Fiscal Strength
The University of Colorado focuses on improving policies, procedures and practices to ensure current and future sustainability, highlighting financial management and risk management.

Diversity, Inclusion, Equity & Access
The University of Colorado celebrates and recognizes the strength of diverse communities and perspectives. We are committed to creating an inclusive culture in pursuit of goals of excellence and meeting the needs of the state, nation and world.

Affordability & Student Success
The University of Colorado is devoted to helping our students reach their full potential. The focus areas within this pillar encourage the intellectual, personal and professional development of our students.

Discovery & Impact
At the University of Colorado, we believe research and healthcare are keystones to advancing knowledge, inspiring innovation, fostering creativity and improving the quality of life for Coloradans.
Affordability & Student Success

**Strategic Metrics**

- Graduation Rate (4 year) - Overall/URM
- Graduation Rate (6 year) - Overall/URM
- Retention Rate (First-time Freshman) - Overall/URM
- Percent of students, faculty and staff that participates in mental health training (new metric/data TBD)
- Assess faculty, staff, and student perceptions of the campus wellness culture (new metric/data TBD)
- Working groups have been asked to designate two – three questions from the ACHA - NCHA survey that can be tracked and measured over time (new metric/data TBD)

**Supporting Data**

- Enrollment (FTE)
- Online Enrollment
- Undergraduate Transfers to CU Colorado High School Graduate Population & Percent Directly Enrolling at CU
- Credit Load by Term (% Taking 15+ first fall term)
- Credit Load by Year (% Taking 30+ in 1st 3 terms)
- Degrees Awarded (degree recipients)
- Alumni Satisfaction Ratings
- Telehealth interactions (Anschutz)
- High School Concurrent Enrollment
- Pre-Collegiate Development Program
- Institutional Aid
- Student Loan Default Rates
- Average Undergraduate Student Debt
- Alumni Earnings Compared to Annual Debt Payment Ratio
- Out-of-Pocket Costs
- % of Total Documented Need Covered for Students w/ Need
- Total Aid for Students with Documented Need
- Tuition & Fees
- State Funding
- Average Cost of Attendance
Graduation Rates

**Boulder**

<table>
<thead>
<tr>
<th></th>
<th>Fall 2012</th>
<th>Fall 2013</th>
<th>Fall 2014</th>
<th>Fall 2015</th>
<th>Fall 2016</th>
<th>Fall 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>4-Year</td>
<td>47.4%</td>
<td>46.4%</td>
<td>49.8%</td>
<td>53.0%</td>
<td>57.3%</td>
<td>57.8%</td>
</tr>
<tr>
<td>6-Year</td>
<td>70.8%</td>
<td>69.0%</td>
<td>72.4%</td>
<td>74.0%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**UCCS**

<table>
<thead>
<tr>
<th></th>
<th>Fall 2011</th>
<th>Fall 2012</th>
<th>Fall 2013</th>
<th>Fall 2014</th>
<th>Fall 2015</th>
<th>Fall 2016</th>
<th>Fall 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>4-Year</td>
<td>23.0%</td>
<td>24.0%</td>
<td>25.0%</td>
<td>25.0%</td>
<td>23.0%</td>
<td>25.0%</td>
<td>28.2%</td>
</tr>
<tr>
<td>6-Year</td>
<td>43.2%</td>
<td>44.6%</td>
<td>45.2%</td>
<td>45.0%</td>
<td>44.1%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Denver**

<table>
<thead>
<tr>
<th></th>
<th>Fall 2011</th>
<th>Fall 2012</th>
<th>Fall 2013</th>
<th>Fall 2014</th>
<th>Fall 2015</th>
<th>Fall 2016</th>
<th>Fall 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>4-Year</td>
<td>23.1%</td>
<td>21.7%</td>
<td>24.0%</td>
<td>21.4%</td>
<td>24.5%</td>
<td>23.3%</td>
<td>27.9%</td>
</tr>
<tr>
<td>6-Year</td>
<td>44.8%</td>
<td>47.9%</td>
<td>51.7%</td>
<td>44.3%</td>
<td>48.0%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

FY 2020-21

- The graduation rate is based on first-time, full-time freshmen.
- The year indicates the entering fall cohort.
- The rate is the percentage of students who earned a degree within four/six years.
### 6-Year Graduation Rates – URM

<table>
<thead>
<tr>
<th></th>
<th>Boulder</th>
<th>UCCS</th>
<th>Denver</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>White</td>
<td>URM</td>
<td>White</td>
<td>URM</td>
</tr>
<tr>
<td>Fall 2010</td>
<td>71.3%</td>
<td>49.1%</td>
<td>47.1%</td>
<td>45.0%</td>
</tr>
<tr>
<td>Fall 2011</td>
<td>60.8%</td>
<td>38.6%</td>
<td>44.2%</td>
<td>42.2%</td>
</tr>
<tr>
<td>Fall 2012</td>
<td>60.6%</td>
<td>43.0%</td>
<td>45.0%</td>
<td>42.2%</td>
</tr>
<tr>
<td>Fall 2013</td>
<td>62.9%</td>
<td>47.0%</td>
<td>52.0%</td>
<td>39.0%</td>
</tr>
<tr>
<td>Fall 2014</td>
<td>70.4%</td>
<td>46.1%</td>
<td>52.0%</td>
<td>39.0%</td>
</tr>
<tr>
<td>Fall 2015</td>
<td>75.0%</td>
<td>47.0%</td>
<td>44.0%</td>
<td>46.0%</td>
</tr>
</tbody>
</table>

**FY 2020-21**

- The graduation rate is based on first-time, full-time freshmen.
- The year indicates the entering fall cohort.
- The rate is the percentage of students who earned a degree within four/six years.

Underrepresented Minorities (URM) includes only:
- American Indian or Alaskan Native
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander
6-Year Graduation Rates – Students of Color

**Boulder**

<table>
<thead>
<tr>
<th>Year</th>
<th>White</th>
<th>Students of Color</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall 2010</td>
<td>71.3%</td>
<td>65.5%</td>
</tr>
<tr>
<td>Fall 2011</td>
<td>70.5%</td>
<td>62.4%</td>
</tr>
<tr>
<td>Fall 2012</td>
<td>72.4%</td>
<td>66.2%</td>
</tr>
<tr>
<td>Fall 2013</td>
<td>70.4%</td>
<td>64.9%</td>
</tr>
<tr>
<td>Fall 2014</td>
<td>74.9%</td>
<td>66.1%</td>
</tr>
<tr>
<td>Fall 2015</td>
<td>75.4%</td>
<td>70.4%</td>
</tr>
</tbody>
</table>

**UCCS**

<table>
<thead>
<tr>
<th>Year</th>
<th>White</th>
<th>Students of Color</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall 2010</td>
<td>49.1%</td>
<td>39.7%</td>
</tr>
<tr>
<td>Fall 2011</td>
<td>43.0%</td>
<td>43.0%</td>
</tr>
<tr>
<td>Fall 2012</td>
<td>47.0%</td>
<td>39.5%</td>
</tr>
<tr>
<td>Fall 2013</td>
<td>46.1%</td>
<td>43.1%</td>
</tr>
<tr>
<td>Fall 2014</td>
<td>47.0%</td>
<td>42.0%</td>
</tr>
<tr>
<td>Fall 2015</td>
<td>45.4%</td>
<td>41.8%</td>
</tr>
</tbody>
</table>

**Denver**

<table>
<thead>
<tr>
<th>Year</th>
<th>White</th>
<th>Students of Color</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall 2010</td>
<td>47.1%</td>
<td>50.0%</td>
</tr>
<tr>
<td>Fall 2011</td>
<td>45.0%</td>
<td>45.0%</td>
</tr>
<tr>
<td>Fall 2012</td>
<td>52.0%</td>
<td>44.0%</td>
</tr>
<tr>
<td>Fall 2013</td>
<td>52.0%</td>
<td>51.0%</td>
</tr>
<tr>
<td>Fall 2014</td>
<td>44.0%</td>
<td>45.0%</td>
</tr>
<tr>
<td>Fall 2015</td>
<td>46.0%</td>
<td>49.0%</td>
</tr>
</tbody>
</table>

**FY 2020-21**

- The graduation rate is based on first-time, full-time freshmen.
- The year indicates the entering fall cohort.
- The rate is the percentage of students who earned a degree within four/six years.

Students of Color includes:
- American Indian or Alaskan Native
- Asian American
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander
- More than one race

Source: CU System & Campus Offices of Institutional Research
## Six-Year Graduation Rates

First-Time Full-Time Cohort, Fall 2015 through FY 2021

<table>
<thead>
<tr>
<th>Region</th>
<th>All</th>
<th>Resident</th>
<th>Non-Resident</th>
<th>White</th>
<th>Students of Color</th>
<th>URM</th>
<th>First Generation</th>
<th>Pell Recipients</th>
</tr>
</thead>
<tbody>
<tr>
<td>Boulder</td>
<td>74.0%</td>
<td>77.4%</td>
<td>70.1%</td>
<td>75.4%</td>
<td>70.4%</td>
<td>67.4%</td>
<td>64.9%</td>
<td>66.1%</td>
</tr>
<tr>
<td>UCCS</td>
<td>44.1%</td>
<td>44.8%</td>
<td>41.1%</td>
<td>45.4%</td>
<td>41.8%</td>
<td>39.3%</td>
<td>39.5%</td>
<td>40.4%</td>
</tr>
<tr>
<td>Denver</td>
<td>48.0%</td>
<td>49.2%</td>
<td>38.3%</td>
<td>46.0%</td>
<td>49.0%</td>
<td>46.0%</td>
<td>45.0%</td>
<td>51.0%</td>
</tr>
</tbody>
</table>

### FY 2020-21

- Six-year graduation rate is based on first-time, full-time freshmen.
- The rate is the percentage of students who earned a degree within six years.

Students of Color includes:
- American Indian or Alaskan Native (URM)
- Asian American
- Black or African American (URM)
- Hispanic or Latino (URM)
- Native Hawaiian or Other Pacific Islander (URM)
- More than one race
6-Year “Any-CU” Graduation Rates – Fall 2015 Cohort

(Graduating at starting campus + Graduating at any CU campus)

FY 2020-21

• The graduation rate is based on first-time, full-time freshmen.
• The rate is the percentage of students who started in FALL 2015 and earned a degree within six years at starting campus or at another CU campus.

Source: CU System & Campus Offices of Institutional Research

- Boulder: 75% 74%
- UCCS: 46% 44%
- Denver: 51% 48%
- CU Combined: 67% 65%
Six-Year Graduation Rate – State Comparison

First-Time Full-Time Cohort, Fall 2014 through FY 2020

- Six-year (150%) graduation rate is based on first-time, full-time freshmen.
- The year indicates the entering fall cohort.
- The rate is the percentage of bachelor degree completers in 6 years or less.

CO School of Mines: 84%
CU Boulder: 72%
CSU: 70%
UNC: 52%
Western: 50%
UCCS: 45%
CU Denver: 44%
Ft Lewis: 42%
CO Mesa: 37%
CSU-Pueblo: 37%
Adams State: 32%
Metro State: 32%
### Four-Year Graduation Rate – State Comparison

First-Time Full-Time Cohort, Fall 2014 through FY 2018

<table>
<thead>
<tr>
<th>Institution</th>
<th>2020 Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>CO School of Mines</td>
<td>65%</td>
</tr>
<tr>
<td>CU Boulder</td>
<td>50%</td>
</tr>
<tr>
<td>CSU</td>
<td>47%</td>
</tr>
<tr>
<td>UNC</td>
<td>33%</td>
</tr>
<tr>
<td>Ft. Lewis</td>
<td>29%</td>
</tr>
<tr>
<td>Western</td>
<td>28%</td>
</tr>
<tr>
<td>CO Mesa</td>
<td>26%</td>
</tr>
<tr>
<td>UCCS</td>
<td>25%</td>
</tr>
<tr>
<td>CU Denver</td>
<td>21%</td>
</tr>
<tr>
<td>CSU-Pueblo</td>
<td>20%</td>
</tr>
<tr>
<td>Adams State</td>
<td>14%</td>
</tr>
<tr>
<td>Metro State</td>
<td>11%</td>
</tr>
</tbody>
</table>

**IPEDS 2020**

- Four-year (100%) graduation rate is based on first-time, full-time freshmen.
- The year indicates the entering fall cohort.
- The rate is the percentage of bachelor degree completers in 4 years or less.

Source: CU System & Campus Offices of Institutional Research; IPEDS 2020
Graduation Rates – Peer Comparison
First-Time Full-Time Cohort

4-year (100% time) Graduation Rate
Fall 2014 to FY 2018
- Boulder: 50%
- Peers: 65%

6-year (150% time) graduation rate
Fall 2014 to FY 2020
- UCCS: 45%
- Peers: 55%
- Denver: 44%
- Peers: 53%

Source: CU System & Campus Offices of Institutional Research; IPEDS 2020

IPEDS 2020
- Rate is the percentage of first-time, full-time freshmen cohort starting in the fall term who earned a degree within the specified period.
- Peers are based on CCHE approved peer institutions (2011).
Transfer Student Graduation Rates

### Boulder
- **3-Year**: 44%, 63%, 69%, 43%, 65%, 70%, 47%, 69%, 76%, 50%, 68%, 73%, 53%, 70%, 53%
- **4-Year**: 38%, 39%, 38%, 39%, 43%, 40%, 52%, 51%, 50%, 52%, 54%, 57%, 56%, 55%
- **5-Year**: 44%, 43%, 47%, 50%, 53%, 53%, 63%, 65%, 69%, 68%, 70%, 69%, 70%, 76%

### UCCS
- **3-Year**: 38%, 52%, 57%, 39%, 51%, 56%, 38%, 50%, 55%, 39%, 52%, 55%, 43%, 54%, 40%
- **4-Year**: 57%, 61%, 66%, 55%, 59%, 58%, 62%, 62%, 61%, 55%, 59%, 58%, 62%, 61%
- **5-Year**: 43%, 61%, 66%, 55%, 59%, 58%, 62%, 62%, 61%, 55%, 59%, 58%, 62%, 61%

### Denver
- **3-Year**: 43%, 57%, 61%, 37%, 50%, 55%, 42%, 55%, 59%, 45%, 58%, 62%, 48%, 62%, 49%
- **4-Year**: 57%, 61%, 66%, 55%, 59%, 58%, 62%, 62%, 61%, 55%, 59%, 58%, 62%, 61%
- **5-Year**: 43%, 61%, 66%, 55%, 59%, 58%, 62%, 62%, 61%, 55%, 59%, 58%, 62%, 61%

**FY 2020-21**
- The graduation rate is based on incoming transfer students enrolled in fall.
- Class level depends on number of credits transferred.
- The year indicates the entering fall cohort.
- Majority of arriving transfer students begin as sophomores.

Transfers by level*
- 24% Freshman
- 40% Sophomore
- 28% Junior
- 9% Senior

*Cohort splits based on Fall 2017 transfer cohorts

Source: CU System & Campus Offices of Institutional Research;
Transfer Student 4-Year Graduation Rates by Residency

FY 2020-21

- The graduation rate is based on incoming transfer students enrolled in fall.
- The rate is the percentage of students who earned a degree within 4 years from entry, through final summer term.

<table>
<thead>
<tr>
<th></th>
<th>Boulder</th>
<th>UCCS</th>
<th>Denver</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Fall 2013</td>
<td>Fall 2014</td>
<td>Fall 2015</td>
</tr>
<tr>
<td>Resident</td>
<td>64%</td>
<td>67%</td>
<td>71%</td>
</tr>
<tr>
<td>Non-Resident</td>
<td>61%</td>
<td>61%</td>
<td>65%</td>
</tr>
</tbody>
</table>

Source: CU System & Campus Offices of Institutional Research
Transfer Student 4-Year Graduation Rates by Race/Ethnicity

**Boulder**

- **Students of Color:**
  - Fall 2013: 61%
  - Fall 2014: 64%
  - Fall 2015: 62%
  - Fall 2016: 72%
  - Fall 2017: 66%

- **White:**
  - Fall 2013: 62%
  - Fall 2014: 66%
  - Fall 2015: 62%
  - Fall 2016: 68%
  - Fall 2017: 71%

**UCCS**

- **Students of Color:**
  - Fall 2013: 47%
  - Fall 2014: 53%
  - Fall 2015: 45%
  - Fall 2016: 51%
  - Fall 2017: 47%

- **White:**
  - Fall 2013: 53%
  - Fall 2014: 53%
  - Fall 2015: 51%
  - Fall 2016: 55.4%
  - Fall 2017: 57%

**Denver**

- **Students of Color:**
  - Fall 2013: 57%
  - Fall 2014: 54%
  - Fall 2015: 46%
  - Fall 2016: 49%
  - Fall 2017: 57%

- **White:**
  - Fall 2013: 46%
  - Fall 2014: 51%
  - Fall 2015: 52%
  - Fall 2016: 55%
  - Fall 2017: 59%

**FY 2020-21**

- The graduation rate is based on incoming transfer students enrolled in fall.
- The rate is the percentage of students who earned a degree within 4 years from entry, through final summer term.

Students of Color includes:
- American Indian or Alaskan Native
- Asian American
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander
- More than one race

Click for Data Online

Source: CU System & Campus Offices of Institutional Research
Freshman Retention Rates

Boulder

- First-Time Freshman Cohort

<table>
<thead>
<tr>
<th>Year</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall 2011</td>
<td>83.5%</td>
</tr>
<tr>
<td>Fall 2012</td>
<td>84.6%</td>
</tr>
<tr>
<td>Fall 2013</td>
<td>84.1%</td>
</tr>
<tr>
<td>Fall 2014</td>
<td>86.0%</td>
</tr>
<tr>
<td>Fall 2015</td>
<td>86.8%</td>
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<tr>
<td>Fall 2016</td>
<td>87.5%</td>
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<tr>
<td>Fall 2017</td>
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<tr>
<td>Fall 2018</td>
<td>86.9%</td>
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<tr>
<td>Fall 2019</td>
<td>85.0%</td>
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</tbody>
</table>

UCCS

- First-Time Freshman Cohort

<table>
<thead>
<tr>
<th>Year</th>
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<tbody>
<tr>
<td>Fall 2011</td>
<td>66.7%</td>
</tr>
<tr>
<td>Fall 2012</td>
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<tr>
<td>Fall 2013</td>
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Denver

- First-Time Freshman Cohort

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<tbody>
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<tr>
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<tr>
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<tr>
<td>Fall 2019</td>
<td>72.8%</td>
</tr>
<tr>
<td>Fall 2020</td>
<td>74.9%</td>
</tr>
</tbody>
</table>

Fall 2020 to Fall 2021

- Freshman retention rates are based on first-time, full-time freshmen returning for their sophomore year.
- The year indicates the entering fall cohort.
- The rate is the percentage of students enrolled the following fall term.
Freshman Retention Rates – URM

**Fall 2020 to Fall 2021**

- Freshman retention rates are based on first-time, full-time freshmen returning for their sophomore year.
- The year indicates the entering fall cohort.
- The rate is the percentage of students enrolled the following fall term.

