



UNIVERSITY OF COLORADO SYSTEM

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Office of the Vice President for Academic Affairs and Research

University of Colorado 2004 Report on Diversity

Denver Campus

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

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**University of Colorado at Denver
Highlights of Student Diversity Report
February 25, 2004**

Enrollment:

In the fall of 2003, minority students numbered 2,544, which represent 21% of CU-Denver's total enrollment. Since the fall of 1999, minority enrollment on the campus has increased from 2,286 to 2,544, an increase of 11.3%. The increases for Asian American, and Latino, were 17%, and 14% respectively. The percentage of American Indian students declined 3.5% and African American students declined 2% from 1999 to 2003.

Minority undergraduate enrollment increased 9% between the fall of 1999 and the fall of 2003 from 1698 to 1854 students. Minority students now make up 27% of undergraduates on the campus. Most significant have been increases in Asian American (15%), and Latino (9%) students.

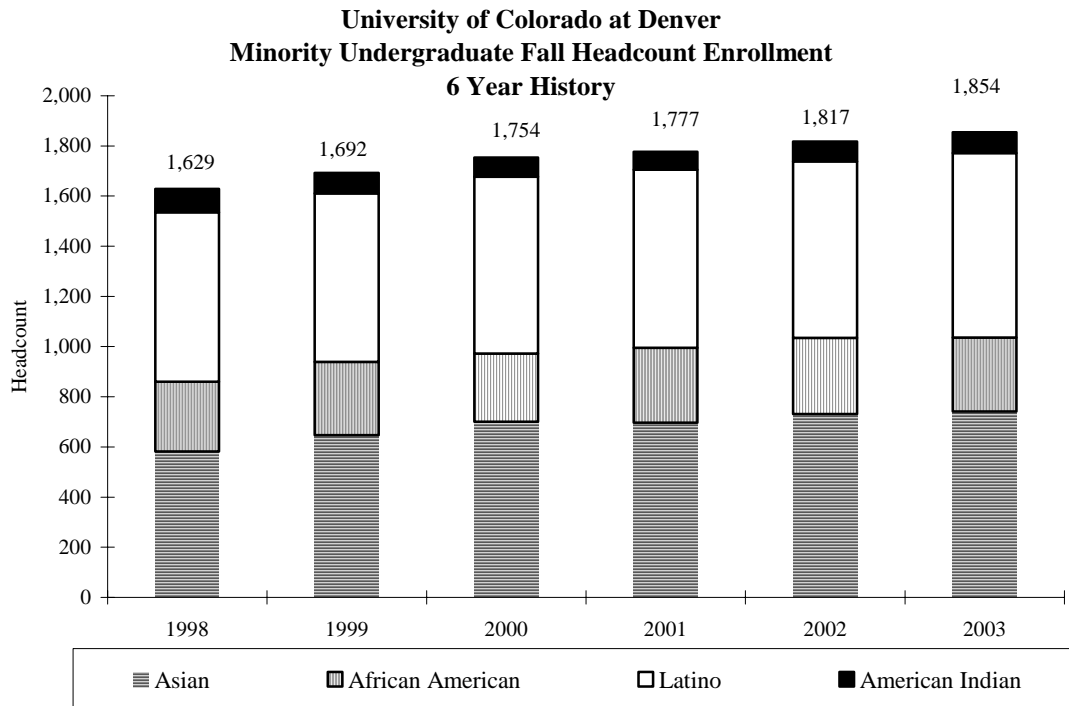
In the fall of 2003, minority graduate students constituted 13.4% of CU-Denver's total graduate enrollment, compared with 12.5% in the fall of 1999. Since 1999, minority graduate enrollment has increased from 588 to 690, or 17%. Asian American, and Latino graduate student enrollment rose 24%, and 27% respectively, however African American graduate enrollment declined by 7.5% and American Indian declined by 6.6%.

Persistence of Freshmen:

Of the 195 minority first-time, full-time freshmen who enrolled in the fall of 2002, 134, or 68.7% enrolled in the fall of 2003. This percentage compares favorably with the reenrollment rate of 65% for first-time freshmen overall.

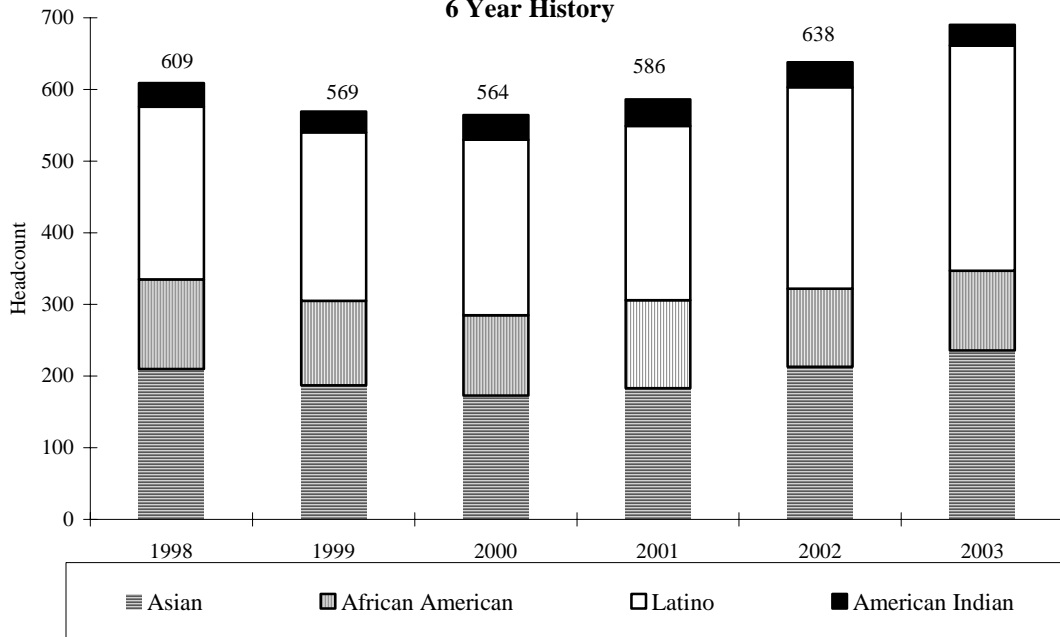
Degrees Awarded:

In the 2002-2003 academic year, CU-Denver awarded 289 baccalaureate degrees to minority students, constituting 21% of the total number of baccalaureate degrees awarded by the campus compared to 24% of the total number of baccalaureate degrees awarded in 1998-1999. Since 1998-1999 the number of minority baccalaureate degrees has increased 3.6%.



