New Faculty Diversity | Percentage URM & Veteran

**Fall 2016 to Fall 2021**

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

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

**Veteran** includes military service veterans and protected class veterans.

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**Boulder: New Faculty**

- Fall 2016: 4% URM, 2% Veteran
- Fall 2017: 6% URM, 5% Veteran
- Fall 2018: 6% URM, 6% Veteran
- Fall 2019: 8% URM, 6% Veteran
- Fall 2020: 7% URM, 3% Veteran
- Fall 2021: 19% URM, 0% Veteran

**UCCS: New Faculty**

- Fall 2016: 6% URM, 8% Veteran
- Fall 2017: 5% URM, 5% Veteran
- Fall 2018: 6% URM, 5% Veteran
- Fall 2019: 12% URM, 11% Veteran
- Fall 2020: 20% URM, 1% Veteran
- Fall 2021: 23% URM, 10% Veteran

**Denver: New Faculty**

- Fall 2016: 21% URM, 1% Veteran
- Fall 2017: 19% URM, 1% Veteran
- Fall 2018: 12% URM, 2% Veteran
- Fall 2019: 20% URM, 1% Veteran
- Fall 2020: 23% URM, 1% Veteran
- Fall 2021: 25% URM, 0% Veteran

**Anschutz: New Faculty**

- Fall 2016: 21% URM, 4% Veteran
- Fall 2017: 19% URM, 2.2% Veteran
- Fall 2018: 12% URM, 2.0% Veteran
- Fall 2019: 20% URM, 2.2% Veteran
- Fall 2020: 23% URM, 1.9% Veteran
- Fall 2021: 25% URM, 1.5% Veteran

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

2022.06
New Staff Diversity | Percentage URM & Veteran

**Boulder: New Staff**
- Fall 2016: 9% URM, 1% Veteran
- Fall 2017: 12% URM, 4% Veteran
- Fall 2018: 16% URM, 3% Veteran
- Fall 2019: 14% URM, 3% Veteran
- Fall 2020: 17% URM, 2% Veteran
- Fall 2021: 16% URM, 0% Veteran

**UCCS: New Staff**
- Fall 2016: 22% URM, 10% Veteran
- Fall 2017: 28% URM, 14% Veteran
- Fall 2018: 28% URM, 5% Veteran
- Fall 2019: 17% URM, 5% Veteran
- Fall 2020: 16% URM, 6% Veteran
- Fall 2021: 34% URM, 5% Veteran

**Denver: New Staff**
- Fall 2016: 21% URM, 2% Veteran
- Fall 2017: 11% URM, 3% Veteran
- Fall 2018: 22% URM, 2% Veteran
- Fall 2019: 14% URM, 3% Veteran
- Fall 2020: 20% URM, 3% Veteran
- Fall 2021: 21% URM, 2% Veteran

**Anschutz: New Staff**
- Fall 2016: 12% URM, 1.2% Veteran
- Fall 2017: 13% URM, 1.4% Veteran
- Fall 2018: 14% URM, 0.7% Veteran
- Fall 2019: 15% URM, 1.2% Veteran
- Fall 2020: 15% URM, 0.6% Veteran
- Fall 2021: 19% URM, 1.2% Veteran

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

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**Veteran** includes military service veterans and protected class veterans.