**Underrepresented Minorities (URM) includes:**
- American Indian or Alaskan Native
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander

---

**Boulder**

- **White:** 87.7% 87.8% 87.5% 84.9% 88.3%
- **URM:** 84.2% 85.1% 83.3% 88.3% 82.4%

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**UCCS**

- **White:** 68.5% 70.6% 69.1% 72.1% 68.3%
- **URM:** 59.9% 63.1% 66.2% 66.6% 62.7%

---

**Denver**

- **White:** 66.7% 69.1% 67.2% 71.0% 71.1%
- **URM:** 63.4% 68.1% 68.6% 68.4% 73.0%
Freshman Retention Rates – Students of Color

**Boulder**

<table>
<thead>
<tr>
<th>Year Combination</th>
<th>White</th>
<th>Students of Color</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall 2016 to Fall 2017</td>
<td>87.7%</td>
<td>86.0%</td>
</tr>
<tr>
<td>Fall 2017 to Fall 2018</td>
<td>87.8%</td>
<td>86.5%</td>
</tr>
<tr>
<td>Fall 2018 to Fall 2019</td>
<td>87.5%</td>
<td>84.8%</td>
</tr>
<tr>
<td>Fall 2019 to Fall 2020</td>
<td>84.9%</td>
<td>85.4%</td>
</tr>
<tr>
<td>Fall 2020 to Fall 2021</td>
<td>88.3%</td>
<td>85.5%</td>
</tr>
</tbody>
</table>

**UCCS**

<table>
<thead>
<tr>
<th>Year Combination</th>
<th>White</th>
<th>Students of Color</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall 2016 to Fall 2017</td>
<td>68.5%</td>
<td>62.3%</td>
</tr>
<tr>
<td>Fall 2017 to Fall 2018</td>
<td>70.6%</td>
<td>65.0%</td>
</tr>
<tr>
<td>Fall 2018 to Fall 2019</td>
<td>69.1%</td>
<td>67.5%</td>
</tr>
<tr>
<td>Fall 2019 to Fall 2020</td>
<td>72.1%</td>
<td>68.6%</td>
</tr>
<tr>
<td>Fall 2020 to Fall 2021</td>
<td>68.3%</td>
<td>63.3%</td>
</tr>
</tbody>
</table>

**Denver**

<table>
<thead>
<tr>
<th>Year Combination</th>
<th>White</th>
<th>Students of Color</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall 2016 to Fall 2017</td>
<td>66.7%</td>
<td>66.4%</td>
</tr>
<tr>
<td>Fall 2017 to Fall 2018</td>
<td>69.1%</td>
<td>72.2%</td>
</tr>
<tr>
<td>Fall 2018 to Fall 2019</td>
<td>67.2%</td>
<td>71.5%</td>
</tr>
<tr>
<td>Fall 2019 to Fall 2020</td>
<td>71.0%</td>
<td>73.5%</td>
</tr>
<tr>
<td>Fall 2020 to Fall 2021</td>
<td>71.1%</td>
<td>76.8%</td>
</tr>
</tbody>
</table>

**Fall 2020 to Fall 2021**

- Freshman retention rates are based on first-time, full-time freshmen returning for their sophomore year.
- The year indicates the entering fall cohort.
- The rate is the percentage of students enrolled the following fall term.

**Students of Color includes:**
- American Indian or Alaskan Native
- Asian American
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander
- More than one race

Source: CU System & Campus Offices of Institutional Research
# Freshman Retention Rates

**First-Time Full-Time Cohort, Fall 2020 to Fall 2021**

<table>
<thead>
<tr>
<th>Location</th>
<th>All</th>
<th>Resident</th>
<th>Non Resident</th>
<th>White</th>
<th>Students of Color</th>
<th>URM</th>
<th>Pell Recipients</th>
<th>First Generation</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Boulder</strong></td>
<td>87.5%</td>
<td>87.9%</td>
<td>87.0%</td>
<td>88.3%</td>
<td>85.5%</td>
<td>82.4%</td>
<td>83.2%</td>
<td>81.0%</td>
</tr>
<tr>
<td><strong>Cohort Fall 2020</strong></td>
<td>All</td>
<td>Resident</td>
<td>Non Resident</td>
<td>White</td>
<td>Students of Color</td>
<td>URM</td>
<td>Pell Recipients</td>
<td>First Generation</td>
</tr>
<tr>
<td></td>
<td>87.5%</td>
<td>87.9%</td>
<td>87.0%</td>
<td>88.3%</td>
<td>85.5%</td>
<td>82.4%</td>
<td>83.2%</td>
<td>81.0%</td>
</tr>
<tr>
<td><strong>UCCS</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Cohort Fall 2020</strong></td>
<td>All</td>
<td>Resident</td>
<td>Non Resident</td>
<td>White</td>
<td>Students of Color</td>
<td>URM</td>
<td>Pell Recipients</td>
<td>First Generation</td>
</tr>
<tr>
<td></td>
<td>87.5%</td>
<td>87.9%</td>
<td>87.0%</td>
<td>88.3%</td>
<td>85.5%</td>
<td>82.4%</td>
<td>83.2%</td>
<td>81.0%</td>
</tr>
<tr>
<td><strong>Denver</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Cohort Fall 2020</strong></td>
<td>All</td>
<td>Resident</td>
<td>Non Resident</td>
<td>White</td>
<td>Students of Color</td>
<td>URM</td>
<td>Pell Recipients</td>
<td>First Generation</td>
</tr>
<tr>
<td></td>
<td>87.5%</td>
<td>87.9%</td>
<td>87.0%</td>
<td>88.3%</td>
<td>85.5%</td>
<td>82.4%</td>
<td>83.2%</td>
<td>81.0%</td>
</tr>
<tr>
<td></td>
<td>66.6%</td>
<td>66.7%</td>
<td>66.5%</td>
<td>68.3%</td>
<td>63.3%</td>
<td>62.7%</td>
<td>61.6%</td>
<td>66.2%</td>
</tr>
<tr>
<td></td>
<td>74.9%</td>
<td>76.1%</td>
<td>65.2%</td>
<td>71.1%</td>
<td>76.8%</td>
<td>73.0%</td>
<td>78.9%</td>
<td>72.4%</td>
</tr>
</tbody>
</table>

**Fall 2020 to Fall 2021**

- Retention rate is based on first-time, full-time freshmen.
- The rate is the percentage of students who returned for the second fall term.

**Underrepresented Minorities (URM) includes:**
- American Indian or Alaskan Native
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander

**Students of Color include all non-white, non-international students.**
Freshman Retention Rate – State Comparison
First-Time Full-Time Cohort, Fall 2019 to Fall 2020

<table>
<thead>
<tr>
<th>Institution</th>
<th>Retention Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>CO School of Mines</td>
<td>92%</td>
</tr>
<tr>
<td>CU Boulder</td>
<td>85%</td>
</tr>
<tr>
<td>CSU</td>
<td>85%</td>
</tr>
<tr>
<td>CO Mesa</td>
<td>75%</td>
</tr>
<tr>
<td>CU Denver</td>
<td>73%</td>
</tr>
<tr>
<td>UCCS</td>
<td>71%</td>
</tr>
<tr>
<td>UNC</td>
<td>70%</td>
</tr>
<tr>
<td>Fort Lewis</td>
<td>68%</td>
</tr>
<tr>
<td>CSU-Pueblo</td>
<td>68%</td>
</tr>
<tr>
<td>Western</td>
<td>67%</td>
</tr>
<tr>
<td>Metro State</td>
<td>61%</td>
</tr>
<tr>
<td>Adams State</td>
<td>59%</td>
</tr>
</tbody>
</table>

IPEDS 2020

- IPEDS 2020 is the most available data.
- Freshman retention rates are based on first-time, full-time freshmen returning for their sophomore year.
- The Anschutz Medical Campus does not enroll first-time freshmen.
Freshman Retention Rate – Peer Comparison

- CU Boulder: 85%
- Peer Average: 93%
- UCCS: 71%
- Peer Average: 79%
- Denver: 73%
- Peer Average: 77%

**IPEDS 2020**

- Freshman retention rates are based on first-time, full-time freshmen returning for their sophomore year.
- The Anschutz Medical Campus does not enroll first-time freshmen.
- Peers based on IPEDS peer institutions.
Total Student Enrollment (SFTE)
Total Student Enrollment (SFTE)

**FY 2012 to FY 2021**

- **Residents**
  - +8%

- **Undergraduates**
  - +16%

- Undergraduate students: 1 SFTE = 30 credit hours
- Graduate students: 1 SFTE = 24 credit hours

---

**University of Colorado**

*Source: CU System Office of Institutional Research*
CO Public Systems Student FTE (FY 2019-20)

<table>
<thead>
<tr>
<th>Institution</th>
<th>FY 2019-20 SFTE</th>
</tr>
</thead>
<tbody>
<tr>
<td>CU System</td>
<td>59,749</td>
</tr>
<tr>
<td>CCCS</td>
<td>49,302</td>
</tr>
<tr>
<td>CSU System</td>
<td>29,651</td>
</tr>
<tr>
<td>Metro State</td>
<td>14,588</td>
</tr>
<tr>
<td>UNC</td>
<td>8,321</td>
</tr>
<tr>
<td>Mesa</td>
<td>7,673</td>
</tr>
<tr>
<td>Local Districts</td>
<td>6,988</td>
</tr>
<tr>
<td>Mines</td>
<td>6,405</td>
</tr>
<tr>
<td>Ft. Lewis</td>
<td>2,885</td>
</tr>
<tr>
<td>Adams State</td>
<td>2,261</td>
</tr>
<tr>
<td>Western</td>
<td>2,194</td>
</tr>
</tbody>
</table>

CU Share of Student FTE

- Undergraduate students: 1 SFTE = 30 credit hours
- Graduate students: 1 SFTE = 24 credit hours

Source: CU System Office of Institutional Research; CDHE SFTE
Resident Undergraduate Enrollment Change

Fall 2016 to Fall 2021

<table>
<thead>
<tr>
<th>Institution</th>
<th>Enrollment Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Western State Colorado University</td>
<td>34.3%</td>
</tr>
<tr>
<td>Aims Community College</td>
<td>24.6%</td>
</tr>
<tr>
<td>Colorado School of Mines</td>
<td>15.7%</td>
</tr>
<tr>
<td>University of Colorado Boulder</td>
<td>6.2%</td>
</tr>
<tr>
<td>Colorado Mountain College</td>
<td>0.2%</td>
</tr>
<tr>
<td>CCCS Urban Campuses</td>
<td></td>
</tr>
<tr>
<td>University of Colorado Denver</td>
<td>-1.4%</td>
</tr>
<tr>
<td>University of Colorado Anschutz</td>
<td>-3.5%</td>
</tr>
<tr>
<td>Statewide Grand Total</td>
<td>-4.9%</td>
</tr>
<tr>
<td>Colorado Mesa University</td>
<td>-5.4%</td>
</tr>
<tr>
<td>University of Colorado Colorado Springs</td>
<td>-8.6%</td>
</tr>
<tr>
<td>Colorado State University</td>
<td>-9.8%</td>
</tr>
<tr>
<td>Adams State University</td>
<td>-10.3%</td>
</tr>
<tr>
<td>CCCS Rural Campuses</td>
<td>-11.8%</td>
</tr>
<tr>
<td>Metropolitan State University of Denver</td>
<td>-17.3%</td>
</tr>
<tr>
<td>Fort Lewis College</td>
<td>-22.2%</td>
</tr>
<tr>
<td>University of Northern Colorado</td>
<td>-26.5%</td>
</tr>
<tr>
<td>Colorado State University - Pueblo</td>
<td>-28.6%</td>
</tr>
</tbody>
</table>

Fall 2016 to Fall 2021

- Since 2016, enrollment of Colorado resident undergraduates at all public institutions has declined 4.9 percent, on average.

CCCS Urban Campuses includes:
- Arapahoe
- Aurora
- Denver
- Front Range
- Pikes Peak
- Red Rocks

CCCS Rural Campuses includes:
- CNCC
- Lamar
- Morgan
- NJC
- OJC
- Pueblo
- Trinidad State Junior College
Online Enrollment

Headcount
(1+ Online Course)

<table>
<thead>
<tr>
<th></th>
<th></th>
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<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Headcount</td>
<td>17,232</td>
<td>17,763</td>
<td>18,865</td>
<td>20,458</td>
<td>22,441</td>
<td>25,579</td>
<td>27,109</td>
<td>28,820</td>
<td>31,513</td>
<td>51,089</td>
</tr>
</tbody>
</table>

Student Credit Hours
(Online Courses)

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Credit Hours</td>
<td>4,858</td>
<td>4,153</td>
<td>4,764</td>
<td>4,863</td>
<td>5,885</td>
<td>5,694</td>
<td>6,129</td>
<td>6,618</td>
<td>7,227</td>
<td>16,672</td>
</tr>
</tbody>
</table>

Course Enrollments
(Online Courses)

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
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<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Credit Hours</td>
<td>34,318</td>
<td>36,092</td>
<td>39,598</td>
<td>43,981</td>
<td>48,665</td>
<td>54,911</td>
<td>60,685</td>
<td>67,086</td>
<td>74,954</td>
<td>129,732</td>
</tr>
</tbody>
</table>

FY 2020-21

Online courses defined by online delivery—does not include hybrid or in-person delivery.

2020-21 was the first year during the COVID pandemic.

FY 2021-22 data will be available in August 2022.
PILLAR 1: Affordability & Student Success

Out-of-state, 47%

CO 4-year colleges, 9%

CO Community Colleges, 34%

CO private colleges, 2%

CU System, 8%

Out-of-state, 47%

FY 2011 to FY 2021

- CU draws a large number of students transferring from community colleges and other four-year institutions (public and private, in-state and out-of-state).

- Strong transfer enrollment indicates that CU is accessible to all students and that transfer policies are conducive to successful transfer.

- Counts include all incoming transfer students, full-time and part-time.

FY 2021-22 data will be available in August 2022.
Colorado High School Graduating Class Population

CU New Resident Freshman (Fall Term) as % of CO High School Completers, by Year

CO High School Completers
Percent of CO High School Completers enrolling at CU

CU New Resident Freshman (Fall Term)

New CU Resident Freshman (Fall Term)

White (-10%)
Students of Color (68%)
URM (77%)

High School Completers Since 2011-12

+19%
Total

+48%
Students of Color

+56%
Hispanic

4%
White (non-Hispanic)

Students of Color includes:
- American Indian or Alaskan Native
- Asian American
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander
- More than one race

Source: CU Enrollment from CU Diversity Report; CO Department of Education Graduation Statistics; http://www.cde.state.co.us

26
Projected Colorado High School Graduates

- Actual number of students that graduate from high school in Colorado thru 2018-19.
- Projected graduates from 2019-20 to 2036-37.
- Includes graduates from both public and private high schools.