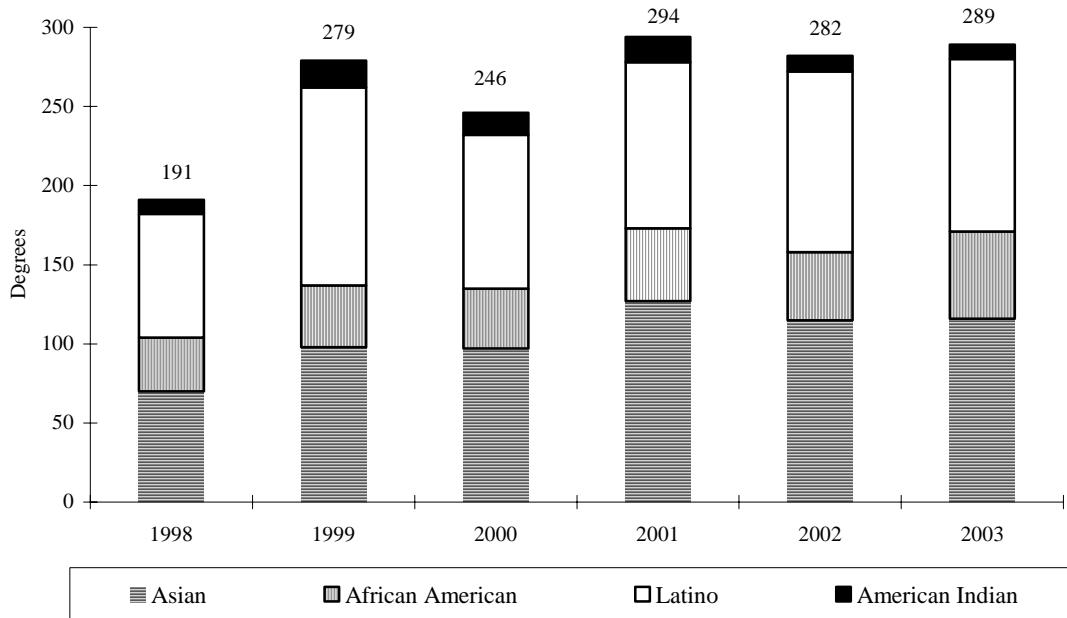
	1998	1999	2000	2001	2002	2003
Minority Enrollment as a % of Total Undergraduate Enrollment	27.5%	27.8%	27.6%	27.2%	27.3%	27.0%
Asian American	582	647	701	697	731	742
African American	278	292	271	298	304	294
Latino	676	672	705	710	703	736
American Indian	93	81	77	72	79	82
Minority Total	1,629	1,692	1,754	1,777	1,817	1,854
White/Unknown	4,121	4,201	4,285	4,360	4,544	4,794
Foreign	178	201	324	391	306	211
Total Undergraduate Headcount Enrollment	5,928	6,094	6,363	6,528	6,667	6,859

