



UNIVERSITY OF COLORADO SYSTEM

Boulder • Colorado Springs • Denver and Health Sciences Center

Office of the Vice President for Academic Affairs and Research

University of Colorado 2005 Diversity Report

Colorado Springs Campus

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

March 2005

Programs and Planning

Two positions have been established to promote diversity and assist in diversity planning at the University of Colorado at Colorado Springs: The Senior Associate University Counsel and the Executive Director for Academic Diversity and Social Equity (EDADSE). The campus Senior Associate University Counsel is now heading legal services for the campus and a new Office of Social Equity. The Senior Associate University Counsel is temporarily responsible for investigating discrimination and sexual harassment complaints and working with diversity issues both at the campus and system level. This position will closely interact with the EDADSE Executive Director. A search to recommend a candidate for the Executive Director is currently underway.

The individual hired as EDADSE Executive Director will sit on the Chancellor's Executive Team and reports to the Chancellor in his/her role as Social Equity Officer and to the Vice Chancellor for Academic Affairs in his/her role as Executive Director for Academic Diversity. This individual will plan and drive implementation efforts to increase faculty diversity on campus via recruitment and retention programs. This position will develop and facilitate access to a search database for all faculty employment searches, support search committees and ensuring they make serious efforts to recruit and to hire diverse candidates, monitor campus climate for diversity, expand resources for and managing the Opportunity Hire program, and collaborate with the Faculty Minority Affairs committee and with the Ethnic Studies and Women's Studies programs. As Social Equity Officer, this individual will promote the diversification of staff and will form and oversee a campus wide Diversity Advisory Board which will represent all diversity efforts on campus. The EDADSE Executive Director will assist the Senior Associate University Counsel with sexual harassment and discrimination investigations and with affirmative action compliance.

Organizationally, these two positions roll-up under two different offices. The Executive Director for Academic Diversity and Social Equity will report to the UCCS Vice Chancellor for Academic Affairs. The Senior Associate University Counsel reports to the CU Vice President for Human Relations and Risk Management and University Counsel.

Progress Achieved: Faculty and Staff

The past year has seen marked progress in achieving greater diversity among faculty and staff.

- **Faculty**

- UCCS faculty are more diverse today than at any time in the history of the campus. Currently female faculty or faculty of color fill 45% of tenured/tenure track and 49% of regular faculty positions.
- Several years of faculty hires have broadened the characteristics present among junior faculty. Today, two-thirds of UCCS assistant professors and 45% of associate professors are female or faculty of color. These recruitment outcomes have dramatically changed the make-up of UCCS faculty and are brightening the future of diversity and equity on this campus.

- **Staff Occupational Categories**

- The people who fill the managerial and professional categories are among the most influential in creating a campus climate that is supportive of diversity goals and who serve as role models and mentors to a diverse student population. To these ends, the following describes the current status of diversity among staff ranks.
- The highest rates of female and ethnic minority representation among occupational categories at UCCS are in the managerial and professional ranks. Close to one-third of the University Officers at UCCS are women. Nearly three-fourths of positions in the administrative category and the majority of positions in the professional category are filled by female employees. The University Officer and administrative categories also are among the highest employee groups that are filled by members of underrepresented ethnic groups.

Campus Events and Activities

The Ethnic Studies (EST) Program, the Women's Studies (WMST) Program, in conjunction with the Office of the Chancellor, organized and hosted numerous campus events and activities over the past year. A few highlights from the packed WMST/EST calendar include:

- AWARE (Advocating Women's Assistance, Resources and Education) held an organization meeting on January 27th, 2004. AWARE provides a forum for students to promote, support, and advocate women's interests.
- Author and historian Rickie Solinger visited the UCCS on March 8th, 2004 to close out a photography exhibit entitled "Beggars and Choosers: Motherhood is Not a Class Privileged in America." Solinger's books include: *Abortion Wars: A Half Century of Struggle, 1950-2000*, *The Abortionist: A Woman Against the Law*, *Beggars and Choosers: How the Politics of Choice Shapes Adoption, Abortion, and Welfare in the United States*, and *Wake Up Little Susie: Single Pregnancy and Race Before Roe V. Wade*. Ms. Solinger also spoke at the Women's Leadership Symposium and Luncheon while at UCCS.
- Michael Kimmel visited UCCS from SUNY Stony Brook on March 17th, 2004 to present a lecture entitled "Mars and Venus, or Plant Earth? Women and Men on Campus in the new Millennium." Kimmel's lecture points out that that men and women have far more in common than we have differences. Kimmel has authored a dozen books on the subject of gender studies. His most recent work is *The Invisible Sex: Masculinity in Contemporary America* (University of California Press, 2003)
- The Ethnic Studies Program hosted the 4th annual Rosa Parks Scholarship Award Ceremony on May 3rd, 2004. Four UCCS students were presented merit scholarships at the ceremony.
- A seminar and colloquium entitled *Race, Gender, and the Transatlantic Slave Trade: A Comparative, Cross-Cultural Study* was held in July, 2004 on the UCCS campus. Race, Gender, and the Transatlantic Slave Trade is a topic that

contextualizes within a comparative framework the histories, perspectives, and cultural experiences of ethnic minority groups within the U.S. and traditionally oppressed groups in Britain and Ireland. Approaching the concepts of race, ethnicity and gender from a transcultural and interdisciplinary perspective, these events featured a host of guest speakers from Britain, Ireland, and the United States. The seminar and colloquium provided students with an opportunity to engage in an exchange with experts representing a variety of fields including Sociology, Social Policy, History, Geography, Literature, Women's Studies, Ethnic Studies, and Irish Studies.

In 2003-04, the Diversity Alliance Committee (DAC) received official recognition from the Chancellor and her Executive Team. DAC is comprised of the Student Multicultural Affairs (SMA) Coordinator, the Engineering and Science Office of Student Support Director, the College of Business Graduate Recruitment Coordinator and the Career Placement and Undergraduate Programs Director, the Campus Activities Associate Director, and representatives from student government. DAC functions to promote and organize student-oriented diversity across UCCS.

