



University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

University of Colorado

2016-17 Diversity Report

June 2017

Prepared by the University of Colorado System Office of Institutional Research

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

Campus Offices

CU Boulder | Office of Data Analytics

CU Boulder | Office of Diversity, Equity and Community Engagement

CU Denver | Anschutz Medical Campus | Office of Institutional Research

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

UCCS | Office of Institutional Research

UCCS | Office of Diversity and Inclusiveness

Table of Contents

Introduction.....	4
University of Colorado Boulder	5
Introduction: Pathways for Diversity and Inclusion.....	6
Student Diversity	9
Undergraduate Fall Headcount Enrollment by Race/Ethnicity	10
Graduate Fall Headcount Enrollment by Race/Ethnicity	11
Baccalaureate Degrees Awarded by Race/Ethnicity	12
Graduate Degrees Awarded by Race/Ethnicity	13
Degrees Awarded by Race/Ethnicity, FY 2016	14
Fall Resident Freshman Applications, Acceptances, and Enrollments	15
1-Year Freshman Retention Rates by Race/Ethnicity	16
Undergraduate Six-Year Graduation Rates by Race/Ethnicity	17
Fall Enrollment of Pell Grant Recipients	18
1-Year Retention Rates of Freshman Pell Grant Recipients	19
Baccalaureate Degrees Granted to Pell Grant Recipients	20
Enrollment of Students with Disabilities	21
Enrollment of First Generation Students	22
New Resident Freshmen, Fall 2016: Home Region	23
New Resident Freshmen, Fall 2016: Metropolitan and Non-Metropolitan Areas	24
New Resident Freshmen by Race/Ethnicity, Fall 2016	25
Faculty and Staff Diversity	26
Full-time Faculty and Staff Diversity Profile, Fall 2016	27
Faculty Diversity, Fall 2008 – Fall 2016	28
Staff Diversity, Fall 2016	29
University of Colorado Colorado Springs	30
Introduction.....	31
Student Diversity	36
Undergraduate Fall Headcount Enrollment by Race/Ethnicity	37
Graduate Fall Headcount Enrollment by Race/Ethnicity	38
Baccalaureate Degrees Awarded by Race/Ethnicity	39
Graduate Degrees Awarded by Race/Ethnicity	40
Degrees Awarded by Race/Ethnicity, FY 2016.....	41
Fall Resident Freshman Applications, Acceptances, and Enrollments	42
1-Year Freshman Retention Rates by Race/Ethnicity	43
Undergraduate Six-Year Graduation Rates by Race/Ethnicity	44
Fall Enrollment of Pell Grant Recipients	45
1-Year Retention Rates of Freshman Pell Grant Recipients	46
Baccalaureate Degrees Granted to Pell Grant Recipients	47
Enrollment of Students with Disabilities	48
Enrollment of First Generation Students	49
New Resident Freshmen, Fall 2016: Home Region	50
New Resident Freshmen, Fall 2016: Metropolitan and Non-Metropolitan Areas	51
New Resident Freshmen by Race/Ethnicity, Fall 2016	52
Faculty and Staff Diversity	53
Full-time Faculty and Staff Diversity Profile, Fall 2016	54
Faculty Diversity, Fall 2008 – Fall 2016	55
Staff Diversity, Fall 2016	56

University of Colorado Denver Anschutz Medical Campus	57
Introduction: A Strategic Approach to Diversity and Inclusion.....	58
Student Diversity	63
Undergraduate Fall Headcount Enrollment by Race/Ethnicity	64
Graduate Fall Headcount Enrollment by Race/Ethnicity	67
Doctoral – Professional Practice Fall Headcount Enrollment by Race/Ethnicity, Anschutz	70
Baccalaureate Degrees Awarded by Race/Ethnicity	71
Graduate Degrees Awarded by Race/Ethnicity	74
Doctoral – Professional Practice Degrees Awarded by Race/Ethnicity, Anschutz	77
Degrees Awarded by Race/Ethnicity, FY 2016	78
Fall Resident Freshman Applications, Acceptances, and Enrollments, Denver Campus	79
1-Year Freshman Retention Rates by Race/Ethnicity, Denver Campus	80
Undergraduate Six-Year Graduation Rates by Race/Ethnicity, Denver Campus	81
Fall Enrollment of Pell Grant Recipients, Denver Campus	82
1-Year Retention Rates of Freshman Pell Grant Recipients, Denver Campus	83
Baccalaureate Degrees Granted to Pell Grant Recipients, Denver Campus	84
Enrollment of Students with Disabilities	85
Enrollment of First Generation Students	86
New Resident Freshmen, Fall 2016, Denver Campus: Home Region	87
New Resident Freshmen, Fall 2016, Denver Campus: Metropolitan and Non-Metropolitan Areas	88
New Resident Freshmen by Race/Ethnicity, Fall 2016, Denver Campus	89
Faculty and Staff Diversity	90
Full-time Faculty and Staff Diversity Profile, Fall 2016	91
Faculty Diversity, Fall 2008 – Fall 2016	93
Staff Diversity, Fall 2016	96
 University of Colorado System Administration	 97
Full-Time Staff Diversity Profile, Fall 2016	98
Staff Diversity by Occupational Category, Fall 2016	98
 Appendices	 99
Appendix A: Fall 2015 Resident Enrollment, Colorado Public Four-Year Institutions	100
Appendix B: Changes to the Collection and Reporting of Race and Ethnicity	102

Introduction

Diversity is a core value of the University of Colorado. CU believes all students—regardless of ethnic, racial, political, gender, religious, intellectual, and geographical background—will have a more enriching college experience when they are exposed to a plurality of ideas, viewpoints, life experiences, and rapidly evolving perspectives on national identity. The university continually seeks to create a more inclusive university community—one that fosters an academic climate that is productive, positive, safe, and respectful of all viewpoints.

The diversity report is an important mechanism for campus officials to share information with the Board of Regents, campus community, and the public about efforts to increase campus diversity and provide an environment that allows all students to succeed. It includes the following information for each CU campus:

- An overview of campus efforts to support diversity and inclusiveness
- Undergraduate and graduate enrollment by race/ethnicity
- Baccalaureate, master's, doctoral, and professional degrees awarded by race/ethnicity
- Resident freshmen applications, acceptances, and enrollments by race/ethnicity
- Freshmen retention rates by race/ethnicity
- Graduation rates by race/ethnicity
- Enrollment of, retention rates for, and degrees awarded to Pell Grant recipients
- Undergraduate students registered with their campus disability services office
- Home region of resident freshmen
- Race/ethnicity of resident freshmen
- Faculty race/ethnicity and gender diversity by rank and tenure status
- Staff race/ethnicity and gender diversity by occupational category

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

New in 2016-17:

- Enrollment of First Generation Status, defined by students self-identifying as neither parent possessing a four-year degree.

Diversity Data Online!

View and interact with data from the 2016-17 Diversity Report using our data visualization tool.

Data visualization:

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

More Information:

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



2016-17 Diversity Report

Pathways for Diversity and Inclusion 2016-17 ***Office of Diversity, Equity and Community Engagement***

Making Excellence Inclusive

Diversity, Inclusion and Academic Excellence Plan – In order to chart a successful course for diversity, inclusion, and institutional excellence, CU Boulder is developing the Diversity, Inclusion and Academic Excellence Plan. A primary objective is to define inclusive excellence within each academic and administrative department and to work across units with faculty, students, and staff to create a common understanding of CU Boulder’s vision, mission and strategic goals regarding diversity and inclusive excellence. An early outcome is the initiation of a comprehensive model of culturally responsive teaching, an inclusive pedagogy that engages learners while respecting their diversity of life experiences as well as honoring the integrity of the academic disciplines in which they are engaged.

The shared aspirational vision guiding the discussions and planning is for the University of Colorado Boulder to exemplify excellence through diversity by:

- Creating a welcoming and inclusive environment;
- Deepening our ability to share and to engage with diverse perspectives; and
- Maximizing the success and inclusion of all students, staff and faculty.

Student Enrollment and Access

Enrollment – The undergraduate enrollment of diverse students on the Boulder campus was 24% of the total undergraduate enrollment in 2016-17, whereas ten years ago it was only 15%. A total of 6,455 degree-seeking undergraduates self-identified as American Indian, Hispanic/Latino, African American, Asian American, Pacific Islander or more than one race. Among the in-state undergraduate students, 22% were Pell grant recipients. The proportion of diverse students in the freshmen class was about 26% in fall 2016 (including 34% in the *resident* freshmen class). The enrollment of diverse graduate students was 14% of the total graduate enrollment in fall 2016 with a total of 783 students who self-identified as American Indian, Hispanic/Latino, African American, Asian American, Pacific Islander or more than one race.

Academic Outreach – The Pre-Collegiate Development Program has been on the

Boulder campus for 33 years. In 2016-17 the program served 1,253 middle and high school students and 2,312 parents in the Denver/Boulder area encompassing 26 middle schools and 18 high schools. The Roaring Fork and Summit Pre-collegiate Programs, located along the I-70 corridor, served 492 students in four middle schools and four high schools. These programs



feature a productive partnership between: 1) school districts, 2) Aspen Valley and Summit community foundations, 3) Colorado Mountain College and 4) CU Boulder. Two new pre-collegiate programs have been initiated, including one in Lake County (73 students) and one in collaboration with the *I Have a Dream Foundation* of Boulder County (79 students).

Scholarship Foundations and Partnerships – Additional academic outreach benefited hundreds of students with valuable college preparation and scholarships through strategic partnerships with community organizations such as *Crowley Foundation College Prep*, *Daniels Fund*, *Denver Scholarship Foundation*, *Gates Millennium Foundation*, *I Have a Dream Foundation Boulder County*, *Mapleton Education Foundation*, and *Vamos Bufalos* in Colorado Springs and Pueblo.

Student Academic Achievement

Retention and Graduation – The freshman retention rate for students entering fall 2015 was 84% for students of color, nearly equivalent to that of all other students at 87%. The six-year graduation rate for the undergraduate cohort entering in 2010 was 67% for students of color compared to 71% for all other students. The number of bachelor degrees awarded to students of color in 2015-16 was an all-time high (1,072) and represented 20% of total degrees granted.

CU LEAD Alliance and Student Success – A network of 14 academic learning communities and affiliate programs build academic community among under-represented and first-generation students. Serving over 1,600 undergraduates, the programs offer first-year cohort experiences, scholarships, academic enrichment and community building. The CU LEAD Alliance (Leadership, Excellence, Achievement and Diversity) promotes access to special learning opportunities such as honors thesis, internships, undergraduate research and global experiences.

Student Success Spotlights

Hayley Sanchez graduated with her Bachelor of Arts degree in Journalism and Creative Writing in May 2017. She is currently interning at the Denver Post. Previously Hayley interned with The Bulletin in Bend, Oregon and with D.C. Witness in Washington, D.C. through the “CU in D.C.” program. Hayley is a part of the CMCI CU LEAD Diversity Scholars and is also a Norlin Scholar. Originally from Colorado Springs, Hayley is passionate about storytelling and creating and sharing multimedia content. Hayley plans to move to Phoenix, Arizona to work at the Arizona Republic this summer.





Courtland James “CJ” Manning graduated with a Bachelor of Science degree in Management in December 2016. He was a member of the Diverse Scholars program and the Diverse Scholars Research Initiative in the Leeds School of Business. A first-generation college student and Daniels Fund Scholar, CJ was active in the CU Student Government and served as a student assistant in CU Athletics. CJ has taken a position as a Corporate Banking Analyst with KeyCorp, KeyBank’s parent company, in Denver.

Campus Climate and Community Engagement

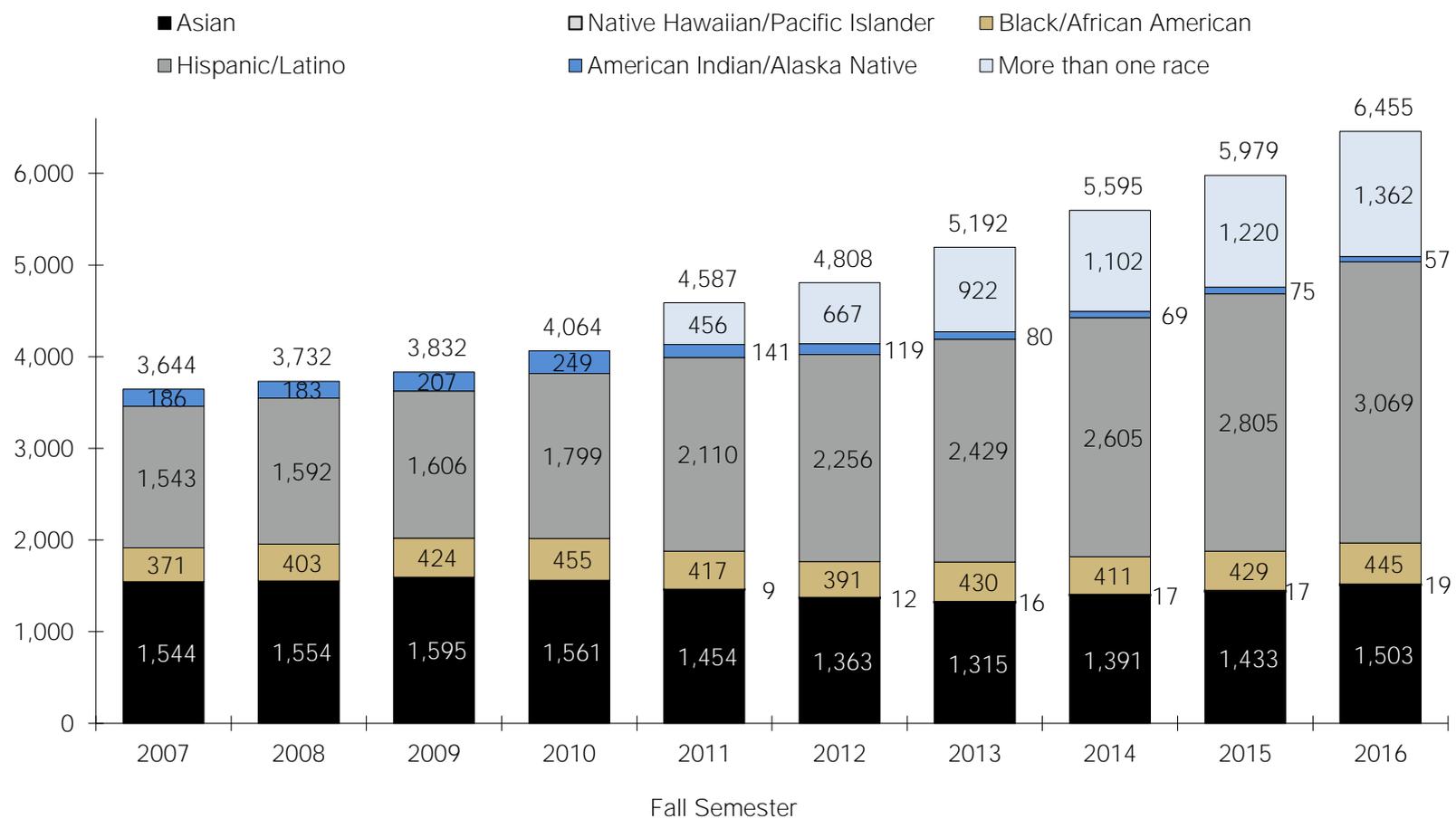
Diversity and inclusion across the campus are enriched through the broad participation and interaction of students, faculty, and staff on various campus-wide committees: Chancellor’s Committee on Race and Ethnicity (CCORE), Chancellor’s Committee on Women (CCW), Chancellor’s Standing Committee on Gender and Sexuality (CCG&S), and Chancellor’s Accessibility Committee (CAC). The Boulder Faculty Assembly Diversity Committee and the Colleges and Schools Diversity Representatives Council further address critical issues of diversity and inclusion in the academic setting. Inclusive excellence is further advanced within the curriculum through the *IMPART Fellowship Grant* which bestows mini-awards to faculty to promote a campus environment that supports and encourages gender, ethnic and cultural diversity in scholarly work and teaching. Public forums for teaching and recognition are conducted annually during the two-day *Diversity and Inclusion Summit* in the fall and spring and also the *Equity and Excellence Celebration* held in the spring.

University of Colorado Boulder

Student Diversity

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

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



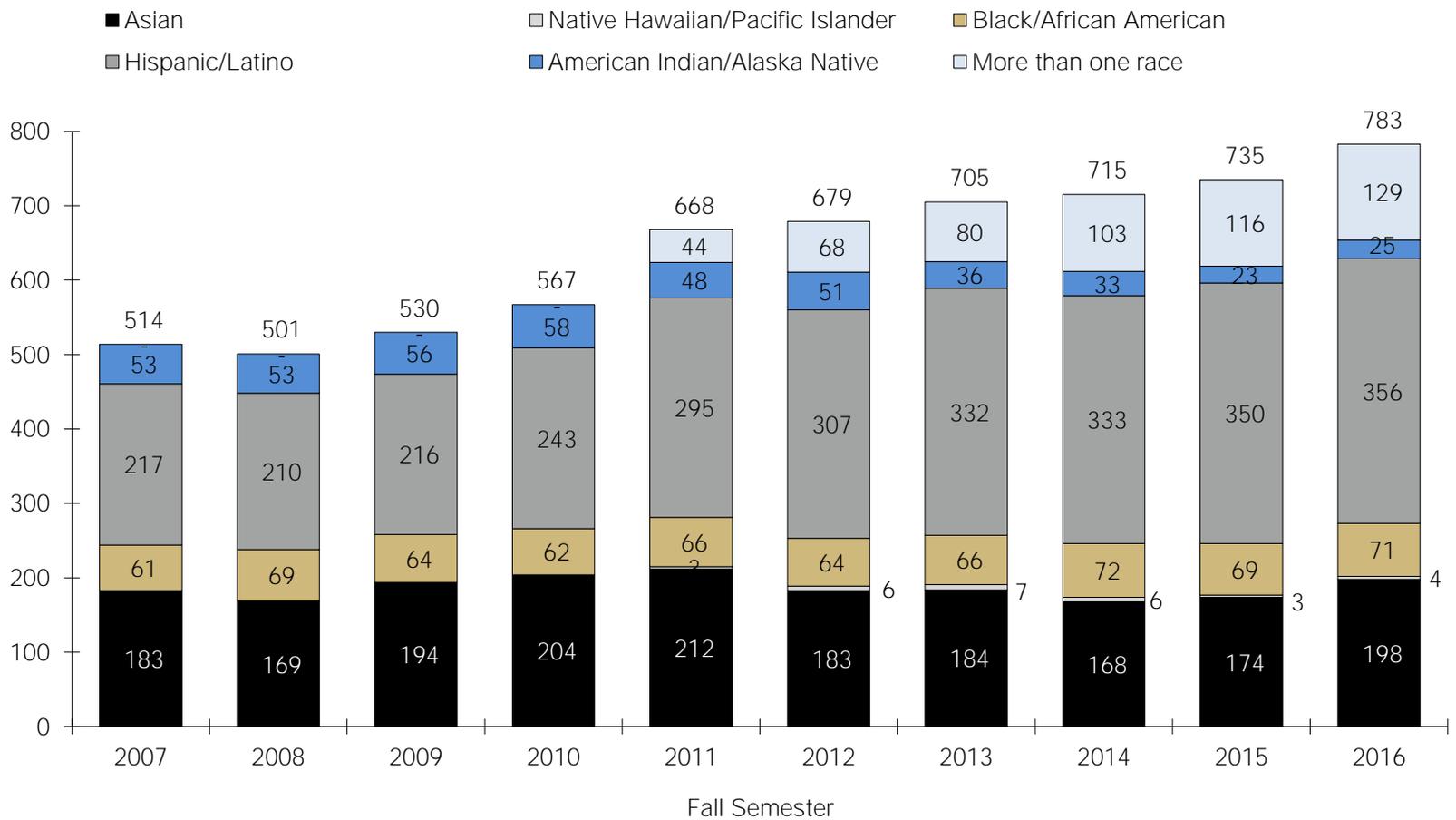
Race/Ethnicity	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Asian	1,544	1,554	1,595	1,561	1,454	1,363	1,315	1,391	1,433	1,503
Native Hawaiian/Pacific Islander	-	-	-	-	9	12	16	17	17	19
Black/African American	371	403	424	455	417	391	430	411	429	445
Hispanic/Latino	1,543	1,592	1,606	1,799	2,110	2,256	2,429	2,605	2,805	3,069
American Indian/Alaska Native	186	183	207	249	141	119	80	69	75	57
More than one race	-	-	-	-	456	667	922	1,102	1,220	1,362
White/Unknown	20,464	20,951	21,151	20,225	20,548	19,678	19,309	18,970	18,927	19,004
International	365	397	425	500	639	753	960	1,294	1,585	1,959
Total Enrollment	24,473	25,080	25,408	24,789	25,774	25,239	25,461	25,859	26,491	27,418
Minority Total	3,644	3,732	3,832	4,064	4,587	4,808	5,192	5,595	5,979	6,455
Minority as % of Total*	15%	15%	15%	17%	18%	20%	21%	23%	24%	25%

Race/Ethnicity	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Asian	6.3%	6.2%	6.3%	6.3%	5.6%	5.4%	5.2%	5.4%	5.4%	5.5%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.1%
Black/African American	1.5%	1.6%	1.7%	1.8%	1.6%	1.5%	1.7%	1.6%	1.6%	1.6%
Hispanic/Latino	6.3%	6.3%	6.3%	7.3%	8.2%	8.9%	9.5%	10.1%	10.6%	11.2%
American Indian/Alaska Native	0.8%	0.7%	0.8%	1.0%	0.5%	0.5%	0.3%	0.3%	0.3%	0.2%
More than one race	0.0%	0.0%	0.0%	0.0%	1.8%	2.6%	3.6%	4.3%	4.6%	5.0%
White/Unknown	83.6%	83.5%	83.2%	81.6%	79.7%	78.0%	75.8%	73.4%	71.4%	69.3%
International	1.5%	1.6%	1.7%	2.0%	2.5%	3.0%	3.8%	5.0%	6.0%	7.1%

* Minority percentage calculation does not include the international population.

Note: In fall 2011, enrollment reporting for this report was changed. Thus, the numbers for fall 2011 and beyond are not comparable to prior numbers. Prior numbers included only degree-seeking students with *state reportable hours*. The numbers for fall 2011 and later include *all* degree-seeking students and are therefore higher than prior years. For example, the tables show a considerable increase in enrollment from fall 2010 to fall 2011. Fall 2011 minority enrollment did increase over fall 2010, but not as dramatically as the charts show. For undergraduate minority enrollment about 160 additional enrollments were due to the change in reporting.

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



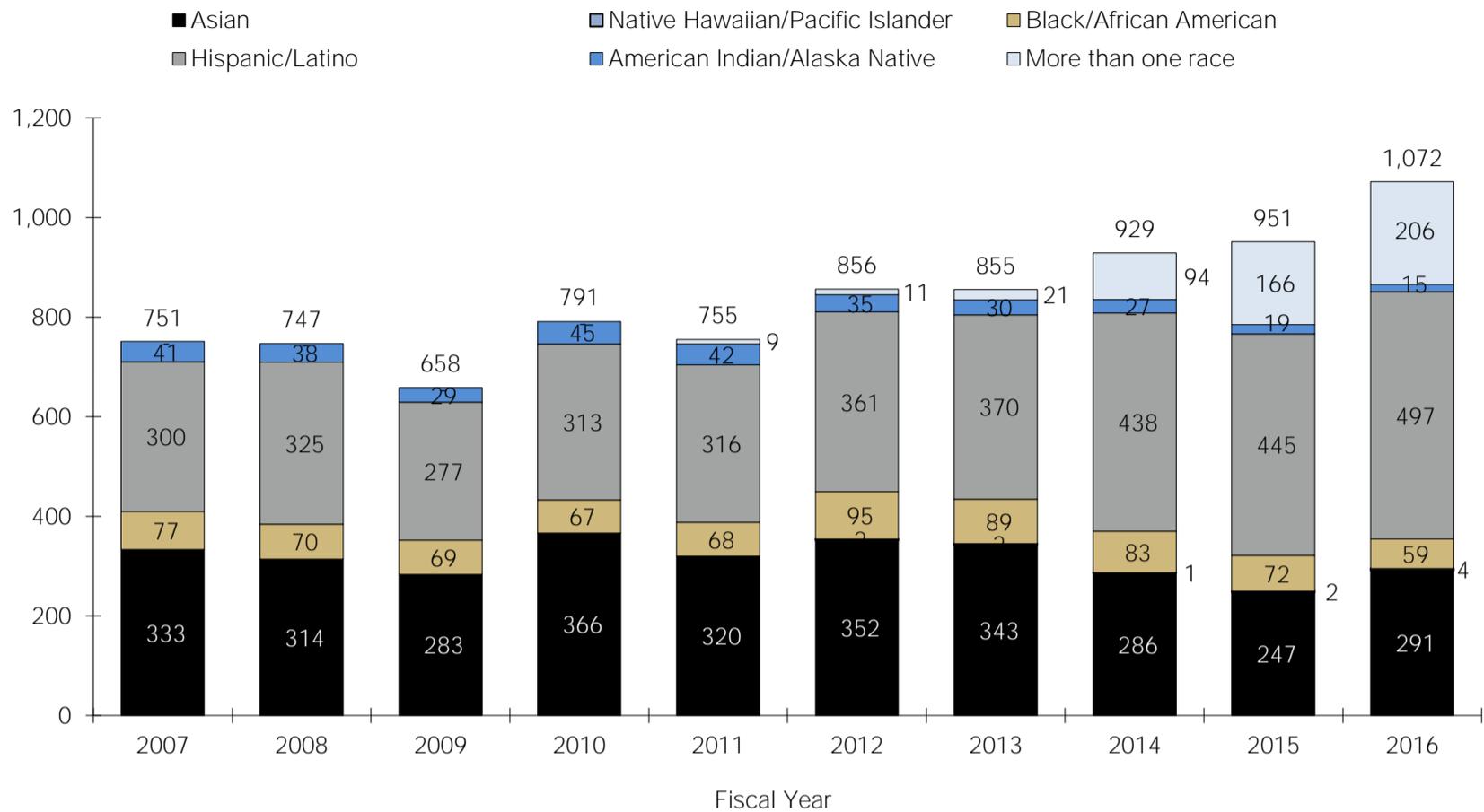
Race/Ethnicity	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Asian	183	169	194	204	212	183	184	168	174	198
Native Hawaiian/Pacific Islander	-	-	-	-	3	6	7	6	3	4
Black/African American	61	69	64	62	66	64	66	72	69	71
Hispanic/Latino	217	210	216	243	295	307	332	333	350	356
American Indian/Alaska Native	53	53	56	58	48	51	36	33	23	25
More than one race	-	-	-	-	44	68	80	103	116	129
White/Unknown	3,248	3,310	3,455	3,716	3,943	3,851	3,698	3,666	3,676	3,706
International	753	818	803	863	886	926	910	927	1,066	1,152
Enrollment	4,515	4,629	4,788	5,146	5,497	5,456	5,313	5,308	5,477	5,641
Minority Total	514	501	530	567	668	679	705	715	735	783
Minority as % of Total*	14%	13%	13%	13%	14%	15%	16%	16%	17%	17%

	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Asian	4.1%	3.7%	4.1%	4.0%	3.9%	3.4%	3.5%	3.2%	3.2%	3.5%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
Black/African American	1.4%	1.5%	1.3%	1.2%	1.2%	1.2%	1.2%	1.4%	1.3%	1.3%
Hispanic/Latino	4.8%	4.5%	4.5%	4.7%	5.4%	5.6%	6.2%	6.3%	6.4%	6.3%
American Indian/Alaska Native	1.2%	1.1%	1.2%	1.1%	0.9%	0.9%	0.7%	0.6%	0.4%	0.4%
More than one race	0.0%	0.0%	0.0%	0.0%	0.8%	1.2%	1.5%	1.9%	2.1%	2.3%
White/Unknown	71.9%	71.5%	72.2%	72.2%	71.7%	70.6%	69.6%	69.1%	67.1%	65.7%
International	16.7%	17.7%	16.8%	16.8%	16.1%	17.0%	17.1%	17.5%	19.5%	20.4%

* Minority percentage calculation does not include the international population.

Note: In fall 2011, enrollment reporting for this report was changed. Thus, the numbers for fall 2011 and beyond are not comparable to prior numbers. Prior numbers included only degree-seeking students with *state reportable hours*. The numbers for fall 2011 and later include *all* degree-seeking students and are therefore higher than prior years. For example, the tables show a considerable increase in enrollment from fall 2010 to fall 2011. Fall 2011 minority enrollment did increase over fall 2010, but not as dramatically as the charts show. For graduate minority enrollment, about 45 additional enrollments were due to the change in reporting.

University of Colorado Boulder
Baccalaureate Degrees Awarded by Race/Ethnicity



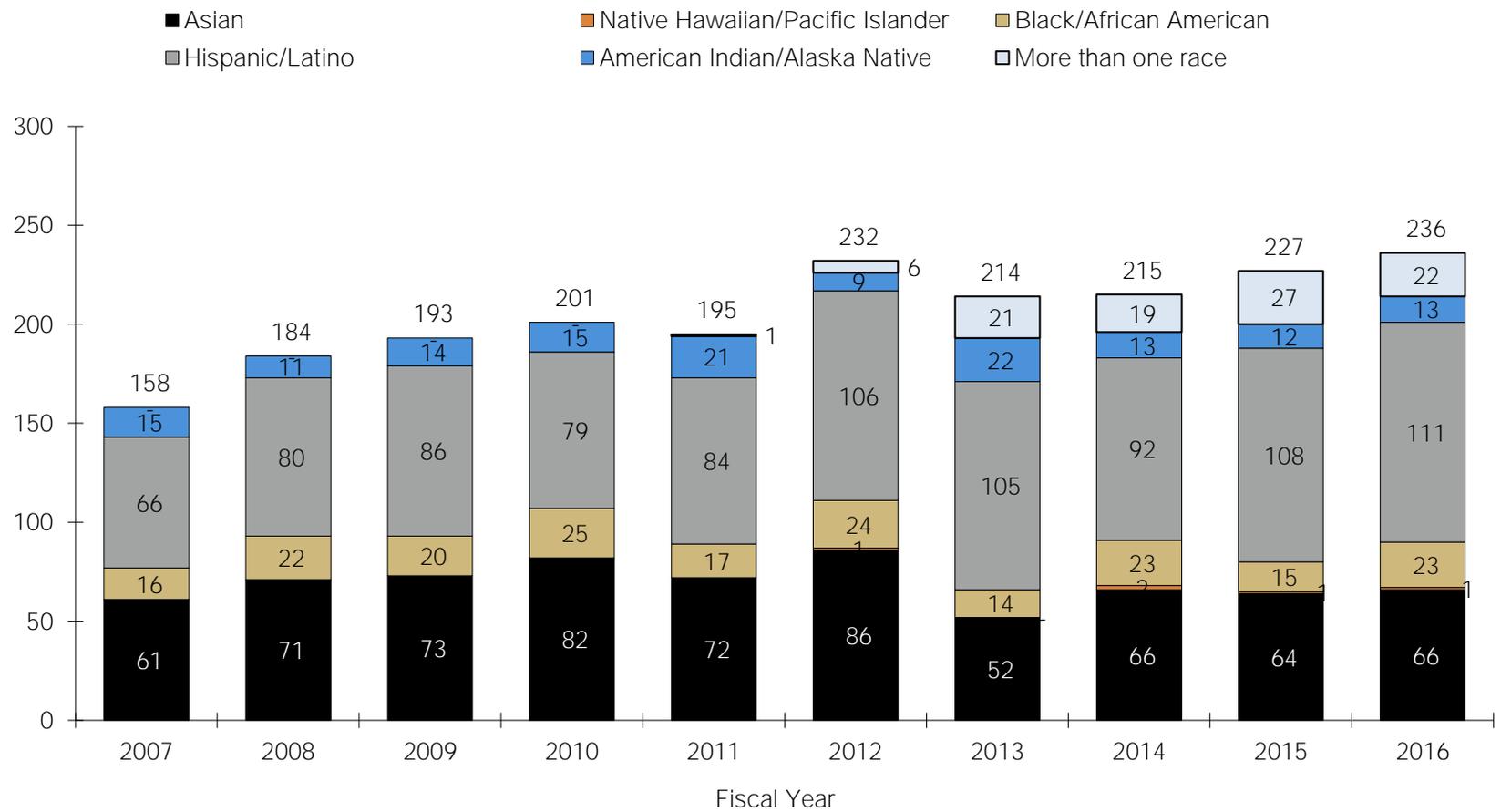
Race/Ethnicity	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Asian	333	314	283	366	320	352	343	286	247	291
Native Hawaiian/Pacific Islander	-	-	-	-	-	2	2	1	2	4
Black/African American	77	70	69	67	68	95	89	83	72	59
Hispanic/Latino	300	325	277	313	316	361	370	438	445	497
American Indian/Alaska Native	41	38	29	45	42	35	30	27	19	15
More than one race	-	-	-	-	9	11	21	94	166	206
White/Unknown	4,530	4,516	4,290	4,643	4,788	4,915	4,790	4,380	4,238	4,268
International	62	63	59	75	85	94	107	106	145	157
Total Degrees Awarded	5,343	5,326	5,007	5,509	5,628	5,865	5,752	5,415	5,334	5,497
Minority Total	751	747	658	791	755	856	855	929	951	1,072
Minority as % of Total*	14%	14%	13%	15%	14%	15%	15%	17%	18%	20%

	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Asian	6.2%	5.9%	5.7%	6.6%	5.7%	6.0%	6.0%	5.3%	4.6%	5.3%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
Black/African American	1.4%	1.3%	1.4%	1.2%	1.2%	1.6%	1.5%	1.5%	1.3%	1.1%
Hispanic/Latino	5.6%	6.1%	5.5%	5.7%	5.6%	6.2%	6.4%	8.1%	8.3%	9.0%
American Indian/Alaska Native	0.8%	0.7%	0.6%	0.8%	0.7%	0.6%	0.5%	0.5%	0.4%	0.3%
More than one race	0.0%	0.0%	0.0%	0.0%	0.2%	0.2%	0.4%	1.7%	3.1%	3.7%
White/Unknown	84.8%	84.8%	85.7%	84.3%	85.1%	83.8%	83.3%	80.9%	79.5%	77.6%
International	1.2%	1.2%	1.2%	1.4%	1.5%	1.6%	1.9%	2.0%	2.7%	2.9%

* Minority percentage calculation does not include the international population.

Note: degree counts are unduplicated (one student receiving multiple degrees is counted only once). Racial/ethnic counts by category follow IPEDS reporting rules for fall 2011 and later. The counts for a single category represent only those who selected that single category alone. Individuals selecting multiple categories are placed in "more than one race," unless Hispanic/Latino was one of their choices, in which case they are placed in the

University of Colorado Boulder
Graduate Degrees Awarded by Race/Ethnicity

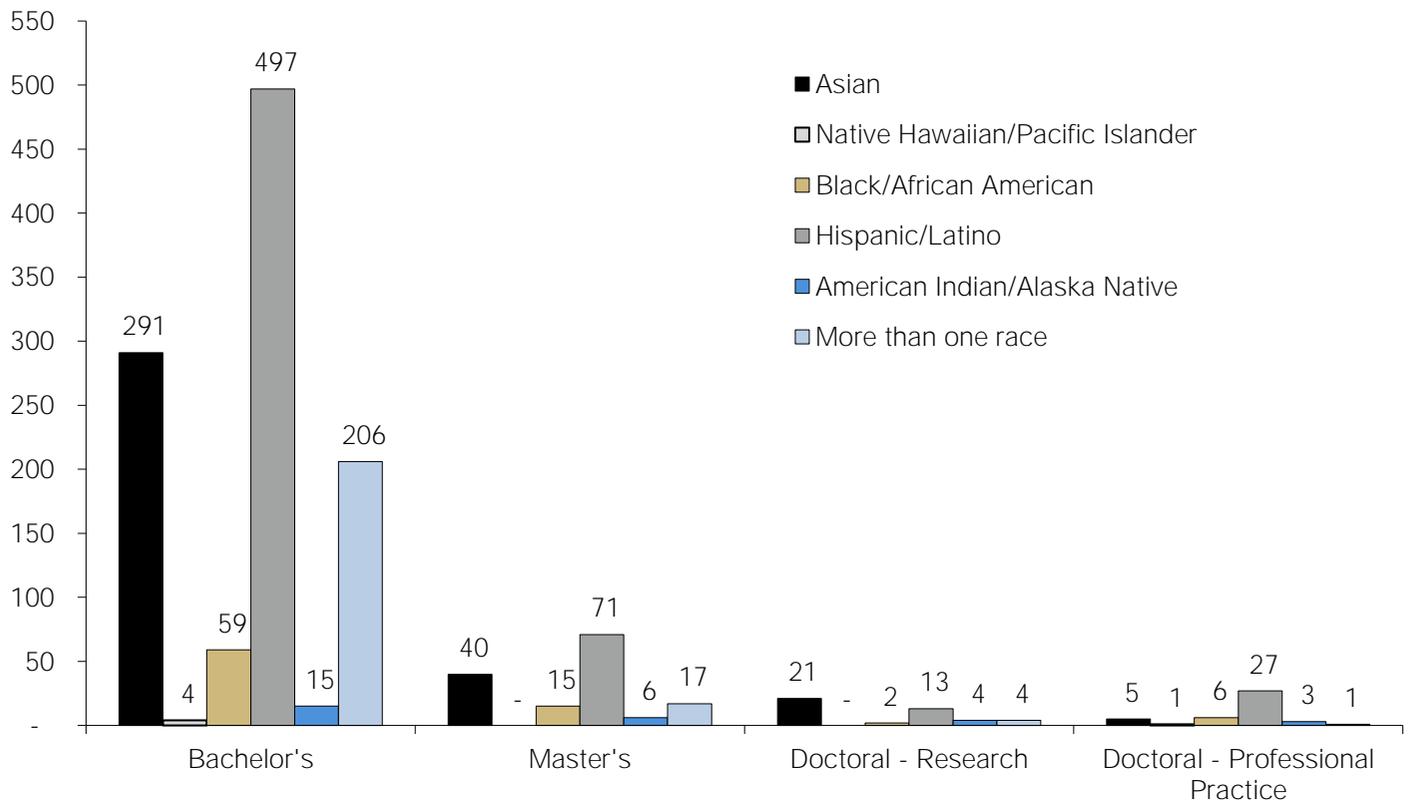


Race/Ethnicity	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Asian	61	71	73	82	72	86	52	66	64	66
Native Hawaiian/Pacific Islander	-	-	-	-	-	1	-	2	1	1
Black/African American	16	22	20	25	17	24	14	23	15	23
Hispanic/Latino	66	80	86	79	84	106	105	92	108	111
American Indian/Alaska Native	15	11	14	15	21	9	22	13	12	13
More than one race	-	-	-	-	1	6	21	19	27	22
White/Unknown	1,112	1,138	1,092	1,202	1,360	1,341	1,346	1,213	1,269	1,201
International	168	164	234	255	227	285	278	295	320	320
Total Degrees Awarded	1,438	1,486	1,519	1,658	1,782	1,858	1,838	1,723	1,816	1,757
Minority Total	158	184	193	201	195	232	214	215	227	236
Minority as % of Total*	12%	14%	15%	14%	13%	15%	14%	15%	15%	16%
	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Asian	4.2%	4.8%	4.8%	4.9%	4.0%	4.6%	2.8%	3.8%	3.5%	3.8%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.1%	0.1%	0.1%
Black/African American	1.1%	1.5%	1.3%	1.5%	1.0%	1.3%	0.8%	1.3%	0.8%	1.3%
Hispanic/Latino	4.6%	5.4%	5.7%	4.8%	4.7%	5.7%	5.7%	5.3%	5.9%	6.3%
American Indian/Alaska Native	1.0%	0.7%	0.9%	0.9%	1.2%	0.5%	1.2%	0.8%	0.7%	0.7%
More than one race	0.0%	0.0%	0.0%	0.0%	0.1%	0.3%	1.1%	1.1%	1.5%	1.3%
White/Unknown	77.3%	76.6%	71.9%	72.5%	76.3%	72.2%	73.2%	70.4%	69.9%	68.4%
International	11.7%	11.0%	15.4%	15.4%	12.7%	15.3%	15.1%	17.1%	17.6%	18.2%

* Minority percentage calculation does not include the international population.

Note: degree counts are unduplicated (one student receiving multiple degrees is counted only once). Racial/ethnic counts by category follow IPEDS reporting rules for fall 2011 and later. The counts for a single category represent only those who selected that single category alone. Individuals selecting multiple categories are placed in "more than one race," unless Hispanic/Latino was one of their choices, in which case they are

University of Colorado Boulder
Degrees Awarded by Race/Ethnicity
Fiscal Year 2015-16

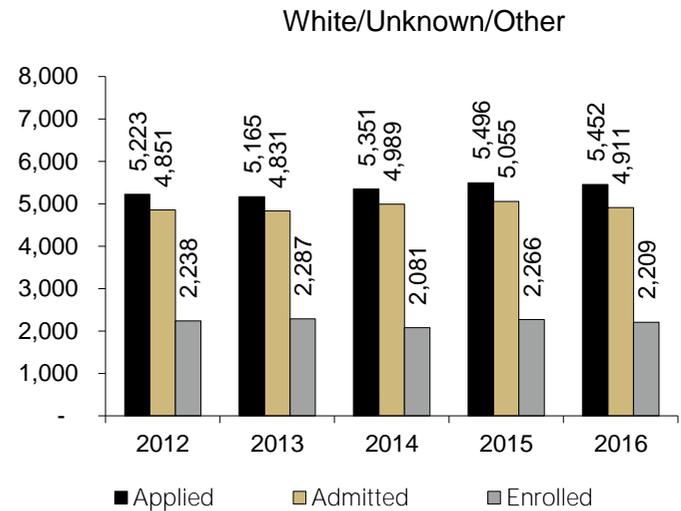
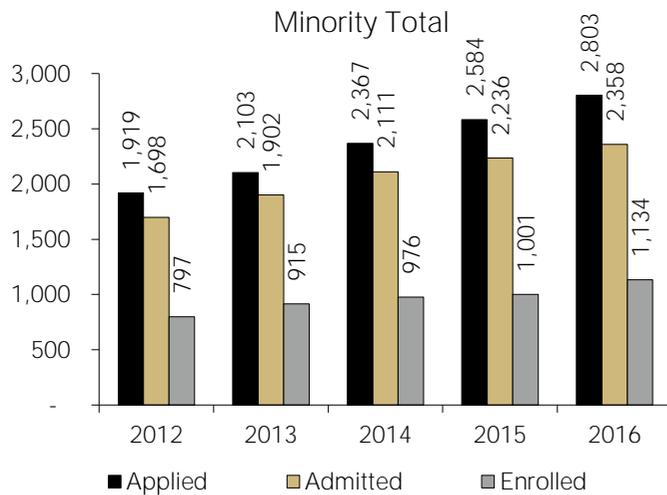


Race/Ethnicity	Bachelor's	Master's	Doctoral - Research	Doctoral - Professional Practice	Total
Asian	291	40	21	5	357
Native Hawaiian/Pacific Islander	4	-	-	1	5
Black/African American	59	15	2	6	82
Hispanic/Latino	497	71	13	27	608
American Indian/Alaska Native	15	6	4	3	28
More than one race	206	17	4	1	228
White/Unknown	4,268	784	271	146	5,469
International	157	234	85	1	477
Minority Total	1,072	149	44	43	1,308
Total	5,497	1,167	400	190	7,254

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

Racial/ethnic counts by category follow IPEDS reporting rules for fall 2011 and later. The counts for a single category represent only those who selected that single category alone. Individuals selecting multiple categories are placed in "more than one race," unless Hispanic/Latino was one of their choices, in which case they are placed in the "Hispanic/Latino" category.

