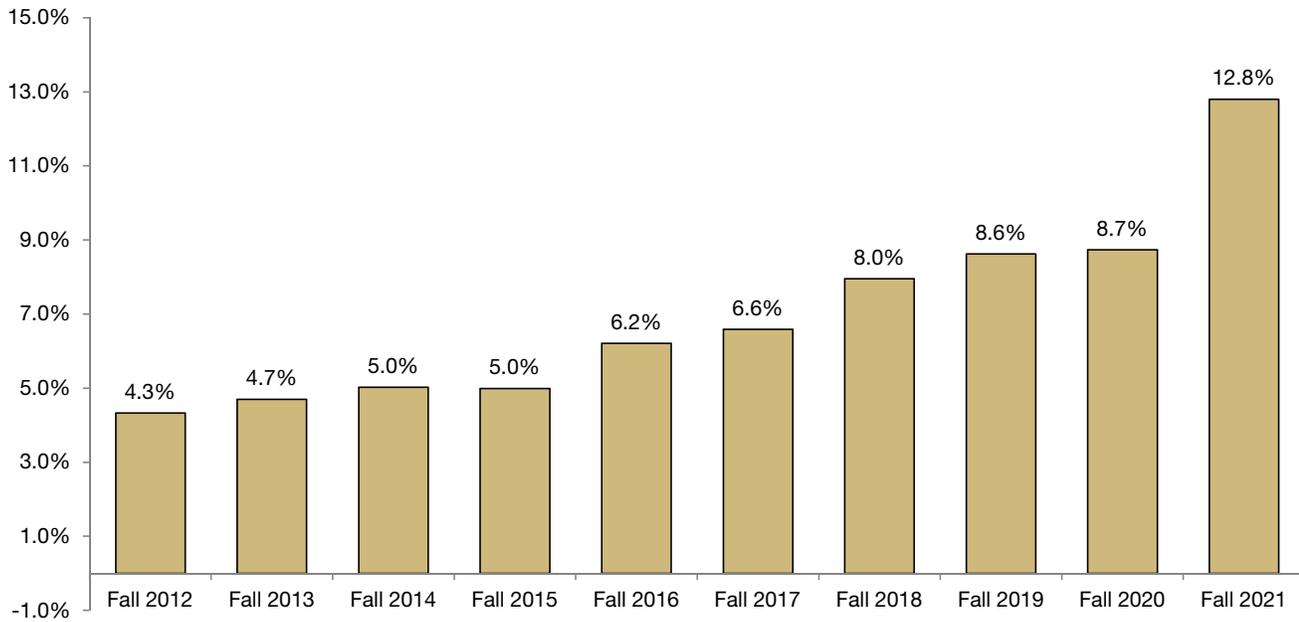


	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Baccalaureate Degrees Awarded to Pell Recipients*	1,387	1,395	1,348	1,361	1,328	1,251	1,334	1,449	1,444	1,574
% of Total Baccalaureate Degrees	24%	24%	25%	26%	24%	23%	23%	23%	21%	23%

\* counted if student was ever a Pell recipient

## University of Colorado Boulder Enrollment of Students with Disabilities

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



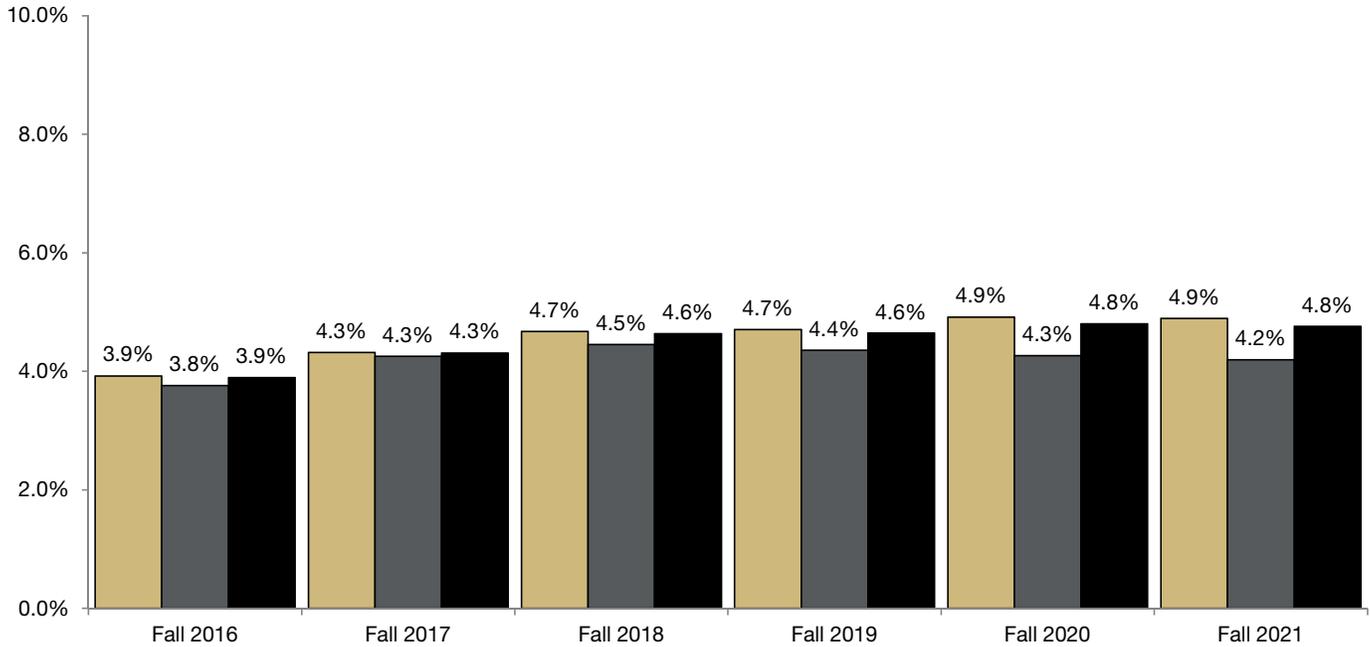
	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021
Number of degree-seeking undergraduates registered with Office of Disability Services*	1,093	1,197	1,299	1,322	1,702	1,888	2,370	2,645	2,603	3,900
Percent of all degree-seeking undergraduates	4.3%	4.7%	5.0%	5.0%	6.2%	6.6%	8.0%	8.6%	8.7%	12.8%

\*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  
Enrollment of Students with Military Affiliation**

Military Affiliation includes people who are currently serving or have served in the US Armed Forces, including ROTC, and their dependents.

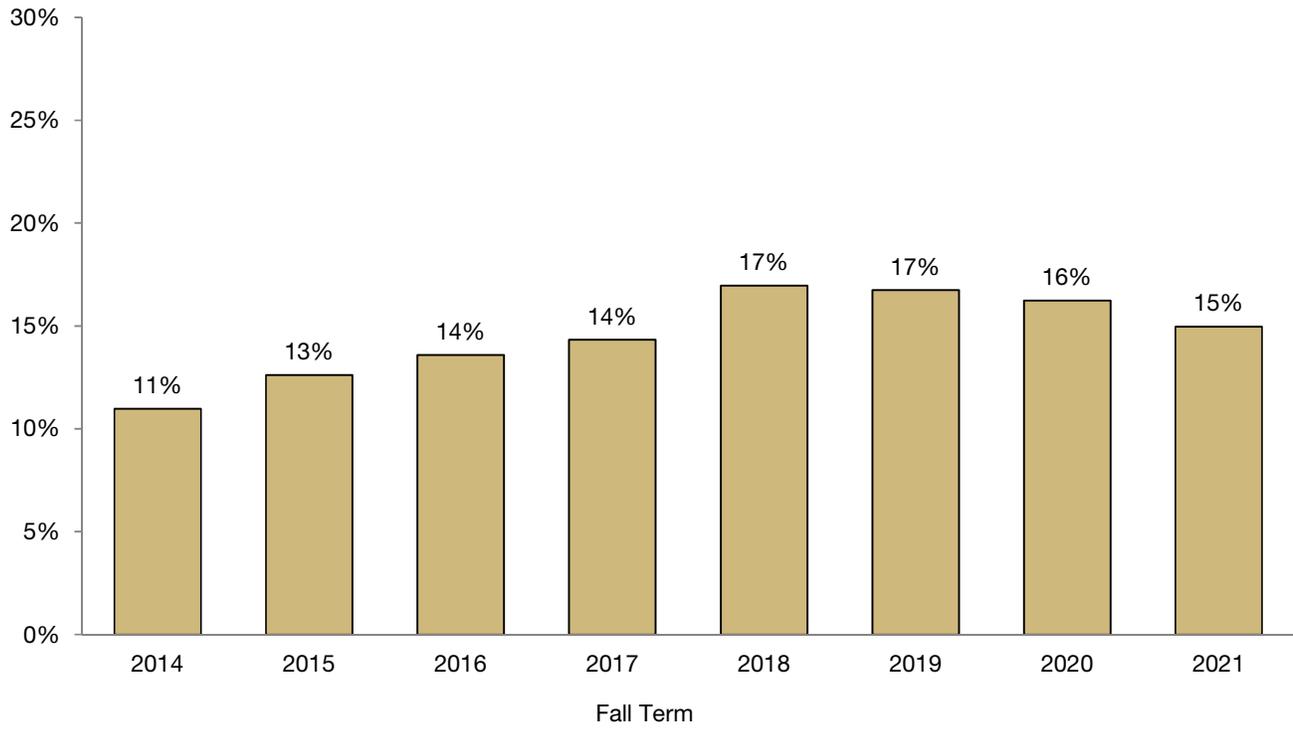


	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021
Undergraduates	775	869	936	979	1,075	1,238	1,392	1,443	1,465	1,491
Graduates	174	166	189	194	212	255	276	276	276	298
Total	949	1,035	1,125	1,173	1,287	1,493	1,668	1,719	1,741	1,789
Percent of undergraduate students	3.1%	3.4%	3.6%	3.7%	3.9%	4.3%	4.7%	4.7%	4.9%	4.9%
Percent of graduate students	3.2%	3.1%	3.6%	3.5%	3.8%	4.3%	4.5%	4.4%	4.3%	4.2%
Percent of all students	3.1%	3.4%	3.6%	3.7%	3.9%	4.3%	4.6%	4.6%	4.8%	4.8%

\*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**  
**Estimated Fall Enrollment of First-Generation Students**  
 (Percent of Undergraduate Enrollment)

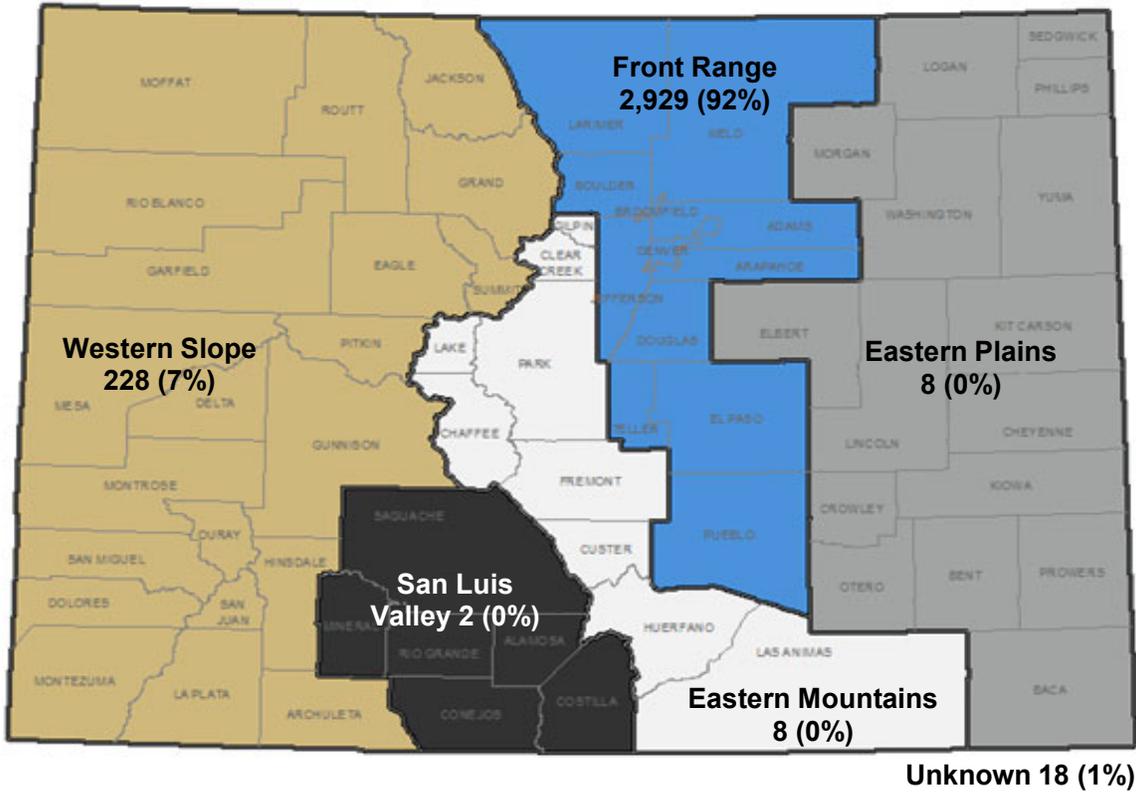


	2014	2015	2016	2017	2018	2019	2020	2021
Total UG First Generation Enrolled	2,839	3,340	3,725	4,106	5,056	5,133	4,834	4,561
% of Total UG Enrollment	11%	13%	14%	14%	17%	17%	16%	15%

\* First generation defined as an undergraduate with neither parent possessing a 4-year degree. Estimate based on student surveys and FAFSA.

**University of Colorado Boulder  
New Resident Freshmen, Fall 2021  
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	
		Enrolled <sup>2</sup>	Percent
Eastern Mountains	2%	8	0%
Eastern Plains	3%	16	0%
Front Range	83%	2,929	92%
San Luis Valley	1%	2	0%
Western Slope	9%	228	7%
Unknown	2%	18	1%
<b>Total</b>	<b>100%</b>	<b>3,201</b>	<b>100%</b>

<sup>1</sup> Distribution of 12th grade students enrolled in Colorado Public Schools based on school district enrollment, 2019-20. 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>

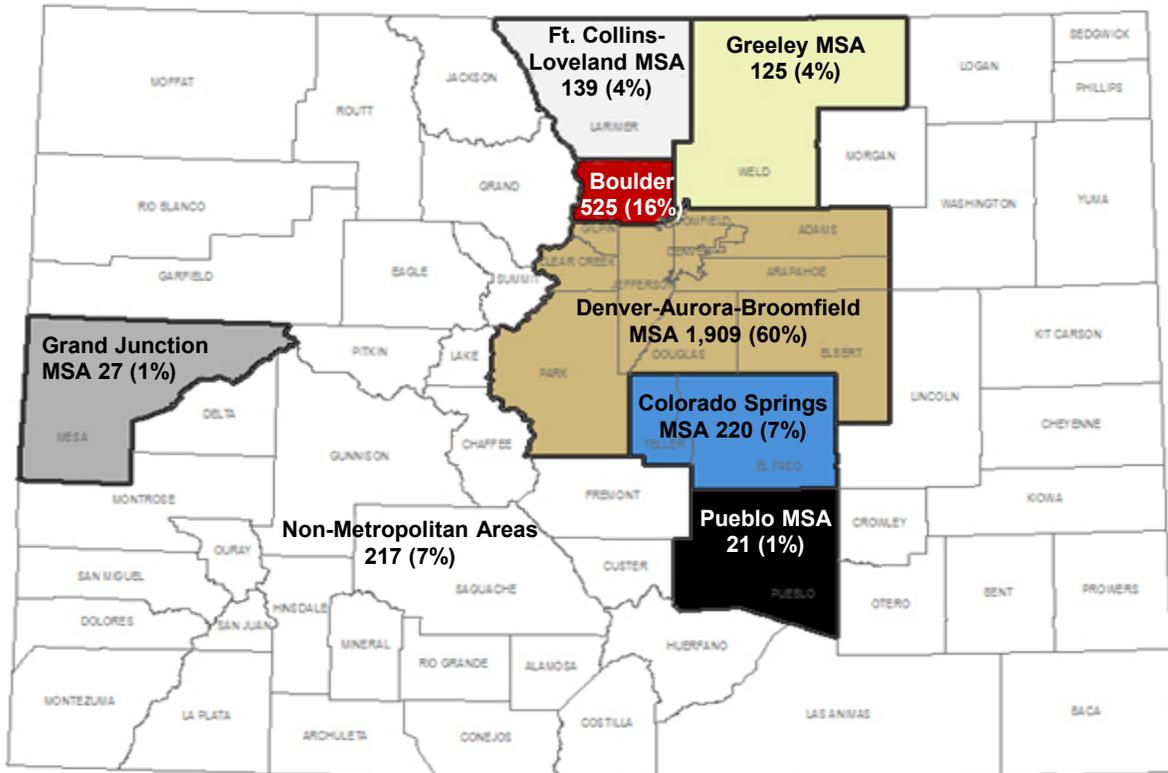
<sup>2</sup> Home region of new resident freshmen based on county at time of admission. Data source: SURDS Enrollment File (with new freshmen defined by CU registration type)

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 2021  
Home Region: Metropolitan and Non-Metropolitan Areas**

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



MSA=Metropolitan Statistical Area

Unknown MSA 18 (1%)

Metro Area	12th Graders Enrolled in CO Public Schools <sup>1</sup>	CU-Boulder New Resident Freshmen	
		Enrolled <sup>2</sup>	Percent
Boulder MSA	8%	525	16%
Colorado Springs MSA	14%	220	7%
Denver-Aurora-Broomfield MSA	49%	1,909	60%
Fort Collins-Loveland MSA	5%	139	4%
Grand Junction MSA	2%	27	1%
Greeley MSA	5%	125	4%
Pueblo MSA	3%	21	1%
Non-Metro	14%	217	7%
Unknown	0%	18	1%
<b>Total</b>	<b>100%</b>	<b>3,201</b>	<b>100%</b>

<sup>1</sup> Distribution of 12th grade students enrolled in Colorado Public Schools based on school district enrollment, 2019-2020. 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>

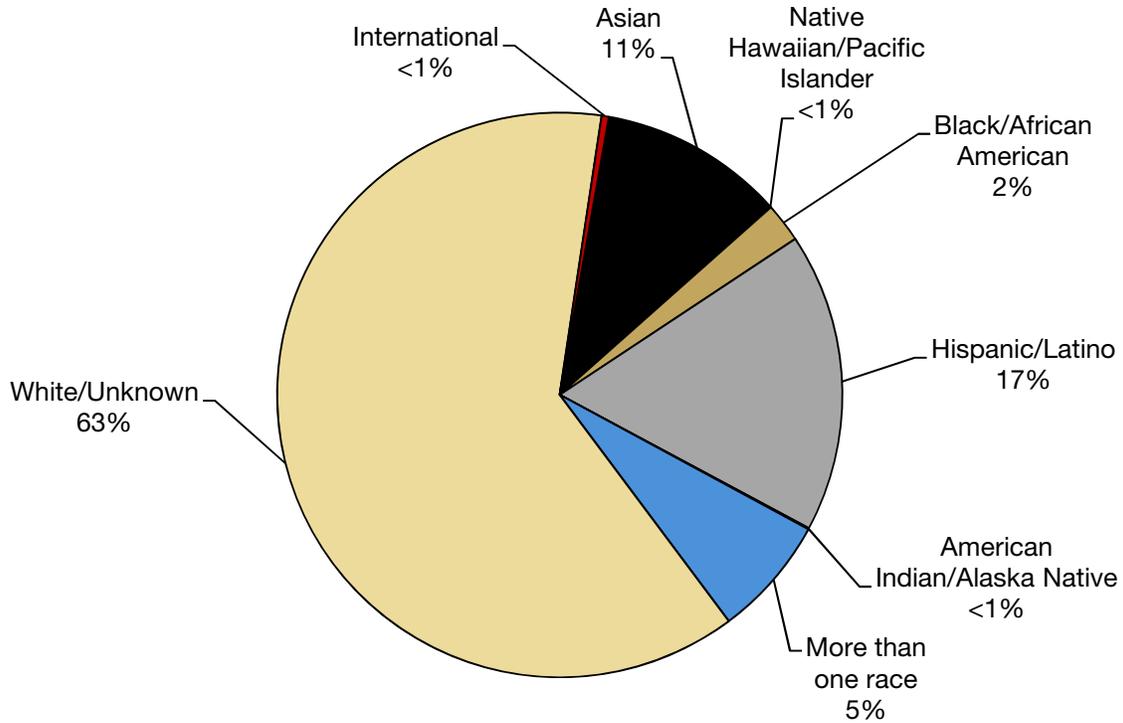
<sup>2</sup> Home region of new resident freshmen based on county at time of admission. Data source: SURDS Enrollment File (with new freshmen defined by CU registration type)

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 2021**  
 (End-of-Term Enrollment)

**Total=3,201**  
**Students of Color = 1,185 (37%)**



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.

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**

## **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 2021**

Notes: Includes all employees reported for IPEDS HR for Fall 2021. 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, 2021.

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

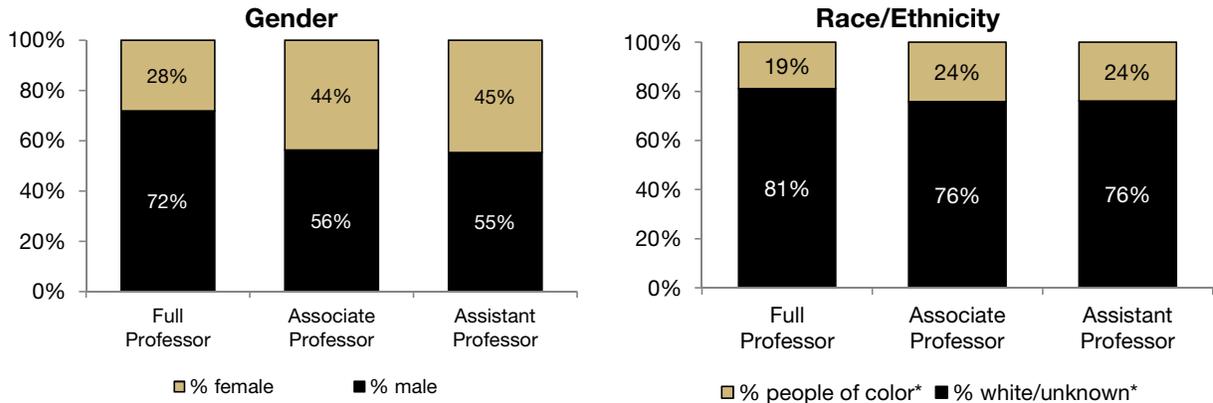
	Sex						Race/Ethnicity											Military <sup>2</sup>			
	Female		Male		Neither Male nor Female (X)		People of Color		American Indian/Alaska Native	Asian	Black/African American	Hispanic/Latino	Native Hawaiian/Pacific Islander	More than one race	White	Unknown	International <sup>1</sup>				
	#	%	#	%	#	%	#	%	#	#	#	#	#	#	#	#	#	#	%		
<b>Faculty</b>	<b>2,618</b>	<b>1,044</b>	<b>40%</b>	<b>1,574</b>	<b>60%</b>	<b>-</b>	<b>0%</b>	<b>447</b>	<b>19%</b>	<b>8</b>	<b>240</b>	<b>44</b>	<b>131</b>	<b>4</b>	<b>20</b>	<b>1,604</b>	<b>248</b>	<b>319</b>	<b>39</b>	<b>1%</b>	
Instructional Faculty	1,694	700	41%	994	59%	-	0%	320	19%	7	158	38	101	3	13	1,138	187	49	24	1%	
Tenured/Tenure Track	1,210	451	37%	759	63%	-	0%	256	22%	5	127	27	83	3	11	784	135	35	12	1%	
Full Professor	517	145	28%	372	72%	-	0%	97	19%	3	57	9	25	1	2	395	23	2	4	1%	
Associate Professor	375	164	44%	211	56%	-	0%	90	24%	1	47	8	27	1	6	243	39	3	6	2%	
Assistant Professor	318	142	45%	176	55%	-	0%	69	24%	1	23	10	31	1	3	146	73	30	2	1%	
Non-Tenure Track	484	249	51%	235	49%	-	0%	64	14%	2	31	11	18	-	2	354	52	14	12	3	
Instructor/Sr. Instructor	484	249	51%	235	49%	-	0%	64	14%	2	31	11	18	-	2	354	52	14	12	2	
Research Faculty	924	344	37%	580	63%	-	0%	127	19%	1	82	6	30	1	7	466	61	270	15	1	
																					1
<b>Staff</b>	<b>5,131</b>	<b>2,729</b>	<b>53%</b>	<b>2,402</b>	<b>47%</b>	<b>-</b>	<b>0%</b>	<b>1,235</b>	<b>24%</b>	<b>28</b>	<b>407</b>	<b>103</b>	<b>618</b>	<b>5</b>	<b>74</b>	<b>3,520</b>	<b>333</b>	<b>43</b>	<b>154</b>	<b>3%</b>	
Officers	39	20	51%	19	49%	-	0%	8	21%	-	2	3	2	1	-	24	7	-	3	1	
With Faculty Status	19	9	47%	10	53%	-	0%	4	21%	-	1	2	1	-	-	12	3	-	1	1	
Without Faculty Status	20	11	55%	9	45%	-	0%	4	20%	-	1	1	1	-	-	12	4	-	2	0	
Management/Other Professionals/Support Staff	5,092	2,709	53%	2,383	47%	-	0%	1,227	24%	28	405	100	616	4	74	3,496	326	43	151	0	
With Faculty Status	1,031	428	42%	603	58%	-	0%	143	14%	4	47	9	62	1	20	797	68	23	3	0	
Exempt Professionals	3,193	1,895	59%	1,298	41%	-	0%	714	23%	18	239	78	337	3	39	2,245	214	20	83	0	
Classified Staff	868	386	44%	482	56%	-	0%	370	43%	6	119	13	217	-	15	454	44	-	65	0	
																					0
<b>Faculty/Staff Total</b>	<b>7,749</b>	<b>3,773</b>	<b>49%</b>	<b>3,976</b>	<b>51%</b>	<b>-</b>	<b>0%</b>	<b>1,682</b>	<b>23%</b>	<b>36</b>	<b>647</b>	<b>147</b>	<b>749</b>	<b>9</b>	<b>94</b>	<b>5,124</b>	<b>581</b>	<b>362</b>	<b>193</b>	<b>2%</b>	

1 "Nonresident alien" is a category reported within race/ethnicity in the IPEDS HR survey. The race/ethnicity categories are meant to reflect U.S./domestic categories of race and ethnicity.

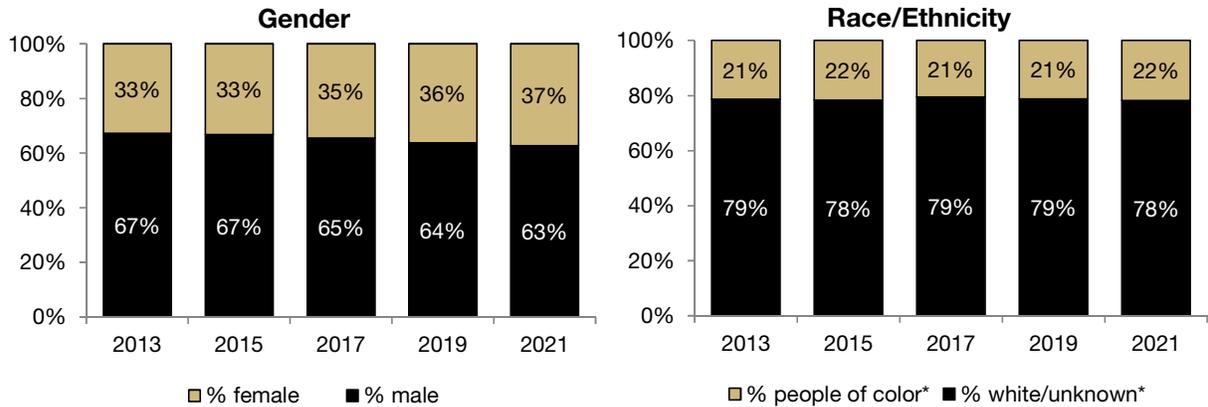
2 Military includes employees who have identified as current or former members of the Armed Forces, including both protected veterans and other veterans. The information is self-reported through the employee portal.

# University of Colorado Boulder

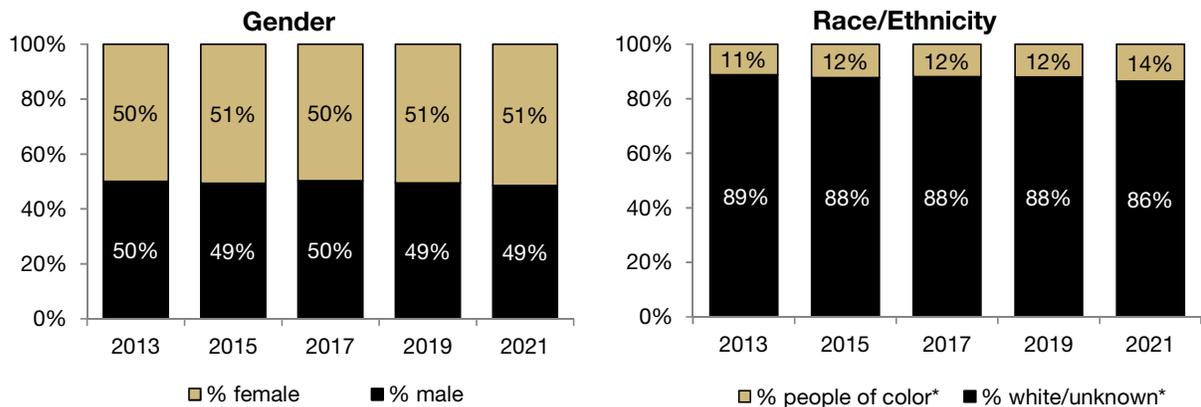
## Regular Instructional Faculty, Fall 2021 Tenured/Tenure Track



## Regular Instructional Faculty, Fall 2013 - Fall 2021 Tenured/Tenure Track Faculty All Ranks Combined

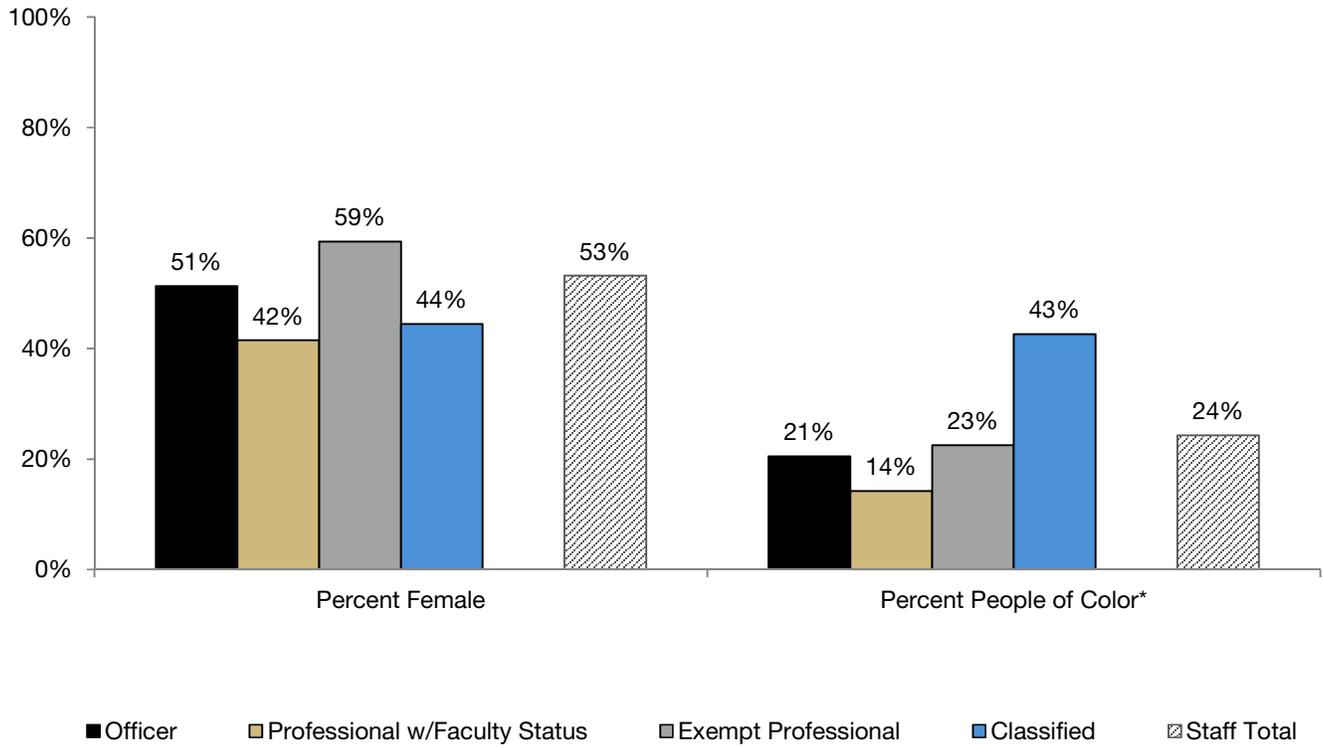


## Non-Tenure Track Faculty Instructors and Senior Instructors Combined



\* People of color percentage and white/unknown percentage calculation does not include the international population.

**University of Colorado Boulder  
Staff Diversity, Fall 2021**



\* People of color percentage calculation does not include the international population.