Selected highlights from DAC coordinated events and activities over the past year include:

- Encouraged students to participate in cultural and diversity events of both campus and community organizations, including: NAACP, Urban League, Hispanic Chamber, Black Leadership Forum, Black Chamber of Commerce, Native American Chamber, Ella Branson Sickle Cell Association, the Colorado Springs Chamber of Commerce, the Pikes Peak Coalition of Chambers, the El Pomar Emerging Leaders Program
- Collaborated with the Office of Campus Activities (OCA) and student clubs to aid campus diversity events including: Black History Month, Cinco de Mayo, Multicultural Holiday Celebration, Hispanic Heritage Month, Native American History Month, Big XII Black Student Government Leadership Conference, Student Multicultural Affairs Open House,

Diversity Holiday Celebration, International Students Luncheon, and Minority Summer Bridge Program

- Maintained active membership in the Hispanic Chamber of Commerce
- Maintained active participation in the Louis Stokes Colorado Alliance for Minority Participation (CO-AMP)
- Provided assistance for dedicated minority student support offices within the College of Engineering and Applied Sciences, College of Business, and SMA.
- Collaborated with INROADS, Inc. to find talented minority students for corporate internships. In particular, SMA provided classrooms and equipment for Talent Pool Weekends including initial interview sessions for potential participants involving 110 students.
- Assisted in the planning and production of the Latino Youth Leadership Conference, Pikes Peak Community College involving 150 students.
- Established the Pueblo, Colorado minority student recruitment and retention initiative
- Assisted in the submission of a campus-wide TRIO funding proposal to the U.S. Department of Education.
- Initiated an annual Chancellor/Minority Student Luncheon and supported 14 students in attendance.
- Established a Women in Engineering (WIE) program to increase the retention of female engineering students
- Served on *Partnership for Civic Engagement's* Supporting Immigrant and Refugee Families Initiative Education Committee
- Hosted Spanish Troubadour and ethnic desert bar as part of Dean of Students Main Hall Open House. There were 500 participants at the Open House/
- Hosted Summer Sendoff at the Pueblo Greenway and Nature Center for incoming Freshman, families and alumni from Pueblo and surrounding area.
- Hosted End of the Year Celebration for minority student club participants at the Old Chicago restaurant.
- Advised and participated with Black Student Union at the 27th Annual Big XII Conference on Black Student Government, Kansas State University
- Assisted Office of Student Recruitment by recruiting to 10 San Luis Valley high schools.
- Assisted with the School Smarts – Adelante con Educación Fair
- Created a Chapter of Hillel, national Jewish student organization
- Supported and collaborated with Office of Financial Aid to fulfill campus commitment to Daniels Fund Initiatives.
- Offered additional support to First Generation Scholarship and at-risk ethnic minority students in collaboration with Office of Financial Aid involving 35 students.

Selected diversity initiatives undertaken by the Office of Student Multicultural Affairs (SMA) in the past year include the following highlights:

- Ethnic minority student mentoring program and mentors were increased to 290 students and 40 mentors. Greater involvement in the mentorship program will assist in raising student retention.

Progress Achieved: Students

2004 was a record-breaking year for student diversity at UCCS:

- Applications from first-year students of color increased by a dramatic 19% in Fall 2004 compared to the previous fall semester.
- More prospective first-year students from underrepresented ethnic groups were accepted by UCCS than any previous fall semester.
- The largest number of new first-year students from underrepresented ethnic groups enrolled in Fall 2004 of any entering class.
- More students of color enrolled in Fall 2004 than any previous semester.
- The 2003-04 graduating class had the largest number of program completers from underrepresented ethnic groups than any other graduating class.
- Representation at each of the points in the educational process mentioned above is highest for Latino/a students, followed by Asian Americans, African-Americans, and Native Americans.

These numeric achievements attest to UCCS fulfilling its commitment to student diversity. These numbers are significant in symbolizing the institution's success in providing access, ensuring educational opportunity, fostering academic achievement and securing the outcomes of learning.

Campus Climate

One instrument used by UCCS to gauge the presence of a campus climate that supports diversity is findings from the Annual Survey of Graduating Seniors. The survey has been in place over the past 10 years and is a valuable tool in examining campus trends over time from those who are about to complete their UCCS baccalaureate education. The survey is administered at the time that seniors apply for graduation, thus allowing for a consistent response rate of about 80% of those graduating in a year. Such a large response rate gives the results from the Graduating Senior survey a high degree of reliability.

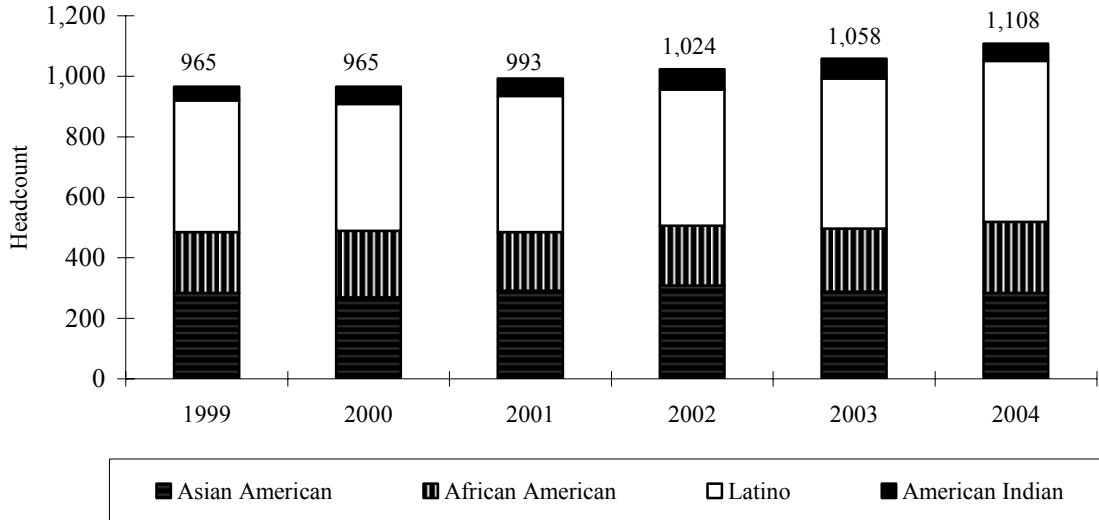
Findings from the Graduating Senior survey continue to point to areas to improve the campus climate for diversity. The survey results, as well, provide evidence that UCCS is fulfilling its commitment in ways that are improving the lives of students of color. Select highlights from the 2004 survey include:

