



University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

University of Colorado

2018-19 Diversity Report

June 2019



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

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

Table of Contents

Introduction.....	4
Highlights.....	5
University of Colorado Boulder	6
Introduction: Inclusion, Diversity and Excellence in Academics.....	7
Student Diversity	12
Undergraduate Fall Headcount Enrollment by Race/Ethnicity	13
Graduate Fall Headcount Enrollment by Race/Ethnicity	14
Baccalaureate Degrees Awarded by Race/Ethnicity	15
Graduate Degrees Awarded by Race/Ethnicity	16
Degrees Awarded by Race/Ethnicity.....	17
Fall Resident Freshman Applications, Acceptances, and Enrollments	18
1-Year Freshman Retention Rates by Race/Ethnicity	19
Undergraduate Six-Year Graduation Rates by Race/Ethnicity	20
Fall Enrollment of Pell Grant Recipients	21
1-Year Retention Rates of Freshman Pell Grant Recipients	22
Baccalaureate Degrees Granted to Pell Grant Recipients	23
Enrollment of Students with Disabilities	24
Enrollment of First Generation Students	25
New Resident Freshmen: Home Region	26
New Resident Freshmen, Metropolitan and Non-Metropolitan Areas	27
New Resident Freshmen by Race/Ethnicity,	28
Faculty and Staff Diversity	29
Full-time Faculty and Staff Diversity Profile,	30
Faculty Diversity.....	31
Staff Diversity.....	32
University of Colorado Colorado Springs	32
Introduction.....	33
Student Diversity	41
Undergraduate Fall Headcount Enrollment by Race/Ethnicity	42
Graduate Fall Headcount Enrollment by Race/Ethnicity	43
Baccalaureate Degrees Awarded by Race/Ethnicity	44
Graduate Degrees Awarded by Race/Ethnicity	45
Degrees Awarded by Race/Ethnicity.....	46
Fall Resident Freshman Applications, Acceptances, and Enrollments	47
1-Year Freshman Retention Rates by Race/Ethnicity	48
Undergraduate Six-Year Graduation Rates by Race/Ethnicity	49
Fall Enrollment of Pell Grant Recipients	50
1-Year Retention Rates of Freshman Pell Grant Recipients	51
Baccalaureate Degrees Granted to Pell Grant Recipients	52
Enrollment of Students with Disabilities	53
Enrollment of First Generation Students	54
New Resident Freshmen: Home Region	55
New Resident Freshmen: Metropolitan and Non-Metropolitan Areas	56
New Resident Freshmen by Race/Ethnicity	57
Faculty and Staff Diversity	58
Full-time Faculty and Staff Diversity Profile	59
Faculty Diversity	60
Staff Diversity	61

University of Colorado Denver Anschutz Medical Campus	62
Introduction: A Strategic Approach to Diversity and Inclusion.....	63
Student Diversity	67
Undergraduate Fall Headcount Enrollment by Race/Ethnicity	68
Graduate Fall Headcount Enrollment by Race/Ethnicity	71
Doctoral – Professional Practice Fall Headcount Enrollment by Race/Ethnicity, Anschutz	74
Baccalaureate Degrees Awarded by Race/Ethnicity	75
Graduate Degrees Awarded by Race/Ethnicity	78
Doctoral – Professional Practice Degrees Awarded by Race/Ethnicity, Anschutz	81
Degrees Awarded by Race/Ethnicity	82
Fall Resident Freshman Applications, Acceptances, and Enrollments, Denver Campus	83
1-Year Freshman Retention Rates by Race/Ethnicity, Denver Campus	84
Undergraduate Six-Year Graduation Rates by Race/Ethnicity, Denver Campus	85
Fall Enrollment of Pell Grant Recipients, Denver Campus	86
1-Year Retention Rates of Freshman Pell Grant Recipients, Denver Campus	87
Baccalaureate Degrees Granted to Pell Grant Recipients, Denver Campus	88
Enrollment of Students with Disabilities	89
Enrollment of First Generation Students	90
New Resident Freshmen, Denver Campus: Home Region	91
New Resident Freshmen, Denver Campus: Metropolitan and Non-Metropolitan Areas.....	92
New Resident Freshmen by Race/Ethnicity, Denver Campus	93
Faculty and Staff Diversity	94
Full-time Faculty and Staff Diversity Profile	95
Faculty Diversity.....	97
Staff Diversity	100
 University of Colorado System Administration	 101
Full-Time Staff Diversity Profile.....	102
Staff Diversity by Occupational Category	102
 Appendices	 103
Appendix A: Resident Enrollment, Colorado Public Four-Year Institutions	104
Appendix B: Changes to the Collection and Reporting of Race and Ethnicity	105

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

CU Boulder | Office of Data Analytics
CU Boulder | Office of Diversity, Equity and Community Engagement
CU Denver | Anschutz Medical Campus | Office of Institutional Research
CU Denver | Anschutz Medical Campus | Office of Diversity and Inclusion
UCCS | Office of Institutional Research
UCCS | Office of Diversity and Inclusiveness

Cover image by Savannah Waggoner; Pikes Peak and Garden of the Gods with sunflowers from Tava Trail. August 2017, © University of Colorado

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. Diversity of students and faculty are metrics included in the [CU Metrics](#) approved in July 2018 by the Board of Regents to measure progress toward the university’s strategic vision.

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

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

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.

Diversity Data Online!

View and interact with data from the 2018-19 Diversity Report using our data visualization tool.

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

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

Highlights from the 2018-19 CU Diversity Report

The CU Diversity Report includes enrollment data through Fall 2018 and degrees awarded through FY 2017-18. Below are highlights for all CU campuses:

20,027 – Students of Color enrolled in Fall 2018, not including international students; 29% of the enrolled population; Up 103% since Fall 2009 and 7.8% growth over Fall 2017;

32% – Undergraduate students of color of the undergraduate population; Up 109% since Fall 2009 and 7% growth over prior year;

21% – Graduate students of color of the graduate population; Up 80% since 2009 and 10% growth over prior year; 3,430 graduate students of color marks the highest number in CU's history;

9,922 – Hispanic/Latino students enrolled in Fall 2018 at all levels; Nearly 15% of the enrolled population; Up 136% since Fall 2009, growth in Hispanic and Latino enrollment continues to outpace other race/ethnicity categories;

4,495 – International students enrolled in Fall 2018 at all levels; Nearly 7% of the enrolled population; Up 121% since Fall 2009, but slightly down from prior year when more than 4,600 international students were enrolled;

26% – Percentage of Bachelor Degrees awarded to students of color in 2017-18; The 2,582 degree recipients marks the most awards in CU history, up 107% since 2017-18 and 7.5% growth over prior year;

8,574 – First-Generation students enrolled in Fall 2018; Nearly 17% of the enrolled undergraduate population; First generation is defined as an undergraduate with neither parent possessing a 4-year degree;

12,270 – Federal Pell recipients enrolled in Fall 2018; Approximately 24% of the enrolled undergraduate population; Federal Pell Grant Program provides need-based grants to low-income undergraduate students to promote access to postsecondary education;

20% – Percentage of Tenured/Tenure Track faculty at Boulder and Colorado Springs from minority race/ethnicity categories; 17% at the Denver campus; this percentage is up at all campuses from 2010;



2018-19 Diversity Report

Office of Diversity, Equity and Community Engagement

Office of Data Analytics

Office of Institutional Research

Inclusion, Diversity and Excellence in Academics 2018-19

Office of Diversity, Equity and Community Engagement

The University of Colorado Boulder vision is to be a leader in addressing the humanitarian, social and technological challenges of the 21st century. To realize our Strategic Imperatives to – *Shape Tomorrow's Leaders, Be the Top University for Innovation, and Positively Impact Humanity* – we recognize that in all our actions, we must be committed to inclusive excellence, a quality that defines our passion to be on the forefront of change for a more sustainable and understanding world.

This narrative describes the scope and character of programming that we've undertaken towards making excellence inclusive at the University, in the following areas: Student Access and Community Partnerships; Enrollment, Student Retention, Graduation and Achievement; Campus Climate and Community Engagement; and, the Inclusion, Diversity and Excellence in Academics (IDEA) Plan. The shared aspirations guiding our activities and efforts is for the University 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 Access and Community Partnerships

Academic Outreach – The Pre-Collegiate Development Program (PCDP) has been on the Boulder campus for 35 years. In 2018-19 the program served 963 middle and high school students and 1,926 parents in the Denver/Boulder area encompassing 26 middle schools and 18 high schools. In addition to the campus based PCDP, ODECE's Office of Pre-College



Outreach & Engagement is working with the I Have a Dream Foundation of Boulder County as well as school districts in rural areas of the state: Roaring Fork Valley, Summit County, and Lake County to develop and conduct "Partnership Pre-Collegiate Programs". These programs operate in the local communities they serve, and the University provides their students an opportunity to attend a summer residential program on the CU Boulder campus during the summer after

their junior year of high school. In 2018-19 these programs served approximately 720 students in their local communities. These partnerships engage: 1) school districts, 2) community foundations, and 3) community colleges to work jointly with CU Boulder. The success of this outreach partnership model is being replicated to establish new rural pre-collegiate outreach to

Fort Morgan and Sterling in Northeastern Colorado and also to the San Luis Valley in Southwestern Colorado.

In addition to the institutionally funded outreach programs, CU Boulder also hosts a federal funded TRIO Upward Bound Program that serves indigenous high school students from reservation communities in a five-state region including Colorado. The Upward Bound Program serves 103 students annually. The program received its first federal grant in 1980 and is the longest running pre-college outreach program on the Boulder campus.

Scholarship Foundations and Partnerships – Hundreds of students have additionally benefitted from college preparation and scholarships through strategic partnerships with community organizations such as *Adams County Education Consortium, College Track, Crowley Foundation, Daniels Fund, Denver Scholarship Foundation, Gates Millennium Foundation, GEAR UP, I Have a Dream Foundation of Boulder County, Mapleton Education Foundation, and Vamos Bufalos.*

Student Enrollment and Achievement

Enrollment – The diverse student population on the Boulder campus was 27% of the total domestic undergraduate enrollment in 2018-19, whereas ten years ago it was only 15%. A total of 7,585 degree-seeking undergraduates self-identified as American Indian, Asian American, Black/African American, Hispanic/Latino, Pacific Islander, or more than one race. The proportion of undergraduates registered with the Office of Disability Services grew to 8% equating to 2,370 students. Among in-state undergraduates, 23% were Pell grant recipients and 20% were first-generation in their families to enroll in college. The proportion of diverse students in the *resident* domestic freshmen class was 34% and 28% in the overall domestic freshmen class. The enrollment of diverse graduate students grew to 21% of the domestic graduate enrollment in fall 2018 to 1,022 students who self-identified as American Indian, Asian American, Black/African American, Hispanic/Latino, Pacific Islander, or more than one race.

Retention and Graduation – The retention rate for students entering fall 2017 and returning for the second fall was 86% for diverse students, nearly equivalent to that of all students at 88%. The six-year graduation rate for the undergraduate cohort entering in 2012 was 66% for diverse students compared to 71% for all students. The number of bachelor degrees awarded to diverse students in 2017-18 increased to 1,273 constituting 23% of total degrees granted to domestic students.

CU LEAD Alliance and Student Success – A network of 14 academic learning communities and affiliate programs foster academic camaraderie among first-generation and historically underrepresented students. Serving over 2,000 undergraduates, the programs offer first-year cohort experiences, scholarships, academic enrichment and community building. The CU LEAD (Leadership, Excellence, Achievement and Diversity) Alliance promotes access to high impact practices such as honors thesis, internships, undergraduate research and global experiences.

Student Success Spotlights



Dante Begay is Navajo and graduating with a Bachelor of Science in Physics in May 2019. Dante was selected as a White Antelope Memorial Scholarship recipient. He participated in the American Indian Science and Engineering (AISES) chapter and also served as an Instructional Assistant (IA) for introductory physics courses within the Student Academic Success Center (SASC). Dante conducted undergraduate summer research in Dr. Meredith Betterton's Biophysics lab and the following year moved into the Soft Materials Research Center REU program where he worked on a team to build a Convolutional Neural Network, a form of machine learning, which would be used to automatically identify stages of cell division. Dante also volunteered to mentor middle school students in physics through the Partnerships for Informal Science Education in the Community (PISEC) program. Dante is looking forward to starting his career in engineering and research.

Ava Berrier graduated *summa cum laude* with a Bachelor of Arts in Integrative Physiology (IPHY) in May 2019. She participated in the Honors CU LEAD Scholar Program and served as the Chair of the Honors Student Advisory Board in the College of Arts and Sciences. Ava was Vice President of the IPHY Biostatistics Club and a teacher assistant for IPHY Statistics. Last summer, she studied abroad at DIS in Scandinavia and was a Gilman Scholarship Recipient. She currently works as a medical scribe for Platte Valley Medical Center. Ava wrote her honors thesis on melatonin's effects on tumor regression, treatment side effects, and quality of life in advanced cancer patients. Ava will be applying to medical school and plans to attend a Biomedical Sciences Master Program at Denver University this fall.



Jeremy Diaz graduated in May 2019 with a Bachelor of Science in Ecology and Evolutionary Biology. Selected as McNair Scholar with the Federal TRIO program, Jeremy's research focuses on natural disasters, artificial intelligence, and remote sensing. He has been building predictive models related to the occurrence, management, and impacts of natural disasters. He will begin his PhD studies in geography at the Pennsylvania State University in the fall. Jeremy's plans to pursue an academic career, to teach and conduct research at a university though he can also envision himself as a scientist at data-intensive federal agencies, such as NOAA or USGS.

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.

Making Excellence Inclusive

Inclusion, Diversity, and Excellence in Academics (IDEA) Plan – ODECE convened and facilitated 28 CU Boulder faculty, staff and students in authoring the Inclusion, Diversity, and Excellence in Academics (IDEA) Plan over 2018-2019. The IDEA Plan is one of five strategic planning initiatives that has a campus-wide focus and is poised to shape efforts in making excellence inclusive for many years. The Plan includes three goal areas of growth (Campus Climate, Infrastructure, and Leadership) and action areas with concrete recommendations and accountability measures.

Additional ODECE activities include building campus-wide awareness of culturally responsive teaching through: a) inclusive pedagogy professional development workshops that bring nationally recognized practitioners to campus to share expertise, and b) two inclusive communities of practice that provide opportunities for participants to engage in productive conversations.

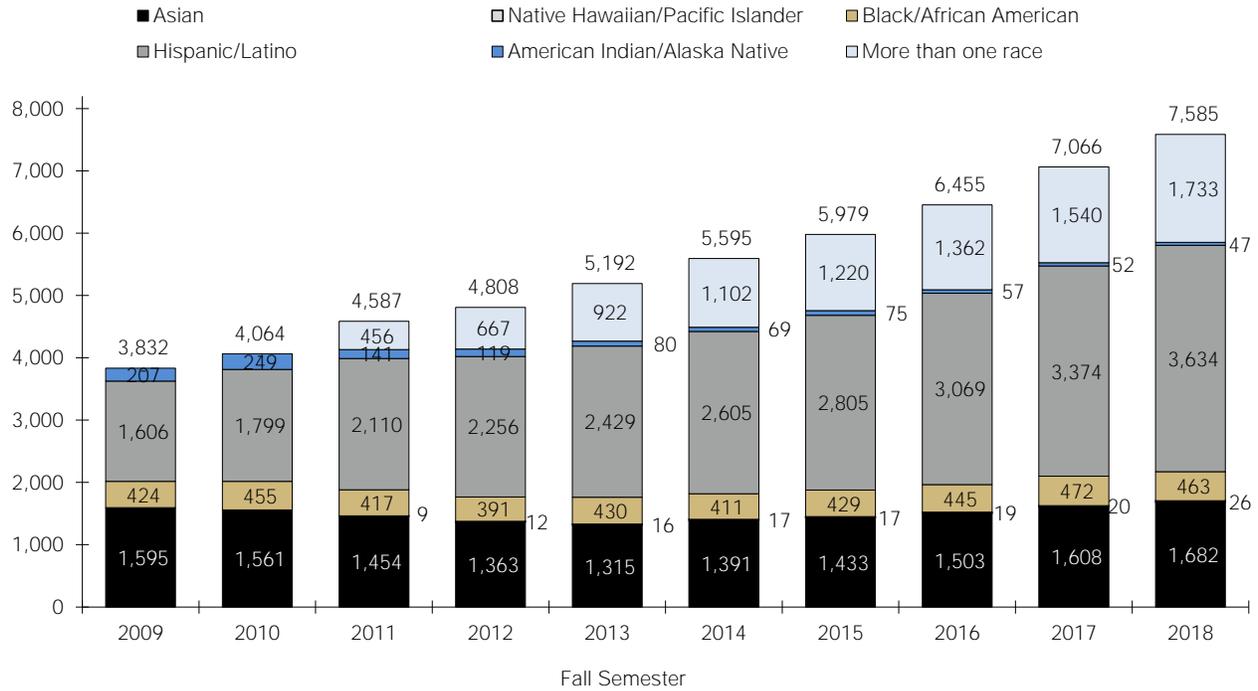
University of Colorado Boulder

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



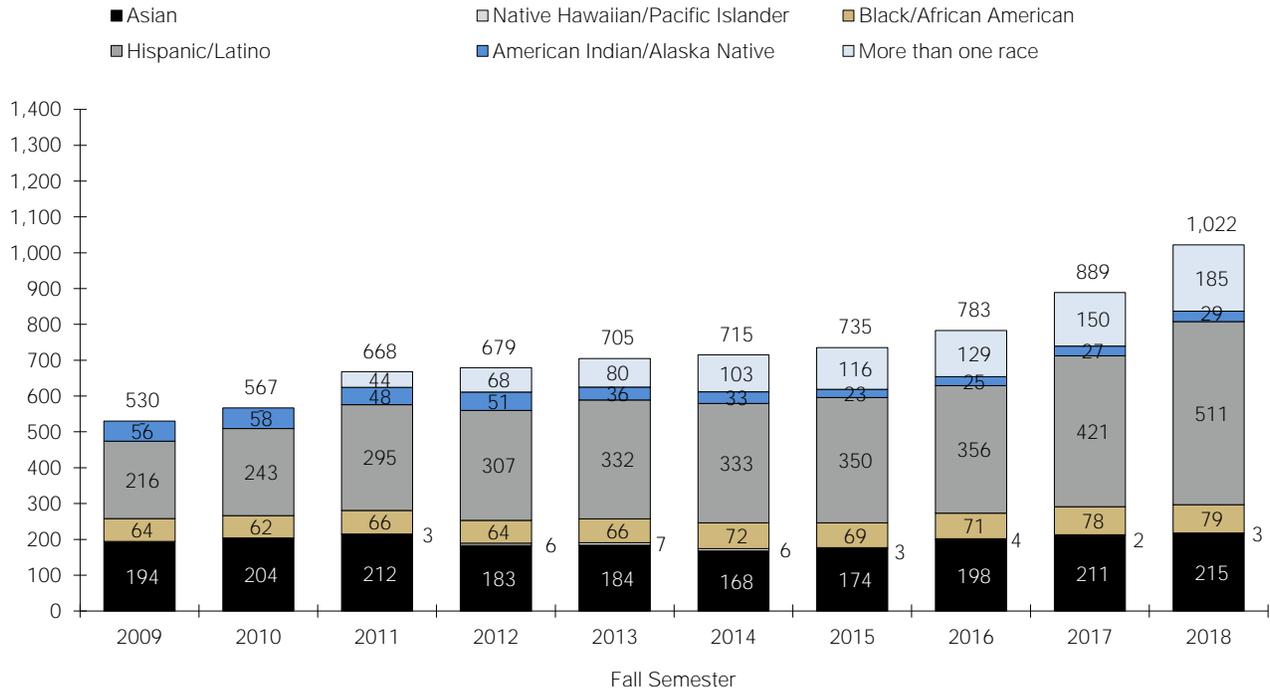
Race/Ethnicity	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Asian	1,595	1,561	1,454	1,363	1,315	1,391	1,433	1,503	1,608	1,682
Native Hawaiian/Pacific Islander	-	-	9	12	16	17	17	19	20	26
Black/African American	424	455	417	391	430	411	429	445	472	463
Hispanic/Latino	1,606	1,799	2,110	2,256	2,429	2,605	2,805	3,069	3,374	3,634
American Indian/Alaska Native	207	249	141	119	80	69	75	57	52	47
More than one race	-	-	456	667	922	1,102	1,220	1,362	1,540	1,733
White/Unknown	21,151	20,225	20,548	19,678	19,309	18,970	18,927	19,004	19,543	20,285
International	425	500	639	753	960	1,294	1,585	1,959	2,058	1,933
Total Enrollment	25,408	24,789	25,774	25,239	25,461	25,859	26,491	27,418	28,667	29,803
Minority Total	3,832	4,064	4,587	4,808	5,192	5,595	5,979	6,455	7,066	7,585
Minority as % of Total*	15%	17%	18%	20%	21%	23%	24%	25%	27%	27%

Race/Ethnicity	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Asian	6.3%	6.3%	5.6%	5.4%	5.2%	5.4%	5.4%	5.5%	5.6%	5.6%
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	1.7%	1.8%	1.6%	1.5%	1.7%	1.6%	1.6%	1.6%	1.6%	1.6%
Hispanic/Latino	6.3%	7.3%	8.2%	8.9%	9.5%	10.1%	10.6%	11.2%	11.8%	12.2%
American Indian/Alaska Native	0.8%	1.0%	0.5%	0.5%	0.3%	0.3%	0.3%	0.2%	0.2%	0.2%
More than one race	0.0%	0.0%	1.8%	2.6%	3.6%	4.3%	4.6%	5.0%	5.4%	5.8%
White/Unknown	83.2%	81.6%	79.7%	78.0%	75.8%	73.4%	71.4%	69.3%	68.2%	68.1%
International	1.7%	2.0%	2.5%	3.0%	3.8%	5.0%	6.0%	7.1%	7.2%	6.5%

* 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



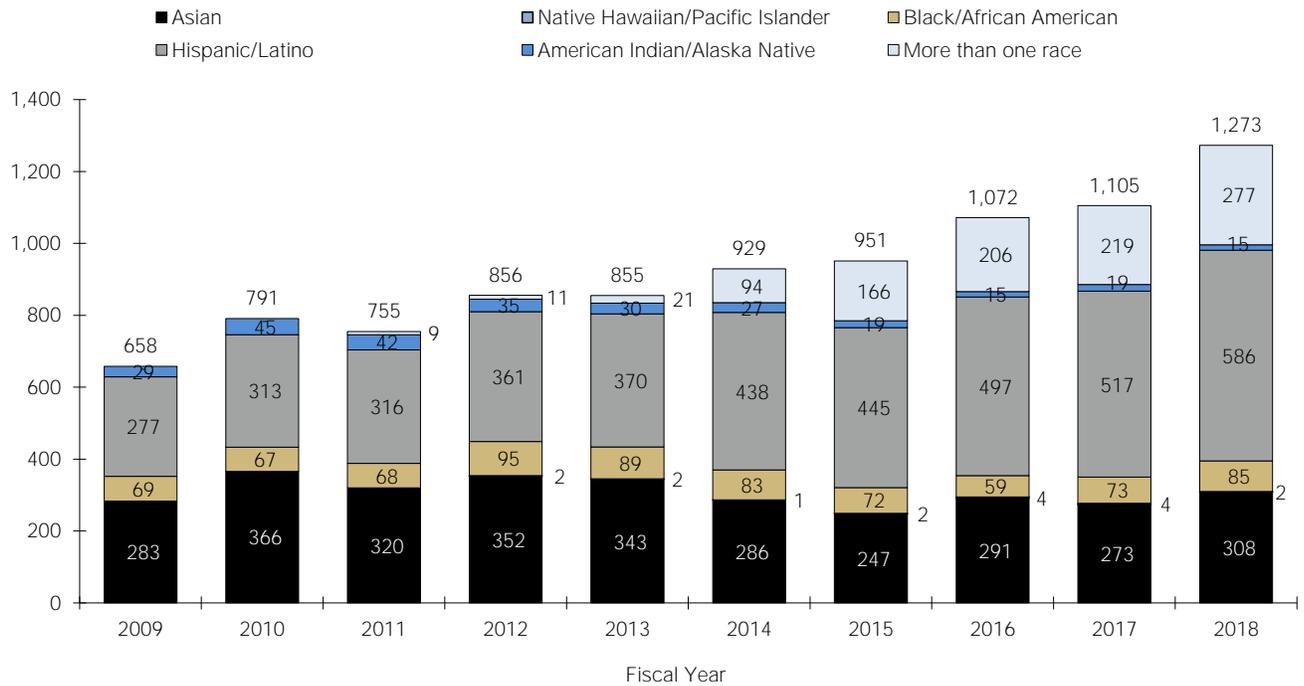
Race/Ethnicity	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Asian	194	204	212	183	184	168	174	198	211	215
Native Hawaiian/Pacific Islander	-	-	3	6	7	6	3	4	2	3
Black/African American	64	62	66	64	66	72	69	71	78	79
Hispanic/Latino	216	243	295	307	332	333	350	356	421	511
American Indian/Alaska Native	56	58	48	51	36	33	23	25	27	29
More than one race	-	-	44	68	80	103	116	129	150	185
White/Unknown	3,455	3,716	3,943	3,851	3,698	3,666	3,676	3,706	3,821	3,929
International	803	863	886	926	910	927	1,066	1,152	1,181	1,244
Enrollment	4,788	5,146	5,497	5,456	5,313	5,308	5,477	5,641	5,891	6,195
Minority Total	530	567	668	679	705	715	735	783	889	1,022
Minority as % of Total*	13%	13%	14%	15%	16%	16%	17%	17%	19%	21%

Race/Ethnicity	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Asian	4.1%	4.0%	3.9%	3.4%	3.5%	3.2%	3.2%	3.5%	3.6%	3.5%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.0%	0.0%
Black/African American	1.3%	1.2%	1.2%	1.2%	1.2%	1.4%	1.3%	1.3%	1.3%	1.3%
Hispanic/Latino	4.5%	4.7%	5.4%	5.6%	6.2%	6.3%	6.4%	6.3%	7.1%	8.2%
American Indian/Alaska Native	1.2%	1.1%	0.9%	0.9%	0.7%	0.6%	0.4%	0.4%	0.5%	0.5%
More than one race	0.0%	0.0%	0.8%	1.2%	1.5%	1.9%	2.1%	2.3%	2.5%	3.0%
White/Unknown	72.2%	72.2%	71.7%	70.6%	69.6%	69.1%	67.1%	65.7%	64.9%	63.4%
International	16.8%	16.8%	16.1%	17.0%	17.1%	17.5%	19.5%	20.4%	20.0%	20.1%

* 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 graduate minority enrollment, about 45 additional enrollments were due to the change in reporting.

University of Colorado Boulder
Baccalaureate Degrees Awarded by Race/Ethnicity



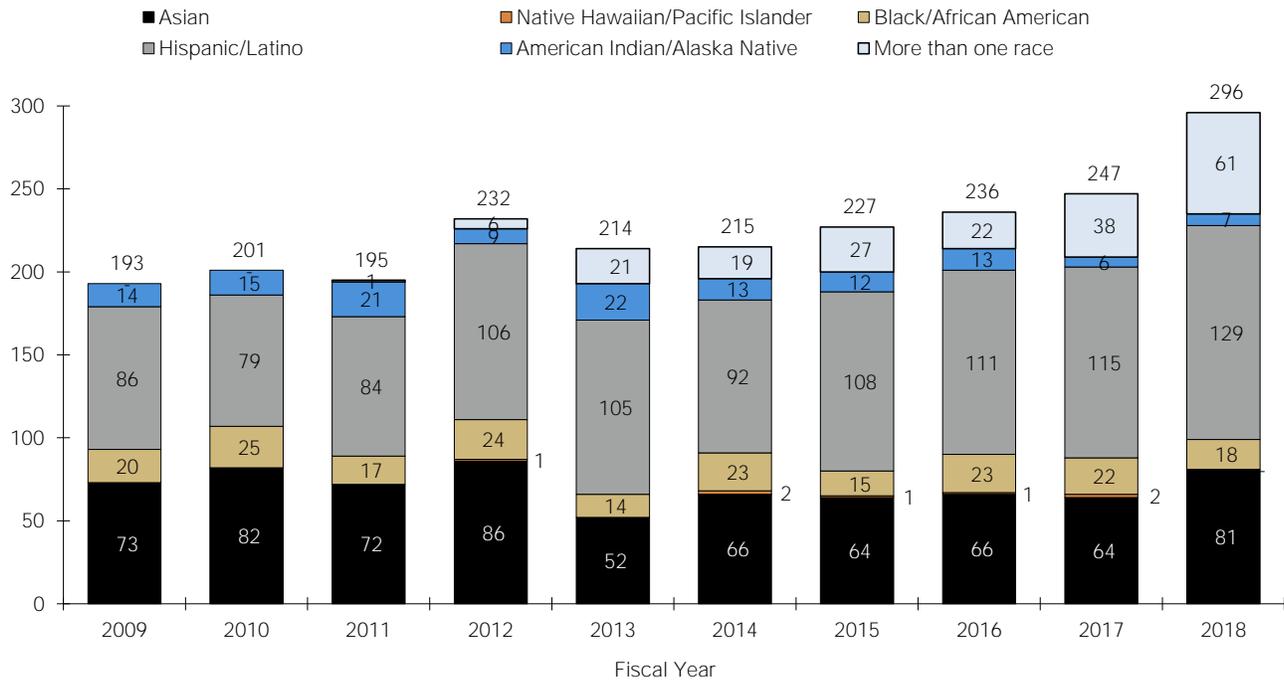
Race/Ethnicity	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Asian	283	366	320	352	343	286	247	291	273	308
Native Hawaiian/Pacific Islander	-	-	-	2	2	1	2	4	4	2
Black/African American	69	67	68	95	89	83	72	59	73	85
Hispanic/Latino	277	313	316	361	370	438	445	497	517	586
American Indian/Alaska Native	29	45	42	35	30	27	19	15	19	15
More than one race	-	-	9	11	21	94	166	206	219	277
White/Unknown	4,290	4,643	4,788	4,915	4,790	4,380	4,238	4,268	4,209	4,176
International	59	75	85	94	107	106	145	157	225	342
Total Degrees Awarded	5,007	5,509	5,628	5,865	5,752	5,415	5,334	5,497	5,539	5,791
Minority Total	658	791	755	856	855	929	951	1,072	1,105	1,273
Minority as % of Total*	13%	15%	14%	15%	15%	17%	18%	20%	21%	23%
	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Asian	5.7%	6.6%	5.7%	6.0%	6.0%	5.3%	4.6%	5.3%	4.9%	5.3%
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	1.4%	1.2%	1.2%	1.6%	1.5%	1.5%	1.3%	1.1%	1.3%	1.5%
Hispanic/Latino	5.5%	5.7%	5.6%	6.2%	6.4%	8.1%	8.3%	9.0%	9.3%	10.1%
American Indian/Alaska Native	0.6%	0.8%	0.7%	0.6%	0.5%	0.5%	0.4%	0.3%	0.3%	0.3%
More than one race	0.0%	0.0%	0.2%	0.2%	0.4%	1.7%	3.1%	3.7%	4.0%	4.8%
White/Unknown	85.7%	84.3%	85.1%	83.8%	83.3%	80.9%	79.5%	77.6%	76.0%	72.1%
International	1.2%	1.4%	1.5%	1.6%	1.9%	2.0%	2.7%	2.9%	4.1%	5.9%

* 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



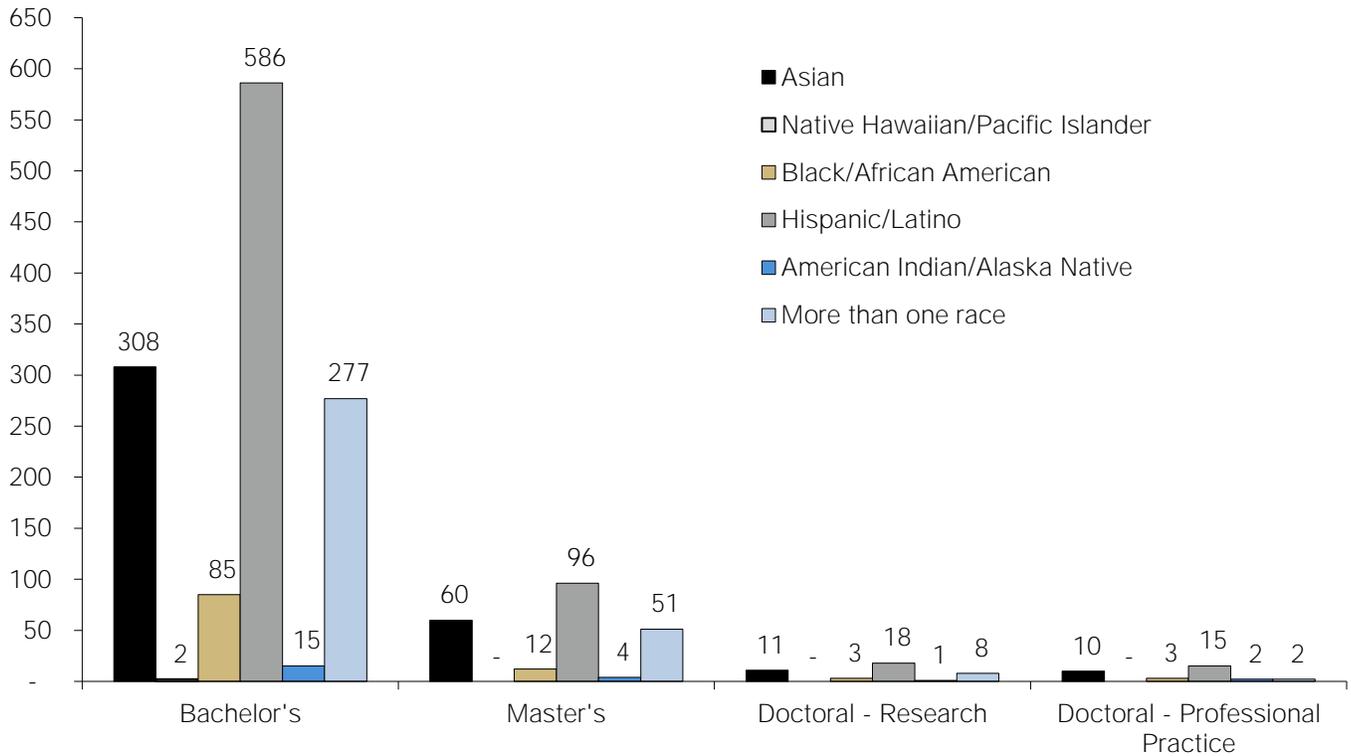
Race/Ethnicity	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Asian	73	82	72	86	52	66	64	66	64	81
Native Hawaiian/Pacific Islander	-	-	-	1	-	2	1	1	2	-
Black/African American	20	25	17	24	14	23	15	23	22	18
Hispanic/Latino	86	79	84	106	105	92	108	111	115	129
American Indian/Alaska Native	14	15	21	9	22	13	12	13	6	7
More than one race	-	-	1	6	21	19	27	22	38	61
White/Unknown	1,092	1,202	1,360	1,341	1,346	1,213	1,269	1,201	1,288	1,392
International	234	255	227	285	278	295	320	320	412	378
Total Degrees Awarded	1,519	1,658	1,782	1,858	1,838	1,723	1,816	1,757	1,947	2,066
Minority Total	193	201	195	232	214	215	227	236	247	296
Minority as % of Total*	15%	14%	13%	15%	14%	15%	15%	16%	16%	18%

Race/Ethnicity	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Asian	4.8%	4.9%	4.0%	4.6%	2.8%	3.8%	3.5%	3.8%	3.3%	3.9%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.1%	0.0%	0.1%	0.1%	0.1%	0.1%	0.0%
Black/African American	1.3%	1.5%	1.0%	1.3%	0.8%	1.3%	0.8%	1.3%	1.1%	0.9%
Hispanic/Latino	5.7%	4.8%	4.7%	5.7%	5.7%	5.3%	5.9%	6.3%	5.9%	6.2%
American Indian/Alaska Native	0.9%	0.9%	1.2%	0.5%	1.2%	0.8%	0.7%	0.7%	0.3%	0.3%
More than one race	0.0%	0.0%	0.1%	0.3%	1.1%	1.1%	1.5%	1.3%	2.0%	3.0%
White/Unknown	71.9%	72.5%	76.3%	72.2%	73.2%	70.4%	69.9%	68.4%	66.2%	67.4%
International	15.4%	15.4%	12.7%	15.3%	15.1%	17.1%	17.6%	18.2%	21.2%	18.3%

* 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 2017-18

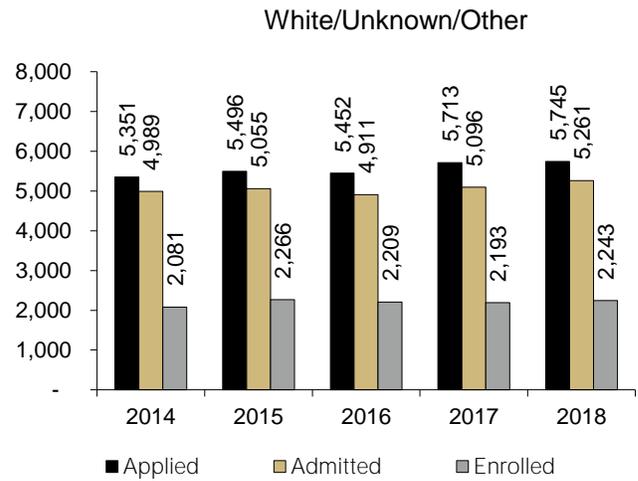
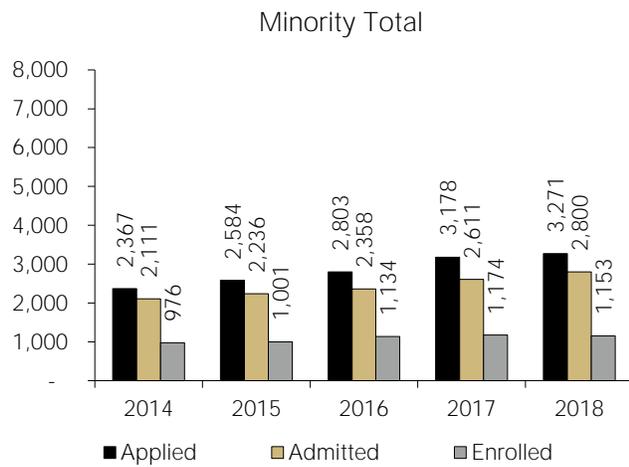