## 2021-22 Diversity Report

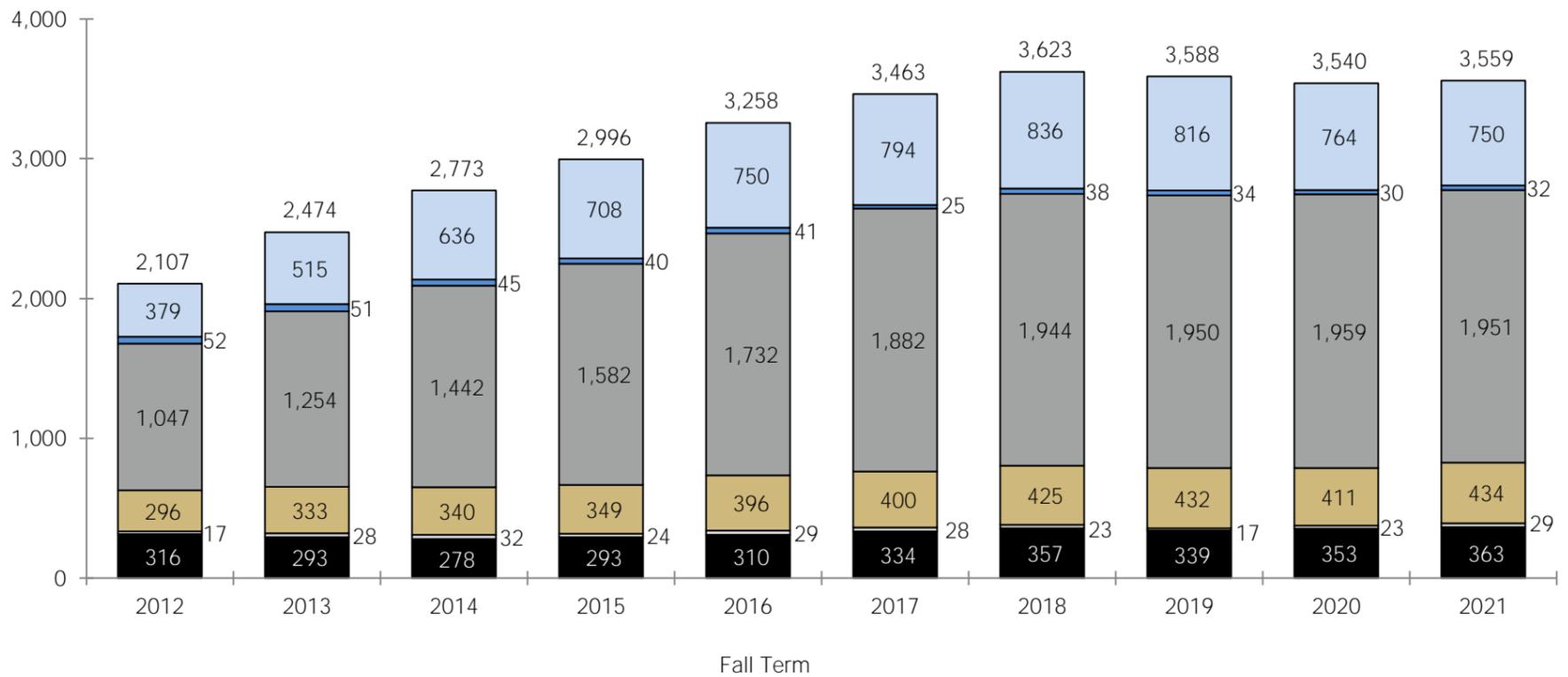


## Student Diversity

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

■ Asian □ Native Hawaiian/Pacific Islander ■ Black/African American ■ Hispanic/Latino ■ American Indian/Alaska Native □ More than one race



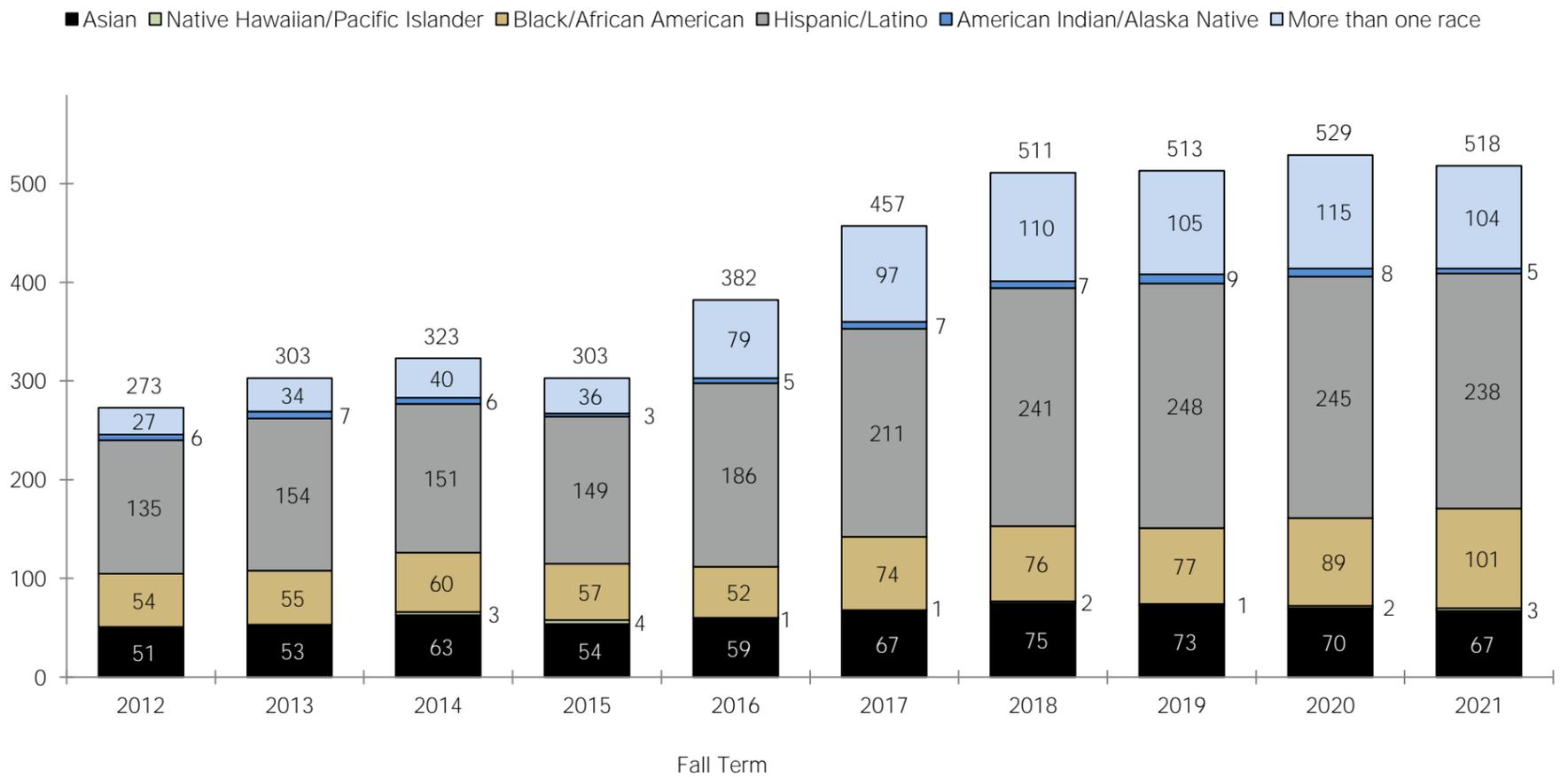
Race/Ethnicity	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Asian	316	293	278	293	310	334	357	339	353	363
Native Hawaiian/Pacific Islander	17	28	32	24	29	28	23	17	23	29
Black/African American	296	333	340	349	396	400	425	432	411	434
Hispanic/Latino	1,047	1,254	1,442	1,582	1,732	1,882	1,944	1,950	1,959	1,951
American Indian/Alaska Native	52	51	45	40	41	25	38	34	30	32
More than one race	379	515	636	708	750	794	836	816	764	750
White/Unknown (White only as of 2018)	6,018	6,327	6,466	6,488	6,817	6,879	6,636	6,367	6,024	5,720
International	46	70	140	134	112	95	90	95	79	72
<b>Total Enrollment</b>	<b>8,171</b>	<b>8,871</b>	<b>9,379</b>	<b>9,618</b>	<b>10,187</b>	<b>10,437</b>	<b>10,528</b>	<b>10,204</b>	<b>9,771</b>	<b>9,467</b>
Students of Color Total	2,107	2,474	2,773	2,996	3,258	3,463	3,623	3,588	3,540	3,559
Students of Color as % of Total w/ International	26%	28%	30%	31%	32%	33%	34%	35%	36%	38%
Students of Color as % of Total w/o International	26%	28%	30%	32%	32%	33%	35%	35%	37%	38%

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Asian	3.9%	3.3%	3.0%	3.0%	3.0%	3.2%	3.4%	3.3%	3.6%	3.8%
Native Hawaiian/Pacific Islander	0.2%	0.3%	0.3%	0.2%	0.3%	0.3%	0.2%	0.2%	0.2%	0.3%
Black/African American	3.6%	3.8%	3.6%	3.6%	3.9%	3.8%	4.0%	4.2%	4.2%	4.6%
Hispanic/Latino	12.8%	14.1%	15.4%	16.4%	17.0%	18.0%	18.5%	19.1%	20.0%	20.6%
American Indian/Alaska Native	0.6%	0.6%	0.5%	0.4%	0.4%	0.2%	0.4%	0.3%	0.3%	0.3%
More than one race	4.6%	5.8%	6.8%	7.4%	7.4%	7.6%	7.9%	8.0%	7.8%	7.9%
White/Unknown	73.7%	71.3%	68.9%	67.5%	66.9%	65.9%	63.0%	62.4%	61.7%	60.4%
International	0.6%	0.8%	1.5%	1.4%	1.1%	0.9%	0.9%	0.9%	0.8%	0.8%

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

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



Race/Ethnicity	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Asian	51	53	63	54	59	67	75	73	70	67
Native Hawaiian/Pacific Islander	-	-	3	4	1	1	2	1	2	3
Black/African American	54	55	60	57	52	74	76	77	89	101
Hispanic/Latino	135	154	151	149	186	211	241	248	245	238
American Indian/Alaska Native	6	7	6	3	5	7	7	9	8	5
More than one race	27	34	40	36	79	97	110	105	115	104
White/Unknown (White only as of 2018)	1,244	1,280	1,258	1,230	1,292	1,395	1,357	1,322	1,333	1,290
International	89	144	172	148	134	133	107	107	90	86
<b>Total Enrollment</b>	<b>1,606</b>	<b>1,727</b>	<b>1,753</b>	<b>1,681</b>	<b>1,808</b>	<b>1,985</b>	<b>1,975</b>	<b>1,942</b>	<b>1,952</b>	<b>1,894</b>
Students of Color Total	273	303	323	303	382	457	511	513	529	518
Students of Color as % of Total w/ International	17%	18%	18%	18%	21%	23%	26%	26%	27%	27%
Students of Color as % of Total w/o International	18%	19%	20%	20%	23%	25%	27%	28%	28%	29%

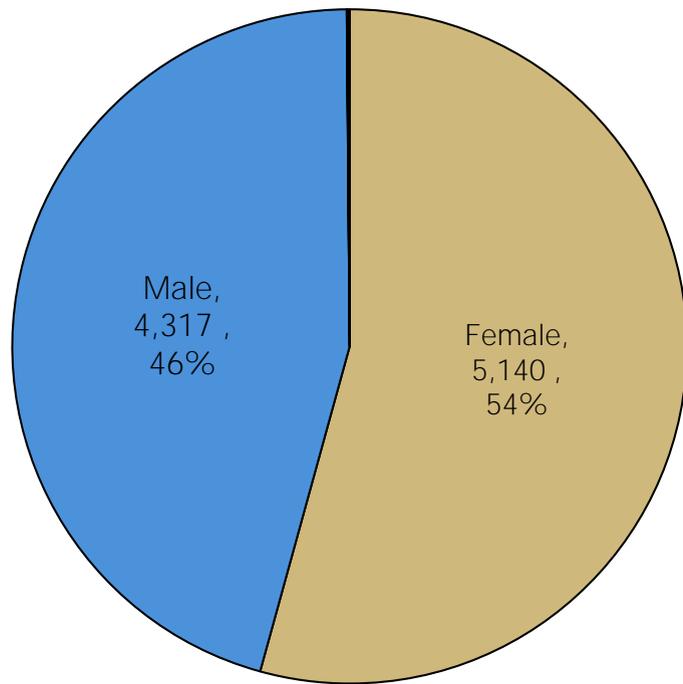
  

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Asian	3.2%	3.1%	3.6%	3.2%	3.3%	3.4%	3.8%	3.8%	3.6%	3.5%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.2%	0.2%	0.1%	0.1%	0.1%	0.1%	0.1%	0.2%
Black/African American	3.4%	3.2%	3.4%	3.4%	2.9%	3.7%	3.8%	4.0%	4.6%	5.3%
Hispanic/Latino	8.4%	8.9%	8.6%	8.9%	10.3%	10.6%	12.2%	12.8%	12.6%	12.6%
American Indian/Alaska Native	0.4%	0.4%	0.3%	0.2%	0.3%	0.4%	0.4%	0.5%	0.4%	0.3%
More than one race	1.7%	2.0%	2.3%	2.1%	4.4%	4.9%	5.6%	5.4%	5.9%	5.5%
White/Unknown	77.5%	74.1%	71.8%	73.2%	71.5%	70.3%	68.7%	68.1%	68.3%	68.1%
International	5.5%	8.3%	9.8%	8.8%	7.4%	6.7%	5.4%	5.5%	4.6%	4.5%

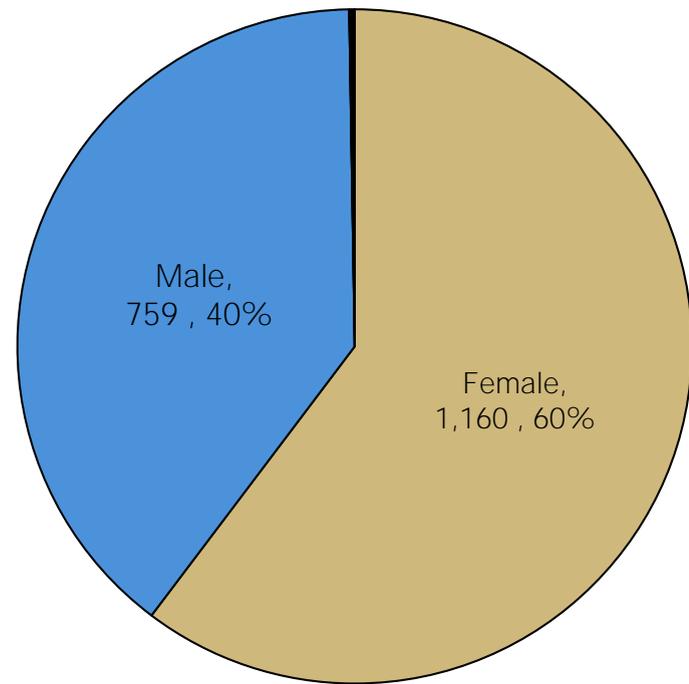
Fall 2011 and later racial/ethnic category counts follow IPEDS reporting rules, and represent only those who selected that single category alone. Individuals selecting multiple categories are placed in "More than one race" or, if Hispanic/Latino was one of their choices, in "Hispanic/Latino."

University of Colorado Colorado Springs  
Fall Headcount Enrollment by Sex, Fall 2021

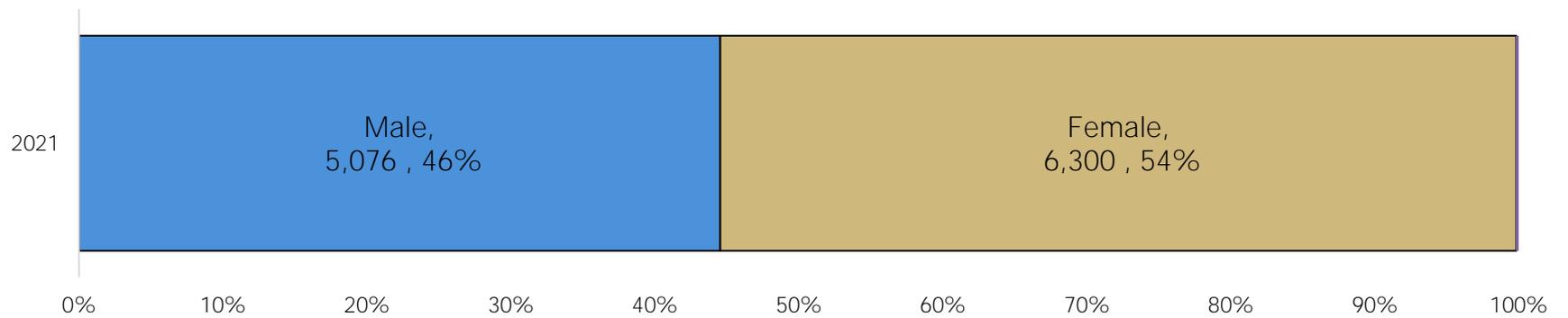
Undergraduate Enrollment



Graduate Enrollment

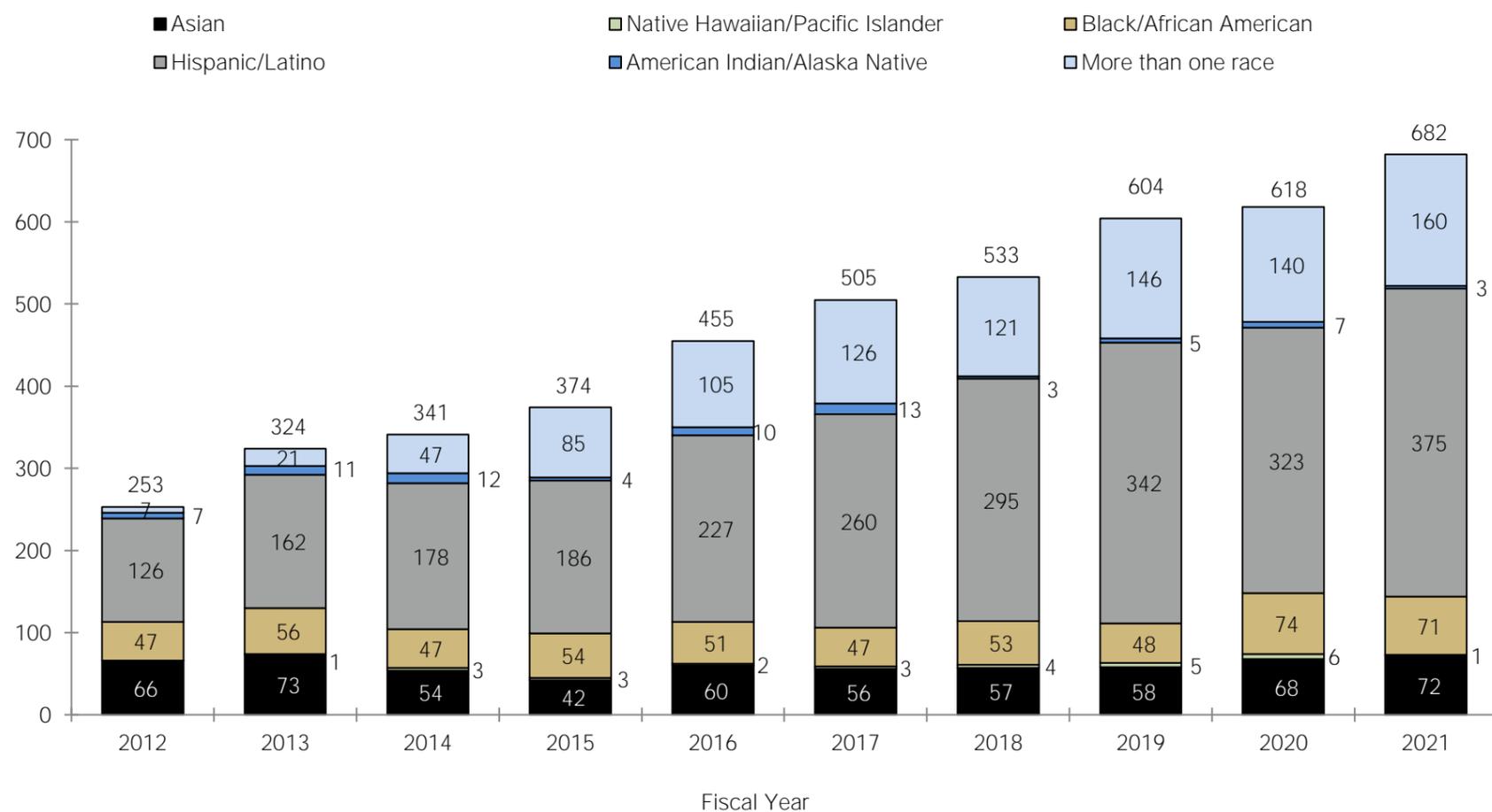


Total Enrollment



Undergraduate Enrollment		2016	2017	2018	2019	2020	2021
Female		5,298	5,425	5,424	5,284	5,210	5,140
Male		4,878	5,005	5,092	4,907	4,552	4,317
X		-	-	-	-	--	1
Not Reported		27	20	40	18	9	12
<b>Total</b>		<b>10,203</b>	<b>10,450</b>	<b>10,556</b>	<b>10,209</b>	<b>9,771</b>	<b>9,470</b>
Graduate Enrollment		2016	2017	2018	2019	2020	2021
Female		984	1,112	1,189	1,212	1,172	1,160
Male		808	860	829	760	810	759
X		-	-	-	-	--	-
Not Reported		-	-	-	-	7	5
<b>Total</b>		<b>1,792</b>	<b>1,972</b>	<b>2,018</b>	<b>1,972</b>	<b>1,989</b>	<b>1,924</b>
Total Enrollment		2016	2017	2018	2019	2020	2021
Female		6,282	6,537	6,613	6,496	6,382	6,300
Male		5,686	5,865	5,921	5,667	5,362	5,076
X		-	-	-	-	#VALUE!	1
Not Reported		27	20	40	18	16	17
<b>Total</b>		<b>11,995</b>	<b>12,422</b>	<b>12,574</b>	<b>12,181</b>	<b>#VALUE!</b>	<b>11,394</b>

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



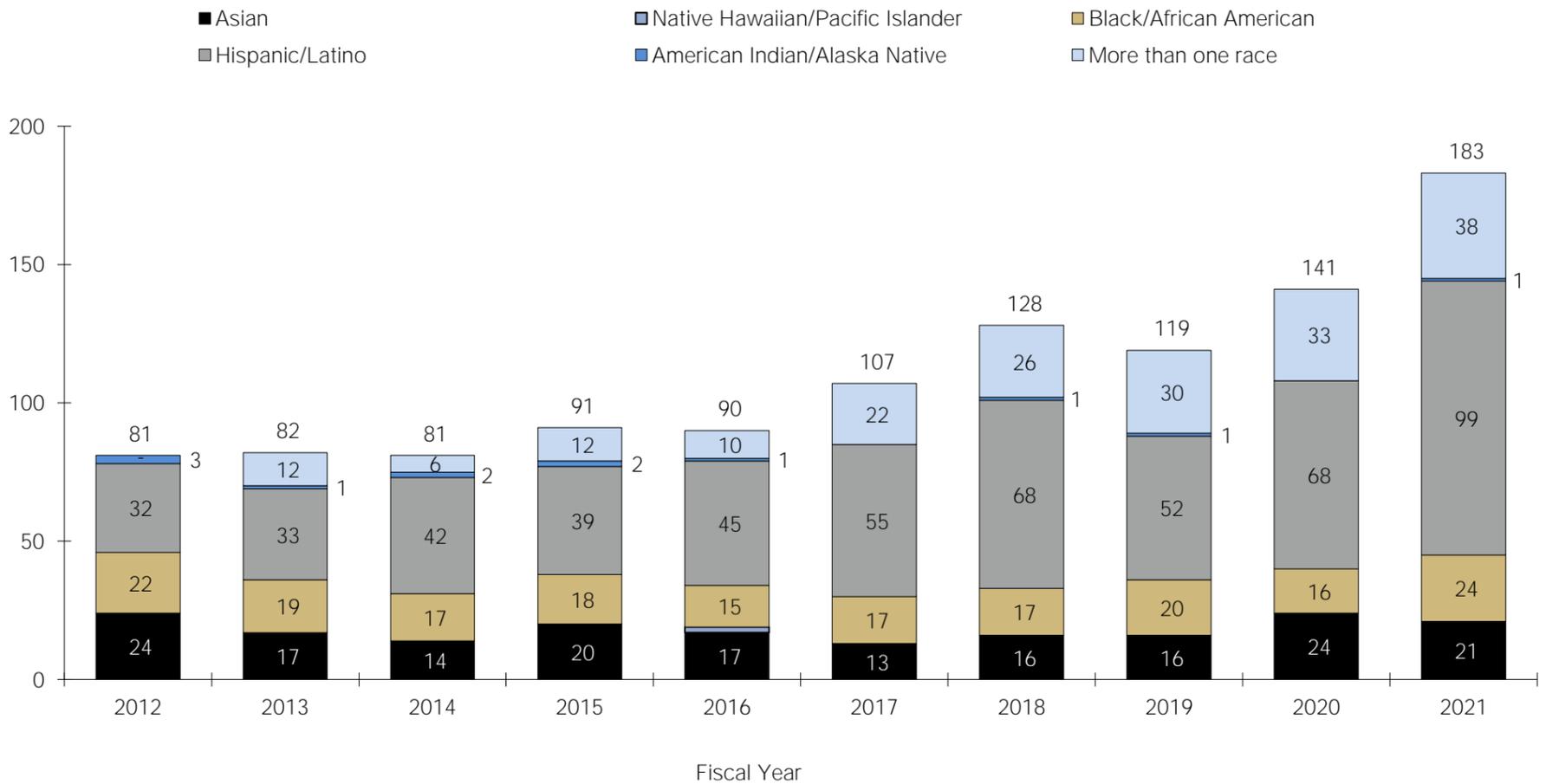
Race/Ethnicity	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Asian	66	73	54	42	60	56	57	58	68	72
Native Hawaiian/Pacific Islander	-	1	3	3	2	3	4	5	6	1
Black/African American	47	56	47	54	51	47	53	48	74	71
Hispanic/Latino	126	162	178	186	227	260	295	342	323	375
American Indian/Alaska Native	7	11	12	4	10	13	3	5	7	3
More than one race	7	21	47	85	105	126	121	146	140	160
White/Unknown (White only as of 2018)	1,145	1,071	1,220	1,175	1,265	1,327	1,290	1,327	1,380	1,383
International	7	2	2	15	11	13	19	18	21	19
<b>Total Degrees Awarded</b>	<b>1,405</b>	<b>1,397</b>	<b>1,563</b>	<b>1,564</b>	<b>1,731</b>	<b>1,845</b>	<b>1,842</b>	<b>1,949</b>	<b>2,019</b>	<b>2,084</b>
Students of Color Total	253	324	341	374	455	505	533	604	618	682
Students of Color as % of Total w/ International	18%	23%	22%	24%	26%	27%	29%	31%	31%	33%
Students of Color as % of Total w/o International	18%	23%	22%	24%	26%	28%	29%	31%	31%	33%

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Asian	4.7%	5.2%	3.5%	2.7%	3.5%	3.0%	3.1%	3.0%	3.4%	3.5%
Native Hawaiian/Pacific Islander	0.0%	0.1%	0.2%	0.2%	0.1%	0.2%	0.2%	0.3%	0.3%	0.0%
Black/African American	3.3%	4.0%	3.0%	3.5%	2.9%	2.5%	2.9%	2.5%	3.7%	3.4%
Hispanic/Latino	9.0%	11.6%	11.4%	11.9%	13.1%	14.1%	16.0%	17.5%	16.0%	18.0%
American Indian/Alaska Native	0.5%	0.8%	0.8%	0.3%	0.6%	0.7%	0.2%	0.3%	0.3%	0.1%
More than one race	0.5%	1.5%	3.0%	5.4%	6.1%	6.8%	6.6%	7.5%	6.9%	7.7%
White/Unknown	81.5%	76.7%	78.1%	75.1%	73.1%	71.9%	70.0%	68.1%	68.4%	66.4%
International	0.5%	0.1%	0.1%	1.0%	0.6%	0.7%	1.0%	0.9%	1.0%	0.9%

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

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



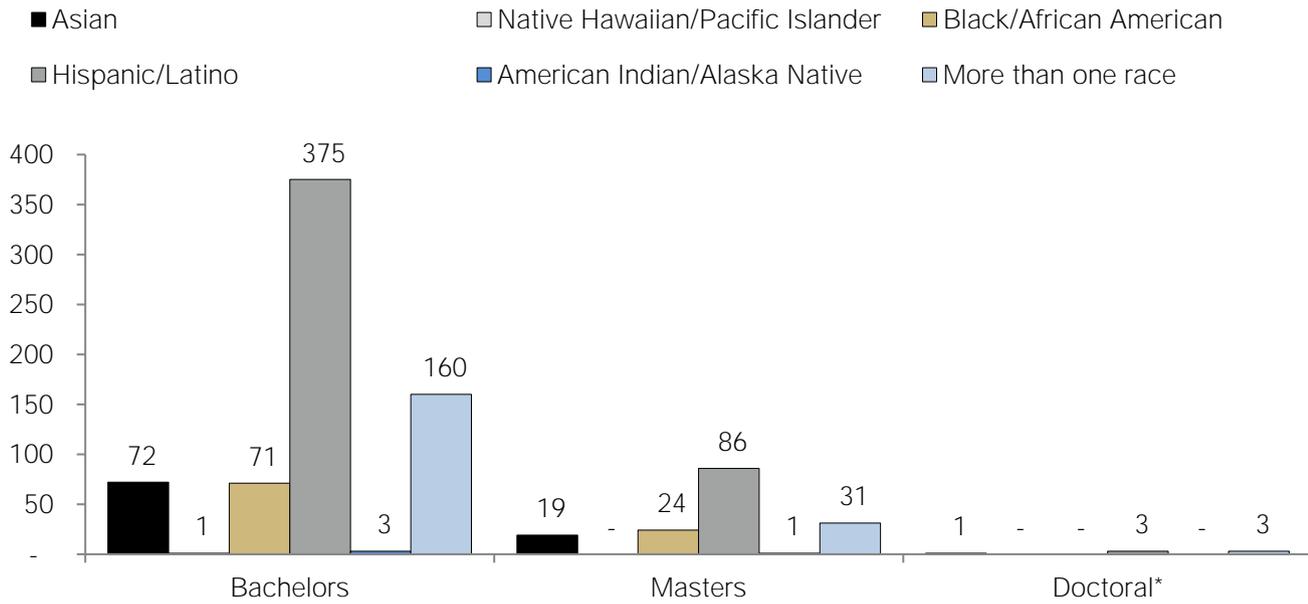
Race/Ethnicity	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Asian	24	17	14	20	17	13	16	16	24	21
Native Hawaiian/Pacific Islander	-	-	-	-	2	-	-	-	-	-
Black/African American	22	19	17	18	15	17	17	20	16	24
Hispanic/Latino	32	33	42	39	45	55	68	52	68	99
American Indian/Alaska Native	3	1	2	2	1	-	1	1	-	1
More than one race	-	12	6	12	10	22	26	30	33	38
White/Unknown (White only as of 2018)	424	417	389	401	395	451	390	403	389	446
International	11	18	34	49	62	44	46	31	29	31
<b>Total Degrees Awarded</b>	<b>516</b>	<b>517</b>	<b>504</b>	<b>541</b>	<b>547</b>	<b>602</b>	<b>564</b>	<b>553</b>	<b>559</b>	<b>660</b>
Students of Color Total	81	82	81	91	90	107	128	119	141	183
Students of Color as % of Total w/ International	16%	16%	16%	17%	16%	18%	23%	22%	25%	28%
Students of Color as % of Total w/o International	16%	16%	17%	18%	19%	19%	25%	23%	27%	29%

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Asian	4.7%	3.3%	2.8%	3.7%	3.1%	2.2%	2.8%	2.9%	4.3%	3.2%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%
Black/African American	4.3%	3.7%	3.4%	3.3%	2.7%	2.8%	3.0%	3.6%	2.9%	3.6%
Hispanic/Latino	6.2%	6.4%	8.3%	7.2%	8.2%	9.1%	12.1%	9.4%	12.2%	15.0%
American Indian/Alaska Native	0.6%	0.2%	0.4%	0.4%	0.2%	0.0%	0.2%	0.2%	0.0%	0.2%
More than one race	0.0%	2.3%	1.2%	2.2%	1.8%	3.7%	4.6%	5.4%	5.9%	5.8%
White/Unknown	82.2%	80.7%	77.2%	74.1%	72.2%	74.9%	69.1%	72.9%	69.6%	67.6%
International	2.1%	3.5%	6.7%	9.1%	11.3%	7.3%	8.2%	5.6%	5.2%	4.7%

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

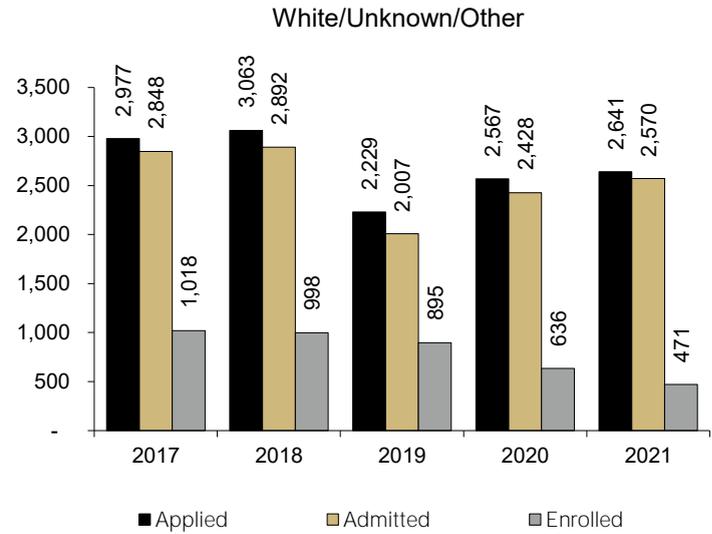
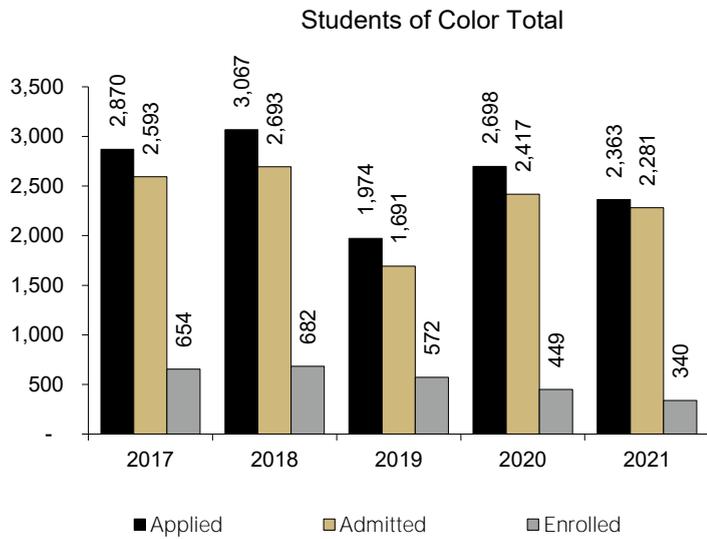
University of Colorado Colorado Springs  
 Degrees Awarded by Race/Ethnicity  
 Fiscal Year 2021



Race/Ethnicity	Bachelors	Masters	Doctoral*	Total
Asian	72	19	1	93
Native Hawaiian/Pacific Islander	1	-	-	1
Black/African American	71	24	-	95
Hispanic/Latino	375	86	3	474
American Indian/Alaska Native	3	1	-	4
More than one race	160	31	3	198
White/Unknown (White only as of 2018)	1,383	375	21	1,829
International	19	22	9	50
<b>Total Degrees Awarded</b>	<b>2,114</b>	<b>569</b>	<b>39</b>	<b>2,788</b>
<b>Students of Color Total</b>	<b>682</b>	<b>161</b>	<b>7</b>	<b>865</b>

\*Doctoral includes PhD, DBA, and DNP.

