2021-22 STRATEGIC METRICS

STRATEGIC PILLARS

PILLAR 1

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.

PILLAR 2

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.

PILLAR 3

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.

PILLAR 4

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.

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)

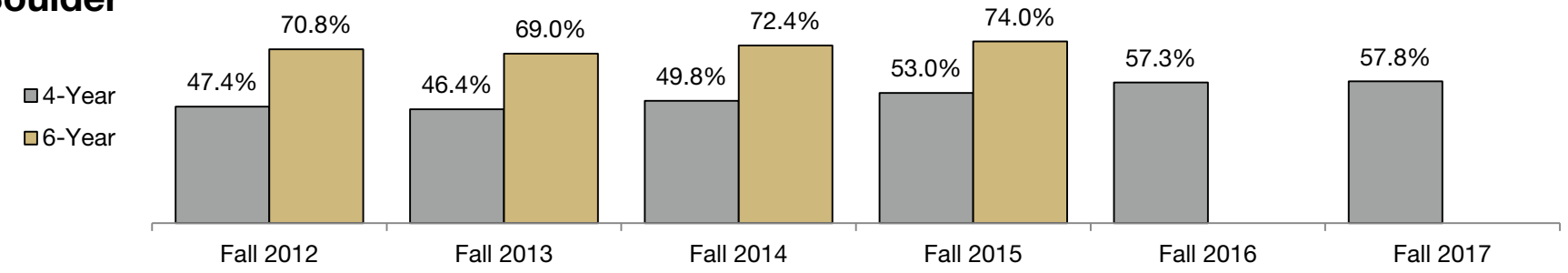
Supporting Data

- 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

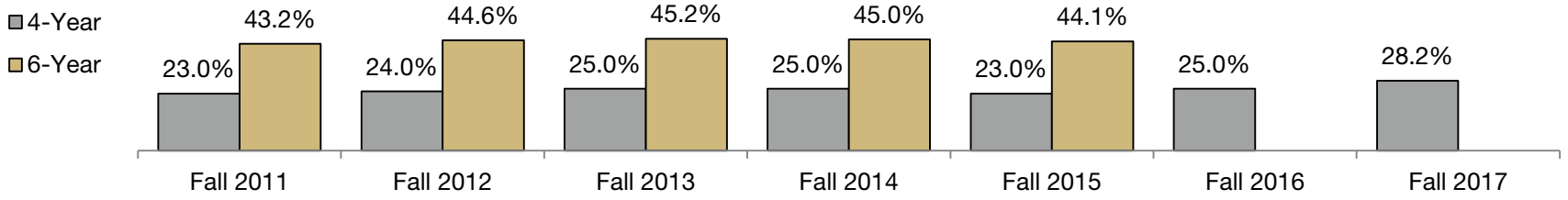
Graduation Rates

STRATEGIC METRIC WITH 2026 GOAL

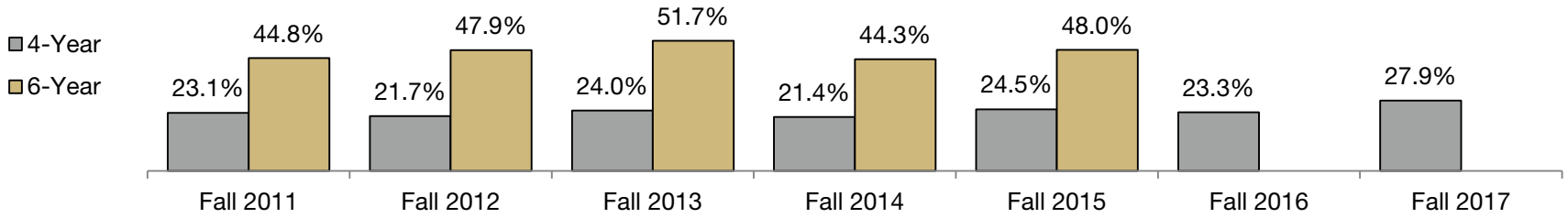
Boulder



UCCS



Denver



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.

Click for Data Online

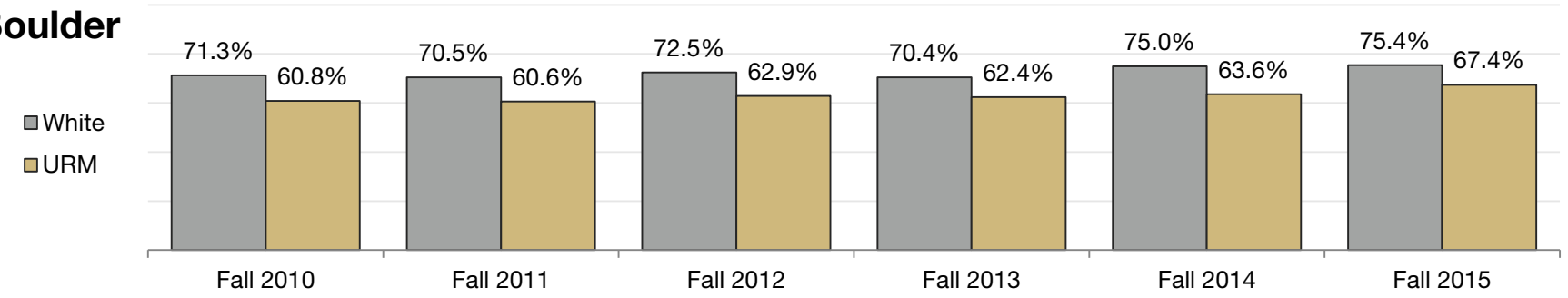
University of Colorado
Boulder | Colorado Springs | Denver | Anschutz Medical Campus

Source: CU System & Campus Offices of Institutional Research

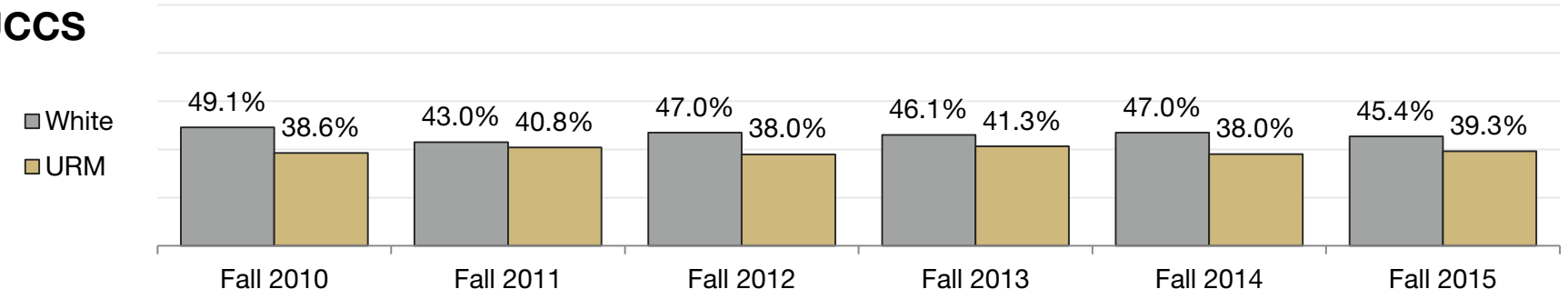
6-Year Graduation Rates – URM

STRATEGIC METRIC WITH 2026 GOAL

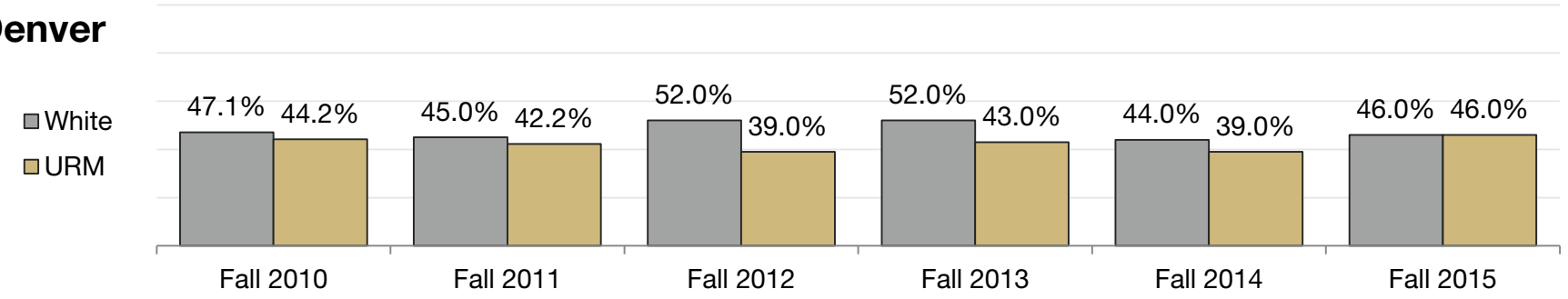
Boulder



UCCS



Denver



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

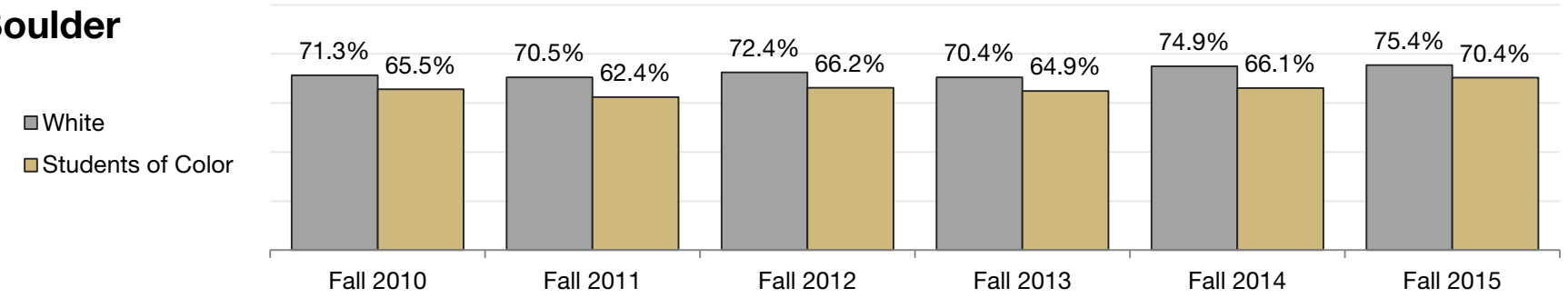
Click for Data Online

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

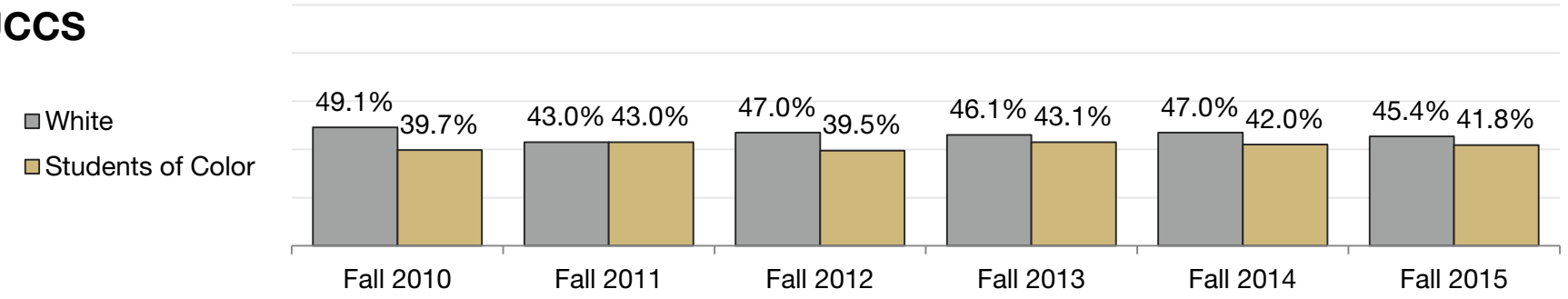
Source: CU System & Campus Offices of Institutional Research

6-Year Graduation Rates – Students of Color

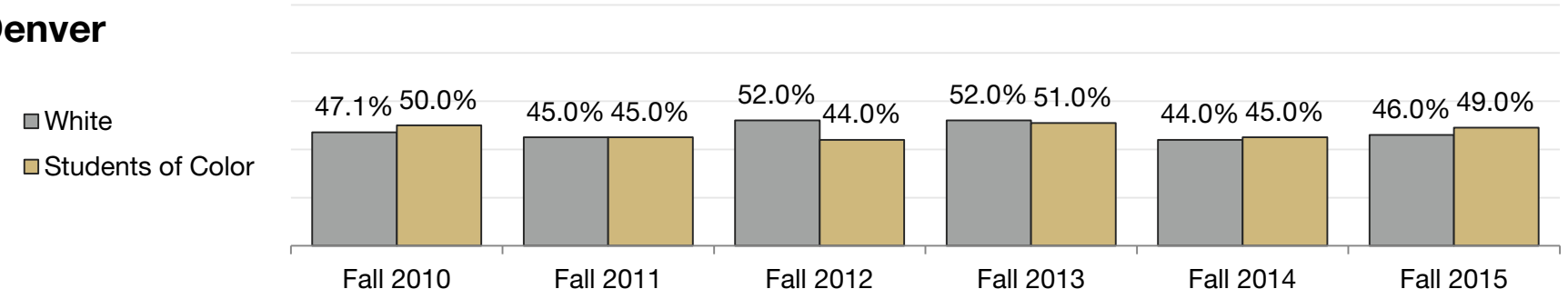
Boulder



UCCS



Denver



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:

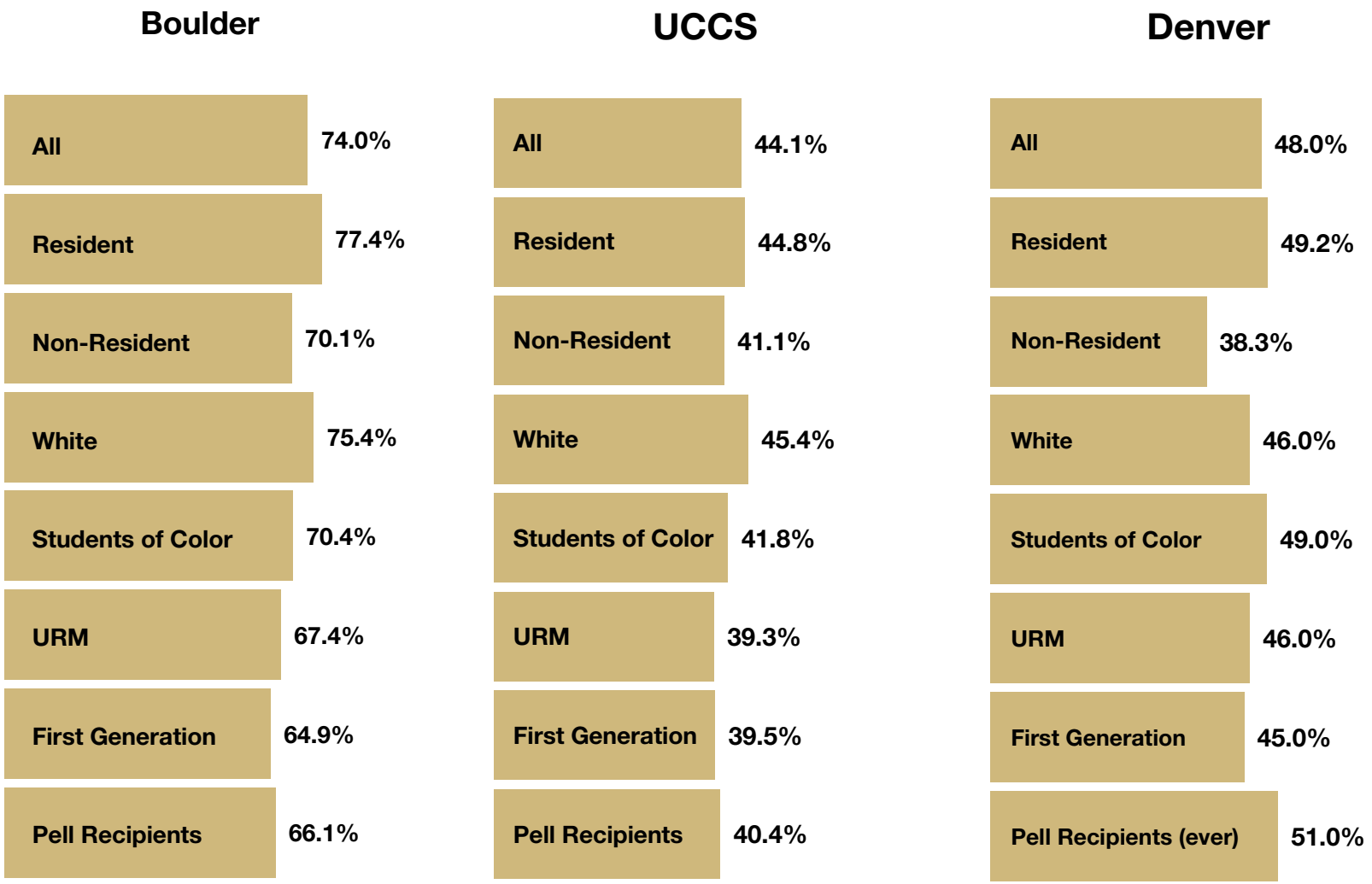
- American Indian or Alaskan Native
- Asian American
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander
- More than one race

Click for Data Online

Source: CU System & Campus Offices of Institutional Research

Six-Year Graduation Rates

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



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:

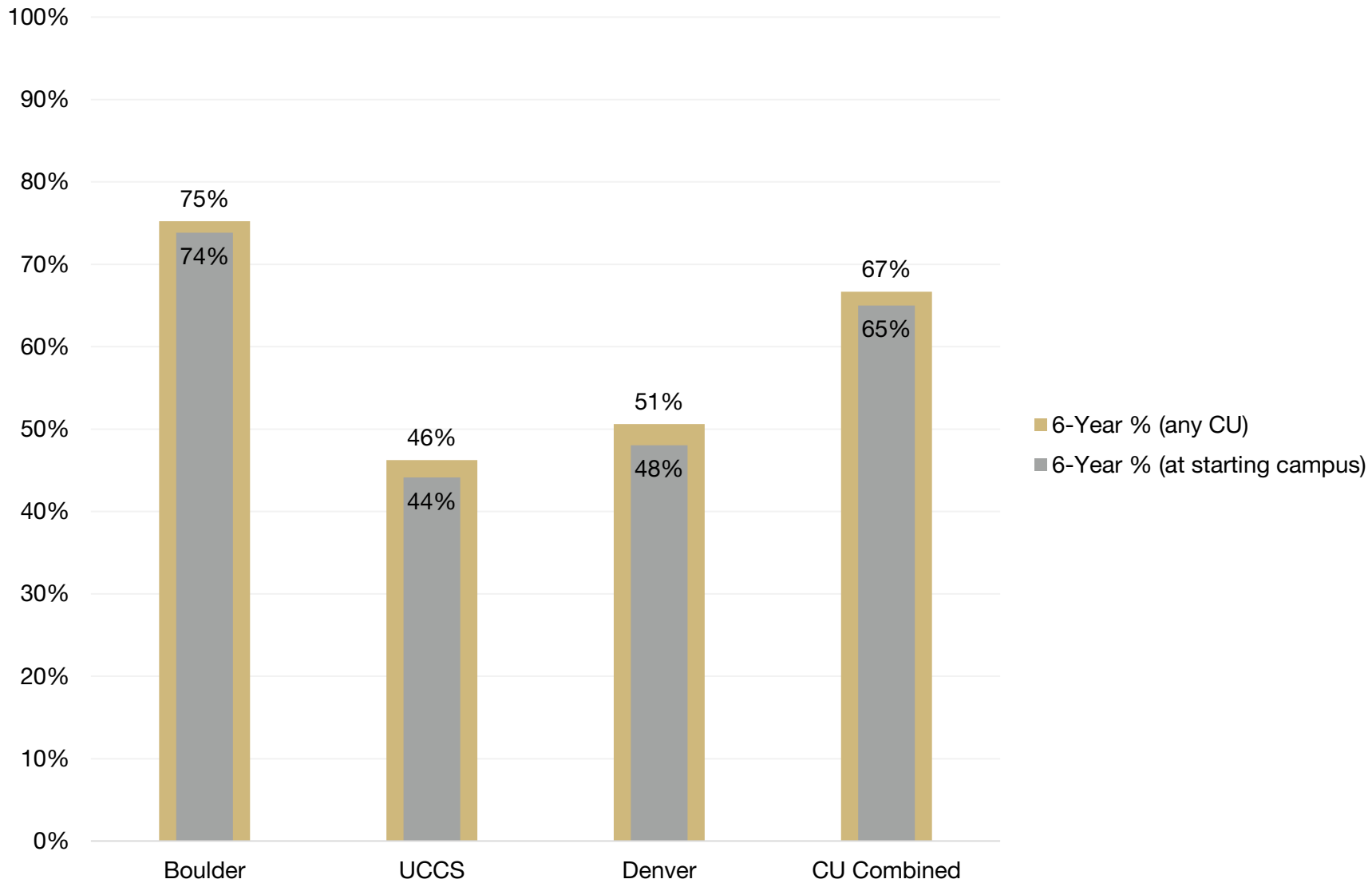
- American Indian or Alaskan Native (URM)
- Asian American
- Black or African American (URM)
- Hispanic or Latino (URM)
- Native Hawaiian or Other Pacific Islander (URM)
- More than one race

Click for Data Online

Source: CU System & Campus Offices of Institutional Research

6-Year "Any-CU" Graduation Rates – Fall 2015 Cohort

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



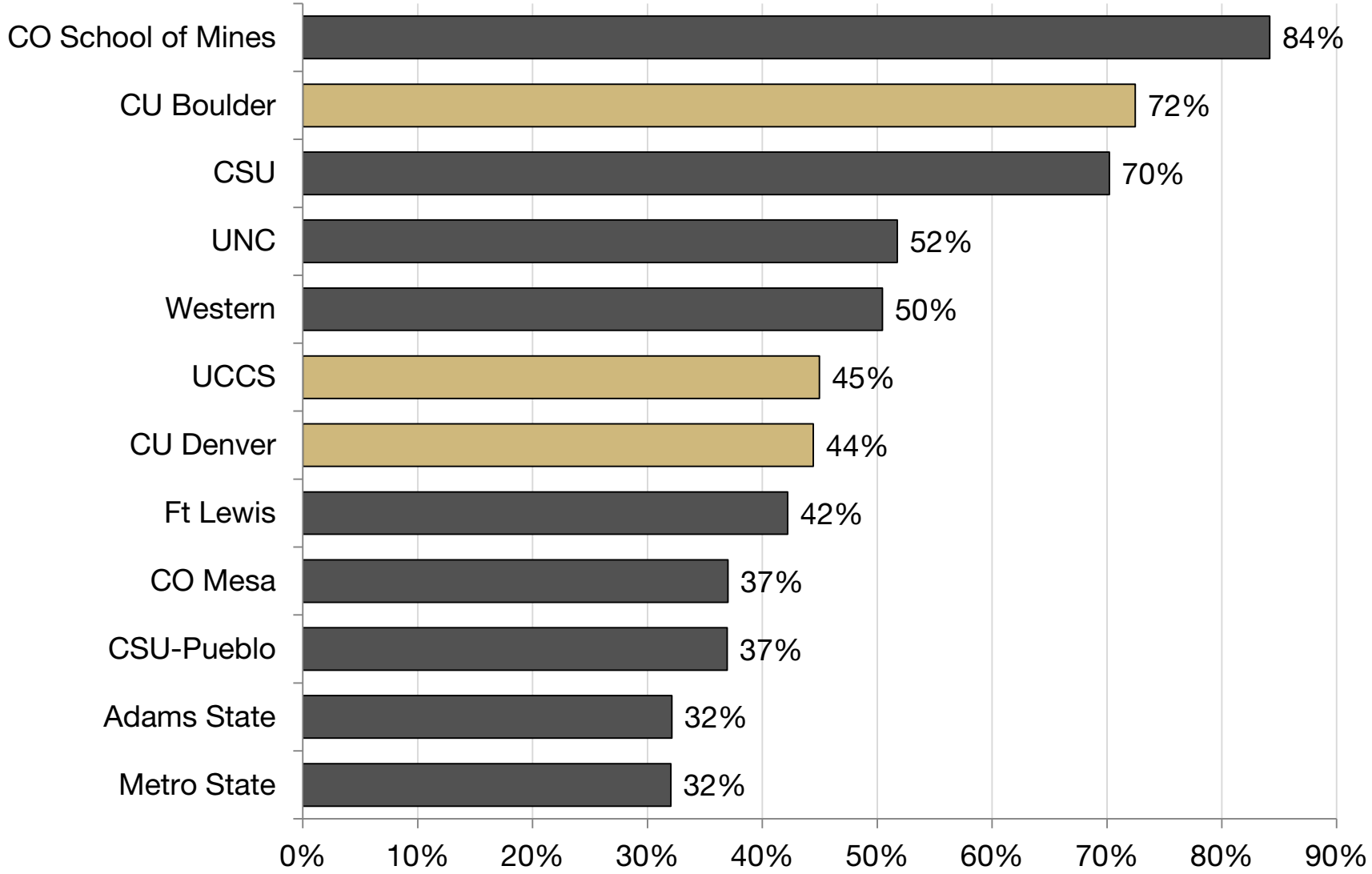
FY 2020-21

- 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

Six-Year Graduation Rate – State Comparison

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



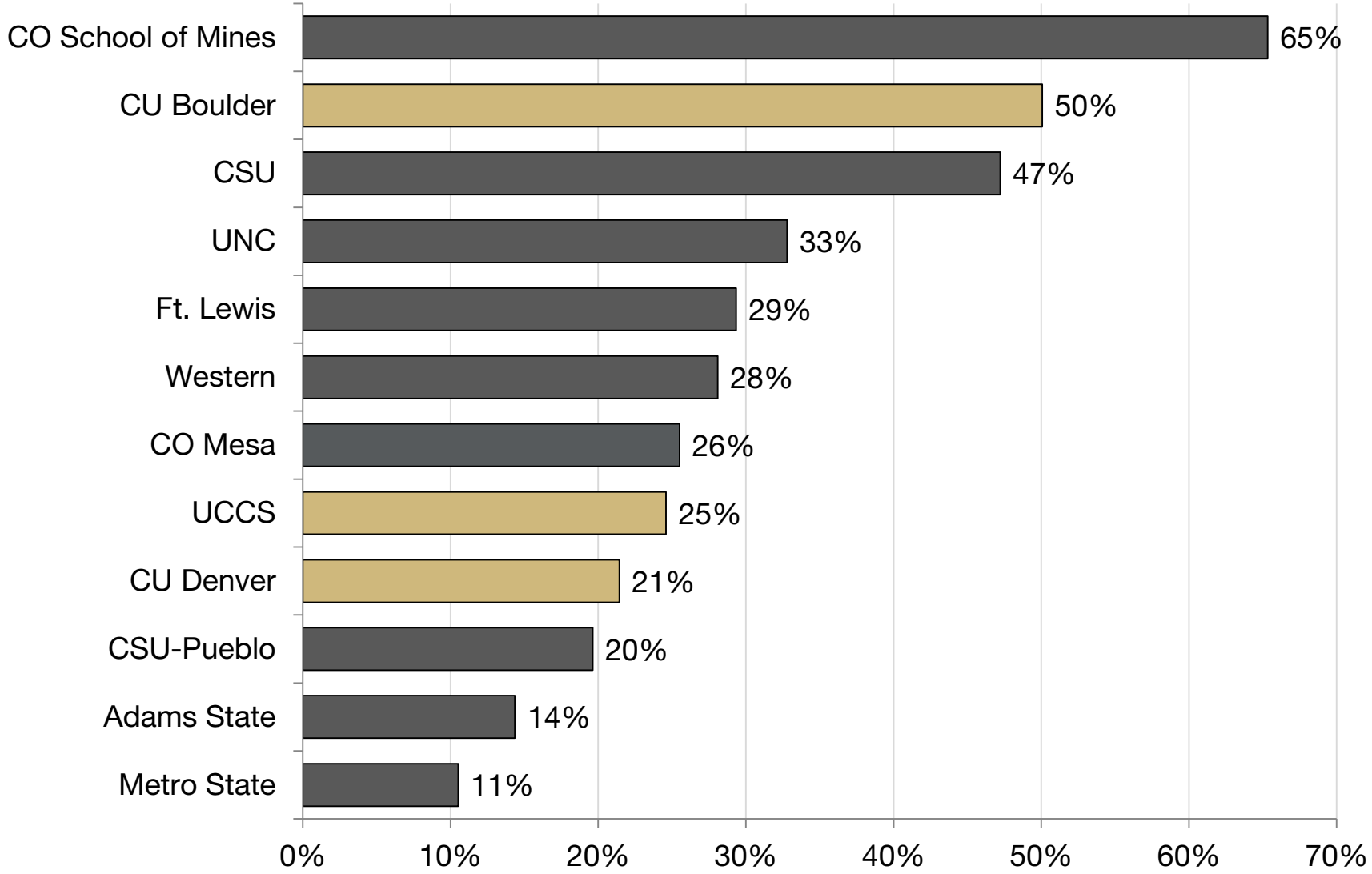
IPEDS 2020

- 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.

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

Four-Year Graduation Rate – State Comparison

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



IPEDS 2020

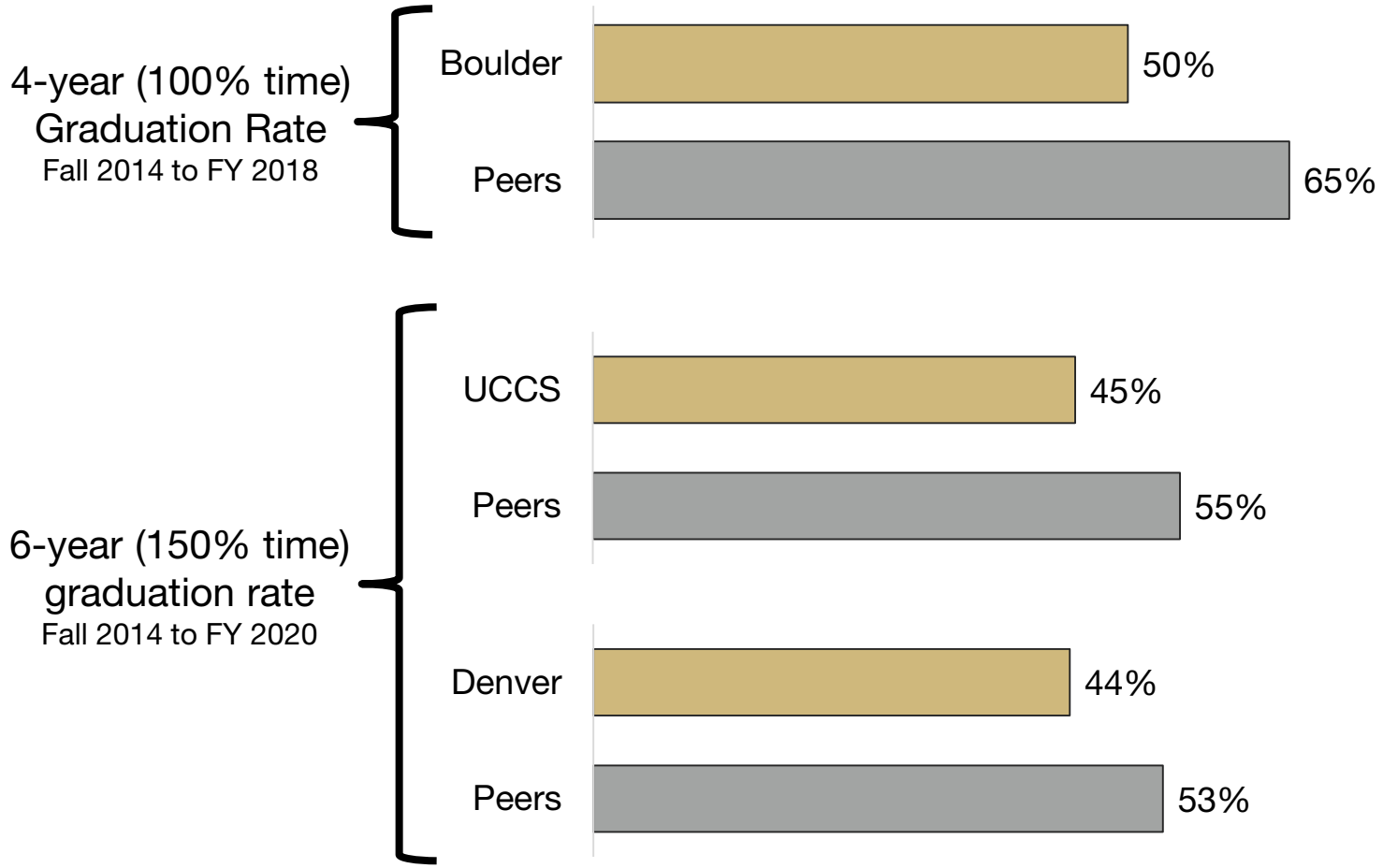
- Four-year (100%) graduation rate is based on first-time, full-time freshmen.
- The year indicates the entering fall cohort.
- The rate is the percentage of bachelor degree completers in 4 years or less.

Click for Data Online

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

Graduation Rates – Peer Comparison

First-Time Full-Time Cohort



IPEDS 2020

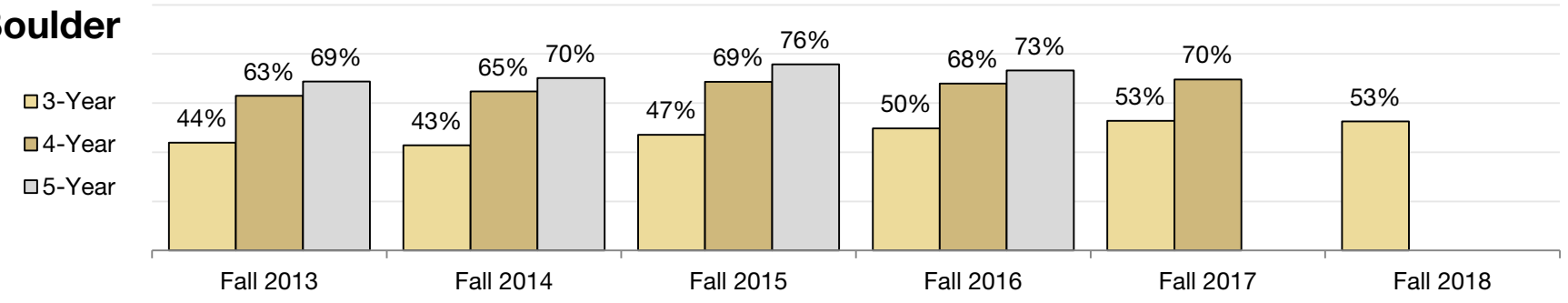
- Rate is the percentage of first-time, full-time freshmen cohort starting in the fall term who earned a degree within the specified period.
- Peers are based on CCHE approved peer institutions (2011).

Click for Data Online

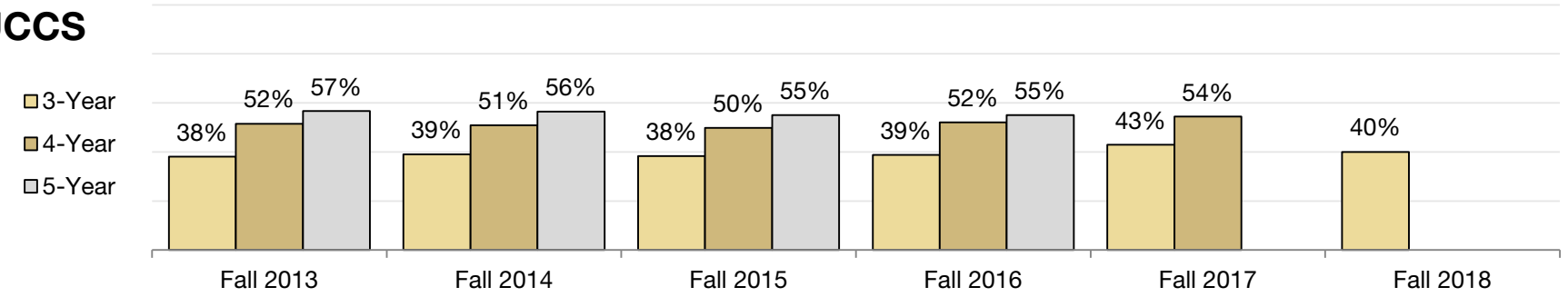
Source: CU System & Campus Offices of Institutional Research; IPEDS 2020

Transfer Student Graduation Rates

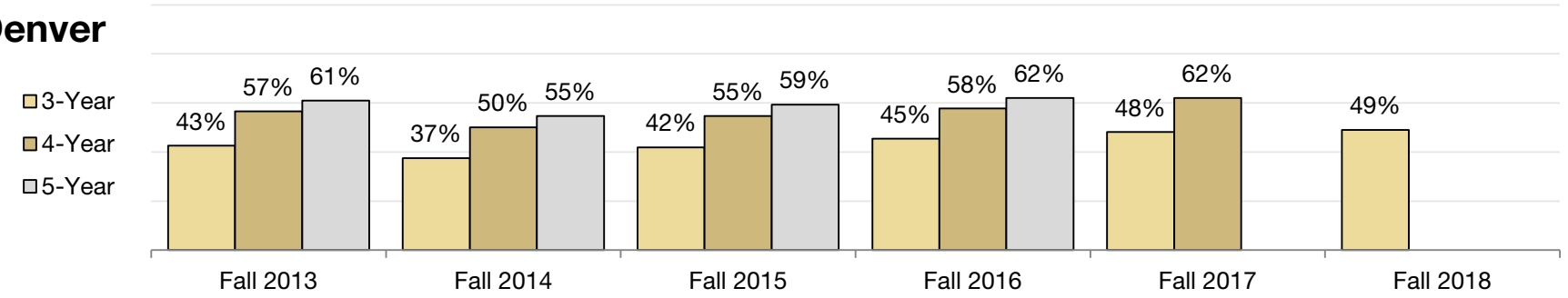
Boulder



UCCS



Denver



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*
(includes all CU campuses):
- 24% Freshman
- 40% Sophomore
- 28% Junior
- 9% Senior

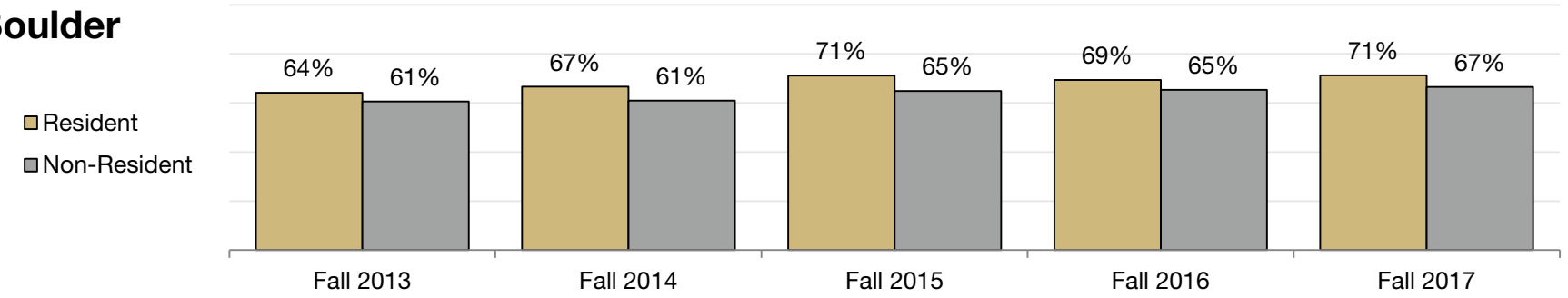
Click for Data Online

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

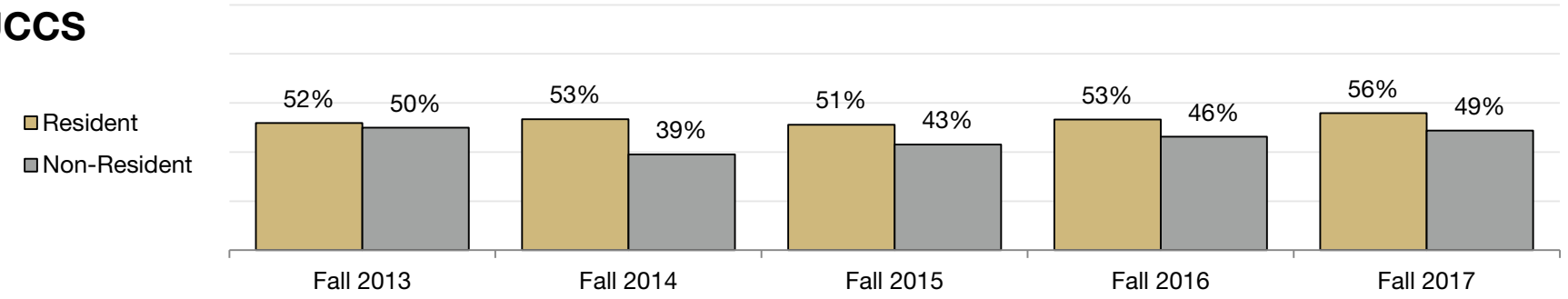
Source: CU System & Campus Offices of Institutional Research;
*Cohort splits based on Fall 2017 transfer cohorts

Transfer Student 4-Year Graduation Rates by Residency

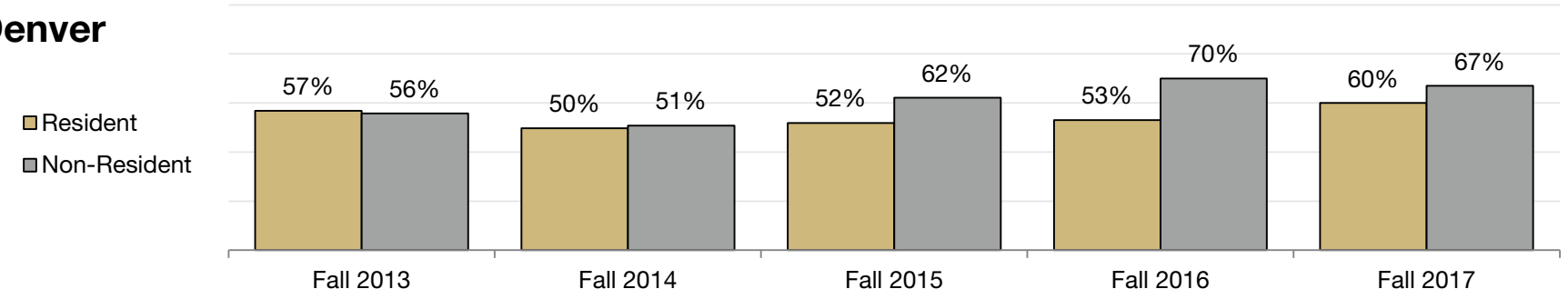
Boulder



UCCS



Denver



FY 2020-21

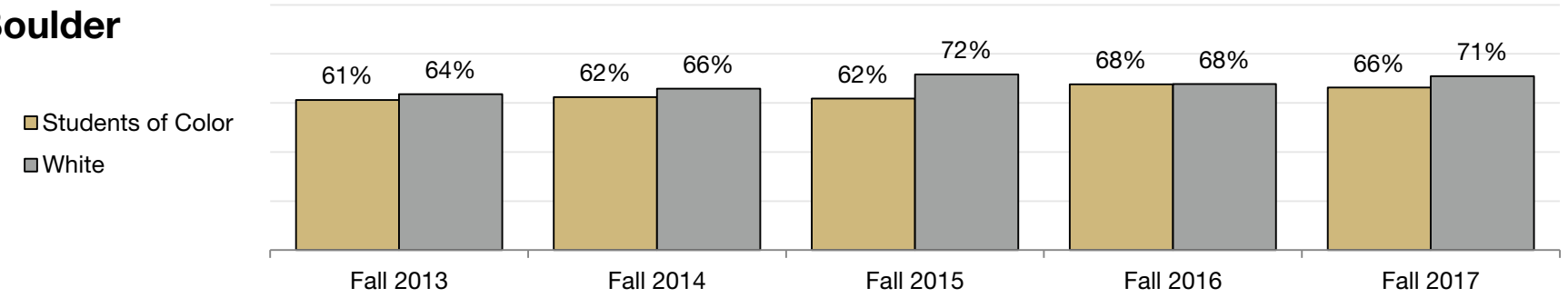
- The graduation rate is based on incoming transfer students enrolled in fall.
- The rate is the percentage of students who earned a degree within 4 years from entry, through final summer term.

Click for Data Online

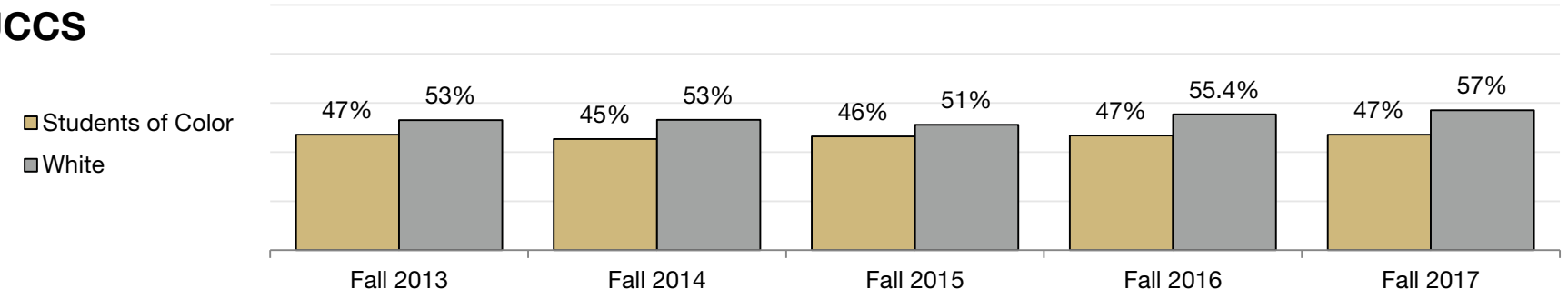
Source: CU System & Campus Offices of Institutional Research

Transfer Student 4-Year Graduation Rates by Race/Ethnicity

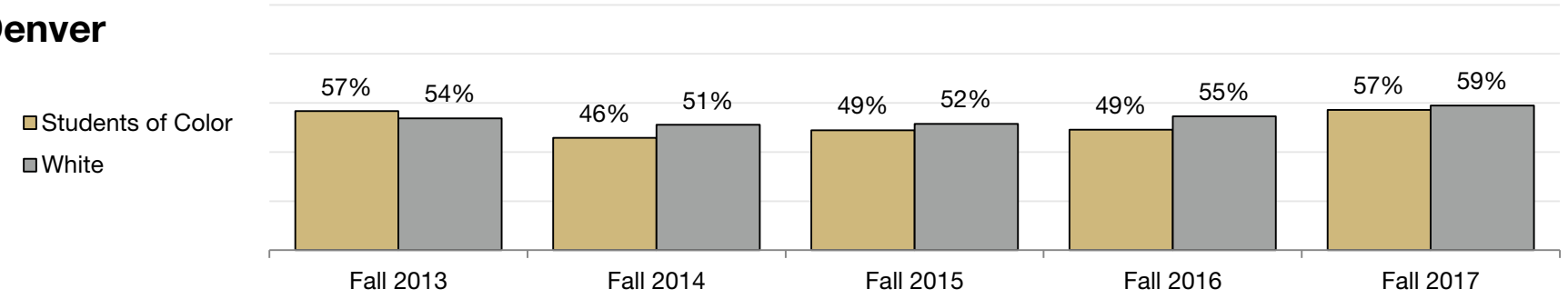
Boulder



UCCS



Denver



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

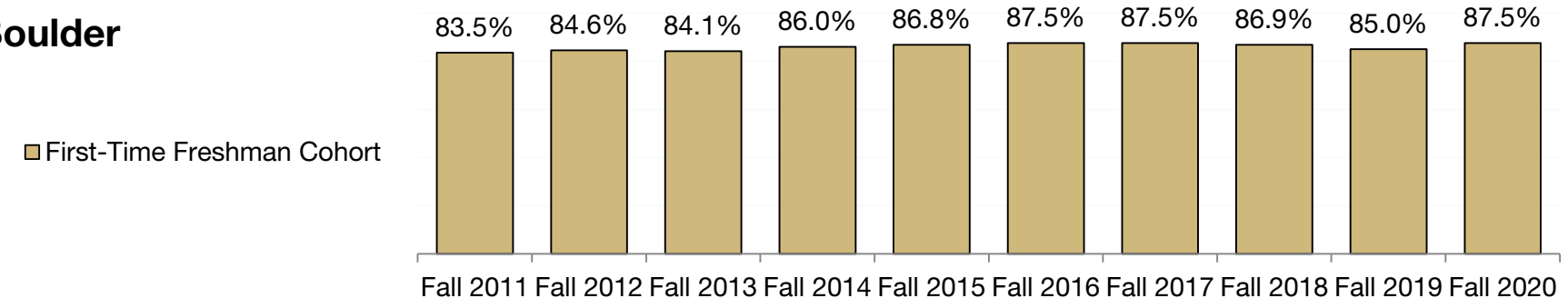
Click for Data Online

Source: CU System & Campus Offices of Institutional Research

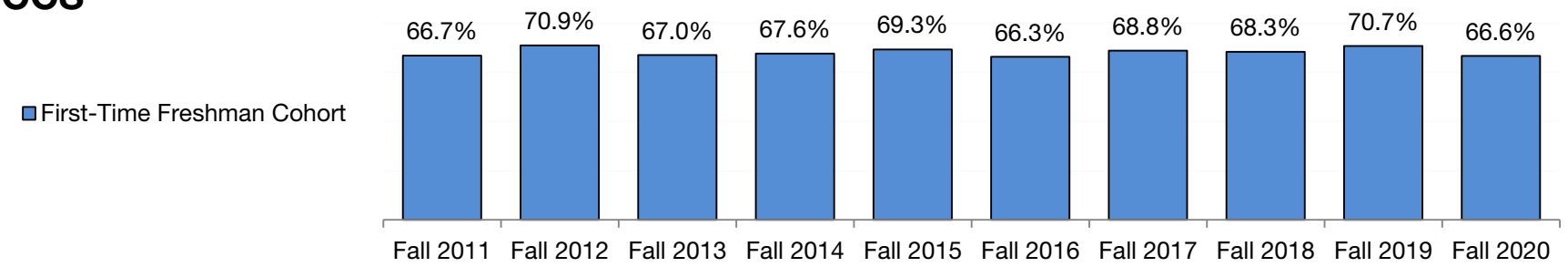
Freshman Retention Rates

STRATEGIC METRIC WITH 2026 GOAL

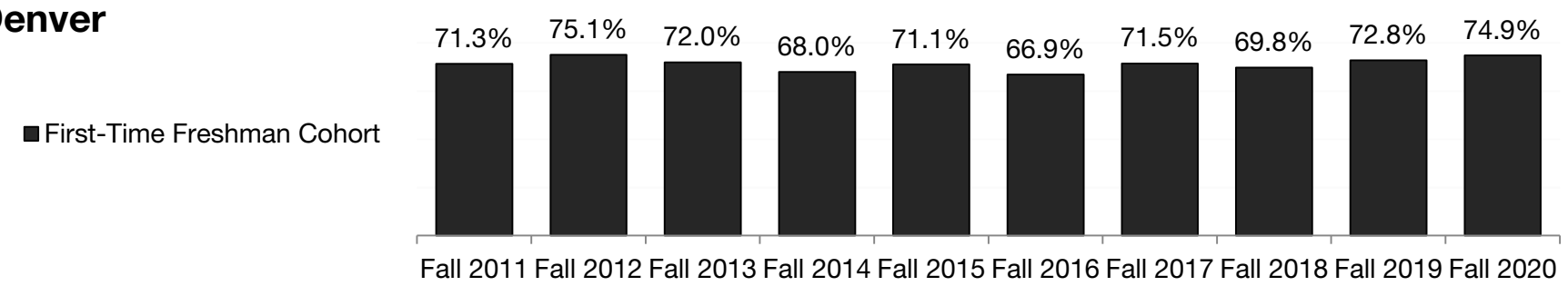
Boulder



UCCS



Denver



Fall 2020 to Fall 2021

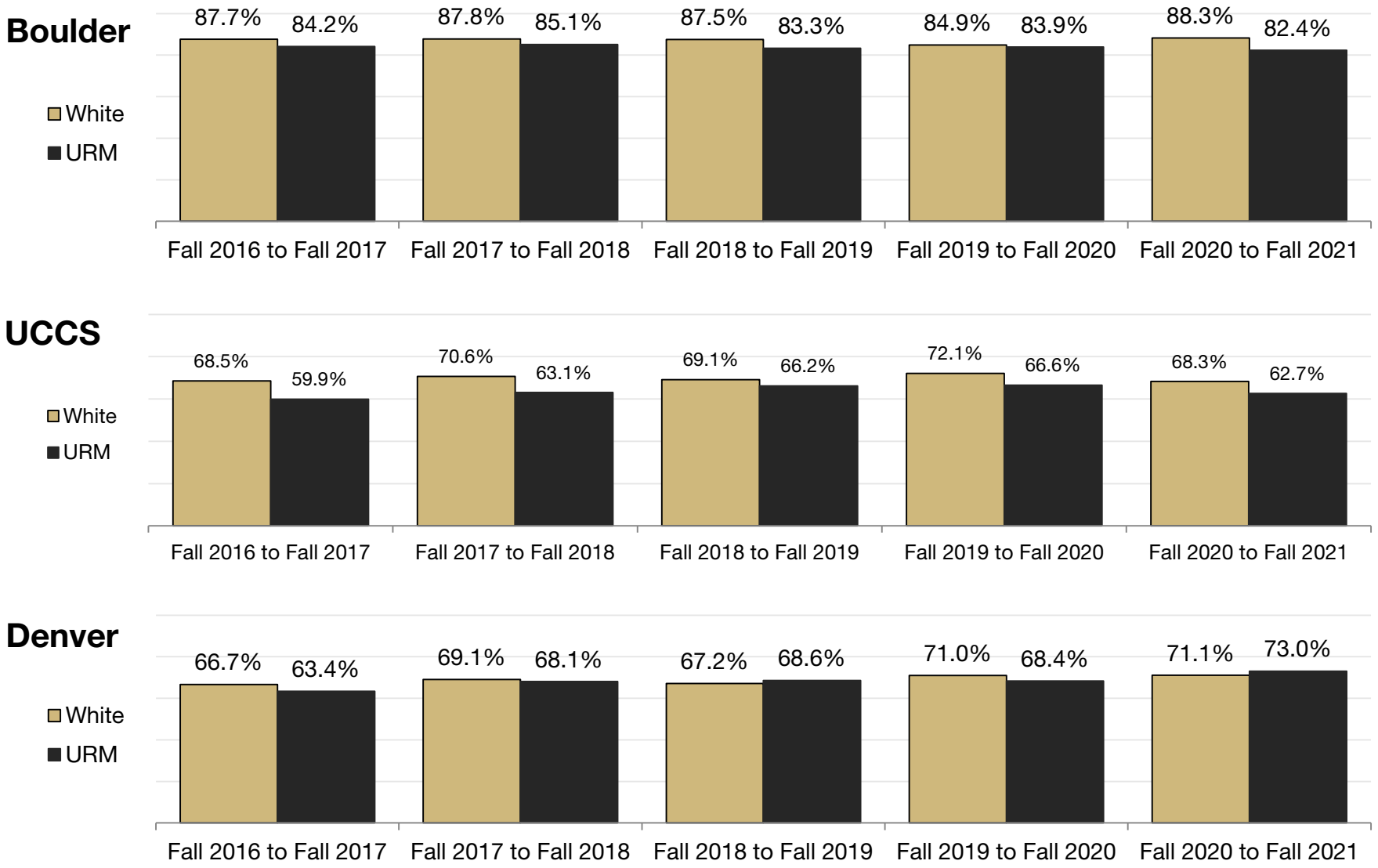
- Freshman retention rates are based on first-time, full-time freshmen returning for their sophomore year.
- The year indicates the entering fall cohort.
- The rate is the percentage of students enrolled the following fall term.

