



UNIVERSITY OF COLORADO SYSTEM

Boulder • Colorado Springs • Denver • Health Sciences Center

Office of the Vice President for Academic Affairs and Research

University of Colorado 2004 Report on Diversity

Summary

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

March 2004



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Boulder • Colorado Springs • Denver • Health Sciences Center

Office of the Vice President for Academic Affairs and Research

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MEMORANDUM

TO: Board of Regents

FROM: Jack O. Burns, Vice President for Academic Affairs and Research
Michel R. Dahlin, Associate Vice President for Academic Affairs

DATE: March 25, 2004

SUBJECT: Annual Diversity Report for CU Campuses and System Office

Every year the campuses report to the Regents on their progress in achieving diversity among the students, faculty, and staff of the University. As requested, the campuses provide highlights of their accomplishments and progress toward meeting their diversity goals. These documents are attached. Examples of the programs the campuses have undertaken to enhance diversity include:

- Boulder, with partial funding from a President's Diversity Grant has provided postdoctoral fellowships as an outreach strategy designed to recruit faculty of color and women;
- Colorado Springs has initiated contact with funding sources for establishing a rotating visiting professorship for faculty of color;
- Denver's Emerging Leaders Program participants developed a "Faculty Recruitment Toolkit" containing information and resources designed to increase the richness of pools of applicants for faculty positions; and,
- at the Health Sciences Center, the faculty search process was revised to provide more recruitment resources and support for increasing the diversity of the applicant pools and to provide search committee training.

In addition to the campus narratives, the System Office of Information and Analysis provides charts and tables, covering longer-term trends for each campus in student, faculty, and staff diversity. These charts and tables are also attached.

In reviewing these materials, care must be taken not to make comparisons across campuses without taking into account the different roles and missions of the campuses and the different student, faculty, and staff populations and markets from which the campuses draw. Finally, in some categories of data, there are only a few individuals (e.g., the personnel in the Regents' Office) and thus the gain or loss of one or two people can dramatically alter the percentage in that category.

Students

The campuses continue to work to improve their recruitment and retention of minority students. Our highly successful pre-collegiate programs help to provide access to the CU system.

Undergraduate enrollments are generally holding steady. At Boulder, minority enrollments in 2003 are 13.8% of the undergraduate student body, up very slightly from the previous four years. At Colorado Springs, minority enrollments are 18% of the total, about the same as last year. At UCD, minorities comprise 27% of undergraduate enrollments, also about the same as last year. At the Health Sciences Center (undergraduate and professional degrees), in dentistry, minority enrollment decreased 3% (from 18% to 15%) back to 2001 levels; medicine is holding steady at 15.1% (slightly below its five-year average of 15.7%); nursing is at its all-time high of 13.3%, up from the 10.4% last year; and pharmacy at 36.3%, down from the previous five years by 2-4%, but still among the highest in the nation.

Overall, persistence of freshmen is rising. While students can drop out of college at any point, they are more likely to do so from the freshman to sophomore year. Hence the persistence of students from the freshman to sophomore year is a good indicator of whether the pipeline of minority students moving toward graduation will be sustained. The three general campuses have put significant efforts into retention and these efforts are producing results in most cases. The following information on persistence of first-time freshmen, based on retention from 2002 to 2003, is very promising and augurs well for future graduation rates. Persistence rates for minorities are higher than for whites at both Denver and Colorado Springs. At Boulder, the persistence rates for Asian American, African-American, Latino and American Indian freshmen are up over last year (ranging from 2 to 8 percentage points better). Total minority persistence is up to 83% (from 79% last year), only 1 percentage point less than for whites and equal to the overall campus freshmen retention; at Colorado Springs, minority freshmen persist at 72% and whites at 67%, up from last year's rate of 64% for both groups; and at Denver, the persistence of minority first-time students (at 68.7%) is actually better than persistence for whites at 64%, but it is down from last year's five-year high of 75.4% (vs. 63% for whites).

The proportion of degree recipients who are minorities has declined slightly. At Boulder, the percentage of undergraduate degrees that went to minority students was 11.8%, down from 13.4% the previous year and a bit below the five-year average of 12.6%. At Colorado Springs, it was 17.8%, down only .3% from the previous year's 18.1% (and the five-year average of 18.1%). At Denver, it was 20.9%, down half a percentage point from the year before (21.4%), and not far from the five-year average of 22%. At the Health Sciences Center, in dentistry, the share of degrees going to minority students was 18.5%, up from last year's uncharacteristically low 5.9% and above the five-year average of 17.6%; the small size of the dentistry program means that the gain or loss of a few students can alter the annual rate dramatically, as the past several years demonstrate. In medicine, the minority share was 15.6%, the same as last year and slightly above the five-year average (14.5%). In nursing, the share was 13%, down slightly from the previous year's 14.3%, but significantly ahead of the five year average of 11.2%. Pharmacy's excellent share of 37.2% was similar to previous years. Pharmacy remains the leading school at HSC in both minority enrollment and graduation rates.

Graduate Students

The enrollments of minority graduate students at the three general campuses rose in 2003. At Boulder, graduate enrollment in fall of 2003 was 10.4%, up from last year's 9.8%, and above the five-year average of 10.3. At Colorado Springs, enrollment was 15.2% minority, up from last year's 13.8 and ahead of the five-year average of 14.3%. And at Denver, enrollment was 13.4% minority, up from the previous year's 12.5%, and about the five-year average of 12.6%. Given recent declines in graduate enrollments nationally, advancing minority enrollment rates in 2003 is commendable.

Faculty

The proportion of minority faculty at CU improved modestly in 2003. At Boulder, 13% of the total regular faculty are minorities, up from 12% the previous year. At Colorado Springs, 12% of all regular faculty are minorities, as was the case last year. At Denver, 14% of all regular faculty are minorities, up from the previous year's 13%. At the Health Sciences Center, 11.9% of all regular faculty are minorities, up from last year's 9%. (The fact that the percentages of minority faculty include some foreign-born faculty who have permanent residency or U.S. citizen status may in some cases obscure the university's record of recruiting and retaining American-born minority faculty. This issue and its effect on the way we report minority percentages will be investigated in the coming year.)

The future diversity of the faculty depends on the pipeline, the movement of faculty from the assistant, to associate, to full professor ranks. Increasing the number of assistant professors of color is the key to future faculty diversity. The pipeline of minority assistant professors is not large, but its proportion is larger than the current minority proportions in the faculty overall. At Boulder, the pipeline is 19% minority (vs. 14% for assistant, associate, and full combined); at Colorado Springs, it is 15% (vs. 12% for all); at Denver, it is 19% (vs. 15% for all); and at Health Sciences Center, it is 15.1% (vs. 12.6% for all). If these minority assistant professors are retained and tenured at the same rates as other assistant professors, the ranks of the tenured faculty will be somewhat more diverse in the future. For the second year in a row, the System Diversity Summit focused on faculty recruitment and retention. The campuses are developing a "toolbox" of best practices to implement and we may already be seeing results from this concerted effort.

As was reported last year, the proportion of women faculty and their pipeline is stronger than for minority faculty. The proportion of women faculty continues to increase gradually. At Boulder, 34% of all regular faculty (vs. 33% last year) are women; at Colorado Springs 43% (vs. 45% last year); at Denver, 40% (vs. 39% last year); and the Health Sciences Center, 45% (vs. 41.7% last year).

For women, the pipeline is more robust, promising increases in the female ranks of associate and full professors in the future. At Boulder, it is 41% of assistant professors (vs. 28% for assistant, associate, and full combined); at Colorado Springs, 57% (vs. 34%); at Denver, 40% (vs. 34%); and at Health Sciences Center, 49% (vs. 43.8%). (Except for the Health Sciences Center, these pipeline percentages have declined slightly from last year.)

Staff

The picture for staff is complex, as there are many types and ranks of employees. As has been the case in the past, in general the higher ranks of staff positions, such as officer and administrator, have fewer minorities than do other categories. In the ranks of officers, the percentage of minority officers ranges considerably: 17% at Boulder, 8% at Colorado Springs, 7% at Denver, 0% at the Health Sciences Center, and 5% at the System offices. One reason for this range and inconsistency from year to year is that the number of officers is quite small, so that the addition or loss of even one or two minority officers can produce large percentage differences from year to year. Women fare better in the officer ranks than do minorities. The percentage of women officers is 30% at Boulder, 46% at Colorado Springs, 40% at Denver, 30% at the Health Sciences Center, and 32% at the system offices.

Several occupational categories remain very gender and ethnicity specific. Women dominate secretarial/clerical positions on all campuses and the system. Men dominate the skilled crafts. The only staff occupational category dominated by minorities is service/maintenance (at well over 50%). Minorities fill between 14 and 37% of secretarial/clerical positions on the campuses and the system office. These gender and ethnicity profiles mirror the larger society.

A few years ago, the system administration began a program to develop future faculty and administrative leaders, called the Emerging Leaders Program. It has served 98 people in its first three years of operation, 46% of whom were women and 15% minorities. This program contributes to expanding the diversity pipeline for university leadership.

Summary

The annual report provides an opportunity to monitor progress toward achieving a more diverse university. Overall, there has not been major progress. However, there have been some small, but heartening gains: the persistence of minority freshmen is rising; the percentage of minority graduate enrollments is up; and the percentage of minority faculty has risen slightly. On the other hand, the percentage of minorities receiving undergraduate degrees has dipped slightly and the overall percentage of minority undergraduates has not changed in recent years. Campus efforts in the arena of retention are continuing to pay off. Increasing the ethnic diversity of the faculty is moving more slowly and remains a challenge; it is too soon to tell if this year's promising gains will be sustained. Solid progress has been made in increasing the ranks of women faculty. Overall, the diversity of the staff has not changed very much. In the officer and administrator categories, there have been a few incremental improvements for minorities; women have fared better. In other occupational categories, what is noticeable is the continuation of skewed gender or ethnicity profiles, similar to what is found in society at large.

Examination of change from one year to the next, or even over a few years, can produce confusion as some indicators inch upward and others inch downward. A timeline of ten or more years reveals a modestly positive trend in most indicators. This long-term trend should encourage us to continue our commitment and increase our efforts to enhance diversity at the University of Colorado.



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University of Colorado 2004 Report on Diversity

Boulder Campus

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Programs and planning

The Office of Diversity and Equity, along with each division across campus, continues to plan, implement and monitor diversity activities. Activities have focused on extending best practices, increasing outreach efforts and coordinating and linking programs across campus.

The Office of Diversity and Equity has begun several new initiatives for 2004 including a focus on recruitment and retention of faculty of color, and updating and revising all campus diversity plans.

Faculty

- While there has been some progress on the recruitment and retention of women and faculty of color, the campus is renewing its focus on enforcing the search committee process. All search plans for faculty and unclassified staff must be approved by the director of the Department of Equal Opportunity (DEO) before a search can begin. Following the search, a search summary must be submitted to the director of DEO for approval and verification that the search plan was followed before its submission to the appointing authority.
- Faculty Affairs has been provided with \$70,000 to facilitate women and faculty of color recruitment and to bring additional candidates to the campus. A Special Opportunities Program provides additional funds to recruit new faculty, including women and faculty of color. Support for spousal hires is also available.
- The DEO continues to work closely with each faculty search committee. The DEO's web site is being enhanced to include search process information as well as resource lists. Faculty of color will be receiving lists of open faculty positions and will be contacted to help provide the most current channels for outreach.
- Improving recruitment and retention of faculty of color for all four campuses has been made a priority by President Hoffman. The November 2003 President's Diversity Summit was attended by a record number of participants. Dialogue revolved around resolving recruitment and retention issues, resulting in the implementation of support mechanisms such as resources for conflict resolution.
- Postdoctoral fellowships are another outreach strategy designed to recruit faculty of color and women. This effort is being funded jointly by the President's Diversity Grant and the campus.
- Understanding campus culture and building a sense of community is vital for retention of faculty. All newly hired faculty meet with the Faculty Program Coordinator through CU-Boulder's Faculty Teaching Excellence Program. The Program Coordinator provides small group informational

sessions throughout the year and serves as a mentor to the new faculty. In addition to informational and community building support for new faculty, working sessions are provided yearly for 3rd- and 6th-year faculty to help them prepare for reappointment or tenure review.

- The campus has examined female and minority faculty salaries each year since 1997, statistically controlling for differences in faculty rank, market demand and experience. In 1999 the Chancellor committed \$240,000 in funding for a two-year program to eliminate an observed gap in female salaries. The campus recently reported that there are no longer statistically significant differences in salaries paid to male, female and minority faculty when the data are corrected to account for differences in faculty rank, market demand and experience. Starting salaries and packages for women faculty have also been reviewed and are now being monitored for equity.
- Research in the area of multicultural perspectives is supported by IMPART grants (Implementation of Multicultural Perspectives and Approaches in Research and Teaching Award Program). Awards are given annually on the campus. These grants are open to all faculty on campus but priority is given to junior faculty working in diversity areas to support the establishment of their research agendas.

Campus Goals

Some progress has been made on all three of the campus goals:

- 1) climate for living, learning and working
- 2) student access and opportunity
- 3) diverse faculty and staff

Climate

- Goal 1, climate for living, learning and working: Creating a diverse climate continues to be a high priority on the Boulder Campus. Strategies to improve climate will be emphasized in the revision of the diversity plans. More of our undergraduate students are actively participating in recruitment efforts, helping prospective students understand the quality and opportunities CU-Boulder offers. Coordination among programs has increased faculty, staff and student interactions.

Students

- Goal 2, student access and opportunity: This goal has been advanced significantly through the Leadership, Excellence, Achievement, and Diversity Scholarship Program (CU-LEAD). Three more neighborhoods have been added to the eight existing neighborhoods to bring the total number of programs to eleven. Over 1,100 students are being served in the CU-LEAD student retention initiative. These neighborhoods

include the Multicultural Engineering Program, Minority Arts and Sciences Program, Honors CU-LEAD Program, Chancellor's Leadership Residential Academic Program, McNeill Academic Program, Diverse Scholars Program (Business), Journalism Diversity Scholars Program, McNair Post Baccalaureate Achievement Program, First Generation Scholars Program, White Antelope Scholars Program, and the Education Diversity Scholars Program. Academic scholarships have been organized to make more strategic use of funds for first generation, students of color and underrepresented students. Through the two CU-Boulder high school partnerships, an additional 250 students visited campus and had an opportunity to work directly with admissions counselors. Admissions applications for students of color are up, as are acceptances and confirmations to date due to the extraordinary work done by the Admissions office.

- Graduation rates for students of color are lower than those for whites. However, six-year graduation rates for more recent freshmen students of color are clearly higher than those for earlier classes. According to the latest data from the Office of Planning, Budget, and Analysis, about 60% of Asian Americans entering CU-Boulder since 1994 have graduated within six years, an increase of five to ten percentage points from rates for classes entering in the early 1990s. About 58% of Hispanic and Chicano students entering since 1996 have graduated in six years, an increase of 10 percentage points from rates for all classes entering prior to this. Fifty to 55% of African American students entering since 1995 have graduated in six years, up 15 to 20 percentage points from rates for all prior classes. Six-year graduation rates, the federal comparison standard, are calculated on entering classes of full-time freshmen. The most recent class with a full six-year opportunity to graduate entered in 1997.
- The CU-LEAD programs have been cited as a major contributor to student success. The overall improvement in graduation rates indicates that these programs have a positive outcome. The average retention rate for students participating in the CU-LEAD programs is 87%. The campus, with the support from the Chancellor and Provost, continues to develop and implement programs that will increase diversity of our student body and support the success of all students on campus.