Race/Ethnicity	Bachelor's	Master's	Doctoral - Research	Doctoral - Professional Practice	Total
Asian	308	60	11	10	389
Native Hawaiian/Pacific Islander	2	-	-	-	2
Black/African American	85	12	3	3	103
Hispanic/Latino	586	96	18	15	715
American Indian/Alaska Native	15	4	1	2	22
More than one race	277	51	8	2	338
White/Unknown	4,176	942	282	168	5,568
International	342	307	71	-	720
Minority Total	1,273	223	41	32	1,569
Total	5,791	1,472	394	200	7,857

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
2014	588	561	301
2015	592	535	266
2016	630	576	286
2017	642	572	290
2018	708	652	312

Native Hawaiian/Pacific Islander

Fall Term	Applied	Admitted	Enrolled
2014	5	4	1
2015	6	3	1
2016	5	4	2
2017	10	9	6
2018	10	10	3

Black/African American

Fall Term	Applied	Admitted	Enrolled
2014	196	155	62
2015	209	170	72
2016	211	157	66
2017	247	189	77
2018	243	187	56

Hispanic/Latino

Fall Term	Applied	Admitted	Enrolled
2014	1,117	970	426
2015	1,270	1,072	477
2016	1,355	1,105	525
2017	1,624	1,273	549
2018	1,640	1,365	533

American Indian/Alaska Native

Fall Term	Applied	Admitted	Enrolled
2014	18	16	6
2015	10	6	4
2016	12	10	4
2017	15	14	4
2018	14	7	1

More than one race

Fall Term	Applied	Admitted	Enrolled
2014	443	405	180
2015	497	450	181
2016	590	506	251
2017	640	554	248
2018	656	579	248

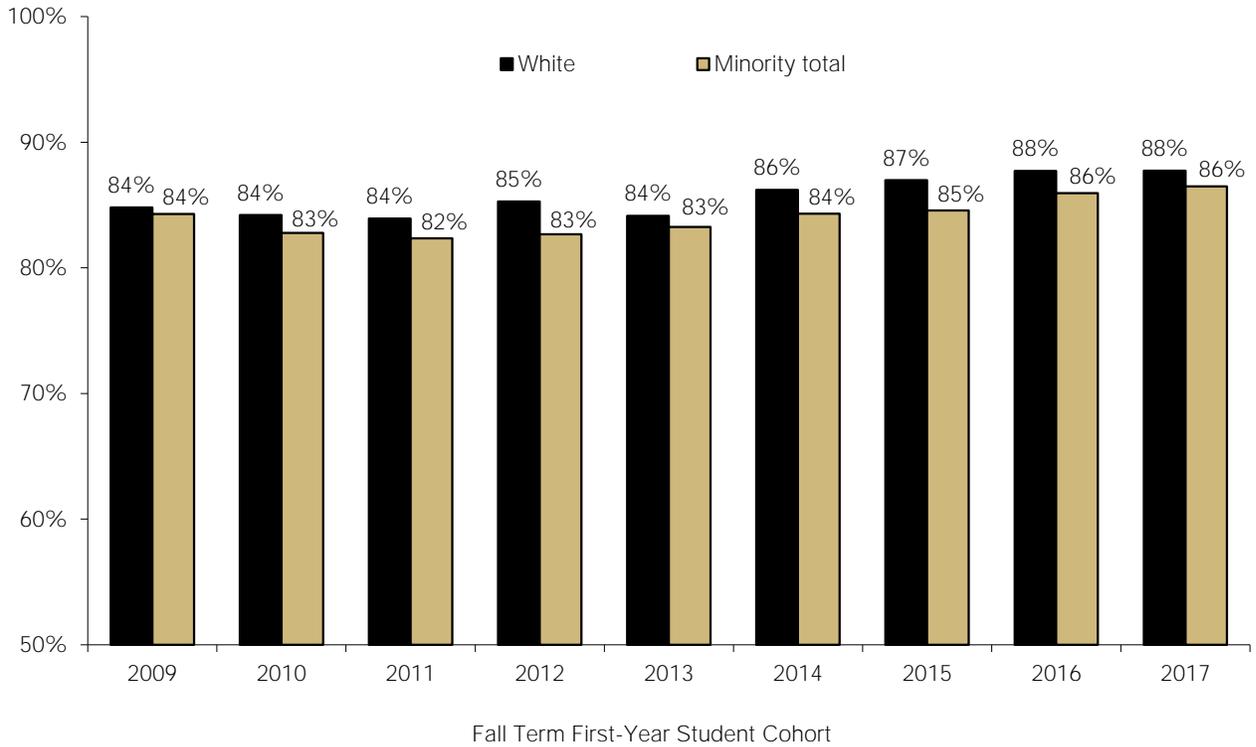
White/Unknown/Other

Fall Term	Applied	Admitted	Enrolled
2014	5,351	4,989	2,081
2015	5,496	5,055	2,266
2016	5,452	4,911	2,209
2017	5,713	5,096	2,193
2018	5,745	5,261	2,243

Total

Fall Term	Applied	Admitted	Enrolled
2014	7,718	7,100	3,057
2015	8,080	7,291	3,267
2016	8,630	7,522	3,383
2017	8,891	7,707	3,367
2018	5,745	5,261	2,243

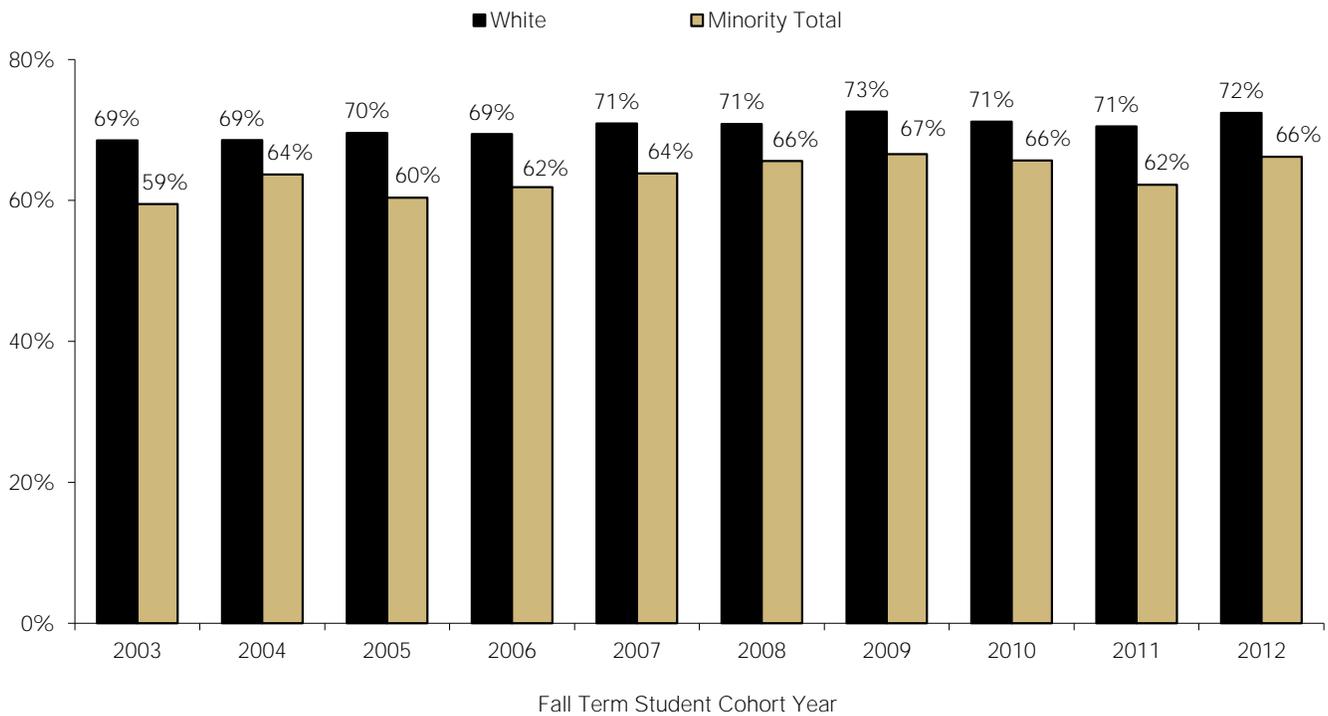
University of Colorado Boulder
1-Year Freshman Retention Rates by Race/Ethnicity



First-Year Cohort	2009	2010	2011	2012	2013	2014	2015	2016	2017
Asian	350	264	256	286	298	374	337	357	356
Native Hawaiian/Pacific Islander	-	-	6	4	3	3	5	6	6
Black/African American	94	66	76	89	121	91	103	95	105
Hispanic/Latino	388	477	574	556	625	661	721	791	843
American Indian/Alaska Native	55	12	14	16	8	17	16	15	11
More than one race	-	-	218	250	277	300	327	395	403
Other/Unknown	259	60	53	28	57	30	58	50	43
White	4,285	4,000	4,339	4,022	4,163	3,966	4,230	4,222	4,409
International	61	73	106	165	233	364	378	446	304
All	5,515	5,138	5,642	5,416	5,785	5,806	6,175	6,377	6,480
Minority total	910	1,005	1,144	1,201	1,332	1,446	1,509	1,659	1,724

Percent Enrolled One Year Later	2009	2010	2011	2012	2013	2014	2015	2016	2017
Asian	89%	88%	85%	90%	88%	88%	90%	91%	89%
Native Hawaiian/Pacific Islander			50%	75%	33%	67%	80%	67%	83%
Black/African American	86%	85%	78%	80%	83%	89%	90%	85%	87%
Hispanic/Latino	82%	80%	83%	79%	81%	82%	84%	84%	85%
American Indian/Alaska Native	73%	83%	71%	75%	100%	88%	38%	67%	82%
More than one race			80%	85%	83%	84%	81%	86%	87%
Other/Unknown	86%	83%	77%	71%	81%	80%	81%	88%	86%
White	85%	84%	84%	85%	84%	86%	87%	88%	88%
International	80%	78%	86%	85%	90%	91%	94%	92%	90%
All	85%	84%	84%	85%	84%	86%	87%	88%	88%
Minority total	84%	83%	82%	83%	83%	84%	85%	86%	86%

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

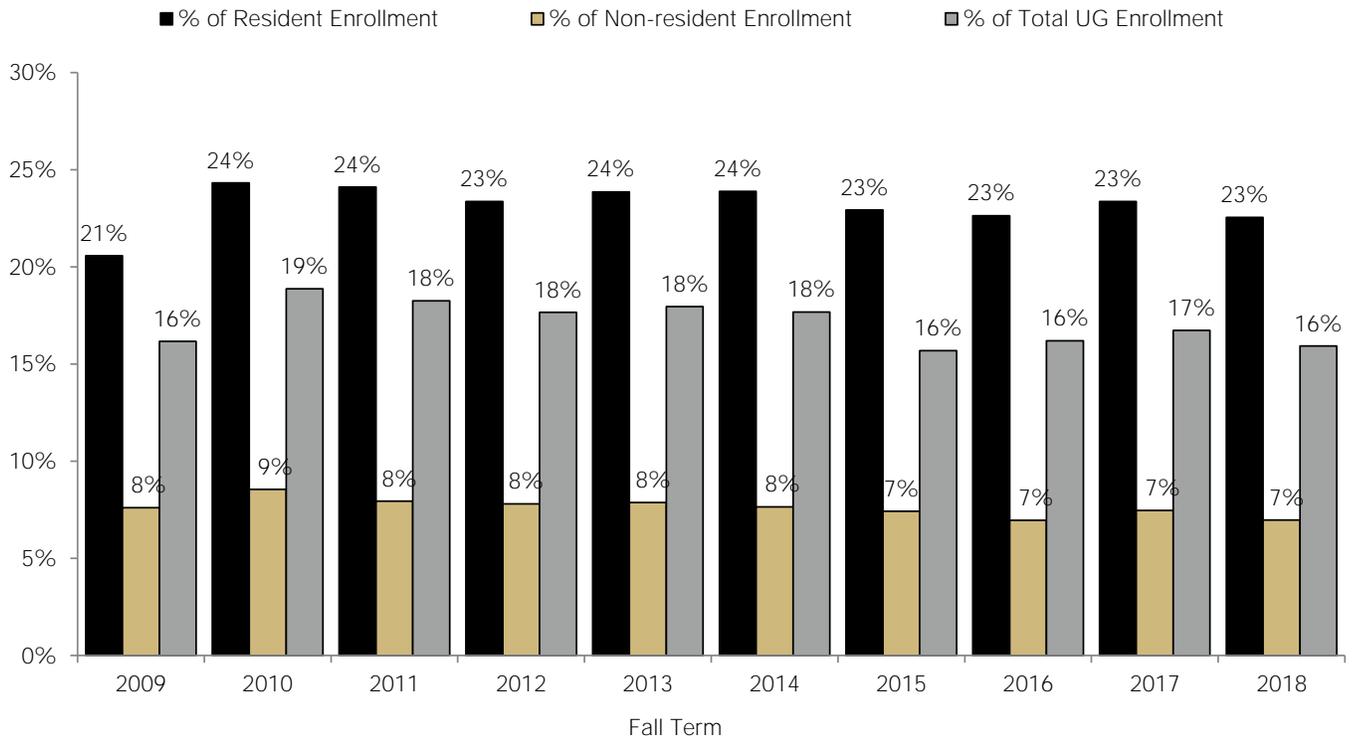


Undergraduate Cohort*	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Asian	338	333	325	373	360	355	350	264	256	286
Native Hawaiian/Pacific Islander	-	-	-	-	-	1	-	1	6	4
Black/African American	89	70	72	84	102	105	94	66	76	89
Hispanic/Latino	327	340	313	377	358	421	388	477	574	556
American Indian/Alaska Native	36	45	25	56	37	36	55	12	14	16
More than one race	-	-	-	-	14	18	23	185	218	250
White	4,461	4,025	3,977	4,416	4,405	4,568	4,285	4,000	4,339	4,022
Other/Unknown	233	268	243	238	198	251	259	60	53	28
International	31	43	52	62	66	56	61	73	106	165
Total Enrollment	5,515	5,124	5,007	5,606	5,540	5,811	5,515	5,138	5,642	5,416
Minority Total	790	788	735	890	857	918	887	820	926	951

Six-Year Graduation Rate	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Asian	65%	71%	64%	68%	71%	72%	71%	77%	70%	73%
Native Hawaiian/Pacific Islander	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
Black/African American	49%	64%	47%	64%	55%	57%	60%	53%	49%	57%
Hispanic/Latino	57%	58%	60%	56%	59%	63%	65%	64%	62%	63%
American Indian/Alaska Native	53%	58%	56%	57%	59%	47%	55%	42%	43%	69%
More than one race	0%	0%	0%	0%	71%	72%	83%	61%	61%	70%
White	69%	69%	70%	69%	71%	71%	73%	71%	71%	72%
Other/Unknown	64%	70%	68%	65%	68%	69%	72%	72%	60%	61%
International	58%	65%	67%	66%	70%	59%	62%	58%	74%	65%
Total Enrollment	67%	68%	68%	68%	70%	70%	71%	70%	69%	71%
Minority Total	59%	64%	60%	62%	64%	66%	67%	66%	62%	66%

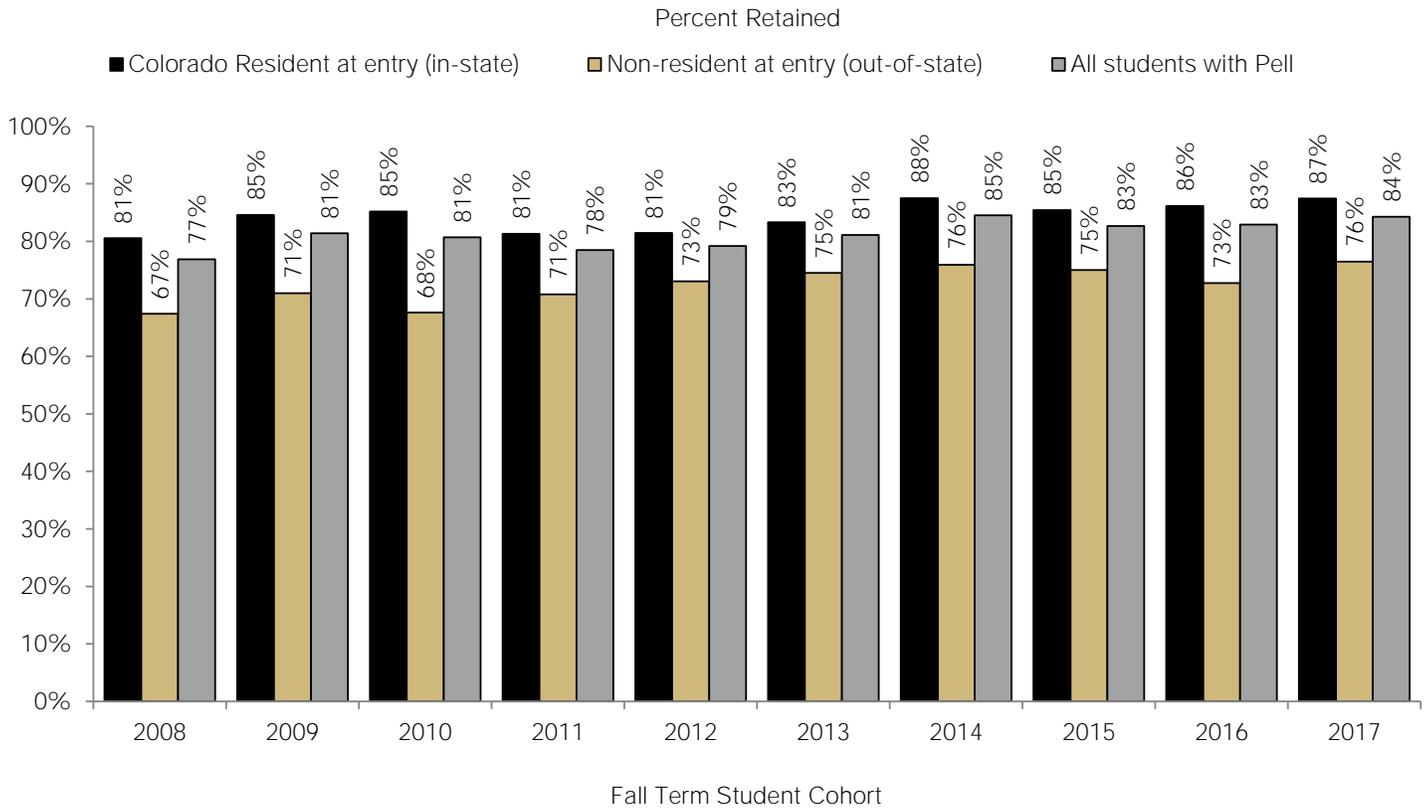
* Cohorts include first-time first-year full-time students entering in the Fall semester.

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



	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Resident	3,452	3,947	3,966	3,736	3,831	3,814	3,669	3,659	3,903	3,864
Non-resident	656	733	740	722	740	756	779	783	894	883
Total UG pell recipients enrolled	4,108	4,680	4,706	4,458	4,571	4,570	4,156	4,442	4,797	4,747
% of Resident Enrollment	21%	24%	24%	23%	24%	24%	23%	23%	23%	23%
% of Non-resident Enrollment	8%	9%	8%	8%	8%	8%	7%	7%	7%	7%
% of Total UG Enrollment	16%	19%	18%	18%	18%	18%	16%	16%	17%	16%

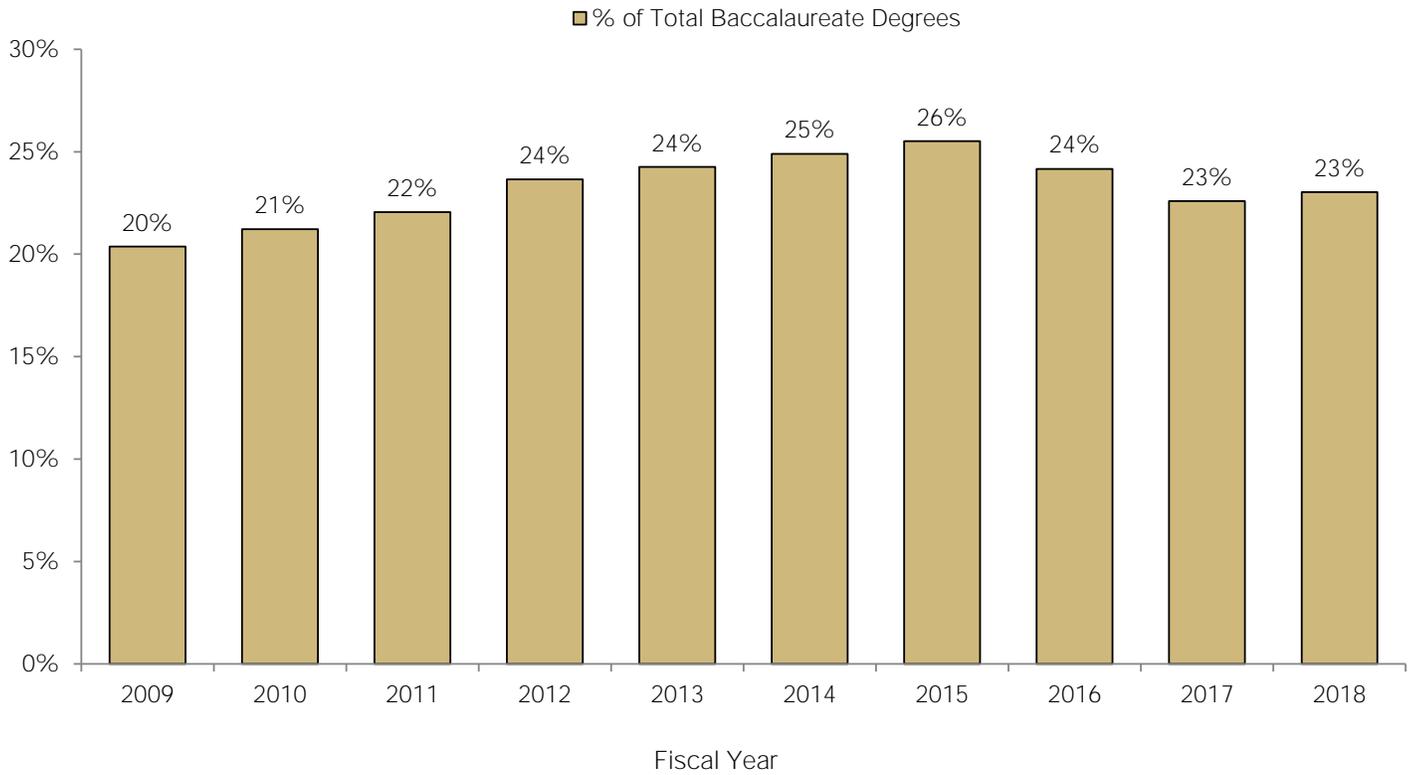
University of Colorado Boulder
1-Year Retention Rates of Freshman Pell Grant Recipients



	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
All students with Pell										
First-Year Student Cohorts*	627	829	844	966	898	995	950	975	924	999
Number Retained**	482	675	681	758	711	807	803	806	766	842
Percent Retained	77%	81%	81%	78%	79%	81%	85%	83%	83%	84%
Colorado Resident at entry (in-state)										
First-Year Student Cohorts*	452	636	628	706	657	744	705	715	700	710
Number Retained**	364	538	535	574	535	620	617	611	603	621
Percent Retained	81%	85%	85%	81%	81%	83%	88%	85%	86%	87%
Non-resident at entry (out-of-state)										
First-Year Student Cohorts*	175	193	216	260	241	251	245	260	224	289
Number Retained**	118	137	146	184	176	187	186	195	163	221
Percent Retained	67%	71%	68%	71%	73%	75%	76%	75%	73%	76%

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

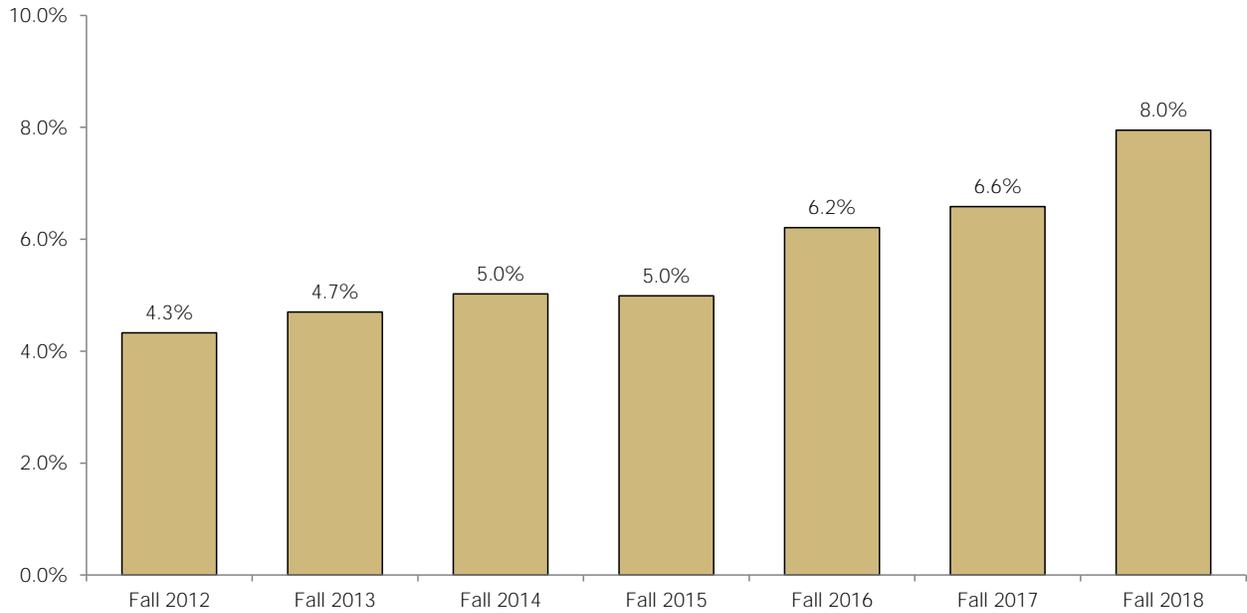


	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Baccalaureate Degrees Awarded to Pell Recipients*	1,020	1,169	1,241	1,387	1,395	1,348	1,361	1,328	1,251	1,334
% of Total Baccalaureate Degrees	20%	21%	22%	24%	24%	25%	26%	24%	23%	23%

* counted if student was ever a Pell recipient

University of Colorado Boulder
Enrollment of Students with Disabilities

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

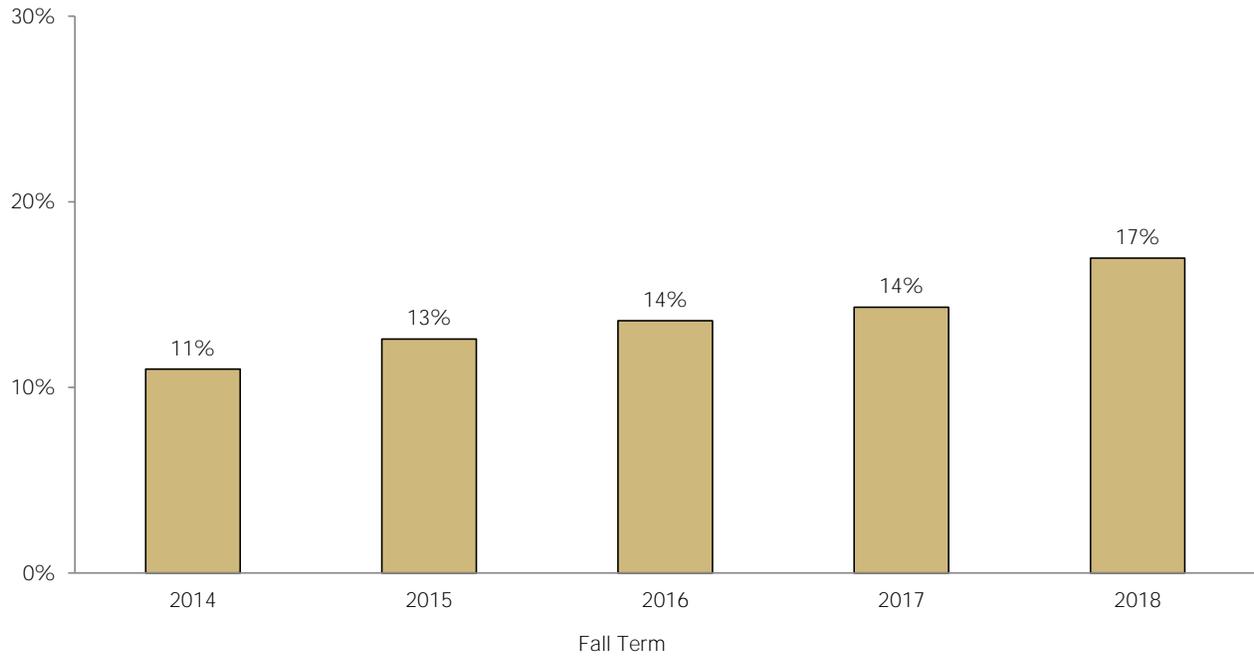


	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018
Number of degree-seeking undergraduates registered with Office of Disability Services*	1,093	1,197	1,299	1,322	1,702	1,888	2,370
Percent of all degree-seeking undergraduates	4.3%	4.7%	5.0%	5.0%	6.2%	6.6%	8.0%

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

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

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

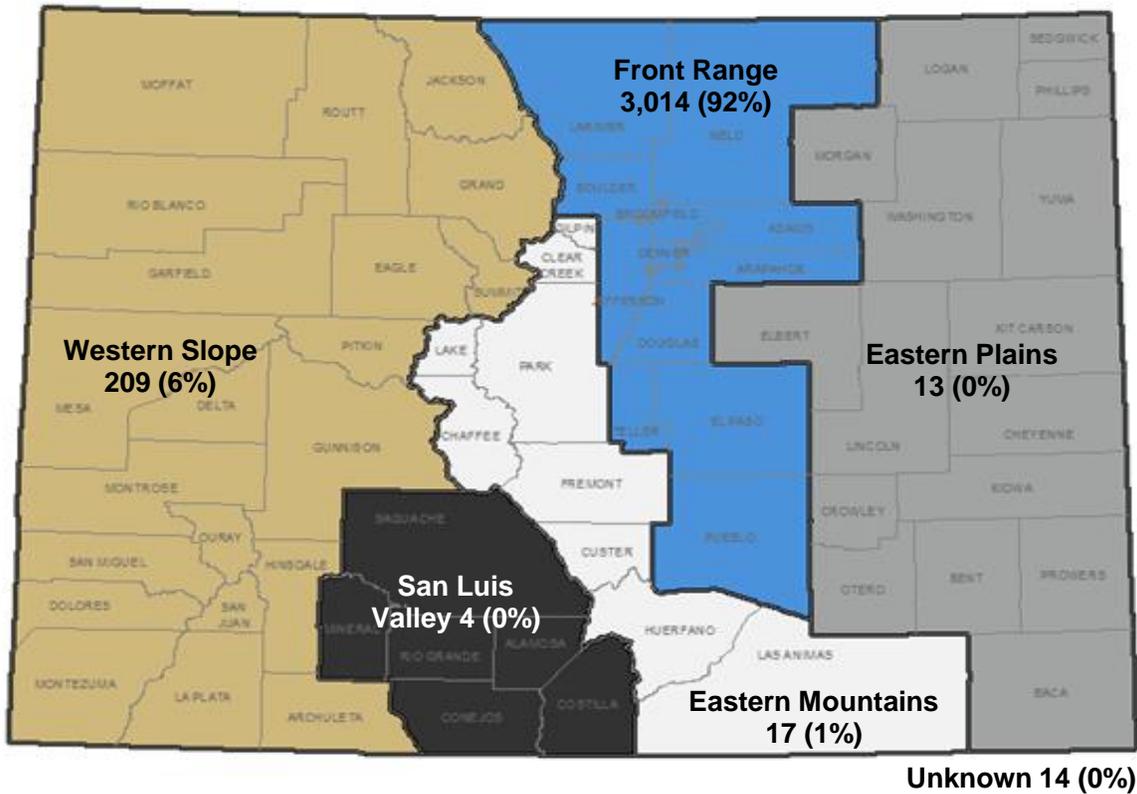


	2014	2015	2016	2017	2018
Total UG First Generation Enrolled	2,839	3,340	3,725	4,106	5,056
% of Total UG Enrollment	11%	13%	14%	14%	17%

* 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 2018
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 2018	
		Enrolled ²	Percent
Eastern Mountains	2%	17	1%
Eastern Plains	3%	13	0%
Front Range	83%	3,014	92%
San Luis Valley	1%	4	0%
Western Slope	10%	209	6%
Unknown	2%	14	0%
Total	100%	3,271	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>

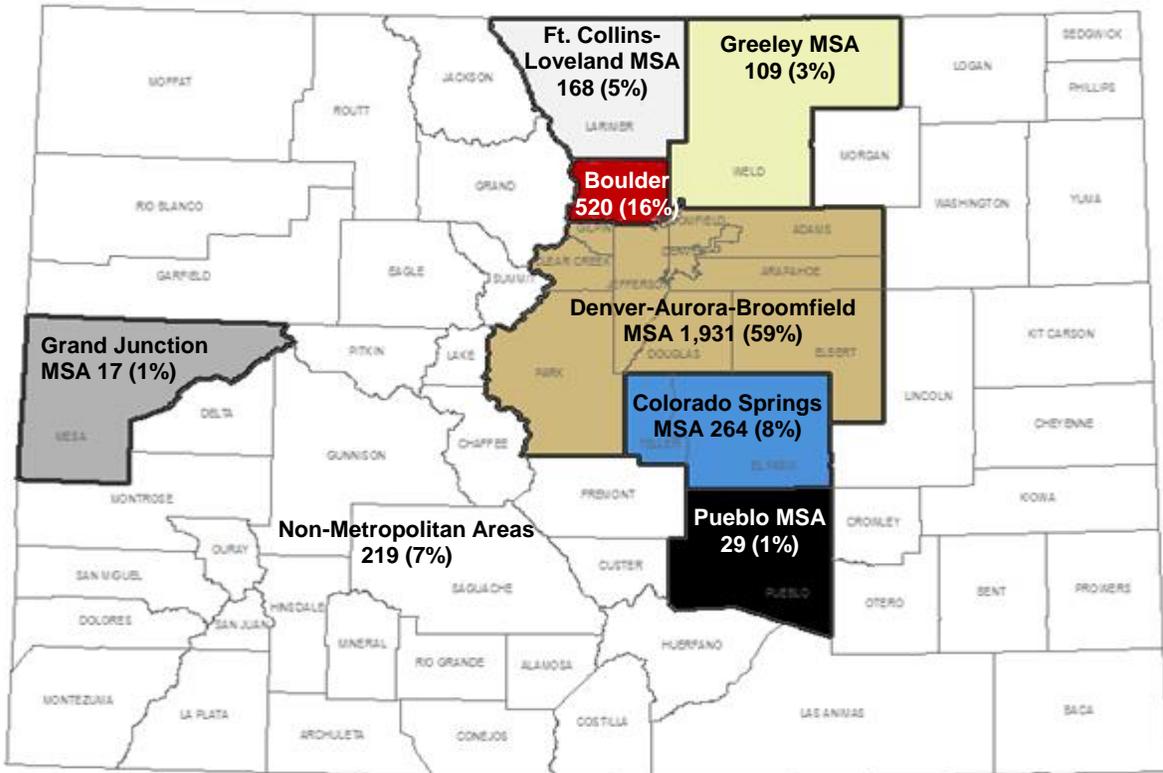
² Home region of new resident freshmen based on county at time of admission. Data source: SURDS Enrollment File (with new freshmen defined by CU registration type)

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 Boulder
 New Resident Freshmen, Fall 2018
 Home Region: Metropolitan and Non-Metropolitan Areas

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



MSA=Metropolitan Statistical Area

Unknown MSA 14 (0%)

Metro Area	12th Graders Enrolled in CO Public Schools ¹	CU-Boulder New Resident Freshmen, Fall 2018	
		Enrolled ²	Percent
Boulder MSA	8%	520	16%
Colorado Springs MSA	14%	264	8%
Denver-Aurora-Broomfield MSA	49%	1,931	59%
Fort Collins-Loveland MSA	5%	168	5%
Grand Junction MSA	3%	17	1%
Greeley MSA	5%	109	3%
Pueblo MSA	3%	29	1%
Non-Metro	14%	219	7%
Unknown	0%	14	0%
Total	100%	3,271	100%

¹ Distribution of 12th grade students enrolled in Colorado Public Schools based on school district enrollment, fall 2017. 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>

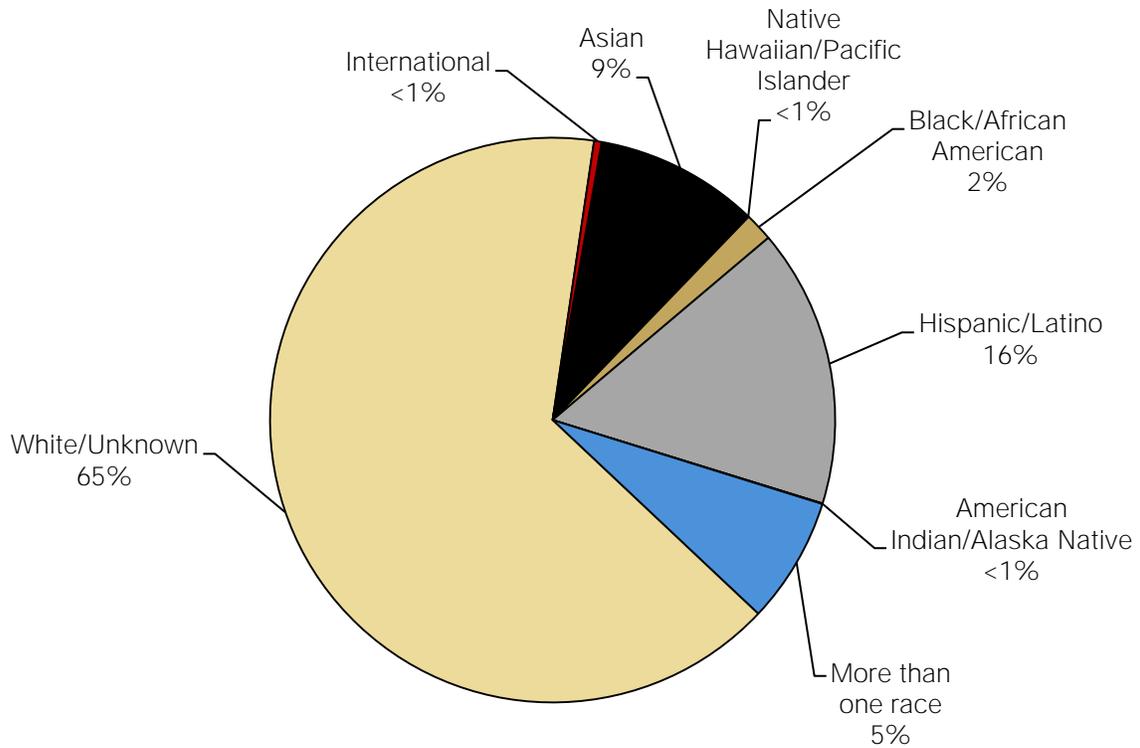
² Home region of new resident freshmen based on county at time of admission. Data source: SURDS Enrollment File (with new freshmen defined by CU registration type)

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 2018
 (End-of-Term Enrollment)

Total=3,267
Minority Total = 1,119 (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 2017 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 2018

Notes: Includes all employees reported for IPEDS HR for Fall 2018. Excludes student and other temporary employees.