Click for Data Online

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

Source: CU System & Campus Offices of Institutional Research

Freshman Retention Rates – URM



STRATEGIC METRIC WITH 2026 GOAL

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:

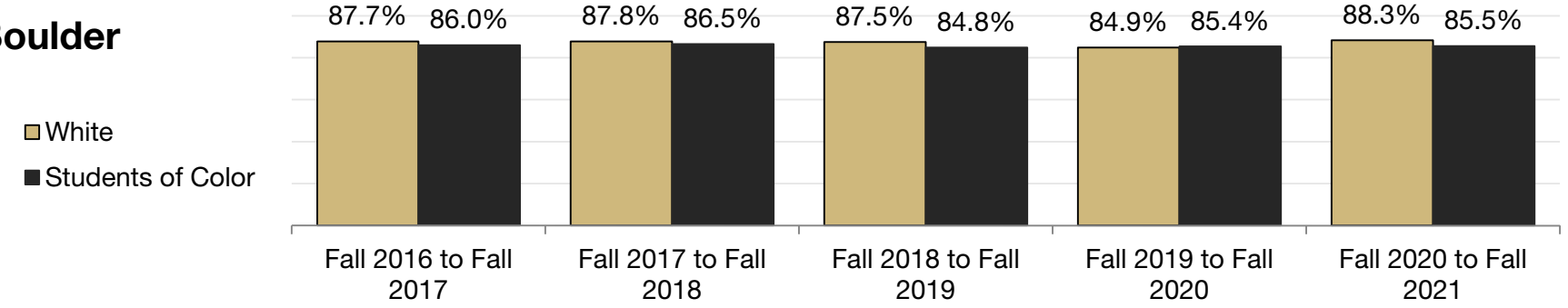
- American Indian or Alaskan Native
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander

Click for Data Online

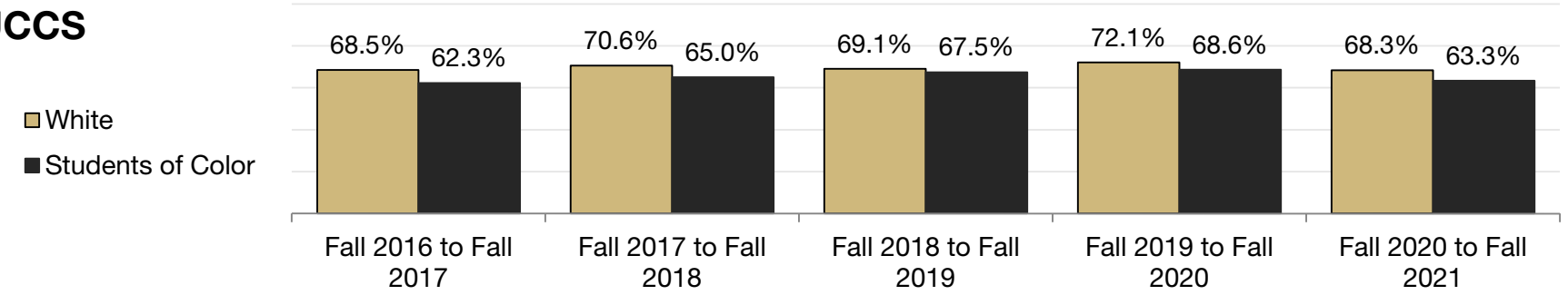
Source: CU System & Campus Offices of Institutional Research

Freshman Retention Rates – Students of Color

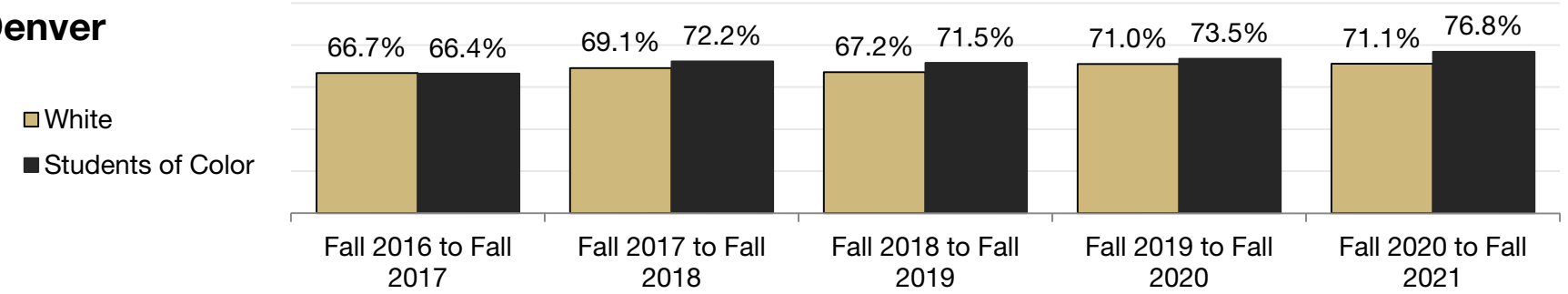
Boulder



UCCS



Denver



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:

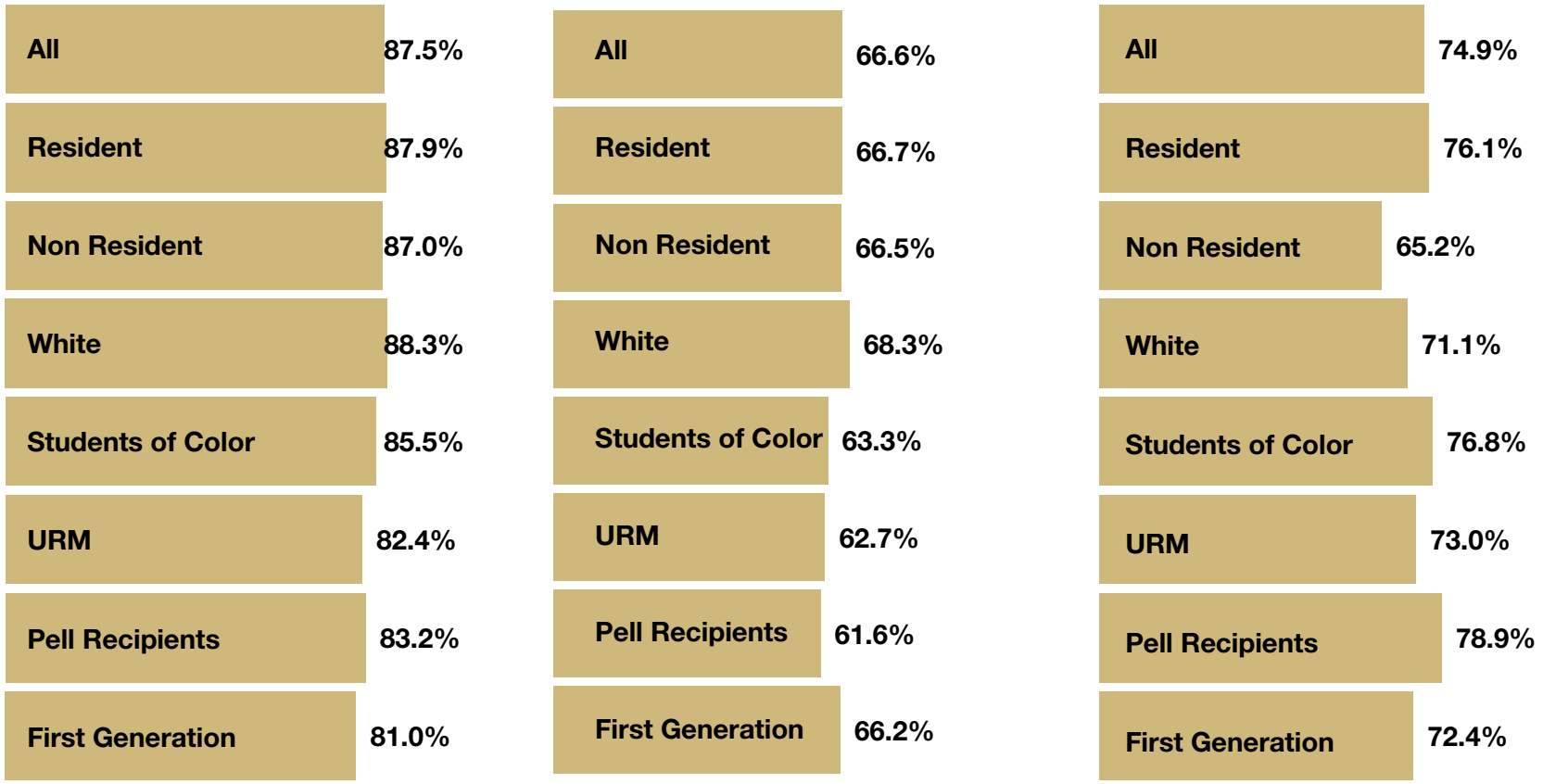
- American Indian or Alaskan Native
- Asian American
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander
- More than one race

Click for Data Online

Source: CU System & Campus Offices of Institutional Research

Freshman Retention Rates

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



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

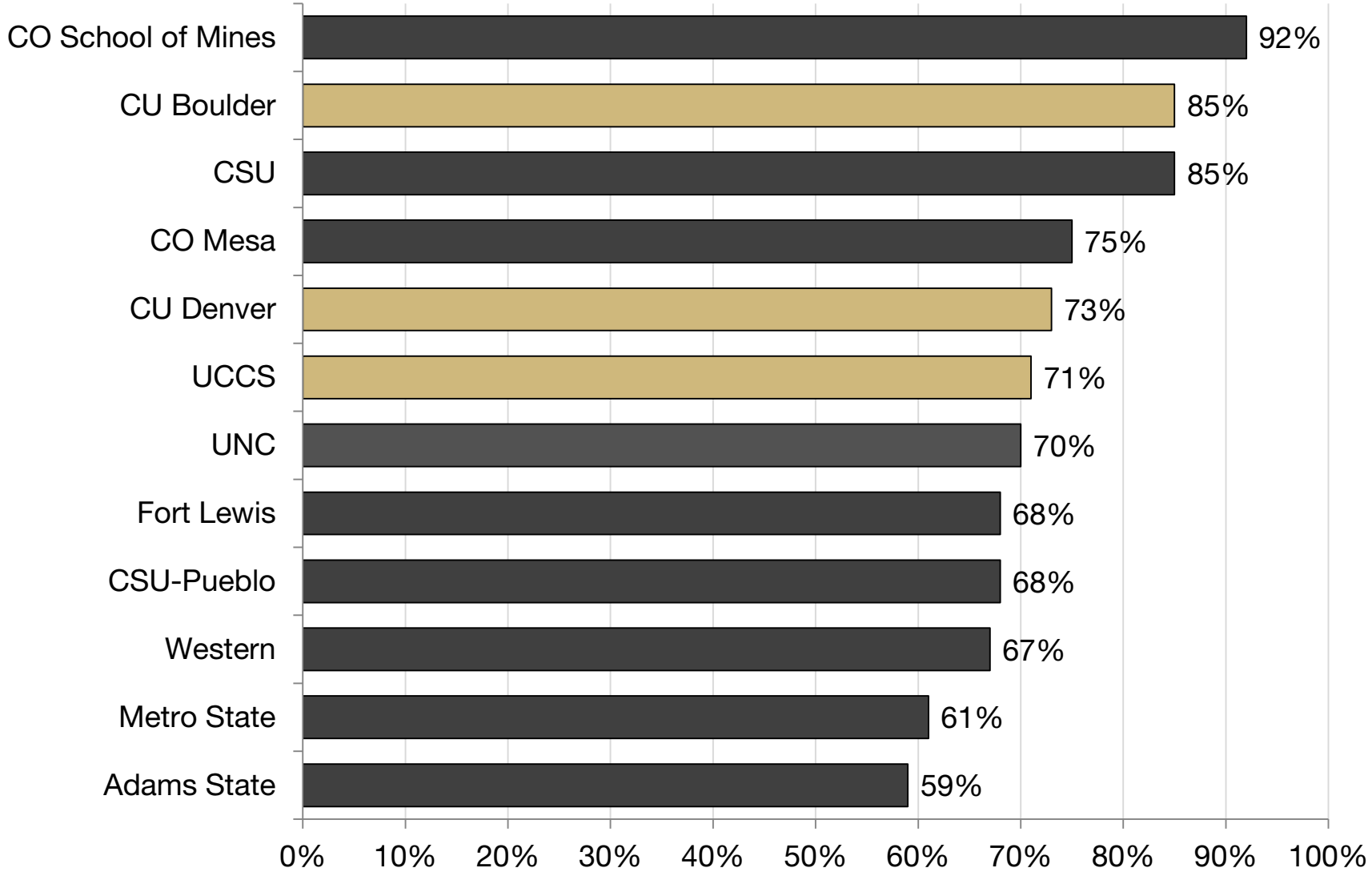
Students of Color include all non-white, non-international students.

Click for Data Online

Source: CU System & Campus Offices of Institutional Research

Freshman Retention Rate – State Comparison

First-Time Full-Time Cohort, Fall 2019 to Fall 2020



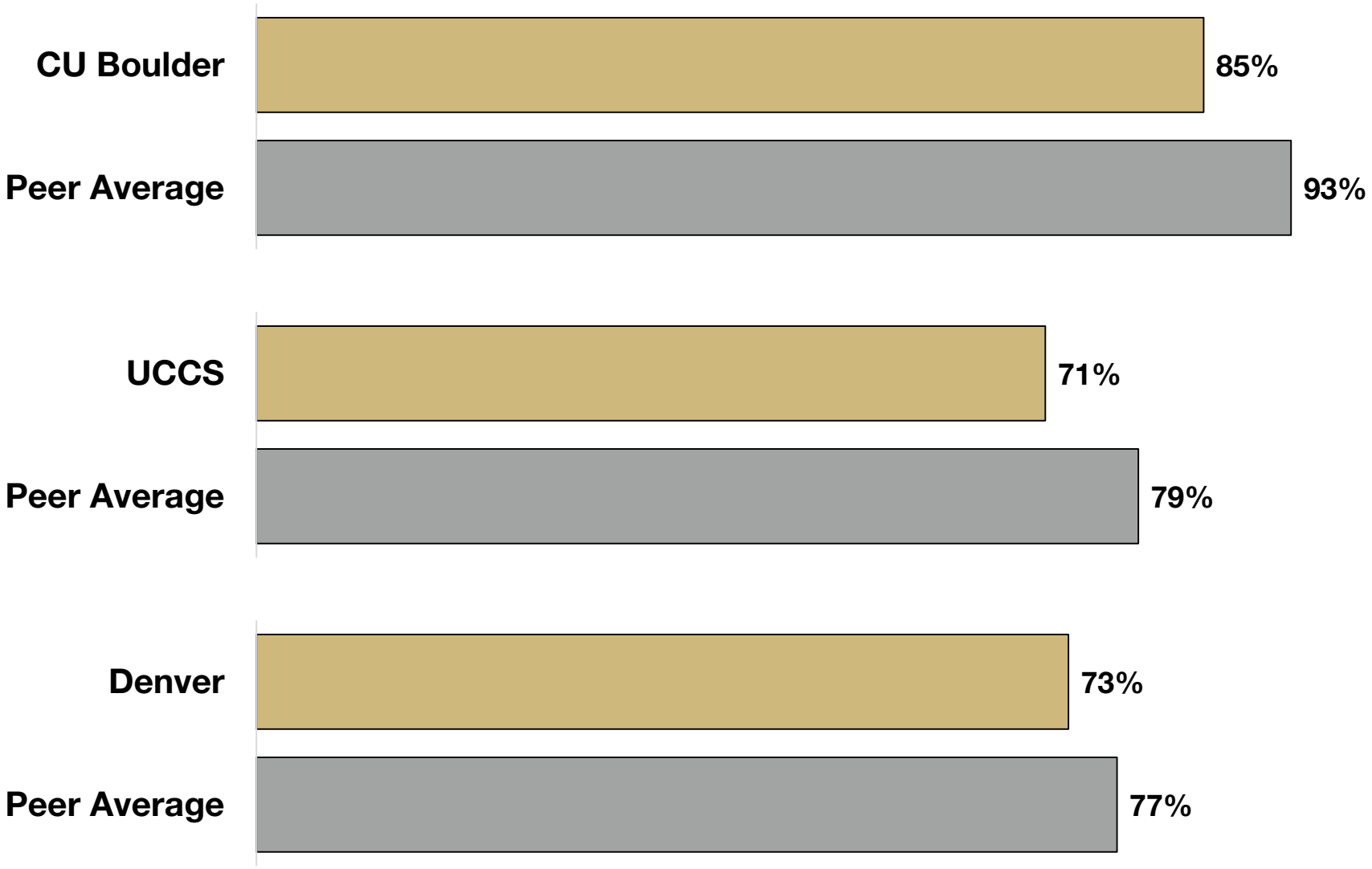
IPEDS 2020

- 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.

Click for Data Online

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

Freshman Retention Rate – Peer Comparison

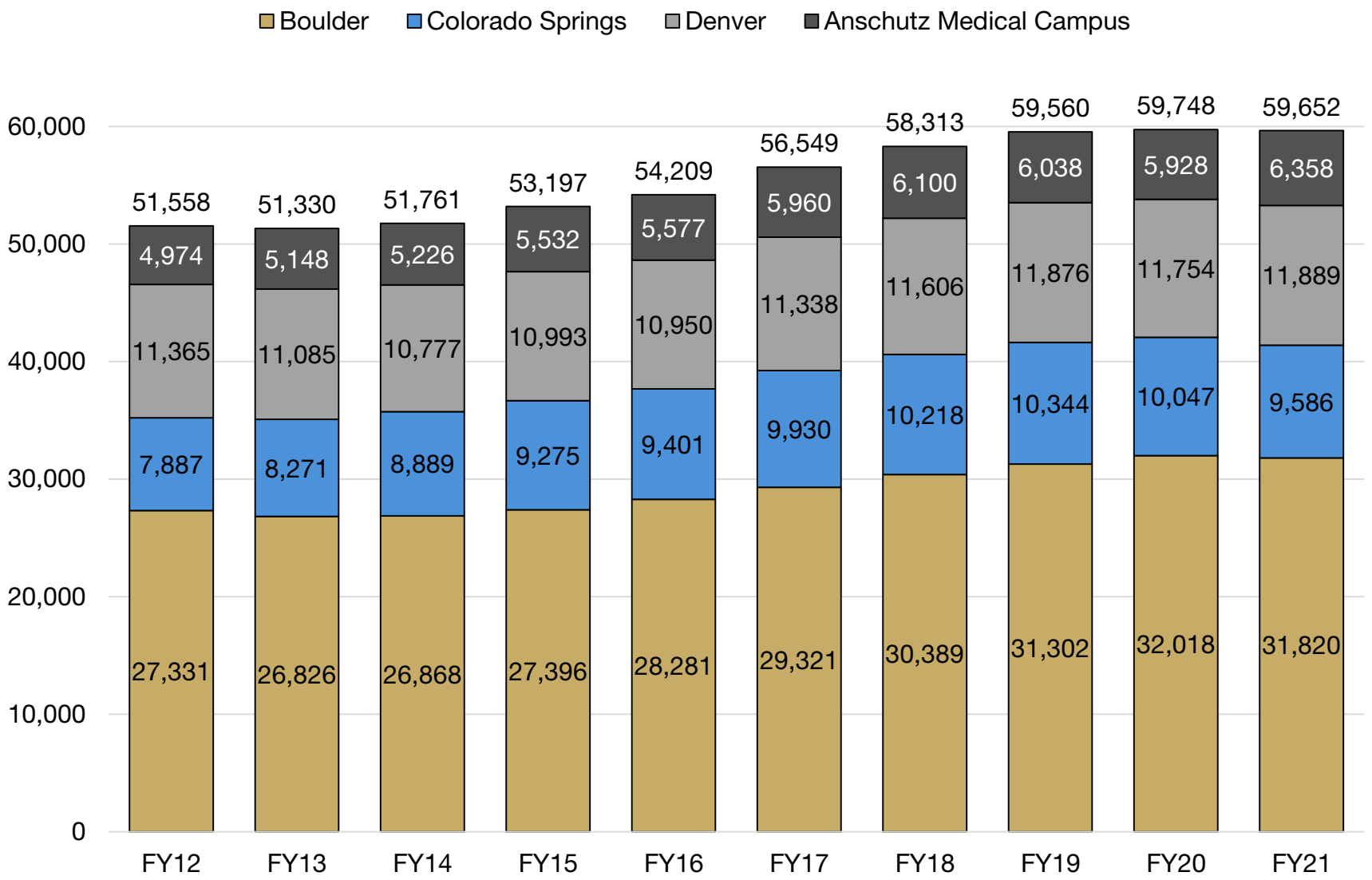


IPEDS 2020

- 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.

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

Total Student Enrollment (SFTE)



FY 2012 to FY 2021

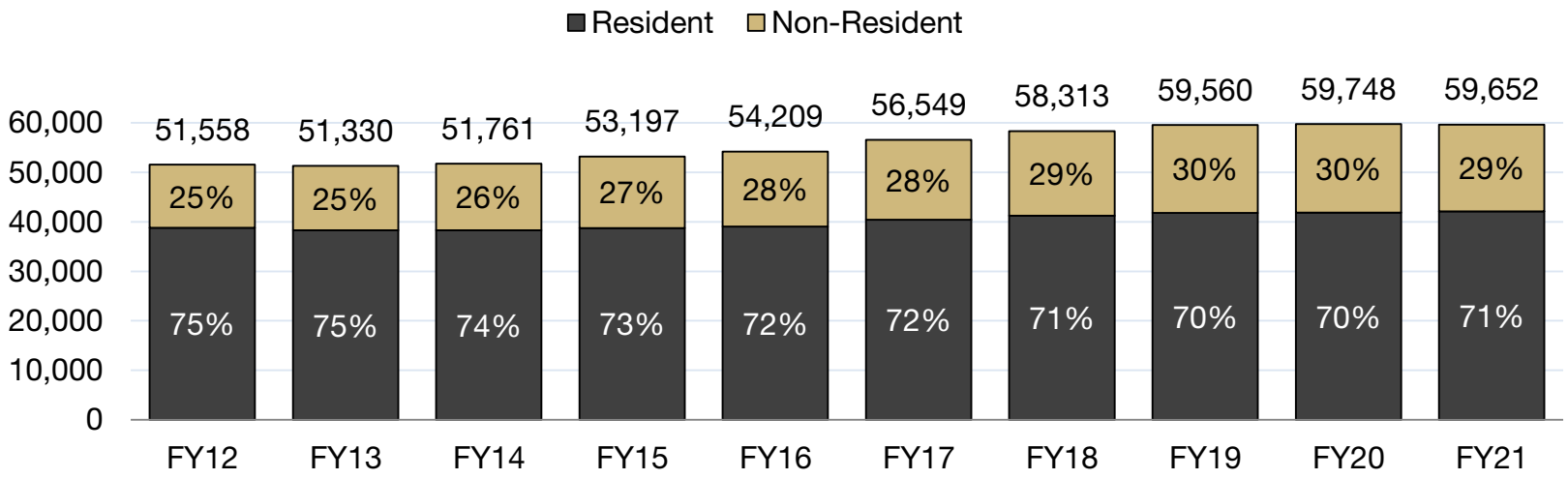
+16%
Total Students

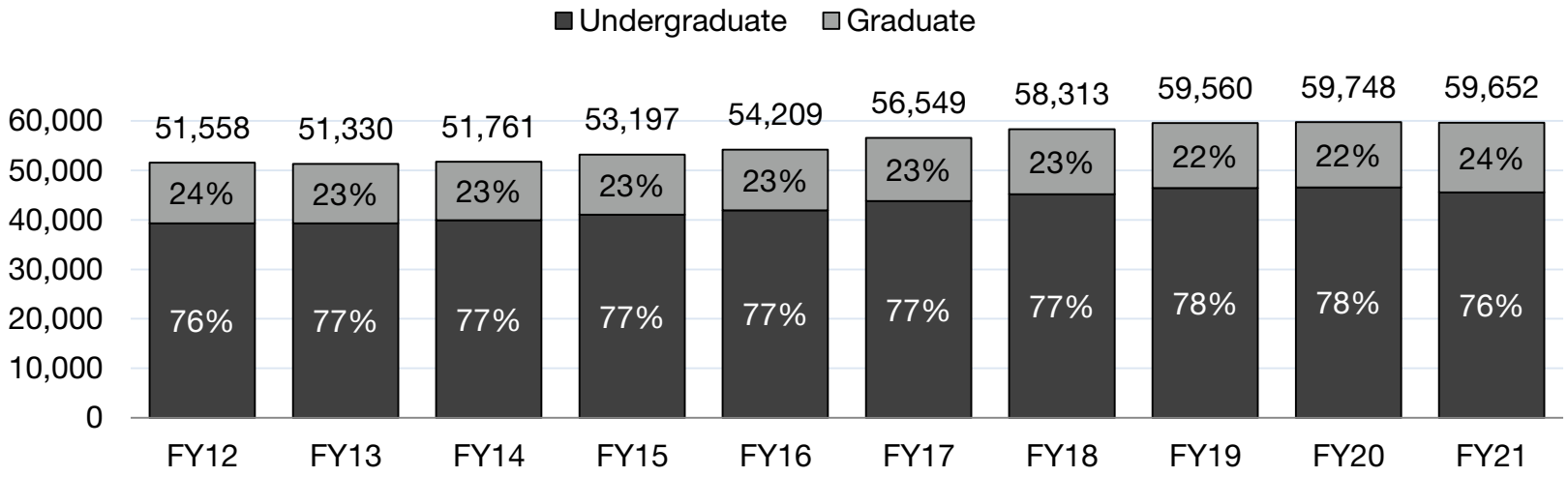
- Undergraduate students: 1 SFTE = 30 credit hours
- Graduate students: 1 SFTE = 24 credit hours

Click for Data Online

Source: CU System Office of Institutional Research

Total Student Enrollment (SFTE)





FY 2012 to FY 2021

+8%
Residents

+16%
Undergraduates

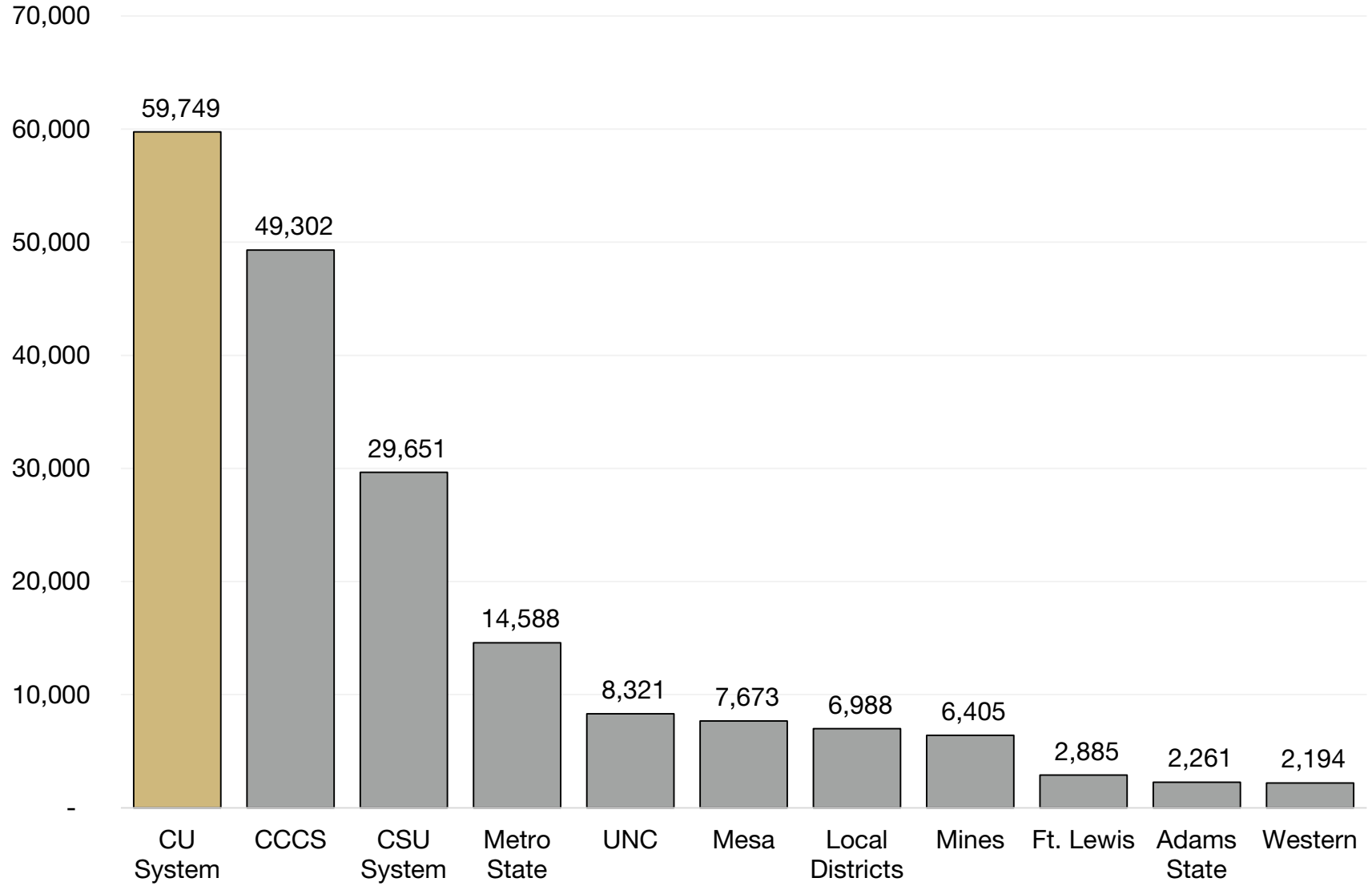
- Undergraduate students: 1 SFTE = 30 credit hours
- Graduate students: 1 SFTE = 24 credit hours

Click for Data Online

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

Source: CU System Office of Institutional Research

CO Public Systems Student FTE (FY 2019-20)



FY 2019-20

31%

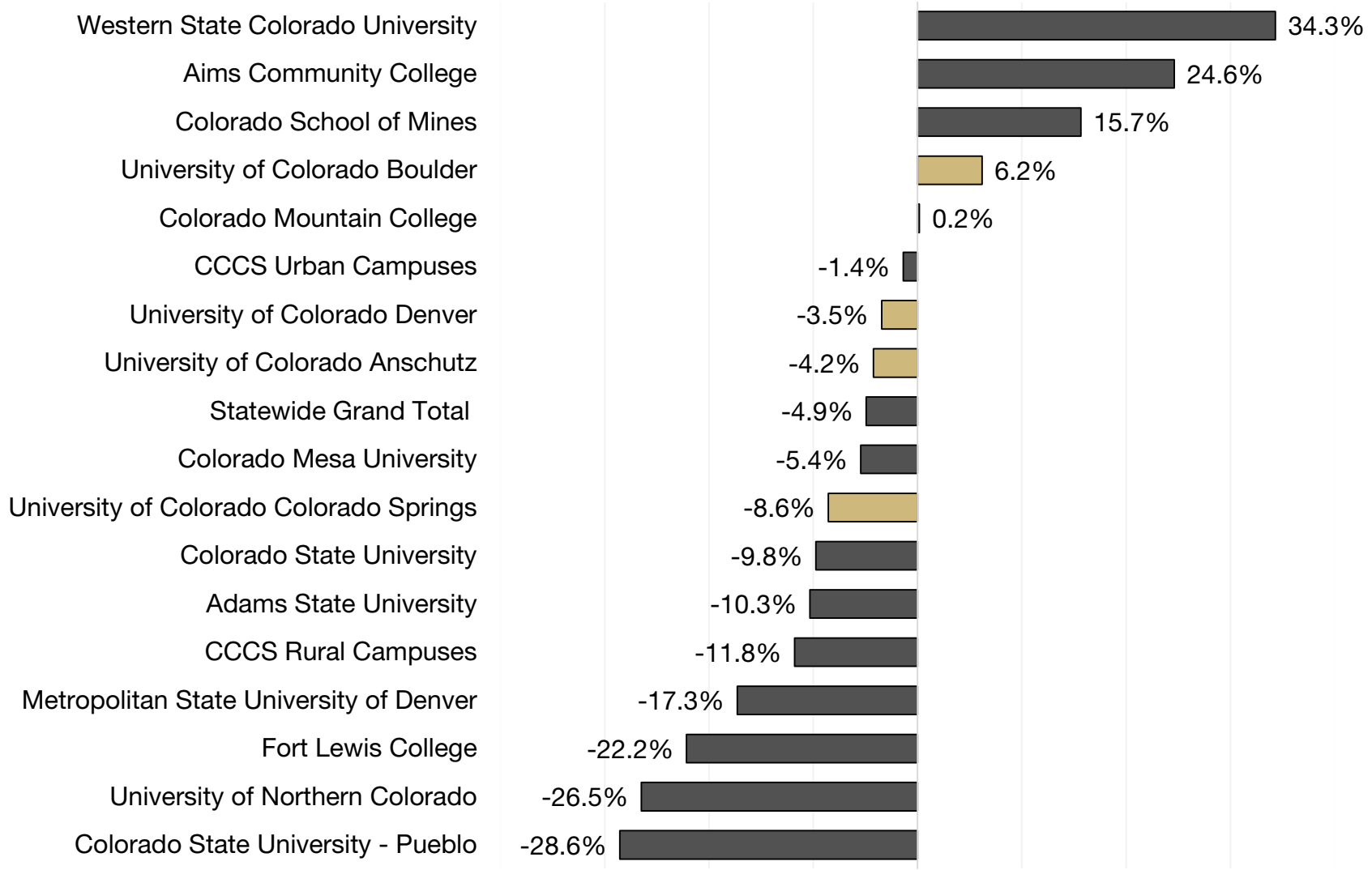
CU Share of Student FTE

- 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



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

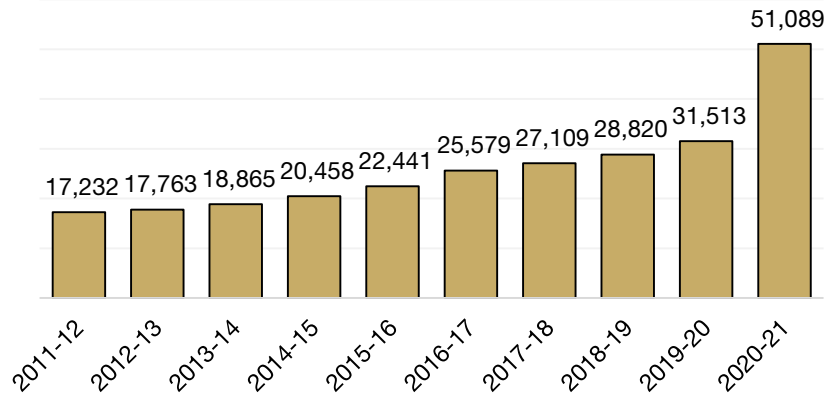
CCCS Rural Campuses includes:

- CNCC
- Lamar
- Morgan
- NJC
- OJC
- Pueblo
- Trinidad State Junior College

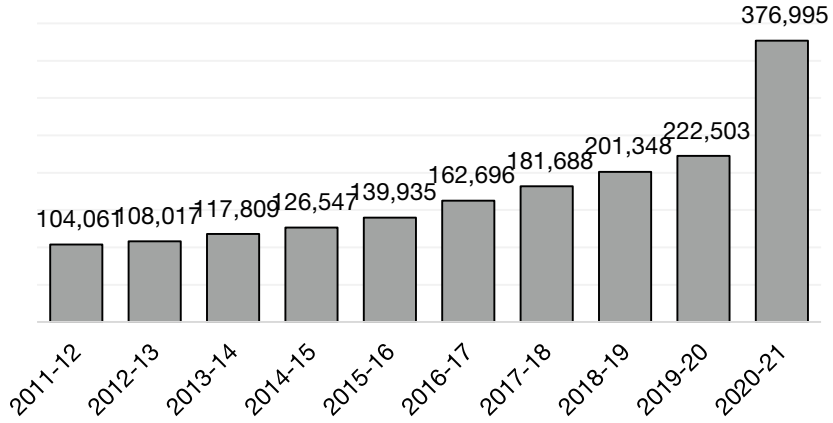
Source: CU System Office of Institutional Research
Data Source: CDHE Census Enrollment

Online Enrollment

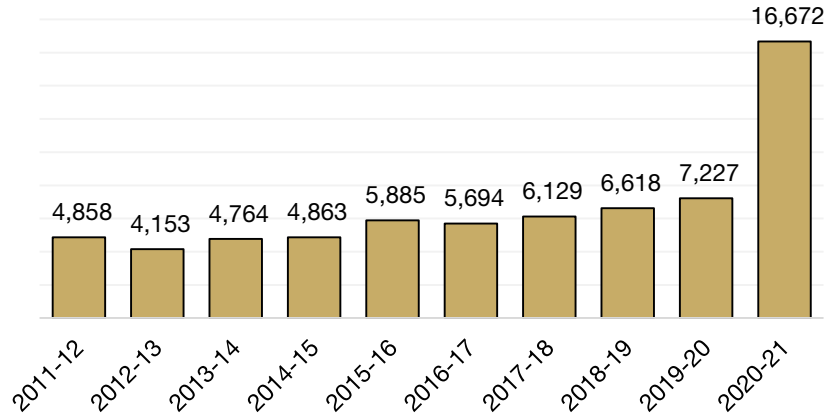
Headcount
(1+ Online Course)



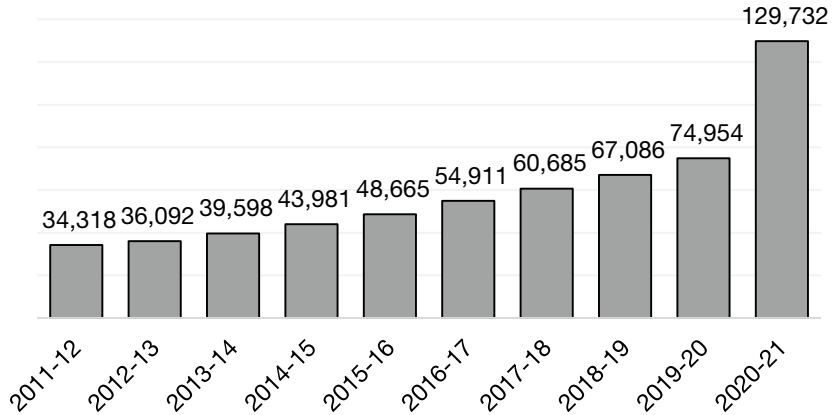
Student Credit Hours
(Online Courses)



Headcount
(Enrolled Exclusively Online)



Course Enrollments
(Online Courses)



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.

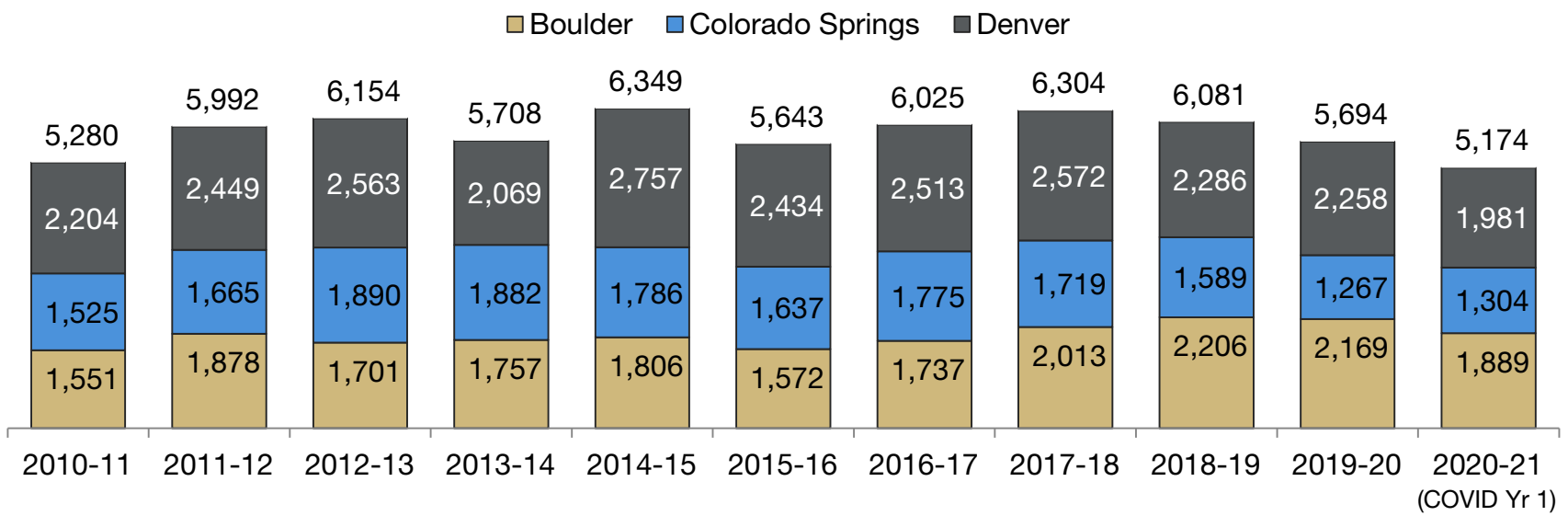
FY 2021-22 data will be available in August 2022.

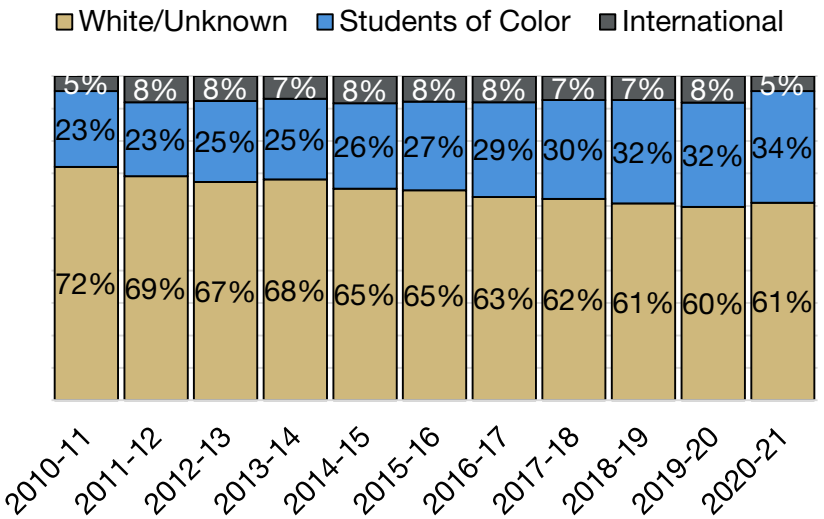
Click for Data Online

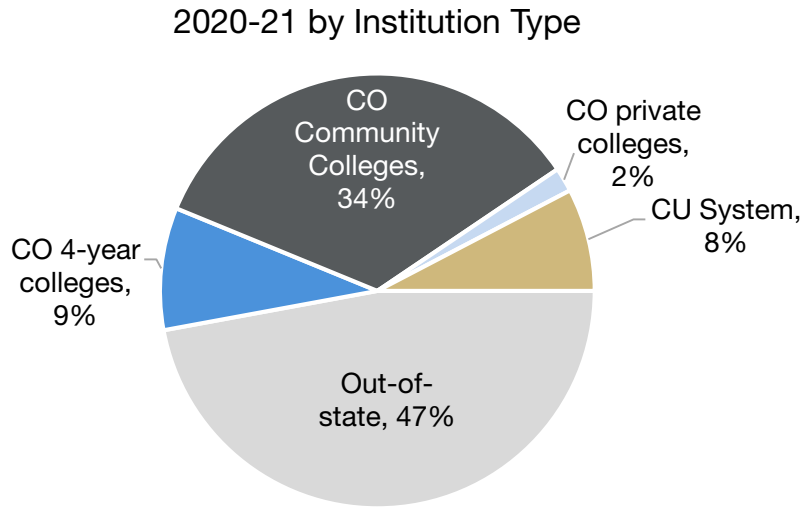
University of Colorado
Boulder | Colorado Springs | Denver | Anschutz Medical Campus

Source: CU System Office of Institutional Research
Online Delivery defined here aligns with campus distance definition

Incoming Undergraduate Transfer Students







FY 2011 to FY 2021

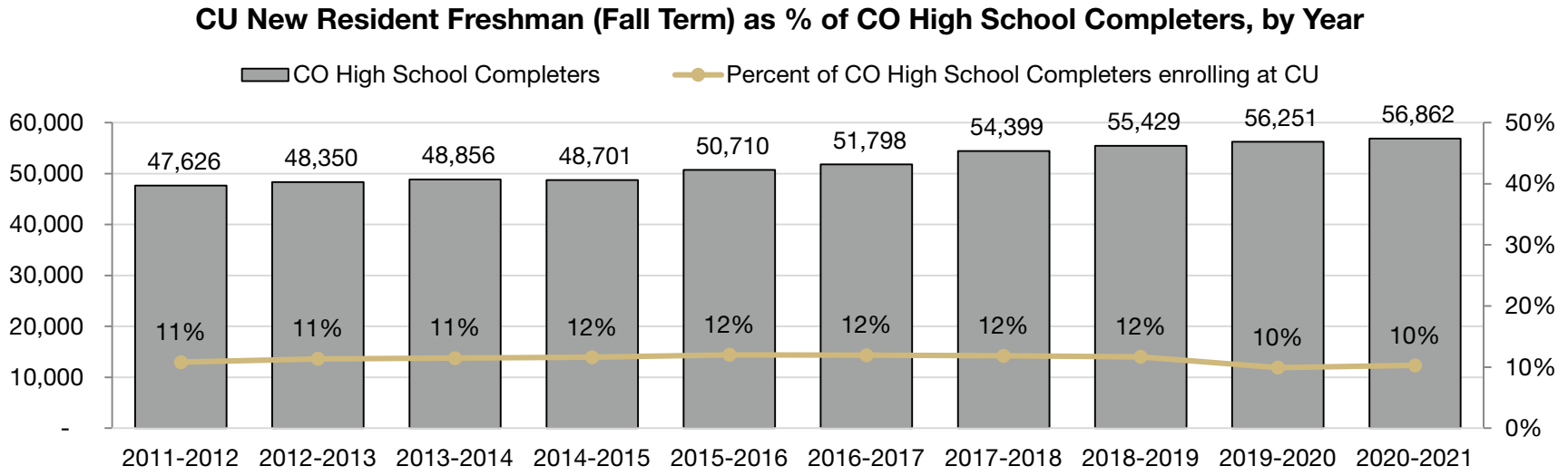
- CU draws a large number of students transferring from community colleges and other four-year institutions (public and private, in-state and out-of-state).
- Strong transfer enrollment indicates that CU is accessible to all students and that transfer policies are conducive to successful transfer.
- Counts include all incoming transfer students, full-time and part-time.

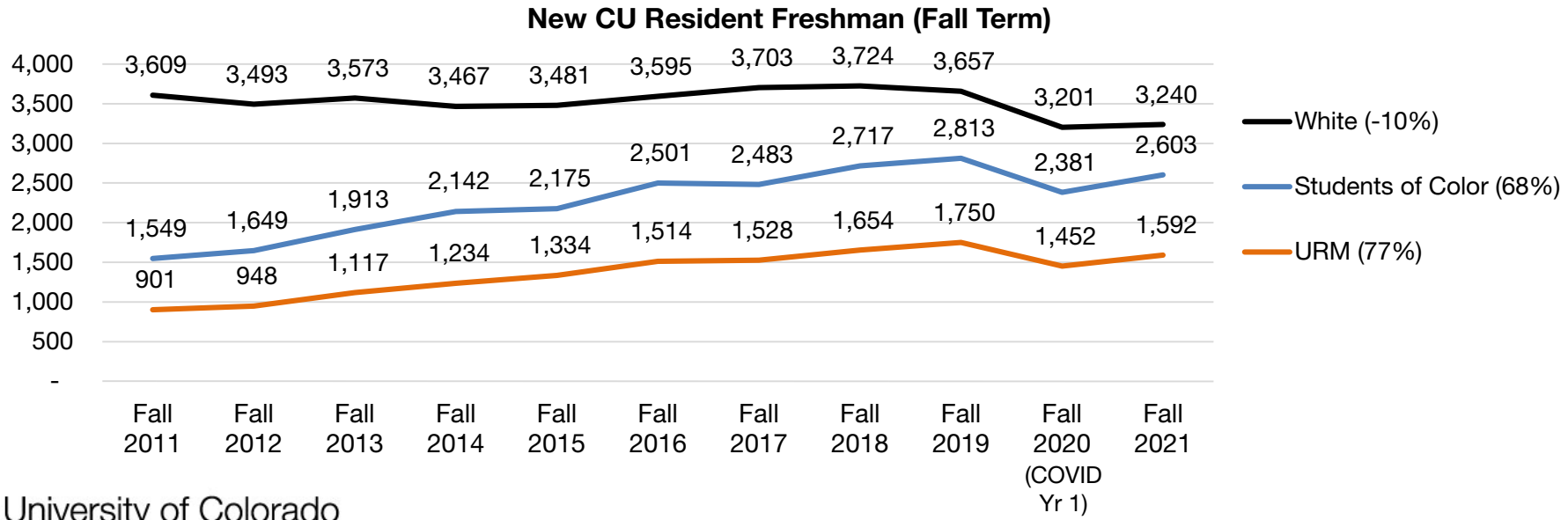
FY 2021-22 data will be available in August 2022.

Click for Data Online

Source: CU System Office of Institutional Research

Colorado High School Graduating Class Population





High School Completers
Since 2011-12

+19%
Total

+48%
Students of Color

+56%
Hispanic

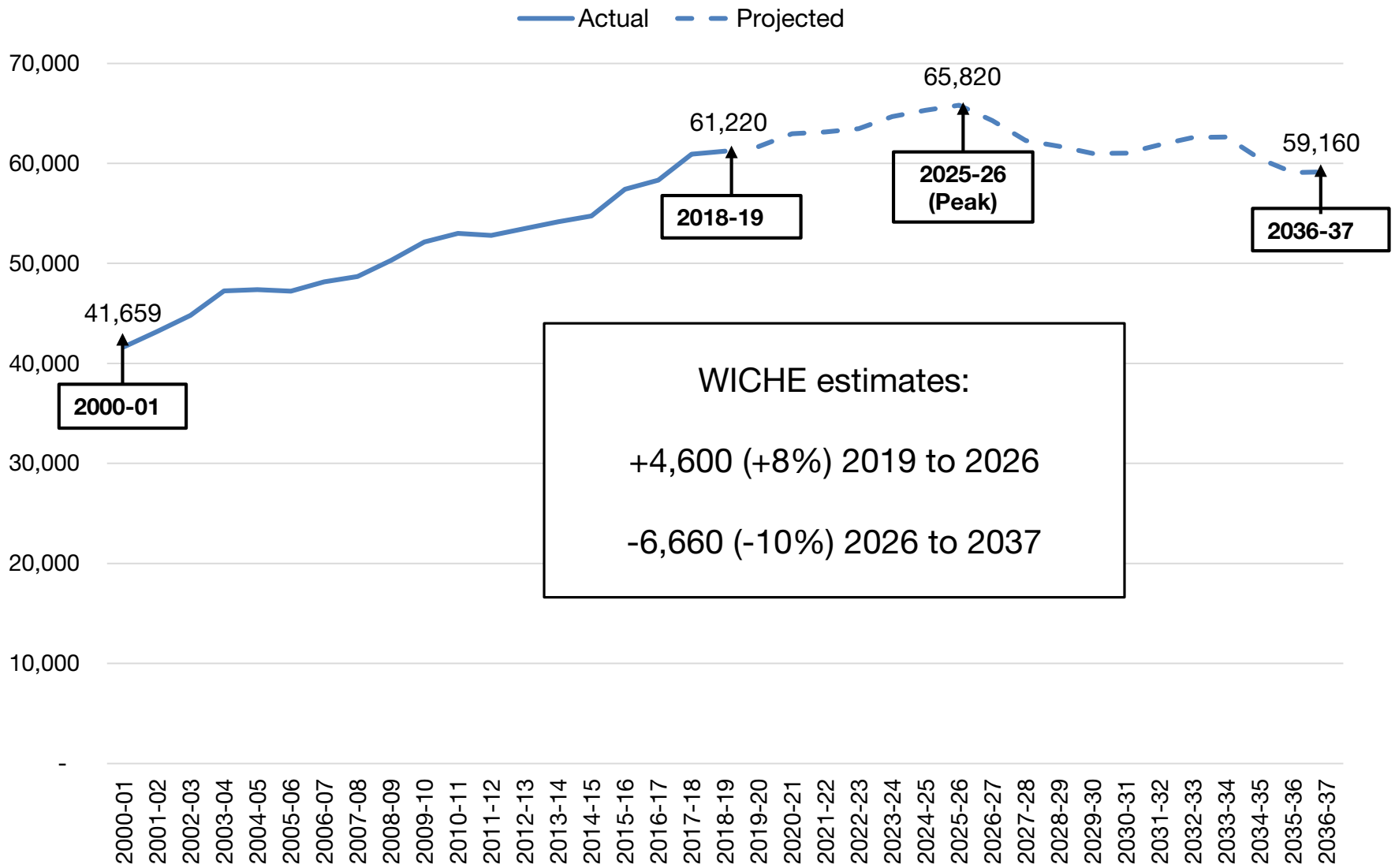
4%
White (non-Hispanic)

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

Projected Colorado High School Graduates



+47%
2000-01 to 2018-19

-3%
2018-19 to 2036-37

- 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.

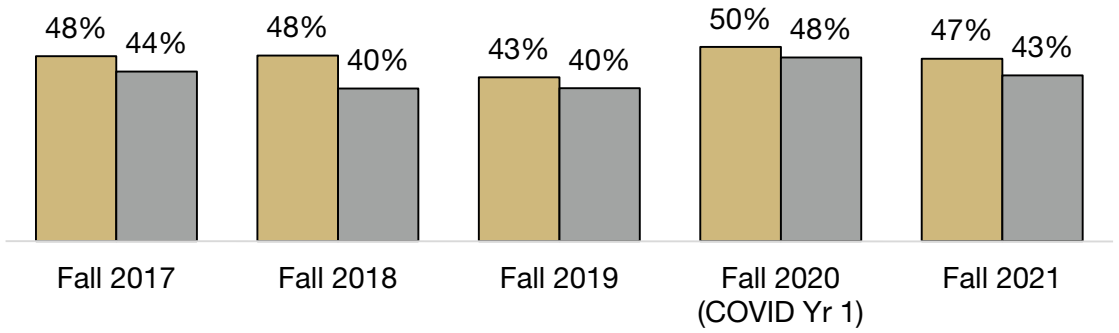
University of Colorado
Boulder | Colorado Springs | Denver | Anschutz Medical Campus

Source: Western Interstate Commission for Higher Education, Knocking at the College Door: Projections of High School Graduates, 2020, www.knocking.wiche.edu.

Credit Load (Percent Taking 15+ Credits in First Term)

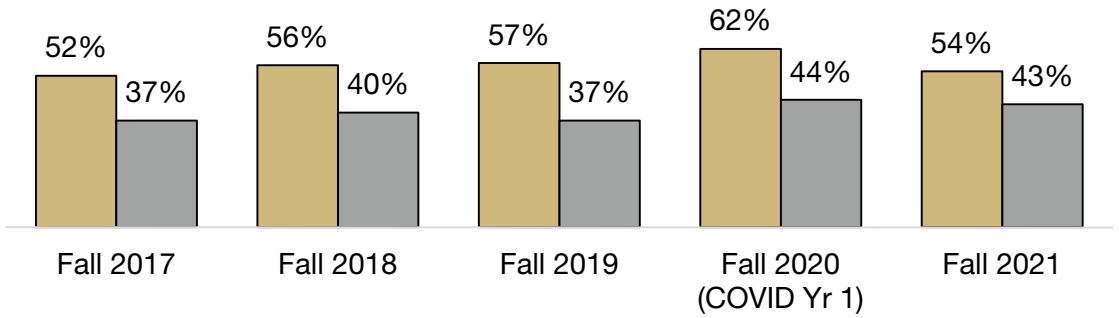
Boulder

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



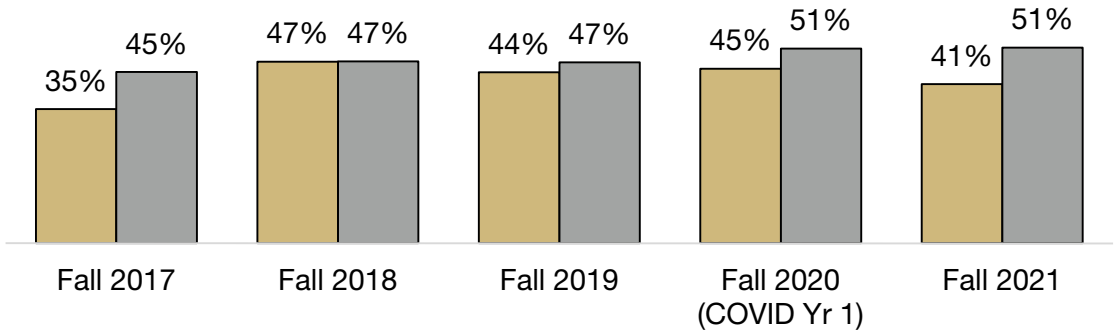
UCCS

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



Denver

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



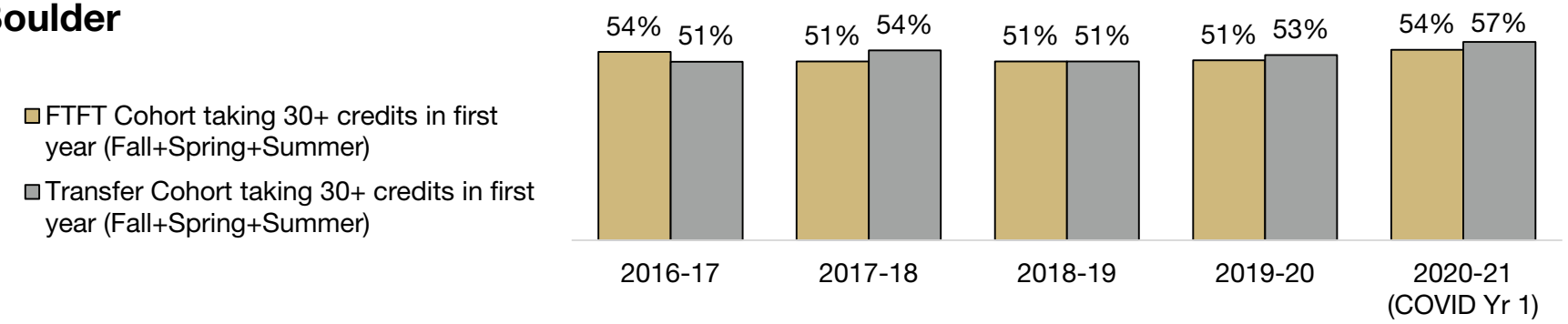
Fall 2017 to Fall 2021

- 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.

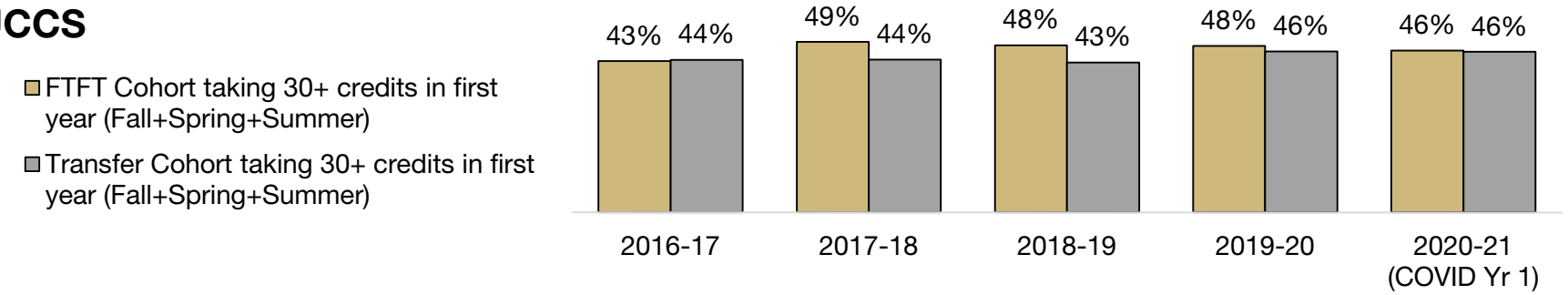
Source: CU System Institutional Research
Note: Based on end-of-term enrollment, credit hours attempted

Credit Load (Percent Taking 30+ Credits in First Year)

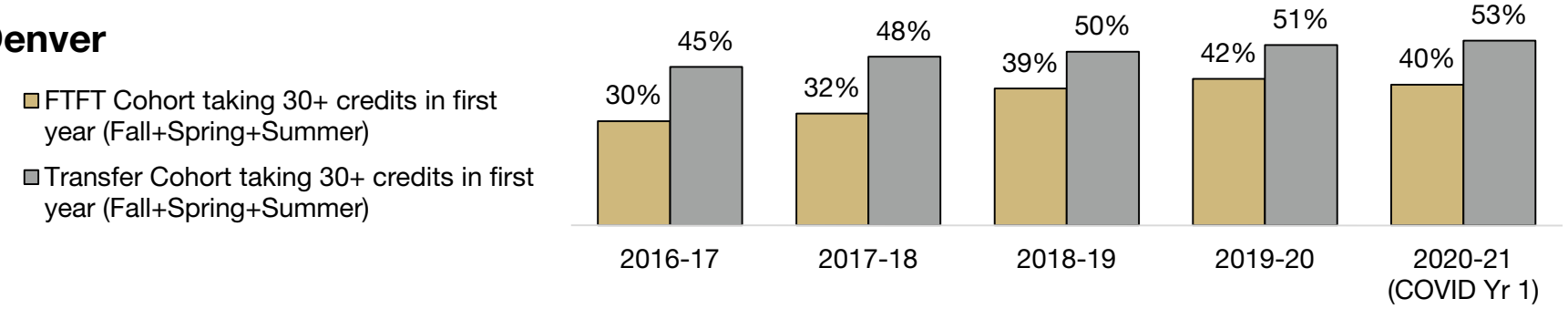
Boulder



UCCS



Denver



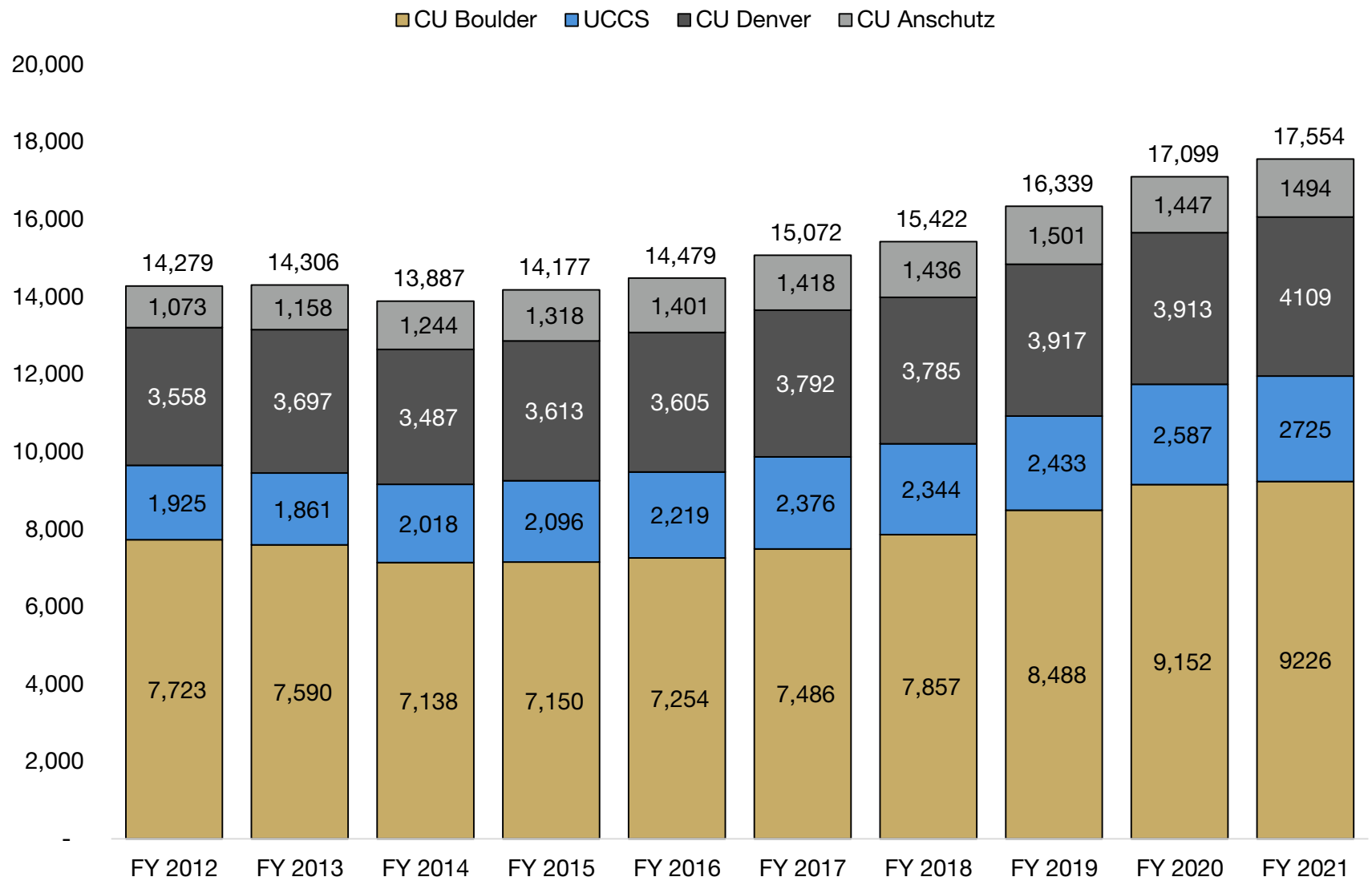
2016-17 to 2020-21

- 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.

Source: CU System Institutional Research
Note: Based on end-of-term enrollment, credit hours attempted

Degree Recipients



FY 2012 to FY 2021

152,000+

Degree Recipients

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.