- The vast majority, 76%, of seniors of color report UCCS has done much to assist them to succeed academically; a 7% higher rate than that indicated by Anglo seniors.
- Seniors of color gave their UCCS education a higher quality rating in such dimensions as Citizenship, Motivation, Working With Others, Self-Discipline, and Multi-Cultural Awareness than did Anglo seniors.
- The same proportions of Anglo seniors and seniors of color (47%) reported that UCCS did much to provide assistance in dealing with non-academic issues, including work and family.

More findings from the 2004 Graduating Senior survey can be found at:

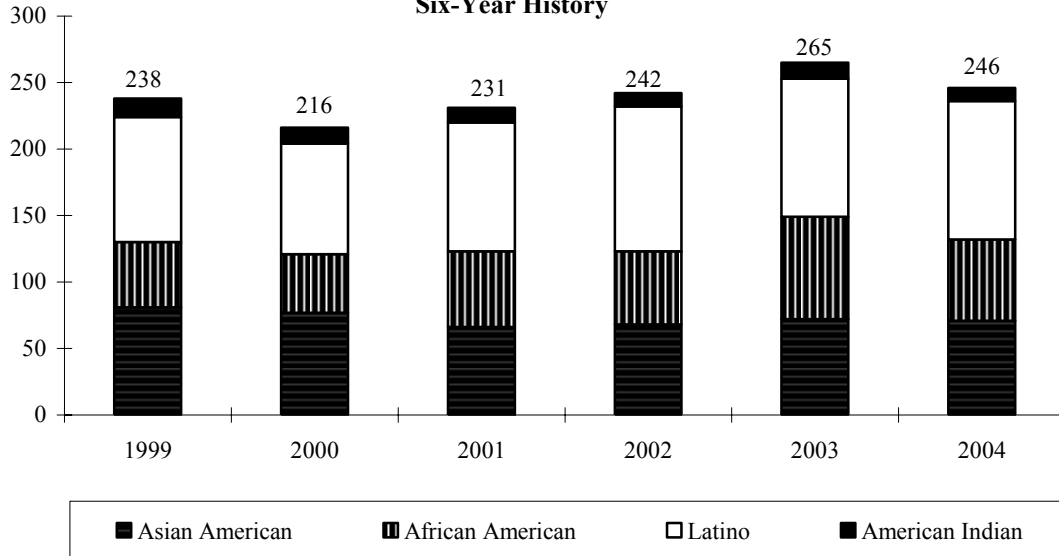
http://www.uccs.edu/%7Eirpage/IRPAGE/Assessment_Index/surveys.htm

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



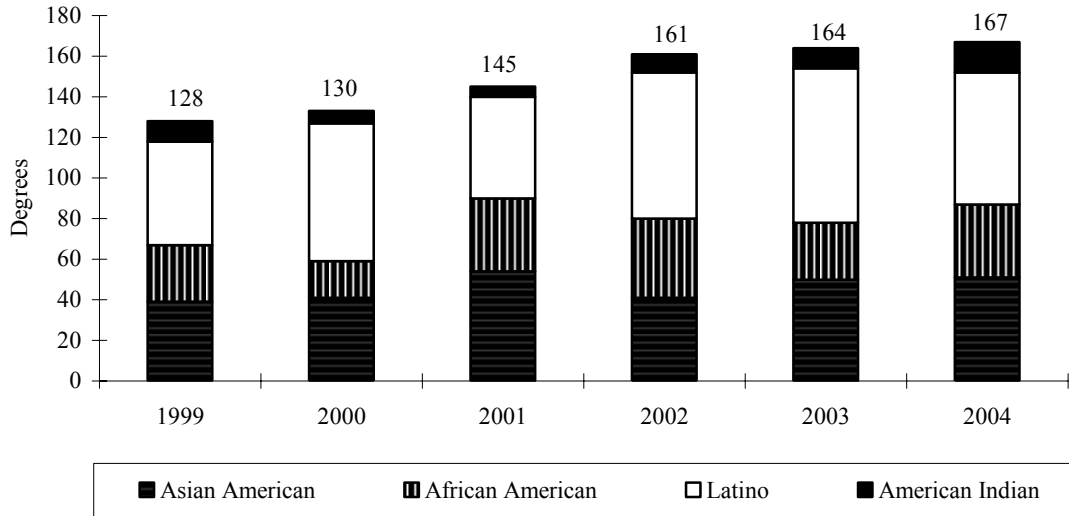
	1999	2000	2001	2002	2003	2004
Minority Enrollment as a % of Total Undergraduate Enrollment	19.4%	19.1%	18.9%	18.1%	18.0%	18.5%
Asian American	284	269	292	308	288	284
African American	201	220	193	198	209	235
Latino	435	419	450	450	496	532
American Indian	45	57	58	68	65	57
Minority Total	965	965	993	1,024	1,058	1,108
White/Unknown	3,947	4,056	4,226	4,574	4,793	4,872
International	50	42	31	51	24	25
Total Undergraduate (Headcount) Enrollment	4,962	5,063	5,250	5,649	5,875	6,005

