



UNIVERSITY OF COLORADO SYSTEM

*Boulder • Colorado Springs • Denver • Health Sciences Center*

*Office of the Vice President for Academic Affairs and Research*

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## **University of Colorado 2004 Report on Diversity**

*Colorado Springs Campus*

Prepared by the University of Colorado System Office of Information & Analysis

March 2004

**University of Colorado at Colorado Springs  
Highlights of Student Diversity Report  
January 2004**

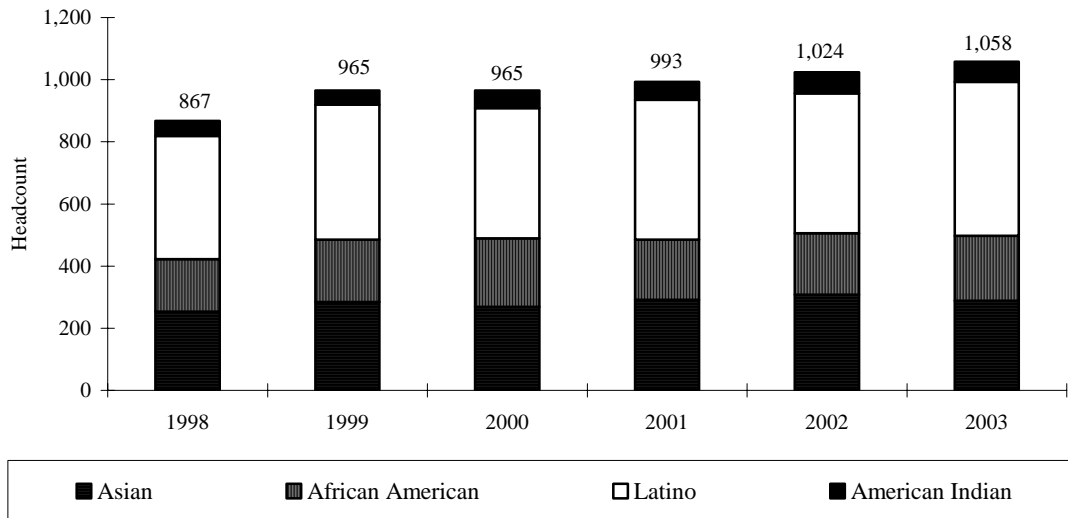
The CU-Colorado Springs Diversity Plan calls for the student population to be representative of the rich cultural heritages found among the region's fast growing population. The Diversity Plan places significant responsibility upon the Colorado Springs administration and faculty to foster a campus climate of excellence that attracts and supports young scholars of color in obtaining their educational and personal goals.

Implementation of the Diversity Plan is characterized by a high level of administrative and faculty commitment to related student organizations. Assistance from the President's Fund for Diversity and the involvement of CU-Colorado Springs Faculty Minority Affairs Committee fulfill critical roles in supporting student organizations. As a result, CU-Colorado Springs boasts a large number of related students groups for a medium size campus, among the most active are: the American Indian Science and Engineering Society, the Asian Student Association, the Black Student Union, the Islamic Student Organization, the Latin Student Union, the National Society of Black Engineers, the Society of Hispanic Professional Engineers, Society of Women Engineers, and United Students of Color.

Findings based upon current data from the Colorado Springs campus concerning the status of student diversity include:

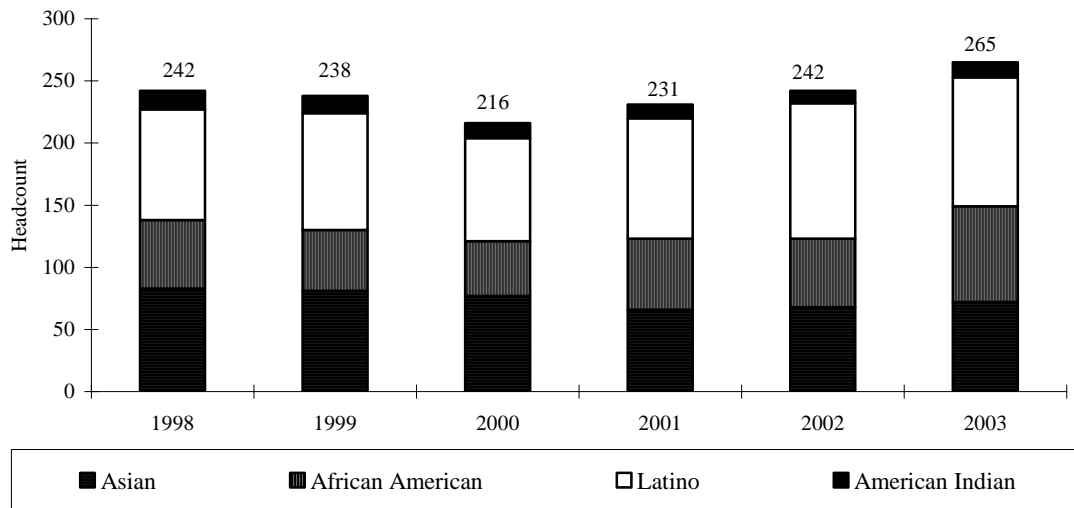
- The Year 2003 marked a new set of record achievements for CU-Colorado Springs in the areas of recruitment, retention and graduation of students of color.
- The highest number of new freshmen of color enrolled at CU-Colorado Springs in Fall 2003. A total of 155 freshmen out of an entering class of 918 freshmen are members of an ethnic minority group.
- In Fall 2003, CU-Colorado Springs enrolled 1,323 students of color. This is the largest enrollment of students from underrepresented ethnic groups in the institution's history. The number of students of color grew at both the undergraduate and graduate levels in the past year.
- Unlike most other institutions, the percentage of ethnic minority freshmen returning for the second year of study exceeded the rate for Anglo freshmen. The most recent findings show that 72% of ethnic minority freshmen, and 67% of Anglo freshmen, entering in Fall 2002 persisted to the second year of study. The highest retention rate was among African-American freshmen with 77% returning for their sophomore year. Latino freshmen followed closely with 73% returning for their sophomore year.
- The numbers African-American and Latino students grew at a faster pace in the past year than did the total campus student enrollment. African-American students increased by 13% and Latino students increased by 7% from 2002 to 2003. In comparison, the campus student population grew by 3% during this period. American Indian enrollment remained steady. The number of Asian American students declined slightly.
- An all time high of 164 bachelor's degrees were conferred to students of color during 2003.