WICHE estimates:

+4,600 (+8%) 2019 to 2026
-6,660 (-10%) 2026 to 2037
Credit Load (Percent Taking 15+ Credits in First Term)

### Boulder
- **First-Time Student taking 15+ credits in first term**
- **Transfer Student taking 15+ credits in first term**

<table>
<thead>
<tr>
<th></th>
<th>Fall 2017</th>
<th>Fall 2018</th>
<th>Fall 2019</th>
<th>Fall 2020 (COVID Yr 1)</th>
<th>Fall 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>First-Time</td>
<td>48%</td>
<td>48%</td>
<td>43%</td>
<td>50%</td>
<td>47%</td>
</tr>
<tr>
<td>Transfer</td>
<td>44%</td>
<td>40%</td>
<td>40%</td>
<td>48%</td>
<td>43%</td>
</tr>
<tr>
<td>Student</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### UCCS
- **First-Time Student taking 15+ credits in first term**
- **Transfer Student taking 15+ credits in first term**

<table>
<thead>
<tr>
<th></th>
<th>Fall 2017</th>
<th>Fall 2018</th>
<th>Fall 2019</th>
<th>Fall 2020 (COVID Yr 1)</th>
<th>Fall 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>First-Time</td>
<td>52%</td>
<td>56%</td>
<td>57%</td>
<td>62%</td>
<td>54%</td>
</tr>
<tr>
<td>Transfer</td>
<td>37%</td>
<td>40%</td>
<td>37%</td>
<td>44%</td>
<td>43%</td>
</tr>
<tr>
<td>Student</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Denver
- **First-Time Student taking 15+ credits in first term**
- **Transfer Student taking 15+ credits in first term**

<table>
<thead>
<tr>
<th></th>
<th>Fall 2017</th>
<th>Fall 2018</th>
<th>Fall 2019</th>
<th>Fall 2020 (COVID Yr 1)</th>
<th>Fall 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>First-Time</td>
<td>35%</td>
<td>47%</td>
<td>44%</td>
<td>45%</td>
<td>41%</td>
</tr>
<tr>
<td>Transfer</td>
<td>45%</td>
<td>47%</td>
<td>47%</td>
<td>51%</td>
<td>51%</td>
</tr>
<tr>
<td>Student</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Fall 2017 to Fall 2021**

- **First-Time Cohort:** Enrolled in fall term, first-time, undergraduate, degree-seeking
- **Transfer Cohort:** Incoming transfer enrolled in fall term (based on registration status)
- **On average, for an undergraduate student to finish in 4 years, starting with no credits, they would need to pursue a degree by taking 15+ credits in their first term."
Credit Load (Percent Taking 30+ Credits in First Year)

### Boulder
- **FTFT Cohort taking 30+ credits in first year (Fall+Spring+Summer)**
- **Transfer Cohort taking 30+ credits in first year (Fall+Spring+Summer)**

### UCCS
- **FTFT Cohort taking 30+ credits in first year (Fall+Spring+Summer)**
- **Transfer Cohort taking 30+ credits in first year (Fall+Spring+Summer)**

### Denver
- **FTFT Cohort taking 30+ credits in first year (Fall+Spring+Summer)**
- **Transfer Cohort taking 30+ credits in first year (Fall+Spring+Summer)**

#### 2016-17 to 2020-21

- **First-Time Cohort:** Enrolled in fall term, first-time, undergraduate, degree-seeking
- **Transfer Cohort:** Incoming transfer enrolled in fall term (based on registration status)
- **First Year = Fall + Spring + Summer**
- **On average, for an undergraduate student to finish in 4 years, starting with no credits, they would need to pursue a degree by taking 30+ credits in their first year.**

2021-22 data will be available during fall 2022.
### Degree Recipients

**CU Boulder**  
- **FY 2012**: 14,279
- **FY 2013**: 14,306
- **FY 2014**: 13,887
- **FY 2015**: 14,177
- **FY 2016**: 14,479
- **FY 2017**: 15,072
- **FY 2018**: 15,422
- **FY 2019**: 16,339
- **FY 2020**: 17,099
- **FY 2021**: 17,554

**UCCS**  
- **FY 2012**: 1,073
- **FY 2013**: 1,158
- **FY 2014**: 1,244
- **FY 2015**: 1,318
- **FY 2016**: 1,401
- **FY 2017**: 1,418
- **FY 2018**: 1,436
- **FY 2019**: 1,501
- **FY 2020**: 1,447
- **FY 2021**: 1,494

**CU Denver**  
- **FY 2012**: 3,558
- **FY 2013**: 3,697
- **FY 2014**: 3,487
- **FY 2015**: 3,613
- **FY 2016**: 3,605
- **FY 2017**: 3,792
- **FY 2018**: 3,785
- **FY 2019**: 3,917
- **FY 2020**: 3,913
- **FY 2021**: 4,109

**CU Anschutz**  
- **FY 2012**: 2,018
- **FY 2013**: 2,098
- **FY 2014**: 2,218
- **FY 2015**: 2,376
- **FY 2016**: 2,344
- **FY 2017**: 2,433
- **FY 2018**: 2,587
- **FY 2019**: 2,725
- **FY 2020**: 3,065
- **FY 2021**: 1,087

**CU awarded graduate and undergraduate degrees to more than 15,000 students in each of the past five years.**

**FY 2021-22 degrees will be available in September 2022.**
Degree Recipients by Degree Level

FY 2013 to FY 2021

152,000+
Degree Recipients

CU awarded undergraduate and graduate degrees to more than 15,000 students in each of the past five years.

FY 2021-22 degrees will be available in September 2022.
Degree Recipients by Race/Ethnicity

**Boulder**

- White/Unknown:
  - 2012-13: 7,590
  - 2013-14: 7,138
  - 2014-15: 7,150
  - 2015-16: 7,254
  - 2016-17: 7,486
  - 2017-18: 7,857
  - 2018-19: 8,488
  - 2019-20: 9,152
  - 2020-21: 9,226

- Students of Color:
  - 2012-13: 14%
  - 2013-14: 16%
  - 2014-15: 16%
  - 2015-16: 18%
  - 2016-17: 18%
  - 2017-18: 20%
  - 2018-19: 21%
  - 2019-20: 22%
  - 2020-21: 24%

- International:
  - 2012-13: 81%
  - 2013-14: 77%
  - 2014-15: 75%
  - 2015-16: 73%
  - 2016-17: 71%
  - 2017-18: 69%
  - 2018-19: 68%
  - 2019-20: 67%

**UCCS**

- White/Unknown:
  - 2012-13: 1,861
  - 2013-14: 2,018
  - 2014-15: 2,096
  - 2015-16: 2,219
  - 2016-17: 2,376
  - 2017-18: 2,434
  - 2018-19: 2,587
  - 2019-20: 2,725

- Students of Color:
  - 2012-13: 78%
  - 2013-14: 75%
  - 2014-15: 75%
  - 2015-16: 73%
  - 2016-17: 70%
  - 2017-18: 70%
  - 2018-19: 69%
  - 2019-20: 70%
  - 2020-21: 67%

- International:
  - 2012-13: 21%
  - 2013-14: 20%
  - 2014-15: 22%
  - 2015-16: 24%
  - 2016-17: 25%
  - 2017-18: 27%
  - 2018-19: 29%
  - 2019-20: 29%
  - 2020-21: 31%

**Denver**

- White/Unknown:
  - 2012-13: 3,697
  - 2013-14: 3,487
  - 2014-15: 3,613
  - 2015-16: 3,605
  - 2016-17: 3,792
  - 2017-18: 3,785
  - 2018-19: 3,917
  - 2019-20: 3,913
  - 2020-21: 4,109

- Students of Color:
  - 2012-13: 21%
  - 2013-14: 24%
  - 2014-15: 24%
  - 2015-16: 26%
  - 2016-17: 30%
  - 2017-18: 34%
  - 2018-19: 34%
  - 2019-20: 34%
  - 2020-21: 34%

- International:
  - 2012-13: 70%
  - 2013-14: 63%
  - 2014-15: 64%
  - 2015-16: 61%
  - 2016-17: 57%
  - 2017-18: 55%
  - 2018-19: 54%

**Anschutz Medical Campus**

- White/Unknown:
  - 2012-13: 1,158
  - 2013-14: 1,244
  - 2014-15: 1,318
  - 2015-16: 1,401
  - 2016-17: 1,418
  - 2017-18: 1,436
  - 2018-19: 1,477
  - 2019-20: 1,494

- Students of Color:
  - 2012-13: 19%
  - 2013-14: 22%
  - 2014-15: 23%
  - 2015-16: 23%
  - 2016-17: 23%
  - 2017-18: 23%
  - 2018-19: 26%
  - 2019-20: 29%

- International:
  - 2012-13: 78%
  - 2013-14: 75%
  - 2014-15: 75%
  - 2015-16: 74%
  - 2016-17: 75%
  - 2017-18: 71%
  - 2018-19: 72%
  - 2019-20: 69%

FY 2012 to FY 2021

152,000+

Degree Recipients

- CU awarded undergraduate and graduate degrees to more than 15,000 students in each of the past five years.

Students of Color includes:
- American Indian or Alaskan Native
- Asian American
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander
- More than one race

FY 2021-22 degrees will be available in September 2022.
Alumni Satisfaction Ratings

The reported satisfaction of CU graduates from having earned a degree from CU.

PILLAR 1: Affordability & Student Success

Source: CU System Office of Budget & Finance; Survey of 9,785 CU Alumni (June 2018) by Keating Research; Percentage of responses by campus: Boulder (71%), Denver (13%), UCCS (9%), Anschutz (7%)
Telehealth Interactions

FY 2017 to FY 2022

Telehealth interactions are provider-to-patient activities conducted through interactive audio and/or video connections and provider-to-provider activities such as e-consults that are conducted on a technology-based platform.
High School Concurrent Enrollment

The number of high school students taking a college course per year. This includes all types of concurrent enrollment.

“Concurrent Enrollment” includes multiple types of courses:

- Concurrent Enrollment was created by House Bill 09-1319 and detailed in the Concurrent Enrollment Programs Act (C.R.S. §22-35-101 et seq.).
- ASCENT (Accelerating Students through Concurrent Enrollment Program) falls under the Concurrent Enrollment Programs Act.
- Other Concurrent, including campus programs such as CU SUCCEED.

CU serves nearly 700 middle school and 2,000 high school students per year through this program.

Race/Ethnicity
83% of students served by the PCDP are students of color:
- 60% Hispanic
- 9% More than One Race
- 7% Black or African American
- 7% Asian American or Pacific Islander
- 1% American Indian

Sex
- 62% Female
- 37% Male
Institutional Financial Aid

(in millions)

2011-12 to 2020-21

+98% CU System
+90% Boulder
+163% UCCS
+88% Denver
+141% Anschutz

Institutional aid includes need-based and merit-based.
Federal Pell Grant Recipients

(in millions)

- Federal Pell
- # Pell Recipients

FY 2012 to FY 2021

+23%
Federal Pell Grants

- At CU in FY 2020-21, Over 12,000 students received $54.5 million in federal Pell grants.
- Average Pell grant received was $4,476 (maximum allowed award in 2020-21 was $6,345).
- Pell grants are only awarded to undergraduates.
PILLAR 1: Affordability & Student Success

FY 2012 to FY 2021

- +83% in Grants & Scholarships

At CU in FY 2020-21, $408.5 million in student grants and scholarships were awarded to students (undergraduate and graduate).

In FY 2020-21, CU delivered more than $243 million in institutional grants and scholarships.

Source: SURDS Financial Aid Presentation: CU System Institutional Research
Student Loan Default Rates

- **PILLAR 1: Affordability & Student Success**

- **2010 to 2018**
  - This is the percentage of students that have failed to make payments on student loan debt and are considered “in default.”
  - This shows how well a student's degree allows them to earn an adequate salary to pay off their student loans (lower % is better).

---

**Source:** U.S. Department of Education

**Presentation:** CU System Institutional Research
PILLAR 1: Affordability & Student Success

**FY 2020**

- This is the average amount a student owes from their college loans after completing a bachelor's degree.
- Methodology: 10,000+ resident student completers in 2019-20, looks back six years for a bachelor’s degree to capture loans reported. The data excludes PLUS and private loans.

Source: CDHE FY 2019-20 ROI Report
Presentation: CU System Institutional Research

Average Resident Undergraduate Student Debt Upon Graduation

<table>
<thead>
<tr>
<th>Institution</th>
<th>Average Debt Upon Graduation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mines</td>
<td>$31,862</td>
</tr>
<tr>
<td>UCD</td>
<td>$27,312</td>
</tr>
<tr>
<td>CU Boulder</td>
<td>$26,824</td>
</tr>
<tr>
<td>CSU</td>
<td>$26,169</td>
</tr>
<tr>
<td>UCCS</td>
<td>$25,735</td>
</tr>
<tr>
<td>Metro</td>
<td>$25,330</td>
</tr>
<tr>
<td>Mesa</td>
<td>$24,905</td>
</tr>
<tr>
<td>Western</td>
<td>$24,725</td>
</tr>
<tr>
<td>UNC</td>
<td>$24,617</td>
</tr>
<tr>
<td>Adams</td>
<td>$23,272</td>
</tr>
<tr>
<td>CSU-P</td>
<td>$23,272</td>
</tr>
<tr>
<td>Ft. Lewis</td>
<td>$22,762</td>
</tr>
</tbody>
</table>

Colorado Average: $25,517
### Average Resident Undergraduate Student Debt

**PILLAR 1: Affordability & Student Success**

**FY 2018 to FY 2020**

- This is the average amount a student owes from their college loans after completing a bachelor's degree.

- Methodology: 10,000+ resident student completers, looks back six years for a bachelor's degree to capture loans reported. The data excludes PLUS and private loans.

<table>
<thead>
<tr>
<th>Mines</th>
<th>UCD</th>
<th>CU Boulder</th>
<th>CSU</th>
<th>UCCS</th>
<th>Metro</th>
<th>Mesa</th>
<th>Western</th>
<th>UNC</th>
<th>Adams</th>
<th>CSU-P</th>
<th>Ft. Lewis</th>
</tr>
</thead>
<tbody>
<tr>
<td>$33,273</td>
<td>$31,760</td>
<td>$27,663</td>
<td>$27,816</td>
<td>$26,103</td>
<td>$26,824</td>
<td>$26,117</td>
<td>$26,956</td>
<td>$25,773</td>
<td>$26,650</td>
<td>$25,316</td>
<td>$25,945</td>
</tr>
<tr>
<td>$31,662</td>
<td>$27,816</td>
<td>$25,773</td>
<td>$26,824</td>
<td>$26,117</td>
<td>$26,956</td>
<td>$25,773</td>
<td>$26,650</td>
<td>$25,316</td>
<td>$25,945</td>
<td>$25,316</td>
<td>$25,945</td>
</tr>
</tbody>
</table>

In the past decade, growth in student aid awarded to CU students outpaced loans taken by CU students.

Between FY 2012 and FY 2021:

- **+0.4%** in Student Loans
- **+82.7%** in Grants & Scholarships
Alumni Earnings Compared to Annual Debt Payment Ratio

- Average Annual Earnings First Ten Years After Completion
- Average Total Loans upon Earning a Degree**
- Estimated Annual Repayment***

<table>
<thead>
<tr>
<th>Field</th>
<th>Average Annual Earnings</th>
<th>Average Total Loans</th>
<th>Annual Loan Payment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Social Sciences</td>
<td>$3,184</td>
<td>$25,734</td>
<td>$26,970</td>
</tr>
<tr>
<td>Engineering</td>
<td>$3,782</td>
<td>$30,566</td>
<td>$30,566</td>
</tr>
<tr>
<td>Computer and Information Sciences</td>
<td>$3,497</td>
<td>$28,264</td>
<td>$28,264</td>
</tr>
<tr>
<td>Biological and Biomedical Sciences</td>
<td>$3,156</td>
<td>$25,511</td>
<td>$25,511</td>
</tr>
<tr>
<td>Business, Management, Marketing</td>
<td>$3,497</td>
<td>$28,268</td>
<td>$28,268</td>
</tr>
<tr>
<td>Health Professions and Related Programs</td>
<td>$3,468</td>
<td>$28,034</td>
<td>$28,034</td>
</tr>
<tr>
<td>Psychology</td>
<td>$3,337</td>
<td>$26,970</td>
<td>$26,970</td>
</tr>
<tr>
<td>Communication, Journalism</td>
<td>$3,247</td>
<td>$26,242</td>
<td>$26,242</td>
</tr>
<tr>
<td>English Language and Literature</td>
<td>$3,278</td>
<td>$26,496</td>
<td>$26,496</td>
</tr>
<tr>
<td>Visual and Performing Arts</td>
<td>$3,702</td>
<td>$29,927</td>
<td>$29,927</td>
</tr>
</tbody>
</table>

$0 $10,000 $20,000 $30,000 $40,000 $50,000 $60,000 $70,000 $80,000

**Average Total Loans from CDHE SURDS (FY 2020)

***Annual Loan Payment based on average loan from CDHE SURDS (FY 2020) & standard 10-year repayment at 4.4%

Sources: Average Age-Adjusted Estimated Annual Earnings based on EMSI analysis for CU System Alum from FY 2010 - FY 2020, bachelor degree recipients employed in field of study, 2-digit CIP Code, (excludes graduate degrees and those pursuing additional education)
PILLAR 1: Affordability & Student Success

Out-of-Pocket Costs

Inflation Adjusted to 2020 dollars

FY 2017 to FY 2021

Out-of-Pocket Costs are declining compared to inflation

- Calculation: Average Cost of Attendance minus Average Grant Aid
- Income range is based on Adjusted Gross Income.
- Inflation adjusted to 2020 dollars using CPI-Denver-Aurora-Lakewood
  https://data.bls.gov/time-series/CUURS48BSA0

Source: CU System Office of Budget & Finance
Presentation: CU System Institutional Research
Averages apply to resident undergraduates applying for financial aid
PILLAR 1: Affordability & Student Success

Out-of-Pocket Costs - UCCS

Inflation Adjusted to 2020 dollars

FY 2017 to FY 2021

Out-of-Pocket Costs are declining compared to inflation

- Calculation: Average Cost of Attendance minus Average Grant Aid
- Income range is based on Adjusted Gross Income.
- Inflation adjusted to 2020 dollars using CPI-Denver-Aurora-Lakewood
  https://data.bls.gov/timeseries/CUURS48BSA0

<table>
<thead>
<tr>
<th>Income Range</th>
<th>FY 2017</th>
<th>FY 2018</th>
<th>FY 2019</th>
<th>FY 2020</th>
<th>FY 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>($0-$32,500)</td>
<td>$21,990</td>
<td>$20,827</td>
<td>$19,975</td>
<td>$18,194</td>
<td>$17,663</td>
</tr>
<tr>
<td>($32,500-$59,999)</td>
<td>$23,051</td>
<td>$22,023</td>
<td>$19,799</td>
<td>$16,143</td>
<td>$17,663</td>
</tr>
<tr>
<td>($60,000-$99,999)</td>
<td>$26,300</td>
<td>$25,470</td>
<td>$23,470</td>
<td>$21,819</td>
<td>$21,143</td>
</tr>
<tr>
<td>($100,000-$140,000)</td>
<td>$27,016</td>
<td>$26,591</td>
<td>$25,091</td>
<td>$23,824</td>
<td>$23,143</td>
</tr>
<tr>
<td>(+$140,000)</td>
<td>$27,358</td>
<td>$26,714</td>
<td>$26,321</td>
<td>$25,182</td>
<td>$24,148</td>
</tr>
</tbody>
</table>

Source: CU System Office of Budget & Finance
Presentation: CU System Institutional Research
Averages apply to resident undergraduates applying for financial aid

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PILLAR 1: Affordability & Student Success

Out-of-Pocket Costs - Denver

Inflation Adjusted to 2020 dollars

FY 2017 to FY 2021

Out-of-Pocket Costs are declining compared to inflation

- Calculation: Average Cost of Attendance minus Average Grant Aid
- Income range is based on Adjusted Gross Income.
- Inflation adjusted to 2020 dollars using CPI-Denver-Aurora-Lakewood

https://data.bls.gov/timeseries/CUURS48BSA0

Source: CU System Office of Budget & Finance
Presentation: CU System Institutional Research
Averages apply to resident undergraduates applying for financial aid
Out-of-Pocket Costs – CU System

Resident students applying for financial aid with income < $100,000

FY 2014 to FY 2021

- Average Cost of Attendance (COA) minus average grant aid package.
- Grant aid is the sum of federal, state, institutional aid and other scholarships.
- Includes resident undergraduates applying for financial aid.
- Inflation adjusted to 2020 dollars using CPI-Denver-Aurora-Lakewood
  https://data.bls.gov/timeseries/CUURS48BSA0

<table>
<thead>
<tr>
<th>Year</th>
<th>% change in Inflation</th>
<th>% change in Out-of-Pocket Costs</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY 2014</td>
<td>2.8%</td>
<td>1.6%</td>
</tr>
<tr>
<td>FY 2015</td>
<td>0.8%</td>
<td>0.8%</td>
</tr>
<tr>
<td>FY 2016</td>
<td>6.9%</td>
<td>4.3%</td>
</tr>
<tr>
<td>FY 2017</td>
<td>4.9%</td>
<td>4.9%</td>
</tr>
<tr>
<td>FY 2018</td>
<td>10.5%</td>
<td>4.0%</td>
</tr>
<tr>
<td>FY 2019</td>
<td>13.5%</td>
<td>4.0%</td>
</tr>
<tr>
<td>FY 2020</td>
<td>15.7%</td>
<td>2.0%</td>
</tr>
<tr>
<td>FY 2021</td>
<td>17.9%</td>
<td>16%</td>
</tr>
</tbody>
</table>
Out-of-Pocket Costs – CU System
Resident students applying for financial aid (all income groups)

% change in Inflation
% change in Out-of-Pocket Costs

2.8% 4.0% 6.9% 10.5% 13.5% 15.7% 17.9%
1.9% 1.6% 4.8% 6.3% 7.0% 7.6% 9.2%

FY 2014 to FY 2021
• Average Cost of Attendance (COA) minus average grant aid package.
• Grant aid is the sum of federal, state, institutional aid and other scholarships.
• Includes resident undergraduates applying for financial aid.
• Inflation adjusted to 2020 dollars using CPI-Denver-Aurora-Lakewood
https://data.bls.gov/timeseries/CUURS48BSA0
Total Aid for Students with Documented Need – CU Boulder

(Total Aid Package compared to Tuition & Fees)

FY 2017 to FY 2021

- Total aid (sum of federal, state, institutional aid and other scholarships) as a % of need.
- No loans included.
- Total number of students with need is defined as Cost of Attendance (COA) minus Expected Family Contribution (EFC) being greater than zero.
- Income range based on Adjusted Gross Income (AGI).
- Dataset limited to resident UG students with need applying for financial aid.