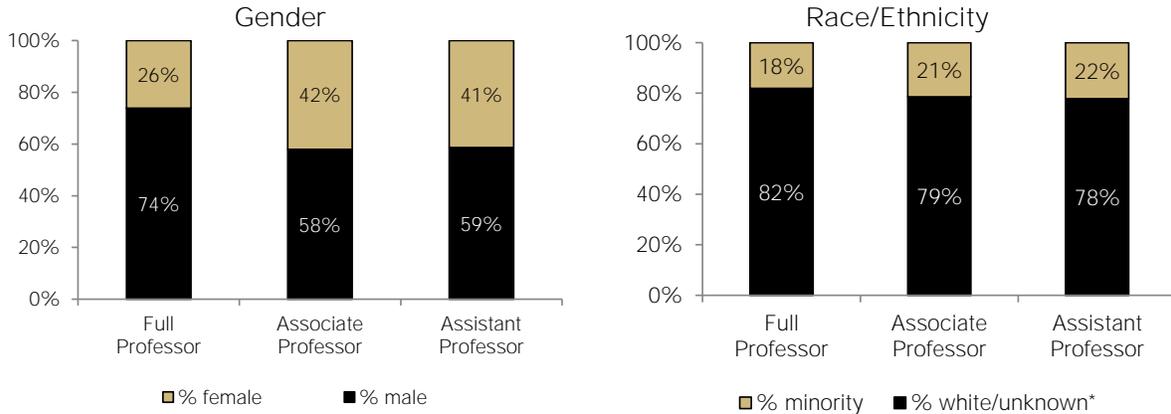
Individuals with active and paid leave appointments with known salary including all TTT status, instructor/sr. instructor status with 50%+ total time, and all others with 100% time as of Nov. 1, 2018.

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

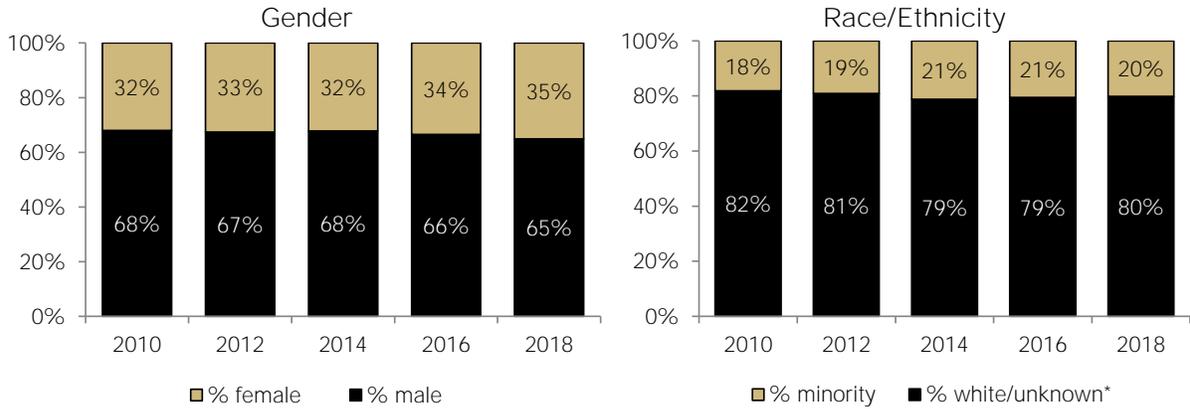
	Total	Female		Male		Minority*		Ethnicity/Citizenship								
		#	%	#	%	#	%	Black/ African American	American Indian/ Alaska Native	Asian	Native Hawaiian/P acific Islander	Hispanic/ Latino	More than one race	White	Unknown	Inter- national
Faculty	2,028	793	39%	1,235	61%	326	17%	25	9	181	4	92	15	1,387	190	125
Instructional Faculty	1,612	631	39%	981	61%	279	18%	25	7	152	3	78	14	1,131	147	55
Tenured/Tenure Track	1,202	422	35%	780	65%	234	20%	21	6	128	3	65	11	815	112	41
Full Professor	512	134	26%	378	74%	92	18%	8	4	53	1	24	2	397	20	3
Associate Professor	378	159	42%	219	58%	80	21%	8	1	44		24	3	265	28	5
Assistant Professor	312	129	41%	183	59%	62	22%	5	1	31	2	17	6	153	64	33
Non-Tenure Track	410	209	51%	201	49%	45	11%	4	1	24	-	13	3	316	35	14
Instructor/Sr. Instructor	410	209	51%	201	49%	45	11%	4	1	24		13	3	316	35	14
Research Faculty	416	162	39%	254	61%	47	14%		2	29	1	14	1	256	43	70
Staff	5,406	2,764	51%	2,642	49%	1,159	22%	96	25	372	7	596	63	3,652	377	218
Officers	36	19	53%	17	47%	7	19%	2	-	1	1	3	-	23	6	-
With Faculty Status	19	9	47%	10	53%	2	11%	1				1		15	2	
Without Faculty Status	17	10	59%	7	41%	5	29%	1		1	1	2		8	4	
Management/Other Professionals/Support Staff	5,370	2,745	51%	2,625	49%	1,152	22%	94	25	371	6	593	63	3,629	371	218
With Faculty Status	1,384	534	39%	850	61%	156	13%	10	3	69		61	13	943	84	201
Exempt Professionals	2,852	1,694	59%	1,158	41%	573	20%	60	15	195	6	266	31	2,041	222	16
Classified Staff	1,134	517	46%	617	54%	423	37%	24	7	107		266	19	645	65	1
Faculty/Staff Total	7,434	3,557	48%	3,877	52%	1,485	21%	121	34	553	11	688	78	5,039	567	343

University of Colorado Boulder

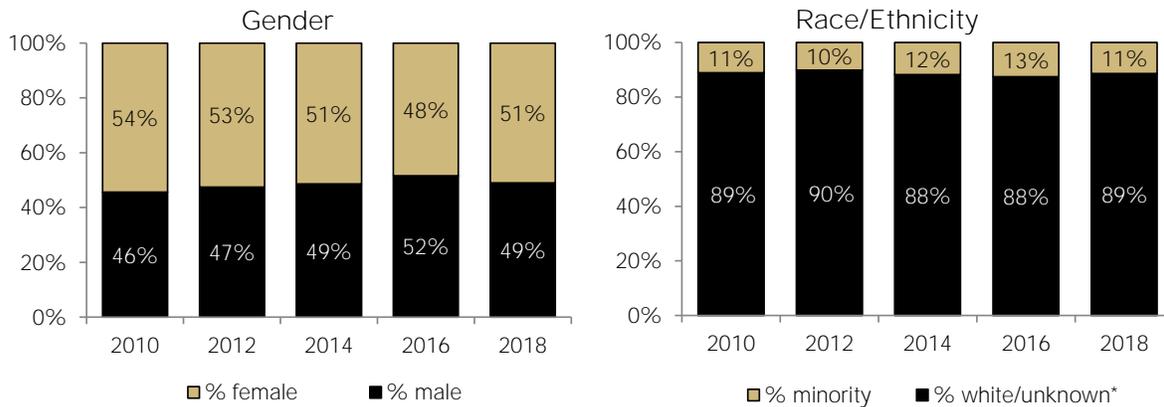
Regular Instructional Faculty, Fall 2018 Tenured/Tenure Track



Regular Instructional Faculty, Fall 2010 - Fall 2018 Tenured/Tenure Track Faculty All Ranks Combined

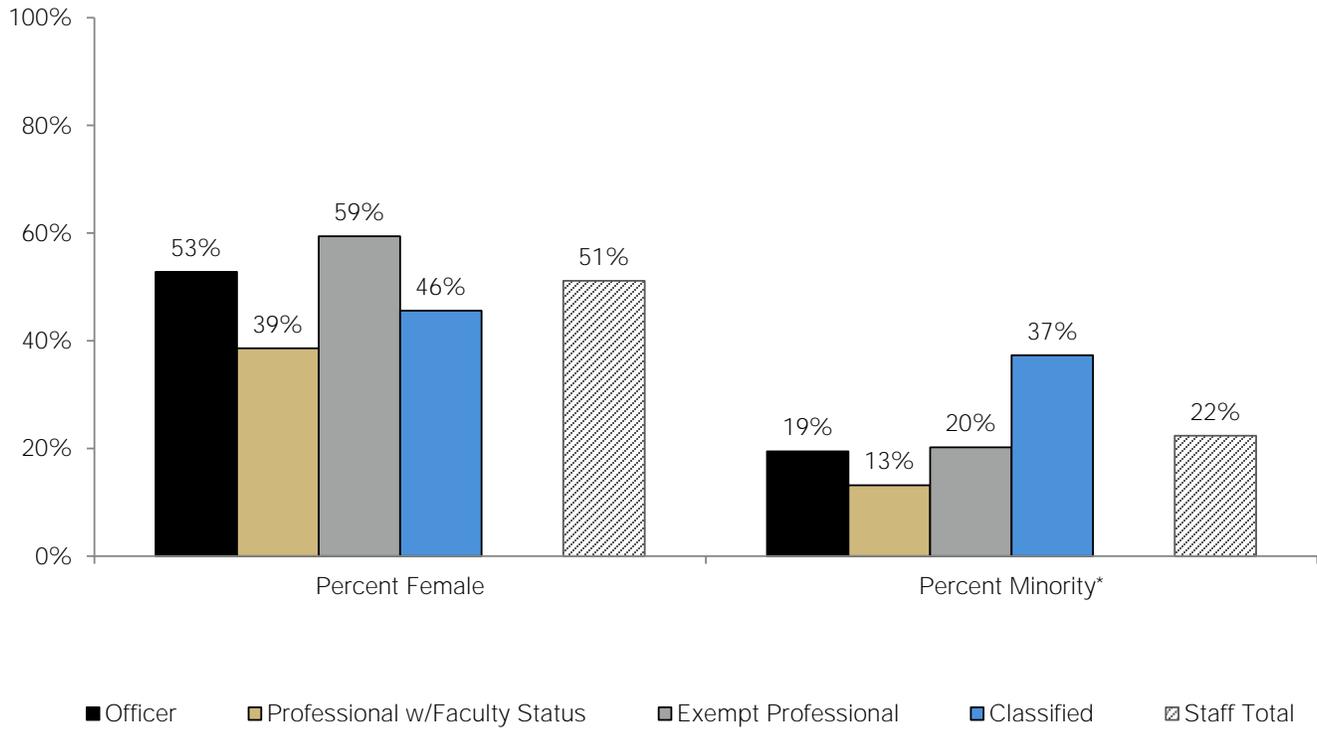


Non-Tenure Track Faculty Instructors and Senior Instructors Combined



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

University of Colorado Boulder
Staff Diversity, Fall 2018



* Minority percentage calculation does not include the international population.



2018-19 Diversity Report

Office of Equity, Diversity & Inclusion

Office of Institutional Research

UCCS 2018-2019 Diversity Report

The University of Colorado Colorado Springs strives to promote and expand equity, diversity and inclusion initiatives and programming. This commitment is witnessed by the fact that several UCCS faculty and staff were selected for CU system and campus diversity awards: Martin Garnar (Dean of the Kraemer Family Library) and Jesse Perez (Assistant Director of the Multicultural Office for Student Access, Inclusiveness and Community & Program Director of the LGBT+ Center) were the 2019 recipients of the CU President's Diversity Awards, and Sandy Ho (Director of the Excel Language Center) received a commendation from the President's Diversity Awards Selection Committee. In the same vein, Stephany Rose Spaulding (Women's & Ethnic Studies) was the 2019 recipient of the UCCS Faculty Award for Outstanding Contribution to Diversity and Inclusiveness; and Dr. Kimbra Smith (Anthropology) was the award winner in 2018.

Office of Equity, Diversity & Inclusion

Under the leadership of Professor and Associate Vice Chancellor Andrea Herrera (AVCEDI), the office of Equity, Diversity and Inclusion (EDI) constituted a Faculty-Staff Diversity Assembly (DA). The DA features fellowship teams consisting of paired academic staff and tenure track faculty representatives from all 7 colleges at UCCS. The DA also includes the director of the Matrix Center for the Advancement of Social Equity and Inclusion; 2 tenure track faculty fellows responsible for researching and collaboratively developing student and faculty mentoring programs (respectively); Faculty Assembly representatives from the Minority Affairs Committee, Women's Committee, PRIDE and the Disability Committee, as well as a representative from the Office of Sustainability. (The AVCEDI is currently in the process of coordinating an undergraduate and graduate Student Diversity Assembly, which will have representation on the Faculty-Staff Diversity Assembly.)

The DA was charged with either creating Diversity Councils in their respective colleges (which include faculty and staff at all ranks), or interfacing with existing Diversity Committees/Teams. The DA assists the AVCEDI in more efficiently:

- communicating with campus and community stakeholders;
- dispersing and gather information regarding both current initiatives and programming (including curriculum and research) in order to enhance equity, diversity and inclusion, and identify current needs or gaps;



- identifying shared goals and individual/department/college equity, diversity and inclusiveness efforts in order to potentially streamline parallel efforts, and thereby maximize time, labor and funding;
- assessing climate for faculty and staff;
- highlighting best practices, points of intersection and potential collaborations, and thereby address the unevenness of diversity efforts across the campus;
- developing methods to recognize and reward 1.) curricular innovation respecting infusing diversity and inclusiveness into course content and teaching strategies; 2.) activities and efforts to make positive contributions to department/college/campus diversity and inclusiveness goals; and 3.) efforts to address the needs of students from diverse backgrounds and experiences;
- developing an 'inclusive recruitment tool kit' for search committees in collaboration with Human Resources, which will include information that addresses 1.) pro-active affirmative action practices; 2.) training regarding implicit or unconscious bias toward underrepresented groups (this will include scholarship and service that focuses on underrepresented/historically marginalized groups or theoretical perspectives) 3.) inclusive language for job descriptions, 4.) specific strategies and methods for identifying and attracting/recruiting a diverse candidate pool;
- strategically creating college- and campus-wide actions and implementation plans regarding equity, diversity and inclusiveness development opportunities, which 1.) enhance diversity skills and inclusive teaching strategies; 2.) deepen cultural responsiveness across the campus; 3.) improve understanding of the increasingly complex and evolving global nature of social and cultural identity; and 4.) support improved diversity teaching and programming;
- evaluate existing anti-discrimination and harassment policies or civility codes.

Equity, Diversity & Inclusion Programming & Training

During the 2018-2019 academic year, the office of Equity, Diversity and Inclusion also developed and deployed a number of initiatives. In addition to successfully advocating with the Multicultural Office for Student Access, Inclusiveness and Community (MOSAIC) to renew an Undocumented Student Services Specialist, the AVCEDI teamed with MOSAIC on a range of events including a peace vigil following the attack on the Tree of Life synagogue in Pittsburgh, Pennsylvania. The EDI office also coordinated and administered three student diversity scholarships: The Rosa Parks, Cesar E. Chavez and Janice M. Gould undergraduate scholarship awards. These scholarship competitions are designed to give undergraduate students an opportunity to explore and research both domestic and/or global issues regarding social justice, human rights, and injustice or discrimination in all forms. These competitions provide a



unique forum to showcase UCCS students' scholarly and creative talents. All entries are judged according to the following criteria: 1) quality and execution; and 2) relevance to the scholarships' central themes. The competition is open to all undergraduate students; during the spring 2019 semester, student award winners were feted at an annual award ceremony and reception, which was open to the public.

In addition, the EDI office teamed with several campus stakeholders—including the Writing Across the Curriculum

and Portfolio program, the Faculty Resource Center, the Kraemer Family Library, the College of Education, Student Success and the Pre-Collegiate Program—to coordinate and facilitate what will become the annual Mountain Lion Teaching and Learning Day—a campus-wide symposium which enabled more than 200 faculty, staff, and students at UCCS to compare best practices in the classroom, and engage in conversation about topics such as cultural responsiveness, diversity and inclusion, assessment, teaching and learning outside the classroom.

MOSAIC continues to supports UCCS's underrepresented students in multiple ways by offering a range of relevant programming, including workshops and discussion groups

such as the Diversity Dialogues, an open, identity-conscious discussion group which provides an opportunity for students' voices and perspectives to be heard on various social and cultural topics including, but not limited to race, class, gender, ethnicity, sexual orientation, and ability, etc.; the LGBTQ Non-Trad and Grad Discussion Group; and the Queer and Questioning Discussion Group.



During the 2018-2019 academic year, MOSAIC also hosted/co-hosted a series of special events. Among the highlights were a screening of *The Life and Death of Marsha P. Johnson*—a central figure in the LGBTQ+ liberation movement energized by the 1969 police raid on the Stonewall Inn; a national coming-out day celebration; an Indigenous People's Day Event; a Disability Poetry Night; an Hispanic Heritage Month Concert featuring Jarabe Mexicano; the Butterfly Project, presenting Jessica Lynn who shared her own and others' life stories as transgender, gender non-conforming, and genderqueer people; a Women's History Month storytelling event; a Black History Month Film Screening of *Black is Black Ain't*; a Multicultural Mixer; and a workshop titled *Unapologetic & Unafraid: Supporting Undocumented Students*, which provided education regarding the experiences of undocumented students and how to support and advocate for them.

The *Just Talk Series*—sponsored by the Kraemer Family Library—featured a range of presentations-discussions on topics such as race, ethnicity, gender, class and sexual identity. The office of Equity, Diversity and Inclusion co-sponsored several of these presentations, including one on Academic Freedom (which featured a representative from the national office of the AAUP), and a second conversation about the Constitution presented by a member of the ACLU.

In addition to supporting UCCS students with disabilities toward becoming confident, self-advocating and independent adults, the office of Disability Services teamed up

with Student Life in the fall of 2017 to host *American Horror Story* actress and comedian Naomi Grossman. Grossman spoke about the portrayal of people with disabilities in the media.

The office of Sustainability presented their annual Sustainability Summit titled “The Case for More Strategic Integration of Social Justice & Sustainability at UCCS.” And the UCCS Farm continued to provide food education to UCCS and beyond. In January 2019, the Farm hosted the annual Grain School, which attracted participants from across the world and educates its audience about topics such as environmental and food justice, sustainable living, etc.

UCCS Presents—which has a leadership team that includes 3 female Artistic Directors and 2 women of color—supports arts, culture, and community for UCCS and the Pikes Peak region. During the 2018-2019 academic year UCCS Presents featured a host of diverse professional arts programming, thereby cultivating a welcoming and inclusive environment for the UCCS community as well as the Colorado Springs community at large. The Artist Series, for example, featured nationally and internationally acclaimed performers including the Alvin Ailey dance troupe, Branford Marsalis, the Bill T. Jones/Arnie Zane Company, Ballet Folklórico de México de Amalia Hernández, and Grammy award-winning jazz singer Dianne Reeves.

In the same vein, the Gallery of Contemporary Art (GOCA) presented the exhibition *Lazy Stitch*, which highlighted the connection among human beings across land, race, culture, gender, and time. More specifically, four contemporary artists from diverse backgrounds worked in collaboration with Native American artist Cannupa Hanska Luger, who was consequently selected as the award winner of the inaugural \$50,000 Burke Prize for contemporary craft by the Museum of Arts and Design. And GOCA and the Department of Visual and Performing Arts (VAPA) presented several town halls including one titled ‘Race, Class and the American Theater’ and a second which focused on Immigration and the Arts. UCCS’s The Homefront Theater Project, in the same vein, collaboratively presented a production titled *Shakespeare’s War* at the United States Air Force Academy; and facilitated a discussion on *World War One and the Christmas Truce*.

Finally, THEATERWORKS presented *Raisin in the Sun* by Lorraine Hansberry; and commissioned *American Prom*, a new play by award-winning playwright, rapper, essayist and poet Idris Goodwin. In this contemporary coming-of-age story, a bi-racial young man and woman hold fast to their friendship despite the many obstacles that threaten their relationship.

The UCCS Heller Center—in collaboration with the Department of Visual and Performing Arts and The Public Theater of New York City—hosted artist and designer in residence Janani Balasubramanian, who introduced his new work “Rogue Objects” – a participatory game/theatre/movement event, which included students, UCCS faculty and staff as well as community members.

During the 2018-2019 academic year, Student Life coordinated a monthly Platinum Series with faculty and staff collaborators. Among the featured programming was a discussion of ‘White Supremacy & Free Speech’. Student Life also sponsored The Holocaust Remembrance Flag Display on the west lawn of the UCCS campus—where thousands of flags were on display, each color representing a different population that was lost during the Holocaust—and coordinated a Martin Luther King Remembrance Day. In the same vein, Student Life and Housing presented significant speakers Diane Guerrero, an actor and immigration rights activist, and Tarana Burke, the founder of the Me Too Movement in 2018 and 2019, respectively. And the Student Government Association hosted an Inclusivity Pledge Event as part of their *Let’s Talk* initiative, an annual event featuring round table discussions about various topics such as free speech, immigration, sexual assault, and mental health and well-being.

In June of 2018, the Matrix Center for the Advancement of Social Equity and Inclusion hosted its annual Knapsack Institute, which included nearly 40 university faculty, K-12 teachers, and participants representing non-profit and business communities from across the US, who seek to learn how to make their workplaces more equitable, diverse and inclusive. Throughout the academic year, the Matrix Center also provides grant opportunities to faculty, staff and students who wish to attend events, conferences and programs relevant to Center’s mission; publishes a bi-annual, on-line journal and a monthly newsletter, which aims at bridging the campus and community on issues of diversity and inclusion; and offers an on-line graduate certificate in Diversity, Social Equity and Inclusion for non-degree-seeking students.



Finally, the office of Veteran and Military Student Affairs, in collaboration with the Wellness Center, continues to offer trainings and self-care workshops that focus on mental health, trauma and disability, with a special focus on our veteran population.



University of Colorado
Colorado Springs

And the Office of Global Affairs and the Global Intercultural Research Center (GLINT) at UCCS present a variety of diverse programming. For example, Global Affairs encourages international students to attend events such as the new international student orientation and welcome reception, and hosts a series of workshops which provide information on subjects such as 4-5 Work Authorization, employment, internships and CPT. Each November, Global Affairs also hosts a variety of events during International Education Week. All of this programming promotes efforts to improve international student success, retention, and engagement with the UCCS campus and community. Likewise, the GLINT Talks Series featured workshops and presentations throughout the academic year on subjects ranging from Refugee Studies and the End of Neutrality and Who are the Stakeholders in Teaching About Palestine and Israel, to Exploring Transatlantic Perspectives on Cultural Identity: Contemporary Guatemalan Art, Securing Medieval Jewish and Muslim Manuscripts in Contemporary Spain, and A Muslim Marvel: Color Contrast in the Comic Book Series Ms. Marvel.

Quantitative Highlights for UCCS Diversity Report—2018-19

- Growth in undergraduate headcount at UCCS in the past year (up 1%) includes an even larger increase in the number of minority students (up 4.6%).
- The proportion of minority undergraduate students (34%) is one percentage point higher than last year, increasing in number by 160 students.
- 40% of incoming Colorado resident freshmen at UCCS are minority students.
- 7.9% of undergraduates are from multi-racial backgrounds, the most rapidly growing category since it was introduced in 2011.
- 29% 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% (from 1,985 to 2,046) while minority student population increased 21%, constituting 25% of the graduate student population.
- 32% of UCCS undergraduates are eligible for Federal Pell grants.
- 44% of baccalaureate degrees awarded in FY2018 were to Pell eligible students.
- Freshman retention rates remained at 62% among minority students who were first time freshmen. The retention rate for white, non-Hispanic students increased to 67%.
- The six-year graduation rate for white, non-Hispanic students who entered UCCS in 2012 was 45%. It was 39% for minority students.
- First generation students continue to form a substantial portion (25%) of the undergraduate student body.
- 20% of tenured/tenure track faculty are minorities, whereas 13% of non-tenure track are minorities.
- Females represent 42% of classified staff, 64% of exempt professionals, and 28% of officers. In these same categories, 33% of classified staff, 20% of exempt professionals, and 28% of officers are individuals from minority groups.

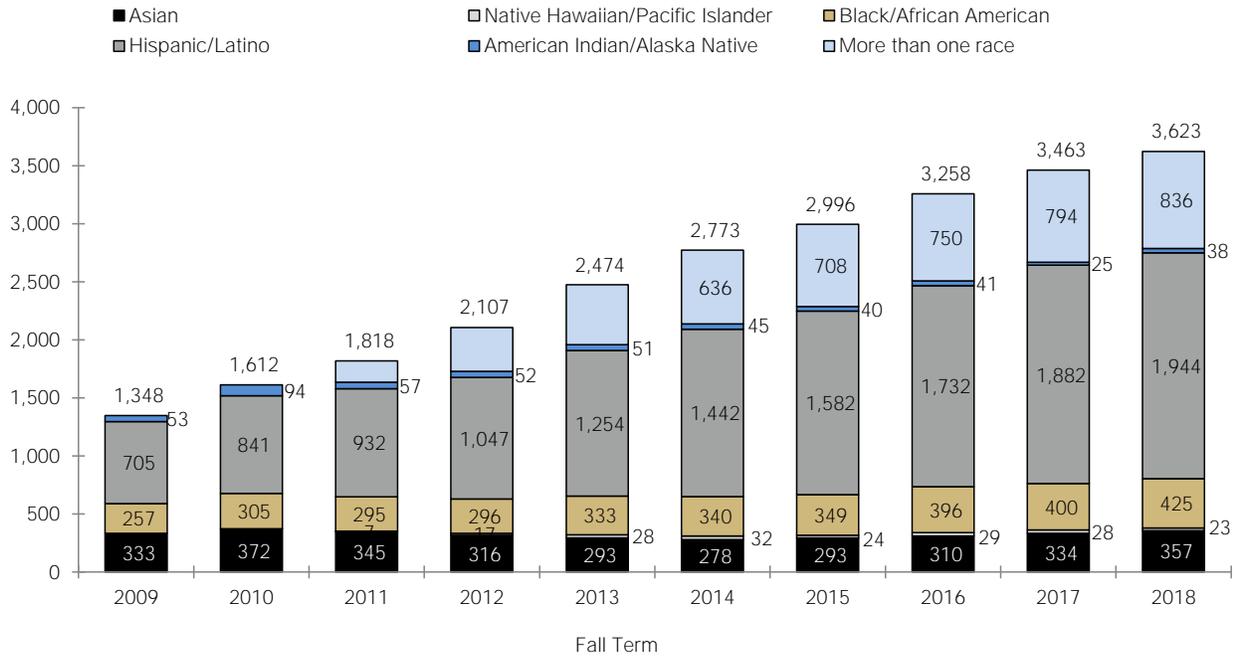
University of Colorado Colorado Springs

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



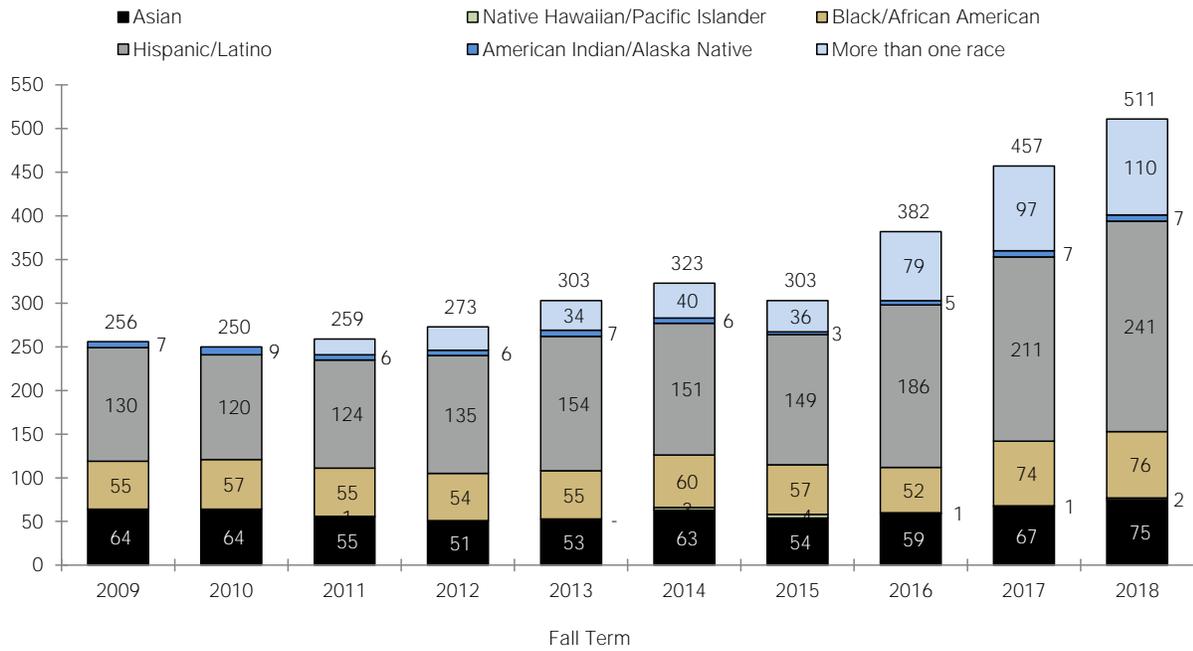
Race/Ethnicity	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Asian	333	372	345	316	293	278	293	310	334	357
Native Hawaiian/Pacific Islander	-	-	7	17	28	32	24	29	28	23
Black/African American	257	305	295	296	333	340	349	396	400	425
Hispanic/Latino	705	841	932	1,047	1,254	1,442	1,582	1,732	1,882	1,944
American Indian/Alaska Native	53	94	57	52	51	45	40	41	25	38
More than one race	-	-	182	379	515	636	708	750	794	836
White/Unknown	5,392	5,522	5,836	6,018	6,327	6,466	6,488	6,817	6,879	6,815
International	30	37	42	46	70	140	134	112	95	90
Total Enrollment	6,770	7,171	7,696	8,171	8,871	9,379	9,618	10,187	10,437	10,528
Minority Total	1,348	1,612	1,818	2,107	2,474	2,773	2,996	3,258	3,463	3,623
Minority as % of Total w/ International	20%	22%	24%	26%	28%	30%	31%	32%	33%	34%
Minority as % of Total w/o International*	20%	23%	24%	26%	28%	30%	32%	32%	33%	35%

Race/Ethnicity	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Asian	4.9%	5.2%	4.5%	3.9%	3.3%	3.0%	3.0%	3.0%	3.2%	3.4%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.1%	0.2%	0.3%	0.3%	0.2%	0.3%	0.3%	0.2%
Black/African American	3.8%	4.3%	3.8%	3.6%	3.8%	3.6%	3.6%	3.9%	3.8%	4.0%
Hispanic/Latino	10.4%	11.7%	12.1%	12.8%	14.1%	15.4%	16.4%	17.0%	18.0%	18.5%
American Indian/Alaska Native	0.8%	1.3%	0.7%	0.6%	0.6%	0.5%	0.4%	0.4%	0.2%	0.4%
More than one race	0.0%	0.0%	2.4%	4.6%	5.8%	6.8%	7.4%	7.4%	7.6%	7.9%
White/Unknown	79.6%	77.0%	75.8%	73.7%	71.3%	68.9%	67.5%	66.9%	65.9%	64.7%
International	0.4%	0.5%	0.5%	0.6%	0.8%	1.5%	1.4%	1.1%	0.9%	0.9%

* 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



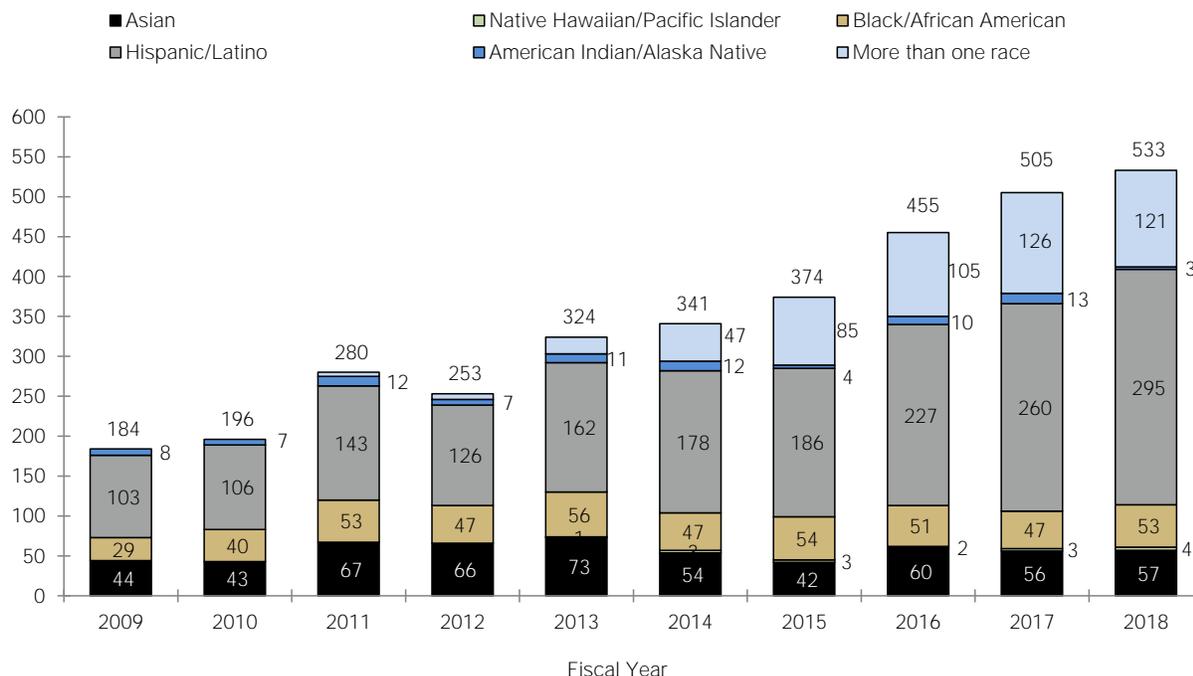
Race/Ethnicity	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Asian	64	64	55	51	53	63	54	59	67	75
Native Hawaiian/Pacific Islander	-	-	1	-	-	3	4	1	1	2
Black/African American	55	57	55	54	55	60	57	52	74	76
Hispanic/Latino	130	120	124	135	154	151	149	186	211	241
American Indian/Alaska Native	7	9	6	6	7	6	3	5	7	7
More than one race	-	-	18	27	34	40	36	79	97	110
White/Unknown	1,415	1,419	1,301	1,244	1,280	1,258	1,230	1,292	1,395	1,428
International	23	52	65	89	144	172	148	134	133	107
Total Enrollment	1,694	1,721	1,625	1,606	1,727	1,753	1,681	1,808	1,985	2,046
Minority Total	256	250	259	273	303	323	303	382	457	511
Minority as % of Total w/ International	15%	15%	16%	17%	18%	18%	18%	21%	23%	25%
Minority as % of Total w/o International*	15%	15%	17%	18%	19%	20%	20%	23%	25%	26%

Race/Ethnicity	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Asian	3.8%	3.7%	3.4%	3.2%	3.1%	3.6%	3.2%	3.3%	3.4%	3.7%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.1%	0.0%	0.0%	0.2%	0.2%	0.1%	0.1%	0.1%
Black/African American	3.2%	3.3%	3.4%	3.4%	3.2%	3.4%	3.4%	2.9%	3.7%	3.7%
Hispanic/Latino	7.7%	7.0%	7.6%	8.4%	8.9%	8.6%	8.9%	10.3%	10.6%	11.8%
American Indian/Alaska Native	0.4%	0.5%	0.4%	0.4%	0.4%	0.3%	0.2%	0.3%	0.4%	0.3%
More than one race	0.0%	0.0%	1.1%	1.7%	2.0%	2.3%	2.1%	4.4%	4.9%	5.4%
White/Unknown	83.5%	82.5%	80.1%	77.5%	74.1%	71.8%	73.2%	71.5%	70.3%	69.8%
International	1.4%	3.0%	4.0%	5.5%	8.3%	9.8%	8.8%	7.4%	6.7%	5.2%