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



**Asian**

Fall Term	Applied	Admitted	Enrolled
2017	216	209	53
2018	227	217	62
2019	160	151	49
2020	255	243	42
2021	230	219	26

**Native Hawaiian/Pacific Islander**

Fall Term	Applied	Admitted	Enrolled
2017	9	7	3
2018	14	13	5
2019	5	5	2
2020	8	8	3
2021	14	14	1

**Black/African American**

Fall Term	Applied	Admitted	Enrolled
2017	304	253	64
2018	357	284	78
2019	206	168	68
2020	287	245	49
2021	245	235	36

**Hispanic/Latino**

Fall Term	Applied	Admitted	Enrolled
2017	1,895	1,715	390
2018	2,017	1,757	380
2019	1,297	1,098	341
2020	1,779	1,582	270
2021	1,555	1,503	209

**American Indian/Alaska Native**

Fall Term	Applied	Admitted	Enrolled
2017	14	11	5
2018	15	14	5
2019	10	10	3
2020	17	15	5
2021	14	12	2

**More than one race**

Fall Term	Applied	Admitted	Enrolled
2017	432	398	139
2018	437	408	152
2019	296	259	109
2020	352	324	80
2021	305	298	66

**White/Unknown/Other**

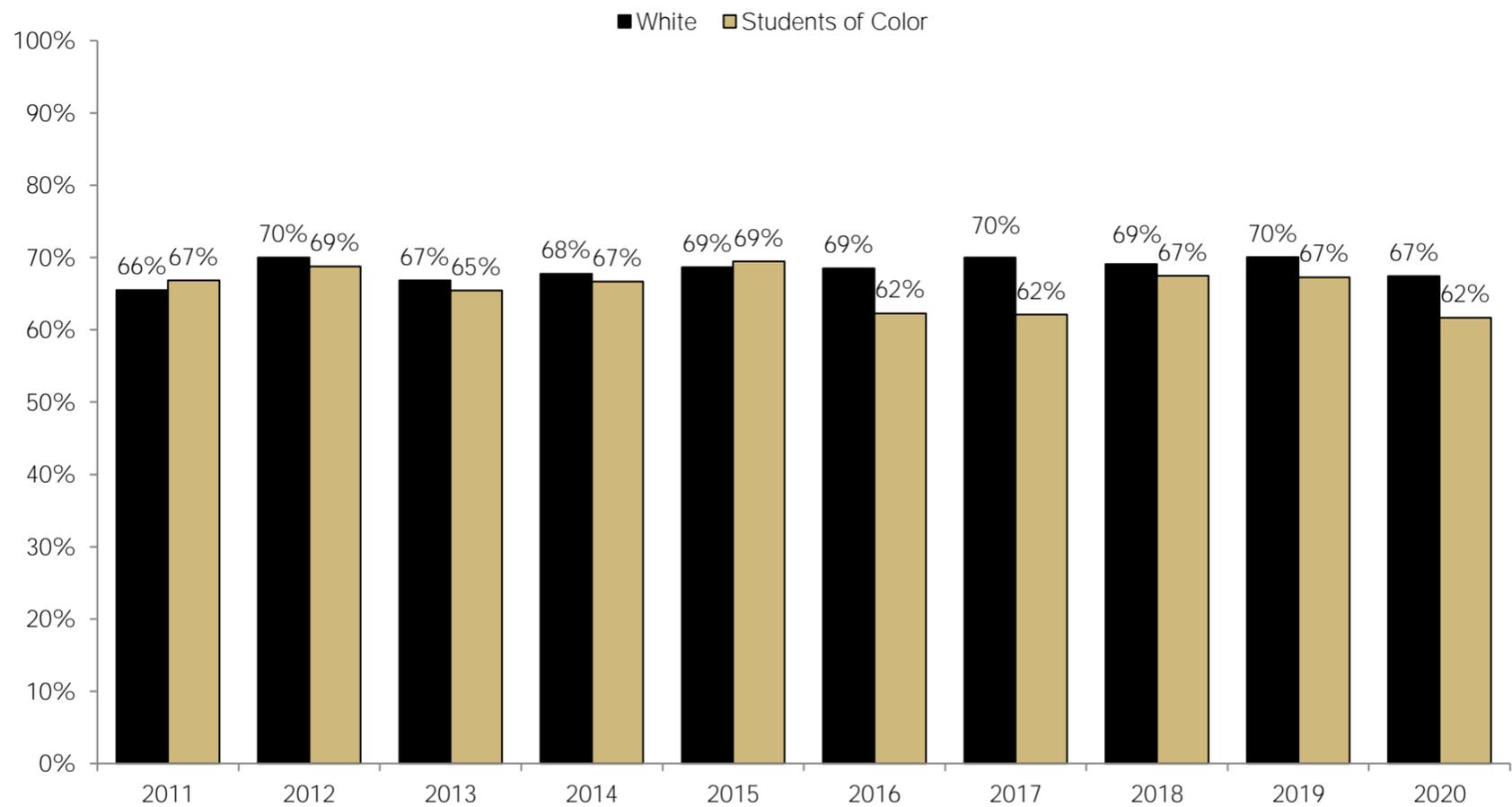
Fall Term	Applied	Admitted	Enrolled
2017	2,977	2,848	1,018
2018	3,063	2,892	998
2019	2,229	2,007	895
2020	2,567	2,428	636
2021	2,641	2,570	471

**Total**

Fall Term	Applied	Admitted	Enrolled
2017	5,847	5,441	1,672
2018	6,130	5,585	1,680
2019	4,203	3,698	1,467
2020	5,265	4,845	1,085
2021	5,004	4,851	811

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

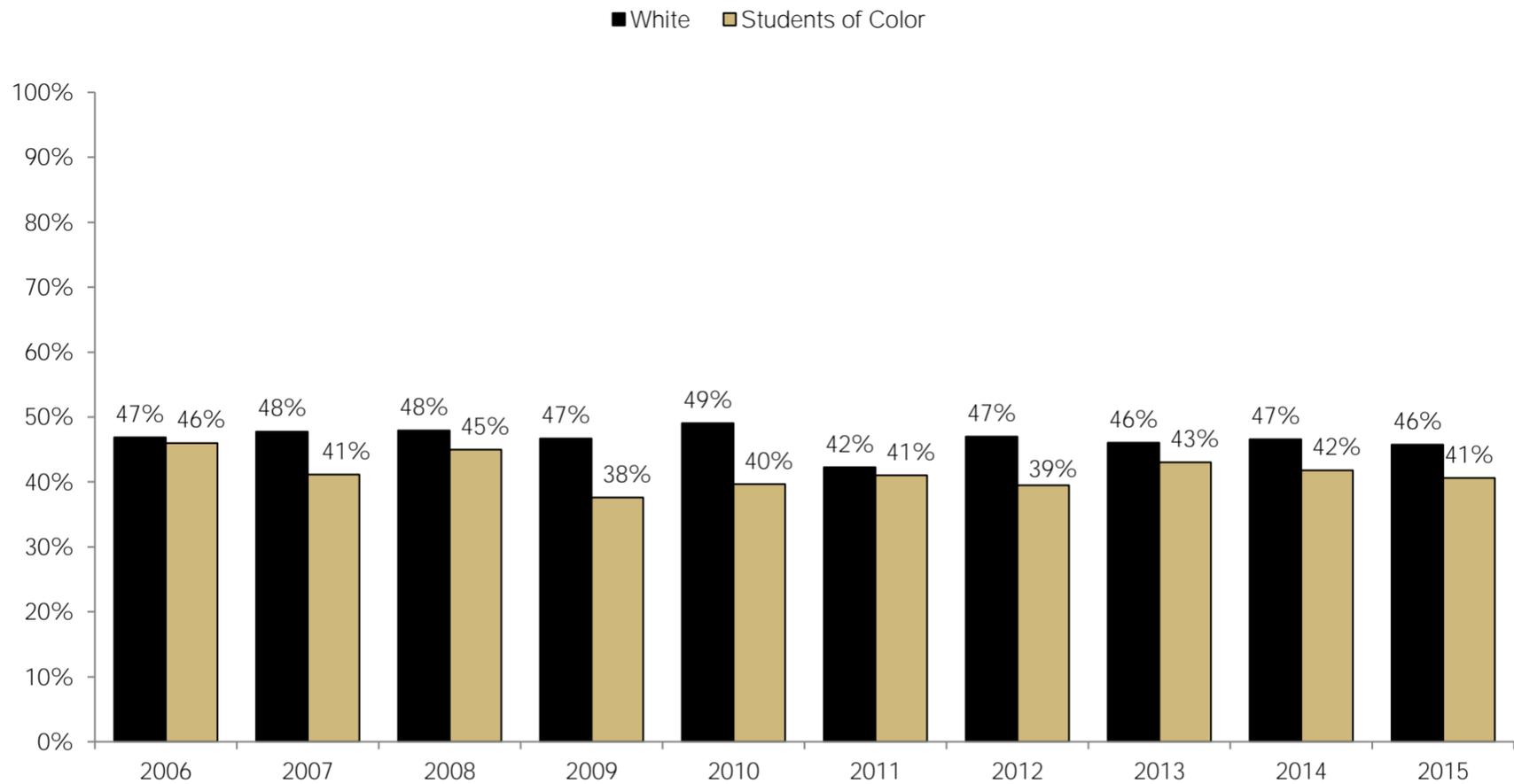


Fall Term First-Year Student Cohort

First-year Cohort	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Asian	60	48	46	47	54	70	61	75	58	49
Native Hawaiian/Pacific Islander	2	4	9	6	3	6	4	5	3	4
Black/African American	51	43	71	70	60	80	79	92	80	64
Hispanic/Latino	179	244	295	337	316	410	452	428	396	313
American Indian/Alaska Native	7	3	3	5	4	5	7	5	5	7
More than one race	81	132	123	147	136	161	165	188	133	93
White	925	947	1,016	1,094	993	1,210	1,251	1,237	1,085	749
Other/Unknown	38	19	4	6	4	5	12	12	7	17
International	9	7	13	10	11	14	14	8	20	9
<b>Total</b>	<b>1,352</b>	<b>1,447</b>	<b>1,580</b>	<b>1,722</b>	<b>1,581</b>	<b>1,961</b>	<b>2,045</b>	<b>2,050</b>	<b>1,787</b>	<b>1,305</b>
Students of Color	380	474	547	612	573	732	768	793	675	530

Percent Enrolled One Year Later	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Asian	82%	60%	72%	81%	80%	73%	66%	80%	83%	61%
Native Hawaiian/Pacific Islander	50%	100%	67%	50%	100%	83%	50%	60%	100%	50%
Black/African American	57%	72%	59%	61%	78%	64%	56%	62%	61%	63%
Hispanic/Latino	66%	69%	65%	66%	65%	59%	60%	67%	66%	62%
American Indian/Alaska Native	57%	100%	67%	60%	75%	40%	71%	60%	40%	29%
More than one race	65%	69%	67%	68%	71%	65%	69%	66%	68%	63%
White	66%	70%	67%	68%	69%	69%	70%	69%	70%	67%
Other/Unknown	58%	74%	75%	83%	100%	80%	83%	50%	71%	76%
International	56%	100%	85%	60%	91%	79%	86%	63%	65%	78%
<b>Total</b>	<b>66%</b>	<b>70%</b>	<b>67%</b>	<b>67%</b>	<b>69%</b>	<b>66%</b>	<b>67%</b>	<b>68%</b>	<b>69%</b>	<b>65%</b>
Students of Color	67%	69%	65%	67%	69%	62%	62%	67%	67%	62%

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



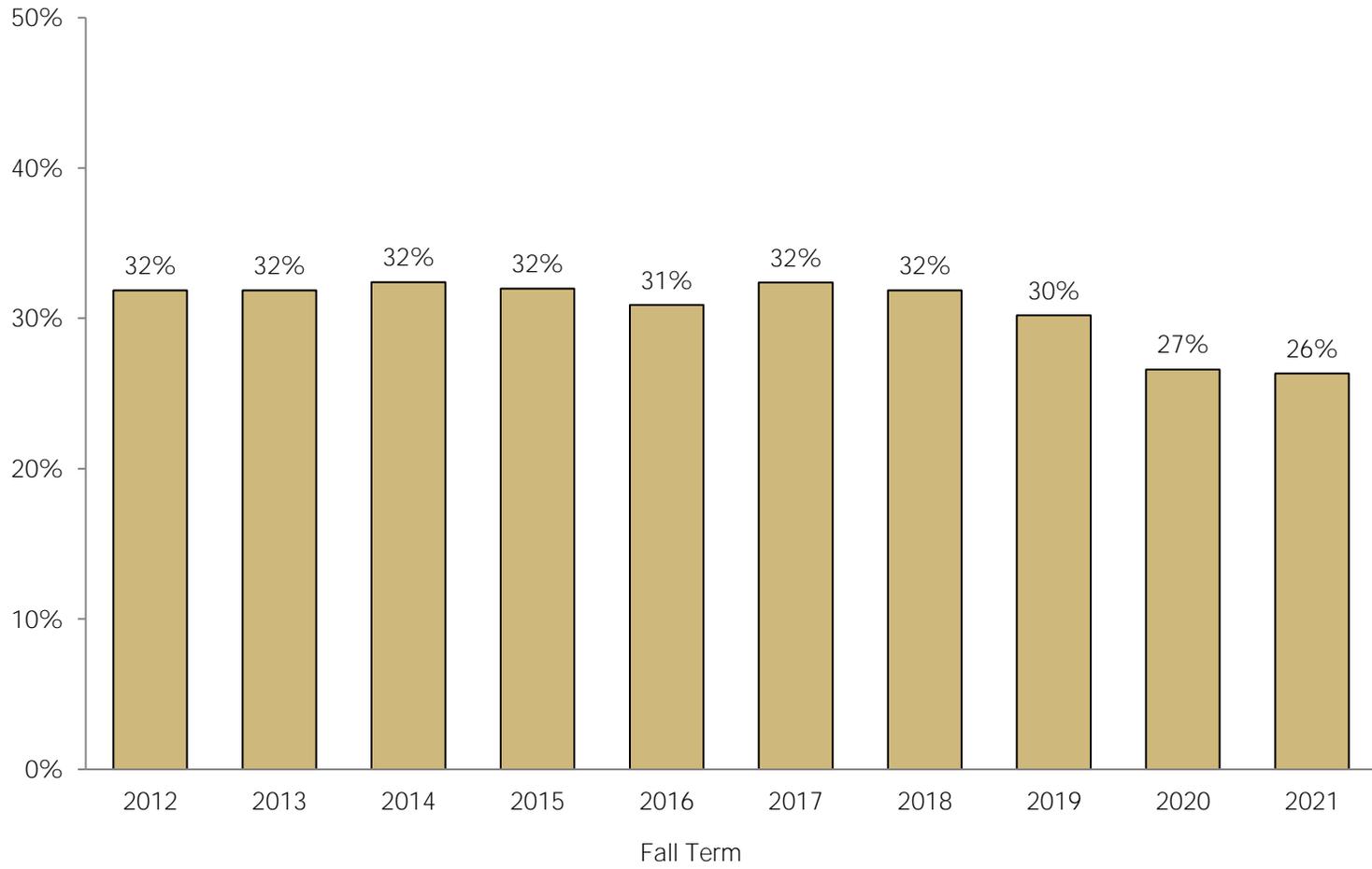
Fall Term Student Cohort

Undergraduate Cohort*	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	46	62	50	53	42	60	47	46	46	48
Black/African American	29	32	32	35	38	50	38	64	69	73
Hispanic/Latino	93	111	116	130	181	180	222	282	320	340
American Indian/Alaska Native	6	4	11	10	6	7	3	3	5	5
Native Hawaiian/Pacific Islander	-	-	-	-	-	2	3	7	6	6
More than one race	-	-	-	6	33	81	120	116	140	151
White	698	676	814	745	799	925	879	977	1058	1110
Unknown	49	45	47	56	18	38	16	4	6	6
International	2	4	3	4	7	9	2	16	11	11
<b>Total</b>	<b>923</b>	<b>934</b>	<b>1073</b>	<b>1039</b>	<b>1124</b>	<b>1352</b>	<b>1330</b>	<b>1515</b>	<b>1661</b>	<b>1750</b>
Students of Color	174	209	209	234	300	380	433	518	586	623

Six-Year Graduation Rate	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	43%	37%	52%	45%	38%	53%	45%	61%	70%	67%
Black/African American	34%	44%	41%	37%	34%	28%	29%	36%	29%	27%
Hispanic/Latino	52%	41%	42%	35%	39%	42%	40%	44%	40%	39%
American Indian/Alaska Native	33%	75%	55%	10%	50%	29%	33%	0%	20%	20%
Native Hawaiian/Pacific Islander	0%	0%	0%	0%	0%	0%	33%	14%	50%	50%
More than one race	0%	0%	0%	0%	48%	40%	41%	41%	44%	42%
White	47%	48%	48%	47%	49%	42%	47%	46%	47%	46%
Unknown	39%	42%	60%	29%	56%	37%	50%	75%	67%	67%
International	0%	25%	33%	75%	29%	33%	50%	56%	36%	36%
<b>Total</b>	<b>46%</b>	<b>46%</b>	<b>48%</b>	<b>44%</b>	<b>47%</b>	<b>42%</b>	<b>45%</b>	<b>45%</b>	<b>45%</b>	<b>44%</b>
Students of Color	46%	41%	45%	38%	40%	41%	39%	43%	42%	41%

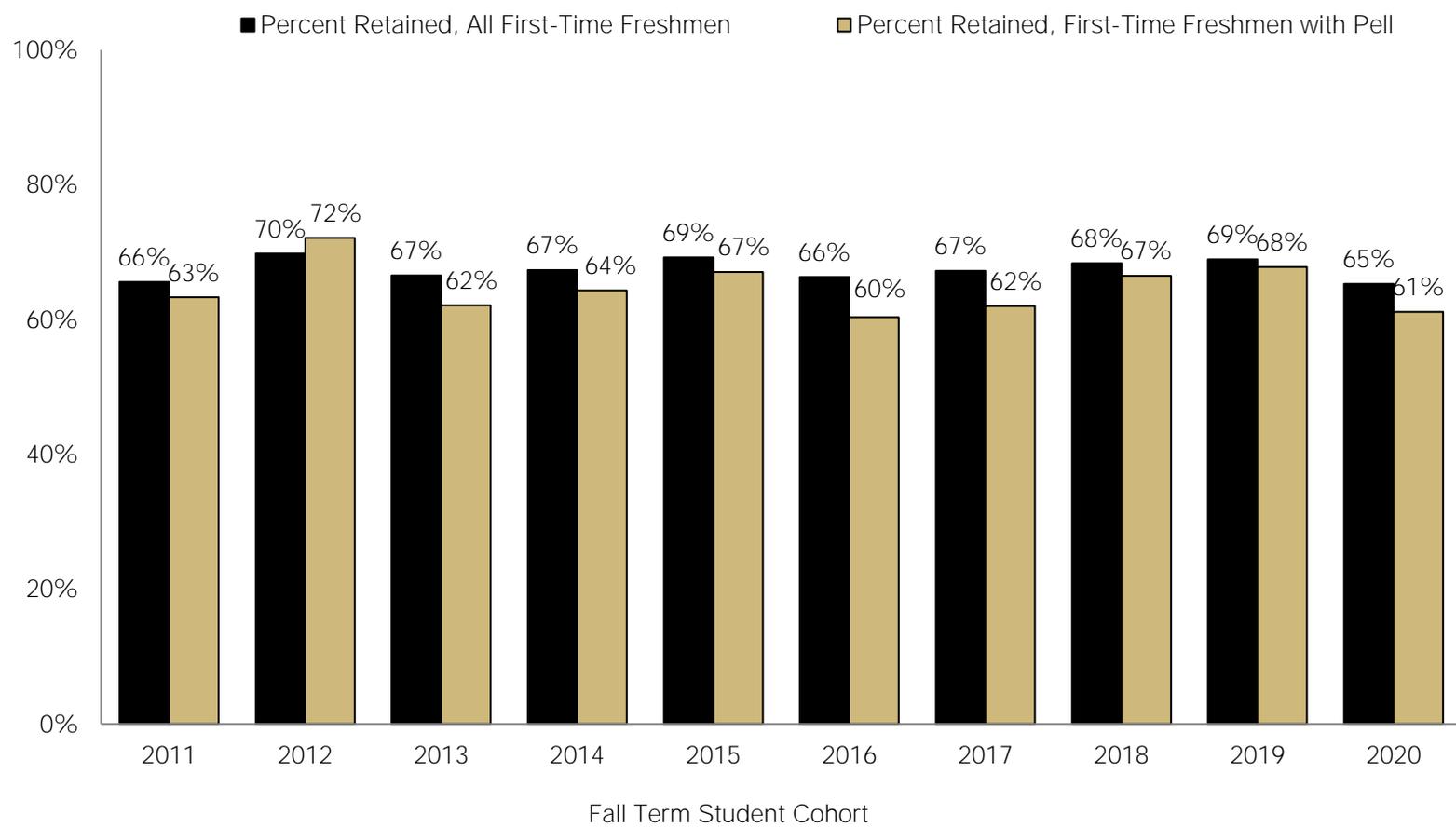
\* Cohorts include first-time first-year full-time students entering in the Fall semester.

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



	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Total UG Pell recipients enrolled	2,604	2,827	3,039	3,076	3,146	3,380	3,355	3,082	2,599	2,493
% of Total UG Enrollment	32%	32%	32%	32%	31%	32%	32%	30%	27%	26%

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

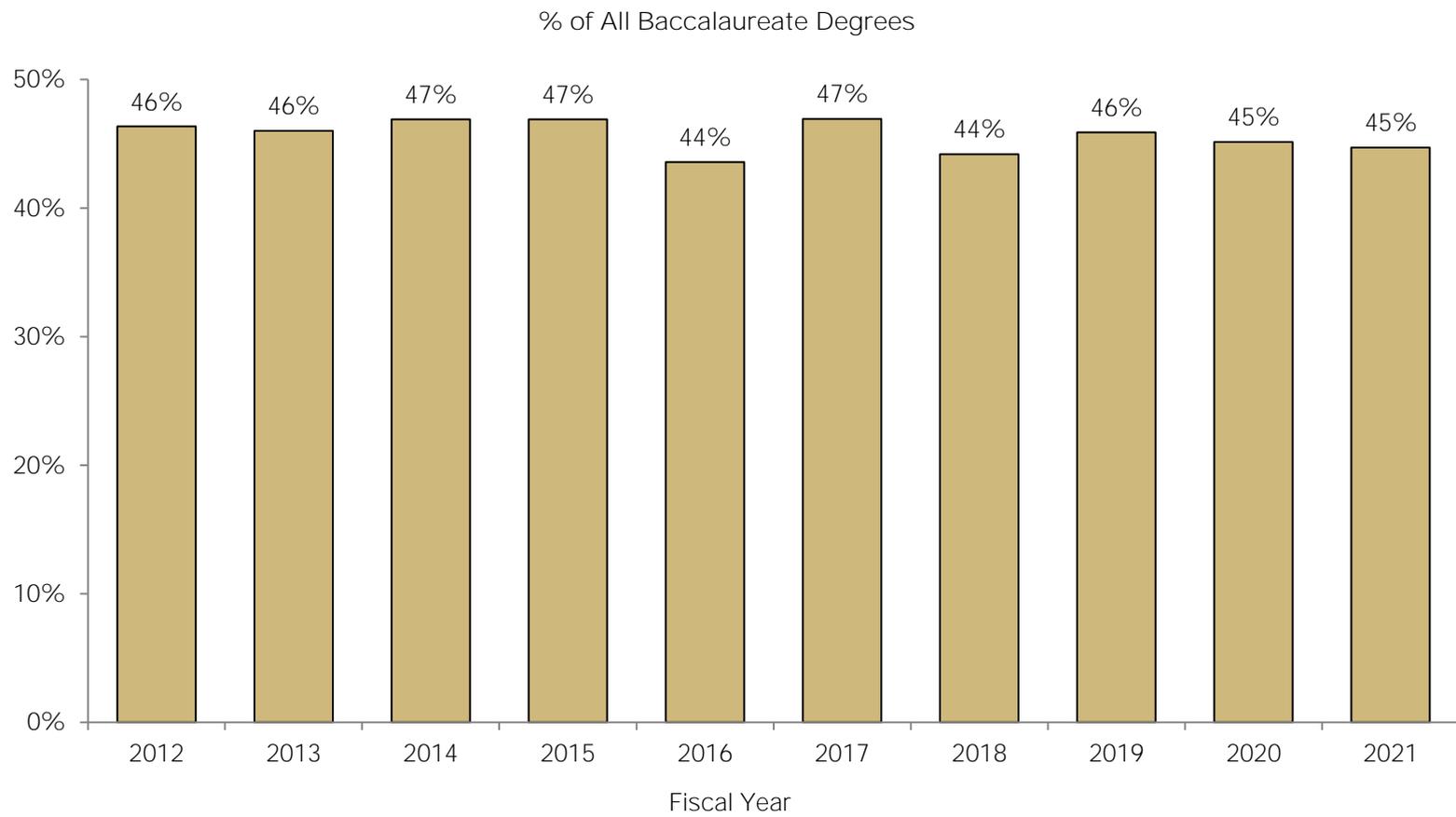


	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
First-Year Student Cohorts*	433	420	499	510	501	595	645	630	528	376
Number Retained**	274	303	310	328	336	359	400	419	358	230
Percent Retained, First-Time Freshmen with Pell	63%	72%	62%	64%	67%	60%	62%	67%	68%	61%
Percent Retained, All First-Time Freshmen	66%	70%	67%	67%	69%	66%	67%	68%	69%	65%

\* 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

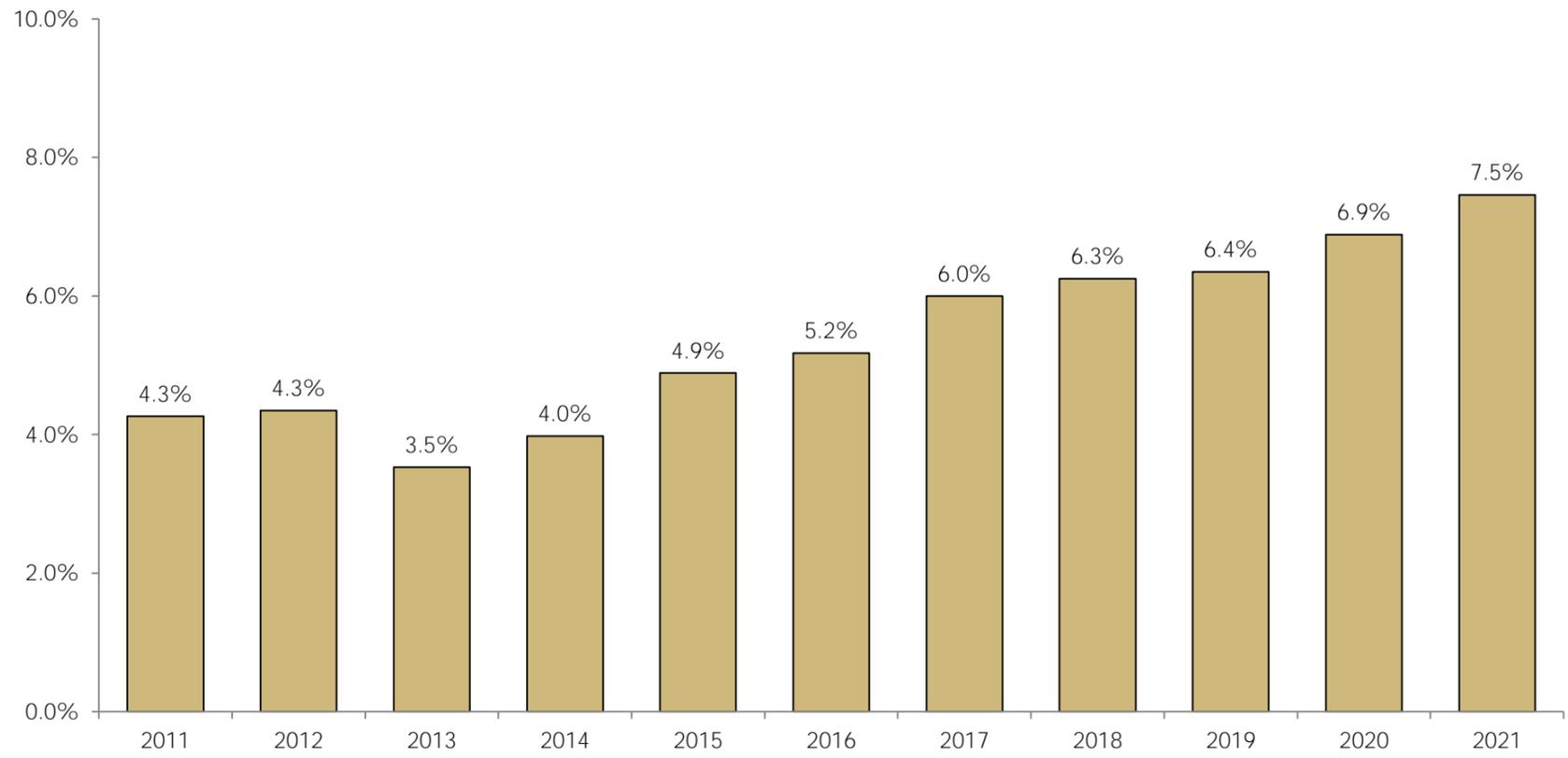


	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Baccalaureate Degrees Awarded to Pell Recipients*	651	610	733	698	754	866	814	894	930	945
% of Total Baccalaureate Degrees	46%	46%	47%	47%	44%	47%	44%	46%	45%	45%

\* counted if student was ever a Pell recipient

University of Colorado Colorado Springs  
Enrollment of Students with Disabilities

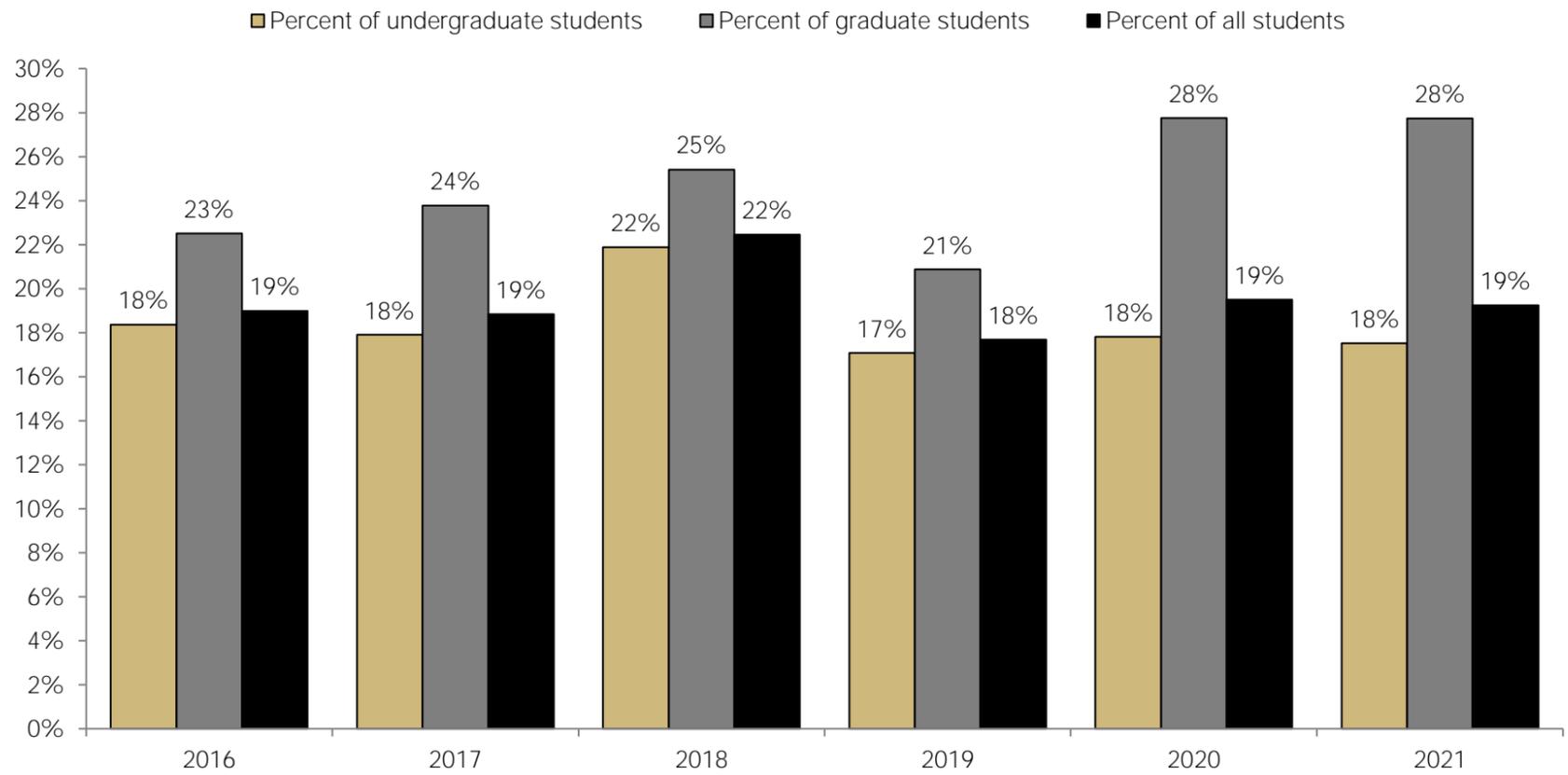
Undergraduate Students formally registered with the Office of Disability Services  
as a Percent of All Undergraduates



	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Number of undergraduates registered with Office of Disability Services	328	355	313	373	470	527	626	658	648	673	706
Percent of all undergraduates	4.3%	4.3%	3.5%	4.0%	4.9%	5.2%	6.0%	6.3%	6.4%	6.9%	7.5%

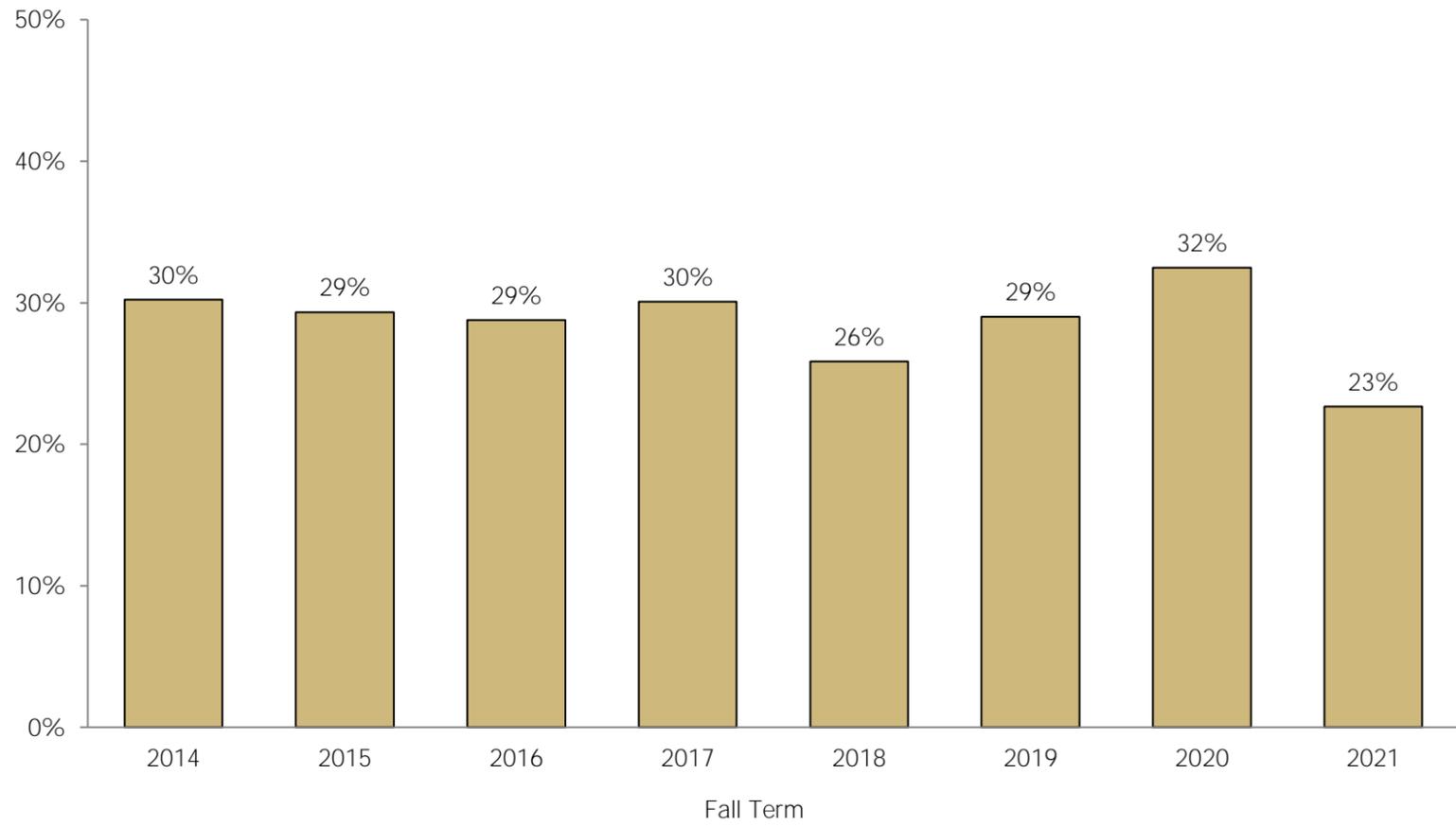
University of Colorado Colorado Springs  
Enrollment of Students with Military Affiliation

Military Affiliation includes people who are currently serving or have served in the US Armed Forces, including ROTC, and their dependents.  
(Percent of Degree-seeking Enrollment)



	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Undergraduates	-	-	-	-	1,871	1,868	2,304	1,742	1,741	1,659
Graduates	-	-	-	-	407	472	520	416	552	532
Total	-	-	-	-	2,278	2,340	2,824	2,158	2,293	2,191
Percent of undergraduate students	0%	0%	0%	0%	18%	18%	22%	17%	18%	18%
Percent of graduate students	0%	0%	0%	0%	23%	24%	25%	21%	28%	28%
Percent of all students	0%	0%	0%	0%	19%	19%	22%	18%	19%	19%

University of Colorado Colorado Springs  
 Estimated Fall Enrollment of First-Generation Students  
 (Percent of Undergraduate Enrollment)

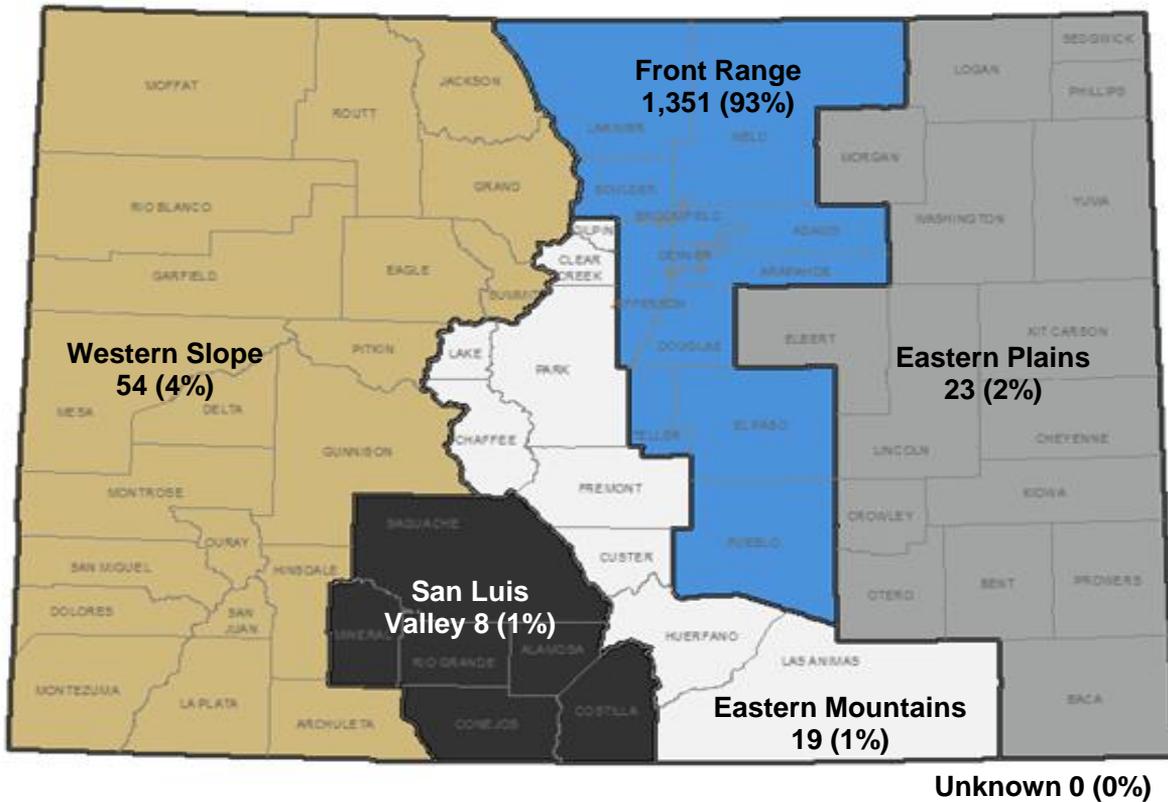


	2014	2015	2016	2017	2018	2019	2020	2021
Total UG First Generation Enrolled	2,835	2,821	2,932	3,139	2,720	2,960	3,172	2,145
% of Total UG Enrollment	30%	29%	29%	30%	26%	29%	32%	23%

\* First generation defined as an undergraduate with neither parent possessing a 4-year degree. UCCS estimate based on student surveys and FAFSA.