Adjusted Gross Income (Household)
Total Aid for Students with Documented Need – UCCS

(Total Aid Package compared to Tuition & Fees)

FY 2017 to FY 2021

- Total aid (sum of federal, state, institutional aid and other scholarships) as a % of need.
- No loans included.
- Total number of students with need is defined as Cost of Attendance (COA) minus Expected Family Contribution (EFC) being greater than zero.
- Income range based on Adjusted Gross Income (AGI).
- Dataset limited to resident UG students with need applying for financial aid.

Adjusted Gross Income (Household)
Total Aid for Students with Documented Need – CU Denver

(Total Aid Package compared to Tuition & Fees)

FY 2017 to FY 2021

- Total aid (sum of federal, state, institutional aid and other scholarships) as a % of need.
- No loans included.
- Total number of students with need is defined as Cost of Attendance (COA) minus Expected Family Contribution (EFC) being greater than zero.
- Income range based on Adjusted Gross Income (AGI).
- Dataset limited to resident UG students with need applying for financial aid.

Adjusted Gross Income (Household)
## Tuition & Fees

Published Resident Undergraduate Base Rates (includes mandatory fees)

<table>
<thead>
<tr>
<th>Academic Year</th>
<th>CU Boulder</th>
<th>UCCS</th>
<th>CU Denver</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY 2018-19*</td>
<td>$12,532</td>
<td>$10,463</td>
<td>$11,395</td>
</tr>
<tr>
<td>FY 2019-20*</td>
<td>$12,500</td>
<td>$10,463</td>
<td>$11,447</td>
</tr>
<tr>
<td>FY 2020-21*</td>
<td>$12,466</td>
<td>$10,480</td>
<td>$11,537</td>
</tr>
<tr>
<td>FY 2021-22*</td>
<td>$12,806</td>
<td>$10,760</td>
<td>$11,580</td>
</tr>
<tr>
<td>FY 2022-23*</td>
<td>$13,106</td>
<td>$11,029</td>
<td>$11,800</td>
</tr>
</tbody>
</table>

**Average Annual Growth from FY 2018-19 (CPI 1.9%)**

- CU Boulder: 0.9%
- UCCS: 1.1%
- CU Denver: 0.7%

* CU Boulder rates apply to incoming students and are guaranteed for four years

### FY 2019 to FY 2023

- Base Undergraduate Tuition and Mandatory Fee Rates, Lower Level, based on 30 Credit Hours Per Academic Year.
- Tuition & Fees are approved annually by the CU Board of Regents.
- CU Boulder rates apply to incoming students and are guaranteed for four years.

Source: CU System Office of Budget & Finance, published CU Tuition Rates
PILLAR 1: Affordability & Student Success

FY 2018 to FY 2023

• Base Undergraduate Tuition and Mandatory Fee Rates, Lower Level, based on 30 Credit Hours Per Academic Year.

• Tuition & Fees are approved annually by the CU Board of Regents.

• CU Boulder rates apply to incoming students and are guaranteed for four years.

• Inflation adjusted to 2021 dollars using CPI-Denver-Aurora-Lakewood

https://data.bls.gov/timeseries/CUURS48BSA0

### Adjusted Resident Undergraduate Base Rates (includes mandatory fees)

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>CU Boulder</td>
<td>$13,758</td>
<td>$13,356</td>
<td>$13,068</td>
<td>$13,168</td>
<td>$13,106</td>
</tr>
<tr>
<td>UCCS</td>
<td>$12,508</td>
<td>$12,231</td>
<td>$12,094</td>
<td>$11,907</td>
<td>$11,800</td>
</tr>
<tr>
<td>CU Denver</td>
<td>$11,485</td>
<td>$11,180</td>
<td>$10,986</td>
<td>$11,064</td>
<td>$11,029</td>
</tr>
</tbody>
</table>

Source: CU System Office of Budget & Finance, published CU Tuition Rates; Presentation: CU System Institutional Research
Tuition + Fee Increases Compared to Inflation

Percentage Change in Resident Undergraduate Base Rates (includes mandatory fees)

<table>
<thead>
<tr>
<th>Year</th>
<th>CU Boulder</th>
<th>UCCS</th>
<th>CU Denver</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY 2017-18</td>
<td>8.4%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>FY 2018-19</td>
<td>8.1%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>FY 2019-20</td>
<td>4.8%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>FY 2020-21</td>
<td>-4.4%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>FY 2021-22</td>
<td>-4.7%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>FY 2022-23</td>
<td>-7.6%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Source: CU System Office of Budget & Finance, published CU Tuition Rates; Presentation: CU System Institutional Research

FY 2018 to FY 2023
- Base Undergraduate Tuition and Mandatory Fee Rates, Lower Level, based on 30 Credit Hours Per Academic Year
- Tuition & Fees are approved annually by the CU Board of Regents
- CU Boulder rates apply to incoming students and are guaranteed for four years
- Inflation based on CPI-Denver-Aurora-Lakewood
  [https://data.bls.gov/timeseries/CUURS48BSA0](https://data.bls.gov/timeseries/CUURS48BSA0)
Tuition & Fees + State Funding per Resident Student (Inflation Adjusted)

PILLAR 1: Affordability & Student Success

- State + T&F
- Res UG Freshman (Guarantee)
- Tuition & Fees
- State Funding per Res SFTE

CU Boulder

<table>
<thead>
<tr>
<th>Year</th>
<th>Tuition + Fees</th>
<th>State Funding</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY 2018</td>
<td>$17,226</td>
<td>$4,500</td>
</tr>
<tr>
<td>FY 2019</td>
<td>$18,152</td>
<td>$5,174</td>
</tr>
<tr>
<td>FY 2020</td>
<td>$18,112</td>
<td>$5,090</td>
</tr>
<tr>
<td>FY 2021</td>
<td>$14,855</td>
<td>$2,078</td>
</tr>
<tr>
<td>FY 2022</td>
<td>$18,225</td>
<td>$5,419</td>
</tr>
</tbody>
</table>

CU Denver

<table>
<thead>
<tr>
<th>Year</th>
<th>Tuition + Fees</th>
<th>State Funding</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY 2018</td>
<td>$14,404</td>
<td>$3,145</td>
</tr>
<tr>
<td>FY 2019</td>
<td>$14,853</td>
<td>$3,684</td>
</tr>
<tr>
<td>FY 2020</td>
<td>$14,941</td>
<td>$4,069</td>
</tr>
<tr>
<td>FY 2021</td>
<td>$12,501</td>
<td>$1,817</td>
</tr>
<tr>
<td>FY 2022</td>
<td>$14,989</td>
<td>$4,229</td>
</tr>
</tbody>
</table>

UCCS

<table>
<thead>
<tr>
<th>Year</th>
<th>Tuition + Fees</th>
<th>State Funding</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY 2018</td>
<td>$15,911</td>
<td>$3,487</td>
</tr>
<tr>
<td>FY 2019</td>
<td>$15,836</td>
<td>$3,672</td>
</tr>
<tr>
<td>FY 2020</td>
<td>$15,900</td>
<td>$4,005</td>
</tr>
<tr>
<td>FY 2021</td>
<td>$13,374</td>
<td>$1,612</td>
</tr>
<tr>
<td>FY 2022</td>
<td>$15,951</td>
<td>$4,371</td>
</tr>
</tbody>
</table>

FY 2018 to FY 2022

- Undergraduate Resident Tuition and Mandatory Fees and State Support per Res SFTE
- Annual tuition & fee goal is contingent on state funding
- Inflation adjusted to 2020 dollars using CPI-Denver-Aurora-Lakewood
  https://data.bls.gov/time-series/CUURS48BSA0

Source: CU System Office of Budget & Finance; Presentation: CU System Institutional Research

56
### State Funding per Full-Time Resident Student

#### FY 2001 to FY 2022

- **-42.5%**

**CU state funding per resident student**

- FY 2022 State Funding from SB21-205 and FY 2001 from Legislative Council Appropriations for specified fiscal year
- SFTE data from CDHE, estimated SFTE from Legislative Council
- Amounts adjusted to 2020 CPI dollars

| Year | Colorado School of Mines | University of Colorado System | Statewide | Colorado State University System | Colorado Mesa University | Colorado Community College System | Metropolitan State University of Denver | University of Northern Colorado | Adams State University | Western State Colorado University | Fort Lewis College |
|------|--------------------------|--------------------------------|-----------|----------------------------------|-------------------------|-----------------------------------|-------------------------------------|------------------------|-----------------|-----------------------|----------------|----------------|
| FY 2000-01 | $7,170 (-47.3%) | $7,824 (-12.5%) | $11,232 | $9,834 (-14.1%) | $6,724 (-8.1%) | $5,798 (-6.6%) | $6,196 12.7% | $8,079 24.4% | $9,516 | $10,136 41.6% | $7,161 | $5,815 |
| FY 2001-02 | $6,388 (-42.5%) | $6,312 | $11,106 | $9,343 | $5,446 | $5,088 -6.6% | $7,297 | $8,136 29.9% | $12,357 | $12,242 110.5% |

**Source:** Colorado State Appropriations Report, Legislative Council, CDHE SFTE; Data compiled by CU System Institutional Research
State Funding + Tuition per FTE | U.S. States

- Educational Appropriations per SFTE
- Net Tuition per FTE, Constant Dollars

Tuition + Appropriations per FTE – Colorado is 17th
Appropriations Only per FTE – Colorado is 45th

State Funding + Tuition per FTE | U.S. States

PILLAR 1: Affordability & Student Success

Tuition + Appropriations per FTE – Colorado is 17th

Appropriations Only per FTE – Colorado is 45th


2022.06
State Funding + Tuition & Fees Peer Comparison | CU Boulder

CU Boulder rates apply to incoming students and are guaranteed for four years.

*May include some medical school funding.

Note: State appropriations and student FTE are from the CU Boulder Office of Data Analytics, via the Association of American Universities. Chart updated Feb 2022.
State Funding + Tuition & Fees Peer Comparison | UCCS

If only resident students at UCCS are included, State Appropriations per Resident FTE is $3,916

Note: FY20 state appropriations and student FTE are the most recent IPEDS data available for peers. UCCS FY20 state appropriation is from budget data book (actual) and FY20 student FTE is from IPEDS. Tuition & Fees direct from campus websites. Chart updated Feb 2022.
State Funding + Tuition & Fees Peer Comparison | CU Denver

Note: FY2020 state appropriations and student FTE are the most recent IPEDS data available for peers. CU Denver FY19 state appropriation is from budget data book (actual) and FY19 student FTE is from CDHE student FTE data submission. Tuition & Fees direct from campus websites. Chart updated April 2022.
Average Cost of Attendance (Inflation Adjusted)

Cost of Attendance (COA) includes:
- Tuition & Fees,
- Housing,
- Food,
- Books and
- Miscellaneous Expenses

CU Boulder

<table>
<thead>
<tr>
<th></th>
<th>FY 2017</th>
<th>FY 2018</th>
<th>FY 2019</th>
<th>FY 2020</th>
<th>FY 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tuition and Fees</td>
<td>$18,645</td>
<td>$18,354</td>
<td>$18,034</td>
<td>$18,010</td>
<td>$17,953</td>
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<tr>
<td>Other Expenses</td>
<td>$12,726</td>
<td>$12,902</td>
<td>$13,022</td>
<td>$12,744</td>
<td>$12,466</td>
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<tr>
<td>Total COA</td>
<td>$31,371</td>
<td>$31,256</td>
<td>$31,056</td>
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CU Denver

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<thead>
<tr>
<th></th>
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<th>FY 2018</th>
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<th>FY 2020</th>
<th>FY 2021</th>
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<tr>
<td>Tuition and Fees</td>
<td>$14,499</td>
<td>$14,311</td>
<td>$14,368</td>
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<td>Other Expenses</td>
<td>$11,854</td>
<td>$12,018</td>
<td>$11,841</td>
<td>$11,670</td>
<td>$11,580</td>
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<td>Total COA</td>
<td>$26,353</td>
<td>$26,329</td>
<td>$26,209</td>
<td>$26,403</td>
<td>$26,519</td>
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UCCS

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<th>FY 2020</th>
<th>FY 2021</th>
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<tbody>
<tr>
<td>Tuition and Fees</td>
<td>$17,813</td>
<td>$17,518</td>
<td>$16,850</td>
<td>$16,527</td>
<td>$15,797</td>
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<tr>
<td>Other Expenses</td>
<td>$10,885</td>
<td>$10,890</td>
<td>$10,872</td>
<td>$10,667</td>
<td>$10,760</td>
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<td>Total COA</td>
<td>$28,698</td>
<td>$28,407</td>
<td>$27,723</td>
<td>$27,194</td>
<td>$26,557</td>
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</table>

Source: CU System Office of Budget & Finance; 2020 dollars using CPI-Denver-Aurora-Lakewood-CO; Prepared by: CU System Institutional Research
Campus and Workplace Culture (CWC) Survey

- Campus and Workplace Culture (CWC) Survey was distributed in October and November 2021. All students, faculty, and staff were invited to participate.
  - 2021 CWC Survey will provide a baseline for future survey administrations
- Each CU Campus administered their survey independently and owns their campus data security and storage
- Respondents received a personalized survey invitation delivered to their CU email address
- Survey was communicated heavily to campuses in advance
- Survey reminders were sent throughout administration period
- Some campuses offered incentives to students and staff
- While response rates are an early indicator of engagement, representativeness of the response population across institutional areas and demography are key to a successful result
CWC Survey & Strategic Plan Alignment

CWC Survey
(9 Sections, ~73 Questions)

- Belonging (~8 Questions)
- Dept Culture (~24 Questions)
- Norms (~4 Questions)
- Identity (~8 Questions)
- Incivility (~1 Question)
- Sexual Harassment (~1 Question)
- Discrimination (~1 Question)
- Outcomes/Policy (~4 Questions)
- Mental Health (~22 Questions)

Strategic Plan
Pillar 1
(2 Questions)

- Mental Health (2 Questions)

~Number of questions per survey administration may vary by staff/student surveys and possible campus customizations to survey instrument. Approximate count doesn't include follow up questions.
Mental Health and Wellness Perceptions

Work Life Balance

- The following question was asked on the 2021 Campus & Workplace Culture Survey:

- **Faculty, and Staff**: Within the last 12 months I have felt...
  - *My department values the balance between my job and life outside the work setting*

- Survey Options:

<table>
<thead>
<tr>
<th>Strongly Disagree (Scale=1)</th>
<th>Disagree (2)</th>
<th>Somewhat Disagree (3)</th>
<th>Somewhat Agree (4)</th>
<th>Agree (5)</th>
<th>Strongly Agree (6)</th>
</tr>
</thead>
</table>
(Faculty and Staff Only) Within the last 12 months I have felt...My department values the balance between my job and life outside the work setting

**Faculty**
- Strongly disagree: 18% (5)
- Disagree: 19% (5)
- Somewhat disagree: 47% (13)
- Somewhat agree: 64% (18)
- Agree: 119% (33)
- Strongly agree: 96% (26)
- No Response: 0%

**Staff**
- Strongly disagree: 52% (10)
- Disagree: 32% (6)
- Somewhat disagree: 34% (6)
- Somewhat agree: 159% (17)
- Agree: 89% (30)
- Strongly agree: 169% (32)
- No Response: 0%

2021 CWC Survey will provide a baseline for future survey administrations.

The sum of the percentages for all responses may not equal 100% due to rounding.

Additional resources are available on uccs.edu – https://ir.uccs.edu/campus-workplace-climate-survey

Source: CU System & Campus Offices of Institutional Research
Mental Health and Wellness Perceptions – CU Anschutz

Work/Life Balance

(Faculty and Staff Only) Within the last 12 months I have felt...My department values the balance between my job and life outside the work setting

<table>
<thead>
<tr>
<th></th>
<th>Faculty</th>
<th>Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly disagree</td>
<td>267</td>
<td>360</td>
</tr>
<tr>
<td>Disagree</td>
<td>123</td>
<td>619</td>
</tr>
<tr>
<td>Somewhat agree</td>
<td>89</td>
<td>138</td>
</tr>
<tr>
<td>Agree</td>
<td>80</td>
<td>116</td>
</tr>
<tr>
<td>No Response</td>
<td></td>
<td>360</td>
</tr>
</tbody>
</table>

The sum of the percentages for all responses may not equal 100% due to rounding.