* 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

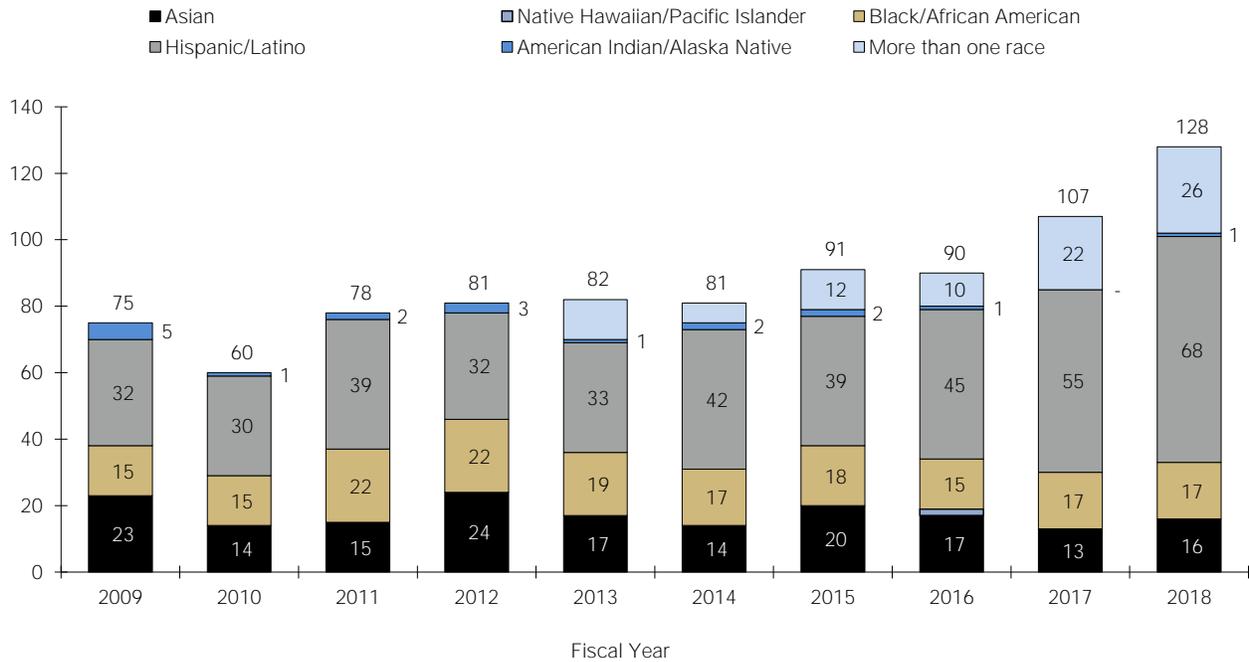


Race/Ethnicity	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Asian	44	43	67	66	73	54	42	60	56	57
Native Hawaiian/Pacific Islander	-	-	-	-	1	3	3	2	3	4
Black/African American	29	40	53	47	56	47	54	51	47	53
Hispanic/Latino	103	106	143	126	162	178	186	227	260	295
American Indian/Alaska Native	8	7	12	7	11	12	4	10	13	3
More than one race	-	-	5	7	21	47	85	105	126	121
White/Unknown	1,037	1,028	1,042	1,145	1,071	1,220	1,175	1,265	1,327	1,290
International	4	4	5	7	2	2	15	11	13	19
Total Degrees Awarded	1,225	1,228	1,327	1,405	1,397	1,563	1,564	1,731	1,845	1,842
Minority Total	184	196	280	253	324	341	374	455	505	533
Minority as % of Total w/ International	15%	16%	21%	18%	23%	22%	24%	26%	27%	29%
Minority as % of Total w/o International*	15%	16%	21%	18%	23%	22%	24%	26%	28%	29%
Asian	3.6%	3.5%	5.0%	4.7%	5.2%	3.5%	2.7%	3.5%	3.0%	3.1%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.1%	0.2%	0.2%	0.1%	0.2%	0.2%
Black/African American	2.4%	3.3%	4.0%	3.3%	4.0%	3.0%	3.5%	2.9%	2.5%	2.9%
Hispanic/Latino	8.4%	8.6%	10.8%	9.0%	11.6%	11.4%	11.9%	13.1%	14.1%	16.0%
American Indian/Alaska Native	0.7%	0.6%	0.9%	0.5%	0.8%	0.8%	0.3%	0.6%	0.7%	0.2%
More than one race	0.0%	0.0%	0.4%	0.5%	1.5%	3.0%	5.4%	6.1%	6.8%	6.6%
White/Unknown	84.7%	83.7%	78.5%	81.5%	76.7%	78.1%	75.1%	73.1%	71.9%	70.0%
International	0.3%	0.3%	0.4%	0.5%	0.1%	0.1%	1.0%	0.6%	0.7%	1.0%

* 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

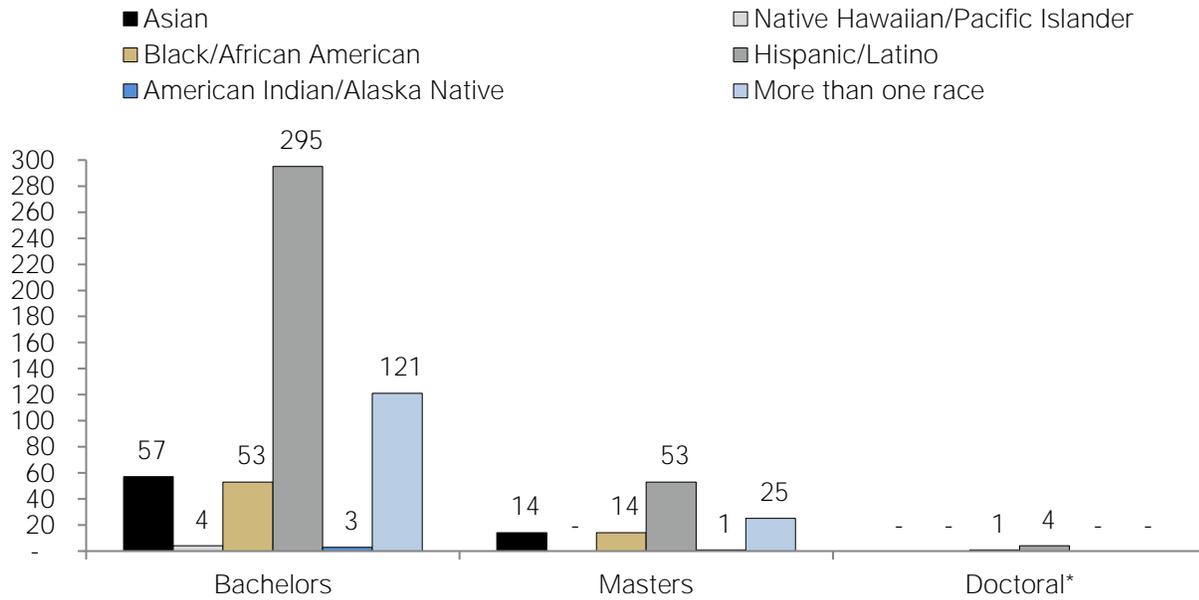


Race/Ethnicity	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Asian	23	14	15	24	17	14	20	17	13	16
Native Hawaiian/Pacific Islander	-	-	-	-	-	-	-	2	-	-
Black/African American	15	15	22	22	19	17	18	15	17	17
Hispanic/Latino	32	30	39	32	33	42	39	45	55	68
American Indian/Alaska Native	5	1	2	3	1	2	2	1	-	1
More than one race	-	-	-	-	12	6	12	10	22	26
White/Unknown	459	451	465	424	417	389	401	395	451	390
International	7	2	6	11	18	34	49	62	44	46
Total Degrees Awarded	541	513	549	516	517	504	541	547	602	564
Minority Total	75	60	78	81	82	81	91	90	107	128
Minority as % of Total w/ International	14%	12%	14%	16%	16%	16%	17%	16%	18%	23%
Minority as % of Total w/o International*	14%	12%	14%	16%	16%	17%	18%	19%	19%	25%

Race/Ethnicity	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Asian	4.3%	2.7%	2.7%	4.7%	3.3%	2.8%	3.7%	3.1%	2.2%	2.8%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.4%	0.0%	0.0%
Black/African American	2.8%	2.9%	4.0%	4.3%	3.7%	3.4%	3.3%	2.7%	2.8%	3.0%
Hispanic/Latino	5.9%	5.8%	7.1%	6.2%	6.4%	8.3%	7.2%	8.2%	9.1%	12.1%
American Indian/Alaska Native	0.9%	0.2%	0.4%	0.6%	0.2%	0.4%	0.4%	0.2%	0.0%	0.2%
More than one race	0.0%	0.0%	0.0%	0.0%	2.3%	1.2%	2.2%	1.8%	3.7%	4.6%
White/Unknown	84.8%	87.9%	84.7%	82.2%	80.7%	77.2%	74.1%	72.2%	74.9%	69.1%
International	1.3%	0.4%	1.1%	2.1%	3.5%	6.7%	9.1%	11.3%	7.3%	8.2%

* 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."

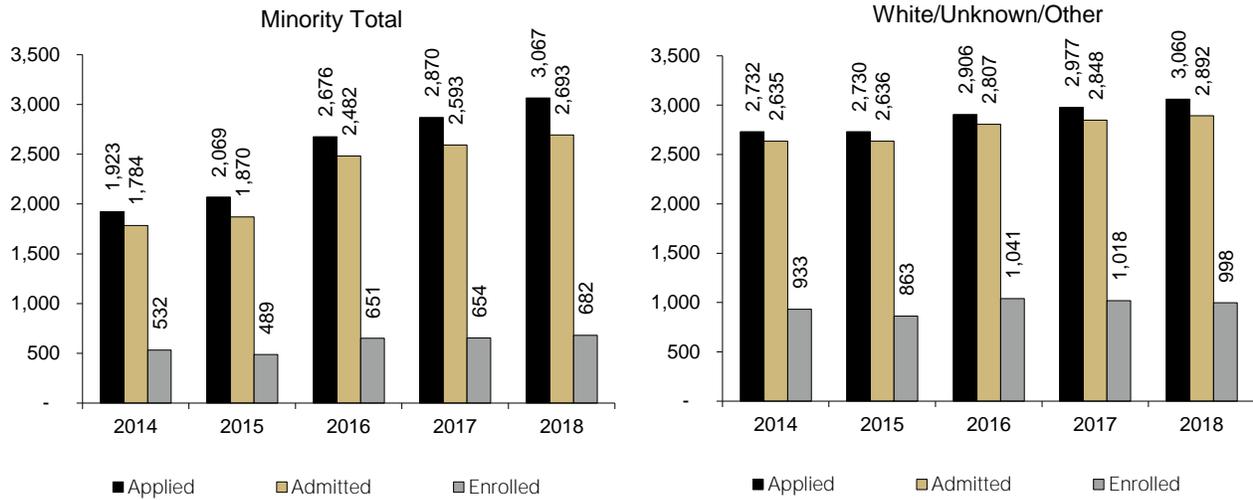
University of Colorado Colorado Springs
 Degrees Awarded by Race/Ethnicity
 Fiscal Year 2018



Race/Ethnicity	Bachelors	Masters	Doctoral*	Total
Asian	57	14	-	73
Native Hawaiian/Pacific Islander	4	-	-	4
Black/African American	53	14	1	70
Hispanic/Latino	295	53	4	363
American Indian/Alaska Native	3	1	-	4
More than one race	121	25	-	147
White/Unknown	1,290	335	15	1,680
International	19	39	7	65
Total Degrees Awarded	1,842	481	27	2,406
Minority Total	533	107	5	661

*Doctoral includes PhD and DNP.

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



Asian

Fall Term	Applied	Admitted	Enrolled
2014	150	147	43
2015	167	158	43
2016	197	194	64
2017	216	209	53
2018	227	217	62

Native Hawaiian/Pacific Islander

Fall Term	Applied	Admitted	Enrolled
2014	10	10	4
2015	6	5	3
2016	15	15	4
2017	9	7	3
2018	14	13	5

Black/African American

Fall Term	Applied	Admitted	Enrolled
2014	216	186	61
2015	250	214	51
2016	333	302	78
2017	304	253	64
2018	357	284	78

Hispanic/Latino

Fall Term	Applied	Admitted	Enrolled
2014	1,207	1,123	298
2015	1,272	1,152	278
2016	1,713	1,572	362
2017	1,895	1,715	390
2018	2,017	1,757	380

American Indian/Alaska Native

Fall Term	Applied	Admitted	Enrolled
2014	11	11	5
2015	13	11	3
2016	10	9	4
2017	14	11	5
2018	15	14	5

More than one race

Fall Term	Applied	Admitted	Enrolled
2014	329	307	121
2015	361	330	111
2016	408	390	139
2017	432	398	139
2018	437	408	152

White/Unknown/Other

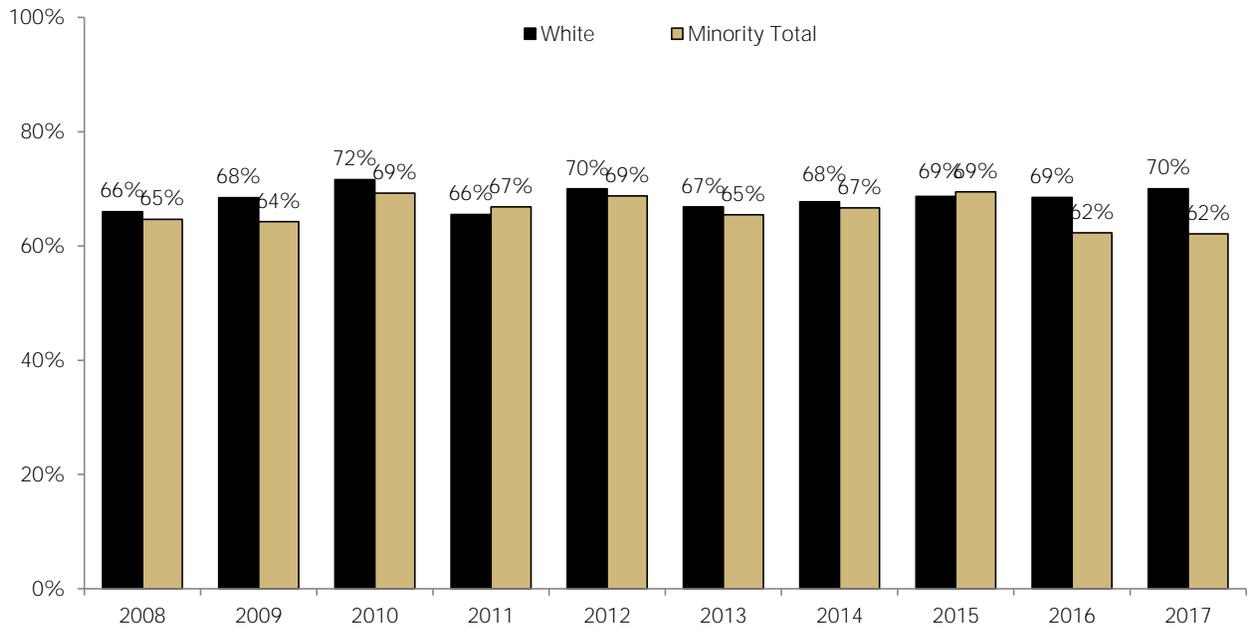
Fall Term	Applied	Admitted	Enrolled
2014	2,732	2,635	933
2015	2,730	2,636	863
2016	2,906	2,807	1,041
2017	2,977	2,848	1,018
2018	3,060	2,892	998

Total

Fall Term	Applied	Admitted	Enrolled
2014	4,655	4,419	1,465
2015	4,799	4,506	1,352
2016	5,582	5,289	1,692
2017	5,847	5,441	1,672
2018	6,127	5,585	1,680

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

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

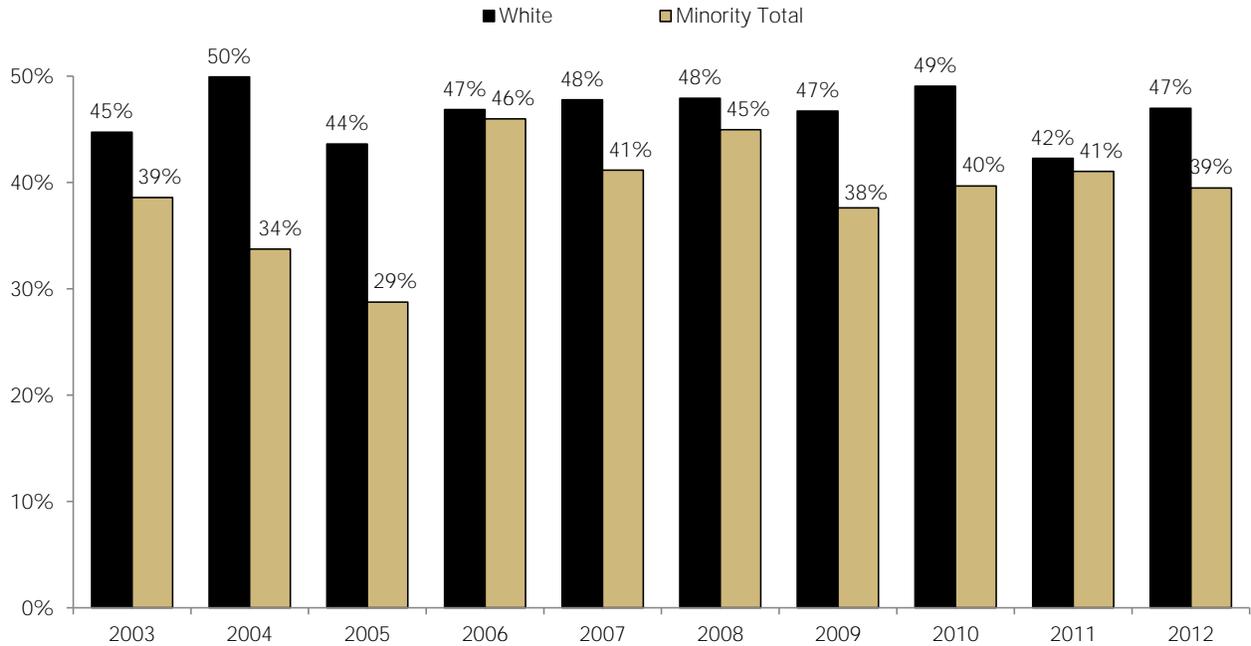


Fall Term First-Year Student Cohort

First-year Cohort	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Asian	56	65	44	60	48	46	47	54	70	61
Native Hawaiian/Pacific Islander	-	-	-	2	4	9	6	3	6	4
Black/African American	39	36	39	51	43	71	70	60	80	79
Hispanic/Latino	126	138	184	179	244	295	337	316	410	452
American Indian/Alaska Native	11	10	9	7	3	3	5	4	5	7
White	871	783	821	925	947	1,016	1,094	993	1,210	1,251
Other/Unknown	52	61	19	38	19	4	6	4	5	12
International	3	4	7	9	7	13	10	11	14	14
Total	1,106	1,036	1,156	1,352	1,447	1,580	1,722	1,581	1,961	2,045
Minority Total	232	249	309	380	474	547	612	573	732	768

Percent Enrolled One Year Later	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Asian	71%	75%	82%	82%	60%	72%	81%	80%	73%	66%
Native Hawaiian/Pacific Islander	0%	0%	0%	50%	100%	67%	50%	100%	83%	50%
Black/African American	67%	56%	56%	57%	72%	59%	61%	78%	64%	56%
Hispanic/Latino	60%	62%	68%	66%	69%	65%	66%	65%	59%	60%
American Indian/Alaska Native	73%	60%	78%	57%	100%	67%	60%	75%	40%	71%
White	66%	68%	72%	66%	70%	67%	68%	69%	69%	70%
Other/Unknown	85%	62%	68%	58%	74%	75%	83%	100%	80%	83%
International	67%	100%	71%	56%	100%	85%	60%	91%	79%	86%
Total	66%	68%	71%	66%	70%	67%	67%	69%	66%	67%
Minority Total	65%	64%	69%	67%	69%	65%	67%	69%	62%	62%

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



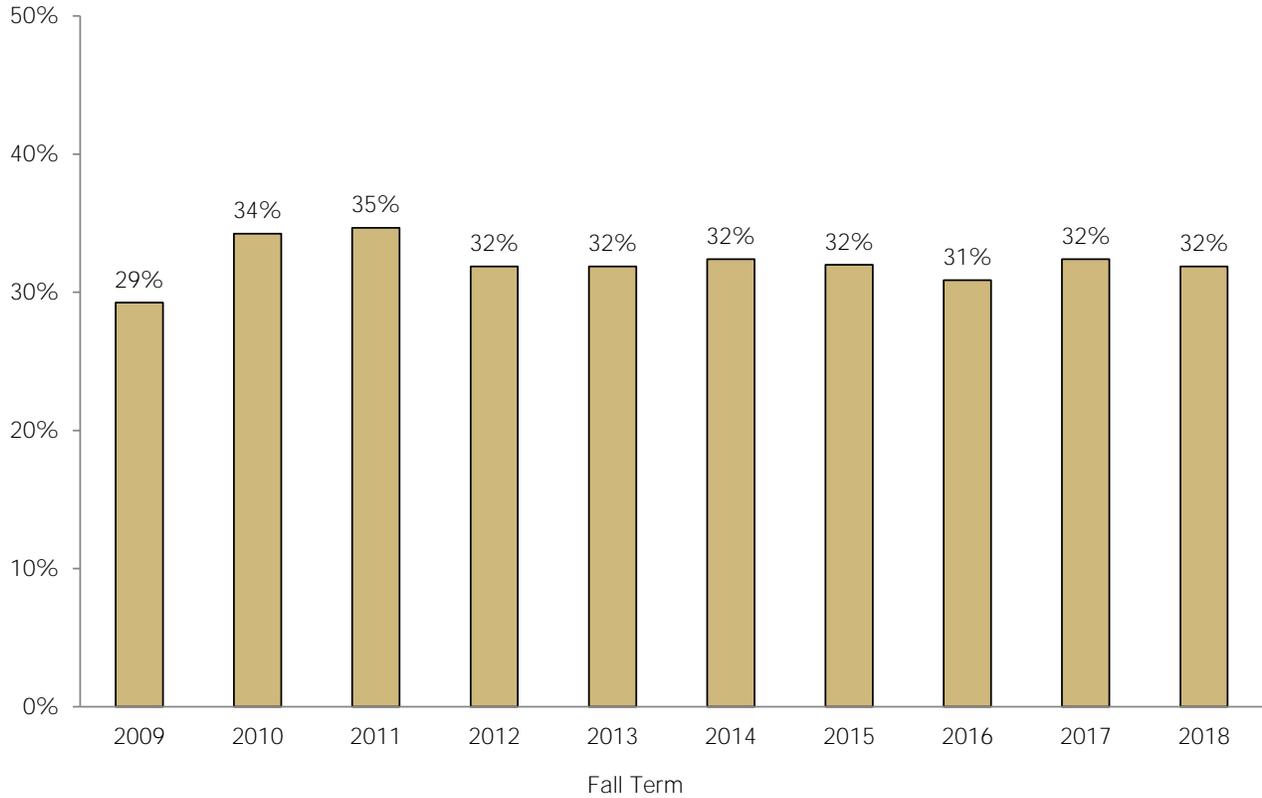
Fall Term Student Cohort

Undergraduate Cohort*	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Asian	39	44	42	46	62	50	53	42	60	47
Black/African American	24	34	28	29	32	32	35	38	50	38
Hispanic/Latino	71	76	89	93	111	116	130	181	180	222
American Indian/Alaska Native	6	9	8	6	4	11	10	6	7	3
White	673	703	745	698	676	814	745	799	925	879
Unknown	40	30	42	49	45	47	56	18	38	16
International	4	2	3	2	4	3	4	7	9	2
Total	857	898	957	923	934	1073	1039	1124	1352	1330
Minority Total	101	119	125	128	147	159	181	258	320	386

Six-Year Graduation Rate	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Asian	33%	39%	31%	43%	37%	52%	45%	38%	53%	45%
Black/African American	50%	15%	36%	34%	44%	41%	37%	34%	28%	29%
Hispanic/Latino	41%	42%	27%	52%	41%	42%	35%	39%	42%	40%
American Indian/Alaska Native	0%	11%	13%	33%	75%	55%	10%	50%	29%	33%
White	45%	50%	44%	47%	48%	48%	47%	49%	42%	47%
Unknown	25%	27%	60%	39%	42%	60%	29%	56%	37%	50%
International	75%	0%	67%	0%	25%	33%	75%	29%	33%	50%
Total	43%	46%	42%	46%	46%	48%	44%	47%	42%	45%
Minority Total	39%	34%	29%	46%	41%	45%	38%	40%	41%	39%

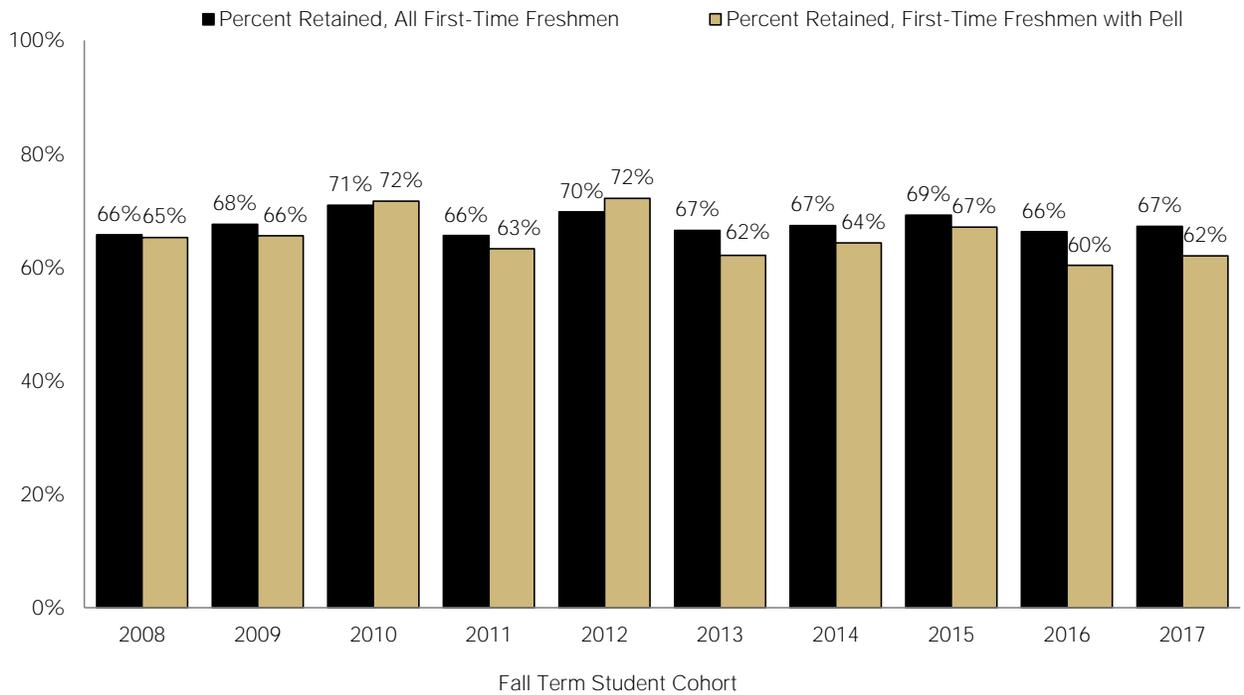
* Cohorts include first-time first-year full-time students entering in the Fall semester.

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



	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Total UG Pell recipients enrolled	1,980	2,455	2,668	2,604	2,827	3,039	3,076	3,146	3,380	3,355
% of Total UG Enrollment	29%	34%	35%	32%	32%	32%	32%	31%	32%	32%

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

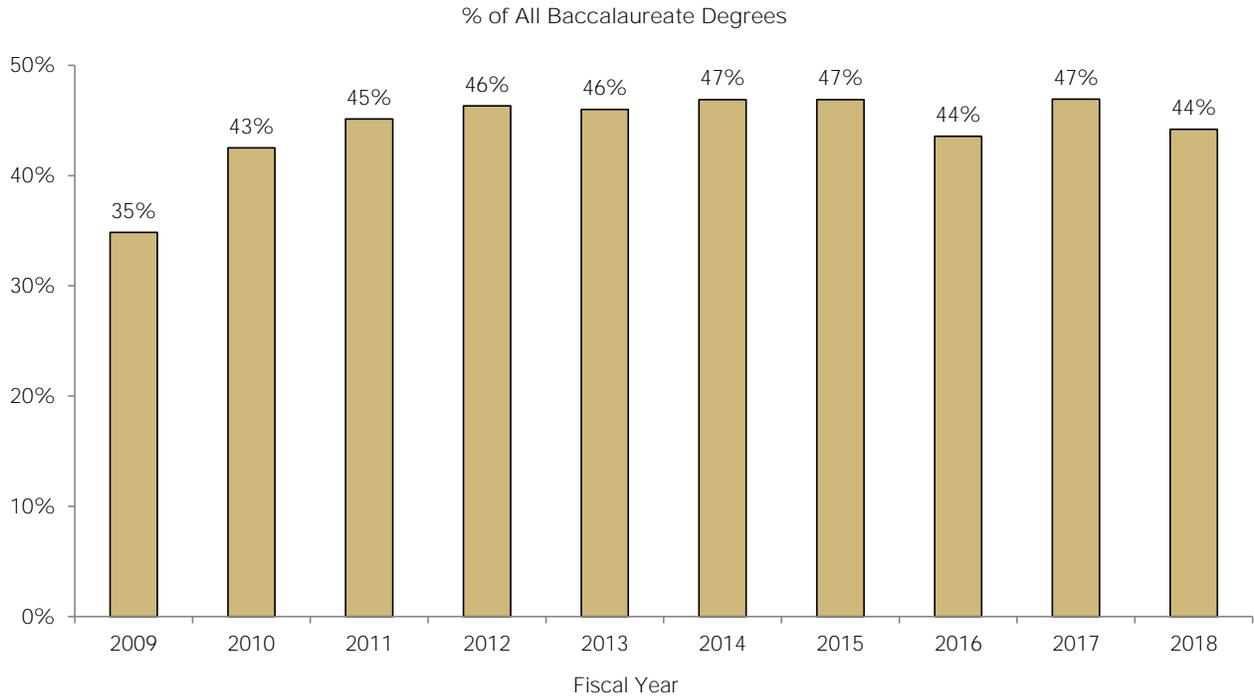


	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
First-Year Student Cohorts*	236	296	339	433	420	499	510	501	595	645
Number Retained**	154	194	243	274	303	310	328	336	359	400
Percent Retained, First-Time Freshmen with Pell	65%	66%	72%	63%	72%	62%	64%	67%	60%	62%
Percent Retained, All First-Time Freshmen	66%	68%	71%	66%	70%	67%	67%	69%	66%	67%

* 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

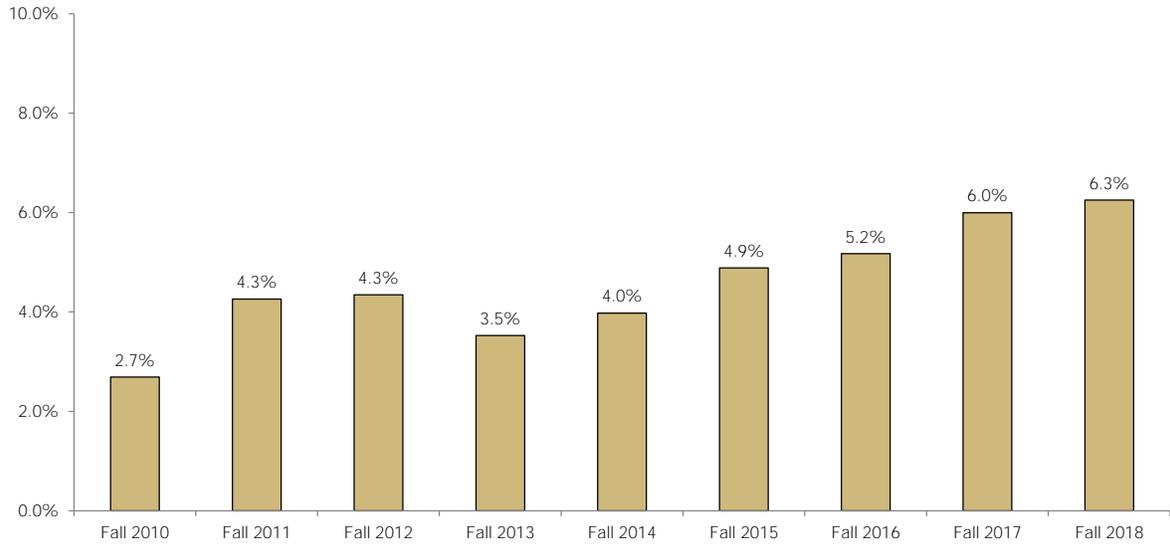


	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Baccalaureate Degrees Awarded to Pell Recipients*	427	522	599	651	610	733	698	754	866	814
% of Total Baccalaureate Degrees	35%	43%	45%	46%	46%	47%	47%	44%	47%	44%

* counted if student was ever a Pell recipient

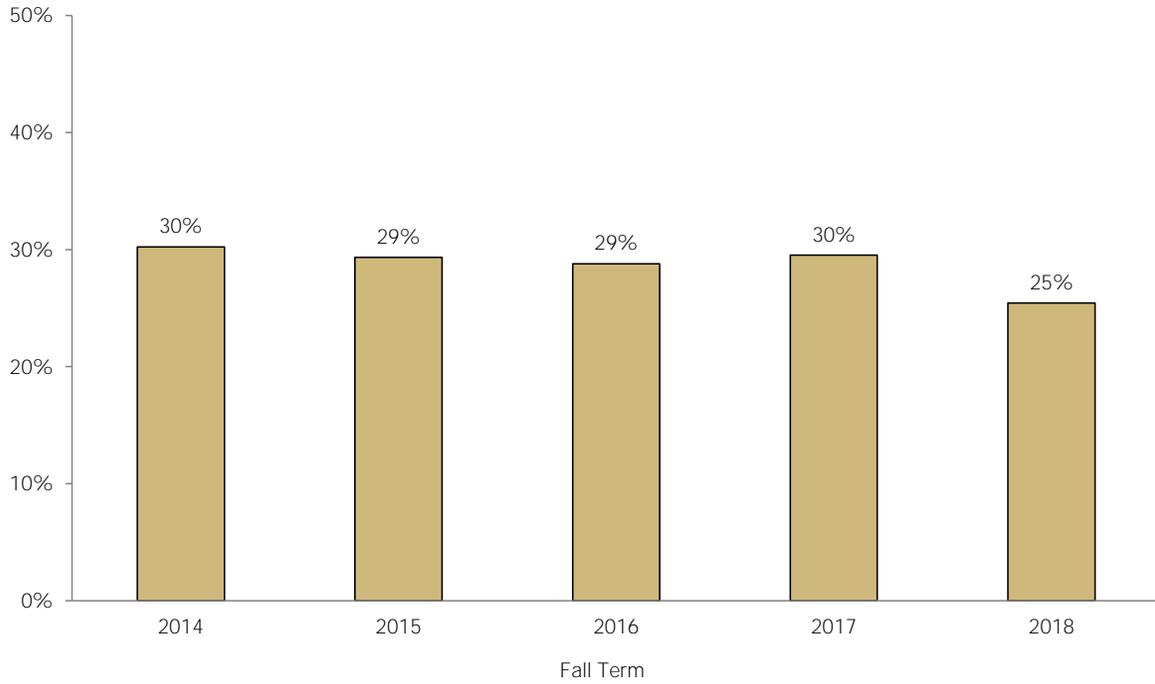
University of Colorado Colorado Springs
Enrollment of Students with Disabilities

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	Fall 2017	Fall 2018
Number of undergraduates registered with Office of Disability Services	193	328	355	313	373	470	527	626	658
Percent of all undergraduates	2.7%	4.3%	4.3%	3.5%	4.0%	4.9%	5.2%	6.0%	6.3%

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

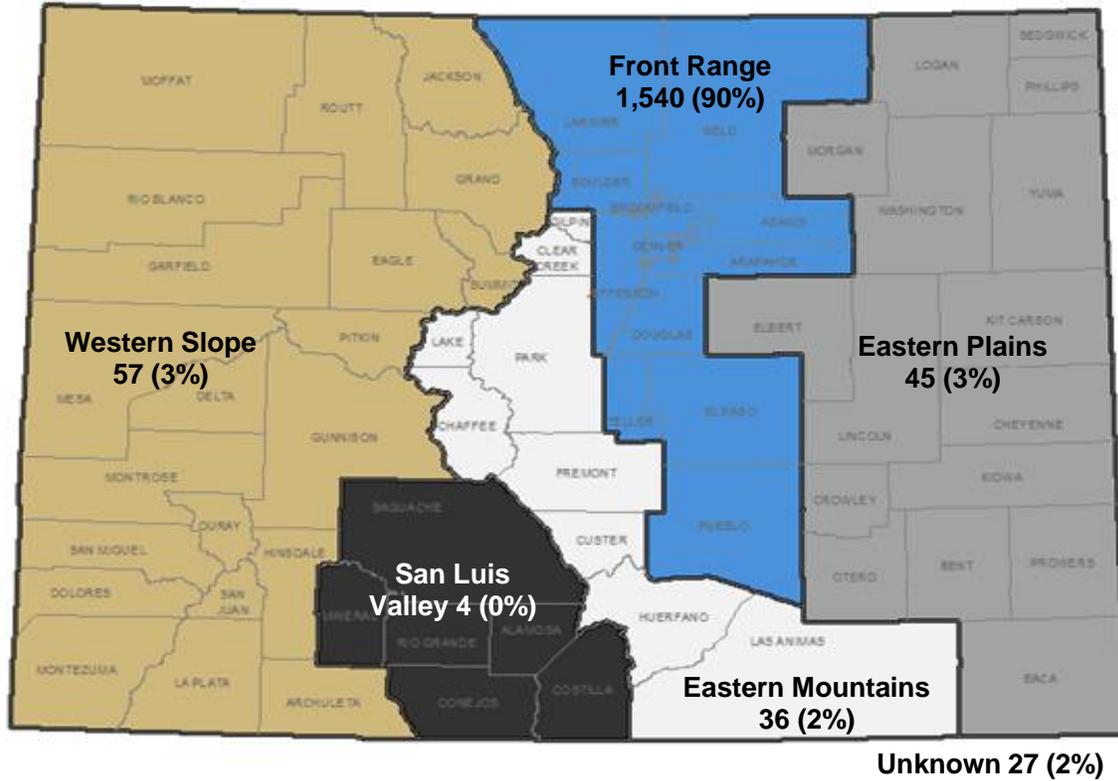


	2014	2015	2016	2017	2018
Total UG First Generation Enrolled	2,835	2,821	2,932	3,082	2,679
% of Total UG Enrollment	30%	29%	29%	30%	25%

* 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 2018
 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 2018	
		Enrolled ²	Percent
Eastern Mountains	2%	36	2%
Eastern Plains	3%	45	3%
Front Range	83%	1,540	90%
San Luis Valley	1%	4	0%
Western Slope	10%	57	3%
Unknown	2%	27	2%
Total	100%	1,709	100%

¹ Distribution of 12th grade students enrolled in Colorado Public Schools based on school district enrollment, fall 2017. 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/puplcurrent.htm>

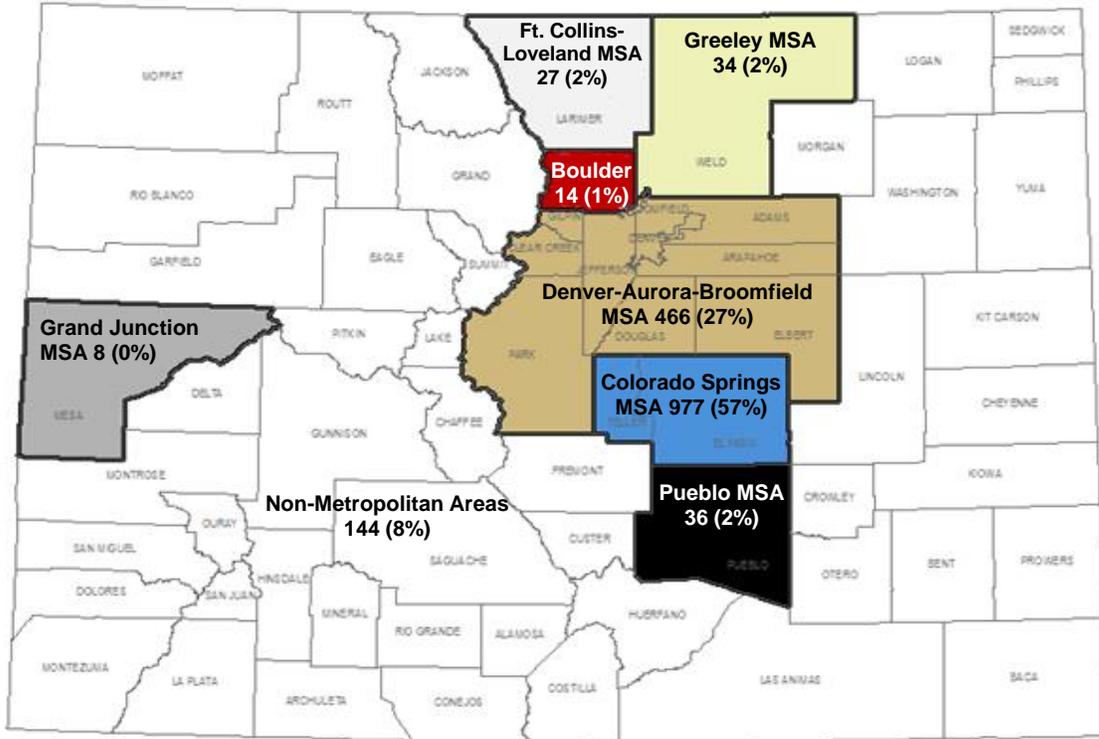
² Home region of new resident freshmen based on county at time of admission. Data source: SURDS Enrollment File (with new freshmen defined by CU registration type)

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 2018
 Home Region: Metropolitan and Non-Metropolitan Areas

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



MSA=Metropolitan Statistical Area

Unknown MSA 3 (0%)

Metro Area	12th Graders Enrolled in CO Public Schools ¹	UCCS New Resident Freshmen, Fall 2018	
		Enrolled ²	Percent
Boulder MSA	8%	14	1%
Colorado Springs MSA	14%	977	57%
Denver-Aurora-Broomfield MSA	49%	466	27%
Fort Collins-Loveland MSA	5%	27	2%
Grand Junction MSA	3%	8	0%
Greeley MSA	5%	34	2%
Pueblo MSA	3%	36	2%
Non-Metro	14%	144	8%
Unknown	0%	3	0%
Total	100%	1,709	100%

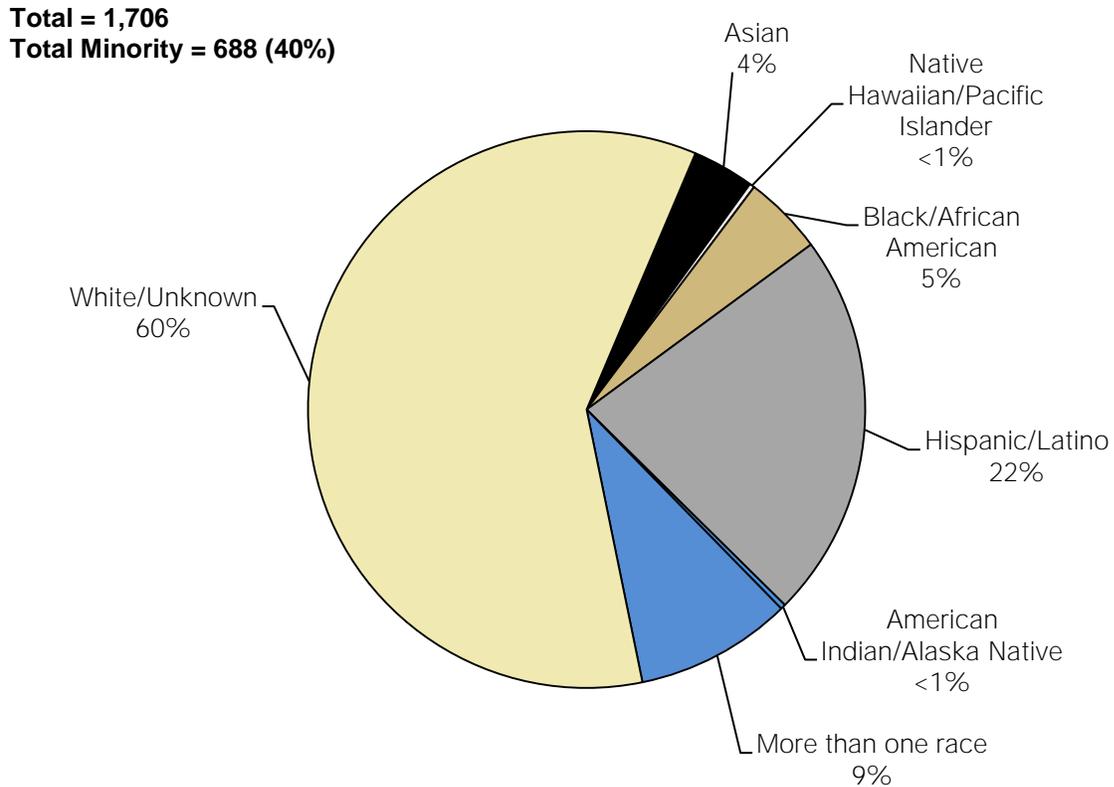
¹ Distribution of 12th grade students enrolled in Colorado Public Schools based on school district enrollment, fall 2017. Students in the "unknown" category attended BOCES, the Colorado Charter School Institute, or a Colorado Detention Center. Data source: Colorado Department of Education, <http://www.cde.state.co.us/cdereval/pupilcurrent.htm>

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 2018
 (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
 Faculty and Staff, Fall 2018

Notes: Includes all employees reported for IPEDS HR for Fall 2018. Excludes student and other temporary employees.