**University of Colorado at Colorado Springs
Minority Graduate Headcount Enrollment
Six-Year History**



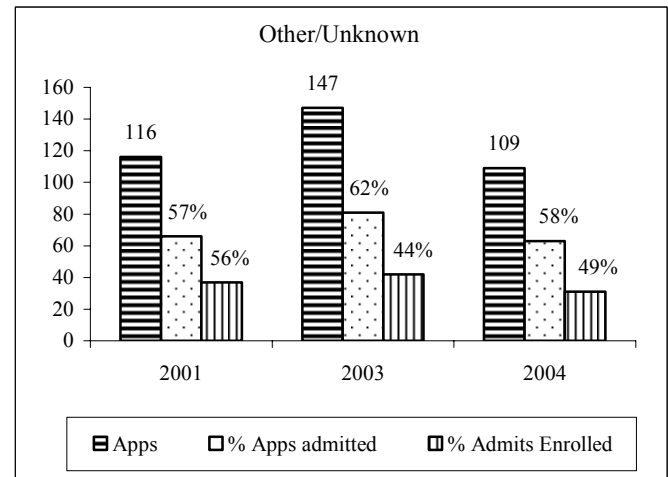
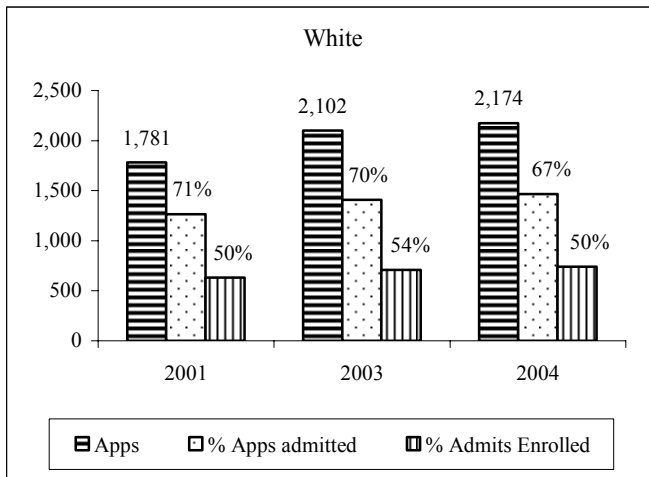
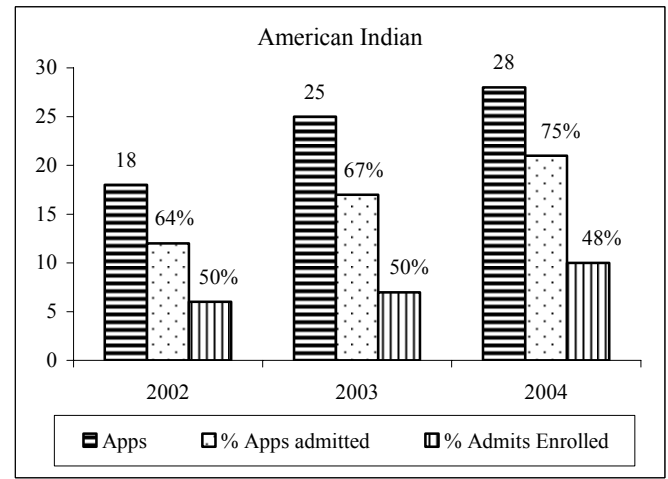
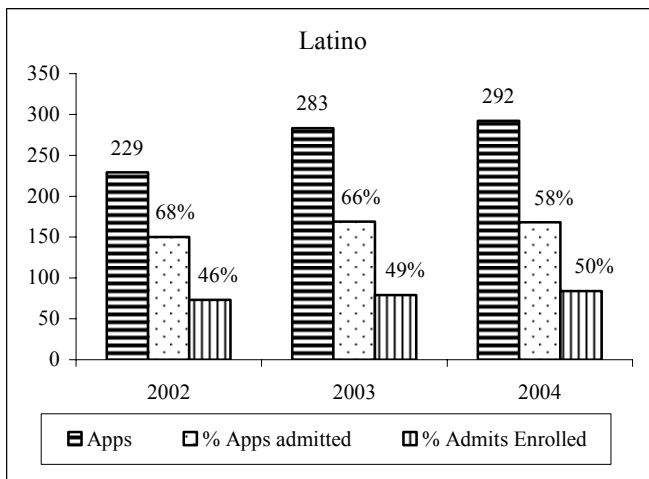
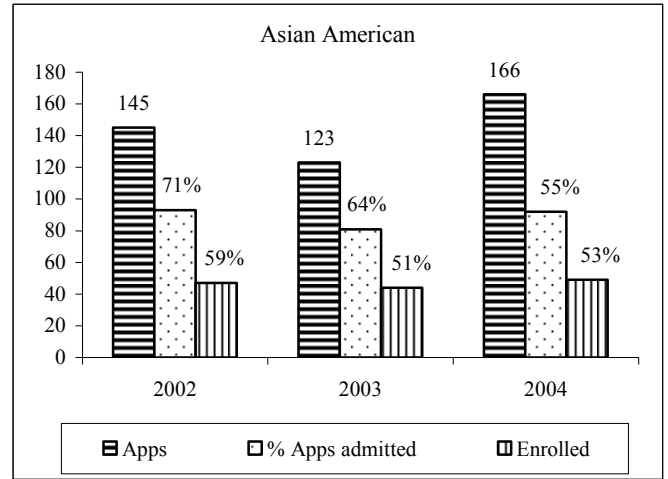
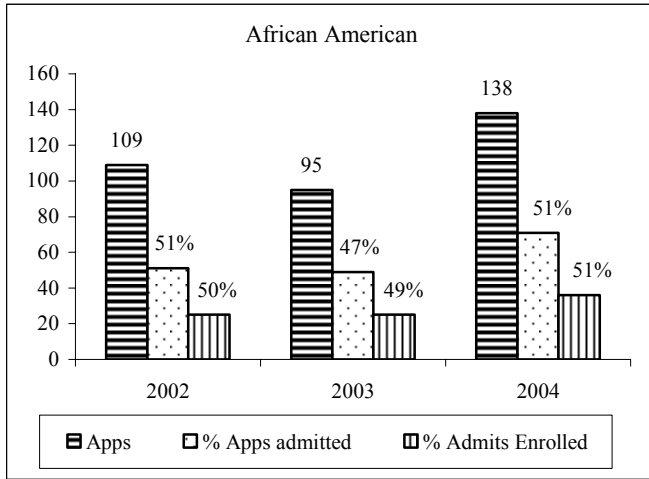
	1999	2000	2001	2002	2003	2004
Minority Enrollment as a % of Total Graduate Enrollment	14.1%	13.9%	14.4%	13.8%	15.2%	15.1%
Asian American	81	77	66	68	72	71
African American	49	44	57	55	77	61
Latino	94	83	97	109	104	104
American Indian	14	12	11	10	12	10
Minority Total	238	216	231	242	265	246
White/Unknown	1,370	1,230	1,272	1,429	1,426	1,337
International	79	108	100	87	54	41
Total (Headcount) Graduate Enrollment	1,687	1,554	1,603	1,758	1,745	1,624