Additional resources are available on cuanschutz.edu
https://www.cuanschutz.edu/offices/diversity-equity-inclusion-community/cwcsurvey

Fall 2021

Campus & Workplace Culture Survey was administered between Oct-Nov 2021.

2021 CWC Survey will provide a baseline for future survey administrations.

Additional resources are available on cuanschutz.edu
https://www.cuanschutz.edu/offices/diversity-equity-inclusion-community/cwcsurvey

STRATEGIC METRIC WITH 2026 GOAL
Mental Health and Wellness Perceptions – CU Denver

(Policy and Staff Only) Within the last 12 months I have felt...My department values the balance between my job and life outside the work setting

**Faculty**
- Strongly disagree: 27 (7%)
- Disagree: 27 (7%)
- Somewhat disagree: 43 (11%)
- Somewhat agree: 78 (20%)
- Agree: 125 (32%)
- Strongly agree: 91 (23%)

**Staff**
- Strongly disagree: 39 (7%)
- Disagree: 35 (6%)
- Somewhat disagree: 43 (8%)
- Somewhat agree: 95 (17%)
- Agree: 158 (28%)
- Strongly agree: 133 (23%)

The sum of the percentages for all responses may not equal 100% due to rounding.

Fall 2021

Campus & Workplace Culture Survey was administered between Oct-Nov 2021.

2021 CWC Survey will provide a baseline for future survey administrations.

Additional resources are available on ucdenver.edu https://www.ucdenver.edu/offices/diversity-and-inclusion/cwcsurvey

Source: CU System & Campus Offices of Institutional Research

2022.06
Mental Health and Wellness Perceptions – CU Boulder

Work/Life Balance

(Faculty and Staff Only) Within the last 12 months I have felt...My department values the balance between my job and life outside the work setting

<table>
<thead>
<tr>
<th></th>
<th>Faculty</th>
<th>Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly disagree</td>
<td>107 (5%)</td>
<td>153 (5%)</td>
</tr>
<tr>
<td>Disagree</td>
<td>154 (8%)</td>
<td>158 (5%)</td>
</tr>
<tr>
<td>Somewhat disagree</td>
<td>237 (12%)</td>
<td>230 (7%)</td>
</tr>
<tr>
<td>Agree</td>
<td>434 (22%)</td>
<td>552 (17%)</td>
</tr>
<tr>
<td>Somewhat agree</td>
<td>652 (33%)</td>
<td>1181 (37%)</td>
</tr>
<tr>
<td>Strongly agree</td>
<td>370 (19%)</td>
<td>903 (28%)</td>
</tr>
<tr>
<td>No Response</td>
<td>43 (2%)</td>
<td>19 (1%)</td>
</tr>
</tbody>
</table>

The sum of the percentages for all responses may not equal 100% due to rounding.

Additional resources are available on colorado.edu https://www.colorado.edu/del
Mental Health and Wellness Perceptions – CU System

Work/Life Balance

(Faculty and Staff Only) Within the last 12 months I have felt...My department values the balance between my job and life outside the work setting

<table>
<thead>
<tr>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Somewhat disagree</th>
<th>Somewhat agree</th>
<th>Agree</th>
<th>Strongly agree</th>
<th>No Response</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>4</td>
<td>17</td>
<td>28</td>
<td>50</td>
<td>178</td>
<td>209</td>
<td>0</td>
<td>486</td>
</tr>
<tr>
<td>1%</td>
<td>3%</td>
<td>6%</td>
<td>10%</td>
<td>37%</td>
<td>43%</td>
<td>0%</td>
<td></td>
</tr>
</tbody>
</table>

The sum of the percentages for all responses may not equal 100% due to rounding.

Additional resources are available on cu.edu – https://www.cu.edu/campus-and-workplace-culture-survey

Fall 2021

Campus & Workplace Culture Survey was administered between Oct-Nov 2021.

2021 CWC Survey will provide a baseline for future survey administrations.

Source: CU System & Campus Offices of Institutional Research
Mental Health and Wellness Perceptions

Wellness Programs

• The following question was asked on the 2021 Campus & Workplace Culture Survey:

• **Faculty & Staff**: Please indicate whether each of the following are a *barrier that prevents you from participating in wellness-at-work programs.* (Yes/No)

• **Survey Options:**
  
  o Job responsibilities make it difficult to participate  
    (shift work, coverage, fee-based work)
  o I forget to attend or participate
  o Concerns about confidentiality
  o Lack of personal motivation
  o Time management (have trouble fitting anything else into my busy schedule)
  o Schedule of programs do not work for me
  o Wellness programs are not offered at a convenient location
  o My supervisor does not allow me to attend
  o Lack of interest in wellness activities available to me
  o Injury or disability
  o Cost
  o Not supported by coworkers
  o Do not feel comfortable participating in wellness-at-work programs
  o Do not have the knowledge needed to participate
  o Other
Faculty & Staff: Please indicate whether each of the following are a barrier that prevents you from participating in wellness-at-work programs. (Yes/No)

### Faculty (Top 3 Responses)
1. Busy schedule (64%)
2. Job responsibilities (52%)
3. Program schedule (42%)

### Staff (Top 3 Responses)
1. Busy schedule (66%)
2. Job responsibilities (59%)
3. Program schedule (45%)

---

Fall 2021

Campus & Workplace Culture Survey was administered between Oct-Nov 2021.

2021 CWC Survey will provide a baseline for future survey administrations.

Additional resources are available on uccs.edu – https://ir.uccs.edu/campus-workplace-climate-survey

---

Source: CU System & Campus Offices of Institutional Research
Mental Health and Wellness Perceptions – CU Denver

Reported Barriers to Wellness-at-Work Programs

Faculty & Staff: Please indicate whether each of the following are a barrier that prevents you from participating in wellness-at-work programs. (Yes/No)

<table>
<thead>
<tr>
<th>Faculty (Top 3 Responses)</th>
<th>Staff (Top 3 Responses)</th>
</tr>
</thead>
<tbody>
<tr>
<td>(1) Time management (have trouble fitting anything else into my busy schedule) (70%)</td>
<td>(1) Time management (have trouble fitting anything else into my busy schedule) (67%)</td>
</tr>
<tr>
<td>(2) Job responsibilities make it difficult to participate (shift work, coverage, fee-based work) (35%)</td>
<td>(2) Job responsibilities make it difficult to participate (shift work, coverage, fee-based work) (43%)</td>
</tr>
<tr>
<td>(3) Schedule of programs does not work for me</td>
<td>Lack of interest in wellness activities available to me (32%)</td>
</tr>
</tbody>
</table>

Fall 2021

Campus & Workplace Culture Survey was administered between Oct-Nov 2021.

2021 CWC Survey will provide a baseline for future survey administrations.

Additional resources are available on ucdenver.edu https://www.ucdenver.edu/offices/diversity-and-inclusion/cwcsurvey

Source: CU System & Campus Offices of Institutional Research

2022.06
Mental Health and Wellness Perceptions – CU Anschutz

Reported Barriers to Wellness-at-Work Programs

Faculty & Staff: Please indicate whether each of the following are a barrier that prevents you from participating in wellness-at-work programs. (Yes/No)

- Staff: 88%
- Faculty: 90%

**Faculty (Top 3 Responses):**
1. Time management (have trouble fitting anything else into my busy schedule) (68%)
2. Job responsibilities make it difficult to participate (shift work, coverage, fee-based work) (46%)
3. Schedule of programs does not work for me (36%)

**Staff (Top 3 Responses):**
1. Time management (have trouble fitting anything else into my busy schedule) (58%)
2. Cost (41%)
3. Lack of personal motivation (36%)

Fall 2021

Campus & Workplace Culture Survey was administered between Oct-Nov 2021.

2021 CWC Survey will provide a baseline for future survey administrations.

Additional resources are available on cuanschutz.edu https://www.cuanschutz.edu/offices/diversity-equity-inclusion-community/cwcsurvey

Source: CU System & Campus Offices of Institutional Research
Mental Health and Wellness Perceptions – CU Boulder

Reported Barriers to Wellness-at-Work Programs

Faculty & Staff: Please indicate whether each of the following are a barrier that prevents you from participating in wellness-at-work programs. (Yes/No)

<table>
<thead>
<tr>
<th></th>
<th>Faculty</th>
<th>Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mental Health and Wellness Perceptions – CU Boulder</td>
<td>85%</td>
<td>84%</td>
</tr>
</tbody>
</table>

Staff (Top 3 Responses)

1. Time management (have trouble fitting anything else into my busy schedule) (63%)
2. Lack of interest in wellness activities available to me (36%)
3. Lack of personal motivation (30%)

Faculty (Top 3 Responses)

1. Time management (have trouble fitting anything else into my busy schedule) (63%)
2. Lack of interest in wellness activities available to me (36%)
3. Lack of personal motivation (30%)

Fall 2021

Campus & Workplace Culture Survey, branded as “Campus Culture Survey,” was administered between Oct-Nov 2021.

2021 CWC Survey will provide a baseline for future survey administrations.

Additional resources are available on colorado.edu https://www.colorado.edu/dei

Source: CU System & Campus Offices of Institutional Research

University of Colorado
Boulder | Colorado Springs | Denver | Anschutz Medical Campus
Mental Health and Wellness Perceptions – CU System

Reported Barriers to Wellness-at-Work Programs

Faculty & Staff: Please indicate whether each of the following are a barrier that prevents you from participating in wellness-at-work programs. (Yes/No)

Top 3 Behaviors Reported

(1) Time management (having trouble fitting anything else into my busy schedule) (51%, 250)

(2) Lack of personal motivation (30%, 148)

(3) Lack of interest in wellness activities available to me (27%, 135)

Fall 2021

Campus & Workplace Culture Survey was administered between Oct-Nov 2021.

2021 CWC Survey will provide a baseline for future survey administrations.

Additional resources are available on cu.edu – https://www.cu.edu/campus-and-workplace-culture-survey

Source: CU System & Campus Offices of Institutional Research
Discovery & Impact

Strategic Metrics

- Patents Awarded by the U.S. Patent and Trademark Office

Supporting Data

- Research Funding
- Patients Served by CU Anschutz Clinical Faculty
Sponsored Research Awards + Gifts Supporting Research*

( in millions)

- Sponsored Research
- Gifts Supporting Research

$1.6B
FY 2020-21
Total Sponsored Research including Gifts Supporting Research

$1.3B
FY 2020-21
Sponsored Research Awards Only

* Gifts supporting research, reported from other sources starting in FY 2018-19

2021-22 research awards will be available in September 2022.

Source: CU Campuses, Budget & Finance Offices
Presentation: CU System Institutional Research
Sponsored Research Awards Only, by Source

(in millions)

Federal  Non-Federal

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<tbody>
<tr>
<td>$519.8</td>
<td>$592.2</td>
<td>$568.7</td>
<td>$602.6</td>
<td>$637.1</td>
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<td>$771.0</td>
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<td>$250.8</td>
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<td>$309.7</td>
<td>$321.3</td>
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<td>$398.9</td>
<td>$427.5</td>
<td>$424.1</td>
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</tr>
</tbody>
</table>

Total: $1,300.6

2012-13 to 2020-21

$1.3B

FY 2020-21
Sponsored Research Awards Only

*2021-22 as of 5/31/2022
2021-22 final research awards will be available in September 2022.

Source: CU Campuses, Budget & Finance Offices, excludes gifts supporting research
Presentation: CU System Institutional Research

2022.06
Sponsored Research Awards Only, by Campus

(in millions)

CU Boulder

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UCCS

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<td>$8.0</td>
<td>$9.8</td>
<td>$7.4</td>
<td>$15.9</td>
<td>$18.3</td>
<td>$7.4</td>
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CU Denver

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<td>$18.5</td>
<td>$22.2</td>
<td>$25.0</td>
<td>$25.9</td>
<td>$18.8</td>
<td>$22.4</td>
<td>$18.0</td>
<td>$24.3</td>
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CU Anschutz

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<td>$553.5</td>
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<td>$654.2</td>
<td>$583.5</td>
</tr>
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</table>

2012-13 to 2020-21

$1.3B
FY 2020-21
Sponsored Research Awards Only

*2021-22 as of 5/31/2022
2021-22 final research awards will be available in September 2022.
Research Expenditures FY 2019-20

Top 20 University Systems (in billions)

- #1 California (11 institutions) $7.3
- #2 Texas (14 institutions) $3.7
- #3 Florida (12 institutions) $2.3
- #4 N Carolina (15 institutions) $1.9
- #5 Georgia (10 institutions) $1.9
- #6 Michigan (3 institutions) $1.7
- #7 Ohio (5 institutions) $1.6
- #8 Washington (3 institutions) $1.5
- #9 Wisconsin (10 institutions) $1.4
- #10 SUNY (14 institutions) $1.4
- #11 Maryland (4 institutions) $1.2
- #12 Texas A&M (5 institutions) $1.2
- #13 Illinois (3 institutions) $1.1
- #14 Colorado (3 institutions) $1.1
- #14 Maryland (4 institutions) $1.1
- #15 Minnesota (3 institutions) $1.1
- #16 Penn State (3 institutions) $1.0
- #17 Alabama (3 institutions) $0.8
- #18 Indiana (3 institutions) $0.8
- #19 UMASS (6 institutions) $0.7
- #20 Oklahoma (5 institutions) $0.6

CU System is #14 in Research Expenditures
CU Boulder is #1 public recipient of NASA research funding


About HERD
The Higher Education Research and Development Survey (HERD) collects information on R&D expenditures by field of research and source of funds. The survey is an annual census of U.S. higher education institutions that expended at least $150,000 in separately accounted for R&D in the fiscal year.
## Patients Served by CU Anschutz Clinical Faculty

### By Region

<table>
<thead>
<tr>
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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Eastern (E)</td>
<td>5,396</td>
<td>5,595</td>
<td>5,976</td>
<td>5,983</td>
<td>6,491</td>
<td>6,142</td>
<td>6,499</td>
<td>6,600</td>
</tr>
<tr>
<td>Front Range (Central)</td>
<td>335,814</td>
<td>350,358</td>
<td>381,290</td>
<td>403,557</td>
<td>437,187</td>
<td>435,070</td>
<td>444,626</td>
<td>483,247</td>
</tr>
<tr>
<td>Front Range (North)</td>
<td>26,453</td>
<td>27,775</td>
<td>30,065</td>
<td>29,986</td>
<td>31,793</td>
<td>32,013</td>
<td>36,113</td>
<td>39,720</td>
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<tr>
<td>Front Range (South)</td>
<td>40,834</td>
<td>44,205</td>
<td>50,447</td>
<td>57,441</td>
<td>59,031</td>
<td>63,146</td>
<td>65,132</td>
<td>69,398</td>
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<tr>
<td>Mountain (M)</td>
<td>7,215</td>
<td>7,222</td>
<td>7,887</td>
<td>8,991</td>
<td>9,472</td>
<td>9,521</td>
<td>9,779</td>
<td>10,001</td>
</tr>
<tr>
<td>Northwest (NW)</td>
<td>5,185</td>
<td>5,276</td>
<td>5,650</td>
<td>6,234</td>
<td>6,813</td>
<td>6,991</td>
<td>7,625</td>
<td>7,747</td>
</tr>
<tr>
<td>Southeast (SE)</td>
<td>3,404</td>
<td>3,520</td>
<td>3,909</td>
<td>4,175</td>
<td>4,265</td>
<td>4,248</td>
<td>4,419</td>
<td>4,780</td>
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<tr>
<td>Southwest (SW)</td>
<td>2,874</td>
<td>3,046</td>
<td>3,355</td>
<td>3,691</td>
<td>3,978</td>
<td>4,055</td>
<td>4,453</td>
<td>4,588</td>
</tr>
<tr>
<td><strong>Colorado Total</strong></td>
<td><strong>427,175</strong></td>
<td><strong>446,997</strong></td>
<td><strong>488,579</strong></td>
<td><strong>520,058</strong></td>
<td><strong>559,030</strong></td>
<td><strong>561,186</strong></td>
<td><strong>578,646</strong></td>
<td><strong>626,081</strong></td>
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<tr>
<td>Out-of-State or Unknown</td>
<td><strong>27,684</strong></td>
<td><strong>28,016</strong></td>
<td><strong>29,696</strong></td>
<td><strong>41,066</strong></td>
<td><strong>34,919</strong></td>
<td><strong>30,804</strong></td>
<td><strong>30,040</strong></td>
<td><strong>33,455</strong></td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>454,859</strong></td>
<td><strong>475,013</strong></td>
<td><strong>518,275</strong></td>
<td><strong>561,124</strong></td>
<td><strong>593,949</strong></td>
<td><strong>591,990</strong></td>
<td><strong>608,686</strong></td>
<td><strong>659,536</strong></td>
</tr>
</tbody>
</table>

### Strategic Metric with 2026 Goal

#### FY 2015 to FY 2022

- The number of patients served by CU Anschutz clinical faculty per year.
- **+45%**

#### FY 2015 to FY 2022 (YTD)

- **+5.5%**

#### Average Annual Growth

Source: CU Anschutz Medical Campus; CU Medicine; Chancellor’s Office
Final FY 2022 will be available in July 2022

2022.07
Patents are a key way for CU to protect inventions made by its researchers. The university, as owner of inventions made by its faculty, students, and staff, can license patents to companies that know how to turn the invention into commercial products or services. Ideally, developing a "raw" invention into products and services desired by the public creates jobs, increases government tax revenues, and provides additional revenue to the inventor and university through patent licensing fees.
Diversity, Inclusion, Equity & Access

**Strategic Metrics**
- Faculty & Staff Diversity
- Population by Race/Ethnicity, Gender
- Student Diversity
- Enrollment by Race/Ethnicity, Gender, Residency, Federal Pell Status, First Generation, Students with Disabilities
- Freshman Applications by Race/Ethnicity
- Retention Rates by Race/Ethnicity, Gender, Residency, Federal Pell Status, First Generation
- Graduation Rates by Race/Ethnicity, Gender, Residency, Federal Pell Status, First Generation
- Degrees Awarded by Race/Ethnicity, Gender, Residency, Federal Pell Status

**Supporting Data**
- Diversity (Students)
- Diversity (Faculty & Staff)
- Inclusion (TBD)
CU’s Changing Student Population