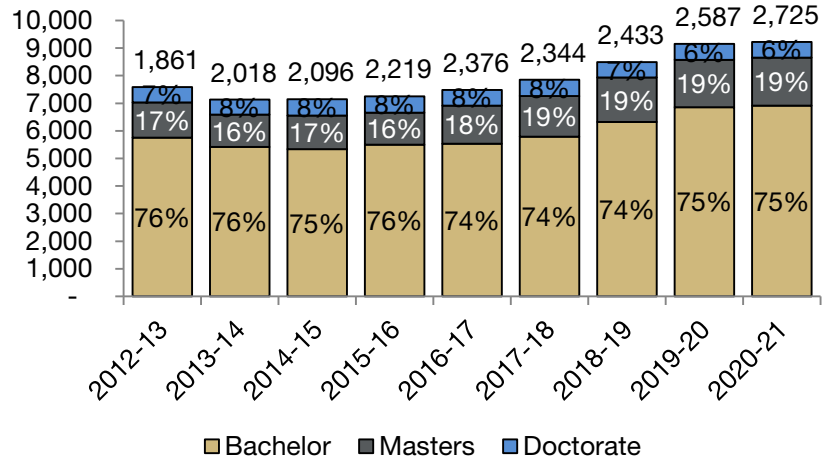
Click for Data Online

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

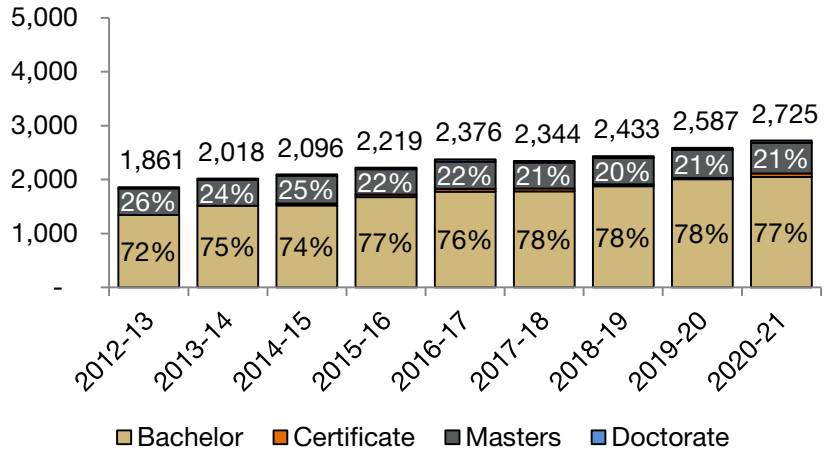
Source: CU System & Campus Offices of Institutional Research

Degree Recipients by Degree Level

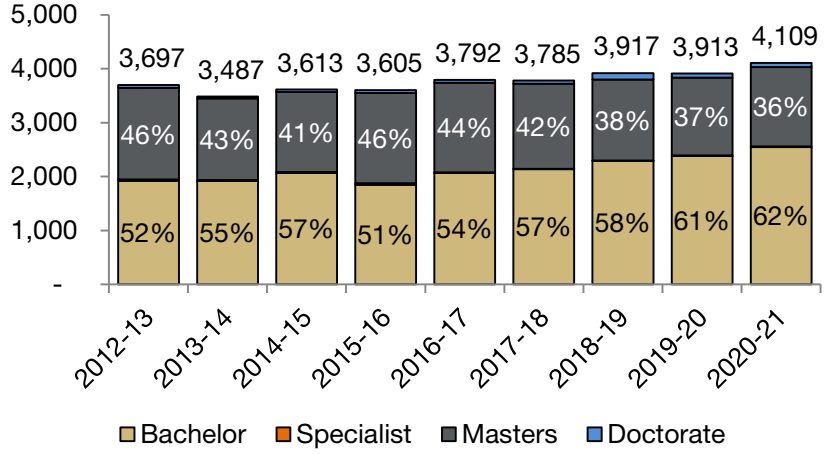
Boulder



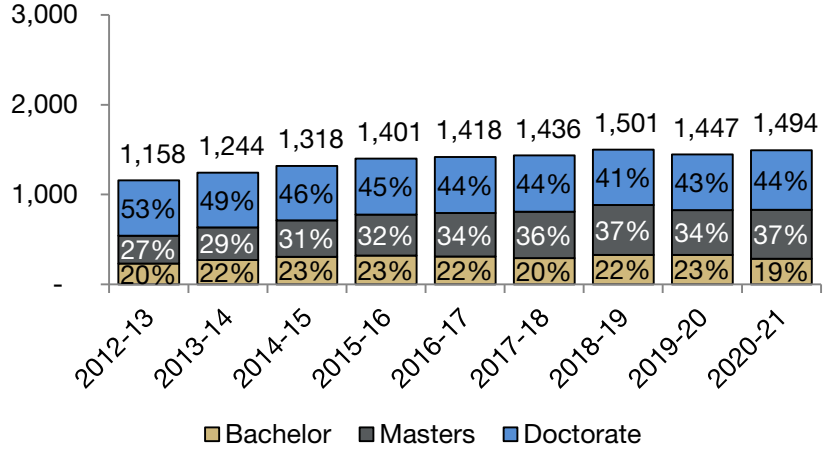
UCCS



Denver



Anschutz Medical Campus



FY 2013 to FY 2021

152,000+

Degree Recipients

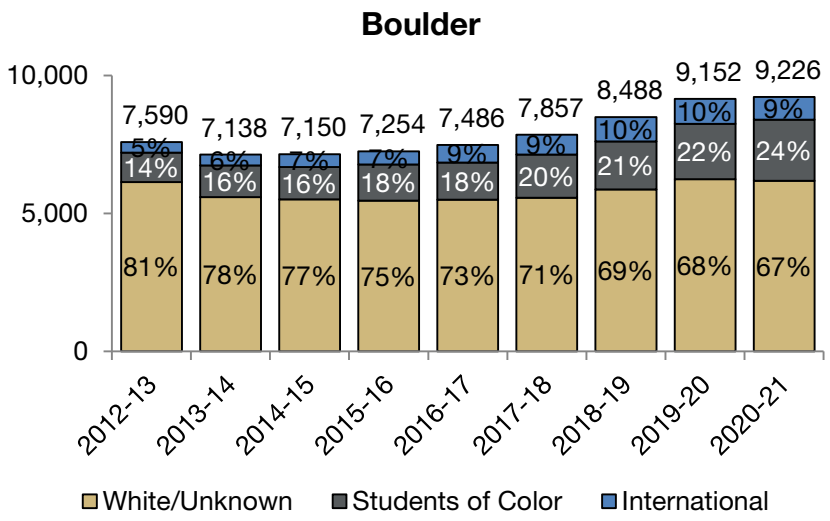
CU awarded undergraduate and graduate degrees to more than 15,000 students in each of the past five years.

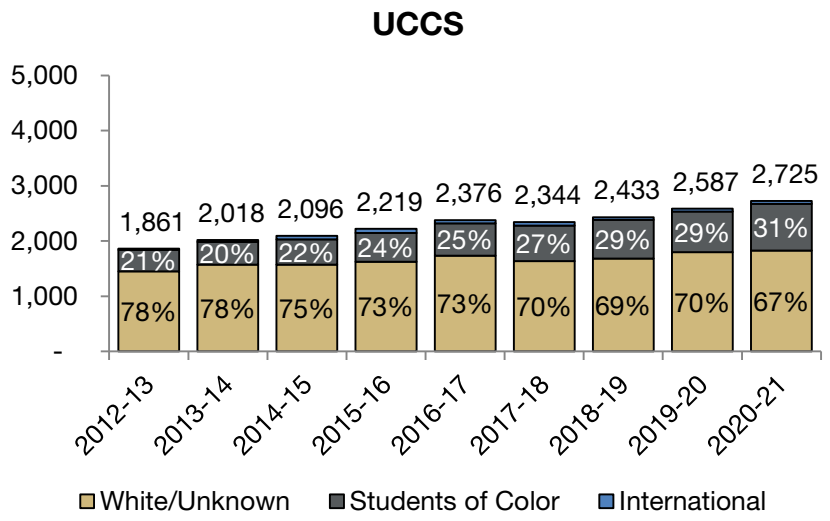
FY 2021-22 degrees will be available in September 2022.

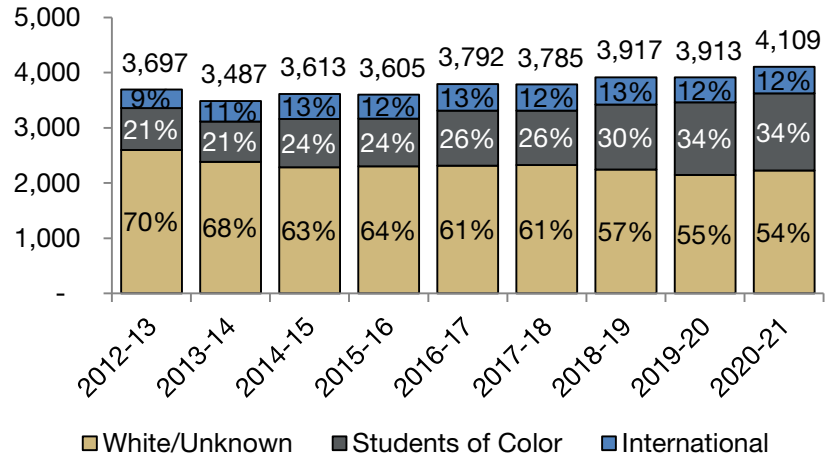
Click for Data Online

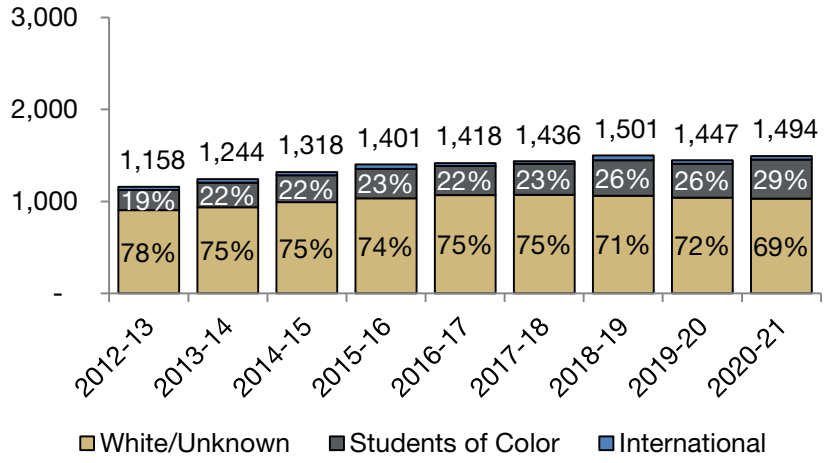
Source: CU System & Campus Offices of Institutional Research

Degree Recipients by Race/Ethnicity









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:

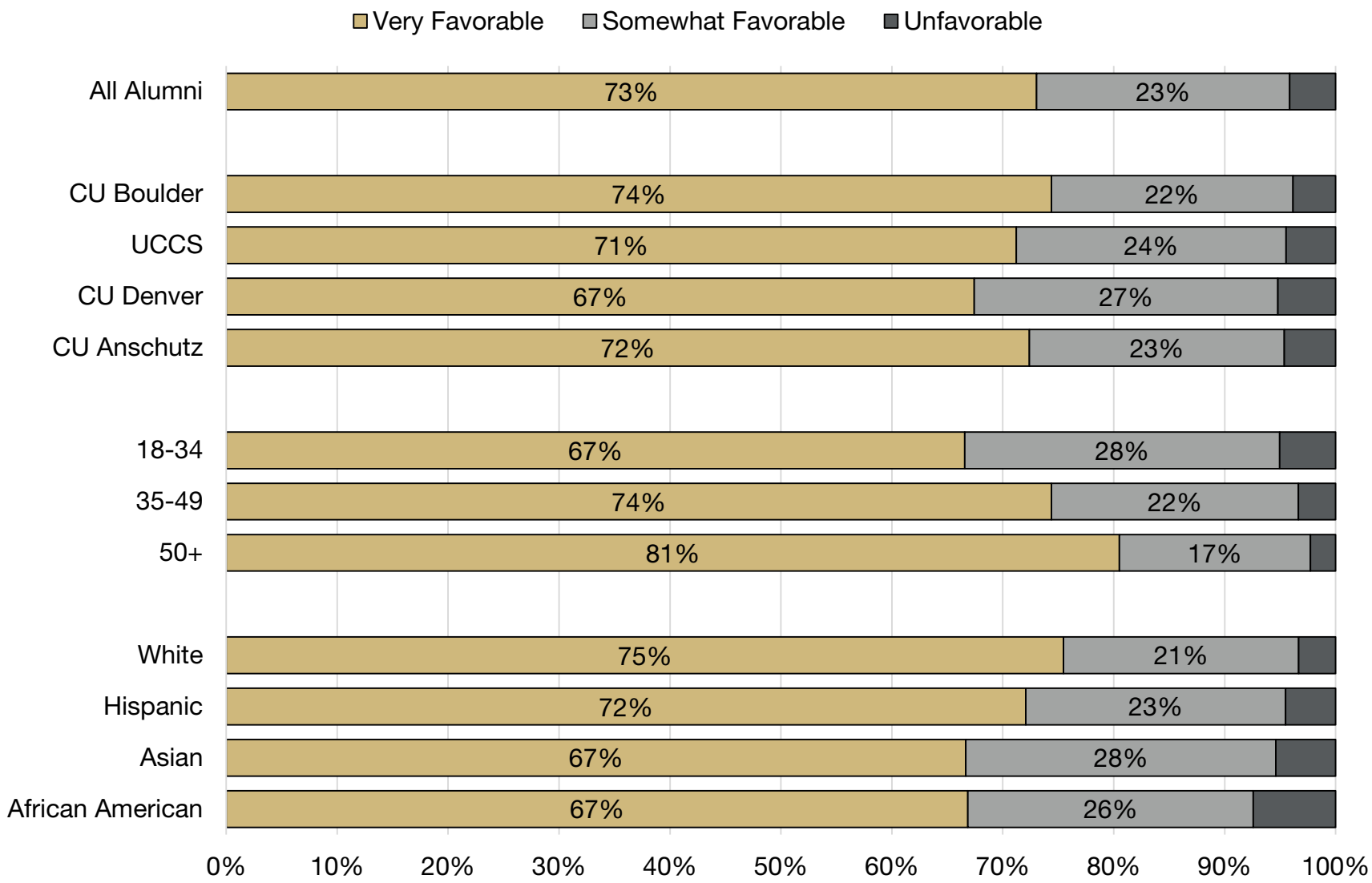
- American Indian or Alaskan Native
- Asian American
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander
- More than one race

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

Click for Data Online

Source: CU System & Campus Offices of Institutional Research

Alumni Satisfaction Ratings

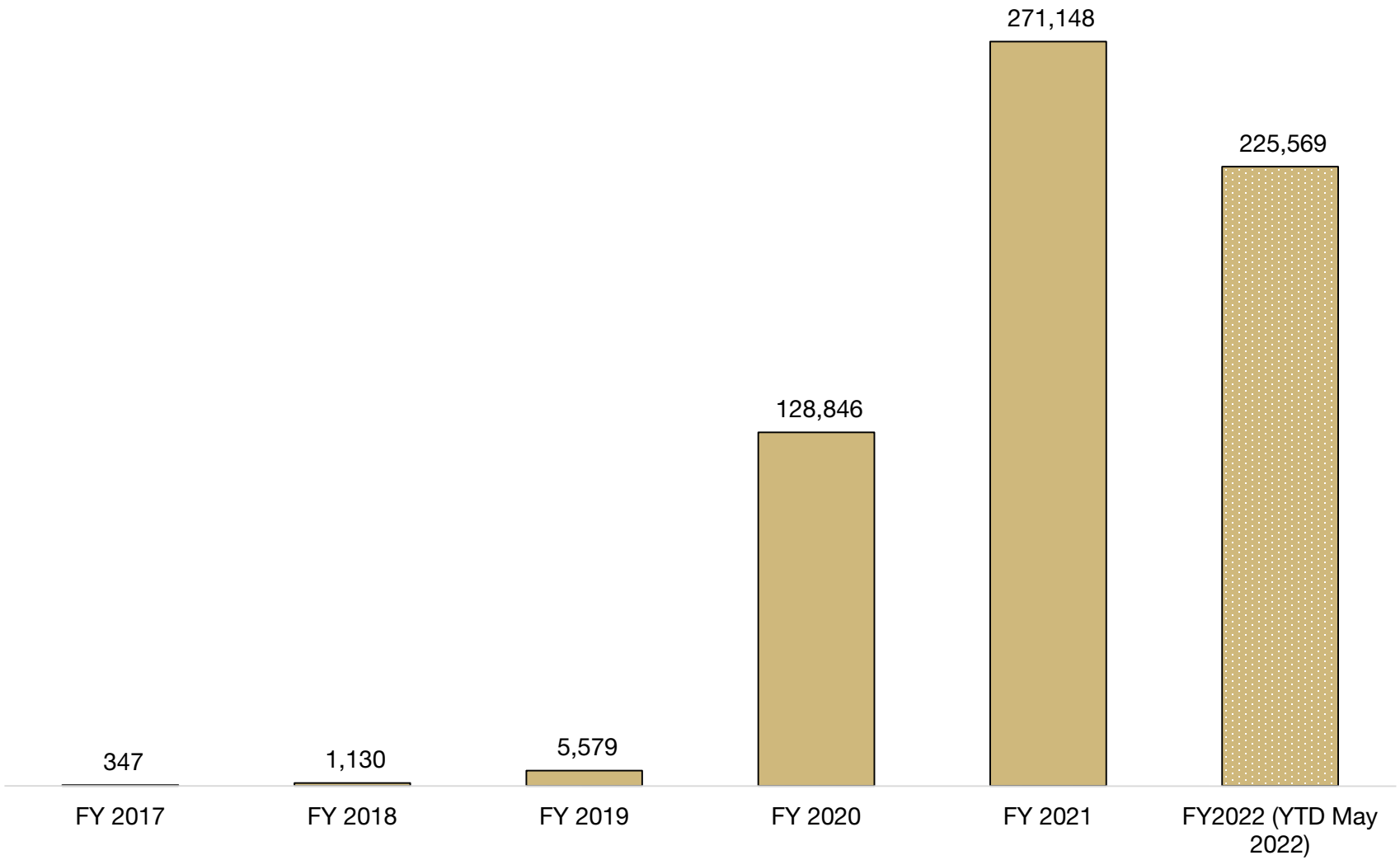


96%
Favorable
All Alumni

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

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

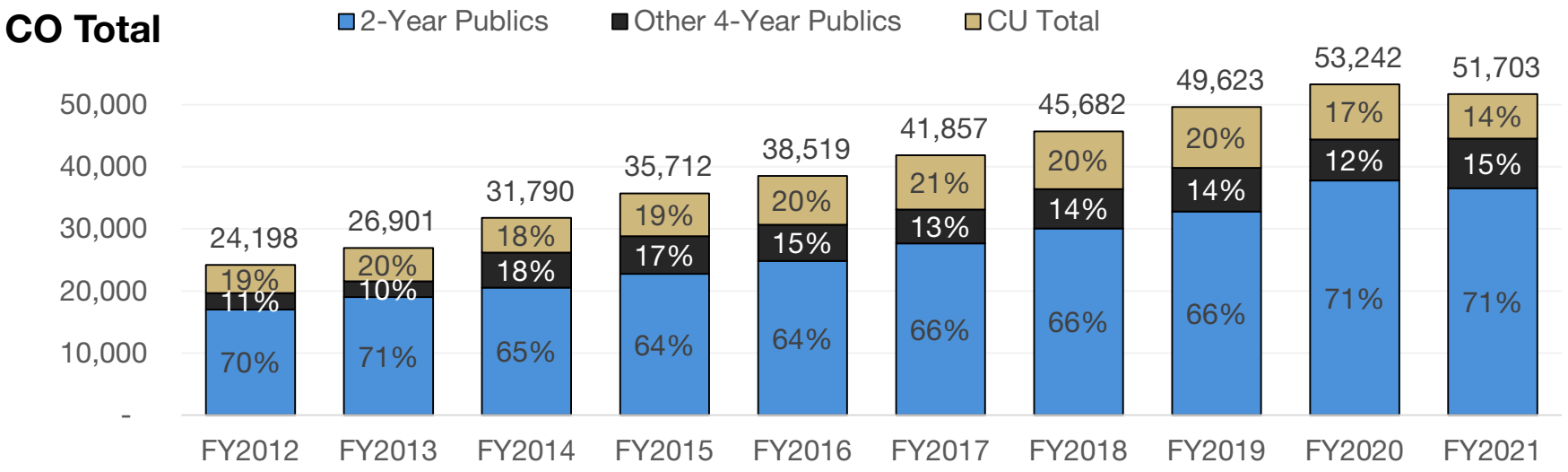


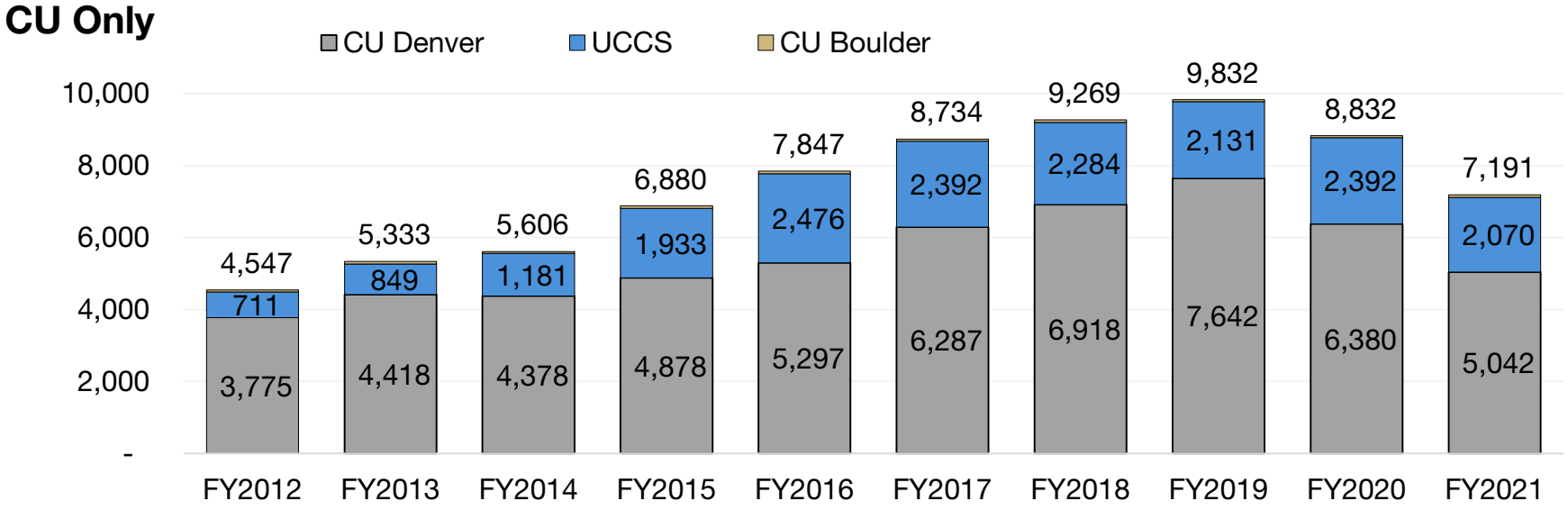
FY 2017 to FY 2022

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.

Source: CU Anschutz Medical Campus; CU Medicine; Chancellor's Office

High School Concurrent Enrollment





FY 2012 to FY 2021

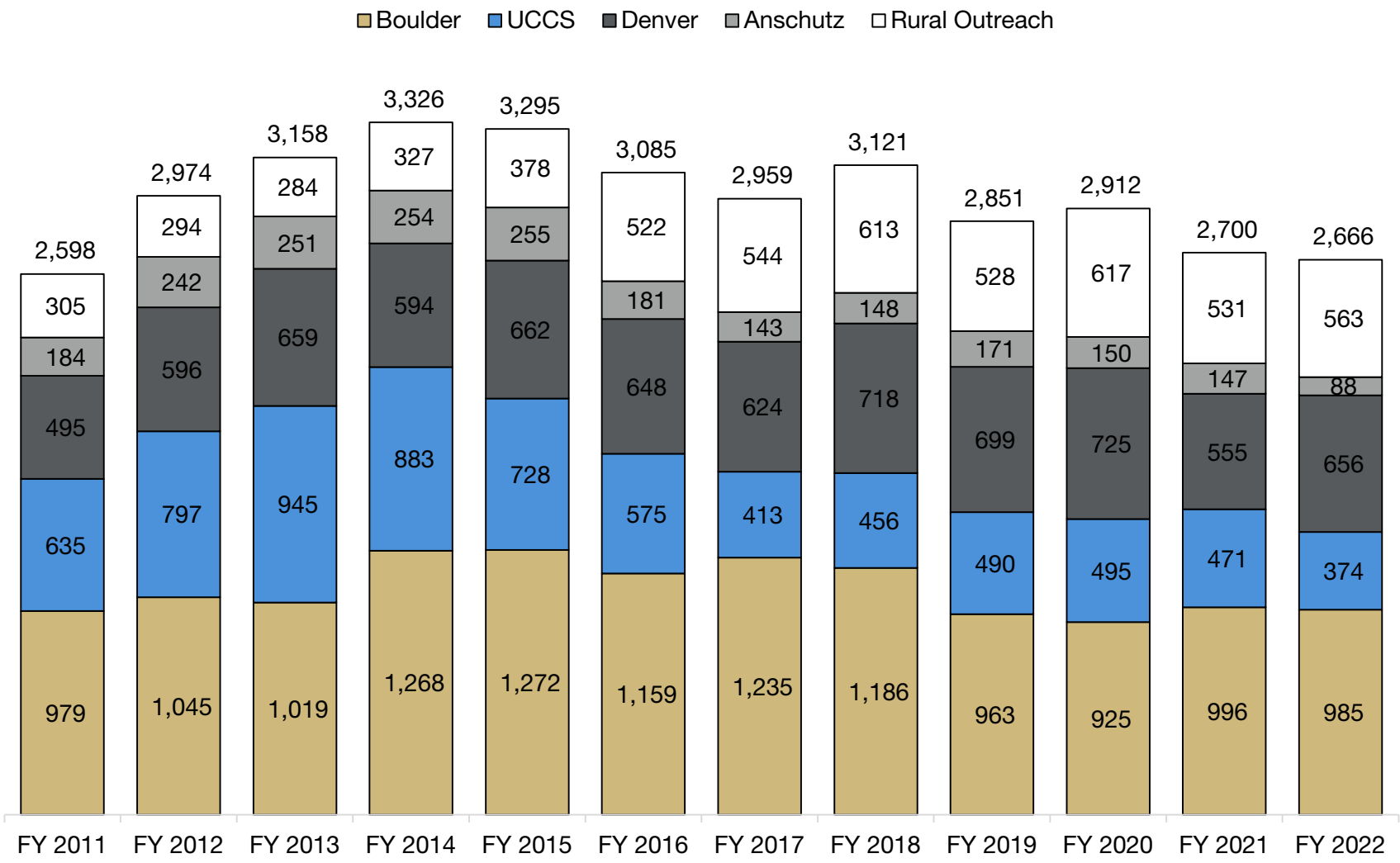
The number of high school students taking a college course per year. This includes all types of concurrent enrollment.

"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.

Source: CDHE Annual Report on Dual and Concurrent Enrollment in Colorado, https://highered.colorado.gov/Data/Reports.aspx

Pre-Collegiate Development Program



FY 2011 to FY 2022

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

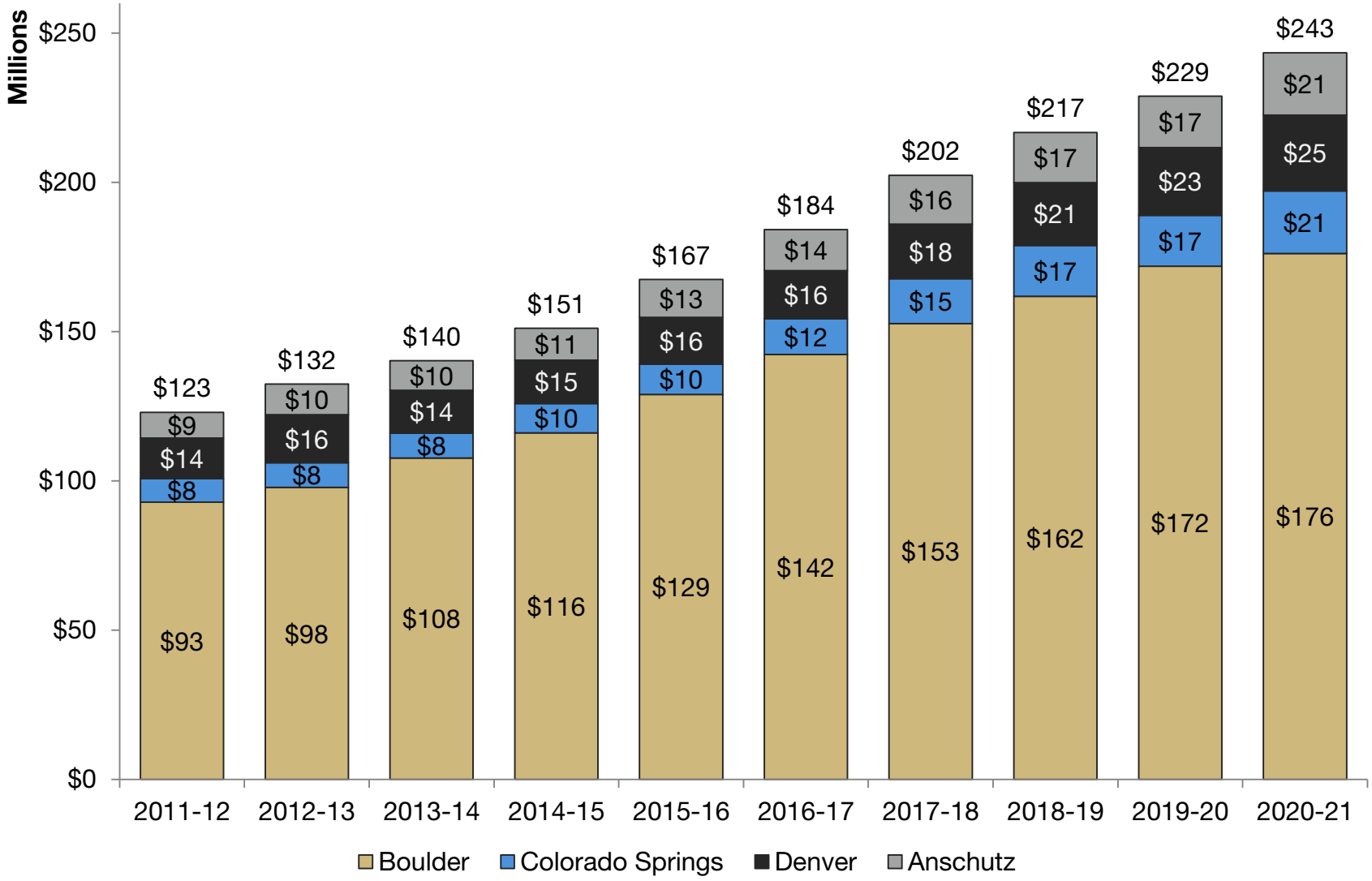
- 62% Female
- 37% Male

Click for Data Online

Source: 2020-21 CU PCDP Report, Office of Academic Affairs
Presentation: CU System Institutional Research

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.

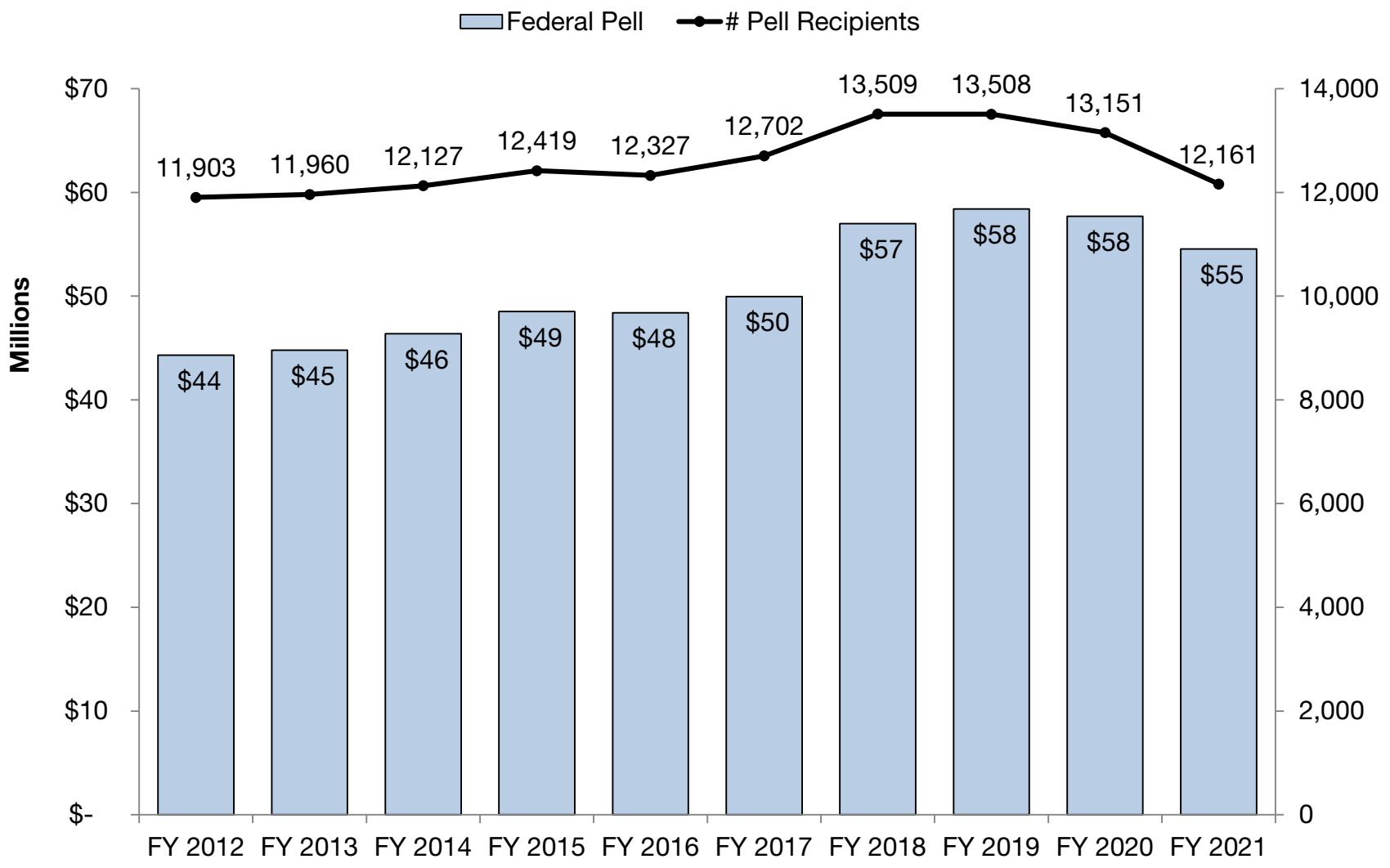
Click for Data Online

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

Source: SURDS Financial Aid
Presentation: CU System Institutional Research

Federal Pell Grant Recipients

(in millions)



FY 2012 to FY 2021

+23%

Federal Pell Grants

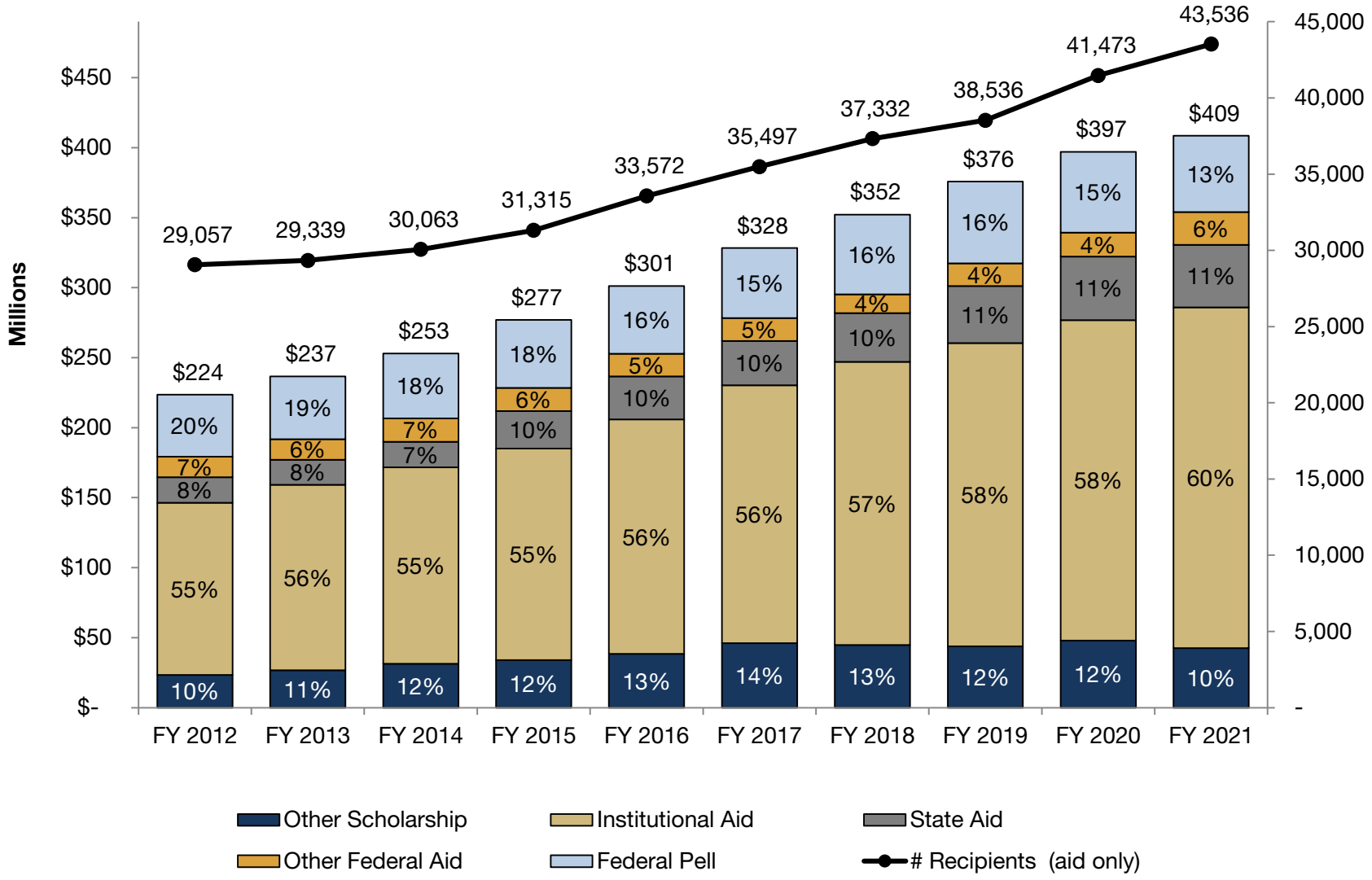
- At CU in FY 2020-21, Over 12,000 students received $54.5 million in federal Pell grants.
- Average Pell grant received was $4,476 (maximum allowed award in 2020-21 was $6,345).
- Pell grants are only awarded to undergraduates.

Click for Data Online

Source: SURDS Financial Aid
Presentation: CU System Institutional Research

Student Financial Aid (Grants & Scholarships)

(in millions)



FY 2012 to FY 2021

+83%

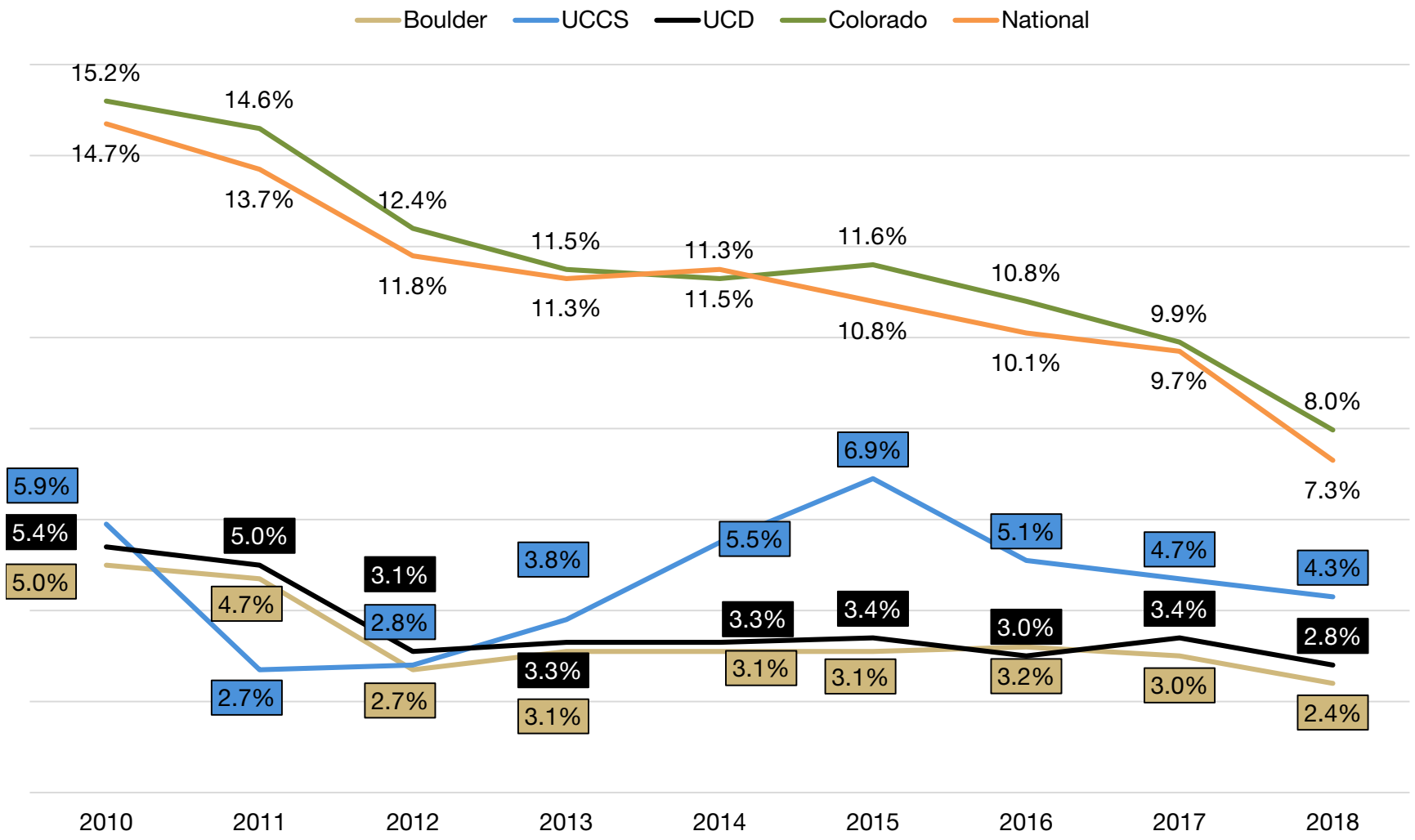
Grants & Scholarships

- 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.

Click for Data Online

Source: SURDS Financial Aid
Presentation: CU System Institutional Research

Student Loan Default Rates



2010 to 2018

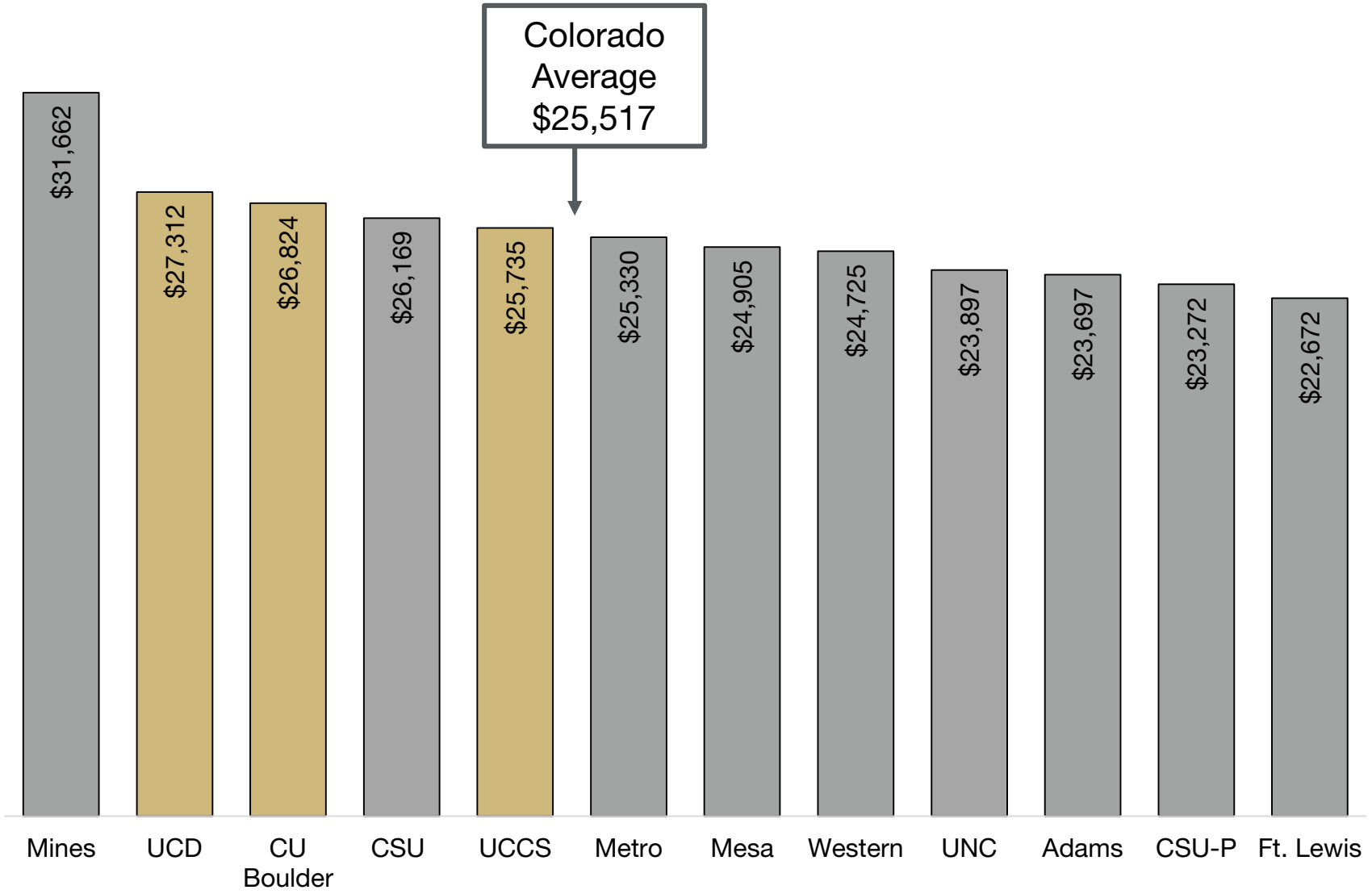
- This is the percentage of students that have failed to make payments on student loan debt and are considered “in default.”
- This shows how well a student’s degree allows them to earn an adequate salary to pay off their student loans (lower % is better).

Click for Data Online

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

Source: U.S. Department of Education
Presentation: CU System Institutional Research

Average Resident Undergraduate Student Debt Upon Graduation

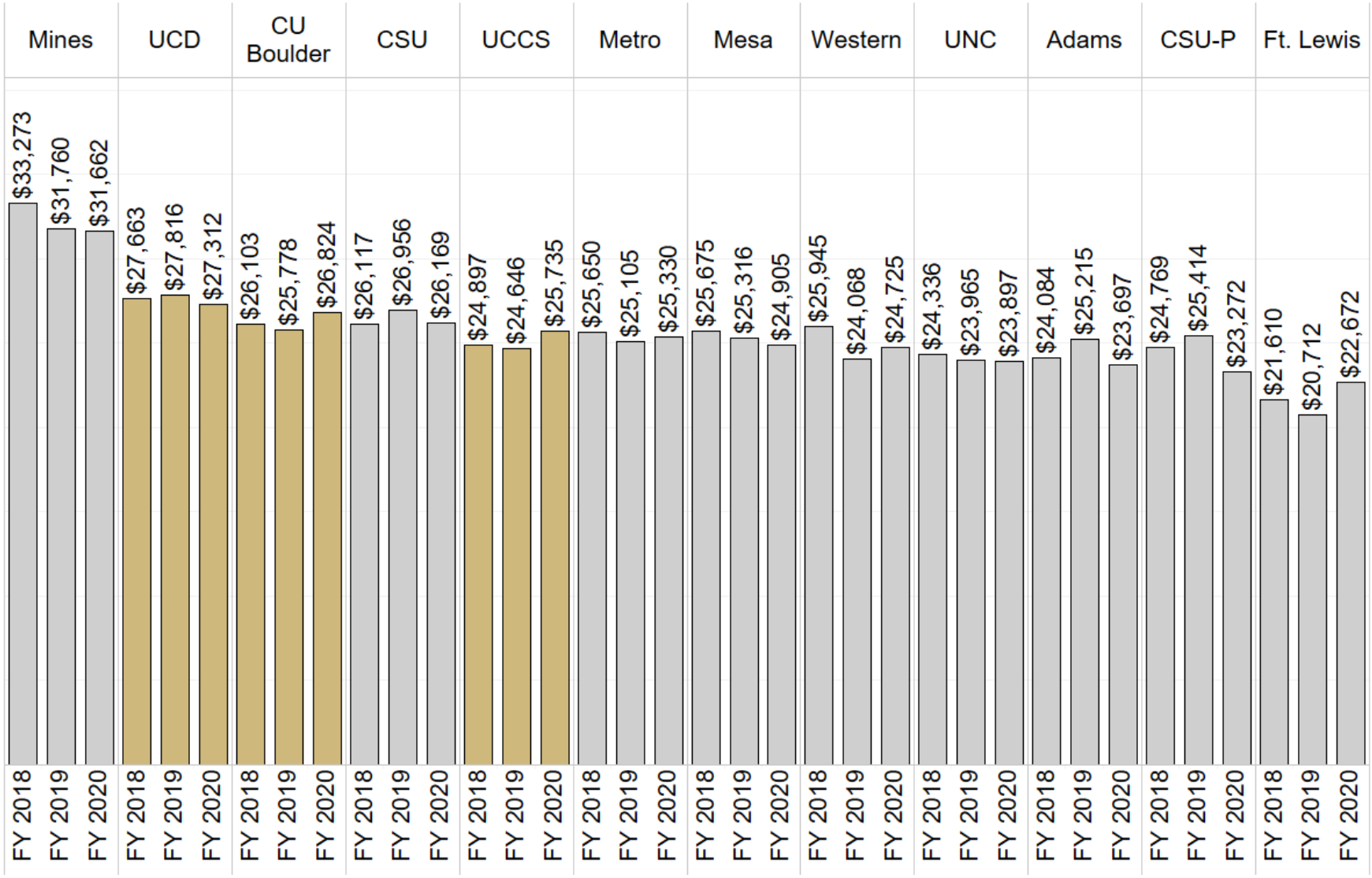


FY 2020

- 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



FY 2018 to FY 2020

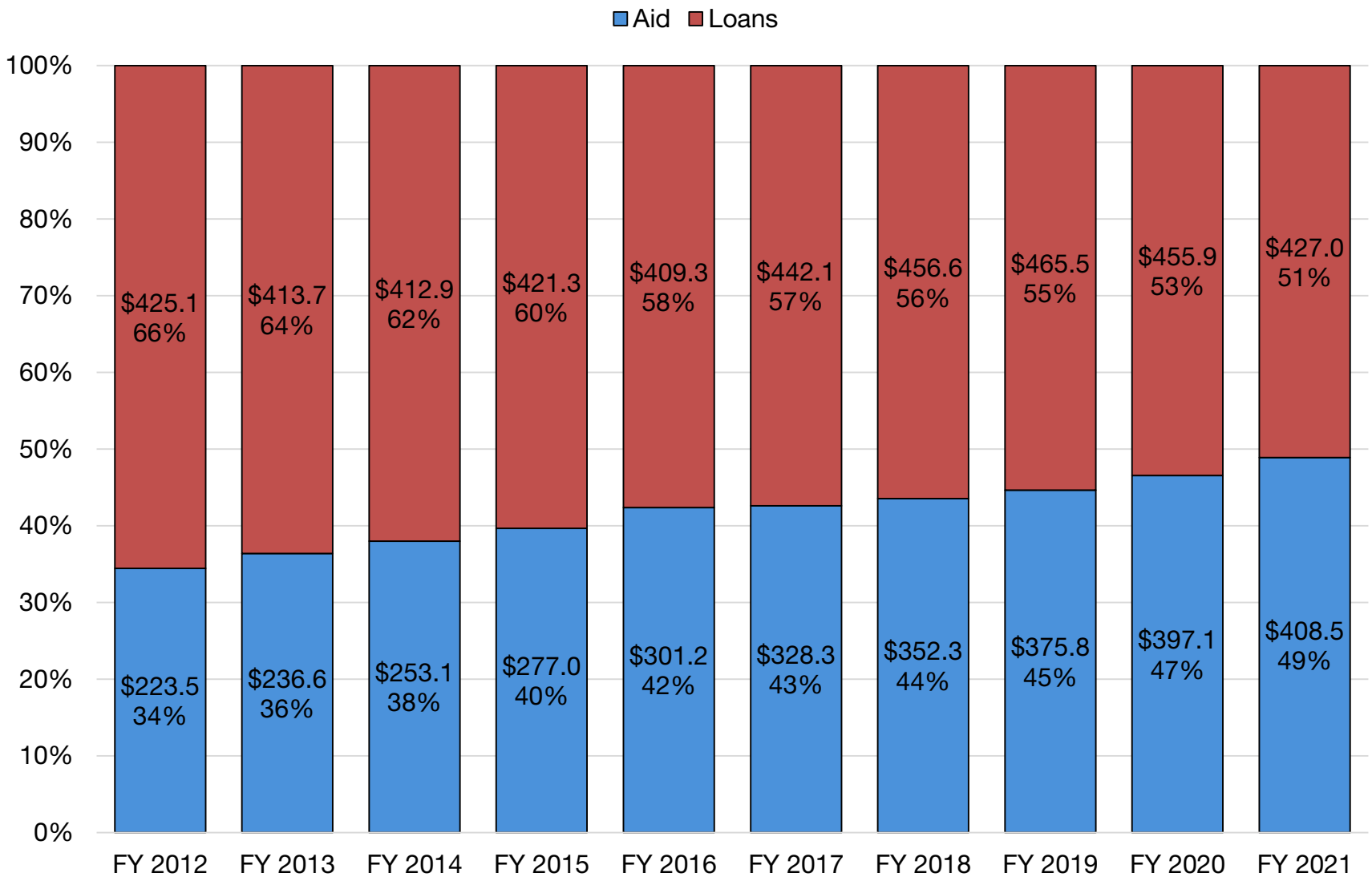
- This is the average amount a student owes from their college loans after completing a bachelor's degree.
- Methodology: 10,000+ resident student completers, looks back six years for a bachelor's degree to capture loans reported. The data excludes PLUS and private loans.

Click for Data Online

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

Student Aid compared to Student Loans

(in millions)



FY 2012 to FY 2021

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%
Student Loans

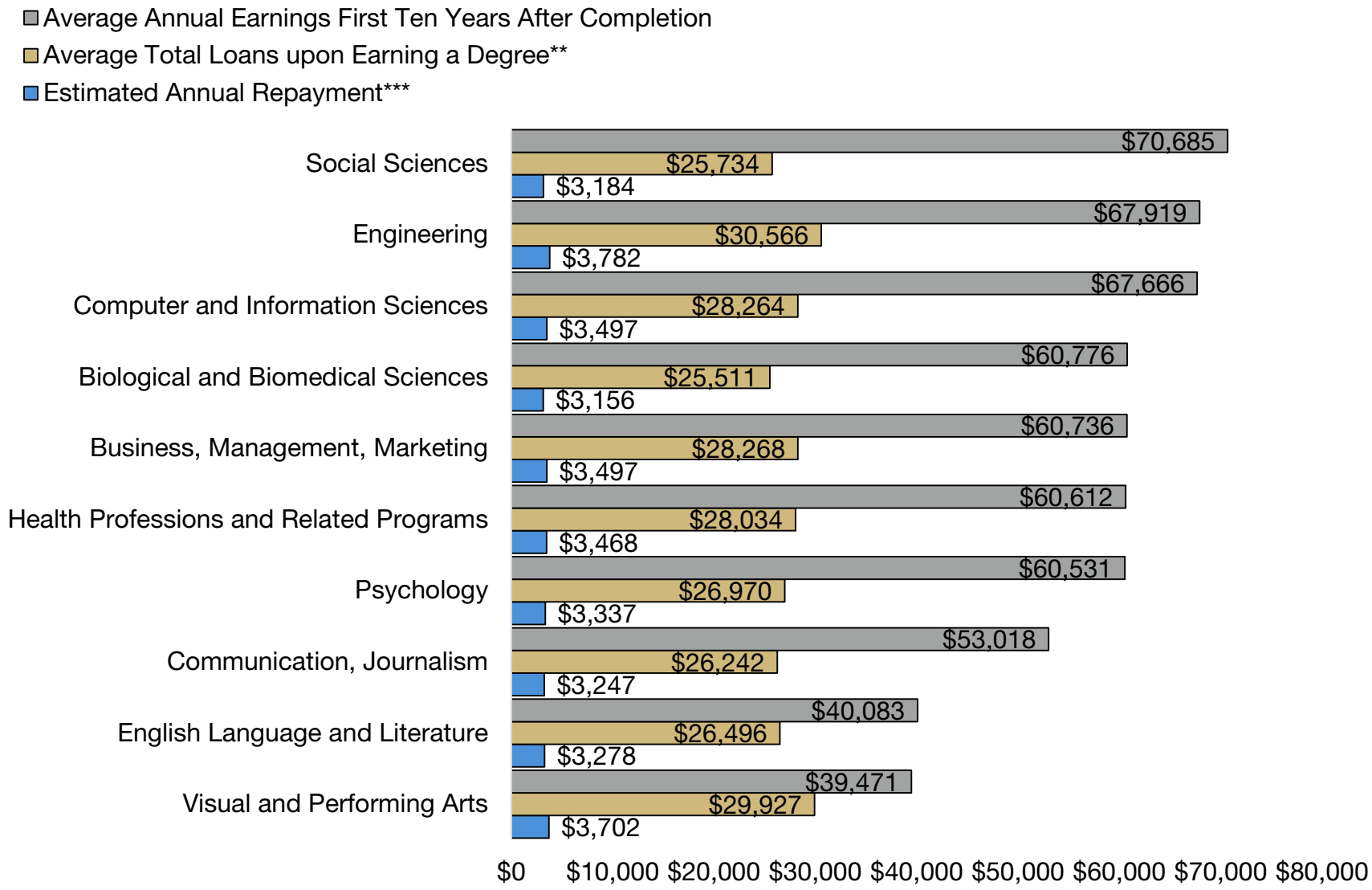
+82.7%
Grants & Scholarships

Click for Data Online

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

Source: SURDS Financial Aid
Presentation: CU System Institutional Research

Alumni Earnings Compared to Annual Debt Payment Ratio



6%

Annual Student Loan Payment of Average Annual Earnings

Reported annual earnings of CU graduates (early career - first ten years after graduation) compared to average CU student loan debt. This comparison is one way to illustrate whether a CU degree has value.