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



	1999	2000	2001	2002	2003	2004
Minority Degrees Awarded as a % of Total Baccalaureate Degrees Awarded	17.7%	17.9%	18.8%	18.1%	17.8%	16.9%
Asian American	39	41	54	41	50	51
African American	28	18	36	39	28	36
Latino	51	65	50	72	76	65
American Indian	10	6	5	9	10	15
Minority Total	128	130	145	161	164	167
White/Unknown	587	587	623	724	755	816
International	9	9	3	4	3	4
Total Baccalaureate Degrees Awarded	724	726	771	889	922	987

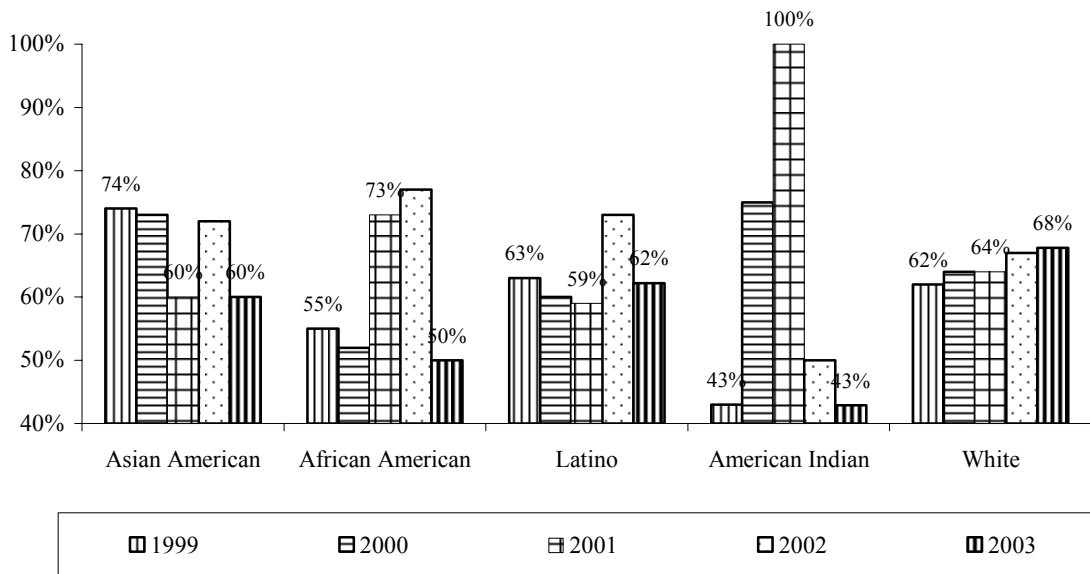
University of Colorado at Colorado Springs
 Freshman Applications, Acceptances, and Matriculations
 By Ethnicity, 2002, 2003, 2004



**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:				
	1999	2000	2001	2002	2003	1999	2000	2001	2002	2003
Asian American	47	44	50	43	45	74%	73%	60%	72%	60%
African American	29	28	15	26	26	55%	52%	73%	77%	50%
Latino	82	59	61	66	82	63%	60%	59%	73%	62%
American Indian	7	8	7	6	7	43%	75%	100%	50%	43%
White	559	593	558	670	717	62%	64%	64%	67%	68%
Other/Unknown	20	35	34	34	41	60%	57%	65%	79%	66%
International	2	4	5	6	4	50%	75%	60%	83%	100%
All	746	771	730	851	922	62%	63%	64%	68%	66%