<table>
<thead>
<tr>
<th>Category</th>
<th>Change</th>
<th>Base Numbers</th>
<th>Percentage Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students of Color</td>
<td>+82%</td>
<td>+9,594</td>
<td>11,724 to 21,318</td>
</tr>
<tr>
<td>URM</td>
<td>+87%</td>
<td>+6,752</td>
<td>7,717 to 14,469</td>
</tr>
<tr>
<td>Pell Recipients</td>
<td>+7%</td>
<td>+805</td>
<td>11,356 to 12,161</td>
</tr>
<tr>
<td>White</td>
<td>+2%</td>
<td>+716</td>
<td>40,396 to 41,112</td>
</tr>
</tbody>
</table>

Students of Color includes:
- American Indian or Alaskan Native
- Asian American
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander
- More than one race

URM includes only:
- American Indian or Alaskan Native
- Black or African American
- Hispanic or Latino

Source: Census Enrollment; Includes undergraduate and graduate level, both degree and non-degree seeking; Pell Recipients from CU Financial Aid;
Student Enrollment Diversity

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:

- Fall Headcount Enrollment by Race/Ethnicity & Sex
- Degrees Awarded by Race/Ethnicity
- Resident Freshman Applications, Acceptances, and Enrollments
- 1-Year Freshman Retention Rates by Race/Ethnicity & of Pell Grant Recipients
- 6-Year Graduation Rates by Race/Ethnicity
- Fall Enrollment of Pell Grant Recipients
- Enrollment of Students with Disabilities
- Enrollment of Students with Military Affiliation

- Enrollment of First-Generation Students
- New Resident Freshmen: Home Region
- New Resident Freshmen, Metropolitan and Non-Metropolitan Areas
- New Resident Freshmen by Race/Ethnicity,

**Access Resources Online**

CU Diversity Report (PDF)  
CU Diversity Data Visualization (Tableau)
Student Enrollment Diversity

Fall 2012 to Fall 2021

Students of Color includes:
• American Indian or Alaskan Native
• Asian American
• Black or African American
• Hispanic or Latino
• Native Hawaiian or Other Pacific Islander
• More than one race

URM includes only:
• American Indian or Alaskan Native
• Black or African American
• Hispanic or Latino

% Students of Color

% URM

Fall 2012 Fall 2013 Fall 2014 Fall 2015 Fall 2016 Fall 2017 Fall 2018 Fall 2019 Fall 2020 Fall 2021

0% 5% 10% 15% 20% 25% 30% 35%
Student Enrollment – % Students of Color

Boulder

- Undergraduate
- Graduate

UCCS

Denver

Anschutz Medical Campus

Fall 2012 to Fall 2021

Students of Color includes:
- American Indian or Alaskan Native
- Asian American
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander
- More than one race

URM includes only:
- American Indian or Alaskan Native
- Black or African American
- Hispanic or Latino

Students of Color includes:
- American Indian or Alaskan Native
- Asian American
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander
- More than one race

URM includes only:
- American Indian or Alaskan Native
- Black or African American
- Hispanic or Latino

Source: CU Diversity Report, CU System Office of Institutional Research
Student Enrollment Diversity | Pell Recipients

PILLAR 3: Diversity, Inclusion, Equity & Access

2022.06

Source: CU Diversity Report, CU System Office of Institutional Research

21% of Undergraduates are Pell Recipients
Student Enrollment Diversity | Military Affiliation

Fall 2017 to Fall 2021
Numbers include only degree-seeking undergraduate students enrolled in the fall term. This includes students taking main campus or on-line only classes.

Military Affiliation includes:
- People actively serving in the U.S. Armed Forces
- Veterans
- Dependents of veterans who qualify for benefits.

CU Boulder

CU Denver

UCCS

PILLAR 3: Diversity, Inclusion, Equity & Access

Source: CU Diversity Report, CU System Office of Institutional Research
Resident Undergraduate Student Application Diversity

- Percentage of undergraduate student applications by race/ethnicity for all CU campuses.
- Other students of color includes only:
  - Asian American
  - Native Hawaiian or Other Pacific Islander
  - More than one race

42% Students of Color Enrolled Applicants Fall 2020

Source: CU Diversity Report, CU System Office of Institutional Research
Freshman Retention Rates Diversity | Students of Color

First-time, full-time freshman in fall term returning for second fall

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</tr>
</thead>
<tbody>
<tr>
<td>Boulder</td>
<td>84%</td>
<td>82%</td>
<td>85%</td>
<td>83%</td>
<td>85%</td>
<td>86%</td>
<td>84%</td>
<td>84%</td>
<td>88%</td>
<td>91%</td>
</tr>
<tr>
<td>Colorado Springs</td>
<td>66%</td>
<td>67%</td>
<td>70%</td>
<td>69%</td>
<td>68%</td>
<td>67%</td>
<td>69%</td>
<td>69%</td>
<td>67%</td>
<td>70%</td>
</tr>
<tr>
<td>Denver</td>
<td>67%</td>
<td>75%</td>
<td>71%</td>
<td>77%</td>
<td>69%</td>
<td>73%</td>
<td>63%</td>
<td>71%</td>
<td>69%</td>
<td>73%</td>
</tr>
</tbody>
</table>

Fall 2011/2012 through Fall 2020/2021

Students of Color includes:
- American Indian or Alaskan Native
- Asian American
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander
- More than one race

Source: CU Diversity Report, CU System Office of Institutional Research
## Six-Year Graduation Rates Diversity | Students of Color

First-time, full-time freshman in fall term graduating in six years (150% time)

### 2012 to 2021 Graduation Rates

Students of Color includes:
- American Indian or Alaskan Native
- Asian American
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander
- More than one race

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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Boulder</td>
<td>69%</td>
<td>62%</td>
<td>71%</td>
<td>64%</td>
<td>71%</td>
<td>66%</td>
<td>71%</td>
<td>71%</td>
<td>70%</td>
<td>70%</td>
</tr>
<tr>
<td>Colorado Springs</td>
<td>46%</td>
<td>46%</td>
<td>47%</td>
<td>41%</td>
<td>49%</td>
<td>46%</td>
<td>45%</td>
<td>49%</td>
<td>40%</td>
<td>41%</td>
</tr>
<tr>
<td>Denver</td>
<td>44%</td>
<td>45%</td>
<td>41%</td>
<td>40%</td>
<td>44%</td>
<td>47%</td>
<td>44%</td>
<td>47%</td>
<td>50%</td>
<td>45%</td>
</tr>
</tbody>
</table>

Source: CU Diversity Report, CU System Office of Institutional Research
28% Students of Color FY 2021

Degrees Awarded - Diversity

Fall 2012 to Fall 2021

Students of Color includes:
- American Indian or Alaskan Native
- Asian American*
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander*
- More than one race*

*Other students of color
Facility & Staff Diversity

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:

**Faculty & Staff Diversity**
- Faculty Diversity by Race/Ethnicity, Sex, & Military Affiliation
- Staff Diversity by Race/Ethnicity, Sex, & Military Affiliation

**Access Resources Online**
- CU Diversity Report (PDF)
- CU Diversity Data Visualization (Tableau)
Faculty & Staff Diversity | Percentage People of Color

Fall 2012 to Fall 2021
People of Color includes:
• American Indian or Alaskan Native
• Asian American
• Black or African American
• Hispanic or Latino
• Native Hawaiian or Other Pacific Islander
• More than one race

Boulder

UCCS

Denver

Anschutz
Faculty & Staff Diversity | Percentage Women

Fall 2012 to Fall 2021

Currently, data collection at CU asks about an individual's sex.

At present, employee data systems are limited to binary options (female or male) and leaving the selection blank (reported as unspecified).
State of Colorado Population Diversity

PILLAR 3: Diversity, Inclusion, Equity & Access

2011 to 2020
U.S. Census

Percentages based on American Community Survey 5-Year Estimates, https://api.census.gov/data/2020/acs/acs5/profile
New Student Diversity | Percentage URM & Military Affiliation

PILLAR 3: Diversity, Inclusion, Equity & Access

Fall 2016 to Fall 2021

Percentages reflect new students for each reporting period and do not reflect the share of total enrollment.

URM (Under-Represented Minority) is defined uniquely at each campus based on the campus population.

Military Affiliation includes veterans and dependents of veterans.
New Faculty Diversity | Percentage URM & Veteran

**Fall 2016 to Fall 2021**

Percentages reflect new full-time and part-time faculty hired each reporting period and do not reflect the share of the total population.

**URM (Under-Represented Minority)** is defined uniquely at each campus based on the campus population and are defined in the strategic plan.

**Veteran** includes military service veterans and protected class veterans.
New Staff Diversity | Percentage URM & Veteran

Fall 2016 to Fall 2021

Percentages reflect new full-time and part-time staff hired each reporting period and do not reflect the share of the total population.

URM (Under-Represented Minority) is defined uniquely at each campus based on the campus population and are defined in the strategic plan.

Veteran includes military service veterans and protected class veterans.
Pillar 3: Diversity, Inclusion, Equity, & Access
CWC Survey—Acceptance/Culture, Harassment & Discrimination, Civility
• Campus and Workplace Culture (CWC) Survey was distributed in October and November 2021. All students, faculty, and staff were invited to participate.
  – 2021 CWC Survey will provide a baseline for future survey administrations
• Each CU Campus administered their survey independently and owns their campus data security and storage
• Respondents received a personalized survey invitation delivered to their CU email address
• Survey was communicated heavily to campuses in advance
• Survey reminders were sent throughout administration period
• Some campuses offered incentives to students and staff
• While response rates are an early indicator of engagement, representativeness of the response population across institutional areas and demography are key to a successful result
CWC Survey & Strategic Plan Alignment

CWC Survey
(9 Sections, ~73 Questions)

- Belonging (~8 Questions)
- Dept Culture (~24 Questions)
- Norms (~4 Questions)
- Identity (~8 Questions)
- Incivility (~1 Question)
- Sexual Harassment (~1 Question)
- Discrimination (~1 Question)
- Outcomes/Policy (~4 Questions)
- Mental Health (~22 Questions)

Strategic Plan
Pillar 3
(3 Questions)

- Dept Culture (1 Question)
- Incivility (1 Question)
- Outcomes/Policy (1 Question)

~Number of questions per survey administration may vary by staff/student surveys and possible campus customizations to survey instrument. Approximate count doesn't include follow up questions.
Acceptance/Culture

- The following question was asked on the 2021 Campus & Workplace Culture Survey:

- **Undergraduate Students**: In most of my courses...
  - *I am comfortable expressing ideas or opinions in class without fear it will affect how people in the classroom treat me*

- **Graduate Students, Faculty, and Staff**: Indicate how strongly you disagree or agree with each of the following statements:
  - *I am comfortable expressing ideas or opinions without fear it will affect how individuals in my department treat me*

<table>
<thead>
<tr>
<th>Strongly Disagree (Scale=1)</th>
<th>Disagree (2)</th>
<th>Somewhat Disagree (3)</th>
<th>Somewhat Agree (4)</th>
<th>Agree (5)</th>
<th>Strongly Agree (6)</th>
</tr>
</thead>
</table>
I am comfortable expressing ideas or opinions without fear it will affect how individuals in my department treat me.

**Staff**
- Strongly disagree: 33, 6%
- Disagree: 36, 6%
- Somewhat disagree: 58, 10%
- Somewhat agree: 90, 16%
- Agree: 185, 33%
- Strongly agree: 156, 28%

**Faculty**
- Strongly disagree: 25, 7%
- Disagree: 25, 7%
- Somewhat disagree: 47, 12%
- Somewhat agree: 56, 15%
- Agree: 127, 33%
- Strongly agree: 102, 27%

**GR**
- Strongly disagree: 10, 3%
- Disagree: 20, 5%
- Somewhat disagree: 31, 8%
- Somewhat agree: 51, 13%
- Agree: 135, 35%
- Strongly agree: 118, 31%

**UG**
- Strongly disagree: 53, 3%
- Disagree: 77, 9%
- Somewhat disagree: 156, 18%
- Somewhat agree: 327, 18%
- Agree: 678, 38%
- Strongly agree: 412, 23%

Additional resources are available on uccs.edu – https://ir.uccs.edu/campus-workplace-climate-survey

**Fall 2021**
Survey administered between Oct-Nov 2021

2021 CWC Survey will provide a baseline for future survey administrations

The sum of the percentages for all responses may not equal 100% due to rounding.

Additional resources are available on uccs.edu – https://ir.uccs.edu/campus-workplace-climate-survey
### Acceptance/Culture

I am comfortable expressing ideas or opinions without fear it will affect how individuals in my department treat me.

<table>
<thead>
<tr>
<th></th>
<th>Staff</th>
<th>Faculty</th>
<th>GR</th>
<th>UG</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Strongly disagree</td>
<td>24 (4%)</td>
<td>35 (7%)</td>
<td>52 (5%)</td>
<td>84 (5%)</td>
</tr>
<tr>
<td>Disagree</td>
<td>32 (6%)</td>
<td>34 (7%)</td>
<td>40 (4%)</td>
<td>68 (4%)</td>
</tr>
<tr>
<td>Somewhat disagree</td>
<td>53 (9%)</td>
<td>48 (10%)</td>
<td>67 (6%)</td>
<td>120 (7%)</td>
</tr>
<tr>
<td>Agree</td>
<td>88 (16%)</td>
<td>87 (18%)</td>
<td>128 (12%)</td>
<td>242 (14%)</td>
</tr>
<tr>
<td>Strongly agree</td>
<td>176 (31%)</td>
<td>143 (29%)</td>
<td>331 (31%)</td>
<td>552 (32%)</td>
</tr>
<tr>
<td>No Response</td>
<td>143 (25%)</td>
<td>94 (19%)</td>
<td>254 (24%)</td>
<td>375 (22%)</td>
</tr>
<tr>
<td></td>
<td>51 (9%)</td>
<td>49 (10%)</td>
<td>195 (18%)</td>
<td>275 (16%)</td>
</tr>
</tbody>
</table>

The sum of the percentages for all responses may not equal 100% due to rounding.

Additional resources are available on ucdenver.edu. [https://www.ucdenver.edu/offices/diversity-and-inclusion/cwcsurvey](https://www.ucdenver.edu/offices/diversity-and-inclusion/cwcsurvey)

---

**Fall 2021**

Survey administered between Oct-Nov 2021

2021 CWC Survey will provide a baseline for future survey administrations

The sum of the percentages for all responses may not equal 100% due to rounding.

Additional resources are available on ucdenver.edu.
I am comfortable expressing ideas or opinions without fear it will affect how individuals in my department treat me.

<table>
<thead>
<tr>
<th></th>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Somewhat disagree</th>
<th>Agree</th>
<th>Somewhat agree</th>
<th>Strongly agree</th>
<th>No Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staff</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>132 (6%)</td>
<td>138 (6%)</td>
<td>203 (9%)</td>
<td>401 (18%)</td>
<td>675 (31%)</td>
<td>378 (17%)</td>
<td>241 (11%)</td>
</tr>
<tr>
<td>Faculty</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>87 (7%)</td>
<td>98 (8%)</td>
<td>151 (12%)</td>
<td>197 (16%)</td>
<td>336 (27%)</td>
<td>269 (22%)</td>
<td>104 (8%)</td>
</tr>
<tr>
<td>GR</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>78 (7%)</td>
<td>74 (7%)</td>
<td>96 (9%)</td>
<td>156 (14%)</td>
<td>341 (32%)</td>
<td>183 (17%)</td>
<td>148 (14%)</td>
</tr>
<tr>
<td>UG</td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>3 (3%)</td>
<td>7 (7%)</td>
<td>19 (18%)</td>
<td>18 (17%)</td>
<td>33 (31%)</td>
<td>9 (8%)</td>
<td>18 (17%)</td>
</tr>
</tbody>
</table>

Survey administered between Oct-Nov 2021

2021 CWC Survey will provide a baseline for future survey administrations

The sum of the percentages for all responses may not equal 100% due to rounding.

Additional resources are available on cuanschutz.edu

https://www.cuanschutz.edu/offices/diversity-equity-inclusion-community/cwcsurvey
Campus and Workplace Culture (CWC) Survey – CU Boulder

Acceptance/Culture

I am comfortable expressing ideas or opinions without fear it will affect how individuals in my department treat me.

<table>
<thead>
<tr>
<th></th>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Somewhat disagree</th>
<th>Agree</th>
<th>Strongly agree</th>
<th>No Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staff</td>
<td>182 (6%)</td>
<td>216 (7%)</td>
<td>311 (10%)</td>
<td>525 (16%)</td>
<td>1177 (36%)</td>
<td>804 (25%)</td>
</tr>
<tr>
<td>Faculty</td>
<td>174 (8%)</td>
<td>200 (10%)</td>
<td>259 (13%)</td>
<td>341 (17%)</td>
<td>614 (30%)</td>
<td>421 (20%)</td>
</tr>
<tr>
<td>GR</td>
<td>143 (4%)</td>
<td>195 (6%)</td>
<td>300 (9%)</td>
<td>580 (18%)</td>
<td>1205 (37%)</td>
<td>710 (22%)</td>
</tr>
<tr>
<td>UG</td>
<td>380 (4%)</td>
<td>475 (5%)</td>
<td>911 (10%)</td>
<td>1810 (21%)</td>
<td>3331 (38%)</td>
<td>1523 (18%)</td>
</tr>
</tbody>
</table>

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

2021 CWC Survey will provide a baseline for future survey administrations.

Additional resources are available on colorado.edu https://www.colorado.edu/d3804403

Source: CU System & Campus Offices of Institutional Research

2022.06
CWC Survey – CU System Administration

Acceptance/Culture

I am comfortable expressing ideas or opinions without fear it will affect how individuals in my department treat me.

<table>
<thead>
<tr>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Somewhat disagree</th>
<th>Somewhat agree</th>
<th>Agree</th>
<th>Strongly agree</th>
<th>No Response</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>18</td>
<td>19</td>
<td>37</td>
<td>63</td>
<td>177</td>
<td>173</td>
<td>9</td>
<td>496</td>
</tr>
<tr>
<td>4%</td>
<td>4%</td>
<td>7%</td>
<td>13%</td>
<td>36%</td>
<td>35%</td>
<td>2%</td>
<td></td>
</tr>
</tbody>
</table>

Acceptance/Culture

Survey administered between Oct-Nov 2021

2021 CWC Survey will provide a baseline for future survey administrations

The sum of the percentages for all responses may not equal 100% due to rounding.