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

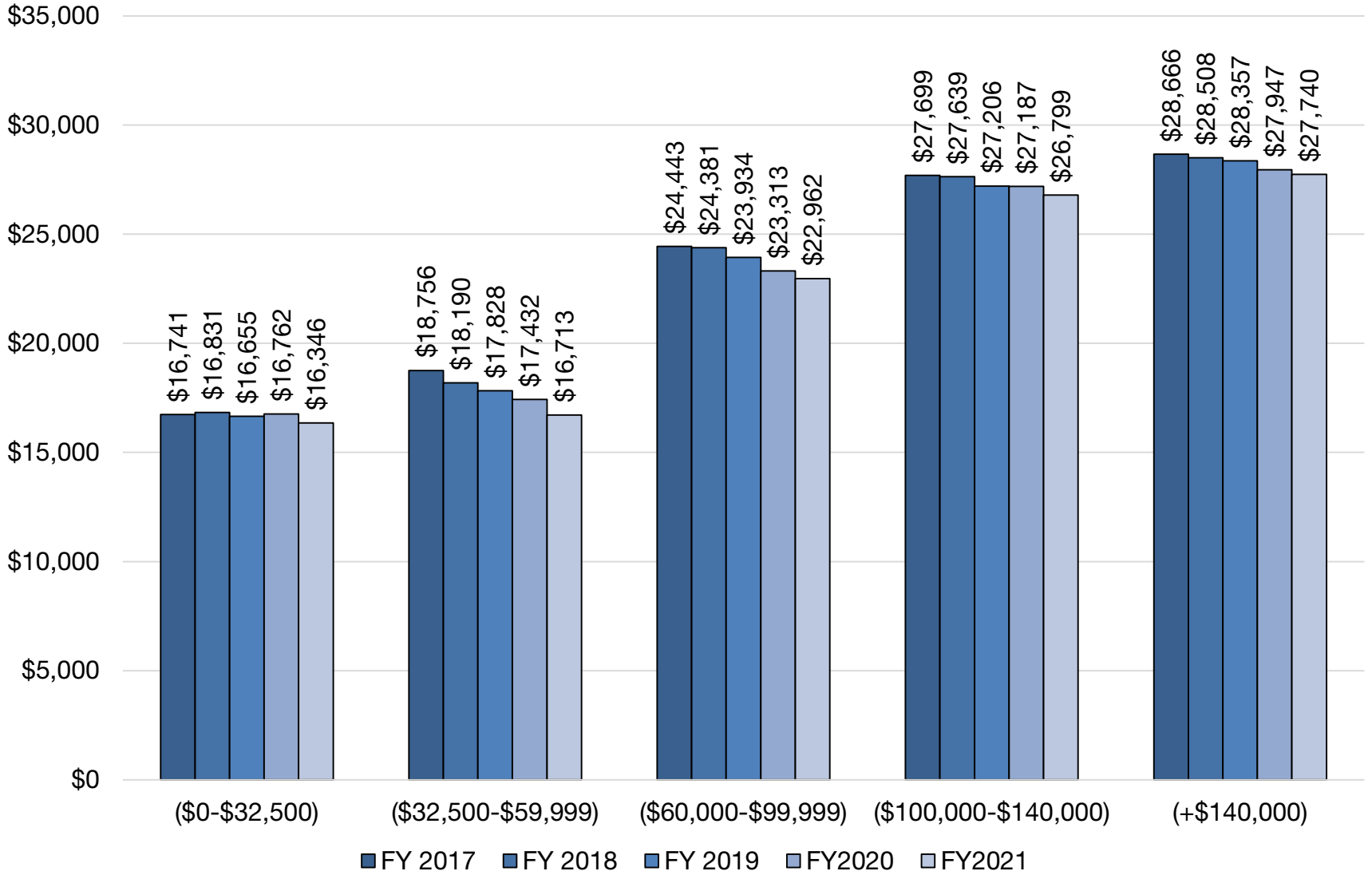
***Annual Loan Payment based on average loan from CDHE SURDS (FY 2020) & standard 10-year repayment at 4.4%

Click for Data Online

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)

Out-of-Pocket Costs - Boulder

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

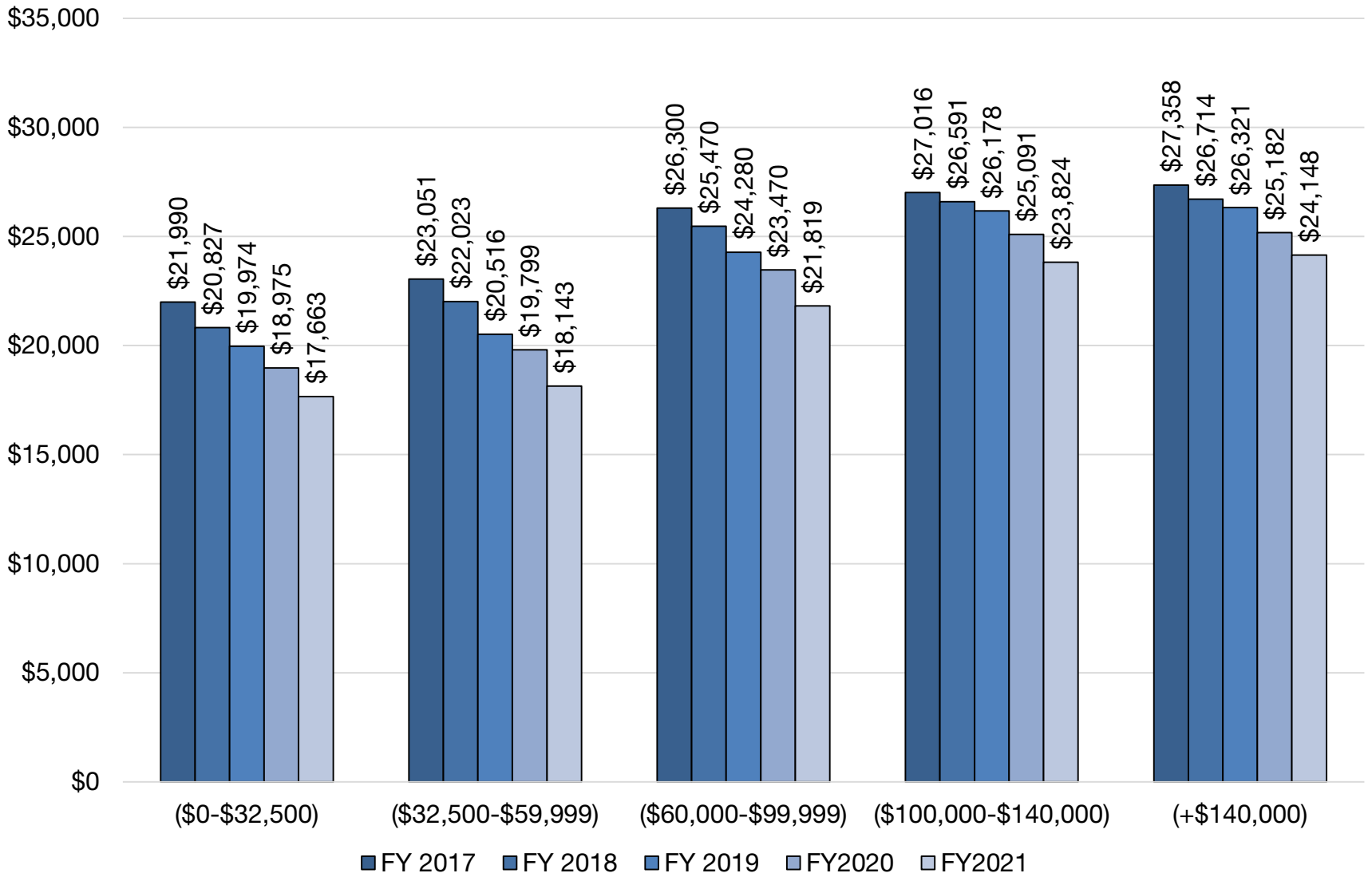
Click for Data Online

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

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 - 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

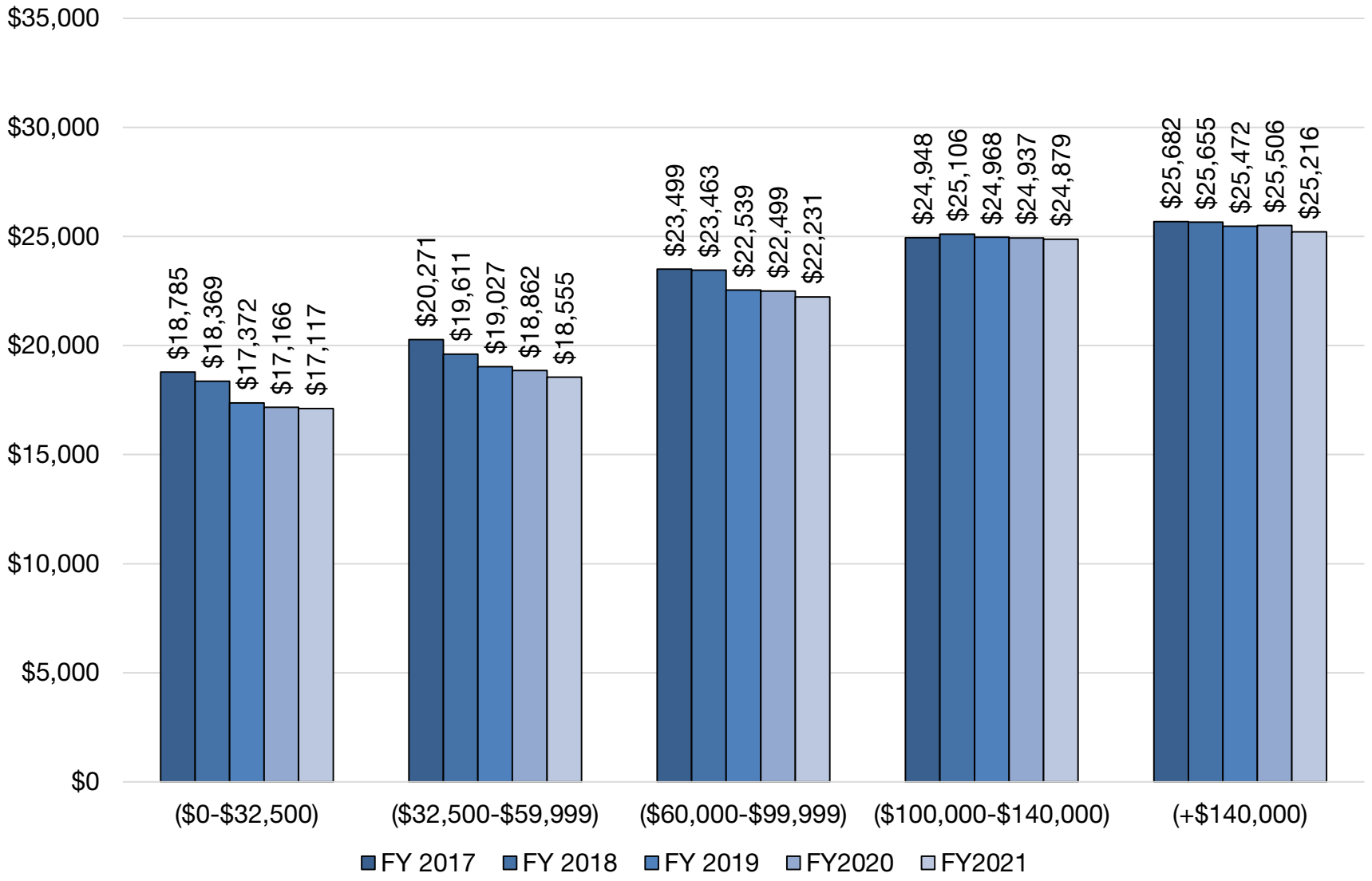
Click for Data Online

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

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 - 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

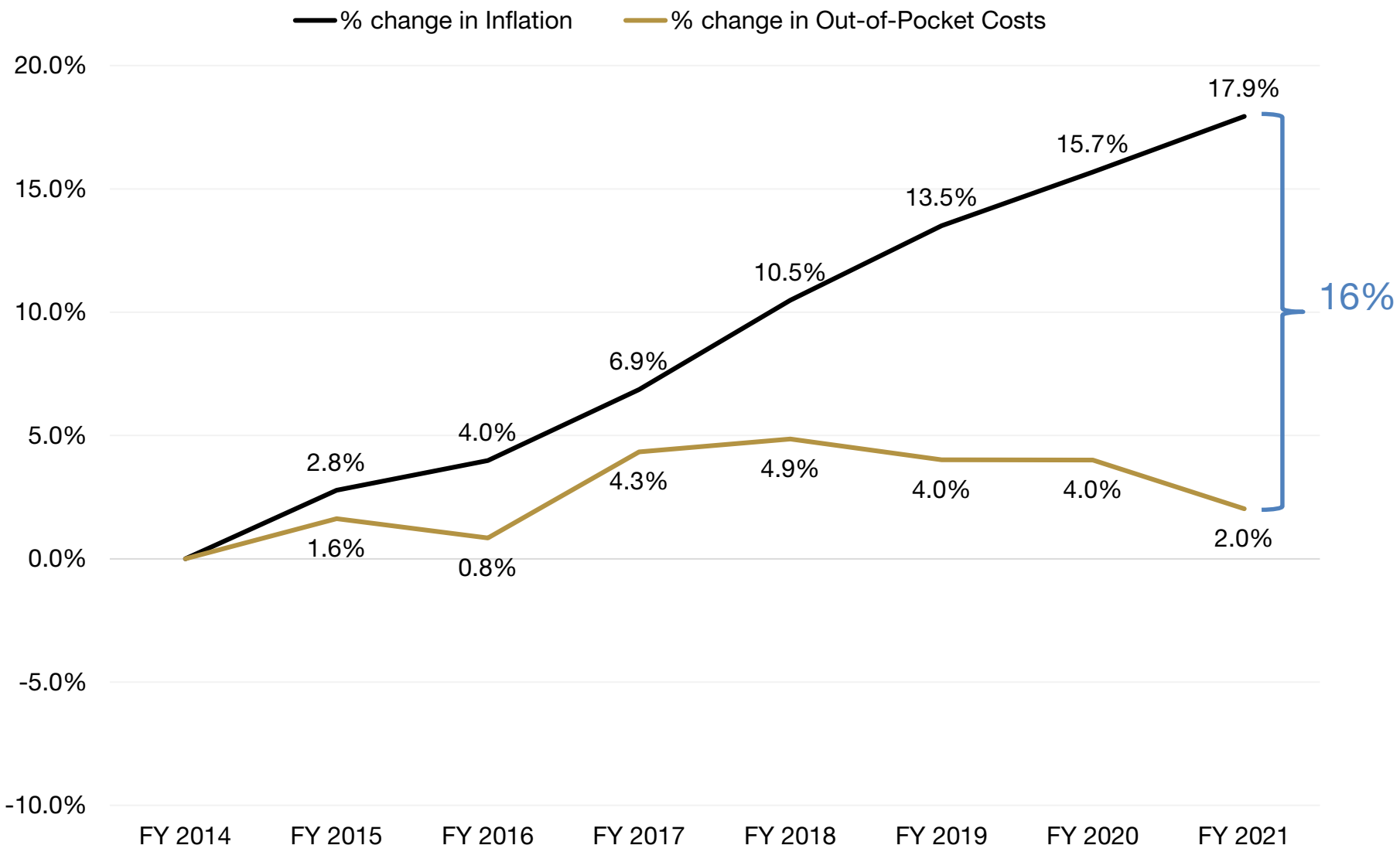
Click for Data Online

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

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



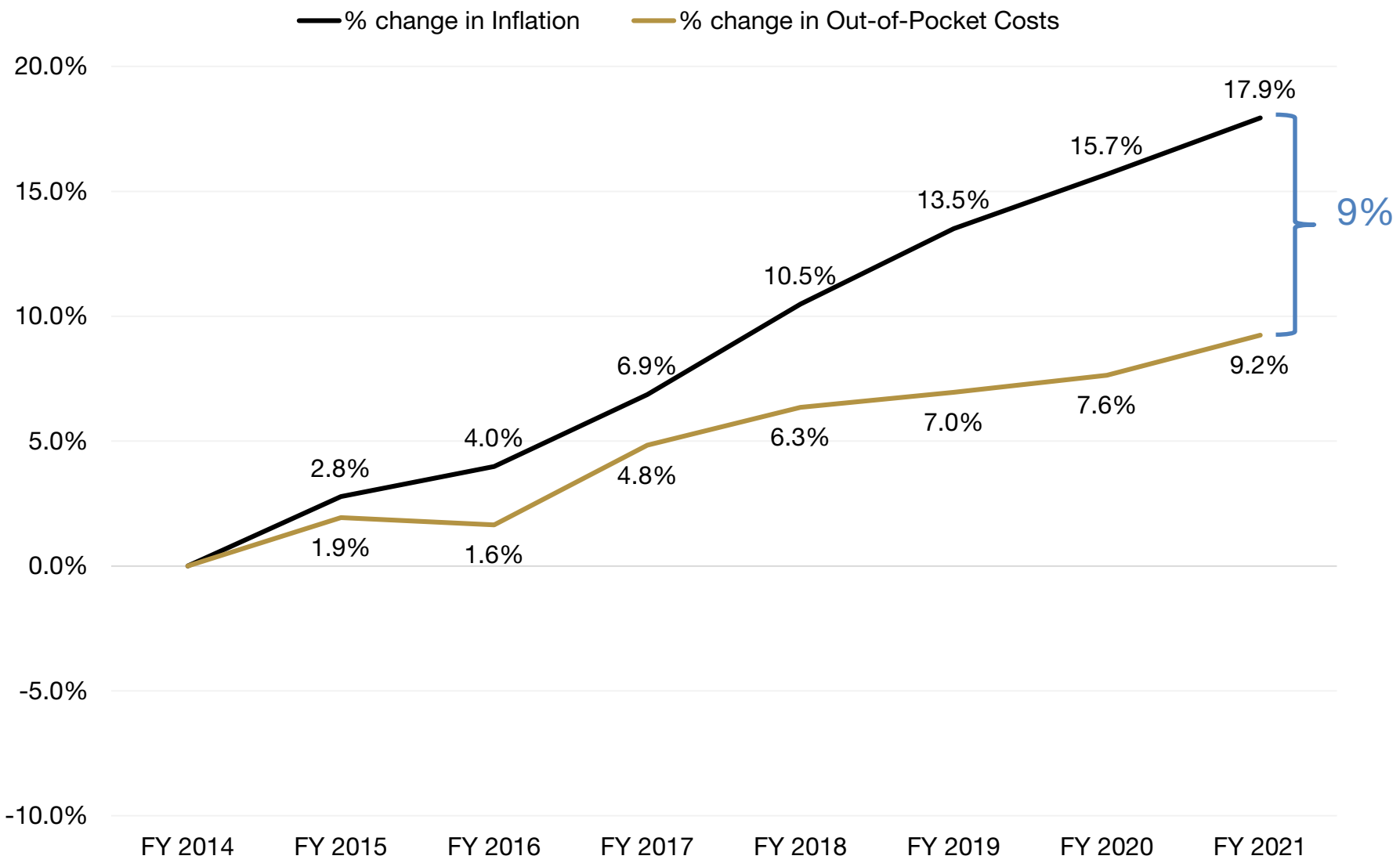
FY 2014 to FY 2021

- 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

Source: CU System Office of Budget & Finance; 2020 dollars
Presentation: CU System Institutional Research

Out-of-Pocket Costs – CU System

Resident students applying for financial aid (all income groups)



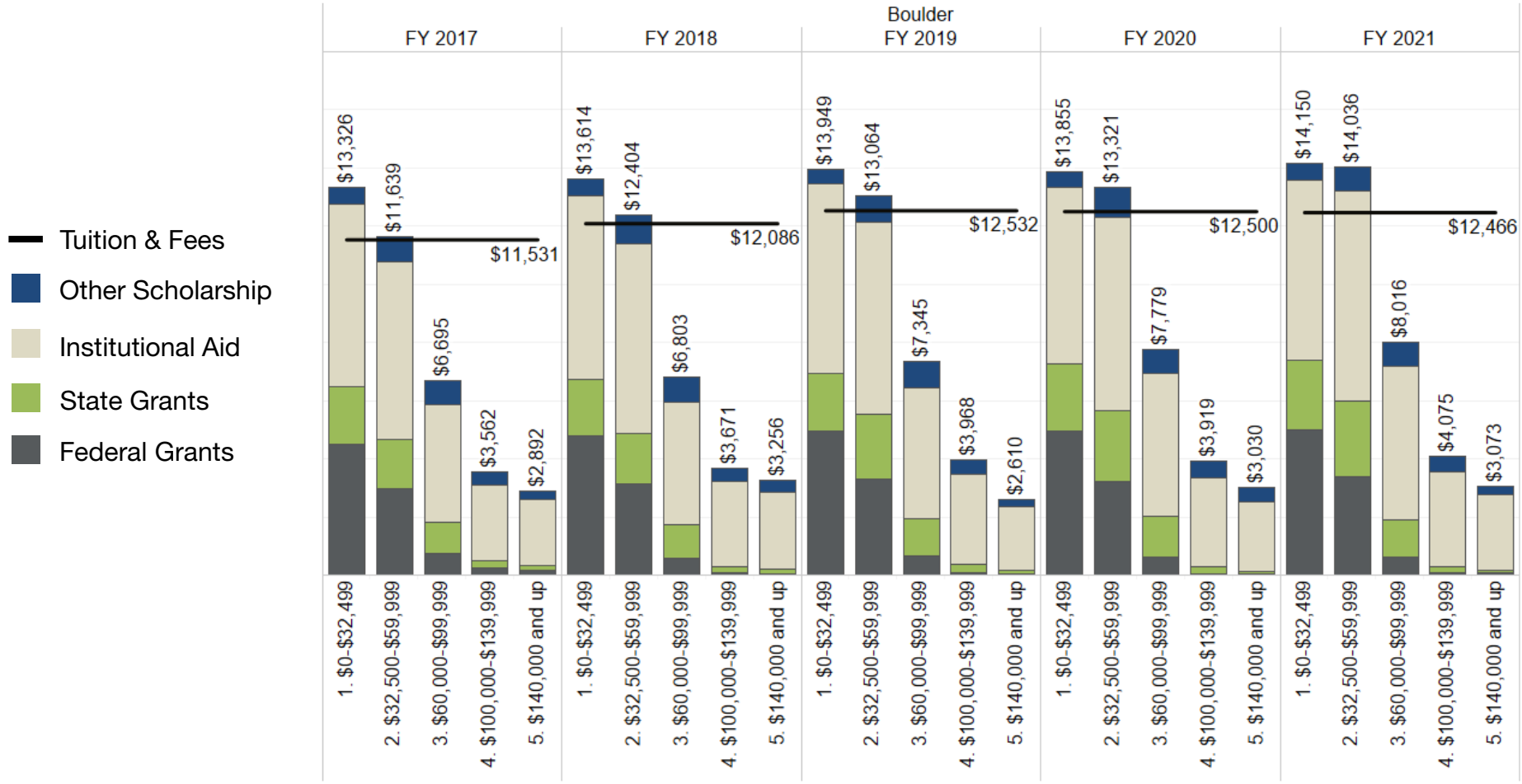
FY 2014 to FY 2021

- 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

Source: CU System Office of Budget & Finance; 2020 dollars
Presentation: CU System Institutional Research

Total Aid for Students with Documented Need – CU Boulder

(Total Aid Package compared to Tuition & Fees)



FY 2017 to FY 2021

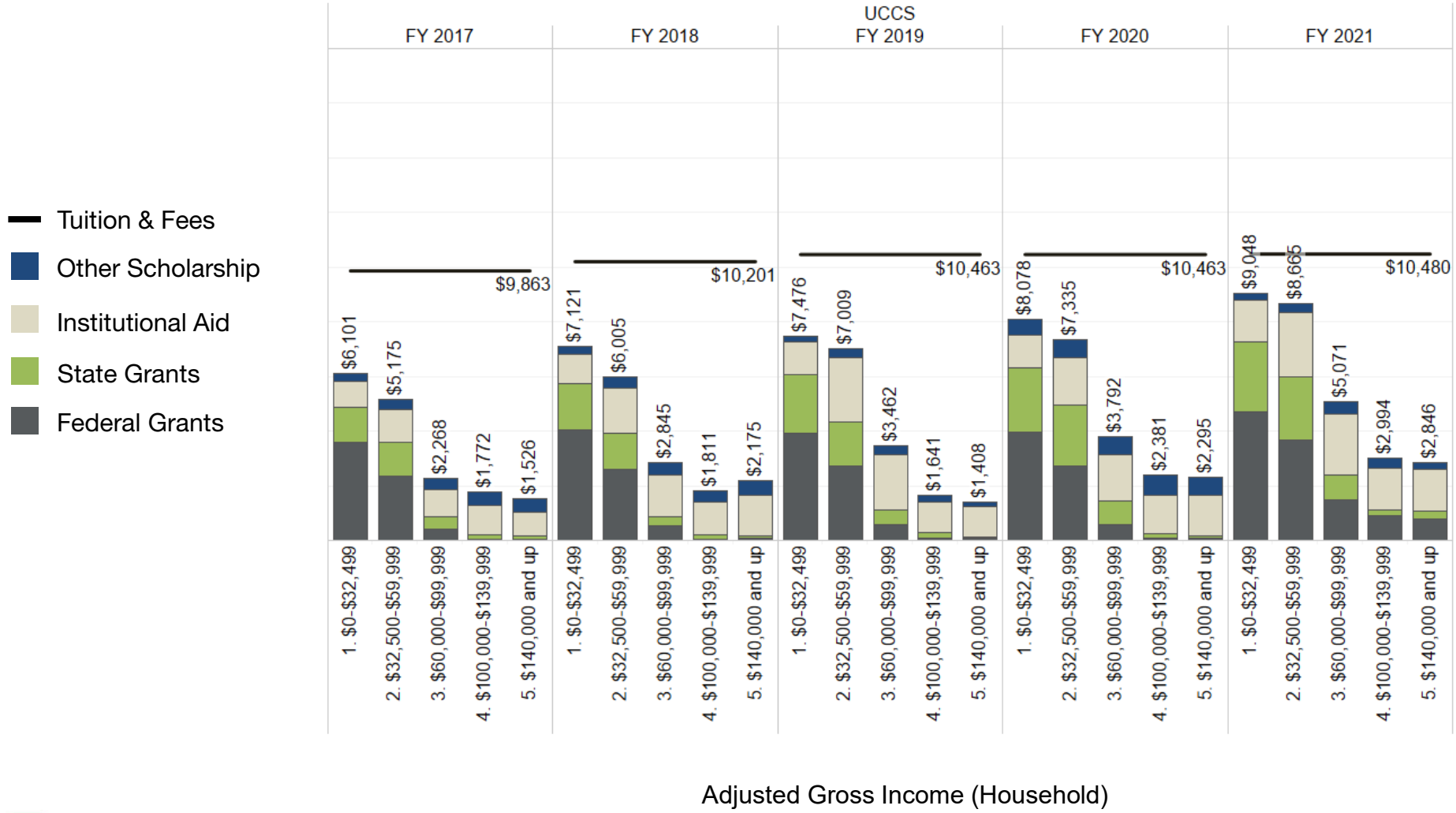
- Total aid (sum of federal, state, institutional aid and other scholarships) as a % of need.
- No loans included.
- Total number of students with need is defined as Cost of Attendance (COA) minus Expected Family Contribution (EFC) being greater than zero.
- Income range based on Adjusted Gross Income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

Click for Data Online

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

Total Aid for Students with Documented Need – UCCS

(Total Aid Package compared to Tuition & Fees)



FY 2017 to FY 2021

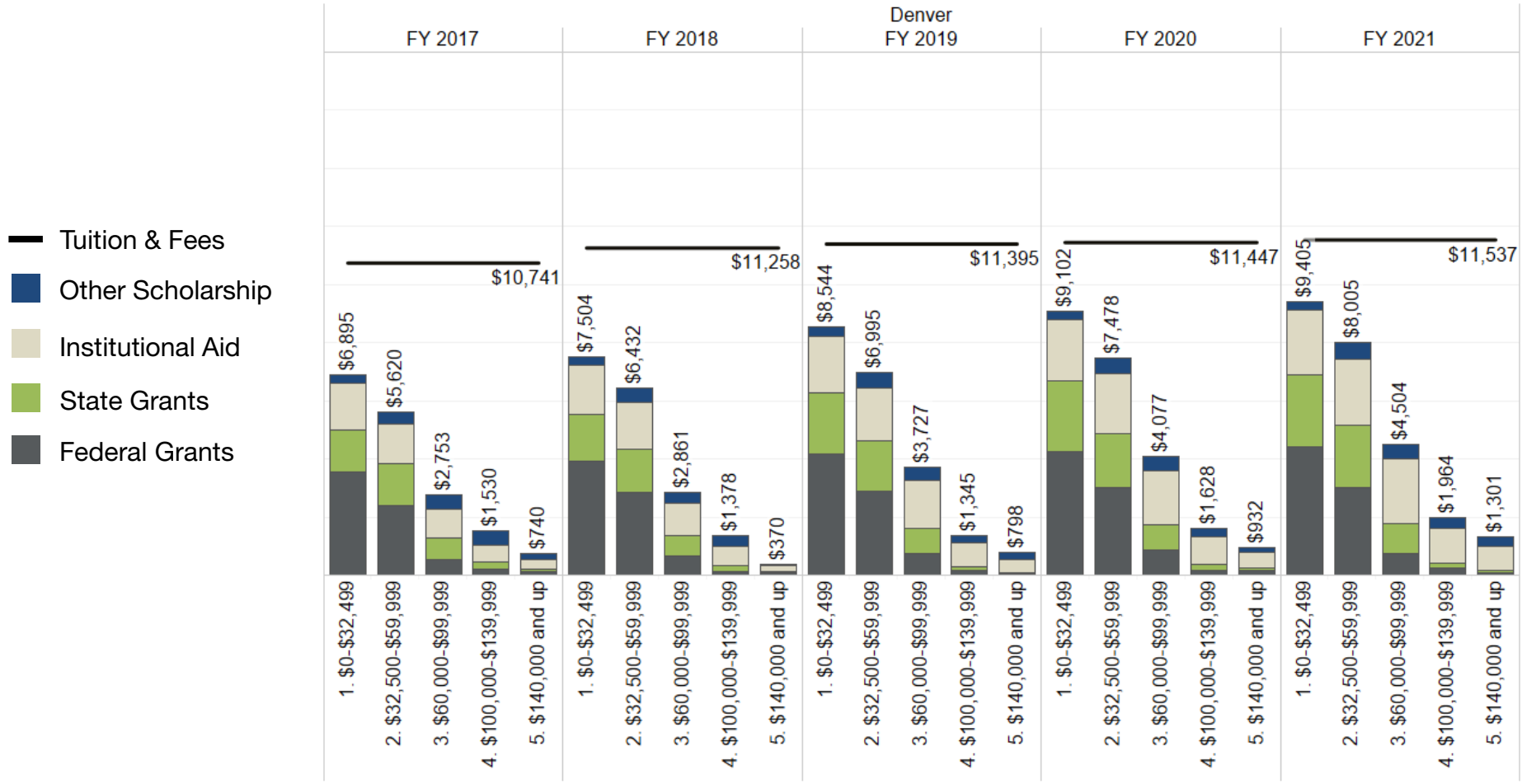
- Total aid (sum of federal, state, institutional aid and other scholarships) as a % of need.
- No loans included.
- Total number of students with need is defined as Cost of Attendance (COA) minus Expected Family Contribution (EFC) being greater than zero.
- Income range based on Adjusted Gross Income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

Click for Data Online

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

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.

Click for Data Online

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

Tuition & Fees

Published Resident Undergraduate Base Rates (includes mandatory fees)

	CU Boulder	UCCS	CU Denver
FY 2018-19*	$12,532	$10,463	$11,395
FY 2019-20*	$12,500	$10,463	$11,447
FY 2020-21*	$12,466	$10,480	$11,537
FY 2021-22*	$12,806	$10,760	$11,580
FY 2022-23*	$13,106	$11,029	$11,800
Average Annual Growth from FY 2018-19 **(CPI 1.9%)**	0.9%	1.1%	0.7%

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

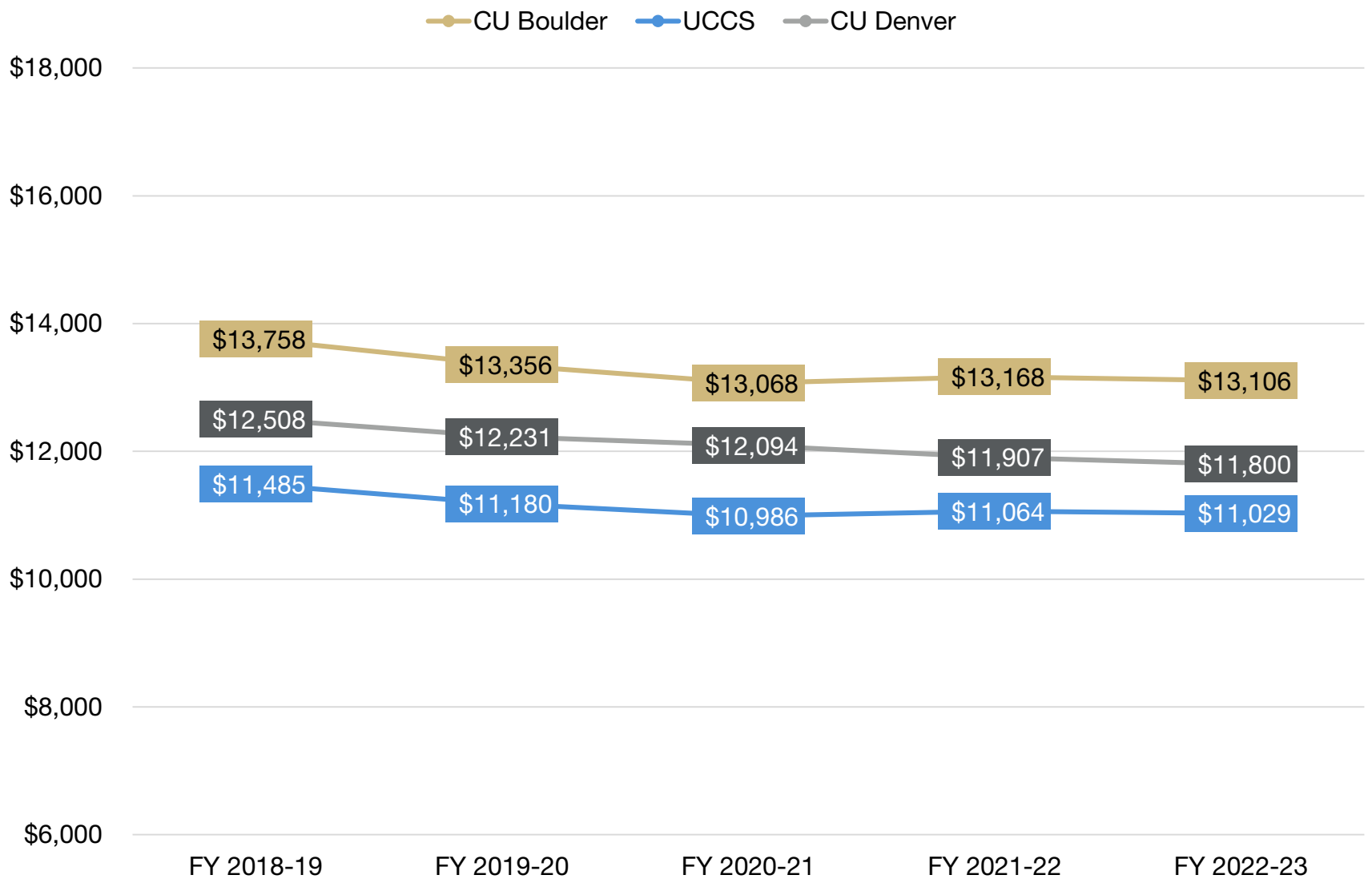
FY 2019 to FY 2023

- 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

Tuition + Fees (Inflation Adjusted)

Adjusted Resident Undergraduate Base Rates (includes mandatory fees)



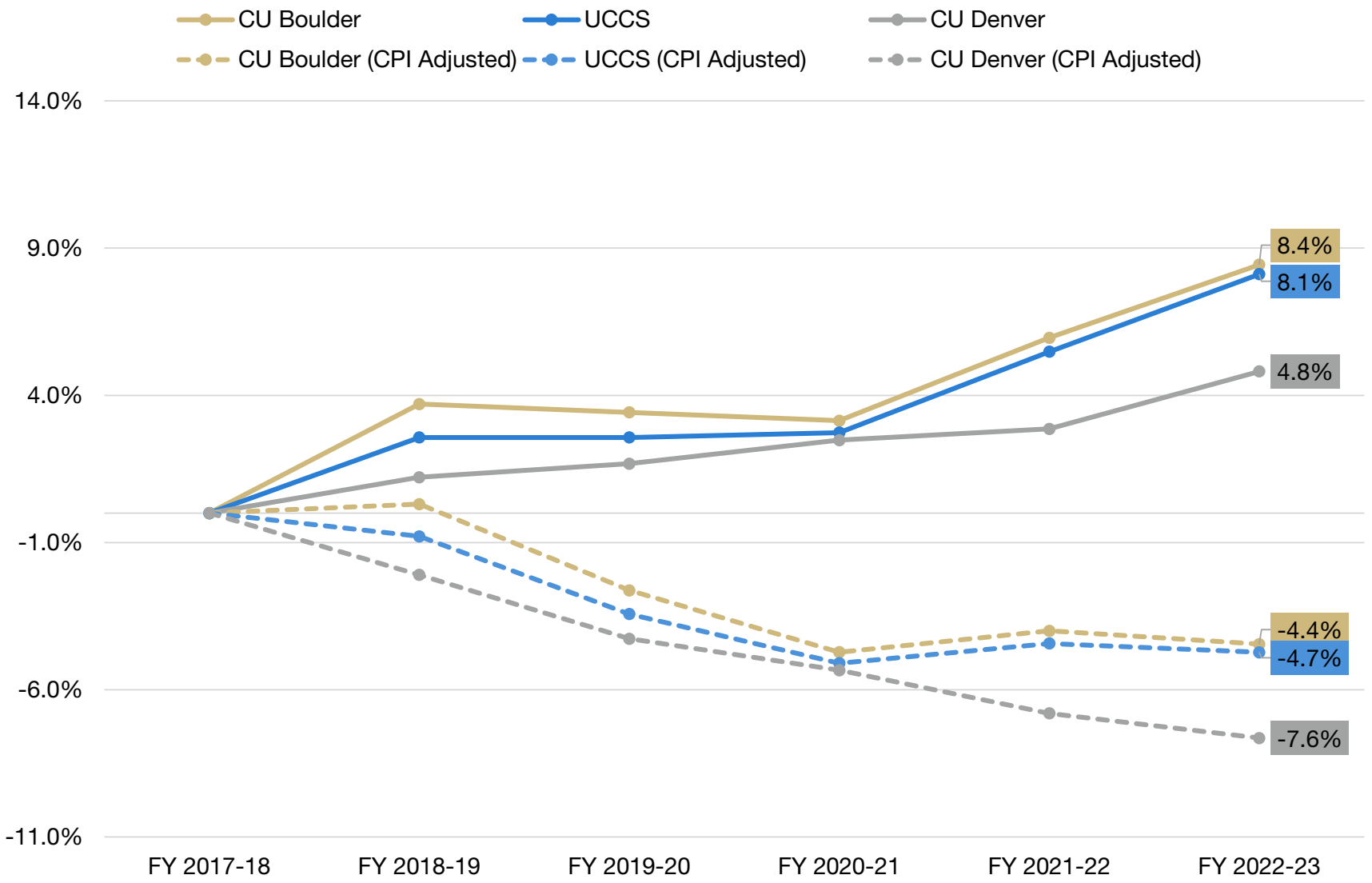
FY 2018 to FY 2023

- 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

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)

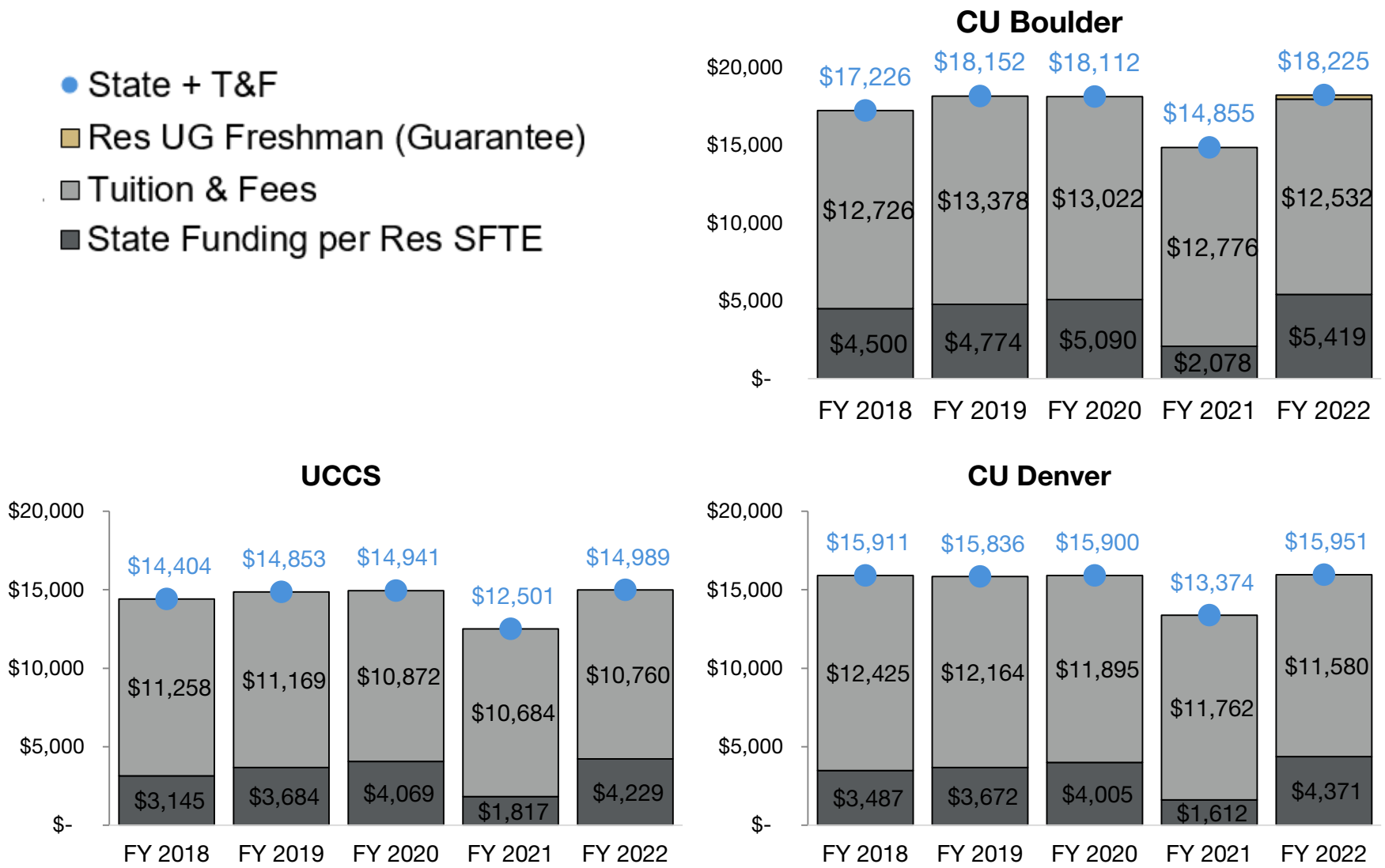


FY 2018 to FY 2023

- 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

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

Tuition & Fees + State Funding per Resident Student (Inflation Adjusted)



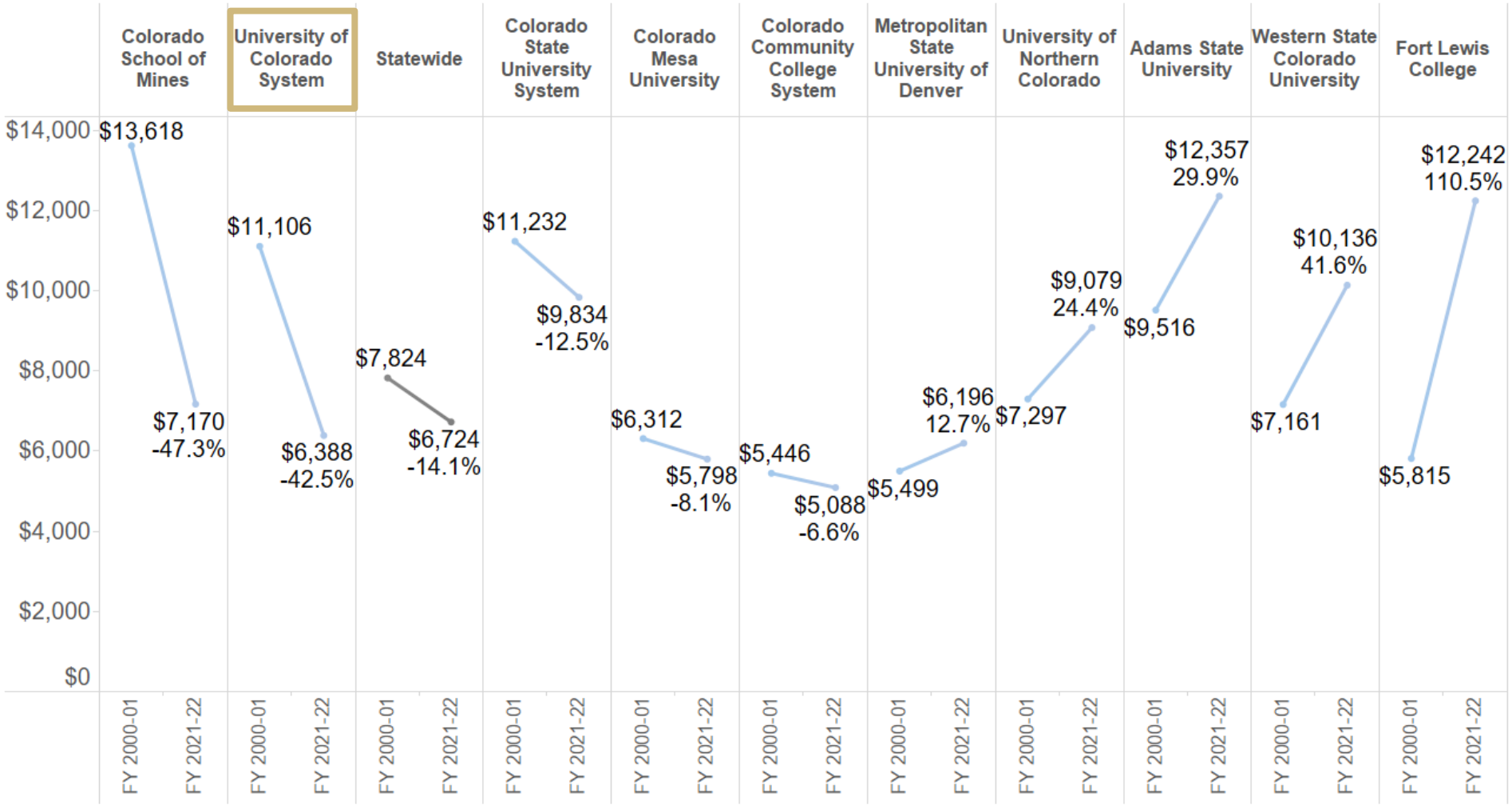
FY 2018 to FY 2022

FY 2021 excludes federal Cares Act Funds

- 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/timeseries/CUURS48BSA0

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

State Funding per Full-Time Resident Student



FY 2001 to FY 2022

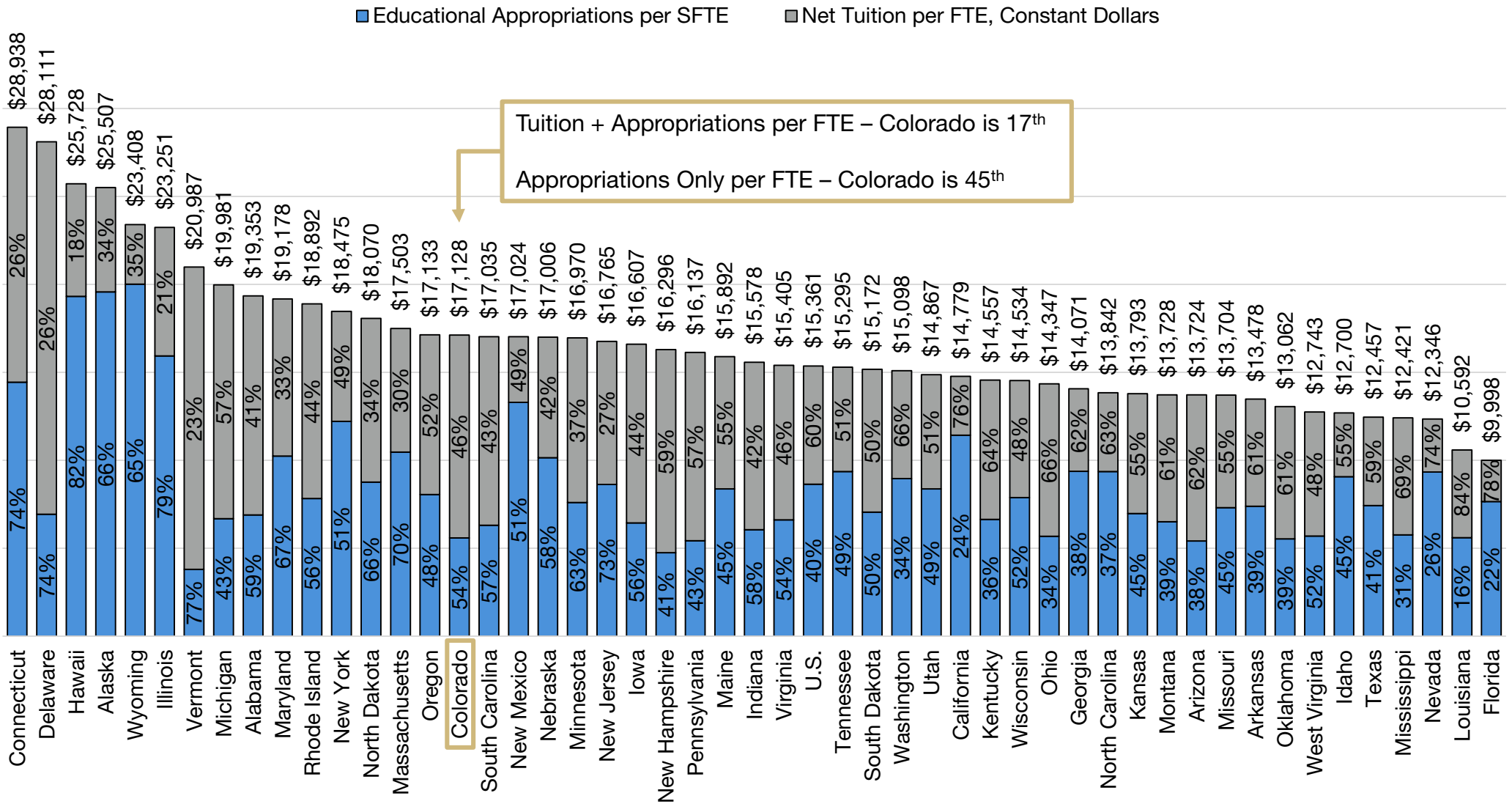
-42.5%

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

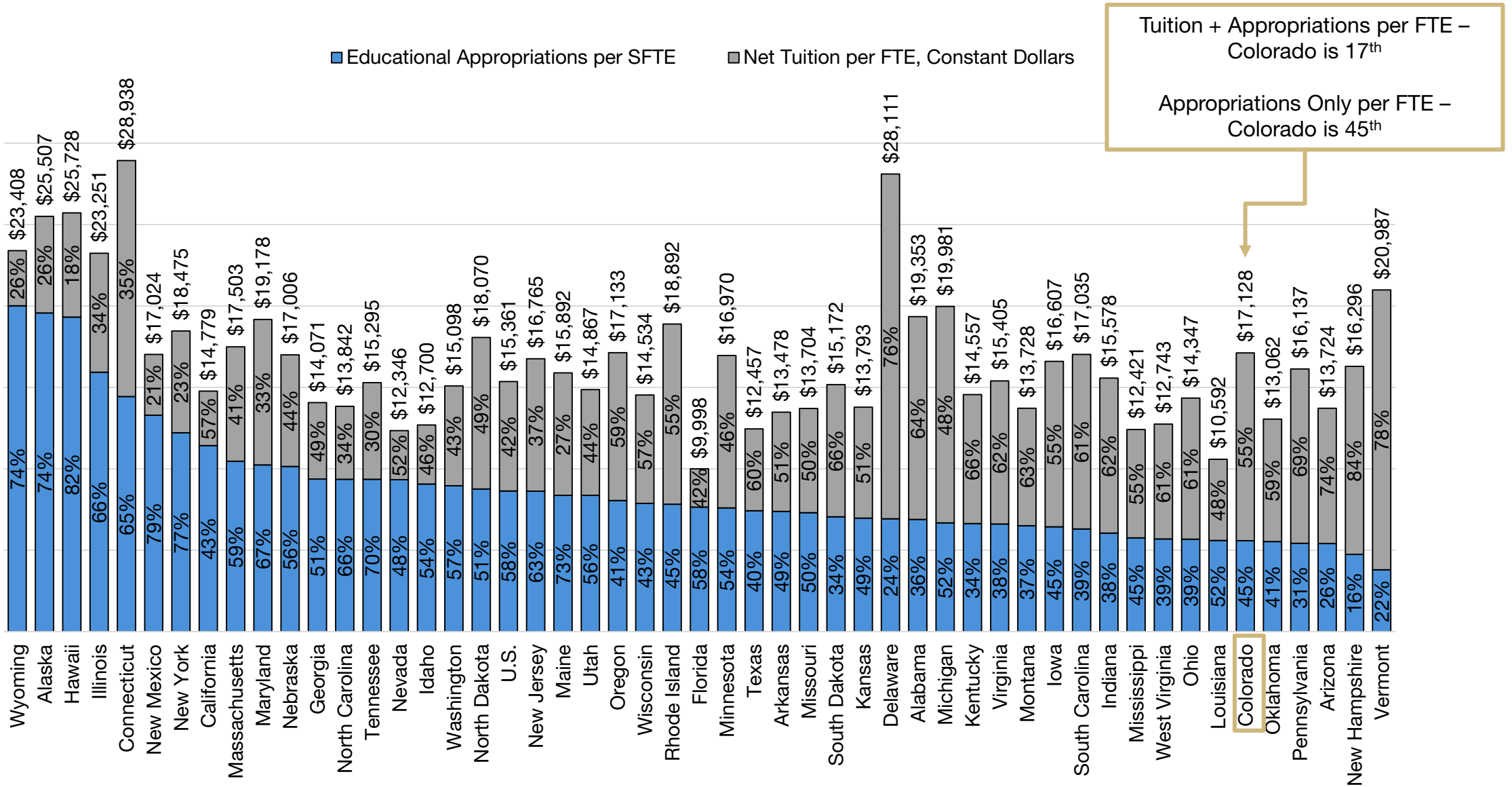
Source: Colorado State Appropriations Report, Legislative Council, CDHE SFTE;
Data compiled by CU System Institutional Research

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



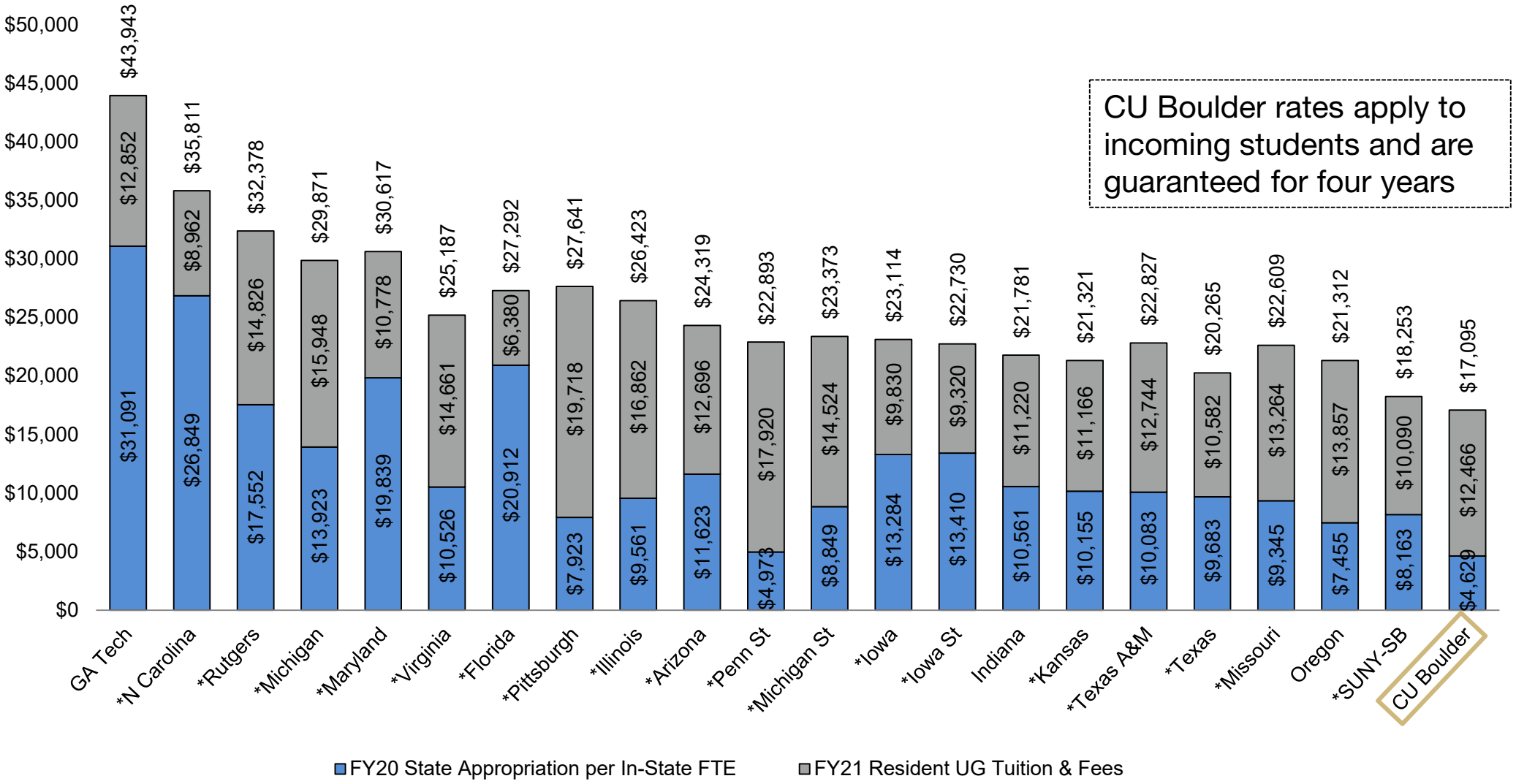
Source: SHEEO 2020 SHEF Report, excludes District of Columbia; https://shef.sheeo.org/

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



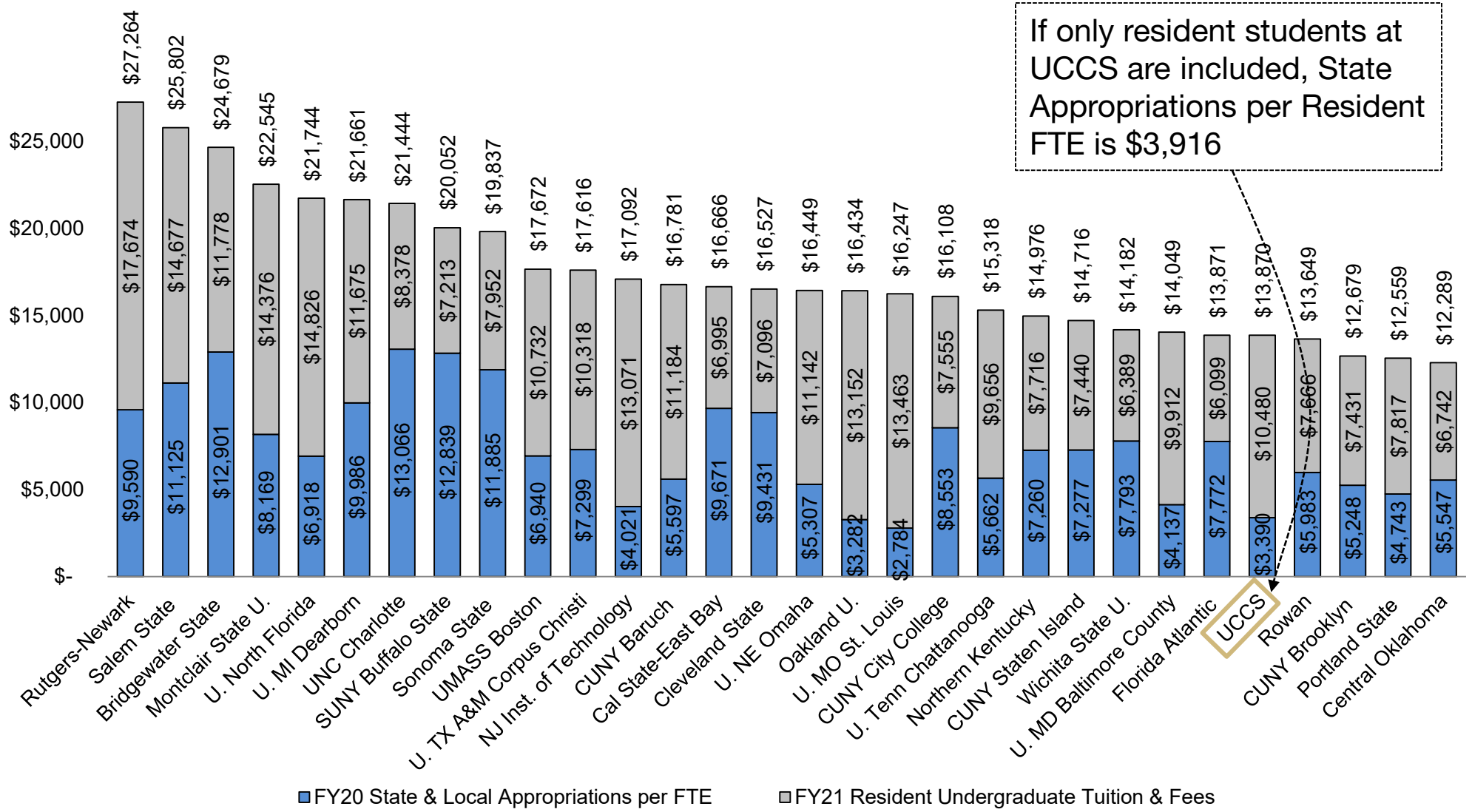
Source: SHEEO 2020 SHEF Report, excludes District of Columbia; https://shef.sheeo.org/

State Funding + Tuition & Fees Peer Comparison | CU Boulder



*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.

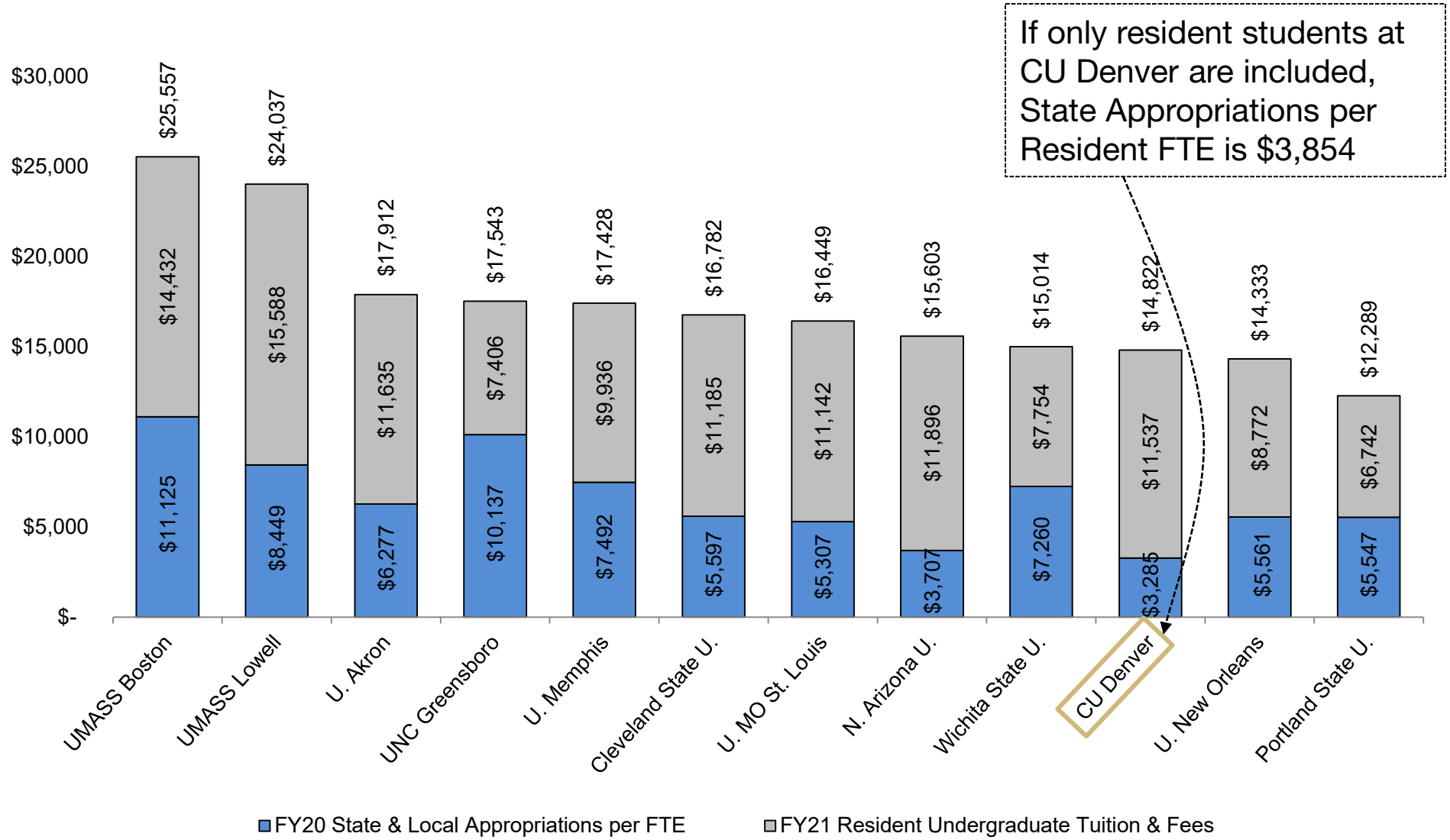
State Funding + Tuition & Fees Peer Comparison | UCCS



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

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

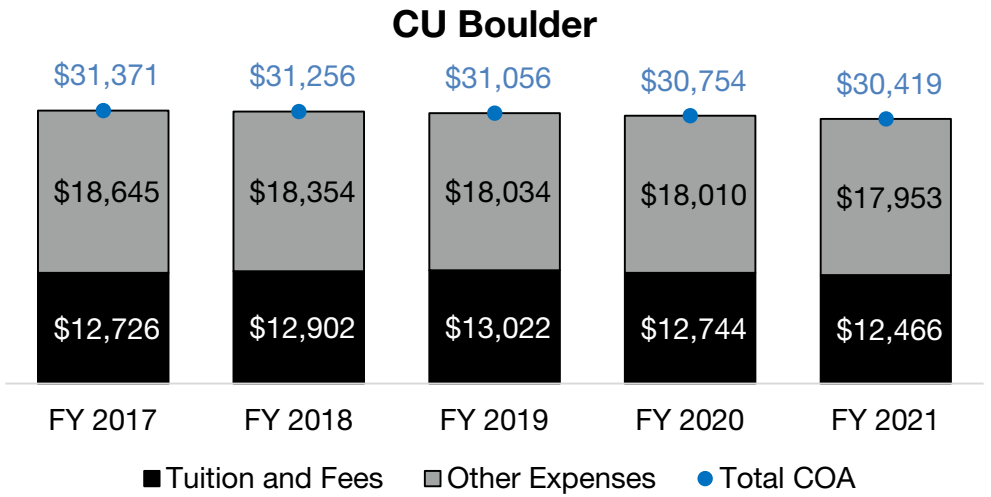


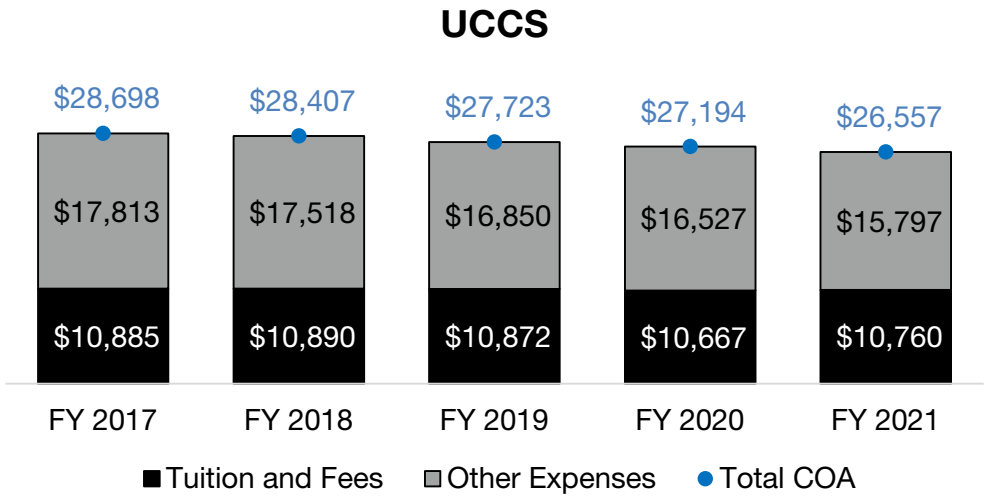
Note: FY2020 state appropriations and student FTE are the most recent IPEDS data available for peers. CU Denver FY19 state appropriation is from budget data book (actual) and FY19 student FTE is from CDHE student FTE data submission. Tuition & Fees direct from campus websites. Chart updated April 2022.