University of Colorado Colorado Springs  
New Resident Freshmen, Fall 2021  
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	
		Enrolled <sup>2</sup>	Percent
Eastern Mountains	2%	19	1%
Eastern Plains	3%	23	2%
Front Range	83%	1,351	93%
San Luis Valley	1%	8	1%
Western Slope	9%	54	4%
Unknown	2%	-	0%
<b>Total</b>	<b>100%</b>	<b>1,455</b>	<b>100%</b>

<sup>1</sup> Distribution of 12th grade students enrolled in Colorado Public Schools based on school district enrollment, fall 2019. 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>

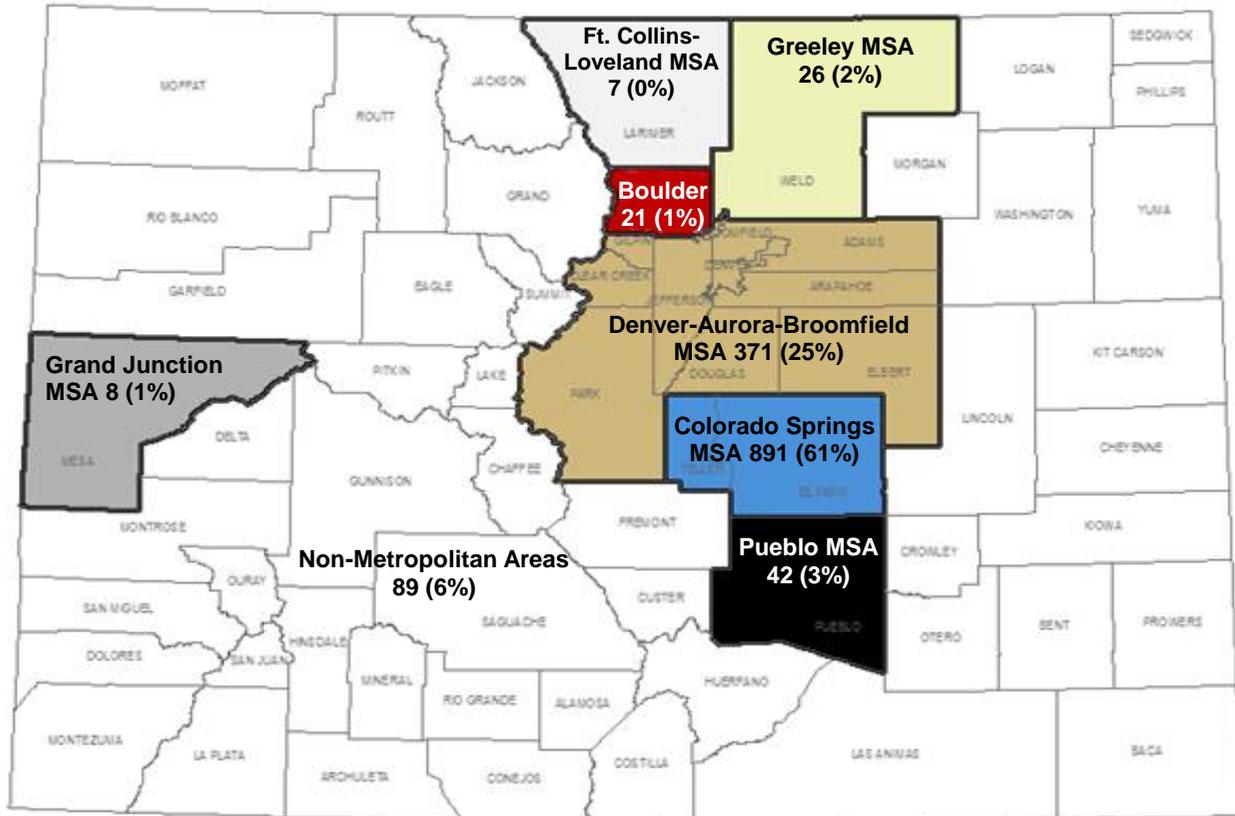
<sup>2</sup> Home region of new resident freshmen based on county at time of admission. Data source: SURDS Enrollment File (with new freshmen defined by CU registration type)

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 2021  
 Home Region: Metropolitan and Non-Metropolitan Areas

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



MSA=Metropolitan Statistical Area

Unknown MSA 0 (0%)

Metro Area	12th Graders Enrolled in CO Public Schools <sup>1</sup>	UCCS New Resident Freshmen	
		Enrolled <sup>2</sup>	Percent
Boulder MSA	8%	21	1%
Colorado Springs MSA	14%	891	61%
Denver-Aurora-Broomfield MSA	49%	371	25%
Fort Collins-Loveland MSA	5%	7	0%
Grand Junction MSA	2%	8	1%
Greeley MSA	5%	26	2%
Pueblo MSA	3%	42	3%
Non-Metro	14%	89	6%
Unknown	0%	-	0%
<b>Total</b>	<b>100%</b>	<b>1,455</b>	<b>100%</b>

<sup>1</sup> Distribution of 12th grade students enrolled in Colorado Public Schools based on school district enrollment, fall 2019. 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>

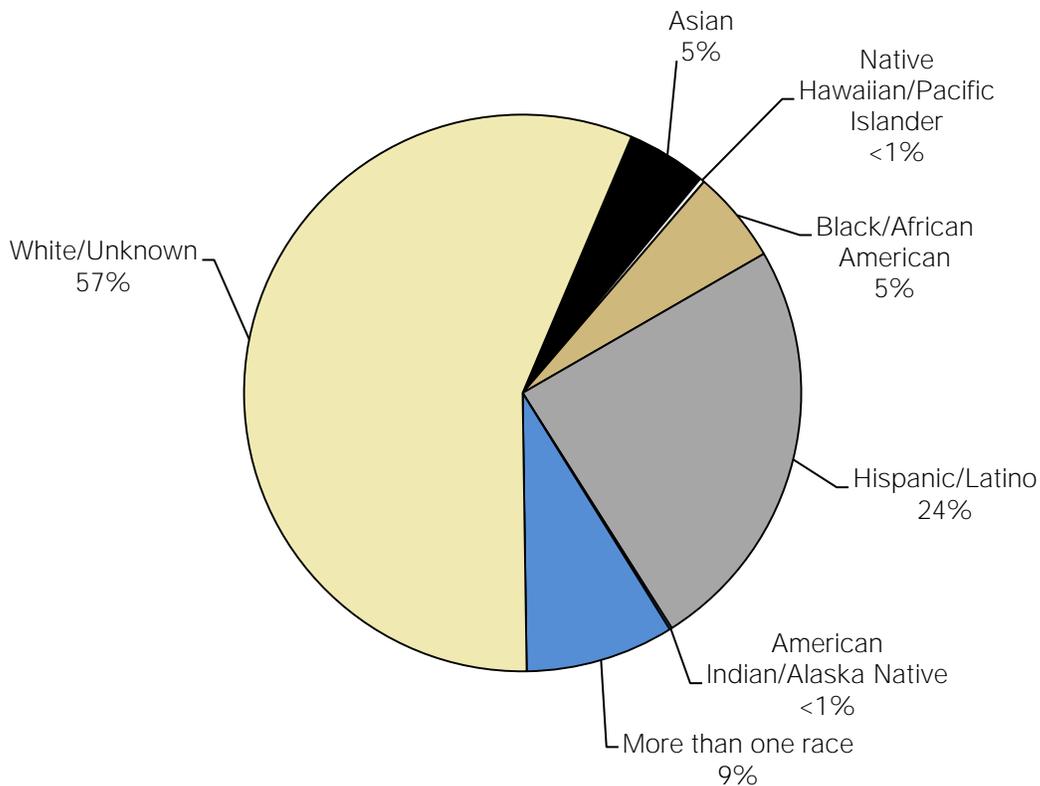
<sup>2</sup> Home region of new resident freshmen based on county at time of admission. Data source: SURDS Enrollment File (with new freshmen defined by CU registration type)

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 2021  
(End-of-Term Enrollment)

**Total = 1,455**  
**Total Students of Color = 629 (43%)**



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 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

## Faculty and Staff Diversity

Data provided by the UCCS Office of Institutional Research

<http://www.uccs.edu/~ir/>

University of Colorado Colorado Springs  
Faculty and Staff, Fall 2021

Notes: Includes all employees reported for IPEDS HR for Fall 2021. 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.

	Total	Sex						Race/Ethnicity										Military <sup>2</sup>		
		Female (F)		Male (M)		Neither Male nor Female (X)		People of Color*		American Indian/ Alaska Native	Asian	Black/ African American	Hispanic/ Latino	Native Hawaiian/ Pacific Islander	More than one Race	White	Unknown	International/ Temp Visa <sup>1</sup>		
		#	%	#	%	#	%	#	%	#	#	#	#	#	#	#	#	#	#	%
Faculty	1,127	605	54%	522	46%	-	0%	192	18%	6	60	32	76	2	16	715	179	41	79	7%
Instructional Faculty	503	255	51%	248	49%	-	0%	94	19%	2	42	7	34	1	8	368	34	7	27	5%
Tenured/Tenure Track	293	127	43%	166	57%	-	0%	60	21%	1	33	4	19	1	2	206	21	6	9	3%
Full Professor	91	27	30%	64	70%	-	0%	15	16%	0	6	0	9	0	0	72	4	0	3	3%
Associate Professor	94	44	47%	50	53%	-	0%	20	21%	0	16	0	4	0	0	70	4	0	4	4%
Assistant Professor	108	56	52%	52	48%	-	0%	25	25%	1	11	4	6	1	2	64	13	6	2	2%
Non-Tenure Track <sup>3</sup>	210	128	61%	82	39%	-	0%	34	16%	1	9	3	15	-	6	162	13	1	18	9%
Sr. Instructor	124	83	67%	41	33%	-	0%	15	12%	1	3	1	6	0	4	104	5	0	10	8%
Instructor	86	45	52%	41	48%	-	0%	19	22%	0	6	2	9	0	2	58	8	1	8	9%
Clinical Faculty	23	17	74%	6	26%	-	0%	5	22%	1	1	2	1	0	0	16	2	0	1	4%
Research Faculty	27	14	52%	13	48%	-	0%	4	17%	0	0	1	3	0	0	19	1	3	2	7%
Other Faculty	574	319	56%	255	44%	-	0%	89	16%	3	17	22	38	1	8	312	142	31	49	9%
Staff	799	471	59%	328	41%	-	0%	186	23%	3	26	31	105	2	19	582	31	-	41	5%
Officers	18	8	44%	10	56%	0	0%	4	22%	-	1	1	2	-	-	13	1	-	-	0%
Management/Other Professionals/Support Staff	781	463	59%	318	41%	-	0%	182	23%	3	25	30	103	2	19	569	30	-	41	5%
Exempt Professionals	625	401	64%	224	36%	0	0%	130	21%	3	16	23	71	0	17	471	24	0	31	5%
Classified Staff	156	62	40%	94	60%	0	0%	52	33%	0	9	7	32	2	2	98	6	0	10	6%
Faculty/Staff Total	1,926	1,076	56%	850	44%	-	0%	378	20%	9	86	63	181	4	35	1,297	210	41	120	6%

Notes: Includes full-time and part-time employees but only one position per person. Student positions are excluded.

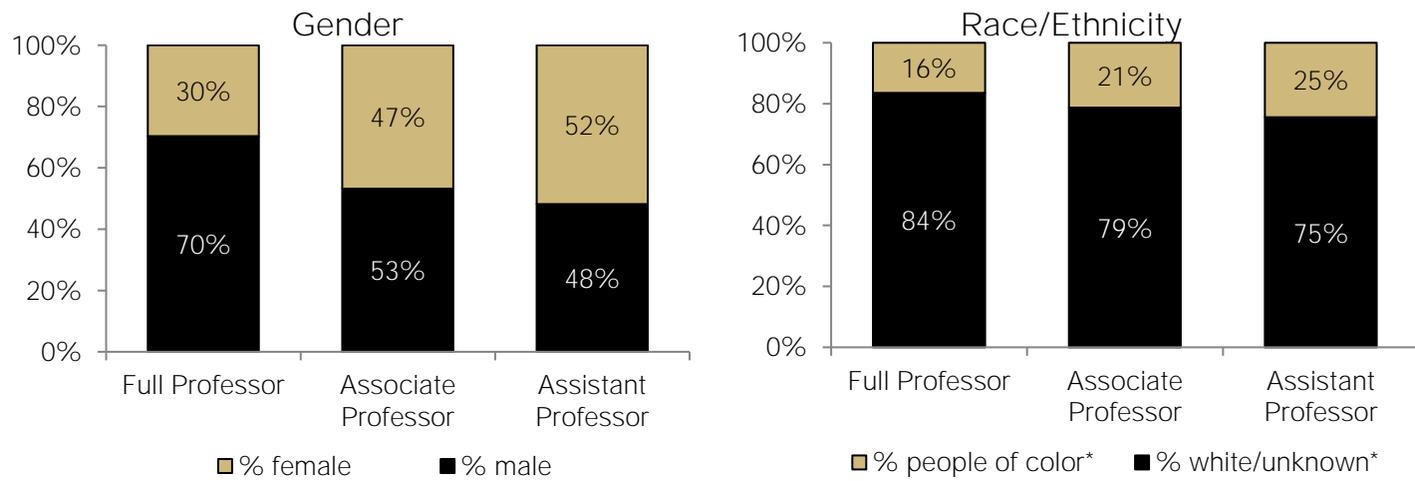
1 "Nonresident alien" is a category reported within race/ethnicity in the IPEDS HR survey. The race/ethnicity categories are meant to reflect U.S./domestic categories of race and ethnicity.

2 Military includes employees who have identified as current or former members of the Armed Forces, including both protected veterans and other veterans. The information is self-reported through the MyUCCS portal.

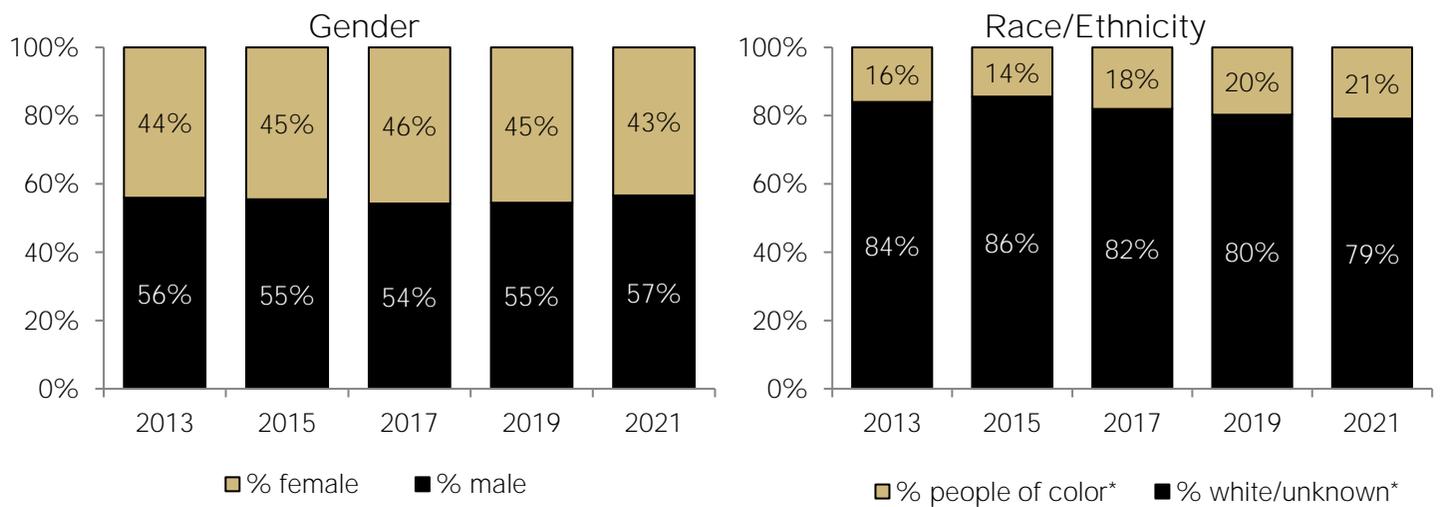
3 The UCCS Faculty Assembly voted to rename non-tenure track faculty as Instructional, Research, and Clinical (IRC) Faculty. The Other Faculty group includes student faculty.

# University of Colorado Colorado Springs

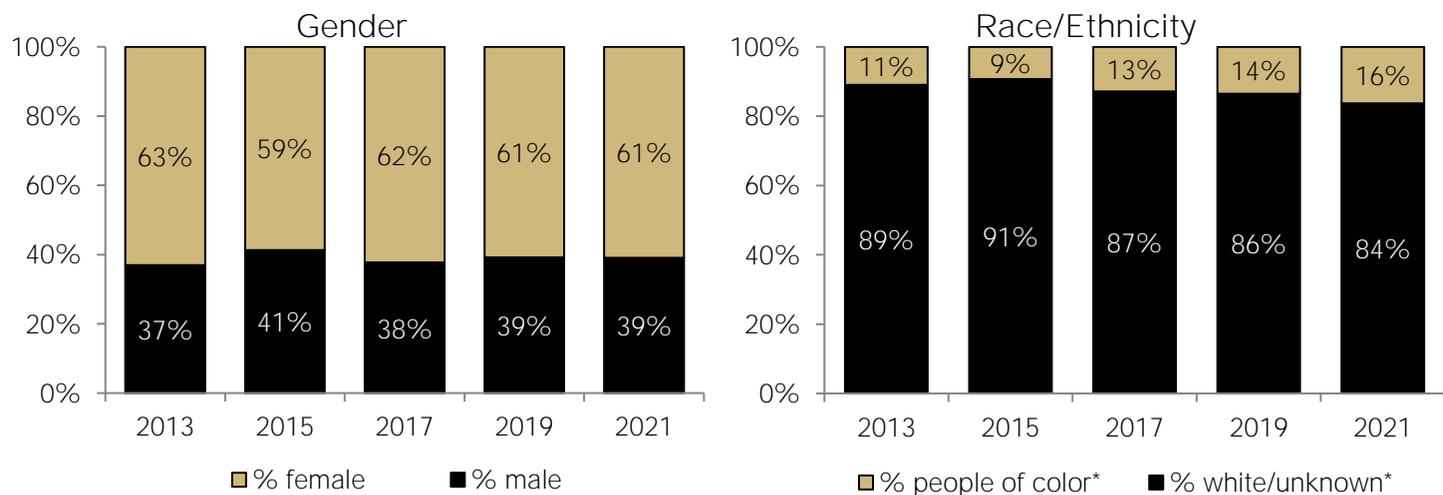
## Instructional Faculty, Fall 2021 Tenured/Tenure Track



## Instructional Faculty, Fall 2013 - Fall 2021 Tenured/Tenure Track Faculty All Ranks Combined

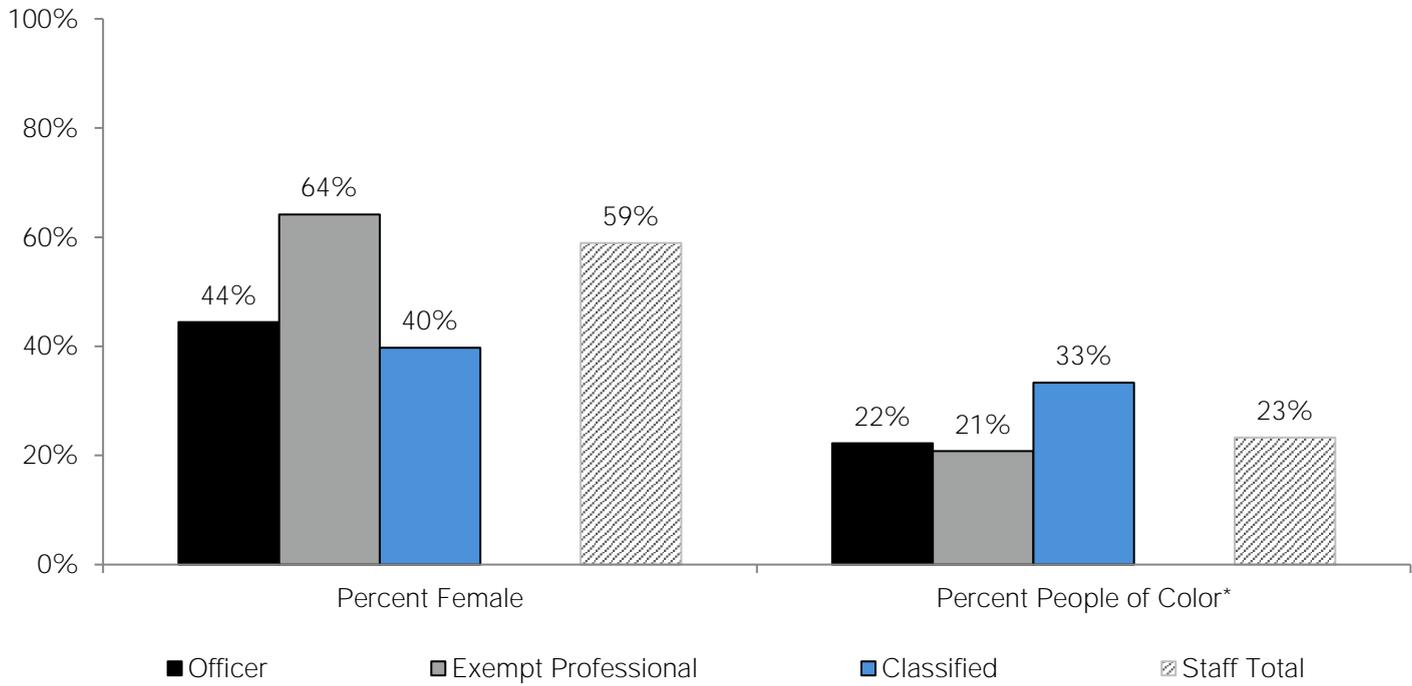


## Non-Tenure Track Faculty



\* People of color and white/unknown percentage calculations do not include the international population.

University of Colorado Colorado Springs  
Staff Diversity, Fall 2021



\* People of color percentage calculation does not include the international population.

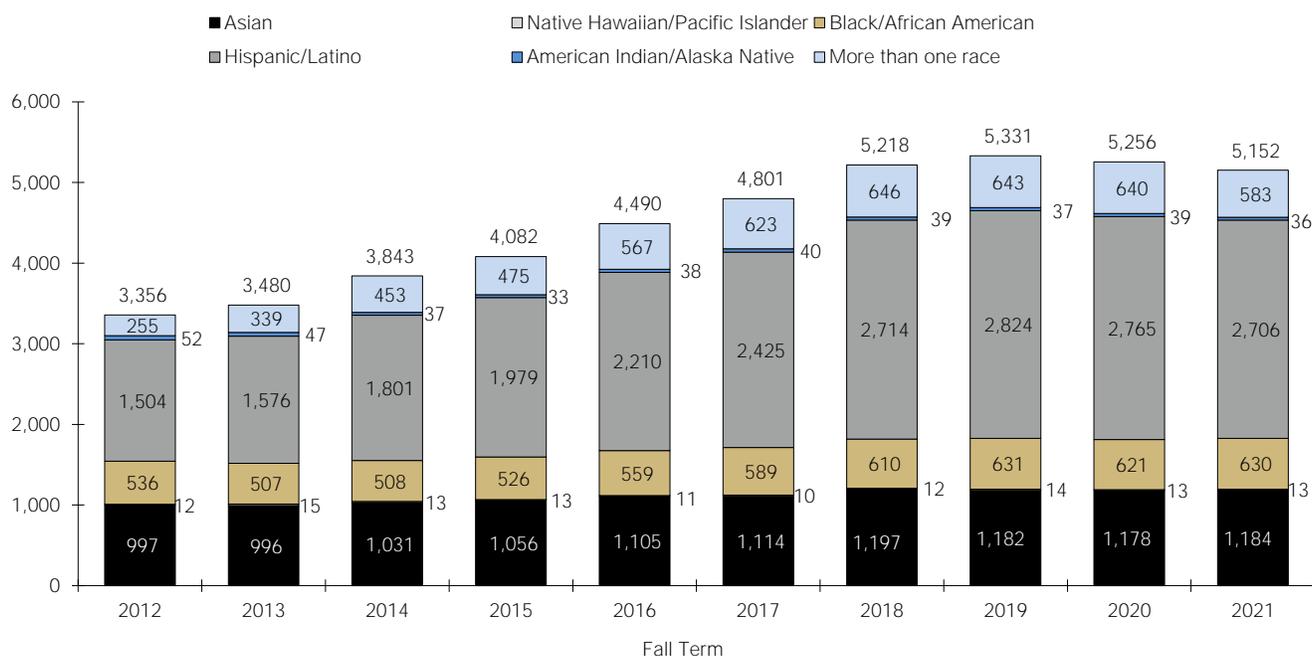


University of Colorado  
Denver

## 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  
Undergraduate Fall Headcount Enrollment by Race/Ethnicity



Race/Ethnicity	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Asian	997	996	1,031	1,056	1,105	1,114	1,197	1,182	1,178	1,184
Native Hawaiian/Pacific Islander	12	15	13	13	11	10	12	14	13	13
Black/African American	536	507	508	526	559	589	610	631	621	630
Hispanic/Latino	1,504	1,576	1,801	1,979	2,210	2,425	2,714	2,824	2,765	2,706
American Indian/Alaska Native	52	47	37	33	38	40	39	37	39	36
More than one race	255	339	453	475	567	623	646	643	640	583
White/Unknown	5,706	5,535	5,439	5,392	5,441	5,421	5,309	5,039	4,848	4,615
International	704	721	705	564	562	578	574	526	508	405
<b>Total Enrollment</b>	<b>9,766</b>	<b>9,736</b>	<b>9,987</b>	<b>10,038</b>	<b>10,493</b>	<b>10,800</b>	<b>11,101</b>	<b>10,896</b>	<b>10,612</b>	<b>10,172</b>
Students of Color Total	3,356	3,480	3,843	4,082	4,490	4,801	5,218	5,331	5,256	5,152
Students of Color as % of Total*	37%	39%	41%	43%	45%	47%	50%	51%	52%	53%

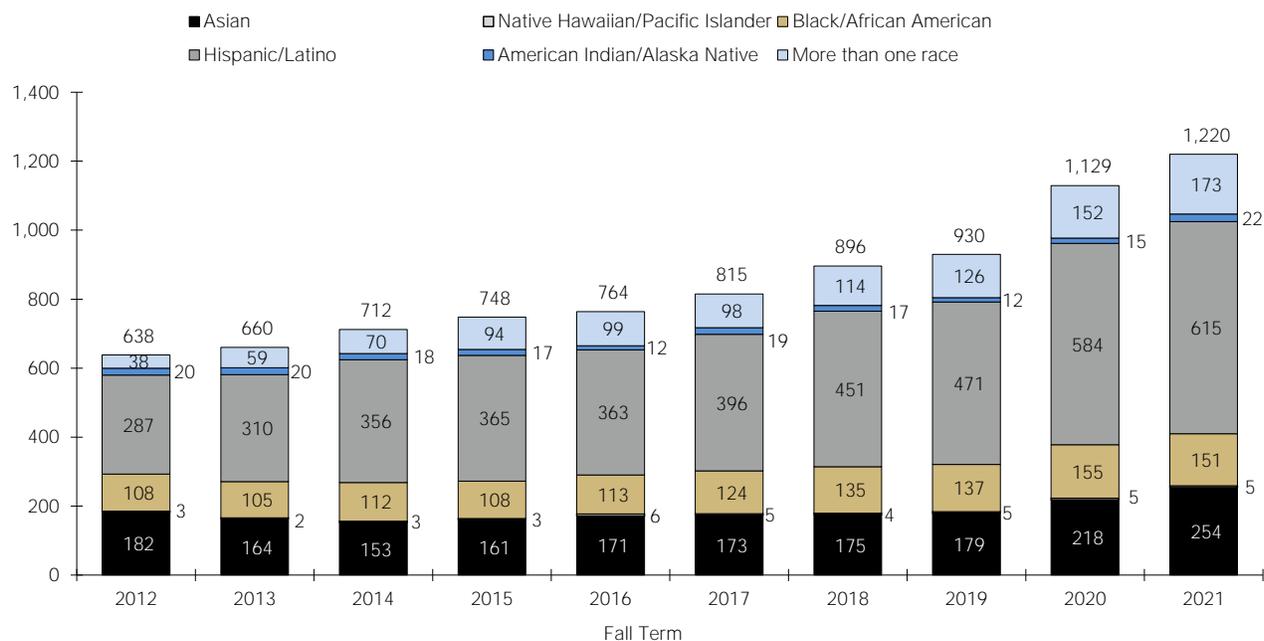
Race/Ethnicity	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Asian	10.2%	10.2%	10.3%	10.5%	10.5%	10.3%	10.8%	10.8%	11.1%	11.6%
Native Hawaiian/Pacific Islander	0.1%	0.2%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
Black/African American	5.5%	5.2%	5.1%	5.2%	5.3%	5.5%	5.5%	5.8%	5.9%	6.2%
Hispanic/Latino	15.4%	16.2%	18.0%	19.7%	21.1%	22.5%	24.4%	25.9%	26.1%	26.6%
American Indian/Alaska Native	0.5%	0.5%	0.4%	0.3%	0.4%	0.4%	0.4%	0.3%	0.4%	0.4%
More than one race	2.6%	3.5%	4.5%	4.7%	5.4%	5.8%	5.8%	5.9%	6.0%	5.7%
White/Unknown	58.4%	56.9%	54.5%	53.7%	51.9%	50.2%	47.8%	46.2%	45.7%	45.4%
International	7.2%	7.4%	7.1%	5.6%	5.4%	5.4%	5.2%	4.8%	4.8%	4.0%

The proportion of undergraduate students of color at the Denver Campus has increased each year since 2009, reaching 53% for Fall 2021.