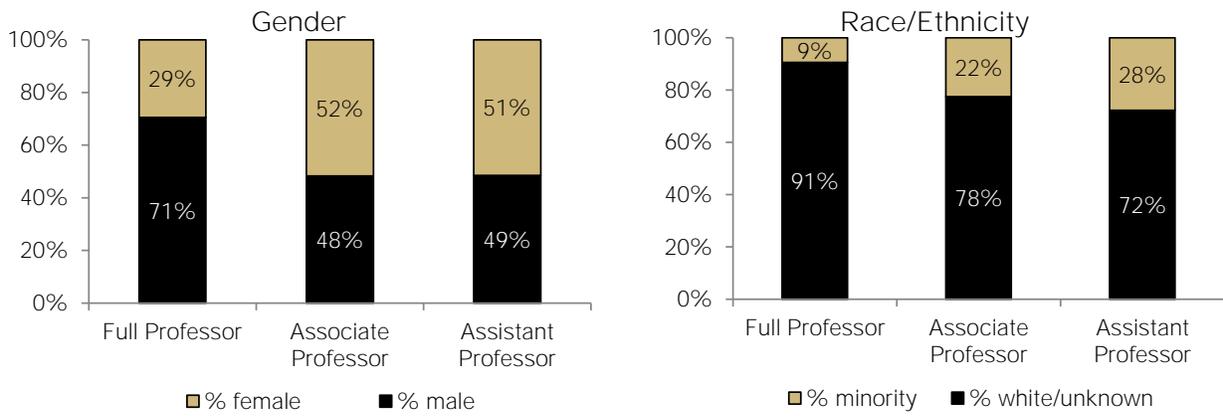
* Minority total includes more than one race and excludes white, unknown, international. Minority percentage calculation does not include the international population.

	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	821	452	55%	369	45%	131	16%	20	4	48	-	44	15	620	70
Instructional Faculty	484	256	53%	228	47%	83	17%	8	3	39	-	25	8	363	38
Tenured/Tenure Track	275	123	45%	152	55%	56	20%	6	2	32	-	13	3	201	18
Full Professor	85	25	29%	60	71%	8	9%	-	-	5	-	3	-	74	3
Associate Professor	89	46	52%	43	48%	20	22%	2	1	9	-	7	1	65	4
Assistant Professor	101	52	51%	49	49%	28	28%	4	1	18	-	3	2	62	11
Non-Tenure Track	209	133	64%	76	36%	27	13%	2	1	7	-	12	5	162	20
Sr. Instructor	104	70	67%	34	33%	15	14%	1	1	2	-	8	3	87	2
Instructor	105	63	60%	42	40%	12	11%	1	-	5	-	4	2	75	18
Clinical Faculty	15	13	87%	2	13%	1	7%	-	-	1	-	-	-	14	-
Research Faculty	21	12	57%	9	43%	4	19%	1	-	1	-	2	-	16	1
Other Faculty	301	171	57%	130	43%	43	14%	11	1	7	-	17	7	227	31
Staff	799	464	58%	335	42%	187	23%	41	5	24	4	98	15	585	27
Officers	18	5	28%	13	72%	5	28%	1	-	2	-	2	-	11	2
Management/Other Professionals/S	781	459	59%	322	41%	182	23%	40	5	22	4	96	15	574	25
Exempt Professionals	587	377	64%	210	36%	118	20%	27	4	16	2	56	13	450	19
Classified Staff	194	82	42%	112	58%	64	33%	13	1	6	2	40	2	124	6
Faculty/Staff Total	1,620	916	57%	704	43%	318	20%	61	9	72	4	142	30	1,205	97

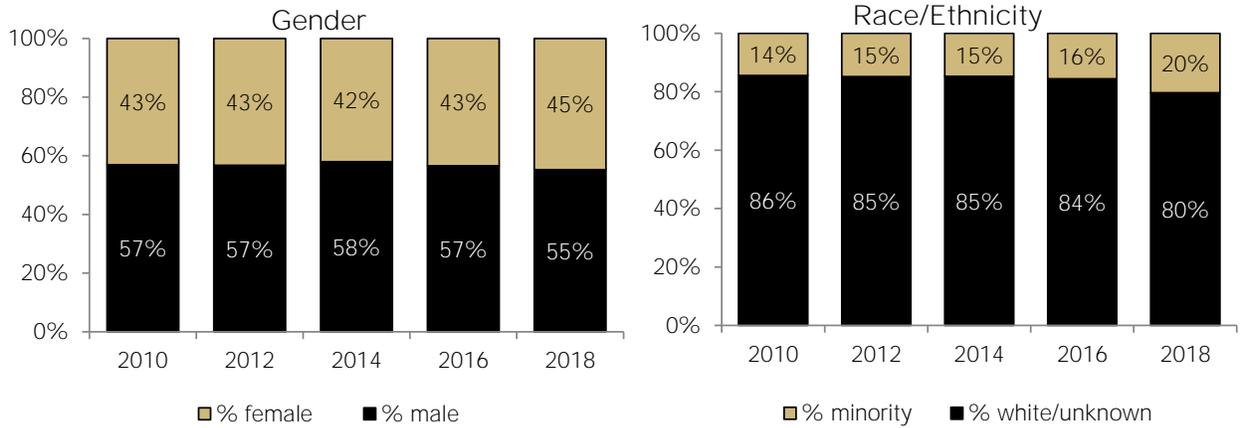
Notes: Includes full-time and part-time employees but only one position per person. Student positions are excluded.

University of Colorado Colorado Springs

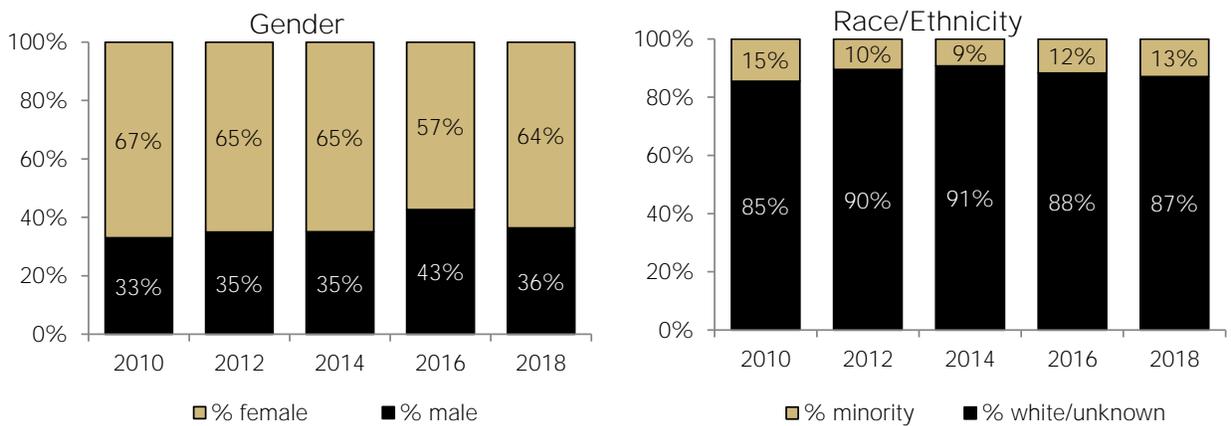
Instructional Faculty, Fall 2018 Tenured/Tenure Track



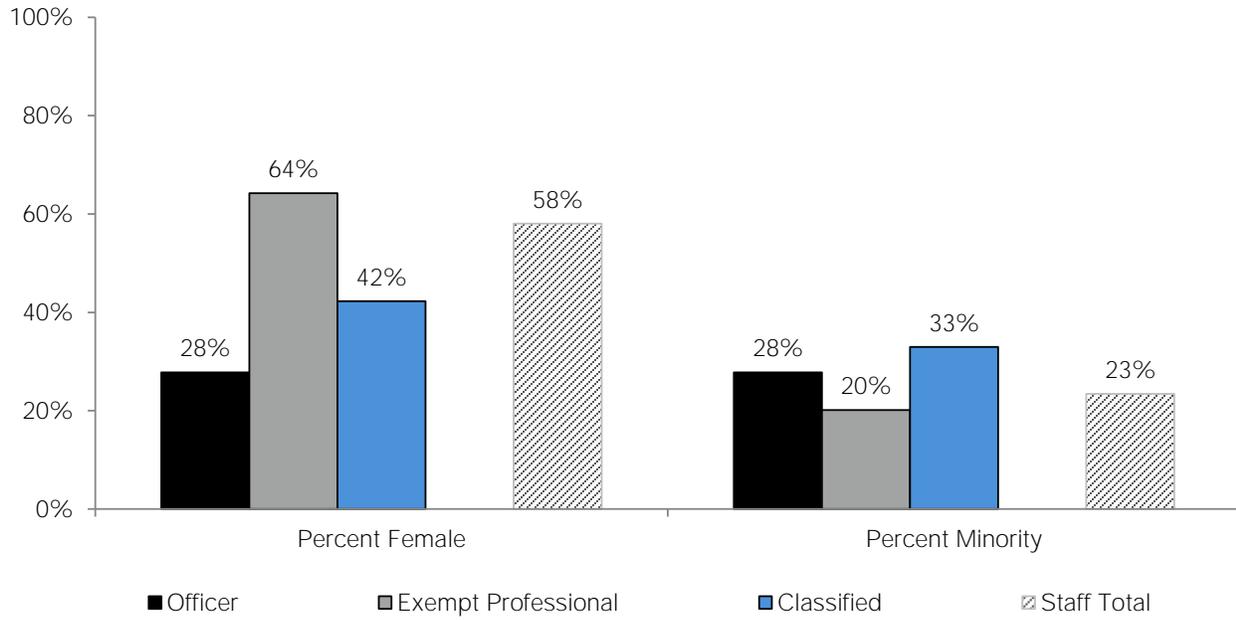
Instructional Faculty, Fall 2010 - Fall 2018 Tenured/Tenure Track Faculty All Ranks Combined



Non-Tenure Track Faculty



University of Colorado Colorado Springs
Staff Diversity, Fall 2018





University of Colorado
Denver | Anschutz Medical Campus

2018-19 Diversity Report

Office of Diversity & Inclusion

Office of Institutional Research

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. Goals and objectives of this 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.

To achieve diversity goals, the Office of Diversity and Inclusion (ODI) is taking a strategic, systemic, and sustainable approach by serving, supporting, and collaborating with a wide range of offices, initiatives, programs, and individuals. During 2018-2019, the ODI provided and co-sponsored a variety of services and programs to cultivate an equitable, inclusive workplace and educational environment. In addition, many of our schools, colleges and 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 community activities.



On October 28, 2018, the Chancellor's Diversity Showcase at CU Denver exhibited and celebrated the rich variety of programs, initiatives and projects striving to accomplish diversity and inclusion goals. The well-attended event featured all of the major schools/colleges, and numerous other programs and organizations.

In 2017, Chancellor Don Elliman provided financial support to the Anschutz Inclusivity Alliance, a group of staff, faculty and students that promotes cultural humility and embracing differences. In 2018-19, the Alliance used funds to present a series of interactive events on cultivating equity, and to fund small grants.

During 2018-2019, under the leadership of the Vice Chancellor for Diversity and Inclusion, the Council on Diversity and Equity in HR Practices made progress toward its goals to review, revise, develop, and advocate for human resource practices and policies related to enhancing diversity and fostering a culture of inclusion. Council members are staff employed in HR roles on both campuses. The council formalized various strategies and techniques, including implicit bias training for search committees, providing guidelines for inclusive interaction for search committees, and tailoring a question bank on diversity and inclusion (and a rubric to assess the responses) for job applicants. Goals for this year include institutionalizing some of the processes they have developed, launching a resource website and requesting funds for a new position (Equity and Inclusion Program Manager).



On both campuses, groups and individuals are collaborating with new and ongoing partners. For example, the Office of Inclusion and Outreach created a partner office with CU Denver’s Undocumented Student Services. The two offices have collaborated to identify resources and to sponsor various events. In addition, the Community-Campus Partnership continues to increase 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.



Campus Quantitative Highlights for 2018-2019

- The proportion and number of undergraduate students of color at the combined Denver Campus and Anschutz Medical Campus have increased each year since 2007, reaching 49% for Fall 2018.
- The proportion and number of undergraduate students of color at the Denver Campus have increased each year since 2009, reaching 50% for Fall 2018.
- The proportion of undergraduate students of color at the Anschutz Medical Campus was 33% in Fall 2018.
- The number and proportion of graduate students of color at the combined campuses have consistently increased over the last several years, peaking at 1,280 and 24% in Fall 2018 at the combined campuses.
- From the fall semester of 2009, the percentage of health professional students of color at the Anschutz Medical Campus has climbed from 21% (332) to 31% (617) enrolled in Fall 2018.
- The percent of baccalaureate degrees awarded to students of color at the combined Denver Campus and Anschutz Medical Campus declined from a high of 38% in FY2017 to 37% in FY 2018.
- The Denver Campus awarded more baccalaureate degrees to students of color than ever before, 2,099, while the percentage share of total degrees declined from a high of 40% in fiscal year 2017 to 39% in FY 2018.
- The number 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. FY 2018 statistics are 68 and 23%.
- The proportion of graduate degrees conferred to students of color at the combined Denver Campus and Anschutz Medical Campus has increased to 18%.
- The proportion of graduate degrees conferred to students of color at the Denver Campus has been 18% for the last three fiscal years.
- Graduate degrees conferred to students of color at the Anschutz Medical Campus has ranged from 11 to 20 percent between 2008 and 2017. The most recent year reflects the most degrees awarded to students of color (111), representing 20% of those degrees.
- The proportion of doctoral professional practice degrees conferred to students of color at the Anschutz Medical Campus remained fairly consistent from 2008 to 2013, ranging from 20 to 23%. In more recent years, the percentages have fluctuated from 25% to 28%. FY 2018 reflects the highest percentage (29%) of professional practice degrees that were conferred to students of color.
- Of all students, nearly 32% of the baccalaureate degrees awarded in fiscal year 2018 were earned by students of color. However, just 17% of the masters degrees were awarded to students of color. Numbers of doctoral degrees



awarded to students of color declined from 677 to 627, representing 27% of degrees awarded.

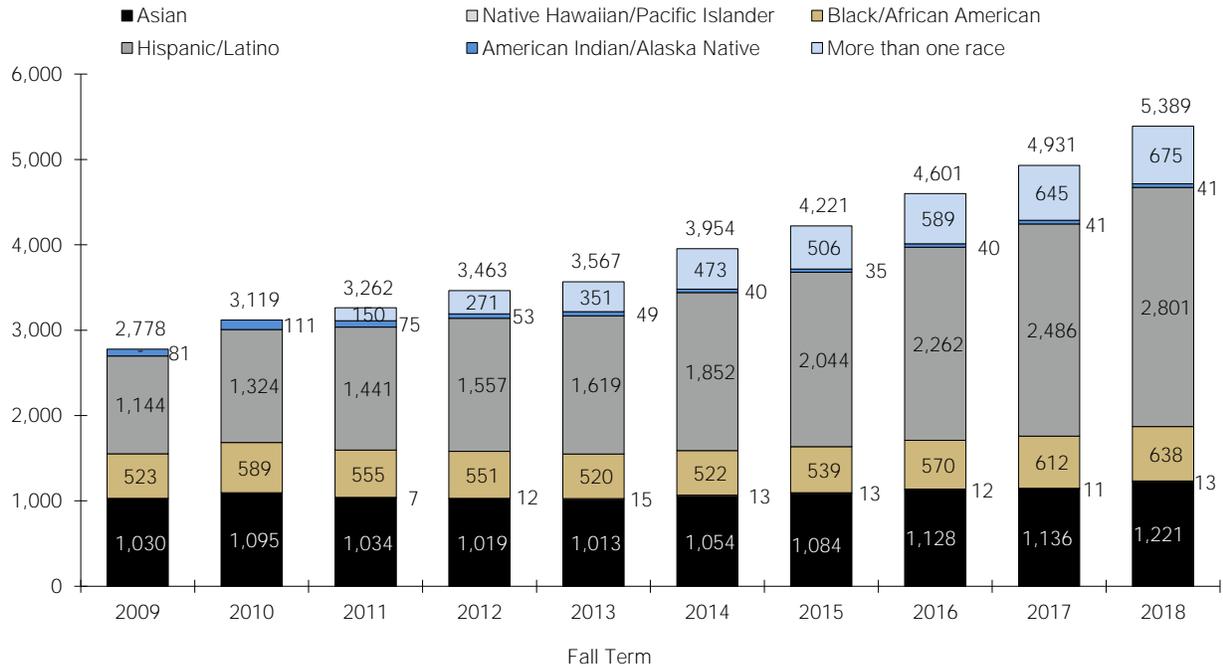
- The number and proportion of Pell grant recipients on the Denver Campus reached highs of 4,168 and 38%, respectively, in Fall 2018.
- For all but the 2017 cohort, students with PELL were retained at a higher rate than those without PELL.
- The percentage of Denver Campus students receiving baccalaureate 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 seven 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 10.1% in Fall 2018. The latter represents 1,178 undergraduate students from the combined Denver Campus and Anschutz Medical Campus.
- The numbers of first-generation students on the Denver Campus have consistently increased since Fall 2015.
- In Fall 2018, the percentage of faculty of color in the tenured/tenure track ranks at the combined Denver Campus and Anschutz Medical Campus grew to 17% from 12% in Fall 2010. On the Denver Campus, the percentage of faculty of color in the tenured/tenure track ranks grew to 25% in Fall 2018.
- Females represent more than half of the classified staff and university officers (50% each), 65% of exempt professionals, and 72% of professionals with faculty status. Racial-ethnic minority employees constitute lower proportions of each of those same categories.

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



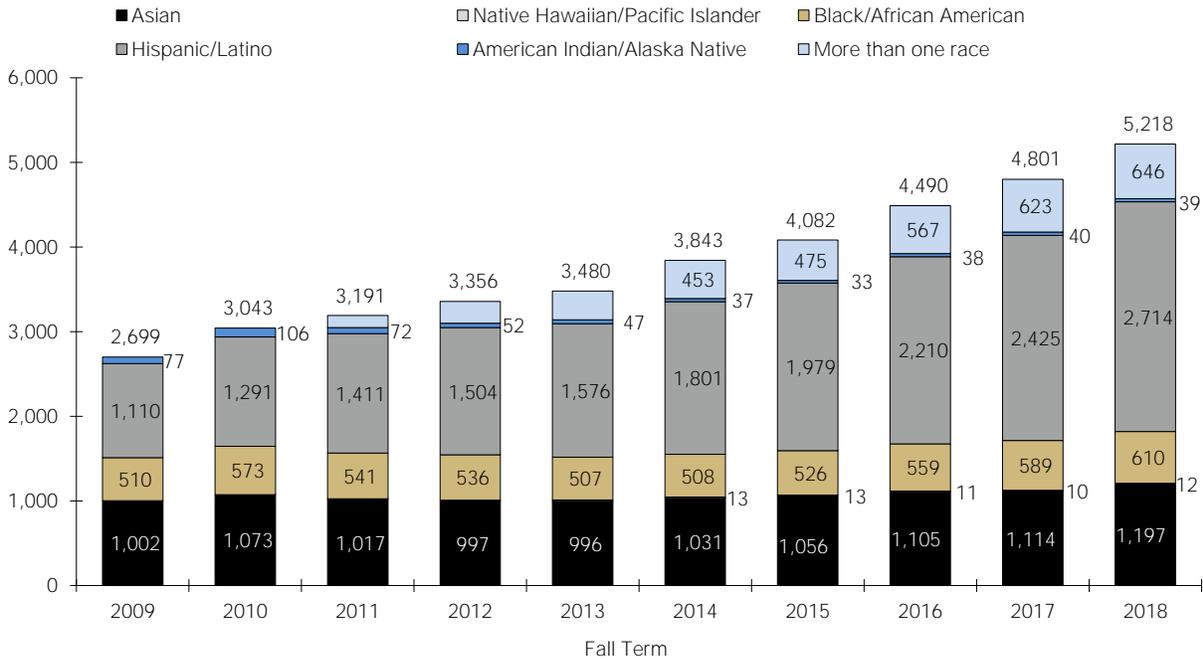
Race/Ethnicity	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Asian	1,030	1,095	1,034	1,019	1,013	1,054	1,084	1,128	1,136	1,221
Native Hawaiian/Pacific Islander	-	-	7	12	15	13	13	12	11	13
Black/African American	523	589	555	551	520	522	539	570	612	638
Hispanic/Latino	1,144	1,324	1,441	1,557	1,619	1,852	2,044	2,262	2,486	2,801
American Indian/Alaska Native	81	111	75	53	49	40	35	40	41	41
More than one race	-	-	150	271	351	473	506	589	645	675
White/Unknown	6,484	6,502	6,280	6,084	5,878	5,793	5,765	5,808	5,783	5,664
International	342	468	594	706	724	706	565	563	580	576
Total Enrollment	9,604	10,089	10,136	10,253	10,169	10,453	10,551	10,972	11,294	11,629
Students of Color Total	2,778	3,119	3,262	3,463	3,567	3,954	4,221	4,601	4,931	5,389
Students of Color as % of Total*	30%	32%	34%	36%	38%	41%	42%	44%	46%	49%

Race/Ethnicity	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Asian	10.7%	10.9%	10.2%	9.9%	10.0%	10.1%	10.3%	10.3%	10.1%	10.5%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
Black/African American	5.4%	5.8%	5.5%	5.4%	5.1%	5.0%	5.1%	5.2%	5.4%	5.5%
Hispanic/Latino	11.9%	13.1%	14.2%	15.2%	15.9%	17.7%	19.4%	20.6%	22.0%	24.1%
American Indian/Alaska Native	0.8%	1.1%	0.7%	0.5%	0.5%	0.4%	0.3%	0.4%	0.4%	0.4%
More than one race	0.0%	0.0%	1.5%	2.6%	3.5%	4.5%	4.8%	5.4%	5.7%	5.8%
White/Unknown	67.5%	64.4%	62.0%	59.3%	57.8%	55.4%	54.6%	52.9%	51.2%	48.7%
International	3.6%	4.6%	5.9%	6.9%	7.1%	6.8%	5.4%	5.1%	5.1%	5.0%

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 49% for Fall 2018.

* 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



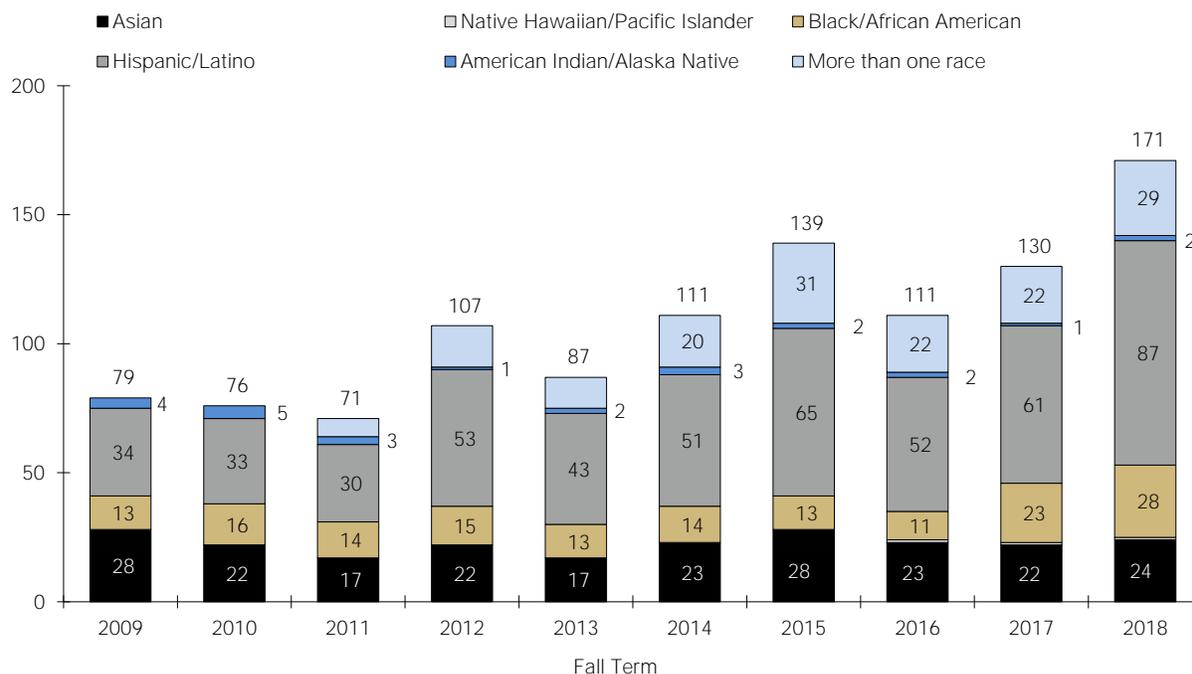
Race/Ethnicity	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Asian	1,002	1,073	1,017	997	996	1,031	1,056	1,105	1,114	1,197
Native Hawaiian/Pacific Islander	-	-	7	12	15	13	13	11	10	12
Black/African American	510	573	541	536	507	508	526	559	589	610
Hispanic/Latino	1,110	1,291	1,411	1,504	1,576	1,801	1,979	2,210	2,425	2,714
American Indian/Alaska Native	77	106	72	52	47	37	33	38	40	39
More than one race	-	-	143	255	339	453	475	567	623	646
White/Unknown	6,152	6,173	5,943	5,706	5,535	5,439	5,392	5,441	5,421	5,309
International	337	466	593	704	721	705	564	562	578	574
Total:	9,188	9,682	9,727	9,766	9,736	9,987	10,038	10,493	10,800	11,101
Students of Color Total	2,699	3,043	3,191	3,356	3,480	3,843	4,082	4,490	4,801	5,218
Students of Color as % of Total*	30%	33%	35%	37%	39%	41%	43%	45%	47%	50%

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Asian	10.9%	11.1%	10.5%	10.2%	10.2%	10.3%	10.5%	10.5%	10.3%	10.8%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.1%	0.1%	0.2%	0.1%	0.1%	0.1%	0.1%	0.1%
Black/African American	5.6%	5.9%	5.6%	5.5%	5.2%	5.1%	5.2%	5.3%	5.5%	5.5%
Hispanic/Latino	12.1%	13.3%	14.5%	15.4%	16.2%	18.0%	19.7%	21.1%	22.5%	24.4%
American Indian/Alaska Native	0.8%	1.1%	0.7%	0.5%	0.5%	0.4%	0.3%	0.4%	0.4%	0.4%
More than one race	0.0%	0.0%	1.5%	2.6%	3.5%	4.5%	4.7%	5.4%	5.8%	5.8%
White/Unknown	67.0%	63.8%	61.1%	58.4%	56.9%	54.5%	53.7%	51.9%	50.2%	47.8%
International	3.7%	4.8%	6.1%	7.2%	7.4%	7.1%	5.6%	5.4%	5.4%	5.2%

The proportion (and number) of undergraduate students of color at the Denver Campus has increased each year since 2009, reaching 50% for Fall 2018.

* 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



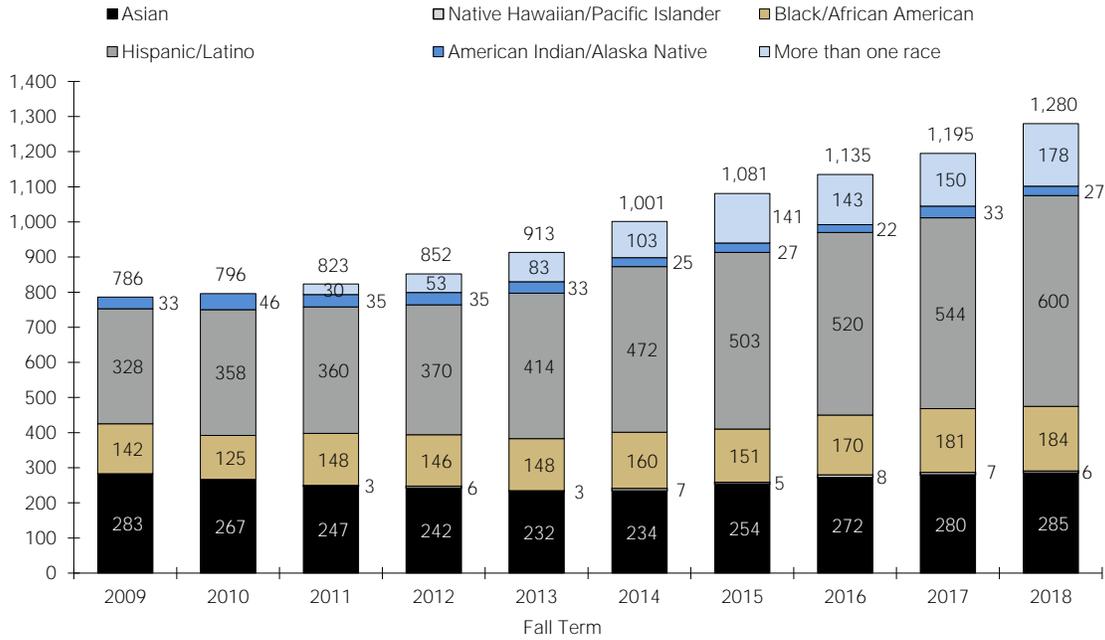
Race/Ethnicity	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Asian	28	22	17	22	17	23	28	23	22	24
Native Hawaiian/Pacific Islander	-	-	-	-	-	-	-	1	1	1
Black/African American	13	16	14	15	13	14	13	11	23	28
Hispanic/Latino	34	33	30	53	43	51	65	52	61	87
American Indian/Alaska Native	4	5	3	1	2	3	2	2	1	2
More than one race	-	-	7	16	12	20	31	22	22	29
White/Unknown	332	329	337	378	343	354	373	367	362	355
International	5	2	1	2	3	1	1	1	2	2
Total Enrollment	416	407	409	487	433	466	513	479	494	528
Students of Color Total	79	76	71	107	87	111	139	111	130	171
Students of Color as % of Total*	19%	19%	17%	22%	20%	24%	27%	23%	26%	33%

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Asian	6.7%	5.4%	4.2%	4.5%	3.9%	4.9%	5.5%	4.8%	4.5%	4.5%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.2%	0.2%
Black/African American	3.1%	3.9%	3.4%	3.1%	3.0%	3.0%	2.5%	2.3%	4.7%	5.3%
Hispanic/Latino	8.2%	8.1%	7.3%	10.9%	9.9%	10.9%	12.7%	10.9%	12.3%	16.5%
American Indian/Alaska Native	1.0%	1.2%	0.7%	0.2%	0.5%	0.6%	0.4%	0.4%	0.2%	0.4%
More than one race	0.0%	0.0%	1.7%	3.3%	2.8%	4.3%	6.0%	4.6%	4.5%	5.5%
White/Unknown	79.8%	80.8%	82.4%	77.6%	79.2%	76.0%	72.7%	76.6%	73.3%	67.2%
International	1.2%	0.5%	0.2%	0.4%	0.7%	0.2%	0.2%	0.2%	0.4%	0.4%

The proportion of undergraduate students of color at the Anschutz Medical Campus was 33% in Fall 2018.

* 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



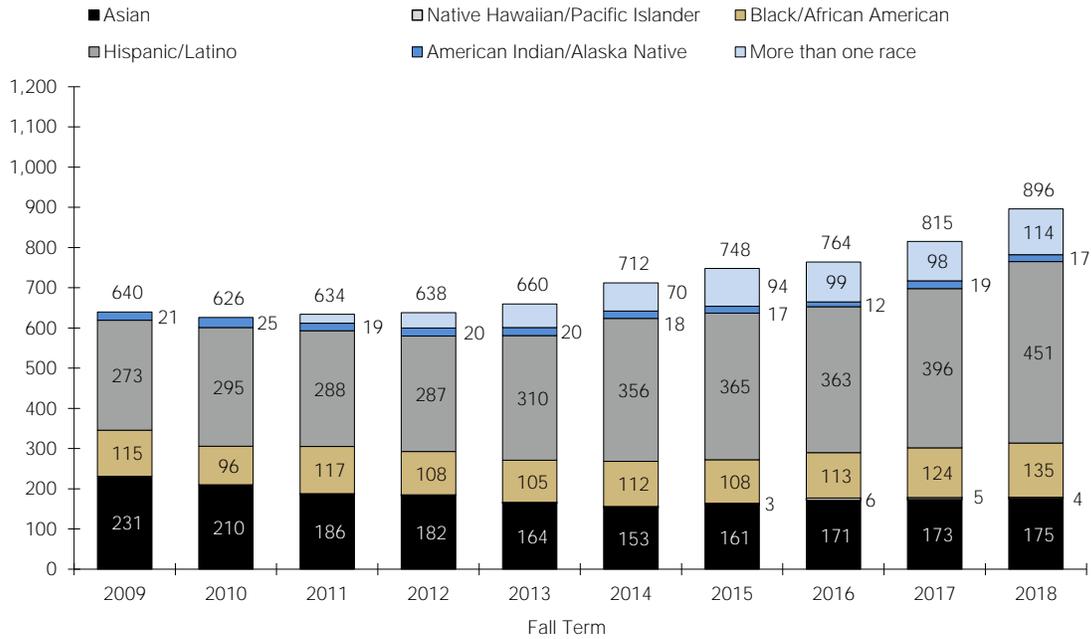
Race/Ethnicity	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Asian	283	267	247	242	232	234	254	272	280	285
Native Hawaiian/Pacific Islander			3	6	3	7	5	8	7	6
Black/African American	142	125	148	146	148	160	151	170	181	184
Hispanic/Latino	328	358	360	370	414	472	503	520	544	600
American Indian/Alaska Native	33	46	35	35	33	25	27	22	33	27
More than one race			30	53	83	103	141	143	150	178
White/Unknown	4,810	5,051	4,849	4,603	4,375	4,376	4,379	4,399	4,289	4,119
International	403	428	441	455	481	601	563	544	555	533
Total Enrollment	5,999	6,275	6,113	5,910	5,769	5,978	6,023	6,078	6,039	5,932
Students of Color Total	786	796	823	852	913	1,001	1,081	1,135	1,195	1,280
Students of Color as % of Total*	14%	14%	15%	16%	17%	19%	20%	21%	22%	24%

Race/Ethnicity	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Asian	4.7%	4.3%	4.0%	4.1%	4.0%	3.9%	4.2%	4.5%	4.6%	4.8%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
Black/African American	2.4%	2.0%	2.4%	2.5%	2.6%	2.7%	2.5%	2.8%	3.0%	3.1%
Hispanic/Latino	5.5%	5.7%	5.9%	6.3%	7.2%	7.9%	8.4%	8.6%	9.0%	10.1%
American Indian/Alaska Native	0.6%	0.7%	0.6%	0.6%	0.6%	0.4%	0.4%	0.4%	0.5%	0.5%
More than one race	0.0%	0.0%	0.5%	0.9%	1.4%	1.7%	2.3%	2.4%	2.5%	3.0%
White/Unknown	80.2%	80.5%	79.3%	77.9%	75.8%	73.2%	72.7%	72.4%	71.0%	69.4%
International	6.7%	6.8%	7.2%	7.7%	8.3%	10.1%	9.3%	9.0%	9.2%	9.0%

The numbers and proportions of graduate students of color have consistently increased over the last several years, peaking at 1,280 and 24% in Fall 2018 at the combined campuses.