**University of Colorado at Colorado Springs  
Minority Undergraduate Fall Headcount Enrollment  
6 Year History**



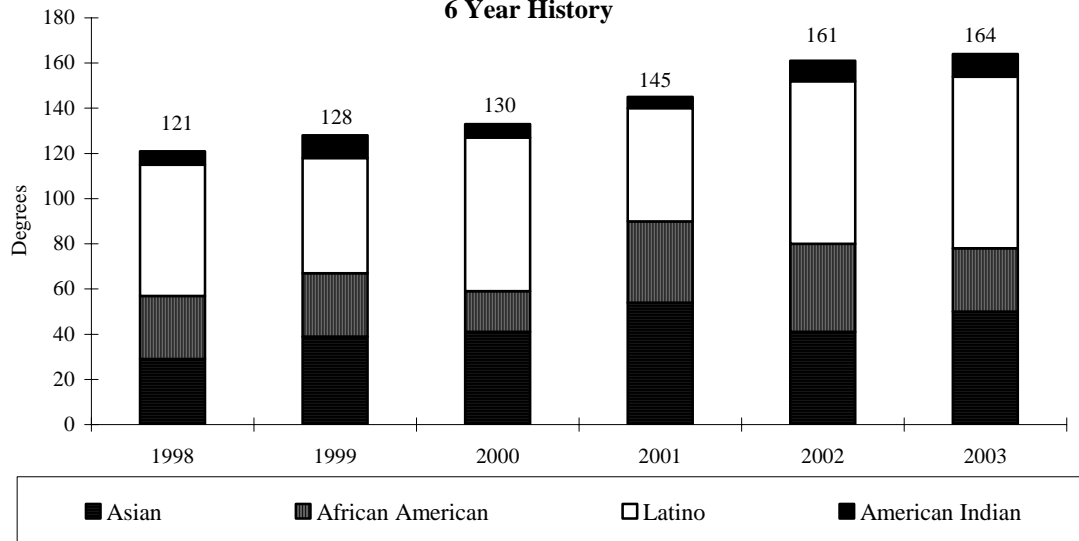
	1998	1999	2000	2001	2002	2003
Minority Enrollment as a % of Total Undergraduate Enrollment	18.1%	19.4%	19.1%	18.9%	18.1%	18.0%
Asian	253	284	269	292	308	288
African American	169	201	220	193	198	209
Latino	397	435	419	450	450	496
American Indian	48	45	57	58	68	65
Minority Total	867	965	965	993	1,024	1,058
White/Unknown	3,871	3,947	4,056	4,226	4,574	4,793
International	42	50	42	31	51	24
Total Undergraduate (Headcount) Enrollment	4,780	4,962	5,063	5,250	5,649	5,875