Staff

- Goal 3, diverse faculty and staff: Faculty issues have been addressed above. Staff diversity issues continue to focus on recruitment and retention. Child care was identified as a critical need for staff, as well as for students and faculty. The campus developed a child care website and resource guide. Due to budget cuts, however, the Department of Human Resources lost

the Child Care (CU CARES) coordinator position. Another result of the budget cuts that affected staff was the loss of leadership training programs.

- On a more positive note, the campus has held its ground on several diversity initiatives, despite budgetary cuts. The exit survey/interview program, started in 1999, is being revitalized. The Division of Administration's mentoring program thrives. Human Resources (HR) continues to participate in multicultural job fairs locally. HR also provides New Employee Orientation and Sexual Harassment Policy training, and offers translation of important information for Spanish speaking employees. HR is currently working on increasing computer access and computer literacy for custodial and food service employees. Additionally, HR is expanding its involvement in employing people with disabilities.

The Numbers

Faculty

- Sixteen percent of tenure/tenure track faculty who are US citizens, naturalized US citizens, or permanent US residents, and have ethnicity recorded on PeopleSoft, are recorded as African American, Asian American, Hispanic, or Native American. These individuals are referred to as "faculty of color." The percentage has steadily increased over the last ten years, from 10% in 1993 to 16% in 2003.
- The number of faculty of color in tenure/tenure track positions increased 48% in the 10 years since 1993, from 100 in 1993 to 148 in 2003. Ten faculty of color have been hired in the past two years.
- 41% of assistant professors and 55% of instructors and senior instructors were women in fall 2003.
- The percentage of women among tenure/tenure track faculty is now 28% and has remained fairly constant at or above 27% over the last three years, with an 11% increase in the number of female faculty since 1993.
- An additional 83 women (compared to 102 men) joined the ranks of research professionals (research associate and professional research assistants) in fall 2003, representing 45% of all new researchers hired. People of color represented about 10% of new hires (excluding international) in professional researcher ranks in fall 2003.

Students

Bachelor's degrees

- The number of **students of color receiving bachelor's degrees** increased from 425 in 1992-93 to 550 in 2002-03, an increase of 29%. In 2002-03, 11% of bachelor's degrees awarded to US citizens went to students of color (African American, Asian American, Hispanic/Chicano, and Native American).

- The number of **international students** receiving bachelor's degrees increased from 51 in 2002 to 74 in 2003.
- **Women** have received 48% or more of all bachelor's degrees awarded every year for at least the last eight years.

Graduate-level degrees

- The number of **students of color receiving master's, doctoral and law degrees** increased this past year by 6%. The proportion of students of color among graduate-level degree recipients is slightly above what it was ten years ago (8%) and has remained fairly constant at 9-10% for the past several years.
- **International students** received 16% of master's, doctoral, and law degrees awarded in 2002-03. This is an increase of five percentage points since 2001-02, but is still below 2000-01 numbers.
- **Women** received 47% of master's, doctoral, and law degrees awarded in 2002-03, up from 38% in 1992-93 and an increase of four percentage points over 2000-01.

Graduation and retention rates

- The **first-year retention rate** for freshmen students of color entering in fall 2002 is 82%, versus 84% for all students combined.
- The **six-year graduation rate** for students of color entering as freshmen in 1997 is 58% (compared to 69% for other freshmen), an increase of two percentage points in one year and an overall increase from 45% for students entering in 1991. The rate for all women (now 70%) is consistently higher than that for all men (66%).

Freshman admissions

- **New freshmen** entering in fall 2003 included 34 fewer students of color than in fall 2002, a decrease of 4%. Seventy-six percent of new freshmen students of color were Colorado residents.
- The number of new Colorado freshmen of color is at an all-time high of 598 students.
- Yield rates (the proportion of admits who enroll) of students of color are at or above those for whites.

Enrollment

- Since fall 1993, enrollment of **undergraduate students of color** has increased from 2,068 to 3,391, or 64%; this compares to a 22% increase in other undergraduate students. The percentage of domestic undergraduates (US citizens) who are students of color increased from 11% in fall '88 to over 15% in fall '94, decreased slightly for several years, and has been stable at about 13.5% for the past five years.

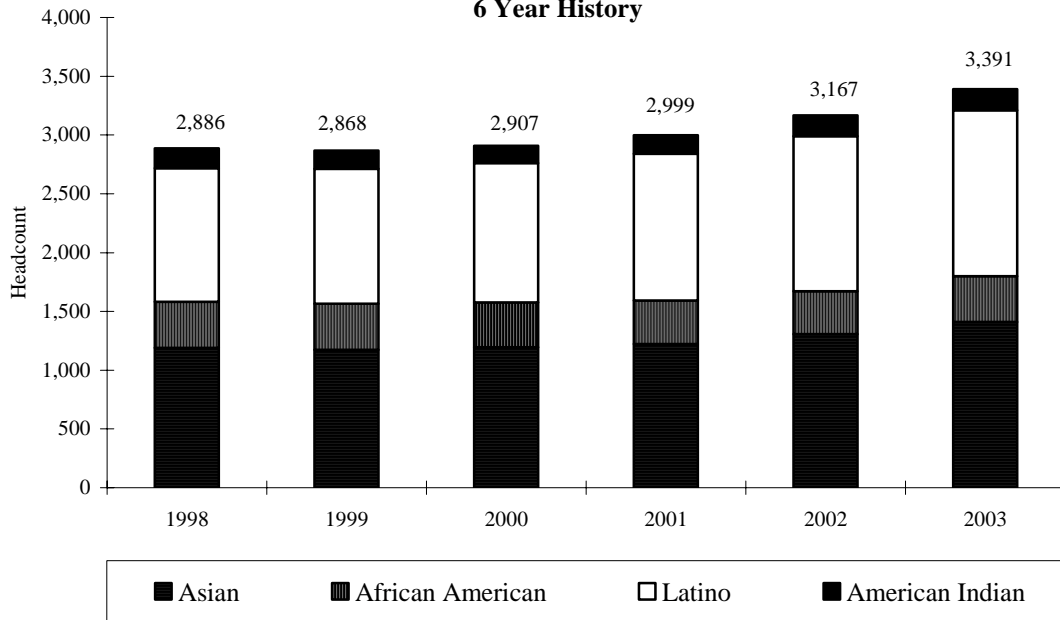
- Enrollment for **graduate-level students of color** is now 479, compared to 281 in fall 1988—a 70% increase. The percentage of domestic graduate students who are students of color was 6% in fall '88, and is 10% in fall 2003. Although Law has been and remains among the campus graduate-level programs with the highest representation of students of color, the number of new law students of color dropped substantially in 1996 and is only slowly rebounding to former levels. In fall 2003, 16% of domestic law students are students of color, a decrease from the prior two years.
- The number of new international graduate students decreased by almost 10% from an all-time high of 829 in fall 2002 to 749 in fall 2003.
- Graduate students of color increased by 8% from fall 2002 to fall 2003 (442 to 479).

Staff

- The number of campus administrators (officers and professional exempt) who are people of color has increased steadily since 1993 from 51 to 86, from 17% to 21% of all administrators. Female administrators represent 54% of all administrators.
- Females represent 59% of classified staff outside food service and custodial positions. Staff of color hold 18% of these positions.
- The percentage of people of color in skilled crafts increased from 18% in 1999 to 32% in 2003. Female representation in skilled crafts is still low at 8%.

The percentage of people of color in clerical positions has remained relatively constant over the past five years at 14-17%, as has the percentage of women at about 82-85%.

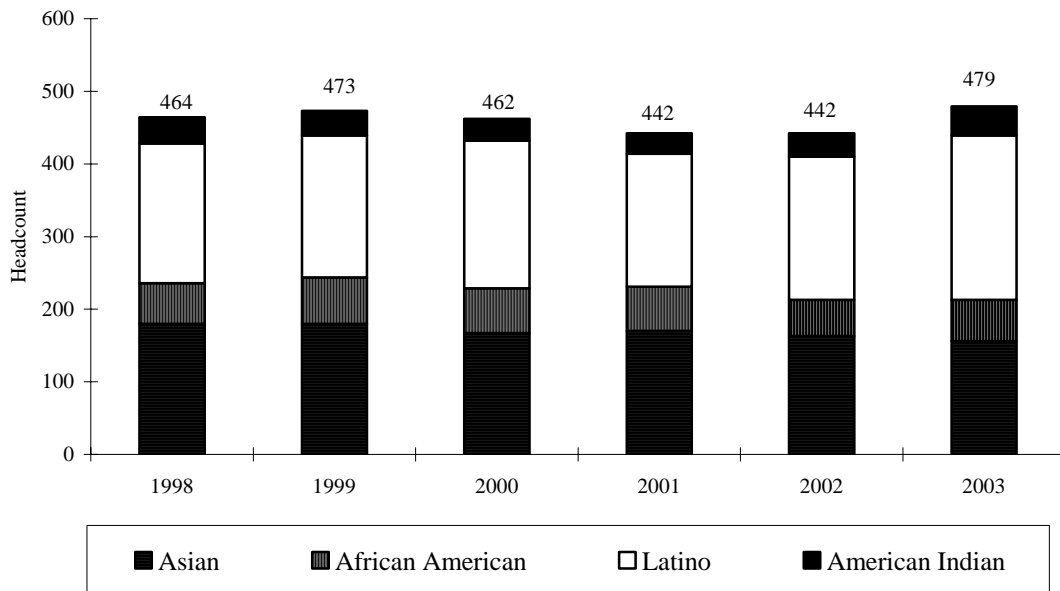
**University of Colorado at Boulder
Minority Undergraduate Fall Headcount Enrollment*
6 Year History**



* Census figures, Boulder degree-seeking non-reciprocal students only

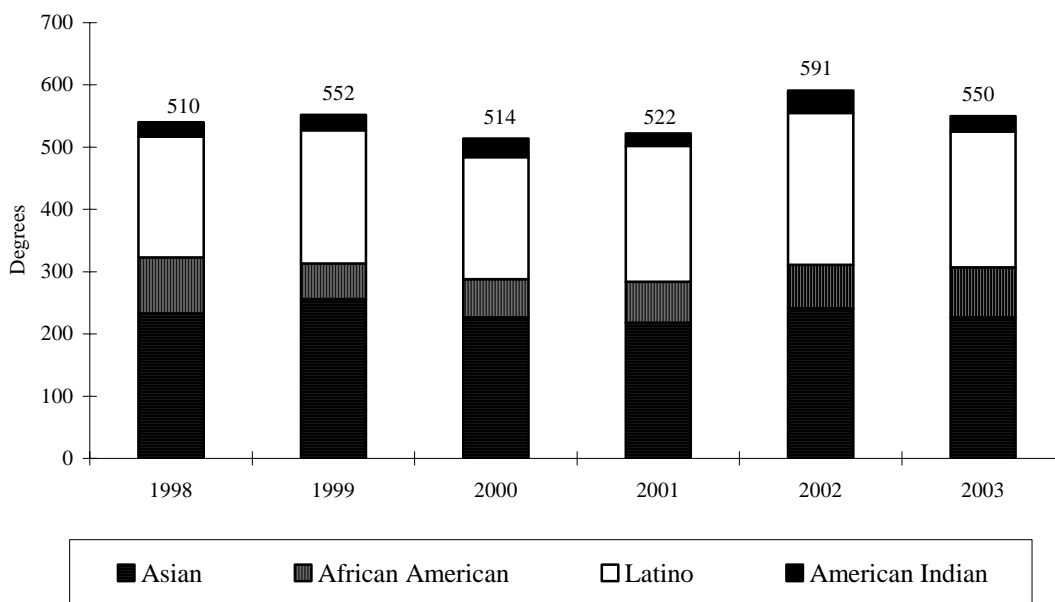
	1998	1999	2000	2001	2002	2003
Minority Enrollment as a % of Total Undergraduate Enrollment	14.0%	13.5%	13.4%	13.5%	13.5%	13.8%
Asian	1,190	1,174	1,195	1,222	1,306	1,410
African American	391	391	381	372	366	391
Latino	1,137	1,146	1,184	1,246	1,318	1,410
American Indian	168	157	147	159	177	180
Minority Total	2,886	2,868	2,907	2,999	3,167	3,391
White/Unknown	17,276	17,974	18,458	18,928	19,951	20,817
International	414	361	318	297	336	332
Total Undergraduate (Headcount) Enrollment	20,576	21,203	21,683	22,224	23,454	24,540