* 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



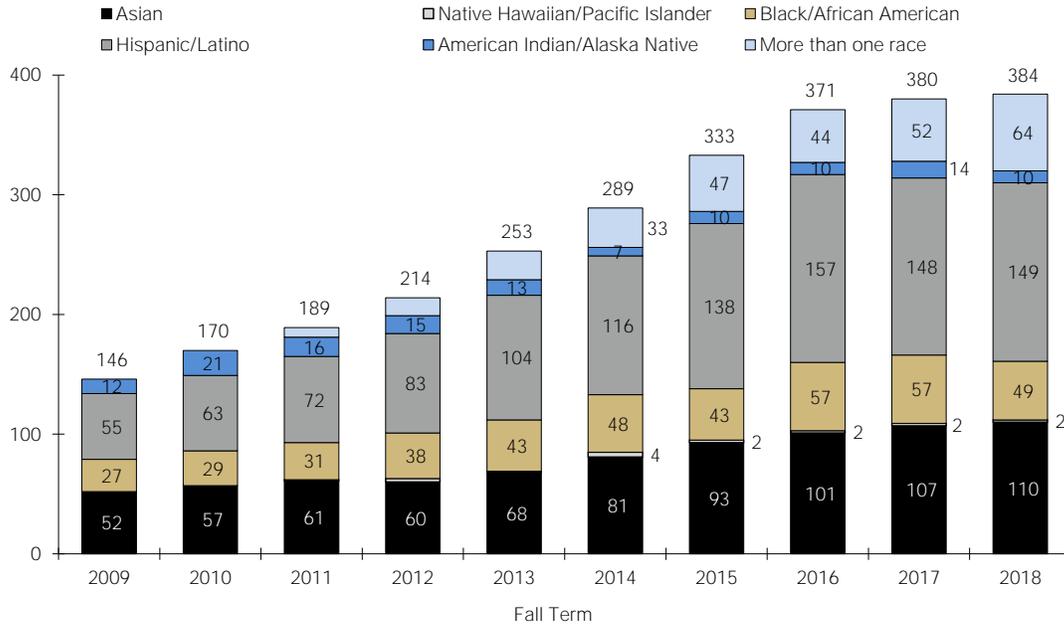
Race/Ethnicity	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Asian	231	210	186	182	164	153	161	171	173	175
Native Hawaiian/Pacific Islander	-	-	2	3	2	3	3	6	5	4
Black/African American	115	96	117	108	105	112	108	113	124	135
Hispanic/Latino	273	295	288	287	310	356	365	363	396	451
American Indian/Alaska Native	21	25	19	20	20	18	17	12	19	17
More than one race	-	-	22	38	59	70	94	99	98	114
White/Unknown	3,862	3,949	3,714	3,480	3,209	3,128	3,049	3,023	2,895	2,760
International	339	362	370	387	418	542	499	490	498	475
Total Enrollment	4,841	4,937	4,718	4,505	4,287	4,382	4,296	4,277	4,208	4,131
Students of Color Total	640	626	634	638	660	712	748	764	815	896
Students of Color as % of Total*	14%	14%	15%	15%	17%	19%	20%	20%	22%	25%

Race/Ethnicity	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Asian	4.8%	4.3%	3.9%	4.0%	3.8%	3.5%	3.7%	4.0%	4.1%	4.2%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.1%	0.0%	0.1%	0.1%	0.1%	0.1%	0.1%
Black/African American	2.4%	1.9%	2.5%	2.4%	2.4%	2.6%	2.5%	2.6%	2.9%	3.3%
Hispanic/Latino	5.6%	6.0%	6.1%	6.4%	7.2%	8.1%	8.5%	8.5%	9.4%	10.9%
American Indian/Alaska Native	0.4%	0.5%	0.4%	0.4%	0.5%	0.4%	0.4%	0.3%	0.5%	0.4%
More than one race	0.0%	0.0%	0.5%	0.8%	1.4%	1.6%	2.2%	2.3%	2.3%	2.8%
White/Unknown	79.8%	80.0%	78.7%	77.2%	74.9%	71.4%	71.0%	70.7%	68.8%	66.8%
International	7.0%	7.3%	7.8%	8.6%	9.8%	12.4%	11.6%	11.5%	11.8%	11.5%

Fall 2018 reports the highest number and proportion of graduate students of color over the last several years, reaching 896 and 25%.

* 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



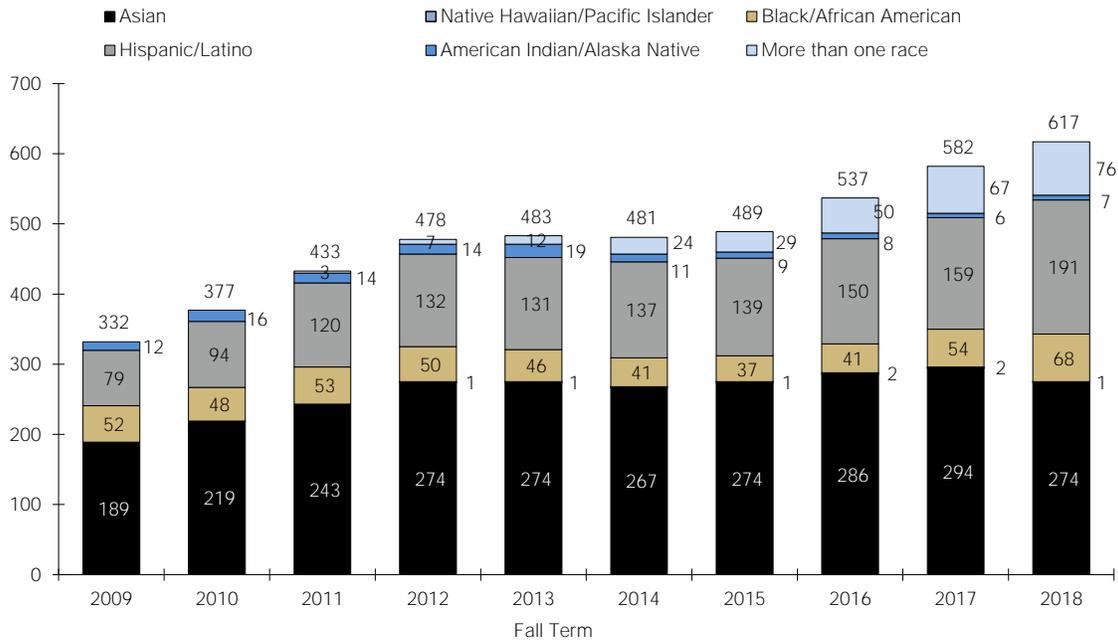
Race/Ethnicity	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Asian	52	57	61	60	68	81	93	101	107	110
Native Hawaiian/Pacific Islander	-	-	1	3	1	4	2	2	2	2
Black/African American	27	29	31	38	43	48	43	57	57	49
Hispanic/Latino	55	63	72	83	104	116	138	157	148	149
American Indian/Alaska Native	12	21	16	15	13	7	10	10	14	10
More than one race	-	-	8	15	24	33	47	44	52	64
White/Unknown	948	1,102	1,135	1,123	1,166	1,248	1,330	1,376	1,394	1,359
International	64	66	71	68	63	59	64	54	57	58
Total Enrollment	1,158	1,338	1,395	1,405	1,482	1,596	1,727	1,801	1,831	1,801
Students of Color Total	146	170	189	214	253	289	333	371	380	384
Students of Color as % of Total*	13%	13%	14%	16%	18%	19%	20%	21%	21%	22%

Race/Ethnicity	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Asian	4.5%	4.3%	4.4%	4.3%	4.6%	5.1%	5.4%	5.6%	5.8%	6.1%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.1%	0.2%	0.1%	0.3%	0.1%	0.1%	0.1%	0.1%
Black/African American	2.3%	2.2%	2.2%	2.7%	2.9%	3.0%	2.5%	3.2%	3.1%	2.7%
Hispanic/Latino	4.7%	4.7%	5.2%	5.9%	7.0%	7.3%	8.0%	8.7%	8.1%	8.3%
American Indian/Alaska Native	1.0%	1.6%	1.1%	1.1%	0.9%	0.4%	0.6%	0.6%	0.8%	0.6%
More than one race	0.0%	0.0%	0.6%	1.1%	1.6%	2.1%	2.7%	2.4%	2.8%	3.6%
White/Unknown	81.9%	82.4%	81.4%	79.9%	78.7%	78.2%	77.0%	76.4%	76.1%	75.5%
International	5.5%	4.9%	5.1%	4.8%	4.3%	3.7%	3.7%	3.0%	3.1%	3.2%

The numbers of graduate students of color have consistently increased over the last several years, peaking at 384 (22%) in Fall 2018.

* 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	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Asian	189	219	243	274	274	267	274	286	294	274
Native Hawaiian/Pacific Islander			-	1	1	1	1	2	2	1
Black/African American	52	48	53	50	46	41	37	41	54	68
Hispanic/Latino	79	94	120	132	131	137	139	150	159	191
American Indian/Alaska Native	12	16	14	14	19	11	9	8	6	7
More than one race			3	7	12	24	29	50	67	76
White/Unknown	1,244	1,219	1,308	1,313	1,298	1,353	1,349	1,344	1,347	1,368
International	9	7	11	11	10	5	5	6	10	12
Total Enrollment	1,585	1,603	1,752	1,802	1,791	1,839	1,843	1,887	1,939	1,997
Students of Color Total	332	377	433	478	483	481	489	537	582	617
Students of Color as % of Total*	21%	24%	25%	27%	27%	26%	27%	29%	30%	31%

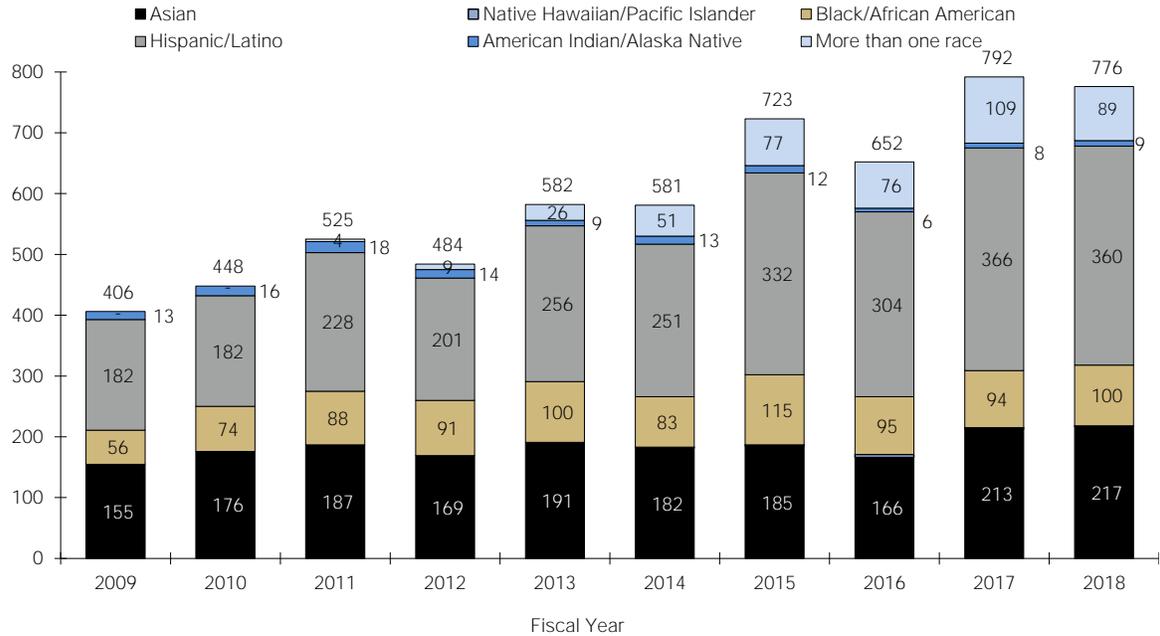
Race/Ethnicity	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Asian	11.9%	13.7%	13.9%	15.2%	15.3%	14.5%	14.9%	15.2%	15.2%	13.7%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
Black/African American	3.3%	3.0%	3.0%	2.8%	2.6%	2.2%	2.0%	2.2%	2.8%	3.4%
Hispanic/Latino	5.0%	5.9%	6.8%	7.3%	7.3%	7.4%	7.5%	7.9%	8.2%	9.6%
American Indian/Alaska Native	0.8%	1.0%	0.8%	0.8%	1.1%	0.6%	0.5%	0.4%	0.3%	0.4%
More than one race	0.0%	0.0%	0.2%	0.4%	0.7%	1.3%	1.6%	2.6%	3.5%	3.8%
White/Unknown	78.5%	76.0%	74.7%	72.9%	72.5%	73.6%	73.2%	71.2%	69.5%	68.5%
International	0.6%	0.4%	0.6%	0.6%	0.6%	0.3%	0.3%	0.3%	0.5%	0.6%

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

From the fall semester of 2009, the percentage of health professional students of color at the Anschutz Medical Campus has climbed from 21% (332) in Fall 2009 to 31% (617) enrolled Fall 2018.

* 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



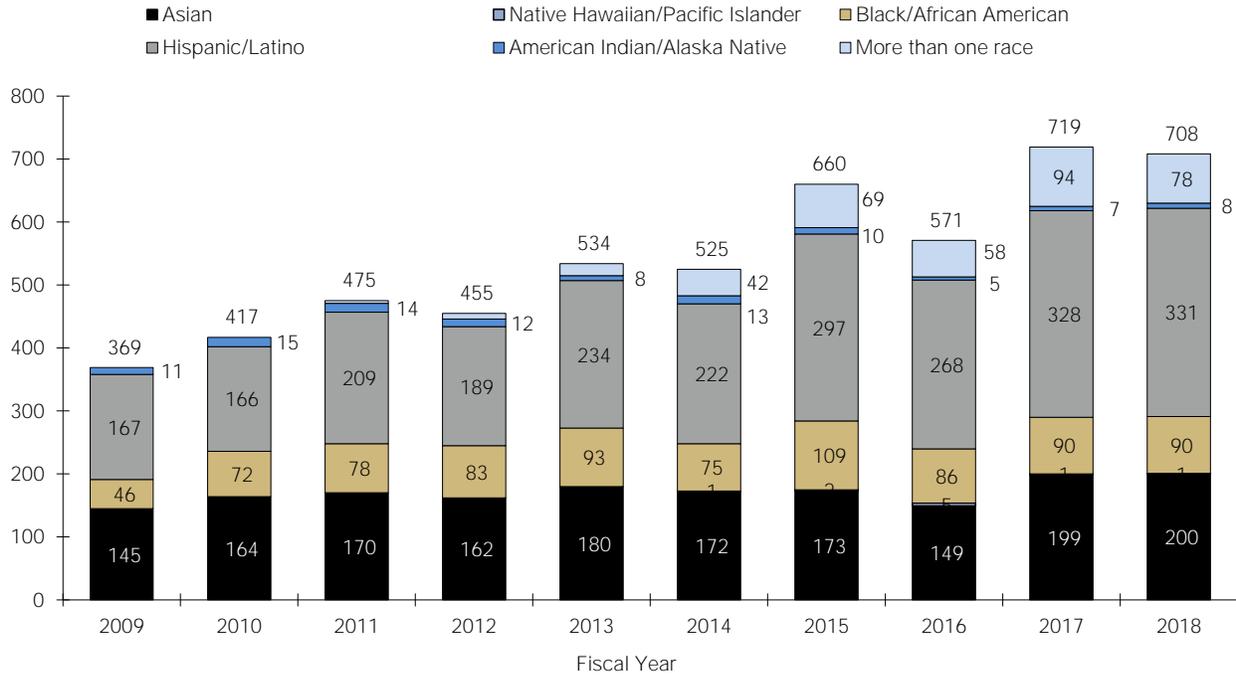
Race/Ethnicity	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Asian	155	176	187	169	191	182	185	166	213	217
Native Hawaiian/Pacific Islander	-	-	-	-	-	1	2	5	2	1
Black/African American	56	74	88	91	100	83	115	95	94	100
Hispanic/Latino	182	182	228	201	256	251	332	304	366	360
American Indian/Alaska Native	13	16	18	14	9	13	12	6	8	9
More than one race	-	-	4	9	26	51	77	76	109	89
White/Unknown	1,331	1,376	1,389	1,318	1,366	1,369	1,345	1,244	1,305	1,348
International	6	30	120	146	167	201	270	241	252	268
Total Degrees Awarded	1,743	1,854	2,034	1,948	2,115	2,151	2,338	2,137	2,349	2,392
Students of Color Total	406	448	525	484	582	581	723	652	792	776
Students of Color as % of Total*	23%	25%	27%	27%	30%	30%	35%	34%	38%	37%

Race/Ethnicity	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Asian	8.9%	9.5%	9.2%	8.7%	9.0%	8.5%	7.9%	7.8%	9.1%	9.1%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.2%	0.1%	0.0%
Black/African American	3.2%	4.0%	4.3%	4.7%	4.7%	3.9%	4.9%	4.4%	4.0%	4.2%
Hispanic/Latino	10.4%	9.8%	11.2%	10.3%	12.1%	11.7%	14.2%	14.2%	15.6%	15.1%
American Indian/Alaska Native	0.7%	0.9%	0.9%	0.7%	0.4%	0.6%	0.5%	0.3%	0.3%	0.4%
More than one race	0.0%	0.0%	0.2%	0.5%	1.2%	2.4%	3.3%	3.6%	4.6%	3.7%
White/Unknown	76.4%	74.2%	68.3%	67.7%	64.6%	63.6%	57.5%	58.2%	55.6%	56.4%
International	0.3%	1.6%	5.9%	7.5%	7.9%	9.3%	11.5%	11.3%	10.7%	11.2%

The percent of baccalaureate degrees awarded to students of color at the combined Denver Campus and Anschutz Medical Campus reached a high of 38% in FY2017.

* 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



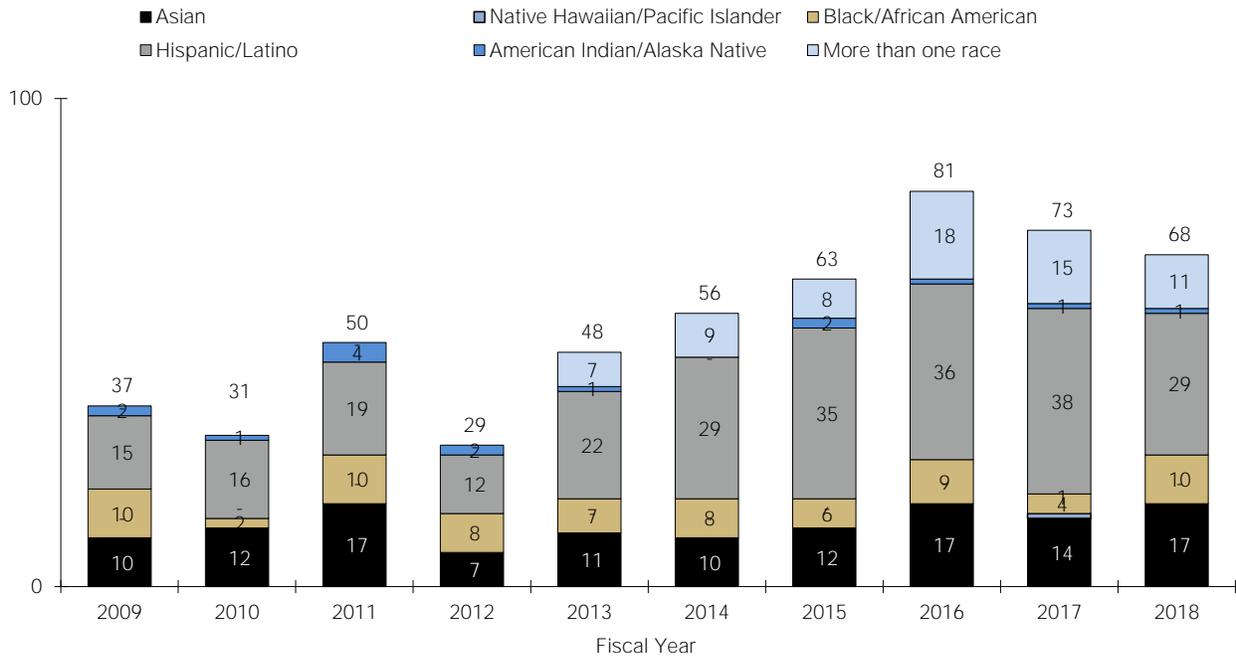
Race/Ethnicity	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Asian	145	164	170	162	180	172	173	149	199	200
Native Hawaiian/Pacific Islander	-	-	-	-	-	1	2	5	1	1
Black/African American	46	72	78	83	93	75	109	86	90	90
Hispanic/Latino	167	166	209	189	234	222	297	268	328	331
American Indian/Alaska Native	11	15	14	12	8	13	10	5	7	8
More than one race	-	-	4	9	19	42	69	58	94	78
White/Unknown	1,125	1,198	1,225	1,142	1,181	1,157	1,103	1,005	1,069	1,123
International	3	28	119	145	167	199	270	240	252	268
Total Degrees Awarded	1,497	1,643	1,819	1,742	1,882	1,881	2,033	1,816	2,040	2,099
Students of Color Total	369	417	475	455	534	525	660	571	719	708
Students of Color as % of Total*	25%	26%	28%	28%	31%	31%	37%	36%	40%	39%

Race/Ethnicity	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Asian	9.7%	10.0%	9.3%	9.3%	9.6%	9.1%	8.5%	8.2%	9.8%	9.5%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.0%	0.0%
Black/African American	3.1%	4.4%	4.3%	4.8%	4.9%	4.0%	5.4%	4.7%	4.4%	4.3%
Hispanic/Latino	11.2%	10.1%	11.5%	10.8%	12.4%	11.8%	14.6%	14.8%	16.1%	15.8%
American Indian/Alaska Native	0.7%	0.9%	0.8%	0.7%	0.4%	0.7%	0.5%	0.3%	0.3%	0.4%
More than one race	0.0%	0.0%	0.2%	0.5%	1.0%	2.2%	3.4%	3.2%	4.6%	3.7%
White/Unknown	75.2%	72.9%	67.3%	65.6%	62.8%	61.5%	54.3%	55.3%	52.4%	53.5%
International	0.2%	1.7%	6.5%	8.3%	8.9%	10.6%	13.3%	13.2%	12.4%	12.8%

The percent of baccalaureate degrees awarded to students of color at the Denver Campus reached a high of 40% in fiscal year 2017.

* 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	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Asian	10	12	17	7	11	10	12	17	14	17
Native Hawaiian/Pacific Islander	-	-	-	-	-	-	-	-	1	-
Black/African American	10	2	10	8	7	8	6	9	4	10
Hispanic/Latino	15	16	19	12	22	29	35	36	38	29
American Indian/Alaska Native	2	1	4	2	1	-	2	1	1	1
More than one race	-	-	-	-	7	9	8	18	15	11
White/Unknown	206	178	164	176	185	212	242	239	236	225
International	3	2	1	1	-	2	-	1	-	-
Total Degrees Awarded	246	211	215	206	233	270	305	321	309	293
Students of Color Total	37	31	50	29	48	56	63	81	73	68
Students of Color as % of Total*	15%	15%	23%	14%	21%	21%	21%	25%	24%	23%
	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Asian	4.1%	5.7%	7.9%	3.4%	4.7%	3.7%	3.9%	5.3%	4.5%	5.8%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.0%
Black/African American	4.1%	0.9%	4.7%	3.9%	3.0%	3.0%	2.0%	2.8%	1.3%	3.4%
Hispanic/Latino	6.1%	7.6%	8.8%	5.8%	9.4%	10.7%	11.5%	11.2%	12.3%	9.9%
American Indian/Alaska Native	0.8%	0.5%	1.9%	1.0%	0.4%	0.0%	0.7%	0.3%	0.3%	0.3%
More than one race	0.0%	0.0%	0.0%	0.0%	3.0%	3.3%	2.6%	5.6%	4.9%	3.8%
White/Unknown	83.7%	84.4%	76.3%	85.4%	79.4%	78.5%	79.3%	74.5%	76.4%	76.8%
International	1.2%	0.9%	0.5%	0.5%	0.0%	0.7%	0.0%	0.3%	0.0%	0.0%

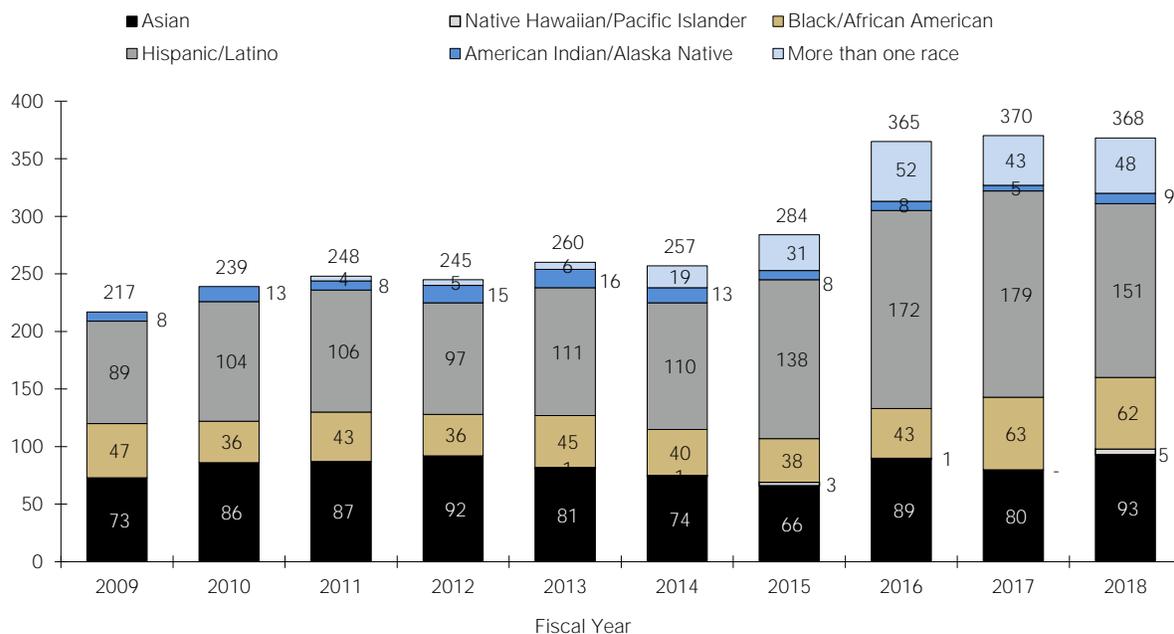
The number of baccalaureate degrees awarded to students of color at the Anschutz Medical Campus reached a high of 81 in fiscal year 2016, representing 25% of the number of undergraduate degrees.

* 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	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Asian	73	86	87	92	81	74	66	89	80	93
Native Hawaiian/Pacific Islander			-	-	1	1	3	1	-	5
Black/African American	47	36	43	36	45	40	38	43	63	62
Hispanic/Latino	89	104	106	97	111	110	138	172	179	151
American Indian/Alaska Native	8	13	8	15	16	13	8	8	5	9
More than one race			4	5	6	19	31	52	43	48
White/Unknown	1,625	1,499	1,667	1,725	1,658	1,547	1,512	1,675	1,651	1,620
International	16	152	149	169	183	172	185	211	236	200
Total Degrees Awarded	1,858	1,890	2,064	2,139	2,101	1,976	1,981	2,251	2,257	2,188
Students of Color Total	217	239	248	245	260	257	284	365	370	368
Students of Color as % of Total*	12%	14%	13%	12%	14%	14%	16%	18%	18%	19%

Race/Ethnicity	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Asian	3.9%	4.6%	4.2%	4.3%	3.9%	3.7%	3.3%	4.0%	3.5%	4.3%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.2%	0.0%	0.0%	0.2%
Black/African American	2.5%	1.9%	2.1%	1.7%	2.1%	2.0%	1.9%	1.9%	2.8%	2.8%
Hispanic/Latino	4.8%	5.5%	5.1%	4.5%	5.3%	5.6%	7.0%	7.6%	7.9%	6.9%
American Indian/Alaska Native	0.4%	0.7%	0.4%	0.7%	0.8%	0.7%	0.4%	0.4%	0.2%	0.4%
More than one race	0.0%	0.0%	0.2%	0.2%	0.3%	1.0%	1.6%	2.3%	1.9%	2.2%
White/Unknown	87.5%	79.3%	80.8%	80.6%	78.9%	78.3%	76.3%	74.4%	73.2%	74.0%
International	0.9%	8.0%	7.2%	7.9%	8.7%	8.7%	9.3%	9.4%	10.5%	9.1%

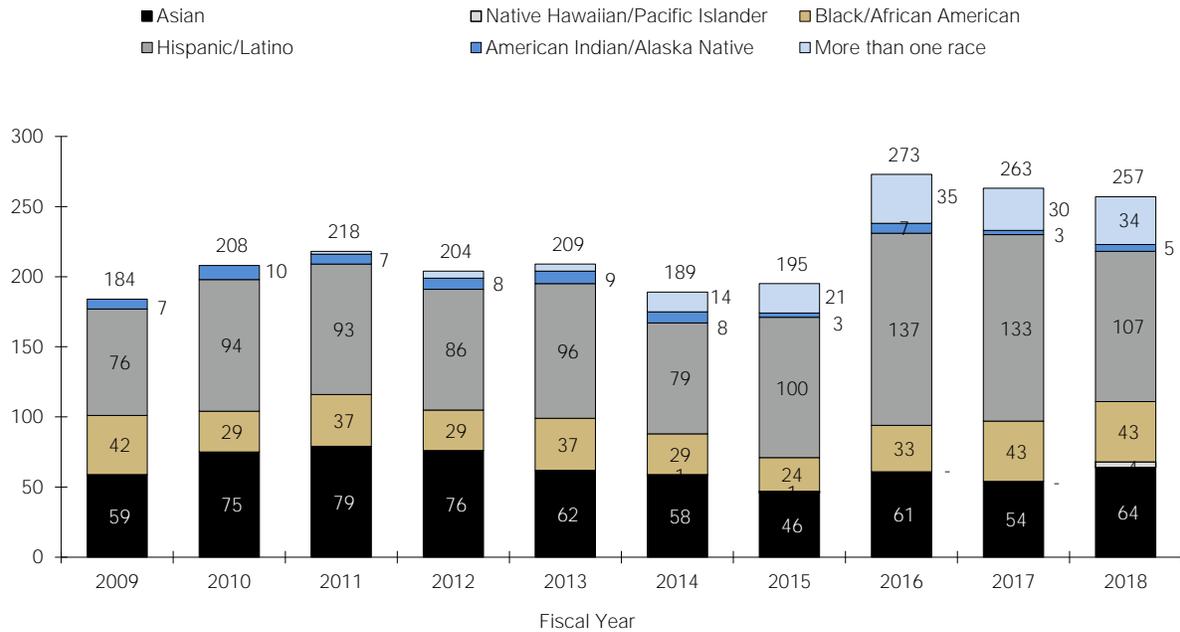
The proportion of graduate degrees conferred to students of color at the combined Denver Campus and Anschutz Medical Campus has increased 19%, up from 12% in 2009.

* 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



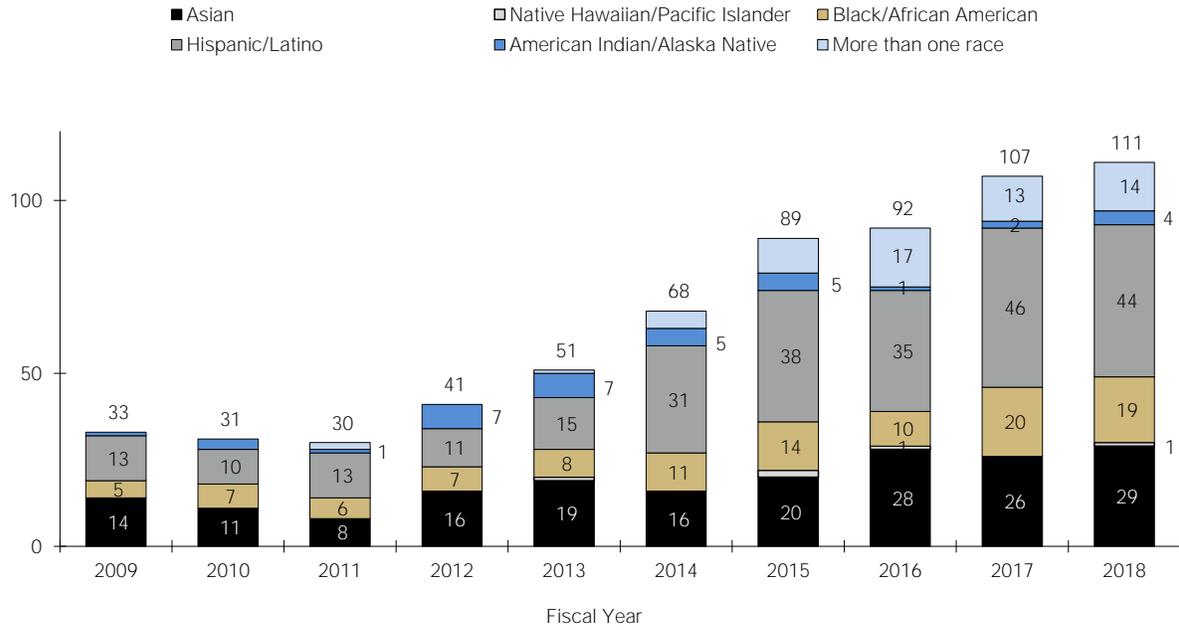
Race/Ethnicity	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Asian	59	75	79	76	62	58	46	61	54	64
Native Hawaiian/Pacific Islander	-	-	-	-	-	1	1	-	-	4
Black/African American	42	29	37	29	37	29	24	33	43	43
Hispanic/Latino	76	94	93	86	96	79	100	137	133	107
American Indian/Alaska Native	7	10	7	8	9	8	3	7	3	5
More than one race	-	-	2	5	5	14	21	35	30	34
White/Unknown	1,393	1,285	1,418	1,450	1,349	1,184	1,147	1,260	1,214	1,164
International	14	138	137	147	167	156	175	193	216	184
Total Degrees Awarded	1,591	1,631	1,773	1,801	1,725	1,529	1,517	1,726	1,693	1,605
Students of Color Total	184	208	218	204	209	189	195	273	263	257
Students of Color as % of Total*	12%	14%	13%	12%	13%	14%	15%	18%	18%	18%

Race/Ethnicity	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Asian	3.7%	4.6%	4.5%	4.2%	3.6%	3.8%	3.0%	3.5%	3.2%	4.0%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.0%	0.0%	0.2%
Black/African American	2.6%	1.8%	2.1%	1.6%	2.1%	1.9%	1.6%	1.9%	2.5%	2.7%
Hispanic/Latino	4.8%	5.8%	5.2%	4.8%	5.6%	5.2%	6.6%	7.9%	7.9%	6.7%
American Indian/Alaska Native	0.4%	0.6%	0.4%	0.4%	0.5%	0.5%	0.2%	0.4%	0.2%	0.3%
More than one race	0.0%	0.0%	0.1%	0.3%	0.3%	0.9%	1.4%	2.0%	1.8%	2.1%
White/Unknown	87.6%	78.8%	80.0%	80.5%	78.2%	77.4%	75.6%	73.0%	71.7%	72.5%
International	0.9%	8.5%	7.7%	8.2%	9.7%	10.2%	11.5%	11.2%	12.8%	11.5%

The proportion of graduate degrees conferred to students of color at the Denver Campus has been 18% for the last three fiscal years.