**University of Colorado at Colorado Springs  
Minority Graduate Fall Headcount Enrollment  
6 Year History**



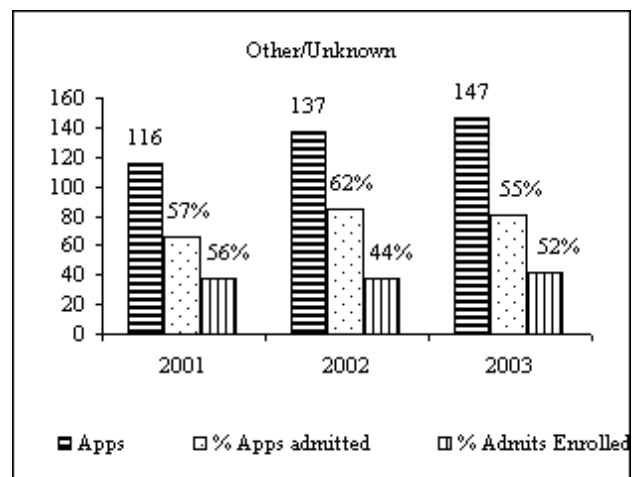
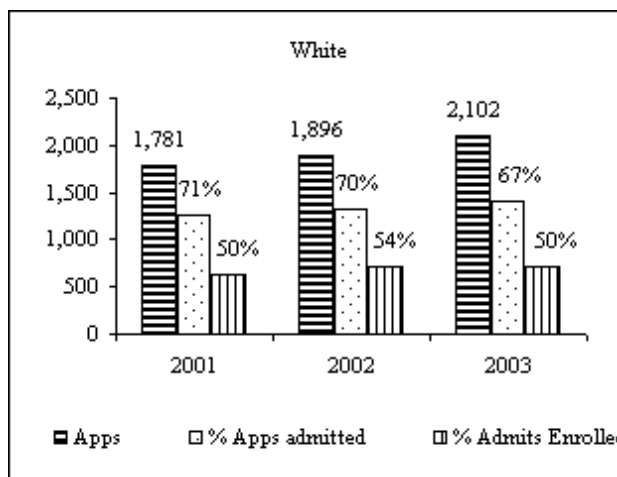
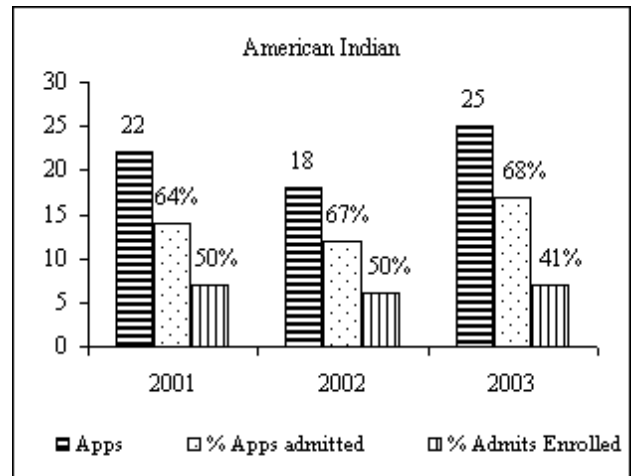
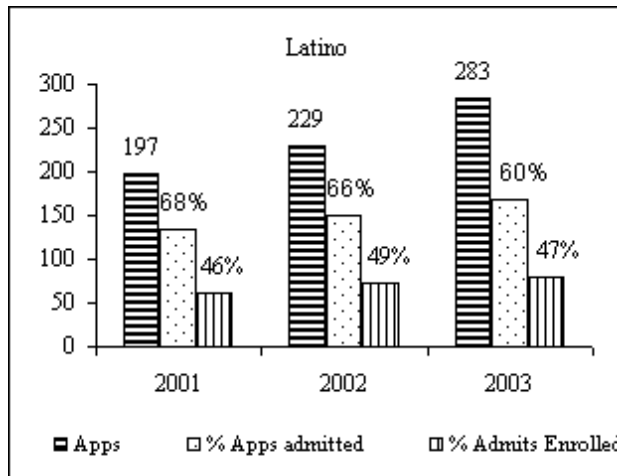
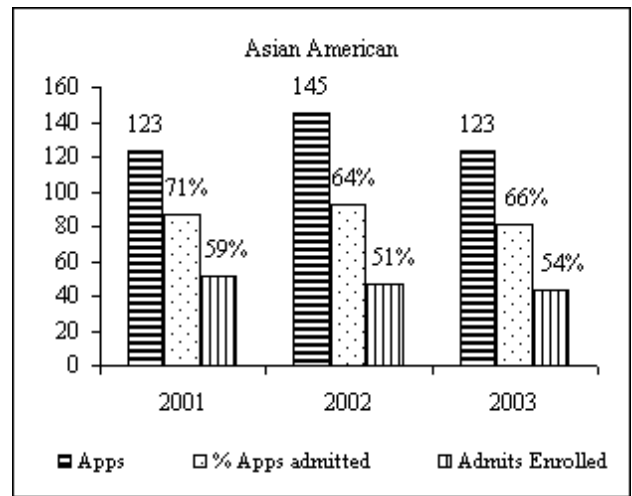
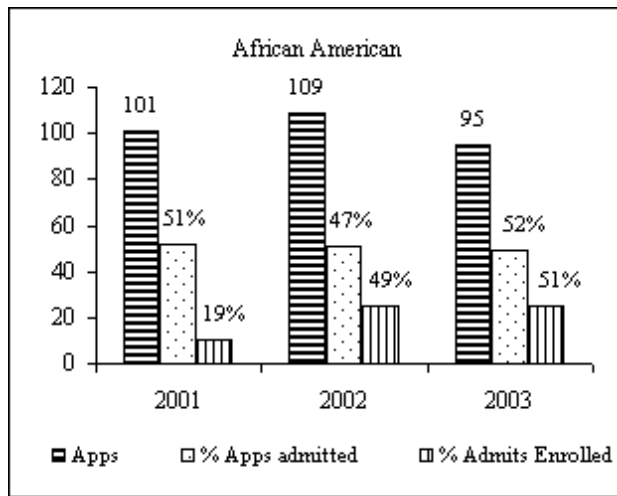
	1998	1999	2000	2001	2002	2003
Minority Enrollment as a % of Total Graduate Enrollment	13.6%	14.1%	13.9%	14.4%	13.8%	15.2%
Asian	83	81	77	66	68	72
African American	55	49	44	57	55	77
Latino	89	94	83	97	109	104
American Indian	15	14	12	11	10	12
Minority Total	242	238	216	231	242	265
White/Unknown	1,455	1,370	1,230	1,272	1,429	1,426
International	85	79	108	100	87	54
Total Graduate (Headcount) Enrollment	1,782	1,687	1,554	1,603	1,758	1,745