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



Asian

Fall Term	Applied	Admitted	Enrolled
2012	502	472	236
2013	517	492	248
2014	588	561	301
2015	592	535	266
2016	630	576	286

Native Hawaiian/Pacific Islander

Fall Term	Applied	Admitted	Enrolled
2012	3	3	1
2013	2	2	1
2014	5	4	1
2015	6	3	1
2016	5	4	2

Black/African American

Fall Term	Applied	Admitted	Enrolled
2012	174	140	55
2013	178	152	85
2014	196	155	62
2015	209	170	72
2016	211	157	66

Hispanic/Latino

Fall Term	Applied	Admitted	Enrolled
2012	902	782	360
2013	1,002	896	413
2014	1,117	970	426
2015	1,270	1,072	477
2016	1,355	1,105	525

American Indian/Alaska Native

Fall Term	Applied	Admitted	Enrolled
2012	13	11	8
2013	13	9	2
2014	18	16	6
2015	10	6	4
2016	12	10	4

More than one race

Fall Term	Applied	Admitted	Enrolled
2012	325	290	137
2013	391	351	166
2014	443	405	180
2015	497	450	181
2016	590	506	251

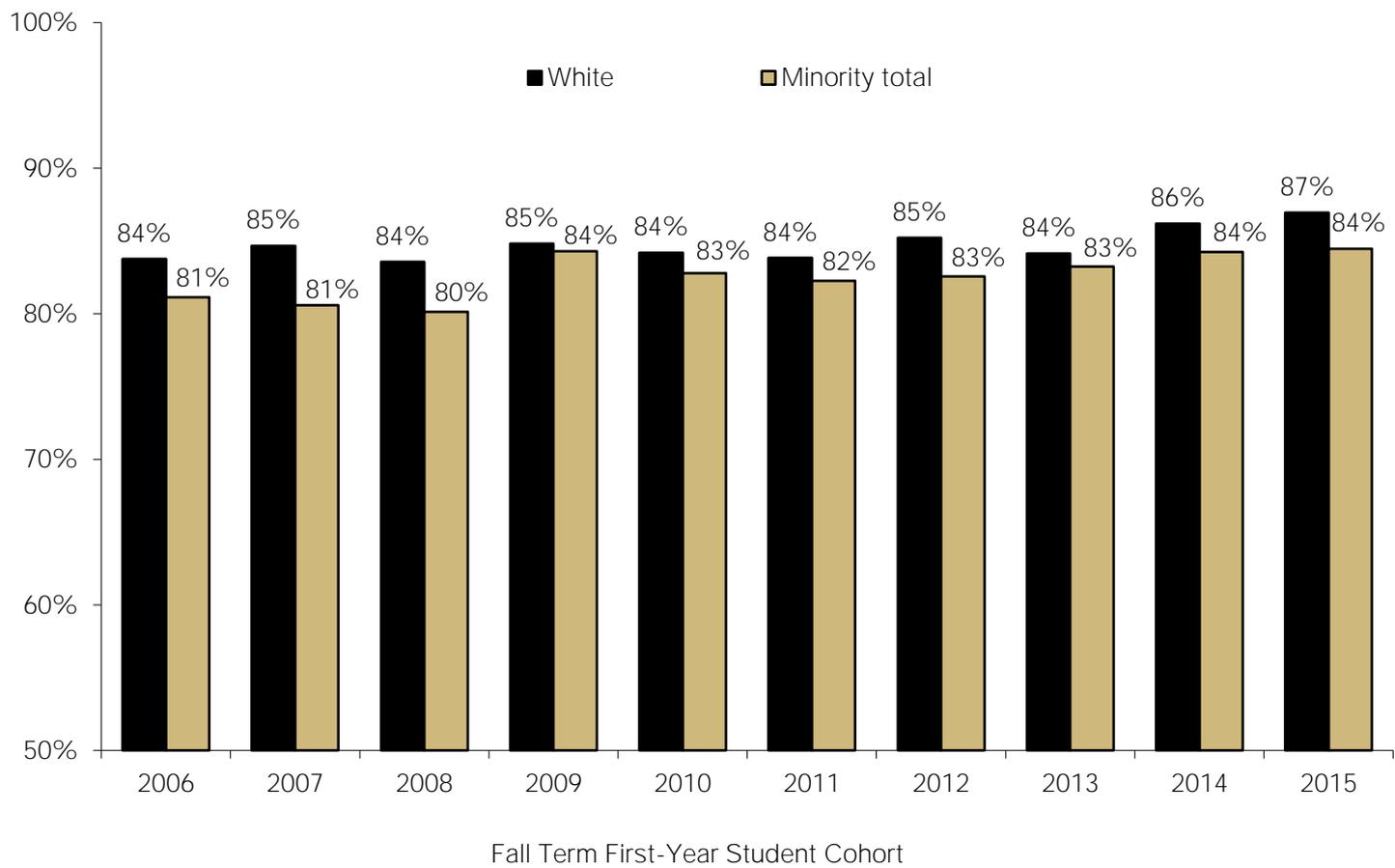
White/Unknown/Other

Fall Term	Applied	Admitted	Enrolled
2012	5,223	4,851	2,238
2013	5,165	4,831	2,287
2014	5,351	4,989	2,081
2015	5,496	5,055	2,266
2016	5,452	4,911	2,209

Total

Fall Term	Applied	Admitted	Enrolled
2012	7,142	6,549	3,035
2013	7,268	6,733	3,202
2014	7,718	7,100	3,057
2015	8,080	7,291	3,267
2016	8,255	7,269	3,343

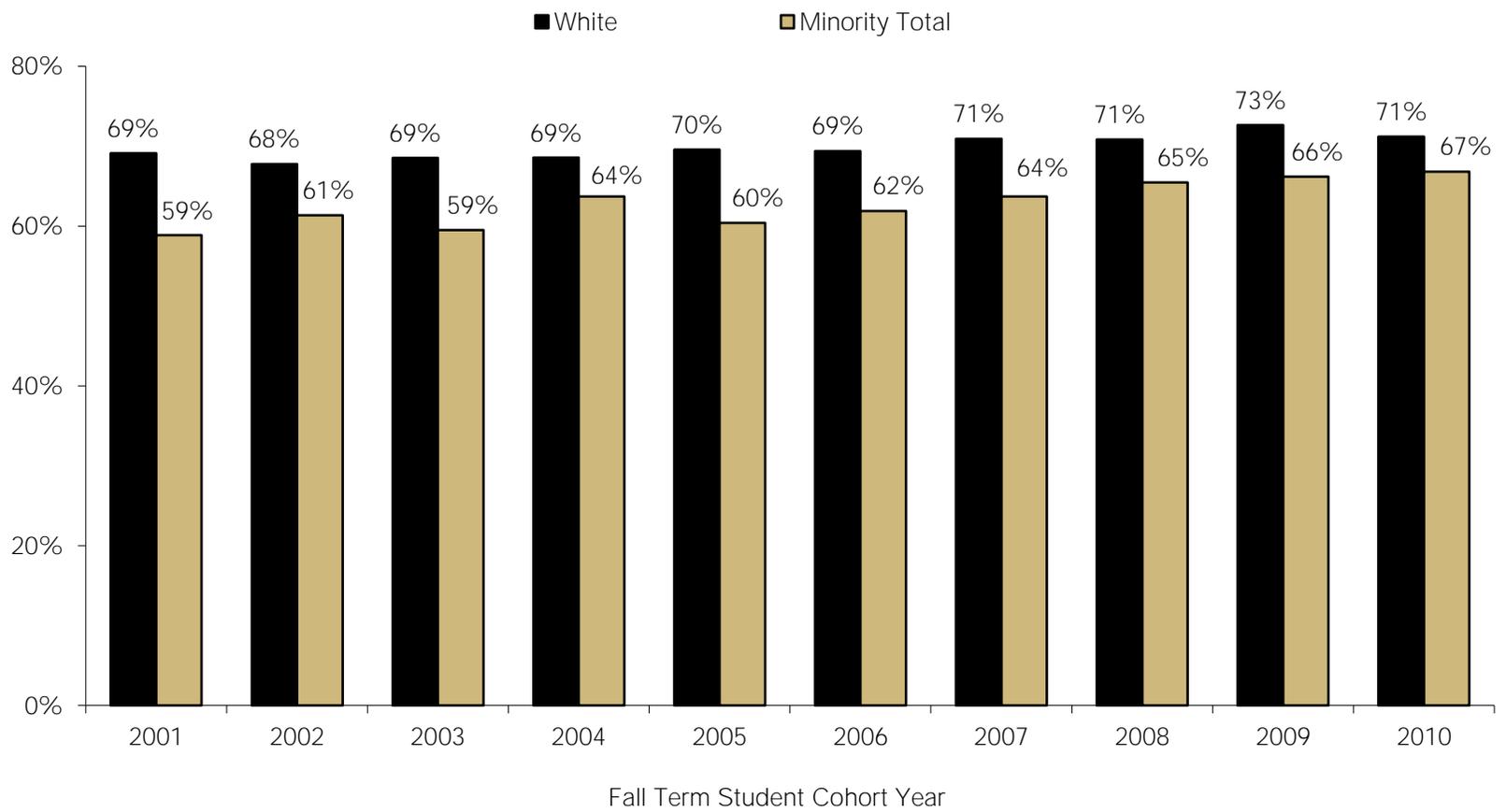
University of Colorado Boulder
1-Year Freshman Retention Rates by Race/Ethnicity



First-Year Cohort	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	373	360	355	350	264	257	288	299	375	336
Native Hawaiian/Pacific Islander	-	-	-	-	-	6	4	3	3	5
Black/African American	84	102	105	94	66	76	89	121	92	102
Hispanic/Latino	377	358	421	388	477	573	556	624	661	721
American Indian/Alaska Native	56	37	36	55	12	15	16	8	16	16
More than one race	-	-	-	-	-	218	246	275	293	326
Other/Unknown	238	198	251	259	60	55	54	59	32	59
White	4,416	4,405	4,568	4,285	4,000	4,346	4,030	4,164	3,973	4,233
International	62	66	56	61	73	106	141	233	364	381
All	5,606	5,540	5,811	5,515	5,138	5,652	5,424	5,786	5,809	6,208
Minority total	890	871	936	910	1,005	1,145	1,199	1,330	1,440	1,506

Percent Enrolled One Year Later	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	86%	86%	85%	89%	88%	85%	89%	88%	87%	90%
Native Hawaiian/Pacific Islander						50%	75%	33%	67%	80%
Black/African American	82%	82%	76%	86%	85%	78%	80%	83%	89%	90%
Hispanic/Latino	78%	74%	79%	82%	80%	83%	79%	81%	82%	84%
American Indian/Alaska Native	70%	81%	58%	73%	83%	73%	75%	100%	88%	38%
More than one race						79%	85%	83%	84%	81%
Other/Unknown	82%	84%	80%	86%	83%	76%	76%	80%	81%	81%
White	84%	85%	84%	85%	84%	84%	85%	84%	86%	87%
International	84%	86%	79%	80%	78%	86%	87%	91%	91%	94%
All	83%	84%	83%	85%	84%	83%	85%	84%	86%	86%
Minority total	81%	81%	80%	84%	83%	82%	83%	83%	84%	84%

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

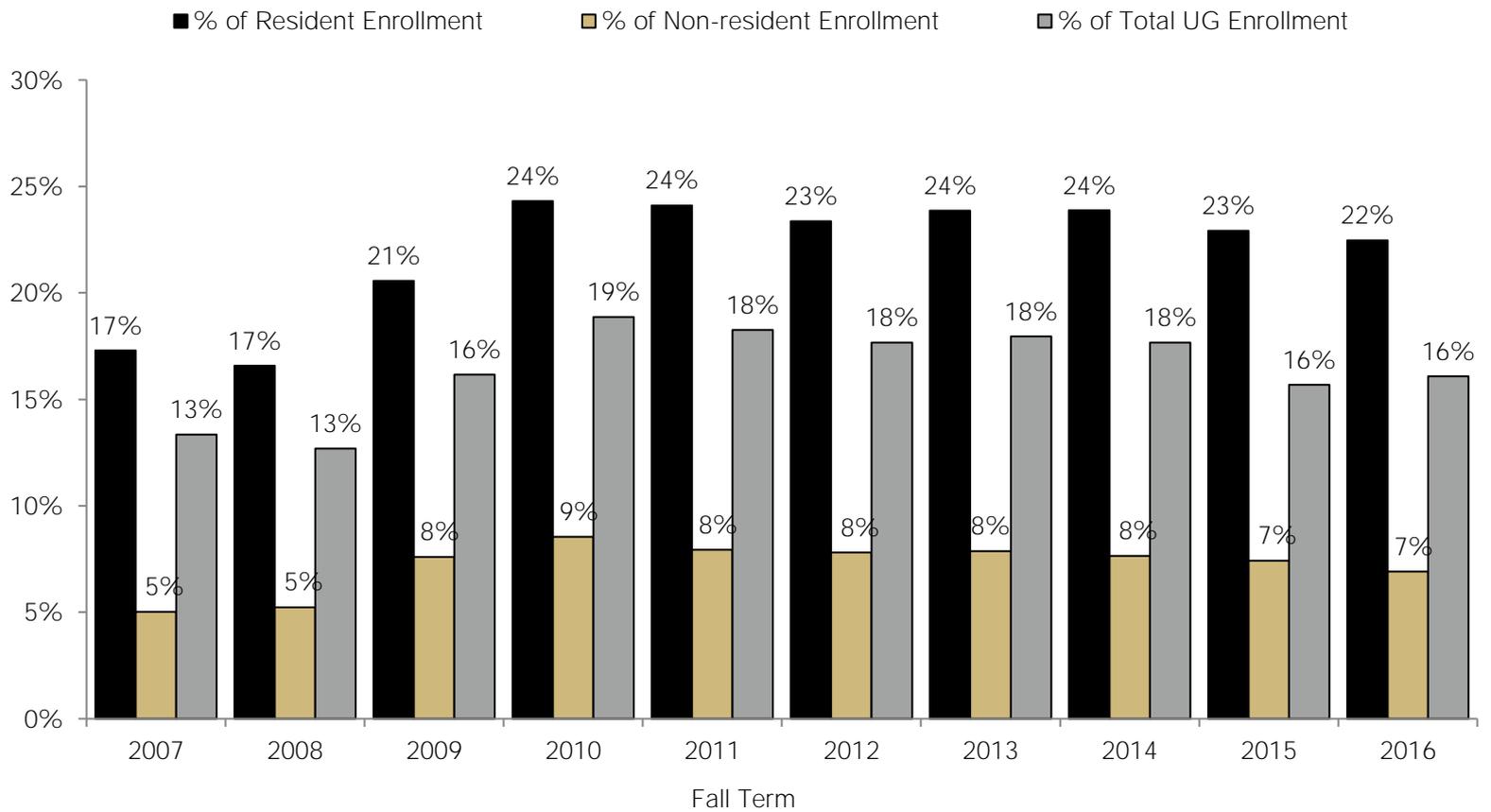


Undergraduate Cohort*	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Asian	291	358	338	333	325	373	360	355	350	264
Native Hawaiian/Pacific Islander	-	-	-	-	-	-	-	1	-	1
Black/African American	74	97	89	70	72	84	102	105	94	66
Hispanic/Latino	310	323	327	340	313	377	358	421	388	477
American Indian/Alaska Native	37	53	36	45	25	56	37	36	55	12
More than one race	-	-	-	-	-	-	14	18	23	185
White	3,899	4,294	4,461	4,025	3,977	4,416	4,405	4,568	4,285	4,000
Other/Unknown	327	216	233	268	243	238	198	251	259	60
International	24	36	31	43	52	62	66	56	61	73
Total Enrollment	4,962	5,377	5,515	5,124	5,007	5,606	5,540	5,811	5,515	5,138
Minority Total	712	831	790	788	735	890	857	918	887	820

Six-Year Graduation Rate	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Asian	65%	66%	65%	71%	64%	68%	71%	72%	71%	77%
Native Hawaiian/Pacific Islander	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%
Black/African American	51%	53%	49%	64%	47%	64%	55%	57%	60%	53%
Hispanic/Latino	55%	60%	57%	58%	60%	56%	59%	63%	65%	64%
American Indian/Alaska Native	54%	49%	53%	58%	56%	57%	59%	47%	55%	42%
More than one race	0%	0%	0%	0%	0%	0%	71%	72%	83%	61%
White	69%	68%	69%	69%	70%	69%	71%	71%	73%	71%
Other/Unknown	65%	64%	64%	70%	68%	65%	68%	69%	72%	72%
International	79%	56%	58%	65%	67%	66%	70%	59%	62%	58%
Total Enrollment	67%	67%	67%	68%	68%	68%	70%	70%	71%	70%
Minority Total	59%	61%	59%	64%	60%	62%	64%	65%	66%	67%

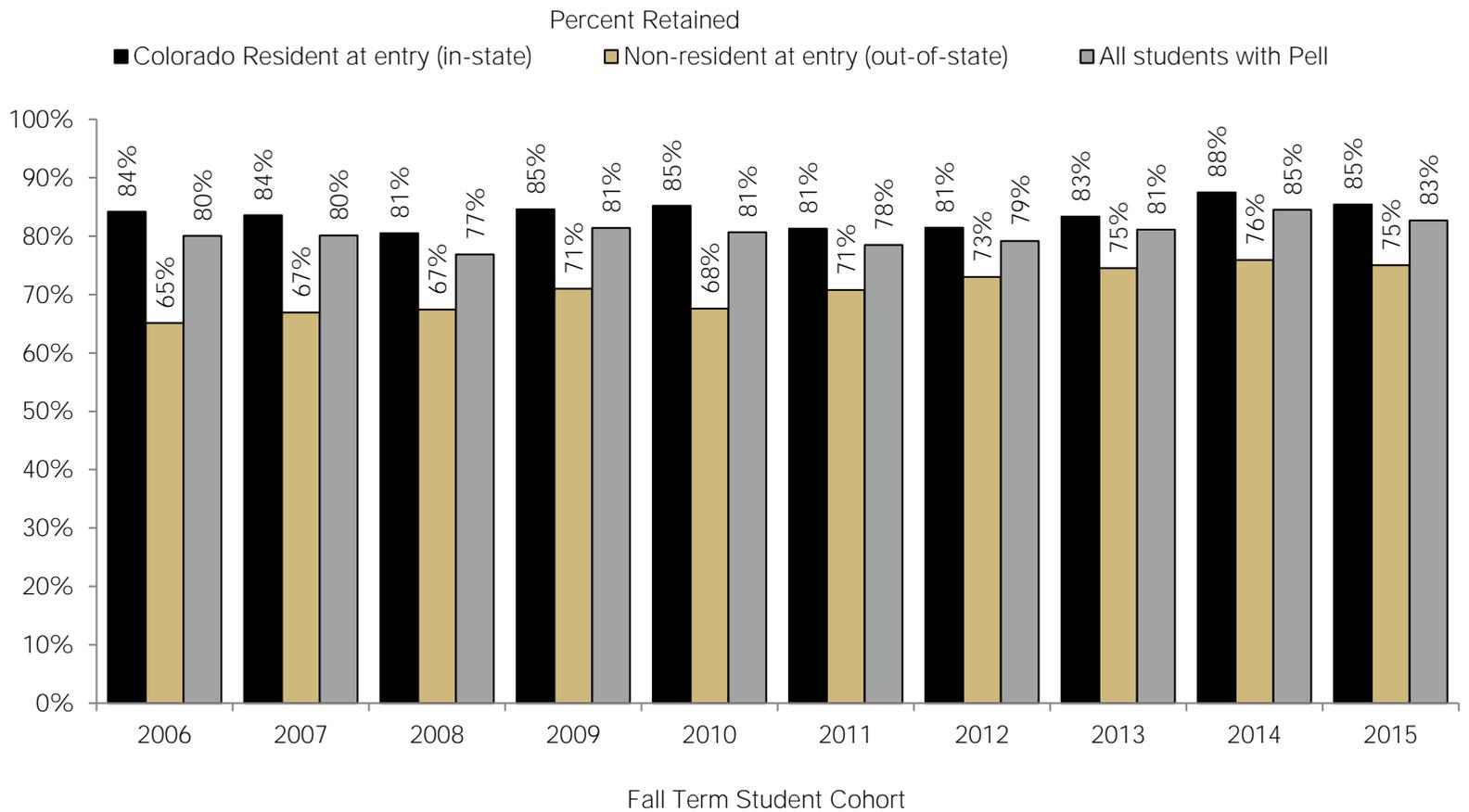
* Cohorts include first-time first-year full-time students entering in the Fall semester.

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



	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Resident	2,869	2,730	3,452	3,947	3,966	3,736	3,831	3,814	3,669	3,632
Non-resident	396	451	656	733	740	722	740	756	779	777
Total UG pell recipients enrolled	3,265	3,181	4,108	4,680	4,706	4,458	4,571	4,570	4,156	4,409
% of Resident Enrollment	17%	17%	21%	24%	24%	23%	24%	24%	23%	22%
% of Non-resident Enrollment	5%	5%	8%	9%	8%	8%	8%	8%	7%	7%
% of Total UG Enrollment	13%	13%	16%	19%	18%	18%	18%	18%	16%	16%

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



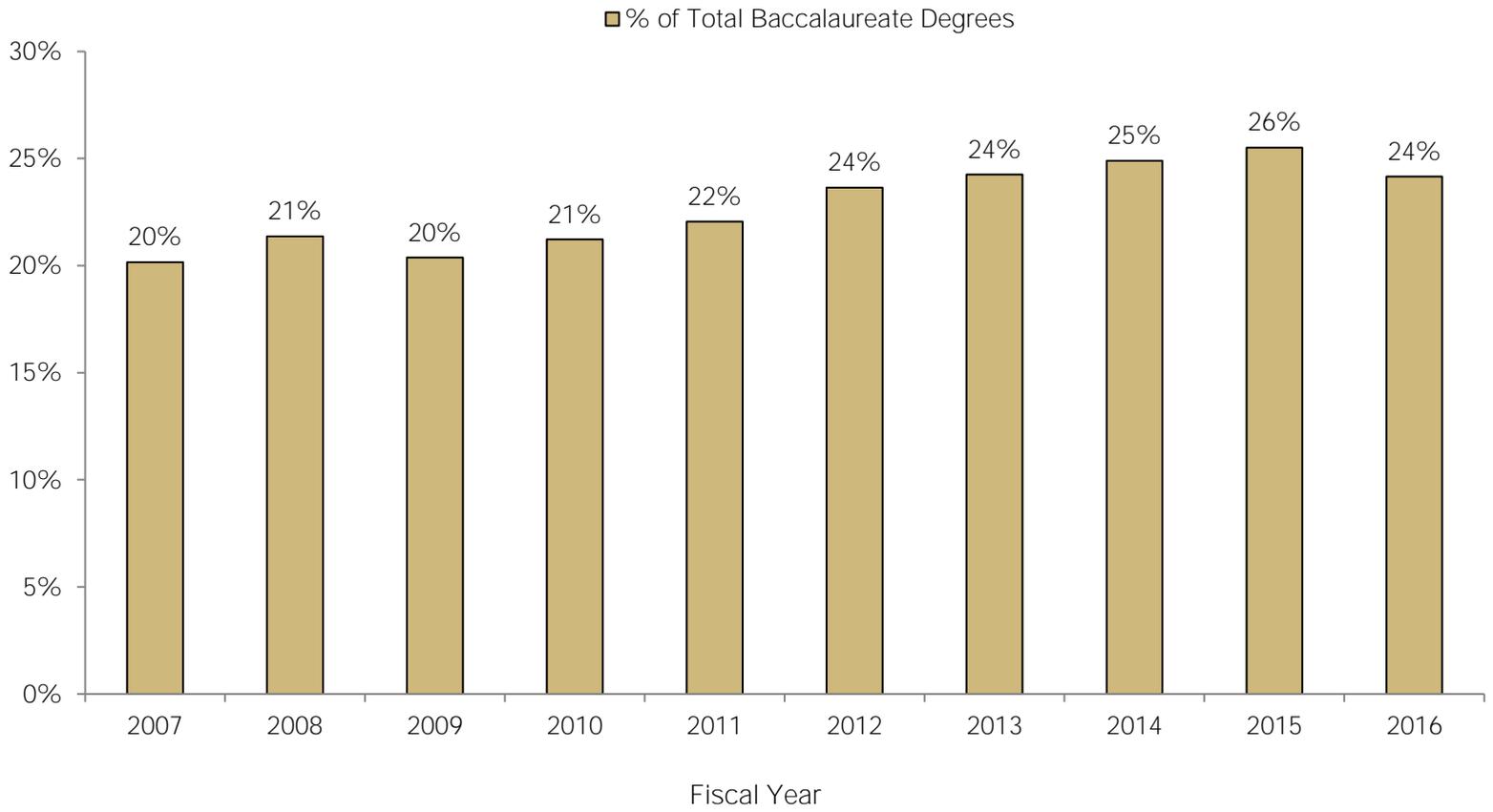
	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
All students with Pell										
First-Year Student Cohorts*	601	599	627	829	844	966	898	995	950	975
Number Retained**	481	480	482	675	681	758	711	807	803	806
Percent Retained	80%	80%	77%	81%	81%	78%	79%	81%	85%	83%
Colorado Resident at entry (in-state)										
First-Year Student Cohorts*	469	475	452	636	628	706	657	744	705	715
Number Retained**	395	397	364	538	535	574	535	620	617	611
Percent Retained	84%	84%	81%	85%	85%	81%	81%	83%	88%	85%
Non-resident at entry (out-of-state)										
First-Year Student Cohorts*	132	124	175	193	216	260	241	251	245	260
Number Retained**	86	83	118	137	146	184	176	187	186	195
Percent Retained	65%	67%	67%	71%	68%	71%	73%	75%	76%	75%

Note: this is retention of students who received Pell in their first entry year

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

**Number enrolled in subsequent fall

University of Colorado Boulder
Baccalaureate Degrees Granted to Pell Grant Recipients

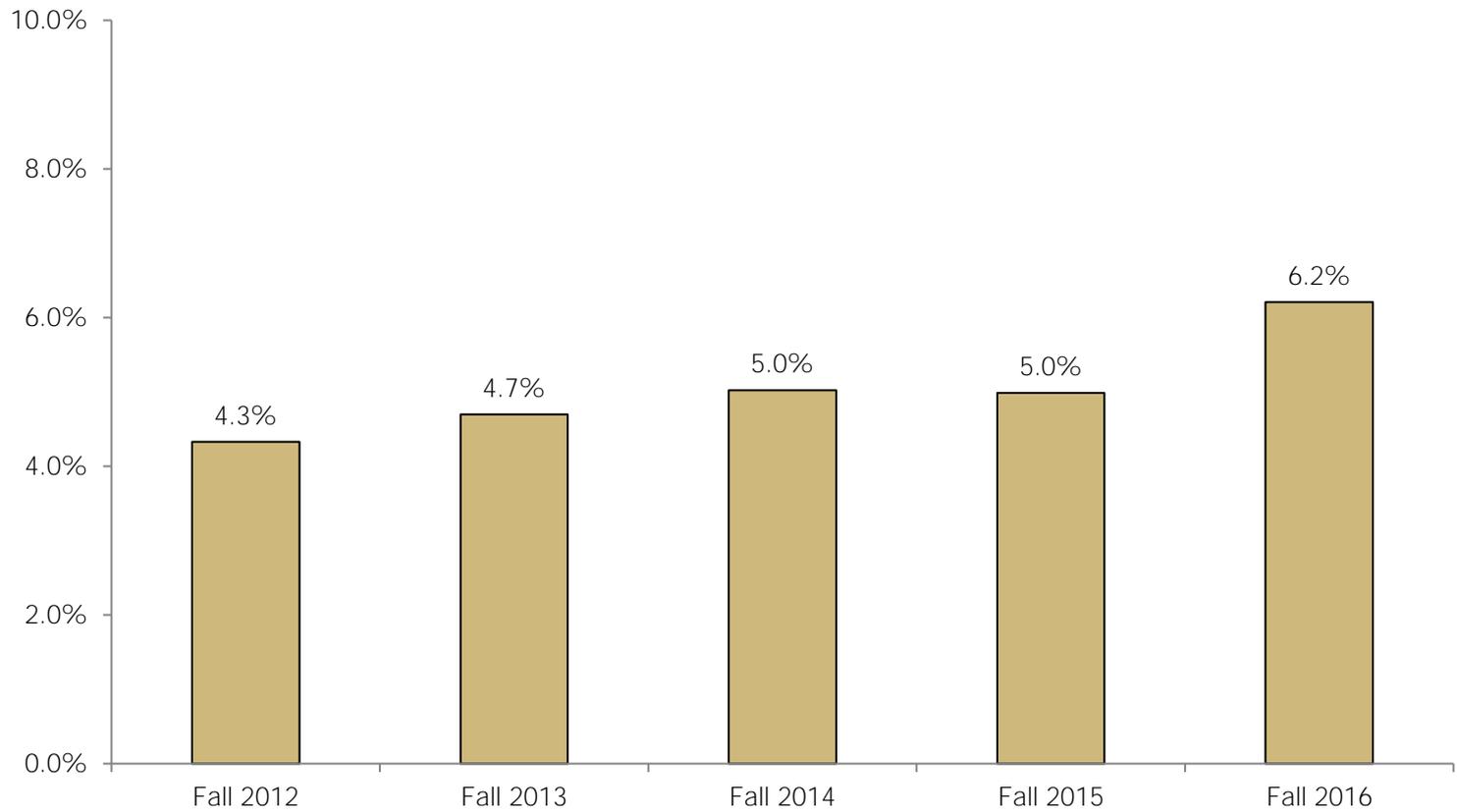


	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Baccalaureate Degrees Awarded to Pell Recipients*	1,077	1,138	1,020	1,169	1,241	1,387	1,395	1,348	1,361	1,328
% of Total Baccalaureate Degrees	20%	21%	20%	21%	22%	24%	24%	25%	26%	24%

* counted if student was ever a Pell recipient

University of Colorado Boulder
Enrollment of Students with Disabilities

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

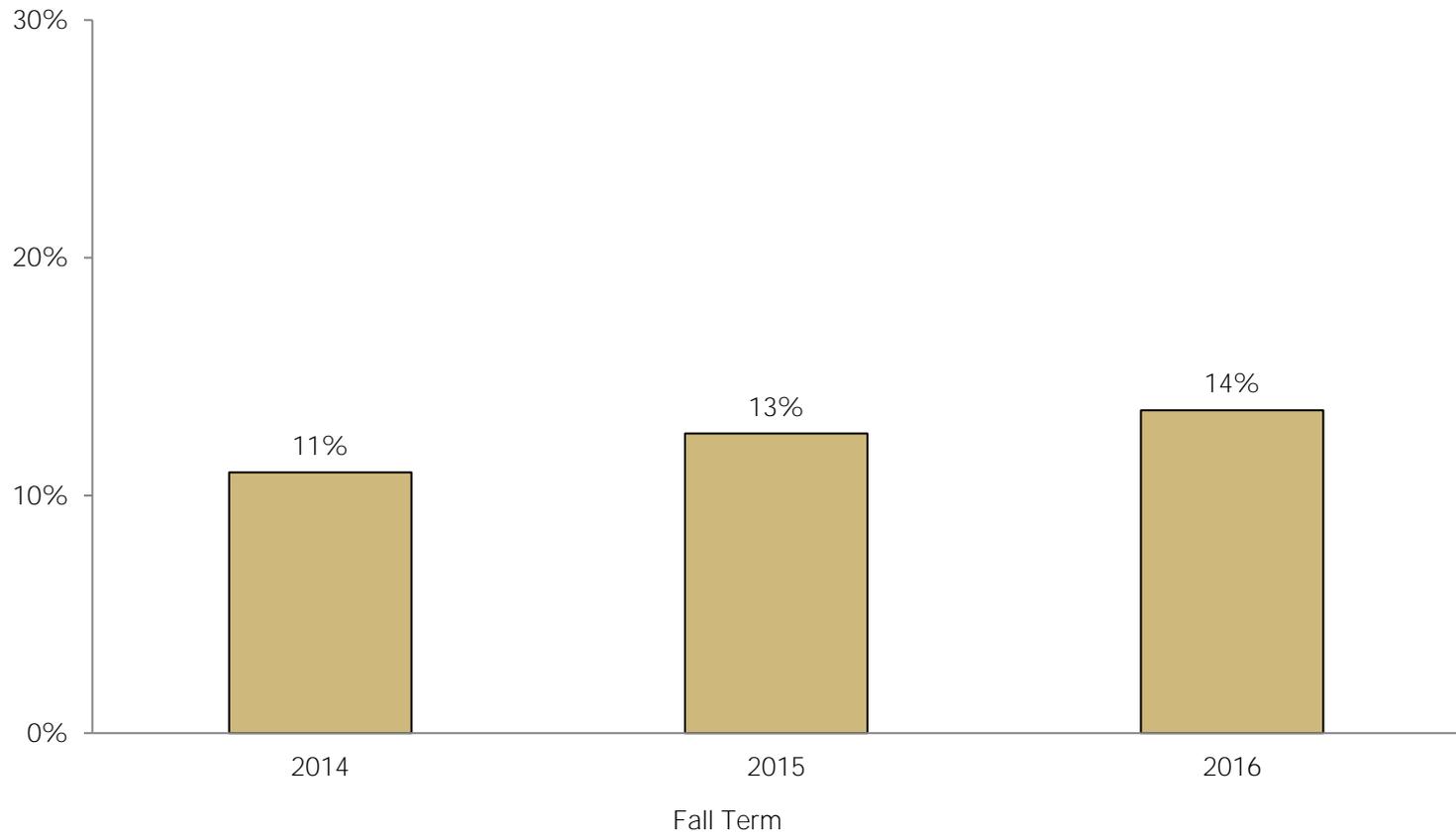


	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
Number of degree-seeking undergraduates registered with Office of Disability Services*	1,093	1,197	1,299	1,322	1,702
Percent of all degree-seeking undergraduates	4.3%	4.7%	5.0%	5.0%	6.2%

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

Note: Fall 2011 and earlier data are suppressed due to adoption of Campus Solutions for data collection resulting in non-comparable data.

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

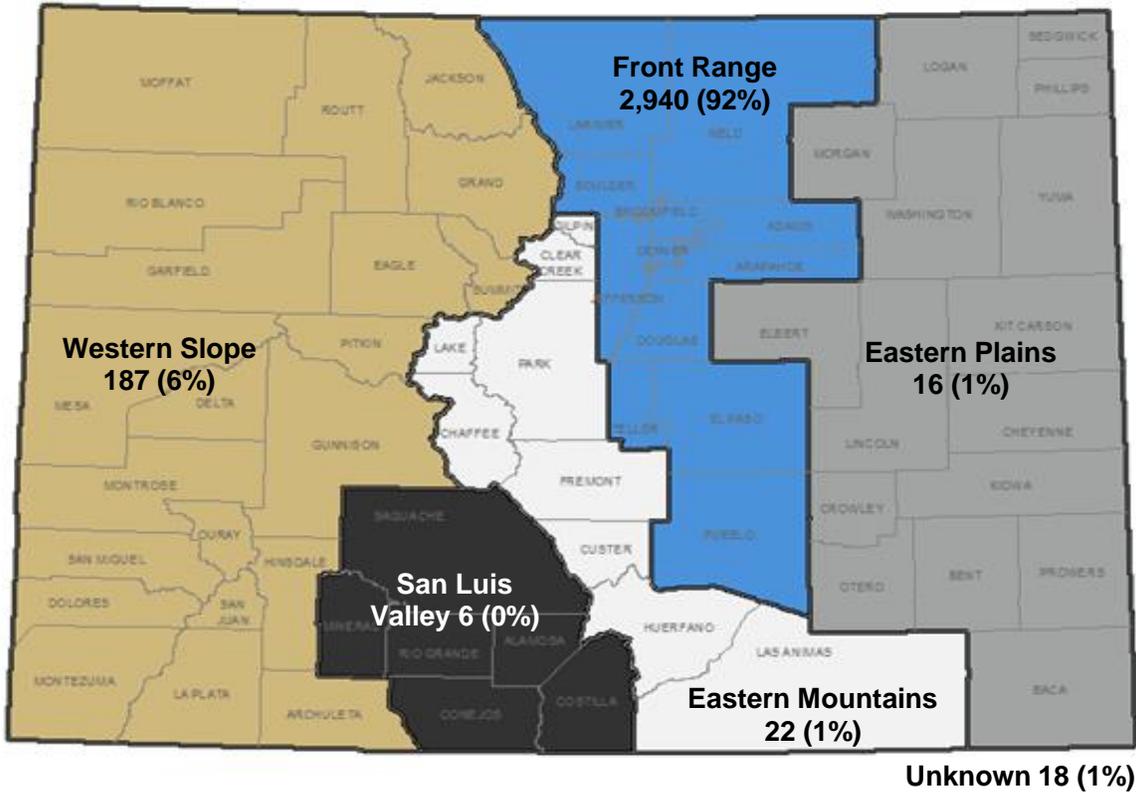


	2014	2015	2016
Total UG First Generation Enrolled	2,839	3,340	3,725
% of Total UG Enrollment	11%	13%	14%

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

University of Colorado Boulder
New Resident Freshmen, Fall 2016
Home Region

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



Region	12th Graders Enrolled in CO Public Schools ¹	CU-Boulder New Resident Freshmen, Fall 2016	
		Enrolled ²	Percent
Eastern Mountains	2%	22	1%
Eastern Plains	3%	16	1%
Front Range	83%	2,940	92%
San Luis Valley	1%	6	0%
Western Slope	9%	187	6%
Unknown	3%	18	1%
Total	100%	3,189	100%

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

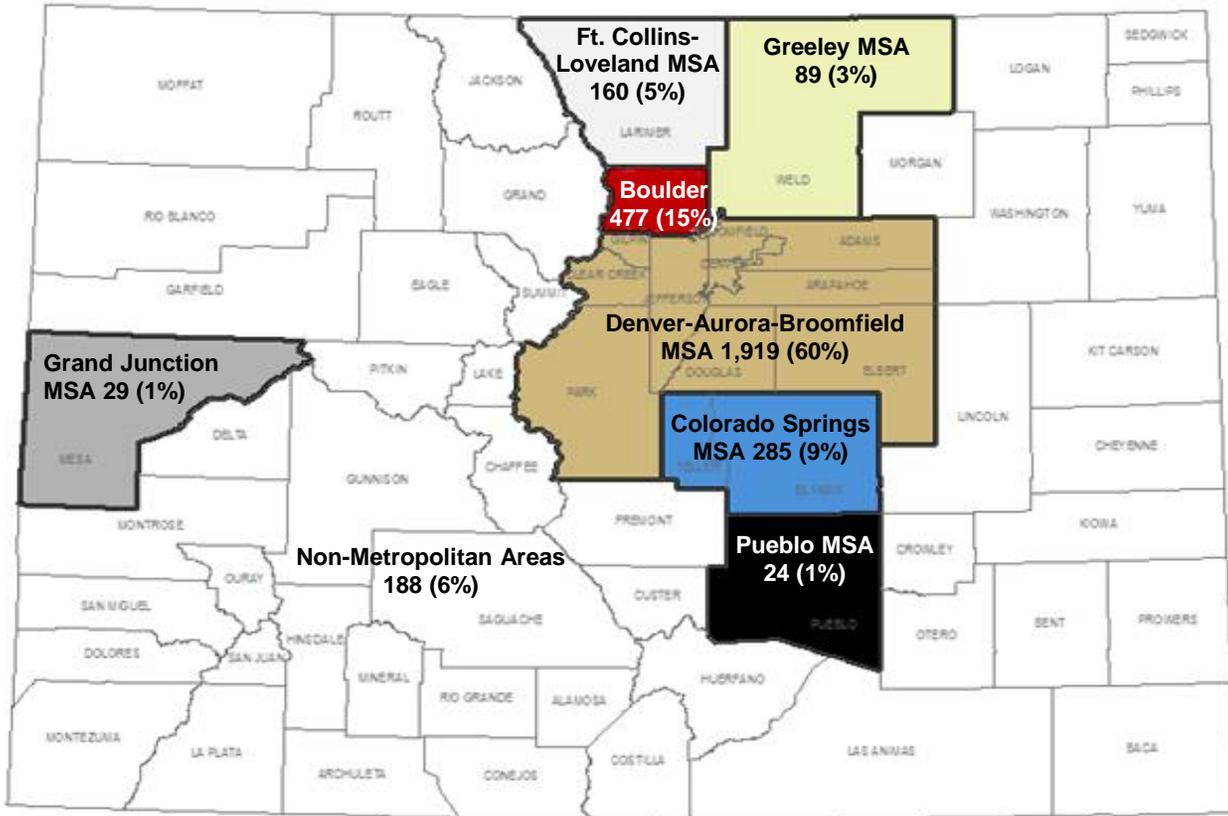
² Home region of new resident freshmen based on county at time of admission. Data source: SURDS Enrollment File (with new freshmen defined by CU registration type)

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

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

University of Colorado Boulder
New Resident Freshmen, Fall 2016
Home Region: Metropolitan and Non-Metropolitan Areas

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



MSA=Metropolitan Statistical Area

Unknown MSA 18 (1%)

Metro Area	12th Graders Enrolled in CO Public Schools ¹	CU-Boulder New Resident Freshmen, Fall 2016	
		Enrolled ²	Percent
Boulder MSA	7%	477	15%
Colorado Springs MSA	16%	285	9%
Denver-Aurora-Broomfield MSA	48%	1,919	60%
Fort Collins-Loveland MSA	5%	160	5%
Grand Junction MSA	3%	29	1%
Greeley MSA	4%	89	3%
Pueblo MSA	3%	24	1%
Non-Metro	11%	188	6%
Unknown	3%	18	1%
Total	100%	3,189	100%

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

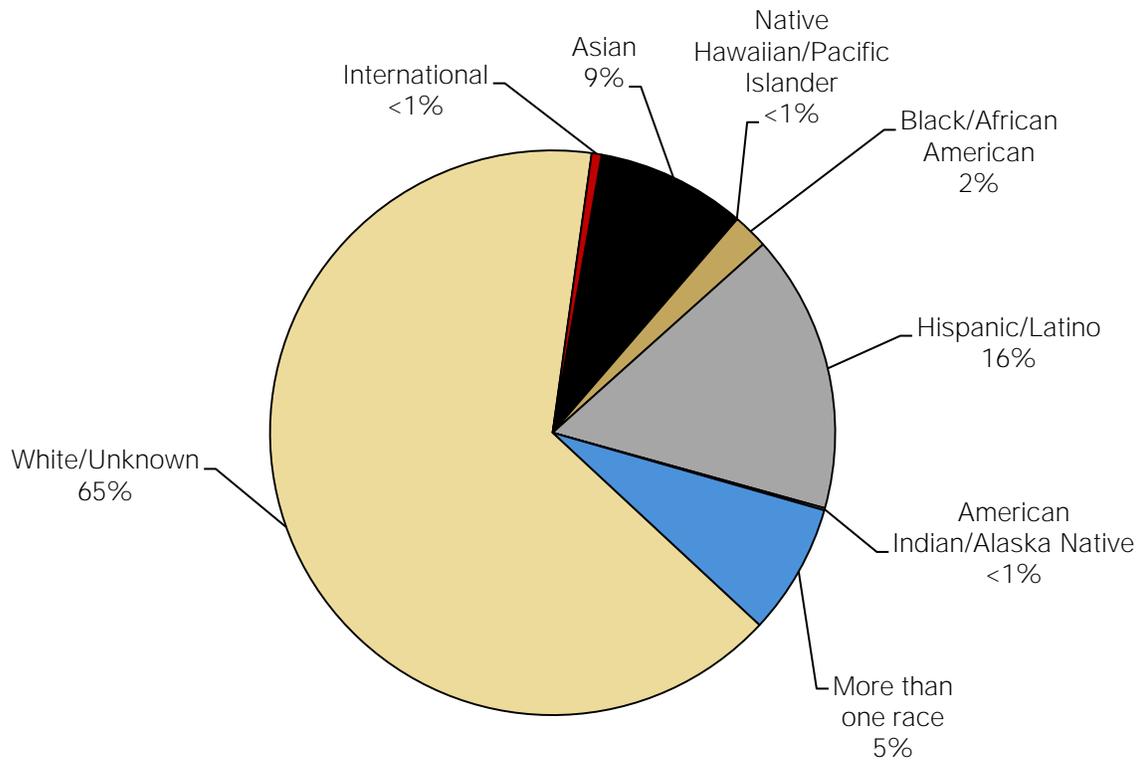
² Home region of new resident freshmen based on county at time of admission. Data source: SURDS Enrollment File (with new freshmen defined by CU registration type)

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

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

University of Colorado Boulder
New Resident Freshmen by Race/Ethnicity, Fall 2016
(End-of-Term Enrollment)

Total=3,189
Minority Total = 1,089 (34%)



Note: Enrollment data for new freshmen are based on end-of-term enrollment. All other enrollment data are based on census date enrollment, as are enrollments shown with applications and acceptances for new freshmen.

Fall 2014 racial/ethnic category counts follow IPEDS reporting rules and represent only those who selected that single category alone. Individuals selecting multiple categories are placed in "More than one race" or if Hispanic/Latino was one of their choices, in "Hispanic/Latino."

University of Colorado Boulder

Faculty and Staff Diversity

Data provided by the CU Boulder Office of Data Analytics

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

University of Colorado Boulder
Full-Time Faculty and Staff, Fall 2016

Notes: Includes all employees reported for IPEDS HR for Fall 2016. Excludes student and other temporary employees.

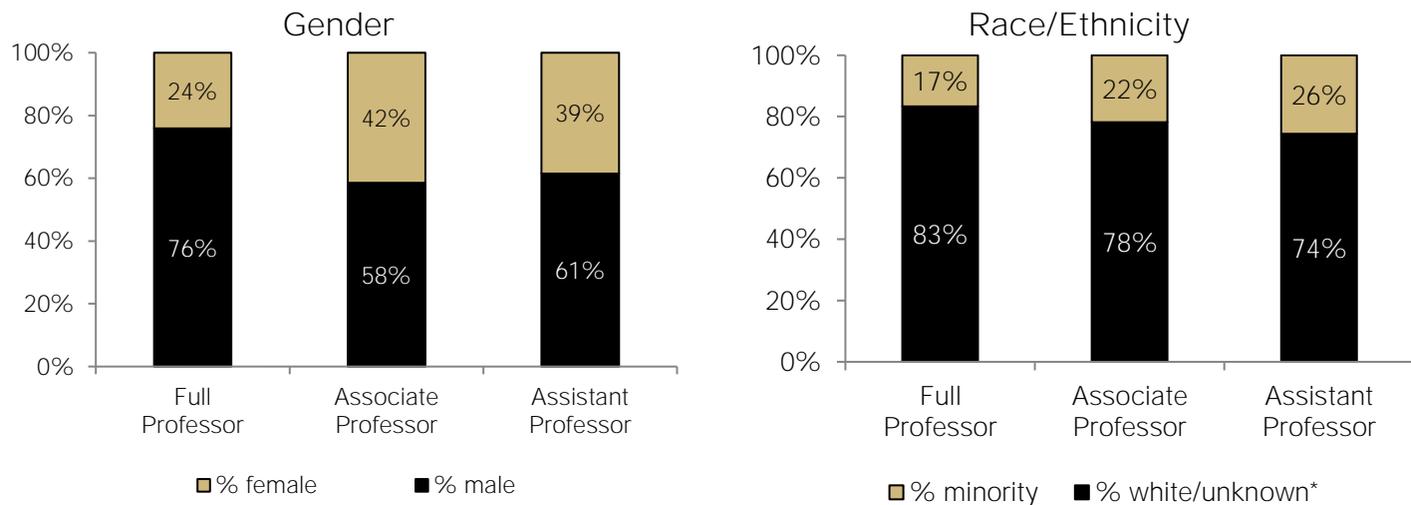
Individuals with active and paid leave appointments with known salary including all TTT status, instructor/sr. instructor status with 50%+ total time, and all others with 100% time as of Nov. 1, 2016.