\* Students of color 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	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Asian	182	164	153	161	171	173	175	179	218	254
Native Hawaiian/Pacific Islander	3	2	3	3	6	5	4	5	5	5
Black/African American	108	105	112	108	113	124	135	137	155	151
Hispanic/Latino	287	310	356	365	363	396	451	471	584	615
American Indian/Alaska Native	20	20	18	17	12	19	17	12	15	22
More than one race	38	59	70	94	99	98	114	126	152	173
White/Unknown	3,480	3,209	3,128	3,049	3,023	2,895	2,760	2,684	3,052	3,065
International	387	418	542	499	490	498	475	437	369	427
<b>Total Enrollment</b>	<b>4,505</b>	<b>4,287</b>	<b>4,382</b>	<b>4,296</b>	<b>4,277</b>	<b>4,208</b>	<b>4,131</b>	<b>4,051</b>	<b>4,550</b>	<b>4,712</b>
<b>Students of Color Total</b>	<b>638</b>	<b>660</b>	<b>712</b>	<b>748</b>	<b>764</b>	<b>815</b>	<b>896</b>	<b>930</b>	<b>1,129</b>	<b>1,220</b>
<b>Students of Color as % of Total*</b>	<b>15%</b>	<b>17%</b>	<b>19%</b>	<b>20%</b>	<b>20%</b>	<b>22%</b>	<b>25%</b>	<b>26%</b>	<b>27%</b>	<b>28%</b>

Race/Ethnicity	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Asian	4.0%	3.8%	3.5%	3.7%	4.0%	4.1%	4.2%	4.4%	4.8%	5.4%
Native Hawaiian/Pacific Islander	0.1%	0.0%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
Black/African American	2.4%	2.4%	2.6%	2.5%	2.6%	2.9%	3.3%	3.4%	3.4%	3.2%
Hispanic/Latino	6.4%	7.2%	8.1%	8.5%	8.5%	9.4%	10.9%	11.6%	12.8%	13.1%
American Indian/Alaska Native	0.4%	0.5%	0.4%	0.4%	0.3%	0.5%	0.4%	0.3%	0.3%	0.5%
More than one race	0.8%	1.4%	1.6%	2.2%	2.3%	2.3%	2.8%	3.1%	3.3%	3.7%
White/Unknown	77.2%	74.9%	71.4%	71.0%	70.7%	68.8%	66.8%	66.3%	67.1%	65.0%
International	8.6%	9.8%	12.4%	11.6%	11.5%	11.8%	11.5%	10.8%	8.1%	9.1%

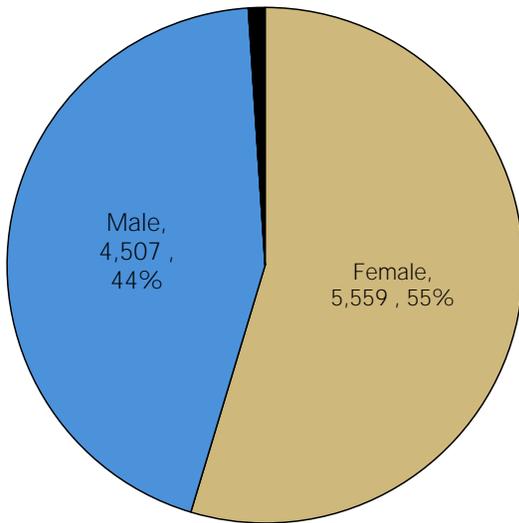
Fall 2021 reports the highest number and proportion of graduate students of color over the last several years, reaching 1,220 and 28%.

\* Students of color 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."

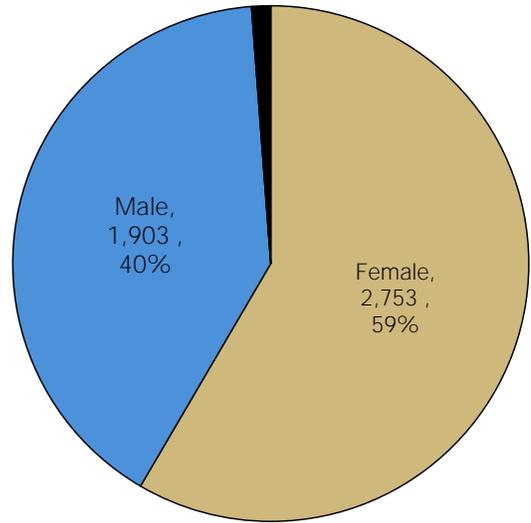
University of Colorado Denver  
Denver Campus  
Fall Headcount Enrollment by Sex, Fall 2021

Undergraduate Enrollment



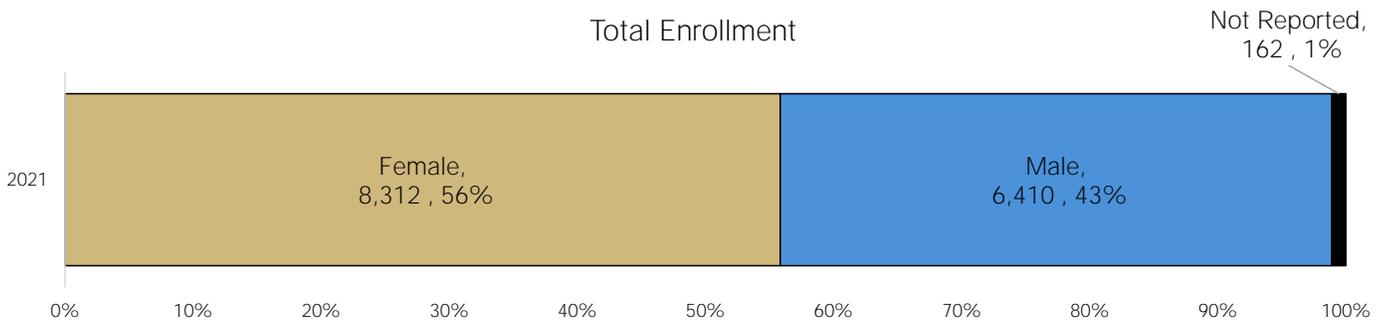
Female Male X Not Reported

Graduate Enrollment



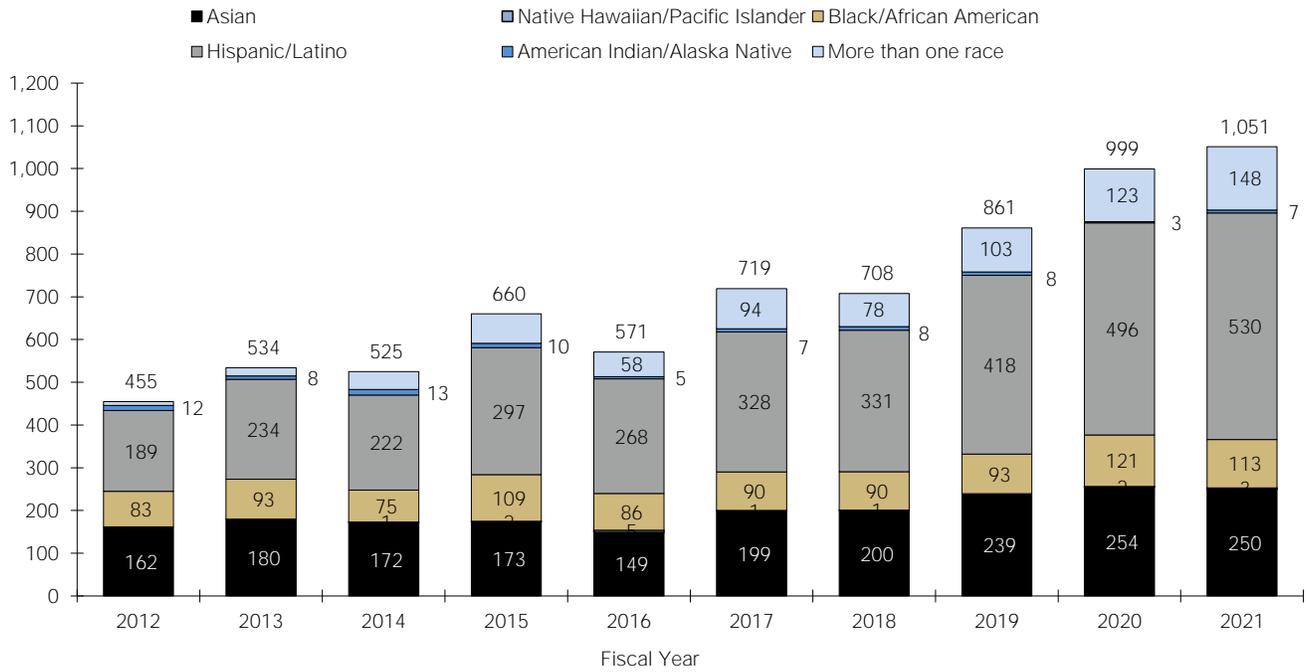
Female Male X Not Reported

Total Enrollment



	2016	2017	2018	2019	2020	2021
<b>Undergraduate Enrollment</b>						
Female	5,428	5,597	5,778	5,719	5,732	5,559
Male	5,009	5,184	5,267	5,099	4,795	4,507
X	-	-	-	-	-	-
Not Reported	56	19	56	78	85	106
<b>Total</b>	<b>10,493</b>	<b>10,800</b>	<b>11,101</b>	<b>10,896</b>	<b>10,612</b>	<b>10,172</b>
<b>Graduate Enrollment</b>						
Female	2,374	2,383	2,393	2,331	2,666	2,753
Male	1,887	1,811	1,726	1,695	1,849	1,903
X	-	-	-	-	-	-
Not Reported	16	14	12	25	35	56
<b>Total</b>	<b>4,277</b>	<b>4,208</b>	<b>4,131</b>	<b>4,051</b>	<b>4,550</b>	<b>4,712</b>
<b>Total Enrollment</b>						
Female	7,802	7,980	8,171	8,050	8,398	8,312
Male	6,896	6,995	6,993	6,794	6,644	6,410
X	-	-	-	-	-	-
Not Reported	72	33	68	103	120	162
<b>Total</b>	<b>14,770</b>	<b>15,008</b>	<b>15,232</b>	<b>14,947</b>	<b>15,162</b>	<b>14,884</b>

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



Race/Ethnicity	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Asian	162	180	172	173	149	199	200	239	254	250
Native Hawaiian/Pacific Islander	-	-	1	2	5	1	1	-	2	3
Black/African American	83	93	75	109	86	90	90	93	121	113
Hispanic/Latino	189	234	222	297	268	328	331	418	496	530
American Indian/Alaska Native	12	8	13	10	5	7	8	8	3	7
More than one race	9	19	42	69	58	94	78	103	123	148
White/Unknown	1,142	1,181	1,157	1,103	1,005	1,069	1,123	1,106	1,091	1,168
International	145	167	199	270	240	252	268	270	241	283
<b>Total Degrees Awarded</b>	<b>1,742</b>	<b>1,882</b>	<b>1,881</b>	<b>2,033</b>	<b>1,816</b>	<b>2,040</b>	<b>2,099</b>	<b>2,237</b>	<b>2,331</b>	<b>2,502</b>
Students of Color Total	455	534	525	660	571	719	708	861	999	1,051
Students of Color as % of Total*	28%	31%	31%	37%	36%	40%	39%	44%	48%	47%

Race/Ethnicity	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Asian	9.3%	9.6%	9.1%	8.5%	8.2%	9.8%	9.5%	10.7%	10.9%	10.0%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.1%	0.1%	0.3%	0.0%	0.0%	0.0%	0.1%	0.1%
Black/African American	4.8%	4.9%	4.0%	5.4%	4.7%	4.4%	4.3%	4.2%	5.2%	4.5%
Hispanic/Latino	10.8%	12.4%	11.8%	14.6%	14.8%	16.1%	15.8%	18.7%	21.3%	21.2%
American Indian/Alaska Native	0.7%	0.4%	0.7%	0.5%	0.3%	0.3%	0.4%	0.4%	0.1%	0.3%
More than one race	0.5%	1.0%	2.2%	3.4%	3.2%	4.6%	3.7%	4.6%	5.3%	5.9%
White/Unknown	65.6%	62.8%	61.5%	54.3%	55.3%	52.4%	53.5%	49.4%	46.8%	46.7%
International	8.3%	8.9%	10.6%	13.3%	13.2%	12.4%	12.8%	12.1%	10.3%	11.3%

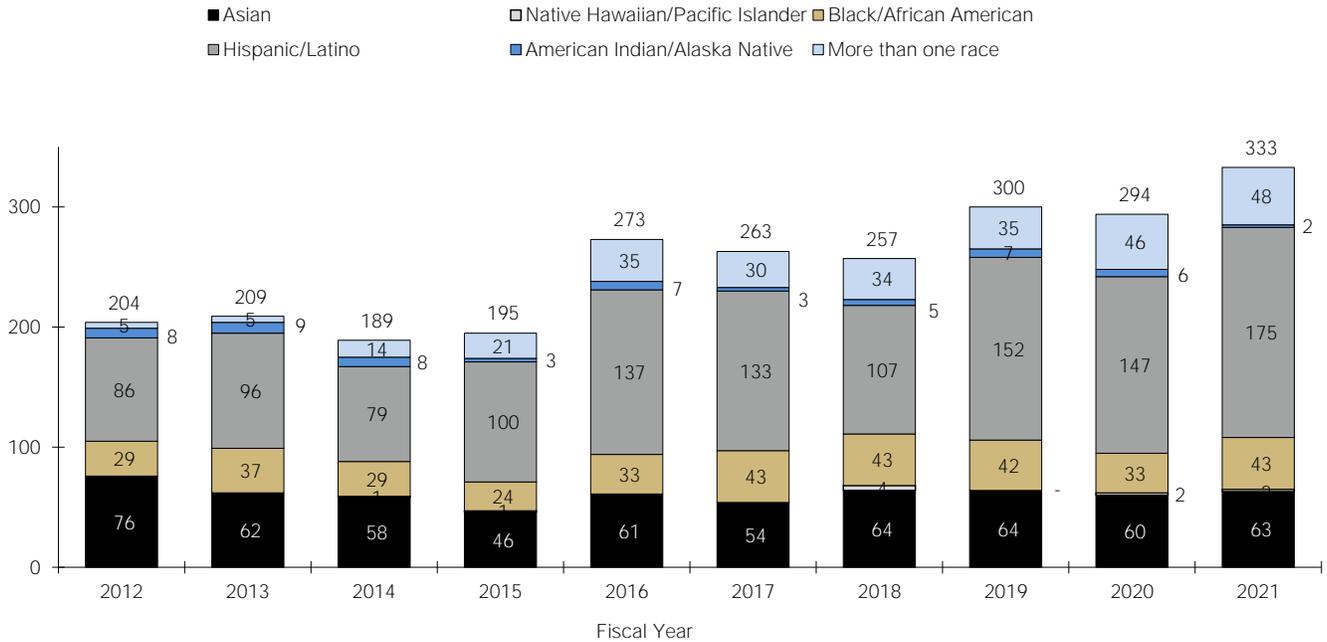
The percent of baccalaureate degrees awarded to students of color at the Denver Campus reached a high of 47% in fiscal year 2021.

\* Students of color 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	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Asian	76	62	58	46	61	54	64	64	60	63
Native Hawaiian/Pacific Islander	-	-	1	1	-	-	4	-	2	2
Black/African American	29	37	29	24	33	43	43	42	33	43
Hispanic/Latino	86	96	79	100	137	133	107	152	147	175
American Indian/Alaska Native	8	9	8	3	7	3	5	7	6	2
More than one race	5	5	14	21	35	30	34	35	46	48
White/Unknown	1,450	1,349	1,184	1,147	1,260	1,214	1,164	1,099	1,011	1,018
International	147	167	156	175	193	216	184	195	193	181
<b>Total Degrees Awarded</b>	<b>1,801</b>	<b>1,725</b>	<b>1,529</b>	<b>1,517</b>	<b>1,726</b>	<b>1,693</b>	<b>1,605</b>	<b>1,594</b>	<b>1,498</b>	<b>1,532</b>
Students of Color Total	204	209	189	195	273	263	257	300	294	333
Students of Color as % of Total*	12%	13%	14%	15%	18%	18%	18%	21%	23%	25%

Race/Ethnicity	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Asian	4.2%	3.6%	3.8%	3.0%	3.5%	3.2%	4.0%	4.0%	4.0%	4.1%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.1%	0.1%	0.0%	0.0%	0.2%	0.0%	0.1%	0.1%
Black/African American	1.6%	2.1%	1.9%	1.6%	1.9%	2.5%	2.7%	2.6%	2.2%	2.8%
Hispanic/Latino	4.8%	5.6%	5.2%	6.6%	7.9%	7.9%	6.7%	9.5%	9.8%	11.4%
American Indian/Alaska Native	0.4%	0.5%	0.5%	0.2%	0.4%	0.2%	0.3%	0.4%	0.4%	0.1%
More than one race	0.3%	0.3%	0.9%	1.4%	2.0%	1.8%	2.1%	2.2%	3.1%	3.1%
White/Unknown	80.5%	78.2%	77.4%	75.6%	73.0%	71.7%	72.5%	68.9%	67.5%	66.4%
International	8.2%	9.7%	10.2%	11.5%	11.2%	12.8%	11.5%	12.2%	12.9%	11.8%

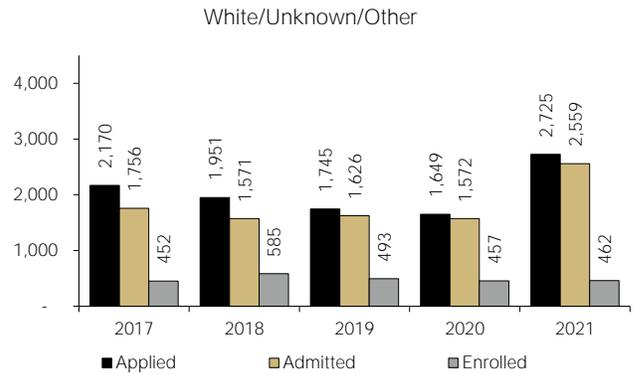
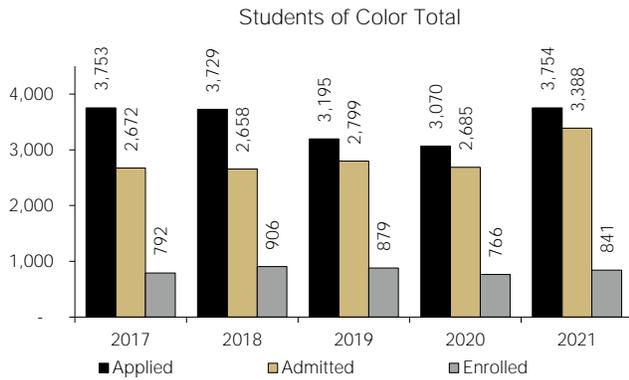
The proportion of graduate degrees conferred to students of color at the Denver Campus has increased to a new high, 25%.

\* Students of color 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  
Fall Resident Freshman Applications, Acceptances and Enrollments by Race/Ethnicity



Asian

Fall Term	Applied	Admitted	Enrolled
2017	526	454	176
2018	558	491	222
2019	540	512	196
2020	529	506	195
2021	656	622	196

Native Hawaiian/Pacific Islander

Fall Term	Applied	Admitted	Enrolled
2017	5	4	2
2018	11	10	-
2019	9	9	2
2020	8	7	3
2021	12	10	2

Black/African American

Fall Term	Applied	Admitted	Enrolled
2017	391	232	75
2018	407	246	92
2019	294	242	84
2020	310	262	106
2021	403	356	109

Hispanic/Latino

Fall Term	Applied	Admitted	Enrolled
2017	2,392	1,643	440
2018	2,392	1,643	507
2019	2,050	1,759	508
2020	1,956	1,677	401
2021	2,296	2,038	456

American Indian/Alaska Native

Fall Term	Applied	Admitted	Enrolled
2017	17	8	3
2018	17	10	6
2019	4	4	2
2020	7	3	2
2021	11	8	1

More than one race

Fall Term	Applied	Admitted	Enrolled
2017	422	331	96
2018	344	258	79
2019	298	273	87
2020	260	230	59
2021	376	354	77

White/Unknown

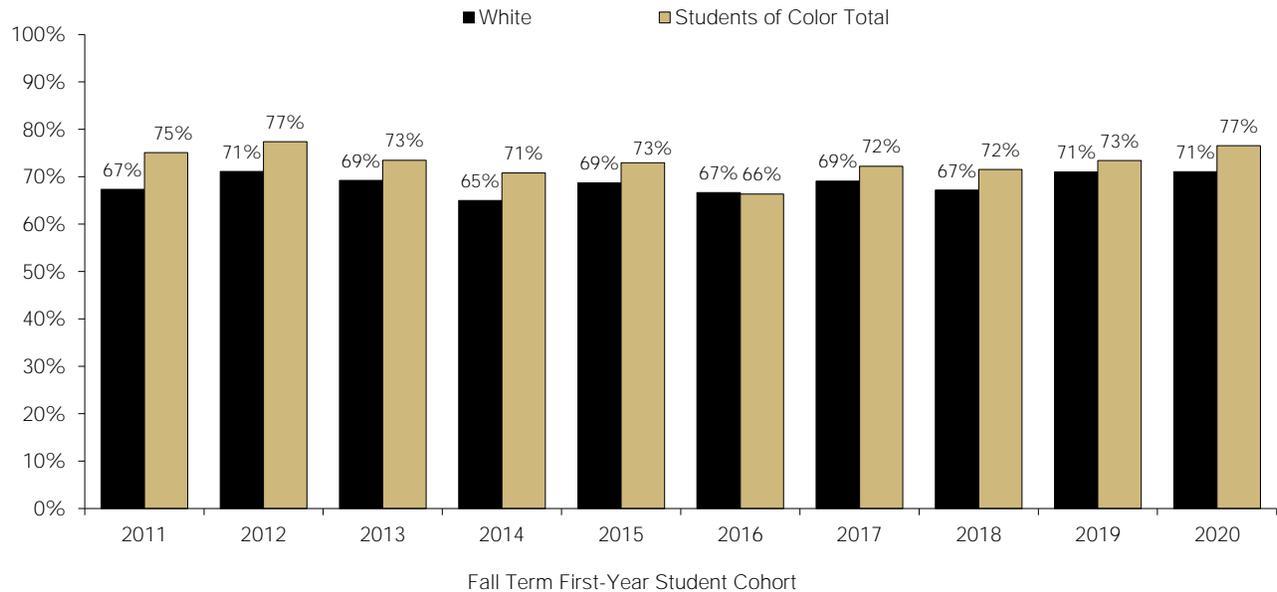
Fall Term	Applied	Admitted	Enrolled
2017	2,170	1,756	452
2018	1,951	1,571	585
2019	1,745	1,626	493
2020	1,649	1,572	457
2021	2,725	2,559	462

Total

Fall Term	Applied	Admitted	Enrolled
2017	5,931	4,436	1,251
2018	5,694	4,242	1,499
2019	4,953	4,437	1,378
2020	4,727	4,265	1,227
2021	6,504	5,966	1,306

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



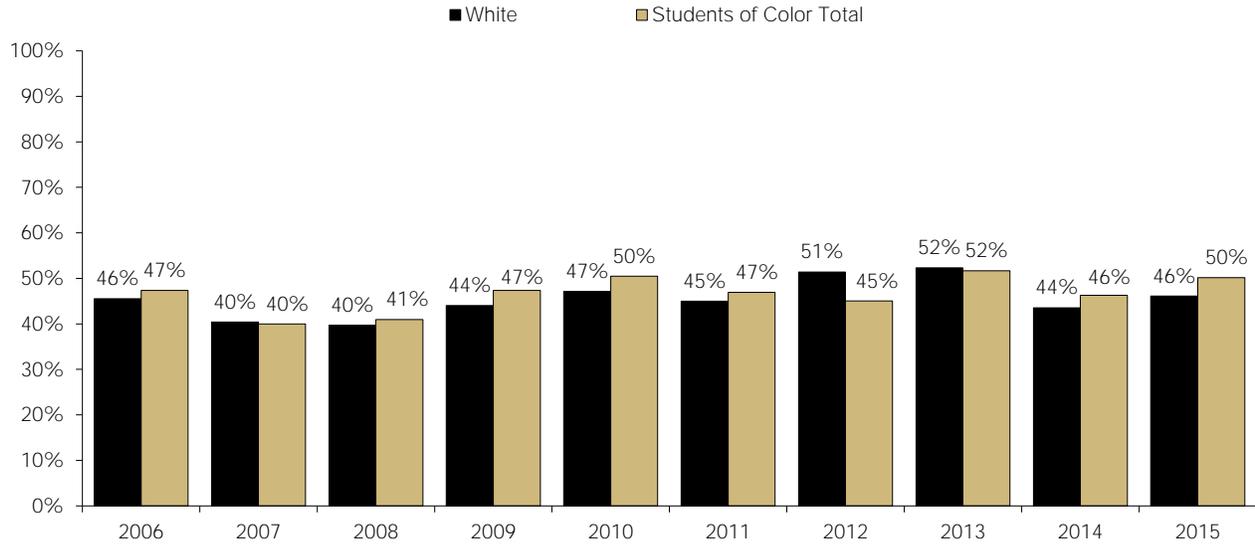
Fall Term First-Year Student Cohort											
First-Year Cohort	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	
Asian	118	123	178	193	176	170	182	207	190	192	
Native Hawaiian/Pacific Islander	2	4	3	4	1	4	3	-	2	3	
Black/African American	31	57	46	48	64	71	73	97	77	94	
Hispanic/Latino	189	195	225	344	371	417	450	494	486	362	
American Indian/Alaska Native	3	3	1	3	2	3	3	8	4	1	
More than one race	55	52	60	79	81	105	110	90	95	65	
White	380	426	514	534	553	561	530	661	538	477	
Other/Unknown	15	12	8	6	4	6	2	4	5	11	
International	61	90	46	34	26	31	56	39	51	46	
<b>Total</b>	<b>854</b>	<b>962</b>	<b>1,081</b>	<b>1,245</b>	<b>1,278</b>	<b>1,368</b>	<b>1,409</b>	<b>1,600</b>	<b>1,448</b>	<b>1,251</b>	
<b>Students of Color Total</b>	<b>398</b>	<b>434</b>	<b>513</b>	<b>671</b>	<b>695</b>	<b>770</b>	<b>821</b>	<b>896</b>	<b>854</b>	<b>717</b>	

Percent Enrolled One Year Later	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Asian	78%	85%	89%	86%	80%	76%	87%	85%	87%	86%
Native Hawaiian/Pacific Islander	100%	75%	67%	75%	100%	0%	67%	#DIV/0!	0%	67%
Black/African American	87%	84%	59%	65%	83%	70%	71%	77%	71%	82%
Hispanic/Latino	75%	72%	66%	65%	70%	63%	67%	67%	68%	70%
American Indian/Alaska Native	33%	67%	0%	67%	50%	100%	100%	50%	25%	100%
More than one race	65%	73%	67%	61%	65%	64%	67%	61%	78%	74%
White	67%	71%	69%	65%	69%	67%	69%	67%	71%	71%
Other/Unknown	67%	67%	100%	17%	100%	83%	50%	75%	80%	82%
International	72%	83%	80%	71%	69%	81%	86%	72%	80%	83%
<b>Total</b>	<b>71%</b>	<b>75%</b>	<b>72%</b>	<b>68%</b>	<b>71%</b>	<b>67%</b>	<b>72%</b>	<b>70%</b>	<b>73%</b>	<b>75%</b>
<b>Students of Color Total</b>	<b>75%</b>	<b>77%</b>	<b>73%</b>	<b>71%</b>	<b>73%</b>	<b>66%</b>	<b>72%</b>	<b>72%</b>	<b>73%</b>	<b>77%</b>

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



Fall Term First-Year Student Cohort

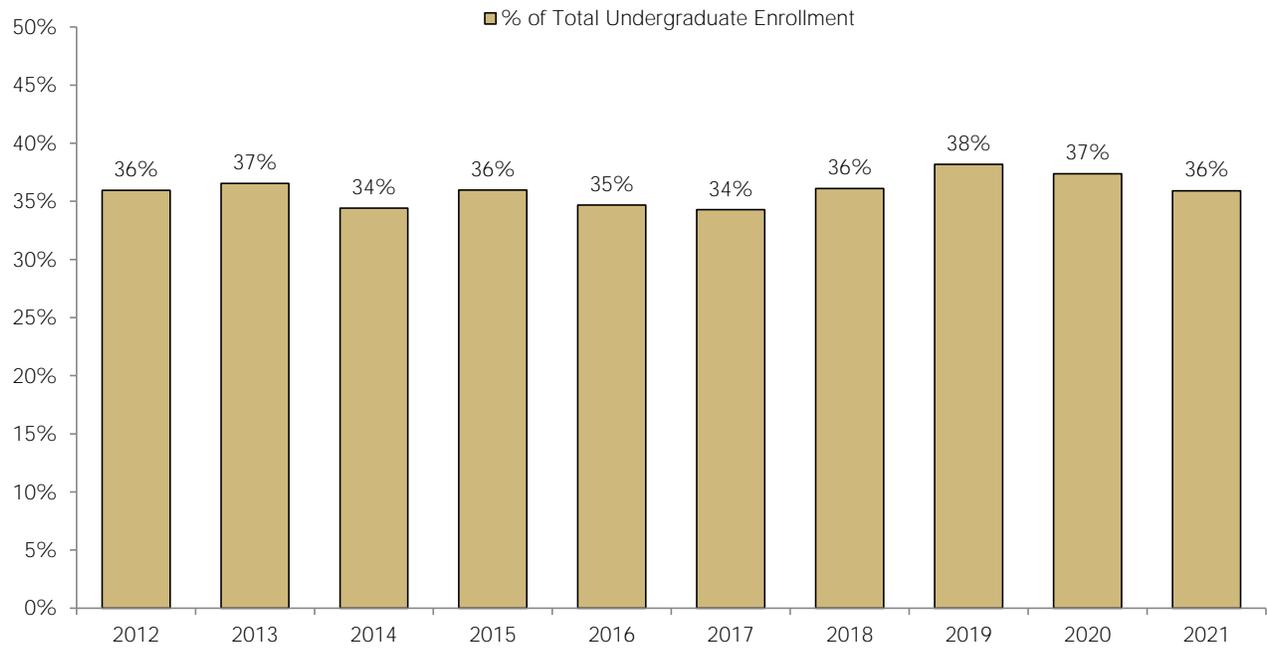
Undergraduate Cohort*	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	135	137	149	162	156	118	123	178	193	176
Black/African American	55	55	60	67	60	31	57	46	48	64
Hispanic/Latino	121	161	164	162	189	189	195	225	342	371
American Indian/Alaska Native	8	17	8	6	11	3	3	1	3	2
White	514	567	602	525	522	380	426	514	533	553
Other/Unknown	37	32	21	69	11	15	12	8	6	4
International	14	43	34	48	62	61	90	46	34	26
<b>Total</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>1,242</b>	<b>1,278</b>
<b>Students of Color Total</b>	<b>319</b>	<b>370</b>	<b>381</b>	<b>397</b>	<b>416</b>	<b>343</b>	<b>382</b>	<b>453</b>	<b>590</b>	<b>614</b>

Six-Year Graduation Rate	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	56%	46%	50%	57%	61%	56%	58%	66%	61%	61%
Black/African American	38%	31%	40%	31%	38%	55%	42%	39%	40%	55%
Hispanic/Latino	44%	40%	35%	45%	48%	40%	38%	44%	39%	45%
American Indian/Alaska Native	25%	24%	13%	33%	9%	33%	33%	0%	33%	0%
White	46%	40%	40%	44%	47%	45%	51%	52%	44%	46%
Other/Unknown	43%	44%	48%	41%	45%	40%	42%	88%	17%	50%
International	71%	60%	53%	54%	47%	43%	50%	43%	53%	62%
<b>Total</b>	<b>46%</b>	<b>41%</b>	<b>41%</b>	<b>46%</b>	<b>48%</b>	<b>45%</b>	<b>48%</b>	<b>52%</b>	<b>44%</b>	<b>48%</b>
<b>Students of Color Total</b>	<b>47%</b>	<b>40%</b>	<b>41%</b>	<b>47%</b>	<b>50%</b>	<b>47%</b>	<b>45%</b>	<b>52%</b>	<b>46%</b>	<b>50%</b>

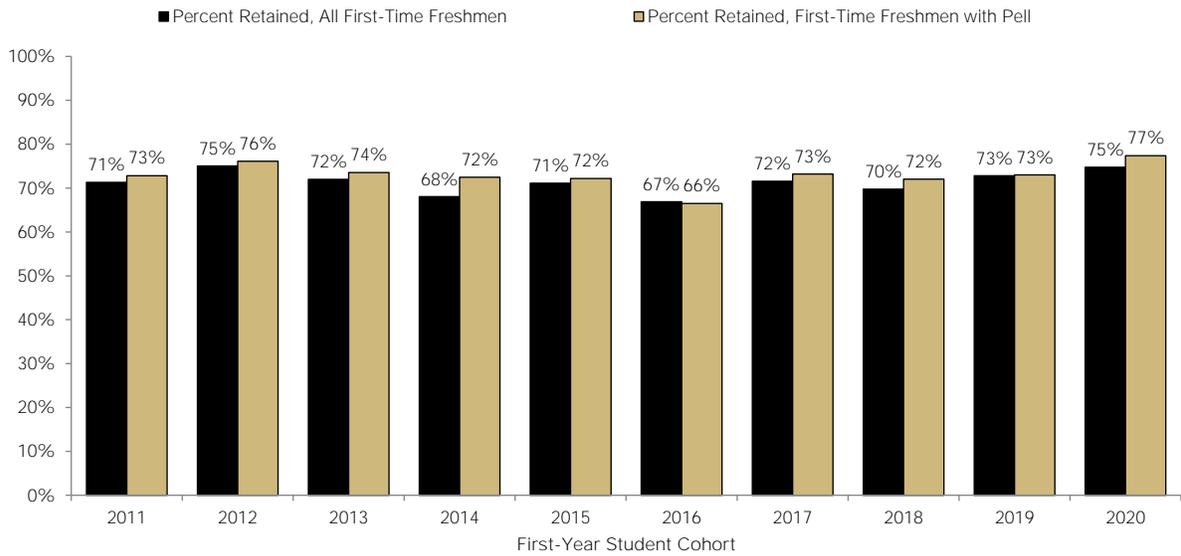
\* Cohorts include first-time first-year full-time students entering in the Summer/Fall semester.