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



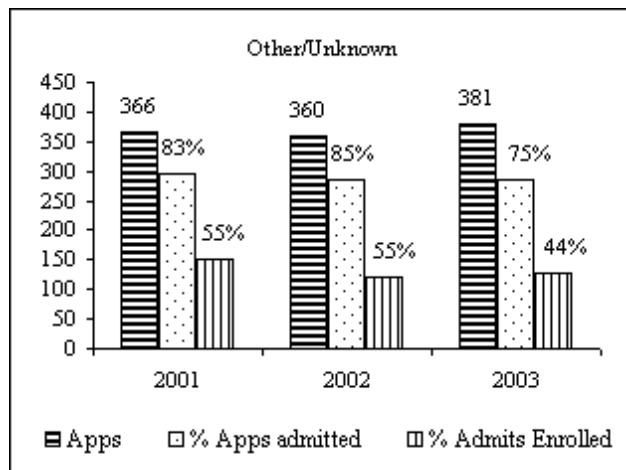
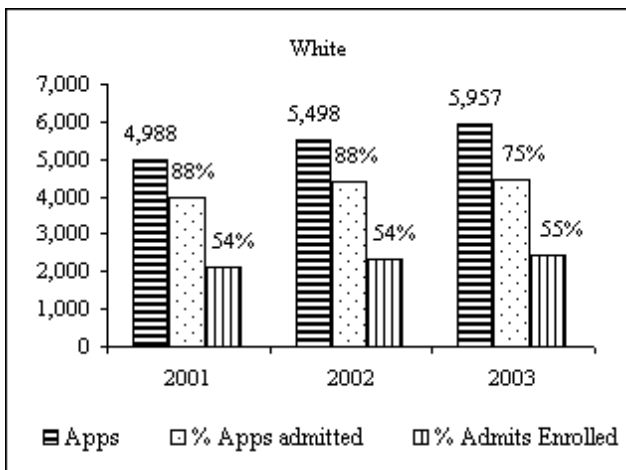
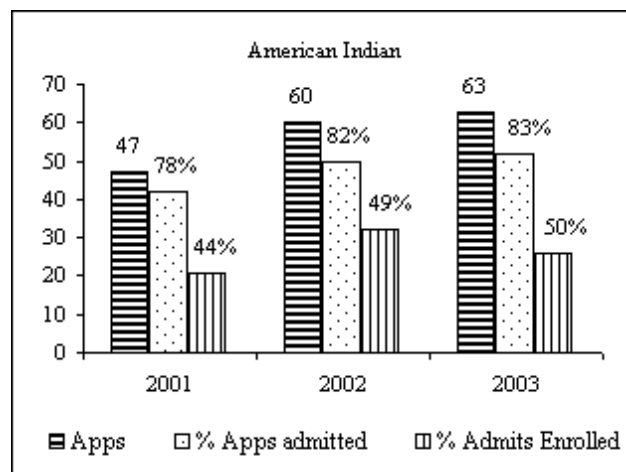
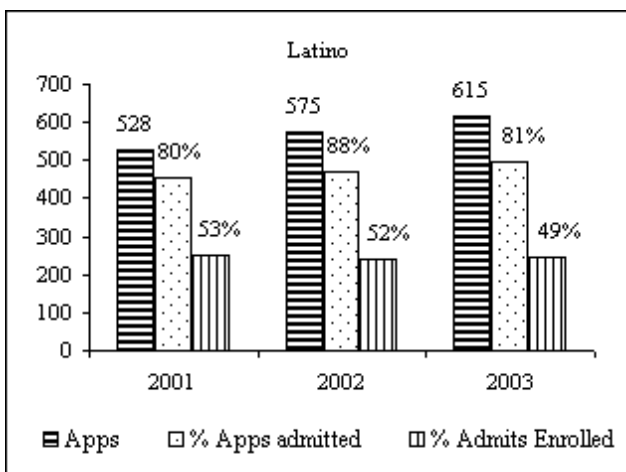
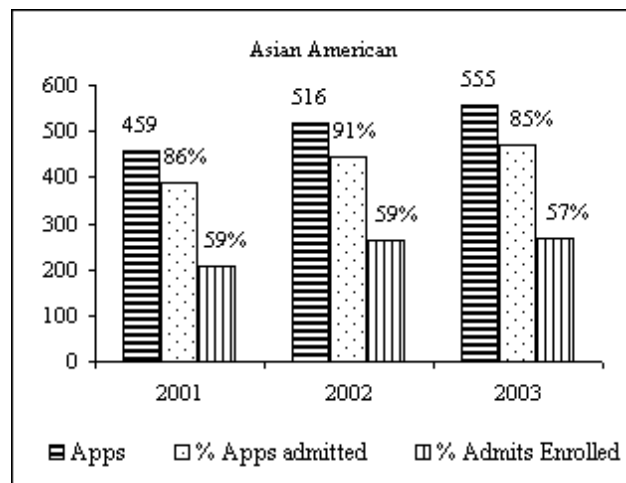
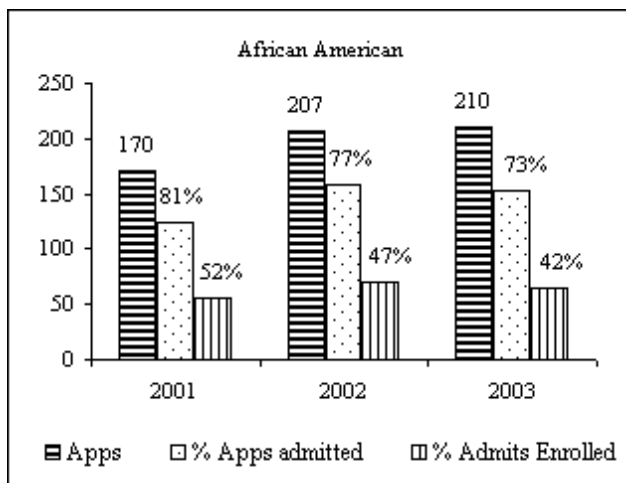
	1998	1999	2000	2001	2002	2003
Minority Enrollment as a % of Total Graduate Enrollment	10.3%	10.6%	10.6%	10.1%	9.8%	10.4%
Asian	180	180	167	170	163	156
African American	56	64	62	61	50	57
Latino	192	195	203	183	197	226
American Indian	36	34	30	28	32	40
Minority Total	464	473	462	442	442	479
White/Unknown	3,420	3,368	3,242	3,214	3,229	3,383
International	614	612	648	717	829	749
Total Graduate (Headcount) Enrollment	4,498	4,453	4,352	4,373	4,500	4,611

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



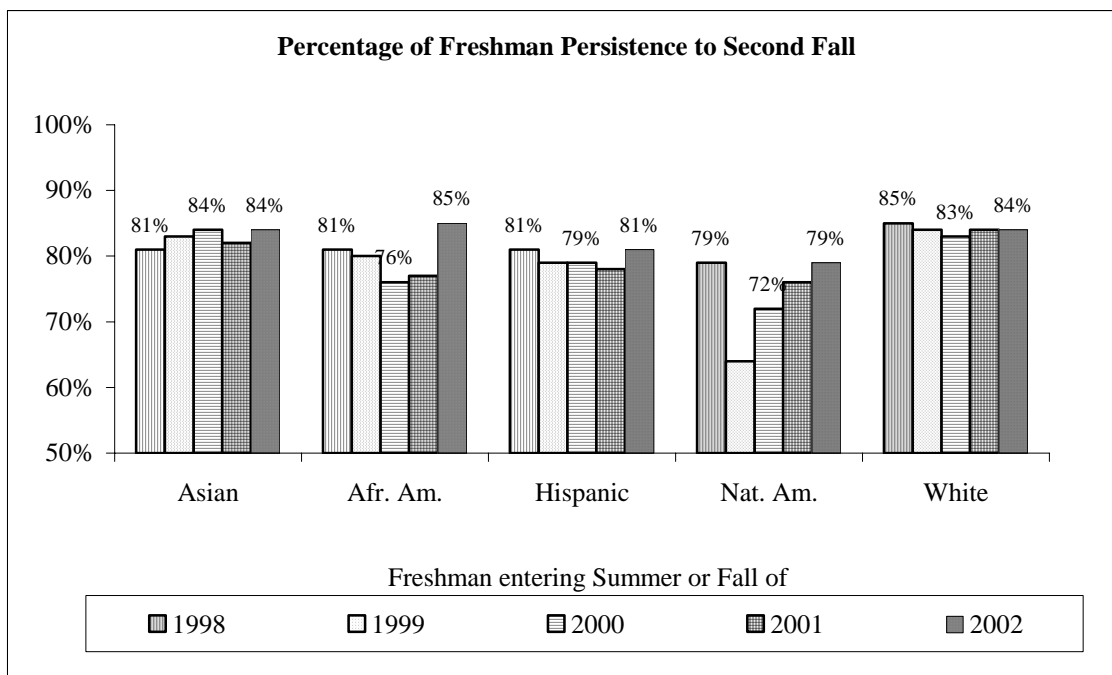
	1998	1999	2000	2001	2002	2003
Minority Degrees Awarded as a % of Total UG Enrollment	13.1%	13.7%	11.7%	12.3%	13.4%	11.8%
Asian	233	256	227	218	241	227
African American	60	57	61	66	70	80
Latino	194	214	196	218	244	218
American Indian	23	25	30	20	36	25
Minority Total	510	552	514	522	591	550
White/Unknown	3,278	3,379	3,822	3,634	3,758	4,043
International	112	96	74	83	51	74
Total Undergraduate Degrees Awarded	3,900	4,027	4,410	4,239	4,400	4,667

University of Colorado at Boulder
Resident Freshman Applications, Acceptances, and Matriculations By Ethnicity
2000, 2001, 2003



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

	Freshmen entering Summer/Fall of:					Percent enrolled in subsequent Fall of Freshmen entering:				
	1998	1999	2000	2001	2002	1998	1999	2000	2001	2002
Asian-American	257	265	296	290	357	81%	83%	84%	82%	84%
African-American	74	82	84	74	97	81%	80%	76%	77%	85%
Latino	226	238	272	310	322	81%	79%	79%	78%	81%
American Indian	39	25	29	37	52	79%	64%	72%	76%	79%
White	3,485	3,772	4,134	3,905	4,299	85%	84%	83%	84%	84%
Other/Unknown	147	138	210	330	218	79%	73%	79%	82%	78%
International	36	28	24	24	36	75%	89%	71%	88%	83%
All	4,264	4,548	5,049	4,970	5,381	84%	83%	82%	83%	83%



**University of Colorado at Boulder
Faculty Diversity Profile
All Schools And Colleges, Fall 2003**

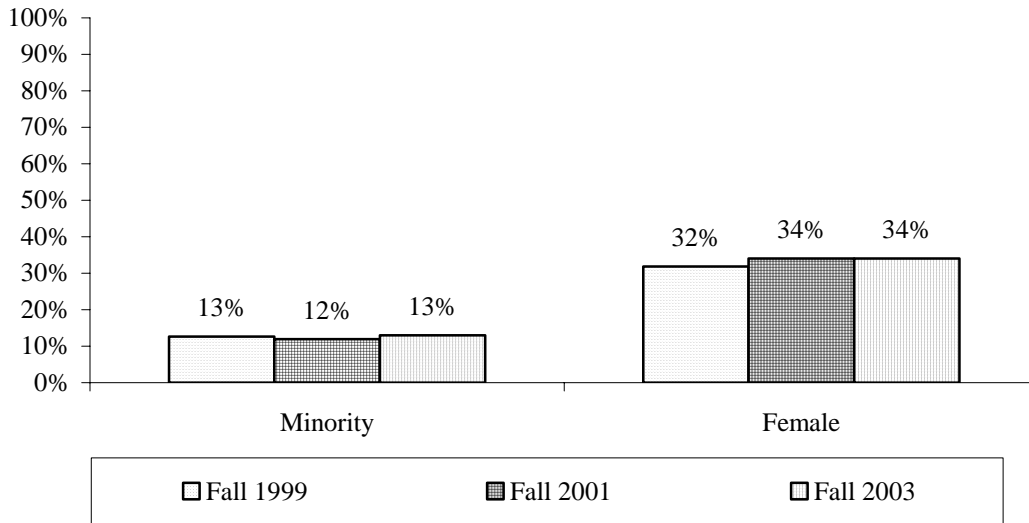
Category	Total	Female		Male		Minority		Ethnicity				
		#	Pct.	#	Pct.	#	Pct.	African American	American Indian	Asian	Latino	International*
Reg. Instructional Faculty												
TOTAL	1,318	446	34%	872	66%	169	13%	25	10	84	50	51
<i>Tenured/Tenure Track</i>	1,026	284	28%	742	72%	148	14%	24	3	74	47	42
Full Professor	445	72	16%	373	84%	41	9%	6	2	22	11	5
Associate Professor	315	104	33%	211	67%	56	18%	10	0	26	20	8
Assistant Professor	266	108	41%	158	59%	51	19%	8	1	26	16	29
<i>Non-Tenure Track</i>	292	162	55%	130	45%	21	7%	1	7	10	3	9
Instructor/ Sr.Instructor	292	162	55%	130	45%	21	7%	1	7	10	3	9
Tenured	760	179	24%	581	76%	94	12%	15	2	46	31	16
Full Professor	444	72	16%	372	84%	41	9%	6	2	22	11	5
Associate Professor	295	96	33%	199	67%	50	17%	9	0	22	19	8
Assistant Professor	21	11	52%	10	48%	3	14%	0	0	2	1	3
Administrative	96	24	25%	72	75%	11	11%	3	1	5	2	0
Asst/Assoc/Dean/Chanc	52	12	23%	40	77%	7	13%	1	1	3	2	0
Dept. Chair/Directors	44	12	27%	32	73%	4	9%	2	0	2	0	0

Academic Staff	Total	Female		Male		Minority		Ethnicity				
		#	Pct.	#	Pct.	#	Pct.	African American	American Indian	Asian	Latino	Foreign*
Total	1,503	574	38%	929	62%	107	7%	6	5	61	35	209
Researcher	1,426	557	39%	869	61%	98	7%	4	5	56	33	205

(*)Note: Foreign born faculty and those with no race/ethnicity on record are included in non-minority totals.

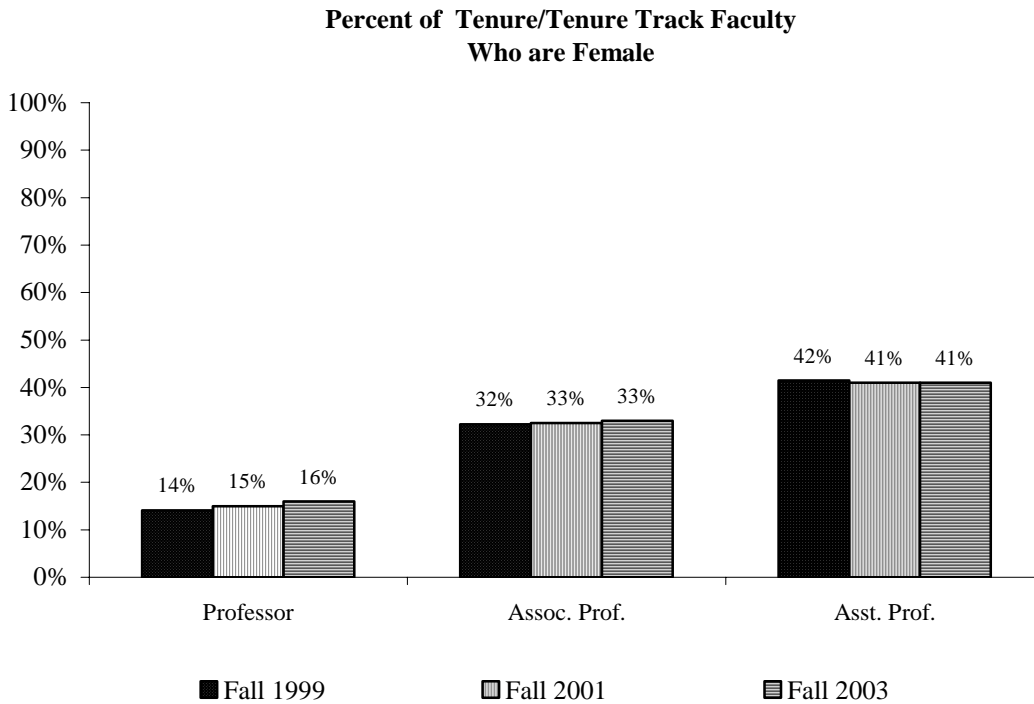
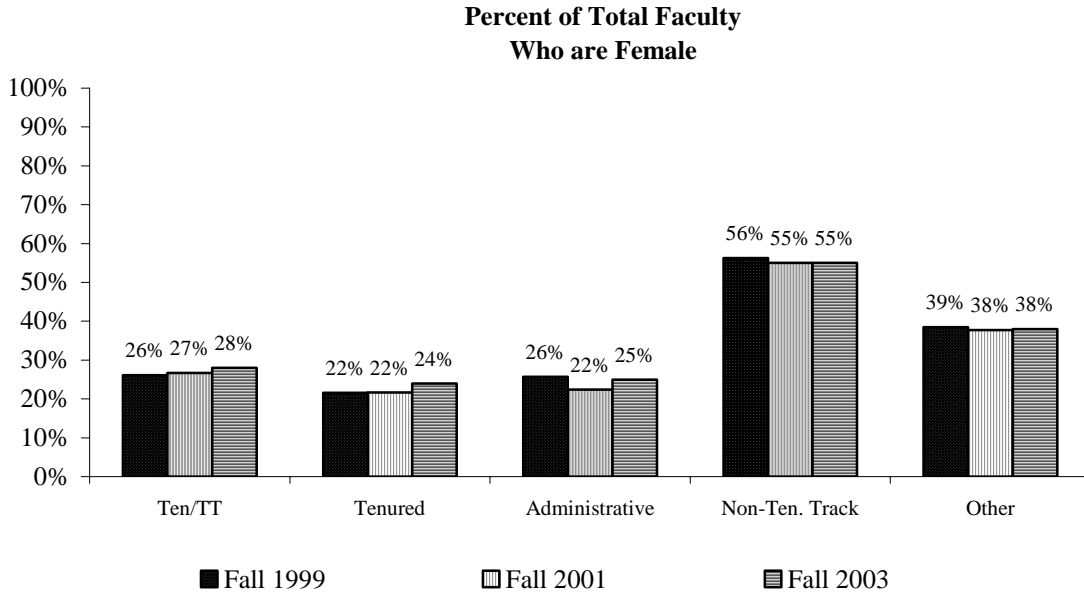
University of Colorado at Boulder Faculty Diversity Profile