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



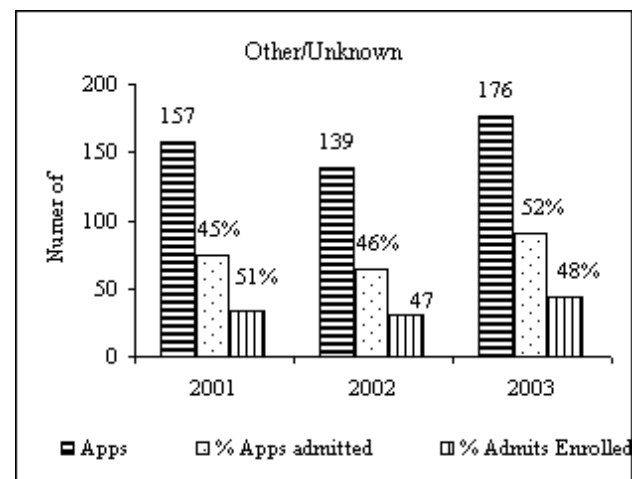
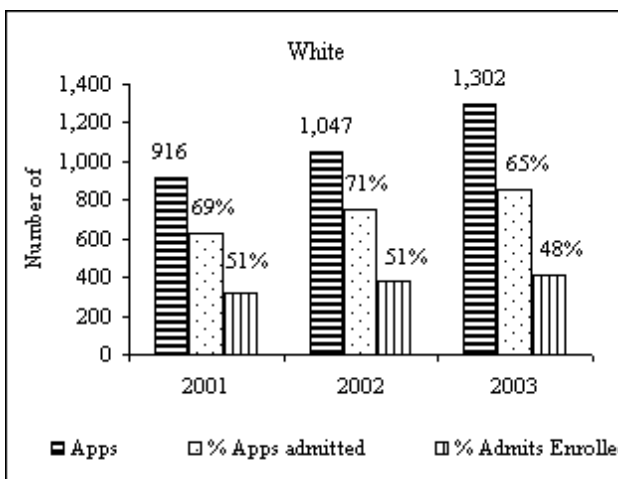
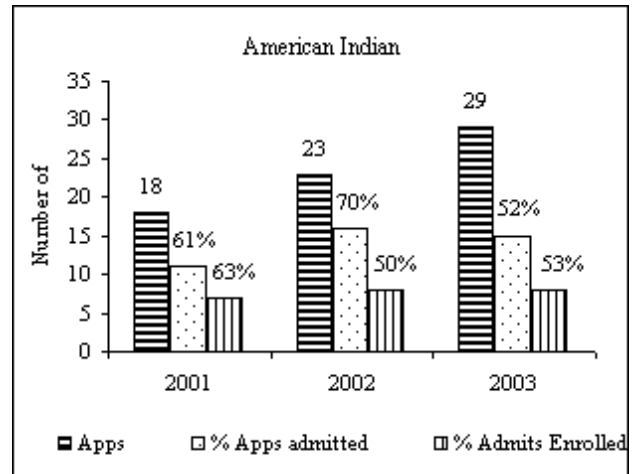
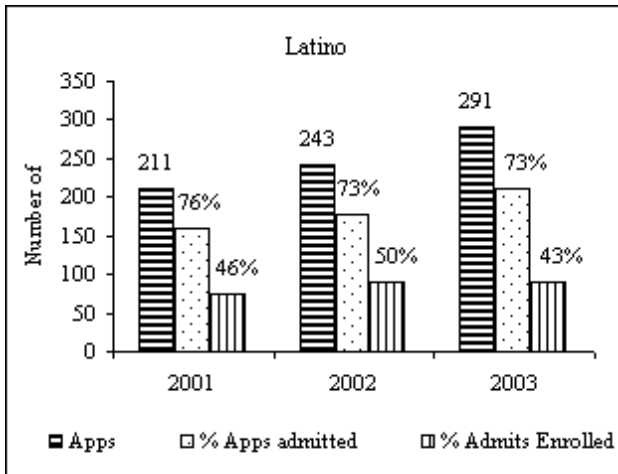
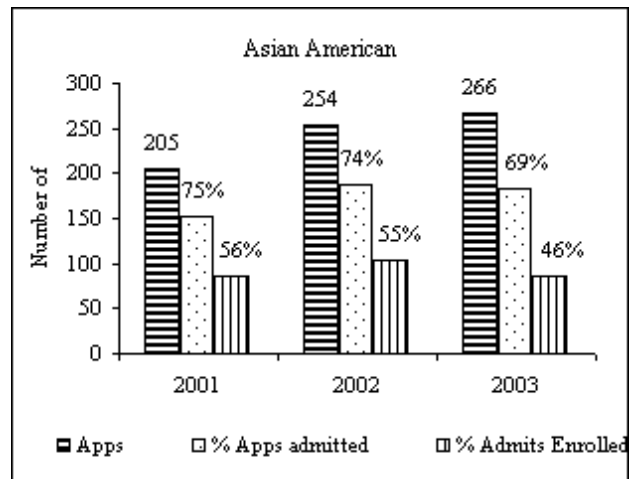
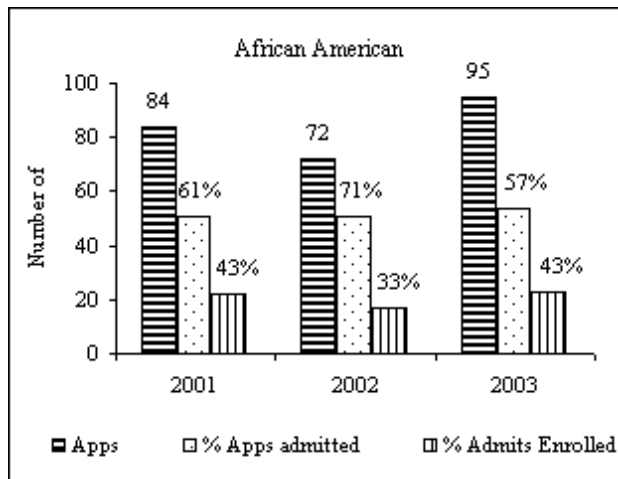
	1998	1999	2000	2001	2002	2003
Minority Enrollment as a % of Total Graduate Enrollment	12.7%	12.4%	12.5%	12.4%	12.5%	13.4%
Asian American	210	187	173	183	213	236
African American	125	118	112	123	109	111
Latino	241	235	245	243	281	314
American Indian	33	29	34	37	35	29
Minority Total	609	569	564	586	638	690
White/Unknown	3,833	3,646	3,524	3,715	4,016	4,118
Foreign	367	377	412	438	439	343
Total Graduate (Headcount) Enrollment	4,809	4,592	4,500	4,739	5,093	5,151