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

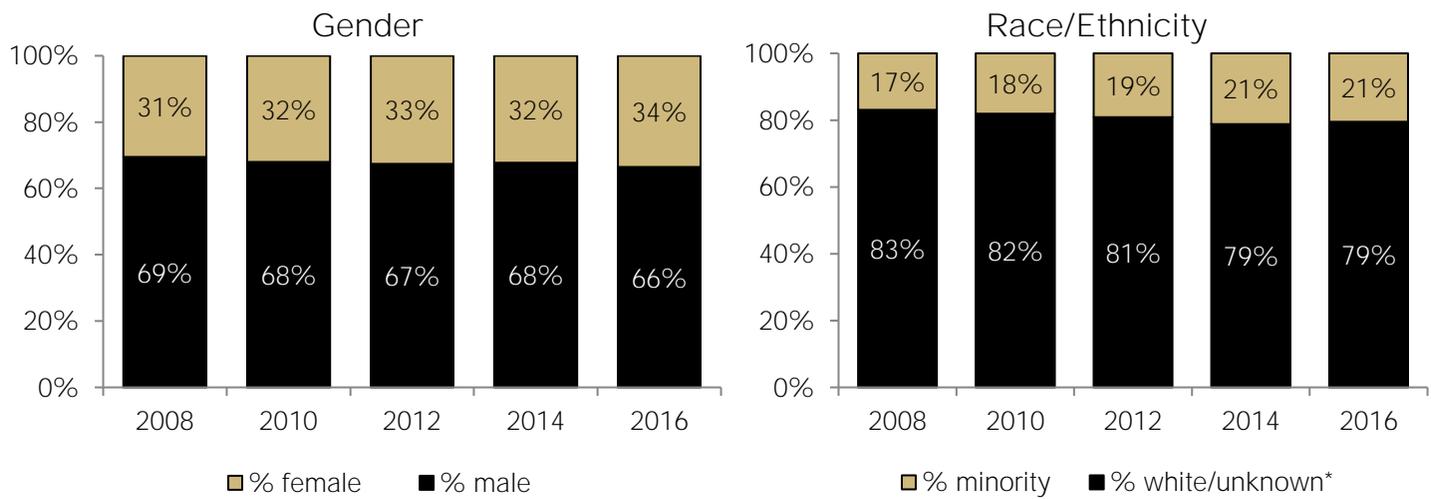
	Total	Female		Male		Minority*		Ethnicity/Citizenship								
		#	%	#	%	#	%	Black/ African American	American Indian/ Alaska Native	Asian	Native Hawaiian/P acific Islander	Hispanic/ Latino	More than one race	White	Unknown	Inter- national
Faculty	2,181	785	36%	1,396	64%	346	18%	31	11	195	4	97	8	1,427	148	260
Instructional Faculty	1,508	560	37%	948	63%	271	19%	29	8	145	3	78	8	1,081	106	50
Tenured/Tenure Track	1,140	382	34%	758	66%	227	21%	25	7	123	3	63	6	803	76	34
Full Professor	473	114	24%	359	76%	78	17%	8	4	41	1	24	-	377	14	4
Associate Professor	371	154	42%	217	58%	80	22%	9	1	45	-	23	2	268	19	4
Assistant Professor	296	114	39%	182	61%	69	26%	8	2	37	2	16	4	158	43	26
Non-Tenure Track	368	178	48%	190	52%	44	13%	4	1	22	-	15	2	278	30	16
Instructor/Sr. Instructor	368	178	48%	190	52%	44	13%	4	1	22	-	15	2	278	30	16
Research Faculty	673	225	33%	448	67%	75	16%	2	3	50	1	19	-	346	42	210
Staff	4,636	2,400	52%	2,236	48%	995	22%	89	16	312	6	517	55	3,288	306	47
Officers	32	15	47%	17	53%	7	22%	3	-	1	-	3	-	20	5	-
With Faculty Status	26	11	42%	15	58%	5	19%	2	-	1	-	2	-	17	4	-
Without Faculty Status	6	4	67%	2	33%	2	33%	1	-	-	-	1	-	3	1	-
Management/Other Professionals/Support Staff	4,604	2,385	52%	2,219	48%	988	22%	86	16	311	6	514	55	3,268	301	47
With Faculty Status	980	403	41%	577	59%	105	11%	6	3	44	1	41	10	787	54	34
Exempt Professionals	1,910	1,151	60%	759	40%	291	15%	40	6	99	4	119	23	1,459	148	12
Classified Staff	1,714	831	48%	883	52%	592	35%	40	7	168	1	354	22	1,022	99	1
Faculty/Staff Total	6,817	3,185	47%	3,632	53%	1,341	21%	120	27	507	10	614	63	4,715	454	307

University of Colorado Boulder

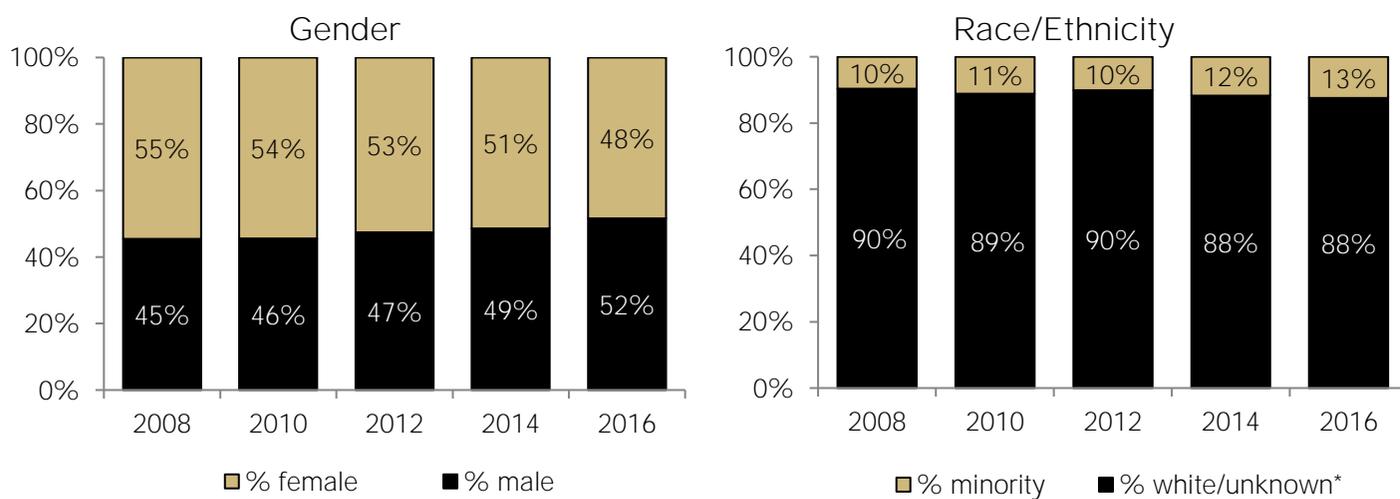
Regular Instructional Faculty, Fall 2016 Tenured/Tenure Track



Regular Instructional Faculty, Fall 2008 - Fall 2016 Tenured/Tenure Track Faculty All Ranks Combined

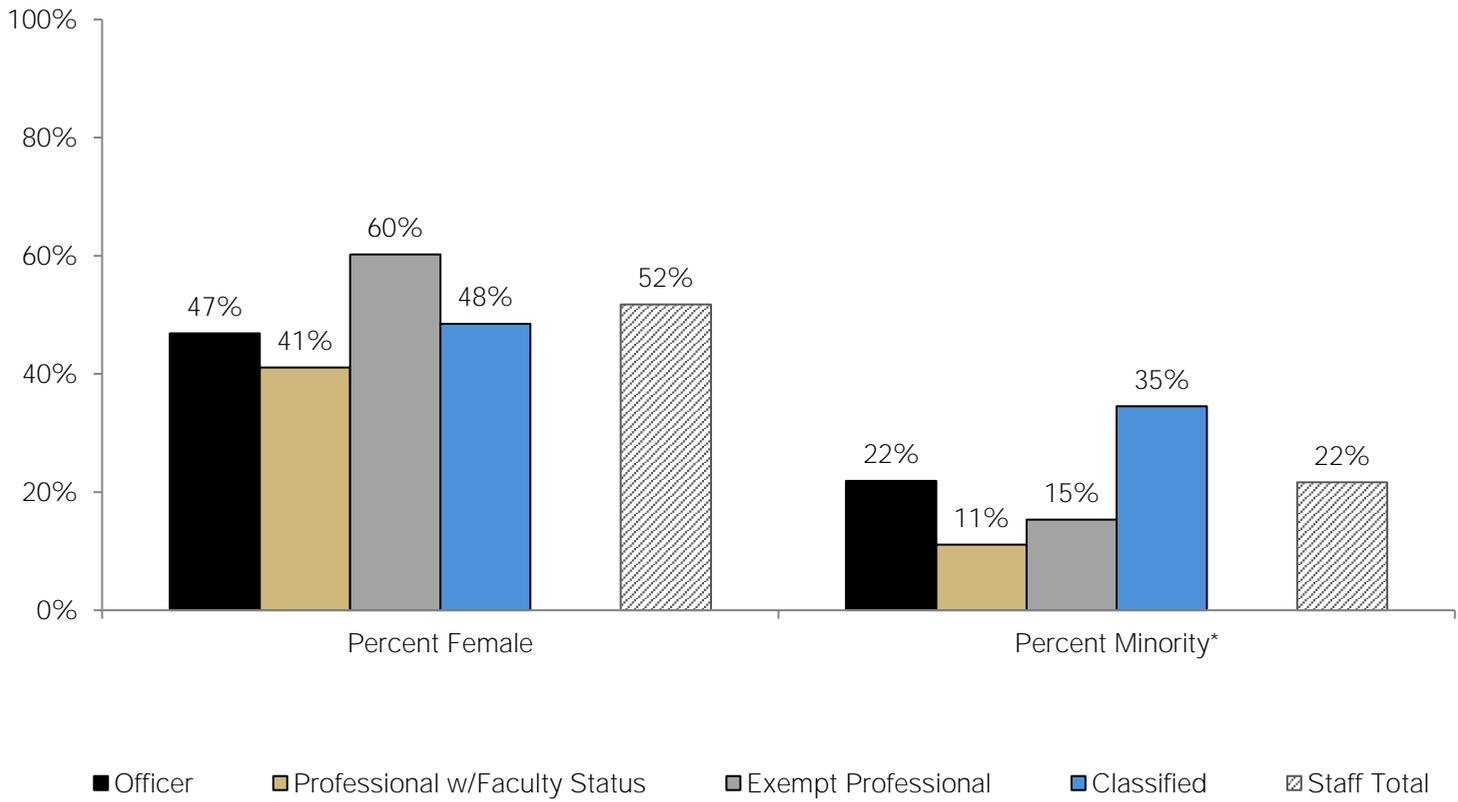


Non-Tenure Track Faculty Instructors and Senior Instructors Combined



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

University of Colorado Boulder
Staff Diversity, Fall 2016



* Minority percentage calculation does not include the international population.



2016-17 Diversity Report

UCCS Diversity Report Narrative

Diversity and inclusion were critical areas of focus during the past year at UCCS. This was reflected in the preparation for the accreditation visit from the Higher Learning Commission that included as a core component the institutional



understanding of the relationship between mission and the diversity of society. Diversity was one of the critical areas addressed in the 2016 midpoint review of the 2020 strategic plan in anticipation of the accreditation visit. The external accreditation review team concluded that “UCCS is committed to its role in a multicultural society, and several documents underscore its commitment. An extensive

array of programs validates the university's intent to follow through on its extensive diversity planning.” HLC accreditation was reaffirmed for the maximum term of ten years with no monitoring contingencies, the best possible outcome.

The campus worked diligently to sustain and develop an inclusive climate for all community members in the context of broader societal controversies. These inclusion initiatives took place in a context of a growing and more diverse student body and were aided by explicit efforts, not only to bring more diversity to staff, faculty and leadership, but also to prepare community members to engage effectively with difference through civil dialogue.

Changing student body

The proportion of minority students increased to 32% of the student undergraduate population from Fall 2015 to Fall 2016 at a time of robust enrollment growth (plus 5.9%). This included 13.5% increase in African American students and 9.5% increase in Hispanic/Latino students. The largest minority group is Hispanic/Latino at 17% of undergraduates which is steadily approaching the twenty-five percent threshold for Hispanic Serving Institution designation under Title V.

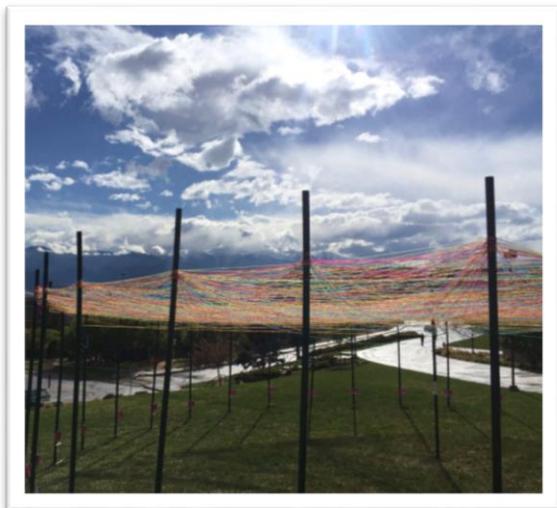


This year also saw increases in other measurable dimensions of diversity. For example, in Fall 2016 nearly one in five of UCCS students was military-affiliated. The proportion of students registered with the disability office also increased to 5.2% of students.

The incoming class of freshmen in Fall 2016 was the largest in UCCS history and the proportion of minority undergraduate students among resident freshmen increased to 39%. This likewise included the largest ever number of freshman students of color (697). Retention rates for returning sophomores improved to 69% this year and were the same for minority students as for White students. Six-year graduation rates also improved to 40% for minority students, though still below the five-year average. It is important to remember that retention rates and six-year graduation rates only apply to students who enter UCCS as freshmen. They do not describe the progress of our transfer students, a significant portion of our undergraduate student population. In Fall 2016, 1,107 new undergraduates were enrolled as transfer students and almost 65% of undergraduates had some transfer credits.

Campus climate

UCCS, like other campuses, was shaken by the wave of violence in the past year that impacted communities at home and abroad. The response from campus leadership was robust and immediate. The Chancellor supported the Associate Vice Chancellor for Inclusion in launching a “Moving Forward Through Violent



Times” program. An initial forum in the summer was followed by a year-long series that encompassed many dimensions of conflict and social difference. Featured programs were highlighted each month by the Chancellor’s office, touching in issues ranging from racial conflict, to interfaith dialogue, to political diversity, to immigrant rights among others. These programs were organized by a variety of campus and community sponsors, often in collaboration with the Kraemer Family Library Just Talk series. Over the course of the year, 768 participated in the featured programs including students,

staff, faculty and community members. Another four hundred joined in one of the final programs of the semester, The Unity Project. This participatory art project on the lawn by the Mountain Lion statue illustrated the many dimensions of diversity within our campus community and the common threads that bind us together.

More than three hundred people from across the CU campuses registered for the 2017 University of Colorado Diversity Summit, organized and hosted by UCCS on March 6. Participants included staff, faculty, administrators, and regents. The Chancellors from the four campuses presented a lunchtime panel reaffirming the university mission of fostering a culture of inclusion.



In addition to these featured programs, building inclusion is an ongoing element of our institutional development at UCCS, including the campus leadership academy for staff and faculty and student leadership programs. Dr Dena Samuels, nationally known diversity consultant and member of our WEST faculty, provided three sessions of her “Of Course I’m Culturally Inclusive” workshop within the leadership academy. In addition, the Provost organized faculty programs focusing on

academic freedom and difficult dialogues in the classroom. Similarly, UCCS students involved in clubs and in student government engaged with a wide and diverse range of issues. 792 students participated in twenty student organizations focusing on diversity and inclusion.



In response to the initial announcement of immigration bans early this year the UCCS Global Engagement office provided active outreach and ongoing support to

international students. In similar spirit, President Benson and Regent Griego met with DACA students and others to reaffirm the university’s commitment to support their inclusion and academic success at the University of Colorado, this was reinforced by the Regents unanimous resolution on April 7, 2017 and the creation of the Student Relief Fund.

Faculty and Leadership Diversity

The emphasis on diversity in the hiring of faculty and campus underlined in the midpoint strategic plan revision and by the Board of Regents is showing results. Ten of twenty-one tenure-track faculty who started in Fall 2016 were faculty of color (47.6%). The proportion of minority tenure-track faculty increased by two percent points to (16%), but was higher among assistant professors at 23%. The proportion of minority non-tenure track faculty is still lagging, but increased to 12%. The development of diversity recruitment plans by college described in last year's diversity report was deferred pending leadership transitions in the Provost position and Human Resources Director.

The pool of finalists for tenure-track positions this year was very promising. The Associate Vice Chancellor for Inclusion and Academic Engagement (AVCIAE) met with thirty-five finalists of all backgrounds for open faculty positions to discuss



campus and community climate and diversity strategies. The AVCIAE, in collaboration with the former Director of Human Resources developed a proposal for a Diversity Fellow program modeled after CU Boulder's Chancellor Post-Doctoral Fellowship program that was presented to campus leadership during the budget review.

Dr. Sentwali Bakari was hired as in Fall 2016 to serve as Vice Chancellor for Student Success, joining the Chancellor's Leadership Team. In addition to his strong professional background in diversity and student success, Dr. Bakari is committed to facilitating international educational experiences for first generation and minority students, as he did at his former institution. The search for a new Chancellor, also brought a diverse

and highly qualified set of finalists for campus interviews, resulting in the selection of Dr. Venkat Reddy.

Quantitative Highlights for UCCS Diversity Report—2017

- Strong growth in undergraduate headcount at UCCS in the past year (plus 5.9%) includes an even larger increase in the number of minority students (plus 8.7%).
- The proportion of minority undergraduate students (32%) is one percentage point higher than last year, increasing in number by 262 students.
- The ethnic diversity of Colorado resident freshmen is even greater with 39% minority students.
- 7.4% of undergraduates are from multi-racial backgrounds, the most rapidly growing category since it was introduced in 2011.
- 26% of UCCS baccalaureate degrees were awarded to minority students. This is the highest proportion in the last ten years.
- Graduate student enrollment grew by 3.1% while minority student population increased 18.3%, constituting 21% of the graduate student population.
- 31% of UCCS undergraduates are eligible for Pell grants for low-income students. 44% of baccalaureate degrees awarded in 2015 were to Pell eligible students
- Freshman retention rates improved to 69% among minority students who were first time freshmen. This equaled the retention rate for white, non-Hispanic students within this cohort.
- The six-year graduation rate for white, non-Hispanic students who entered UCCS in 2010 was 47%. It was 40% for minority students.
- First generation students continue to form a substantial portion (29%) of the undergraduate student body.
- 16% of tenure track faculty are minority, whereas 23% of all assistant professors are minority.
- Females represent 43% of classified staff, 64% of exempt professionals, and 39% of officers. In these same categories, 28% of classified staff, 18% of exempt professionals, and 22% of officers are individuals from minority groups.

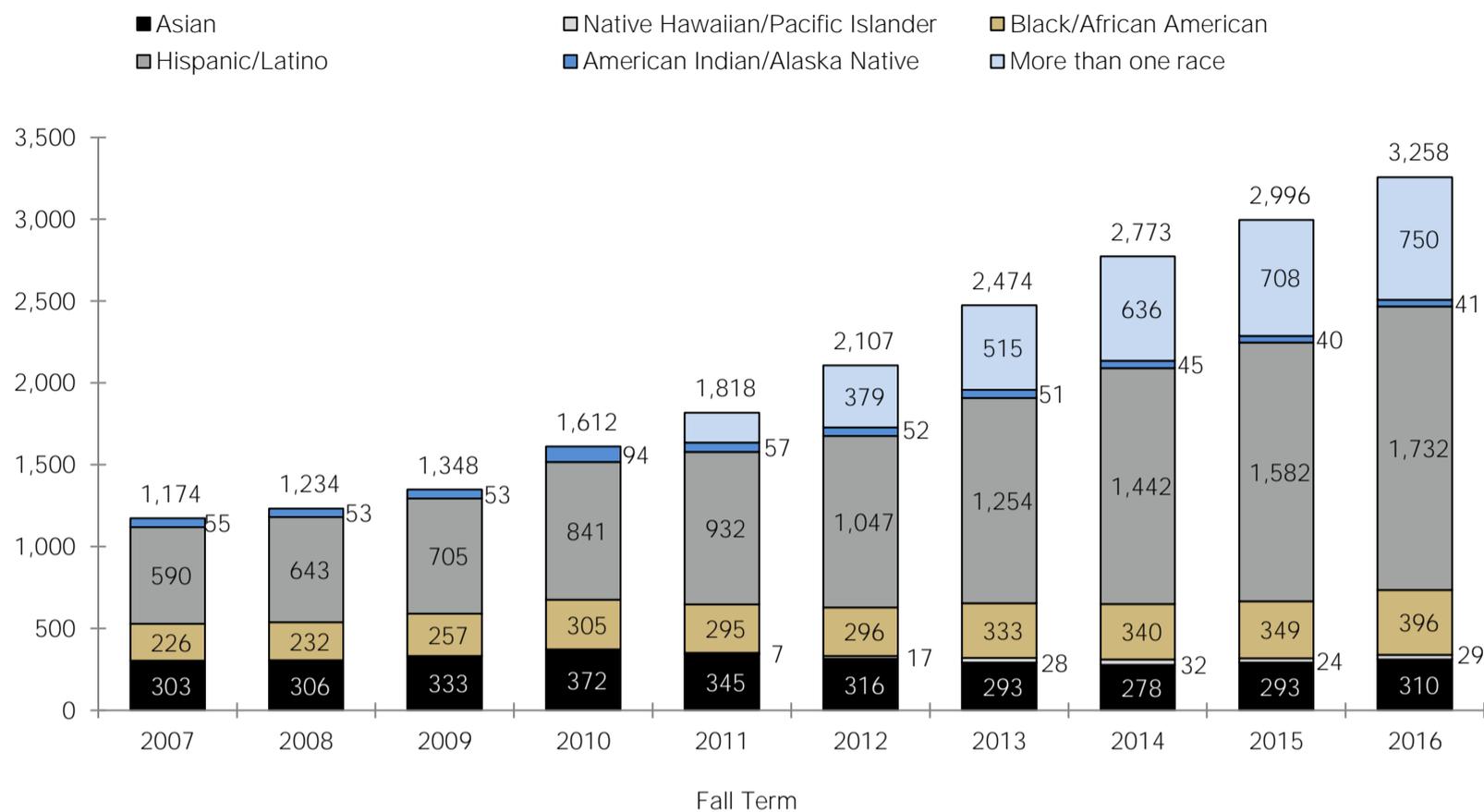
University of Colorado Colorado Springs

Student Diversity

Data provided by the UCCS Office of Institutional Research

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

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



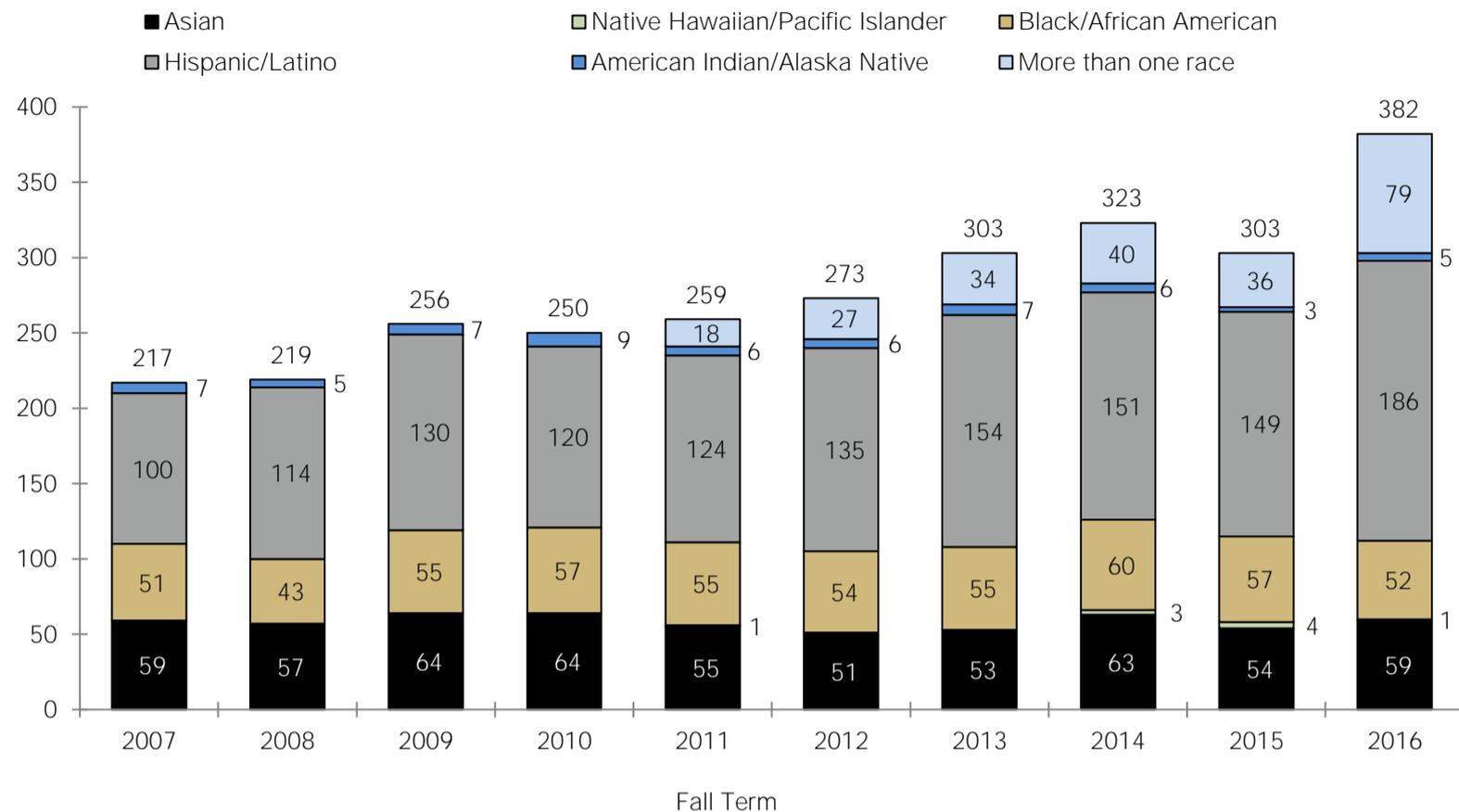
Race/Ethnicity	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Asian	303	306	333	372	345	316	293	278	293	310
Native Hawaiian/Pacific Islander	-	-	-	-	7	17	28	32	24	29
Black/African American	226	232	257	305	295	296	333	340	349	396
Hispanic/Latino	590	643	705	841	932	1,047	1,254	1,442	1,582	1,732
American Indian/Alaska Native	55	53	53	94	57	52	51	45	40	41
More than one race	-	-	-	-	182	379	515	636	708	750
White/Unknown	5,032	5,235	5,392	5,522	5,836	6,018	6,327	6,466	6,488	6,817
International	28	29	30	37	42	46	70	140	134	112
Total Enrollment	6,234	6,498	6,770	7,171	7,696	8,171	8,871	9,379	9,618	10,187
Minority Total	1,174	1,234	1,348	1,612	1,818	2,107	2,474	2,773	2,996	3,258
Minority as % of Total w/ International	19%	19%	20%	22%	24%	26%	28%	30%	31%	32%
Minority as % of Total w/o International*	19%	19%	20%	23%	24%	26%	28%	30%	32%	32%

	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Asian	4.9%	4.7%	4.9%	5.2%	4.5%	3.9%	3.3%	3.0%	3.0%	3.0%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.1%	0.2%	0.3%	0.3%	0.2%	0.3%
Black/African American	3.6%	3.6%	3.8%	4.3%	3.8%	3.6%	3.8%	3.6%	3.6%	3.9%
Hispanic/Latino	9.5%	9.9%	10.4%	11.7%	12.1%	12.8%	14.1%	15.4%	16.4%	17.0%
American Indian/Alaska Native	0.9%	0.8%	0.8%	1.3%	0.7%	0.6%	0.6%	0.5%	0.4%	0.4%
More than one race	0.0%	0.0%	0.0%	0.0%	2.4%	4.6%	5.8%	6.8%	7.4%	7.4%
White/Unknown	80.7%	80.6%	79.6%	77.0%	75.8%	73.7%	71.3%	68.9%	67.5%	66.9%
International	0.4%	0.4%	0.4%	0.5%	0.5%	0.6%	0.8%	1.5%	1.4%	1.1%

* Minority percentage calculation does not include the international population.

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

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



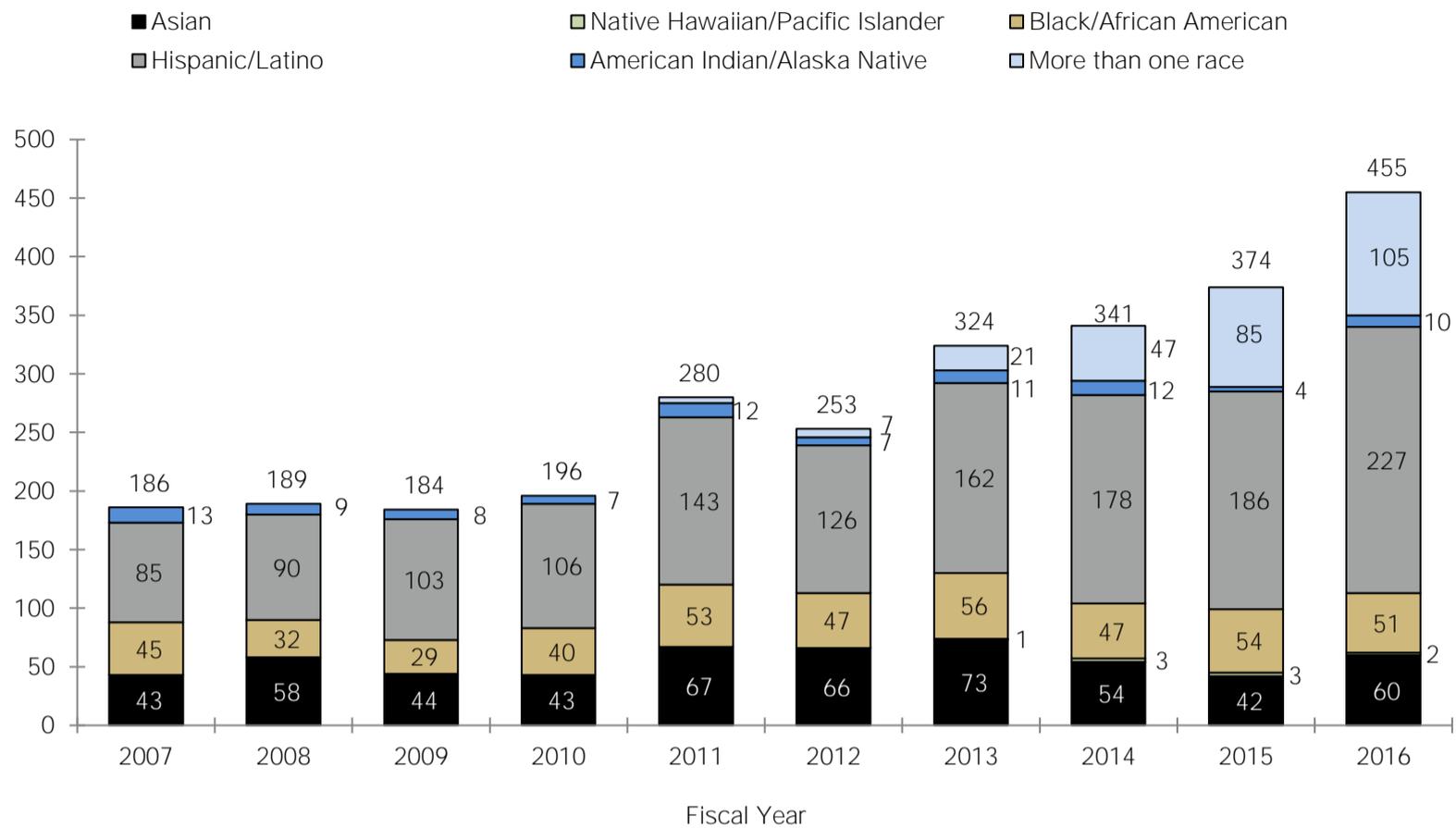
Race/Ethnicity	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Asian	59	57	64	64	55	51	53	63	54	59
Native Hawaiian/Pacific Islander	-	-	-	-	1	-	-	3	4	1
Black/African American	51	43	55	57	55	54	55	60	57	52
Hispanic/Latino	100	114	130	120	124	135	154	151	149	186
American Indian/Alaska Native	7	5	7	9	6	6	7	6	3	5
More than one race	-	-	-	-	18	27	34	40	36	79
White/Unknown	1,218	1,249	1,415	1,419	1,301	1,244	1,280	1,258	1,230	1,292
International	24	23	23	52	65	89	144	172	148	134
Total Enrollment	1,459	1,491	1,694	1,721	1,625	1,606	1,727	1,753	1,681	1,808
Minority Total	217	219	256	250	259	273	303	323	303	382
Minority as % of Total w/ International	15%	15%	15%	15%	16%	17%	18%	18%	18%	21%
Minority as % of Total w/o International*	15%	15%	15%	15%	17%	18%	19%	20%	20%	23%

	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Asian	4.0%	3.8%	3.8%	3.7%	3.4%	3.2%	3.1%	3.6%	3.2%	3.3%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.2%	0.2%	0.1%
Black/African American	3.5%	2.9%	3.2%	3.3%	3.4%	3.4%	3.2%	3.4%	3.4%	2.9%
Hispanic/Latino	6.9%	7.6%	7.7%	7.0%	7.6%	8.4%	8.9%	8.6%	8.9%	10.3%
American Indian/Alaska Native	0.5%	0.3%	0.4%	0.5%	0.4%	0.4%	0.4%	0.3%	0.2%	0.3%
More than one race	0.0%	0.0%	0.0%	0.0%	1.1%	1.7%	2.0%	2.3%	2.1%	4.4%
White/Unknown	83.5%	83.8%	83.5%	82.5%	80.1%	77.5%	74.1%	71.8%	73.2%	71.5%
International	1.6%	1.5%	1.4%	3.0%	4.0%	5.5%	8.3%	9.8%	8.8%	7.4%

* Minority percentage calculation does not include the international population.

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

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



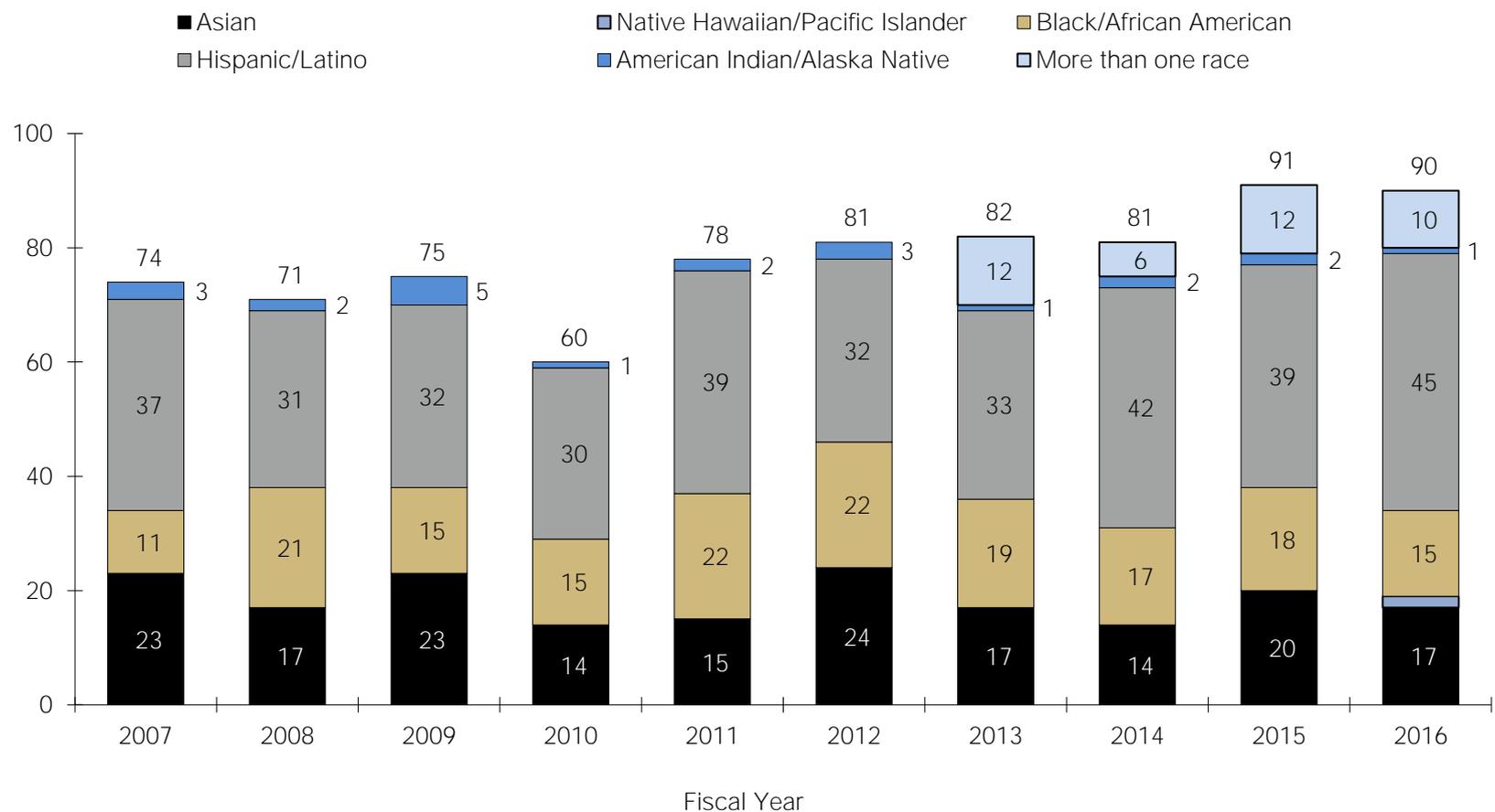
Race/Ethnicity	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Asian	43	58	44	43	67	66	73	54	42	60
Native Hawaiian/Pacific Islander	-	-	-	-	-	-	1	3	3	2
Black/African American	45	32	29	40	53	47	56	47	54	51
Hispanic/Latino	85	90	103	106	143	126	162	178	186	227
American Indian/Alaska Native	13	9	8	7	12	7	11	12	4	10
More than one race	-	-	-	-	5	7	21	47	85	105
White/Unknown	926	976	1,037	1,028	1,042	1,145	1,071	1,220	1,175	1,265
International	4	1	4	4	5	7	2	2	15	11
Total Degrees Awarded	1,116	1,166	1,225	1,228	1,327	1,405	1,397	1,563	1,564	1,731
Minority Total	186	189	184	196	280	253	324	341	374	455
Minority as % of Total w/ International	17%	16%	15%	16%	21%	18%	23%	22%	24%	26%
Minority as % of Total w/o International*	17%	16%	15%	16%	21%	18%	23%	22%	24%	26%

	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Asian	3.9%	5.0%	3.6%	3.5%	5.0%	4.7%	5.2%	3.5%	2.7%	3.5%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.2%	0.2%	0.1%
Black/African American	4.0%	2.7%	2.4%	3.3%	4.0%	3.3%	4.0%	3.0%	3.5%	2.9%
Hispanic/Latino	7.6%	7.7%	8.4%	8.6%	10.8%	9.0%	11.6%	11.4%	11.9%	13.1%
American Indian/Alaska Native	1.2%	0.8%	0.7%	0.6%	0.9%	0.5%	0.8%	0.8%	0.3%	0.6%
More than one race	0.0%	0.0%	0.0%	0.0%	0.4%	0.5%	1.5%	3.0%	5.4%	6.1%
White/Unknown	83.0%	83.7%	84.7%	83.7%	78.5%	81.5%	76.7%	78.1%	75.1%	73.1%
International	0.4%	0.1%	0.3%	0.3%	0.4%	0.5%	0.1%	0.1%	1.0%	0.6%

* Minority percentage calculation does not include the international population.

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

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



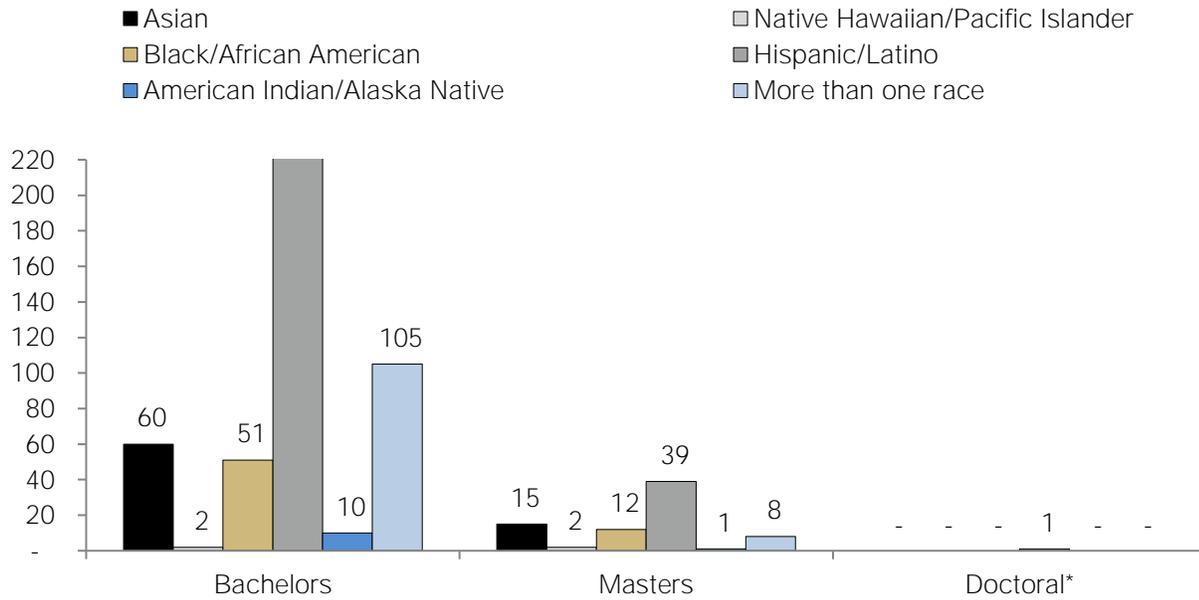
Race/Ethnicity	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Asian	23	17	23	14	15	24	17	14	20	17
Native Hawaiian/Pacific Islander	-	-	-	-	-	-	-	-	-	2
Black/African American	11	21	15	15	22	22	19	17	18	15
Hispanic/Latino	37	31	32	30	39	32	33	42	39	45
American Indian/Alaska Native	3	2	5	1	2	3	1	2	2	1
More than one race	-	-	-	-	-	-	12	6	12	10
White/Unknown	416	423	459	451	465	424	417	389	401	395
International	10	9	7	2	6	11	18	34	49	62
Total Degrees Awarded	500	503	541	513	549	516	517	504	541	547
Minority Total	74	71	75	60	78	81	82	81	91	90
Minority as % of Total w/ International	15%	14%	14%	12%	14%	16%	16%	16%	17%	16%
Minority as % of Total w/o International*	15%	14%	14%	12%	14%	16%	16%	17%	18%	19%

Race/Ethnicity	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Asian	4.6%	3.4%	4.3%	2.7%	2.7%	4.7%	3.3%	2.8%	3.7%	3.1%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.4%
Black/African American	2.2%	4.2%	2.8%	2.9%	4.0%	4.3%	3.7%	3.4%	3.3%	2.7%
Hispanic/Latino	7.4%	6.2%	5.9%	5.8%	7.1%	6.2%	6.4%	8.3%	7.2%	8.2%
American Indian/Alaska Native	0.6%	0.4%	0.9%	0.2%	0.4%	0.6%	0.2%	0.4%	0.4%	0.2%
More than one race	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.3%	1.2%	2.2%	1.8%
White/Unknown	83.2%	84.1%	84.8%	87.9%	84.7%	82.2%	80.7%	77.2%	74.1%	72.2%
International	2.0%	1.8%	1.3%	0.4%	1.1%	2.1%	3.5%	6.7%	9.1%	11.3%

* Minority percentage calculation does not include the international population.

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

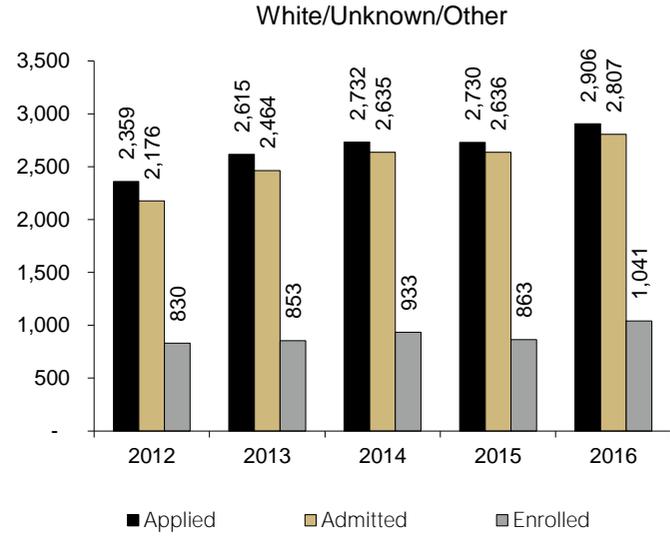
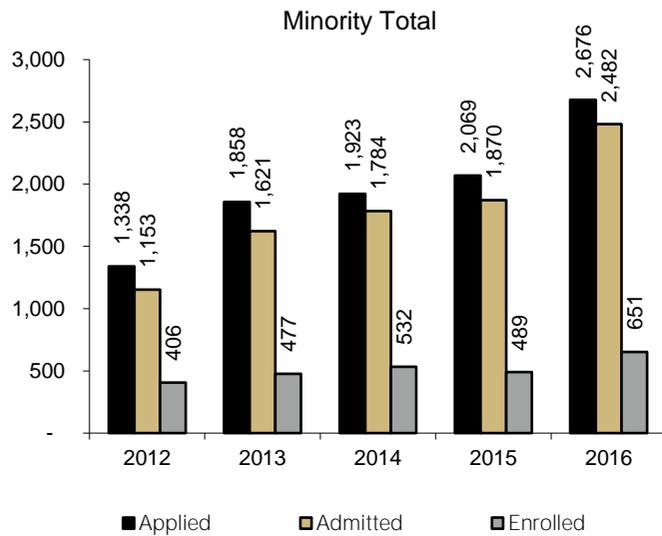
University of Colorado Colorado Springs
 Degrees Awarded by Race/Ethnicity
 Fiscal Year 2016



Race/Ethnicity	Bachelors	Masters	Doctoral*	Total
Asian	60	15	-	77
Native Hawaiian/Pacific Islander	2	2	-	4
Black/African American	51	12	-	66
Hispanic/Latino	227	39	1	272
American Indian/Alaska Native	10	1	-	11
More than one race	105	8	-	115
White/Unknown	1,265	333	21	1,660
International	11	57	5	73
Total Degrees Awarded	1,731	467	27	2,278
Minority Total	455	77	1	545

*Doctoral includes PhD and DNP.