Percent of all Regular Faculty
Minorities & Females



Note: All information from PeopleSoft HR

University of Colorado at Boulder Faculty Diversity Profile

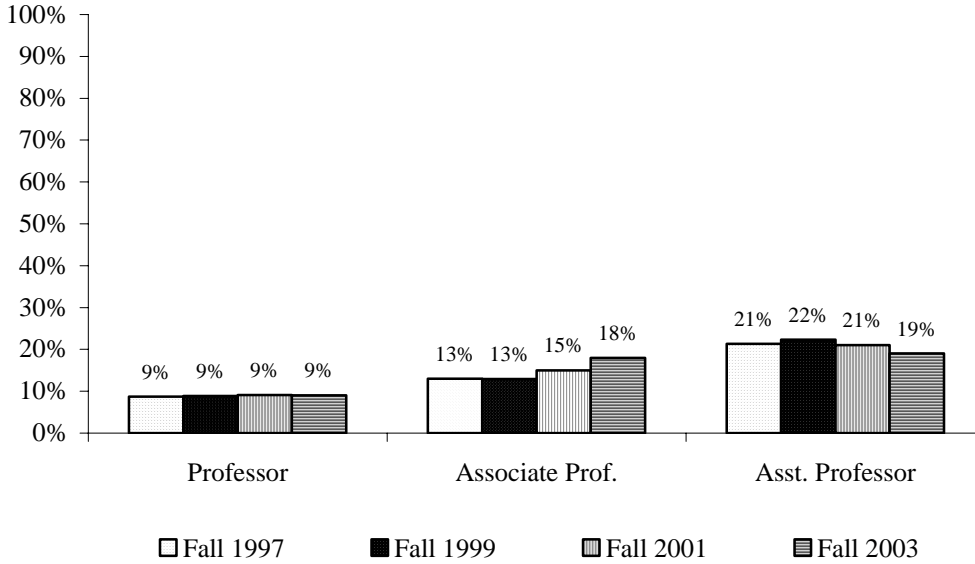


Note: All information from PeopleSoft HR

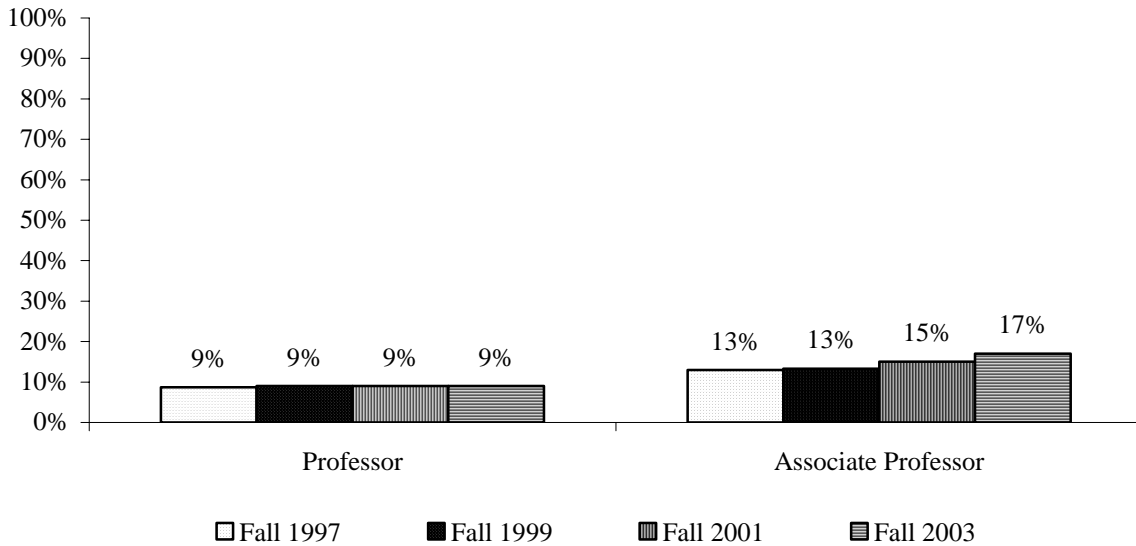
Source: UCB – PBA, January 2004
Prepared by: CU System Office of Information & Analysis, February 2004

University of Colorado at Boulder Faculty Diversity Profile

Percent Minority Tenure/Tenure Track of Total Faculty



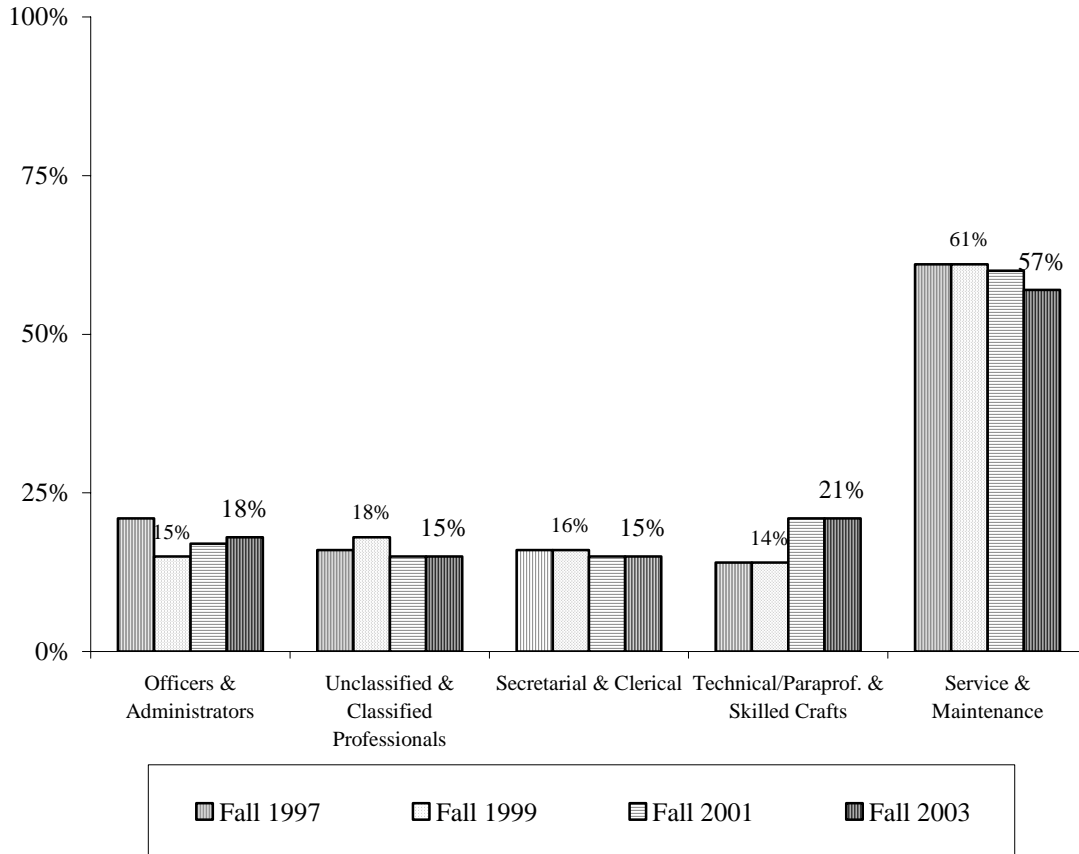
Percent Minority Tenured Faculty



Note: All information from PeopleSoft HR.

University of Colorado at Boulder Staff Diversity Profile

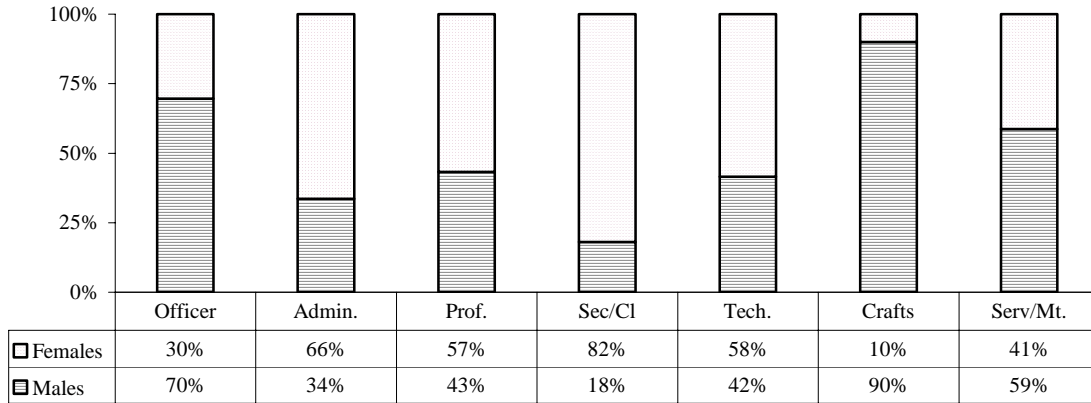
Percent Ethnic Minority by Occupational Category



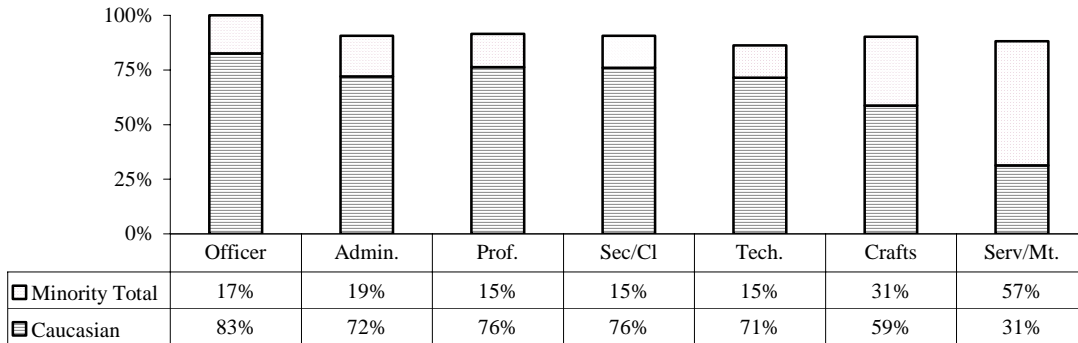
**University of Colorado at Boulder
Staff Diversity Profile**

2003-2004

Occupational Categories by Gender



Occupational Categories by Ethnicity



Minority Breakdown	Officer	Admin.	Prof.	Sec/Cl	Tech.	Crafts	Serv/Mt.
African American	8.7%	8.4%	3.8%	2.6%	2.4%	2.1%	3.1%
Asian American	4.3%	0.9%	4.0%	3.3%	3.8%	4.1%	16.6%
Latino	4.3%	8.4%	6.1%	8.0%	7.6%	22.2%	36.4%
Native American	0.0%	0.9%	1.4%	0.6%	1.0%	3.1%	0.7%

Note: All information from PeopleSoft HR.

Foreign and unknown race/ethnicity not plotted.



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

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**

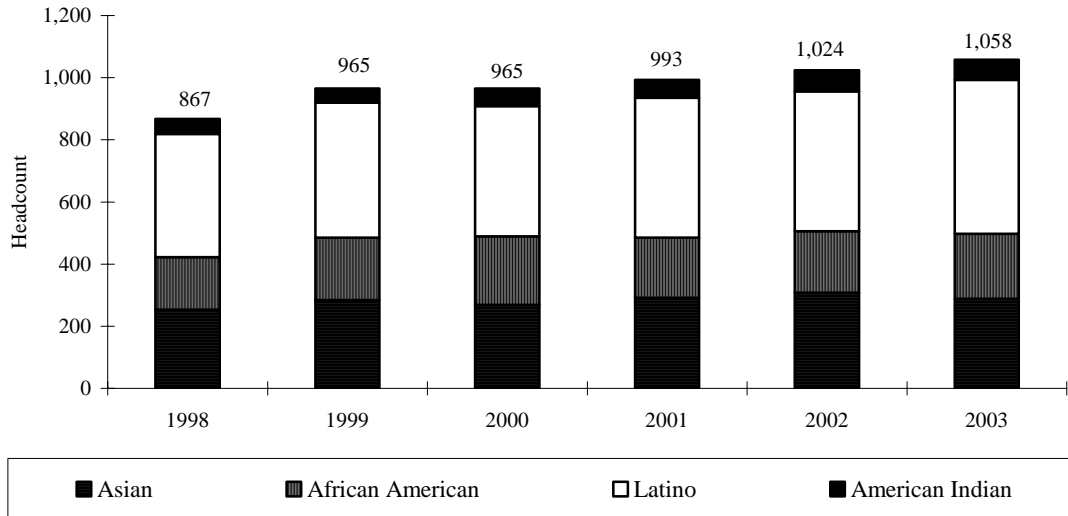
The CU-Colorado Springs Diversity Plan calls for the student population to be representative of the rich cultural heritages found among the region's fast growing population. The Diversity Plan places significant responsibility upon the Colorado Springs administration and faculty to foster a campus climate 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:

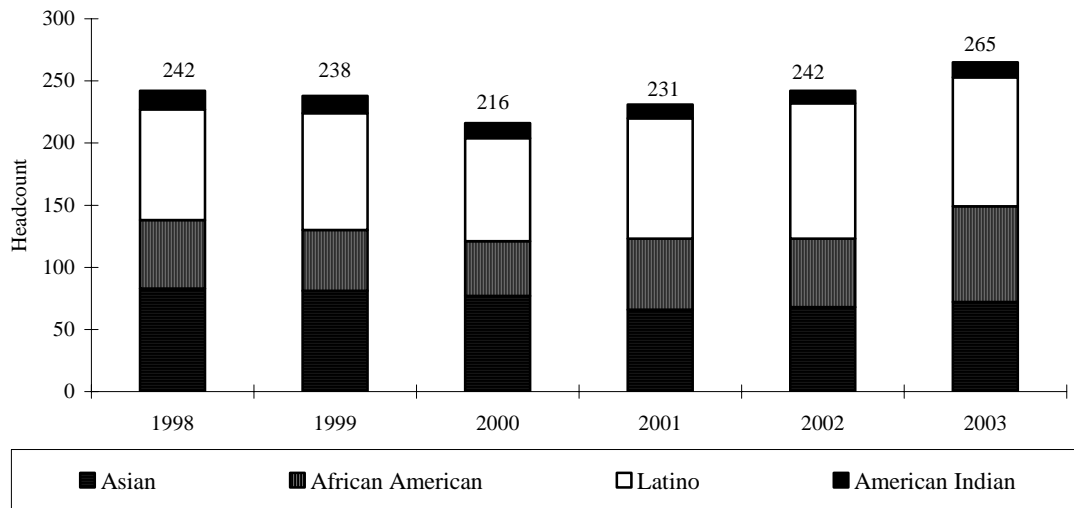
- The Year 2003 marked a new set of record achievements for CU-Colorado Springs in the areas of recruitment, retention and graduation of students of color.
- The highest number of new freshmen of color enrolled at CU-Colorado Springs in Fall 2003. A total of 155 freshmen out of an entering class of 918 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**