Percentage of Freshman Persistence to Second Fall



**University of Colorado at Colorado Springs
Faculty Diversity Profile
All Schools and Colleges, Fall 2004**

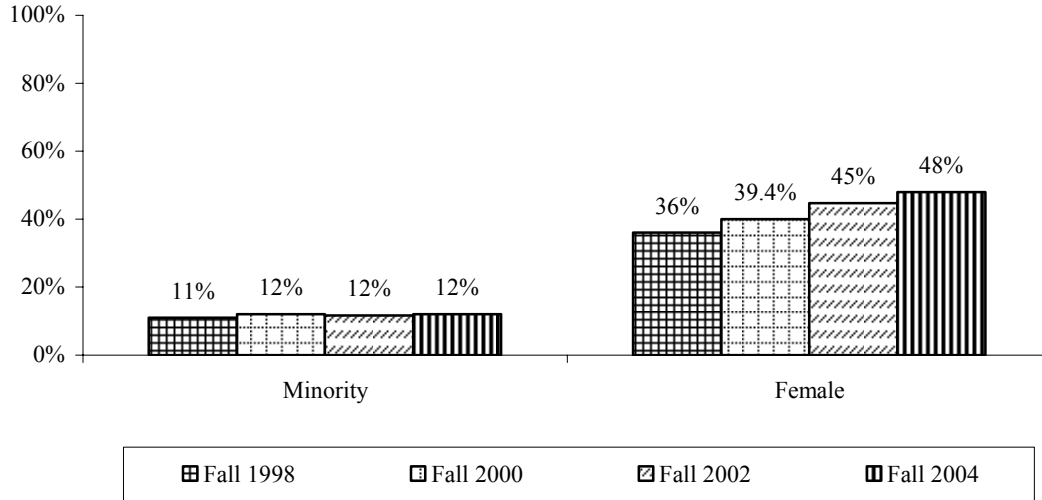
Category	Total	Female		Male		Minority		Ethnicity				
		#	Pct.	#	Pct.	#	Pct.	African American	American Indian	Asian American	Latino	Inter-national*
Regular Instructional Faculty												
TOTAL	329	159	48%	170	52%	38	12%	7	2	13	16	0
<i>Tenured/Tenure Track</i>	232	97	42%	135	58%	27	12%	3	1	12	11	0
Full Professor	81	16	20%	65	80%	10	12%	1	0	6	3	0
Associate Professor	62	25	40%	37	60%	8	13%	2	0	2	4	0
Assistant Professor	89	56	63%	33	37%	9	10%	0	1	4	4	0
<i>Non-Tenure Track</i>	97	62	64%	35	36%	11	11%	4	1	1	5	0
Instructor/Sr. Instructor	97	62	64%	35	36%	11	11%	4	1	1	5	0
Tenured	143	41	29%	102	71%	18	13%	3	0	8	7	0
Full Professor	81	16	20%	65	80%	10	12%	1	0	6	3	0
Associate Professor	62	25	40%	37	60%	8	13%	2	0	2	4	0
Administrative	47	22	47%	25	53%	8	17%	1	1	3	3	0
Asst/Assoc/Dean/Chanc	15	5	33%	10	67%	4	27%	1	1	2	0	0
Dept. Chair/Directors	32	17	53%	15	47%	4	13%	0	0	1	3	0

Category	Total	Female		Male		Minority		Ethnicity				
		#	Pct.	#	Pct.	#	Pct.	African American	American Indian	Asian American	Latino	Inter-national*
Other Faculty												
Total	273	158	58%	115	42%	27	10%	5	3	6	13	6
Lecturer/Honorarium	249	141	57%	108	43%	25	10%	5	2	6	12	6
Research Faculty	14	10	71%	4	29%	1	7%	0	0	0	1	0
Visiting/Adjunct/Adjoint	10	7	70%	3	30%	1	10%	0	1	0	0	0

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

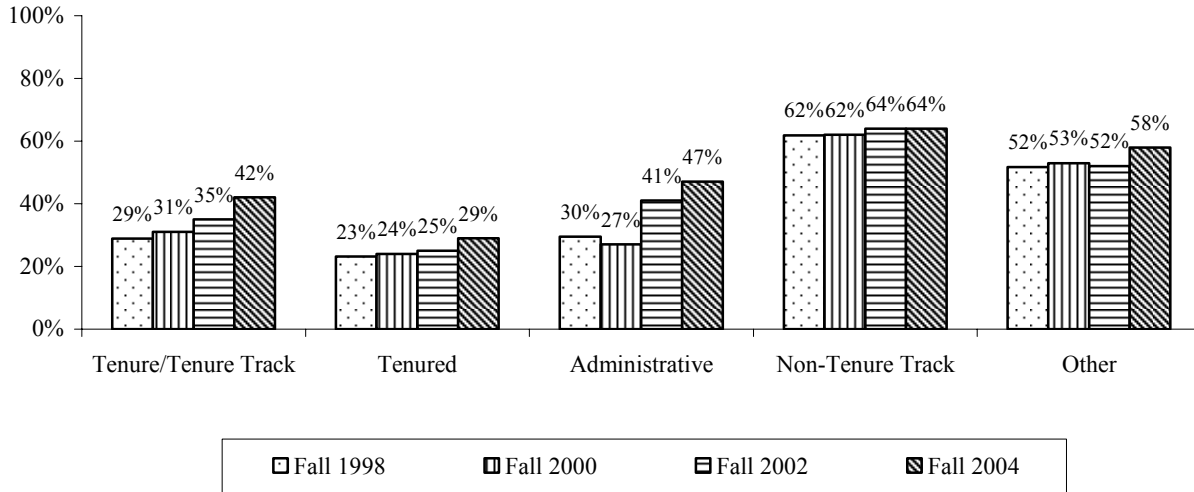
**University of Colorado at Colorado Springs
Faculty Diversity Profile**