**University of Colorado at Colorado Springs  
Minority Baccalaureate Degrees Awarded  
6 Year History**



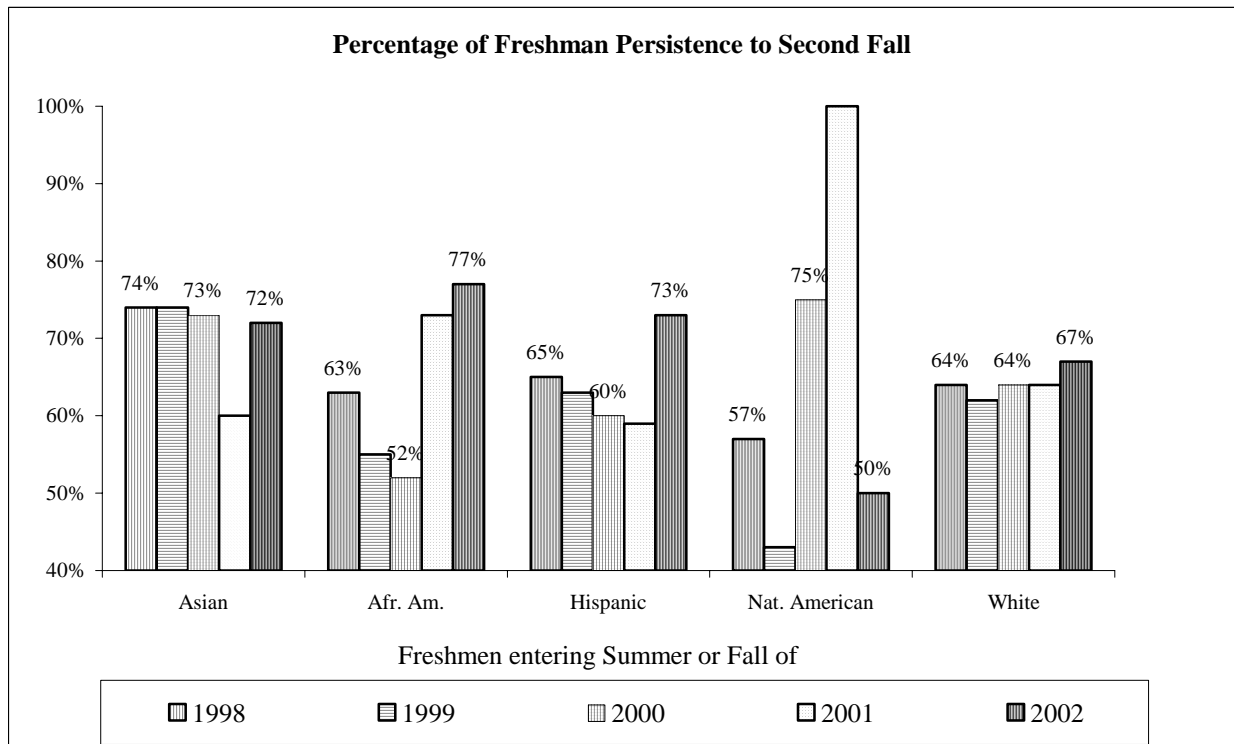
	1998	1999	2000	2001	2002	2003
Minority Degrees Awarded as a % of Total UG Enrollment	18.6%	17.7%	17.9%	18.8%	18.1%	17.8%
Asian	29	39	41	54	41	50
African American	28	28	18	36	39	28
Latino	58	51	65	50	72	76
American Indian	6	10	6	5	9	10
Minority Total	121	128	130	145	161	164
White/Unknown	518	587	587	623	724	755
International	10	9	9	3	4	3
Total Undergraduate Degrees Awarded	649	724	726	771	889	922

**University of Colorado at Colorado Springs  
Freshman Applications, Acceptances, and Matriculations  
By Ethnicity, 2001, 2002, 2003**



**University of Colorado at Colorado Springs  
Persistence of First-Time Freshmen to Second Fall Term**

	Freshmen entering Fall of:					Percent enrolled in subsequent Fall of Freshmen entering Fall of:				
	1998	1999	2000	2001	2002	1998	1999	2000	2001	2002
Asian-American	38	47	44	50	43	74%	74%	73%	60%	72%
African-American	24	29	28	15	26	63%	55%	52%	73%	77%
Latino	65	82	59	61	66	65%	63%	60%	59%	73%
American Indian	7	7	8	7	6	57%	43%	75%	100%	50%
White	546	559	593	558	670	64%	62%	64%	64%	67%
Other/Unknown	16	20	35	34	34	69%	60%	57%	65%	79%
International	4	2	4	5	6	75%	50%	75%	60%	83%
All	700	746	771	730	851	65%	62%	63%	64%	68%



**University of Colorado at Colorado Springs  
Highlights of Faculty/Staff Diversity Report  
January 2004**

In the past year, steps toward implementing *The Faculty Action Plan* to recruit and retain faculty of color have included:

- Continuing the Chancellor's Minority Advisory Committee to solicit ideas and feedback from community representatives.
- Increasing campus dialog with Historically Black Colleges and Universities, Hispanic-serving, and tribal colleges and various higher education professional organizations regarding posting of campus position descriptions and recruitment of qualified candidates.
- Initiated contact with funding sources for establishing a rotating visiting professorship for faculty of color.
- Enlisting faculty participation in off-campus activities promoting diversity.