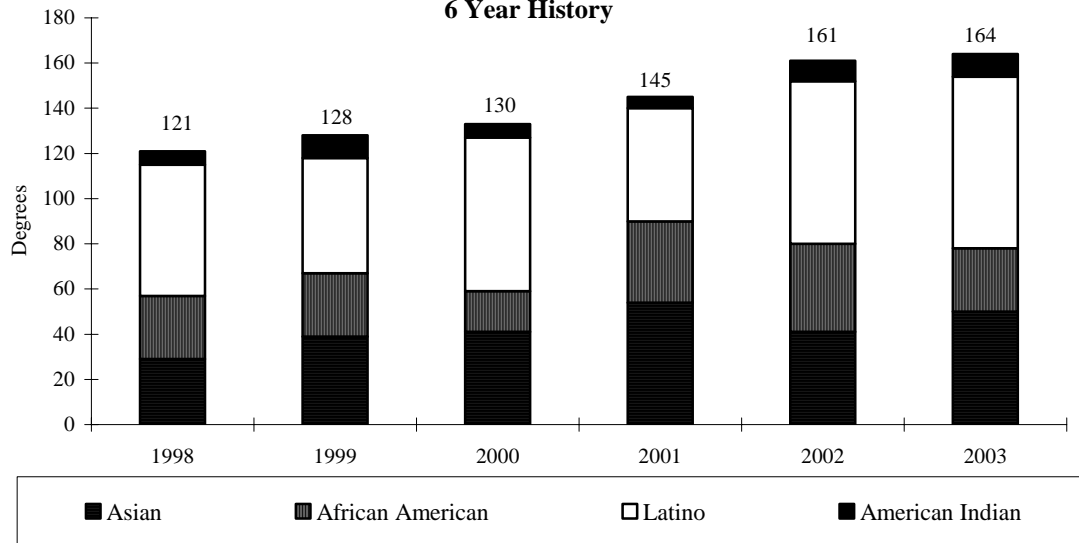
	1998	1999	2000	2001	2002	2003
Minority Enrollment as a % of Total Undergraduate Enrollment	18.1%	19.4%	19.1%	18.9%	18.1%	18.0%
Asian	253	284	269	292	308	288
African American	169	201	220	193	198	209
Latino	397	435	419	450	450	496
American Indian	48	45	57	58	68	65
Minority Total	867	965	965	993	1,024	1,058
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**



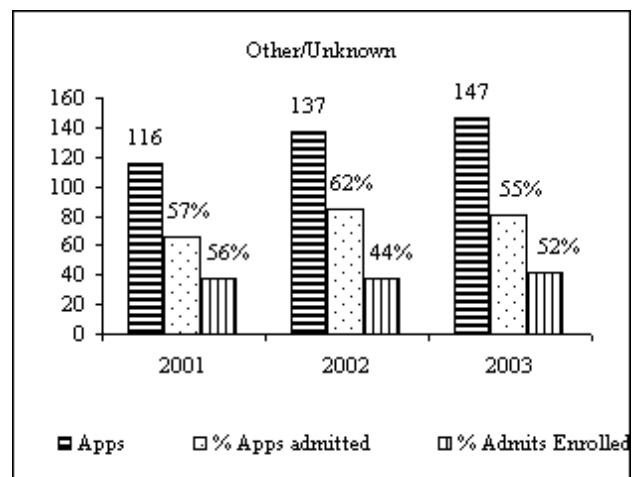
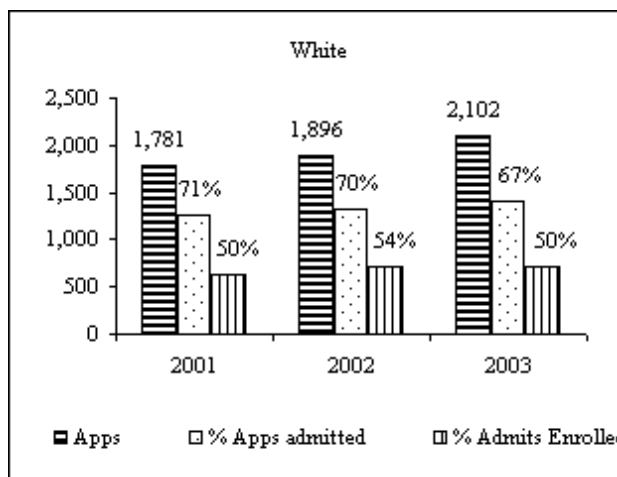
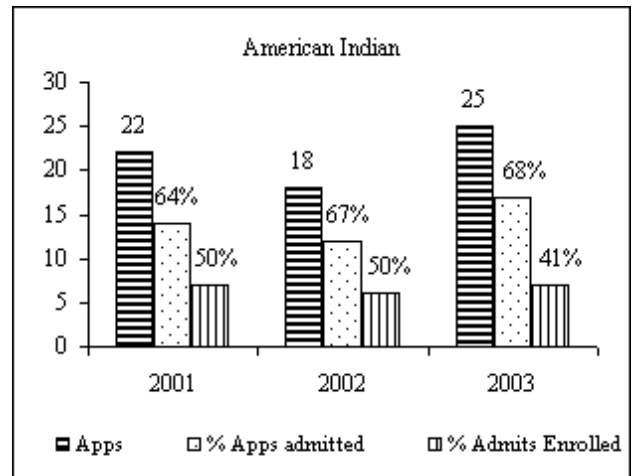
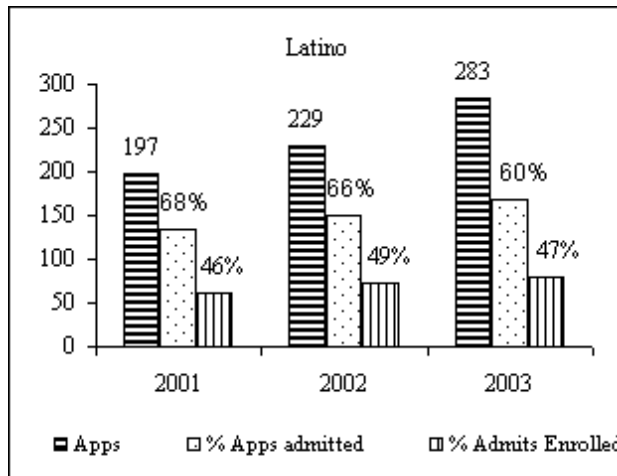
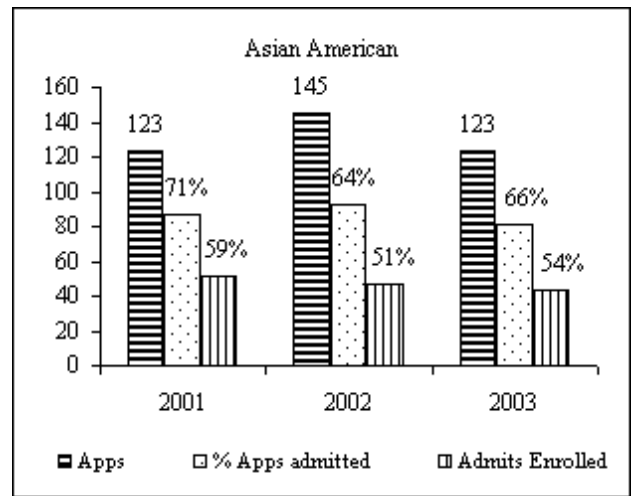
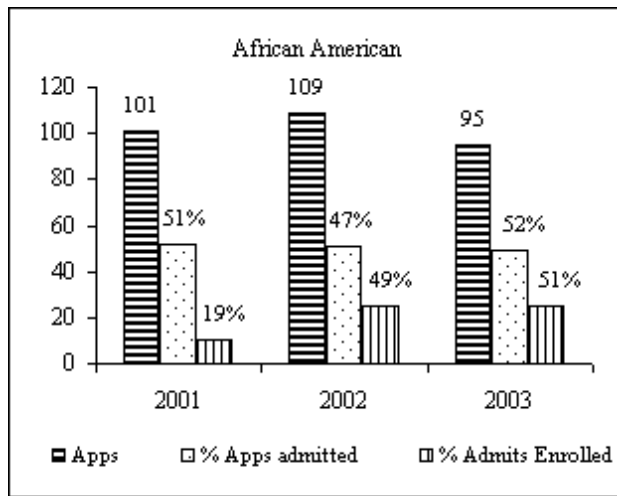
	1998	1999	2000	2001	2002	2003
Minority Enrollment as a % of Total Graduate Enrollment	13.6%	14.1%	13.9%	14.4%	13.8%	15.2%
Asian	83	81	77	66	68	72
African American	55	49	44	57	55	77
Latino	89	94	83	97	109	104
American Indian	15	14	12	11	10	12
Minority Total	242	238	216	231	242	265
White/Unknown	1,455	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**



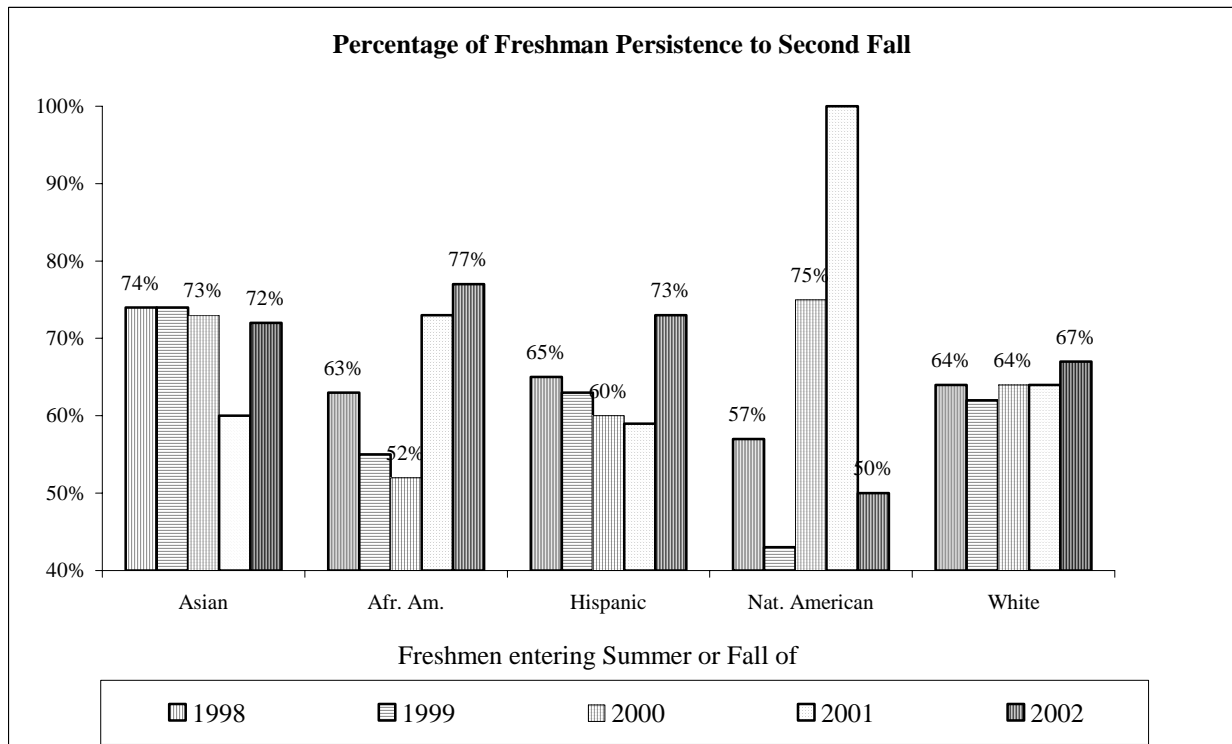
	1998	1999	2000	2001	2002	2003
Minority Degrees Awarded as a % of Total UG Enrollment	18.6%	17.7%	17.9%	18.8%	18.1%	17.8%
Asian	29	39	41	54	41	50
African American	28	28	18	36	39	28
Latino	58	51	65	50	72	76
American Indian	6	10	6	5	9	10
Minority Total	121	128	130	145	161	164
White/Unknown	518	587	587	623	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 12th 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.

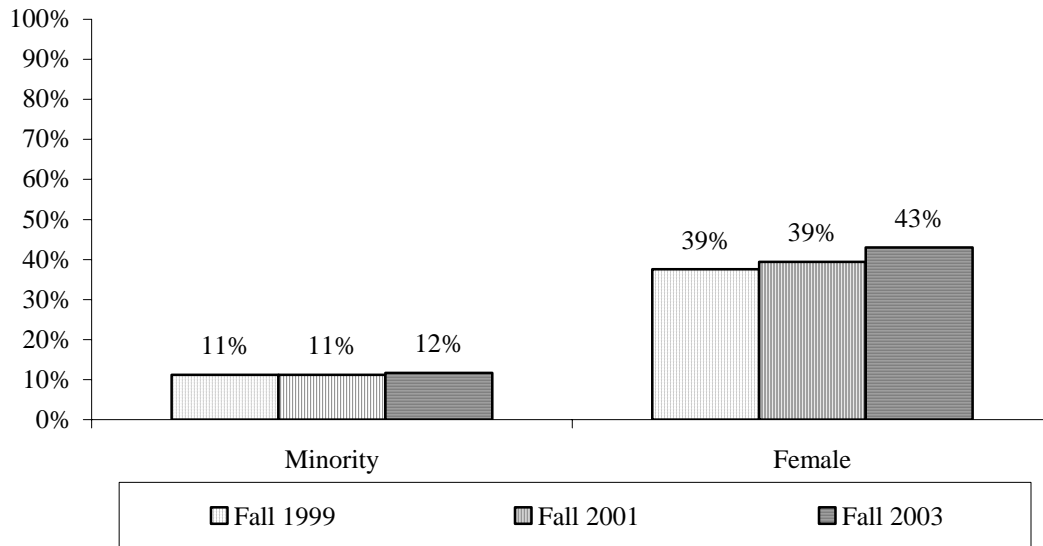
University of Colorado at Colorado Springs
Faculty Diversity Profile
All Schools and Colleges, Fall 2003

Category	Female		Male		Minority		Ethnicity					
	Total	#	Pct.	#	Pct.	#	Pct.	African American	American Indian	Asian	Latino	International*
Reg. Instructional Faculty												
TOTAL	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
Tenured	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
Administrative	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
Other Faculty												
	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.