**Minority and Female Faculty
as a Percent of all Regular Faculty**

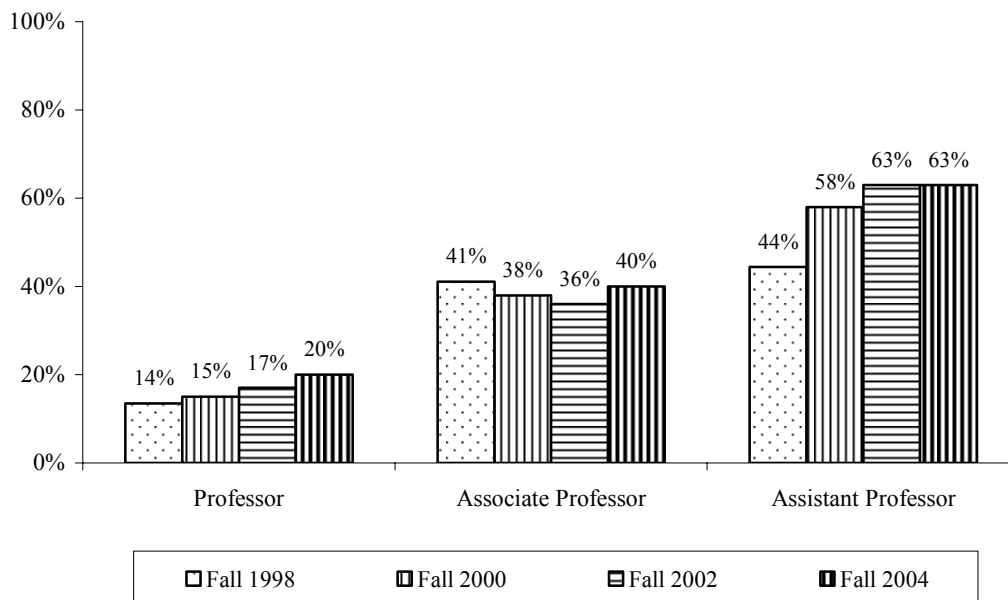


**University of Colorado at Colorado Springs
 Faculty Diversity Profile**

**Female Faculty
 as a Percent of Total Faculty**

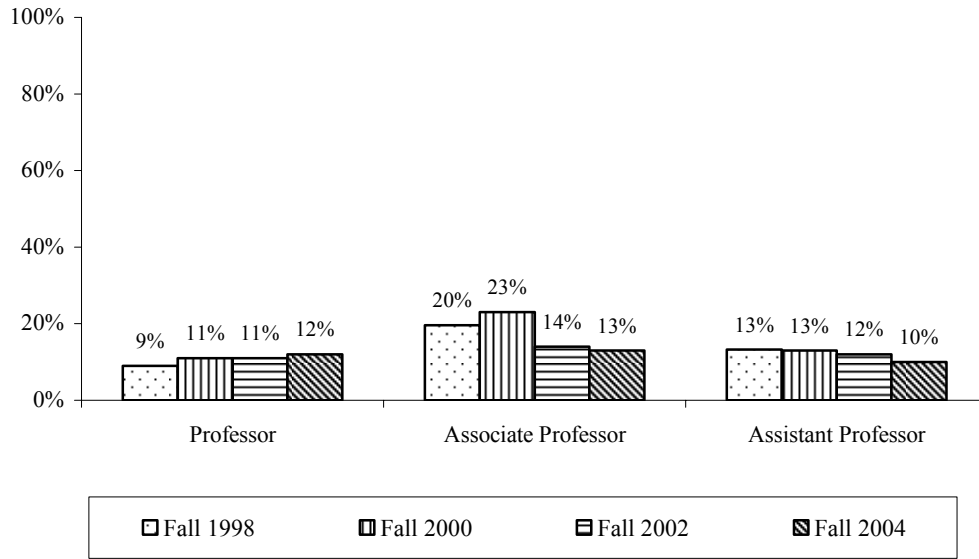


**Female Tenure/Tenure Track Faculty
 as a Percent of Total Tenure/Tenure Track Faculty**

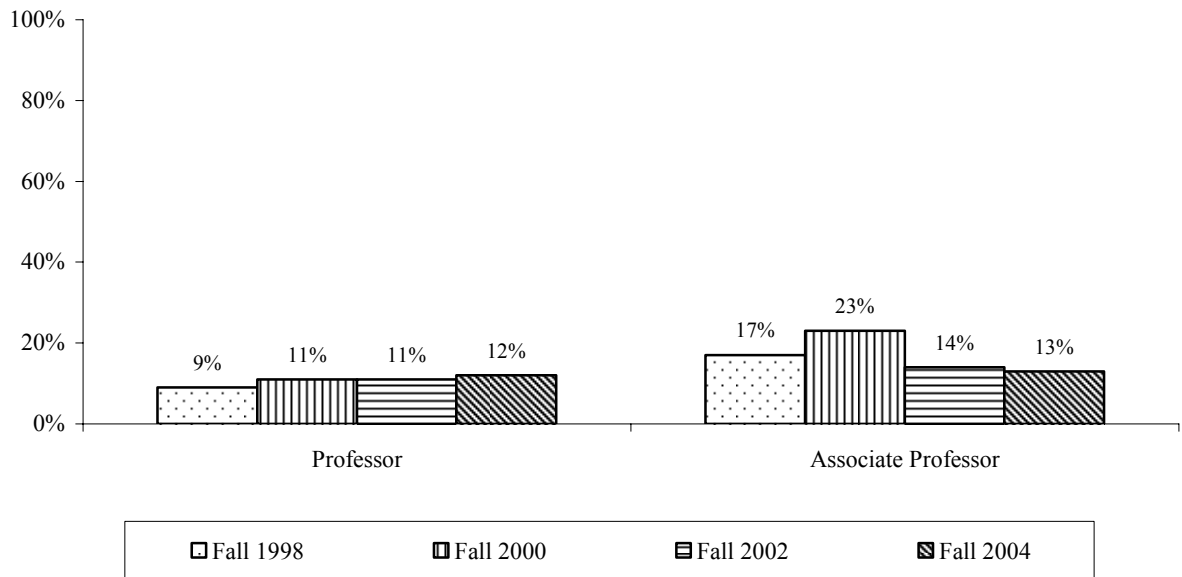


**University of Colorado at Colorado Springs
 Faculty Diversity Profile**

**Minority Tenure/Tenure Track Faculty
 as a Percent of Total Tenure/Tenure Track Faculty**

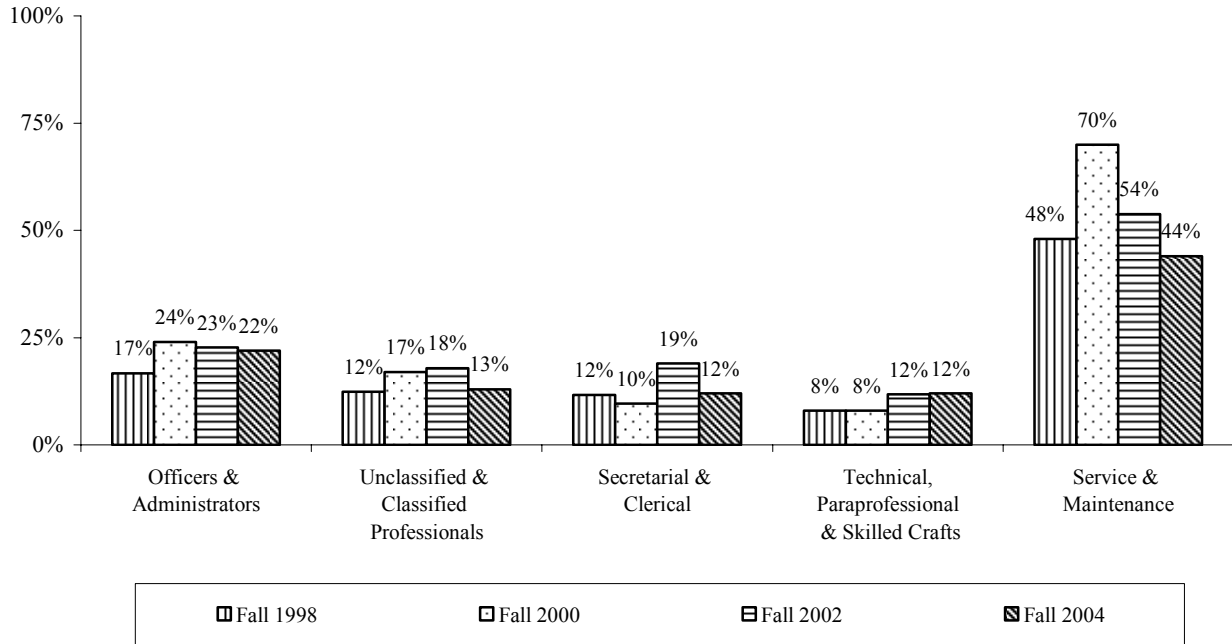


**Minority Tenured Faculty
 as a Percent of Total Tenured Faculty**