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



Fall Term	Applied	Admitted	Enrolled
2012	124	118	41
2013	157	149	40
2014	150	147	43
2015	167	158	43
2016	197	194	64

Fall Term	Applied	Admitted	Enrolled
2012	8	8	1
2013	12	9	4
2014	10	10	4
2015	6	5	3
2016	15	15	4

Fall Term	Applied	Admitted	Enrolled
2012	166	124	37
2013	243	200	66
2014	216	186	61
2015	250	214	51
2016	333	302	78

Fall Term	Applied	Admitted	Enrolled
2012	780	674	220
2013	1,117	967	261
2014	1,207	1,123	298
2015	1,272	1,152	278
2016	1,713	1,572	362

Fall Term	Applied	Admitted	Enrolled
2012	9	7	2
2013	7	5	1
2014	11	11	5
2015	13	11	3
2016	10	9	4

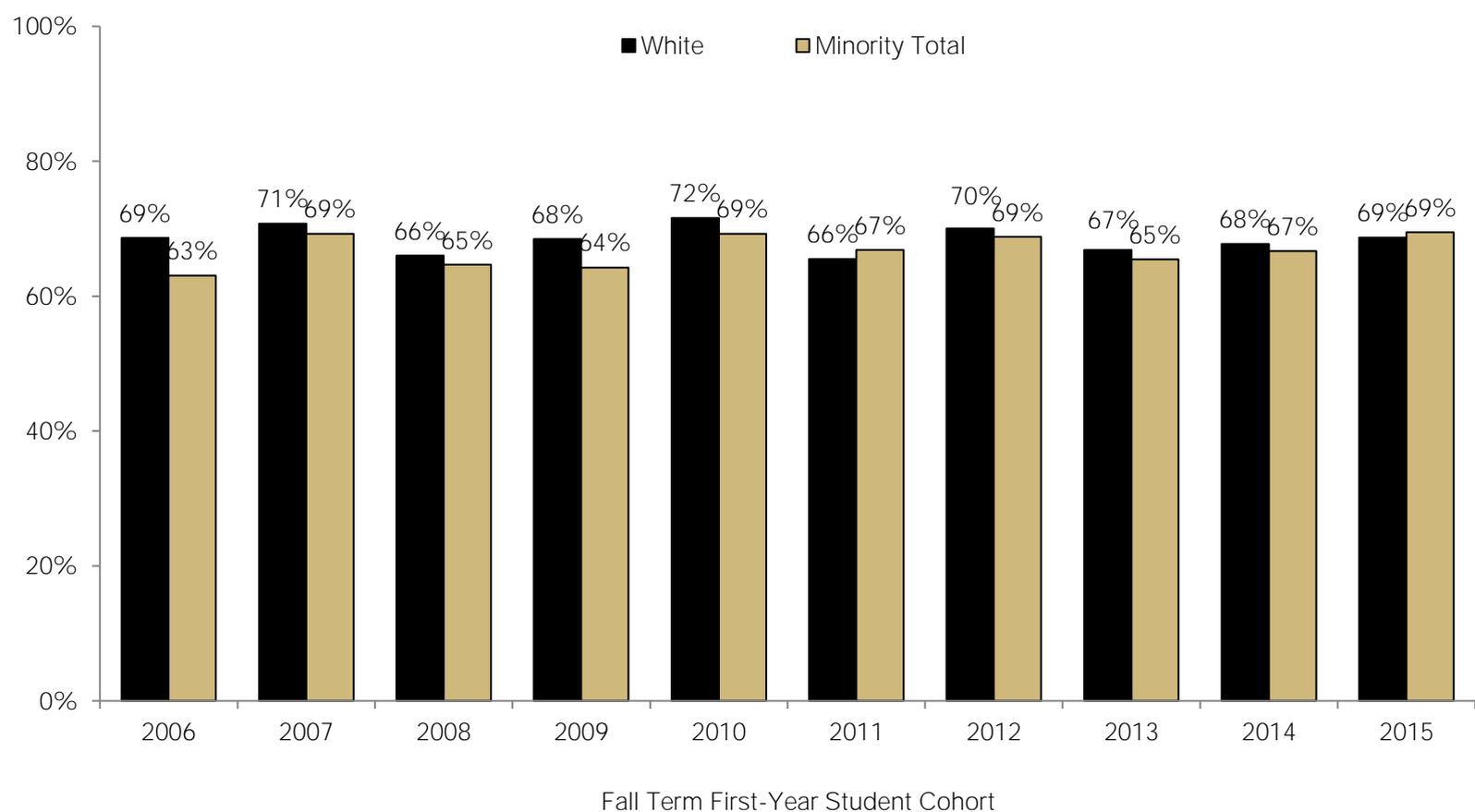
Fall Term	Applied	Admitted	Enrolled
2012	251	222	105
2013	322	291	105
2014	329	307	121
2015	361	330	111
2016	408	390	139

Fall Term	Applied	Admitted	Enrolled
2012	2,359	2,176	830
2013	2,615	2,464	853
2014	2,732	2,635	933
2015	2,730	2,636	863
2016	2,906	2,807	1,041

Fall Term	Applied	Admitted	Enrolled
2012	3,697	3,329	1,236
2013	4,473	4,085	1,330
2014	4,655	4,419	1,465
2015	4,799	4,506	1,352
2016	5,582	5,289	1,692

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

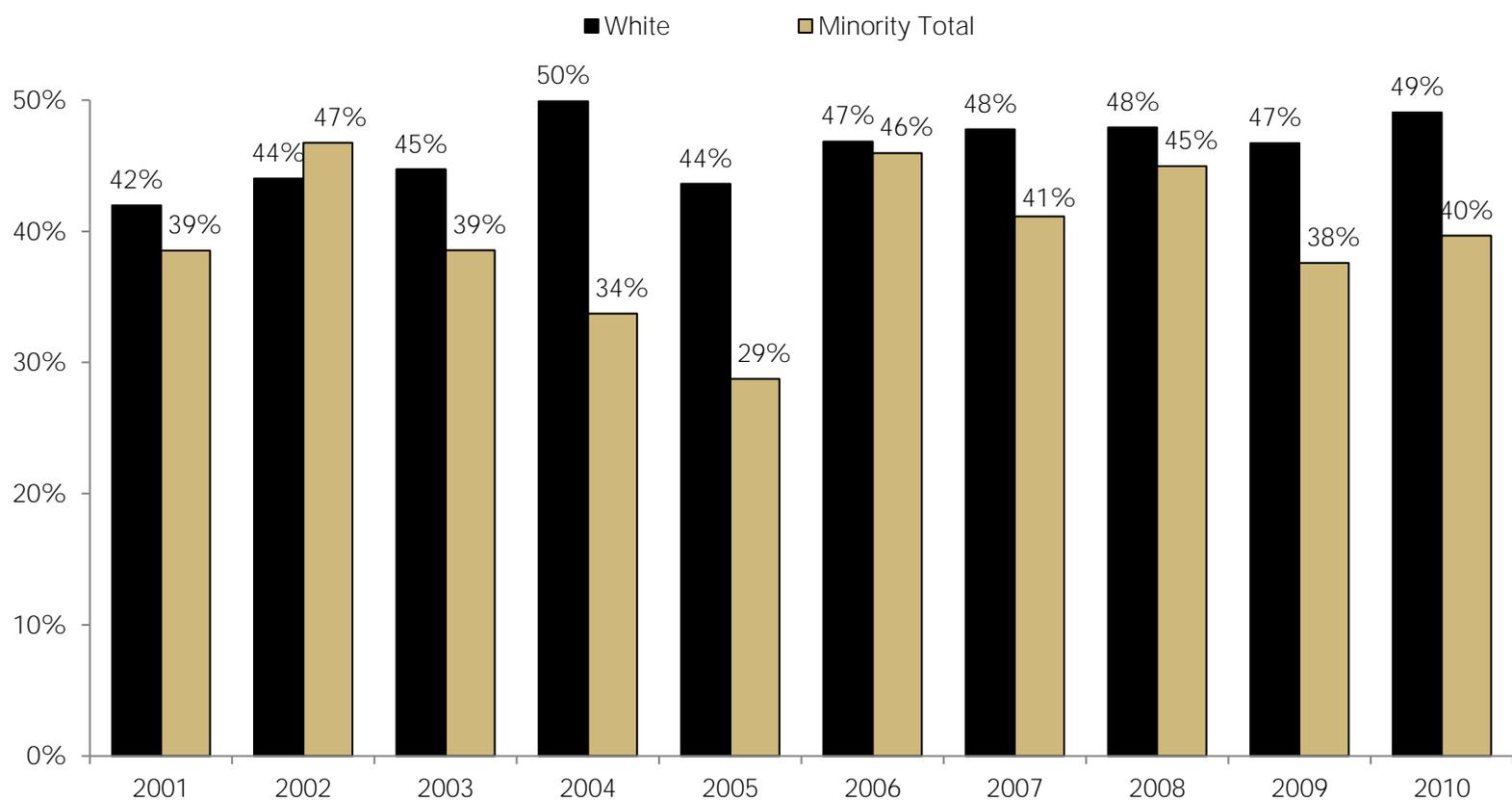
University of Colorado Colorado Springs
1-Year Freshman Retention Rates by Race/Ethnicity



First-year Cohort	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	52	70	56	65	44	60	48	46	47	54
Native Hawaiian/Pacific Islander	-	-	-	-	-	2	4	9	6	3
Black/African American	36	39	39	36	39	51	43	71	70	60
Hispanic/Latino	100	119	126	138	184	179	244	295	337	316
American Indian/Alaska Native	7	6	11	10	9	7	3	3	5	4
White	752	725	871	783	821	925	947	1,016	1,094	993
Other/Unknown	43	50	52	61	19	38	19	4	6	4
International	6	4	3	4	7	9	7	13	10	11
Total	953	963	1,106	1,036	1,156	1,352	1,447	1,580	1,722	1,581
Minority Total	195	234	232	249	309	380	474	547	612	573

Percent Enrolled One Year Later	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	58%	70%	71%	75%	82%	82%	60%	72%	81%	80%
Native Hawaiian/Pacific Islander	0%	0%	0%	0%	0%	50%	100%	67%	50%	100%
Black/African American	58%	69%	67%	56%	56%	57%	72%	59%	61%	78%
Hispanic/Latino	66%	69%	60%	62%	68%	66%	69%	65%	66%	65%
American Indian/Alaska Native	86%	67%	73%	60%	78%	57%	100%	67%	60%	75%
White	69%	71%	66%	68%	72%	66%	70%	67%	68%	69%
Other/Unknown	67%	68%	85%	62%	68%	58%	74%	75%	83%	100%
International	100%	75%	67%	100%	71%	56%	100%	85%	60%	91%
Total	68%	70%	66%	68%	71%	66%	70%	67%	67%	69%
Minority Total	63%	69%	65%	64%	69%	67%	69%	65%	67%	69%

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



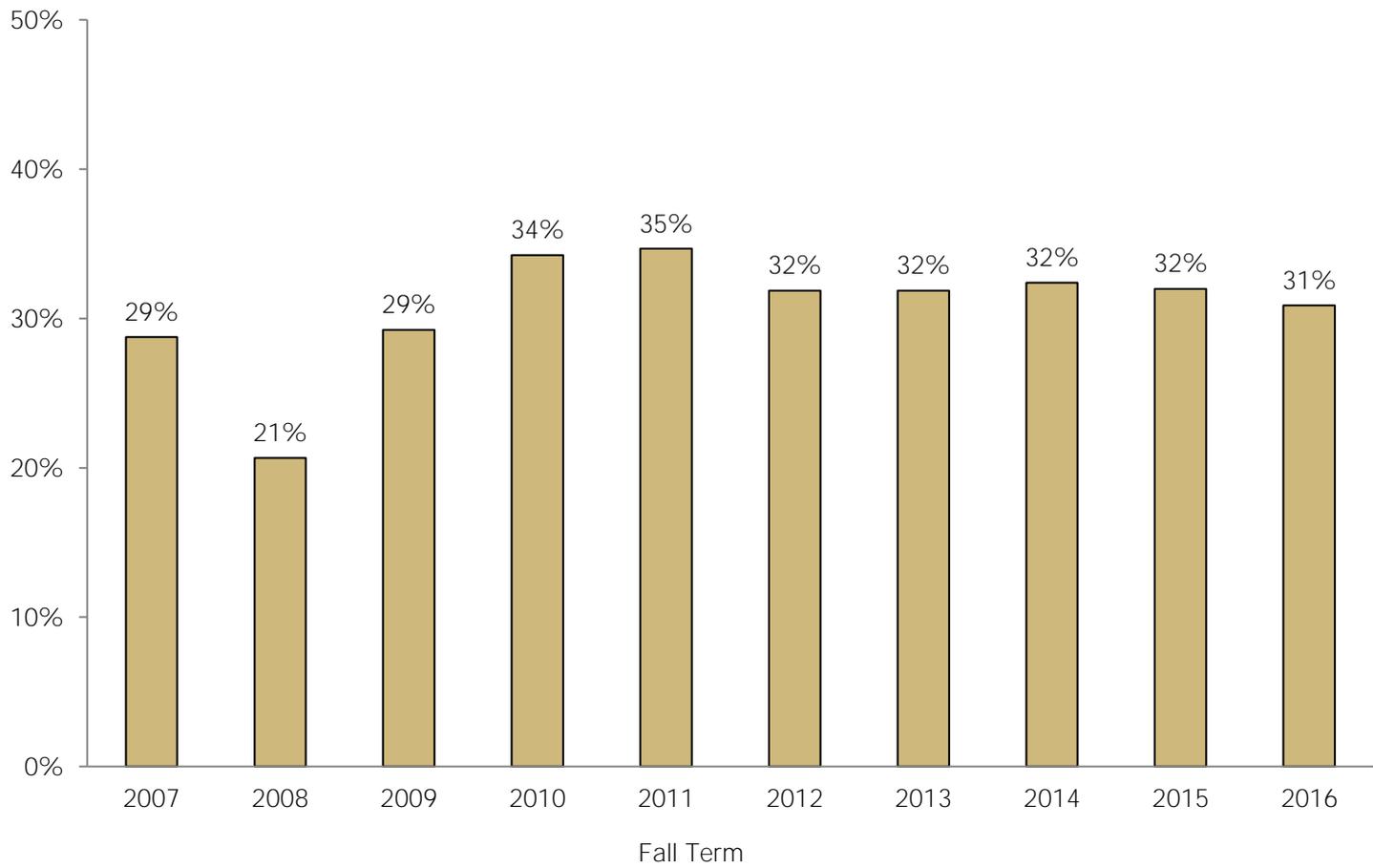
Fall Term Student Cohort

Undergraduate Cohort*	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Asian	50	43	39	44	42	46	62	50	53	42
Black/African American	17	26	24	34	28	29	32	32	35	38
Hispanic/Latino	61	65	71	76	89	93	111	116	130	181
American Indian/Alaska Native	7	5	6	9	8	6	4	11	10	6
White	567	670	673	703	745	698	676	814	745	799
Unknown	35	35	40	30	42	49	45	47	56	18
International	4	6	4	2	3	2	4	3	4	7
Total	741	850	857	898	957	923	934	1073	1039	1124
Minority Total	85	96	101	119	125	128	147	159	181	258

Six-Year Graduation Rate	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Asian	32%	53%	33%	39%	31%	43%	37%	52%	45%	38%
Black/African American	41%	46%	50%	15%	36%	34%	44%	41%	37%	34%
Hispanic/Latino	41%	43%	41%	42%	27%	52%	41%	42%	35%	39%
American Indian/Alaska Native	57%	40%	0%	11%	13%	33%	75%	55%	10%	50%
White	42%	44%	45%	50%	44%	47%	48%	48%	47%	49%
Unknown	34%	49%	25%	27%	60%	39%	42%	60%	29%	56%
International	50%	67%	75%	0%	67%	0%	25%	33%	75%	29%
Total	41%	45%	43%	46%	42%	46%	46%	48%	44%	47%
Minority Total	39%	47%	39%	34%	29%	46%	41%	45%	38%	40%

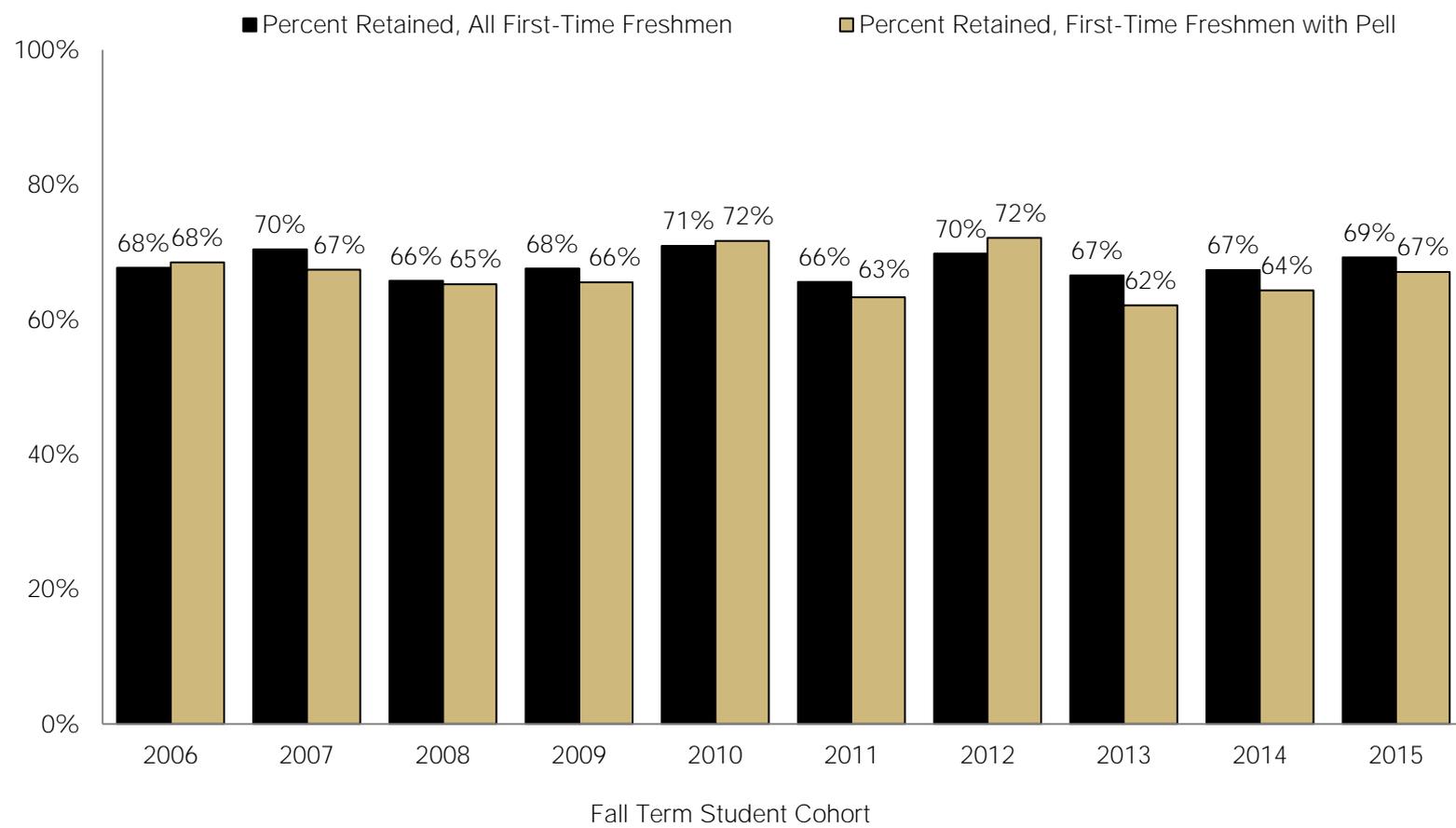
* Cohorts include first-time first-year full-time students entering in the Fall semester.

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



	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Total UG Pell recipients enrolled	1,793	1,343	1,980	2,455	2,668	2,604	2,827	3,039	3,076	3,146
% of Total UG Enrollment	29%	21%	29%	34%	35%	32%	32%	32%	32%	31%

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

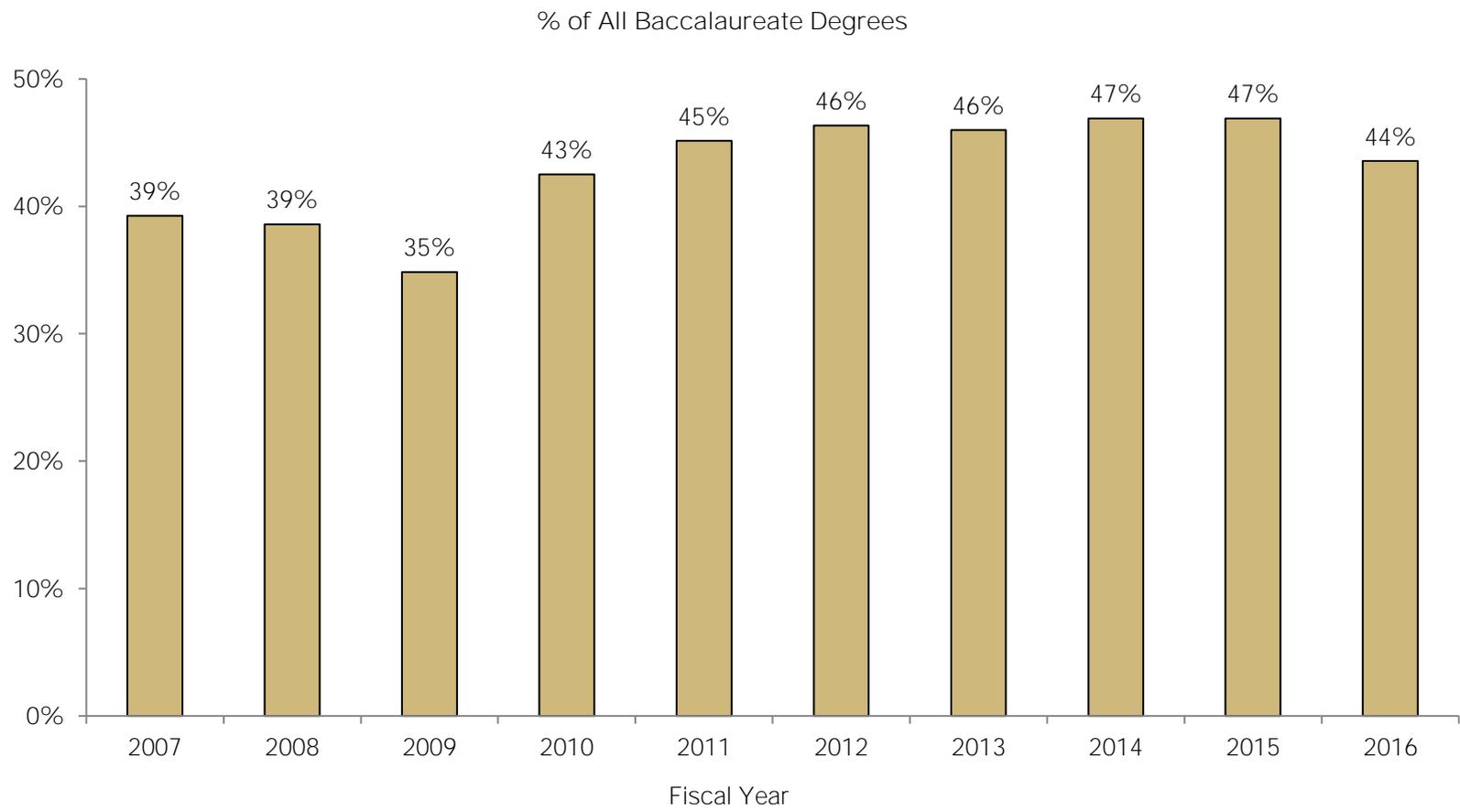


	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
First-Year Student Cohorts*	219	230	236	296	339	433	420	499	510	501
Number Retained**	150	155	154	194	243	274	303	310	328	336
Percent Retained, First-Time Freshmen with Pell	68%	67%	65%	66%	72%	63%	72%	62%	64%	67%
Percent Retained, All First-Time Freshmen	68%	70%	66%	68%	71%	66%	70%	67%	67%	69%

* First-Time freshmen (FRF, FRO, FRN) w/Pell entering Fall term

**Number enrolled in subsequent fall

University of Colorado Colorado Springs
Baccalaureate Degrees Granted to Pell Grant Recipients

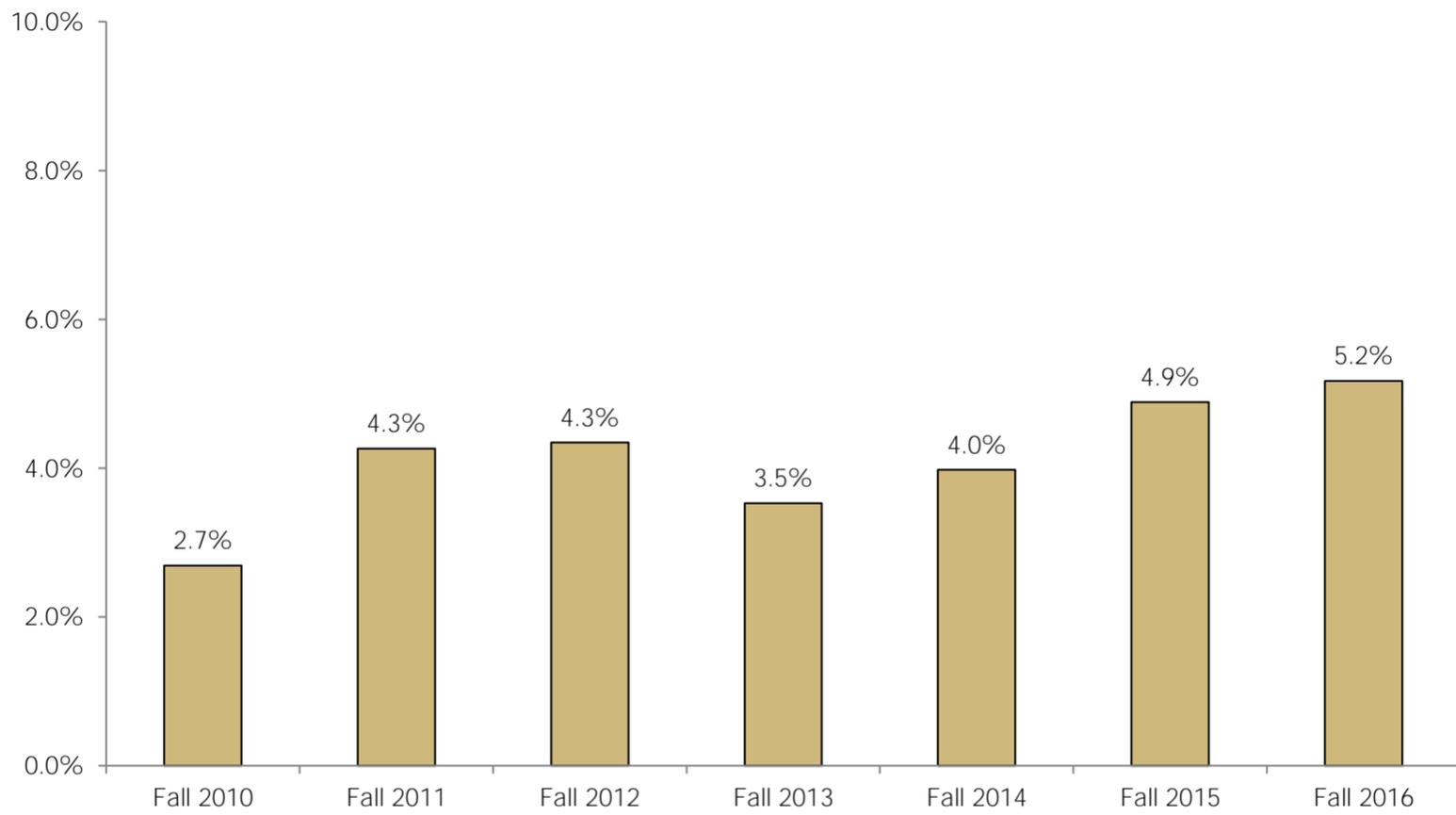


	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Baccalaureate Degrees Awarded to Pell Recipients*	438	450	427	522	599	651	610	733	698	754
% of Total Baccalaureate Degrees	39%	39%	35%	43%	45%	46%	46%	47%	47%	44%

* counted if student was ever a Pell recipient

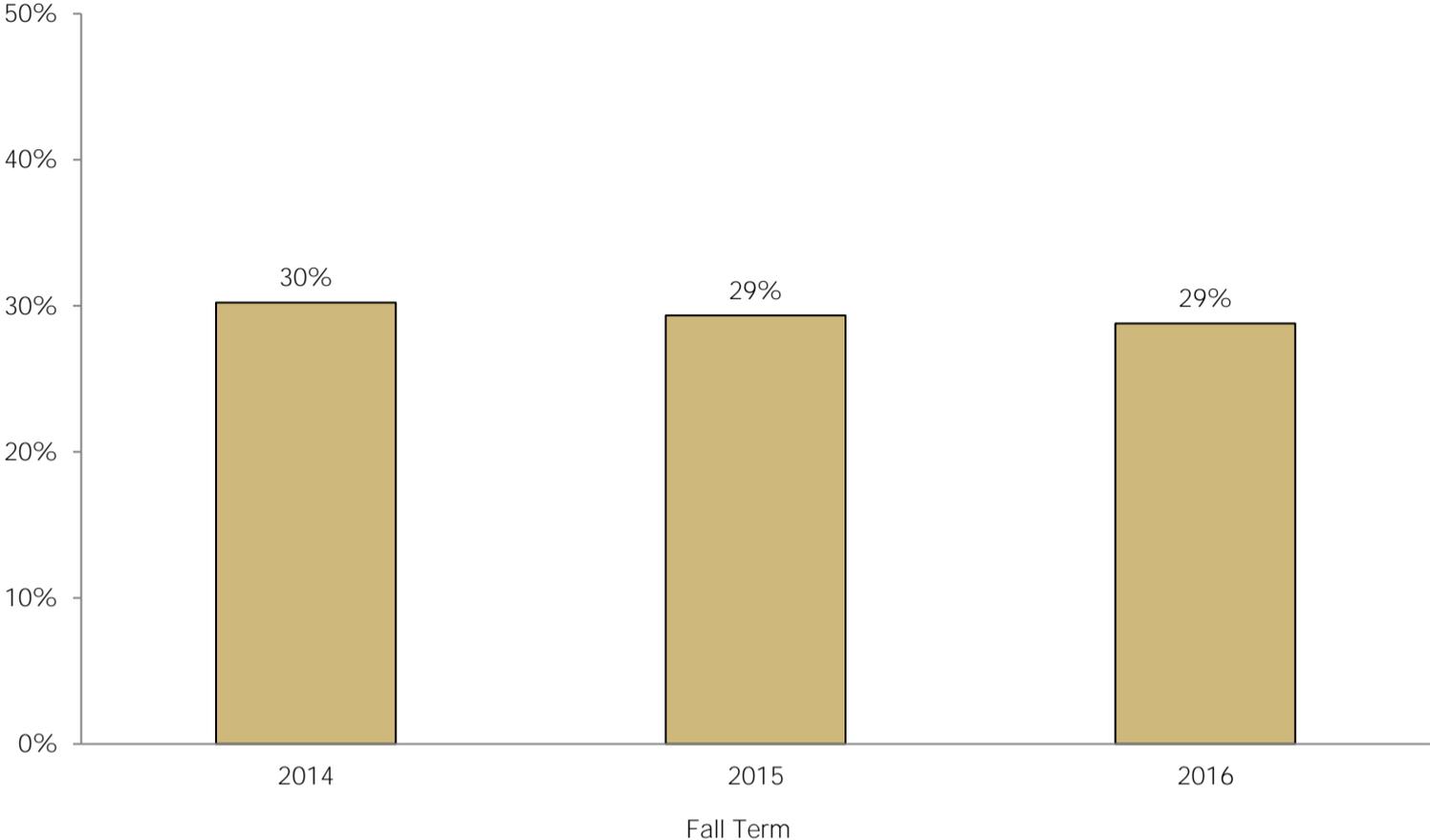
University of Colorado Colorado Springs
Enrollment of Students with Disabilities

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



	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
Number of undergraduates registered with Office of Disability Services	193	328	355	313	373	470	527
Percent of all undergraduates	2.7%	4.3%	4.3%	3.5%	4.0%	4.9%	5.2%

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

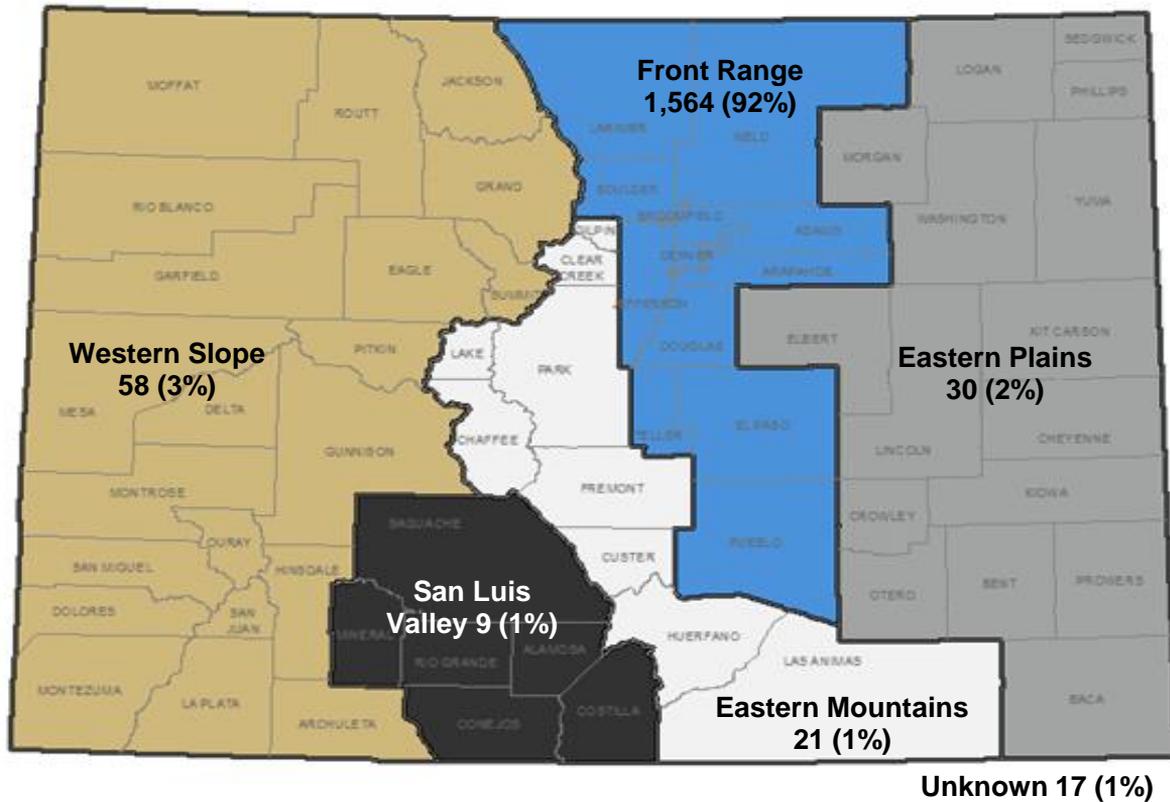


	2014	2015	2016
Total UG First Generation Enrolled	2,835	2,821	2,932
% of Total UG Enrollment	30%	29%	29%

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

University of Colorado Colorado Springs
New Resident Freshmen, Fall 2016
Home Region

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



Region	12th Graders Enrolled in CO Public Schools ¹	UCCS New Resident Freshmen, Fall 2016	
		Enrolled ²	Percent
Eastern Mountains	2%	21	1%
Eastern Plains	3%	30	2%
Front Range	83%	1,564	92%
San Luis Valley	1%	9	1%
Western Slope	9%	58	3%
Unknown	3%	17	1%
Total	100%	1,699	100%

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

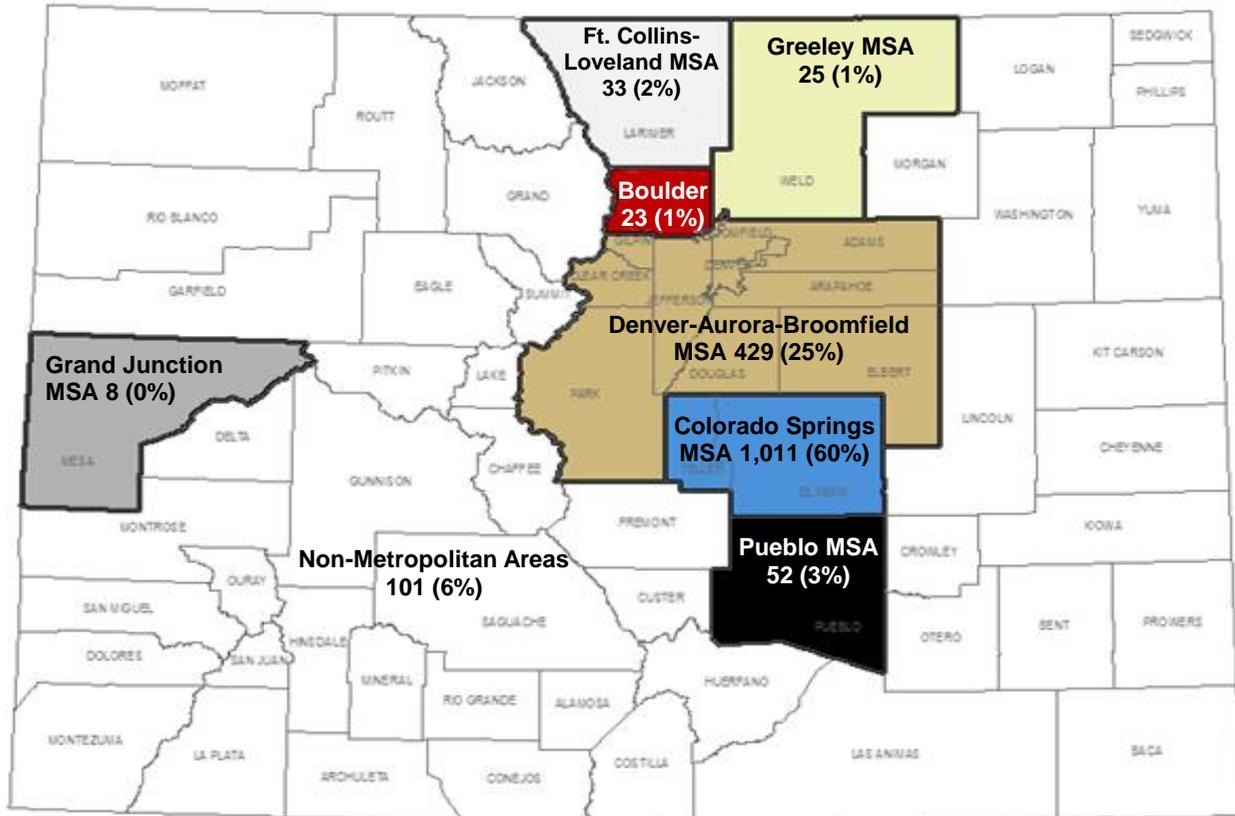
² Home region of new resident freshmen based on county at time of admission. Data source: SURDS Enrollment File (with new freshmen defined by CU registration type)

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

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

University of Colorado Colorado Springs
 New Resident Freshmen, Fall 2016
 Home Region: Metropolitan and Non-Metropolitan Areas

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



MSA=Metropolitan Statistical Area

Unknown MSA 17 (1%)

Metro Area	12th Graders Enrolled in CO Public Schools ¹	UCCS New Resident Freshmen, Fall 2016	
		Enrolled ²	Percent
Boulder MSA	7%	23	1%
Colorado Springs MSA	16%	1,011	60%
Denver-Aurora-Broomfield MSA	48%	429	25%
Fort Collins-Loveland MSA	5%	33	2%
Grand Junction MSA	3%	8	0%
Greeley MSA	4%	25	1%
Pueblo MSA	3%	52	3%
Non-Metro	11%	101	6%
Unknown	3%	17	1%
Total	100%	1,699	100%

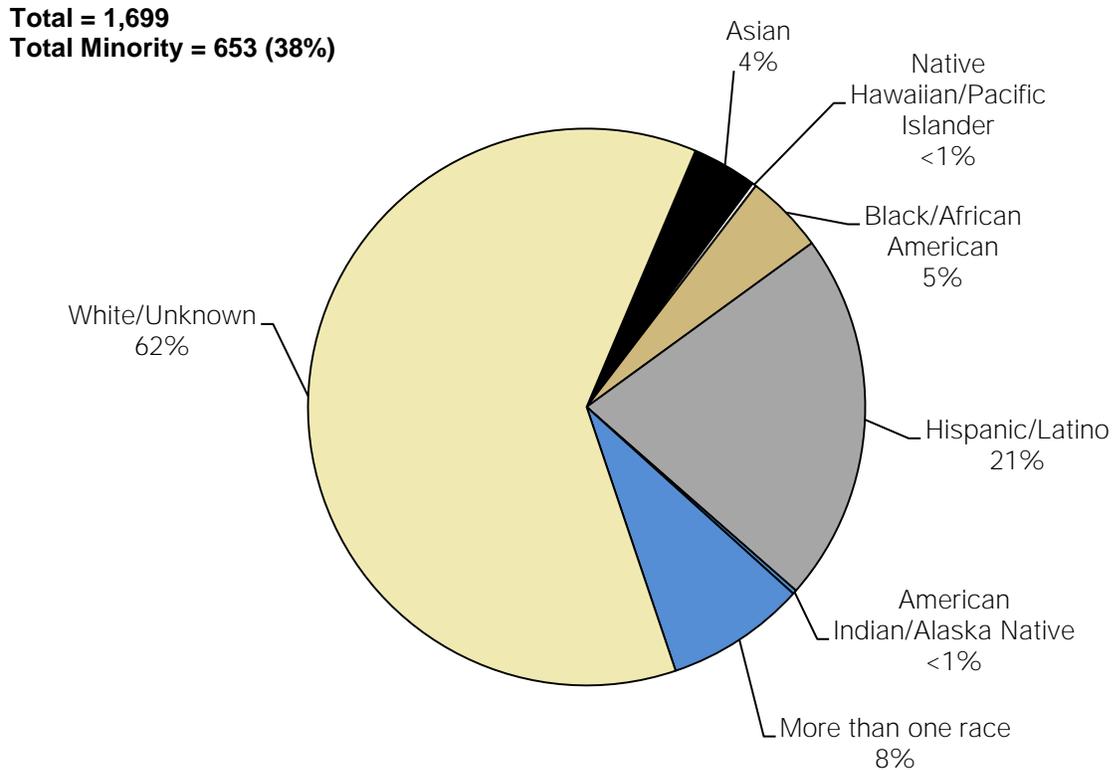
¹ Distribution of 12th grade students enrolled in Colorado Public Schools based on school district enrollment, fall 2013. Students in the "unknown" category attended BOCES, the Colorado Charter School Institute, or a Colorado Detention Center. Data source: Colorado Department of Education, <http://www.cde.state.co.us/cdereval/pupilcurrent.htm>

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

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

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

University of Colorado Colorado Springs
New Resident Freshmen by Race/Ethnicity, Fall 2016
(End-of-Term Enrollment)



Note: Enrollment data for new freshmen are based on end-of-term enrollment. All other enrollment data are based on census date enrollment, as are enrollments shown with applications and acceptances for new freshmen.

Fall 2015 racial/ethnic category counts follow IPEDS reporting rules and represent only those who selected that single category alone. Individuals selecting multiple categories are placed in "More than one race" or if Hispanic/Latino was one of their choices, in "Hispanic/Latino."

University of Colorado Colorado Springs

Faculty and Staff Diversity

Data provided by the UCCS Office of Institutional Research

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

University of Colorado Colorado Springs
Full-Time Faculty and Staff, Fall 2016

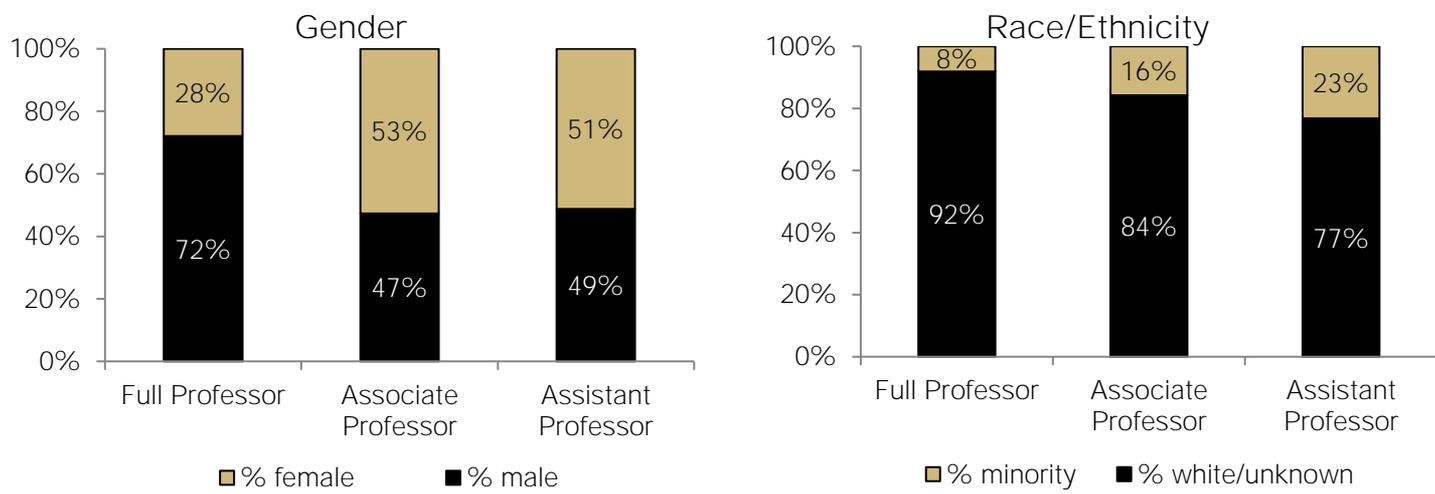
Notes: Includes all employees reported for IPEDS HR for Fall 2016. Excludes student and other temporary employees.

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

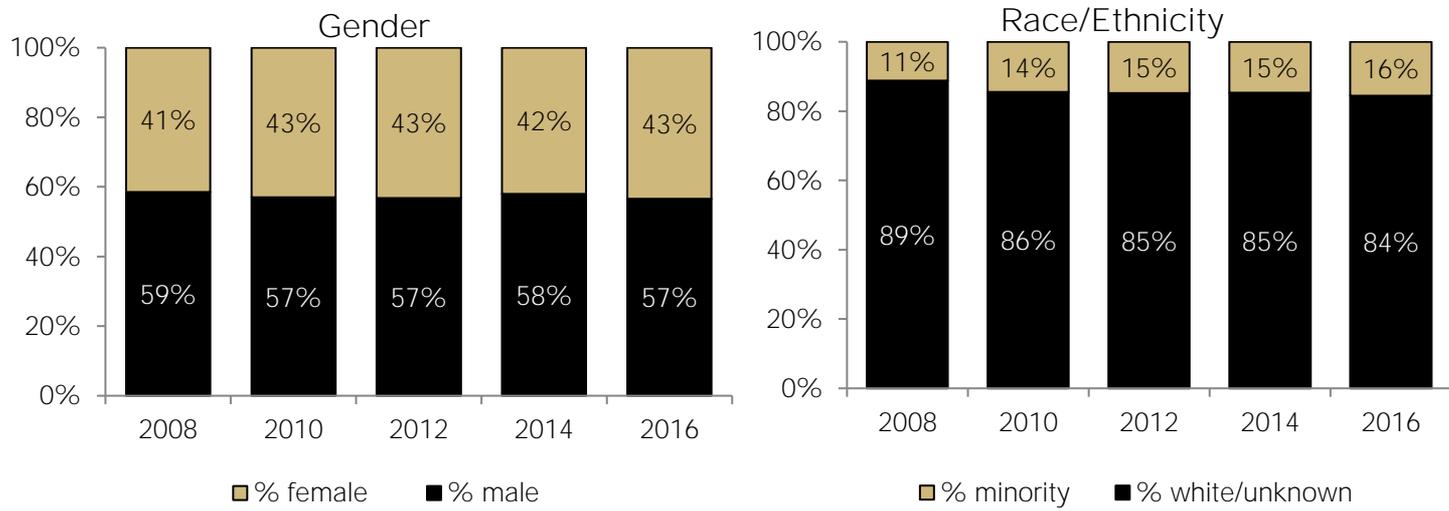
	Total	Female		Male		Minority*		Ethnicity/Citizenship							
		#	%	#	%	#	%	Black/ African American	American Indian/ Alaska Native	Asian	Native Hawaiian/ Pacific Islander	Hispanic/ Latino	More than one Race	White	Unknown
Faculty	813	429	53%	384	47%	107	13%	15	4	40	-	42	6	651	55
Instructional Faculty	774	410	53%	364	47%	100	13%	12	4	38	-	40	6	621	53
Tenured/Tenure Track	244	106	43%	138	57%	38	16%	3	2	22	-	10	1	192	14
Full Professor	86	24	28%	62	72%	7	8%	-	-	4	-	3	-	77	2
Associate Professor	76	40	53%	36	47%	12	16%	1	1	4	-	6	-	62	2
Assistant Professor	82	42	51%	40	49%	19	23%	2	1	14	-	1	1	53	10
Non-Tenure Track	530	304	57%	226	43%	62	12%	9	2	16	-	30	5	429	39
Instructor/Sr. Instructor	199	129	65%	70	35%	25	13%	2	1	4	-	14	4	162	12
Other	331	175	53%	156	47%	37	11%	7	1	12	-	16	1	267	27
Research/Public Service Faculty	39	19	49%	20	51%	7	18%	3	-	2	-	2	-	30	2
Staff	772	447	58%	325	42%	161	21%	40	3	23	2	78	15	584	27
Officers	18	7	39%	11	61%	4	22%	-	-	2	-	2	-	14	-
With Faculty Status	-	-	--	-	--	-	--	-	-	-	-	-	-	-	-
Without Faculty Status	18	7	39%	11	61%	4	22%	-	-	2	-	2	-	14	-
Management/Other Professionals/S	754	440	58%	314	42%	157	21%	40	3	21	2	76	15	570	27
With Faculty Status	-	-	--	-	--	-	--	-	-	-	-	-	-	-	-
Exempt Professionals	543	349	64%	194	36%	97	18%	20	2	17	1	43	14	422	24
Classified Staff	211	91	43%	120	57%	60	28%	20	1	4	1	33	1	148	3
Faculty/Staff Total	1,585	876	55%	709	45%	268	17%	55	7	63	2	120	21	1,235	82

University of Colorado Colorado Springs

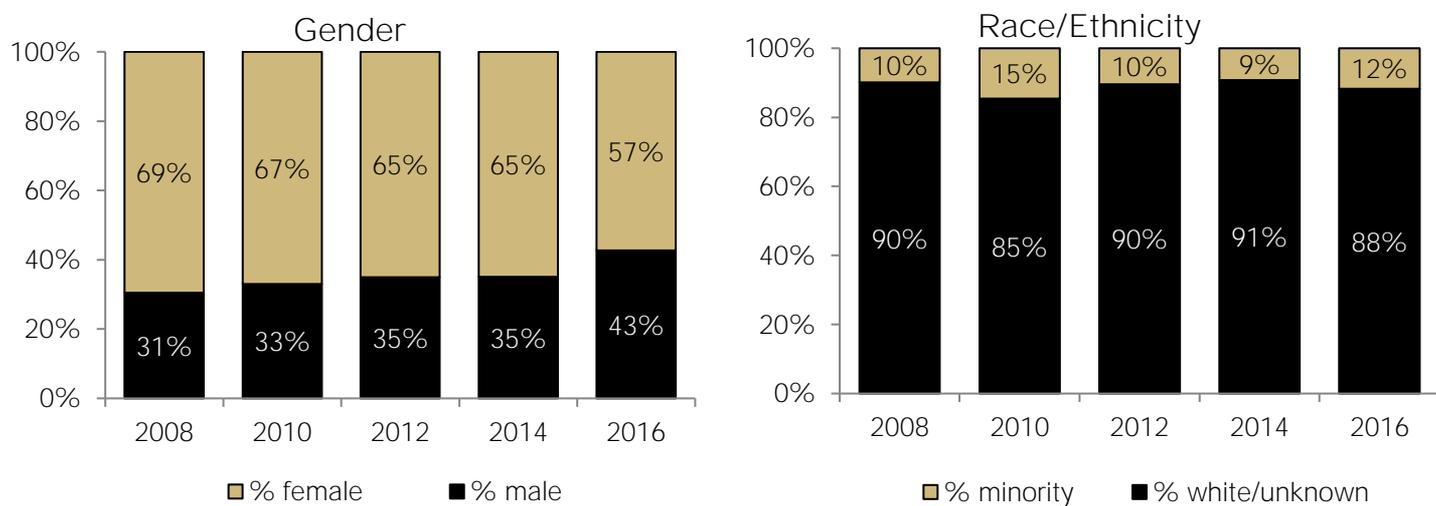
Instructional Faculty, Fall 2016 Tenured/Tenure Track



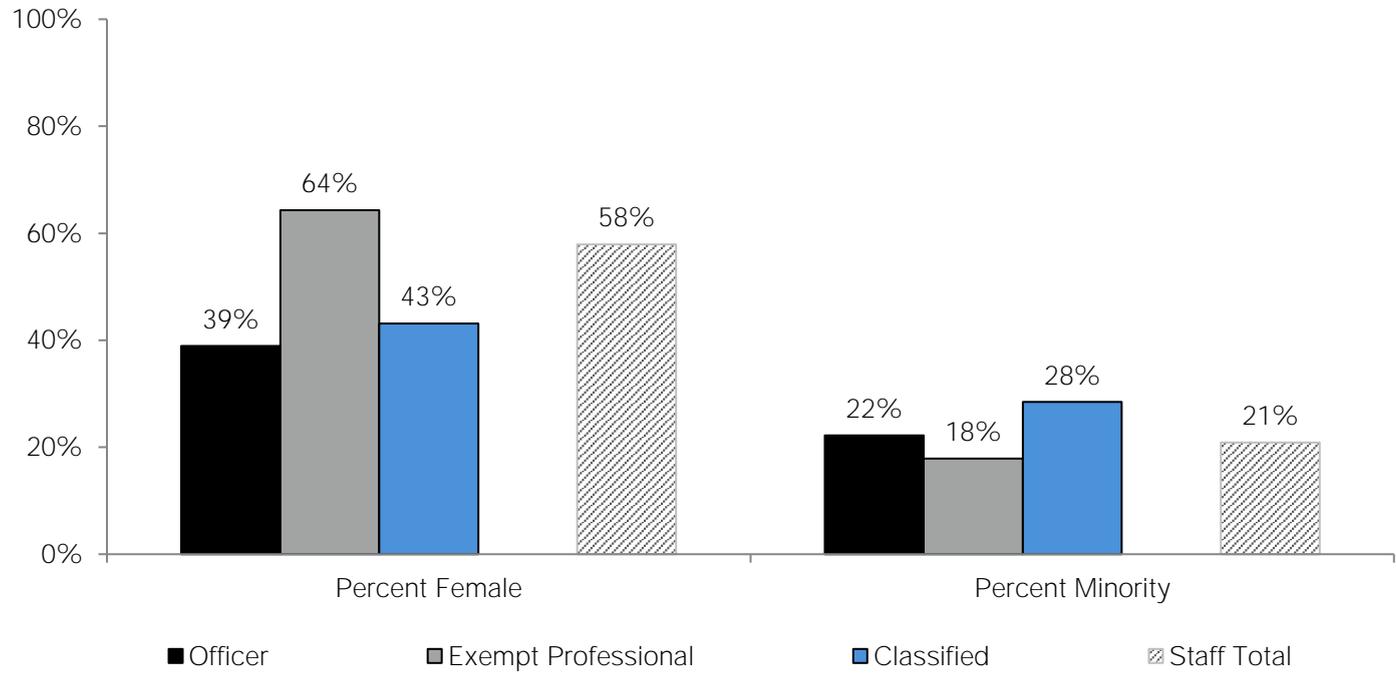
Instructional Faculty, Fall 2008 - Fall 2016 Tenured/Tenure Track Faculty All Ranks Combined



Non-Tenure Track Faculty



University of Colorado Colorado Springs
Staff Diversity, Fall 2016





2016-17 Diversity Report

A Strategic Approach to Diversity and Inclusion

Our commitment to diversity and inclusion is evident in our Strategic Plan 2008-2020 priority #5: **to enhance diversity university-wide and to foster a culture of inclusion**. As the strategic plan notes: “Our framework for diversity recognizes historically underrepresented persons/groups in the areas of *race, ethnicity, gender, sexual orientation, veteran status, and ability status*. This framework is coupled with added recognition of dimensions that speak to *nationality, religion, socioeconomic status, diverse experiences, perspectives, and attributes* that can enhance the scholarly and learning environment.” Goals and objectives of the strategic priority address multiple elements of campus life, including recruiting and retaining diverse students, faculty, and staff; maintaining an institutional climate of inclusiveness, respect and understanding for everyone; and expanding community-based programs to reduce health and educational disparities. Primary responsibility for accomplishing the priority rests in the Office of Diversity and Inclusion (ODI), which is taking a strategic, systemic, and sustainable approach to achieve that priority by serving, supporting, and collaborating with a wide range of offices, initiatives, programs, and individuals.