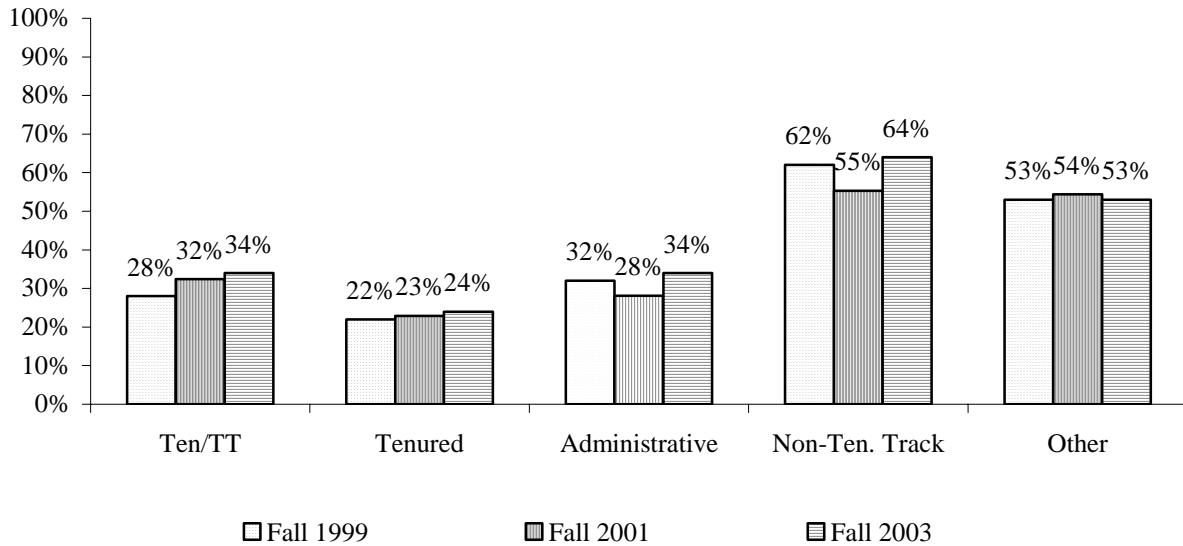
University of Colorado at Colorado Springs Faculty Diversity Profile

Percent of all Regular Faculty
Minorities & Females

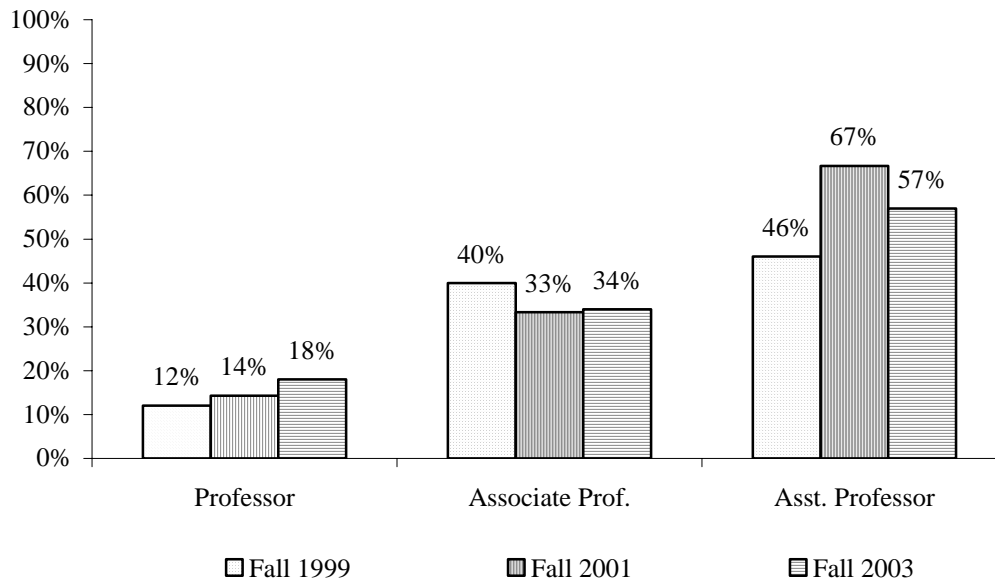


University of Colorado at Colorado Springs Faculty Diversity Profile

**Percent of Total Faculty
Who are Female**

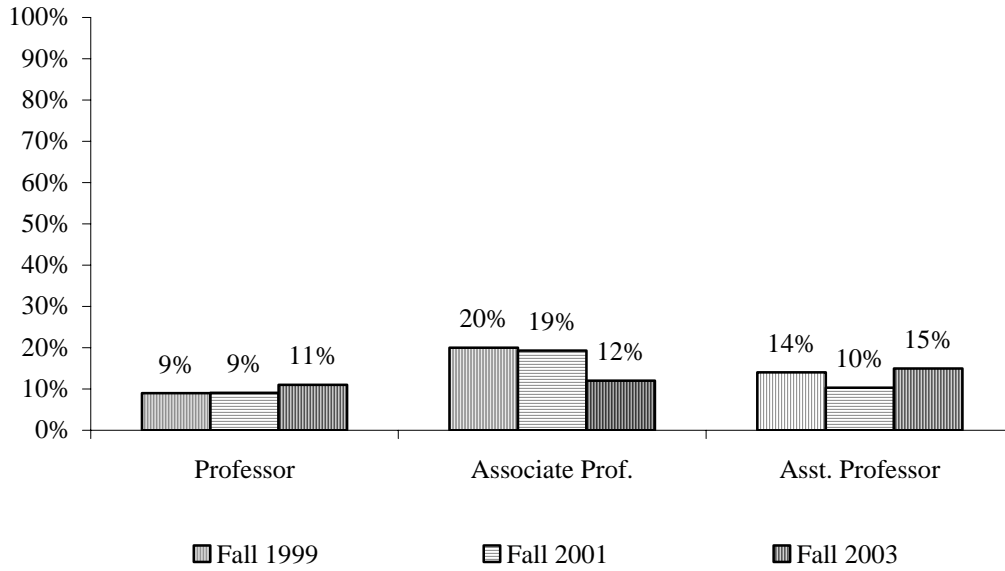


**Percent of Tenure/Tenure Track Faculty
Who are Female**

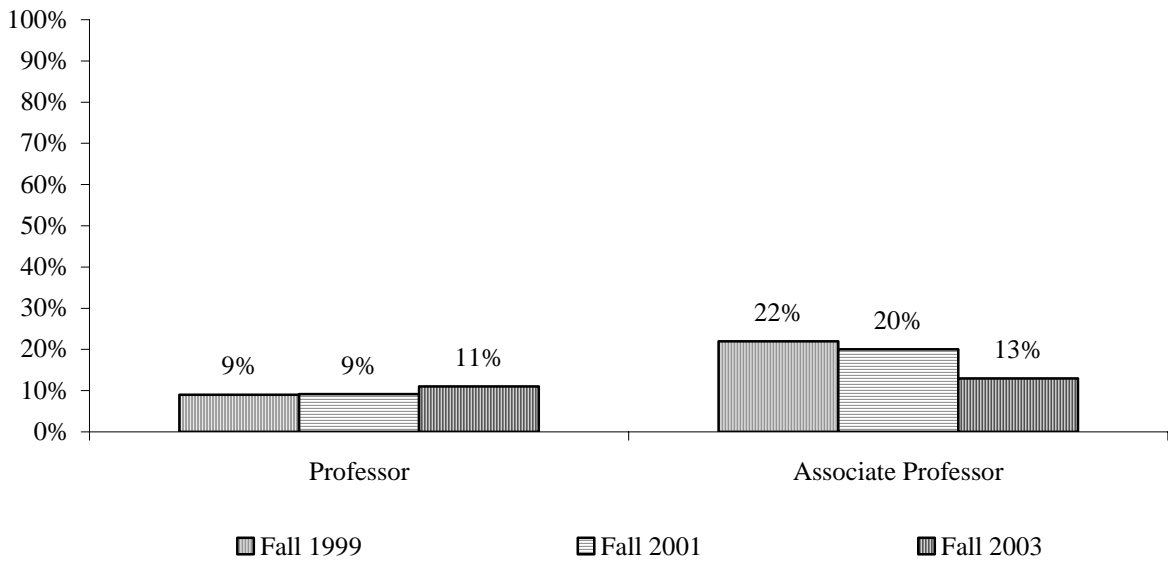


University of Colorado at Colorado Springs Faculty Diversity Profile

Percent Minority Tenure/Tenure Track Faculty

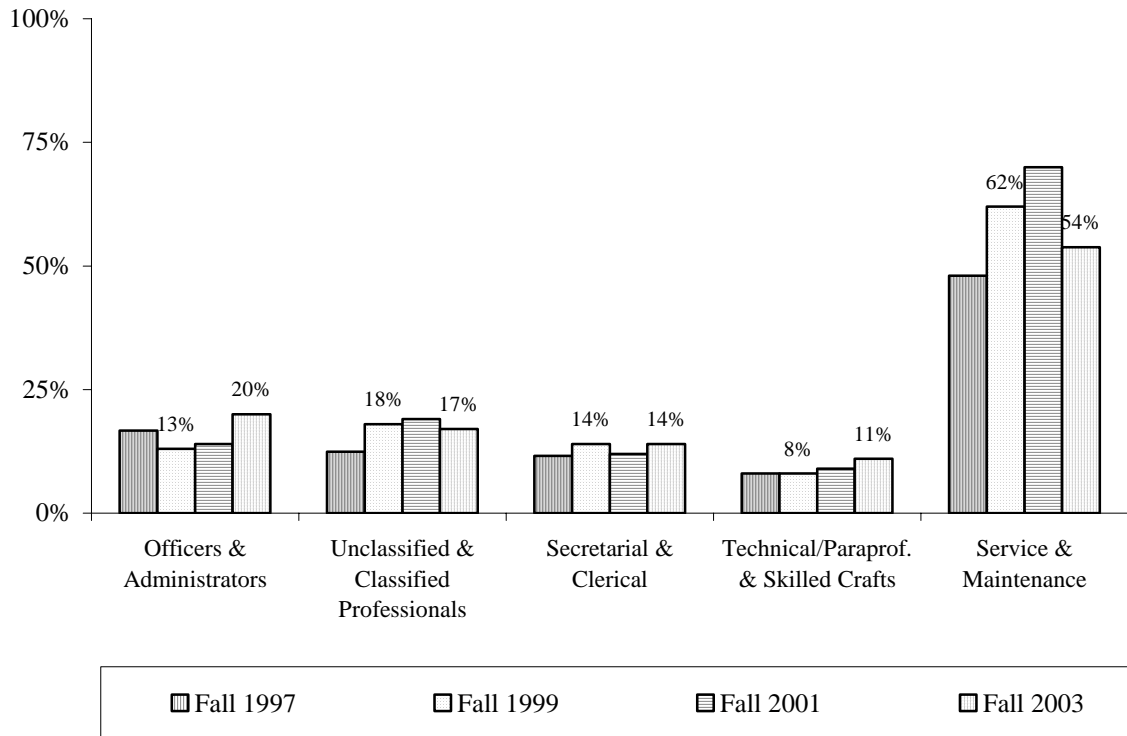


Percent Minority Tenured Faculty



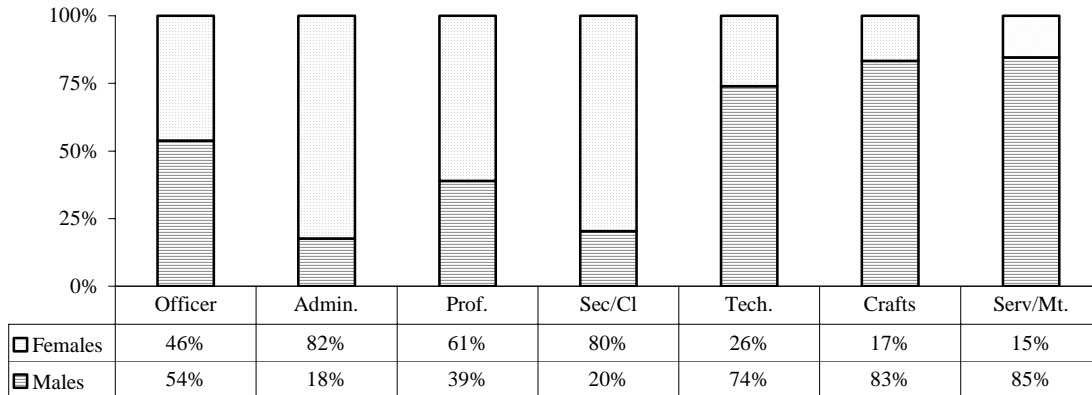
University of Colorado at Colorado Springs Staff Diversity Profile

Percent Ethnic Minority by Occupational Category

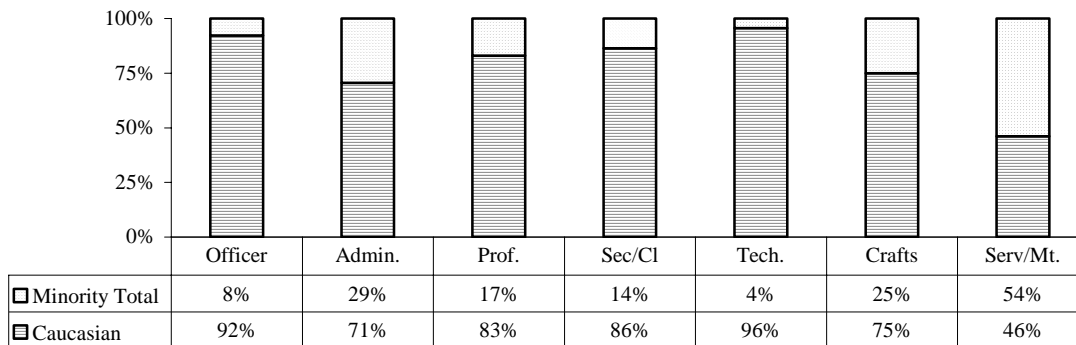


University of Colorado at Colorado Springs Staff Diversity Profile

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%



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

March 2004

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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.