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



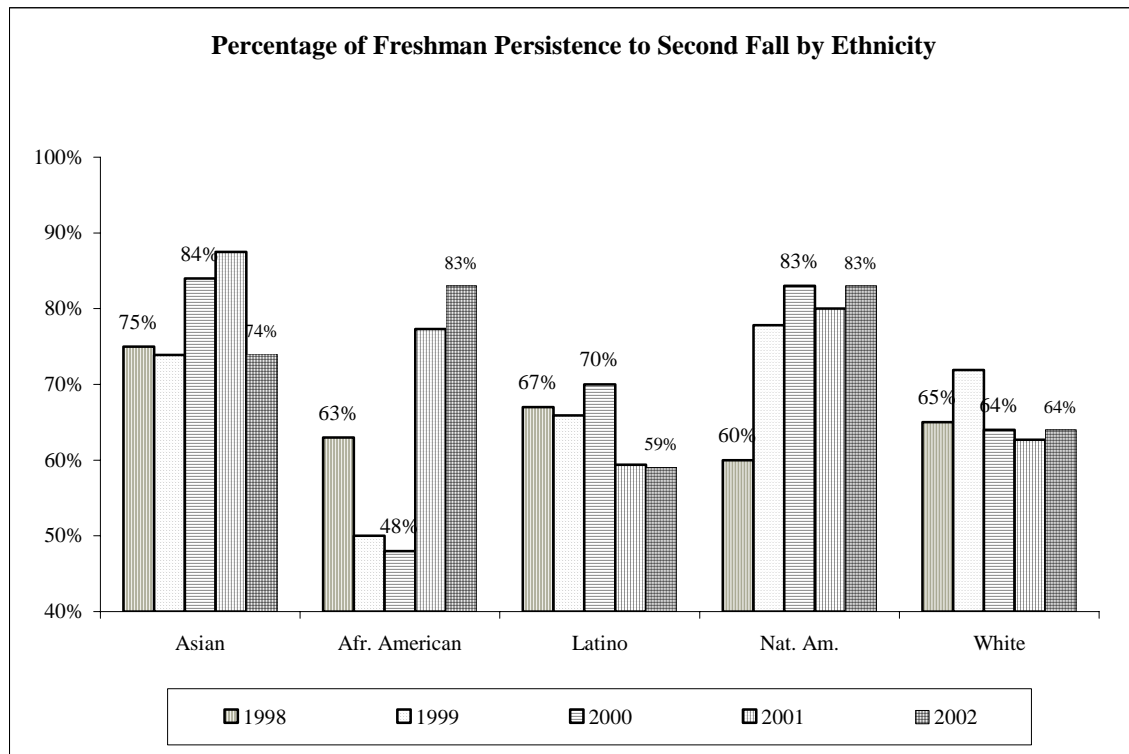
	1998	1999	2000	2001	2002	2003
Minority Degrees Awarded as a % of Total Undergraduate Degrees Awarded	18.8%	24.0%	22.7%	23.3%	21.4%	20.9%
Asian American	70	98	97	127	115	116
African American	34	39	38	46	43	55
Latino	78	125	97	105	114	109
American Indian	9	17	14	16	10	9
Minority Total	191	279	246	294	282	289
White/Unknown	758	785	778	770	813	793
Foreign	68	100	58	198	222	302
Total Undergraduate Degrees Awarded	1,017	1,164	1,082	1,262	1,317	1,384

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



**University of Colorado at Denver
Persistence of First-Time Full-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	65	88	104	80	99	75%	74%	84%	88%	74%
African-American	27	18	21	22	12	63%	50%	48%	77%	83%
Latino	69	82	74	64	78	67%	66%	70%	59%	59%
American Indian	5	9	6	5	6	60%	78%	83%	80%	83%
White	202	253	271	287	356	65%	72%	64%	63%	64%
Other/Unknown	18	22	28	27	23	61%	55%	64%	67%	70%
Foreign	8	6	11	7	6	75%	83%	46%	43%	100%
All	394	478	515	492	580	67%	70%	68%	67%	66%



University of Colorado at Denver Faculty and Staff Diversity Report

January 2004

The University of Colorado at Denver continues to make steady progress toward achieving our goal of having the diversity of our faculty and staff reflect the diversity of our student body. In Fall 2003, women students constituted 54.85% and minority students 21.2% of CU-Denver's undergraduate and graduate student body. In Fall 2003, women constituted 40% and minorities constituted 14% of our faculty. In Fall 2002, women were 34% and minorities 13% of the faculty.

Women faculty:

- Women constitute (a) 40% of all faculty, up from 37 % in Fall 2001 and 39% in Fall 2002; (b) 34% of tenured and tenure track faculty, up from 31% in Fall 2001 and the same as in Fall 2002; and (c) 32% of tenured faculty, up from 27% in Fall 2001 and 29% in Fall 2002.
- Women constitute (a) 18% of Professors, up from 15% in Fall 2001 and a drop from 19% in Fall 2002; (b) 45% of Associate Professors, up from 38% in Fall 2001 and 40% in Fall 2002; and (c) 40% of Assistant Professors, down from 41% in Fall 2001 and 42% in Fall 2002. The drop in percentage at the Assistant Professor level results from the budget cuts and hiring freeze of the past two years.
- Women constitute 52% of non-tenure track faculty: 51% of Senior Instructors and 53% of Instructors. Many of the non-tenure track faculty in these ranks have credentials comparable to those of Assistant and Associate Professors and often participate actively in departmental activities. Having had the opportunity to observe these faculty teach, work with students, and engage in departmental activities, departments frequently encourage faculty in these ranks to apply for tenure track positions. As a number of them have been successful in obtaining tenure track positions, these ranks provide a significant pool for "growing our own" tenure track faculty.
- There are sizable populations of women at the rank of Assistant Professor: 63% in the Business School; 60% in the Graduate School of Public Affairs; 60% in the School of Education; 50% in the College of Architecture and Planning; 38% in the College of Engineering; 36% in the College of Arts and Media; 28% in the College of Liberal Arts and Sciences. Larger populations of women in Assistant Professor tenure-track positions indicate that schools and colleges are hiring more women, which increases the likelihood that women will receive tenure and promotion in greater numbers.

Growth in the number and percentage of women faculty has been steady over the past three years. CU-Denver continues to be successful in hiring and retaining, then awarding promotion and tenure, to women faculty.

- Women faculty hold leadership roles in the schools and colleges in growing numbers. Women hold 71% of Associate/Assistant Dean positions, up considerably from 46% in Fall 2001 and 30% in Fall 2002. Women hold 28% of Department Chair and Program Director positions, down slightly from 31% in Fall 2001 and 33% in Fall 2002.

Minority faculty:

- There are 67 minority faculty members, up from 61 in Fall 2001 and 65 in Fall 2002. Minority faculty constitute 14% of all faculty, up from 13% in Fall 2001 and Fall 2002.
- Minority faculty constitute 15% of tenured and tenure track faculty, up from 14% in Fall 2001 and the same as in Fall 2002. There are 51 tenured and tenure track minority faculty, up from 47 in Fall 2001 and the same as in Fall 2002.
- There are 33 tenured minority faculty members, up from 30 in Fall 2001 and 31 in Fall 2002. Minority faculty now constitute 14% of tenured faculty, up from 13% in Fall 2001 and Fall 2002.
- There are 18 tenure track minority faculty members, up from 17 in Fall 2001 and down from 20 in Fall 2002. Minority faculty constitute 18% of tenure track faculty, up from 16% in Fall 2001 and 17% in Fall 2002.
- Asians (29) and Latinos (21) constitute the largest minority groups in the faculty.
- While the numbers of African American faculty (9) and American Indian faculty (8) are small, these numbers are 50% and 33% increases over Fall 2001.
- As with women faculty, there are larger populations of minority faculty at the rank of Assistant Professor: 30% in the School of Education; 25% in the College of Engineering; 25% in the Business School; 20% in the Graduate School of Public Affairs; 16% in the College of Liberal Arts and Sciences; 14% in the College of Arts and Media; 13% in the College of Architecture and Planning. Larger populations of minority faculty in Assistant Professor tenure-track positions indicate that schools and colleges are hiring more minority faculty, which increases the likelihood that minority faculty will receive tenure and promotion in greater numbers.