The Office of Diversity and Inclusion oversees: the Educational Opportunity Programs Office and the Women and Gender Center on the Denver Campus; the Office of Inclusion and Outreach on the Anschutz Medical campus; and, Undocumented Student Services on both campuses.

- **The Educational Opportunity Programs (EOP) Office** is a vital source for helping underrepresented students to persist, thrive, and graduate. EOP was established in 1969 for Black and Hispanic students, and later added programs for Asian American and American Indian students. EOP provides a variety of services: a) to support underrepresented students and b) to promote a diverse and inclusive campus for **all** students, faculty, and staff.
- **The Women and Gender Center (WGC)** develops, provides, and co-sponsors programming to address gender inequities and foster a campus community that values inclusion, social justice, equity, and respect for everyone regardless of background and experience.
- **The Office of Inclusion and Outreach (OIO)** serves students, faculty and staff at the Anschutz Medical Campus. Its mission is to promote and support a diverse community that acknowledges, values, fosters, and benefits from the unique qualities, rich histories, and wide variety of cultural values and beliefs that mirror and fulfill the university’s mission of education, healthcare, research, and community service. OIO provides courses, workshops and events related to health care professions. Its programs span middle school, high school, undergraduate, and graduate levels.
- **Undocumented Student Services (USS)** offers a variety of services, support, and information for students, faculty, and staff to help undocumented students succeed on both campuses.

Campus Quantitative Highlights for 2016-2017

- The proportion (and number) of undergraduate students of color at the combined Denver Campus and Anschutz Medical Campus has increased each year since 2007, reaching 44% for Fall 2016.
- The proportion (and number) of undergraduate students of color at the Denver Campus has increased each year since 2007, reaching 45% for Fall 2016.
- The proportion (and number) of undergraduate students of color at the Anschutz Medical Campus has increased since 2007, 23% for Fall 2016.
- The numbers and proportions of graduate students of color on both campuses have consistently increased over the last several years, peaking at 1,135 and 21% in Fall 2016.
- In the fall semesters of 2007 through 2009, the percentage of health professional students of color at the Anschutz Medical Campus remained steady at 21%. Recent years have seen greater numbers and percentages of students of color, with 537 and 29% enrolled Fall 2016.
- The percent of baccalaureate degrees awarded to students of color at the combined Denver Campus and Anschutz Medical Campus reached a high of 35% in FY2015. Currently, the number of degrees awarded to that group is now 652 and 34% in FY2016.
- The percent of baccalaureate degrees awarded to students of color at the Denver Campus reached a high of 37% in fiscal year 2015. Currently, the number of degrees awarded to that group is 571 and 36%.
- The percent of baccalaureate degrees awarded to students of color at the Anschutz Medical Campus reached a high of 81 in fiscal year 2016, representing 25% of the number of undergraduate degrees.
- The percent of baccalaureate degrees awarded to students of color at the Anschutz Medical Campus reached a high of 81 in fiscal year 2016, representing 25% of the number of undergraduate degrees.
- The proportion of graduate degrees conferred to students of color at the Denver Campus has remained fairly consistent during the last decade. In fiscal year 2016, degrees awarded increased to 273 and 18% of degrees awarded.
- The proportion of graduate degrees conferred to students of color at the Anschutz Medical Campus has from 11 to 20 percent between 2007 and 2016. The most recent year reflects the most degrees awarded to students of color, representing 18% of those degrees.
- The proportion of doctoral professional practice degrees conferred to students of color at the Anschutz Medical Campus remained fairly consistent from 2007 to 2013, from 20 to 23%. Since 2013, the number and proportion has grown to 148 and 28%.
- Of all students, nearly 31% of the baccalaureate degrees awarded in fiscal year 2016 were earned by students of color. However, just 16% of the masters degrees were awarded to students of color. Of the 678

degrees awarded at the doctoral level, 38% were conferred to students of color.

- The number and proportion of Pell grant recipients on the Denver Campus reached highs of 3,738 and 36%, respectively, in Fall 2016.
- For all Denver Campus cohorts displayed, students with PELL were retained at a higher rate than those without PELL.
- The percentage of Denver Campus students receiving baccalaureate degrees who were Pell grant recipients reached a high of 51% in fiscal year 2013 and has been hovering around 50% since.
- Over the last six fall semesters, the proportion of undergraduate students that have registered with the Office of Disability Services has increased from 3.6% in Fall 2011 to 5.2% in Fall 2016. The latter represents 770 undergraduate students from the combined Denver Campus and Anschutz Medical Campus.
- For Fall 2016, the estimated enrollment of first generation students of incoming first-time freshman students was 51%.
- From 2012-2016, the percentages of faculty of color in the tenured/tenure track ranks remained at around 16%.
- While females represent more than half of the classified (54%), exempt professional (64%), and professionals with faculty status (70%), they make up just 44% of the university officers. Persons of color constitute much lower proportions of each of those same categories.

Campus Qualitative Highlights for 2016-2017¹

During 2016-2017, the Office of Diversity and Inclusion provided a variety of services and support related to **Objective 5.2.2** of the diversity strategic priority: *“Offer training programs and leadership development that support recruitment and retention efforts, unearth unconscious biases within the university’s culture, and foster a nurturing environment for people of diverse backgrounds.”* For the past few years, ODI has been focusing on this objective because in 2013 a majority of faculty and staff from both campuses selected it as their top priority for enhancing diversity and fostering a culture of inclusion.

During 2016-2017, the ODI provided numerous professional development sessions to faculty, staff, and students on topics such as implicit bias, inclusive teaching, culturally responsive advising, inclusive leadership, and cultivating inclusive workplaces. Evaluations of these events have been uniformly positive. In addition, many of our schools, colleges and administrative units implemented a variety of diversity and inclusion initiatives to extend recruiting practices for members of underrepresented groups, to provide professional development, and to support staff and faculty participation in conferences and community activities.

The ODI also focused on other goals and objectives in the strategic plan. In 2016, the CU Denver Student Government Association submitted a resolution to the CU Denver Faculty Assembly which asked administration and the Faculty Assembly to “look into providing mandatory diversity training for faculty about culturally responsive teaching and provide incentives to faculty to implement this training to prepare students to succeed in an increasingly diverse world.” This resolution aligns with our strategic **Objective 5.4.2**: *“Continuously review and renew curricular content and learning objectives to incorporate diversity components and to promote dialogue, mutual respect, and cultural sensitivity.”* In response to the students’ resolution, the CU Denver Faculty Assembly submitted a resolution to Chancellor Horrell entitled “Renewed Commitment to Equity and Inclusion” which delineates recommendations related to developing “training that increases inclusiveness and quality for faculty, students, and staff.” The Chancellor accepted the resolution, and Vice Chancellor Brenda J. Allen and Margaret C. Wood, Director of the Center for Faculty Development, will develop a proposal for this professional development initiative.

In accord with our strategic **Goal 5.2**: *“Recruit and retain a diverse faculty and staff throughout the university,”* the ODI is partnering with the Human Resources

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

office to formalize strategies and techniques that members of the HR staff and the CDO have developed and implemented with some units on both campuses. These include offering in-person implicit bias training for search committees, providing guidelines for inclusive interaction for search committees, and tailoring a question about diversity and inclusion (and a rubric to assess the response) for job applicants.

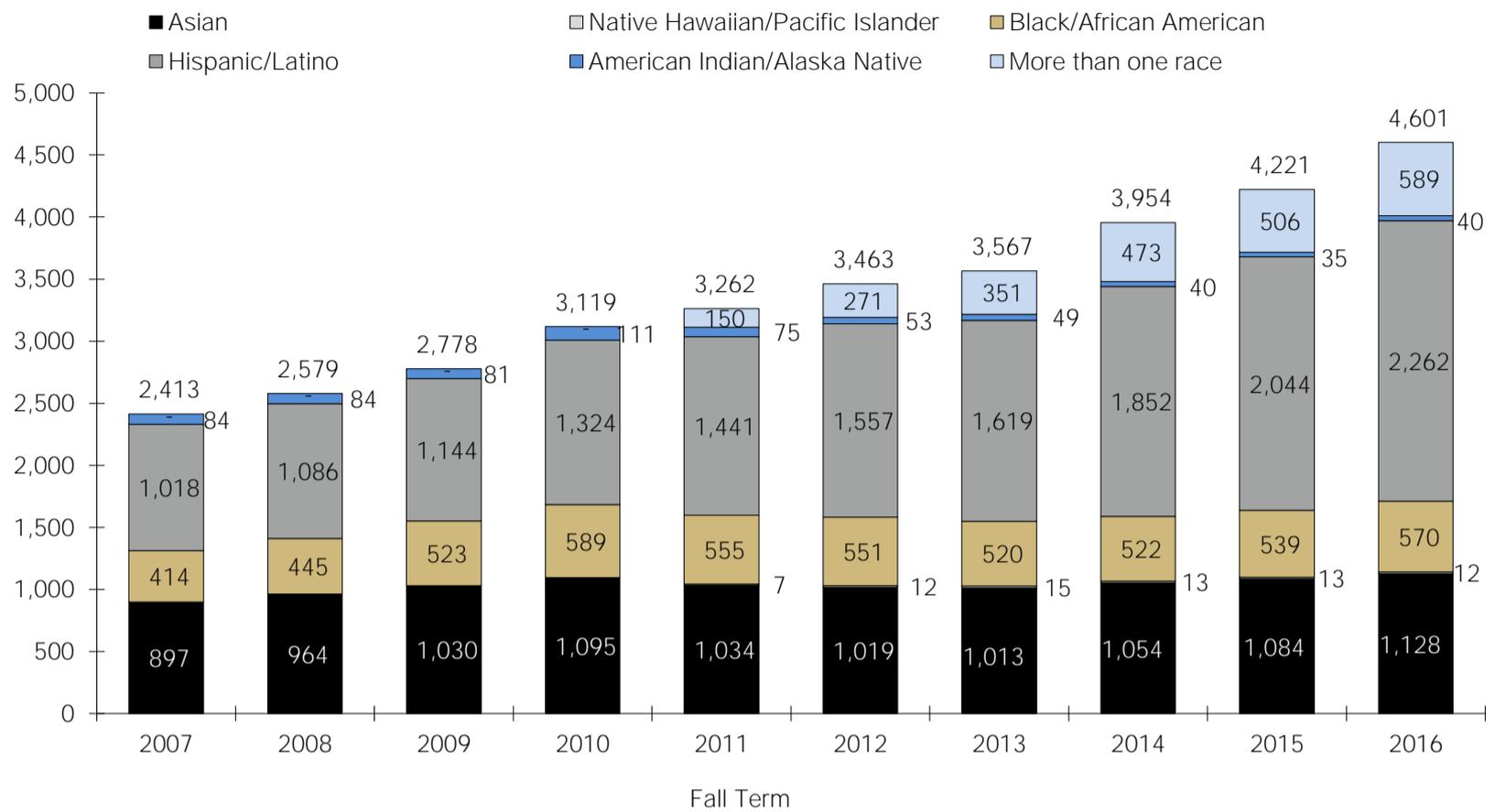
Related to **Objective 5.4.1**: *“Engage with underserved communities in Colorado and beyond by providing meaningful services and engaging in mutually beneficial sustainable relationships and partnerships,”* many groups and individuals are collaborating with new partners. For example, the **Community-Campus Partnership** is increasing the visibility of **HireLocal** for campus and hospital administrators who have recruiting responsibilities. HireLocal supports neighboring low-income, refugee or immigrant job-seekers, and has recently opened up a Job Hub in the community, linking campus job openings to the website, and CU Denver | Anschutz is participating in HireLocal hiring fairs. Also, our campuses are collaborating in a pilot program with **CareerWise Colorado** to support 9 high school interns in the Office of Information Technology in FY18. CareerWise Colorado develops partnerships with additional public schools systems in the Denver area.

University of Colorado Denver | Anschutz Medical Campus

Student Diversity

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

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



Race/Ethnicity	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Asian	897	964	1,030	1,095	1,034	1,019	1,013	1,054	1,084	1,128
Native Hawaiian/Pacific Islander	-	-	-	-	7	12	15	13	13	12
Black/African American	414	445	523	589	555	551	520	522	539	570
Hispanic/Latino	1,018	1,086	1,144	1,324	1,441	1,557	1,619	1,852	2,044	2,262
American Indian/Alaska Native	84	84	81	111	75	53	49	40	35	40
More than one race	-	-	-	-	150	271	351	473	506	589
White/Unknown	6,023	6,179	6,484	6,502	6,280	6,084	5,878	5,793	5,765	5,808
International	182	255	342	468	594	706	724	706	565	563
Total Enrollment	8,618	9,013	9,604	10,089	10,136	10,253	10,169	10,453	10,551	10,972
Students of Color Total	2,413	2,579	2,778	3,119	3,262	3,463	3,567	3,954	4,221	4,601
Students of Color as % of Total*	29%	29%	30%	32%	34%	36%	38%	41%	42%	44%

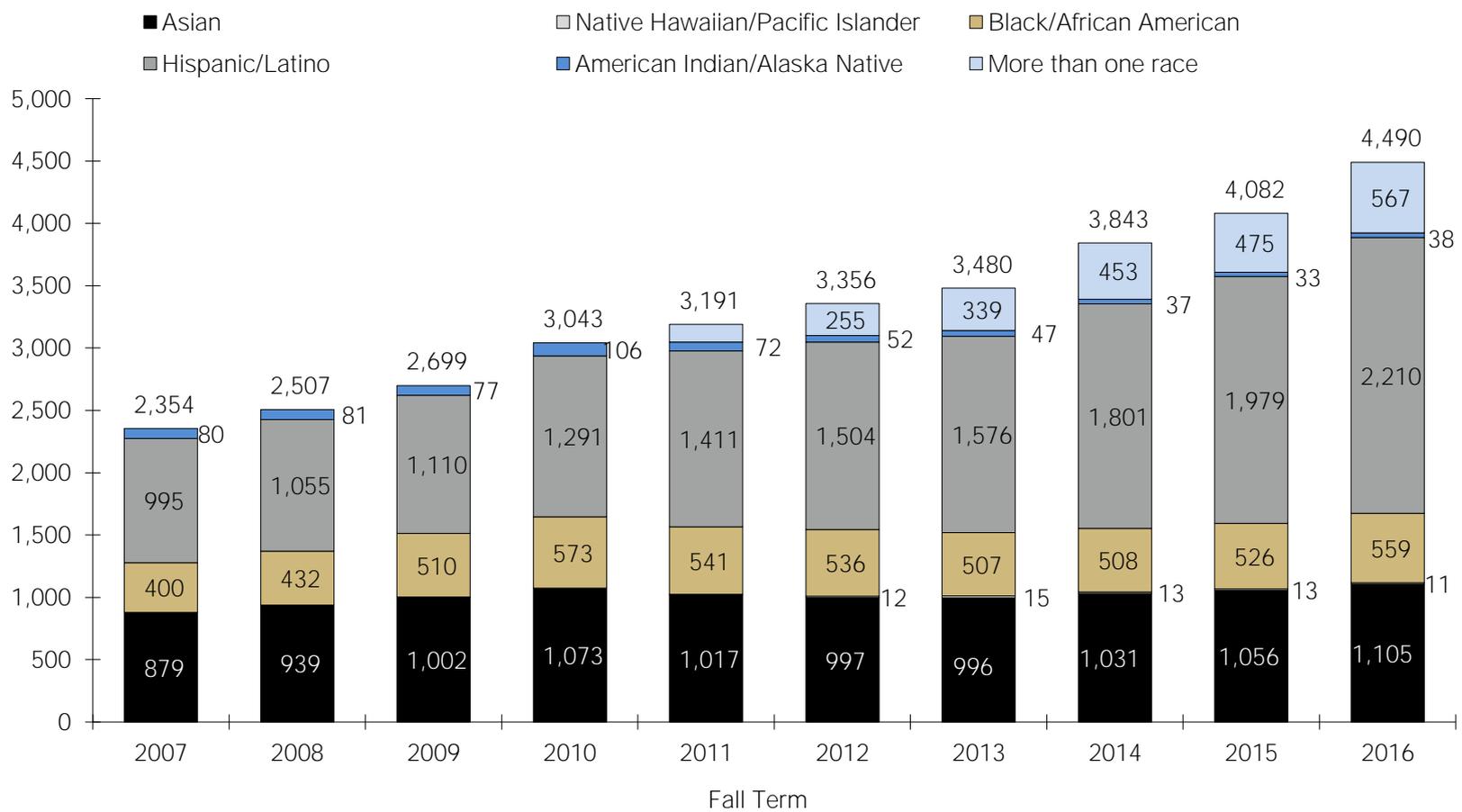
Race/Ethnicity	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Asian	10.4%	10.7%	10.7%	10.9%	10.2%	9.9%	10.0%	10.1%	10.3%	10.3%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
Black/African American	4.8%	4.9%	5.4%	5.8%	5.5%	5.4%	5.1%	5.0%	5.1%	5.2%
Hispanic/Latino	11.8%	12.0%	11.9%	13.1%	14.2%	15.2%	15.9%	17.7%	19.4%	20.6%
American Indian/Alaska Native	1.0%	0.9%	0.8%	1.1%	0.7%	0.5%	0.5%	0.4%	0.3%	0.4%
More than one race	0.0%	0.0%	0.0%	0.0%	1.5%	2.6%	3.5%	4.5%	4.8%	5.4%
White/Unknown	69.9%	68.6%	67.5%	64.4%	62.0%	59.3%	57.8%	55.4%	54.6%	52.9%
International	2.1%	2.8%	3.6%	4.6%	5.9%	6.9%	7.1%	6.8%	5.4%	5.1%

The proportion (and number) of undergraduate students of color at the combined Denver Campus and Anschutz Medical Campus has increased each year since 2007, reaching 44% for Fall 2016.

* Minority percentage calculation does not include the international population.

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

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



Race/Ethnicity	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Asian	879	939	1,002	1,073	1,017	997	996	1,031	1,056	1,105
Native Hawaiian/Pacific Islander	-	-	-	-	7	12	15	13	13	11
Black/African American	400	432	510	573	541	536	507	508	526	559
Hispanic/Latino	995	1,055	1,110	1,291	1,411	1,504	1,576	1,801	1,979	2,210
American Indian/Alaska Native	80	81	77	106	72	52	47	37	33	38
More than one race	-	-	-	-	143	255	339	453	475	567
White/Unknown	5,658	5,820	6,152	6,173	5,943	5,706	5,535	5,439	5,392	5,441
International	176	250	337	466	593	704	721	705	564	562
Total:	8,188	8,577	9,188	9,682	9,727	9,766	9,736	9,987	10,038	10,493
Students of Color Total	2,354	2,507	2,699	3,043	3,191	3,356	3,480	3,843	4,082	4,490
Students of Color as % of Total*	29%	30%	30%	33%	35%	37%	39%	41%	43%	45%

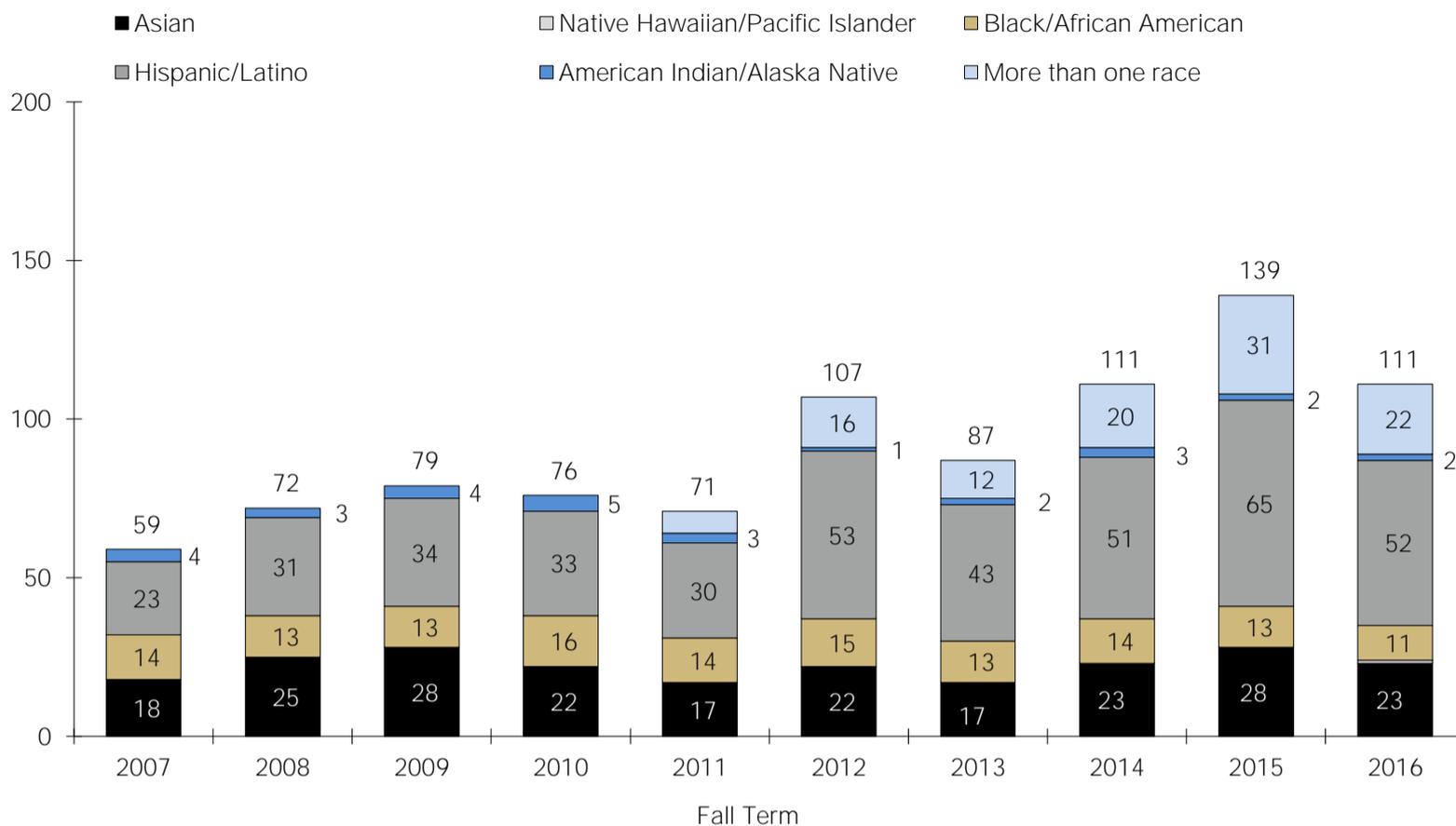
	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Asian	10.7%	10.9%	10.9%	11.1%	10.5%	10.2%	10.2%	10.3%	10.5%	10.5%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.2%	0.1%	0.1%	0.1%
Black/African American	4.9%	5.0%	5.6%	5.9%	5.6%	5.5%	5.2%	5.1%	5.2%	5.3%
Hispanic/Latino	12.2%	12.3%	12.1%	13.3%	14.5%	15.4%	16.2%	18.0%	19.7%	21.1%
American Indian/Alaska Native	1.0%	0.9%	0.8%	1.1%	0.7%	0.5%	0.5%	0.4%	0.3%	0.4%
More than one race	0.0%	0.0%	0.0%	0.0%	1.5%	2.6%	3.5%	4.5%	4.7%	5.4%
White/Unknown	69.1%	67.9%	67.0%	63.8%	61.1%	58.4%	56.9%	54.5%	53.7%	51.9%
International	2.1%	2.9%	3.7%	4.8%	6.1%	7.2%	7.4%	7.1%	5.6%	5.4%

The proportion (and number) of undergraduate students of color at the Denver Campus has increased each year since 2007, reaching 45% for Fall 2016.

* Minority percentage calculation does not include the international population.

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

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



Race/Ethnicity	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Asian	18	25	28	22	17	22	17	23	28	23
Native Hawaiian/Pacific Islander	-	-	-	-	-	-	-	-	-	1
Black/African American	14	13	13	16	14	15	13	14	13	11
Hispanic/Latino	23	31	34	33	30	53	43	51	65	52
American Indian/Alaska Native	4	3	4	5	3	1	2	3	2	2
More than one race	-	-	-	-	7	16	12	20	31	22
White/Unknown	365	359	332	329	337	378	343	354	373	367
International	6	5	5	2	1	2	3	1	1	1
Total Enrollment	430	436	416	407	409	487	433	466	513	479
Students of Color Total	59	72	79	76	71	107	87	111	139	111
Students of Color as % of Total*	14%	17%	19%	19%	17%	22%	20%	24%	27%	23%

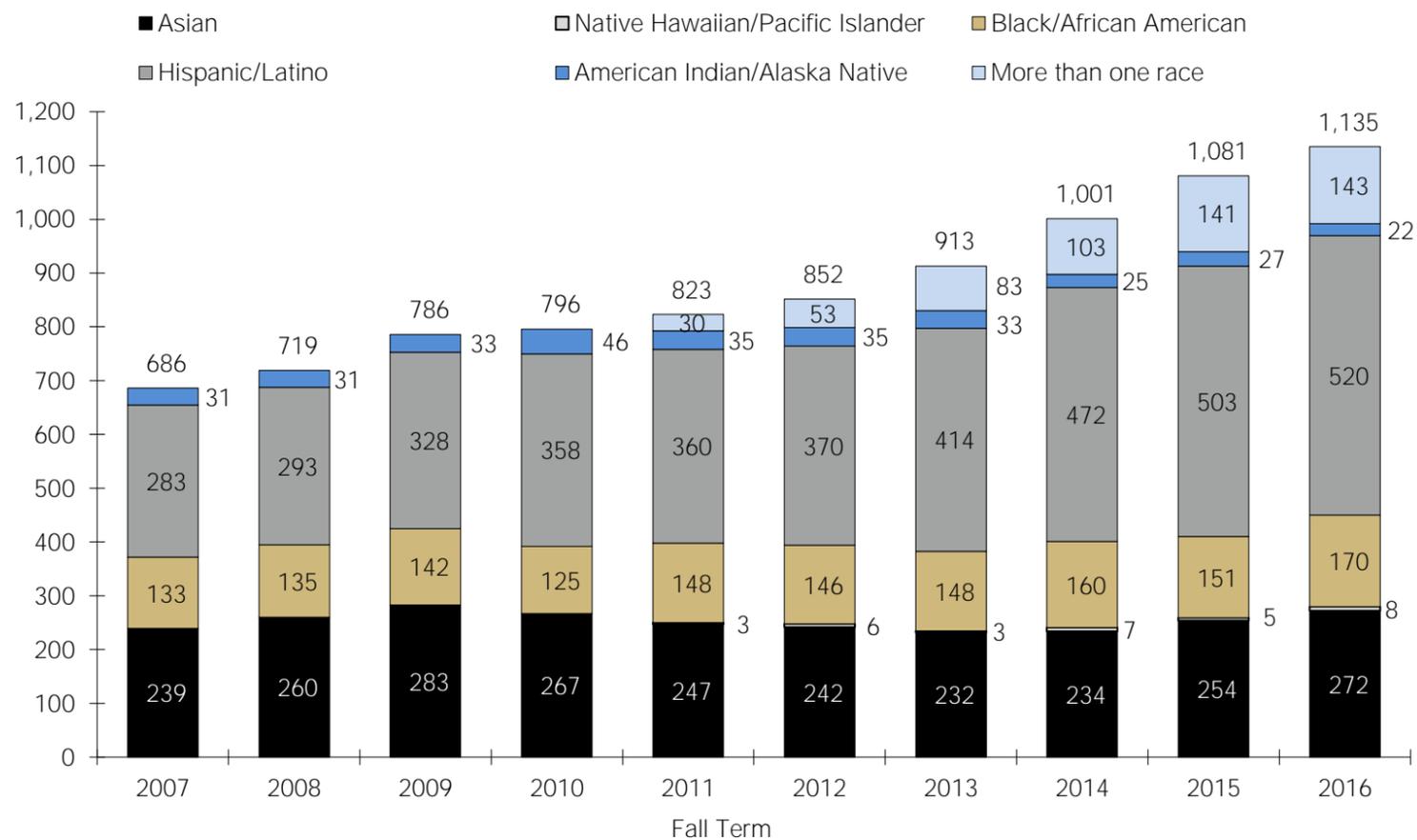
Race/Ethnicity	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Asian	4.2%	5.7%	6.7%	5.4%	4.2%	4.5%	3.9%	4.9%	5.5%	4.8%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%
Black/African American	3.3%	3.0%	3.1%	3.9%	3.4%	3.1%	3.0%	3.0%	2.5%	2.3%
Hispanic/Latino	5.3%	7.1%	8.2%	8.1%	7.3%	10.9%	9.9%	10.9%	12.7%	10.9%
American Indian/Alaska Native	0.9%	0.7%	1.0%	1.2%	0.7%	0.2%	0.5%	0.6%	0.4%	0.4%
More than one race	0.0%	0.0%	0.0%	0.0%	1.7%	3.3%	2.8%	4.3%	6.0%	4.6%
White/Unknown	84.9%	82.3%	79.8%	80.8%	82.4%	77.6%	79.2%	76.0%	72.7%	76.6%
International	1.4%	1.1%	1.2%	0.5%	0.2%	0.4%	0.7%	0.2%	0.2%	0.2%

The proportion (and number) of undergraduate students of color at the Anschutz Medical Campus has increased since 2007, 23% for Fall 2016.

* Minority percentage calculation does not include the international population.

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

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



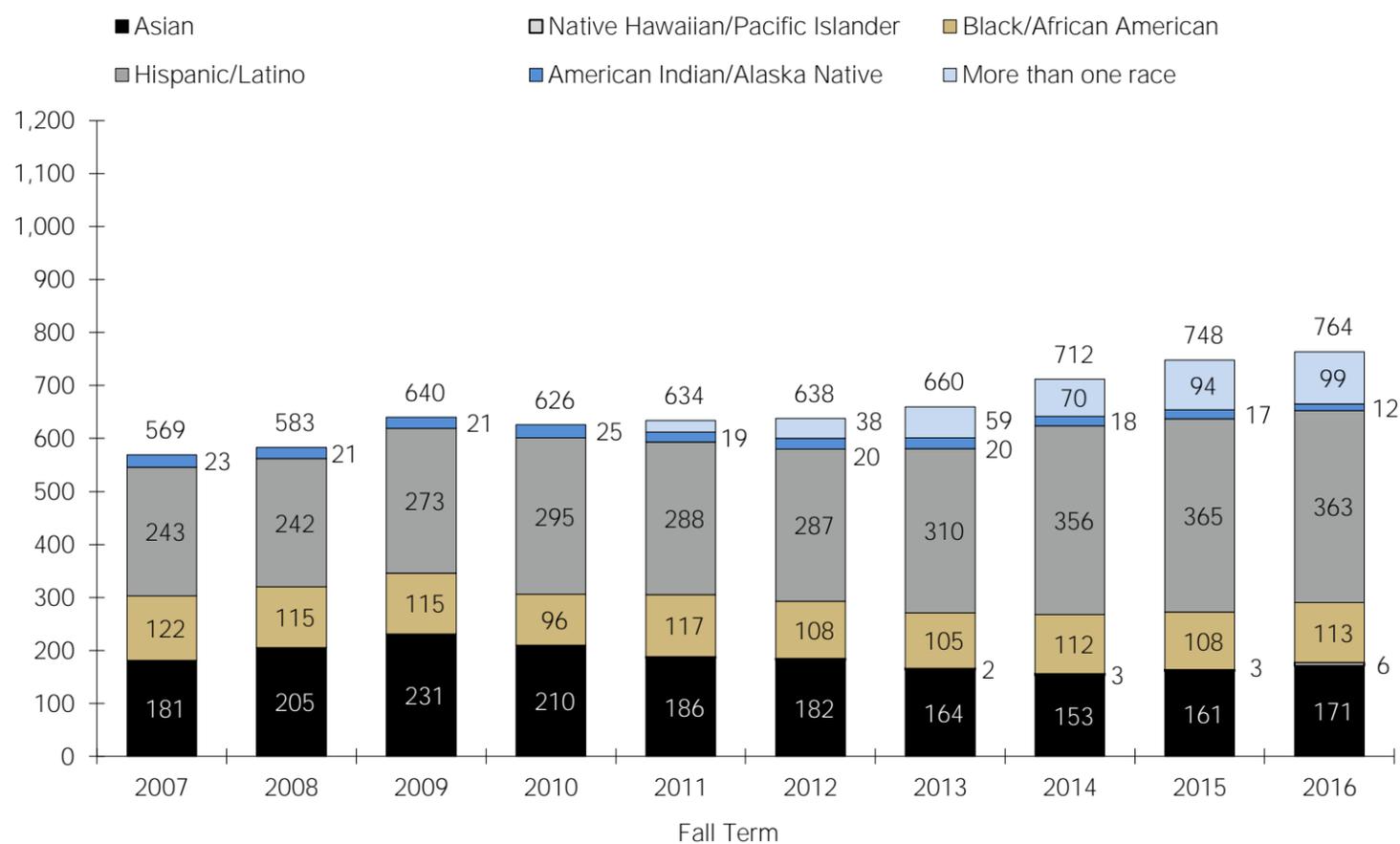
Race/Ethnicity	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Asian	239	260	283	267	247	242	232	234	254	272
Native Hawaiian/Pacific Islander					3	6	3	7	5	8
Black/African American	133	135	142	125	148	146	148	160	151	170
Hispanic/Latino	283	293	328	358	360	370	414	472	503	520
American Indian/Alaska Native	31	31	33	46	35	35	33	25	27	22
More than one race					30	53	83	103	141	143
White/Unknown	4,480	4,344	4,810	5,051	4,849	4,603	4,375	4,376	4,379	4,399
International	398	435	403	428	441	455	481	601	563	544
Total Enrollment	5,564	5,498	5,999	6,275	6,113	5,910	5,769	5,978	6,023	6,078
Students of Color Total	686	719	786	796	823	852	913	1,001	1,081	1,135
Students of Color as % of Total*	13%	14%	14%	14%	15%	16%	17%	19%	20%	21%
	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Asian	4.3%	4.7%	4.7%	4.3%	4.0%	4.1%	4.0%	3.9%	4.2%	4.5%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.1%	0.1%
Black/African American	2.4%	2.5%	2.4%	2.0%	2.4%	2.5%	2.6%	2.7%	2.5%	2.8%
Hispanic/Latino	5.1%	5.3%	5.5%	5.7%	5.9%	6.3%	7.2%	7.9%	8.4%	8.6%
American Indian/Alaska Native	0.6%	0.6%	0.6%	0.7%	0.6%	0.6%	0.6%	0.4%	0.4%	0.4%
More than one race	0.0%	0.0%	0.0%	0.0%	0.5%	0.9%	1.4%	1.7%	2.3%	2.4%
White/Unknown	80.5%	79.0%	80.2%	80.5%	79.3%	77.9%	75.8%	73.2%	72.7%	72.4%
International	7.2%	7.9%	6.7%	6.8%	7.2%	7.7%	8.3%	10.1%	9.3%	9.0%

The numbers and proportions of graduate students of color have consistently increased over the last several years, peaking at 1,135 and 21% in Fall 2016.

* Minority percentage calculation does not include the international population.

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

University of Colorado Denver
Denver Campus
Graduate Fall Headcount Enrollment by Race/Ethnicity



Race/Ethnicity	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Asian	181	205	231	210	186	182	164	153	161	171
Native Hawaiian/Pacific Islander	-	-	-	-	2	3	2	3	3	6
Black/African American	122	115	115	96	117	108	105	112	108	113
Hispanic/Latino	243	242	273	295	288	287	310	356	365	363
American Indian/Alaska Native	23	21	21	25	19	20	20	18	17	12
More than one race	-	-	-	-	22	38	59	70	94	99
White/Unknown	3,632	3,557	3,862	3,949	3,714	3,480	3,209	3,128	3,049	3,023
International	337	372	339	362	370	387	418	542	499	490
Total Enrollment	4,538	4,512	4,841	4,937	4,718	4,505	4,287	4,382	4,296	4,277
Students of Color Total	569	583	640	626	634	638	660	712	748	764
Students of Color as % of Total*	14%	14%	14%	14%	15%	15%	17%	19%	20%	20%

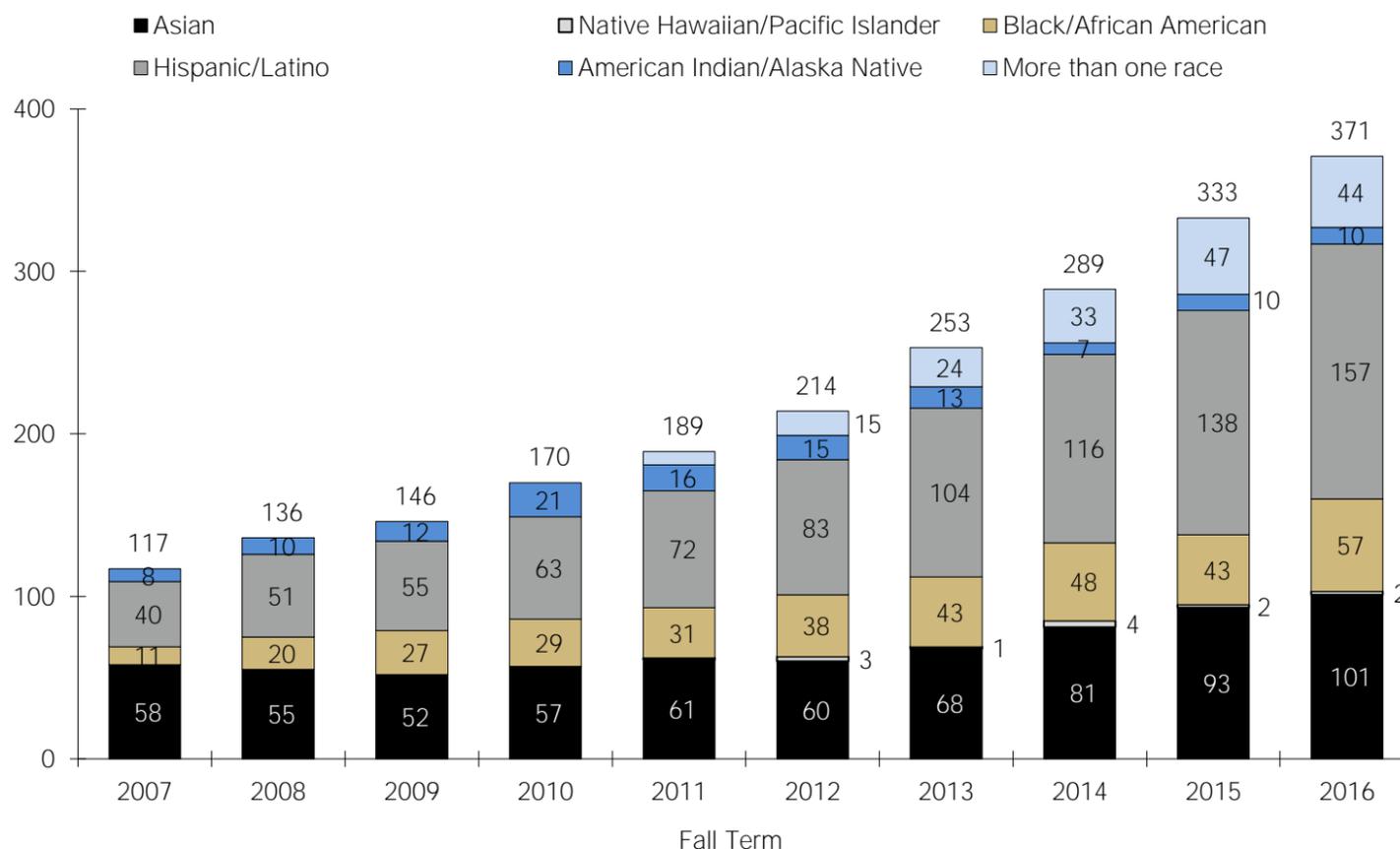
Race/Ethnicity	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Asian	4.0%	4.5%	4.8%	4.3%	3.9%	4.0%	3.8%	3.5%	3.7%	4.0%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.1%	0.1%	0.1%
Black/African American	2.7%	2.5%	2.4%	1.9%	2.5%	2.4%	2.4%	2.6%	2.5%	2.6%
Hispanic/Latino	5.4%	5.4%	5.6%	6.0%	6.1%	6.4%	7.2%	8.1%	8.5%	8.5%
American Indian/Alaska Native	0.5%	0.5%	0.4%	0.5%	0.4%	0.4%	0.5%	0.4%	0.4%	0.3%
More than one race	0.0%	0.0%	0.0%	0.0%	0.5%	0.8%	1.4%	1.6%	2.2%	2.3%
White/Unknown	80.0%	78.8%	79.8%	80.0%	78.7%	77.2%	74.9%	71.4%	71.0%	70.7%
International	7.4%	8.2%	7.0%	7.3%	7.8%	8.6%	9.8%	12.4%	11.6%	11.5%

The numbers and proportions of graduate students of color have consistently increased over the last several years, peaking at 764 and 20% in Fall 2016.

* Minority percentage calculation does not include the international population.