* 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	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Asian	14	11	8	16	19	16	20	28	26	29
Native Hawaiian/Pacific Islander	-	-	-	-	1	-	2	1	-	1
Black/African American	5	7	6	7	8	11	14	10	20	19
Hispanic/Latino	13	10	13	11	15	31	38	35	46	44
American Indian/Alaska Native	1	3	1	7	7	5	5	1	2	4
More than one race	-	-	2	-	1	5	10	17	13	14
White/Unknown	232	214	249	275	309	363	365	415	437	456
International	2	14	12	22	16	16	10	18	20	16
Total Degrees Awarded	267	259	291	338	376	447	464	525	564	583
Students of Color Total	33	31	30	41	51	68	89	92	107	111
Students of Color as % of Total*	12%	13%	11%	13%	14%	16%	20%	18%	20%	20%

Race/Ethnicity	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Asian	5.2%	4.2%	2.7%	4.7%	5.1%	3.6%	4.3%	5.3%	4.6%	5.0%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.3%	0.0%	0.4%	0.2%	0.0%	0.2%
Black/African American	1.9%	2.7%	2.1%	2.1%	2.1%	2.5%	3.0%	1.9%	3.5%	3.3%
Hispanic/Latino	4.9%	3.9%	4.5%	3.3%	4.0%	6.9%	8.2%	6.7%	8.2%	7.5%
American Indian/Alaska Native	0.4%	1.2%	0.3%	2.1%	1.9%	1.1%	1.1%	0.2%	0.4%	0.7%
More than one race	0.0%	0.0%	0.7%	0.0%	0.3%	1.1%	2.2%	3.2%	2.3%	2.4%
White/Unknown	86.9%	82.6%	85.6%	81.4%	82.2%	81.2%	78.7%	79.0%	77.5%	78.2%
International	0.7%	5.4%	4.1%	6.5%	4.3%	3.6%	2.2%	3.4%	3.5%	2.7%

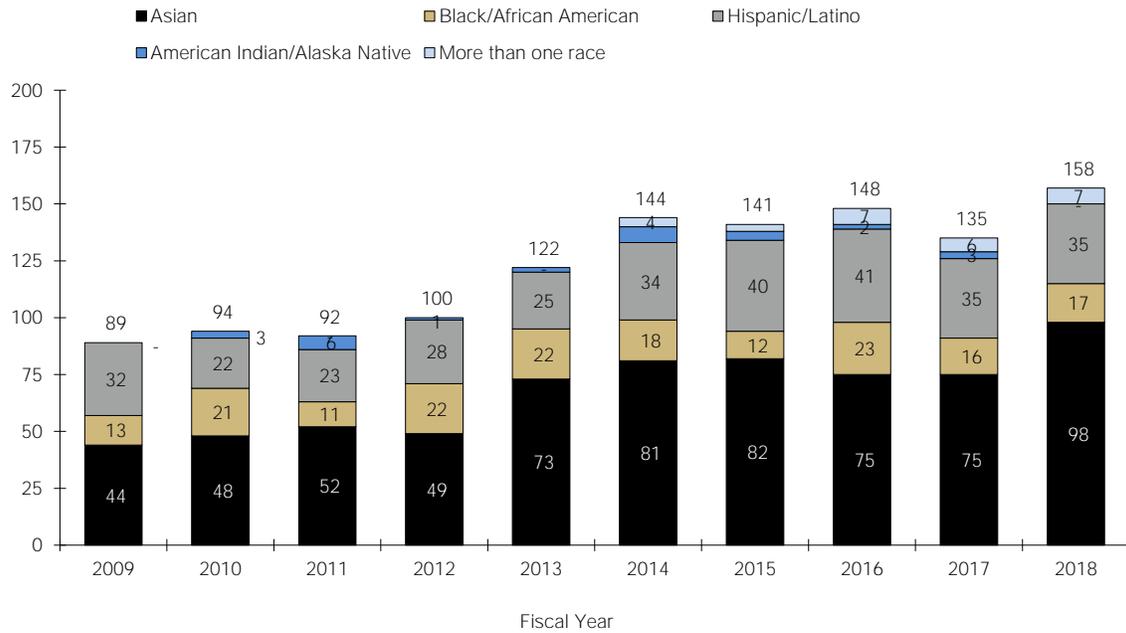
The proportion of graduate degrees conferred to students of color at the Anschutz Medical Campus has ranged from 11 to 20 percent between 2009 and 2018. The most recent year reflects the most degrees awarded to students of color (111), representing 20% of those degrees.

* 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



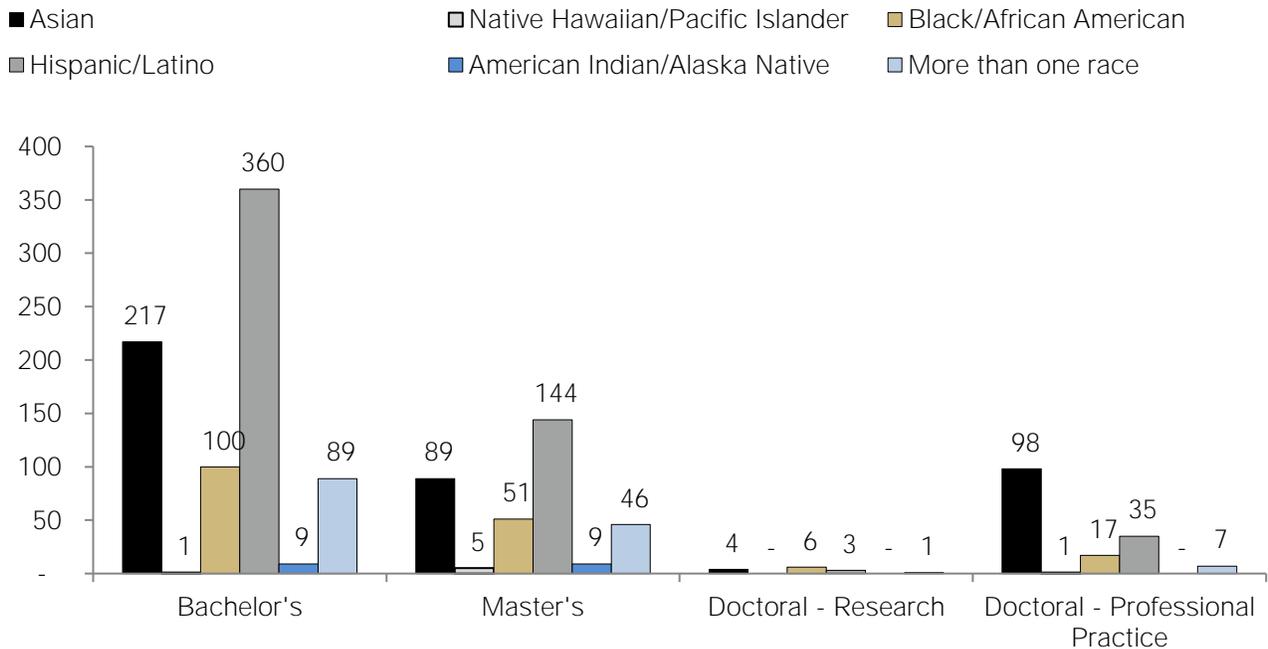
Race/Ethnicity	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Asian	44	48	52	49	73	81	82	75	75	98
Native Hawaiian/Pacific Islander	-	-	-	-	-	-	-	-	-	1
Black/African American	13	21	11	22	22	18	12	23	16	17
Hispanic/Latino	32	22	23	28	25	34	40	41	35	35
American Indian/Alaska Native	-	3	6	1	2	7	4	2	3	-
More than one race	-	-	-	-	-	4	3	7	6	7
White/Unknown	327	353	349	409	410	363	384	379	396	391
International	7	9	6	20	17	20	24	28	14	11
Total Degrees Awarded	423	456	447	529	549	527	549	555	545	560
Students of Color Total	89	94	92	100	122	144	141	148	135	158
Students of Color as % of Total*	21%	21%	21%	20%	23%	28%	27%	28%	25%	29%

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Asian	10.4%	10.5%	11.6%	9.3%	13.3%	15.4%	14.9%	13.5%	13.8%	17.5%
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	3.1%	4.6%	2.5%	4.2%	4.0%	3.4%	2.2%	4.1%	2.9%	3.0%
Hispanic/Latino	7.6%	4.8%	5.1%	5.3%	4.6%	6.5%	7.3%	7.4%	6.4%	6.3%
American Indian/Alaska Native	0.0%	0.7%	1.3%	0.2%	0.4%	1.3%	0.7%	0.4%	0.6%	0.0%
More than one race	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%	0.5%	1.3%	1.1%	1.3%
White/Unknown	77.3%	77.4%	78.1%	77.3%	74.7%	68.9%	69.9%	68.3%	72.7%	69.8%
International	1.7%	2.0%	1.3%	3.8%	3.1%	3.8%	4.4%	5.0%	2.6%	2.0%

The proportion of doctoral professional practice degrees conferred to students of color at the Anschutz Medical Campus remained fairly consistent from 2009 to 2013, ranging from 21 to 23%. FY 2018 reflects the highest percentage (29%) of professional practice degrees that were conferred to students of color.

* 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 2017-18



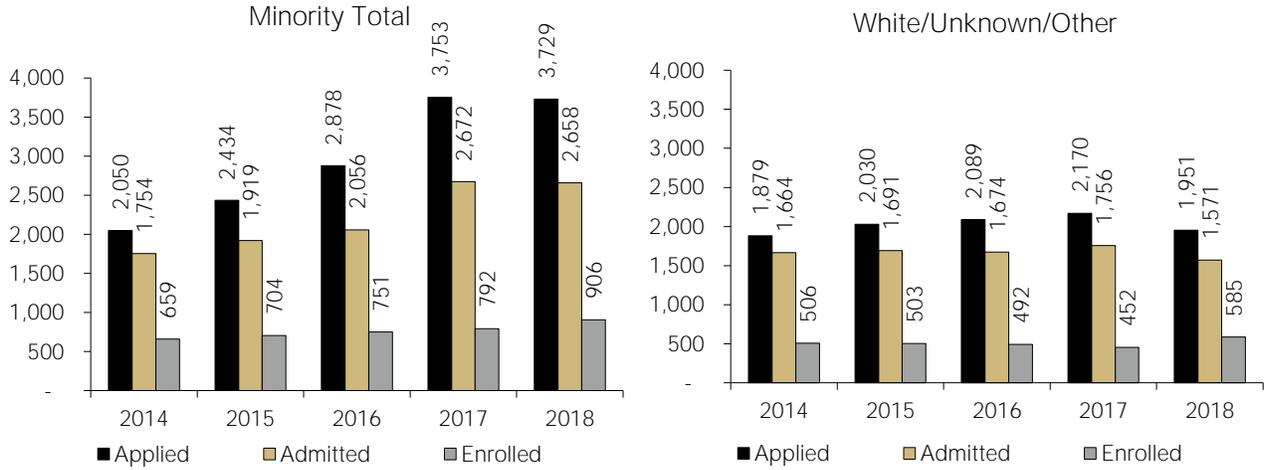
Race/Ethnicity	Bachelor's	Master's	Doctoral - Research	Doctoral - Professional Practice	Total
Asian	217	89	4	98	408
Native Hawaiian/Pacific Islander	1	5	-	1	7
Black/African American	100	51	6	17	174
Hispanic/Latino	360	144	3	35	542
American Indian/Alaska Native	9	9	-	-	18
More than one race	89	46	1	7	143
White/Unknown	1,348	1,527	51	391	3,317
International	268	189	2	11	470
Students of Color Total	776	344	14	158	1,292
Total	2,392	2,060	67	560	5,079

Of all students, nearly 32% of the baccalaureate degrees awarded in fiscal year 2018 were earned by students of color. However, just 17% of the masters degrees were awarded to students of color. Of the 627 degrees awarded at the doctoral level, 27% 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
2014	422	390	187
2015	429	385	173
2016	448	392	172
2017	526	454	176
2018	558	491	222

Native Hawaiian/Pacific Islander

Fall Term	Applied	Admitted	Enrolled
2014	11	9	3
2015	5	5	1
2016	12	9	4
2017	5	4	2
2018	11	10	-

Black/African American

Fall Term	Applied	Admitted	Enrolled
2014	192	140	44
2015	243	172	65
2016	280	182	71
2017	391	232	75
2018	407	246	92

Hispanic/Latino

Fall Term	Applied	Admitted	Enrolled
2014	1,163	988	348
2015	1,478	1,133	392
2016	1,771	1,200	409
2017	2,392	1,643	440
2018	2,392	1,643	507

American Indian/Alaska Native

Fall Term	Applied	Admitted	Enrolled
2014	15	8	4
2015	6	3	2
2016	9	5	3
2017	17	8	3
2018	17	10	6

More than one race

Fall Term	Applied	Admitted	Enrolled
2014	247	219	73
2015	273	221	71
2016	358	268	92
2017	422	331	96
2018	344	258	79

White/Unknown

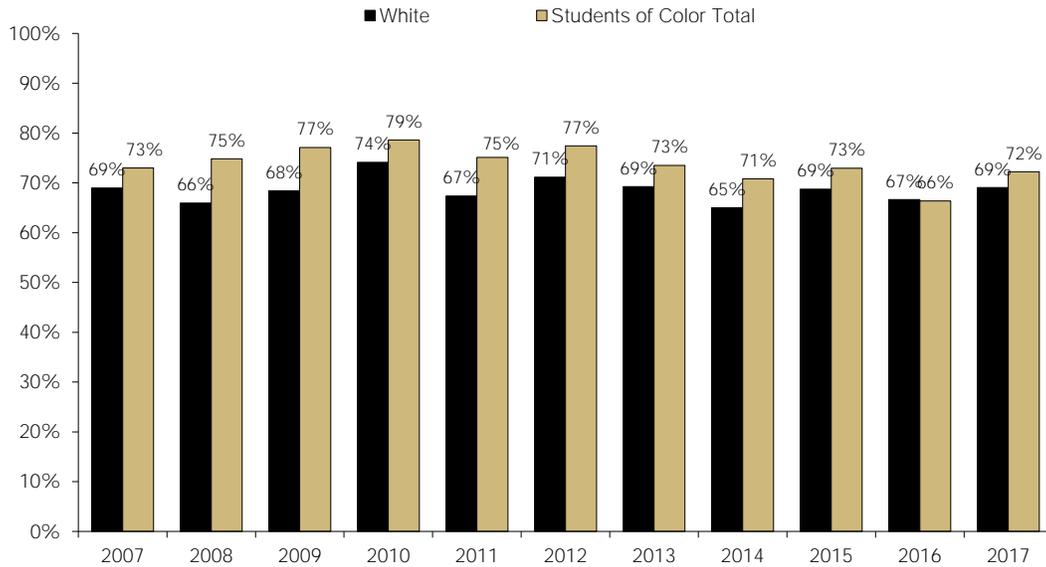
Fall Term	Applied	Admitted	Enrolled
2014	1,879	1,664	506
2015	2,030	1,691	503
2016	2,089	1,674	492
2017	2,170	1,756	452
2018	1,951	1,571	585

Total

Fall Term	Applied	Admitted	Enrolled
2014	3,929	3,418	1,165
2015	4,470	3,616	1,212
2016	4,980	3,740	1,247
2017	5,931	4,436	1,251
2018	5,694	4,242	1,499

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

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



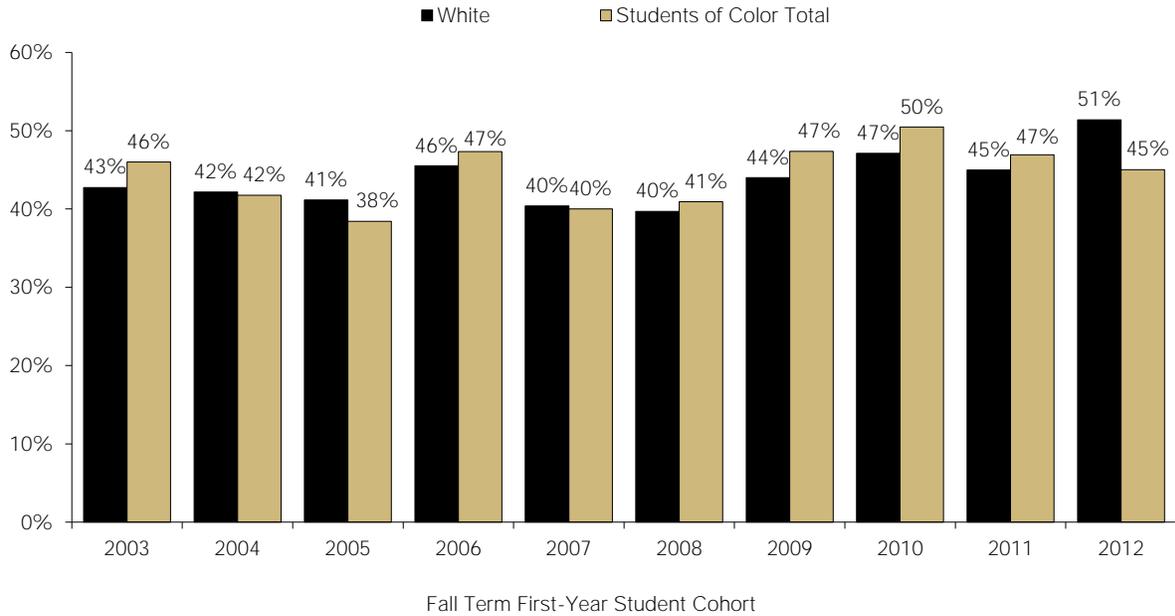
Fall Term First-Year Student Cohort

First-Year Cohort	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Asian	149	162	156	118	123	178	193	176	170	182
Native Hawaiian/Pacific Islander	-	-	-	2	4	3	4	1	4	3
Black/African American	60	67	60	31	57	46	48	64	71	73
Hispanic/Latino	164	162	189	189	195	225	344	371	417	450
American Indian/Alaska Native	8	6	11	3	3	1	3	2	3	3
More than one race	-	-	9	55	52	60	79	81	105	110
White	602	525	522	380	426	514	534	553	561	530
Other/Unknown	21	69	11	15	12	8	6	4	6	2
International	34	48	62	61	90	46	34	26	31	56
Total	1,038	1,039	1,020	854	962	1,081	1,245	1,278	1,368	1,409
Students of Color Total	381	397	425	398	434	513	671	695	770	821

Percent Enrolled One Year Later	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Asian	81%	86%	88%	78%	85%	89%	86%	80%	76%	87%
Native Hawaiian/Pacific Islander	-	-	-	100%	75%	67%	75%	100%	0%	67%
Black/African American	83%	66%	72%	87%	84%	59%	65%	83%	70%	71%
Hispanic/Latino	68%	73%	74%	75%	72%	66%	65%	70%	63%	67%
American Indian/Alaska Native	38%	50%	55%	33%	67%	0%	67%	50%	100%	100%
More than one race	-	-	78%	65%	73%	67%	61%	65%	64%	67%
White	66%	68%	74%	67%	71%	69%	65%	69%	67%	69%
Other/Unknown	71%	77%	73%	67%	67%	100%	17%	100%	83%	50%
International	71%	90%	85%	72%	83%	80%	71%	69%	81%	86%
Total	69%	73%	77%	71%	75%	72%	68%	71%	67%	72%
Students of Color Total	75%	77%	79%	75%	77%	73%	71%	73%	66%	72%

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

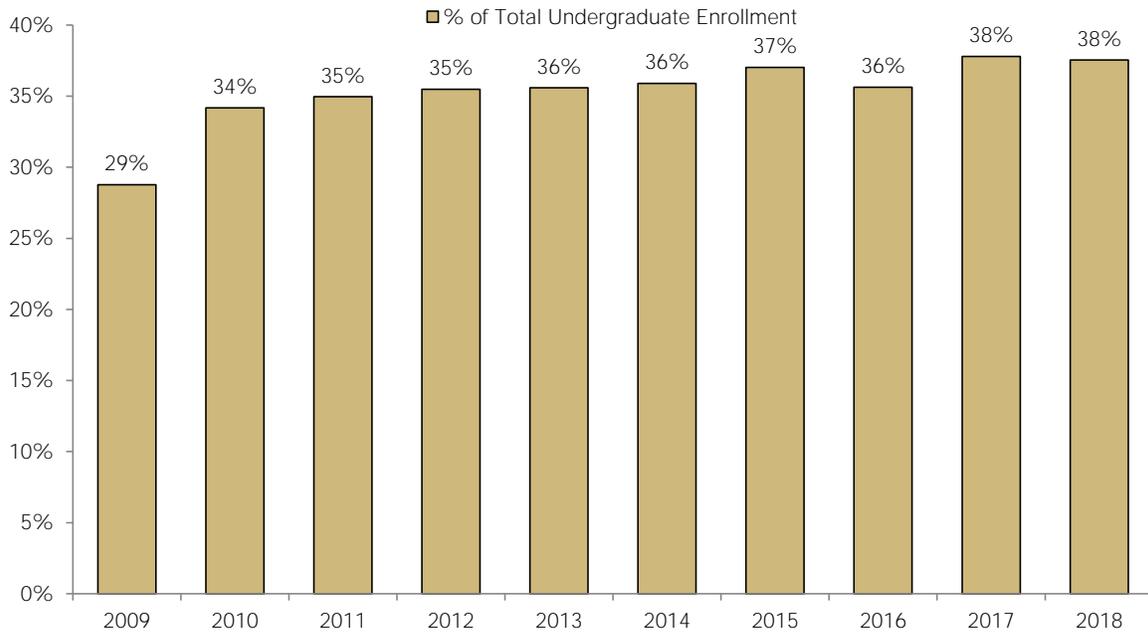


Undergraduate Cohort*	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Asian	88	93	117	135	137	149	162	156	118	123
Black/African American	19	31	24	55	55	60	67	60	31	57
Hispanic/Latino	85	104	120	121	161	164	162	189	189	195
American Indian/Alaska Native	8	9	7	8	17	8	6	11	3	3
White	379	415	435	514	567	602	525	522	380	426
Other/Unknown	41	29	37	37	32	21	69	11	15	12
International	4	6	4	14	43	34	48	62	61	90
Total	624	687	744	884	1,012	1,038	1,039	1,020	854	962
Students of Color Total	200	237	268	319	370	381	397	416	343	382

Six-Year Graduation Rate	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Asian	52%	52%	47%	56%	46%	50%	57%	61%	56%	58%
Black/African American	53%	32%	21%	38%	31%	40%	31%	38%	55%	42%
Hispanic/Latino	41%	39%	34%	44%	40%	35%	45%	48%	40%	38%
American Indian/Alaska Native	13%	0%	29%	25%	24%	13%	33%	9%	33%	33%
White	43%	42%	41%	46%	40%	40%	44%	47%	45%	51%
Other/Unknown	34%	45%	54%	43%	44%	48%	41%	45%	40%	42%
International	50%	33%	50%	71%	60%	53%	54%	47%	43%	50%
Total	43%	42%	41%	46%	41%	41%	46%	48%	45%	48%
Students of Color Total	46%	42%	38%	47%	40%	41%	47%	50%	47%	45%

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

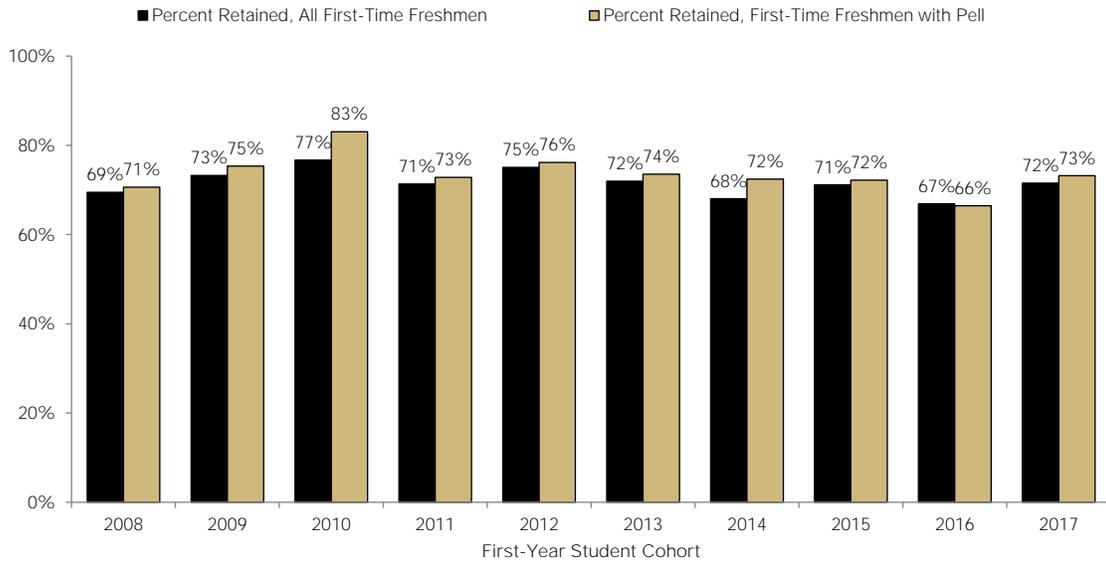
University of Colorado Denver
Denver Campus
Fall Enrollment of Pell Grant Recipients



	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Total UG Pell recipients enrolled	2,643	3,309	3,401	3,466	3,465	3,585	3,716	3,738	4,081	4,168
% of Total Undergraduate Enrollment	29%	34%	35%	35%	36%	36%	37%	36%	38%	38%

The number and proportion of Pell grant recipients on the Denver Campus reached highs of 4,168 and 38%, respectively, in Fall 2018.

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

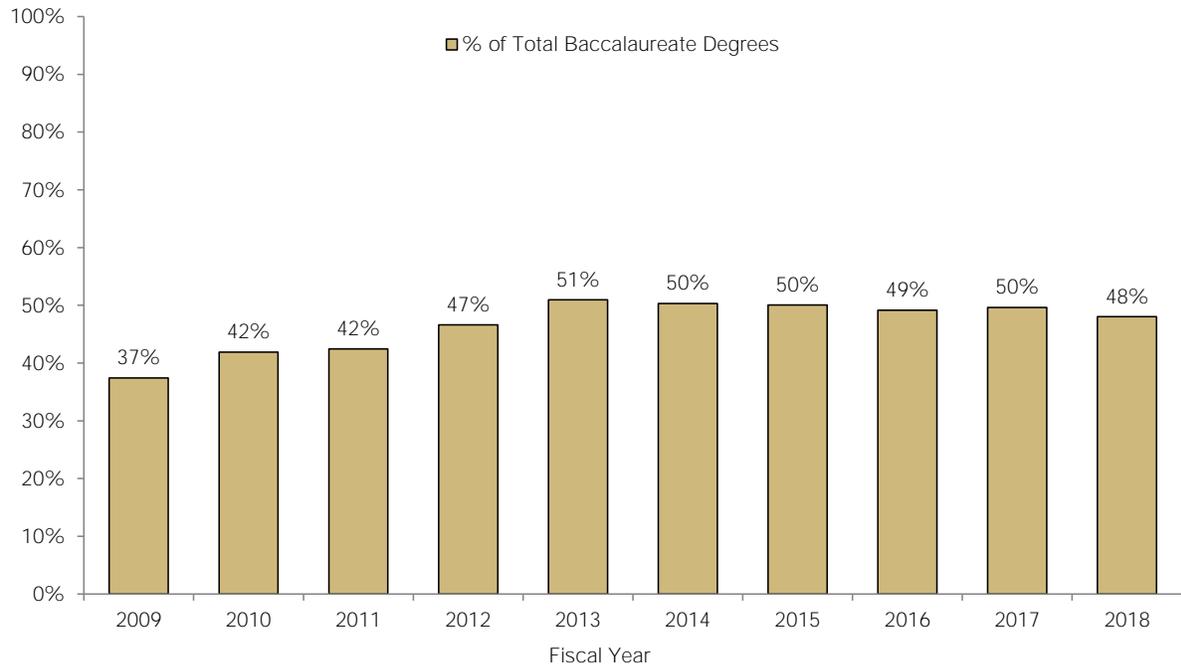


	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
First-Year Student Cohorts*	262	349	348	331	352	393	501	482	516	608
Number Retained**	185	263	289	241	268	289	363	348	343	445
Percent Retained, First-Time Freshmen with Pell	71%	75%	83%	73%	76%	74%	72%	72%	66%	73%
Percent Retained, All First-Time Freshmen	69%	73%	77%	71%	75%	72%	68%	71%	67%	72%

* 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



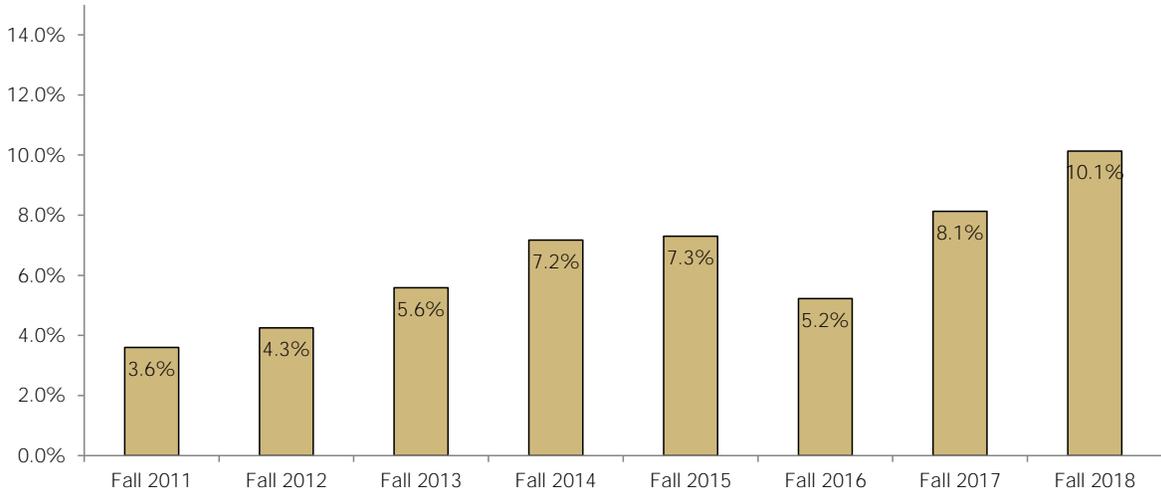
	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Baccalaureate Degrees Awarded to Pell Recipients*	560	688	772	812	959	946	1,018	893	1,012	1,008
% of Total Baccalaureate Degrees	37%	42%	42%	47%	51%	50%	50%	49%	50%	48%

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

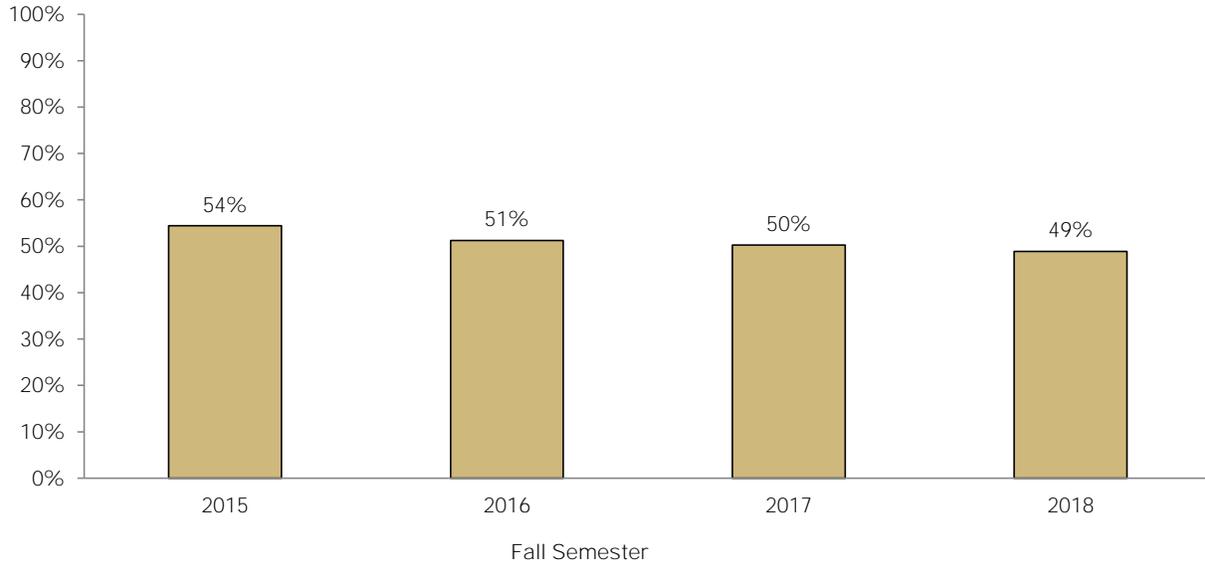


	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018
Number of undergraduates registered with Office of Disability Services	365	436	568	750	770	573	918	1178
Percent of all undergraduates	3.6%	4.3%	5.6%	7.2%	7.3%	5.2%	8.1%	10.1%

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

Over the last eight 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 10.1% in Fall 2018. The latter represents 1,178 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)



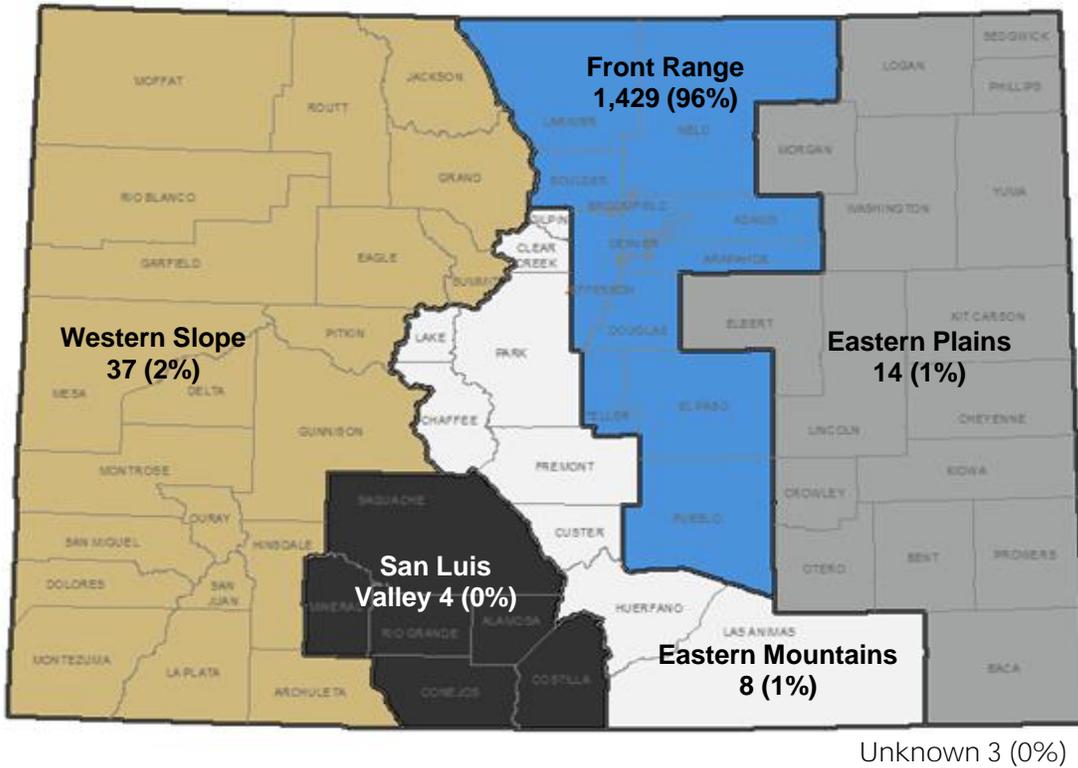
	2015	2016	2017	2018
First Generation Enrolled First-Time Freshman, Fall Term*	691	717	736	839
% First Generation of Enrolled First-Time Freshman, Fall Term*	54%	51%	50%	49%

The numbers of first-generation students on the Denver Campus have consistently increased since Fall 2015.