The Emerging Leaders Program participants from CU-Denver focused their efforts on enhancing faculty diversity and developed a “Faculty Recruitment Toolkit” containing information and resources designed to increase the richness of pools of applicants for tenured and tenure track positions. We hope this will increase our success in recruiting more minority applicants.

- As with women faculty, minority faculty are taking leadership roles in the schools and colleges. Minority faculty hold 15% of Department Chair and Program Director positions, up from 10% in Fall 2001 and down from 16% in Fall 2002. Minority faculty hold 14% of Associate/Assistant Dean positions, up from 8% in Fall 2001 and 0% in Fall 2002.

Women and minority administrators and staff:

- Although Chancellor Shore is Interim Chancellor at CU-Denver, he is counted at the Health Sciences Center rather than at CU-Denver. He is not included in any of the numbers in this section.
- After the retirement of the former Chancellor and the departure of the former Vice Chancellor for Academic and Student Affairs for a presidency at the end of AY 2002-03, the Vice Chancellor for Administration and Finance is the only woman at the Vice Chancellor level and above. She constitutes 50% of the Vice Chancellors.
- Of the six (6) Assistant and Associate Vice Chancellors, three(3) or 50%, are women.

- Of the five (5) University Officers who are Associate and Assistant Vice Chancellors, two (2) or 40% are women.
- Women and minorities constitute 47% of our 15 University officers: six (6) women (40%) and one minority (7%).
- Three (3) of eight (8) deans are women (37.5% of the deans). The women deans lead three professional schools.

The staff numbers have been affected by several changes in data collection: (1) Previously, Non-Resident Aliens were counted in ethnic minority categories. This year, we added a new category of Non-Resident Alien to the staff report to be uniform with how we report faculty in the Faculty Profile. (2) The Exempt Professional category formerly included many individuals who belonged in a Student Faculty category. These are now included as Student Faculty in the Faculty Profile. This change accounts for what appear to be drastic reductions in the Exempt Professional category. (3) The numbers of Technical and Paraprofessionals show marked increases, as a result of closer scrutiny of various job codes and changes to reflect where they should be reported, particularly in light of IPEDS and Department of Labor definitions.

- Across all non-faculty, non-officer occupational categories, Latinos continue to be the largest minority group.
- In the non-faculty occupational categories, women constitute (a) 59% of non-officer administrators, up from 50% in Fall 2001 and the same as in Fall 2002; (b) 67% of professionals, down from 68% in Fall 2001 and 69% in Fall 2002; (c) 79% of secretarial/clerical categories, up from 77% in Fall 2001 and the same as in Fall 2002; and (d) 77% of technical categories, up from 31% in Fall 2001 and 58% in Fall 2002.
- In the non-faculty occupational categories, minorities constitute (a) 14% of non-officer administrators, down from 18% in Fall 2001 and 15% in Fall 2002; (b) 31% of professionals, up from 24% in Fall 2001 and 25% in Fall 2002; (c) 37% of secretarial/clerical categories, up from 35% in Fall 2001 and 33% in Fall 2002; and (d) 24% of technical categories, up from 14% in Fall 2001 and 0% in Fall 2002.