Selected highlights from a yearlong list of achievements celebrating faculty and staff diversity are:

- UCCS Chancellor Pam Shockley-Zalabak received the 2003 ATHENA award at the Colorado Springs Chamber of Commerce 12<sup>th</sup> annual Women in Business Conference. She was honored at the event in part for her building consensus among various community constituencies.
- A search to hire an Assistant Vice Chancellor for Academic Diversity is currently underway. The responsibilities of this position will include insuring that diversity is a high priority and that minority applicants are included in candidate pools, working with the Division of Student Success in recruitment and retention of students from underrepresented groups, serving as an ex-officio member of the Faculty Minority Affairs Committee, and representing the Colorado Springs campus on academic diversity issues of interest to the University of Colorado System.
- Assistant Professor of History Christina Jimenez was awarded a research fellowship at the Shelby Cullom Davis Center for Historical Studies at Princeton University. While at Princeton, she will be working on book manuscript *Buying into the Nation: Negotiating Citizenship and Modernity in Urban Mexico, 1880-1930*.
- John Herrington, the first Native American astronaut, received an honorary doctorate from UCCS on April 22nd. Harrington earned a bachelor's degree in applied mathematics from UCCS in 1984. While a crewmember on the space shuttle Endeavor, he brought with him into space a UCCS pennant, a Chickasaw Nation flag and eagle feathers given to him by several other tribal nations. Herrington was born in Wetumka, Oklahoma and is a member of the Chickasaw nation.

Findings based upon current data from the Colorado Springs campus concerning the status of diversity among faculty and staff include:

- UCCS faculty are more diversity today than at any time in the history of the campus. Currently, female faculty or faculty of color fill 49% of regular faculty positions.
- Implementation of the recruitment and retention strategies documented in the *Faculty Action Plan* continues to contribute to increasing the number and percentage of assistant professors of color in the past year.
- Representation by faculty of color within academic leadership positions continues to increase in both the number of individuals involved and their proportion among those serving. Currently,



faculty of color fill one-quarter of college academic leadership positions as deans or associate deans.

- Substantial progress has been made in females serving in campus leadership positions. Specifically, females present within the officer and administrative categories rose by 17% and 19%, respectively, in the past year alone.

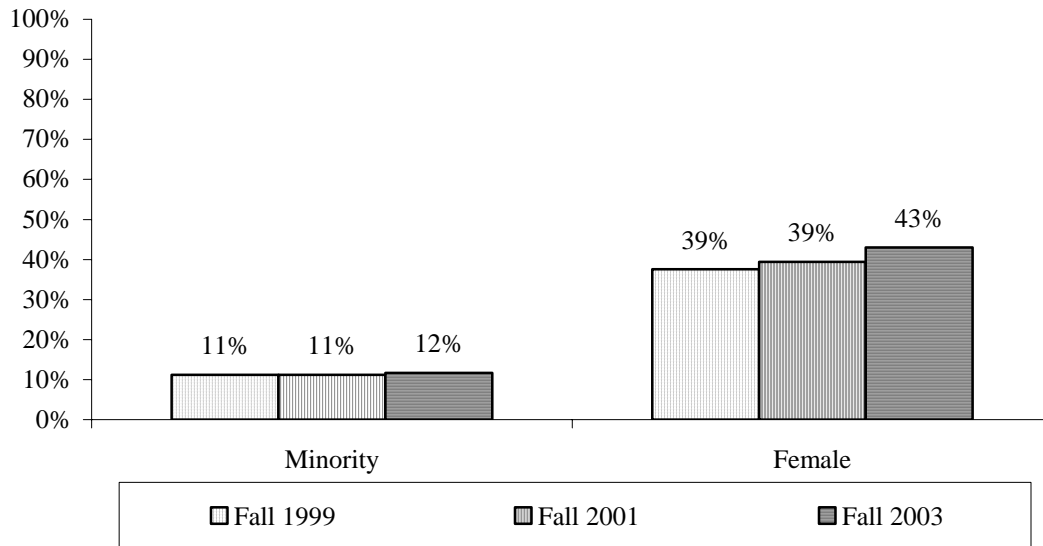
University of Colorado at Colorado Springs  
Faculty Diversity Profile  
All Schools and Colleges, Fall 2003