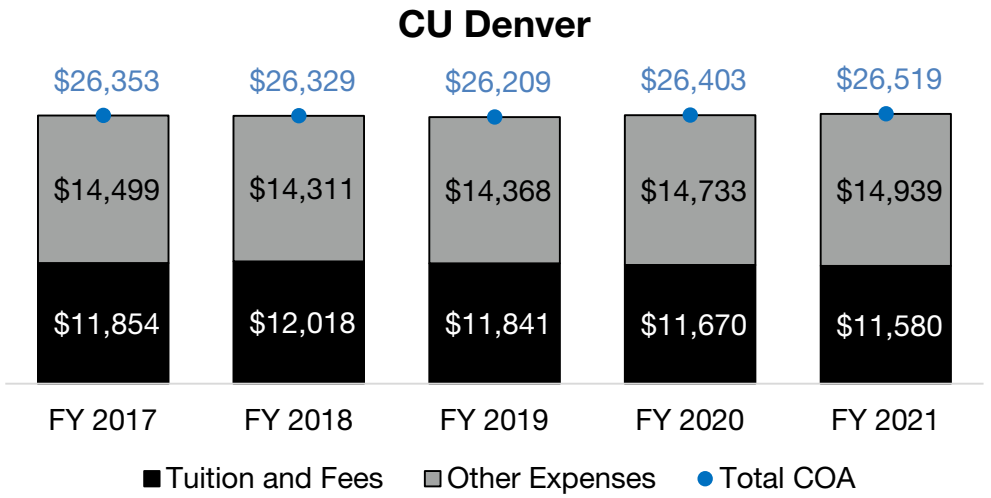
Average Cost of Attendance (Inflation Adjusted)

Cost of Attendance (COA) includes

- Tuition & Fees,
- Housing,
- Food,
- Books and
- Miscellaneous Expenses







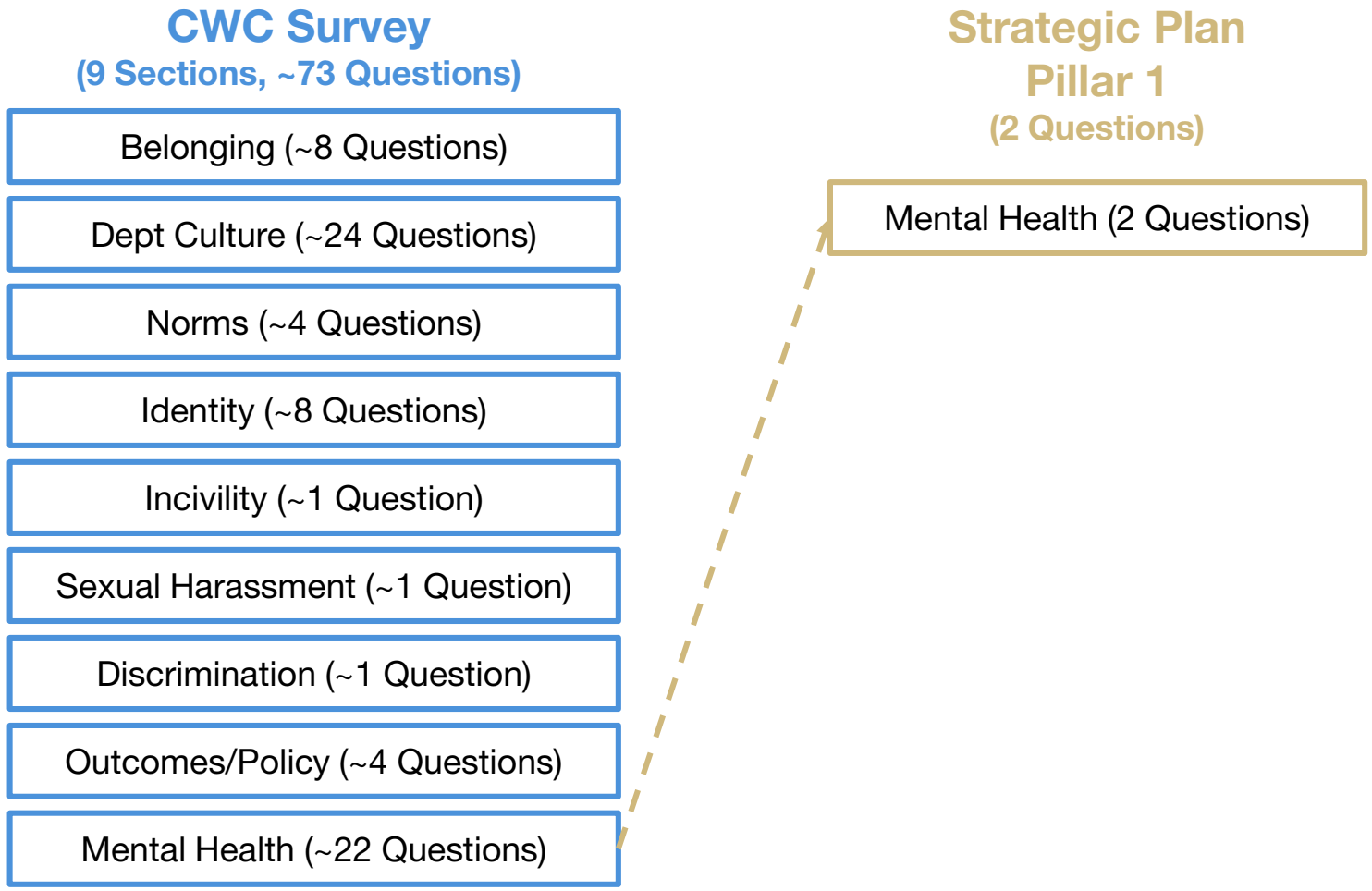
University of Colorado
Boulder | Colorado Springs | Denver | Anschutz Medical Campus

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



~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*

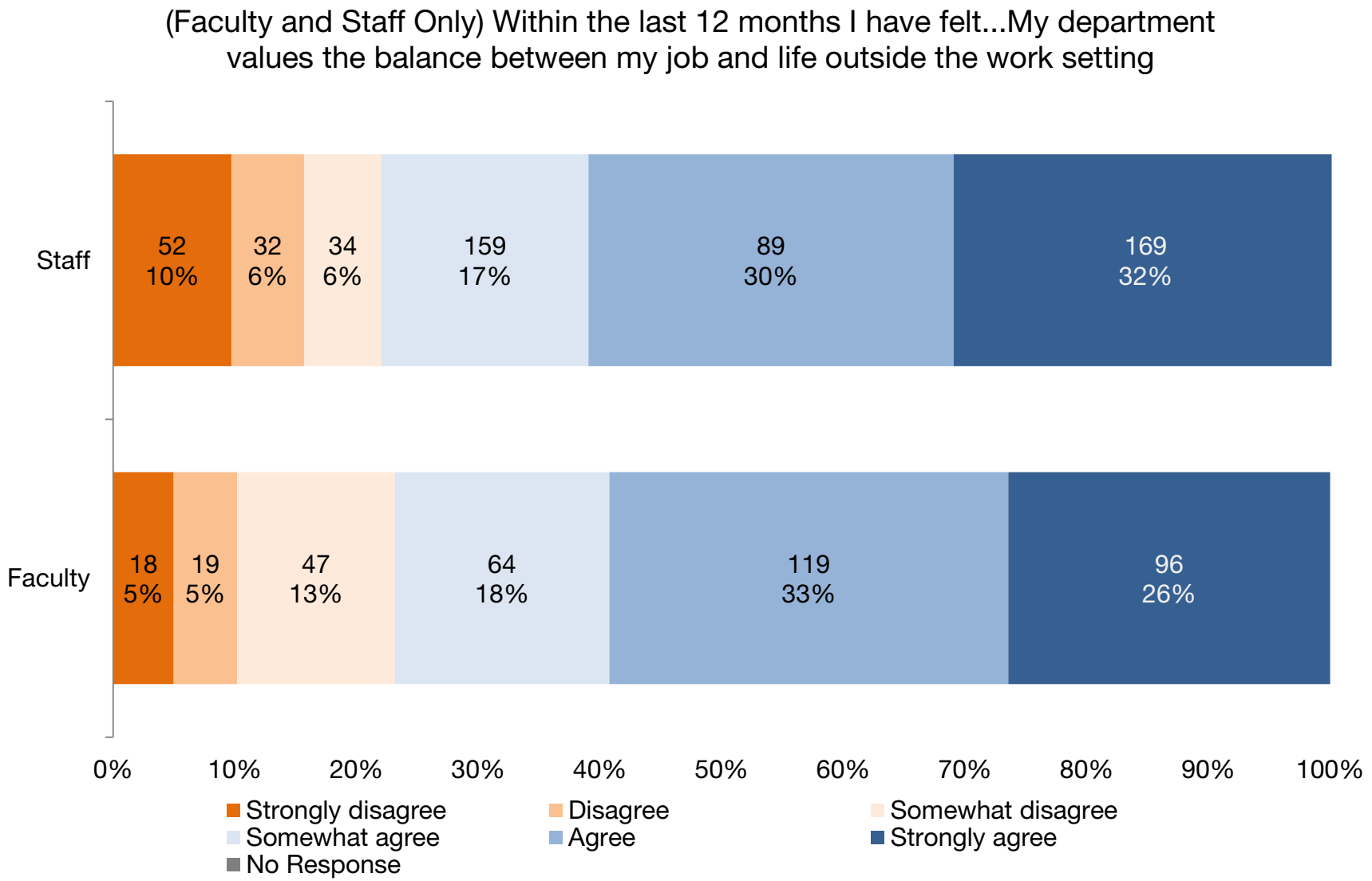
- Survey Options:

Strongly Disagree (Scale=1)	**Disagree (2)**	**Somewhat Disagree (3)**	**Somewhat Agree (4)**	**Agree (5)**	**Strongly Agree (6)**

Mental Health and Wellness Perceptions – UCCS

STRATEGIC METRIC WITH 2026 GOAL

Work/Life Balance



Fall 2021

Campus & Workplace Culture Survey was 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

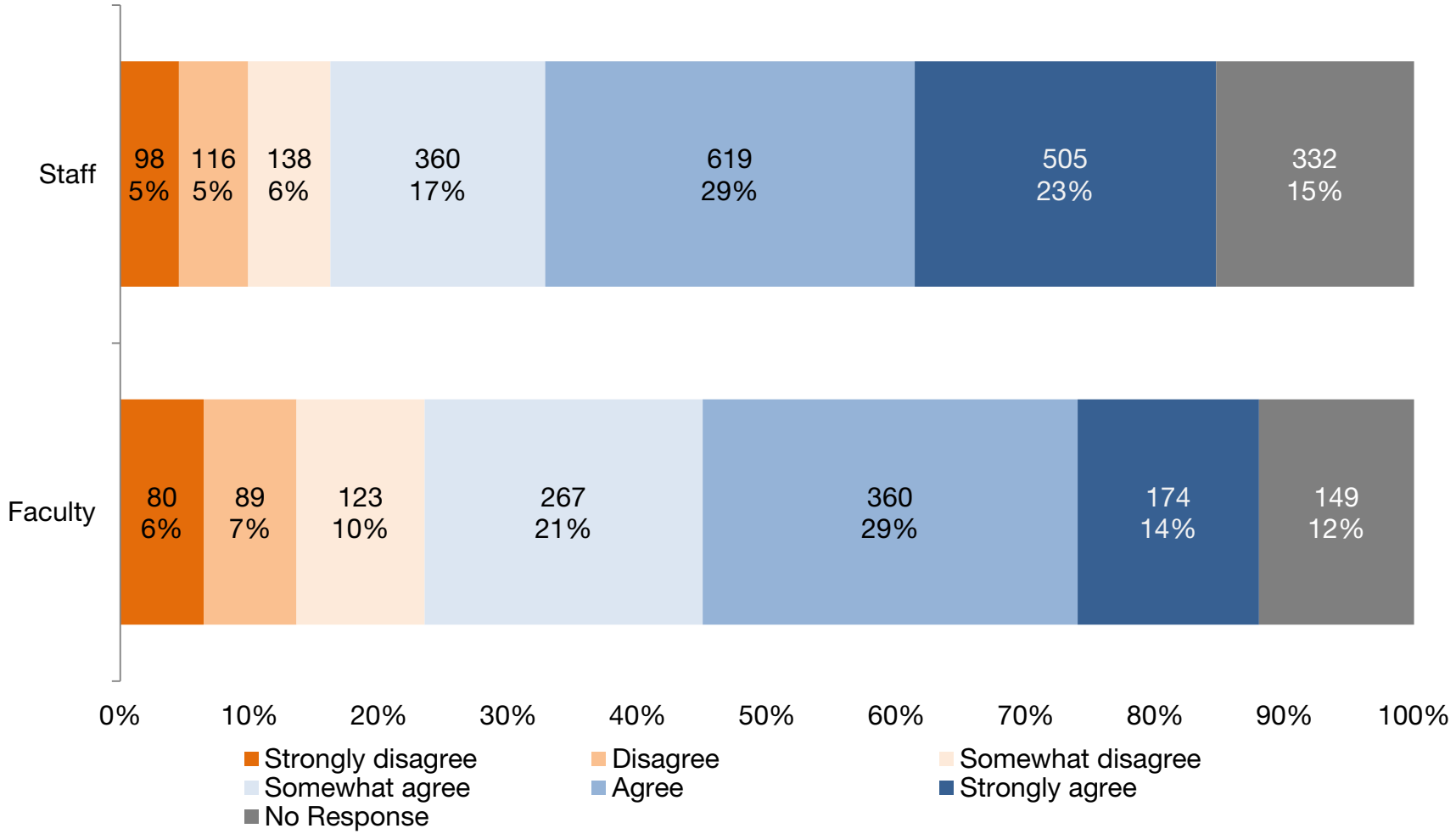
Source: CU System & Campus Offices of Institutional Research

Mental Health and Wellness Perceptions – CU Anschutz

STRATEGIC METRIC WITH 2026 GOAL

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



Fall 2021

Campus & Workplace Culture Survey was 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

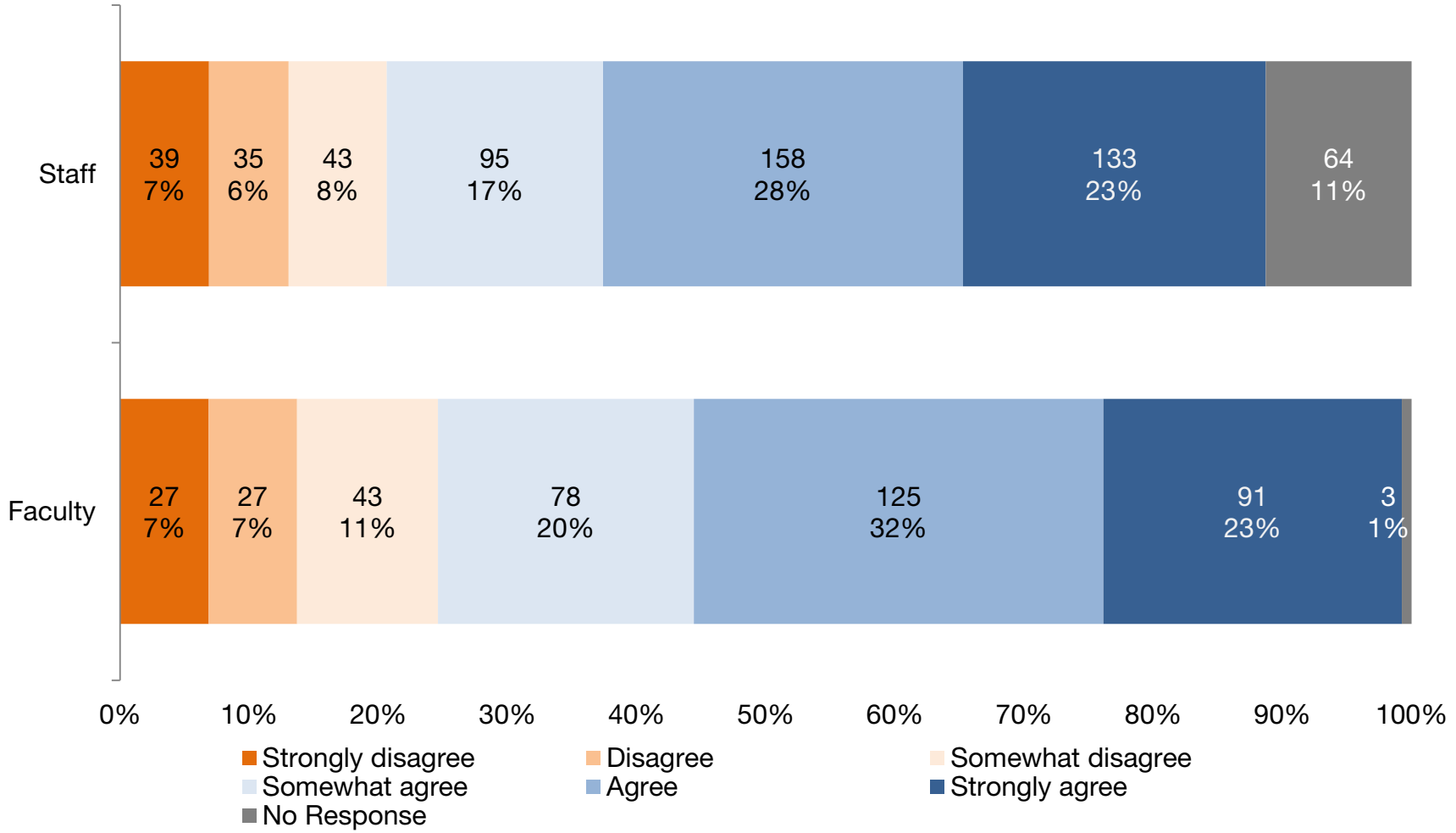
Source: CU System & Campus Offices of Institutional Research

Mental Health and Wellness Perceptions – CU Denver

STRATEGIC METRIC WITH 2026 GOAL

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



Fall 2021

Campus & Workplace Culture Survey was 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.

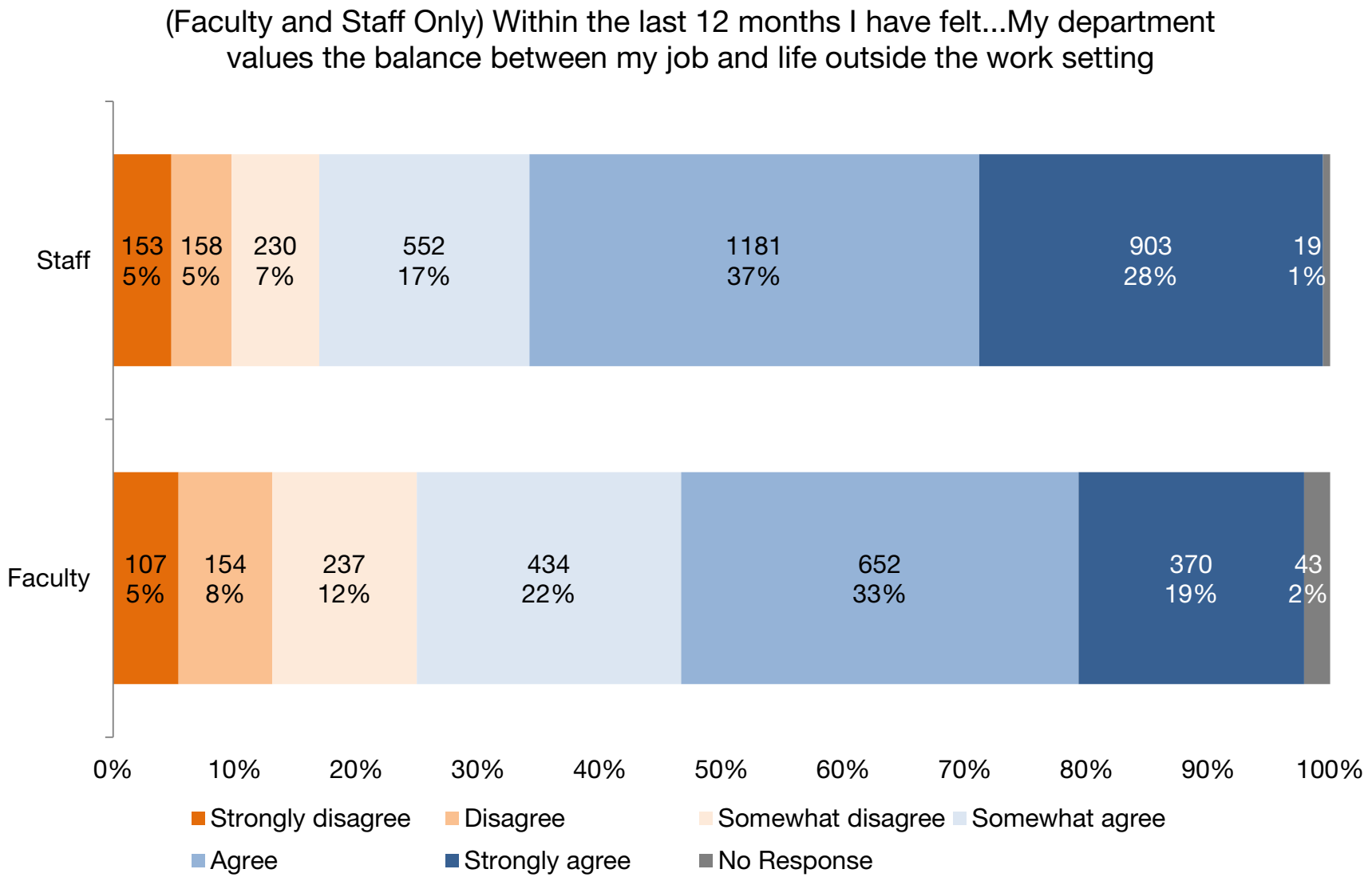
Additional resources are available on ucdenver.edu https://www.ucdenver.edu/offices/diversity-and-inclusion/cwcsurvey

Source: CU System & Campus Offices of Institutional Research

Mental Health and Wellness Perceptions – CU Boulder

STRATEGIC METRIC WITH 2026 GOAL

Work/Life Balance



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.

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/dei

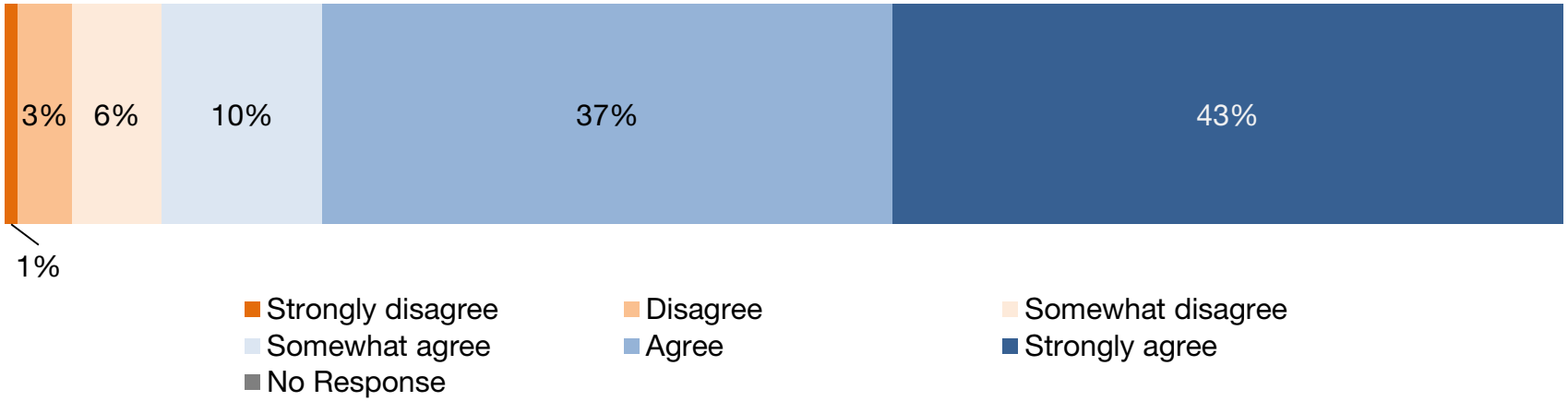
Source: CU System & Campus Offices of Institutional Research

Mental Health and Wellness Perceptions – CU System

STRATEGIC METRIC WITH 2026 GOAL

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



Strongly disagree	Disagree	Somewhat disagree	Somewhat agree	Agree	Strongly agree	No Response	Total
4	17	28	50	178	209	0	486
1%	3%	6%	10%	37%	43%	0%	

Fall 2021

Campus & Workplace Culture Survey was 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

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)

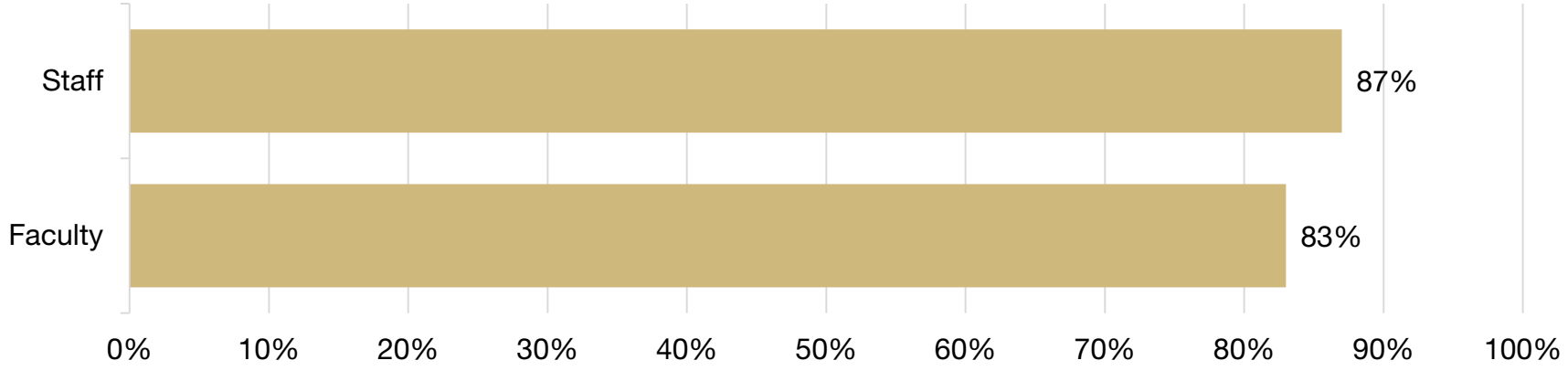
- Survey Options:
  - Job responsibilities make it difficult to participate (shift work, coverage, fee-based work)
  - I forget to attend or participate
  - Concerns about confidentiality
  - Lack of personal motivation
  - Time management (have trouble fitting anything else into my busy schedule)
  - Schedule of programs do not work for me
  - Wellness programs are not offered at a convenient location
  - My supervisor does not allow me to attend
  - Lack of interest in wellness activities available to me
  - Injury or disability
  - Cost
  - Not supported by coworkers
  - Do not feel comfortable participating in wellness-at-work programs
  - Do not have the knowledge needed to participate
  - Other

Mental Health and Wellness Perceptions – UCCS

STRATEGIC METRIC WITH 2026 GOAL

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)



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

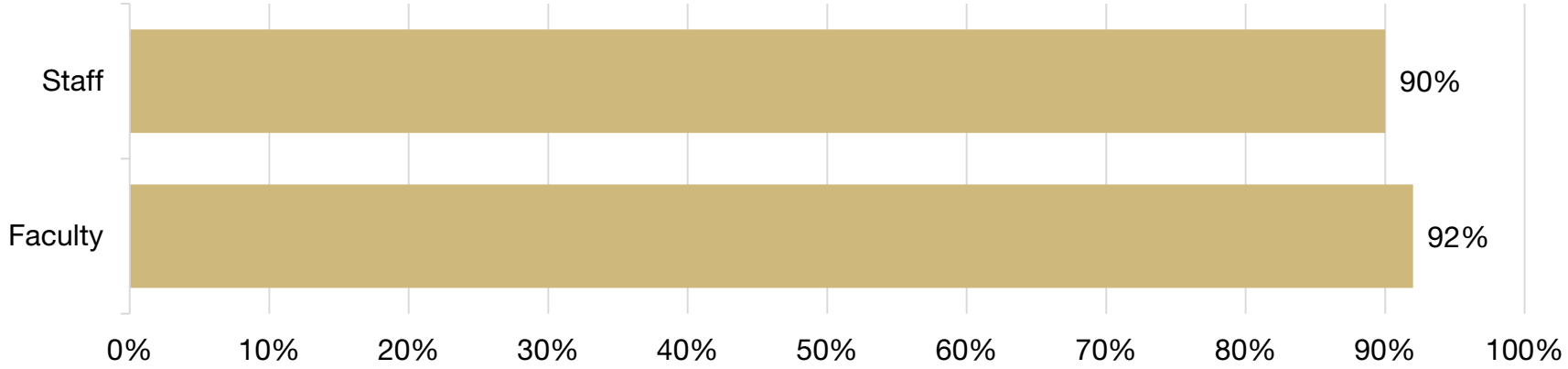
Source: CU System & Campus Offices of Institutional Research

Mental Health and Wellness Perceptions – CU Denver

STRATEGIC METRIC WITH 2026 GOAL

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)



Faculty (Top 3 Responses)
(1) Time management (have trouble fitting anything else into my busy schedule) (70%)
(2) Job responsibilities make it difficult to participate (shift work, coverage, fee-based work) (35%)
(3) Schedule of programs does not work for me |Lack of interest in wellness activities available to me (*32%)

Staff (Top 3 Responses)
(1) Time management (have trouble fitting anything else into my busy schedule) (67%)
(2) Job responsibilities make it difficult to participate (shift work, coverage, fee-based work) (43%)
(3) Schedule of programs does not work for me |Cost (*39%)

Fall 2021

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

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

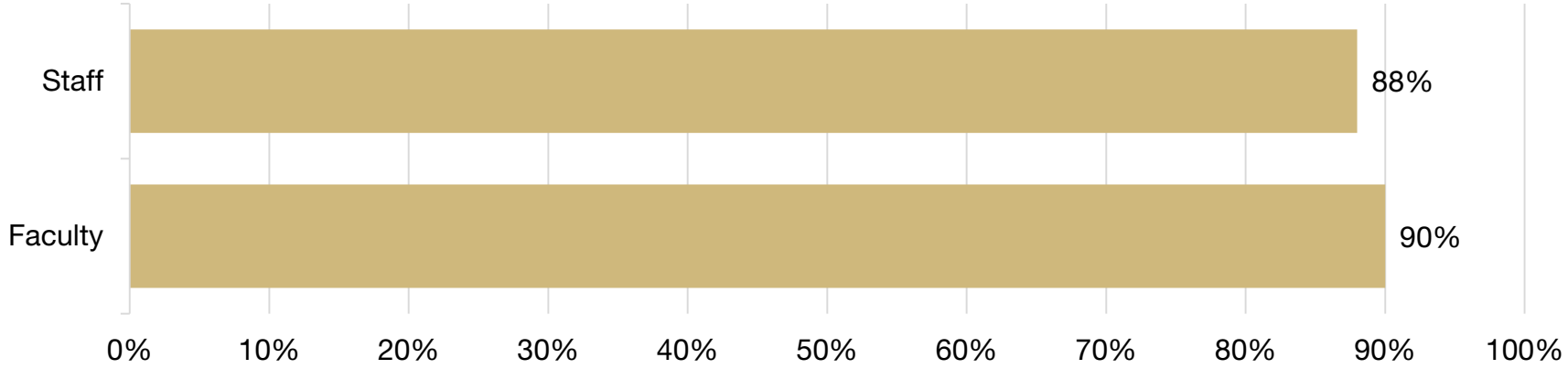
Additional resources are available on ucdenver.edu https://www.ucdenver.edu/offices/diversity-and-inclusion/cwcsurvey

Source: CU System & Campus Offices of Institutional Research

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)



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%)

STRATEGIC METRIC WITH 2026 GOAL

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

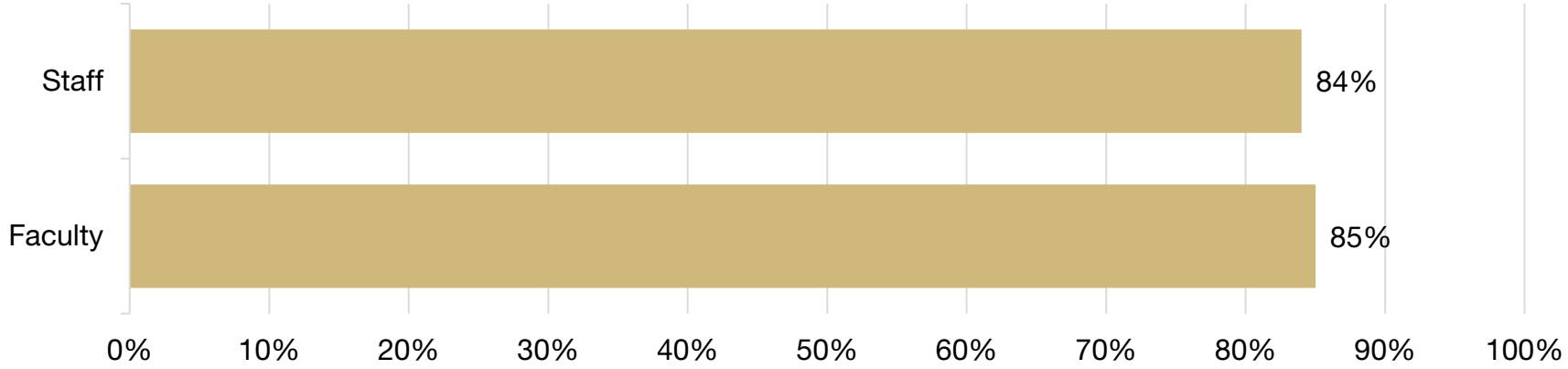
Source: CU System & Campus Offices of Institutional Research

Mental Health and Wellness Perceptions – CU Boulder

STRATEGIC METRIC WITH 2026 GOAL

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)



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%)

Staff (Top 3 Responses)
(1) Time management (have trouble fitting anything else into my busy schedule) (57%)
(2) Job responsibilities make it difficult to participate (shift work, coverage, fee-based work) (36%)
(3) Schedule of programs does not work for me (32%)

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

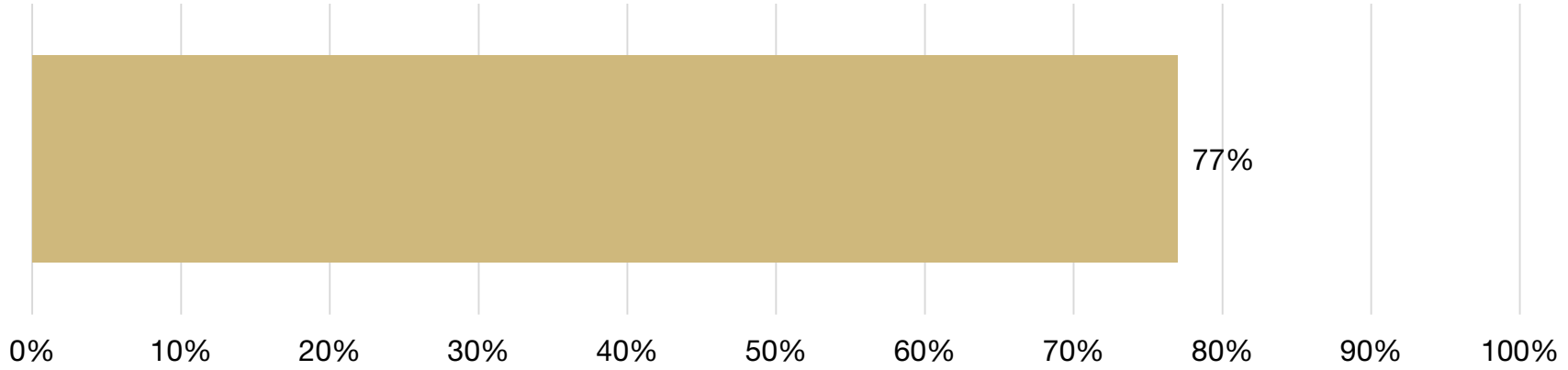
Source: CU System & Campus Offices of Institutional Research

Mental Health and Wellness Perceptions – CU System

STRATEGIC METRIC WITH 2026 GOAL

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

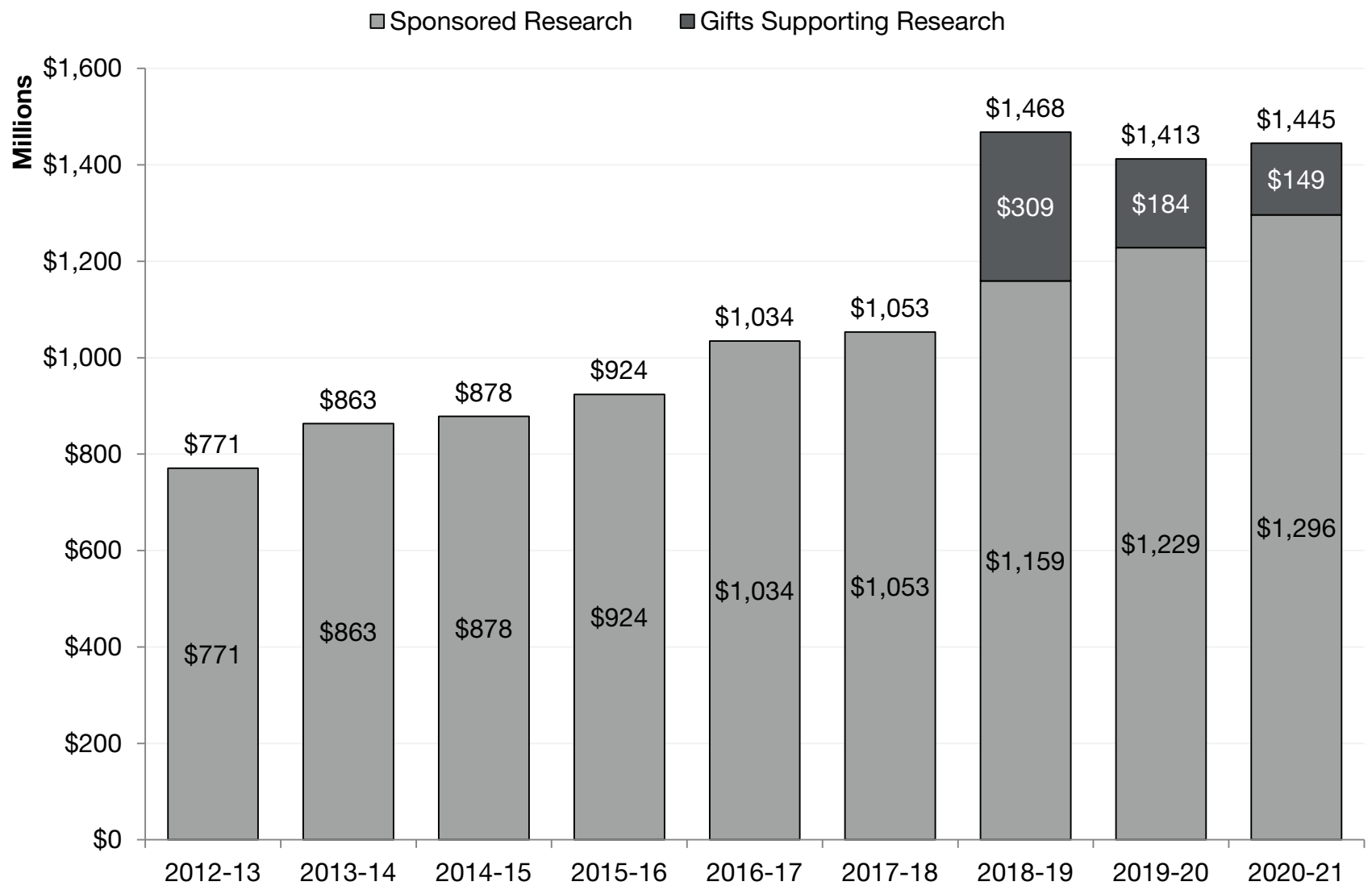
- Patents Awarded by the U.S. Patent and Trademark Office

Supporting Data

- Research Funding
- Patients Served by CU Anschutz Clinical Faculty

Sponsored Research Awards + Gifts Supporting Research*

(in millions)



STRATEGIC METRIC WITH 2026 GOAL

2012-13 to 2020-21

$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.

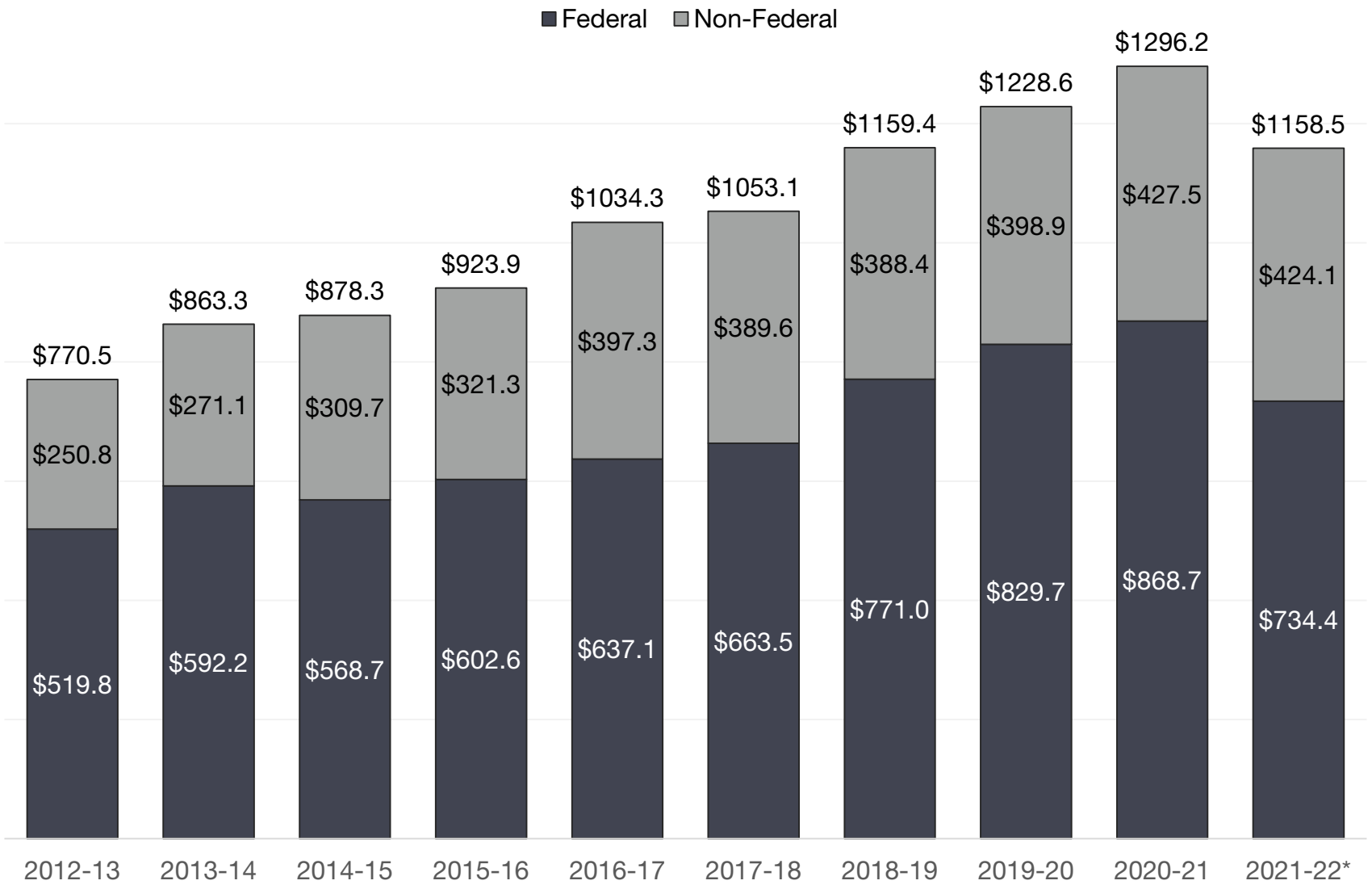
Click for Data Online

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

Source: CU Campuses, Budget & Finance Offices
Presentation: CU System Institutional Research

Sponsored Research Awards Only, by Source

(in millions)



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.

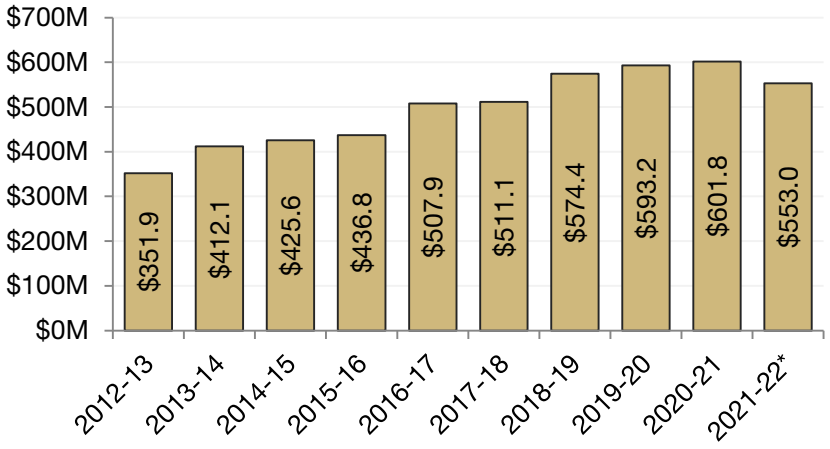
Click for Data Online

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

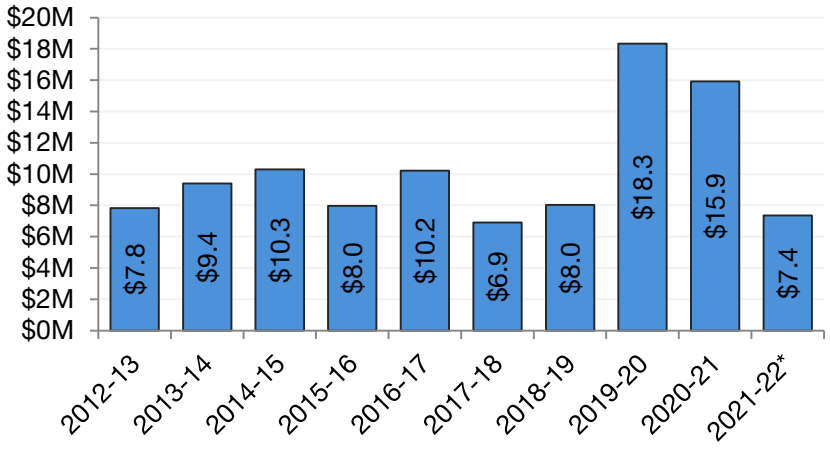
Sponsored Research Awards Only, by Campus

(in millions)

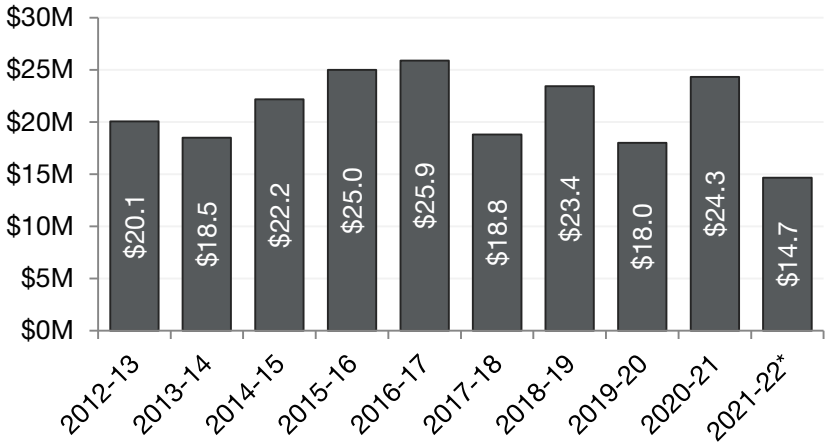
CU Boulder



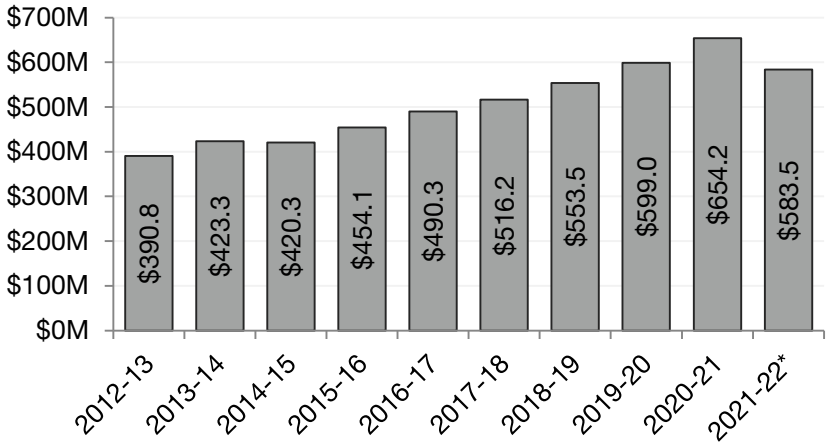
UCCS



CU Denver



CU Anschutz



2012-13 to 2020-21

$1.3B

FY 2020-21
Sponsored Research Awards Only

***2021-22 as of 5/31/2022**

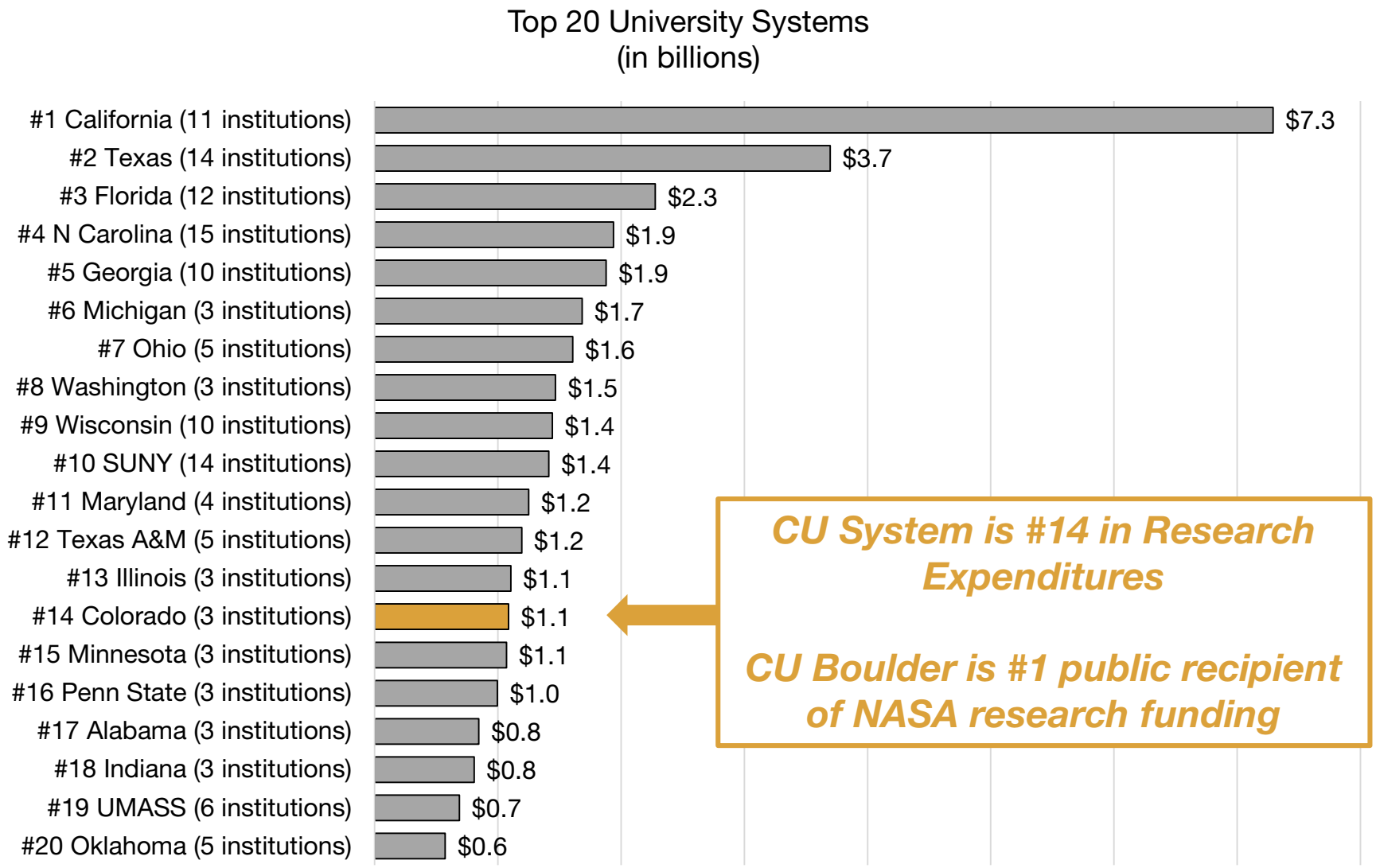
2021-22 final research awards will be available in September 2022.

Click for Data Online

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

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

Research Expenditures FY 2019-20



CU System is #14 in Research Expenditures

CU Boulder is #1 public recipient of NASA research funding

FY 2019-20

About HERD

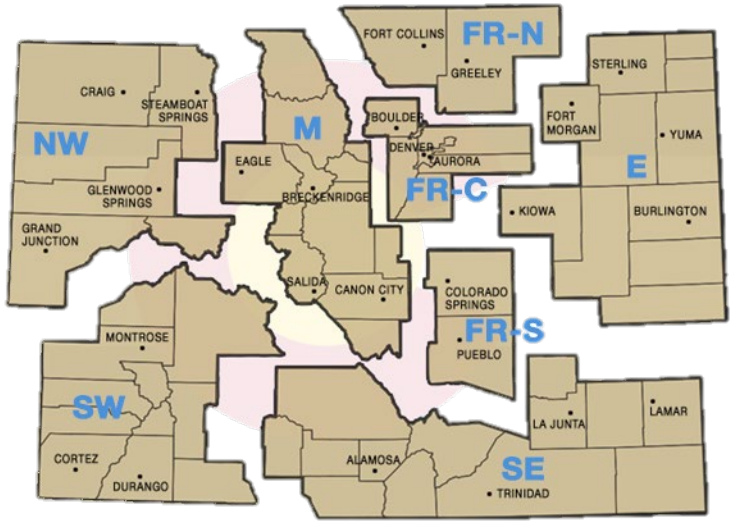
The Higher Education Research and Development Survey (HERD) collects information on R&D expenditures by field of research and source of funds. The survey is an annual census of U.S. higher education institutions that expended at least $150,000 in separately accounted for R&D in the fiscal year.

Click for Data Online

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

Source: HERD (Higher Education Research and Development Survey), FY2020, All Fund Sources, Table 21. Higher education R&D expenditures, ranked by all R&D expenditures, by source of funds: FY 2020, https://www.nsf.gov/statistics/srvyherd/; NASA funding based on Table 25, FY2020

Patients Served by CU Anschutz Clinical Faculty



By Region	FY 2015 Patients	FY 2016 Patients	FY 2017 Patients	FY 2018 Patients	FY 2019 Patients	FY 2020 Patients	FY 2021 Patients	FY 2022 (YTD May)
Eastern (E)	5,396	5,595	5,976	5,983	6,491	6,142	6,499	6,600
Front Range (Central)	335,814	350,358	381,290	403,557	437,187	435,070	444,626	483,247
Front Range (North)	26,453	27,775	30,065	29,986	31,793	32,013	36,113	39,720
Front Range (South)	40,834	44,205	50,447	57,441	59,031	63,146	65,132	69,398
Mountain (M)	7,215	7,222	7,887	8,991	9,472	9,521	9,779	10,001
Northwest (NW)	5,185	5,276	5,650	6,234	6,813	6,991	7,625	7,747
Southeast (SE)	3,404	3,520	3,909	4,175	4,265	4,248	4,419	4,780
Southwest (SW)	2,874	3,046	3,355	3,691	3,978	4,055	4,453	4,588
Colorado Total	**427,175**	**446,997**	**488,579**	**520,058**	**559,030**	**561,186**	**578,646**	**626,081**
Out-of-State or Unknown	27,684	28,016	29,696	41,066	34,919	30,804	30,040	33,455
Grand Total	**454,859**	**475,013**	**518,275**	**561,124**	**593,949**	**591,990**	**608,686**	**659,536**

STRATEGIC METRIC WITH 2026 GOAL

FY 2015 to FY 2022

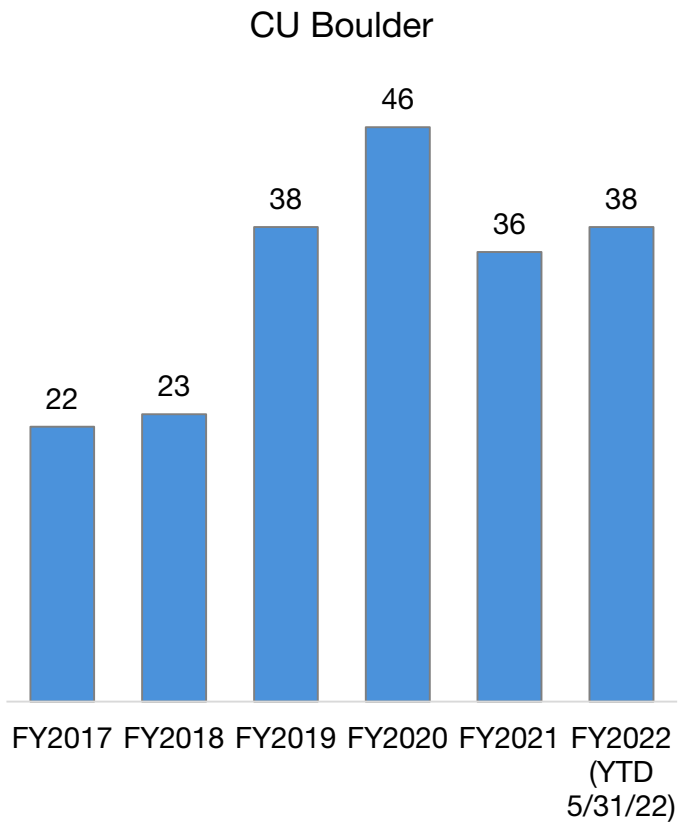
The number of patients served by CU Anschutz clinical faculty per year.