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

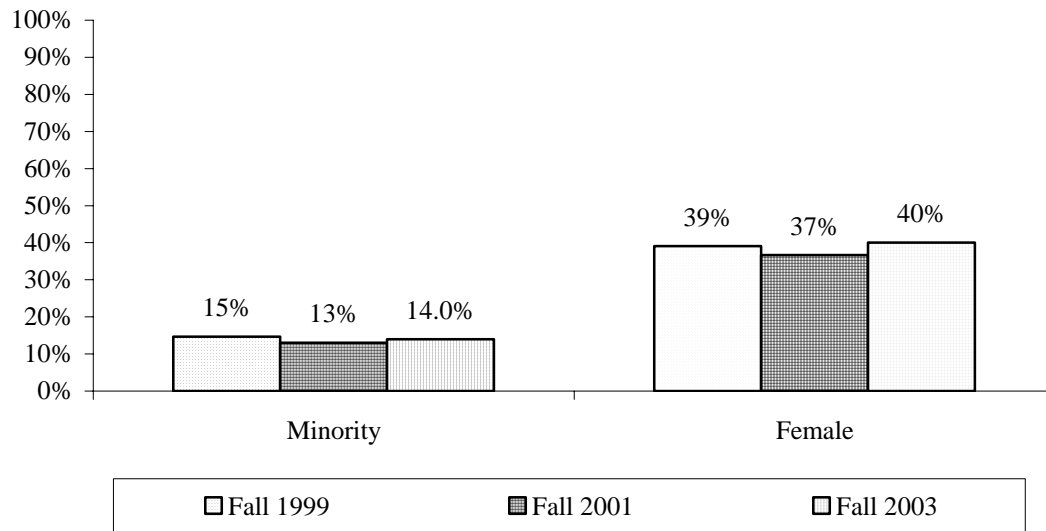
Category	Total	Female		Male		Minority		Ethnicity				
		#	Pct	#	Pct	#	Pct	African American	American Indian	Asian	Latino	International*
Reg. Instructional Faculty												
TOTAL	487	194	40%	293	60%	67	14%	9	8	29	21	10
<i>Tenured/Tenure Track</i>	337	116	34%	221	66%	51	15%	6	6	23	16	8
Full Professors	115	21	18%	94	82%	12	10%	0	1	6	5	0
Associate Professors	126	57	45%	69	55%	21	17%	3	2	10	6	2
Assistant Professor	96	38	40%	58	60%	18	19%	3	3	7	5	6
<i>Non-Tenure-Track</i>	150	78	52%	72	48%	16	11%	3	2	6	5	2
Full Professors	0	0	0%	0	0%	0	0%	0	0	0	0	0
Associate Professor	0	0	0%	0	0%	0	0%	0	0	0	0	0
Assistant Professors	0	0	0%	0	0%	0	0%	0	0	0	0	0
Senior Instructor	74	38	51%	36	49%	8	11%	1	1	4	2	0
Instructor	76	40	53%	36	47%	8	11%	2	1	2	3	2
Administrative	60	20	33%	40	67%	9	15%	2	2	3	2	0
Dept. Chair/Directors	53	15	28%	38	72%	8	15%	1	2	3	2	0
Asst/Assoc/Dean/Chanc	7	5	71%	2	29%	1	14%	1	0	0	0	0
Tenured	237	75	32%	162	68%	33	14%	3	3	16	11	2
Full Professors	90	18	20%	72	80%	11	12%	0	0	6	5	0
Associate Professors	93	39	42%	54	58%	13	14%	1	1	7	4	2
Assistant Professors	0	0	0%	0	0%	0	0%	0	0	0	0	0
Administrative Faculty	54	18	33%	36	67%	9	17%	2	2	3	2	0
Other Faculty												
	Total	Female		Male		Minority		Ethnicity				
		#		#	Pct	#	Pct	African American	American Indian	Asian	Latino	Foreign*
Total	815	414	51%	401	49%	83	10%	12	2	31	38	58
Professor	1	0	0%	1	100%	0	0%	0	0	0	0	0
Associate Professor	2	0	0%	2	100%	0	0%	0	0	0	0	0
Assistant Professor	0	0	0%	0	0%	0	0%	0	0	0	0	0
Sr. & Instructor	13	7	54%	6	46%	1	8%	1	0	0	0	0
Research Faculty/Assts.	65	50	77%	15	23%	17	26%	2	0	2	13	1
Lecturer/Honorarium	397	172	43%	225	57%	30	8%	3	2	16	9	6
Visit/Adjunct/Adjoint	76	41	54%	35	46%	8	11%	2	0	1	5	1
Student Faculty	261	144	55%	117	45%	27	10%	4	0	12	11	50

(*)Note: Foreign born faculty are included in non-minority totals only.

Note: Regular faculty=tenured and tenure track faculty with multiple year appointments. Other=1 Yr. or < faculty appointments could include faculty on restricted grant programs.

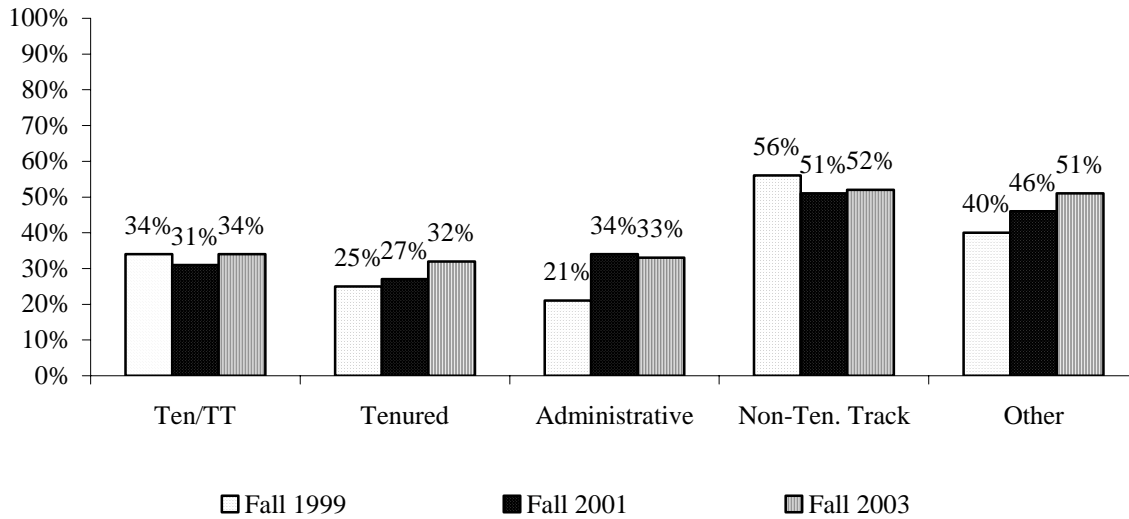
University of Colorado at Denver Faculty Diversity Profile

