**Boulder: Faculty Retention Rates**

- % Total Retained
- % URM Retained
- URM Prior 3-Yr Avg

- **FY 2019-20**:
  - Total Retained: 88%
  - URM Retained: 87%
  - Prior 3-Yr Avg: 89%

- **FY 2020-21**:
  - Total Retained: 86%
  - URM Retained: 86%
  - Prior 3-Yr Avg: 89%

- **FY 2021-22**:
  - Total Retained: 87%
  - URM Retained: 86%
  - Prior 3-Yr Avg: 89%

- **FY 2022-23**:
  - Total Retained: 92%
  - URM Retained: 92%
  - Prior 3-Yr Avg: 89%

- **FY 2023-24 (YTD)**:
  - Total Retained: 90%
  - URM Retained: 90%
  - Prior 3-Yr Avg: 89%

- **2026 Goal**:
  - Total Retained: 90%
  - URM Retained: 90%
  - Prior 3-Yr Avg: 89%

**Data as of 12/31/2023. FY 2023-24 YTD reflects partial fiscal year, final data will be available in July 2024.**

**Employee cohorts include individuals holding a regular position (FT and PT) as of July 1 of the fiscal year. Faculty includes T/TT and ICR (Instructional, Clinical, Research) Faculty. Excludes Supplemental and Other Faculty. Staff includes University Staff and Classified Staff.**

**URM includes Native Hawaiian/Pacific Islander, Black/African American, Hispanic/Latino, and American Indian/Alaskan Native, plus those in “More than one race” who fall in any of these.**

**Boulder Faculty (Retained + New Hires)**

- **7%**
  - Total Retained: 4,132
  - URM Retained: 46

- **7%**
  - Total Retained: 4,165
  - URM Retained: 48

- **8%**
  - Total Retained: 4,176
  - URM Retained: 46

- **9%**
  - Total Retained: 4,232
  - URM Retained: 48

- **10%**
  - Total Retained: 4,265
  - URM Retained: 48

**URM Faculty New Hires**

- | FY 2019-20 | FY 2020-21 | FY 2021-22 | FY 2022-23 | FY 2023-24 (YTD) |
  - | 4,132 | 4,165 | 4,176 | 4,232 | 4,265 |

**Non-URM Faculty New Hires**

- | FY 2019-20 | FY 2020-21 | FY 2021-22 | FY 2022-23 | FY 2023-24 (YTD) |
  - | 503 | 506 | 506 | 506 | 506 |

**URM Faculty Retained**

- | FY 2019-20 | FY 2020-21 | FY 2021-22 | FY 2022-23 | FY 2023-24 (YTD) |
  - | 3,328 | 3,358 | 3,326 | 3,353 | 3,564 |

**Non-URM Faculty Retained**

- | FY 2019-20 | FY 2020-21 | FY 2021-22 | FY 2022-23 | FY 2023-24 (YTD) |
  - | 251 | 262 | 278 | 298 | 361 |
Data as of 12/31/2023. FY 2023-24 YTD reflects partial fiscal year, final data will be available in July 2024.

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FACULTY RETENTION & NEW HIRES

UCCS: Faculty Retention Rates

- 93% in FY 2019-20
- 92% in FY 2020-21
- 92% in FY 2021-22
- 96% in FY 2022-23 (YTD)
- 94% as of FY 2023-24 (YTD)

UCCS: Faculty New Hires

- 5.8% in FY 2019-20
- 2.4% in FY 2020-21
- 2.1% in FY 2021-22
- 2.1% in FY 2022-23
- 6.1% in FY 2023-24 (YTD)

- Data as of 12/31/2023. FY 2023-24 YTD reflects partial fiscal year, final data will be available in July 2024.
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UCCS Faculty (Retained + New Hires)
STAFF RETENTION & NEW HIRES

UCCS: Staff Retention Rates

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  Faculty includes T/TT and ICR (Instructional, Clinical, Research) Faculty. Excludes Supplemental and Other Faculty. Staff includes University Staff and Classified Staff.
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UCCS: Staff New Hires

- % Veteran Staff New Hires
- % URM Staff New Hires

UCCS Staff (Retained + New Hires)

- % URM (Retained + New Hires)
FACULTY RETENTION & NEW HIRES

Data as of 12/31/2023. FY 2023-24 YTD reflects partial fiscal year, final data will be available in July 2024.

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Data as of 12/31/2023. FY 2023-24 YTD reflects partial fiscal year, final data will be available in July 2024.

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Anschutz | Focus Area: Employee Retention & New Hires
CU Board of Regents February 2024 Meeting

FACULTY RETENTION & NEW HIRES

- Data as of 12/31/2023. FY 2023-24 YTD reflects partial fiscal year, final data will be available in July 2024.
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STAFF RETENTION & NEW HIRES

- Data as of 12/31/2023. FY 2023-24 YTD reflects partial fiscal year, final data will be available in July 2024.
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Anschutz: Staff Retention Rates

Anschutz: Staff New Hires

Anschutz Staff (Retained + New Hires)
Staff Retention & New Hires

- Data as of 12/31/2023. FY 2023-24 YTD reflects partial fiscal year, final data will be available in July 2024.
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- URM includes Native Hawaiian/Pacific Islander, Black/African American, Hispanic/Latino, and American Indian/Alaskan Native, plus those in "More than one race" who fall in any of these.

System Admin Staff (Retained + New Hires)

<table>
<thead>
<tr>
<th>Year</th>
<th>Retained</th>
<th>URM New Hires</th>
<th>Total New Hires</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY 2019-20</td>
<td>503</td>
<td>11</td>
<td>514</td>
</tr>
<tr>
<td>FY 2020-21</td>
<td>558</td>
<td>15</td>
<td>573</td>
</tr>
<tr>
<td>FY 2021-22</td>
<td>552</td>
<td>20</td>
<td>572</td>
</tr>
<tr>
<td>FY 2022-23</td>
<td>573</td>
<td>21</td>
<td>594</td>
</tr>
<tr>
<td>FY 2023-24</td>
<td>607</td>
<td>43</td>
<td>650</td>
</tr>
</tbody>
</table>

- % URM:
  - Current Retained: 14%
  - URM New Hires: 13%
  - Non-URM Staff New Hires: 14%
  - URM Staff Retained: 15%
  - Non-URM Staff Retained: 16%