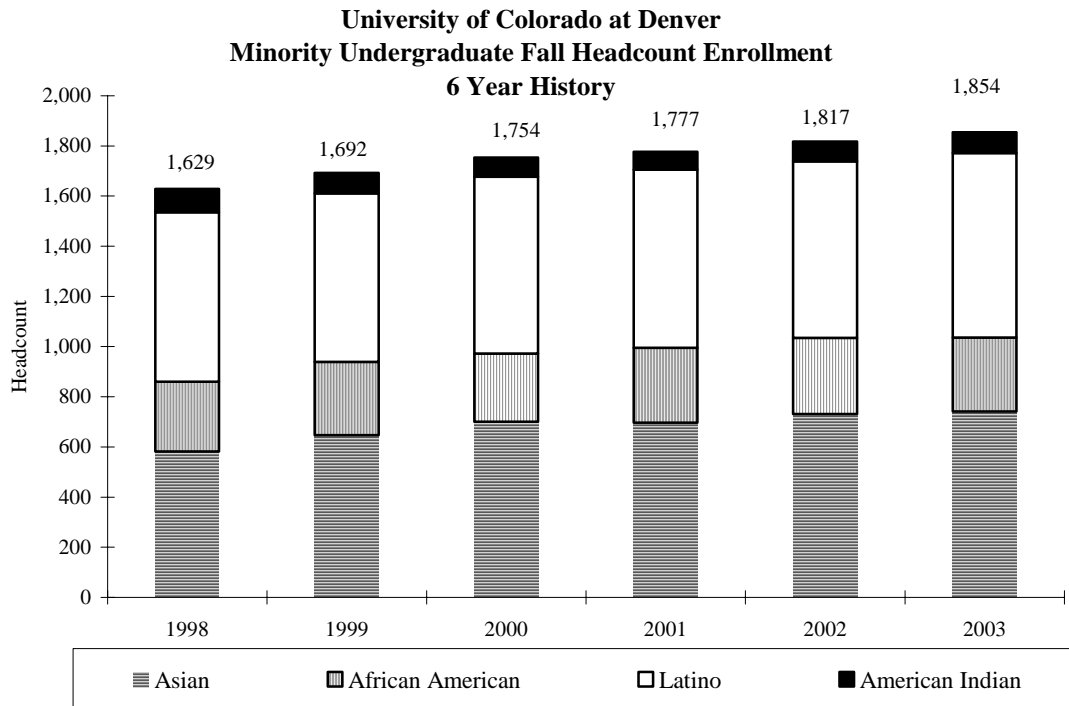
In the fall of 2003, minority graduate students constituted 13.4% of CU-Denver's total graduate enrollment, compared with 12.5% in the fall of 1999. Since 1999, minority graduate enrollment has increased from 588 to 690, or 17%. Asian American, and Latino graduate student enrollment rose 24%, and 27%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

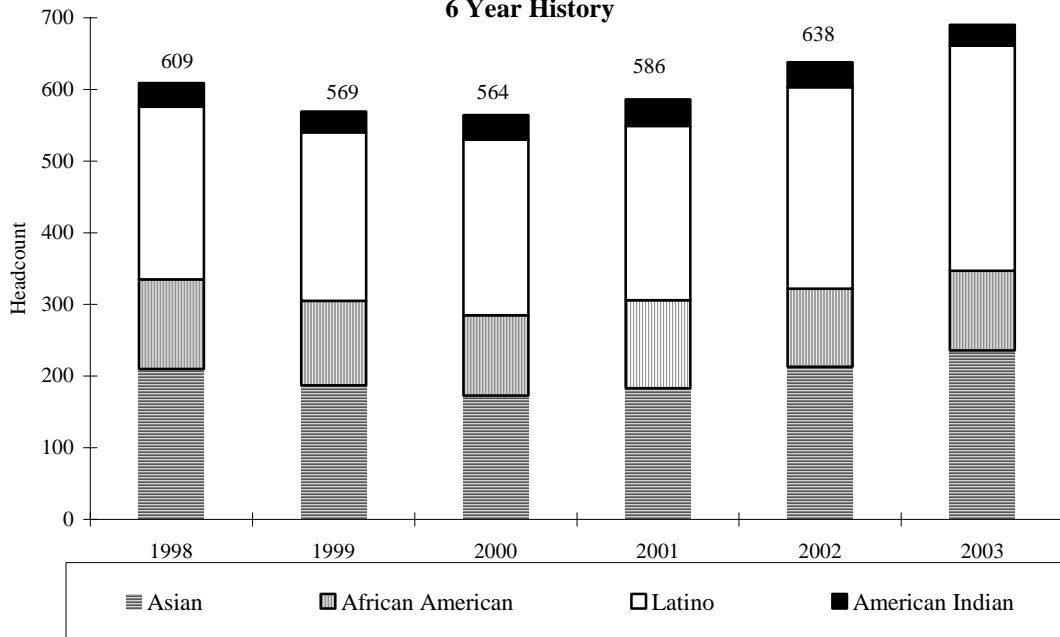
Degrees Awarded:

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%.



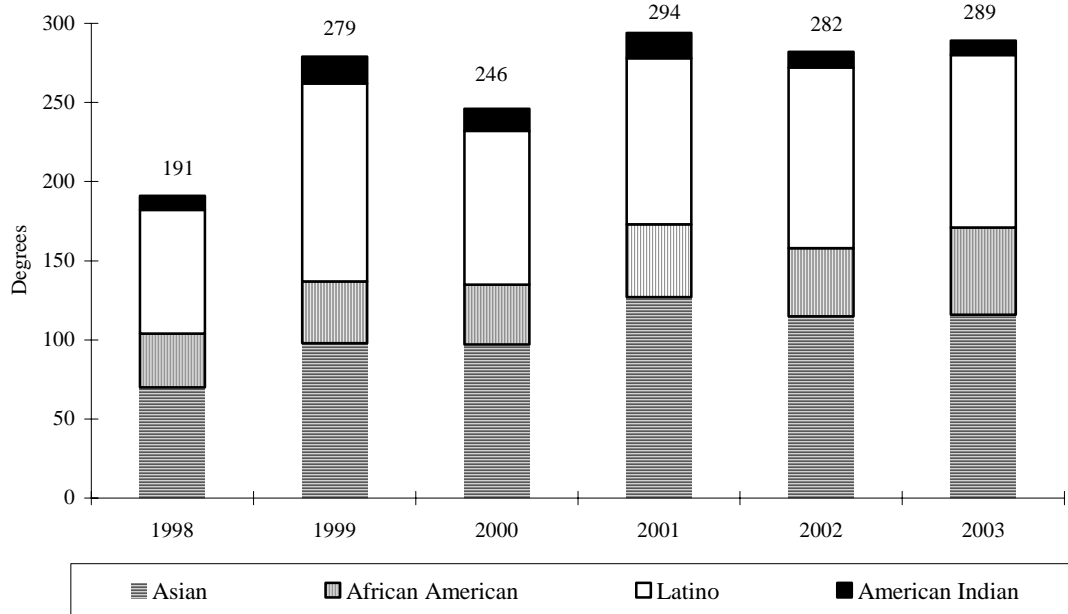
	1998	1999	2000	2001	2002	2003
Minority Enrollment as a % of Total Undergraduate Enrollment	27.5%	27.8%	27.6%	27.2%	27.3%	27.0%
Asian American	582	647	701	697	731	742
African American	278	292	271	298	304	294
Latino	676	672	705	710	703	736
American Indian	93	81	77	72	79	82
Minority Total	1,629	1,692	1,754	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**



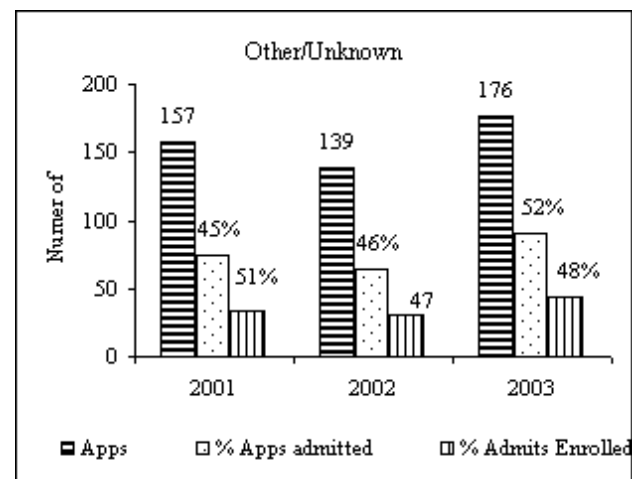
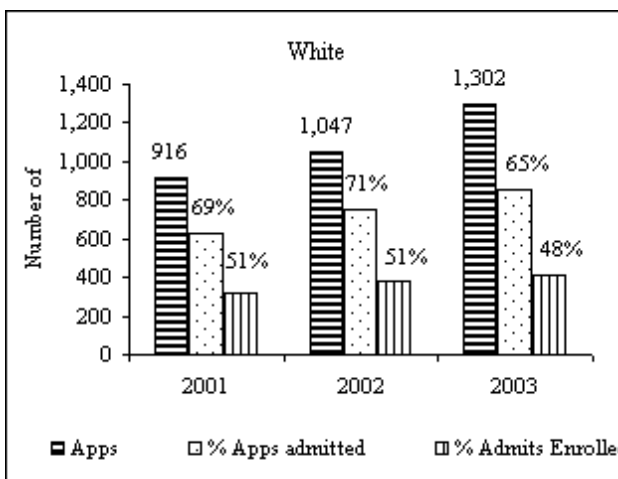
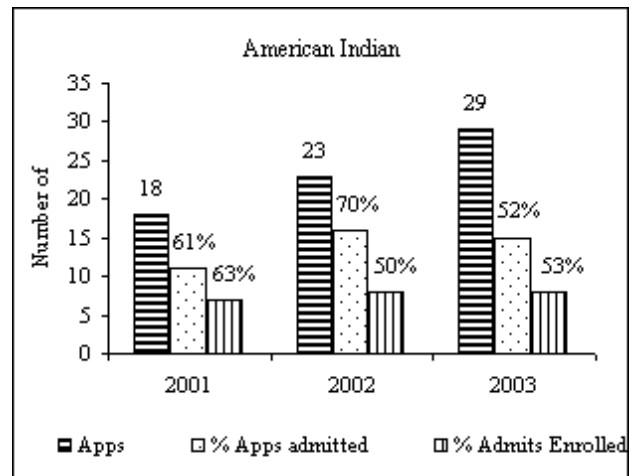
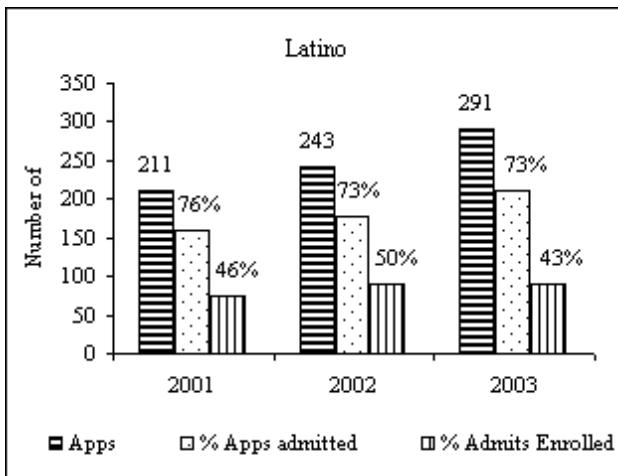
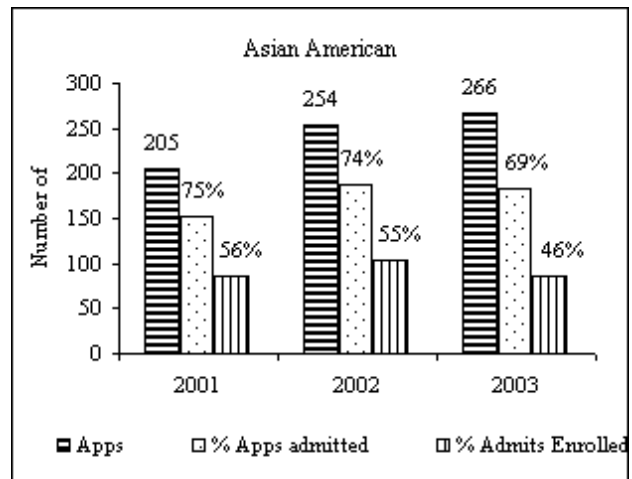
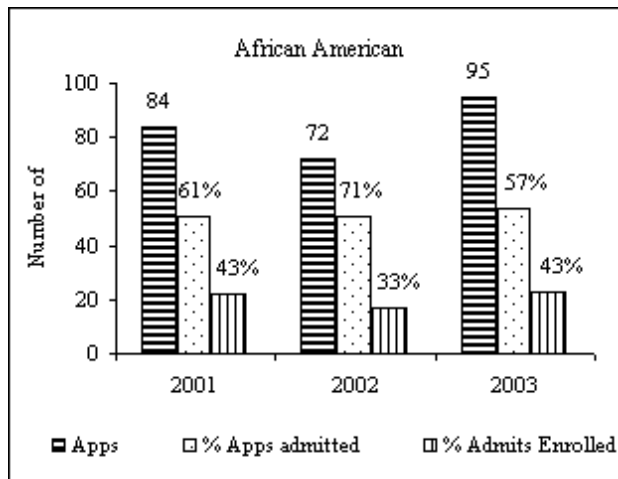
	1998	1999	2000	2001	2002	2003
Minority Enrollment as a % of Total Graduate Enrollment	12.7%	12.4%	12.5%	12.4%	12.5%	13.4%
Asian American	210	187	173	183	213	236
African American	125	118	112	123	109	111
Latino	241	235	245	243	281	314
American Indian	33	29	34	37	35	29
Minority Total	609	569	564	586	638	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**



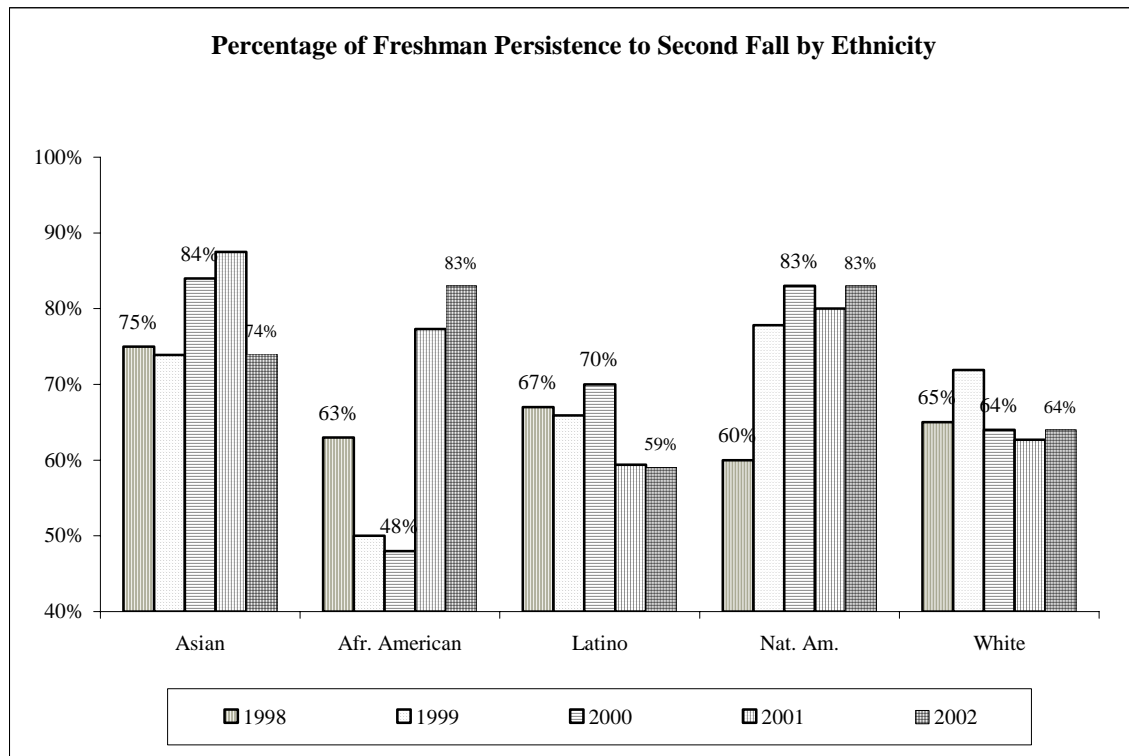
	1998	1999	2000	2001	2002	2003
Minority Degrees Awarded as a % of Total Undergraduate Degrees Awarded	18.8%	24.0%	22.7%	23.3%	21.4%	20.9%
Asian American	70	98	97	127	115	116
African American	34	39	38	46	43	55
Latino	78	125	97	105	114	109
American Indian	9	17	14	16	10	9
Minority Total	191	279	246	294	282	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**

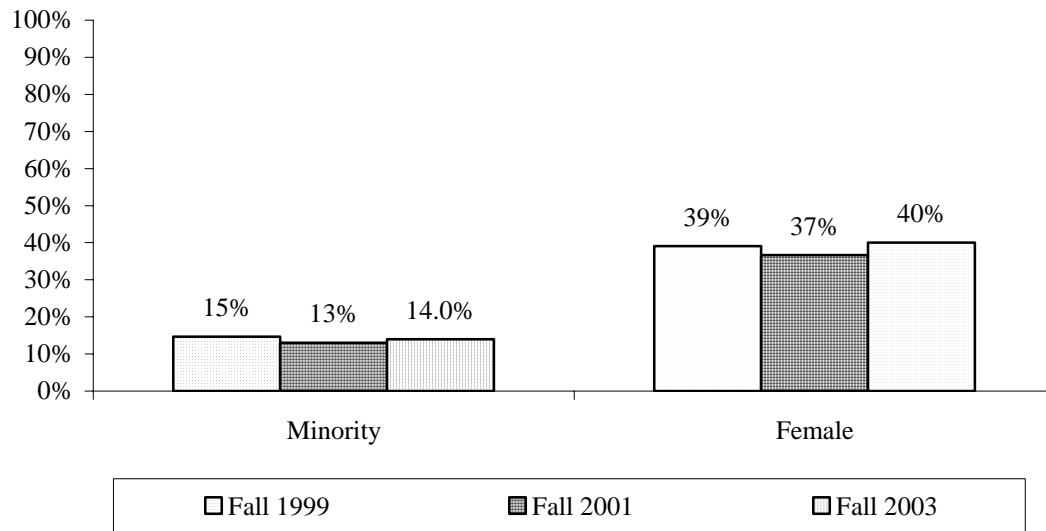
Category	Total	Female		Male		Minority		Ethnicity				
		#	Pct	#	Pct	#	Pct	African American	American Indian	Asian	Latino	International*
Reg. Instructional Faculty												
TOTAL	487	194	40%	293	60%	67	14%	9	8	29	21	10
<i>Tenured/Tenure Track</i>	337	116	34%	221	66%	51	15%	6	6	23	16	8
Full Professors	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.