* 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 2018
 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 2018	
		Enrolled ²	Percent
Eastern Mountains	2%	8	1%
Eastern Plains	3%	14	1%
Front Range	83%	1,429	96%
San Luis Valley	1%	4	0%
Western Slope	10%	37	2%
Unknown	2%	3	0%
Total	100%	1,495	100%

¹ Distribution of 12th grade students enrolled in Colorado Public Schools based on school district enrollment, fall 2017. 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>

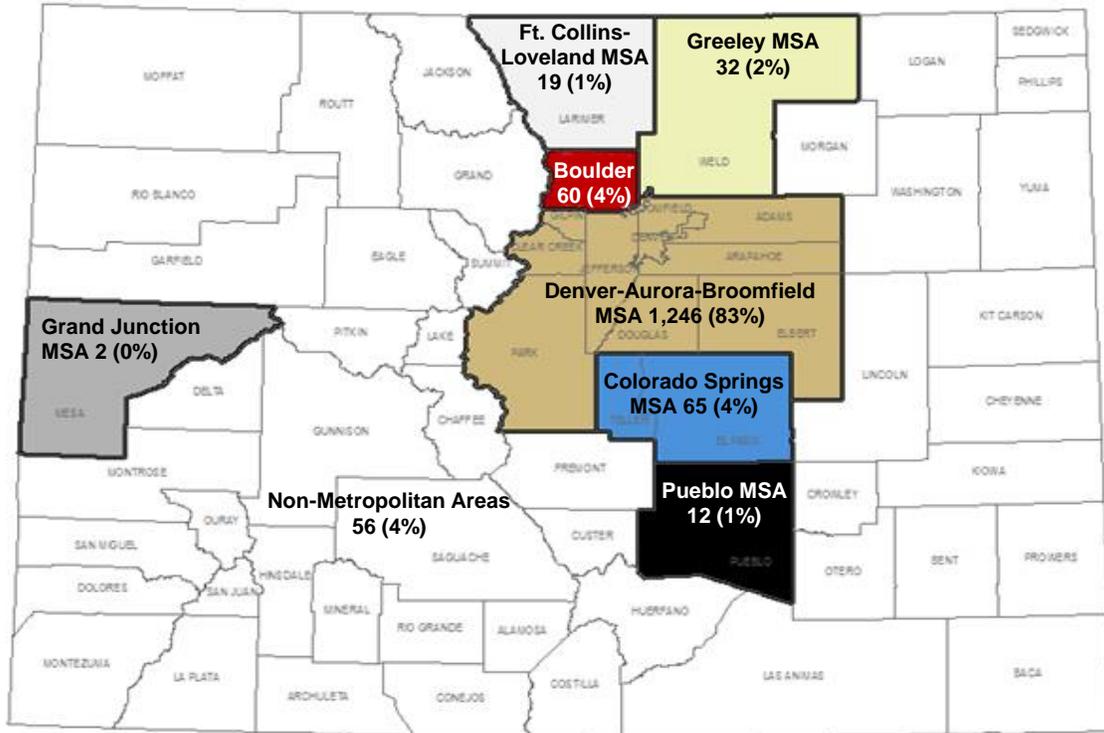
² Home region of new resident freshmen based on county at time of admission. Data source: SURDS Enrollment File (with new freshmen defined by CU registration type)

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 Denver
 Denver Campus
 New Resident Freshmen, Fall 2018

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



MSA=Metropolitan Statistical Area

Unknown MSA 3 (0%)

Metro Area	12th Graders Enrolled in CO Public Schools ¹	CU Denver New Resident Freshmen, Fall 2018	
		Enrolled ²	Percent
Boulder MSA	8%	60	4%
Colorado Springs MSA	14%	65	4%
Denver-Aurora-Broomfield MSA	49%	1,246	83%
Fort Collins-Loveland MSA	5%	19	1%
Grand Junction MSA	3%	2	0%
Greeley MSA	5%	32	2%
Pueblo MSA	3%	12	1%
Non-Metro	14%	56	4%
Unknown	0%	3	0%
Total	100%	1,495	100%

¹ Distribution of 12th grade students enrolled in Colorado Public Schools based on school district enrollment, fall 2017. 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)

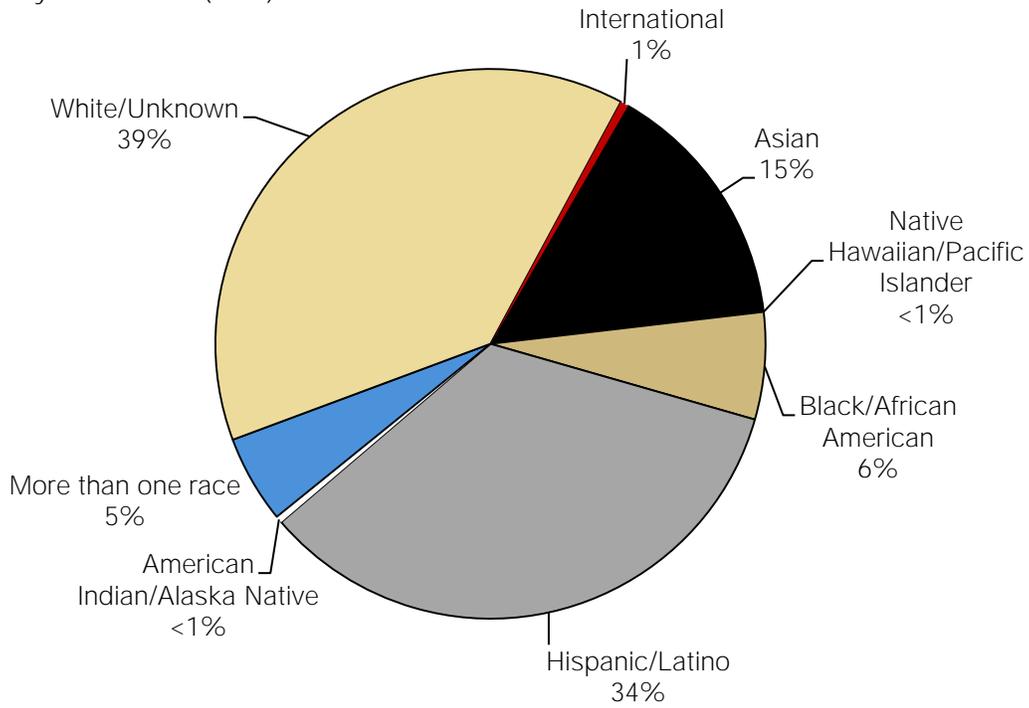
Metropolitan Statistical Areas (MSAs) defined by U.S. Office of Management and Budget, OMB Bulletin No. 09-01, November 2008. <http://www.whitehouse.gov/omb/assets/omb/bulletins/fy2009/09-01.pdf>

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 2018
(End-of-Term Enrollment)

Total = 1,492

Minority Total = 910 (61%)



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 2018

Notes: Includes all employees reported for IPEDS HR for Fall 2018. 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								
		#	%	#	%	#	%	Black/ African American	American Indian/ Alaska Native	Asian	Native Hawaiian/ Pacific Islander	Hispanic/ Latino	More than one race	White	Unknown	Inter- national
Faculty	5,106	2,900	57%	2,206	43%	805	16%	54	16	444	4	259	28	3,337	815	149
Instructional Faculty	4,221	2,387	57%	1,834	43%	605	14%	45	14	309	4	211	22	2,883	698	35
Tenured/Tenure Track	2,461	1,147	47%	1,314	53%	407	17%	28	9	232	4	121	13	1,703	328	23
Full Professor	629	203	32%	426	68%	83	13%	3	4	50	-	22	4	511	33	2
Associate Professor	802	362	45%	440	55%	147	18%	8	5	77	2	52	3	576	79	-
Assistant Professor	1,030	582	57%	448	43%	177	18%	17	-	105	2	47	6	616	216	21
Non-Tenure Track	1,760	1,240	70%	520	30%	198	11%	17	5	77	-	90	9	1,180	370	12
Instructor/Sr. Instructor	1,510	1,082	72%	428	28%	159	11%	15	3	61	-	72	8	989	355	7
Other	250	158	63%	92	37%	39	16%	2	2	16	-	18	1	191	15	5
Research and Public Service Faculty**	885	513	58%	372	42%	200	26%	9	2	135	-	48	6	454	117	114
Staff	6,067	3,981	66%	2,086	34%	1,433	24%	282	36	369	8	660	78	3,199	1,389	46
Officers	36	18	50%	18	50%	4	11%	1	-	-	-	3	-	27	5	-
With Faculty Status	16	5	31%	11	69%	2	13%	1	-	-	-	1	-	11	3	-
Without Faculty Status	20	13	65%	7	35%	2	10%	-	-	-	-	2	-	16	2	-
Management/Other Professionals/Support Staff	6,031	3,963	66%	2,068	34%	1,429	24%	281	36	369	8	657	78	3,172	1,384	46
With Faculty Status	1,505	1,081	72%	424	28%	341	23%	27	19	138	2	135	20	931	211	22
Exempt Professionals	4,011	2,624	65%	1,387	35%	854	21%	182	10	204	4	401	53	1,984	1,149	24
Classified Staff	515	258	50%	257	50%	234	45%	72	7	27	2	121	5	257	24	-
Faculty/Staff Total	11,173	6,881	62%	4,292	38%	2,238	20%	336	52	813	12	919	106	6,536	2,204	195

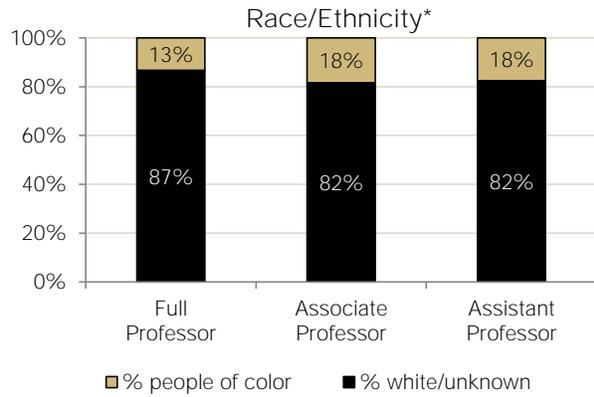
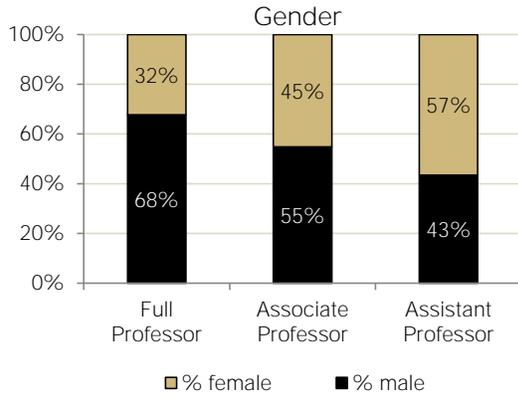
University of Colorado Denver
 Denver Campus and Anschutz Medical Campus
 Full-Time Faculty and Staff, Fall 2018
 DENVER CAMPUS

	Total	Female		Male		People of Color*		Race/Ethnicity/Citizenship								
		#	%	#	%	#	%	Black/ African American	American Indian/ Alaska Native	Asian	Native Hawaiian/ Pacific Islander	Hispanic/ Latino	More than one race	White	Unknown	Inter- national
Faculty	667	278	42%	389	58%	138	21%	8	5	72	-	50	3	469	36	24
Instructional Faculty	622	257	41%	365	59%	135	22%	8	5	70	-	49	3	440	34	13
Tenured/Tenure Track	374	137	37%	237	63%	92	25%	4	3	54	-	29	2	253	20	9
Full Professor	97	32	33%	65	67%	19	20%	1	1	14	-	1	2	77	1	-
Associate Professor	181	64	35%	117	65%	49	27%	2	2	24	-	21	-	124	8	-
Assistant Professor	96	41	43%	55	57%	24	28%	1	-	16	-	7	-	52	11	9
Non-Tenure Track	248	120	48%	128	52%	43	18%	4	2	16	-	20	1	187	14	4
Instructor/Sr. Instructor	172	82	48%	90	52%	33	20%	3	2	11	-	17	-	126	9	4
Other	76	38	50%	38	50%	10	13%	1	-	5	-	3	1	61	5	-
Research and Public Service Faculty**	45	21	47%	24	53%	3	9%	-	-	2	-	1	-	29	2	11
Staff	901	597	66%	304	34%	269	30%	52	5	71	-	124	17	553	77	2
Officers	22	12	55%	10	45%	3	14%	1	-	-	-	2	-	16	3	-
With Faculty Status	11	4	36%	7	64%	1	9%	1	-	-	-	-	-	7	3	-
Without Faculty Status	11	8	73%	3	27%	2	18%	-	-	-	-	2	-	9	-	-
Management/Other Professionals/Support Staff	879	585	67%	294	33%	266	30%	51	5	71	-	122	17	537	74	2
With Faculty Status	110	64	58%	46	42%	16	15%	3	-	7	-	5	1	82	11	1
Exempt Professionals	657	447	68%	210	32%	195	30%	35	2	54	-	90	14	402	59	1
Classified Staff	112	74	66%	38	34%	55	49%	13	3	10	-	27	2	53	4	-
Faculty/Staff Total	1,568	875	56%	693	44%	407	26%	60	10	143	-	174	20	1,022	113	26

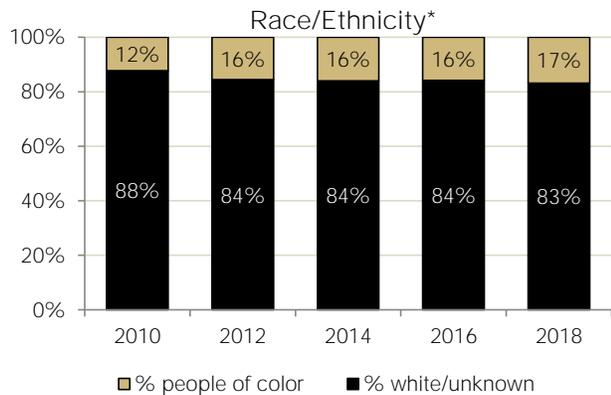
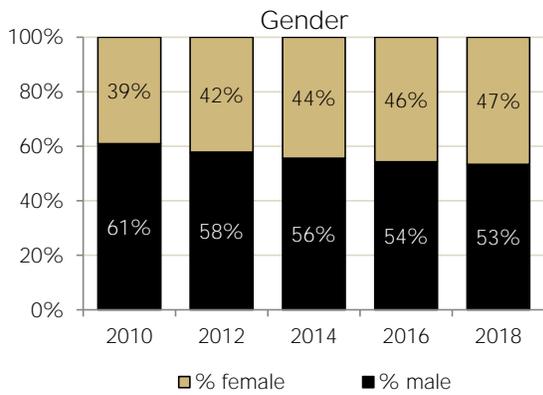
ANSCHUTZ MEDICAL CAMPUS

	Total	Female		Male		People of Color*		Race/Ethnicity/Citizenship								
		#	%	#	%	#	%	Black/ African American	American Indian/ Alaska Native	Asian	Native Hawaiian/ Pacific Islander	Hispanic/ Latino	More than one race	White	Unknown	Inter- national
Faculty	4,439	2,622	59%	1,817	41%	667	15%	46	11	372	4	209	25	2,868	779	125
Instructional Faculty	3,599	2,130	59%	1,469	41%	470	13%	37	9	239	4	162	19	2,443	664	22
Tenured/Tenure Track	2,087	1,010	48%	1,077	52%	315	15%	24	6	178	4	92	11	1,450	308	14
Full Professor	532	171	32%	361	68%	64	12%	2	3	36	-	21	2	434	32	2
Associate Professor	621	298	48%	323	52%	98	16%	6	3	53	2	31	3	452	71	-
Assistant Professor	934	541	58%	393	42%	153	17%	16	-	89	2	40	6	564	205	12
Non-Tenure Track	1,512	1,120	74%	392	26%	155	10%	13	3	61	-	70	8	993	356	8
Instructor/Sr. Instructor	1,338	1,000	75%	338	25%	126	9%	12	1	50	-	55	8	863	346	3
Other	174	120	69%	54	31%	29	17%	1	2	11	-	15	-	130	10	5
Research and Public Service Faculty**	840	492	59%	348	41%	197	27%	9	2	133	-	47	6	425	115	103
Staff	5,166	3,384	66%	1,782	34%	1,164	23%	230	31	298	8	536	61	2,646	1,312	44
Officers	14	6	43%	8	57%	1	7%	-	-	-	-	1	-	11	2	-
With Faculty Status	5	1	20%	4	80%	1	20%	-	-	-	-	1	-	4	-	-
Without Faculty Status	9	5	56%	4	44%	-	0%	-	-	-	-	-	-	7	2	-
Management/Other Professionals/Support Staff	5,152	3,378	66%	1,774	34%	1,163	23%	230	31	298	8	535	61	2,635	1,310	44
With Faculty Status	1,395	1,017	73%	378	27%	325	24%	24	19	131	2	130	19	849	200	21
Exempt Professionals	3,354	2,177	65%	1,177	35%	659	20%	147	8	150	4	311	39	1,582	1,090	23
Classified Staff	403	184	46%	219	54%	179	44%	59	4	17	2	94	3	204	20	-
Faculty/Staff Total	9,605	6,006	63%	3,599	37%	1,831	19%	276	42	670	12	745	86	5,514	2,091	169

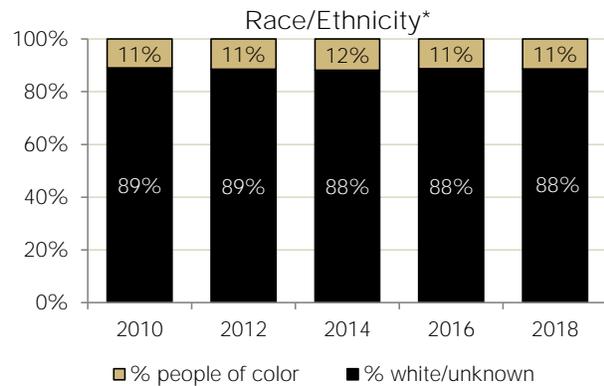
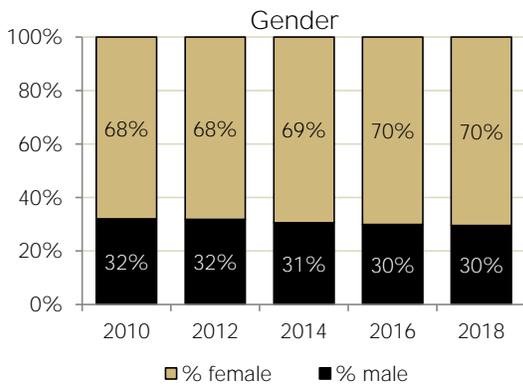
University of Colorado Denver
 Denver Campus and Anschutz Medical Campus
 Instructional Faculty, Fall 2018
 Tenured/Tenure Track



Instructional Faculty, Fall 2010 - Fall 2018
 Tenured/Tenure Track Faculty
 All Ranks Combined

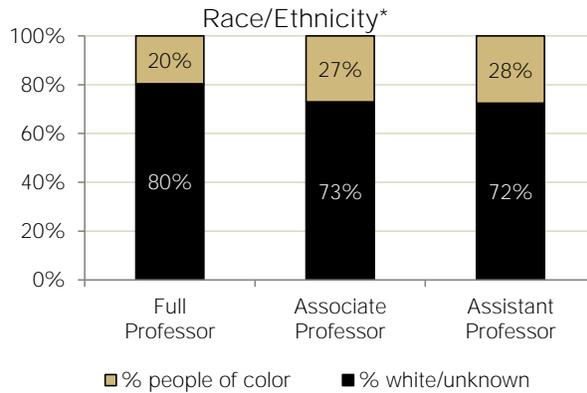
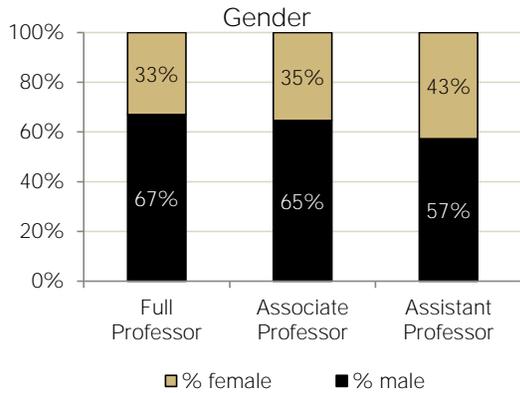


Non-Tenure Track Faculty

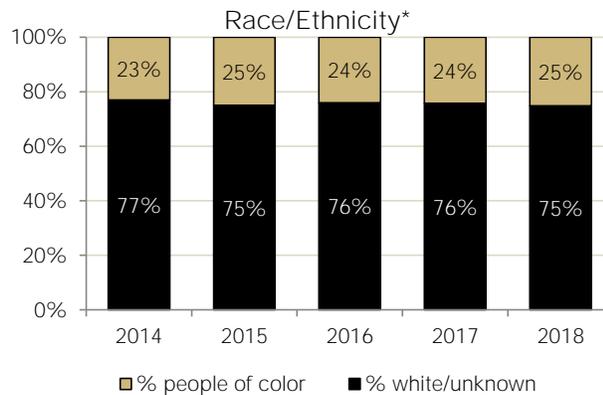
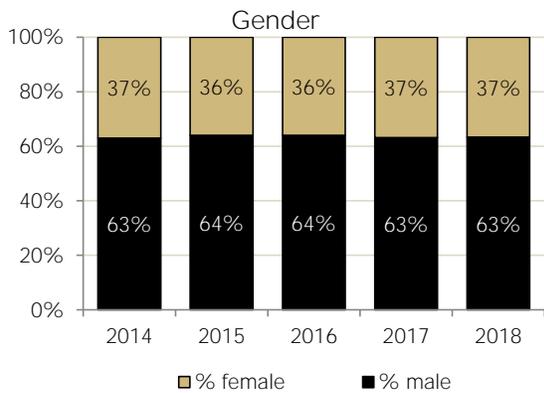


*People of Color percentage calculation does not include the international population.

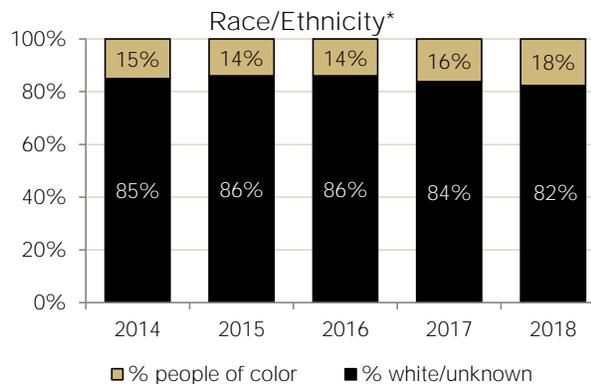
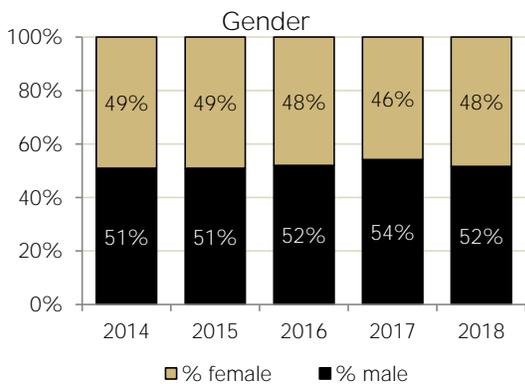
University of Colorado Denver
 Denver Campus
 Instructional Faculty, Fall 2018
 Tenured/Tenure Track



Instructional Faculty, Fall 2014 - Fall 2018
 Tenured/Tenure Track Faculty
 All Ranks Combined

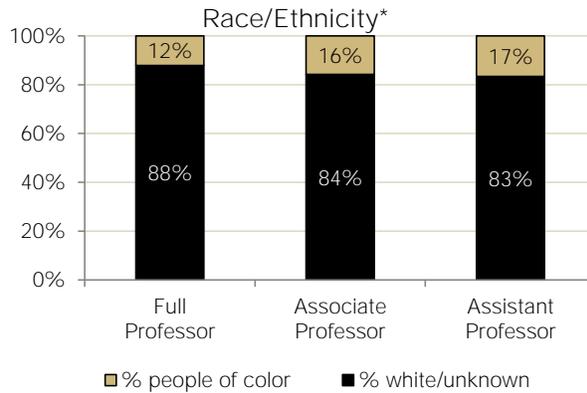
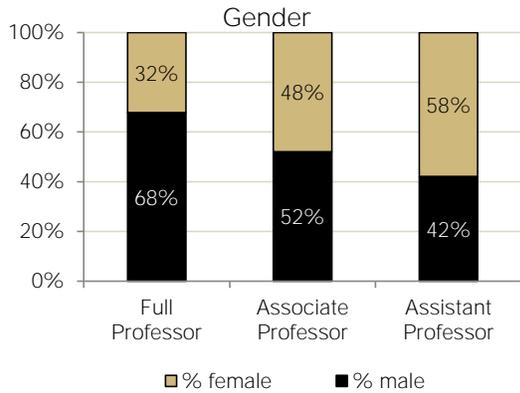


Non-Tenure Track Faculty

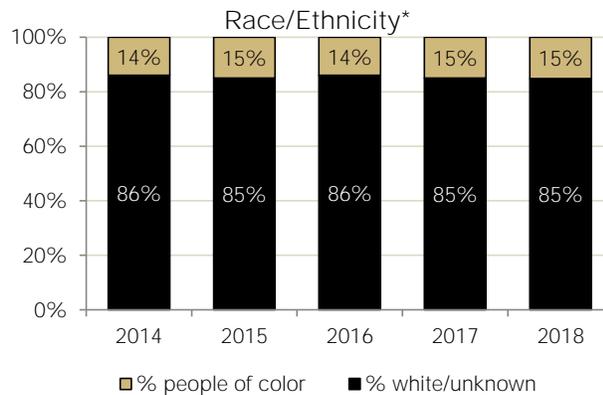
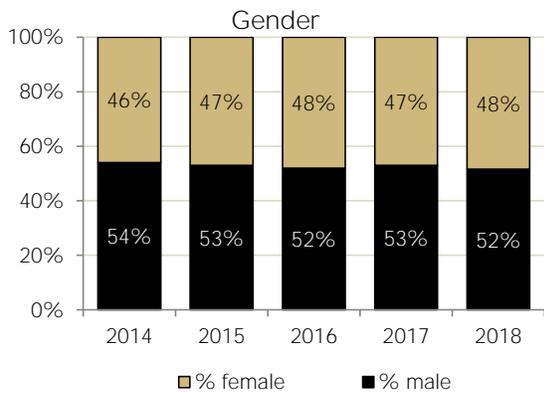


*People of Color percentage calculation does not include the international population.

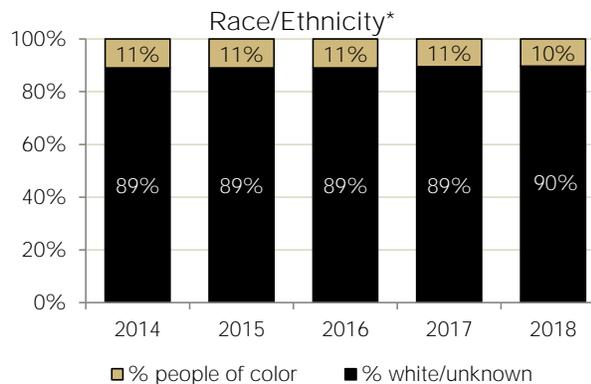
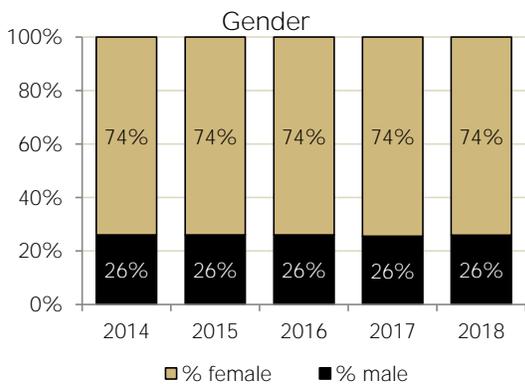
University of Colorado Denver
Anschutz Medical Campus
Instructional Faculty, Fall 2018
Tenured/Tenure Track



Instructional Faculty, Fall 2014 - Fall 2018
Tenured/Tenure Track Faculty
All Ranks Combined

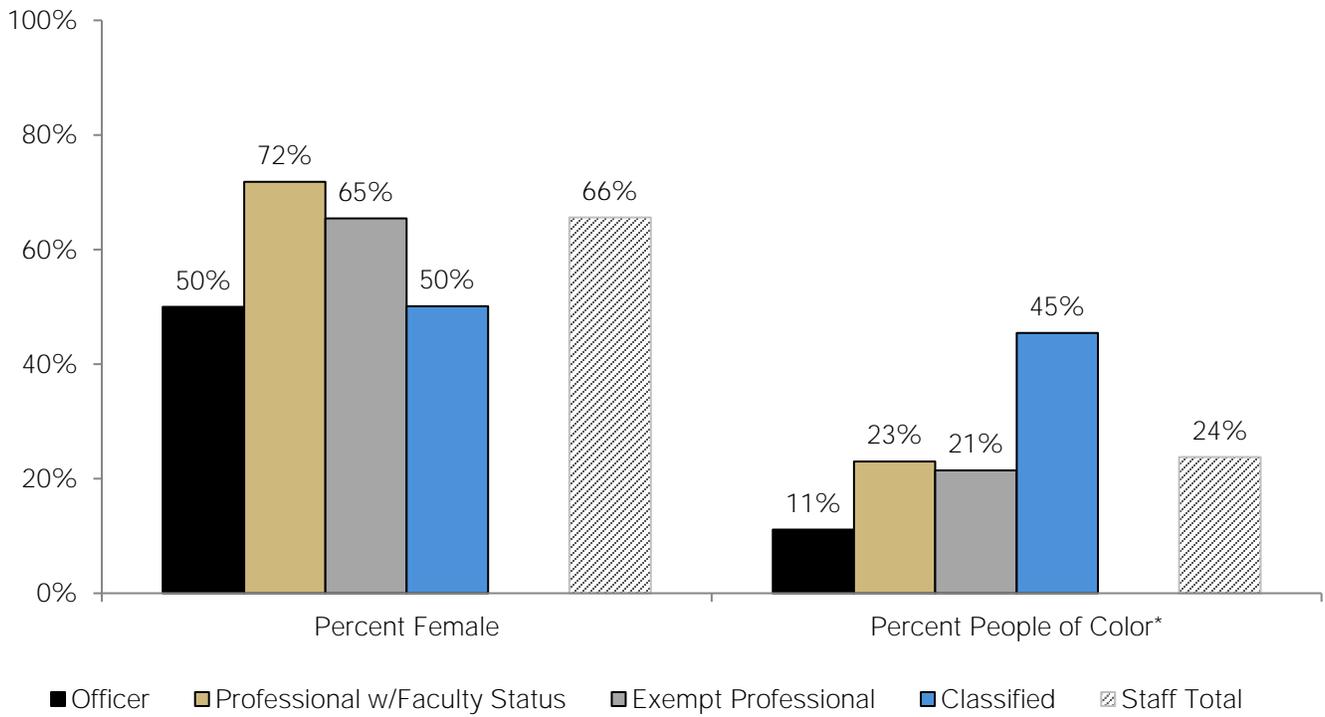


Non-Tenure Track Faculty



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

University of Colorado Denver
 Denver Campus and Anschutz Medical Campus
 Staff Diversity, Fall 2018



Females represent half of the classified (50%) and university officers (50%) as well as more than half of exempt professional (65%) and professionals with faculty status (72%). Minority employees constitute lower proportions of each of those same categories.

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



University of Colorado System Administration Staff Diversity

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

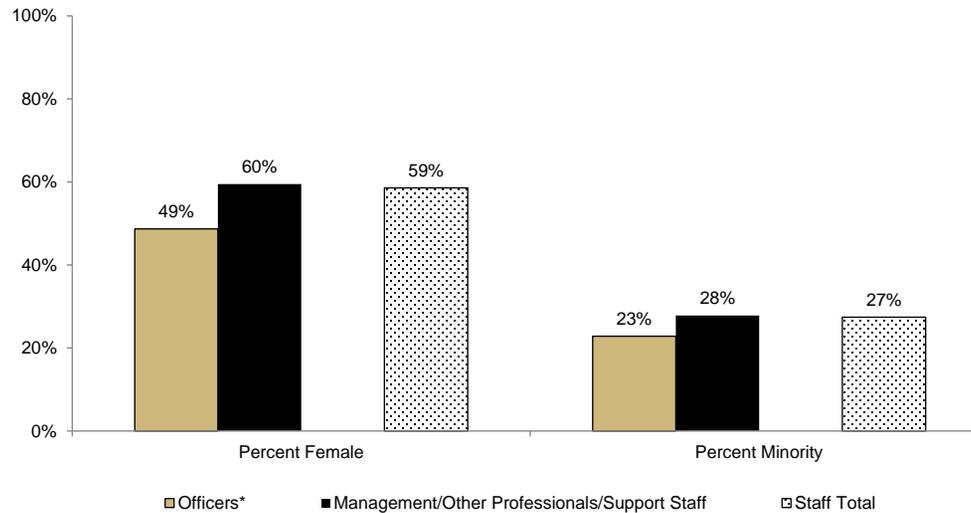
University of Colorado System Administration
Full-Time Staff, Fall 2018

Notes: Includes all employees reported for IPEDS HR for Fall 2018. 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	More than one race/ethnicity	White	Unknown	International
Staff Total	449	263	59%	186	41%	113	27%	19	1	41	26	26	296	3	37
Officers*	39	19	49%	20	51%	8	23%	1	0	2	1	4	27		4
Management/Other Professionals/Support Staff	410	244	60%	166	40%	105	28%	18	1	39	25	22	269	3	33

*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 2018**



Appendices

Appendix A: Fall 2017 Resident Enrollment, Colorado Public Four-Year Institutions

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

Appendix A: Fall 2017 Resident Enrollment, Colorado Public Four-Year Institutions

	Hispanic/ Latino	Black or African American	American Indian or Alaskan Native	Asian	Hawaiian or Pacific Islander	More than one Race/Ethnicity (non-hispanic)	White, non- Hispanic	Unknown	Inter- national ^a	Total Resident	Total Resident Minority ^b	Percent Resident Minority ^c	Share of CO Minority Resident Enrollment	Share of CO Total Resident Enrollment
Undergraduate	21,018	4,111	716	5,089	258	4,422	68,244	2,956	182	106,996	35,614	33%	100.0%	100.0%
University of Colorado System	6,361	1,061	269	2,931	100	1,549	22,248	833	77	35,429	12,271	35%	34.5%	33.1%
University of Colorado Boulder	2,369	343	33	1,343	14	1,007	11,274	131	41	16,555	5,109	31%	14.3%	15.5%
University of Colorado Colorado Springs	1,664		39	323		542	5,981	532	8	9,089	2,568	28%	7.2%	8.5%
University of Colorado Denver	2,269	691	194	1,238	81		4,680	146	28	9,327	4,473	48%	12.6%	8.7%
University of Colorado Anschutz	59	27	3	27	5		313	24	-	458	121	26%	0.3%	0.4%
Adams State University	639	77	29	14	5	52	635	107		1,558	816	52%	2.3%	1.5%
Colorado Mesa University	1,553	153	47	99	22	272	5,768	192	3	8,109	2,146	26%	6.0%	7.6%
Colorado School of Mines	305	45	10	186	1	153	2,081	21	13	2,815	700	25%	2.0%	2.6%
Colorado State University System	4,884	1,225	135	905	62	1,073	20,305	728	63	29,380	8,284	28%	23.3%	27.5%
Colorado State University - Ft. Collins	2,562	453	68	512	22	637	12,797	281	48	17,380	4,254	25%	11.9%	16.2%
Colorado State University - Pueblo	1,204	200	23	46	9	188	1,774	86	11	3,541	1,670	47%	4.7%	3.3%
CSU-Global Campus	1,118	572	44	347	31	248	5,734	361	4	8,459	2,360	28%	6.6%	7.9%
Fort Lewis College	213	14	86	17	3	87	1,166	81	14	1,681	420	25%	1.2%	1.6%
Metropolitan State University of Denver	5,129	1,160	96	785	55	852	10,324	530	7	18,938	8,077	43%	22.7%	17.7%
University of Northern Colorado	1,704	336	31	136	6	320	4,614	339	5	7,491	2,533	34%	7.1%	7.0%
Western State Colorado University	230	40	13	16	4	64	1,103	125		1,595	367	23%	1.0%	1.5%
Graduate	2,110	774	166	812	47	444	15,214	1,222	105	20,894	4,353	21%	100.0%	100.0%
University of Colorado System	1,125	297	117	481	29	181	8,177	767	81	11,255	2,230	20%	51.2%	53.9%
University of Colorado Boulder	303	60	20	150	1	111	2,626	241	20	3,532	645	18%	14.8%	16.9%
University of Colorado Colorado Springs	186		9	53		70	1,145	127	11	1,601	318	20%	7.3%	7.7%
University of Colorado Denver	371	131	43	200	17		2,428	160	42	3,392	762	23%	2.1%	3.2%
University of Colorado Anschutz	265	106	45	78	11		1,978	239	8	2,730	505	19%	1.4%	2.6%
Adams State University	93	22	4	3		14	429	30		595	136	23%	3.1%	2.8%
Colorado Mesa University	6		2	1	3	1	103	2	1	119	13	11%	0.3%	0.6%
Colorado School of Mines	60	11	3	30		26	601	14	5	750	130	17%	3.0%	3.6%
Colorado State University System	687	425	34	278	13	189	4,972	365	17	6,980	1,626	23%	37.4%	33.4%
Colorado State University - Ft. Collins	208	34	8	98	1	81	2,222	200	13	2,865	430	15%	9.9%	13.7%
Colorado State University - Pueblo	48	4		6	1	4	118	11	1	193	63	33%	1.4%	0.9%
CSU-Global Campus	431	387	26	174	11	104	2,632	154	3	3,922	1,133	29%	26.0%	18.8%
Fort Lewis College	2					2	6	3		13	4	31%	0.1%	0.1%
Metropolitan State University of Denver	2	1		1		1	19			24	5	21%	0.1%	0.1%
University of Northern Colorado	106	15	4	15	2	23	704	25	1	895	165	18%	3.8%	4.3%
Western State Colorado University	29	3	2	3		7	203	16		263	44	17%	1.0%	1.3%
Total	23,128	4,885	882	5,901	305	4,866	83,458	4,178	287	127,890	39,967	31%	100.0%	100.0%

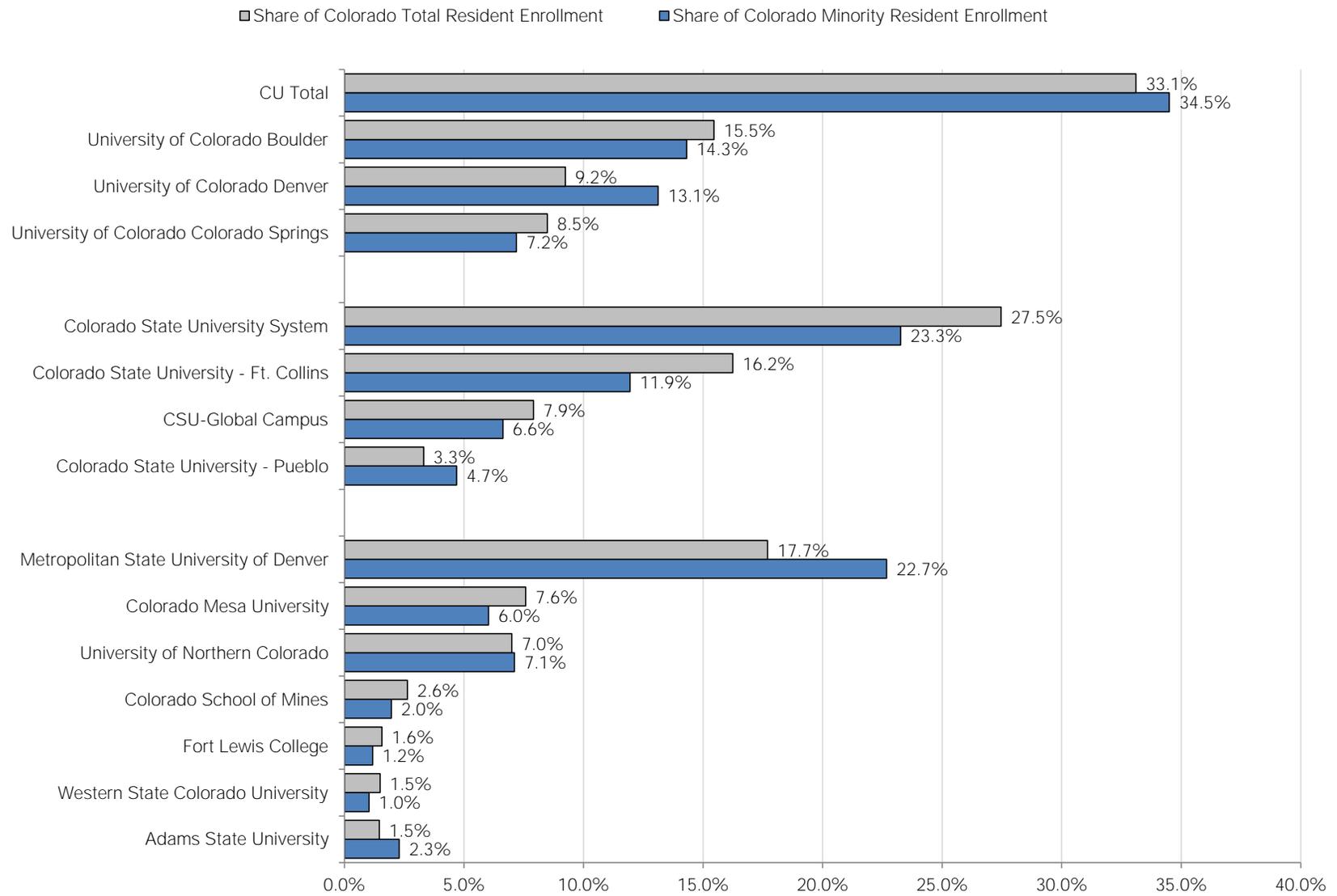
Source: Colorado Department of Higher Education Searchable Database, <http://higher.ed.colorado.gov/Data/Search.aspx>. UCD splits from CU Denver Institutional Research. Based on SURDS enrollment files. Excludes students exclusively enrolled in extended studies programs. These data will not match other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

^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 2017



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