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



	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Total UG Pell recipients enrolled	3,511	3,558	3,437	3,610	3,638	3,702	4,008	4,160	3,967	3,653
% of Total Undergraduate Enrollment	36%	37%	34%	36%	35%	34%	36%	38%	37%	36%

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

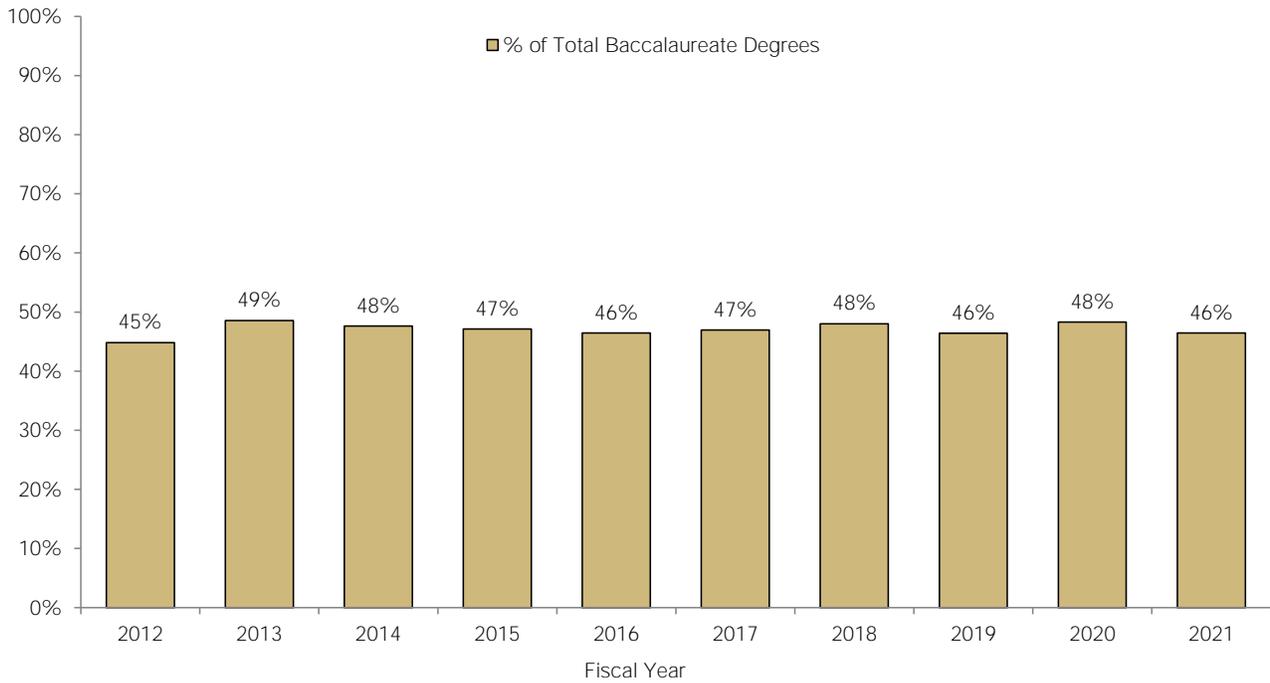


	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
First-Year Student Cohorts*	331	352	393	501	482	516	608	651	578	477
Number Retained**	241	268	289	363	348	343	445	469	422	369
Percent Retained, First-Time Freshmen with Pell	73%	76%	74%	72%	72%	66%	73%	72%	73%	77%
Percent Retained, All First-Time Freshmen	71%	75%	72%	68%	71%	67%	72%	70%	73%	75%

\* 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



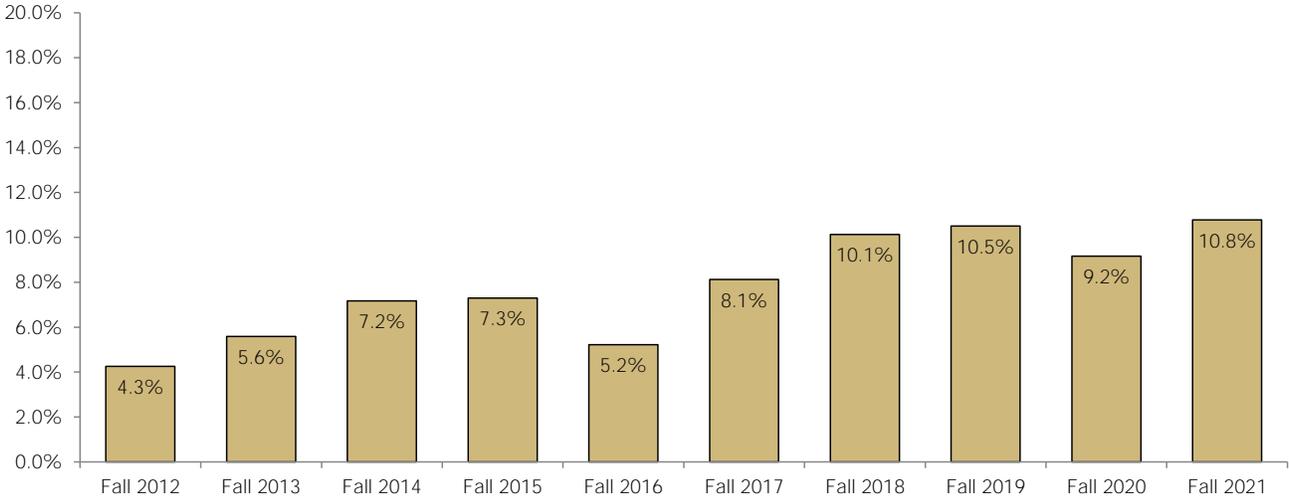
	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Baccalaureate Degrees Awarded to Pell Recipients*	781	914	896	958	844	958	958	1,038	1,126	1,162
% of Total Baccalaureate Degrees	45%	49%	48%	47%	46%	47%	48%	46%	48%	46%

The percentage of Denver Campus students receiving baccalaureate degrees who were Pell grant recipients reached a high of 49% 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 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021
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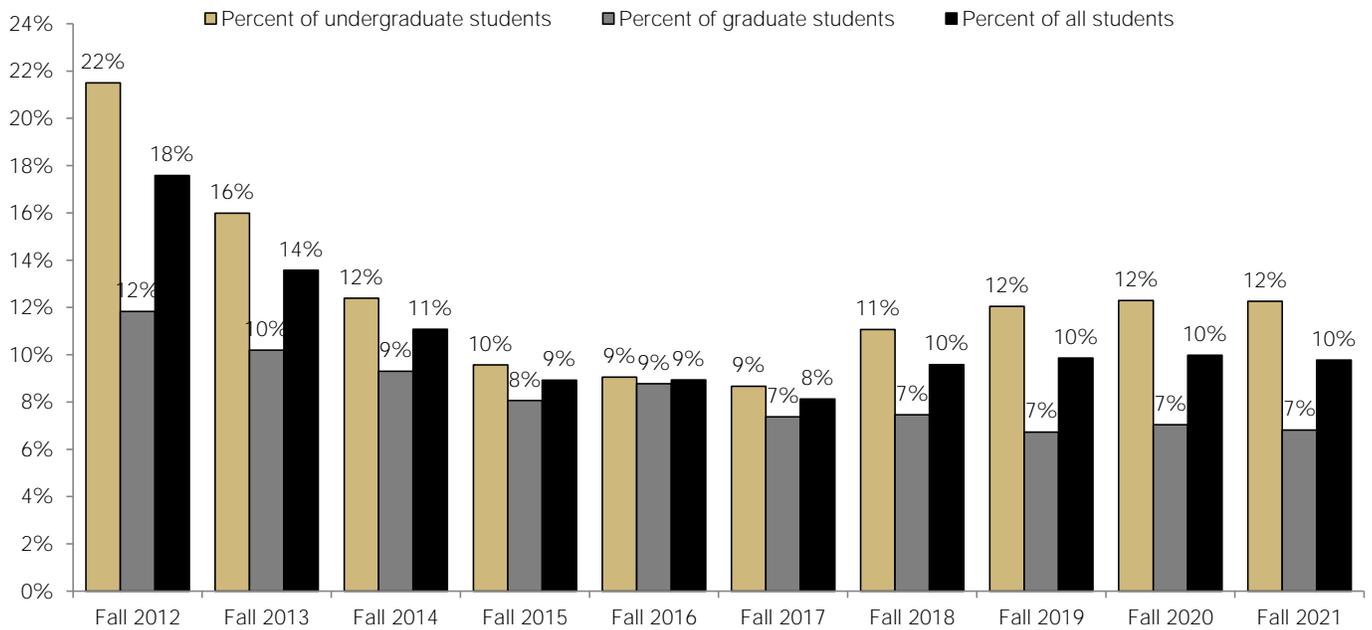
Number of undergraduates registered with Office of Disability Services	436	568	750	770	573	918	1,178	1,198	1,015	1,144
Percent of all undergraduates	4.3%	5.6%	7.2%	7.3%	5.2%	8.1%	10.1%	10.5%	9.2%	10.8%

Over the last ten fall semesters, the proportion of undergraduate students that have registered with the Office of Disability Services has increased from 4.3% in Fall 2012 to 10.8% in Fall 2021. The latter represents 1,144 undergraduate students from the combined Denver Campus and Anschutz Medical Campus.

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

University of Colorado Denver  
Enrollment of Students with Military Affiliation

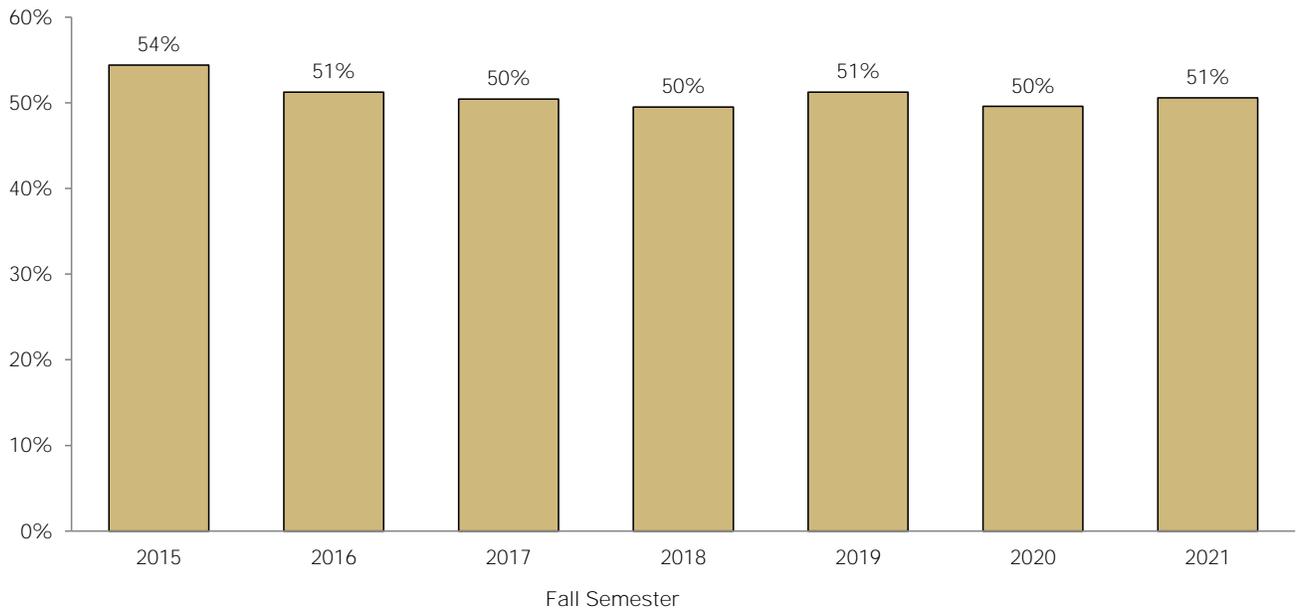
Military Affiliation includes people who are currently serving or have served in the US Armed Forces,  
including ROTC, and their dependents.  
(Percent of Degree-seeking Undergraduate Enrollment)



	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021
Undergraduates	2,652	1,812	1,375	1,032	1,003	985	1,290	1,376	1,363	1,303
Graduates	999	827	770	662	727	605	606	537	617	608
Total	3,651	2,639	2,145	1,694	1,730	1,590	1,896	1,913	1,980	1,911
Percent of undergraduate students	22%	16%	12%	10%	9%	9%	11%	12%	12%	12%
Percent of graduate students	12%	10%	9%	8%	9%	7%	7%	7%	7%	7%
Percent of all students	18%	14%	11%	9%	9%	8%	10%	10%	10%	10%

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

University of Colorado Denver  
 Estimated Portion of First-Generation First-time Freshmen Students  
 (Percent of Fall First-Time Freshman Matriculants with Known First Generation Data)

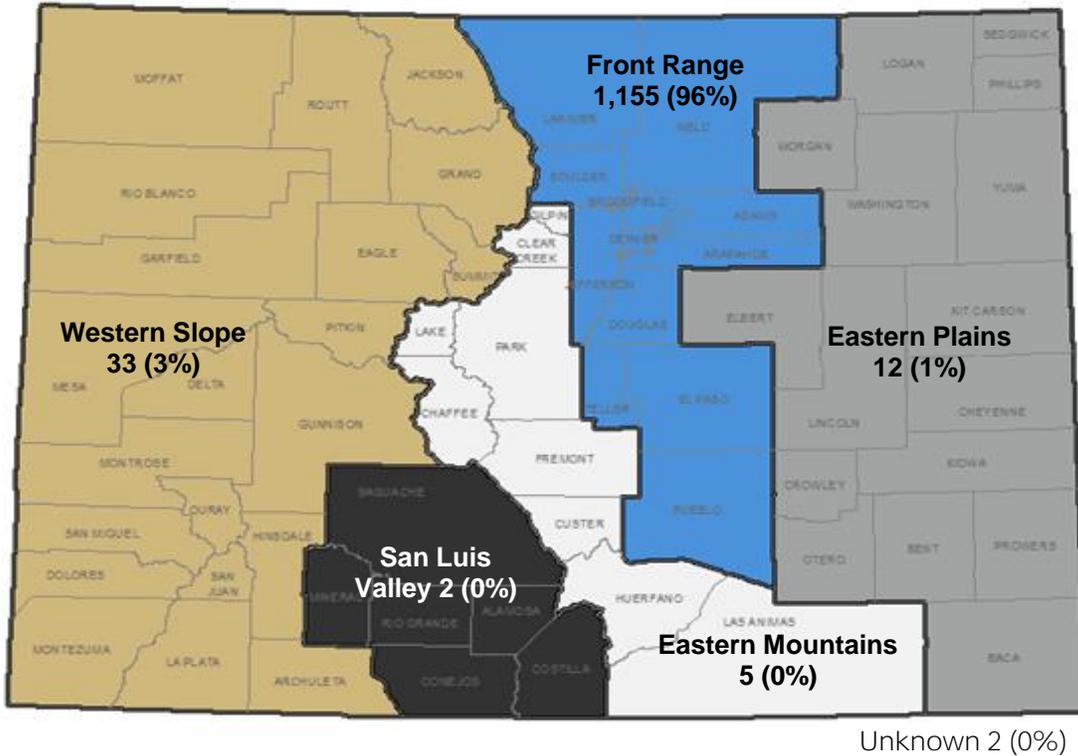


	2015	2016	2017	2018	2019	2020	2021
First Generation Enrolled First-Time Freshman, Fall Term*	691	717	742	848	790	665	825
% First Generation of Enrolled First-Time Freshman, Fall Term*	54%	51%	50%	50%	51%	50%	51%

\* First generation defined as an undergraduate with neither parent possessing a 4-year degree. Based upon student self-reported data (about parental highest degree/educational achievement) from undergraduate application. Counts do not include incoming freshman transfer students.

University of Colorado Denver  
 Denver Campus  
 New Resident Freshmen, Fall 2021  
 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	
		Enrolled <sup>2</sup>	Percent
Eastern Mountains	2%	5	0%
Eastern Plains	3%	12	1%
Front Range	83%	1,155	96%
San Luis Valley	1%	2	0%
Western Slope	9%	33	3%
Unknown	2%	2	0%
<b>Total</b>	<b>100%</b>	<b>1,209</b>	<b>100%</b>

<sup>1</sup> Distribution of 12th grade students enrolled in Colorado Public Schools based on school district enrollment, 2019-2020. 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>

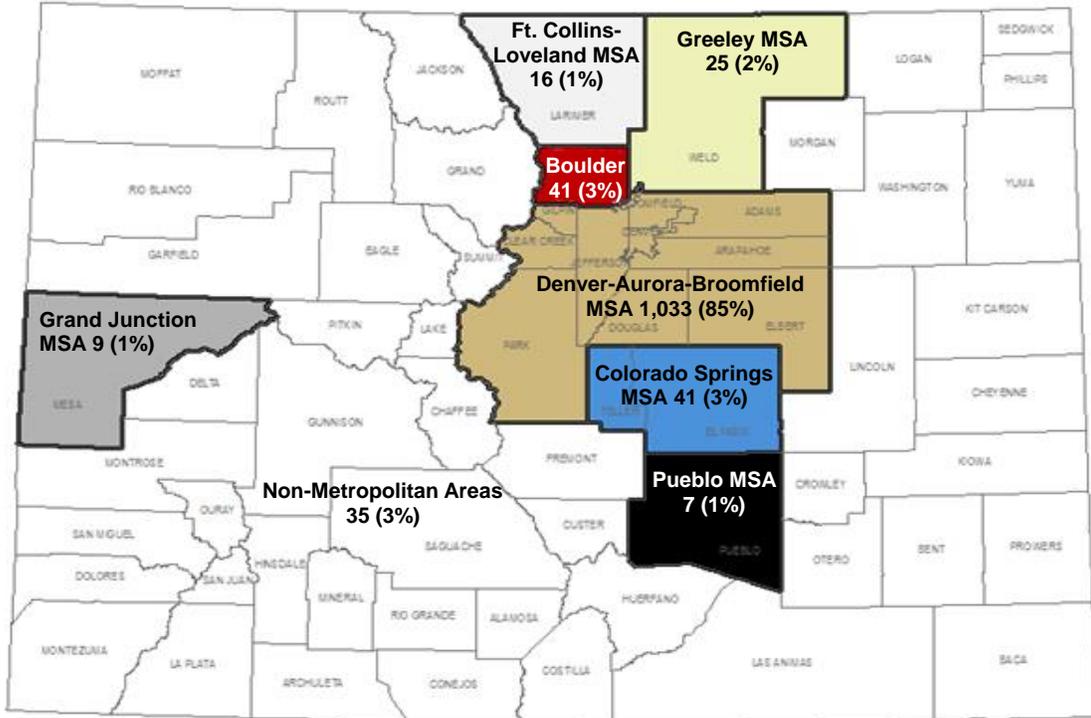
<sup>2</sup> Home region of new resident freshmen based on county at time of admission. Data source: SURDS Enrollment File (with new freshmen defined by CU registration type)

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 Denver  
 Denver Campus  
 New Resident Freshmen, Fall 2021

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



MSA=Metropolitan Statistical Area

Unknown MSA 2 (0%)

Metro Area	12th Graders Enrolled in CO Public Schools <sup>1</sup>	CU Denver New Resident Freshmen	
		Enrolled <sup>2</sup>	Percent
Boulder MSA	8%	41	3%
Colorado Springs MSA	14%	41	3%
Denver-Aurora-Broomfield MSA	49%	1,033	85%
Fort Collins-Loveland MSA	5%	16	1%
Grand Junction MSA	2%	9	1%
Greeley MSA	5%	25	2%
Pueblo MSA	3%	7	1%
Non-Metro	14%	35	3%
Unknown	0%	2	0%
<b>Total</b>	<b>100%</b>	<b>1,209</b>	<b>100%</b>

<sup>1</sup> Distribution of 12th grade students enrolled in Colorado Public Schools based on school district enrollment, 2019-2020. 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)

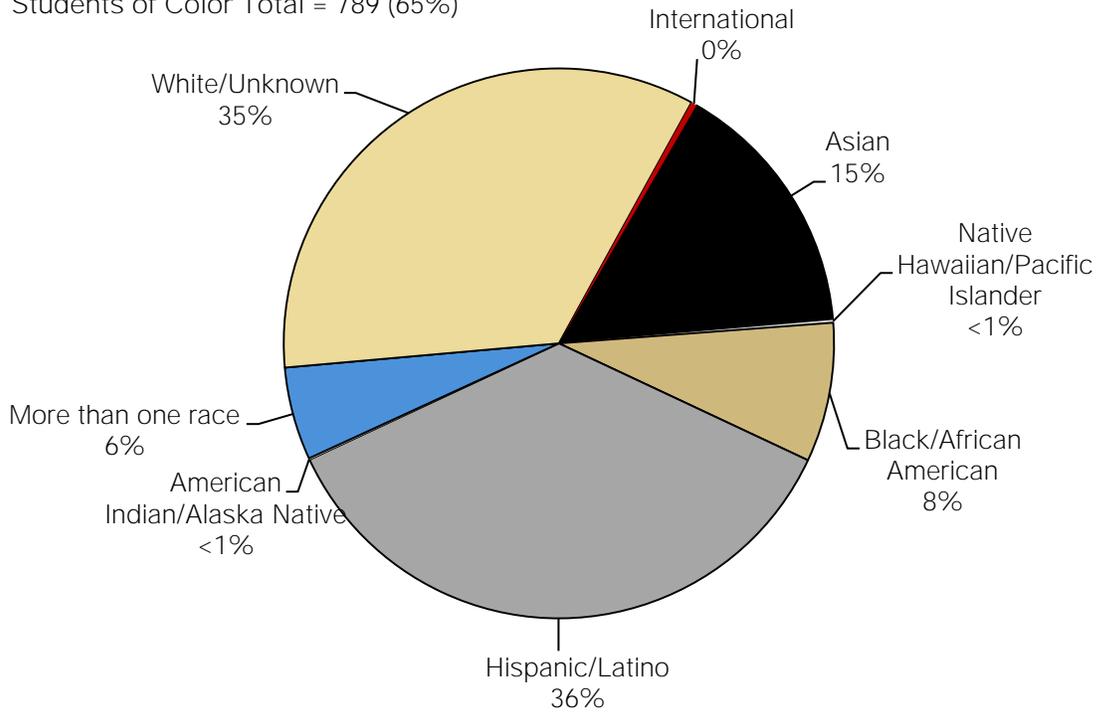
Metropolitan Statistical Areas (MSAs) defined by U.S. Office of Management and Budget, OMB Bulletin No. 09-01, November 2008. <http://www.whitehouse.gov/omb/assets/omb/bulletins/fy2009/09-01.pdf>

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

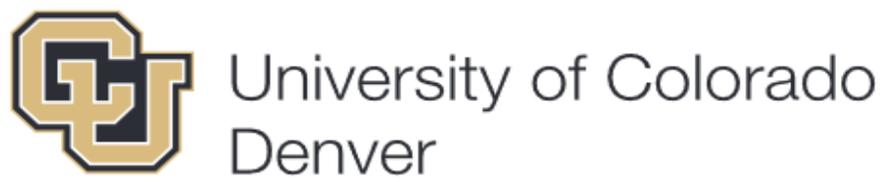
University of Colorado Denver  
Denver Campus  
New Resident Freshmen by Race/Ethnicity, Fall 2021  
(End-of-Term Enrollment)

Total = 1,209

Students of Color Total = 789 (65%)



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.



## Faculty and Staff Diversity

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

University of Colorado Denver  
Full-Time Faculty and Staff, Fall 2021

Notes: Includes all employees reported for IPEDS HR for Fall 2021. 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.

\*\*Prior to Fall 2016:

-Clinical job codes, except for clinical teaching (C/T), were counted under "Primarily Public Service."

-C/T Faculty were counted in the "Instructional" section under "Other."

Beginning Fall 2016:

-The "Public Service" and "Research" sections were combined.

-Clinical Practice faculty are counted in the new "Research and Public Service" section.

-All other Clinical Faculty, including C/T, are counted in the "Other, Including Clinical" row of the "Instructional Faculty" section.

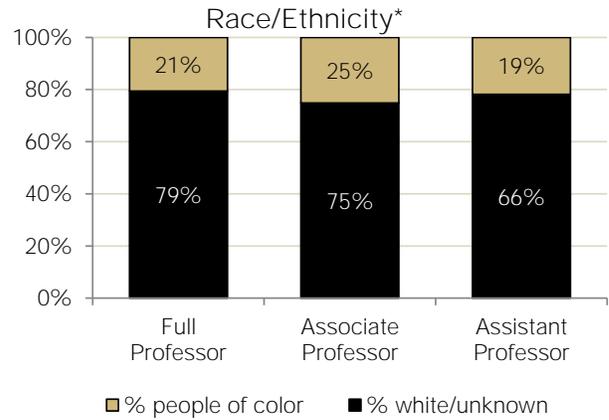
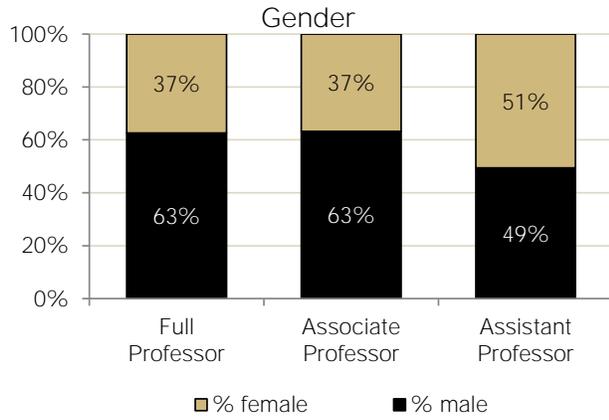
DENVER CAMPUS

	Total	Sex						Race/Ethnicity													Military <sup>2</sup>	
		Female		Male		No Reported Sex		People of Color*		American Indian/Alaska Native	Asian	Black/African American	Hispanic/Latino	Native Hawaiian/Pacific Islander	More than one race	White	Unknown	Inter-national <sup>1</sup>				
		#	%	#	%	#	%	#	%	#	#	#	#	#	#	#	#	#	#	#		
<b>Faculty</b>	<b>650</b>	<b>292</b>	<b>45%</b>	<b>358</b>	<b>55%</b>	<b>-</b>	<b>0%</b>	<b>138</b>	<b>22%</b>	<b>4</b>	<b>71</b>	<b>13</b>	<b>46</b>	<b>-</b>	<b>4</b>	<b>457</b>	<b>39</b>	<b>16</b>	<b>14</b>	<b>2%</b>		
Instructional Faculty	600	271	45%	329	55%	-	0%	134	23%	4	70	13	43	-	4	424	32	10	14	2%		
Tenured/Tenure Track	357	144	40%	213	60%	-	0%	89	26%	2	53	6	27	-	1	243	15	10	7	2%		
Full Professor	107	40	37%	67	63%	-	0%	22	21%	-	15	1	5	-	1	84	1	-	2	2%		
Associate Professor	163	60	37%	103	63%	-	0%	41	25%	2	22	3	14	-	-	114	8	-	4	2%		
Assistant Professor	87	44	51%	43	49%	-	0%	26	34%	-	16	2	8	-	-	45	6	10	1	1%		
Non-Tenure Track	243	127	52%	116	48%	-	0%	45	19%	2	17	7	16	-	3	181	17	-	7	3%		
Instructor/Sr. Instructor	143	68	48%	75	52%	-	0%	26	18%	2	9	4	10	-	1	107	10	-	3	2%		
Other	100	59	59%	41	41%	-	0%	19	19%	-	8	3	6	-	2	74	7	-	4	4%		
Research and Public Service Faculty**	50	21	42%	29	58%	-	0%	4	9%	-	1	-	3	-	-	33	7	6	-	0%		
<b>Staff</b>	<b>856</b>	<b>556</b>	<b>65%</b>	<b>300</b>	<b>35%</b>	<b>-</b>	<b>0%</b>	<b>271</b>	<b>32%</b>	<b>3</b>	<b>72</b>	<b>45</b>	<b>133</b>	<b>1</b>	<b>17</b>	<b>525</b>	<b>57</b>	<b>3</b>	<b>15</b>	<b>2%</b>		
Officers	21	10	48%	11	52%	-	0%	3	14%	-	-	2	1	-	-	17	1	-	-	0%		
With Faculty Status	10	3	30%	7	70%	-	0%	2	20%	-	-	2	-	-	-	7	1	-	-	0%		
Without Faculty Status	11	7	64%	4	36%	-	0%	1	9%	-	-	-	1	-	-	10	-	-	-	0%		
Management/Other Professionals/Support Staff	835	546	65%	289	35%	-	0%	268	32%	3	72	43	132	1	17	508	56	3	15	2%		
With Faculty Status	102	53	52%	49	48%	-	0%	15	15%	-	6	1	6	-	2	78	8	1	1	1%		
Exempt Professionals	642	437	68%	205	32%	-	0%	205	32%	1	57	32	100	-	15	390	45	2	12	2%		
Classified Staff	91	56	62%	35	38%	-	0%	48	53%	2	9	10	26	1	-	40	3	-	2	2%		
<b>Faculty/Staff Total</b>	<b>1,506</b>	<b>848</b>	<b>56%</b>	<b>658</b>	<b>44%</b>	<b>-</b>	<b>0%</b>	<b>409</b>	<b>28%</b>	<b>7</b>	<b>143</b>	<b>58</b>	<b>179</b>	<b>1</b>	<b>21</b>	<b>982</b>	<b>96</b>	<b>19</b>	<b>29</b>	<b>2%</b>		

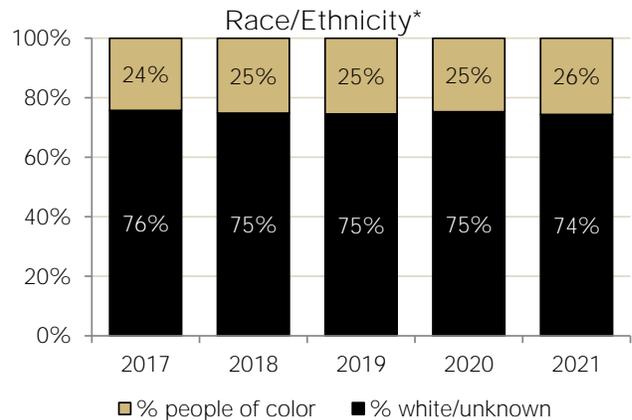
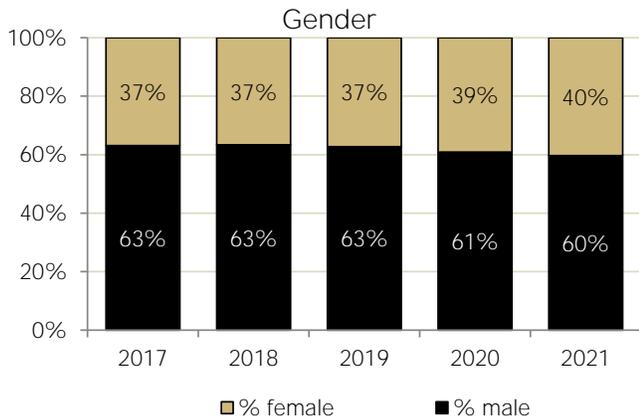
1 "Nonresident alien" is a category reported within race/ethnicity in the IPEDS HR survey. The race/ethnicity categories are meant to reflect U.S./domestic categories of race and ethnicity.

2 Military includes employees who have identified as current or former members of the Armed Forces, including both protected veterans and other veterans. The information is self-reported through the campus portal.

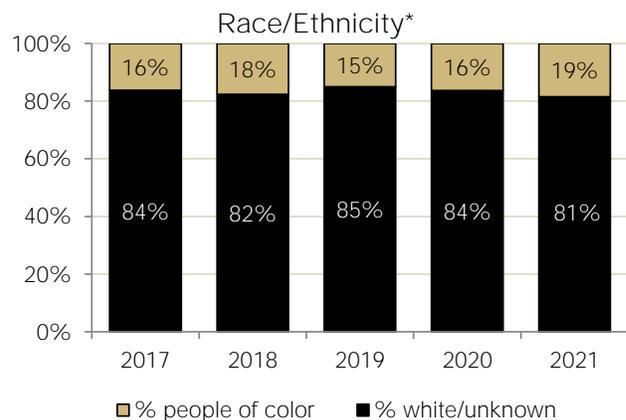
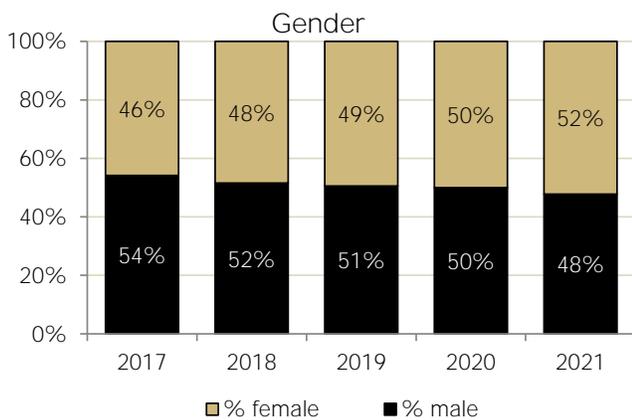
University of Colorado Denver  
 Denver Campus  
 Instructional Faculty, Fall 2021  
 Tenured/Tenure Track



Instructional Faculty, Fall 2017 - Fall 2021  
 Tenured/Tenure Track Faculty  
 All Ranks Combined

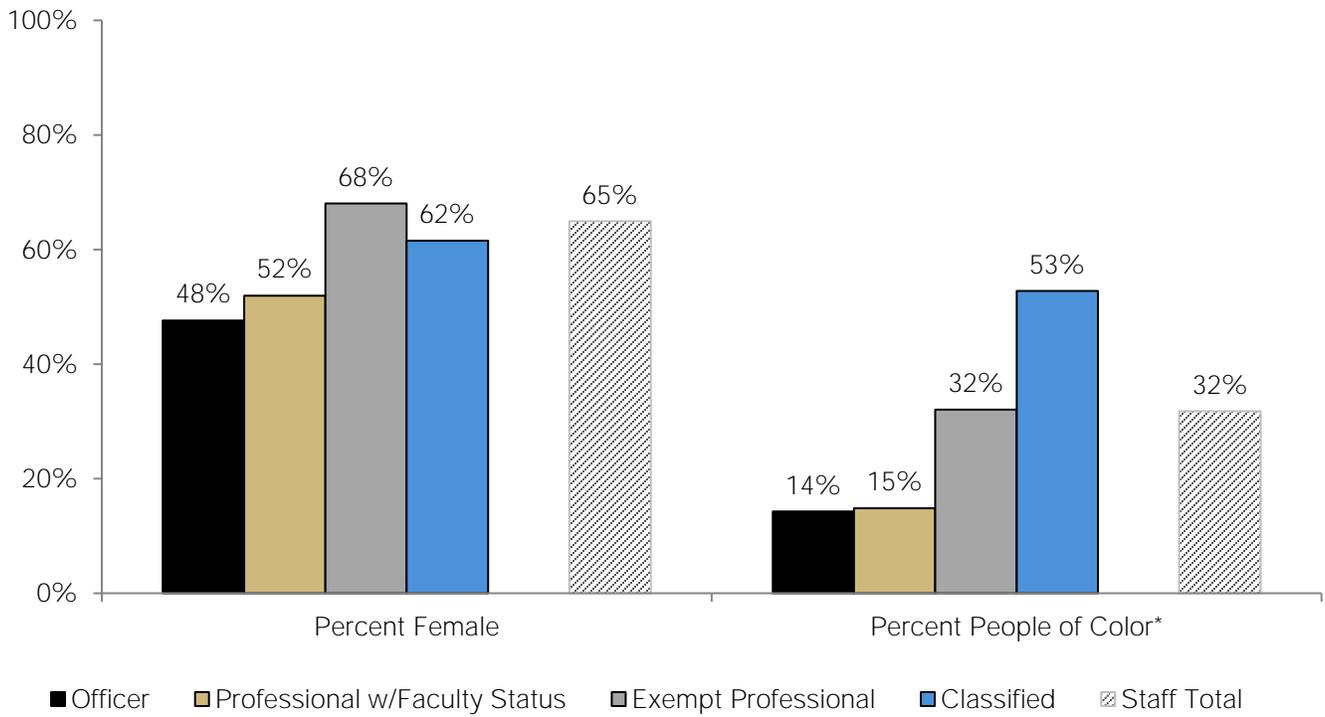


Non-Tenure Track Faculty



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

University of Colorado Denver  
 Denver Campus  
 Staff Diversity, Fall 2021



Females represent just under half of the classified (47%) and university officers (44%) as well as more than half of exempt professional (67%) and professionals with faculty status (69%). People of color constitute lower proportions of each of those same categories.