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

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



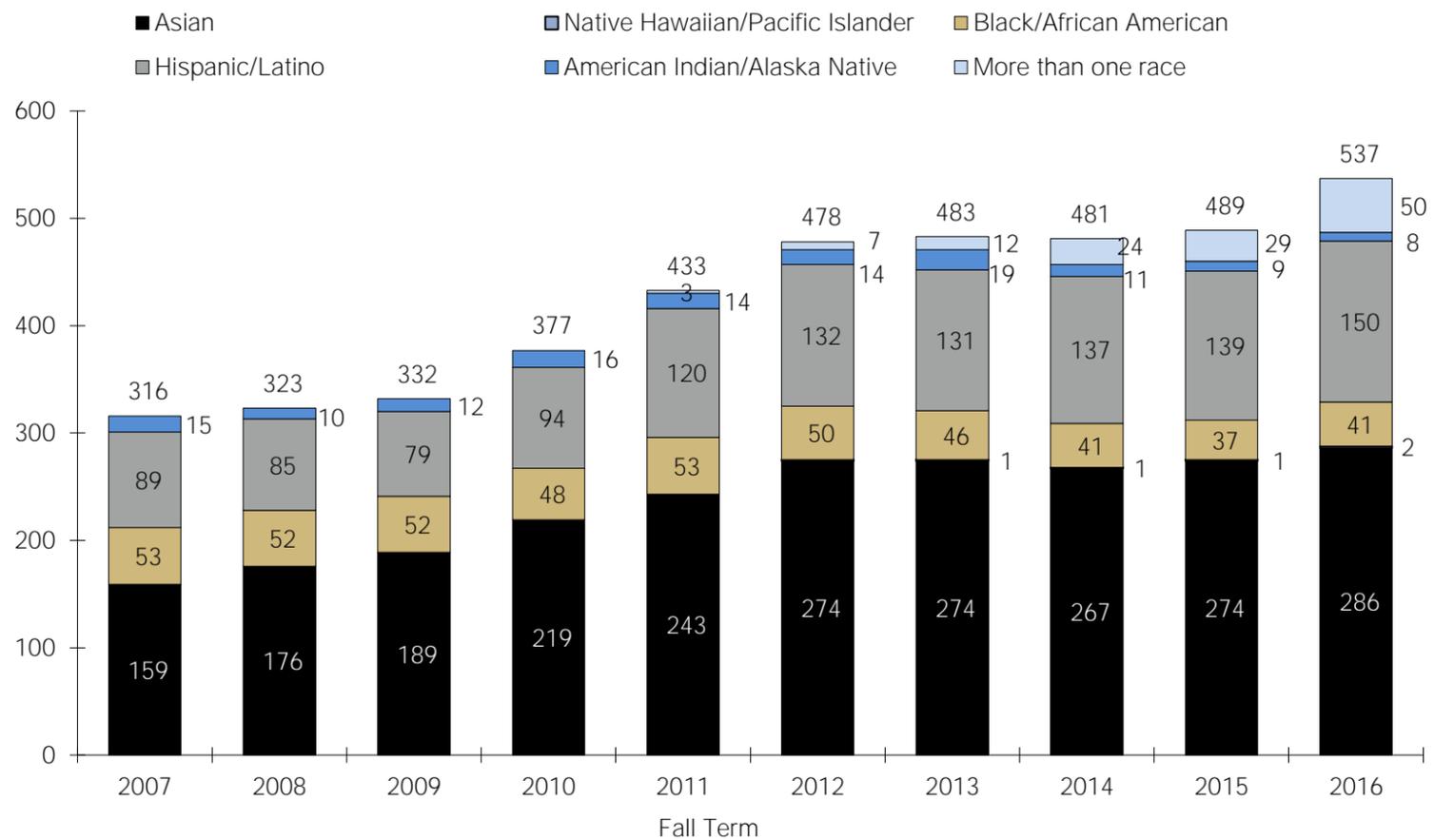
Race/Ethnicity	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Asian	58	55	52	57	61	60	68	81	93	101
Native Hawaiian/Pacific Islander	-	-	-	-	1	3	1	4	2	2
Black/African American	11	20	27	29	31	38	43	48	43	57
Hispanic/Latino	40	51	55	63	72	83	104	116	138	157
American Indian/Alaska Native	8	10	12	21	16	15	13	7	10	10
More than one race	-	-	-	-	8	15	24	33	47	44
White/Unknown	848	787	948	1,102	1,135	1,123	1,166	1,248	1,330	1,376
International	61	63	64	66	71	68	63	59	64	54
Total Enrollment	1,026	986	1,158	1,338	1,395	1,405	1,482	1,596	1,727	1,801
Students of Color Total	117	136	146	170	189	214	253	289	333	371
Students of Color as % of Total*	12%	15%	13%	13%	14%	16%	18%	19%	20%	21%
	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Asian	5.7%	5.6%	4.5%	4.3%	4.4%	4.3%	4.6%	5.1%	5.4%	5.6%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.1%	0.2%	0.1%	0.3%	0.1%	0.1%
Black/African American	1.1%	2.0%	2.3%	2.2%	2.2%	2.7%	2.9%	3.0%	2.5%	3.2%
Hispanic/Latino	3.9%	5.2%	4.7%	4.7%	5.2%	5.9%	7.0%	7.3%	8.0%	8.7%
American Indian/Alaska Native	0.8%	1.0%	1.0%	1.6%	1.1%	1.1%	0.9%	0.4%	0.6%	0.6%
More than one race	0.0%	0.0%	0.0%	0.0%	0.6%	1.1%	1.6%	2.1%	2.7%	2.4%
White/Unknown	82.7%	79.8%	81.9%	82.4%	81.4%	79.9%	78.7%	78.2%	77.0%	76.4%
International	5.9%	6.4%	5.5%	4.9%	5.1%	4.8%	4.3%	3.7%	3.7%	3.0%

The numbers and proportions of graduate students of color have consistently increased over the last several years, peaking at 371 and 21% in Fall 2016.

* Minority percentage calculation does not include the international population.

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

University of Colorado Denver
Anschutz Medical Campus
Doctoral - Professional Practice* Fall Headcount Enrollment by Race/Ethnicity



Race/Ethnicity	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Asian	159	176	189	219	243	274	274	267	274	286
Native Hawaiian/Pacific Islander						1	1	1	1	2
Black/African American	53	52	52	48	53	50	46	41	37	41
Hispanic/Latino	89	85	79	94	120	132	131	137	139	150
American Indian/Alaska Native	15	10	12	16	14	14	19	11	9	8
More than one race					3	7	12	24	29	50
White/Unknown	1,170	1,209	1,244	1,219	1,308	1,313	1,298	1,353	1,349	1,344
International	12	14	9	7	11	11	10	5	5	6
Total Enrollment	1,498	1,546	1,585	1,603	1,752	1,802	1,791	1,839	1,843	1,887
Students of Color Total	316	323	332	377	433	478	483	481	489	537
Students of Color as % of Total*	21%	21%	21%	24%	25%	27%	27%	26%	27%	29%

	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Asian	10.6%	11.4%	11.9%	13.7%	13.9%	15.2%	15.3%	14.5%	14.9%	15.2%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.1%	0.1%
Black/African American	3.5%	3.4%	3.3%	3.0%	3.0%	2.8%	2.6%	2.2%	2.0%	2.2%
Hispanic/Latino	5.9%	5.5%	5.0%	5.9%	6.8%	7.3%	7.3%	7.4%	7.5%	7.9%
American Indian/Alaska Native	1.0%	0.6%	0.8%	1.0%	0.8%	0.8%	1.1%	0.6%	0.5%	0.4%
More than one race	0.0%	0.0%	0.0%	0.0%	0.2%	0.4%	0.7%	1.3%	1.6%	2.6%
White/Unknown	78.1%	78.2%	78.5%	76.0%	74.7%	72.9%	72.5%	73.6%	73.2%	71.2%
International	0.8%	0.9%	0.6%	0.4%	0.6%	0.6%	0.6%	0.3%	0.3%	0.3%

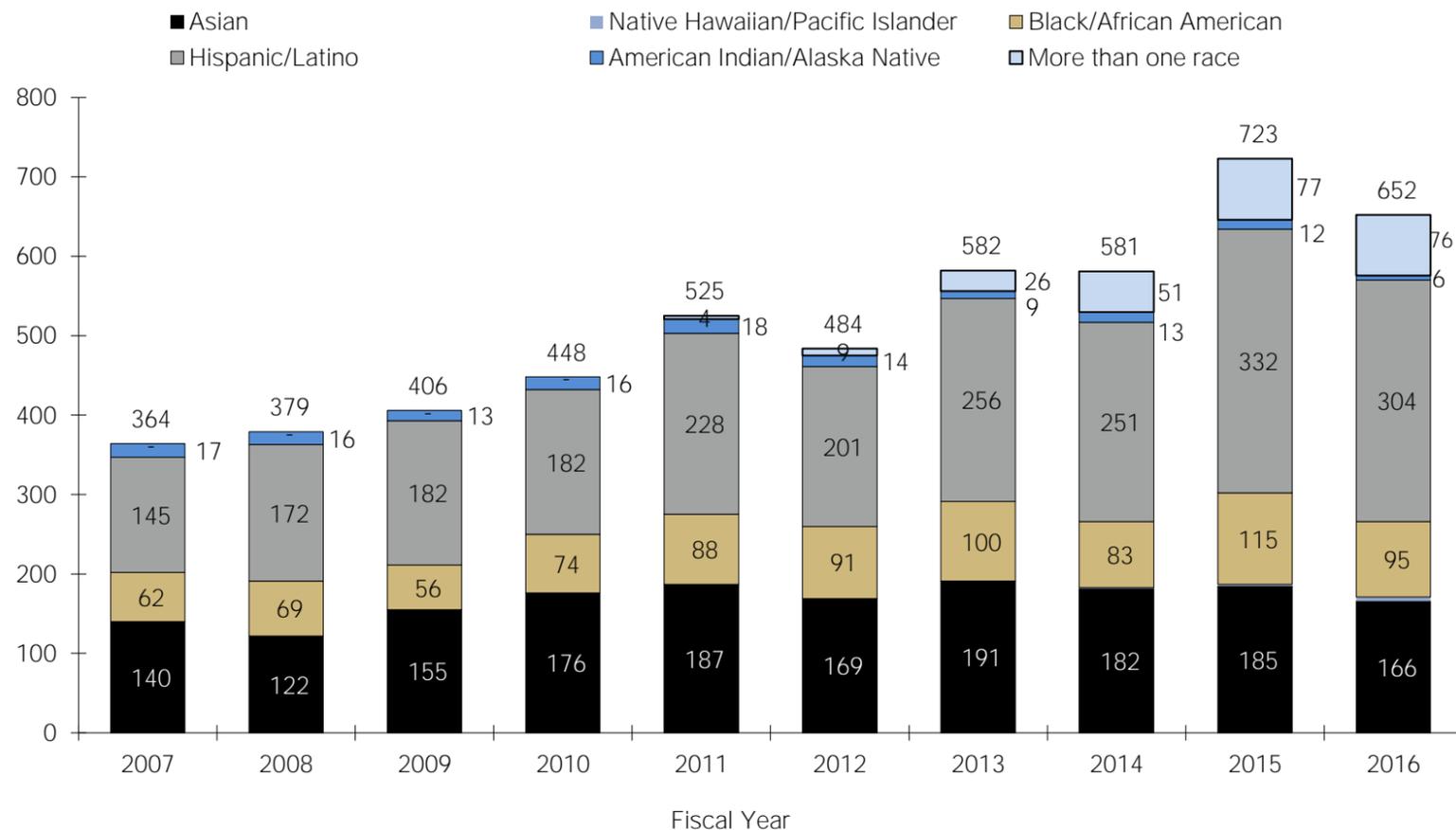
*Enrollment in professional programs as defined by/reported to CDHE

In the fall semesters of 2007 through 2009, the percentage of health professional students of color at the Anschutz Medical Campus remained steady at 21%. Recent years have seen greater numbers and percentages of students of color, with 537 and 29% enrolled Fall 2016.

* Minority percentage calculation does not include the international population.

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

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



Race/Ethnicity	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Asian	140	122	155	176	187	169	191	182	185	166
Native Hawaiian/Pacific Islander	-	-	-	-	-	-	-	1	2	5
Black/African American	62	69	56	74	88	91	100	83	115	95
Hispanic/Latino	145	172	182	182	228	201	256	251	332	304
American Indian/Alaska Native	17	16	13	16	18	14	9	13	12	6
More than one race	-	-	-	-	4	9	26	51	77	76
White/Unknown	1,259	1,329	1,331	1,376	1,389	1,318	1,366	1,369	1,345	1,244
International	29	10	6	30	120	146	167	201	270	241
Total Degrees Awarded	1,652	1,718	1,743	1,854	2,034	1,948	2,115	2,151	2,338	2,137
Students of Color Total	364	379	406	448	525	484	582	581	723	652
Students of Color as % of Total*	22%	22%	23%	25%	27%	27%	30%	30%	35%	34%

Race/Ethnicity	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Asian	8.5%	7.1%	8.9%	9.5%	9.2%	8.7%	9.0%	8.5%	7.9%	7.8%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.2%
Black/African American	3.8%	4.0%	3.2%	4.0%	4.3%	4.7%	4.7%	3.9%	4.9%	4.4%
Hispanic/Latino	8.8%	10.0%	10.4%	9.8%	11.2%	10.3%	12.1%	11.7%	14.2%	14.2%
American Indian/Alaska Native	1.0%	0.9%	0.7%	0.9%	0.9%	0.7%	0.4%	0.6%	0.5%	0.3%
More than one race	0.0%	0.0%	0.0%	0.0%	0.2%	0.5%	1.2%	2.4%	3.3%	3.6%
White/Unknown	76.2%	77.4%	76.4%	74.2%	68.3%	67.7%	64.6%	63.6%	57.5%	58.2%
International	1.8%	0.6%	0.3%	1.6%	5.9%	7.5%	7.9%	9.3%	11.5%	11.3%

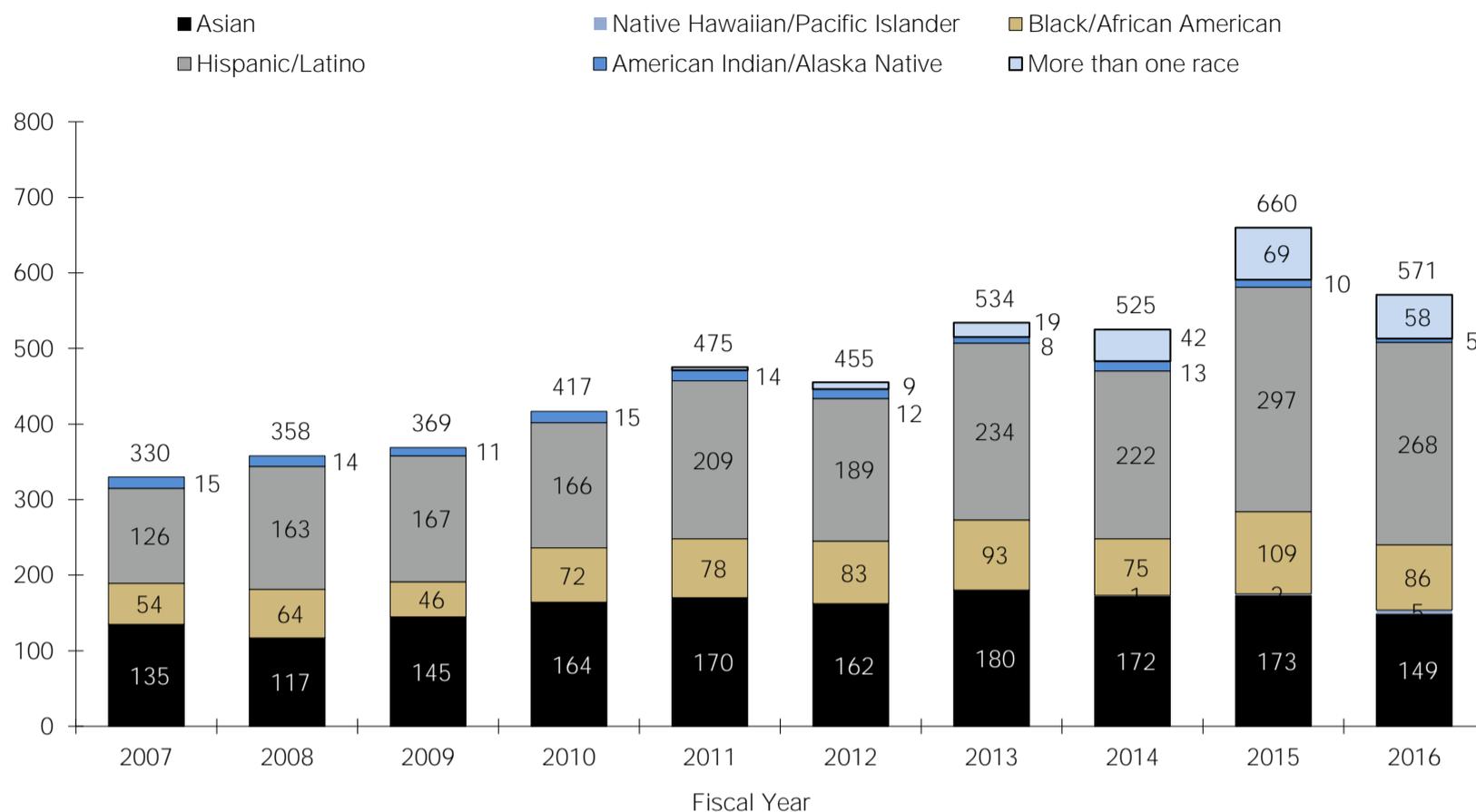
The percent of baccalaureate degrees awarded to students of color at the combined Denver Campus and Anschutz Medical Campus reached a high of 35% in FY2015. Currently, the number of degrees awarded to that group is now 652 and 34% in FY2016.

* Minority percentage calculation does not include the international population.

Note: degree counts are unduplicated (one student receiving multiple degrees is counted only once).

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

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



Race/Ethnicity	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Asian	135	117	145	164	170	162	180	172	173	149
Native Hawaiian/Pacific Islander	-	-	-	-	-	-	-	1	2	5
Black/African American	54	64	46	72	78	83	93	75	109	86
Hispanic/Latino	126	163	167	166	209	189	234	222	297	268
American Indian/Alaska Native	15	14	11	15	14	12	8	13	10	5
More than one race	-	-	-	-	4	9	19	42	69	58
White/Unknown	1,044	1,115	1,125	1,198	1,225	1,142	1,181	1,157	1,103	1,005
International	28	7	3	28	119	145	167	199	270	240
Total Degrees Awarded	1,402	1,480	1,497	1,643	1,819	1,742	1,882	1,881	2,033	1,816
Students of Color Total	330	358	369	417	475	455	534	525	660	571
Students of Color as % of Total*	24%	24%	25%	26%	28%	28%	31%	31%	37%	36%

Race/Ethnicity	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Asian	9.6%	7.9%	9.7%	10.0%	9.3%	9.3%	9.6%	9.1%	8.5%	8.2%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%
Black/African American	3.9%	4.3%	3.1%	4.4%	4.3%	4.8%	4.9%	4.0%	5.4%	4.7%
Hispanic/Latino	9.0%	11.0%	11.2%	10.1%	11.5%	10.8%	12.4%	11.8%	14.6%	14.8%
American Indian/Alaska Native	1.1%	0.9%	0.7%	0.9%	0.8%	0.7%	0.4%	0.7%	0.5%	0.3%
More than one race	0.0%	0.0%	0.0%	0.0%	0.2%	0.5%	1.0%	2.2%	3.4%	3.2%
White/Unknown	74.5%	75.3%	75.2%	72.9%	67.3%	65.6%	62.8%	61.5%	54.3%	55.3%
International	2.0%	0.5%	0.2%	1.7%	6.5%	8.3%	8.9%	10.6%	13.3%	13.2%

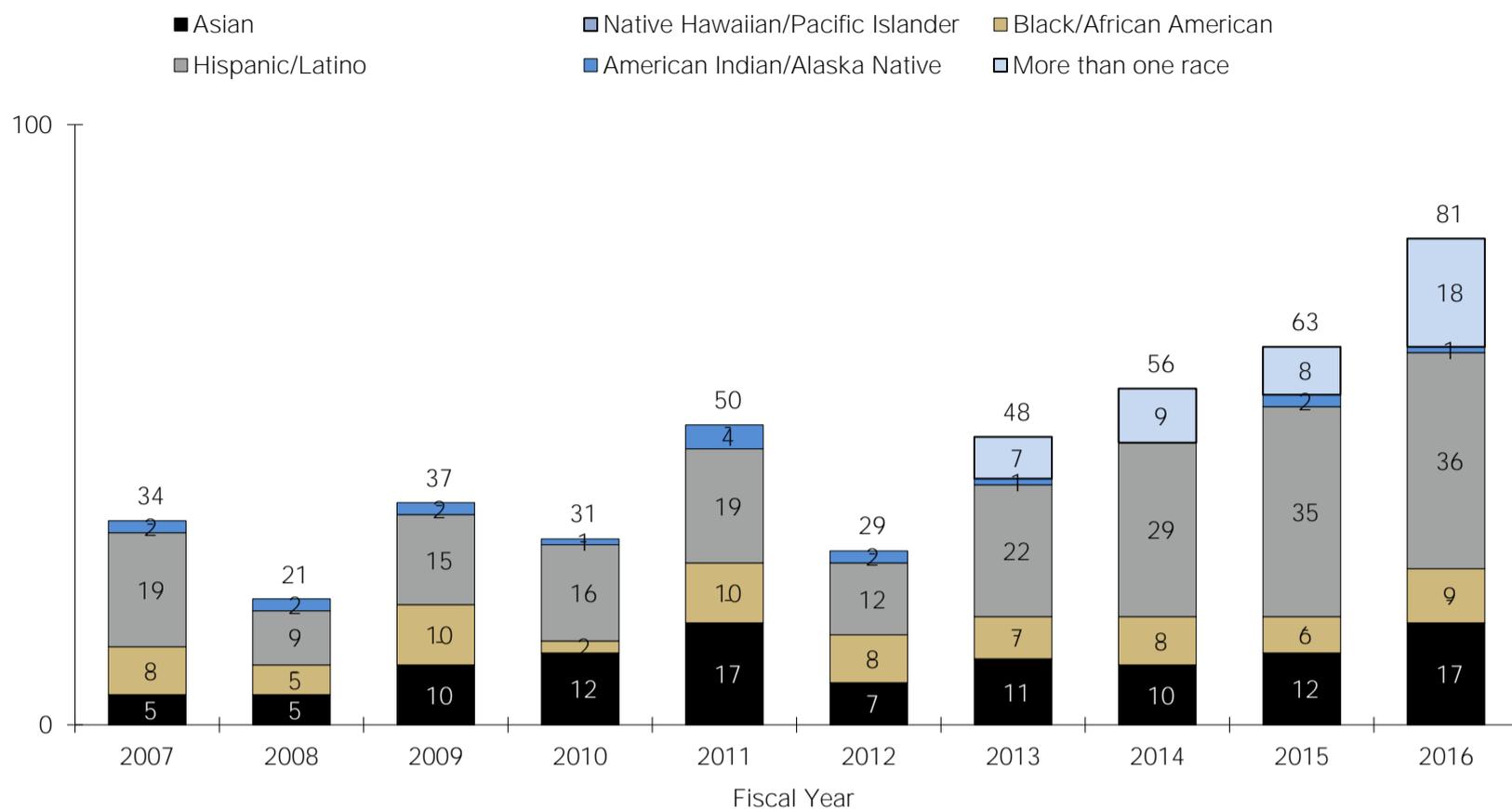
The percent of baccalaureate degrees awarded to students of color at the Denver Campus reached a high of 37% in fiscal year 2015. Currently, the number of degrees awarded to that group is 571 and 36%.

* Minority percentage calculation does not include the international population.

Note: degree counts are unduplicated (one student receiving multiple degrees is counted only once).

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

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



Race/Ethnicity	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Asian	5	5	10	12	17	7	11	10	12	17
Native Hawaiian/Pacific Islander	-	-	-	-	-	-	-	-	-	-
Black/African American	8	5	10	2	10	8	7	8	6	9
Hispanic/Latino	19	9	15	16	19	12	22	29	35	36
American Indian/Alaska Native	2	2	2	1	4	2	1	-	2	1
More than one race	-	-	-	-	-	-	7	9	8	18
White/Unknown	215	214	206	178	164	176	185	212	242	239
International	1	3	3	2	1	1	-	2	-	1
Total Degrees Awarded	250	238	246	211	215	206	233	270	305	321
Students of Color Total	34	21	37	31	50	29	48	56	63	81
Students of Color as % of Total*	14%	9%	15%	15%	23%	14%	21%	21%	21%	25%

	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Asian	2.0%	2.1%	4.1%	5.7%	7.9%	3.4%	4.7%	3.7%	3.9%	5.3%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Black/African American	3.2%	2.1%	4.1%	0.9%	4.7%	3.9%	3.0%	3.0%	2.0%	2.8%
Hispanic/Latino	7.6%	3.8%	6.1%	7.6%	8.8%	5.8%	9.4%	10.7%	11.5%	11.2%
American Indian/Alaska Native	0.8%	0.8%	0.8%	0.5%	1.9%	1.0%	0.4%	0.0%	0.7%	0.3%
More than one race	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.0%	3.3%	2.6%	5.6%
White/Unknown	86.0%	89.9%	83.7%	84.4%	76.3%	85.4%	79.4%	78.5%	79.3%	74.5%
International	0.4%	1.3%	1.2%	0.9%	0.5%	0.5%	0.0%	0.7%	0.0%	0.3%

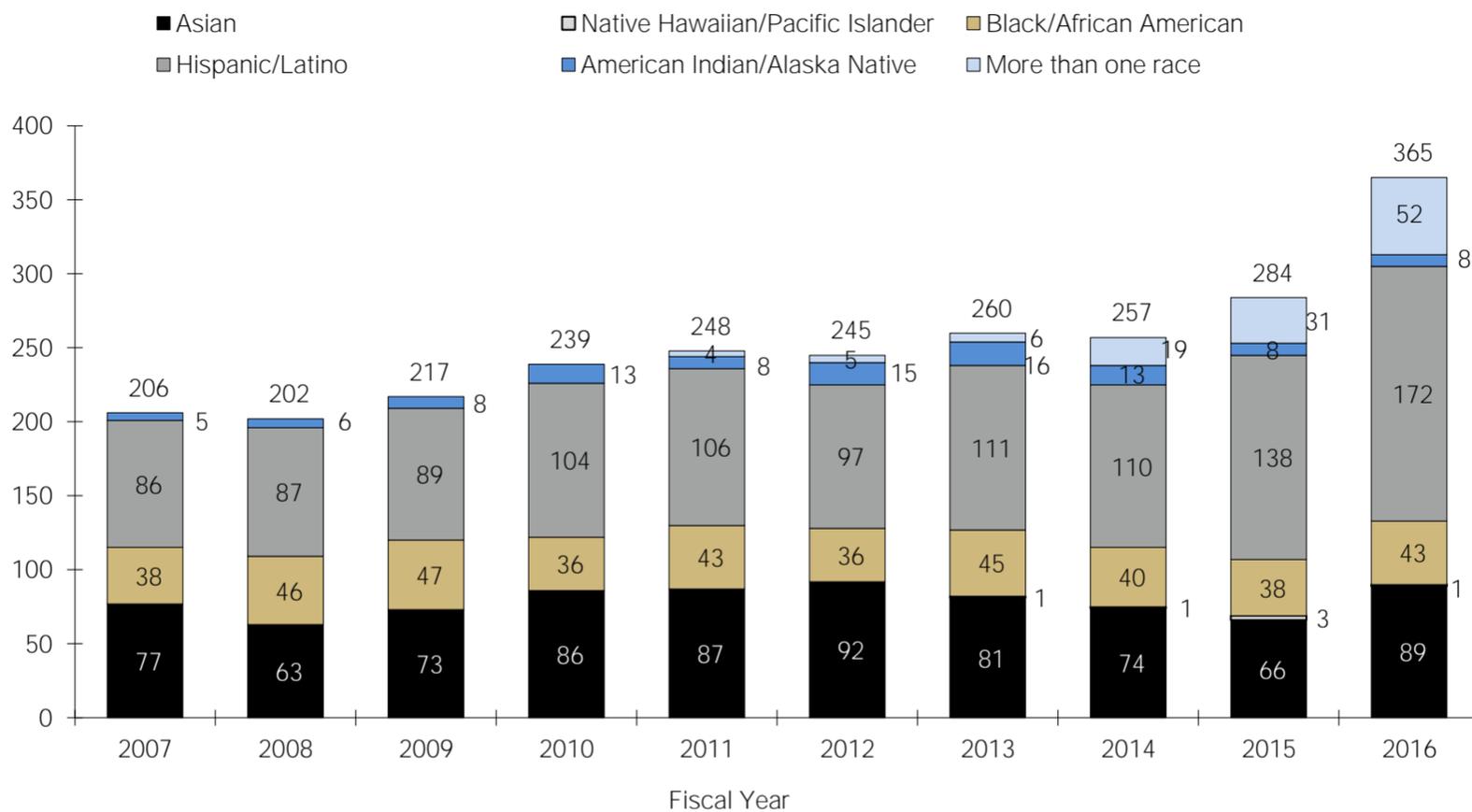
The percent of baccalaureate degrees awarded to students of color at the Anschutz Medical Campus reached a high of 81 in fiscal year 2016, representing 25% of the number of undergraduate degrees.

* Minority percentage calculation does not include the international population.

Note: degree counts are unduplicated (one student receiving multiple degrees is counted only once).

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

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



Race/Ethnicity	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Asian	77	63	73	86	87	92	81	74	66	89
Native Hawaiian/Pacific Islander					-	-	1	1	3	1
Black/African American	38	46	47	36	43	36	45	40	38	43
Hispanic/Latino	86	87	89	104	106	97	111	110	138	172
American Indian/Alaska Native	5	6	8	13	8	15	16	13	8	8
More than one race					4	5	6	19	31	52
White/Unknown	1,502	1,564	1,625	1,499	1,667	1,725	1,658	1,547	1,512	1,675
International	125	23	16	152	149	169	183	172	185	211
Total Degrees Awarded	1,833	1,789	1,858	1,890	2,064	2,139	2,101	1,976	1,981	2,251
Students of Color Total	206	202	217	239	248	245	260	257	284	365
Students of Color as % of Total*	12%	11%	12%	14%	13%	12%	14%	14%	16%	18%

Race/Ethnicity	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Asian	4.2%	3.5%	3.9%	4.6%	4.2%	4.3%	3.9%	3.7%	3.3%	4.0%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.2%	0.0%
Black/African American	2.1%	2.6%	2.5%	1.9%	2.1%	1.7%	2.1%	2.0%	1.9%	1.9%
Hispanic/Latino	4.7%	4.9%	4.8%	5.5%	5.1%	4.5%	5.3%	5.6%	7.0%	7.6%
American Indian/Alaska Native	0.3%	0.3%	0.4%	0.7%	0.4%	0.7%	0.8%	0.7%	0.4%	0.4%
More than one race	0.0%	0.0%	0.0%	0.0%	0.2%	0.2%	0.3%	1.0%	1.6%	2.3%
White/Unknown	81.9%	87.4%	87.5%	79.3%	80.8%	80.6%	78.9%	78.3%	76.3%	74.4%
International	6.8%	1.3%	0.9%	8.0%	7.2%	7.9%	8.7%	8.7%	9.3%	9.4%

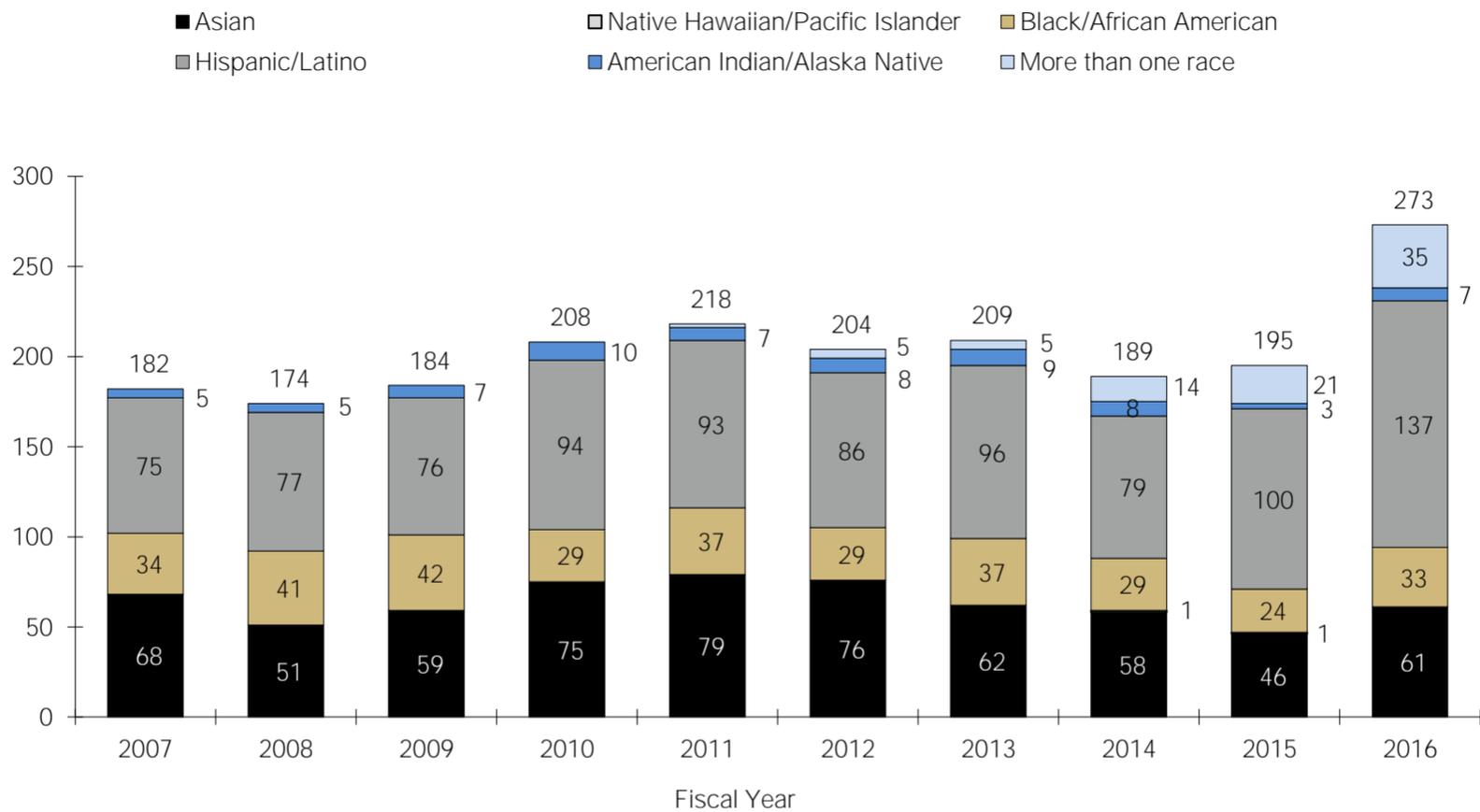
The proportion of graduate degrees conferred to students of color at the combined Denver Campus and Anschutz Medical Campus has remained fairly consistent during the last decade, ranging from 11 to 14 percent. Fiscal year 2016 reports the most degrees, 365 and 18%.

* Minority percentage calculation does not include the international population.

Note: degree counts are unduplicated (one student receiving multiple degrees is counted only once).

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

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



Race/Ethnicity	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Asian	68	51	59	75	79	76	62	58	46	61
Native Hawaiian/Pacific Islander	-	-	-	-	-	-	-	1	1	-
Black/African American	34	41	42	29	37	29	37	29	24	33
Hispanic/Latino	75	77	76	94	93	86	96	79	100	137
American Indian/Alaska Native	5	5	7	10	7	8	9	8	3	7
More than one race	-	-	-	-	2	5	5	14	21	35
White/Unknown	1,315	1,326	1,393	1,285	1,418	1,450	1,349	1,184	1,147	1,260
International	112	20	14	138	137	147	167	156	175	193
Total Degrees Awarded	1,609	1,520	1,591	1,631	1,773	1,801	1,725	1,529	1,517	1,726
Students of Color Total	182	174	184	208	218	204	209	189	195	273
Students of Color as % of Total*	12%	12%	12%	14%	13%	12%	13%	14%	15%	18%

Race/Ethnicity	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Asian	4.2%	3.4%	3.7%	4.6%	4.5%	4.2%	3.6%	3.8%	3.0%	3.5%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.0%
Black/African American	2.1%	2.7%	2.6%	1.8%	2.1%	1.6%	2.1%	1.9%	1.6%	1.9%
Hispanic/Latino	4.7%	5.1%	4.8%	5.8%	5.2%	4.8%	5.6%	5.2%	6.6%	7.9%
American Indian/Alaska Native	0.3%	0.3%	0.4%	0.6%	0.4%	0.4%	0.5%	0.5%	0.2%	0.4%
More than one race	0.0%	0.0%	0.0%	0.0%	0.1%	0.3%	0.3%	0.9%	1.4%	2.0%
White/Unknown	81.7%	87.2%	87.6%	78.8%	80.0%	80.5%	78.2%	77.4%	75.6%	73.0%
International	7.0%	1.3%	0.9%	8.5%	7.7%	8.2%	9.7%	10.2%	11.5%	11.2%

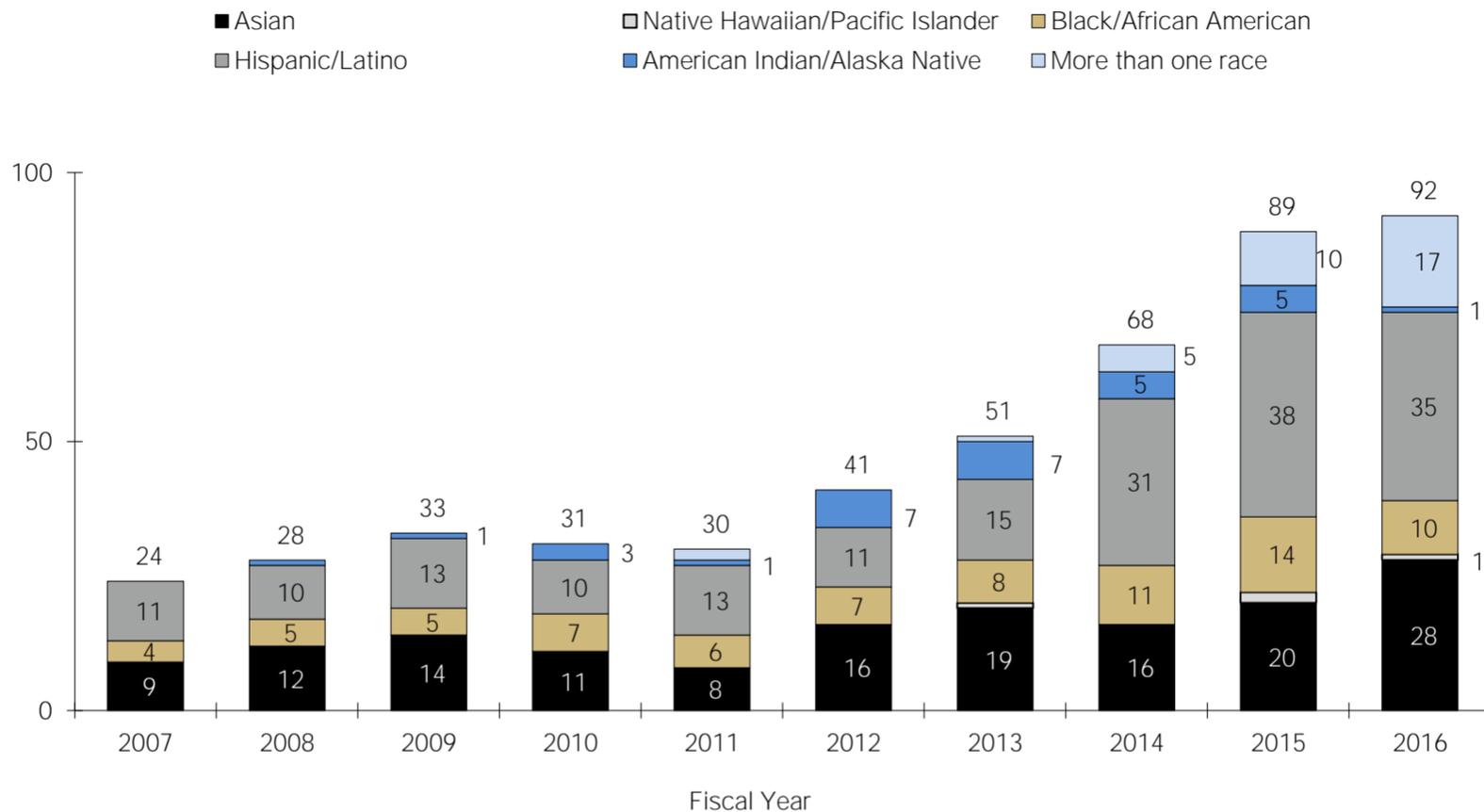
The proportion of graduate degrees conferred to students of color at the Denver Campus has remained fairly consistent during the last decade. In fiscal year 2016, degrees awarded increased to 273 and 18% of degrees awarded.

* Minority percentage calculation does not include the international population.

Note: degree counts are unduplicated (one student receiving multiple degrees is counted only once).

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

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



Race/Ethnicity	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Asian	9	12	14	11	8	16	19	16	20	28
Native Hawaiian/Pacific Islander	-	-	-	-	-	-	1	-	2	1
Black/African American	4	5	5	7	6	7	8	11	14	10
Hispanic/Latino	11	10	13	10	13	11	15	31	38	35
American Indian/Alaska Native	-	1	1	3	1	7	7	5	5	1
More than one race	-	-	-	-	2	-	1	5	10	17
White/Unknown	187	238	232	214	249	275	309	363	365	415
International	13	3	2	14	12	22	16	16	10	18
Total Degrees Awarded	224	269	267	259	291	338	376	447	464	525
Students of Color Total	24	28	33	31	30	41	51	68	89	92
Students of Color as % of Total*	11%	11%	12%	13%	11%	13%	14%	16%	20%	18%

Race/Ethnicity	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Asian	4.0%	4.5%	5.2%	4.2%	2.7%	4.7%	5.1%	3.6%	4.3%	5.3%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.0%	0.4%	0.2%
Black/African American	1.8%	1.9%	1.9%	2.7%	2.1%	2.1%	2.1%	2.5%	3.0%	1.9%
Hispanic/Latino	4.9%	3.7%	4.9%	3.9%	4.5%	3.3%	4.0%	6.9%	8.2%	6.7%
American Indian/Alaska Native	0.0%	0.4%	0.4%	1.2%	0.3%	2.1%	1.9%	1.1%	1.1%	0.2%
More than one race	0.0%	0.0%	0.0%	0.0%	0.7%	0.0%	0.3%	1.1%	2.2%	3.2%
White/Unknown	83.5%	88.5%	86.9%	82.6%	85.6%	81.4%	82.2%	81.2%	78.7%	79.0%
International	5.8%	1.1%	0.7%	5.4%	4.1%	6.5%	4.3%	3.6%	2.2%	3.4%

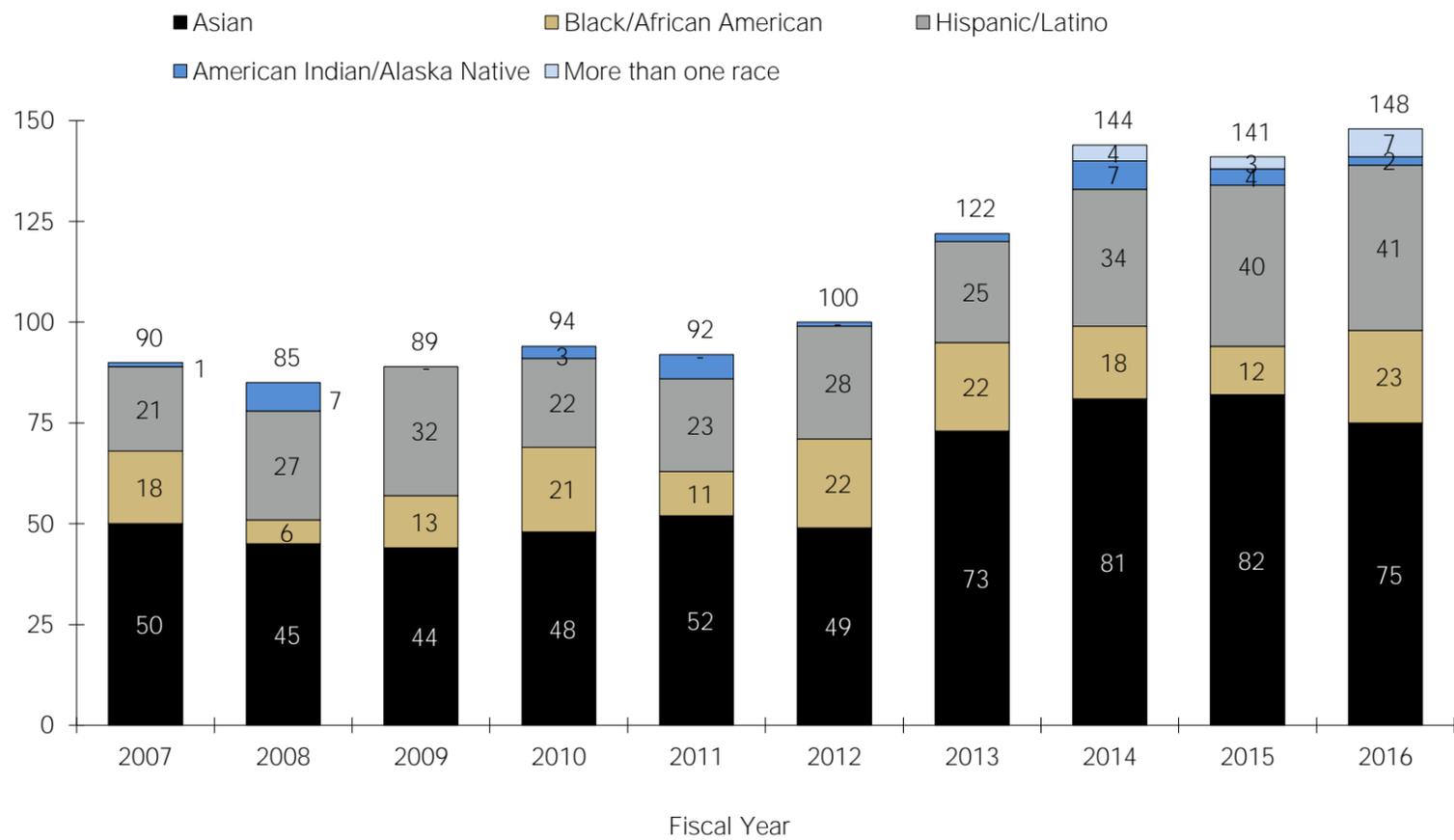
The proportion of graduate degrees conferred to students of color at the Anschutz Medical Campus has from 11 to 20 percent between 2007 and 2016. The most recent year reflects the most degrees awarded to students of color, representing 18% of those degrees.

* Minority percentage calculation does not include the international population.

Note: degree counts are unduplicated (one student receiving multiple degrees is counted only once).

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

University of Colorado Denver
Anschutz Medical Campus
Doctoral - Professional Practice Degrees Awarded by Race/Ethnicity



Race/Ethnicity	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Asian	50	45	44	48	52	49	73	81	82	75
Native Hawaiian/Pacific Islander	-	-	-	-	-	-	-	-	-	-
Black/African American	18	6	13	21	11	22	22	18	12	23
Hispanic/Latino	21	27	32	22	23	28	25	34	40	41
American Indian/Alaska Native	1	7	-	3	6	1	2	7	4	2
More than one race	-	-	-	-	-	-	-	4	3	7
White/Unknown	329	337	327	353	349	409	410	363	384	379
International	2	18	7	9	6	20	17	20	24	28
Total Degrees Awarded	421	440	423	456	447	529	549	527	549	555
Students of Color Total	90	85	89	94	92	100	122	144	141	148
Students of Color as % of Total*	21%	20%	21%	21%	21%	20%	23%	28%	27%	28%

	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Asian	11.9%	10.2%	10.4%	10.5%	11.6%	9.3%	13.3%	15.4%	14.9%	13.5%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Black/African American	4.3%	1.4%	3.1%	4.6%	2.5%	4.2%	4.0%	3.4%	2.2%	4.1%
Hispanic/Latino	5.0%	6.1%	7.6%	4.8%	5.1%	5.3%	4.6%	6.5%	7.3%	7.4%
American Indian/Alaska Native	0.2%	1.6%	0.0%	0.7%	1.3%	0.2%	0.4%	1.3%	0.7%	0.4%
More than one race	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%	0.5%	1.3%
White/Unknown	78.1%	76.6%	77.3%	77.4%	78.1%	77.3%	74.7%	68.9%	69.9%	68.3%
International	0.5%	4.1%	1.7%	2.0%	1.3%	3.8%	3.1%	3.8%	4.4%	5.0%

The proportion of doctoral professional practice degrees conferred to students of color at the Anschutz Medical Campus remained fairly consistent from 2007 to 2013, from 20 to 23%. Since 2013, the number and proportion has grown to 148 and 28%.