Additional resources are available on cu.edu – https://www.cu.edu/campus-and-workplace-culture-survey

Source: CU System & Campus Offices of Institutional Research
Reporting Harassment & Discrimination

• The following question was asked on the 2021 Campus & Workplace Culture Survey:

• **Students, Faculty, and Staff** - If I reported a problem related to identity-based discrimination or harassment (attributed to protected classes such as race, sexual orientation, gender, disability), or sexual misconduct, intimate partner abuse (including domestic/dating violence), or stalking, *I feel like my concerns would be taken seriously by my campus.*

<table>
<thead>
<tr>
<th>Strongly Disagree (Scale=1)</th>
<th>Disagree (2)</th>
<th>Somewhat Disagree (3)</th>
<th>Somewhat Agree (4)</th>
<th>Agree (5)</th>
<th>Strongly Agree (6)</th>
</tr>
</thead>
</table>

Campus and Workplace Culture (CWC) Survey
### Campus and Workplace Culture (CWC) Survey – UCCS

**Reporting Harassment & Discrimination**

If I reported a problem related to identity-based discrimination or harassment (attributed to protected classes such as race, sexual orientation, gender, disability), or sexual misconduct, intimate partner abuse (including domestic/dating violence), or stalking, *I feel like my concerns would be taken seriously by my campus.*

<table>
<thead>
<tr>
<th></th>
<th>Staff</th>
<th>Faculty</th>
<th>GR</th>
<th>UG</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>23</td>
<td>17</td>
<td>11</td>
<td>77</td>
</tr>
<tr>
<td></td>
<td>(5%)</td>
<td>(5%)</td>
<td>(3%)</td>
<td>(6%)</td>
</tr>
<tr>
<td></td>
<td>28</td>
<td>14</td>
<td>13</td>
<td>56</td>
</tr>
<tr>
<td></td>
<td>(6%)</td>
<td>(4%)</td>
<td>(4%)</td>
<td>(4%)</td>
</tr>
<tr>
<td></td>
<td>28</td>
<td>16</td>
<td>15</td>
<td>62</td>
</tr>
<tr>
<td></td>
<td>(6%)</td>
<td>(5%)</td>
<td>(5%)</td>
<td>(5%)</td>
</tr>
<tr>
<td></td>
<td>65</td>
<td>50</td>
<td>34</td>
<td>204</td>
</tr>
<tr>
<td></td>
<td>(13%)</td>
<td>(15%)</td>
<td>(9%)</td>
<td>(16%)</td>
</tr>
<tr>
<td></td>
<td>162</td>
<td>112</td>
<td>119</td>
<td>514</td>
</tr>
<tr>
<td></td>
<td>(33%)</td>
<td>(34%)</td>
<td>(33%)</td>
<td>(40%)</td>
</tr>
<tr>
<td></td>
<td>178</td>
<td>116</td>
<td>126</td>
<td>387</td>
</tr>
<tr>
<td></td>
<td>(37%)</td>
<td>(36%)</td>
<td>(35%)</td>
<td>(30%)</td>
</tr>
</tbody>
</table>

*0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%*

- **Strongly disagree**
- **Somewhat disagree**
- **Disagree**
- **Somewhat agree**
- **Agree**
- **Strongly agree**

---

**Fall 2021**

Survey administered between Oct-Nov 2021

2021 CWC Survey will provide a baseline for future survey administrations

The sum of the percentages for all responses may not equal 100% due to rounding.

Additional resources are available on uccs.edu – https://ir.uccs.edu/campus-workplace-climate-survey
Reporting Harassment & Discrimination

If I reported a problem related to identity-based discrimination or harassment (attributed to protected classes such as race, sexual orientation, gender, disability), or sexual misconduct, intimate partner abuse (including domestic/dating violence), or stalking, I feel like my concerns would be taken seriously by my campus.

---

Fall 2021
Survey administered between Oct-Nov 2021
2021 CWC Survey will provide a baseline for future survey administrations
The sum of the percentages for all responses may not equal 100% due to rounding.

Additional resources are available on ucdenver.edu
https://www.ucdenver.edu/offices/diversity-and-inclusion/cwcsurvey
If I reported a problem related to identity-based discrimination or harassment (attributed to protected classes such as race, sexual orientation, gender, disability), or sexual misconduct, intimate partner abuse (including domestic/dating violence), or stalking, I feel like my concerns would be taken seriously by my campus.

Staff:
- 65% Strongly agree
- 74% Agree
- 90% Slightly agree
- 225 Strongly disagree
- 631 Disagree
- 29% Slightly disagree
- 631 Somewhat disagree
- 27% Agree
- 497 Strongly disagree

Faculty:
- 37% Strongly agree
- 45% Agree
- 56% Slightly agree
- 153 Strongly disagree
- 392 Disagree
- 32% Slightly disagree
- 392 Somewhat disagree
- 27% Agree
- 228 Strongly disagree

GR:
- 37% Strongly agree
- 36% Agree
- 41% Slightly agree
- 131 Strongly disagree
- 300 Disagree
- 28% Slightly disagree
- 300 Somewhat disagree
- 22% Agree
- 293 Strongly disagree

UG:
- 6% Strongly agree
- 1% Agree
- 5% Slightly agree
- 22 Strongly disagree
- 20 Disagree
- 19% Slightly disagree
- 20 Somewhat disagree
- 11% Agree
- 41 Strongly disagree

Fall 2021
Survey administered between Oct-Nov 2021
2021 CWC Survey will provide a baseline for future survey administrations
The sum of the percentages for all responses may not equal 100% due to rounding.
Additional resources are available on cuanschutz.edu
https://www.cuanschutz.edu/offices/diversity-equity-inclusion-community/cwcsurvey
Campus and Workplace Culture (CWC) Survey – CU Boulder

Reporting Harassment & Discrimination

If I reported a problem related to identity-based discrimination or harassment (attributed to protected classes such as race, sexual orientation, gender, disability), or sexual misconduct, intimate partner abuse (including domestic/dating violence), or stalking, I feel like my concerns would be taken seriously by my campus.

<table>
<thead>
<tr>
<th></th>
<th>Strongly disagree</th>
<th>Somewhat disagree</th>
<th>Disagree</th>
<th>Agree</th>
<th>Somewhat agree</th>
<th>Strongly agree</th>
<th>No Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staff</td>
<td>86102</td>
<td>168</td>
<td>440</td>
<td>992</td>
<td>1151</td>
<td>269</td>
<td>8%</td>
</tr>
<tr>
<td></td>
<td>3%</td>
<td>5%</td>
<td>14%</td>
<td>31%</td>
<td>36%</td>
<td>8%</td>
<td></td>
</tr>
<tr>
<td>Faculty</td>
<td>83115</td>
<td>142</td>
<td>344</td>
<td>582</td>
<td>529</td>
<td>220</td>
<td>11%</td>
</tr>
<tr>
<td></td>
<td>4%</td>
<td>6%</td>
<td>7%</td>
<td>17%</td>
<td>26%</td>
<td>11%</td>
<td></td>
</tr>
<tr>
<td>GR</td>
<td>110164</td>
<td>229</td>
<td>484</td>
<td>926</td>
<td>778</td>
<td>382</td>
<td>12%</td>
</tr>
<tr>
<td></td>
<td>4%</td>
<td>5%</td>
<td>7%</td>
<td>16%</td>
<td>25%</td>
<td>12%</td>
<td></td>
</tr>
<tr>
<td>UG</td>
<td>606686</td>
<td>695</td>
<td>1427</td>
<td>2230</td>
<td>1309</td>
<td>781</td>
<td>10%</td>
</tr>
<tr>
<td></td>
<td>8%</td>
<td>9%</td>
<td>18%</td>
<td>29%</td>
<td>17%</td>
<td>10%</td>
<td></td>
</tr>
</tbody>
</table>

The sum of the percentages for all responses may not equal 100% due to rounding.

2021 CWC Survey will provide a baseline for future survey administrations.

Additional resources are available on colorado.edu
https://www.colorado.edu/del

Source: CU System & Campus Offices of Institutional Research
If I reported a problem related to identity-based discrimination or harassment (attributed to protected classes such as race, sexual orientation, gender, disability), or sexual misconduct, intimate partner abuse (including domestic/dating violence), or stalking, I feel like my concerns would be taken seriously by my campus.
Civility

• The following question was asked on the 2021 Campus & Workplace Culture Survey:

• **Students**: Since you have been a student at CU, …

• **Faculty & Staff**: Within the last 12 months, …

...have you experienced any of these behaviors in the context of your CU-related activities (in-person or remote)? Please select all that apply.

- Being shouted or yelled at
- Non-verbal behaviors/gestures
- Excessive criticism in front of others
- Someone constantly interrupting or talking over you
- Being mocked, scorned, ridiculed
- Condescension or dismissive remarks
- Being deliberately ignored or excluded
- Hostile electronic communication
- Inappropriate jokes/humor (verbal or written)
- Insults or derogatory remarks
- Someone plagiarizing your work
- Someone taking credit for your work/ideas
- Complaints being made about you behind your back
- Your property being vandalized, destroyed, or stolen
- Non-responsiveness or slow responsiveness to emails
- Your work being undermined or impeded
- Rumors being spread about you
- Feeling physically threatened
- Unwanted physical contact
- Unjustified denial of access to resources
- Threats to your employment status (fac/staff) / funding (grad) / financial support (ugrd)
- Threats to your professional status (fac/staff) / progress toward your degree (grad)
- Someone sabotaging the timely completion of your degree (grad/ugrd)
- Demands of excessive sacrifices on your time, health, or social life (grad)
Faculty & Staff: Within the last 12 months, have you experienced any of these behaviors in the context of your CU-related activities (in-person or remote)? Please select all that apply.

Students: Since you have been a student at CU, have you experienced any of these behaviors in the context of your CU-related activities (in-person or remote)? Please select all that apply.

<table>
<thead>
<tr>
<th>#1 Behavior Reported</th>
<th>#2 Behavior Reported</th>
<th>#3 Behavior Reported</th>
</tr>
</thead>
<tbody>
<tr>
<td>UG</td>
<td>Interrupting (11%)</td>
<td>Condescension (10%)</td>
</tr>
<tr>
<td>GR</td>
<td>Non-responsiveness (17%)</td>
<td>Condescension (15%)</td>
</tr>
<tr>
<td>Faculty</td>
<td>Condescension (22%)</td>
<td>Non-responsiveness (21%)</td>
</tr>
<tr>
<td>Staff</td>
<td>Non-responsiveness (30%)</td>
<td>Condescension (22%)</td>
</tr>
</tbody>
</table>

Source: CU System & Campus Offices of Institutional Research
Civility

Faculty & Staff: Within the last 12 months, ...
Students: Since you have been a student at CU, ...

have you experienced any of these behaviors in the context of your CU-related activities (in-person or remote)? Please select all that apply.

<table>
<thead>
<tr>
<th>Group</th>
<th>#1 Behavior Reported</th>
<th>#2 Behavior Reported</th>
<th>#3 Behavior Reported</th>
</tr>
</thead>
<tbody>
<tr>
<td>UG</td>
<td>Condescension or dismissive remarks (16%)</td>
<td>Someone constantly interrupting or talking over you (12%)</td>
<td>Your work being undermined or impeded (11%)</td>
</tr>
<tr>
<td>GR</td>
<td>Non-responsiveness or slow responsiveness to emails or requests (21%)</td>
<td>Condescension or dismissive remarks (15%)</td>
<td>*Demands of excessive sacrifices in your time, health, or social life (12%)</td>
</tr>
<tr>
<td>Faculty</td>
<td>Non-responsiveness or slow responsiveness to emails or requests (26%)</td>
<td>Condescension or dismissive remarks (22%)</td>
<td>Someone constantly interrupting or talking over you (14%)</td>
</tr>
<tr>
<td>Staff</td>
<td>Non-responsiveness or slow responsiveness to emails or requests (41%)</td>
<td>Condescension or dismissive remarks (28%)</td>
<td>Someone constantly interrupting or talking over you (26%)</td>
</tr>
</tbody>
</table>

*This prompt was only asked of graduate students
### Campus and Workplace Culture (CWC) Survey – CU Anschutz

#### Civility

Faculty & Staff: Within the last 12 months, have you experienced any of these behaviors in the context of your CU-related activities (in-person or remote)? Please select all that apply.

Students: Since you have been a student at CU, have you experienced any of these behaviors in the context of your CU-related activities (in-person or remote)? Please select all that apply.

<table>
<thead>
<tr>
<th>#1 Behavior Reported</th>
<th>#2 Behavior Reported</th>
<th>#3 Behavior Reported</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>UG</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Condescension or dismissive remarks (40%)</td>
<td>Someone constantly interrupting or talking over you (27%)</td>
<td>*Non-verbal behaviors/gestures like eye-rolling, making faces in response to you</td>
</tr>
<tr>
<td><strong>GR</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non-responsiveness or slow responsiveness to emails or requests (29%)</td>
<td>Condescension or dismissive remarks (20%)</td>
<td>**Demands of excessive sacrifices in your time, health, or social life (17%)</td>
</tr>
<tr>
<td><strong>Faculty</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non-responsiveness or slow responsiveness to emails or requests (32%)</td>
<td>Condescension or dismissive remarks (23%)</td>
<td>Someone constantly interrupting or talking over you (15%)</td>
</tr>
<tr>
<td><strong>Staff</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non-responsiveness or slow responsiveness to emails or requests (33%)</td>
<td>Condescension or dismissive remarks (23%)</td>
<td>*Being deliberately ignored or excluded</td>
</tr>
</tbody>
</table>

* Both prompts had the exact same selection rate
** This prompt was only provided to graduate students

---

Fall 2021

Survey administered between Oct-Nov 2021

2021 CWC Survey will provide a baseline for future survey administrations

Additional resources are available on cuanschutz.edu

[https://www.cuanschutz.edu/offices/diversity-equity-inclusion-community/cwcsurvey](https://www.cuanschutz.edu/offices/diversity-equity-inclusion-community/cwcsurvey)

---

Source: CU System & Campus Offices of Institutional Research
Faculty & Staff: Within the last 12 months, …
Students: Since you have been a student at CU, …

have you experienced any of these behaviors in the context of your CU-related activities (in-person or remote)? Please select all that apply.

<table>
<thead>
<tr>
<th></th>
<th>#1 Behavior Reported</th>
<th>#2 Behavior Reported</th>
<th>#3 Behavior Reported</th>
</tr>
</thead>
<tbody>
<tr>
<td>UG</td>
<td>Someone constantly interrupting or talking over you (17%)</td>
<td>Condescension or dismissive remarks (16%)</td>
<td>Inappropriate jokes/humor (verbal or written) (15%)</td>
</tr>
<tr>
<td>GR</td>
<td>Non-responsiveness or slow responsiveness to emails or requests (24%)</td>
<td>Condescension or dismissive remarks (21%)</td>
<td>Demands of excessive sacrifices in your time, health, or social life (18%)</td>
</tr>
<tr>
<td>Faculty</td>
<td>Non-responsiveness or slow responsiveness to emails or requests (26%)</td>
<td>Condescension or dismissive remarks (20%)</td>
<td>Complaints being made about you to others behind your back (14%)</td>
</tr>
<tr>
<td>Staff</td>
<td>Non-responsiveness or slow responsiveness to emails or requests (31%)</td>
<td>Condescension or dismissive remarks (21%)</td>
<td>Complaints being made about you to others behind your back (15%)</td>
</tr>
</tbody>
</table>

Fall 2021
Campus & Workplace Culture Survey, branded as “Campus Culture Survey,” was administered between Oct-Nov 2021

2021 CWC Survey will provide a baseline for future survey administrations

Additional resources are available on colorado.edu
https://www.colorado.edu/del
CWC Survey – CU System Administration

Civility

Staff: Within the last 12 months, have you experienced any of these behaviors in the context of your CU-related activities (in-person or remote)?
Please select all that apply.