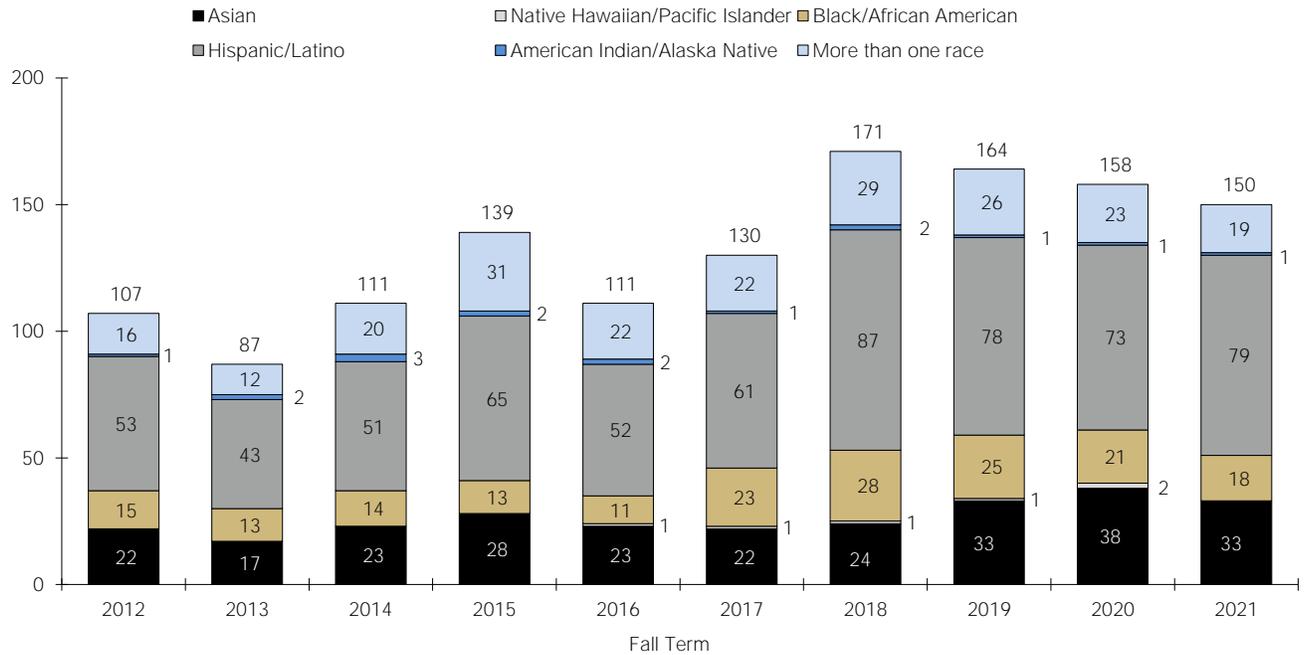
\*People of Color percentage calculation does not include the international population.



## Student Diversity

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

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



Race/Ethnicity	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Asian	22	17	23	28	23	22	24	33	38	33
Native Hawaiian/Pacific Islander	-	-	-	-	1	1	1	1	2	-
Black/African American	15	13	14	13	11	23	28	25	21	18
Hispanic/Latino	53	43	51	65	52	61	87	78	73	79
American Indian/Alaska Native	1	2	3	2	2	1	2	1	1	1
More than one race	16	12	20	31	22	22	29	26	23	19
White/Unknown	378	343	354	373	367	362	355	347	311	289
International	2	3	1	1	1	2	2	-	1	4
<b>Total Enrollment</b>	<b>487</b>	<b>433</b>	<b>466</b>	<b>513</b>	<b>479</b>	<b>494</b>	<b>528</b>	<b>511</b>	<b>470</b>	<b>443</b>
Students of Color Total	107	87	111	139	111	130	171	164	158	150
Students of Color as % of Total*	22%	20%	24%	27%	23%	26%	33%	32%	34%	34%

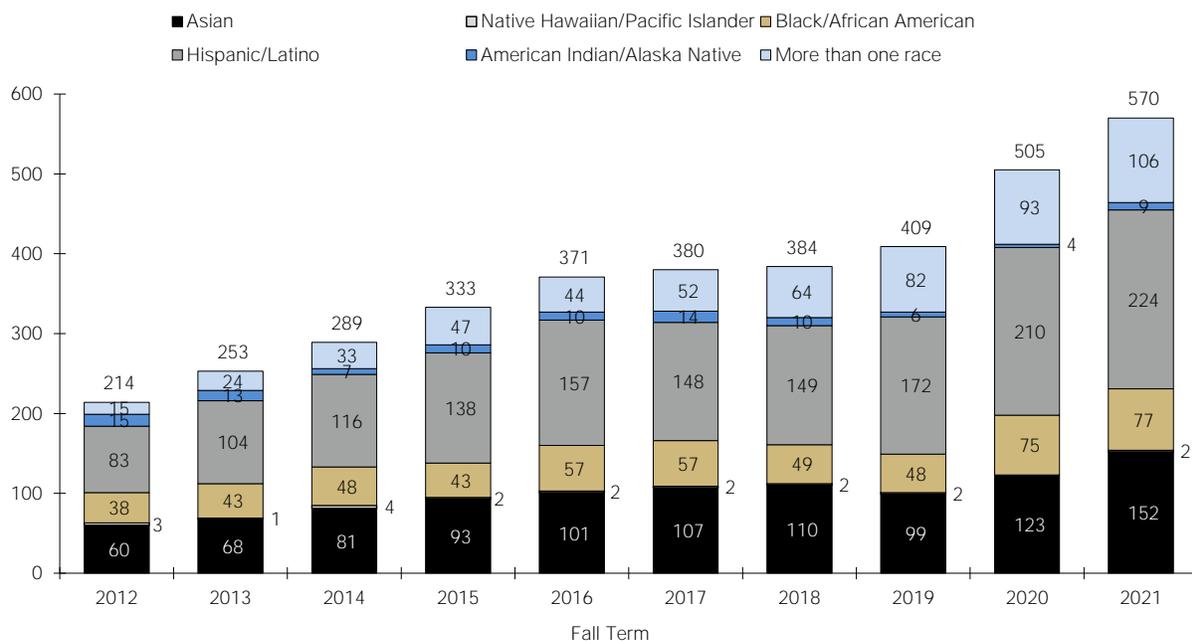
  

Race/Ethnicity	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Asian	4.5%	3.9%	4.9%	5.5%	4.8%	4.5%	4.5%	6.5%	8.1%	7.4%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.2%	0.2%	0.2%	0.2%	0.4%	0.0%
Black/African American	3.1%	3.0%	3.0%	2.5%	2.3%	4.7%	5.3%	4.9%	4.5%	4.1%
Hispanic/Latino	10.9%	9.9%	10.9%	12.7%	10.9%	12.3%	16.5%	15.3%	15.5%	17.8%
American Indian/Alaska Native	0.2%	0.5%	0.6%	0.4%	0.4%	0.2%	0.4%	0.2%	0.2%	0.2%
More than one race	3.3%	2.8%	4.3%	6.0%	4.6%	4.5%	5.5%	5.1%	4.9%	4.3%
White/Unknown	77.6%	79.2%	76.0%	72.7%	76.6%	73.3%	67.2%	67.9%	66.2%	65.2%
International	0.4%	0.7%	0.2%	0.2%	0.2%	0.4%	0.4%	0.0%	0.2%	0.9%

\* Students of color 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	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Asian	60	68	81	93	101	107	110	99	123	152
Native Hawaiian/Pacific Islander	3	1	4	2	2	2	2	2	-	2
Black/African American	38	43	48	43	57	57	49	48	75	77
Hispanic/Latino	83	104	116	138	157	148	149	172	210	224
American Indian/Alaska Native	15	13	7	10	10	14	10	6	4	9
More than one race	15	24	33	47	44	52	64	82	93	106
White/Unknown	1,123	1,166	1,248	1,330	1,376	1,394	1,359	1,424	1,596	1,588
International	68	63	59	64	54	57	58	56	66	81
<b>Total Enrollment</b>	<b>1,405</b>	<b>1,482</b>	<b>1,596</b>	<b>1,727</b>	<b>1,801</b>	<b>1,831</b>	<b>1,801</b>	<b>1,889</b>	<b>2,167</b>	<b>2,239</b>
<b>Students of Color Total</b>	<b>214</b>	<b>253</b>	<b>289</b>	<b>333</b>	<b>371</b>	<b>380</b>	<b>384</b>	<b>409</b>	<b>505</b>	<b>570</b>
<b>Students of Color as % of Total*</b>	<b>16%</b>	<b>18%</b>	<b>19%</b>	<b>20%</b>	<b>21%</b>	<b>21%</b>	<b>22%</b>	<b>22%</b>	<b>24%</b>	<b>26%</b>

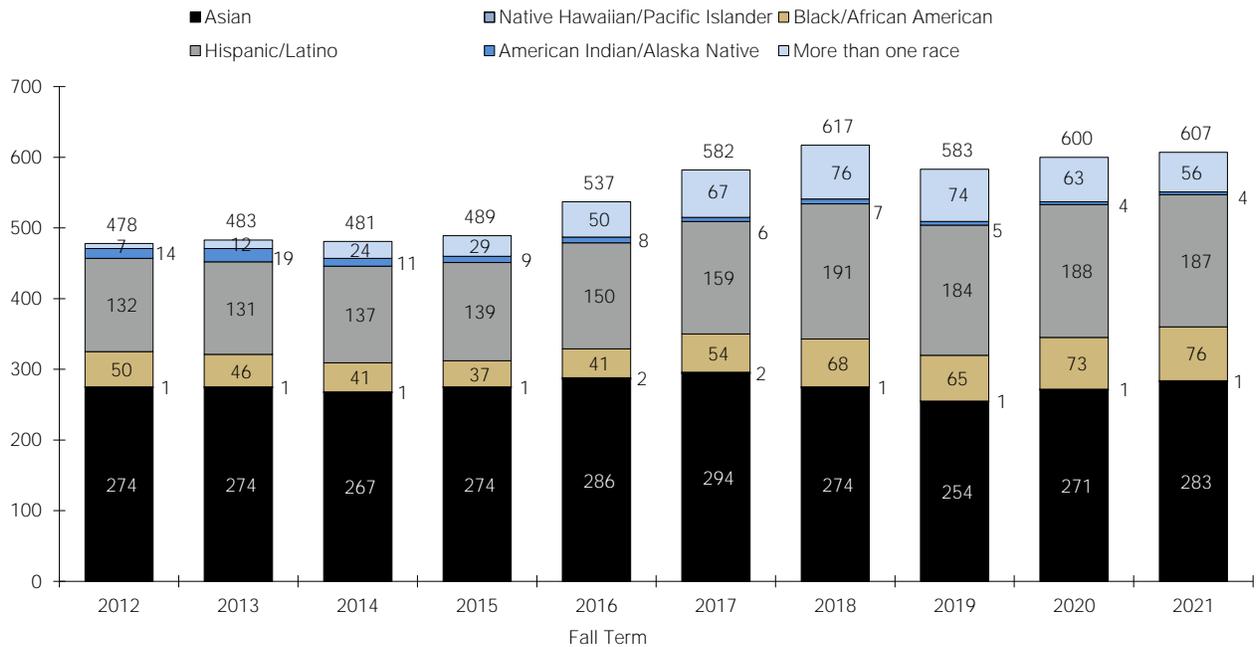
Race/Ethnicity	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Asian	4.3%	4.6%	5.1%	5.4%	5.6%	5.8%	6.1%	5.2%	5.7%	6.8%
Native Hawaiian/Pacific Islander	0.2%	0.1%	0.3%	0.1%	0.1%	0.1%	0.1%	0.1%	0.0%	0.1%
Black/African American	2.7%	2.9%	3.0%	2.5%	3.2%	3.1%	2.7%	2.5%	3.5%	3.4%
Hispanic/Latino	5.9%	7.0%	7.3%	8.0%	8.7%	8.1%	8.3%	9.1%	9.7%	10.0%
American Indian/Alaska Native	1.1%	0.9%	0.4%	0.6%	0.6%	0.8%	0.6%	0.3%	0.2%	0.4%
More than one race	1.1%	1.6%	2.1%	2.7%	2.4%	2.8%	3.6%	4.3%	4.3%	4.7%
White/Unknown	79.9%	78.7%	78.2%	77.0%	76.4%	76.1%	75.5%	75.4%	73.7%	70.9%
International	4.8%	4.3%	3.7%	3.7%	3.0%	3.1%	3.2%	3.0%	3.0%	3.6%

The numbers of graduate students of color have consistently increased over the last several years, peaking at 570 (26%) in Fall 2021.

\* Students of color 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	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Asian	274	274	267	274	286	294	274	254	271	283
Native Hawaiian/Pacific Islander	1	1	1	1	2	2	1	1	1	1
Black/African American	50	46	41	37	41	54	68	65	73	76
Hispanic/Latino	132	131	137	139	150	159	191	184	188	187
American Indian/Alaska Native	14	19	11	9	8	6	7	5	4	4
More than one race	7	12	24	29	50	67	76	74	63	56
White/Unknown	1,313	1,298	1,353	1,349	1,344	1,347	1,368	1,296	1,262	1,201
International	11	10	5	5	6	10	12	13	23	21
<b>Total Enrollment</b>	<b>1,802</b>	<b>1,791</b>	<b>1,839</b>	<b>1,843</b>	<b>1,887</b>	<b>1,939</b>	<b>1,997</b>	<b>1,892</b>	<b>1,885</b>	<b>1,829</b>
<b>Students of Color Total</b>	<b>478</b>	<b>483</b>	<b>481</b>	<b>489</b>	<b>537</b>	<b>582</b>	<b>617</b>	<b>583</b>	<b>600</b>	<b>607</b>
<b>Students of Color as % of Total**</b>	<b>27%</b>	<b>27%</b>	<b>26%</b>	<b>27%</b>	<b>29%</b>	<b>30%</b>	<b>31%</b>	<b>31%</b>	<b>32%</b>	<b>34%</b>

Race/Ethnicity	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Asian	15.2%	15.3%	14.5%	14.9%	15.2%	15.2%	13.7%	13.4%	14.4%	15.5%
Native Hawaiian/Pacific Islander	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
Black/African American	2.8%	2.6%	2.2%	2.0%	2.2%	2.8%	3.4%	3.4%	3.9%	4.2%
Hispanic/Latino	7.3%	7.3%	7.4%	7.5%	7.9%	8.2%	9.6%	9.7%	10.0%	10.2%
American Indian/Alaska Native	0.8%	1.1%	0.6%	0.5%	0.4%	0.3%	0.4%	0.3%	0.2%	0.2%
More than one race	0.4%	0.7%	1.3%	1.6%	2.6%	3.5%	3.8%	3.9%	3.3%	3.1%
White/Unknown	72.9%	72.5%	73.6%	73.2%	71.2%	69.5%	68.5%	68.5%	66.9%	65.7%
International	0.6%	0.6%	0.3%	0.3%	0.3%	0.5%	0.6%	0.7%	1.2%	1.1%

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

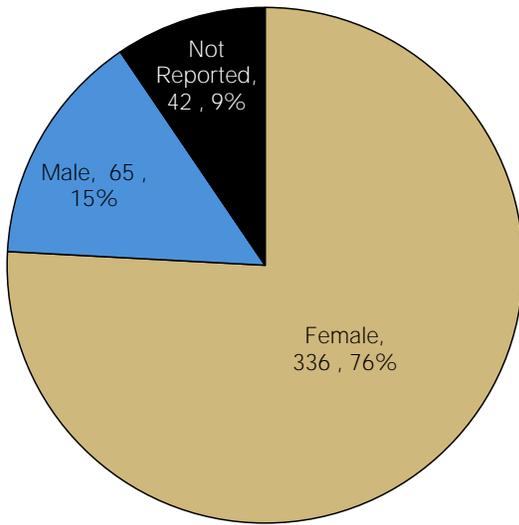
From the fall semester of 2010, the percentage of health professional students of color at the Anschutz Medical Campus has climbed from 24% (377) in Fall 2010 to 34% (607) enrolled Fall 2021.

\*\* Students of color 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."

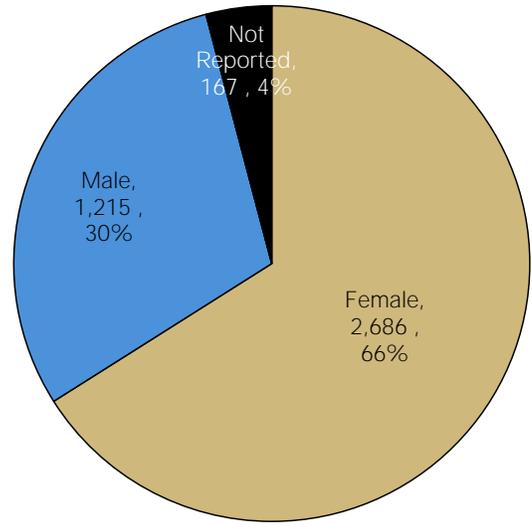
University of Colorado Denver  
Anschutz Medical Campus  
Fall Headcount Enrollment by Sex, Fall 2021

Undergraduate Enrollment



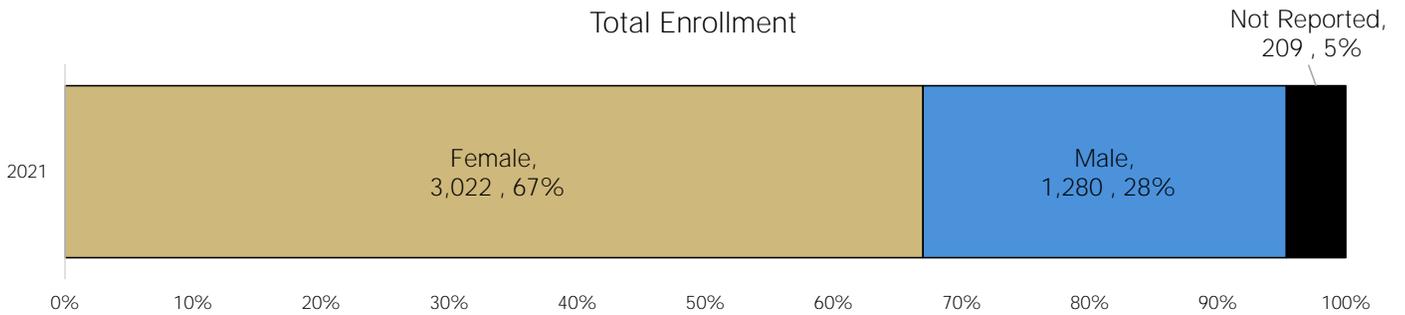
Female Male X Not Reported

Graduate Enrollment



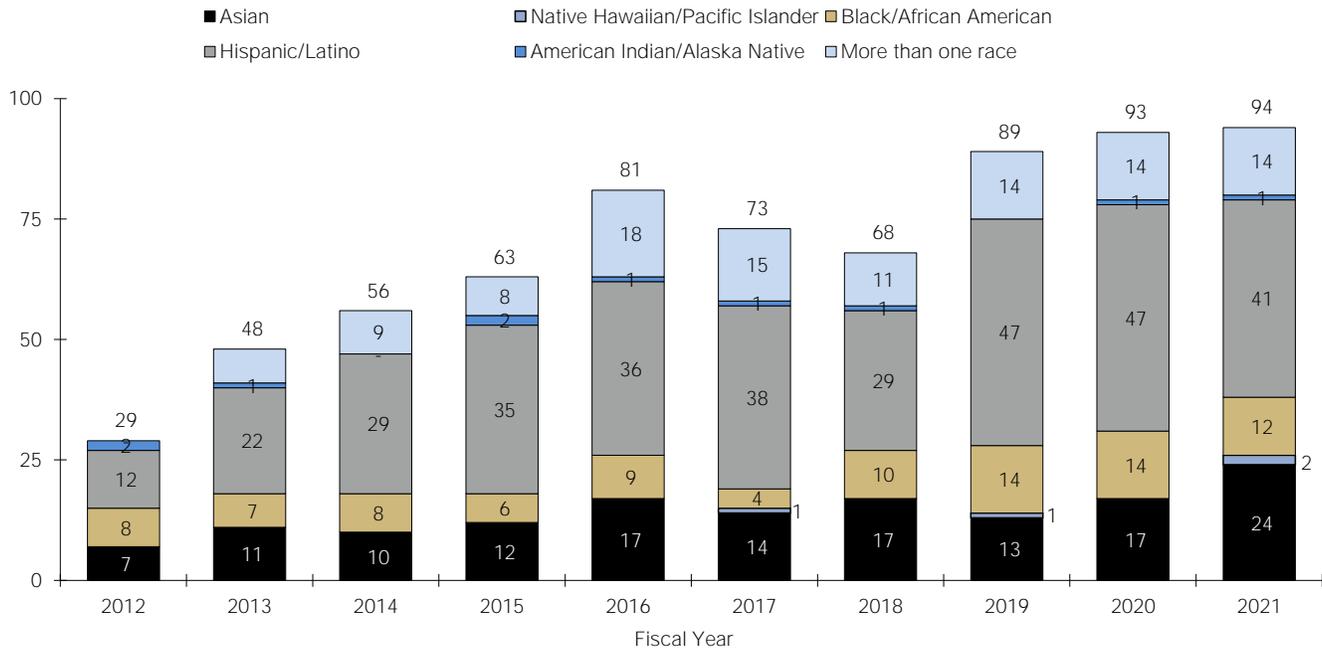
Female Male X Not Reported

Total Enrollment



	2016	2017	2018	2019	2020	2021
<b>Undergraduate Enrollment</b>						
Female	406	408	425	414	377	336
Male	73	82	79	72	77	65
X	-	-	-	-	-	-
Not Reported	-	4	24	25	16	42
<b>Total</b>	<b>479</b>	<b>494</b>	<b>528</b>	<b>511</b>	<b>470</b>	<b>443</b>
<b>Graduate + Professional Enrollment</b>						
Female	2,457	2,531	2,519	2,482	2,668	2,686
Male	1,231	1,228	1,245	1,201	1,235	1,215
X	-	-	-	-	-	-
Not Reported	-	11	34	98	149	167
<b>Total</b>	<b>3,688</b>	<b>3,770</b>	<b>3,798</b>	<b>3,781</b>	<b>4,052</b>	<b>4,068</b>
<b>Total Enrollment</b>						
Female	2,863	2,939	2,944	2,896	3,045	3,022
Male	1,304	1,310	1,324	1,273	1,312	1,280
X	-	-	-	-	-	-
Not Reported	-	15	58	123	165	209
<b>Total</b>	<b>4,167</b>	<b>4,264</b>	<b>4,326</b>	<b>4,292</b>	<b>4,522</b>	<b>4,511</b>

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



Race/Ethnicity	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Asian	7	11	10	12	17	14	17	13	17	24
Native Hawaiian/Pacific Islander	-	-	-	-	-	1	-	1	-	2
Black/African American	8	7	8	6	9	4	10	14	14	12
Hispanic/Latino	12	22	29	35	36	38	29	47	47	41
American Indian/Alaska Native	2	1	-	2	1	1	1	-	1	1
More than one race	-	7	9	8	18	15	11	14	14	14
White/Unknown	176	185	212	242	239	236	225	238	234	191
International	1	-	2	-	1	-	-	2	1	-
<b>Total Degrees Awarded</b>	<b>206</b>	<b>233</b>	<b>270</b>	<b>305</b>	<b>321</b>	<b>309</b>	<b>293</b>	<b>329</b>	<b>328</b>	<b>285</b>
Students of Color Total	29	48	56	63	81	73	68	89	93	94
Students of Color as % of Total*	14%	21%	21%	21%	25%	24%	23%	27%	28%	33%

Race/Ethnicity	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Asian	3.4%	4.7%	3.7%	3.9%	5.3%	4.5%	5.8%	4.0%	5.2%	8.4%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.0%	0.3%	0.0%	0.7%
Black/African American	3.9%	3.0%	3.0%	2.0%	2.8%	1.3%	3.4%	4.3%	4.3%	4.2%
Hispanic/Latino	5.8%	9.4%	10.7%	11.5%	11.2%	12.3%	9.9%	14.3%	14.3%	14.4%
American Indian/Alaska Native	1.0%	0.4%	0.0%	0.7%	0.3%	0.3%	0.3%	0.0%	0.3%	0.4%
More than one race	0.0%	3.0%	3.3%	2.6%	5.6%	4.9%	3.8%	4.3%	4.3%	4.9%
White/Unknown	85.4%	79.4%	78.5%	79.3%	74.5%	76.4%	76.8%	72.3%	71.3%	67.0%
International	0.5%	0.0%	0.7%	0.0%	0.3%	0.0%	0.0%	0.6%	0.3%	0.0%

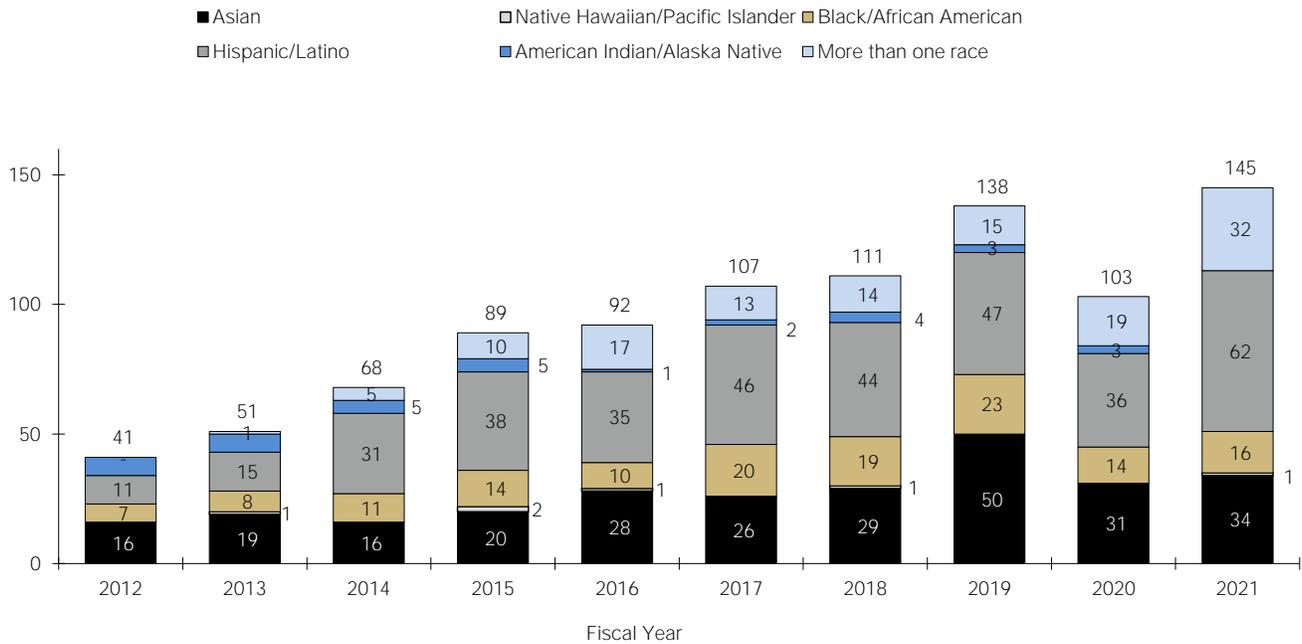
The number of baccalaureate degrees awarded to students of color at the Anschutz Medical Campus reached a high of 94 in fiscal year 2021, representing 33% of the number of undergraduate degrees.

\* Students of color 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	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Asian	16	19	16	20	28	26	29	50	31	34
Native Hawaiian/Pacific Islander	-	1	-	2	1	-	1	-	-	1
Black/African American	7	8	11	14	10	20	19	23	14	16
Hispanic/Latino	11	15	31	38	35	46	44	47	36	62
American Indian/Alaska Native	7	7	5	5	1	2	4	3	3	-
More than one race	-	1	5	10	17	13	14	15	19	32
White/Unknown	275	309	363	365	415	437	456	482	447	479
International	22	16	16	10	18	20	16	26	10	9
<b>Total Degrees Awarded</b>	<b>338</b>	<b>376</b>	<b>447</b>	<b>464</b>	<b>525</b>	<b>564</b>	<b>583</b>	<b>646</b>	<b>560</b>	<b>633</b>
Students of Color Total	41	51	68	89	92	107	111	138	103	145
Students of Color as % of Total*	13%	14%	16%	20%	18%	20%	20%	22%	19%	23%

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Asian	4.7%	5.1%	3.6%	4.3%	5.3%	4.6%	5.0%	7.7%	5.5%	5.4%
Native Hawaiian/Pacific Islander	0.0%	0.3%	0.0%	0.4%	0.2%	0.0%	0.2%	0.0%	0.0%	0.2%
Black/African American	2.1%	2.1%	2.5%	3.0%	1.9%	3.5%	3.3%	3.6%	2.5%	2.5%
Hispanic/Latino	3.3%	4.0%	6.9%	8.2%	6.7%	8.2%	7.5%	7.3%	6.4%	9.8%
American Indian/Alaska Native	2.1%	1.9%	1.1%	1.1%	0.2%	0.4%	0.7%	0.5%	0.5%	0.0%
More than one race	0.0%	0.3%	1.1%	2.2%	3.2%	2.3%	2.4%	2.3%	3.4%	5.1%
White/Unknown	81.4%	82.2%	81.2%	78.7%	79.0%	77.5%	78.2%	74.6%	79.8%	75.7%
International	6.5%	4.3%	3.6%	2.2%	3.4%	3.5%	2.7%	4.0%	1.8%	1.4%

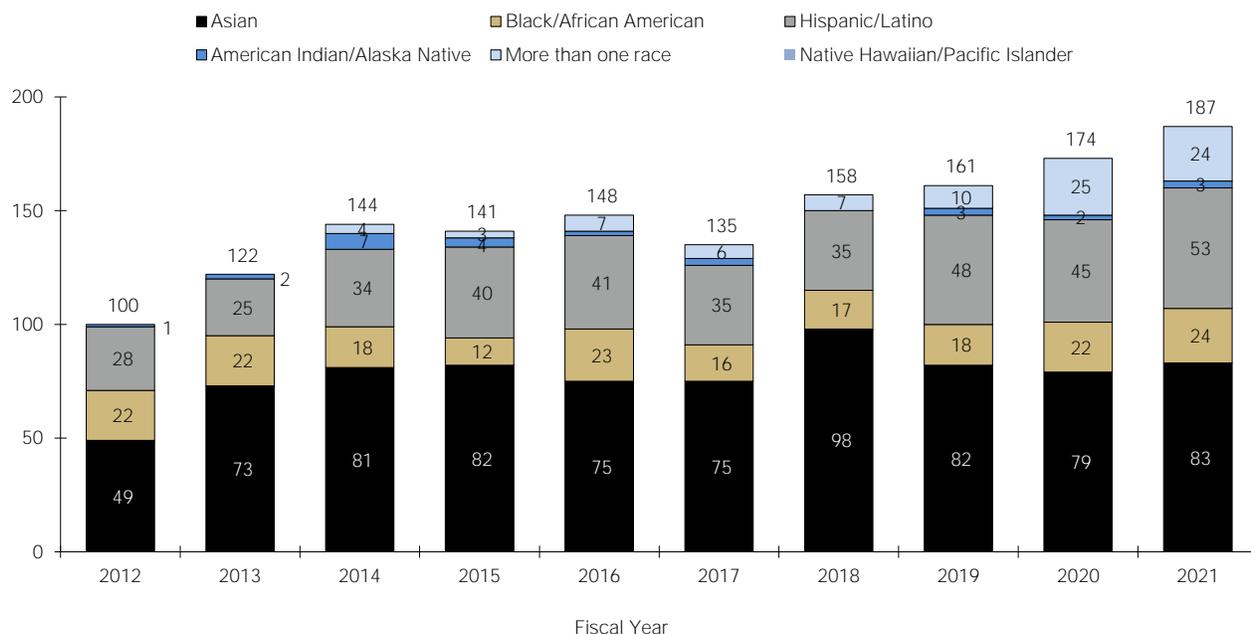
The proportion of graduate degrees conferred to students of color at the Anschutz Medical Campus has ranged from 11 to 23 percent between 2010 and 2021. The most recent year reflects the most degrees awarded to students of color (145), representing 23% of those degrees.

\* Students of color 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	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Asian	49	73	81	82	75	75	98	82	79	83
Native Hawaiian/Pacific Islander	-	-	-	-	-	-	1	-	1	-
Black/African American	22	22	18	12	23	16	17	18	22	24
Hispanic/Latino	28	25	34	40	41	35	35	48	45	53
American Indian/Alaska Native	1	2	7	4	2	3	-	3	2	3
More than one race	-	-	4	3	7	6	7	10	25	24
White/Unknown	409	410	363	384	379	396	391	341	359	359
International	20	17	20	24	28	14	11	24	26	29
<b>Total Degrees Awarded</b>	<b>529</b>	<b>549</b>	<b>527</b>	<b>549</b>	<b>555</b>	<b>545</b>	<b>560</b>	<b>526</b>	<b>559</b>	<b>575</b>
<b>Students of Color Total</b>	<b>100</b>	<b>122</b>	<b>144</b>	<b>141</b>	<b>148</b>	<b>135</b>	<b>158</b>	<b>161</b>	<b>174</b>	<b>187</b>
<b>Students of Color as % of Total*</b>	<b>20%</b>	<b>23%</b>	<b>28%</b>	<b>27%</b>	<b>28%</b>	<b>25%</b>	<b>29%</b>	<b>32%</b>	<b>33%</b>	<b>34%</b>

Race/Ethnicity	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Asian	9.3%	13.3%	15.4%	14.9%	13.5%	13.8%	17.5%	15.6%	14.1%	14.4%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%	0.2%	0.0%
Black/African American	4.2%	4.0%	3.4%	2.2%	4.1%	2.9%	3.0%	3.4%	3.9%	4.2%
Hispanic/Latino	5.3%	4.6%	6.5%	7.3%	7.4%	6.4%	6.3%	9.1%	8.1%	9.2%
American Indian/Alaska Native	0.2%	0.4%	1.3%	0.7%	0.4%	0.6%	0.0%	0.6%	0.4%	0.5%
More than one race	0.0%	0.0%	0.8%	0.5%	1.3%	1.1%	1.3%	1.9%	4.5%	4.2%
White/Unknown	77.3%	74.7%	68.9%	69.9%	68.3%	72.7%	69.8%	64.8%	64.2%	62.4%
International	3.8%	3.1%	3.8%	4.4%	5.0%	2.6%	2.0%	4.6%	4.7%	5.0%

FY 2021 reflects the highest percentage (34%) of professional practice degrees that were conferred to students of color.

\* Students of color 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."



## Faculty and Staff Diversity

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

University of Colorado Anschutz Medical Campus  
Full-Time Faculty and Staff, Fall 2021

Notes: Includes all employees reported for IPEDS HR for Fall 2021. 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.

\*\*Prior to Fall 2016:

- Clinical job codes, except for clinical teaching (C/T), were counted under "Primarily Public Service."
- C/T Faculty were counted in the "Instructional" section under "Other."

Beginning Fall 2016:

- The "Public Service" and "Research" sections were combined.
- Clinical Practice faculty are counted in the new "Research and Public Service" section.
- All other Clinical Faculty, including C/T, are counted in the "Other, Including Clinical" row of the "Instructional Faculty" section.