Percent of all Regular Faculty
Minorities & Females

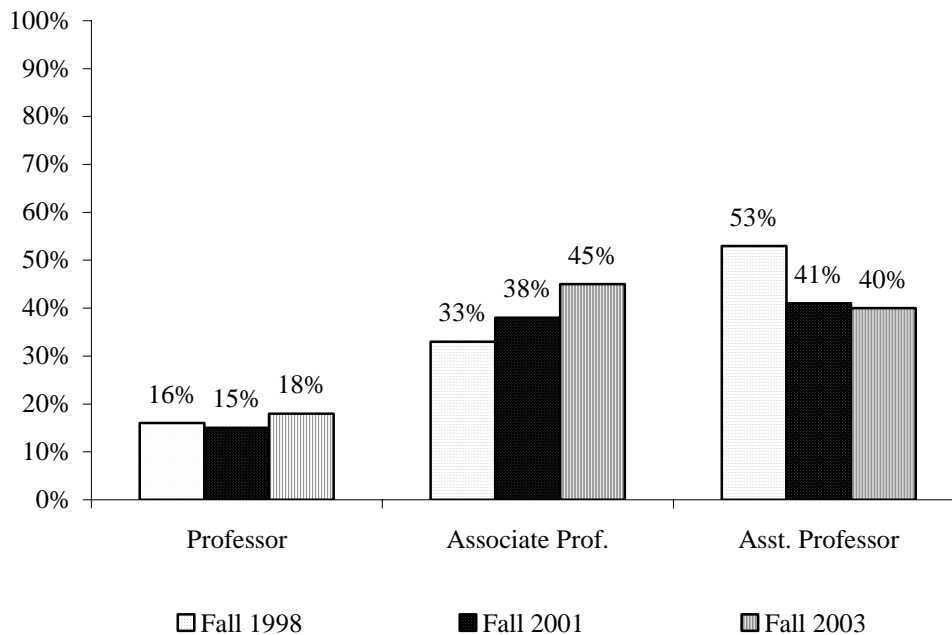


University of Colorado at Denver Faculty Diversity Profile

**Percent of Total Faculty
Who are Female**

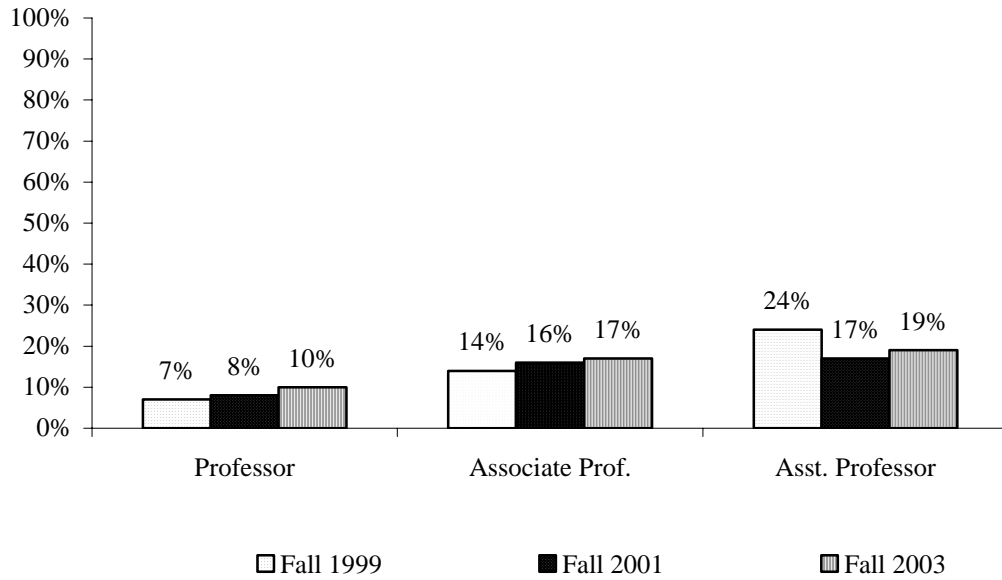


**Percent of Tenure/Tenure Track Faculty
Who are Female**

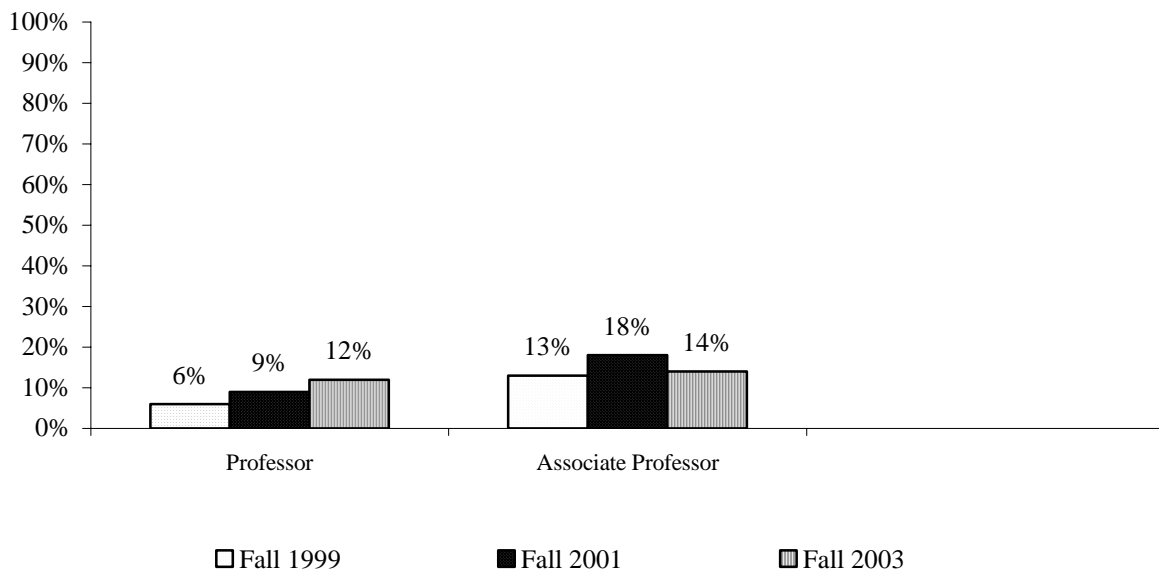


University of Colorado at Denver Faculty Diversity Profile

Percent Minority Tenure/Tenure Track Faculty

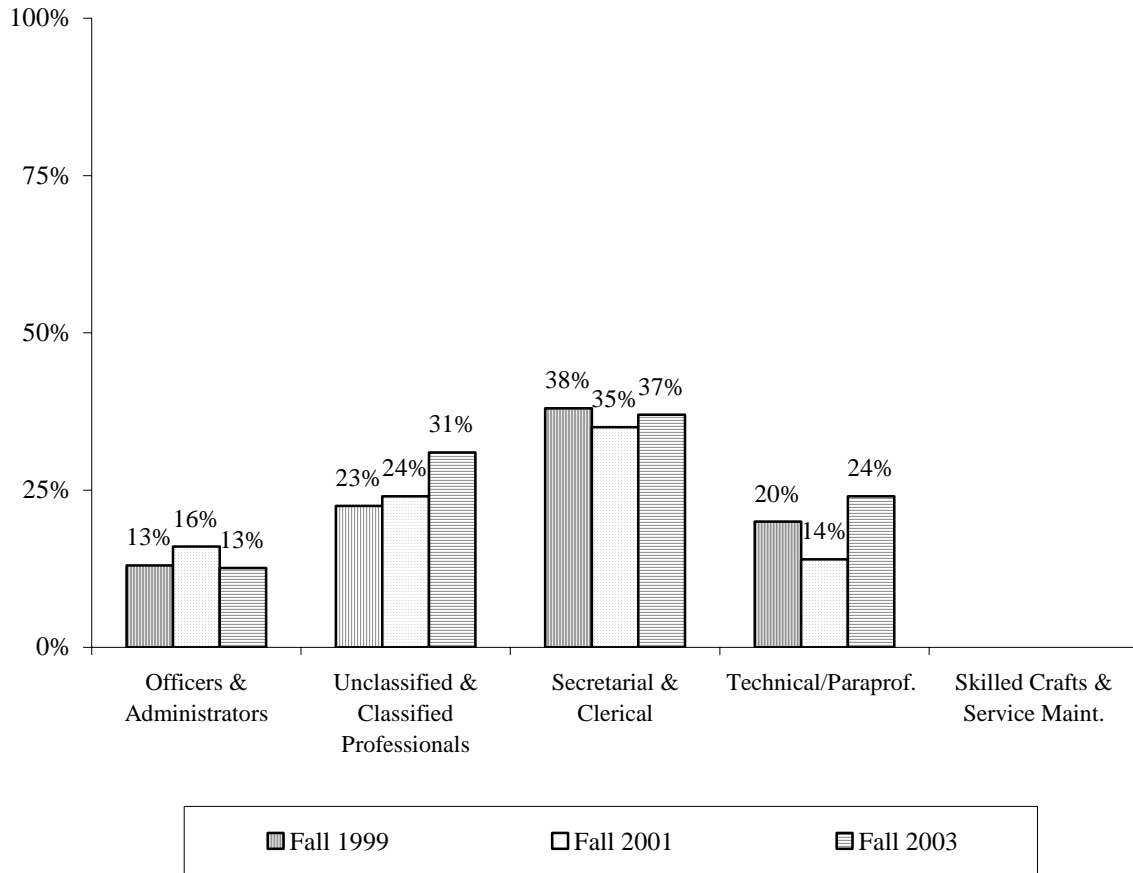


Percent Minority Tenured Faculty



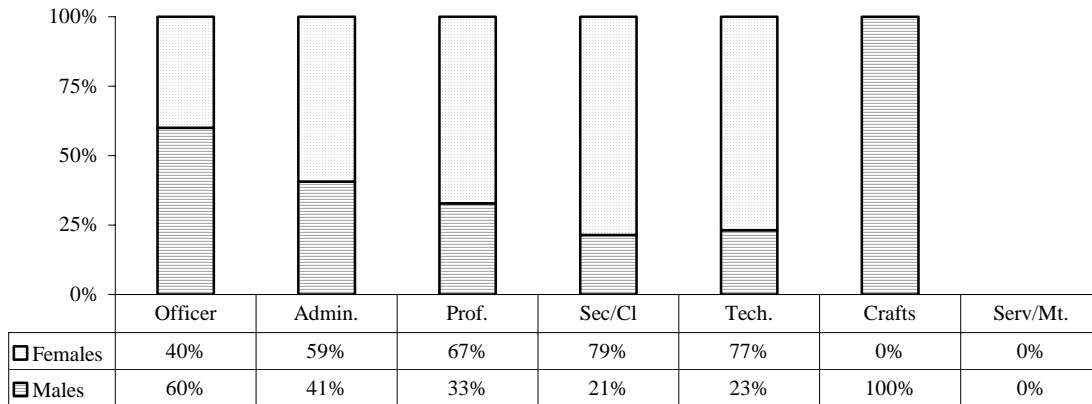