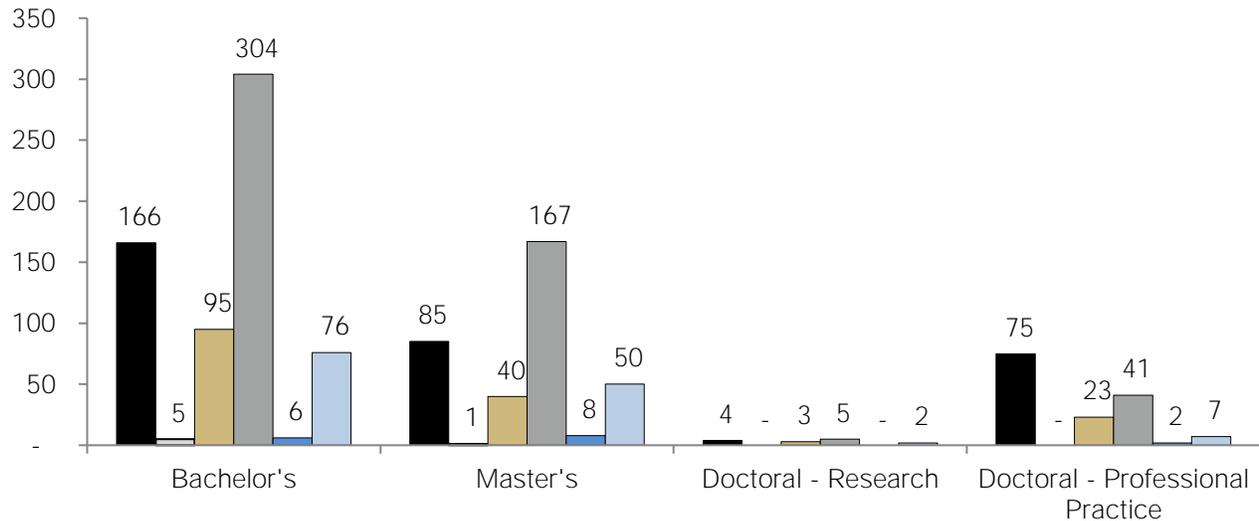
* Minority percentage calculation does not include the international population.

Note: degree counts are unduplicated (one student receiving multiple degrees is counted only once).

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

University of Colorado Denver
 Denver Campus and Anschutz Medical Campus
 Degrees Awarded by Race/Ethnicity
 Fiscal Year 2015-16

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



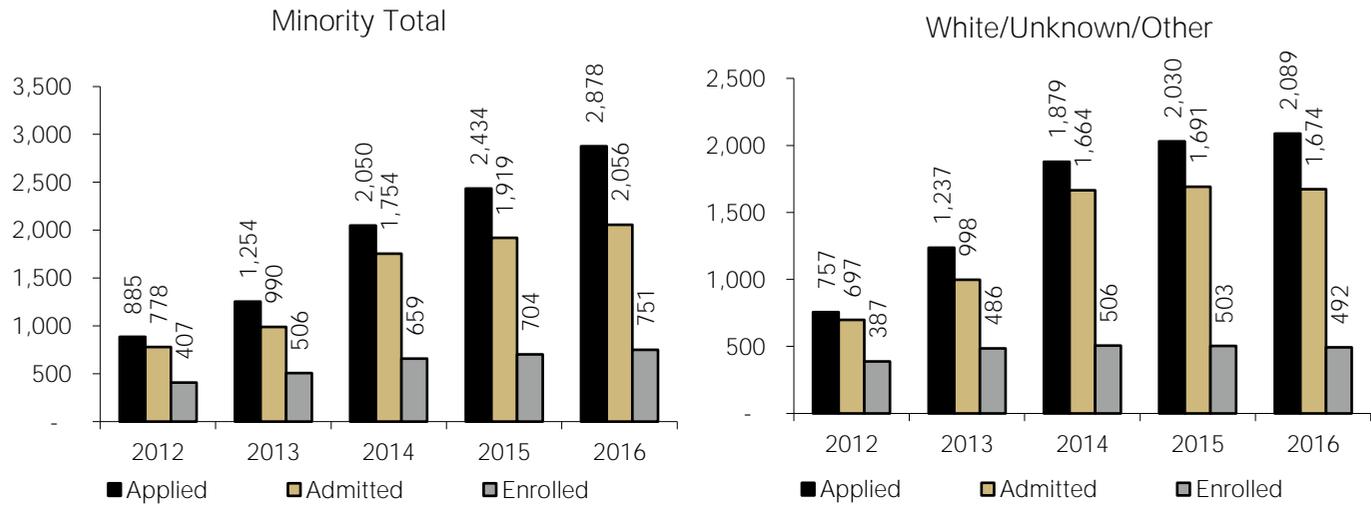
Race/Ethnicity	Bachelor's	Master's	Doctoral - Research	Professional Practice	Total
Asian	166	85	4	75	330
Native Hawaiian/Pacific Islander	5	1	-	-	6
Black/African American	95	40	3	23	161
Hispanic/Latino	304	167	5	41	517
American Indian/Alaska Native	6	8	-	2	16
More than one race	76	50	2	7	135
White/Unknown	1,244	1,579	96	379	3,298
International	241	198	13	28	480
Students of Color Total	652	351	14	148	1,165
Total	2,137	2,128	123	555	4,943

Of all students, nearly 31% of the baccalaureate degrees awarded in fiscal year 2016 were earned by students of color. However, just 16% of the masters degrees were awarded to students of color. Of the 678 degrees awarded at the doctoral level, 38% were conferred to students of color.

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

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

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



Asian

Fall Term	Applied	Admitted	Enrolled
2012	255	234	119
2013	297	264	170
2014	422	390	187
2015	429	385	173
2016	448	392	172

Native Hawaiian/Pacific Islander

Fall Term	Applied	Admitted	Enrolled
2012	4	4	4
2013	8	7	2
2014	11	9	3
2015	5	5	1
2016	12	9	4

Black/African American

Fall Term	Applied	Admitted	Enrolled
2012	126	106	46
2013	149	112	48
2014	192	140	44
2015	243	172	65
2016	280	182	71

Hispanic/Latino

Fall Term	Applied	Admitted	Enrolled
2012	416	358	196
2013	660	510	235
2014	1,163	988	348
2015	1,478	1,133	392
2016	1,771	1,200	409

American Indian/Alaska Native

Fall Term	Applied	Admitted	Enrolled
2012	5	5	2
2013	7	3	1
2014	15	8	4
2015	6	3	2
2016	9	5	3

More than one race

Fall Term	Applied	Admitted	Enrolled
2012	83	75	44
2013	141	101	52
2014	247	219	73
2015	273	221	71
2016	358	268	92

White/Unknown

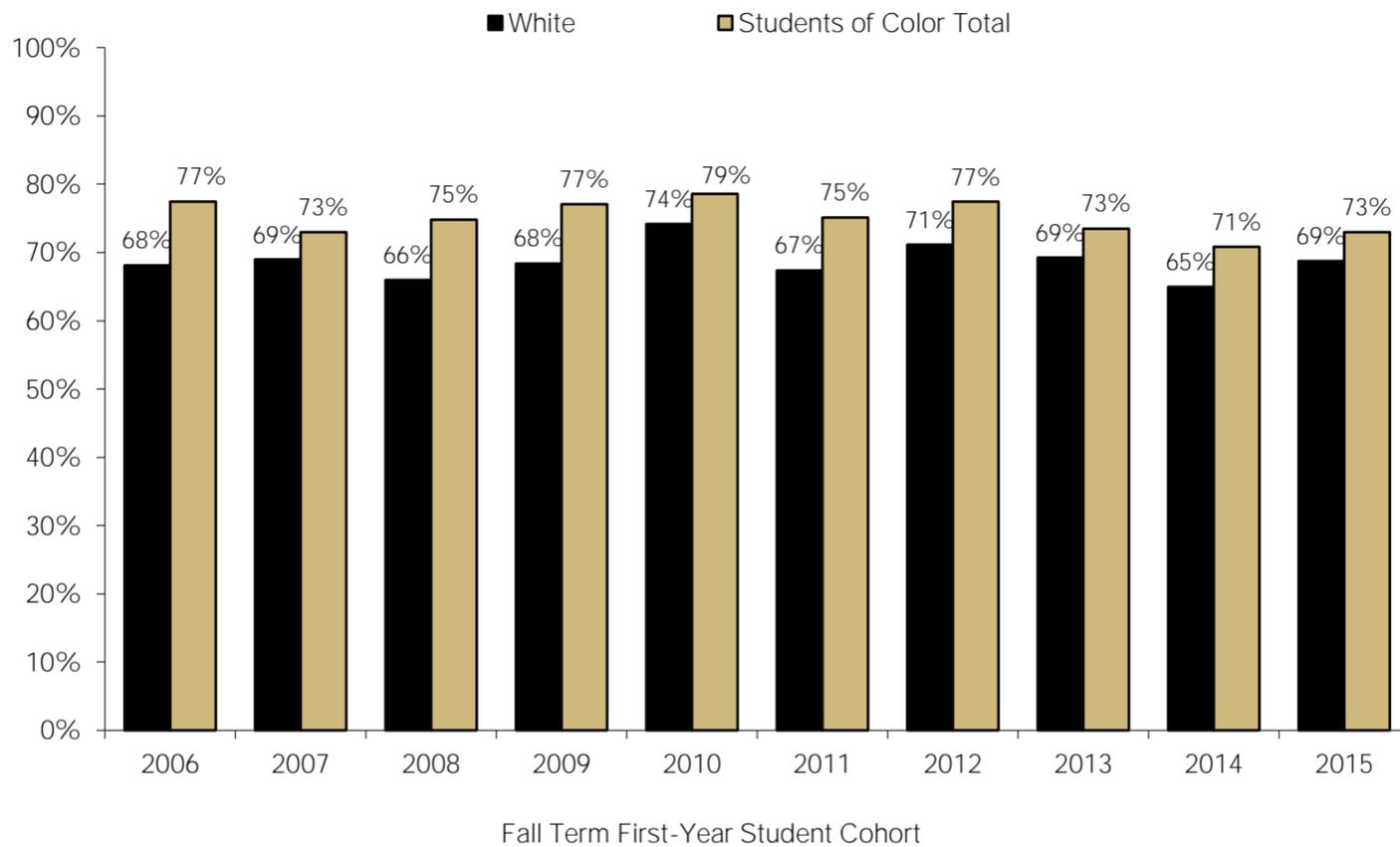
Fall Term	Applied	Admitted	Enrolled
2012	757	697	387
2013	1,237	998	486
2014	1,879	1,664	506
2015	2,030	1,691	503
2016	2,089	1,674	492

Total

Fall Term	Applied	Admitted	Enrolled
2012	1,646	1,479	798
2013	2,499	1,995	994
2014	3,929	3,418	1,165
2015	4,470	3,616	1,212
2016	4,980	3,740	1,247

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

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



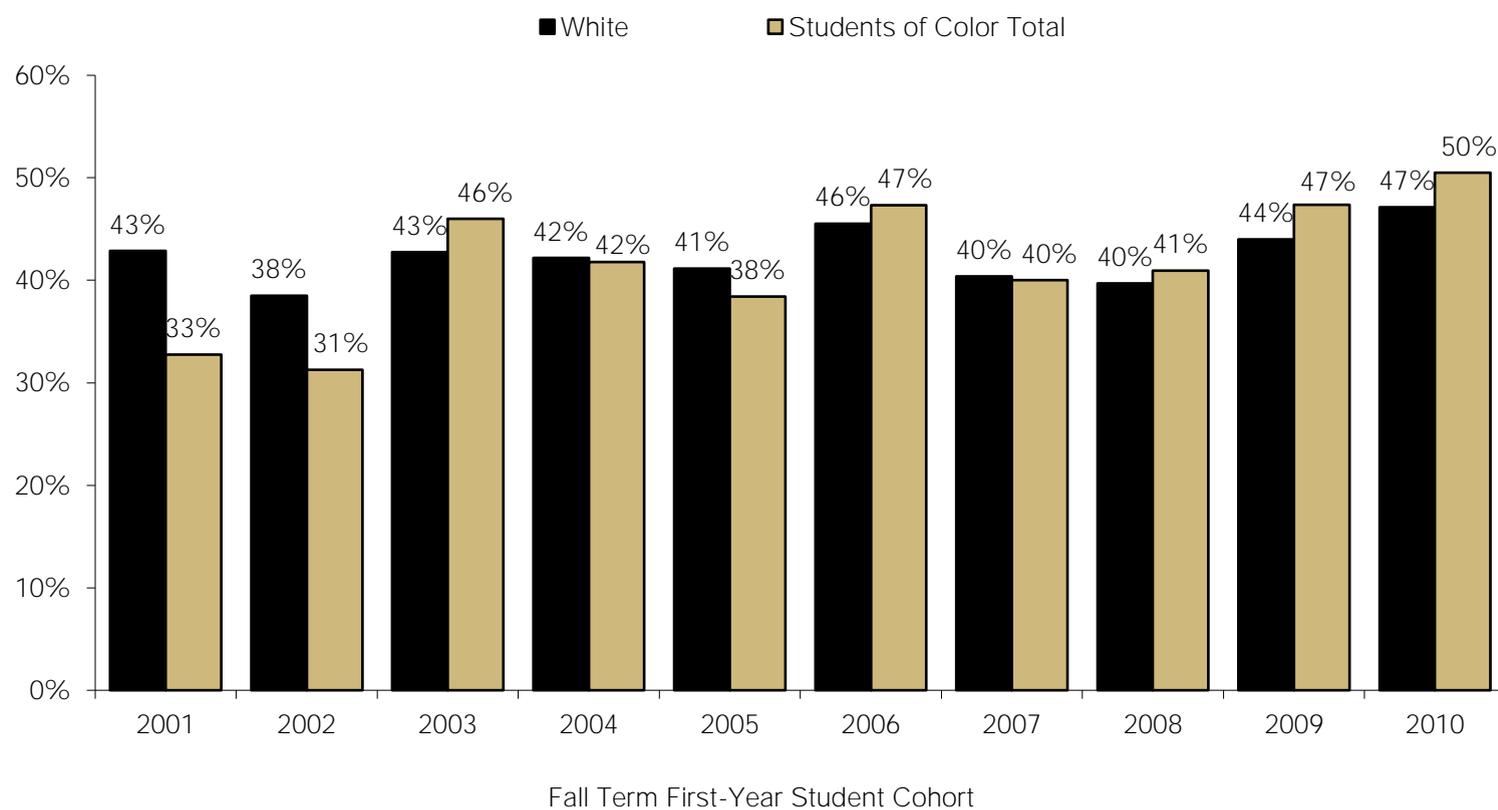
First-Year Cohort	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	135	137	149	162	156	118	123	178	193	176
Native Hawaiian/Pacific Islander	-	-	-	-	-	2	4	3	4	1
Black/African American	55	55	60	67	60	31	57	46	48	64
Hispanic/Latino	121	161	164	162	189	189	195	225	344	371
American Indian/Alaska Native	8	17	8	6	11	3	3	1	3	2
More than one race	-	-	-	-	9	55	52	60	79	81
White	514	567	602	525	522	380	426	514	534	553
Other/Unknown	37	32	21	69	11	15	12	8	6	4
International	14	43	34	48	62	61	90	46	34	26
Total	884	1,012	1,038	1,039	1,020	854	962	1,081	1,245	1,278
Students of Color Total	319	370	381	397	425	398	434	513	671	695

Percent Enrolled One Year Later	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	83%	81%	81%	86%	88%	78%	85%	89%	86%	80%
Native Hawaiian/Pacific Islander	-	-	-	-	-	100%	75%	67%	75%	100%
Black/African American	69%	65%	83%	66%	72%	87%	84%	59%	65%	83%
Hispanic/Latino	76%	70%	68%	73%	74%	75%	72%	66%	65%	70%
American Indian/Alaska Native	63%	59%	38%	50%	55%	33%	67%	0%	67%	50%
More than one race	-	-	-	-	78%	65%	73%	67%	61%	65%
White	68%	69%	66%	68%	74%	67%	71%	69%	65%	69%
Other/Unknown	78%	72%	71%	77%	73%	67%	67%	100%	17%	100%
International	71%	77%	71%	90%	85%	72%	83%	80%	71%	69%
Total	72%	71%	69%	73%	77%	71%	75%	72%	68%	71%
Students of Color Total	77%	73%	75%	77%	79%	75%	77%	73%	71%	73%

We continue to see higher one-year retention rates for students of color than for white students.

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

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



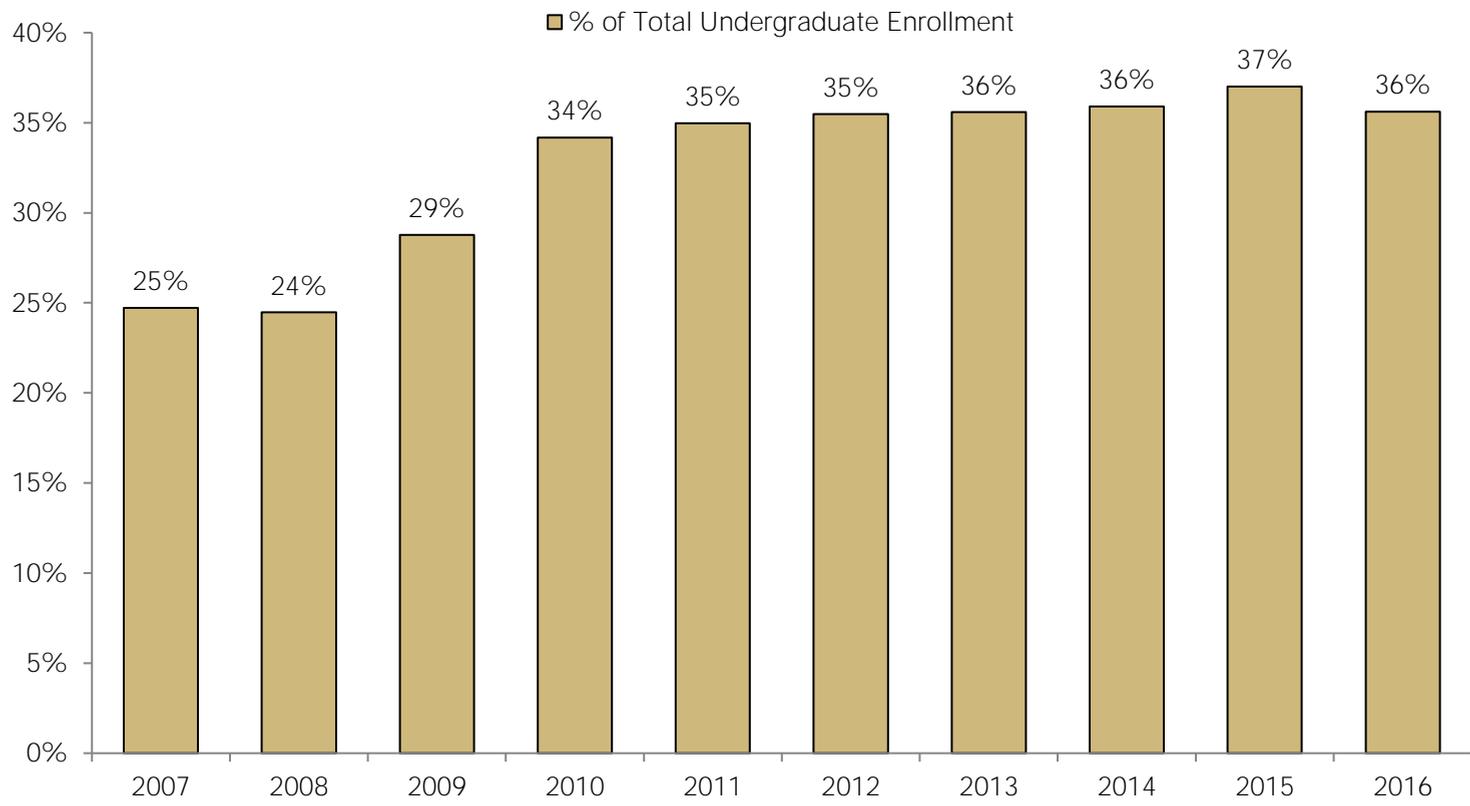
Undergraduate Cohort*	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Asian	80	99	88	93	117	135	137	149	162	156
Black/African American	22	12	19	31	24	55	55	60	67	60
Hispanic/Latino	64	78	85	104	120	121	161	164	162	189
American Indian/Alaska Native	5	6	8	9	7	8	17	8	6	11
White	287	356	379	415	435	514	567	602	525	522
Other/Unknown	27	23	41	29	37	37	32	21	69	11
International	7	6	4	6	4	14	43	34	48	62
Total	492	580	624	687	744	884	1,012	1,038	1,039	1,020
Students of Color Total	171	195	200	237	268	319	370	381	397	416

Six-Year Graduation Rate	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Asian	45%	33%	52%	52%	47%	56%	46%	50%	57%	61%
Black/African American	23%	42%	53%	32%	21%	38%	31%	40%	31%	38%
Hispanic/Latino	23%	26%	41%	39%	34%	44%	40%	35%	45%	48%
American Indian/Alaska Native	0%	50%	13%	0%	29%	25%	24%	13%	33%	9%
White	43%	38%	43%	42%	41%	46%	40%	40%	44%	47%
Other/Unknown	41%	61%	34%	45%	54%	43%	44%	48%	41%	45%
International	14%	0%	50%	33%	50%	71%	60%	53%	54%	47%
Total	39%	37%	43%	42%	41%	46%	41%	41%	46%	48%
Students of Color Total	33%	31%	46%	42%	38%	47%	40%	41%	47%	50%

The numbers of students of color in the standard undergraduate cohort have been increasing since 2001. For the five most recent cohorts the graduation rates have been within 3 percentage points of the overall and white student graduation rates. The 6-year rate for the 2010 cohort was higher for students of color than for white students.

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

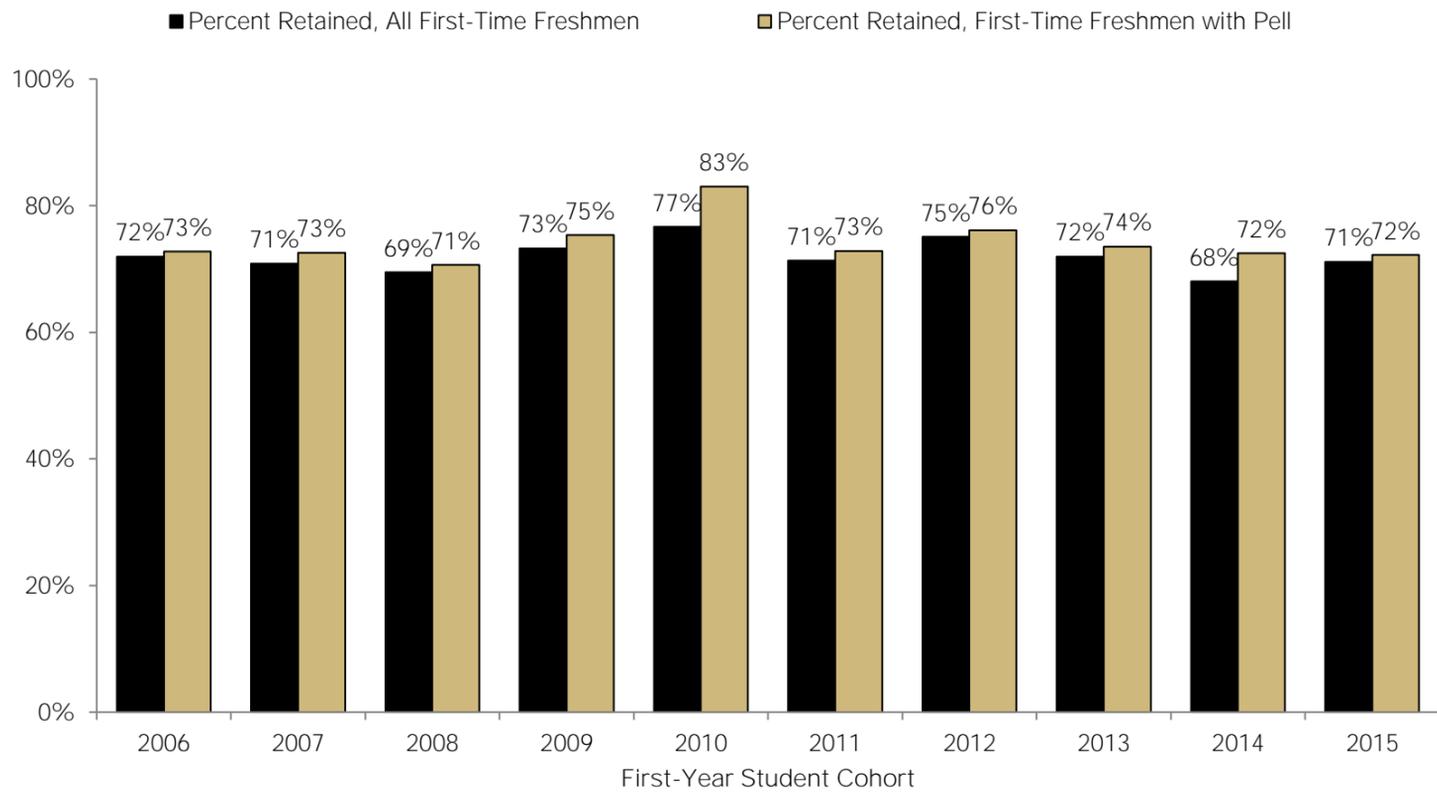
University of Colorado Denver
Denver Campus
Fall Enrollment of Pell Grant Recipients



	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Total UG Pell recipients enrolled	2,024	2,100	2,643	3,309	3,401	3,466	3,465	3,585	3,716	3,738
% of Total Undergraduate Enrollment	25%	24%	29%	34%	35%	35%	36%	36%	37%	36%

The number and proportion of Pell grant recipients on the Denver Campus reached highs of 3,738 and 36%, respectively, in Fall 2016.

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



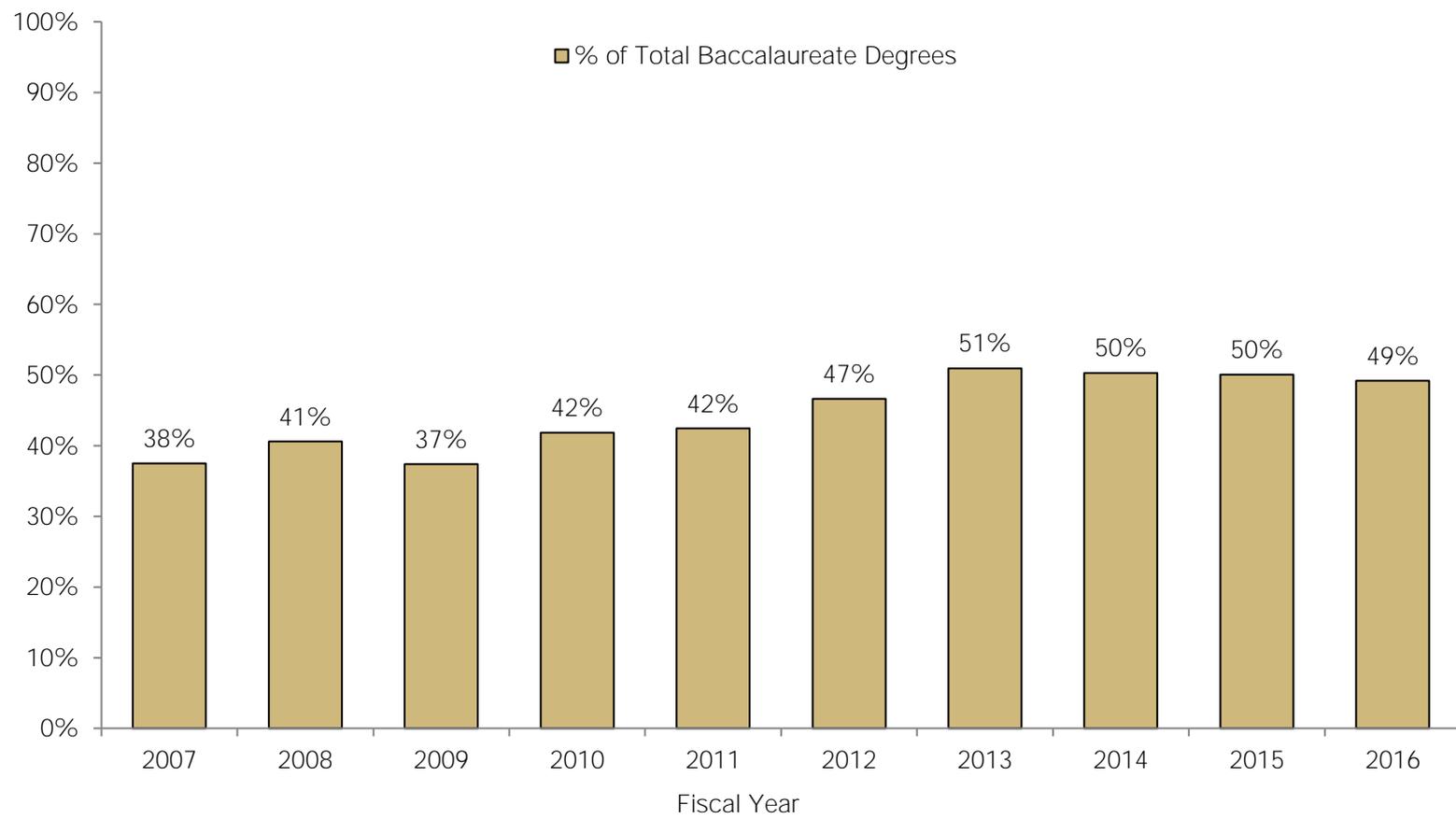
	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
First-Year Student Cohorts*	202	277	262	349	348	331	352	393	501	482
Number Retained**	147	201	185	263	289	241	268	289	363	348
Percent Retained, First-Time Freshmen with Pell	73%	73%	71%	75%	83%	73%	76%	74%	72%	72%
Percent Retained, All First-Time Freshmen	72%	71%	69%	73%	77%	71%	75%	72%	68%	71%

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

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

**Number enrolled in subsequent fall

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



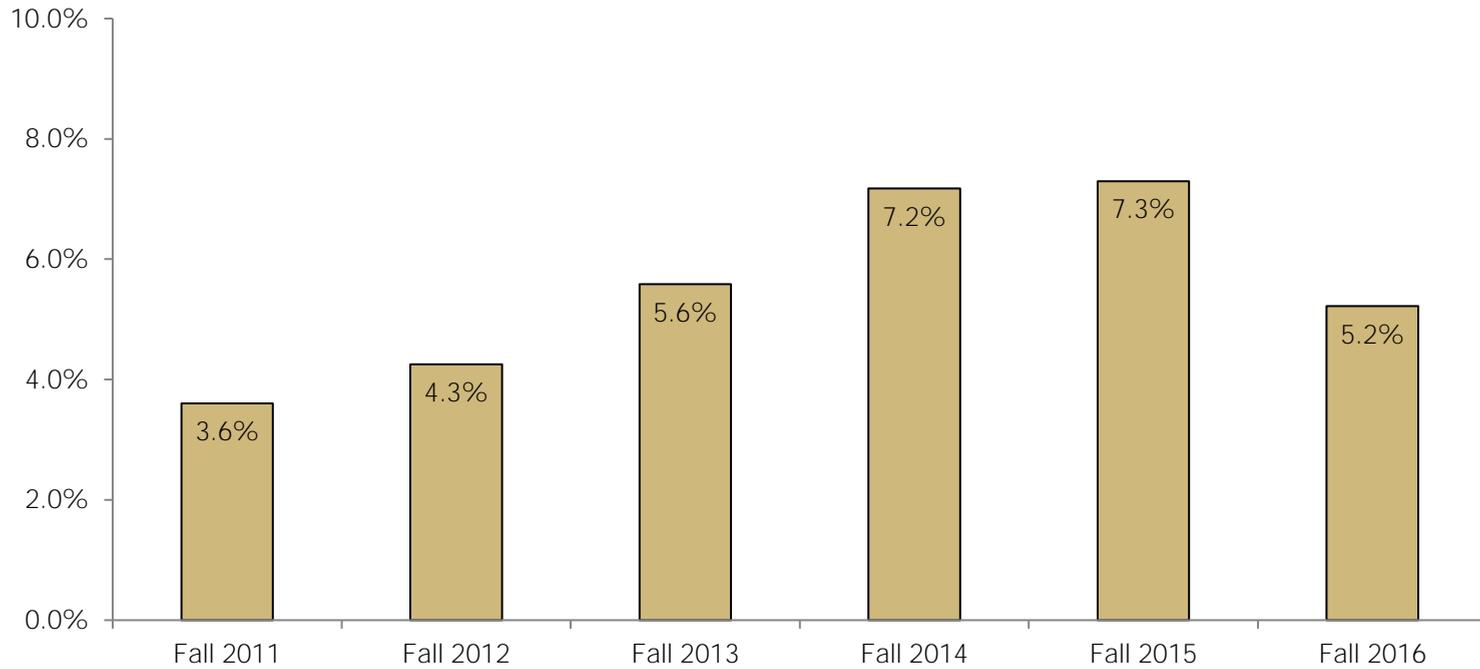
	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Baccalaureate Degrees Awarded to Pell Recipients*	526	601	560	688	772	812	959	946	1,018	893
% of Total Baccalaureate Degrees	38%	41%	37%	42%	42%	47%	51%	50%	50%	49%

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

* counted if student was ever a Pell recipient

University of Colorado Denver
 Denver Campus and Anschutz Medical Campus
 Enrollment of Students with Disabilities

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

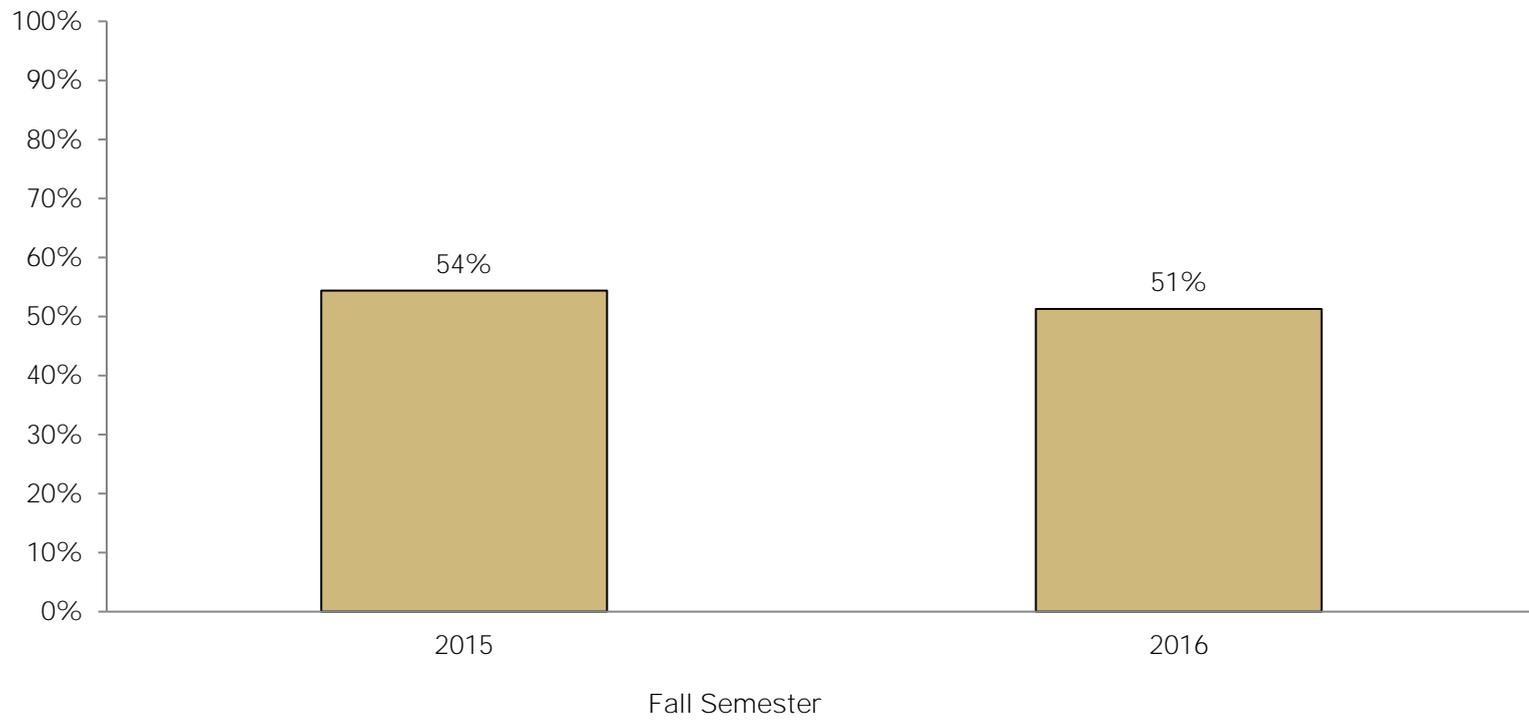


	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
Number of undergraduates registered with Office of Disability Services	365	436	568	750	770	770
Percent of all undergraduates	3.6%	4.3%	5.6%	7.2%	7.3%	5.2%

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

Over the last six fall semesters, the proportion of undergraduate students that have registered with the Office of Disability Services has increased from 3.6% in Fall 2011 to 5.2% in Fall 2016. The latter represents 770 undergraduate students from the combined Denver Campus and Anschutz Medical Campus.

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

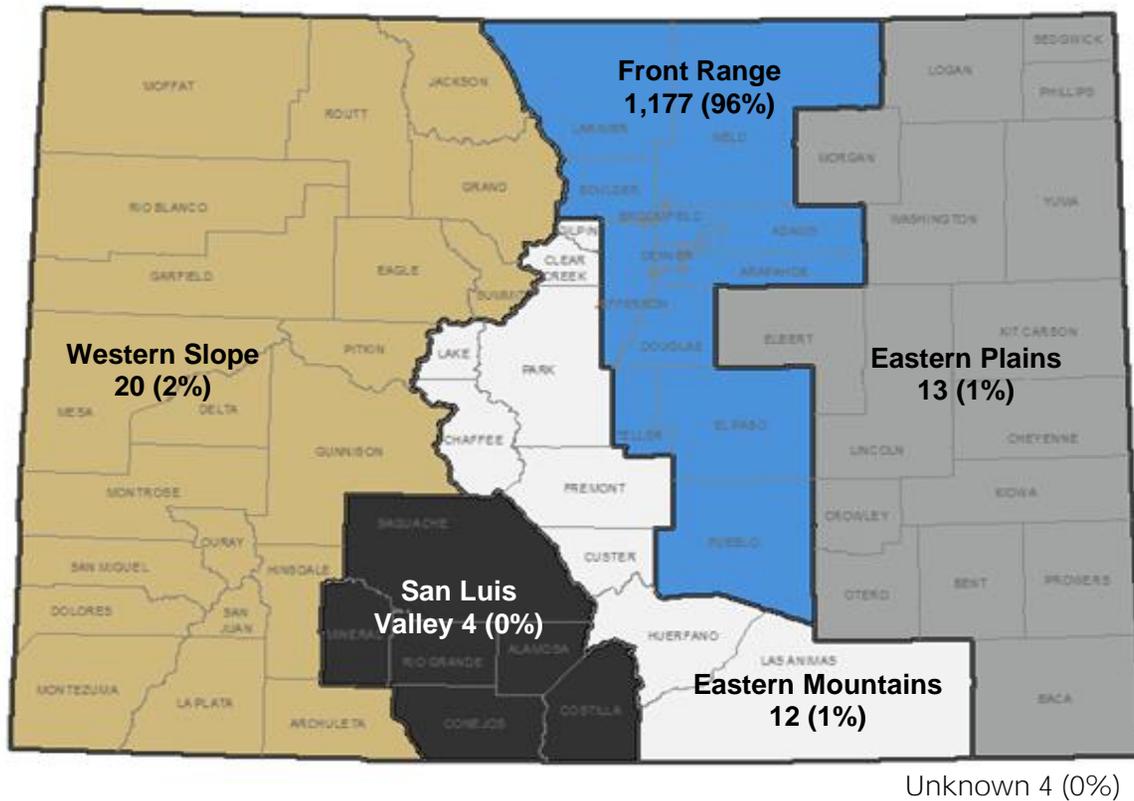


	2015	2016
First Generation Enrolled First-Time Freshman, Fall Term*	691	717
% First Generation of Enrolled First-Time Freshman, Fall Term*	54%	51%

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

University of Colorado Denver
 Denver Campus
 New Resident Freshmen, Fall 2016
 Home Region

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



Region	12th Graders Enrolled in CO Public Schools ¹	CU Denver New Resident Freshmen, Fall 2016	
		Enrolled ²	Percent
Eastern Mountains	2%	12	1%
Eastern Plains	3%	13	1%
Front Range	83%	1,177	96%
San Luis Valley	1%	4	0%
Western Slope	9%	20	2%
Unknown	3%	4	0%
Total	100%	1,230	100%

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

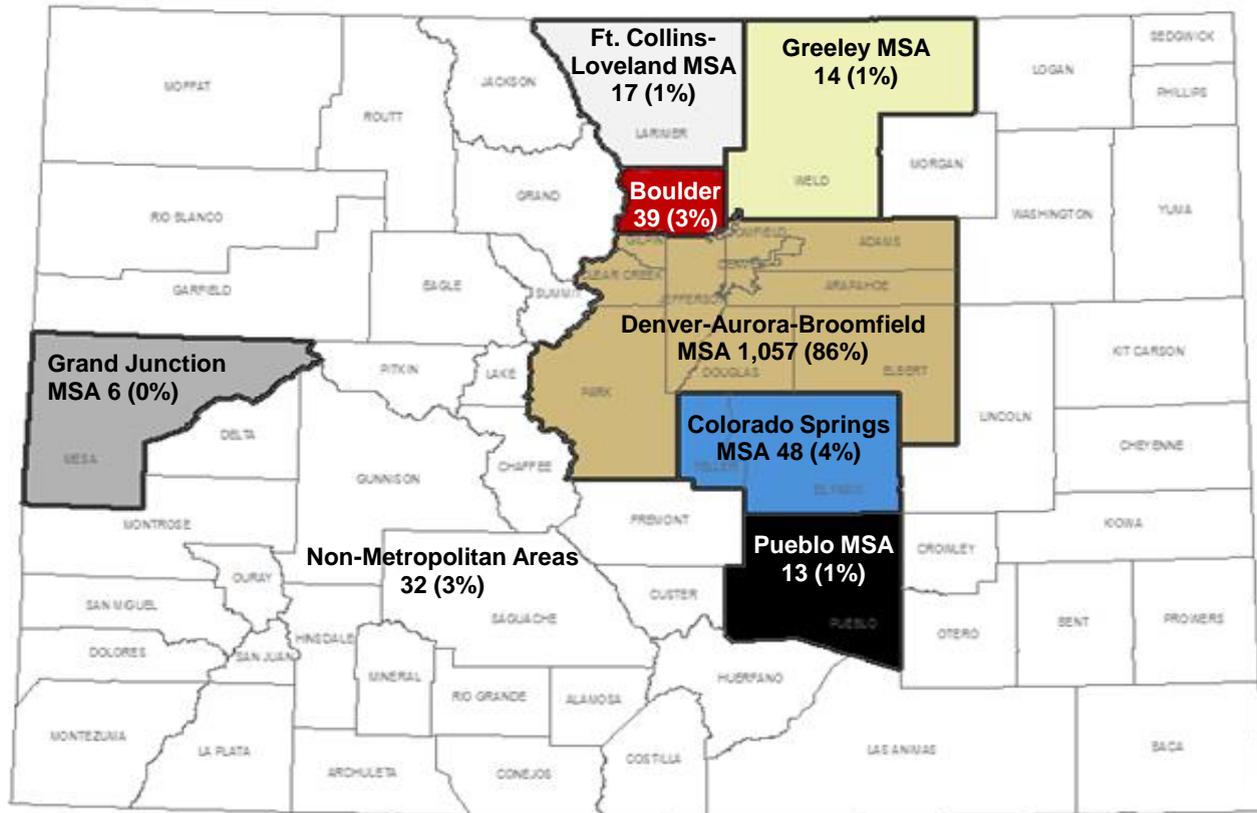
² Home region of new resident freshmen based on county at time of admission. Data source: SURDS Enrollment File (with new freshmen defined by CU registration type)

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

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

University of Colorado Denver
 Denver Campus
 New Resident Freshmen, Fall 2016

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



MSA=Metropolitan Statistical Area

Unknown MSA 4 (0%)

Metro Area	12th Graders Enrolled in CO Public Schools ¹	CU Denver New Resident Freshmen, Fall 2016	
		Enrolled ²	Percent
Boulder MSA	7%	39	3%
Colorado Springs MSA	16%	48	4%
Denver-Aurora-Broomfield MSA	48%	1,057	86%
Fort Collins-Loveland MSA	5%	17	1%
Grand Junction MSA	3%	6	0%
Greeley MSA	4%	14	1%
Pueblo MSA	3%	13	1%
Non-Metro	11%	32	3%
Unknown	3%	4	0%
Total	100%	1,230	100%

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

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

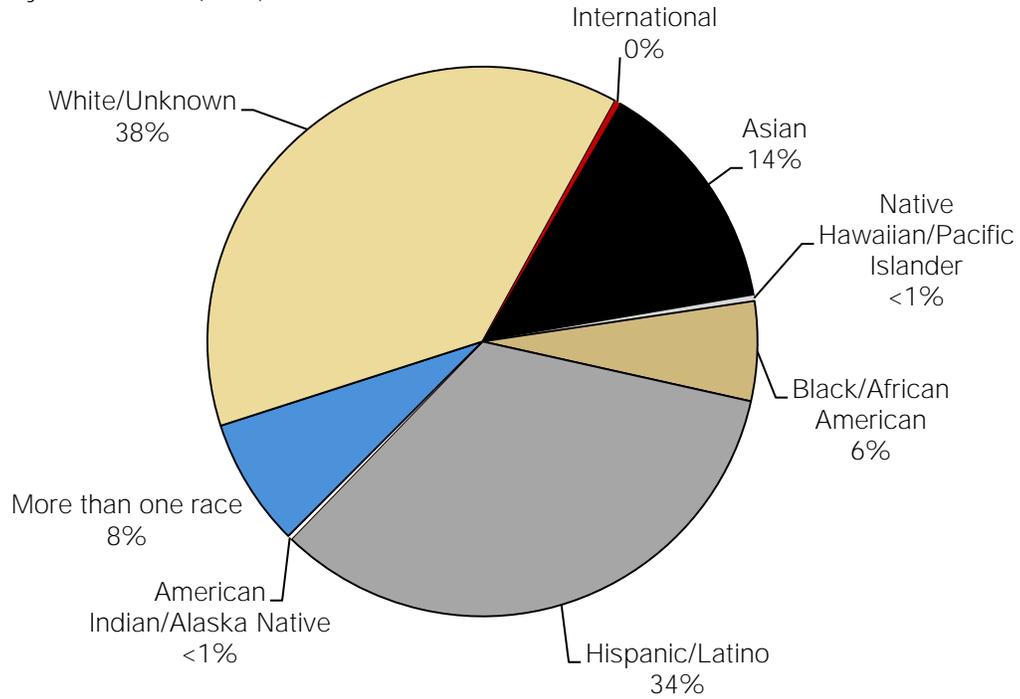
Metropolitan Statistical Areas (MSAs) defined by U.S. Office of Management and Budget, OMB Bulletin No. 09-01, November 2008. <http://www.whitehouse.gov/omb/assets/omb/bulletins/fy2009/09-01.pdf>

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

University of Colorado Denver
Denver Campus
New Resident Freshmen by Race/Ethnicity, Fall 2016
(End-of-Term Enrollment)

Total = 1,230

Minority Total = 759 (62%)



Note: Enrollment data for new freshmen are based on end-of-term enrollment. All other enrollment data are based on census date enrollment, as are enrollments shown with applications and acceptances for new freshmen.

University of Colorado Denver | Anschutz Medical Campus

Faculty and Staff Diversity

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

University of Colorado Denver
 Denver Campus and Anschutz Medical Campus
 Full-Time Faculty and Staff, Fall 2016

Notes: Includes all employees reported for IPEDS HR for Fall 2016. Excludes student and other temporary employees.