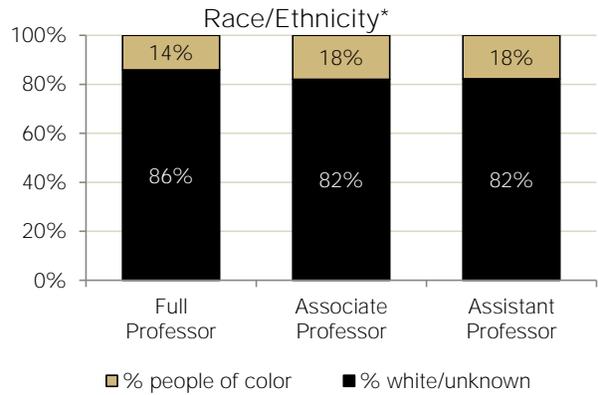
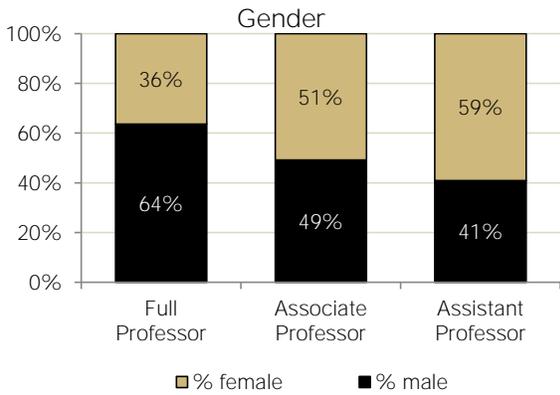
ANSCHUTZ MEDICAL CAMPUS

	Total	Sex						Race/Ethnicity											Military <sup>2</sup>	
		Female		Male		No Reported Sex		People of Color <sup>1</sup>		American Indian/Alaska Native	Asian	Black/African American	Hispanic/Latino	Native Hawaiian/Pacific Islander	More than one race	White	Unknown	Inter-national <sup>1</sup>	#	%
		#	%	#	%	#	%	#	%	#	#	#	#	#	#	#	#	#	#	%
<b>Faculty</b>	<b>5,046</b>	<b>3,088</b>	<b>61%</b>	<b>1,958</b>	<b>39%</b>	-	0%	<b>802</b>	<b>16%</b>	<b>8</b>	<b>432</b>	<b>55</b>	<b>253</b>	<b>5</b>	<b>49</b>	<b>3,253</b>	<b>847</b>	<b>144</b>	<b>114</b>	<b>2%</b>
Instructional Faculty	4,110	2,557	62%	1,553	38%	-	0%	586	14%	8	301	43	189	4	41	2,770	725	29	98	2%
Tenured/Tenure Track	2,333	1,186	51%	1,147	49%	-	0%	390	17%	7	222	26	109	3	23	1,576	346	21	38	2%
Full Professor	585	213	36%	372	64%	-	0%	82	14%	2	45	1	26	-	8	457	44	2	15	3%
Associate Professor	722	367	51%	355	49%	-	0%	129	18%	1	71	8	44	2	3	515	76	2	12	2%
Assistant Professor	1,026	606	59%	420	41%	-	0%	179	18%	4	106	17	39	1	12	604	226	17	11	1%
Non-Tenure Track	1,777	1,371	77%	406	23%	-	0%	196	11%	1	79	17	80	1	18	1,194	379	8	60	3%
Instructor/Sr. Instructor	1,638	1,267	77%	371	23%	-	0%	175	11%	1	70	16	69	1	18	1,088	369	6	49	3%
Other	139	104	75%	35	25%	-	0%	21	15%	-	9	1	11	-	-	106	10	2	11	8%
Research and Public Service Faculty**	936	531	57%	405	43%	-	0%	216	26%	-	131	12	64	1	8	483	122	115	16	2%
<b>Staff</b>	<b>5,558</b>	<b>3,676</b>	<b>66%</b>	<b>1,863</b>	<b>34%</b>	<b>19</b>	<b>2873%</b>	<b>1,493</b>	<b>27%</b>	<b>34</b>	<b>431</b>	<b>271</b>	<b>669</b>	<b>11</b>	<b>77</b>	<b>3,014</b>	<b>1,004</b>	<b>47</b>	<b>94</b>	<b>2%</b>
Officers	22	9	41%	13	59%	-	0%	2	9%	-	-	1	1	-	-	18	2	-	2	9%
With Faculty Status	8	3	38%	5	63%	-	0%	2	25%	-	-	1	1	-	-	6	-	-	1	13%
Without Faculty Status	14	6	43%	8	57%	-	0%	-	0%	-	-	-	-	-	-	12	2	-	1	7%
Management/Other Professionals/Support Staff	5,536	3,667	66%	1,850	33%	19	2868%	1,491	27%	34	431	270	668	11	77	2,996	1,002	47	92	2%
With Faculty Status	1,531	1,069	70%	462	30%	-	0%	367	24%	13	128	26	173	3	24	938	205	21	19	1%
Exempt Professionals	3,724	2,480	67%	1,225	33%	19	2853%	1,003	27%	18	291	206	432	6	50	1,915	780	26	61	2%
Classified Staff	281	118	42%	163	58%	-	0%	121	43%	3	12	38	63	2	3	143	17	-	12	4%
<b>Faculty/Staff Total</b>	<b>10,604</b>	<b>6,764</b>	<b>64%</b>	<b>3,821</b>	<b>36%</b>	<b>19</b>	<b>2979%</b>	<b>2,295</b>	<b>22%</b>	<b>42</b>	<b>863</b>	<b>326</b>	<b>922</b>	<b>16</b>	<b>126</b>	<b>6,267</b>	<b>1,851</b>	<b>191</b>	<b>208</b>	<b>2%</b>

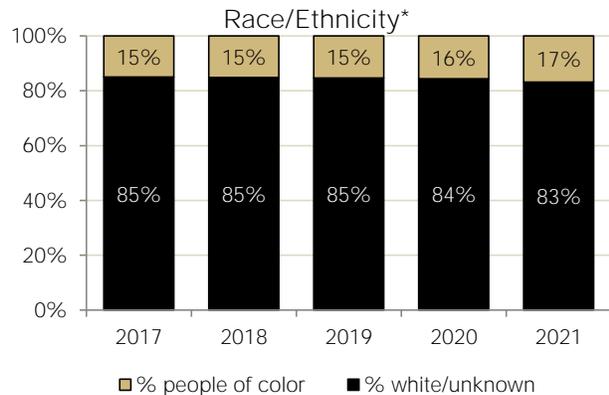
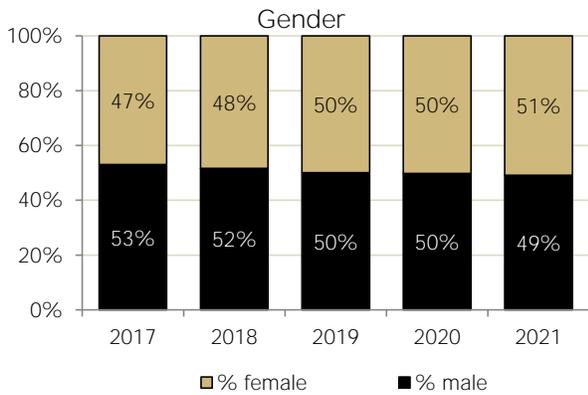
1 "Nonresident alien" is a category reported within race/ethnicity in the IPEDS HR survey. The race/ethnicity categories are meant to reflect U.S./domestic categories of race and ethnicity.

2 Military includes employees who have identified as current or former members of the Armed Forces, including both protected veterans and other veterans. The information is self-reported through the campus portal.

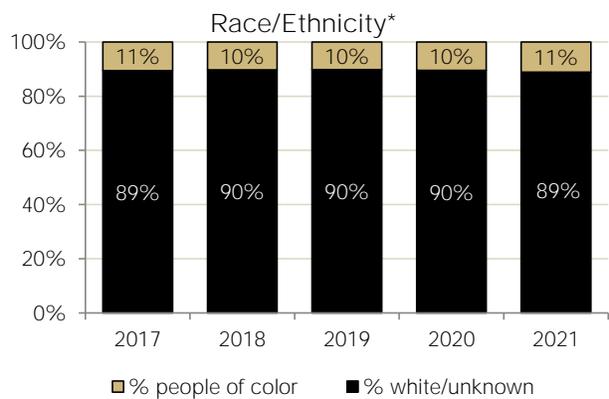
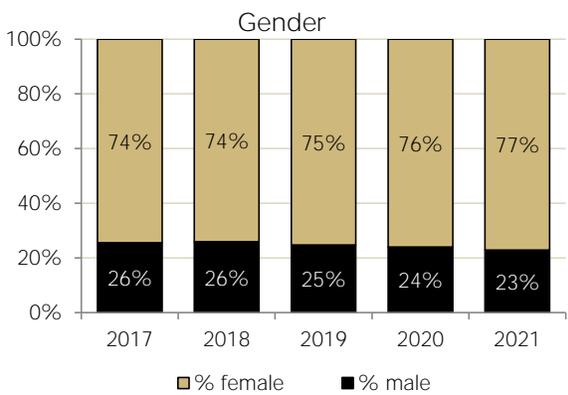
University of Colorado Denver  
Anschutz Medical Campus  
Instructional Faculty, Fall 2021  
Tenured/Tenure Track



Instructional Faculty, Fall 2017 - Fall 2021  
Tenured/Tenure Track Faculty  
All Ranks Combined

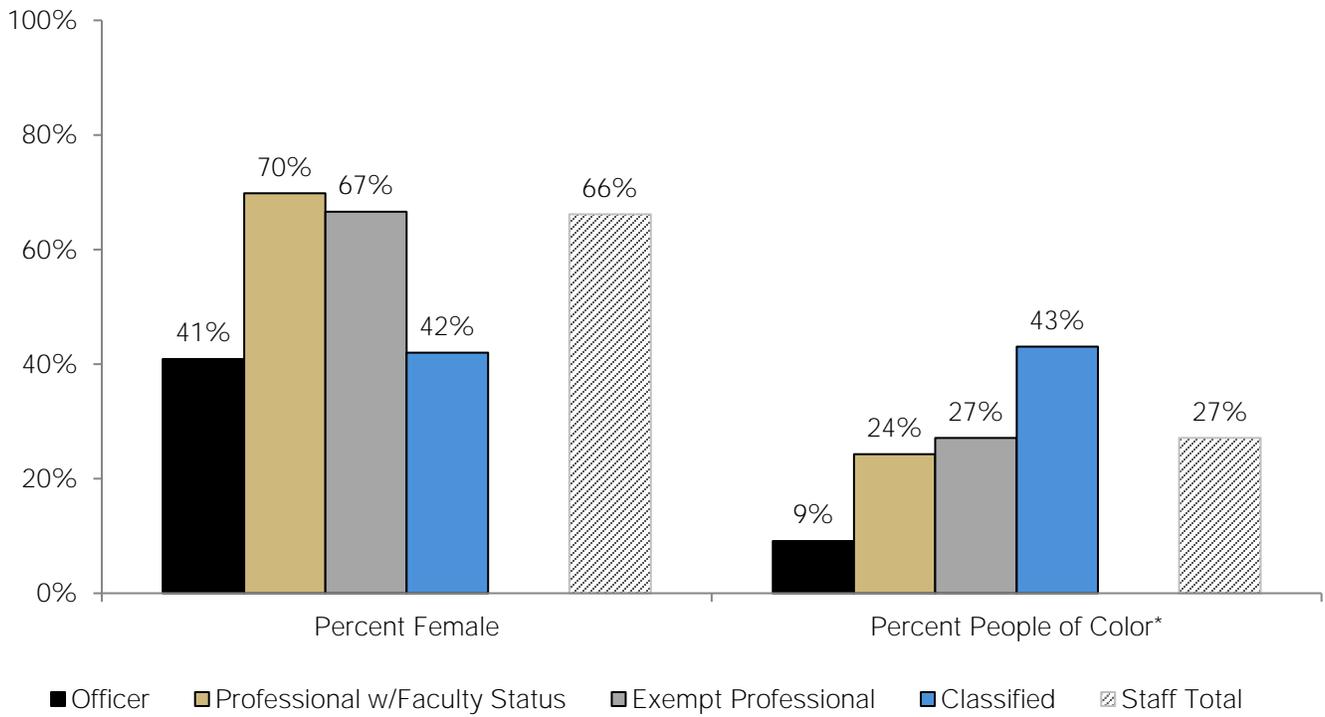


Non-Tenure Track Faculty



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

University of Colorado Denver  
 Anschutz Medical Campus  
 Staff Diversity, Fall 2021



Females represent just under half of the classified (47%) and university officers (44%) as well as more than half of exempt professional (67%) and professionals with faculty status (69%). People of color constitute lower proportions of each of those same categories.

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



University of Colorado

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## **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 2021**

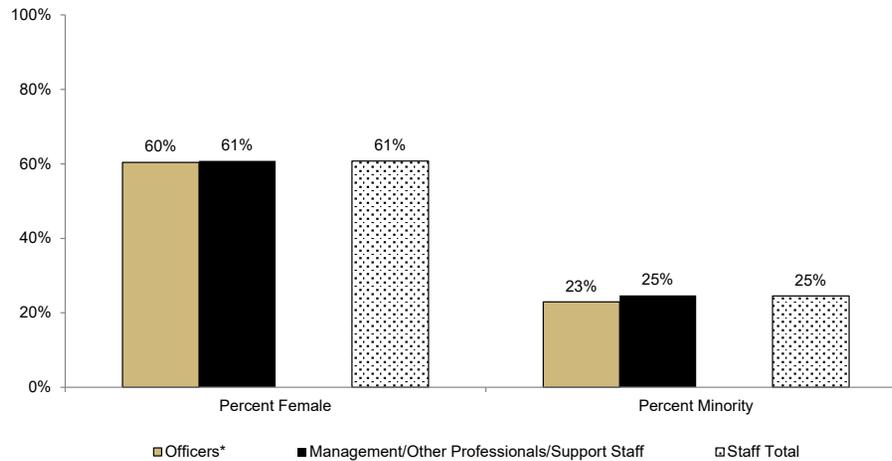
Notes: Includes all employees reported for IPEDS HR for Fall 2021. Excludes student and other temporary employees.  
People of Color total includes more than one race and excludes white, unknown, international. People of Color percentage is count divided by total population (excluding International).

	Total	Sex				Race/Ethnicity										Military
		Female (F)		Male (M)		People of Color		American Indian/Alaska Native	Asian	Black/African American	Hispanic/Latino	More than one race/ethnicity	White	Unknown	International	Protected Veterans <sup>1</sup>
		#	%	#	%	#	%	#	#	#	#	#	#	#	#	#
<b>Staff Total</b>	<b>530</b>	<b>322</b>	<b>61%</b>	<b>208</b>	<b>39%</b>	<b>130</b>	<b>25%</b>	<b>1</b>	<b>54</b>	<b>17</b>	<b>50</b>	<b>8</b>	<b>370</b>	<b>30</b>	<b>0</b>	<b>9</b>
Officers*	48	29	60%	19	40%	11	23%		3	2	4	2	36	1	0	2
Management/Other Professionals/Support Staff	482	293	61%	189	39%	119	25%	1	51	15	46	6	334	29	0	7

\*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.

<sup>1</sup> Military includes employees who have identified as Protected Class veterans. This is self-reported in the employee portal. Protected Class veterans is a subset of all military veterans, limited to (1) disabled veterans, (2) recently separated veterans (three-year period after discharge), (3) active duty wartime or campaign badge veteran, or (4) Armed Forces service medal veterans. Dependents of veterans and discharged veterans beyond the three-year period after discharge are not included in the count of Protected Veterans.

**University of Colorado System Administration  
Staff Diversity by Occupational Category, Fall 2021**



# Statewide Enrollment Diversity

Fall 2020 Resident Enrollment, Colorado Public Four-Year Institutions

Fall 2020 Resident Enrollment, Colorado Public Four-Year Institutions

	Hispanic/ Latino	Black or African American	American Indian 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 Resident	Total Resident BIPOC <sup>b</sup>	Percent Resident BIPOC <sup>c</sup>	Share of CO BIPOC Resident Enrollment	Share of CO Total Resident Enrollment
<b>Undergraduate</b>	23,324	4,179	509	5,032	199	5,474	64,291	1,997	374	105,379	38,717	37%	100.0%	100.0%
University of Colorado System	7,202	1,343	89	2,914	43	2,505	21,619	335	65	36,115	14,096	39%	36.4%	34.3%
University of Colorado Boulder	2,783	347	23	1,449	18	1,188	11,625	104	33	17,570	5,808	33%	15.0%	16.7%
University of Colorado Colorado Springs	1,749	390	31	298	12	726	5,492	142	11	8,851	3,206	36%	8.3%	8.4%
University of Colorado Denver	2,600	586	35	1,132	11	569	4,223	79	21	9,256	4,933	53%	12.7%	8.8%
University of Colorado Anschutz	70	20	-	35	2	22	279	10	-	438	149	34%	0.4%	0.4%
Adams State University	587	56	15	10	6	39	507	154	-	1,374	713	52%	1.8%	1.3%
Colorado Mesa University	1,731	122	40	107	14	273	5,447	238	1	7,973	2,287	29%	5.9%	7.6%
Colorado School of Mines	391	36	10	185	1	166	2,065	62	9	2,925	789	27%	2.0%	2.8%
Colorado State University System	5,261	1,094	148	854	67	1,172	18,825	466	283	28,170	8,596	31%	22.2%	26.7%
Colorado State University - Ft. Collins	2,983	415	54	517	20	789	12,128	134	50	17,090	4,778	28%	12.3%	16.2%
Colorado State University - Pueblo	1,121	152	15	37	9	148	1,380	99	4	2,965	1,482	50%	3.8%	2.8%
CSU-Global Campus	1,157	527	79	300	38	235	5,317	233	229	8,115	2,336	30%	6.0%	7.7%
Fort Lewis College	209	16	75	16	4	91	1,033	31	5	1,480	411	28%	1.1%	1.4%
Metropolitan State University of Denver	5,734	1,128	98	795	30	883	9,281	425	8	18,382	8,668	47%	22.4%	17.4%
University of Northern Colorado	1,794	292	24	140	10	292	4,389	74	3	7,018	2,552	36%	6.6%	6.7%
Western State Colorado University	415	92	10	11	24	53	1,125	212	-	1,942	605	31%	1.6%	1.8%
<b>Graduate</b>	2,606	923	110	1,142	38	777	15,867	820	281	22,564	5,596	25%	100.0%	100.0%
University of Colorado System	1,496	393	48	752	6	516	8,602	460	89	12,362	3,211	26%	57.4%	54.8%
University of Colorado Boulder	394	57	20	179	1	149	2,760	162	15	3,737	800	21%	14.3%	16.6%
University of Colorado Colorado Springs	224	66	8	58	1	95	1,172	46	10	1,680	452	27%	8.1%	7.4%
University of Colorado Denver	543	147	13	204	4	143	2,670	80	55	3,859	1,054	28%	2.7%	3.7%
University of Colorado Anschutz	335	123	7	311	-	129	2,000	172	9	3,086	905	29%	2.3%	2.9%
Adams State University	97	11	2	6	3	11	375	23	-	528	130	25%	2.3%	2.3%
Colorado Mesa University	8	-	1	3	-	2	82	4	1	101	14	14%	0.3%	0.4%
Colorado School of Mines	53	12	3	39	1	28	687	12	8	843	136	16%	2.4%	3.7%
Colorado State University System	820	481	49	314	24	186	5,202	300	180	7,556	1,874	25%	33.5%	33.5%
Colorado State University - Ft. Collins	229	33	6	88	1	88	2,184	130	18	2,777	445	16%	8.0%	12.3%
Colorado State University - Pueblo	52	15	1	5	-	5	132	11	3	224	78	35%	1.4%	1.0%
CSU-Global Campus	539	433	42	221	23	93	2,886	159	159	4,555	1,351	31%	24.1%	20.2%
Fort Lewis College	2	-	3	-	-	1	24	-	-	30	6	20%	0.1%	0.1%
Metropolitan State University of Denver	3	1	-	2	-	3	40	2	1	52	9	18%	0.2%	0.2%
University of Northern Colorado	106	23	4	23	4	25	626	10	2	823	185	23%	3.3%	3.6%
Western State Colorado University	21	2	-	3	-	5	229	9	-	269	31	12%	0.6%	1.2%
<b>Total</b>	25,930	5,102	619	6,174	237	6,251	80,158	2,817	655	127,943	44,313	35%	100.0%	100.0%

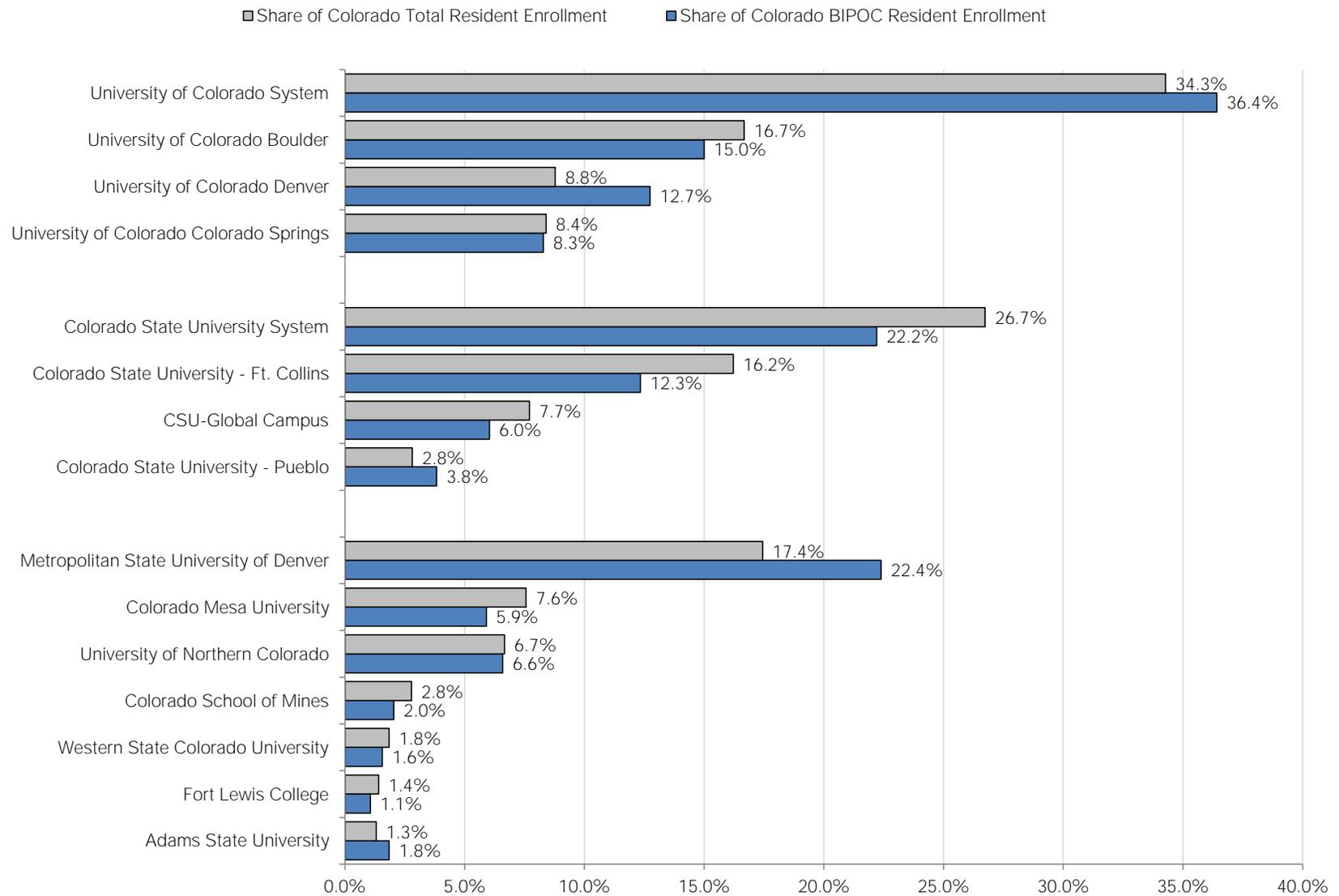
Source: Colorado Department of Higher Education Searchable Database, <http://higher.ed.colorado.gov/Data/Search.aspx> UCD splits from CU Denver Institutional Research. Based on SURDS enrollment files. Excludes students exclusively enrolled in extended studies programs. These data will not match other data provided in this report; this table is based on end-of-term enrollment whereas other data are based on census date enrollment. Additionally, total enrollment counts may not match other reported totals due to suppressed counts less than 10 that are hidden within the search tool.

<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> BIPOC (Black, Indigenous, People of Color) total includes individuals reported under "more than one race/ethnicity."

<sup>c</sup> The percent BIPOC calculation excludes non-resident aliens (International) as they are not included in the numerator or denominator.

## Resident Undergraduate Enrollment, Colorado Public Four-Year Institutions, Fall 2020



Source: Colorado Department of Higher Education, SURDS End-of-Term Enrollment; CU Anschutz Medical Campus excluded;

## Data Collection and Reporting of Race and Ethnicity

Beginning in 2011-2012, 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 were added to this report: one for Native Hawaiian or Other Pacific Islander (a new category) and a “more than one race” designation to capture those students and employees who identified with more than one race categories. Individuals who are reported as “more than one race” are included in minority totals.

The exact phrasing of the questions vary across platforms and institutions, but an example of the two-question format is shown below.

- 1) Are you Hispanic or Latino?  
 Yes  
 No
  
- 2) What is your race? Select one or more.  
 American Indian or Alaska Native  
 Asian  
 Black or African American  
 Native Hawaiian or Pacific Islander  
 White

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

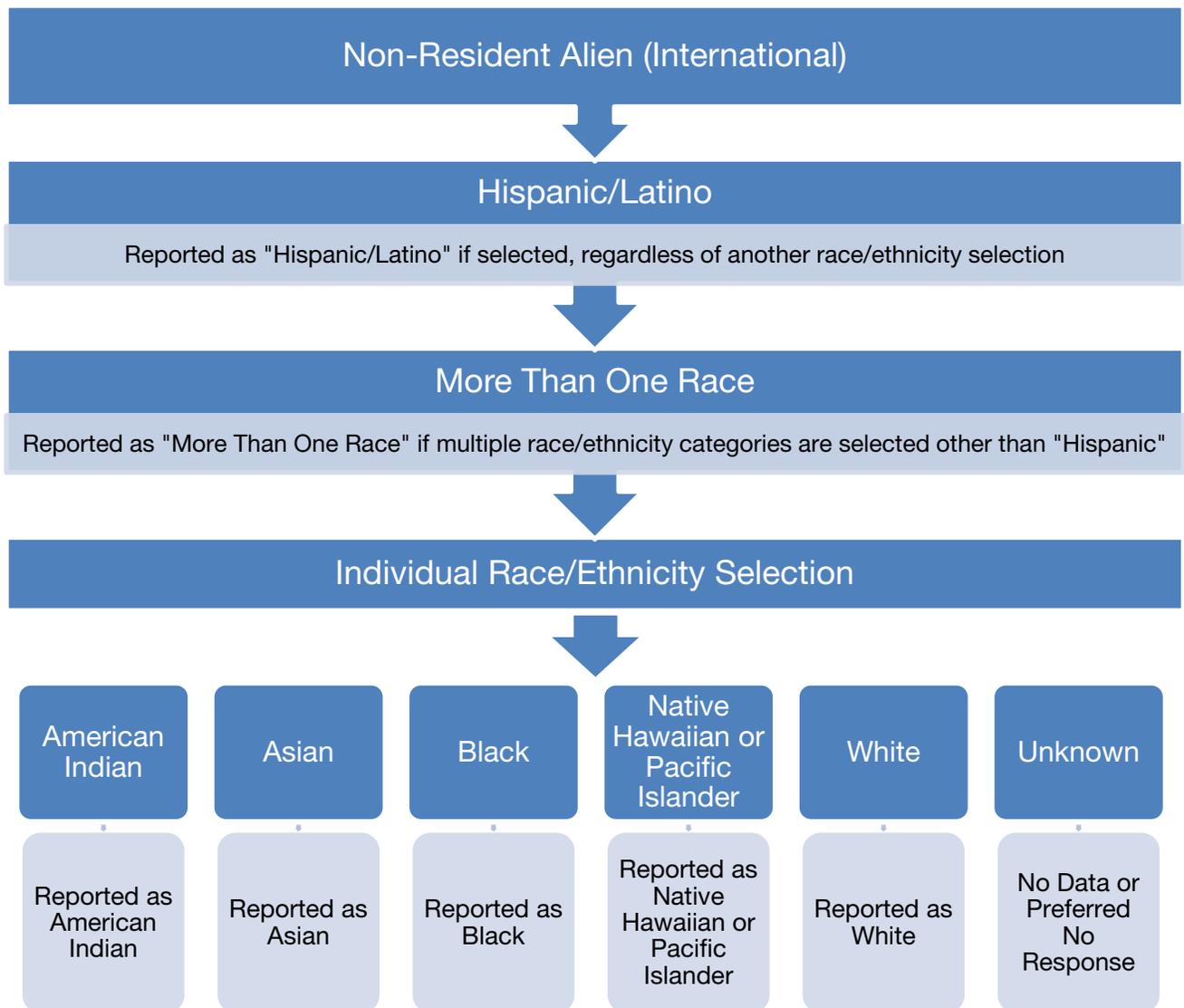
- **International (Non-Resident Alien)** – not a US citizen or permanent resident – from visa status. All international are reported as international regardless of responses to the two race-ethnicity questions.
- **Hispanic/Latino** – answered ‘yes’ to “Are you Hispanic, Chicano, Mexican, Latino, Cuban, 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 or Asian American** – 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

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 one race.

This IPEDS reporting rule resulted 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 or Latino students reported increased. 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.

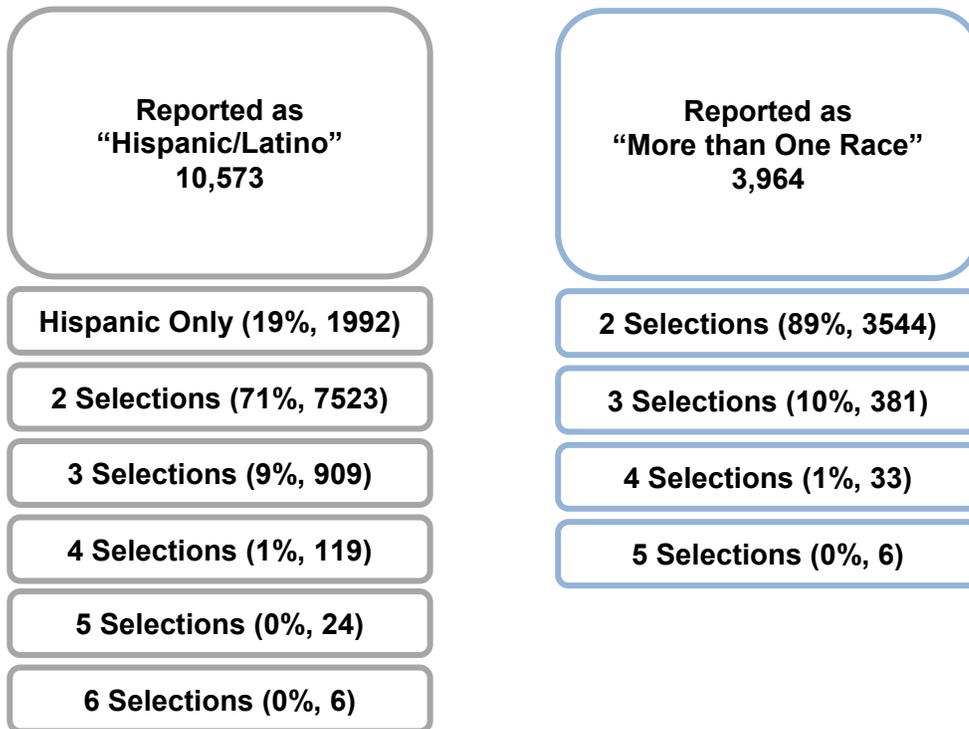
### Decision Tree for Reporting Race/Ethnicity

The diagram below shows the decision tree for implementing the IPEDS hierarchical reporting rule based on collecting multiple race/ethnicity categories. This process applies to both student and employee reporting in this report.



### How many race/ethnicity selections do students choose?

Implementing the IPEDS hierarchical reporting rule masks individuals who select more than one race/ethnicity category. The infographic below, based on Fall 2020 student enrollment, shows the percentage of students reported as “Non-Resident Alien”, “Hispanic or Latino”, or “Two or More Races” with the share identifying with multiple race/ethnicity categories.



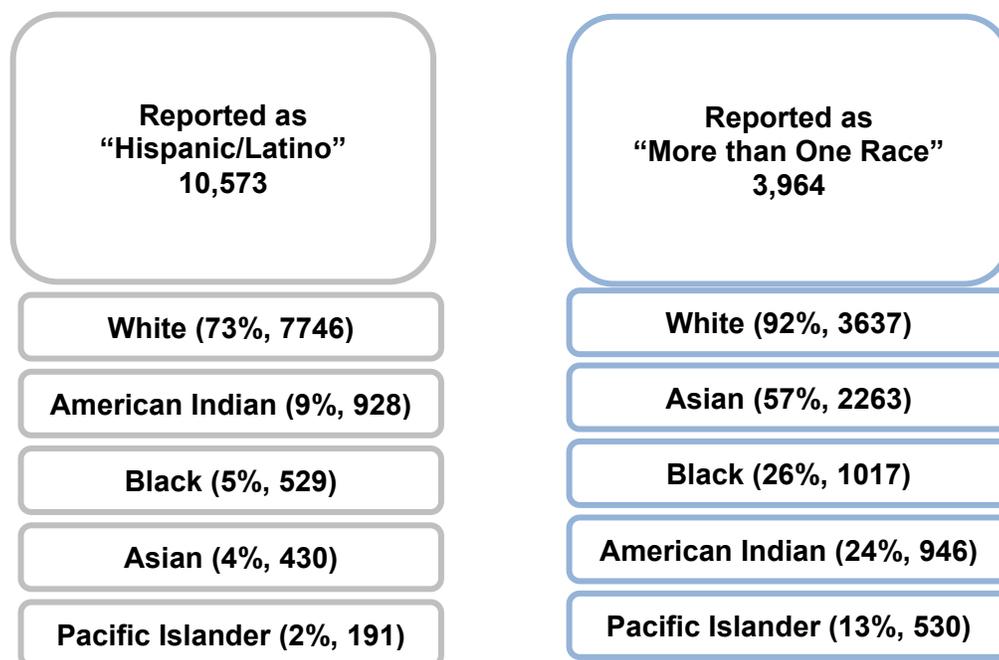
#### Notes from this analysis:

**Hispanic or Latino** – Only 19 percent of students reported as “Hispanic/Latino” identify as only Hispanic. A large majority, 81 percent, identify with at least one other demographic category but are reported only as “Hispanic/Latino.”

## IPEDS Hierarchical Reporting Masks Diversity

The infographic below, based on Fall 2020 student enrollment, shows the percentage of students reported as Non-Resident Alien, Hispanic or Latino, or “Two or More Races” with the share identifying with multiple categories.

Note that the sum and percentages of individual selections will exceed the total number reported due to multiple selections per individual. Individuals may select up to seven standard race/ethnicity categories, but sometimes even more depending on expanded selections as campuses.



### Notes from this analysis:

**American Indian** – 176 students identify ONLY as American Indian. An additional 928 of those reported as “Hispanic/Latino” and 946 of those reported as “More than One Race” identify as American Indian.

**Asian or Asian American** – 4,340 students identify ONLY as Asian. An additional 430 of those reported as “Hispanic/Latino” and 2,263 of those reported as “More than One Race” identify as Asian.

**Black or African American** – 2,073 students identify ONLY as Black or African-American. An additional 529 of those reported as “Hispanic/Latino” and 1,017 of those reported as “More than One Race” identify as Black or African-American.

**Native Hawaiian or Other Pacific Islander** – 73 students identify ONLY as Native Hawaiian or Pacific Islander. An additional 191 of those reported as “Hispanic/Latino” and 530 of those reported as “More than One Race” identify as Native Hawaiian or Pacific Islander.