University of Colorado at Denver Faculty Diversity Profile

Percent Ethnic Minority by Occupational Category

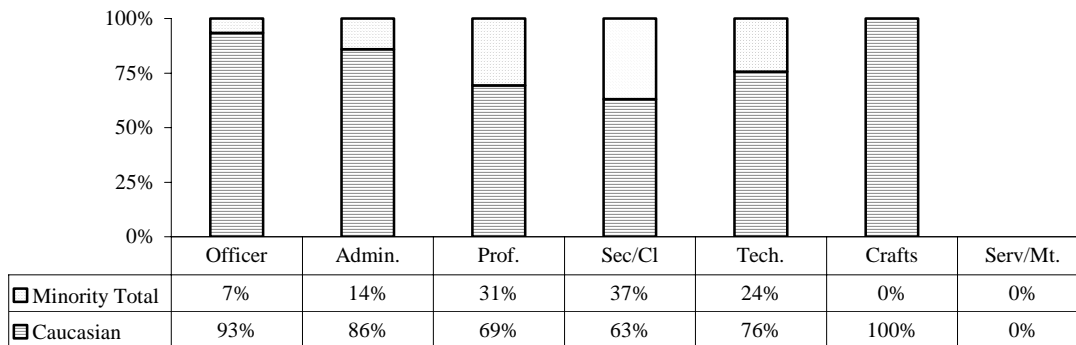


**University of Colorado at Denver
2003 – 2004**

Occupational Categories by Gender



Occupational Categories by Ethnicity



Minority Breakdown	Officer	Admin.	Prof.	Sec/Cl	Tech.	Crafts	Serv/Mt.
African American	0.0%	3.1%	7.0%	7.1%	6.1%	0.0%	0.0%
Asian American	6.7%	3.1%	8.6%	9.5%	2.4%	0.0%	0.0%
Latino	0.0%	6.3%	14.0%	17.9%	14.6%	0.0%	0.0%
Native American	0.0%	1.6%	1.1%	2.4%	1.2%	0.0%	0.0%