Top 3 Behaviors Reported

(1) Non-responsiveness or slow responsiveness to emails or requests (23%, 111)

(2) Condescension or dismissive remarks (16%, 81)

(3) Someone constantly interrupting or talking over you (12%, 60)

Fall 2021
Survey administered between Oct-Nov 2021
2021 CWC Survey will provide a baseline for future survey administrations
Additional resources are available on cu.edu – https://www.cu.edu/campus-and-workplace-culture-survey

Source: CU System & Campus Offices of Institutional Research
## Campus and Workplace Culture (CWC) Survey – UCCS

### Response Rates

<table>
<thead>
<tr>
<th></th>
<th>Emails Delivered #</th>
<th>Survey Responses #</th>
<th>Response %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty</td>
<td>854</td>
<td>414</td>
<td>48%</td>
</tr>
<tr>
<td>Staff</td>
<td>799</td>
<td>582</td>
<td>73%</td>
</tr>
<tr>
<td>Undergraduate Students</td>
<td>9,595</td>
<td>1,928</td>
<td>20%</td>
</tr>
<tr>
<td>Graduate Students</td>
<td>1,950</td>
<td>417</td>
<td>21%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>13,198</td>
<td>3,341</td>
<td>25%</td>
</tr>
</tbody>
</table>

### Faculty Staff Undergraduate Students Graduate Students TOTAL

<table>
<thead>
<tr>
<th></th>
<th>Faculty</th>
<th>Staff</th>
<th>UG Students</th>
<th>Graduate Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>44%</td>
<td>69%</td>
<td>19%</td>
<td>19%</td>
</tr>
<tr>
<td>Men</td>
<td>35%</td>
<td>52%</td>
<td>12%</td>
<td>17%</td>
</tr>
<tr>
<td>People of Color (BIPOC)**</td>
<td>41%</td>
<td>66%</td>
<td>19%</td>
<td>24%</td>
</tr>
<tr>
<td>White</td>
<td>53%</td>
<td>75%</td>
<td>21%</td>
<td>21%</td>
</tr>
</tbody>
</table>

**People of Color (BIPOC) includes:
- American Indian or Alaskan Native
- Asian American
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander
- More than one race

---

Fall 2021

Survey administered between Oct-Nov 2021

2021 CWC Survey will provide a baseline for future survey administrations

Additional resources are available on uccs.edu – [https://ir.uccs.edu/campus-workplace-climate-survey](https://ir.uccs.edu/campus-workplace-climate-survey)

Source: CU System & Campus Offices of Institutional Research
## Campuses and Workplace Culture (CWC) Survey—CU Denver

### Response Rates

<table>
<thead>
<tr>
<th>Email Delivered</th>
<th>Survey Responses</th>
<th>Response %</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Faculty</strong></td>
<td>1,113</td>
<td>481</td>
</tr>
<tr>
<td><strong>Staff</strong></td>
<td>818</td>
<td>553</td>
</tr>
<tr>
<td><strong>Undergraduate Students</strong></td>
<td>9,926</td>
<td>1,684</td>
</tr>
<tr>
<td><strong>Graduate Students</strong></td>
<td>4,934</td>
<td>1,017</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>16,791</td>
<td>3,735</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Faculty</th>
<th>Staff</th>
<th>UG Students</th>
<th>Grad Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>43%</td>
<td>68%</td>
<td>17%</td>
<td>21%</td>
</tr>
<tr>
<td>Men</td>
<td>40%</td>
<td>71%</td>
<td>20%</td>
<td>22%</td>
</tr>
<tr>
<td>People of Color (BIPOC)**</td>
<td>40%</td>
<td>66%</td>
<td>16%</td>
<td>21%</td>
</tr>
<tr>
<td>White</td>
<td>47%</td>
<td>69%</td>
<td>19%</td>
<td>20%</td>
</tr>
</tbody>
</table>

**Fall 2021**

Survey administered between Oct-Nov 2021

2021 CWC Survey will provide a baseline for future survey administrations

Additional resources are available on ucdenver.edu

https://www.ucdenver.edu/offices/diversity-and-inclusion/cwcsurvey

**People of Color (BIPOC) includes:**
- American Indian or Alaskan Native
- Asian American
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander

**More than one race**

---

Source: CU System & Campus Offices of Institutional Research

2022.06
Campus and Workplace Culture (CWC) Survey – CU Anschutz

Response Rates

<table>
<thead>
<tr>
<th></th>
<th>Emails Delivered #</th>
<th>Survey Responses #</th>
<th>Response %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty</td>
<td>4,839</td>
<td>1,168</td>
<td>24%</td>
</tr>
<tr>
<td>Staff</td>
<td>4,374</td>
<td>2,138</td>
<td>49%</td>
</tr>
<tr>
<td>Undergraduate Students</td>
<td>413</td>
<td>107</td>
<td>26%</td>
</tr>
<tr>
<td>Graduate Students</td>
<td>3,810</td>
<td>1,044</td>
<td>27%</td>
</tr>
<tr>
<td>Trainees</td>
<td>1,525</td>
<td>125</td>
<td>8%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>14,961</td>
<td>4,582</td>
<td>31%</td>
</tr>
</tbody>
</table>

**People of Color (BIPOC)** includes:
- American Indian or Alaskan Native
- Asian American
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander
- More than one race

Fall 2021

Survey administered between Oct-Nov 2021

2021 CWC Survey will provide a baseline for future survey administrations

Additional resources are available on cuanschutz.edu https://www.cuanschutz.edu/offices/diversity-equity-inclusion-community/cwcsurvey

2022.06 Source: CU System & Campus Offices of Institutional Research
CWC Survey Response Rates – CU Boulder

Response Rates

<table>
<thead>
<tr>
<th></th>
<th>Emails Delivered #</th>
<th>Survey Responses #</th>
<th>Response %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty</td>
<td>3,586</td>
<td>2,132</td>
<td>60%</td>
</tr>
<tr>
<td>Staff</td>
<td>4,510</td>
<td>3,289</td>
<td>73%</td>
</tr>
<tr>
<td>UG Students</td>
<td>30,272</td>
<td>9,200</td>
<td>30%</td>
</tr>
<tr>
<td>Graduate Students</td>
<td>7,016</td>
<td>3,358</td>
<td>48%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>45,384</td>
<td>17,979</td>
<td>40%</td>
</tr>
</tbody>
</table>

**People of Color (BIPOC) includes:
- American Indian or Alaskan Native
- Asian American
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander
- More than one race

**Source: CU System & Campus Offices of Institutional Research

Fall 2021

Campus & Workplace Culture Survey, branded as “Campus Culture Survey,” was administered between Oct-Nov 2021.

2021 CWC Survey will provide a baseline for future survey administrations.

Additional resources are available on colorado.edu https://www.colorado.edu/del
CWC Survey Response Rates – CU System Administration

Response Rates

<table>
<thead>
<tr>
<th>System Office</th>
<th>Emails Delivered</th>
<th>Survey Responses</th>
<th>Response %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staff</td>
<td>566</td>
<td>502</td>
<td>89%</td>
</tr>
</tbody>
</table>

**People of Color (BIPOC) includes:**
- American Indian or Alaskan Native
- Asian American
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander
- More than one race

Fall 2021
Survey administered between Oct-Nov 2021
2021 CWC Survey will provide a baseline for future survey administrations
Additional resources are available on cu.edu – [https://www.cu.edu/campus-and-workplace-culture-survey](https://www.cu.edu/campus-and-workplace-culture-survey)

2022.06 Source: CU System & Campus Offices of Institutional Research
Fiscal Strength

Strategic Metrics

- Programs around Colorado
- Deferred Maintenance Spending
- State Defined General Fund Deferred Maintenance Backlog
- Tuition Stabilization Plan Ratio
- Operating Efficiencies
- CFI (Composite Financial Index)
- Credit Rating
- CU Favorability Rating
- Economic Impact

Supporting Data

- Gifts/Fundraising
- Facility Condition Index (FCI)
- Energy Use Intensity (EUI)
- Greenhouse gas emissions
PILLAR 4: Fiscal Strength

Source: CU Advancement, Advancement CASE Reports. Presentation: CU System Institutional Research. Excludes year-end gifts that are still being processed and private support received through the offices of contracts and grants for June 2022. Final private support figures will be available in late July.

FY 2021-22 Total Gifts (including CUF and System)
Preliminary fiscal year end

+35%
Since FY 2012-13 (10 Years)

STRATEGIC METRIC WITH 2026 GOAL

$361.6m
FY 2013 to FY 2022 (YTD 6/30/22)

39% 38% 30%
49% 53% 46%
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39% 38% 30%
49% 53% 46%
Gifts/Fundraising by Campus

CU Boulder

<table>
<thead>
<tr>
<th>Campus</th>
<th>FY 2016-17</th>
<th>FY 2017-18</th>
<th>FY 2018-19</th>
<th>FY 2019-20</th>
<th>FY 2020-21</th>
<th>FY 2021-22 (YTD 6/30/22)</th>
</tr>
</thead>
<tbody>
<tr>
<td>CB</td>
<td>$137.1</td>
<td>$147.5</td>
<td>$214.8</td>
<td>$160.5</td>
<td>$142.1</td>
<td>$157.4</td>
</tr>
</tbody>
</table>

UCCS

<table>
<thead>
<tr>
<th>Campus</th>
<th>FY 2016-17</th>
<th>FY 2017-18</th>
<th>FY 2018-19</th>
<th>FY 2019-20</th>
<th>FY 2020-21</th>
<th>FY 2021-22 (YTD 6/30/22)</th>
</tr>
</thead>
<tbody>
<tr>
<td>UCCS</td>
<td>$17.8</td>
<td>$16.7</td>
<td>$11.7</td>
<td>$17.2</td>
<td>$15.3</td>
<td>$9.0</td>
</tr>
</tbody>
</table>

CU Denver

<table>
<thead>
<tr>
<th>Campus</th>
<th>FY 2016-17</th>
<th>FY 2017-18</th>
<th>FY 2018-19</th>
<th>FY 2019-20</th>
<th>FY 2020-21</th>
<th>FY 2021-22 (YTD 6/30/22)</th>
</tr>
</thead>
<tbody>
<tr>
<td>CD</td>
<td>$19.5</td>
<td>$21.0</td>
<td>$15.3</td>
<td>$14.2</td>
<td>$10.6</td>
<td>$11.6</td>
</tr>
</tbody>
</table>

CU Anschutz

<table>
<thead>
<tr>
<th>Campus</th>
<th>FY 2016-17</th>
<th>FY 2017-18</th>
<th>FY 2018-19</th>
<th>FY 2019-20</th>
<th>FY 2020-21</th>
<th>FY 2021-22 (YTD 6/30/22)</th>
</tr>
</thead>
<tbody>
<tr>
<td>CA</td>
<td>$203.2</td>
<td>$252.5</td>
<td>$142.0</td>
<td>$263.1</td>
<td>$201.3</td>
<td>$170.0</td>
</tr>
</tbody>
</table>

Source: CU Advancement, Advancement CASE Reports. Presentation: CU System Institutional Research. Excludes year-end gifts that are still being processed and private support received through the offices of contracts and grants for June 2022. Final private support figures will be available in late July.
Other Revenue per Employee FTE – CU System

PILLAR 4: Fiscal Strength

Other Revenue = Total Revenue less State Funding less Undergraduate Resident Tuition Revenue

Employee FTE = IPEDS Human Resources Survey from 2017 to 2021

Final 2021-22 calculations will be available in fall 2022

Other Revenue per Employee FTE

FY 2017 to FY 2022

Other Revenue = Total Revenue less State Funding less Undergraduate Resident Tuition Revenue

Employee FTE = IPEDS Human Resources Survey from 2017 to 2021

Final 2021-22 calculations will be available in fall 2022
Other Revenue | CU System

Other Revenue = Total Revenue less State Funding less Undergraduate Resident Tuition Revenue

Final 2021-22 calculations will be available in fall 2022.
PILLAR 4: Fiscal Strength

The Composite Financial Index (CFI) is purely a financial measure of the University’s health. Other factors such as enrollment, facilities, and academic reputation are also vital measures of the University’s overall health.

The four-step methodology for calculating the CFI is as follows:
1) Values of four core ratios are computed.
2) These figures are converted to strength factors along a common scale.
3) Strength factors are then multiplied by the following weight factors:
   - Primary Reserve Ratio - 37.5%
   - Viability Ratio - 37.5%
   - Return on Net Assets Ratio - 20%
   - Net Operating Revenues Ratio - 5%
4) The resulting four numbers are totaled to reach the single CFI score.

The Source: University Controller; Includes the Foundation. Estimated CFI without Pension Liability does not match financial statements. Due to pension reform, pension expense decreased in FY 2019, which caused the CFI to begin to increase again.
### Credit Rating

<table>
<thead>
<tr>
<th>Moody's</th>
<th>Fitch</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aaa</td>
<td>AAA</td>
</tr>
<tr>
<td><strong>Aa1</strong></td>
<td><strong>AA+</strong></td>
</tr>
<tr>
<td>Aa2</td>
<td>AA</td>
</tr>
<tr>
<td>Aa3</td>
<td>AA-</td>
</tr>
<tr>
<td>A1</td>
<td>A+</td>
</tr>
<tr>
<td>A2</td>
<td>A</td>
</tr>
<tr>
<td>A3</td>
<td>A-</td>
</tr>
<tr>
<td>Baa1</td>
<td>BBB+</td>
</tr>
<tr>
<td>Baa2</td>
<td>BBB</td>
</tr>
<tr>
<td>Baa3</td>
<td>BBB-</td>
</tr>
<tr>
<td>Ba1</td>
<td>BB+</td>
</tr>
<tr>
<td>Ba2</td>
<td>BB</td>
</tr>
<tr>
<td>Ba3</td>
<td>BB-</td>
</tr>
<tr>
<td>B1</td>
<td>B+</td>
</tr>
<tr>
<td>B2</td>
<td>B</td>
</tr>
<tr>
<td>B3</td>
<td>B-</td>
</tr>
<tr>
<td>Caa</td>
<td>CCC</td>
</tr>
<tr>
<td>Ca</td>
<td>CC</td>
</tr>
<tr>
<td><strong>C</strong></td>
<td><strong>RD/D</strong></td>
</tr>
</tbody>
</table>

*CU Rating*

---

**November 2021**

Achieving and maintaining a high bond rating is a key measure of financial stewardship and accountability to university stakeholders.

Maintaining a high bond rating also helps to lower operating expenses.
CU Favorability Rating

Poll Question: “Please tell me if you have a very favorable opinion, somewhat favorable, somewhat unfavorable, or very unfavorable opinion of The University of Colorado.”

2013 to 2020

- Colorado poll of 1,000 active Colorado voters by year
- Favorability includes sum of respondents indicating "Very Favorable" or "Somewhat Favorable" divided by total respondents

Poll Question: “Please tell me if you have a very favorable opinion, somewhat favorable, somewhat unfavorable, or very unfavorable opinion of The University of Colorado.”

- 2013: 68%
- 2015: 68%
- 2017: 69%
- 2018: 74%
- 2019: 79%
- 2020: 76%

Source: CU System Office of Budget & Finance; Keating Research; Poll based on sample of 1000 live-interviews of Colorado active voters; Margin of error +/- 3.1%; 2021.07
General Fund Deferred Maintenance Backlog

- **Total Backlog (GF buildings > 5000 GSF):**
  - CU Boulder: $507 mil
  - CU Anschutz: $42 mil
  - UCCS: $40 mil
  - CU Denver: $16.5 mil
  - CU Total: $606 mil

**Source:** CU Campus Facility Offices; Office of the State Architect FY 2021-22 Building Inventory Report;

**Note:** Only academic buildings eligible for future state controlled maintenance over 5,000 gross square feet are included. Total backlog reflects amount reported to the Office of the State Architect.

**FY 2021-22**

- **Boulder:** 86 percent of buildings on the Boulder campus have a reported maintenance backlog.
- **Colorado Springs:** 68 percent have a reported maintenance backlog.
- **Denver Campus:** 50 percent of buildings have a reported maintenance backlog.
- **Anschutz Medical Campus:** 43 percent of buildings have a reported maintenance backlog.
Economic Impact on the State of Colorado

$7.7 Billion
CU Campuses Alone

CU Boulder, $3.00
CU Denver, $0.90
CU Anschutz, $3.20
System, $0.20
UCCS, $0.40

$11.9 Billion
CU Campuses + Hospitals

CU Boulder, $3.00
CU Denver, $0.90
CU Anschutz, $3.20
System, $0.20
Anschutz Campus Hospitals, $4.20
UCCS, $0.40

FY 2020-21

• Fall 2021 study to assess the economic contribution of the University of Colorado on Colorado
• Analysis performed by Business Research Division, Leeds School of Business
• Full Study: https://www.cu.edu/doc/fy2021-cu-impact-studypdf

Source: CU System Office of Budget & Finance; Economic Impact Study available on cu.edu/cu-data; Study conducted by the Leeds School of Business released in Dec 2021

2022.06
PILLAR 4: Fiscal Strength


The university reports annually on its ongoing efforts to increase efficiency and deliver greater value. These efforts result in savings to students, departments, campuses and employees.

**Operating Efficiencies Saved $305 million**

FY 2016-17 to FY 2020-21

- **FY 2017 Report:** $40,768,294
- **FY 2018 Report:** $41,516,341
- **FY 2019 Report:** $64,714,606
- **FY 2020 Report:** $41,931,033
- **FY 2021 Report:** $116,173,980

<table>
<thead>
<tr>
<th>Category</th>
<th>FY 2017</th>
<th>FY 2018</th>
<th>FY 2019</th>
<th>FY 2020</th>
<th>FY 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cost Savings to Campus/System</td>
<td>$2,182,085</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cost Savings to Department/Unit</td>
<td></td>
<td>$11,450,068</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cost Avoidance</td>
<td></td>
<td></td>
<td>$57,636,595</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td></td>
<td></td>
<td></td>
<td>$59,728,057</td>
<td></td>
</tr>
<tr>
<td>Cost Savings to Student</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>$11,450,068</td>
</tr>
<tr>
<td>Reallocation of Resources</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>$2,182,085</td>
</tr>
</tbody>
</table>

**Total Savings:** $105,532,270

**Total Cost Savings:** $305,000,000
### Emergency Tuition Stabilization Plan Status

<table>
<thead>
<tr>
<th>Institution</th>
<th>ETSP Target 4%</th>
<th>Estimated FY 2020-21*</th>
<th>FY 2020-21</th>
<th>Estimated FY 2021-22</th>
</tr>
</thead>
<tbody>
<tr>
<td>CU Boulder</td>
<td>4.0%</td>
<td>4.0%</td>
<td>4.0%</td>
<td>4.0%</td>
</tr>
<tr>
<td>UCCS</td>
<td>4.0%</td>
<td>4.0%</td>
<td>4.0%</td>
<td>4.0%</td>
</tr>
<tr>
<td>CU Denver</td>
<td>4.0%</td>
<td>4.0%</td>
<td>4.0%</td>
<td>4.0%</td>
</tr>
<tr>
<td>CU Anschutz</td>
<td>4.0%</td>
<td>4.0%</td>
<td>4.0%</td>
<td>4.0%</td>
</tr>
</tbody>
</table>

(Dollar Amounts are in millions)

* Estimated FY 2020-21 as of November 2020

**About calculation:** 4% target is calculated using the E&G budgeted revenues.

**Source:** CU System Budget & Finance, Nov 2021 presentation to board of regents - Unrestricted Net Position (UNP) FY 2020-21.

---

"Each campus will identify resources available for an Emergency Tuition Stabilization Plan with the goal of identifying 4% of budgeted General Fund revenues. Each campus will report progress toward the goal annually as part of the metrics used to support the university’s strategic visions.” – APS 4058
CU for Colorado brings together all of CU's nearly 800 outreach programs and health care services, which extend from the four campuses to people and places across the state.

CU Campuses
- CU South Denver
- Advanced Clinical Training & Services Program
- Colorado Area Health Education Centers
- CU Startup Companies
- CU Outreach Programs for K-12
- Colorado School of Public Health
- CU Cultural Outreach Programs
- CU Pre-Collegiate Development Programs
- Health Centers Served by CU Physicians
- CU Cancer Center Physicians Serving Colorado Communities
- CU Boulder Engineering Partnerships
- Federal Laboratories CU Faculty and Students Work
- Colorado Water and Energy Research Center
- Colorado Center for Community Development