+45%
FY 2015 to FY 2022 (YTD)

+5.5%
Average Annual Growth

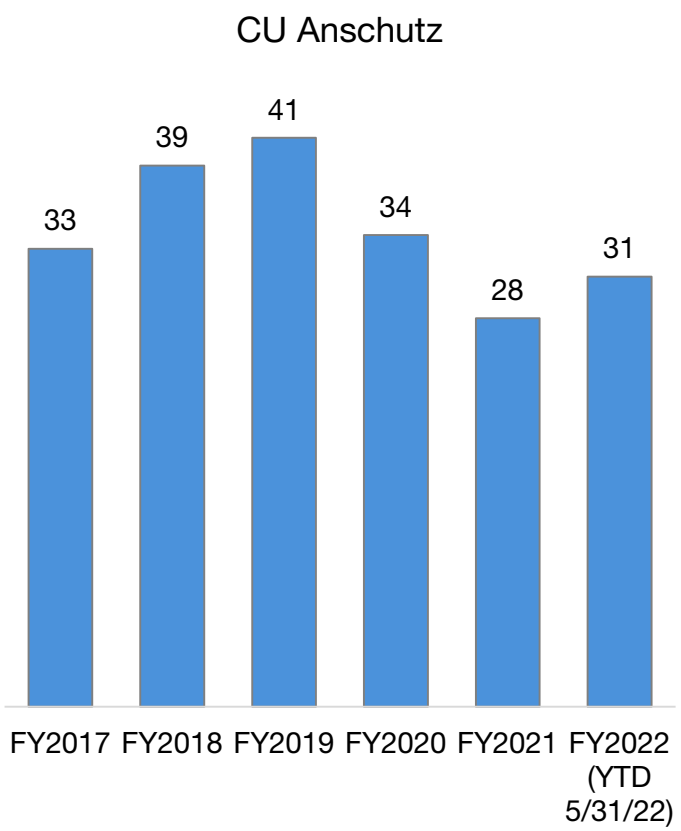
Source: CU Anschutz Medical Campus; CU Medicine; Chancellor's Office
Final FY 2022 will be available in July 2022

Patents Awarded



CU Research & Innovation Office

www.colorado.edu/researchinnovation/



CU Innovations

www.ucdenver.edu/anschutz/about/cuinnovations/

FY 2017 to FY 2022

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.

Source: CU Campuses, CU System Office of Budget & Finance

Diversity, Inclusion, Equity & Access

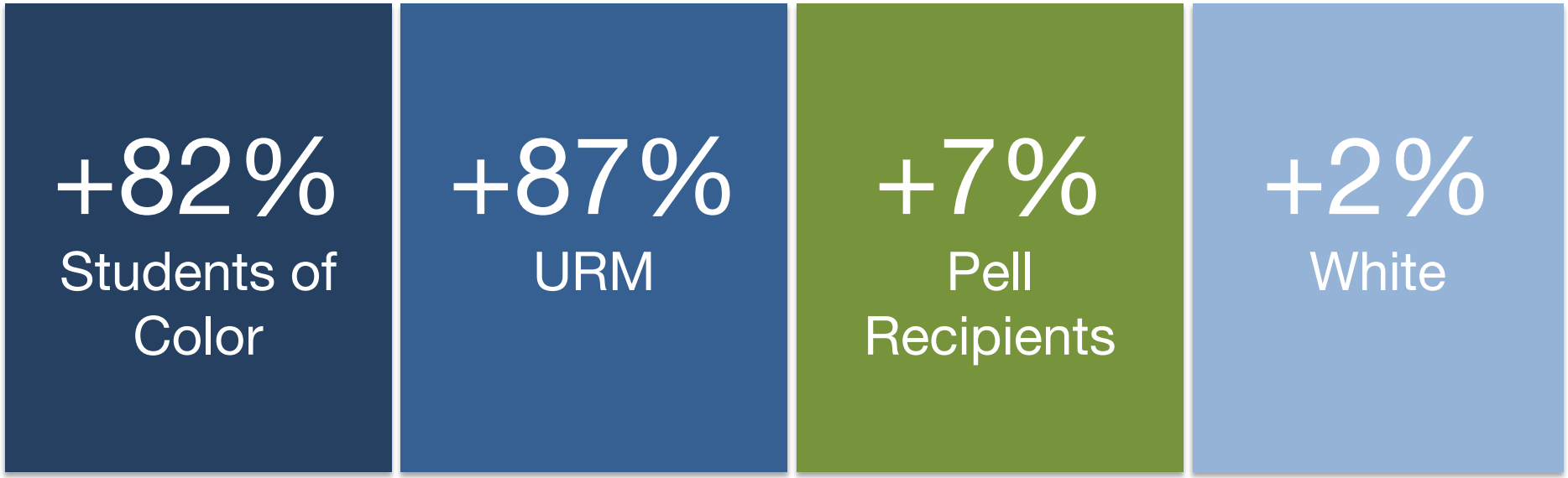
Strategic Metrics

- 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



+9,594
11,724 to 21,318
Fall 2011 to Fall 2021

+6,752
7,717 to 14,469
Fall 2011 to Fall 2021

+805
11,356 to 12,161
FY 2011 to FY 2021

+716
40,396 to 41,112
Fall 2011 to Fall 2021

Fall 2011 to Fall 2021

+16%

Change in Total Enrollment (Undergraduates + Graduate Students)

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,

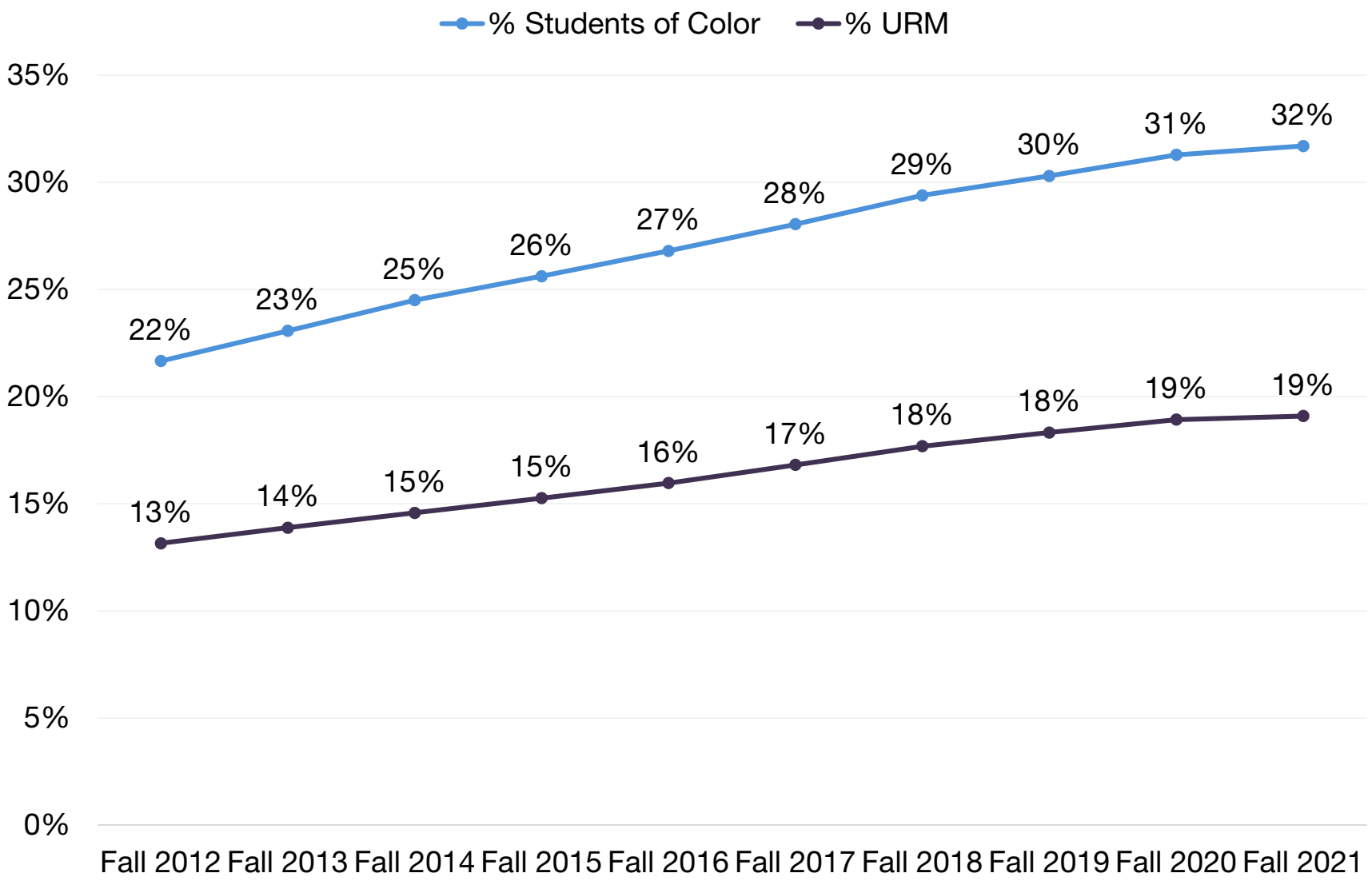
Access Resources Online

CU Diversity Report (PDF)

CU Diversity Data Visualization (Tableau)

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

Student Enrollment Diversity



Fall 2012 to Fall 2021

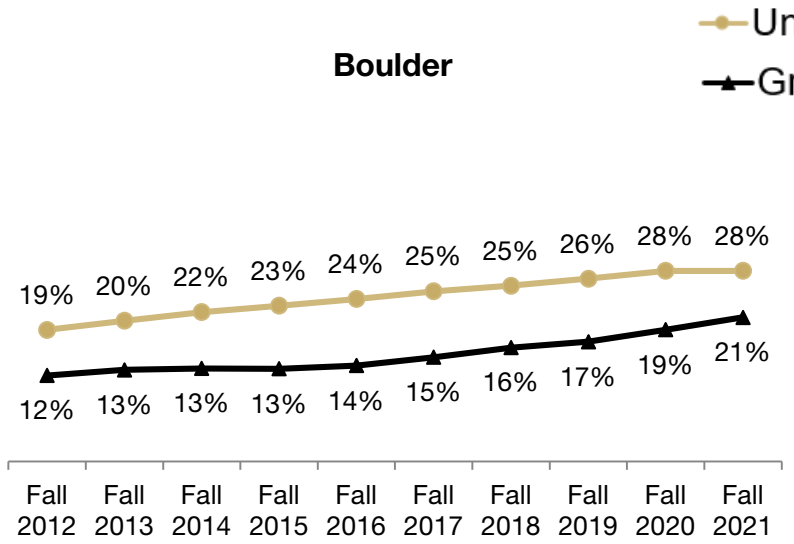
Students of Color includes:
- American Indian or Alaskan Native
- Asian American
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander
- More than one race

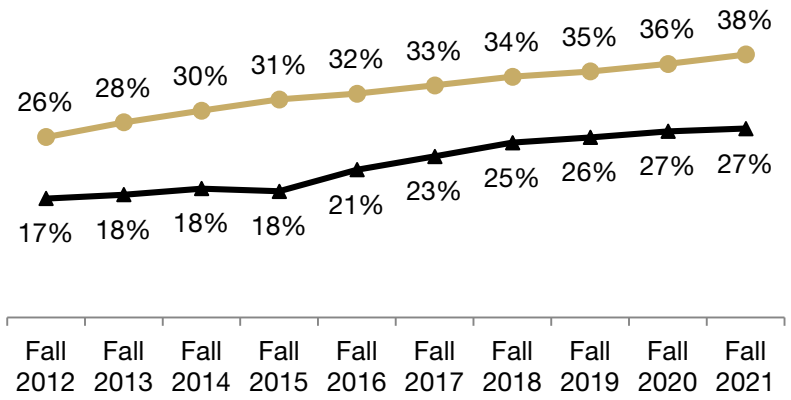
URM includes only:
- American Indian or Alaskan Native
- Black or African American
- Hispanic or Latino

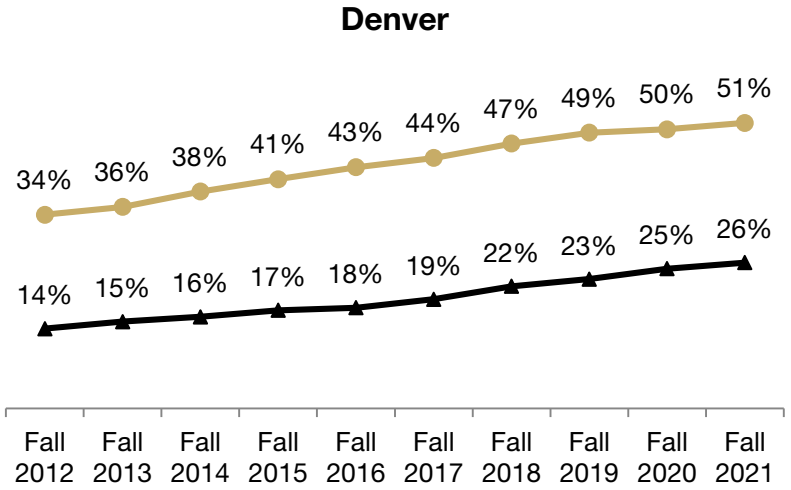
Click for Data Online

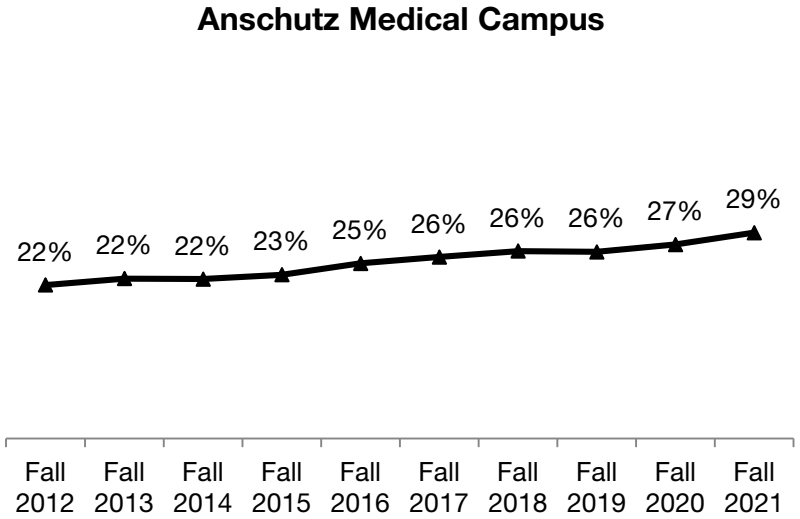
Source: CU Diversity Report, CU System Office of Institutional Research

Student Enrollment – % Students of Color









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

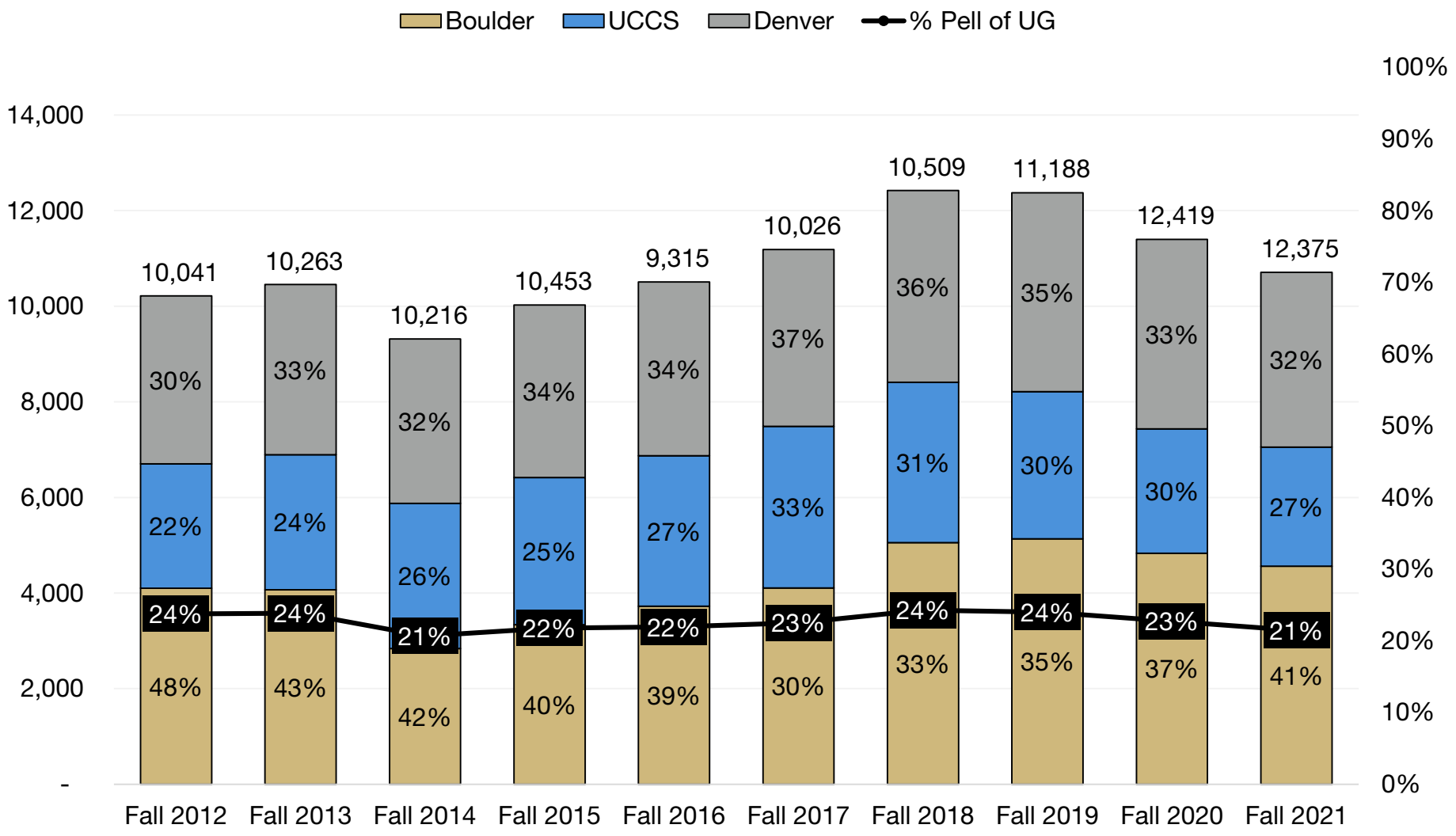
URM includes only:
- American Indian or Alaskan Native
- Black or African American
- Hispanic or Latino

Click for Data Online

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

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

Student Enrollment Diversity | Pell Recipients

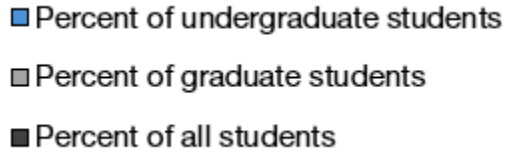


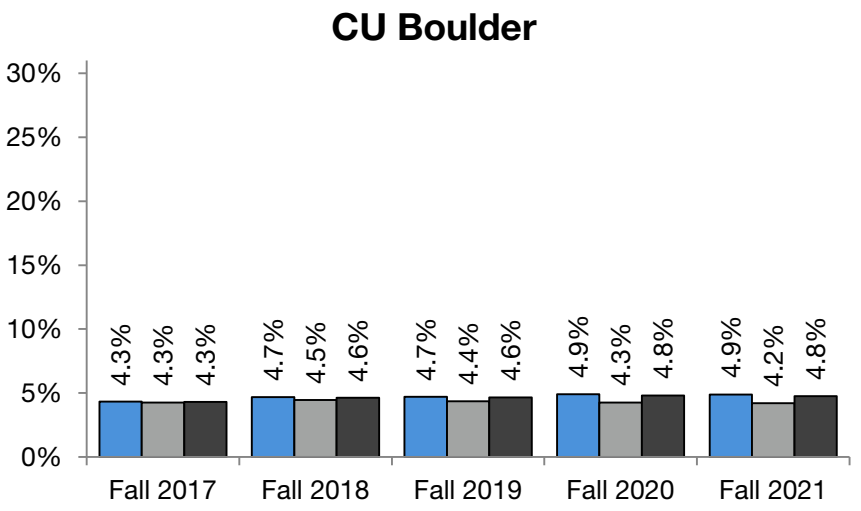
21%
of Undergraduates are Pell Recipients

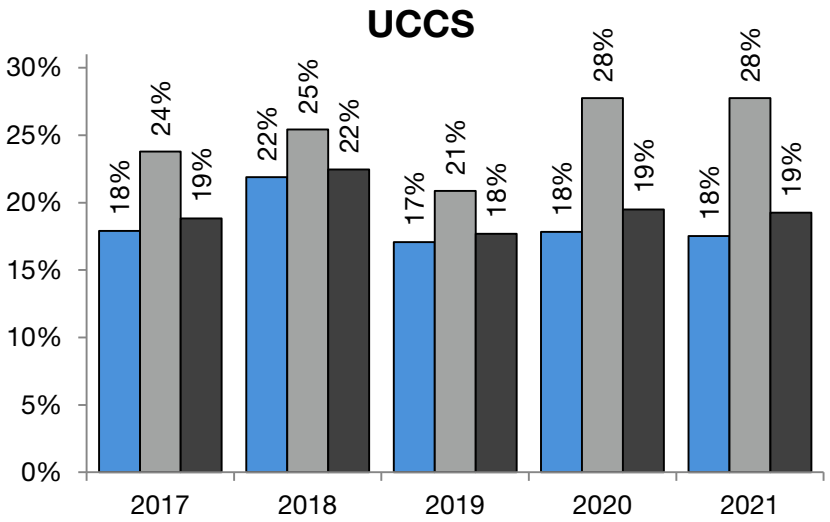
Click for Data Online

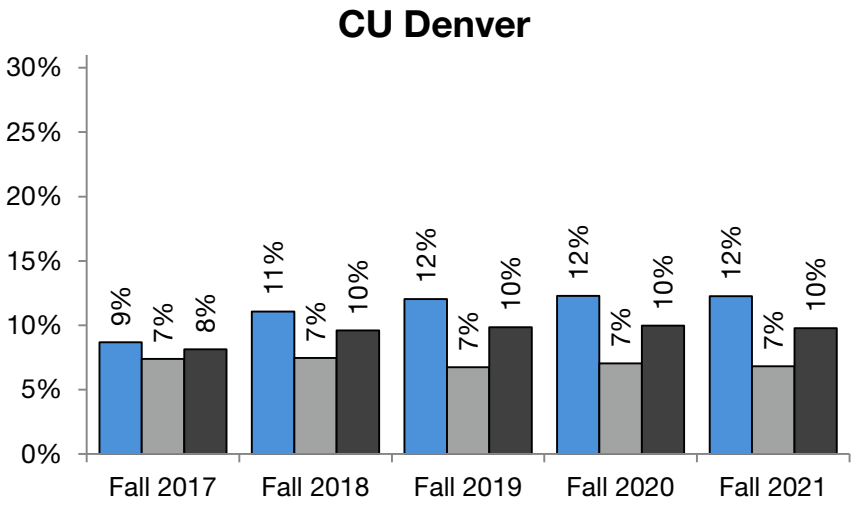
Source: CU Diversity Report, CU System Office of Institutional Research

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:

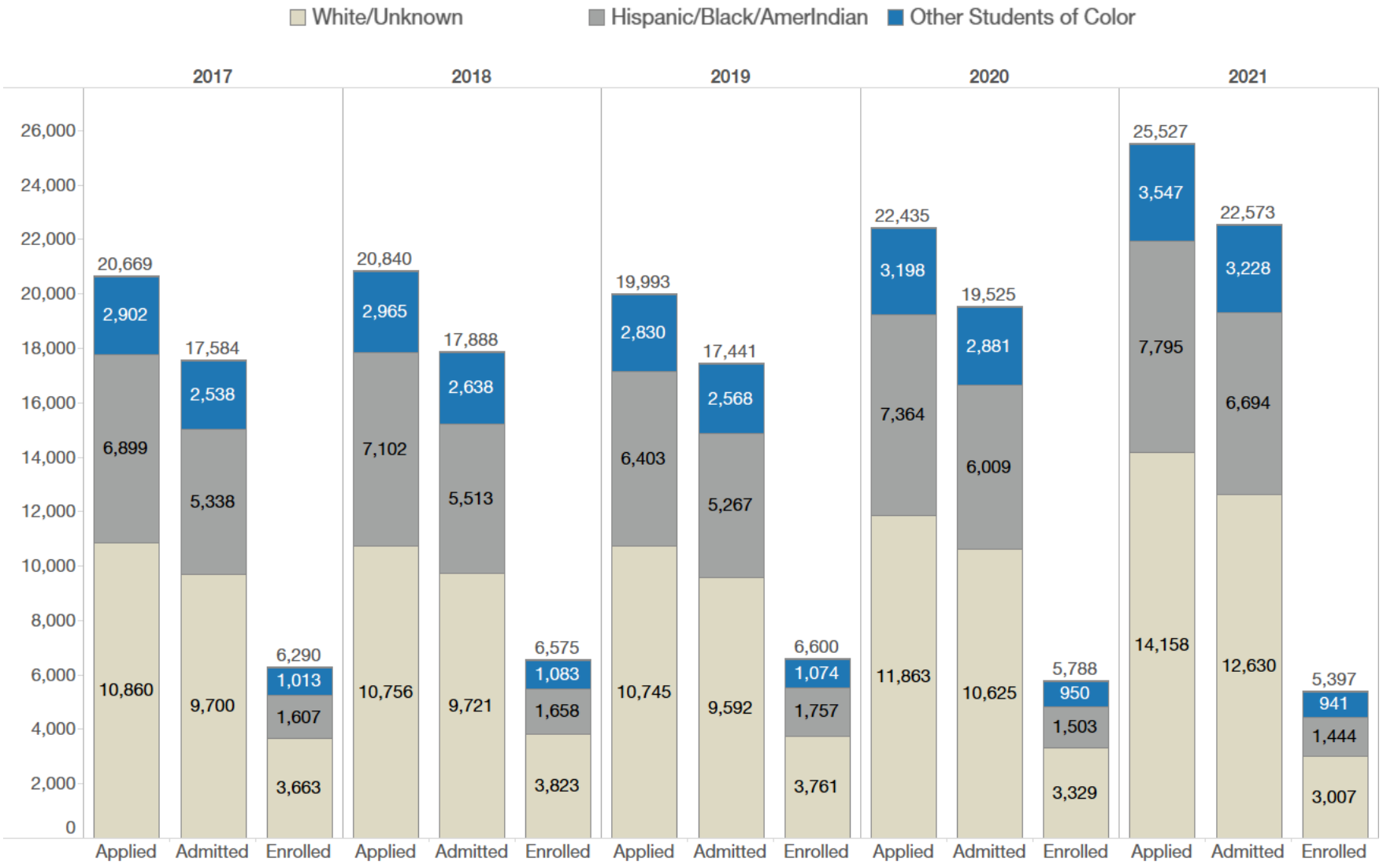
- People actively serving in the U.S. Armed Forces
- Veterans
- Dependents of veterans who qualify for benefits.

Click for Data Online

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

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

Resident Undergraduate Student Application Diversity



42%

Students of Color Enrolled Applicants Fall 2020

- 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

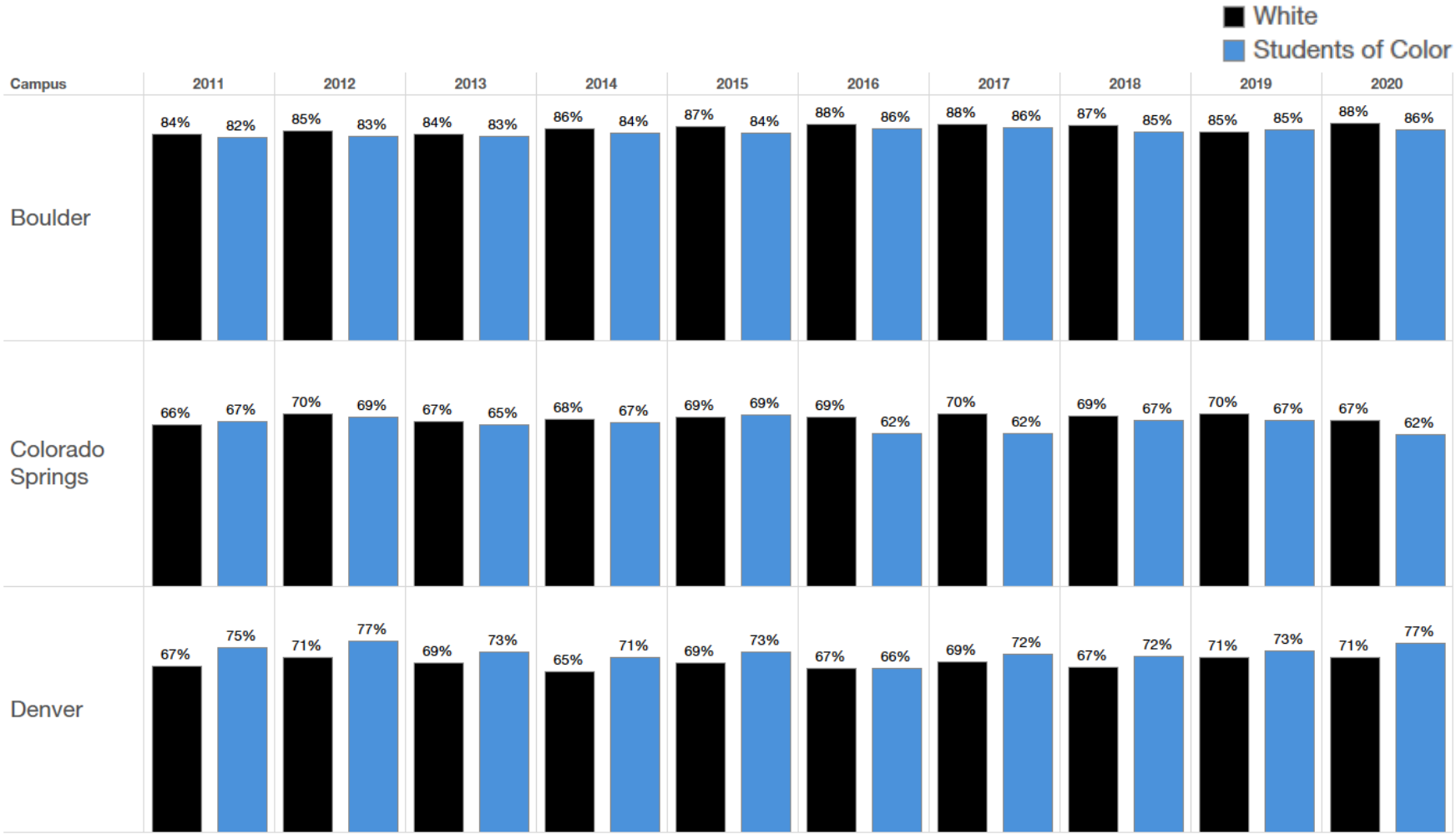
Click for Data Online

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

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



Fall 2011/2012 through Fall 2020/2021

Students of Color includes:

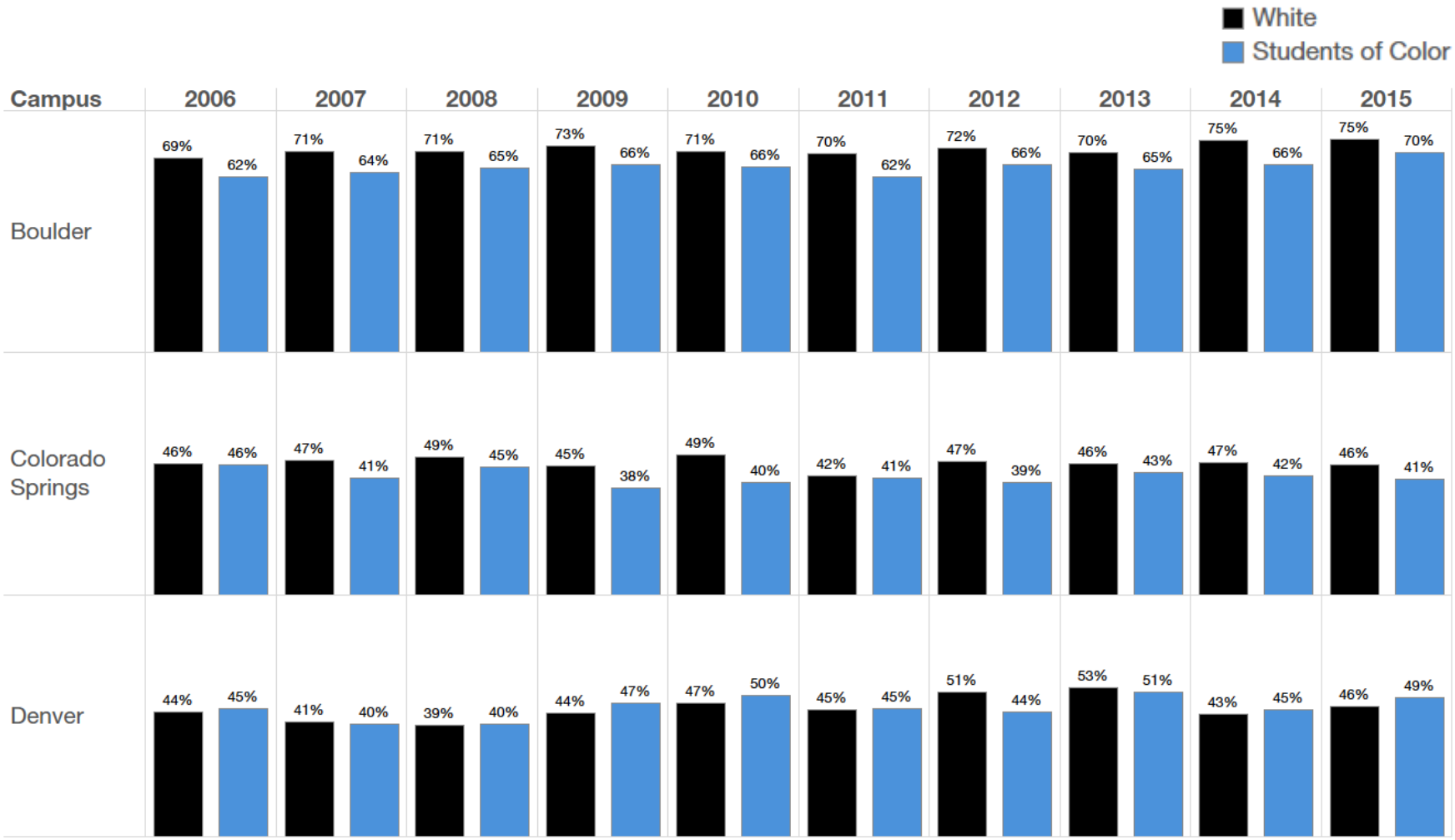
- American Indian or Alaskan Native
- Asian American
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander
- More than one race

Click for Data Online

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:

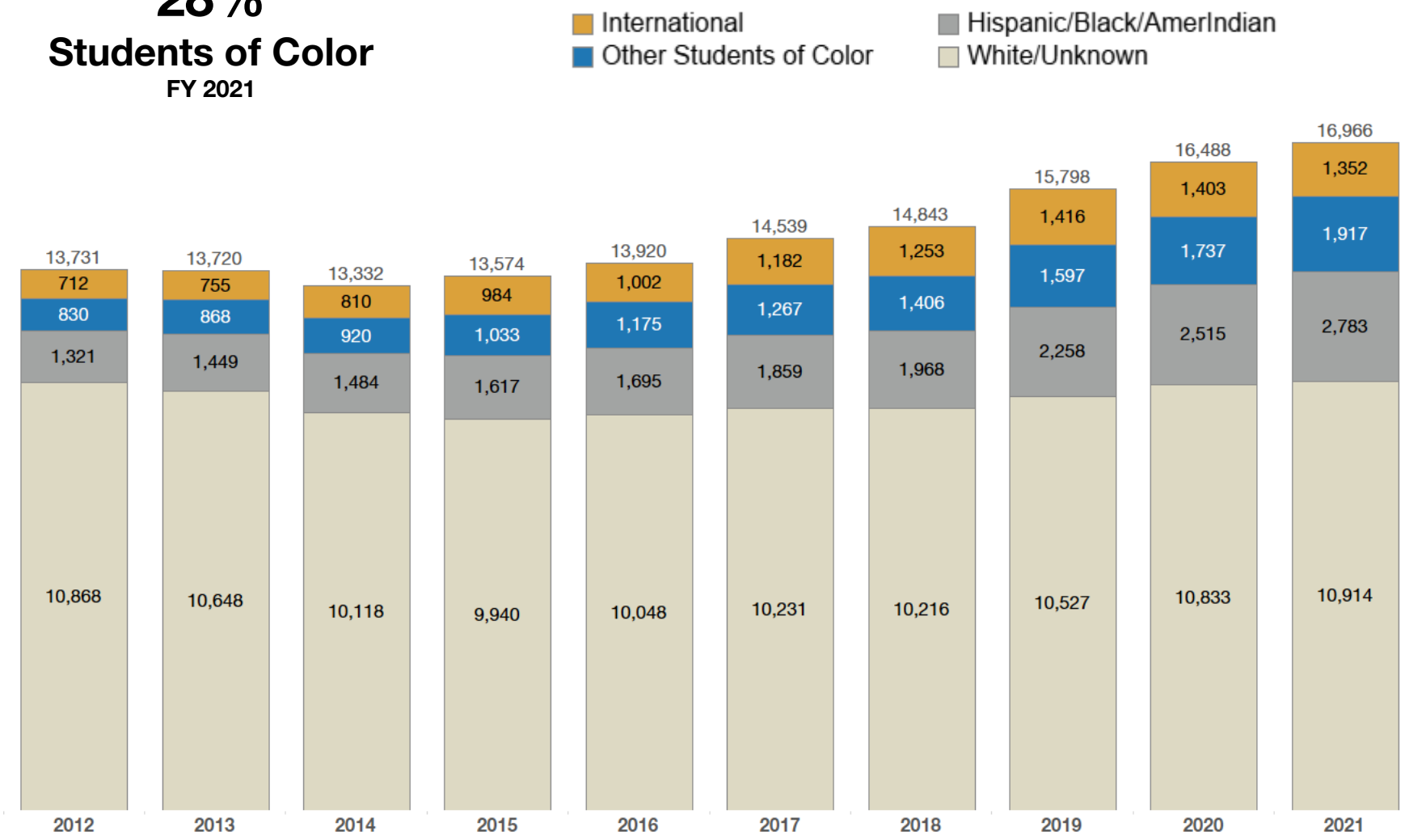
- American Indian or Alaskan Native
- Asian American
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander
- More than one race

Click for Data Online

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

Degrees Awarded - Diversity

28%
Students of Color
FY 2021



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

Click for Data Online

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

Faculty & 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

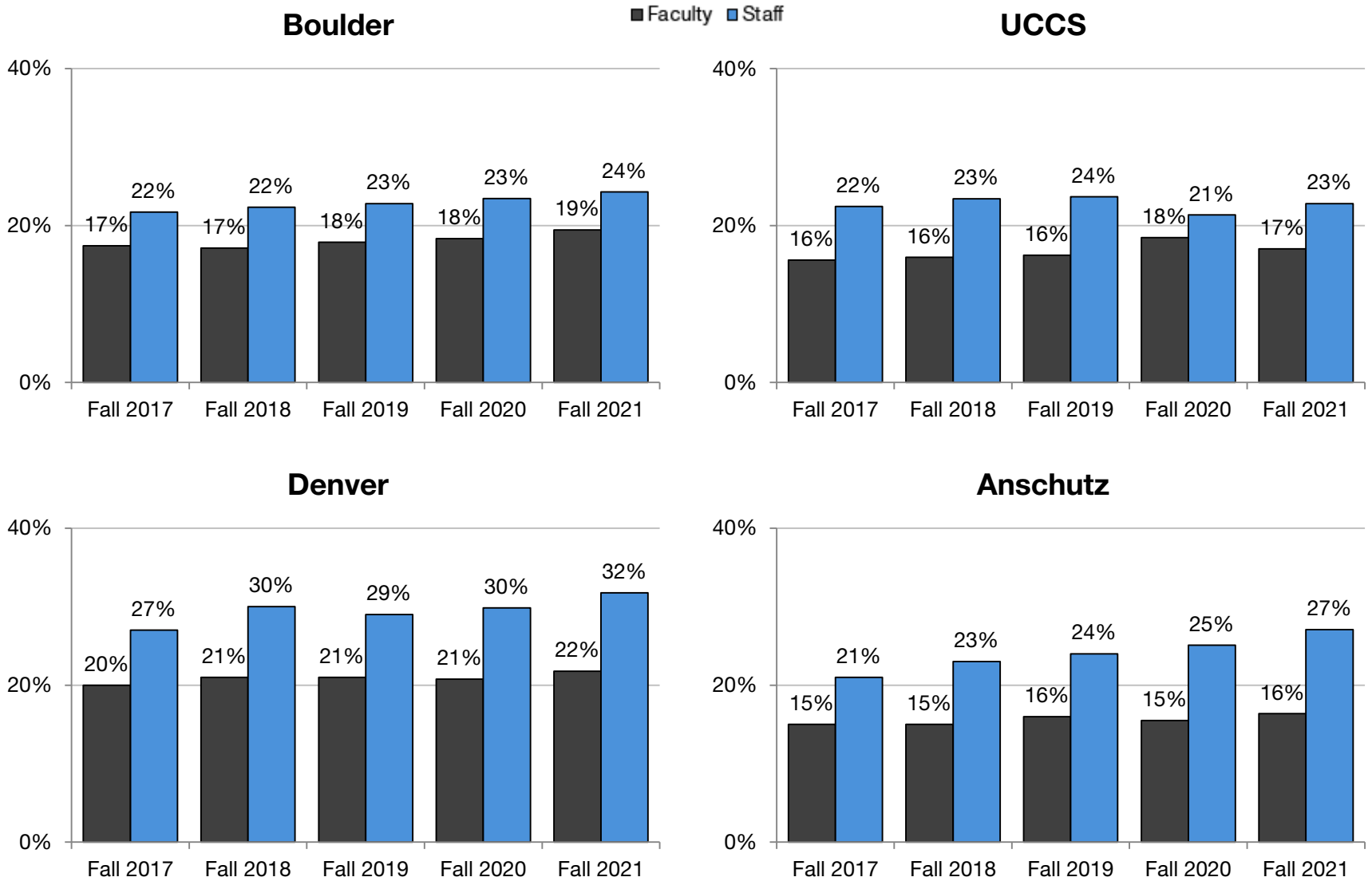
- Faculty Diversity by Race/Ethnicity, Sex, & Military Affiliation
- Staff Diversity by Race/Ethnicity, Sex, & Military Affiliation

Access Resources Online

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

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

Faculty & Staff Diversity | Percentage People of Color



Fall 2012 to Fall 2021

People of Color includes:

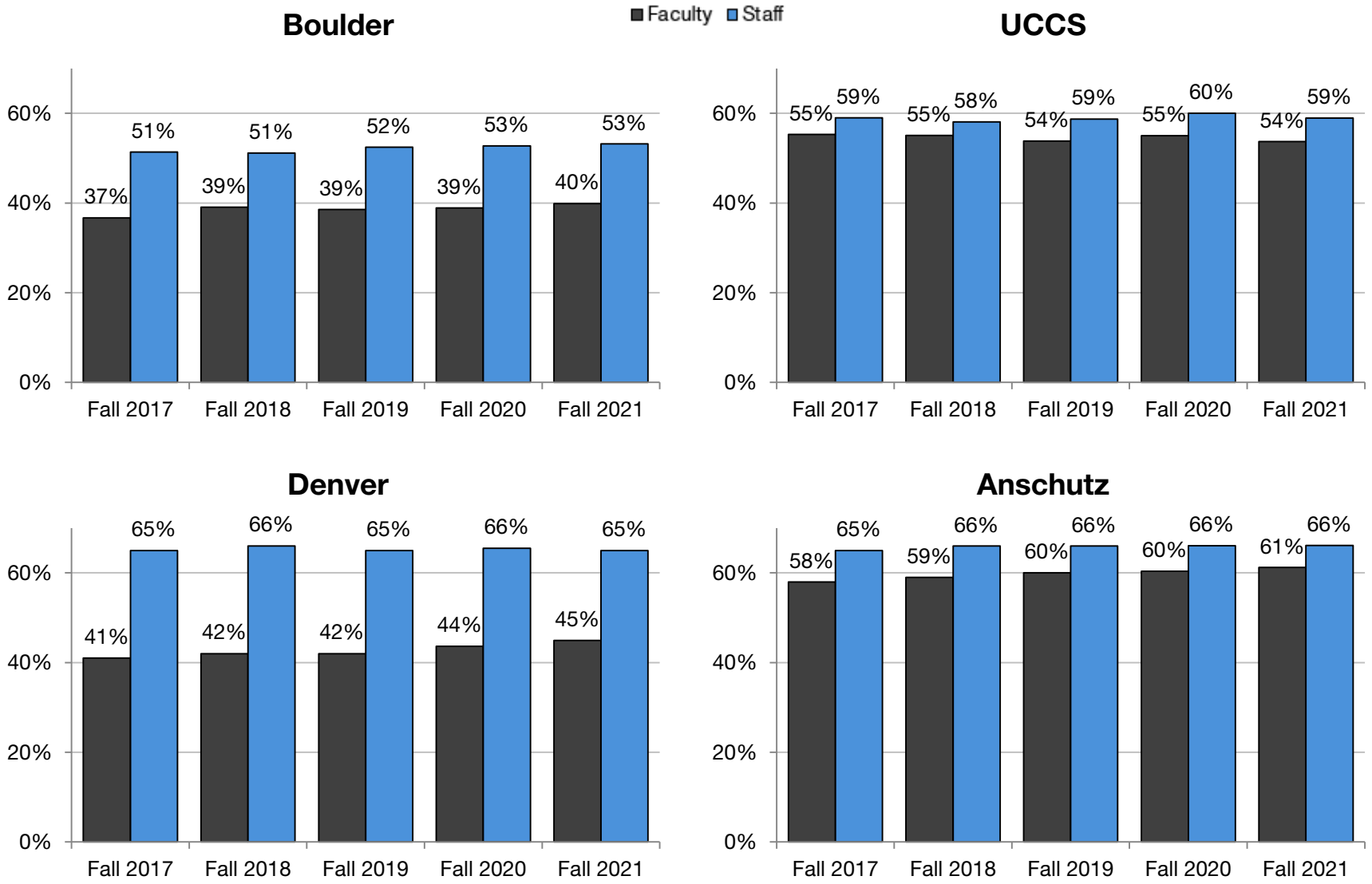
- American Indian or Alaskan Native
- Asian American
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander
- More than one race

Click for Data Online

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

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

Faculty & Staff Diversity | Percentage Women



Fall 2012 to Fall 2021

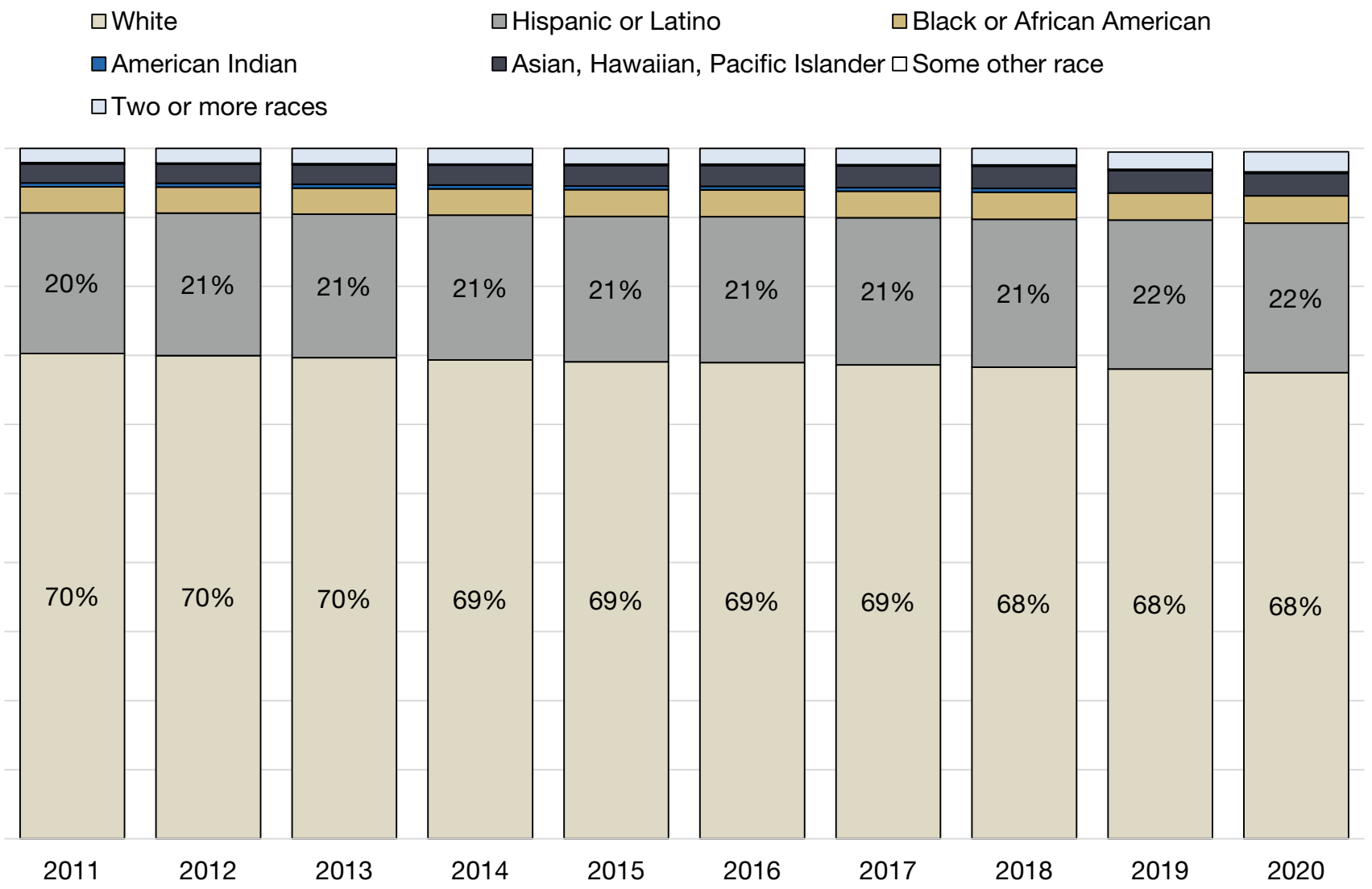
Currently, data collection at CU asks about an individual's sex.

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

Click for Data Online

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

State of Colorado Population Diversity



2011 to 2020 U.S. Census

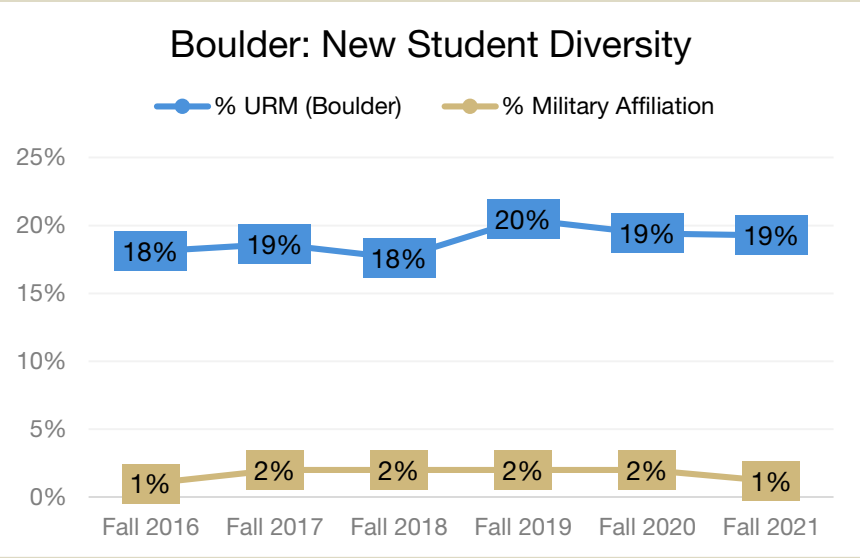
Percentages based on American Community Survey 5-Year Estimates, https://api.census.gov/data/2020/acs/acs5/profile

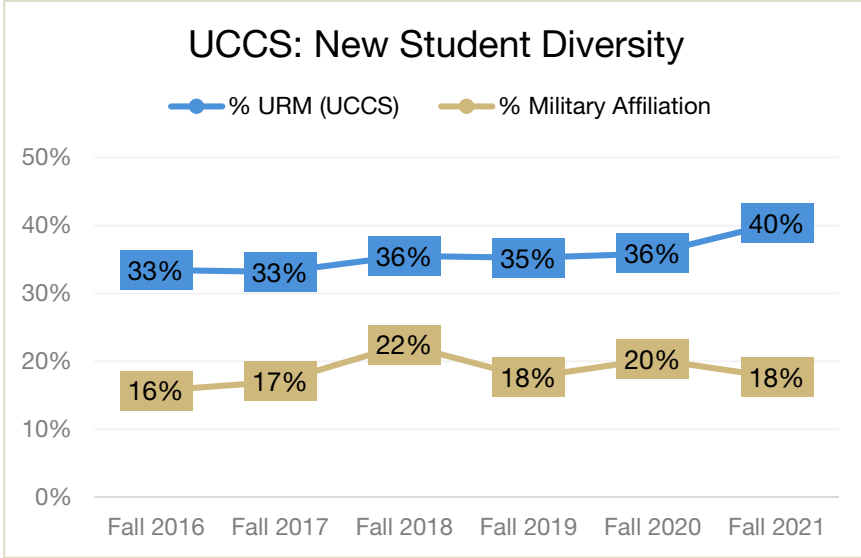
Source: American Community Survey 5-Year Estimates 2011-2020
Presentation: CU System Institutional Research

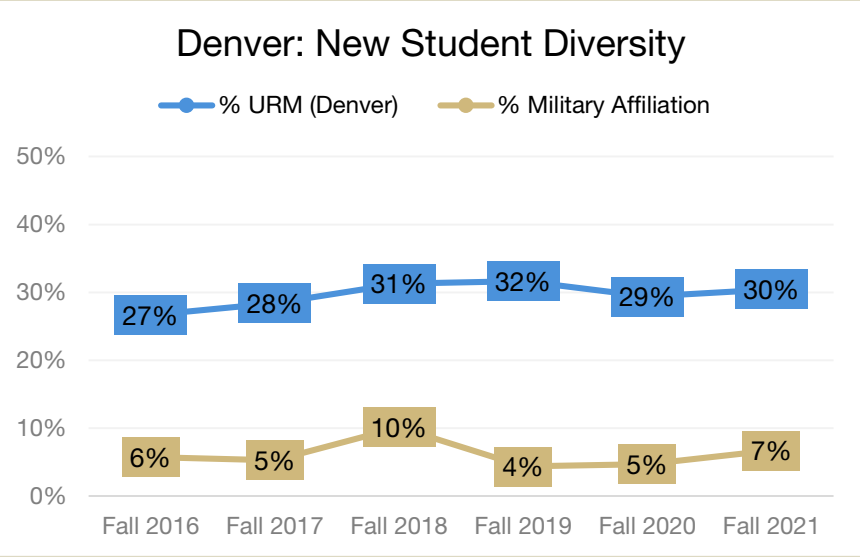
New Student Diversity | Percentage URM & Military Affiliation

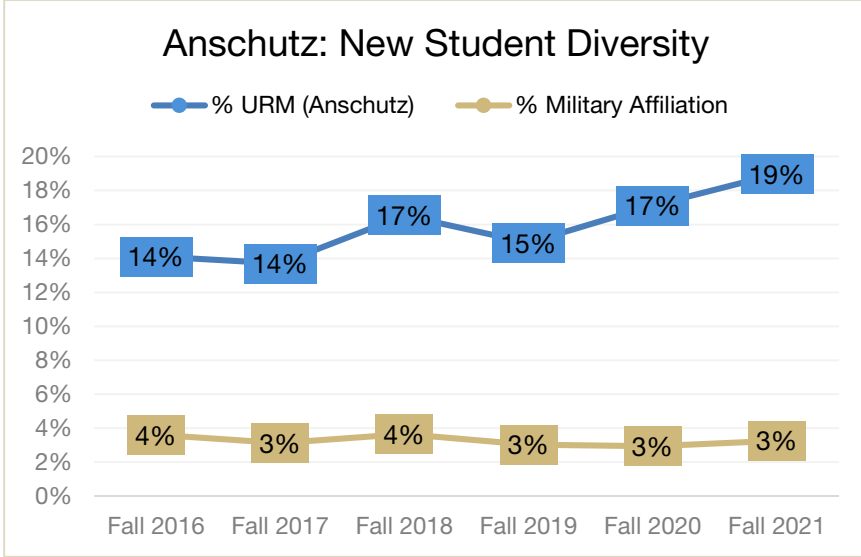
PILLAR 3: Diversity, Inclusion, Equity & Access

STRATEGIC METRIC WITH 2026 GOAL









Fall 2016 to Fall 2021

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

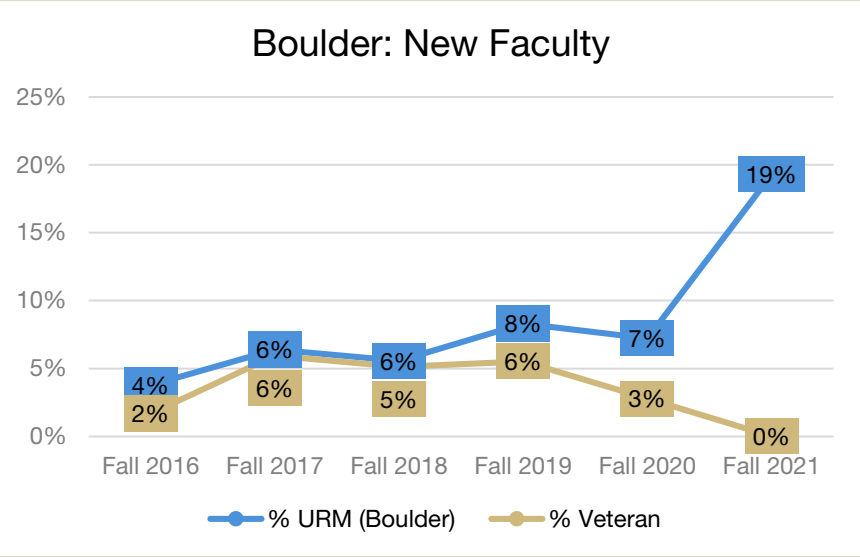
URM (Under-Represented Minority) is defined uniquely at each campus based on the campus population.

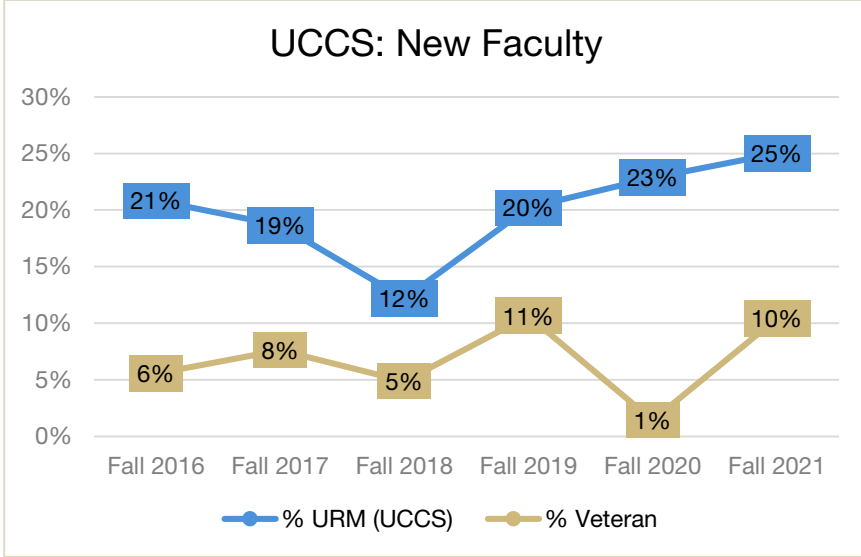
Military Affiliation includes veterans and dependents of veterans.

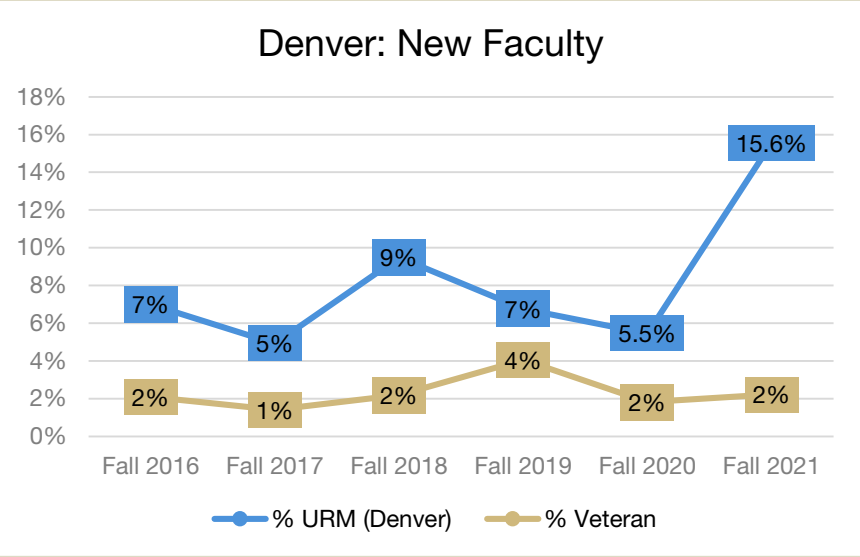
University of Colorado
Boulder | Colorado Springs | Denver | Anschutz Medical Campus

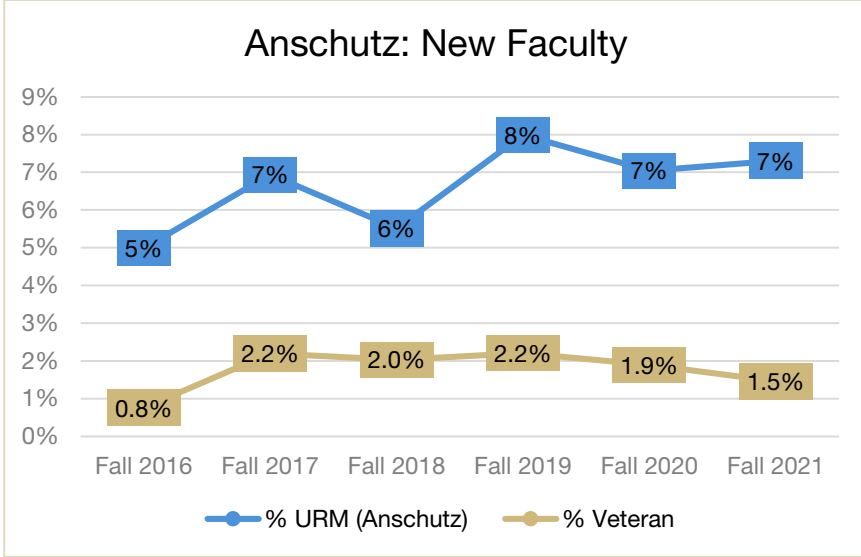
Source: CU Campus Institutional Research
Presentation: CU System Office of Institutional Research

New Faculty Diversity | Percentage URM & Veteran









STRATEGIC METRIC WITH 2026 GOAL

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.