Category	Female		Male		Minority		Ethnicity					
	Total	#	Pct.	#	Pct.	#	Pct.	African American	American Indian	Asian	Latino	International*
<b>Reg. Instructional Faculty</b>												
<b>TOTAL</b>	284	123	43%	161	57%	33	12%	6	2	13	12	1
<i>Tenured/Tenure Track</i>	193	65	34%	128	66%	24	12%	3	1	12	8	1
Full Professor	80	14	18%	66	83%	9	11%	1	0	6	2	0
Associate Professor	59	20	34%	39	66%	7	12%	2	0	3	2	0
Assistant Professor	54	31	57%	23	43%	8	15%	0	1	3	4	1
<i>Non-Tenure Track</i>	91	58	64%	33	36%	9	10%	3	1	1	4	0
Asst. Professor	1	1	100%	0	0%	0	0%	0	0	0	0	0
Instructor/Sr. Instructor	90	57	63%	33	37%	9	10%	3	1	1	4	0
<b>Tenured</b>	136	33	24%	103	76%	16	12%	3	0	9	4	0
Full Professor	80	14	18%	66	83%	9	11%	1	0	6	2	0
Associate Professor	56	19	34%	37	66%	7	13%	2	0	3	2	0
Assistant Professor	0	0		0		0	0%	0	0	0	0	0
<b>Administrative</b>	56	19	34%	37	66%	8	14%	1	1	3	3	0
Asst/Assoc/Dean/Chanc	20	7	35%	13	65%	5	25%	1	1	2	1	0
Dept. Chair/Directors	36	12	33%	24	67%	3	8%	0	0	1	2	0
<b>Other Faculty</b>												
	Total	#	Pct.	#	Pct.	#	Pct.	African American	American Indian	Asian	Latino	International*
Total	225	120	53%	105	47%	17	8%	4	1	5	7	0
Lecturer/Honorarium	182	91	50%	91	50%	14	8%	4	0	5	5	0
Research Faculty	34	24	71%	10	29%	2	6%	0	0	0	2	0
Visiting/Adjunct/Adjoint	9	5	56%	4	44%	1	11%	0	1	0	0	0

(\*)Note: International faculty (temporary aliens) are included in non-minority totals only.

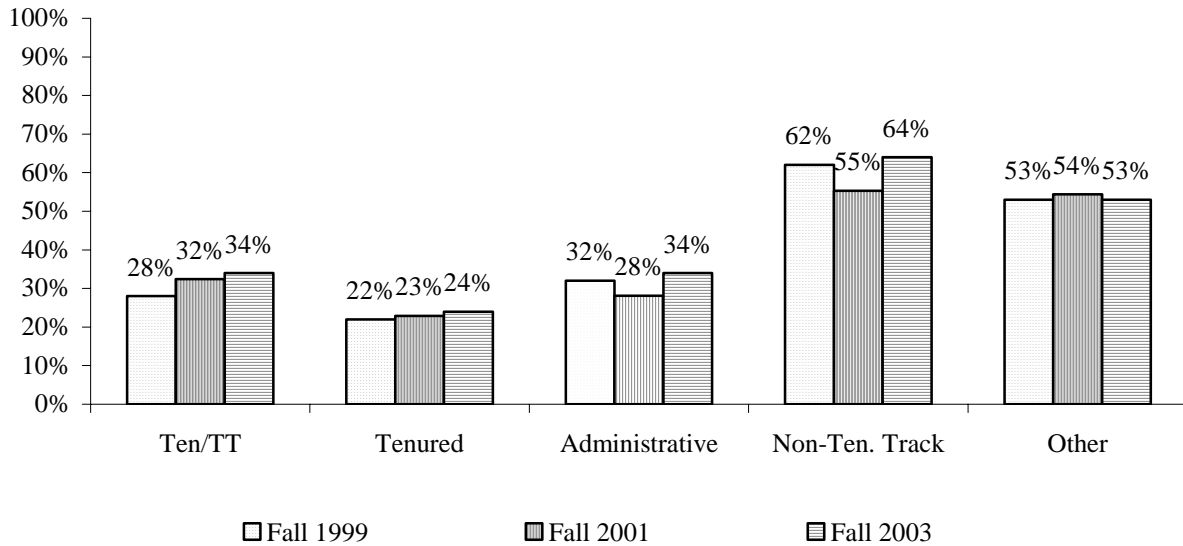
## University of Colorado at Colorado Springs Faculty Diversity Profile