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

**Prior to Fall 2016:

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

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

Beginning Fall 2016:

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

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

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

DENVER CAMPUS AND ANSCHUTZ MEDICAL CAMPUS

	Total	Female		Male		People of Color*		Race/Ethnicity/Citizenship								
		#	%	#	%	#	%	American Black/ African American	Indian/ Alaska Native	Asian	Native Hawaiian/ Pacific Islander	Hispanic/L atino	More than one race	White	Unknown	Inter- national
Faculty	4,549	2,501	55%	2,048	45%	704	16%	53	19	387	5	216	24	3,101	609	135
Instructional Faculty	3,835	2,120	55%	1,715	45%	530	14%	39	17	273	5	177	19	2,746	523	36
Tenured/Tenure Track	2,330	1,065	46%	1,265	54%	364	16%	29	9	203	4	109	10	1,686	262	18
Full Professor	588	167	28%	421	72%	77	13%	3	2	47	-	22	3	485	26	-
Associate Professor	775	350	45%	425	55%	136	18%	9	7	73	1	42	4	566	71	2
Assistant Professor	967	548	57%	419	43%	151	16%	17	-	83	3	45	3	635	165	16
Non-Tenure Track	1,505	1,055	70%	450	30%	166	11%	10	8	70	1	68	9	1,060	261	18
Instructor/Sr. Instructor	1,316	943	72%	373	28%	135	10%	9	7	55	1	55	8	922	245	14
Other	189	112	59%	77	41%	31	17%	1	1	15	-	13	1	138	16	4
Research and Public Service Faculty**	714	381	53%	333	47%	174	28%	14	2	114	-	39	5	355	86	99
Staff	5,560	3,576	64%	1,984	36%	1,195	22%	252	25	327	12	524	55	3,198	1,121	46
Officers	34	15	44%	19	56%	3	9%	1	-	-	-	2	-	26	5	-
With Faculty Status	17	5	29%	12	71%	1	6%	1	-	-	-	-	-	13	3	-
Without Faculty Status	17	10	59%	7	41%	2	12%	-	-	-	-	2	-	13	2	-
Management/Other Professionals/Support Staff	5,526	3,561	64%	1,965	36%	1,192	22%	251	25	327	12	522	55	3,172	1,116	46
With Faculty Status	1,405	989	70%	416	30%	285	21%	30	12	129	3	100	11	948	148	24
Exempt Professionals	3,468	2,219	64%	1,249	36%	641	19%	136	5	169	5	289	37	1,872	933	22
Classified Staff	653	353	54%	300	46%	266	41%	85	8	29	4	133	7	352	35	-
Faculty/Staff Total	10,109	6,077	60%	4,032	40%	1,899	19%	305	44	714	17	740	79	6,299	1,730	181

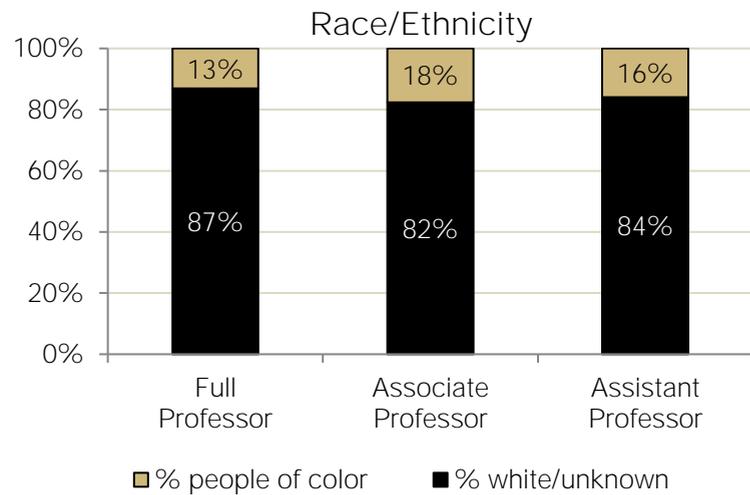
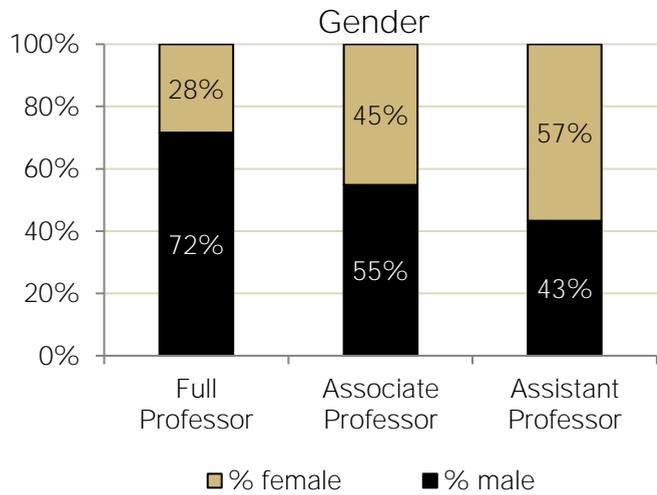
University of Colorado Denver
 Denver Campus and Anschutz Medical Campus
 Full-Time Faculty and Staff, Fall 2016
 DENVER CAMPUS

	Total	Female		Male		People of Color*		Race/Ethnicity/Citizenship								
		#	%	#	%	#	%	American Black/ African American	Indian/ Alaska Native	Asian	Native Hawaiian/ Pacific Islander	Hispanic/L atino	More than one race	White	Unknown	Inter- national
Faculty	647	266	41%	381	59%	125	20%	9	6	66	-	41	3	463	44	15
Instructional Faculty	606	245	40%	361	60%	120	20%	9	6	62	-	40	3	437	40	9
Tenured/Tenure Track	373	133	36%	240	64%	89	24%	6	4	50	-	27	2	259	21	4
Full Professor	94	28	30%	66	70%	18	19%	1	1	13	-	2	1	76	-	-
Associate Professor	182	68	37%	114	63%	49	27%	4	3	23	-	18	1	124	9	-
Assistant Professor	97	37	38%	60	62%	22	24%	1	-	14	-	7	-	59	12	4
Non-Tenure Track	233	112	48%	121	52%	31	14%	3	2	12	-	13	1	178	19	5
Instructor/Sr. Instructor	165	77	47%	88	53%	23	14%	2	2	8	-	11	-	126	12	4
Other	68	35	51%	33	49%	8	12%	1	-	4	-	2	1	52	7	1
Research and Public Service Faculty**	41	21	51%	20	49%	5	14%	-	-	4	-	1	-	26	4	6
Staff	820	529	65%	291	35%	226	28%	40	5	61	1	111	8	540	49	5
Officers	23	12	52%	11	48%	3	13%	1	-	-	-	2	-	17	3	-
With Faculty Status	11	3	27%	8	73%	1	9%	1	-	-	-	-	-	7	3	-
Without Faculty Status	12	9	75%	3	25%	2	17%	-	-	-	-	2	-	10	-	-
Management/Other Professionals/Support Staff	797	517	65%	280	35%	223	28%	39	5	61	1	109	8	523	46	5
With Faculty Status	97	54	56%	43	44%	13	14%	2	-	4	-	6	1	79	3	2
Exempt Professionals	561	371	66%	190	34%	149	27%	28	1	43	1	70	6	373	36	3
Classified Staff	139	92	66%	47	34%	61	44%	9	4	14	-	33	1	71	7	-
Faculty/Staff Total	1,467	795	54%	672	46%	351	24%	49	11	127	1	152	11	1,003	93	20

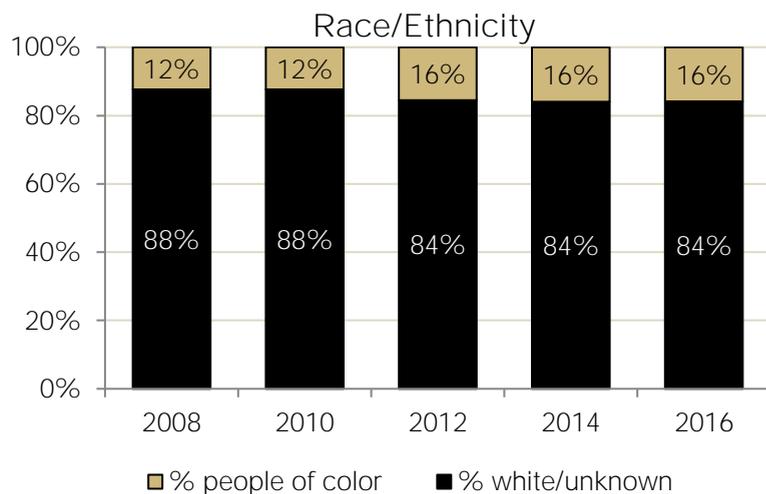
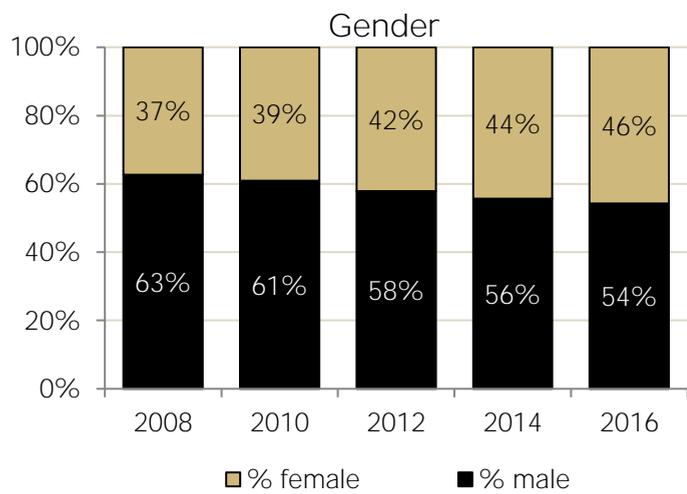
ANSCHUTZ MEDICAL CAMPUS

	Total	Female		Male		People of Color*		Race/Ethnicity/Citizenship								
		#	%	#	%	#	%	American Black/ African American	Indian/ Alaska Native	Asian	Native Hawaiian/ Pacific Islander	Hispanic/L atino	More than one race	White	Unknown	Inter- national
Faculty	3,902	2,235	57%	1,667	43%	579	15%	44	13	321	5	175	21	2,638	565	120
Instructional Faculty	3,229	1,875	58%	1,354	42%	410	13%	30	11	211	5	137	16	2,309	483	27
Tenured/Tenure Track	1,957	932	48%	1,025	52%	275	14%	23	5	153	4	82	8	1,427	241	14
Full Professor	494	139	28%	355	72%	59	12%	2	1	34	-	20	2	409	26	-
Associate Professor	593	282	48%	311	52%	87	15%	5	4	50	1	24	3	442	62	2
Assistant Professor	870	511	59%	359	41%	129	15%	16	-	69	3	38	3	576	153	12
Non-Tenure Track	1,272	943	74%	329	26%	135	11%	7	6	58	1	55	8	882	242	13
Instructor/Sr. Instructor	1,151	866	75%	285	25%	112	10%	7	5	47	1	44	8	796	233	10
Other	121	77	64%	44	36%	23	19%	-	1	11	-	11	-	86	9	3
Research and Public Service Faculty**	673	360	53%	313	47%	169	29%	14	2	110	-	38	5	329	82	93
Staff	4,740	3,047	64%	1,693	36%	969	21%	212	20	266	11	413	47	2,658	1,072	41
Officers	11	3	27%	8	73%	-	0%	-	-	-	-	-	-	9	2	-
With Faculty Status	6	2	33%	4	67%	-	0%	-	-	-	-	-	-	6	-	-
Without Faculty Status	5	1	20%	4	80%	-	0%	-	-	-	-	-	-	3	2	-
Management/Other Professionals/Support Staff	4,729	3,044	64%	1,685	36%	969	21%	212	20	266	11	413	47	2,649	1,070	41
With Faculty Status	1,308	935	71%	373	29%	272	21%	28	12	125	3	94	10	869	145	22
Exempt Professionals	2,907	1,848	64%	1,059	36%	492	17%	108	4	126	4	219	31	1,499	897	19
Classified Staff	514	261	51%	253	49%	205	40%	76	4	15	4	100	6	281	28	-
Faculty/Staff Total	8,642	5,282	61%	3,360	39%	1,548	18%	256	33	587	16	588	68	5,296	1,637	161

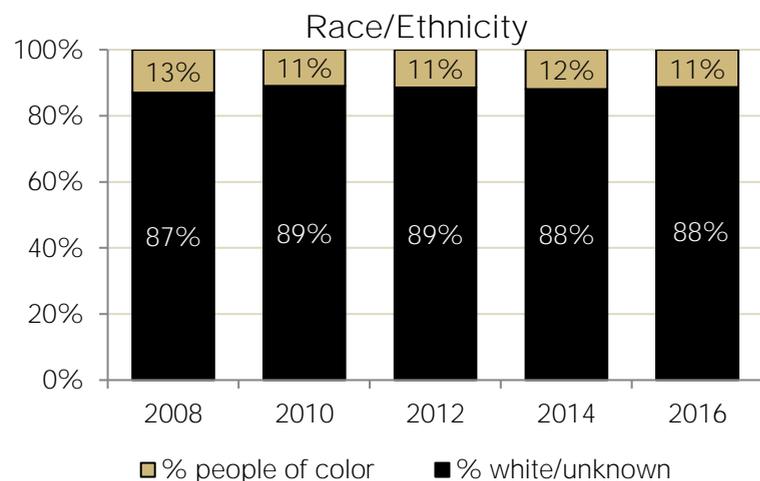
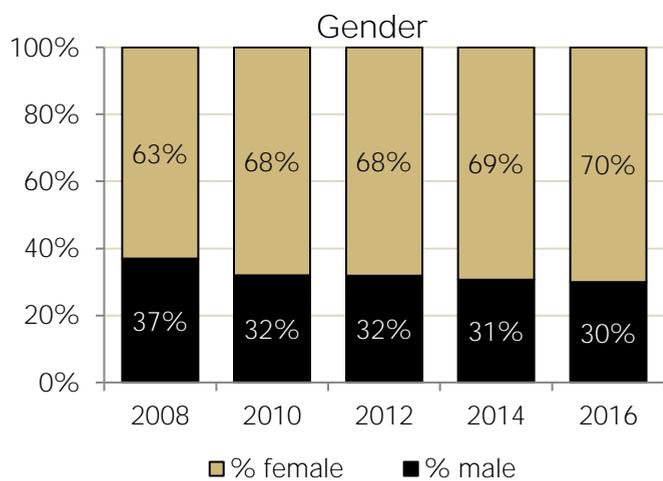
University of Colorado Denver
 Denver Campus and Anschutz Medical Campus
 Instructional Faculty, Fall 2016
 Tenured/Tenure Track



Instructional Faculty, Fall 2008 - Fall 2016
 Tenured/Tenure Track Faculty
 All Ranks Combined

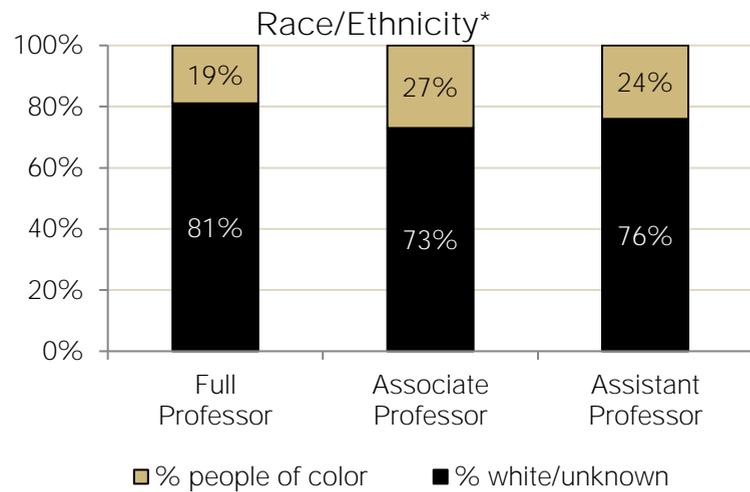
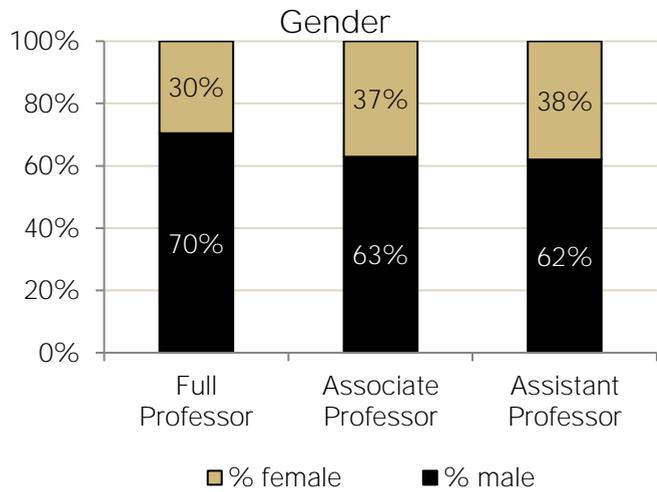


Non-Tenure Track Faculty

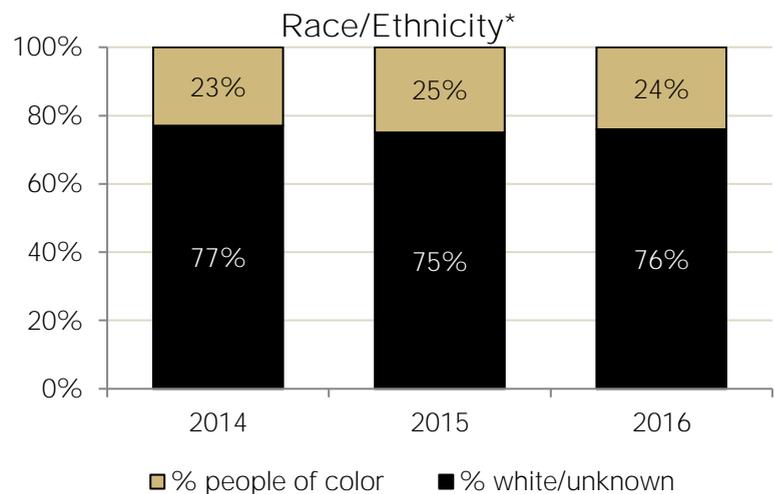
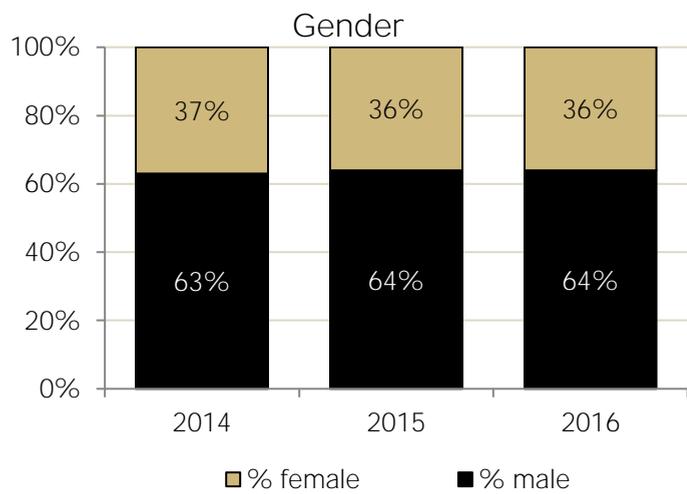


People of Color percentage calculation does not include the international population.

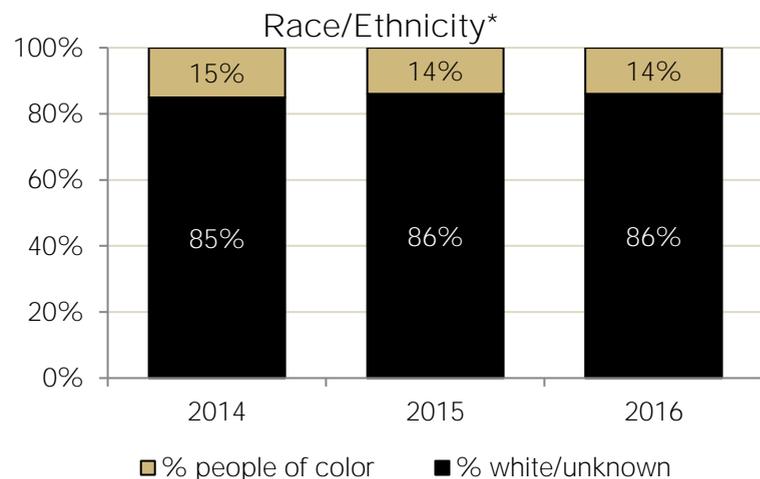
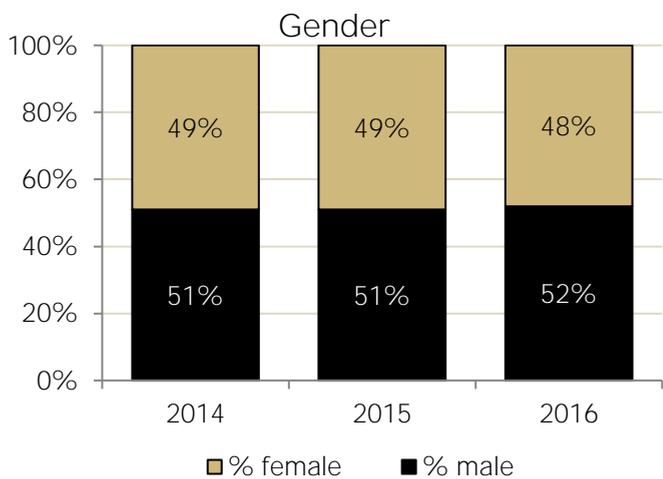
University of Colorado Denver
 Denver Campus
 Instructional Faculty, Fall 2016
 Tenured/Tenure Track



Instructional Faculty, Fall 2014 - Fall 2016
 Tenured/Tenure Track Faculty
 All Ranks Combined

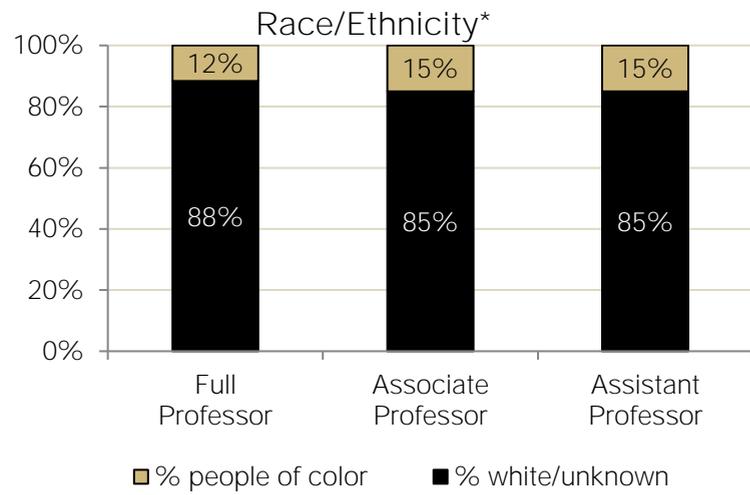
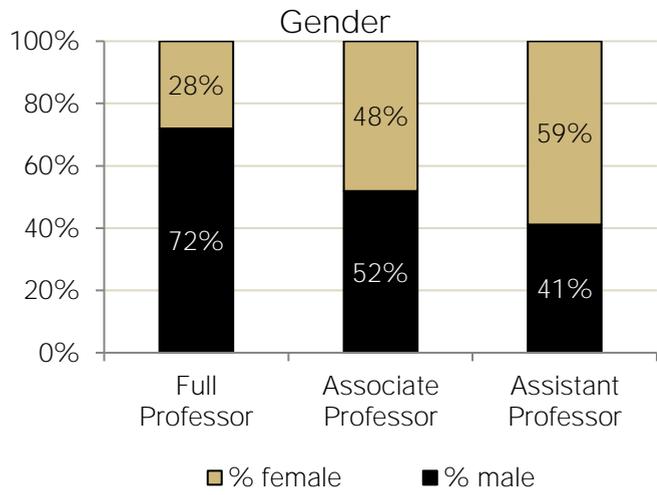


Non-Tenure Track Faculty

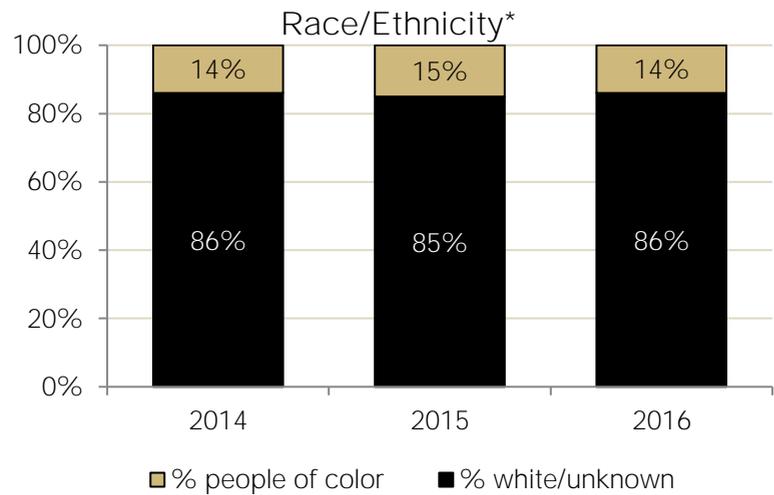
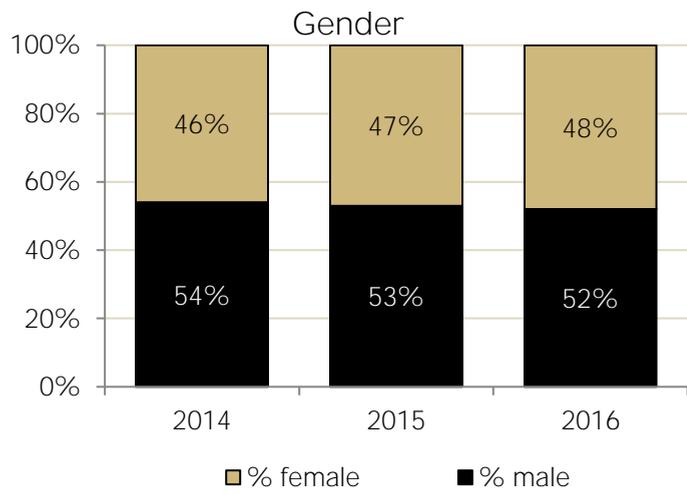


* Calculated percentages exclude international faculty.

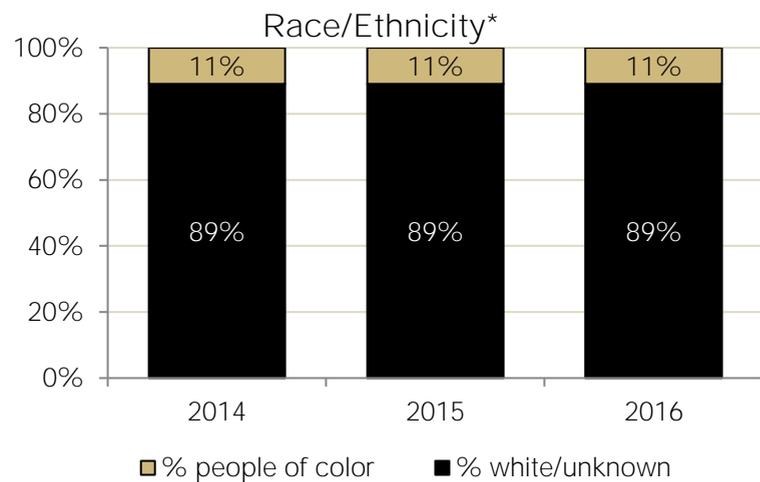
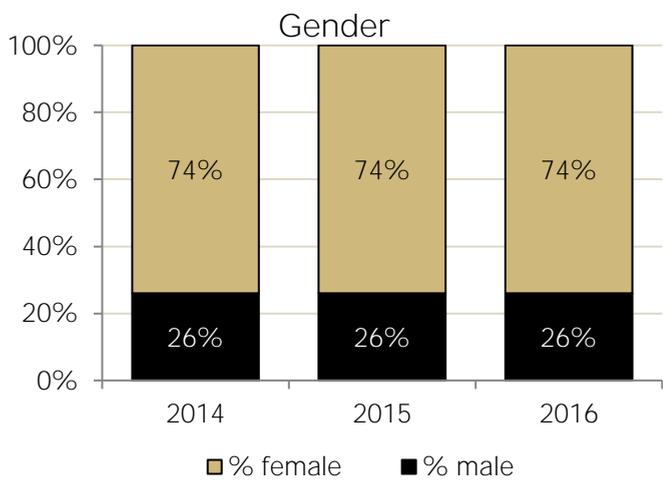
University of Colorado Denver
Anschutz Medical Campus
Instructional Faculty, Fall 2016
Tenured/Tenure Track



Instructional Faculty, Fall 2014 - Fall 2016
Tenured/Tenure Track Faculty
All Ranks Combined

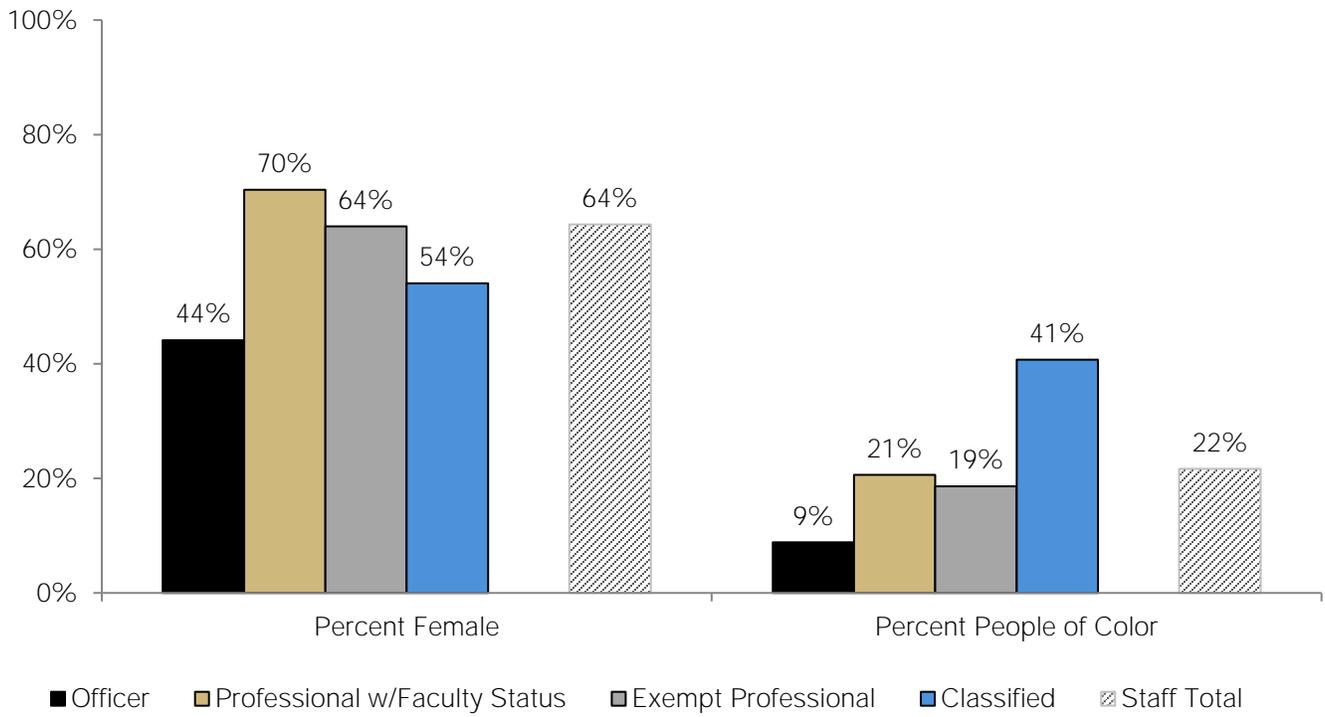


Non-Tenure Track Faculty



* Calculated percentages exclude international faculty.

University of Colorado Denver
 Denver Campus and Anschutz Medical Campus
 Staff Diversity, Fall 2016



While females represent more than half of the classified (54%), exempt professional (64%), and professionals with faculty status (70%), they make up just 44% of the university officers. Minority employees constitute even lower proportions of each of those same categories.

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



University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

University of Colorado System Administration Staff Diversity

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

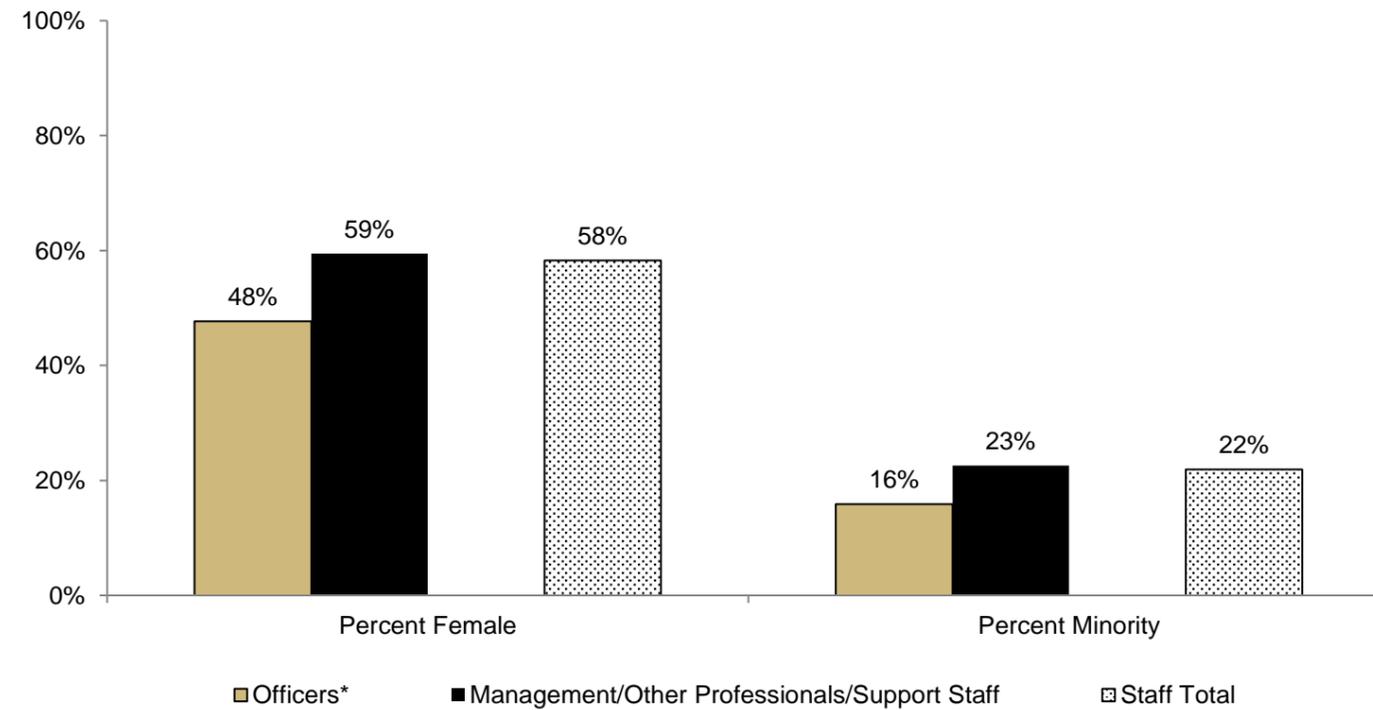
University of Colorado System Administration
Full-Time Staff, Fall 2016

Notes: Includes all employees reported for IPEDS HR for Fall 2016. Excludes student and other temporary employees.
Minority total includes more than one race and excludes white, unknown, international. Minority percentage is total minority divided by all.

	Total	Female		Male		Minority		Race/Ethnicity/Citizenship						
		#	%	#	%	#	%	American Black/ African American	American Indian/ Alaska Native	Asian	Hispanic/ Latino	White	Unknown	Inter- national
Staff Total	429	250	58%	179	42%	94	22%	13	2	36	43	321	14	0
Officers*	44	21	48%	23	52%	7	16%	1		2	4	34	3	0
Management/Other Professionals/Support Staff	385	229	59%	156	41%	87	23%	12	2	34	39	287	11	0

*Per Regent policy, officers include those holding the title of President, Vice President, Associate Vice President, Assistant Vice President, Treasurer, or Associate Counsel.
One individual holding a part-time position is included in the Officer count.

**University of Colorado System Administration
Staff Diversity by Occupational Category, Fall 2016**



Appendices

Appendix A: Fall 2015 Resident Enrollment, Colorado Public Four-Year Institutions

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

Appendix A: Fall 2015 Resident Enrollment, Colorado Public Four-Year Institutions

	Hispanic	Black or African American	Native American or Alaskan Native	Asian	Hawaiian or Pacific Islander	More than one Race/Ethnicity (non-hispanic)	White, non-Hispanic	Unknown	International ^a	Total	Total Minority ^b	Percent Minority ^c	Share of CO Minority Enrollment	Share of CO Total Enrollment
Undergraduate	18,032	4,039	600	4,408	184	4,297	68,640	4,576	228	105,004	31,560	30%	100%	100%
University of Colorado System	5,358	1,149	97	2,511	36	1,880	22,121	517	70	33,739	11,031	33%	35%	32%
University of Colorado Boulder	1,971	309	34	1,196	7	797	11,467	150	40	15,971	4,314	27%	14%	15%
University of Colorado Colorado Springs	1,417	320	34	263	18	629	5,666	122	8	8,477	2,681	32%	8%	8%
University of Colorado Denver	1,970	520	29	1,052	11	454	4,988	245	22	9,291	4,036	44%	13%	9%
Adams State University	600	77	19	19	6	65	735	49		1,570	786	50%	2%	1%
Colorado Mesa University	1,405	178	63	90	15	259	5,785	220	2	8,017	2,010	25%	6%	8%
Colorado School of Mines	239	41	3	175	1	155	2,146	38	11	2,809	614	22%	2%	3%
Colorado State University System	4,164	1,018	165	725	54	714	19,504	1,861	108	28,313	6,840	24%	22%	27%
Colorado State University - Ft. Collins	2,101	432	80	438	17	473	13,123	718	65	17,447	3,541	20%	11%	17%
Colorado State University - Pueblo	1,189	229	21	43	4	166	1,903	107	9	3,671	1,652	45%	5%	3%
CSU-Global Campus	874	357	64	244	33	75	4,478	1,036	34	7,195	1,647	23%	5%	7%
Fort Lewis College	239	20	105	20	3	76	1,415	81	25	1,984	463	24%	1%	2%
Metropolitan State University of Denver	4,372	1,202	117	742	55	824	11,375	727	8	19,422	7,312	38%	23%	18%
University of Northern Colorado	1,472	315	25	112	10	266	4,395	953	4	7,552	2,200	29%	7%	7%
Western State Colorado University	183	39	6	14	4	58	1,164	130		1,598	304	19%	1%	2%
Graduate	1,764	614	97	834	22	438	14,207	1,684	93	19,753	3,769	19%	100%	100%
University of Colorado System	972	273	53	616	10	267	8,033	878	71	11,173	2,191	20%	58%	57%
University of Colorado Boulder	262	50	19	125	4	85	2,595	245	12	3,397	545	16%	14%	17%
University of Colorado Colorado Springs	142	52	3	50	3	33	1,065	77	12	1,437	283	20%	8%	7%
University of Colorado Denver	568	171	31	441	3	149	4,373	556	47	6,339	1,363	22%	36%	32%
Adams State University	98	17	1	5		14	418	35		588	135	23%	4%	3%
Colorado Mesa University	7	1			2	1	65	5		81	11	14%	0%	0%
Colorado School of Mines	70	7	2	28	1	20	615	22	3	768	128	17%	3%	4%
Colorado State University System	504	287	38	161	7	107	4,105	661	18	5,888	1,104	19%	29%	30%
Colorado State University - Ft. Collins	208	35	18	76		78	2,335	262	9	3,021	415	14%	11%	15%
Colorado State University - Pueblo	40	8	3	4		5	143	20	1	224	60	27%	2%	1%
CSU-Global Campus	256	244	17	81	7	24	1,627	379	8	2,643	629	24%	17%	13%
Fort Lewis College			1				8			9	1	11%	0%	0%
Metropolitan State University of Denver		2		3			27			32	5	16%	0%	0%
University of Northern Colorado	96	23	2	20	2	27	819	43	1	1,033	170	16%	5%	5%
Western State Colorado University	17	4		1		2	117	40		181	24	13%	1%	1%
Total	19,796	4,653	697	5,242	206	4,735	82,847	6,260	321	124,757	35,329	28%	100%	100%

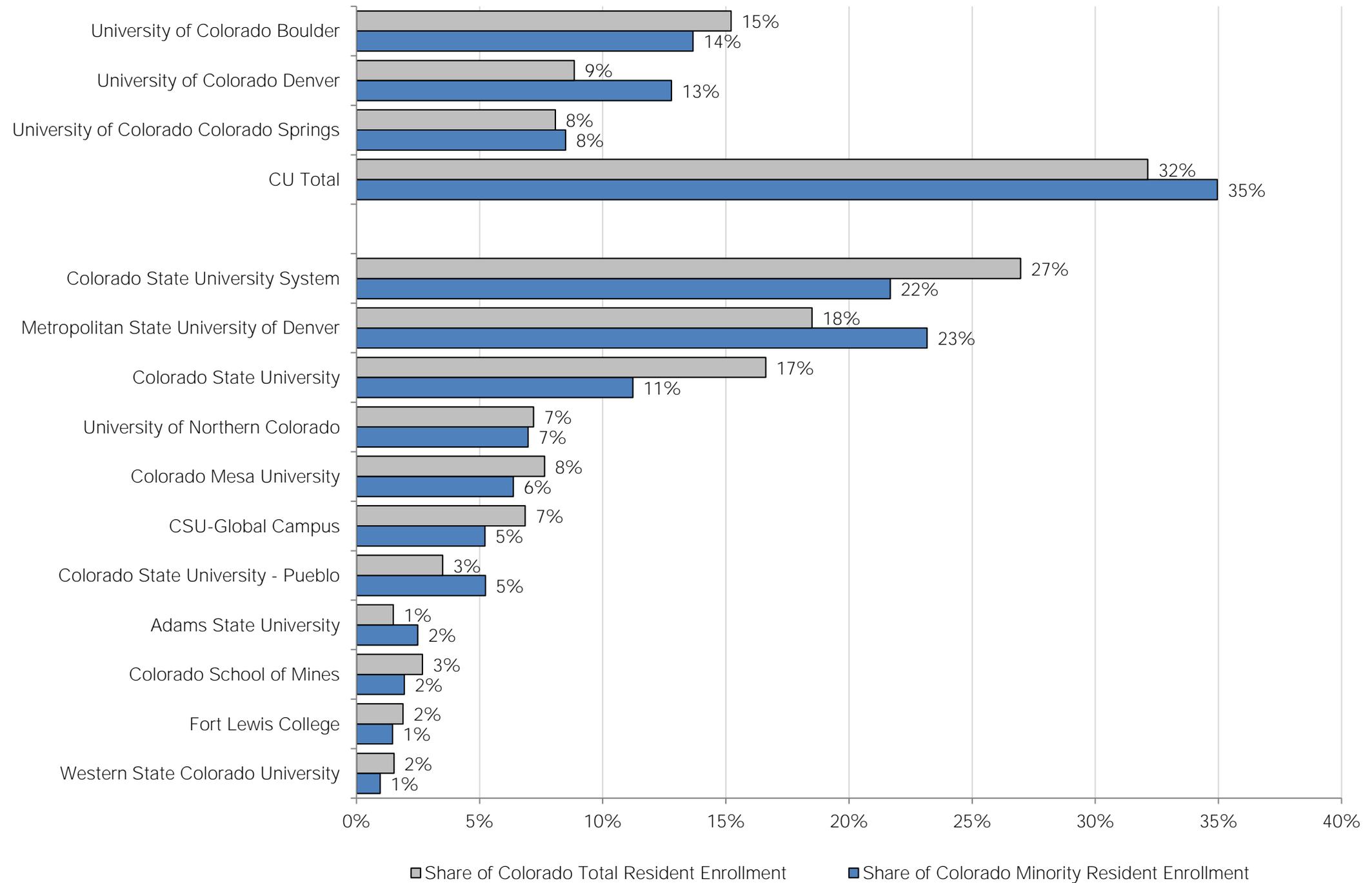
Source: Colorado Department of Higher Education Searchable Database, <http://highered.colorado.gov/Data/Search.aspx>
Based on SURDS enrollment files. Excludes students exclusively enrolled in extended studies programs. These data will not match other data provided in this report; this table is based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

^a International students are non-resident aliens. As defined by the State of Colorado and US Department of Education, a non-resident alien is "A person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely." This excludes US citizens (native or naturalized) and permanent residents.

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

^c The percent minority calculation excludes non-resident aliens (they are not included in the numerator or denominator).

Resident Undergraduate Enrollment, Colorado Public Four-Year Institutions, Fall 2015



Source: Colorado Department of Higher Education, SURDS Enrollment

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

Beginning with the 2010-11 academic year, new federal regulations were implemented by all CU campuses that changed the way that race/ethnicity data are collected from incoming students as well as new faculty and staff. Individuals are now asked whether or not they are Hispanic/Latino (labeled an “ethnicity” in federal nomenclature), and then, as a separate question, are asked to identify themselves as belonging to one or more racial groups. This is called the “two-question format.” In the past, individuals were asked to identify with one and only one of five race/ethnic groups, with “Hispanic/Latino” being one of the options.

The exact questions, from the undergraduate application for admission, appear as follows:



Are you Hispanic, Chicano, Mexican, Latino, Cuban, Puerto Rican, South or Central American, or Spanish origin?

Yes No

Check one or more

- American Indian or Alaska Native
- Black or African American
- Native Hawaiian or Other Pacific Islander
- Asian
- White

Students enrolled prior to fall 2010 were not broadly re-surveyed based on the new collection method; therefore in the initial year of implementation, a relatively small percentage of the student body had been presented with the new question format. Similarly, employees hired before fall 2010 were not re-surveyed. Most applications for admission for fall 2010 were processed through the now-retired student information system (SIS); this reduced any multiple responses made by these applicants to single responses. For these reasons, CU did not immediately change its reporting method.

Beginning with the spring 2012 report, this annual report was modified to reflect the new method for collecting data on race and ethnicity, *and* the method specified by the US Department of Education and its Integrated Postsecondary Education Data System (IPEDS) for reporting these data. The IPEDS hierarchical reporting rule assigns all possible responses to the two questions to a single 8-category dimension. As a result, two new categories have been added to displays in this report: one for Hawaiian or Other Pacific Islander (a new category) and a “more than one race” designation to capture those students and employees who did not answer ‘yes’ to the Hispanic/Latino question and who did identify with more than one of the five race categories. Individuals who are reported as “more than one race” are included in minority totals.

It is important to keep in mind that data from fall 2010 and later terms include some students who were presented with the old question format and some who were presented with the new question format. The “more than one race” category primarily includes students who entered the institution in fall 2011 or later; therefore it does not capture the total enrollment of non-Hispanic/Latino students with more than once race.

The two-question collection format and the IPEDS reporting rule will result in smaller numbers of students being reported as Asian, Black, or American Indian when compared to prior years, as many of these students will now be captured in the “more than one race” or Hispanic/Latino categories. In contrast, the number of Hispanic/Latino students reported will increase. With the new question format, many institutions have seen an increase in the number of students reported as Hispanic/Latino.

The same issues are present with faculty/staff data and will exist for many years since employee turnover is very slow. These facts must be taken into consideration when making comparisons across years. With students, all years 2010-11 through 2015-16 will be transition years in which reported counts will not fully reflect the two-question format and opportunity to select multiple races/ethnicities. With employees, transition will last until well after 2030.

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

- **International** – not a US citizen or permanent resident – from visa status. All international are reported as international regardless of responses to the two race-ethnicity questions.
- **Hispanic/Latino** – answered ‘yes’ to “Are you Hispanic, Chicano, Mexican, Latino, Cuban, Puerto Rican, South or Central American, or Spanish origin?”; may have selected any combination of racial categories
- **American Indian or Alaska Native** – did not identify as Hispanic/Latino and selected *only* this racial category
- **Asian** – did not identify as Hispanic/Latino and selected *only* this racial category
- **Black or African American** – did not identify as Hispanic/Latino and selected *only* this racial category
- **Native Hawaiian or Other Pacific Islander** – did not identify as Hispanic/Latino and selected *only* this racial category
- **White** – did not identify as Hispanic/Latino and selected *only* this racial category
- **More than one race** – did not identify as Hispanic/Latino and selected *two or more* racial categories
- **Unknown** – did not identify as Hispanic/Latino and selected *no* racial category