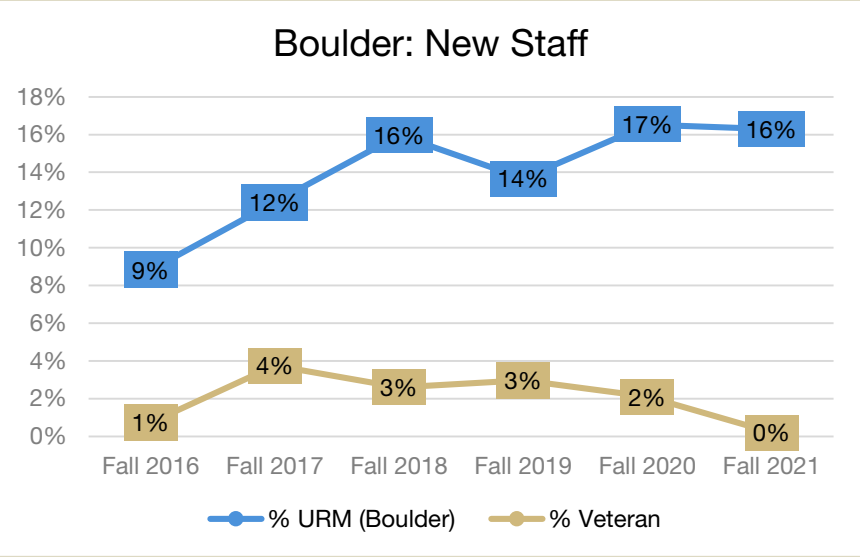
URM (Under-Represented Minority) is defined uniquely at each campus based on the campus population and are defined in the strategic plan

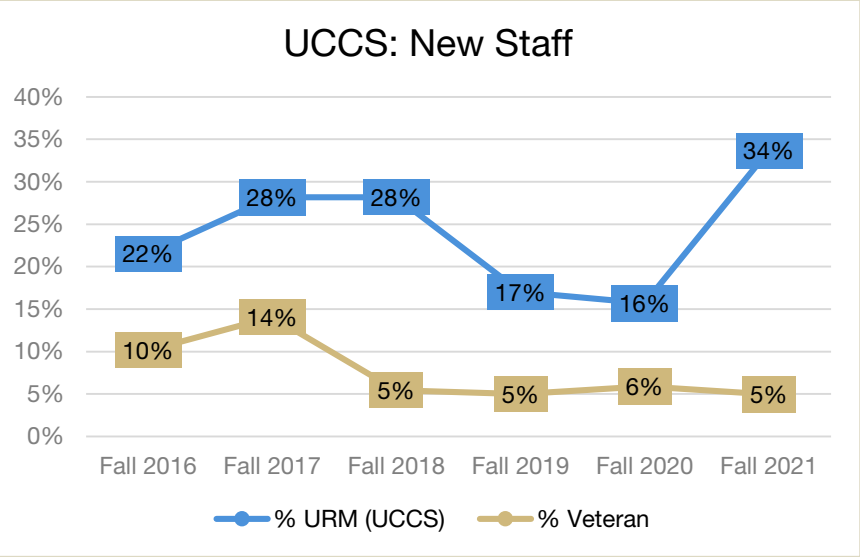
Veteran includes military service veterans and protected class veterans

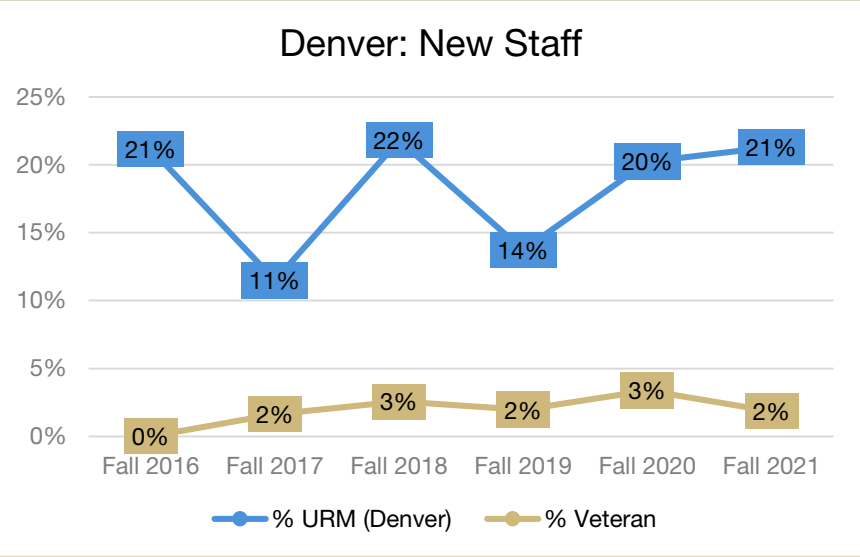
Source: CU Campus Institutional Research
Presentation: CU System Office of Institutional Research

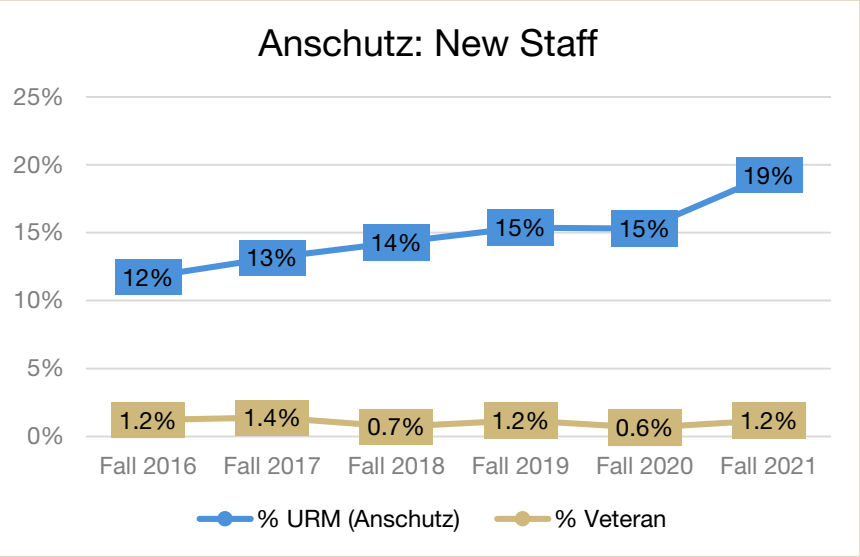
New Staff Diversity | Percentage URM & Veteran

STRATEGIC METRIC WITH 2026 GOAL









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

Source: CU Campus Institutional Research
Presentation: CU System Office of Institutional Research

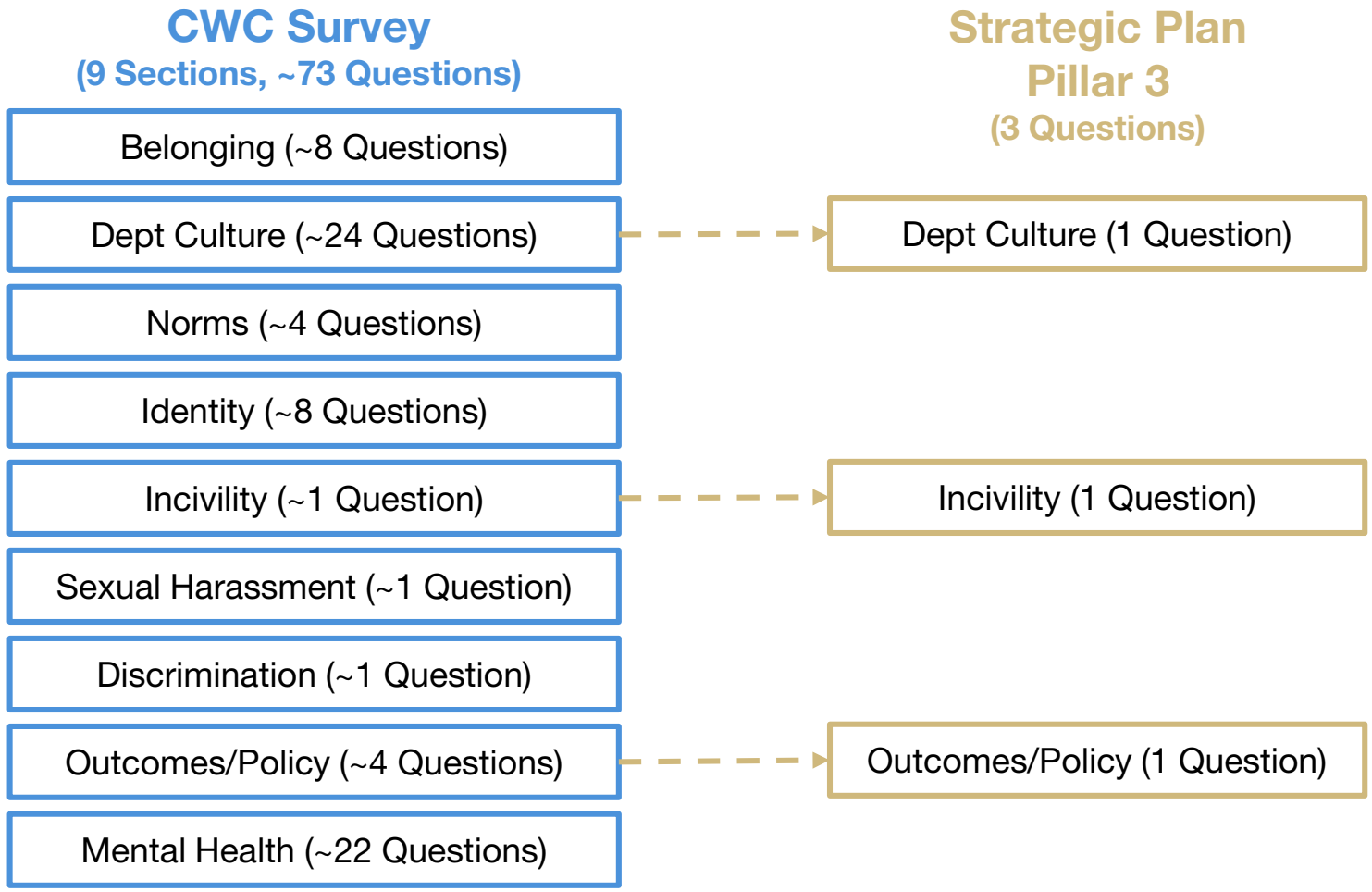
Pillar 3: Diversity, Inclusion, Equity, & Access

CWC Survey—Acceptance/Culture, Harassment & Discrimination, Civility

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



~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.

Campus and Workplace Culture (CWC) Survey

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*

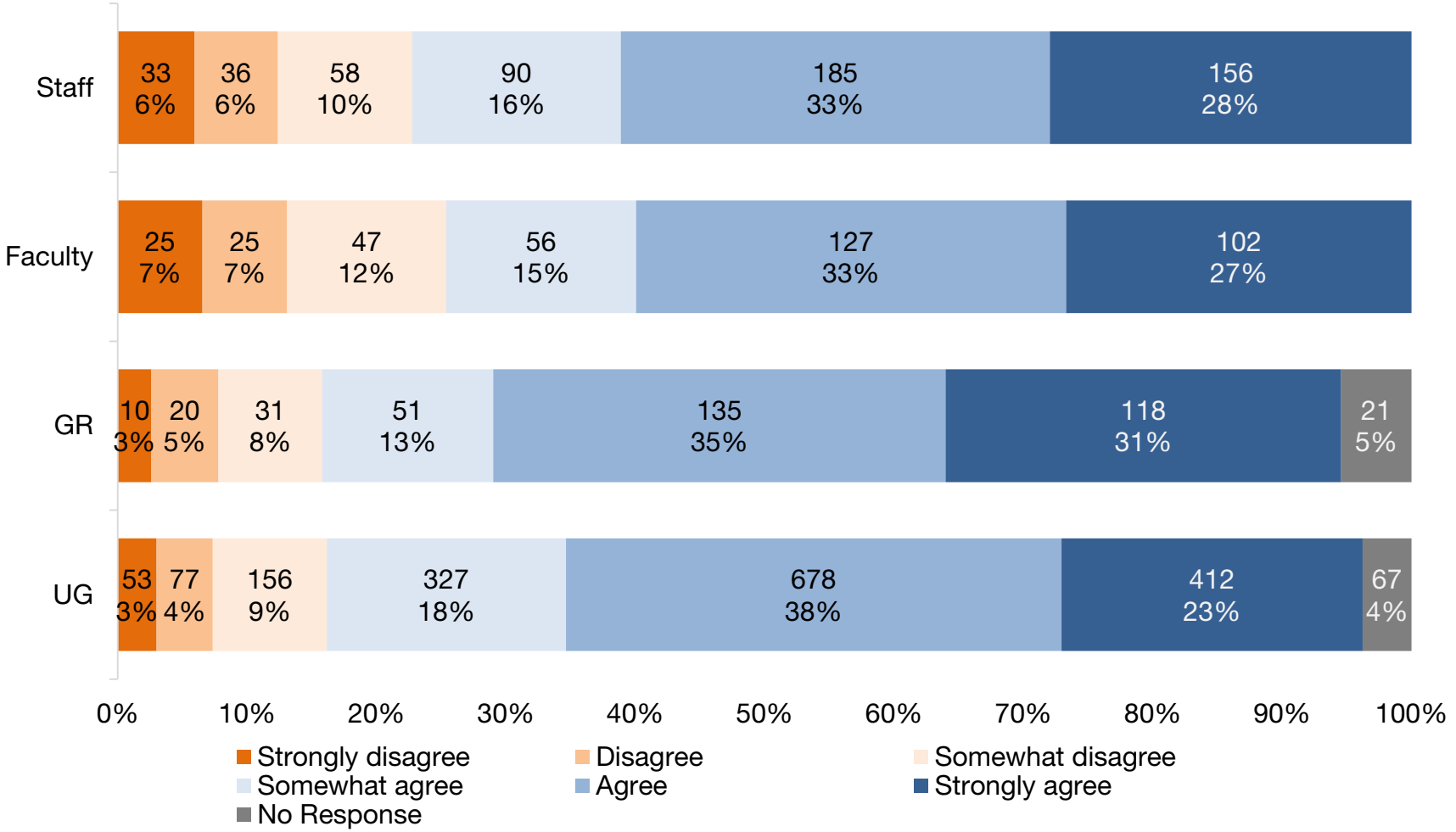
Strongly Disagree (Scale=1)	**Disagree (2)**	**Somewhat Disagree (3)**	**Somewhat Agree (4)**	**Agree (5)**	**Strongly Agree (6)**

Campus and Workplace Culture (CWC) Survey – UCCS

STRATEGIC METRIC WITH 2026 GOAL

Acceptance/Culture

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



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

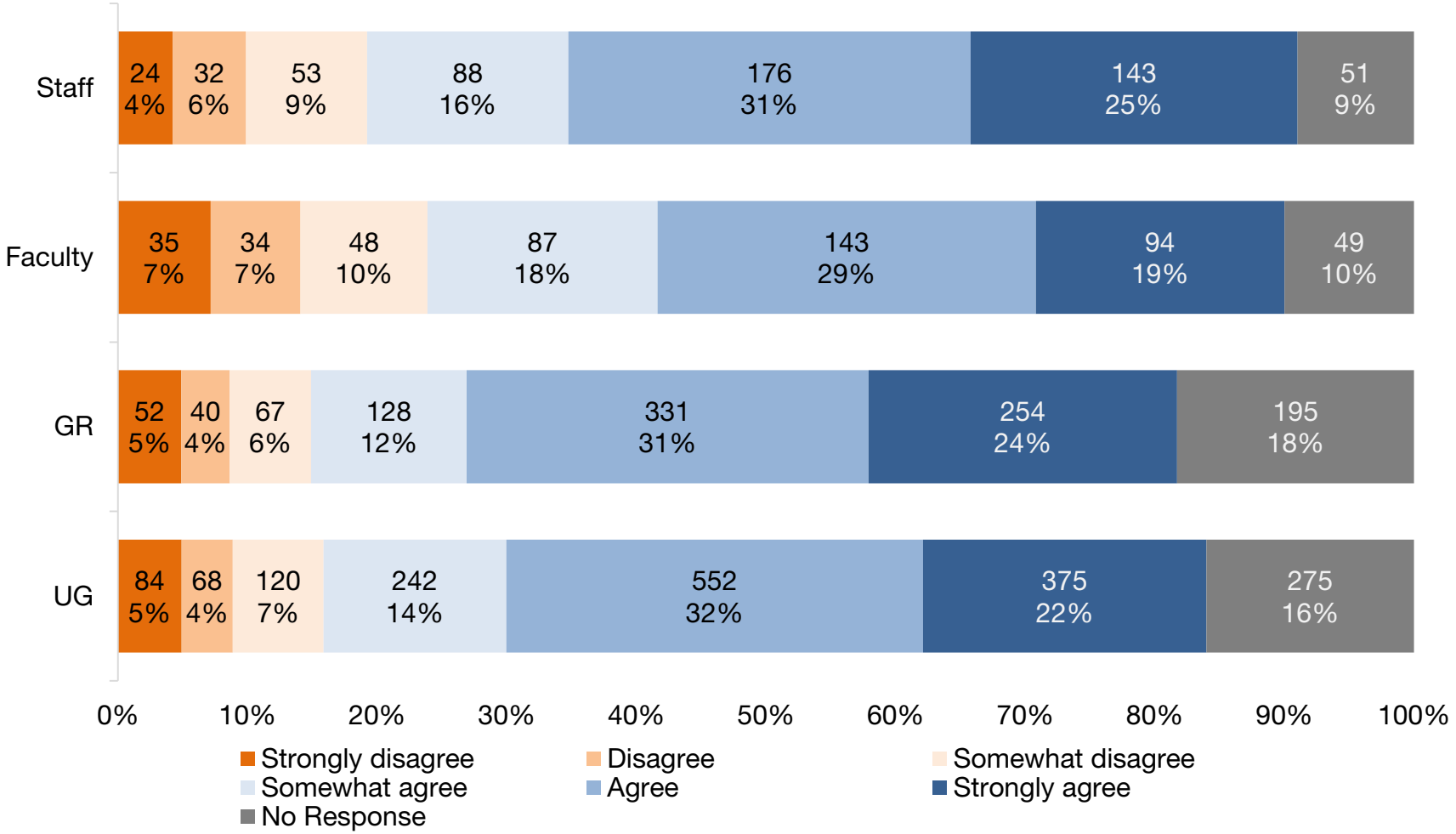
Source: CU System & Campus Offices of Institutional Research

Campus and Workplace Culture (CWC) Survey – CU Denver

STRATEGIC METRIC WITH 2026 GOAL

Acceptance/Culture

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



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

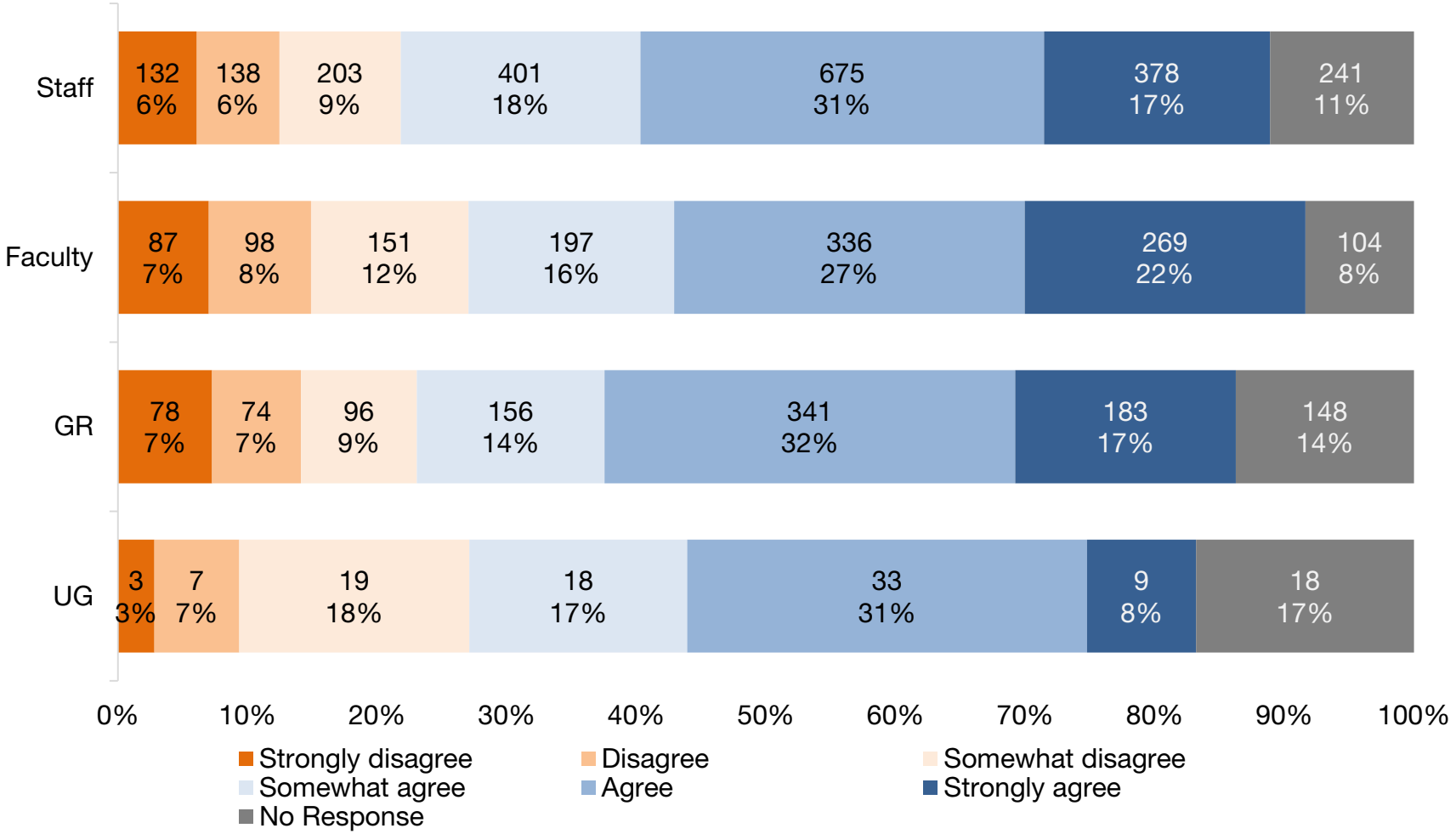
Source: CU System & Campus Offices of Institutional Research

Campus and Workplace Culture (CWC) Survey – CU Anschutz

STRATEGIC METRIC WITH 2026 GOAL

Acceptance/Culture

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



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

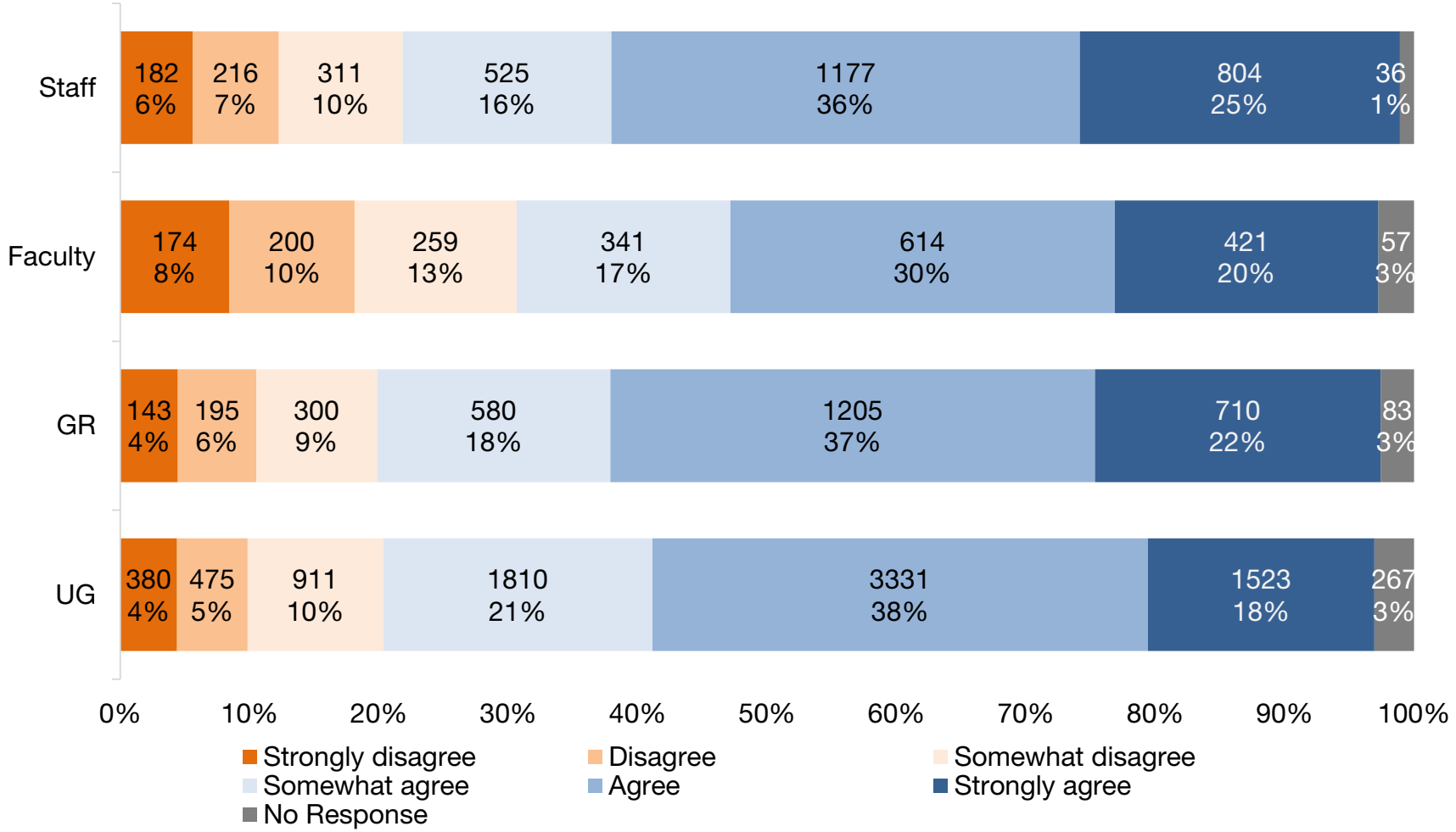
Source: CU System & Campus Offices of Institutional Research

Campus and Workplace Culture (CWC) Survey – CU Boulder

STRATEGIC METRIC WITH 2026 GOAL

Acceptance/Culture

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



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

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

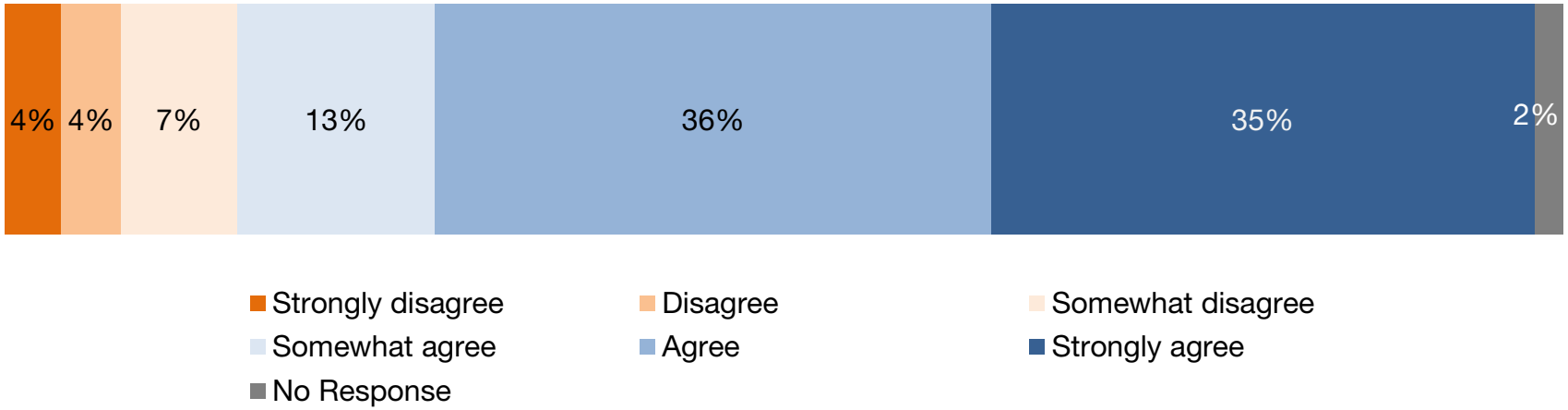
Additional resources are available on colorado.edu https://www.colorado.edu/dei

Source: CU System & Campus Offices of Institutional Research

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.



Strongly disagree	Disagree	Somewhat disagree	Somewhat agree	Agree	Strongly agree	No Response	Total
18	19	37	63	177	173	9	496
4%	4%	7%	13%	36%	35%	2%	

STRATEGIC METRIC WITH 2026 GOAL

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 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

Reporting Harassment & Discrimination

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

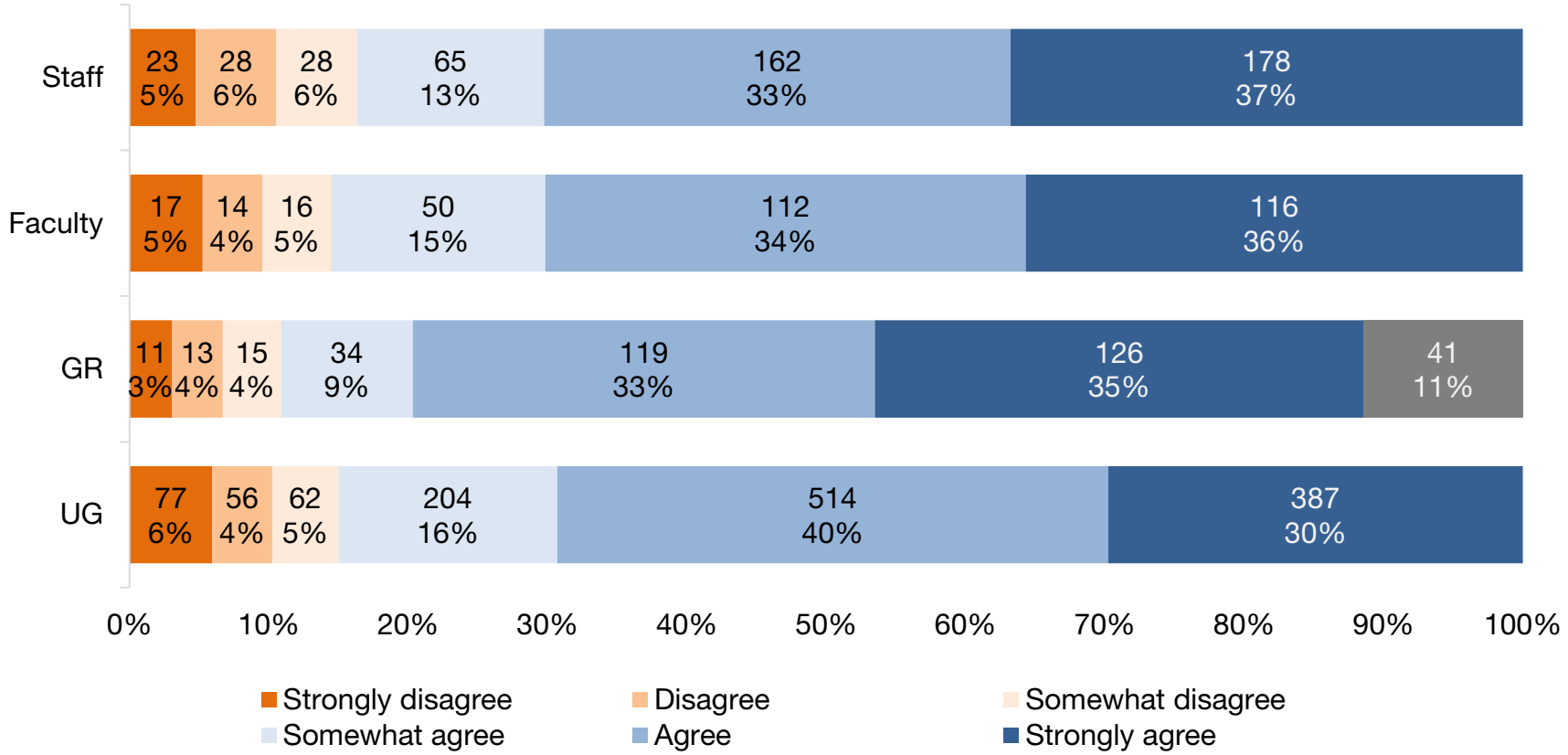
- **Students, Faculty, and Staff** - If I reported a problem related to identity-based discrimination or harassment (attributed to protected classes such as race, sexual orientation, gender, disability), or sexual misconduct, intimate partner abuse (including domestic/dating violence), or stalking, *I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

Strongly Disagree (Scale=1)	Disagree (2)	Somewhat Disagree (3)	Somewhat Agree (4)	Agree (5)	Strongly Agree (6)

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*.



STRATEGIC METRIC WITH 2026 GOAL

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.

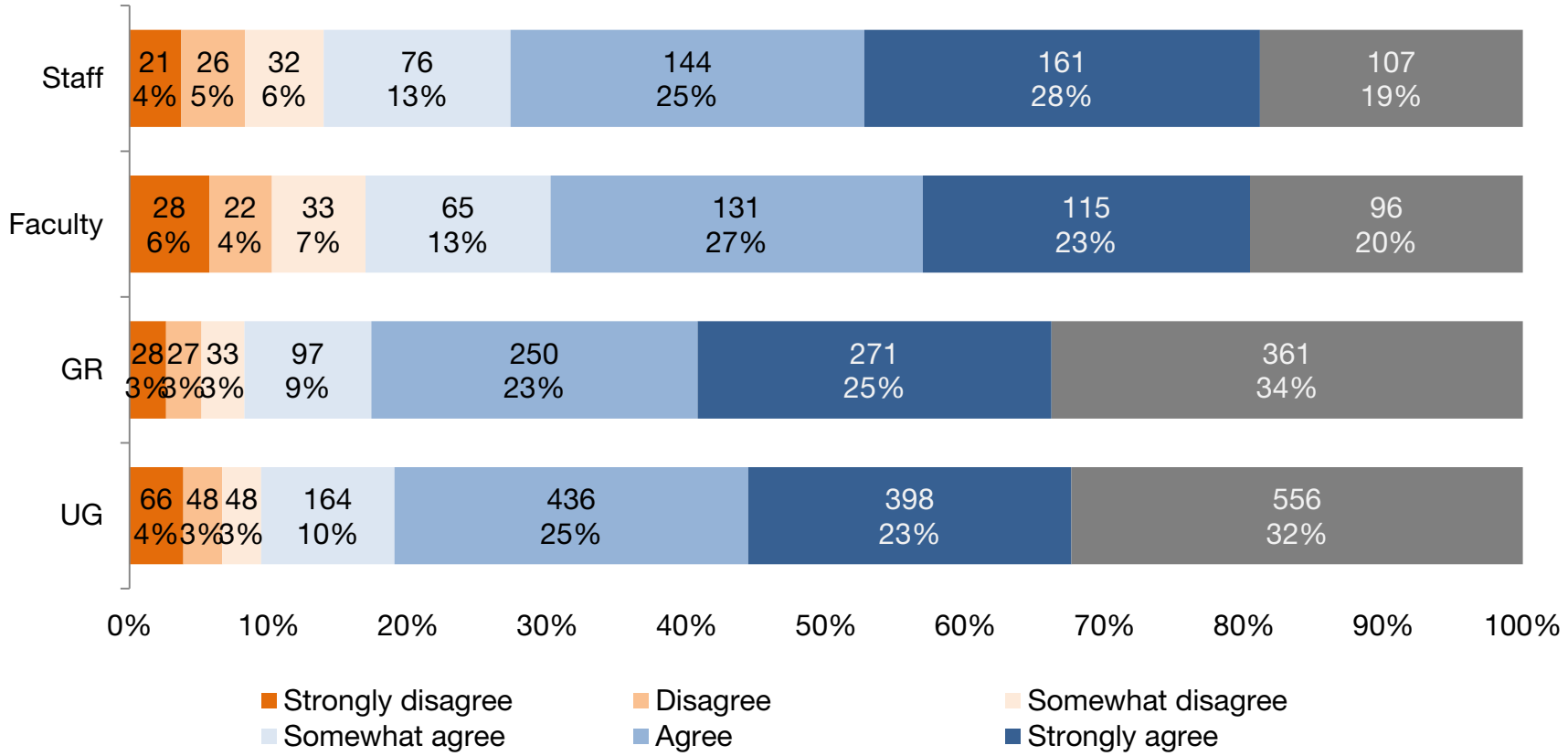
Additional resources are available on uccs.edu – https://ir.uccs.edu/campus-workplace-climate-survey

Source: CU System & Campus Offices of Institutional Research

Campus and Workplace Culture (CWC) Survey – CU Denver

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*.



STRATEGIC METRIC WITH 2026 GOAL

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.

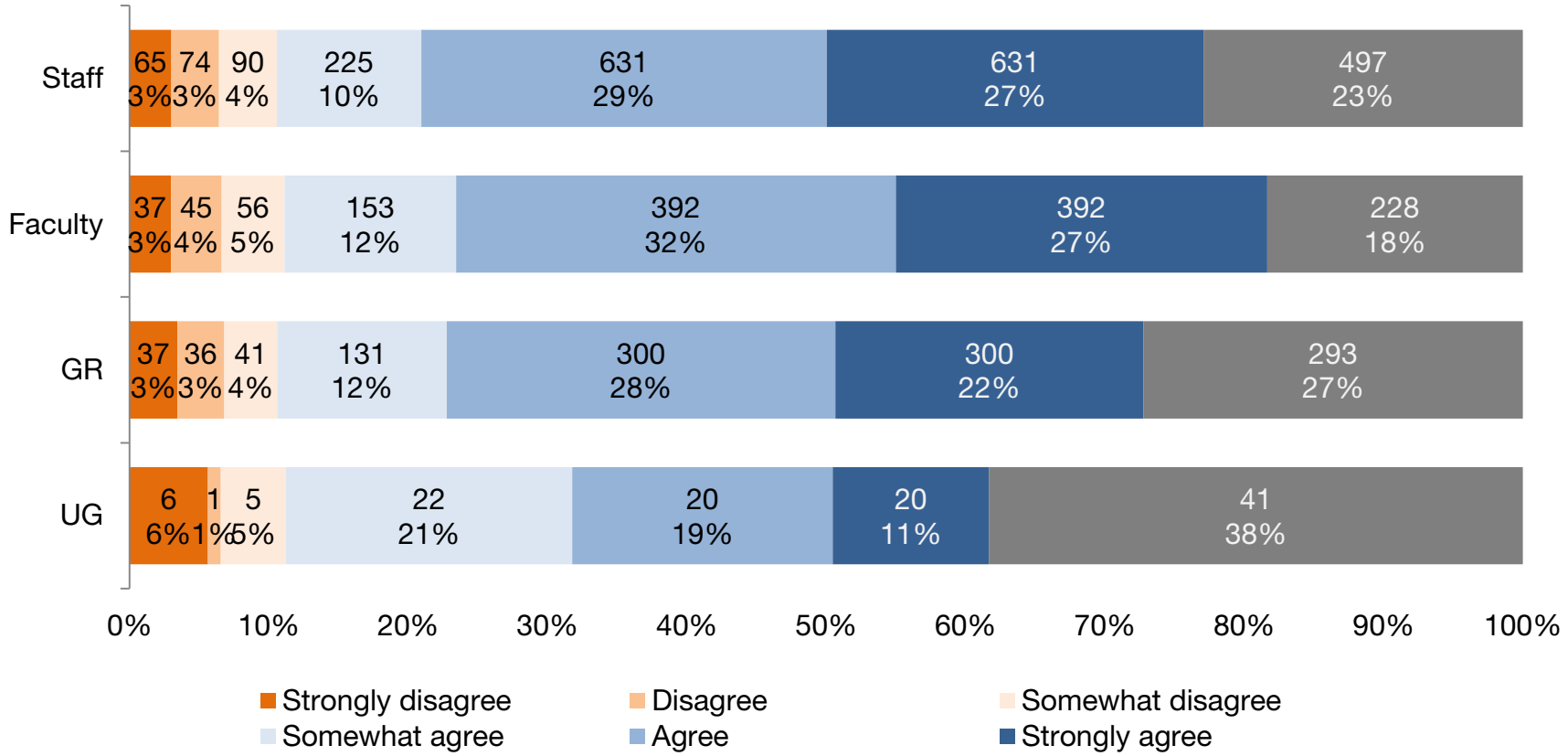
Additional resources are available on ucdenver.edu https://www.ucdenver.edu/offices/diversity-and-inclusion/cwcsurvey

Source: CU System & Campus Offices of Institutional Research

Campus and Workplace Culture (CWC) Survey – CU Anschutz

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*.



STRATEGIC METRIC WITH 2026 GOAL

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

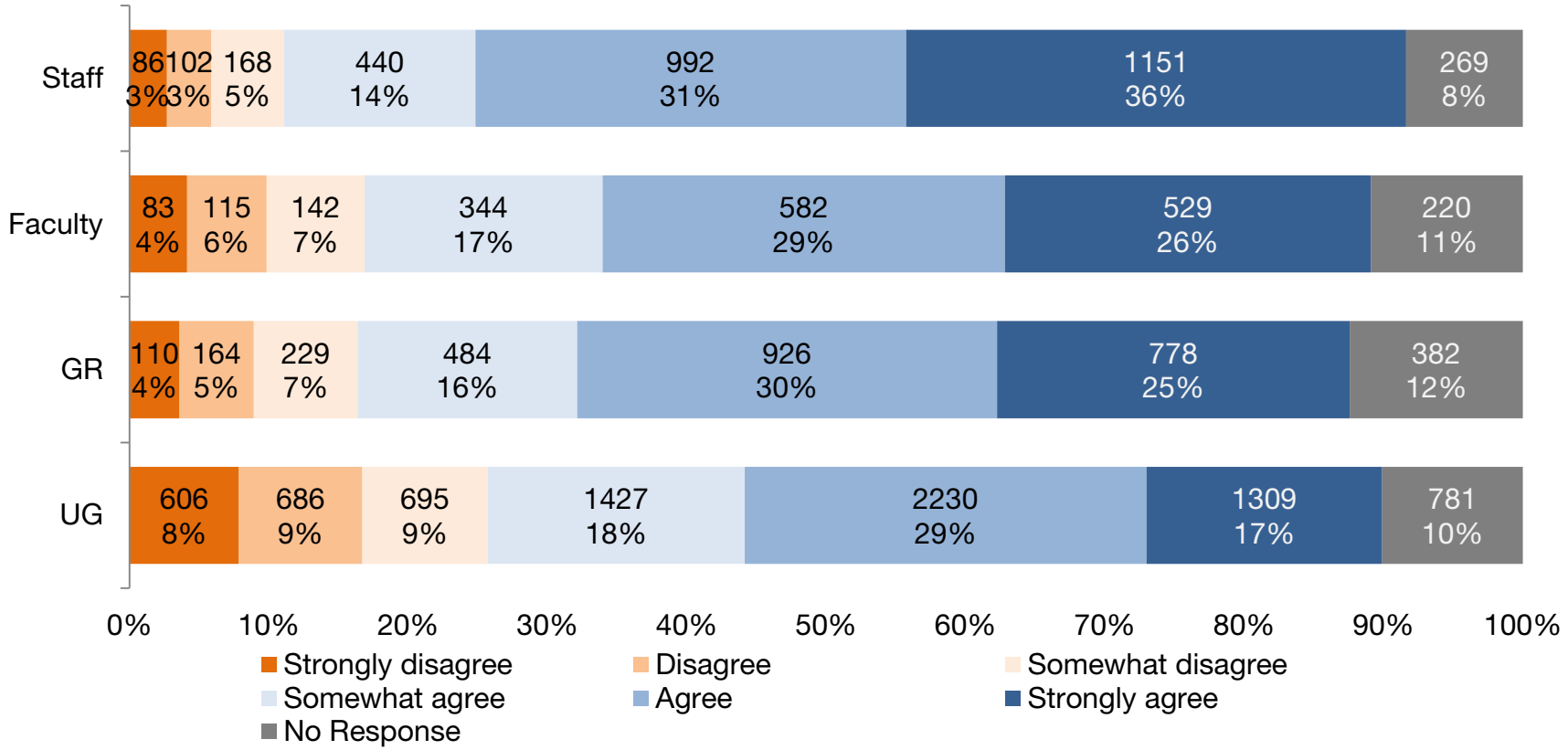
Source: CU System & Campus Offices of Institutional Research

Campus and Workplace Culture (CWC) Survey – CU Boulder

STRATEGIC METRIC WITH 2026 GOAL

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

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

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

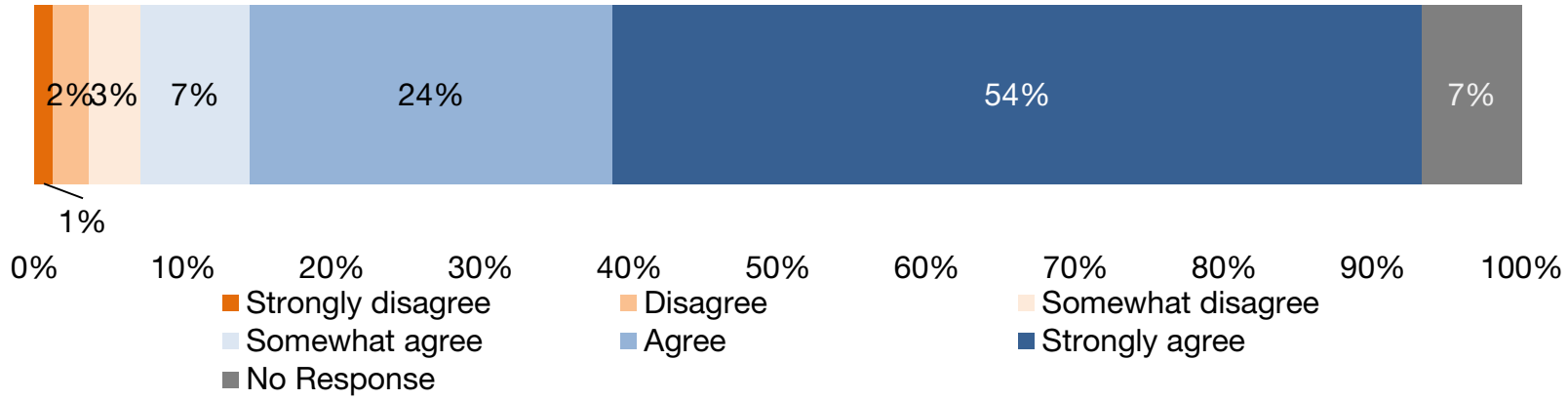
Additional resources are available on colorado.edu https://www.colorado.edu/dei

Source: CU System & Campus Offices of Institutional Research

CWC Survey – CU System Administration

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*.



Strongly disagree	Disagree	Somewhat disagree	Somewhat agree	Agree	Strongly agree	No Response	Total
6	12	11	31	103	308	20	491
1%	2%	2%	6%	21%	63%	4%	

STRATEGIC METRIC WITH 2026 GOAL

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 cu.edu – https://www.cu.edu/campus-and-workplace-culture-survey

Campus and Workplace Culture (CWC) Survey

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, …

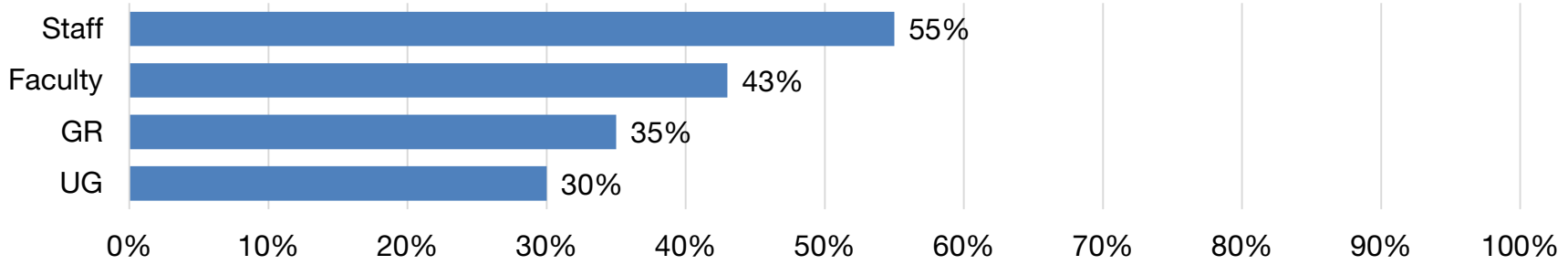
…have you experienced any of these behaviors in the context of your CU-related activities (in-person or remote)? Please select all that apply.

- 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)

Campus and Workplace Culture (CWC) Survey – UCCS

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.



	#1 Behavior Reported	#2 Behavior Reported	#3 Behavior Reported
UG	Interrupting (11%)	Condescension (10%)	Non-verbal gestures (9%)
GR	Non-responsiveness (17%)	Condescension (15%)	Interrupting (13%)
Faculty	Condescension (22%)	Non-responsiveness (21%)	Interrupting (15%)
Staff	Non-responsiveness (30%)	Condescension (22%)	Complaints behind back (17%)

STRATEGIC METRIC WITH 2026 GOAL

Fall 2021

Survey administered between Oct-Nov 2021

2021 CWC Survey will provide a baseline for future survey administrations

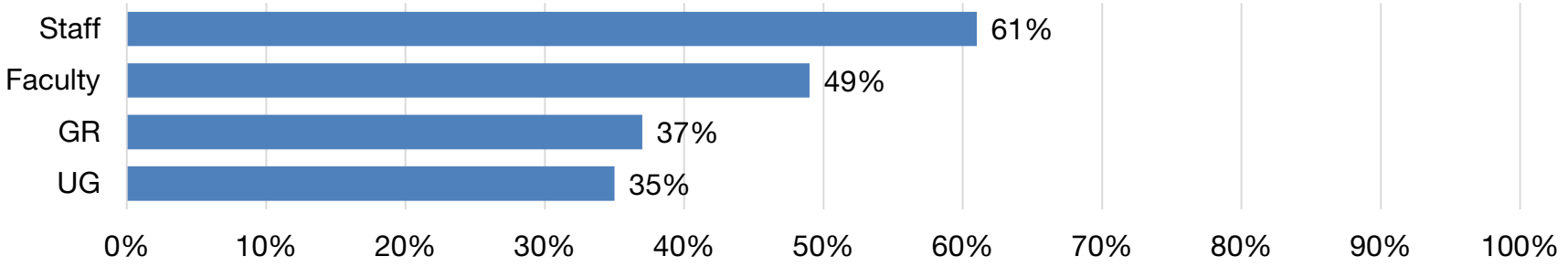
Additional resources are available on uccs.edu – https://ir.uccs.edu/campus-workplace-climate-survey

Source: CU System & Campus Offices of Institutional Research

Campus and Workplace Culture (CWC) Survey – CU Denver

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.



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

STRATEGIC METRIC WITH 2026 GOAL

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

*This prompt was only asked of graduate students

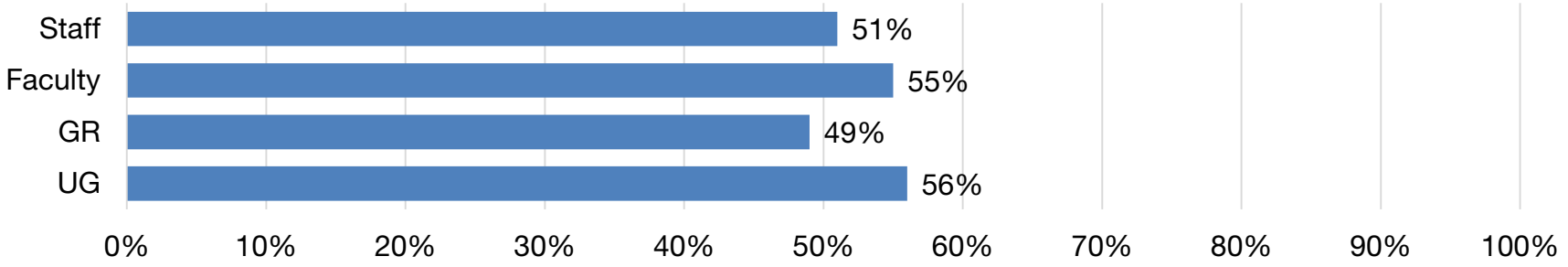
Source: CU System & Campus Offices of Institutional Research

Campus and Workplace Culture (CWC) Survey – CU Anschutz

STRATEGIC METRIC WITH 2026 GOAL

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.



	#1 Behavior Reported	#2 Behavior Reported	#3 Behavior Reported
UG	Condescension or dismissive remarks (40%)	Someone constantly interrupting or talking over you (27%)	*Non-verbal behaviors/gestures like eye-rolling, making faces in response to you | Excessive criticism in front of others (17%)
GR	Non-responsiveness or slow responsiveness to emails or requests (29%)	Condescension or dismissive remarks (20%)	**Demands of excessive sacrifices in your time, health, or social life (17%)
Faculty	Non-responsiveness or slow responsiveness to emails or requests (32%)	Condescension or dismissive remarks (23%)	Someone constantly interrupting or talking over you (15%)
Staff	Non-responsiveness or slow responsiveness to emails or requests (33%)	Condescension or dismissive remarks (23%)	*Being deliberately ignored or excluded | Complaints being made about you to others behind your back (16%)

Fall 2021

Survey administered between Oct-Nov 2021

2021 CWC Survey will provide a baseline for future survey administrations

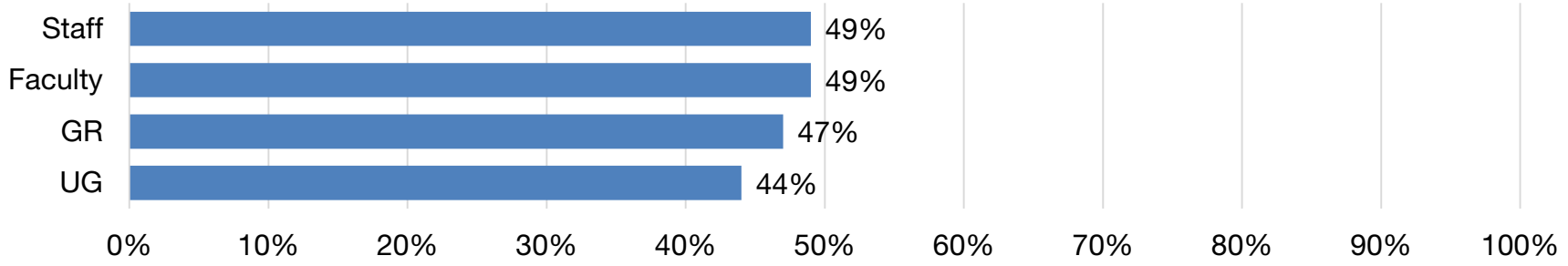
Additional resources are available on cuanschutz.edu https://www.cuanschutz.edu/offices/diversity-equity-inclusion-community/cwcsurvey

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

Campus and Workplace Culture (CWC) Survey – CU Boulder

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.