Percent of all Regular Faculty  
Minorities & Females

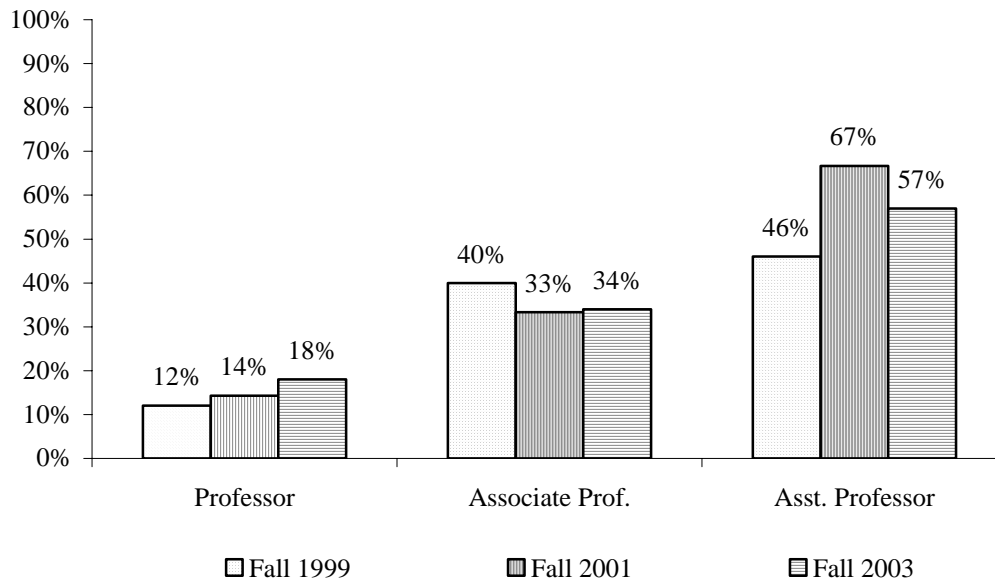


## University of Colorado at Colorado Springs Faculty Diversity Profile

**Percent of Total Faculty  
Who are Female**

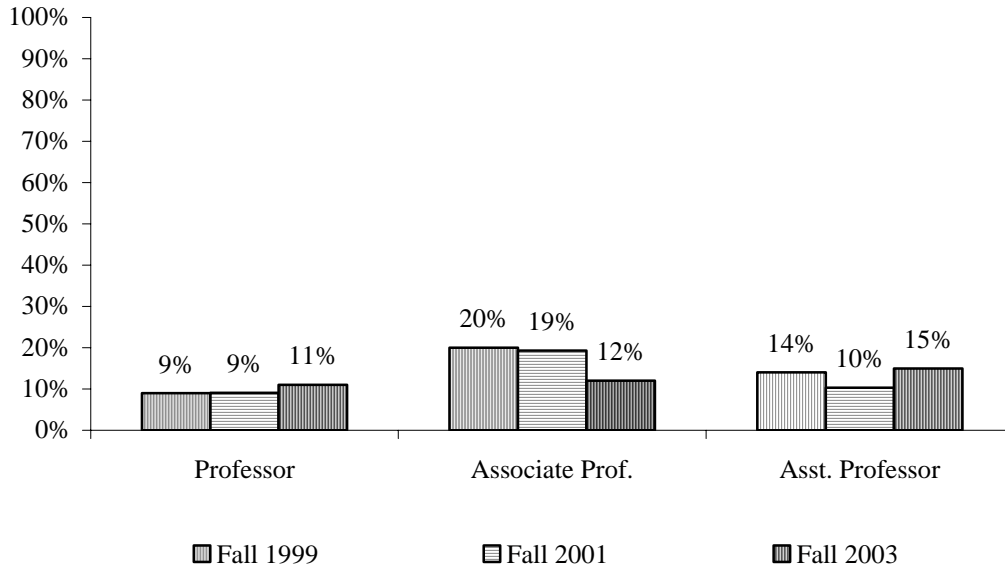


**Percent of Tenure/Tenure Track Faculty  
Who are Female**

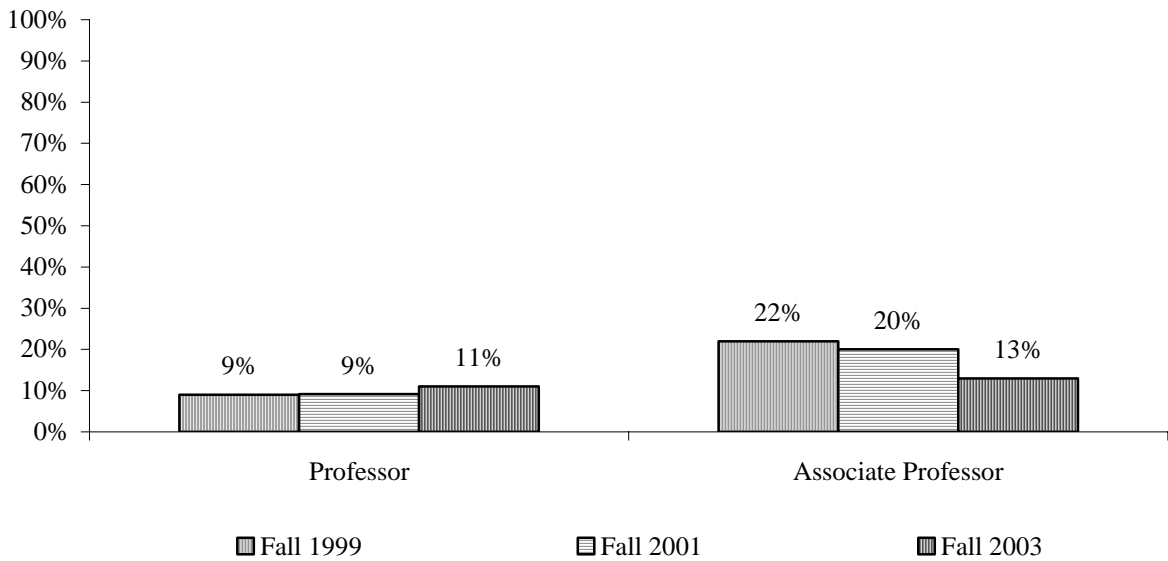


## University of Colorado at Colorado Springs Faculty Diversity Profile

### Percent Minority Tenure/Tenure Track Faculty

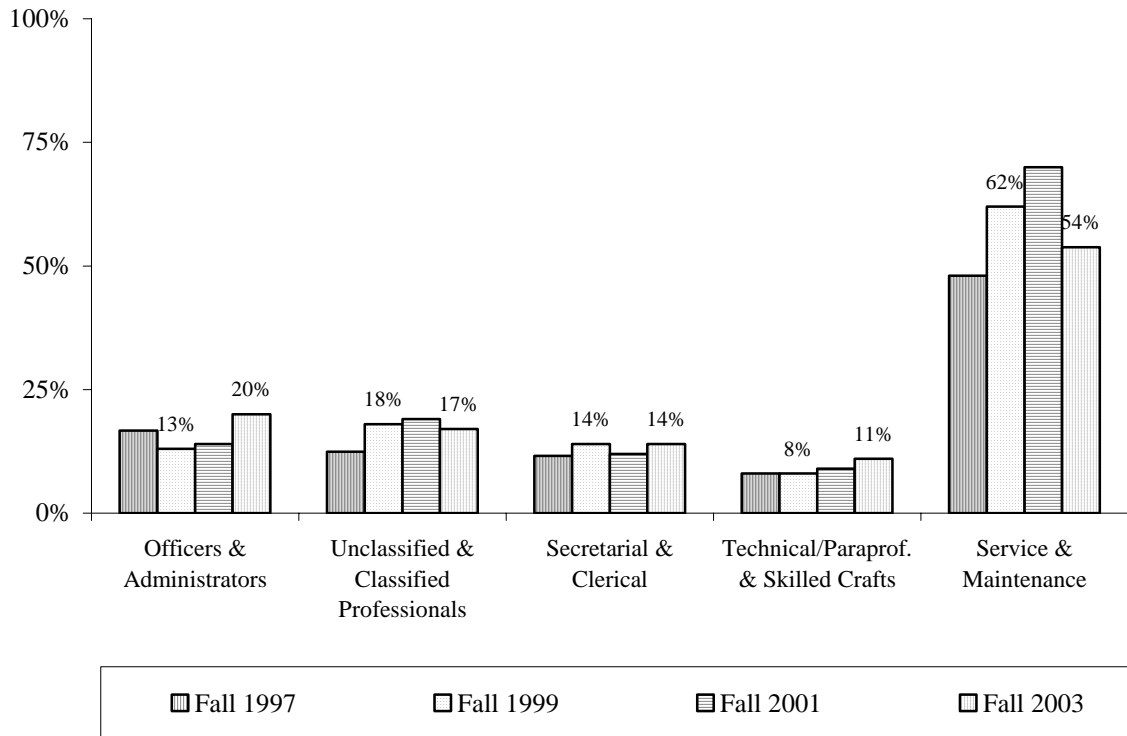


### Percent Minority Tenured Faculty



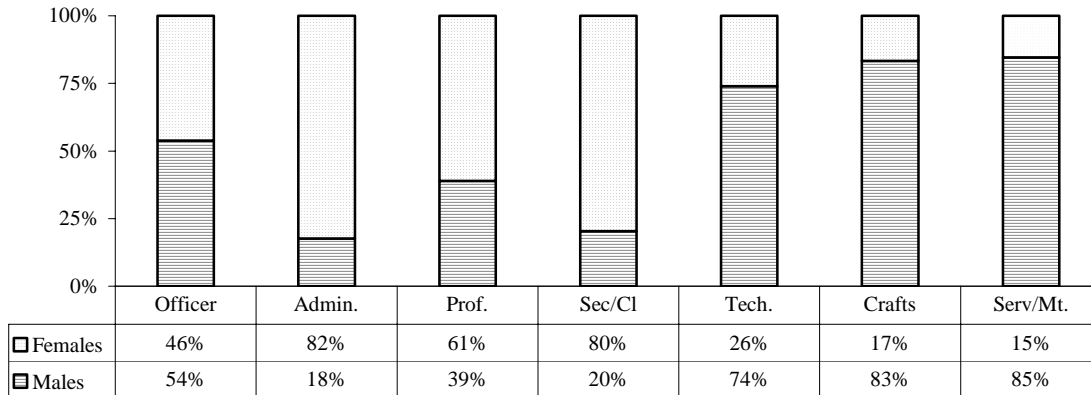