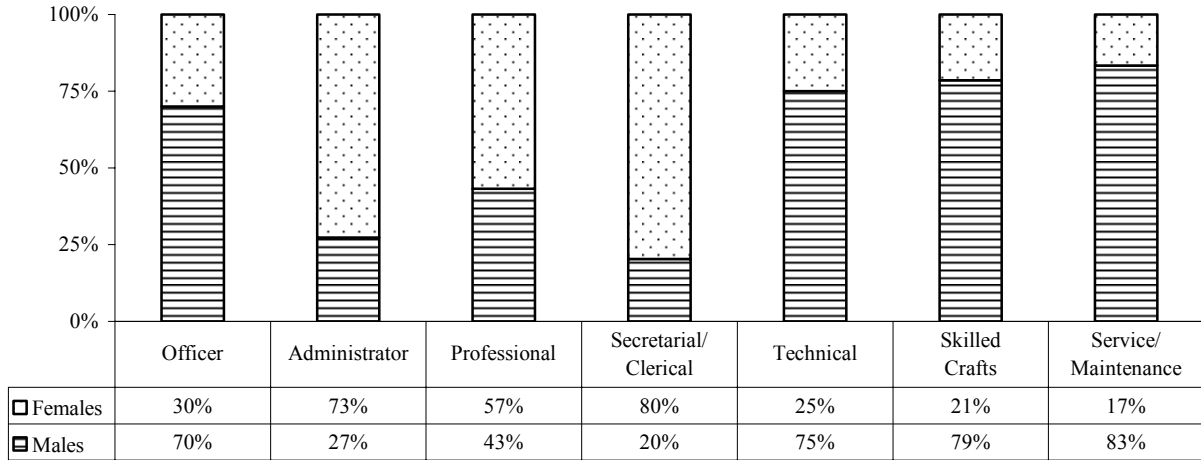
**University of Colorado at Colorado Springs
 Staff Diversity Profile**

Percent Ethnic Minority by Occupational Category

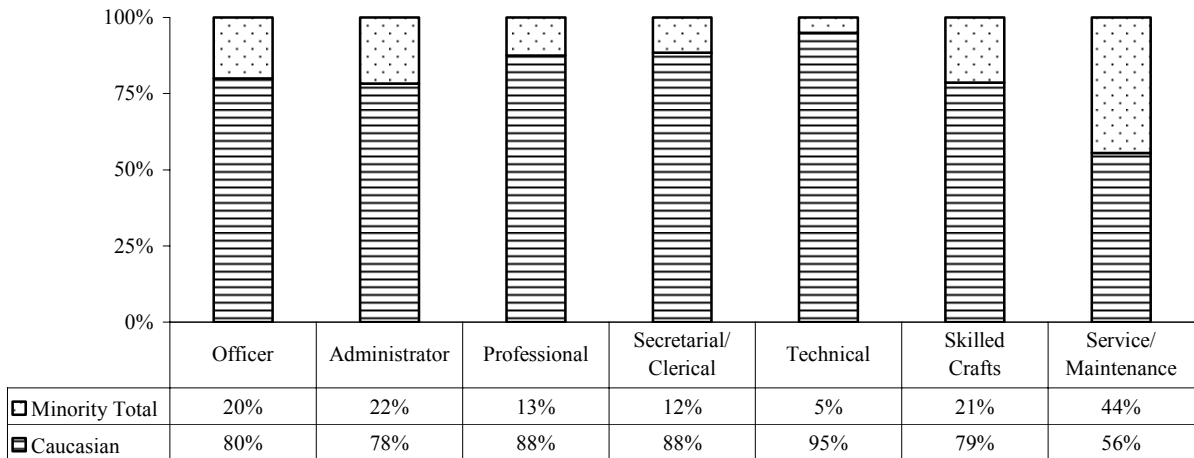


**University of Colorado at Colorado Springs
 Staff Diversity Profile**

Occupational Categories by Gender, 2004-05



Occupational Categories by Ethnicity, 2004-05



Minority Breakdown	Officer	Administrator	Professional	Secretarial/ Clerical	Technical	Skilled Crafts	Service/ Maintenance
African American	0%	9%	2%	3%	0%	0%	19%
Asian American	10%	4%	2%	1%	0%	0%	0%
Latino	0%	9%	8%	7%	0%	21%	25%
American Indian	10%	0%	1%	0%	5%	0%	0%