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

STRATEGIC METRIC WITH 2026 GOAL

Fall 2021

Campus & Workplace Culture Survey, branded as "Campus Culture Survey," was administered between Oct-Nov 2021

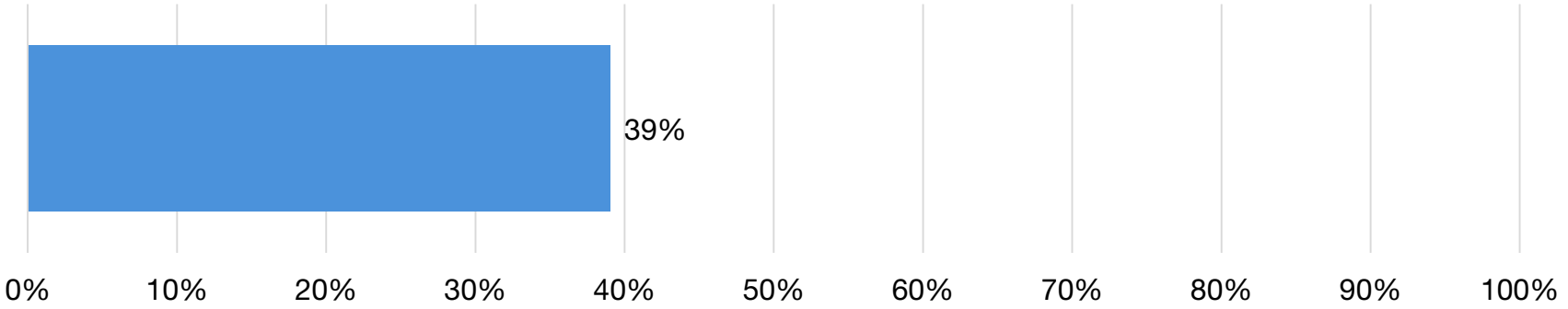
2021 CWC Survey will provide a baseline for future survey administrations

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

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)

STRATEGIC METRIC WITH 2026 GOAL

Fall 2021

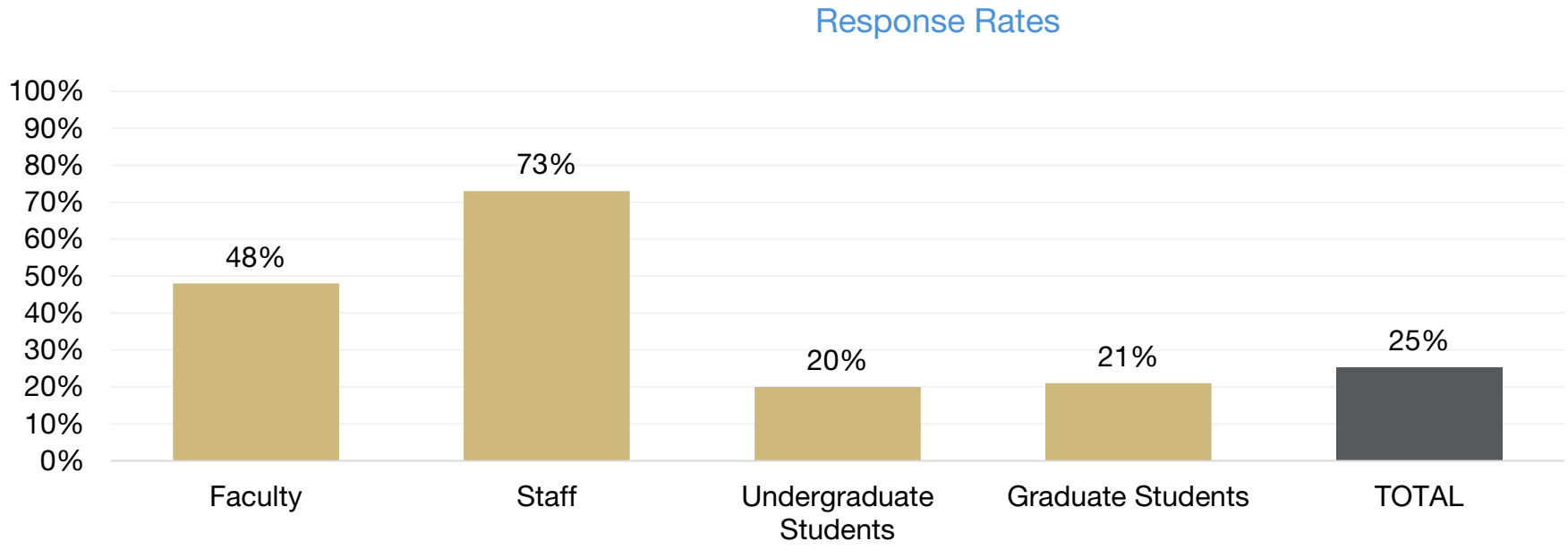
Survey administered between Oct-Nov 2021

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



	Emails Delivered #	Survey Responses #	Response %
Faculty	854	414	48%
Staff	799	582	73%
Undergraduate Students	9,595	1,928	20%
Graduate Students	1,950	417	21%
TOTAL	13,198	3,341	25%

	Faculty	Staff	UG Students	Graduate Students
Women	44%	69%	19%	19%
Men	35%	52%	12%	17%
People of Color (BIPOC)**	41%	66%	19%	24%
White	53%	75%	21%	21%

STRATEGIC METRIC WITH 2026 GOAL

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

**People of Color (BIPOC) includes:

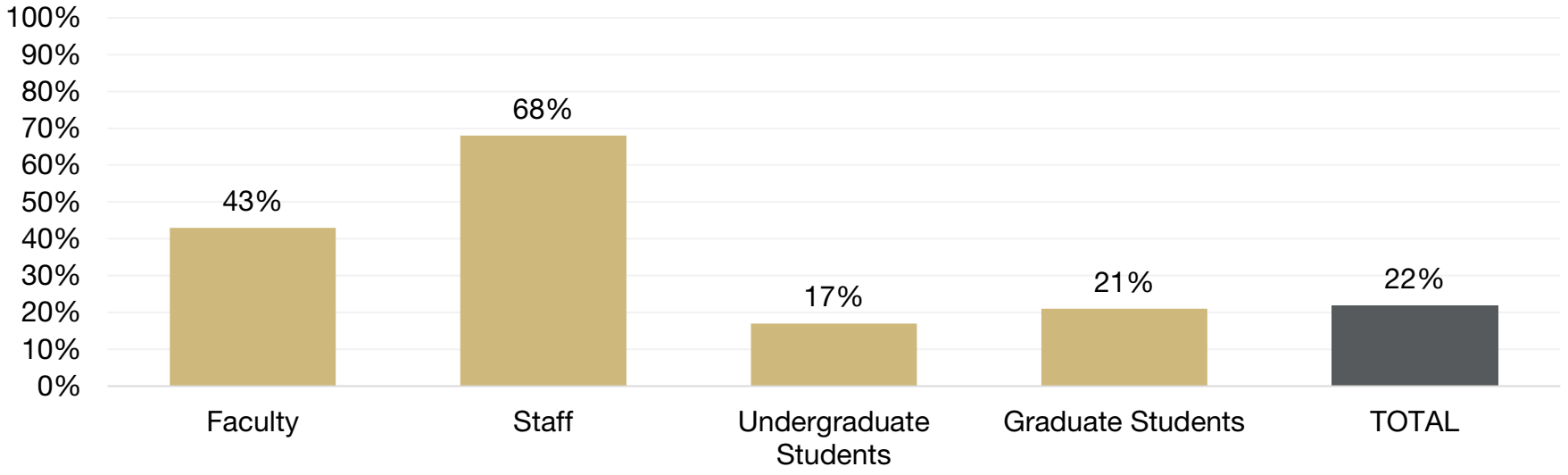
- American Indian or Alaskan Native
- Asian American
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander
- More than one race

Source: CU System & Campus Offices of Institutional Research

Campus and Workplace Culture (CWC) Survey– CU Denver

STRATEGIC METRIC WITH 2026 GOAL

Response Rates



	Emails Delivered #	Survey Responses #	Response %
Faculty	1,113	481	43%
Staff	818	553	68%
Undergraduate Students	9,926	1,684	17%
Graduate Students	4,934	1,017	21%
TOTAL	16,791	3,735	22%

	Faculty	Staff	UG Students	Grad Students
Women	43%	68%	17%	21%
Men	40%	71%	20%	22%
People of Color (BIPOC)**	40%	66%	16%	21%
White	47%	69%	19%	20%

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

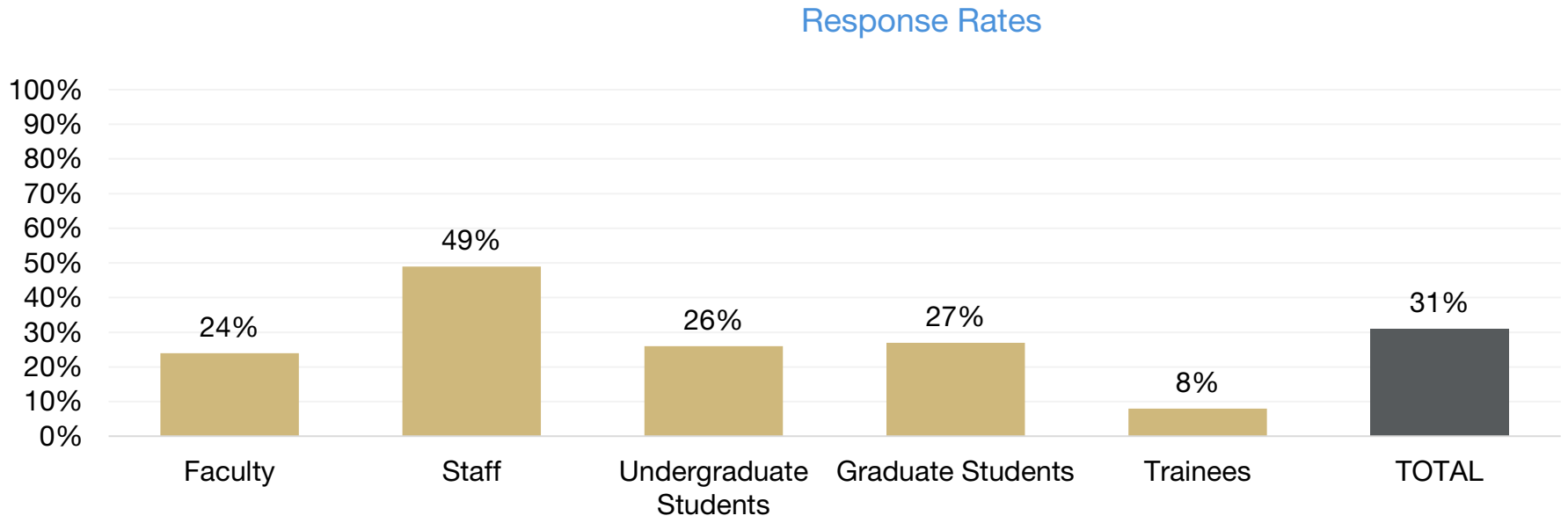
**People of Color (BIPOC) includes:

- 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

Campus and Workplace Culture (CWC) Survey – CU Anschutz

STRATEGIC METRIC WITH 2026 GOAL



	Emails Delivered #	Survey Responses #	Response %
Faculty	4,839	1,168	24%
Staff	4,374	2,138	49%
UG Students	413	107	26%
Graduate Students	3,810	1,044	27%
Trainees	1,525	125	8%
TOTAL	14,961	4,582	31%

	Faculty	Staff	UG Students	Graduate Students
Women	26%	53%	25%	28%
Men	21%	39%	25%	26%
People of Color (BIPOC)**	25%	42%	22%	22%
White	27%	53%	28%	29%

Fall 2021

Survey administered between Oct-Nov 2021

2021 CWC Survey will provide a baseline for future survey administrations

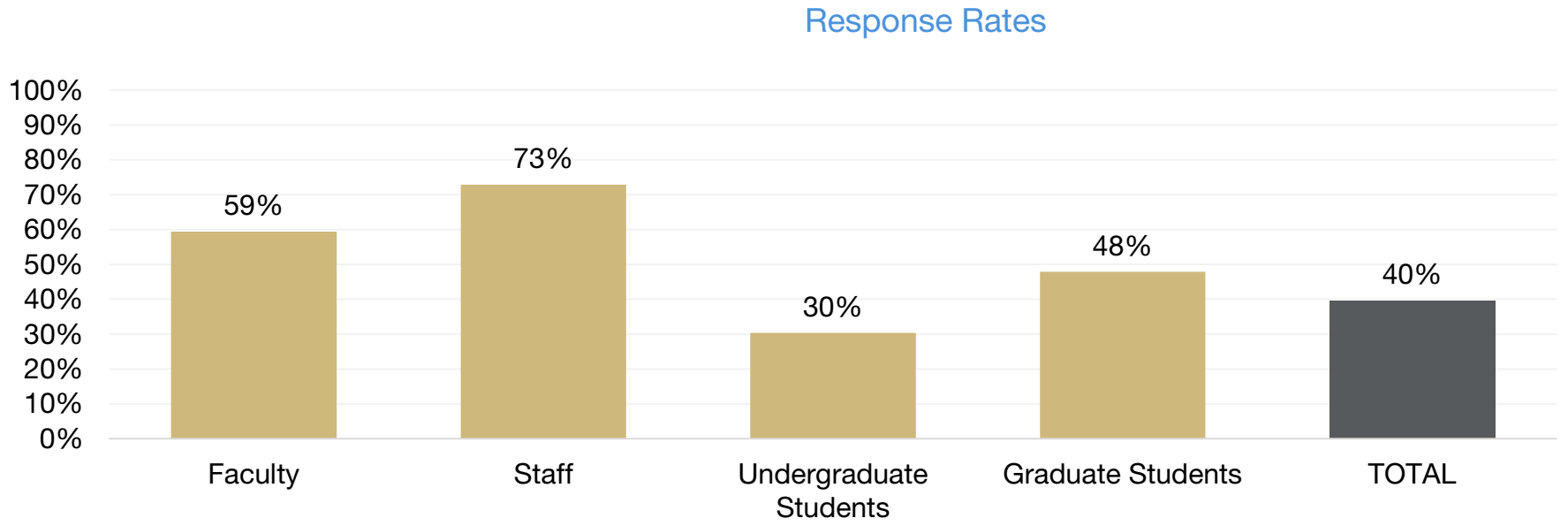
Additional resources are available on cuanschutz.edu https://www.cuanschutz.edu/offices/diversity-equity-inclusion-community/cwcsurvey

**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

CWC Survey Response Rates – CU Boulder



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

	Faculty	Staff	UG Students	Graduate Students
Women	65%	79%	37%	54%
Men	56%	65%	25%	43%
People of Color (BIPOC)**	58%	61%	33%	44%
White	62%	78%	30%	46%

STRATEGIC METRIC WITH 2026 GOAL

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

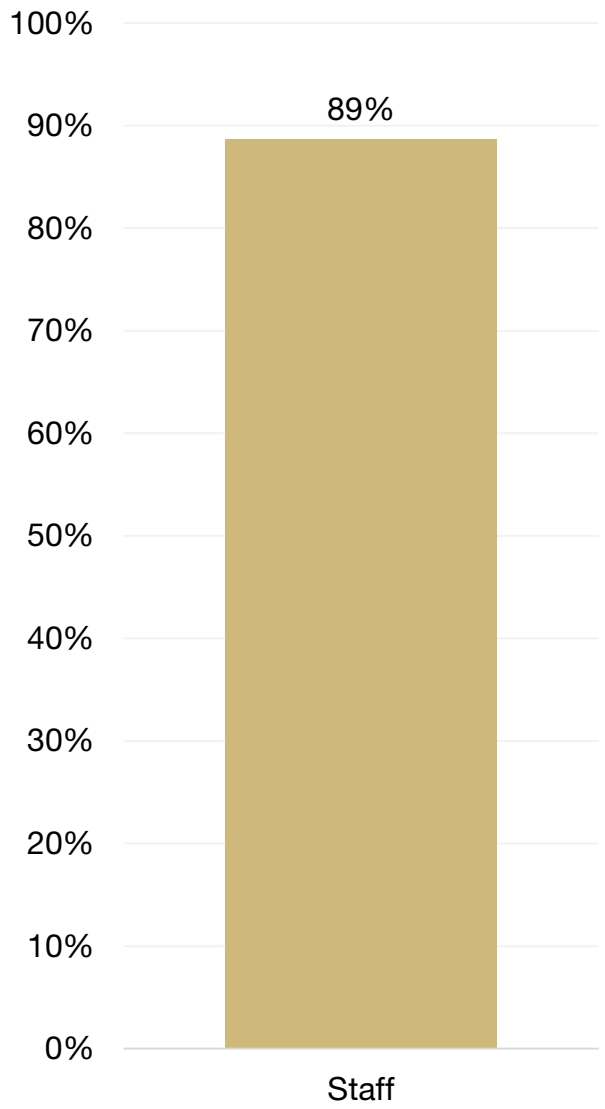
**People of Color (BIPOC) includes:

- 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

CWC Survey Response Rates – CU System Administration

STRATEGIC METRIC WITH 2026 GOAL



System Office	Emails Delivered #	Survey Responses #	Response %
Staff	566	502	89%

System Office	Staff
Women	90%
Men	87%
People of Color (BIPOC)	81%
White	92%

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

**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

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

Source: CU System & Campus Offices of Institutional Research

Fiscal Strength

Strategic Metrics

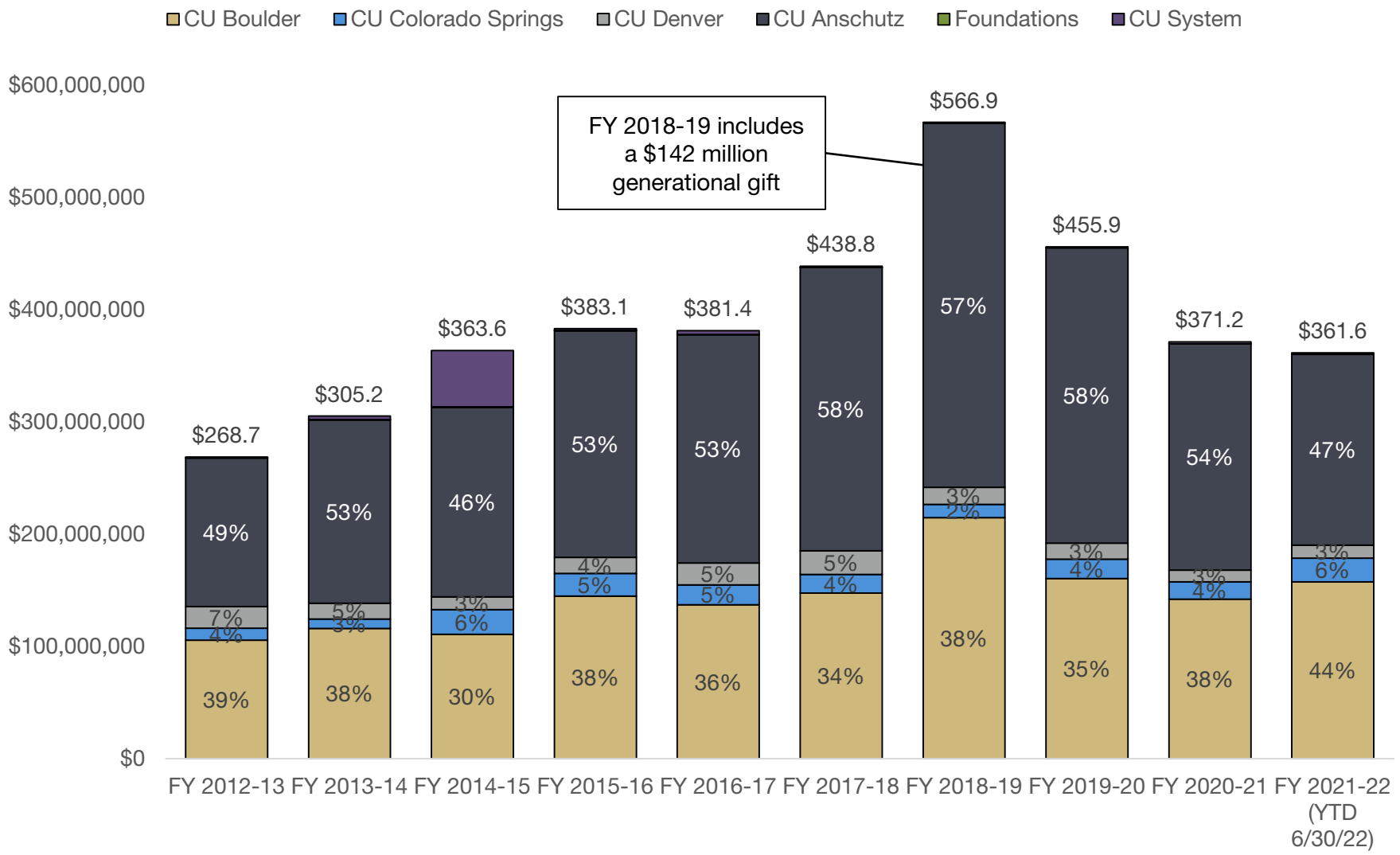
- Programs around Colorado
- Deferred Maintenance Spending
- State Defined General Fund Deferred Maintenance Backlog
- Tuition Stabilization Plan Ratio
- Operating Efficiencies
- CFI (Composite Financial Index)
- Credit Rating
- CU Favorability Rating
- Economic Impact

Supporting Data

- Gifts/Fundraising
- Facility Condition Index (FCI)
- Energy Use Intensity (EUI)
- Greenhouse gas emissions

Gifts/Fundraising

STRATEGIC METRIC WITH 2026 GOAL



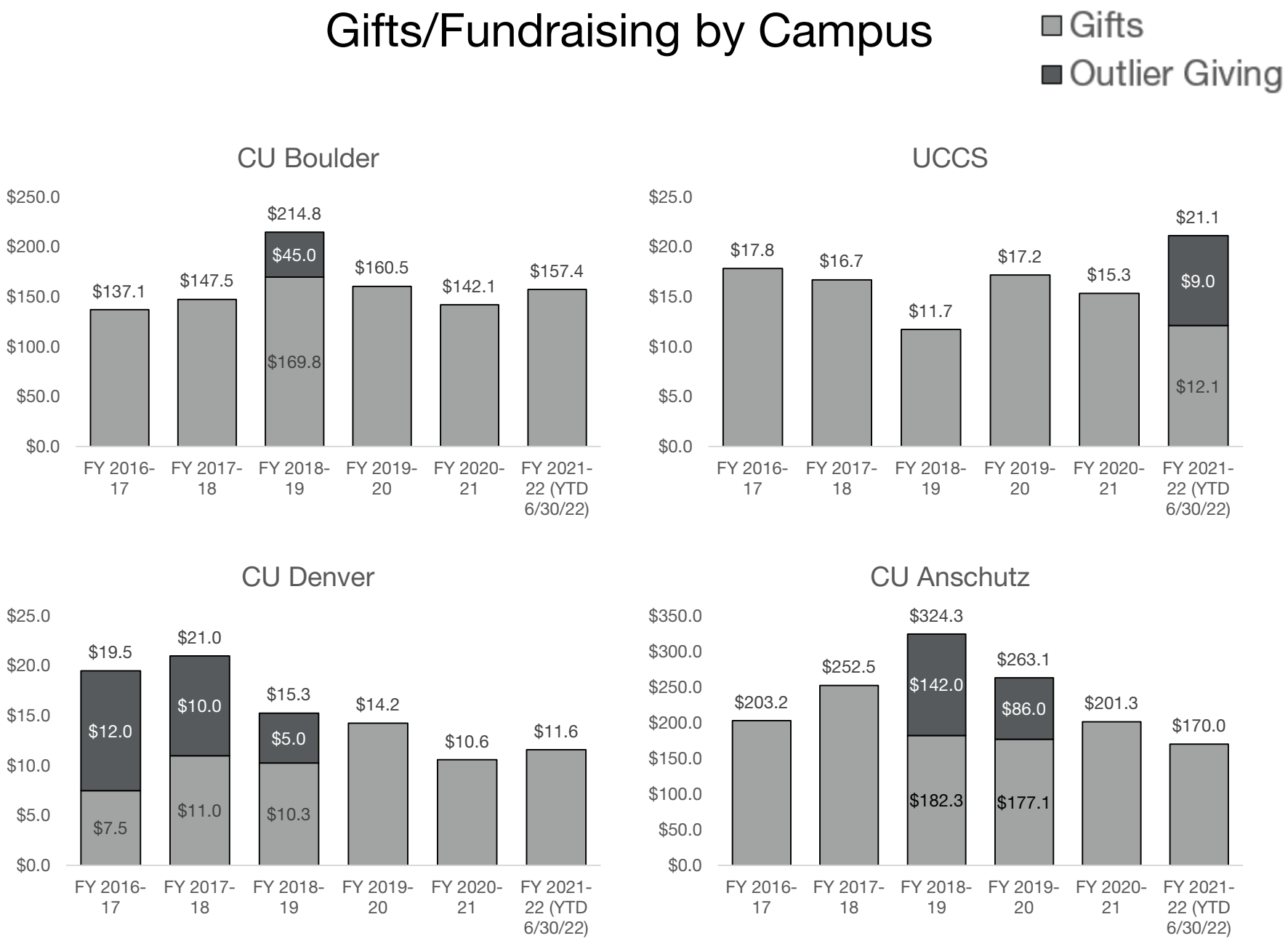
FY 2013 to FY 2022 (YTD 6/30/22)

$361.6m
FY 2021-22 Total Gifts (including CUF and System)
Preliminary fiscal year end

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

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.

Gifts/Fundraising by Campus



STRATEGIC METRIC WITH 2026 GOAL

FY 2013 to FY 2022 (YTD 6/30/22)

$361.6m

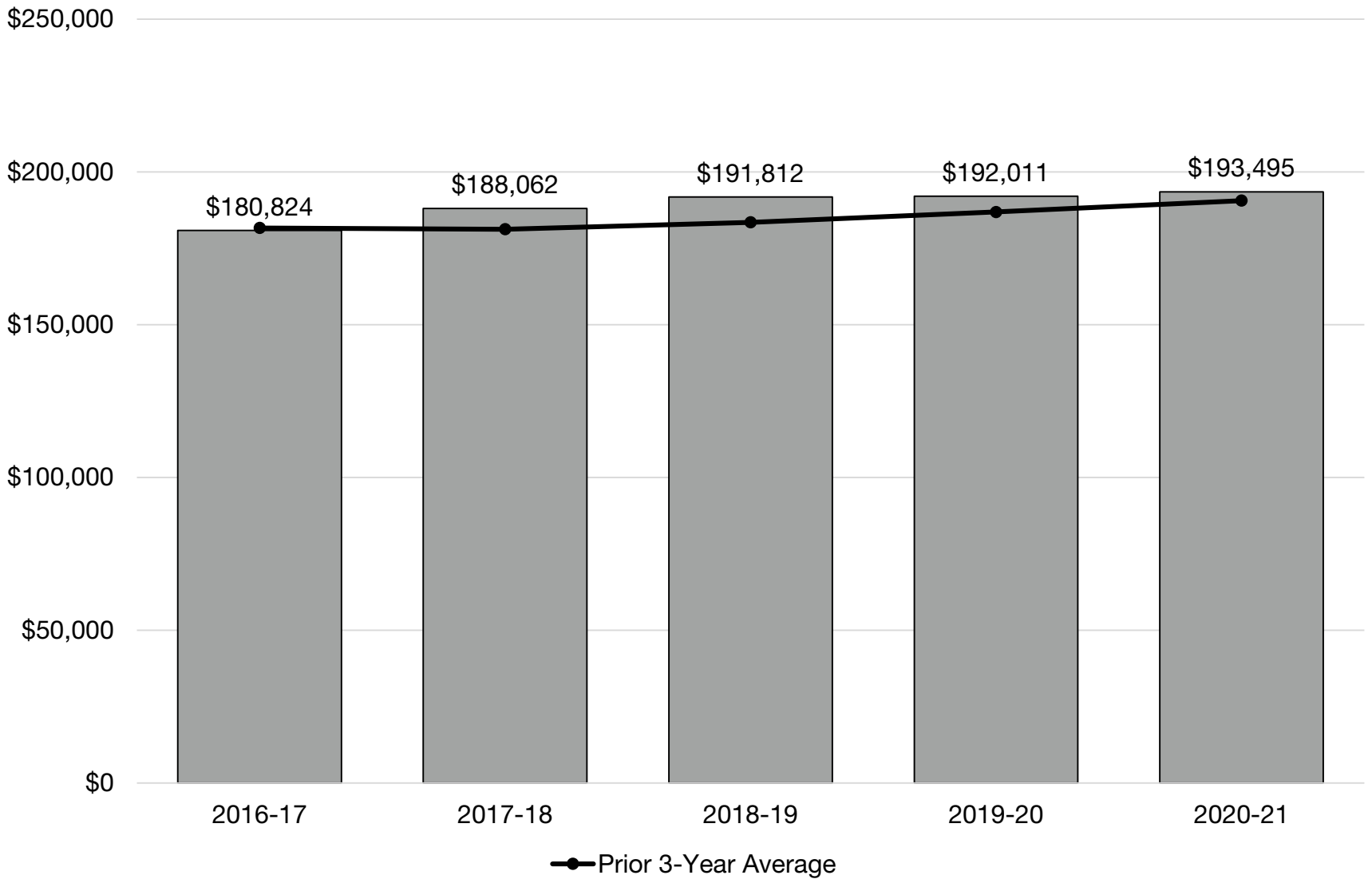
FY 2021-22 Total Gifts (including CUF and System)
Preliminary fiscal year end

+35%

Since FY 2012-13 (10 Years)

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



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

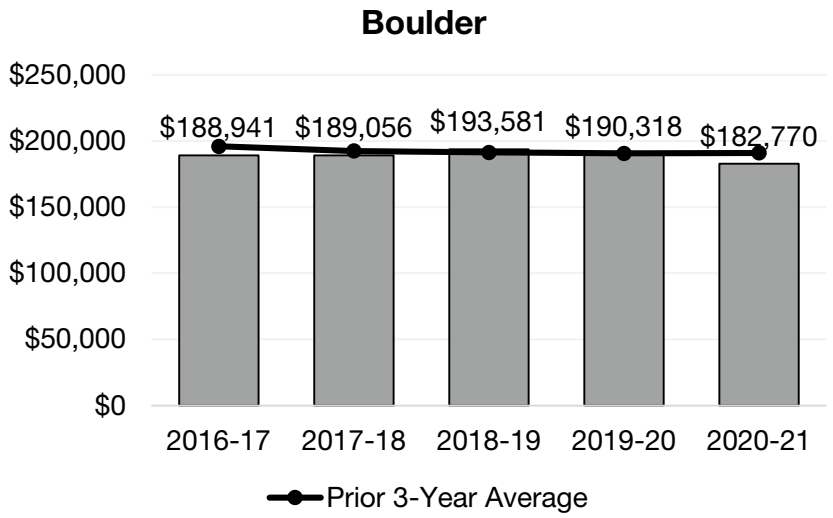
PILLAR 4: Fiscal Strength

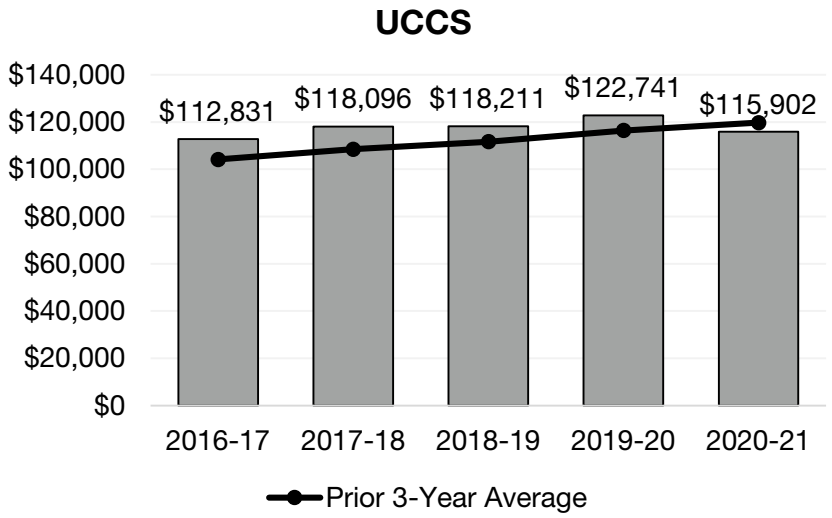
University of Colorado
Boulder | Colorado Springs | Denver | Anschutz Medical Campus

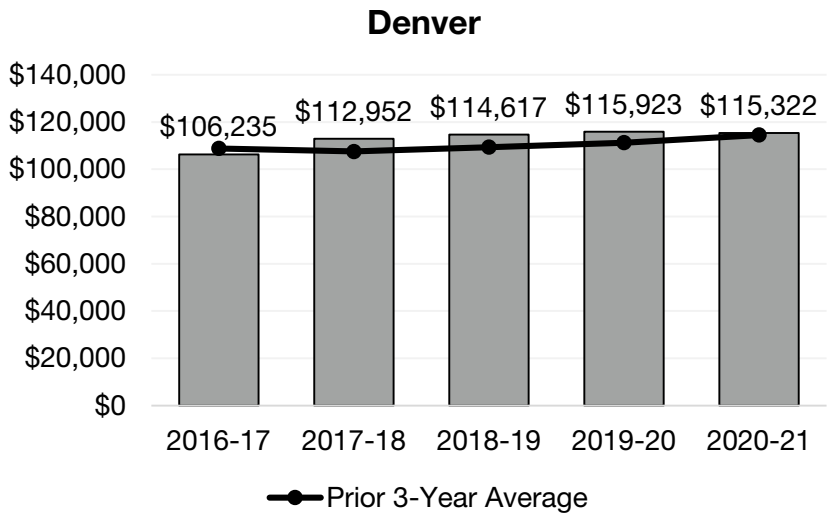
Source: CU System Office of Budget & Finance, Annual Financial Statements, IPEDS FTE, Final FY2021, calculations as of 6/20/2022.

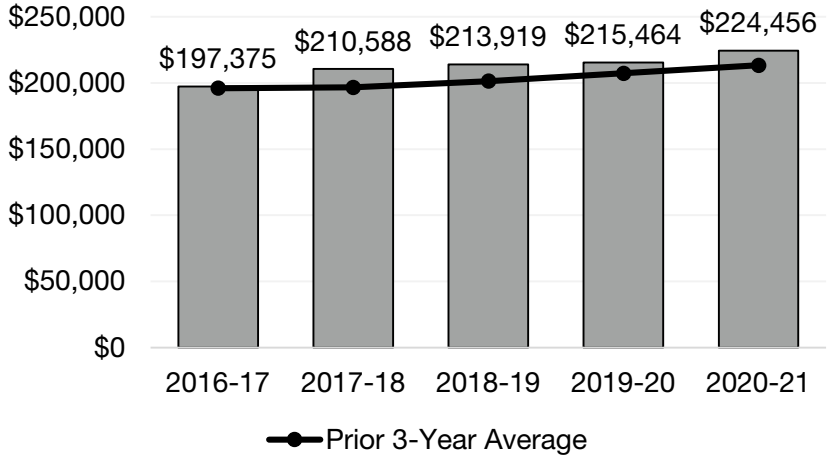
Other Revenue per Employee FTE

STRATEGIC METRIC WITH 2026 GOAL









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

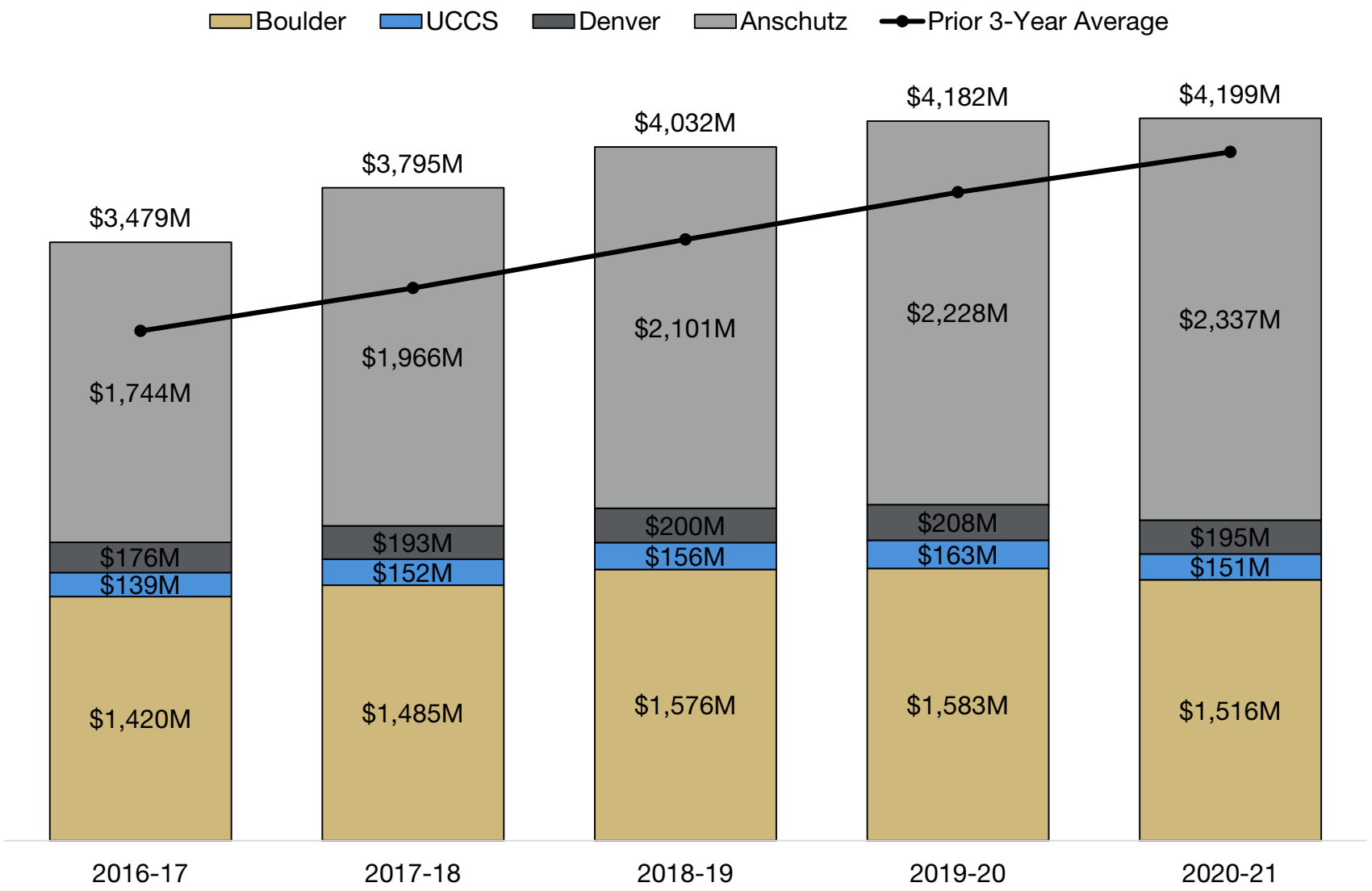
Final 2021-22 calculations will be available in fall 2022

PILLAR 4: Fiscal Strength

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

Source: CU System Office of Budget & Finance, Annual Financial Statements, IPEDS FTE, Final FY2021, calculations as of 6/20/2022.

Other Revenue | CU System



FY 2017 to FY 2022

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

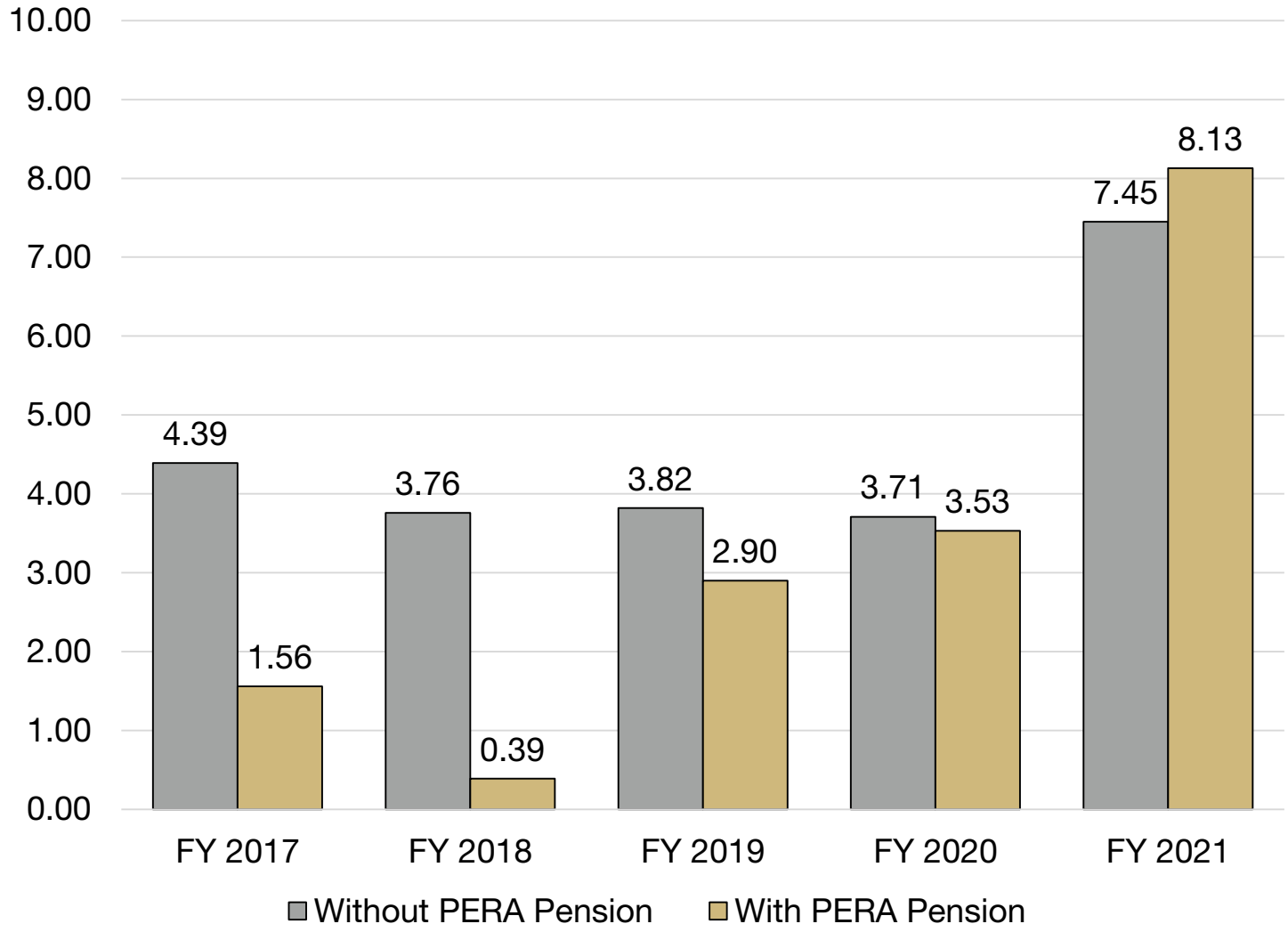
Final 2021-22 calculations will be available in fall 2022

PILLAR 4: Fiscal Strength

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

Source: CU System Office of Budget & Finance, Annual Financial Statements, IPEDS FTE, Final FY2021, calculations as of 6/20/2022.

CFI (Composite Financial Index)



Scale is from -4 to 10.
3 = Adequate
5 = Vibrant
10 = Superb

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%
- Viabilitiy 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.

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

Moody's	Fitch
Aaa	AAA
Aa1	**AA+**
Aa2	AA
Aa3	AA-
A1	A+
A2	A
A3	A-
Baa1	BBB+
Baa2	BBB
Baa3	BBB-
Ba1	BB+
Ba2	BB
Ba3	BB-
B1	B+
B2	B
B3	B-
Caa	CCC
Ca	CC
C	C
	RD/D

Investment Grade

CU Rating

November 2021

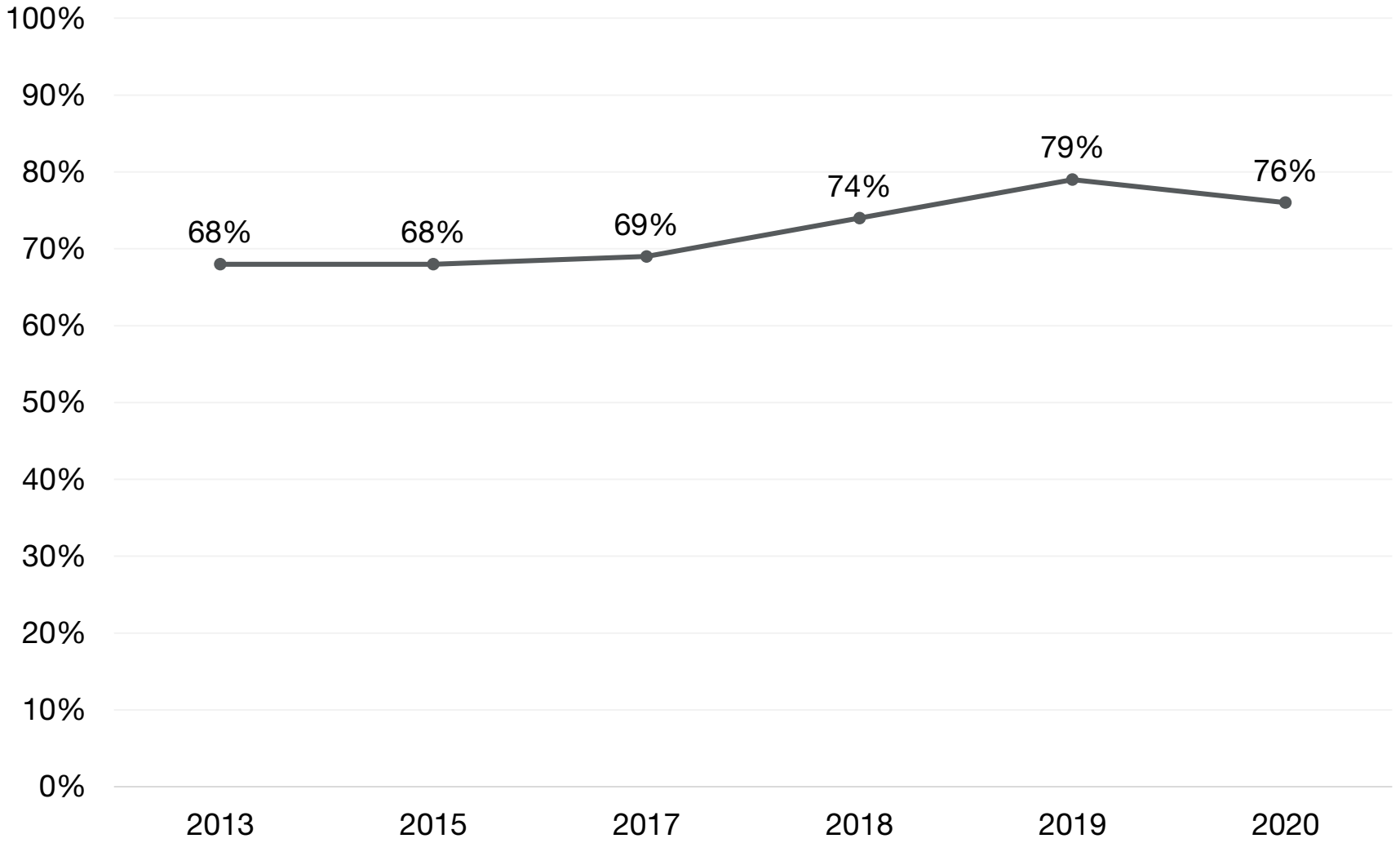
Achieving and maintaining a high bond rating is a key measure of financial stewardship and accountability to university stakeholders.

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

Source: CU Office of the Treasurer; Quarterly Report November 2021;

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.”



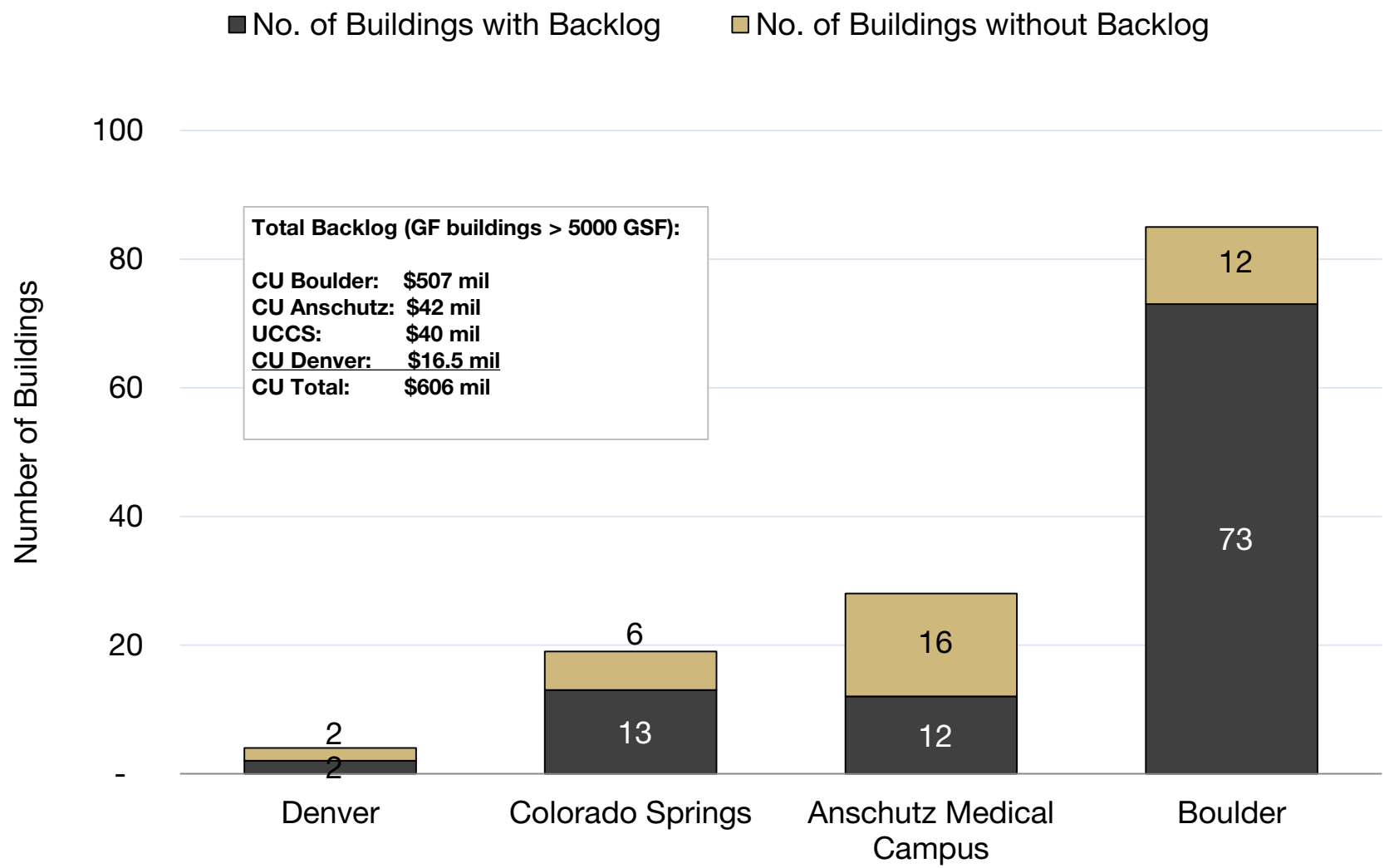
2013 to 2020

- 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

PILLAR 4: Fiscal Strength

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%;

General Fund Deferred Maintenance Backlog



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.

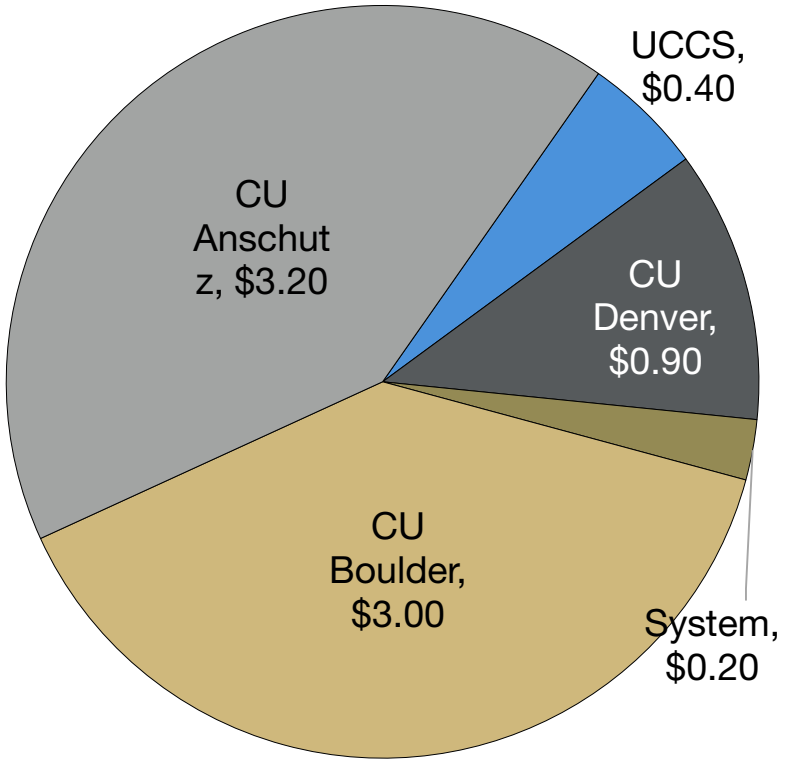
Denver Campus: 50 percent of buildings have a reported maintenance backlog.

Anschutz Medical Campus: 43 percent of buildings have a reported maintenance backlog.

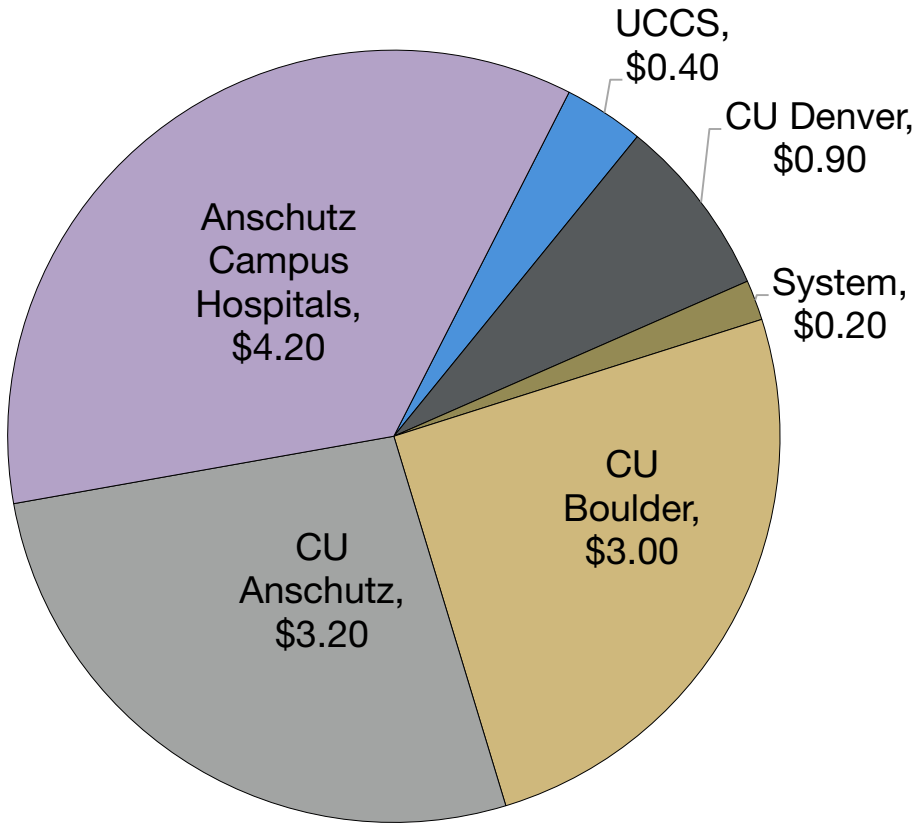
Source: CU Campus Facility Offices; Office of the State Architect FY 2021-22 Building Inventory Report;
Note: Only academic buildings eligible for future state controlled maintenance over 5,000 gross square feet are included. Total backlog reflects amount reported to the Office of the State Architect.

Economic Impact on the State of Colorado

$7.7 Billion
CU Campuses Alone



$11.9 Billion
CU Campuses + Hospitals



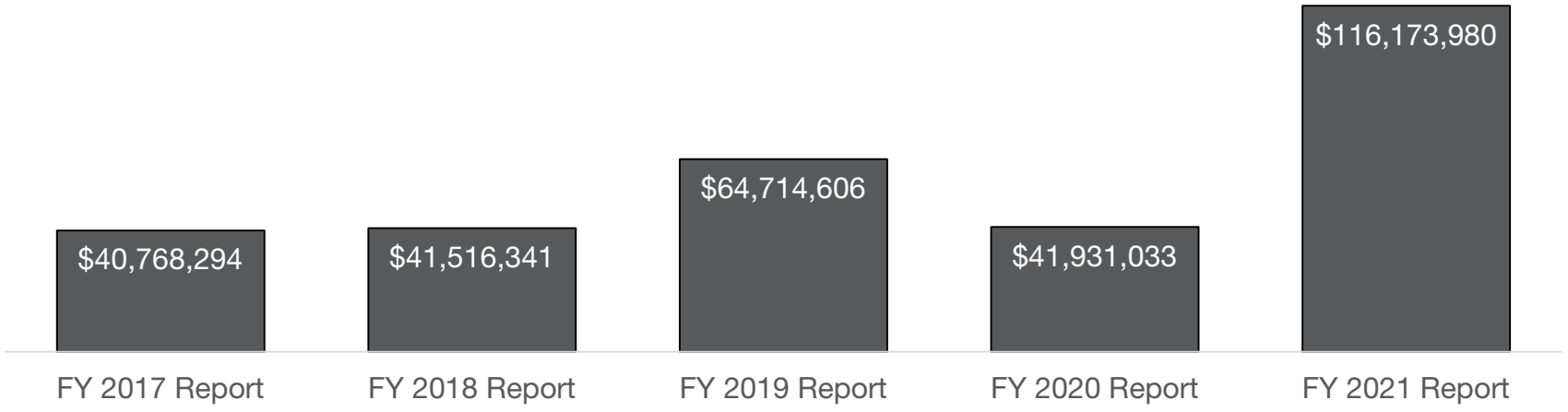
FY 2020-21

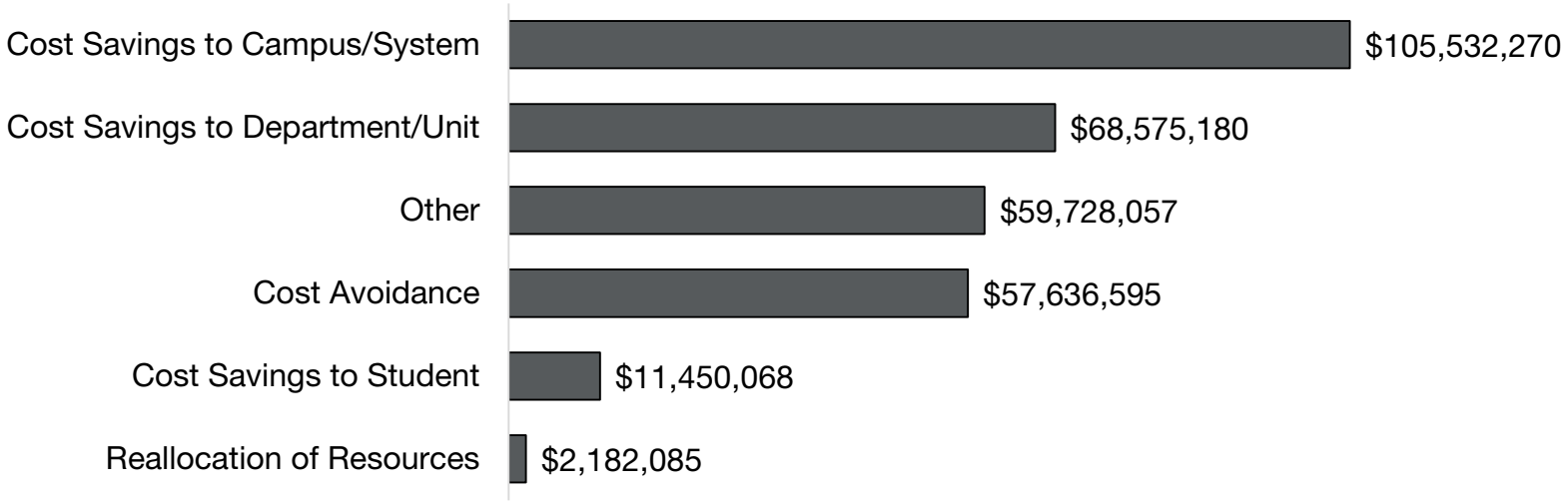
- Fall 2021 study to assess the economic contribution of the University of Colorado on Colorado
- Analysis performed by Business Research Division, Leeds School of Business
- Full Study: https://www.cu.edu/doc/fy2021-cu-impact-studypdf

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

Operating Efficiencies Saved $305 million

FY 2016-17 to FY 2020-21





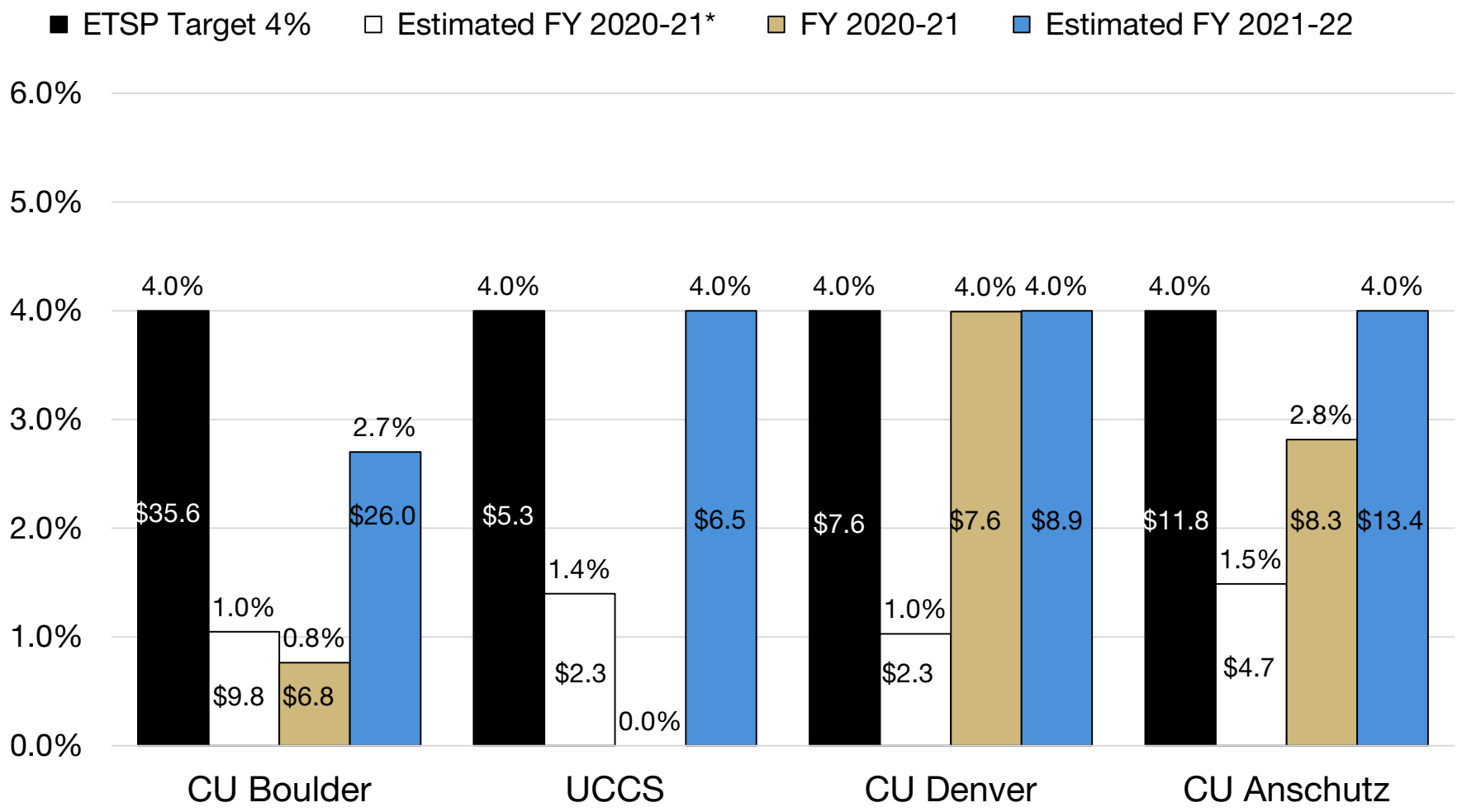
FY 2016-17 to FY 2020-21

- 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.

PILLAR 4: Fiscal Strength

Source: CU System Budget & Finance, FY 2020-21 Efficiencies Report, https://www.cu.edu/doc/2022-04-01-fy2020-21-efficiencies-presentationpdf

Emergency Tuition Stabilization Plan Status



* Estimated FY 2020-21 as of November 2020

(Dollar Amounts are in millions)

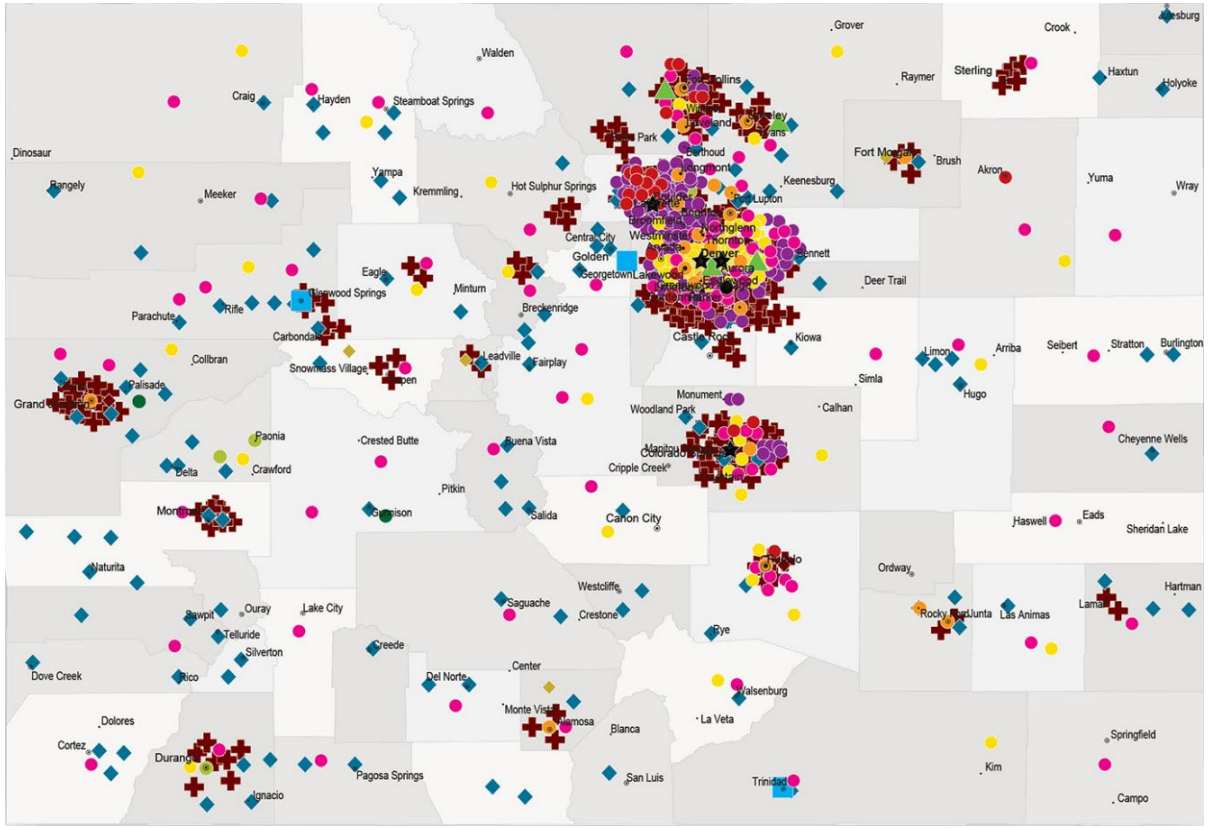
"Each campus will identify resources available for an Emergency Tuition Stabilization Plan with the goal of identifying 4% of budgeted General Fund revenues. Each campus will report progress toward the goal annually as part of the metrics used to support the university's strategic visions." – APS 4058

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.

Programs around Colorado

- 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



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.

Click for Data Online

PILLAR 4: Fiscal Strength

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

Source: CU System Office of University Relations; http://cuforcolorado.cu.edu/