## University of Colorado at Colorado Springs Staff Diversity Profile

### Percent Ethnic Minority by Occupational Category

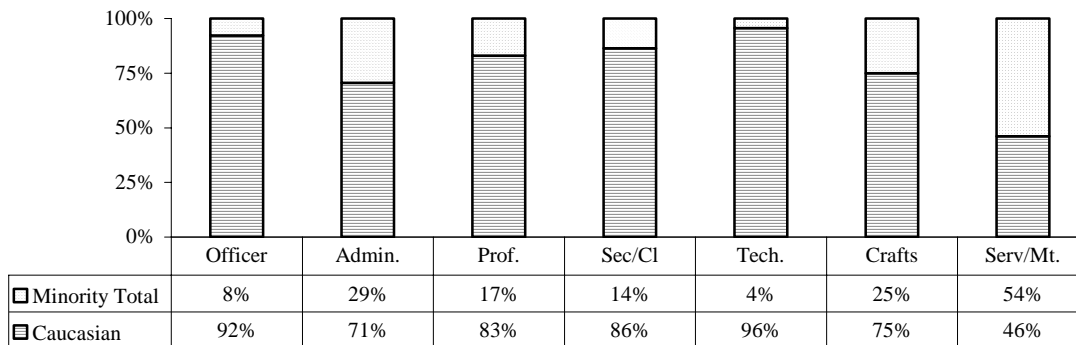


## University of Colorado at Colorado Springs Staff Diversity Profile

### Occupational Categories by Gender



### Occupational Categories by Ethnicity



Minority Breakdown	Officer	Admin.	Prof.	Sec/Cl	Tech.	Crafts	Serv/Mt.
African American	0%	6%	3%	3%	0%	0%	27%
Asian American	0%	12%	3%	3%	0%	0%	0%
Latino	0%	12%	9%	7%	0%	25%	23%
Native American	8%	0%	1%	0%	4%	0%	4%