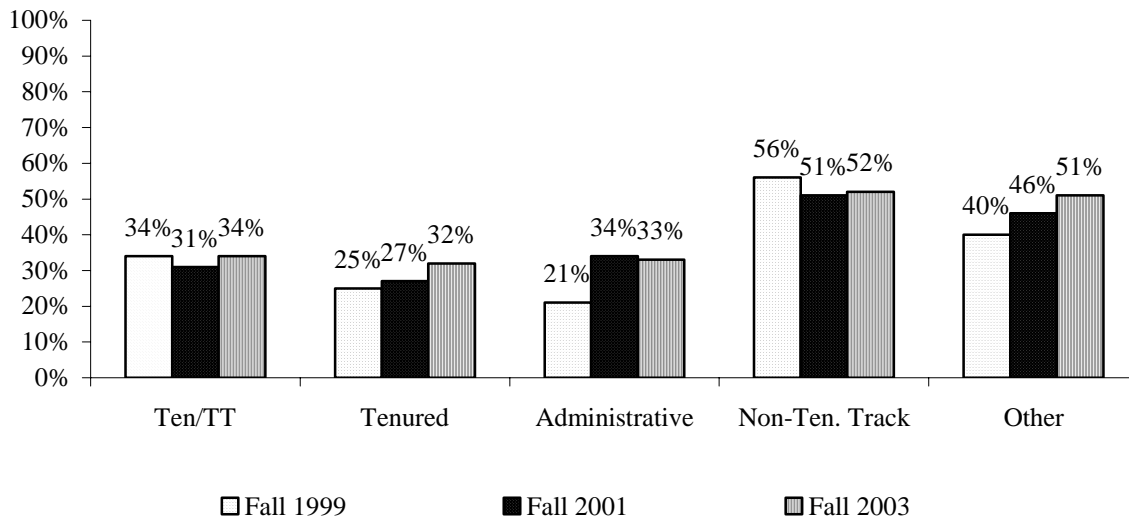
University of Colorado at Denver Faculty Diversity Profile

Percent of all Regular Faculty
Minorities & Females

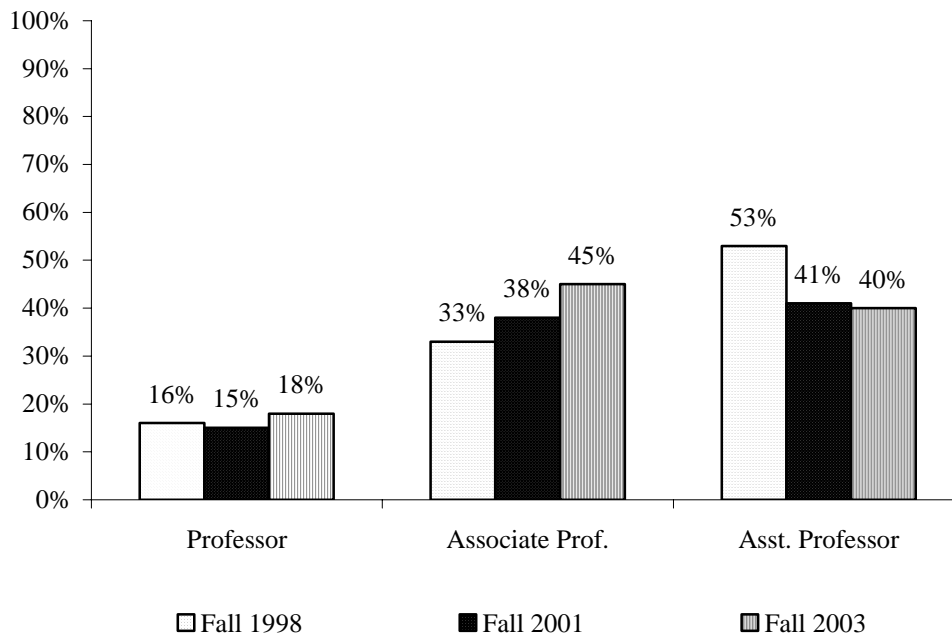


University of Colorado at Denver Faculty Diversity Profile

**Percent of Total Faculty
Who are Female**

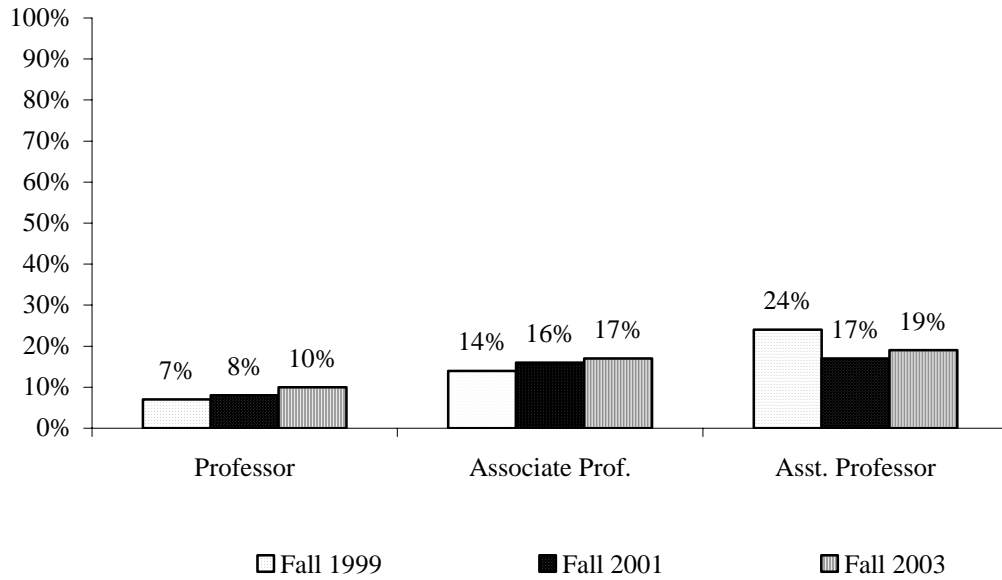


**Percent of Tenure/Tenure Track Faculty
Who are Female**

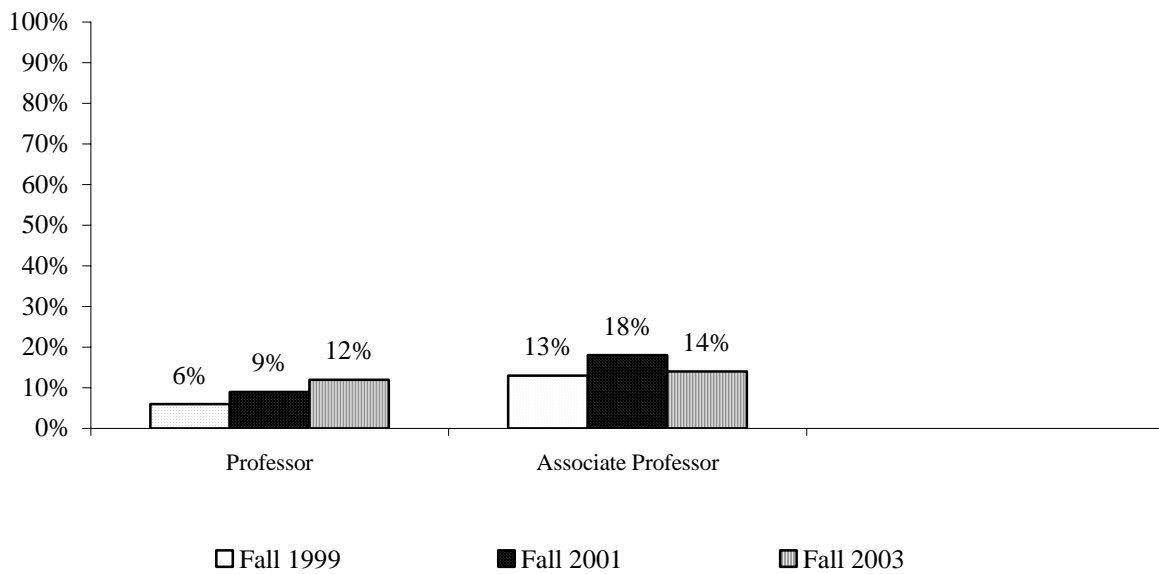


University of Colorado at Denver Faculty Diversity Profile

Percent Minority Tenure/Tenure Track Faculty

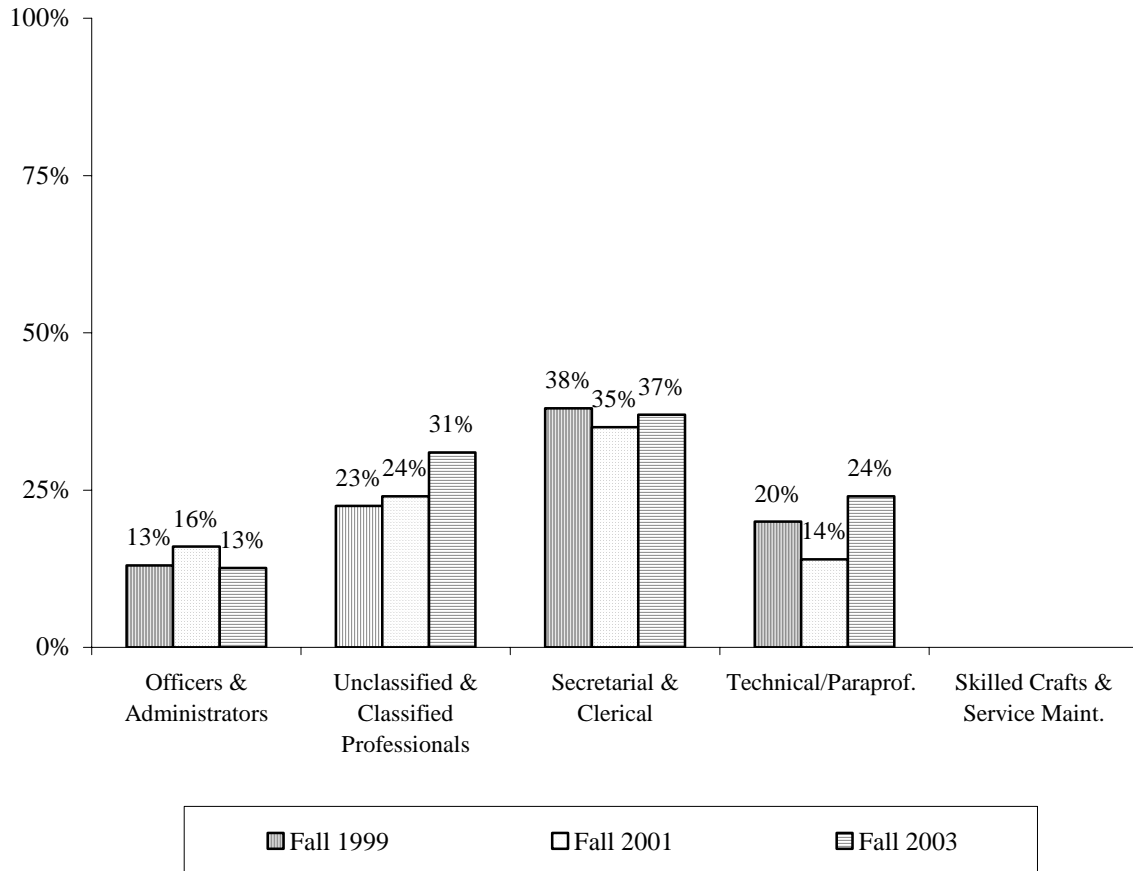


Percent Minority Tenured Faculty



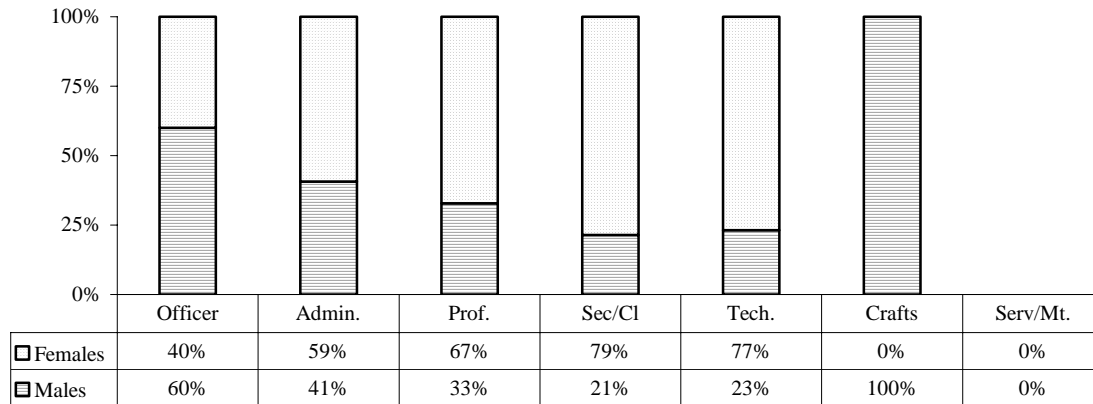
University of Colorado at Denver Faculty Diversity Profile

Percent Ethnic Minority by Occupational Category

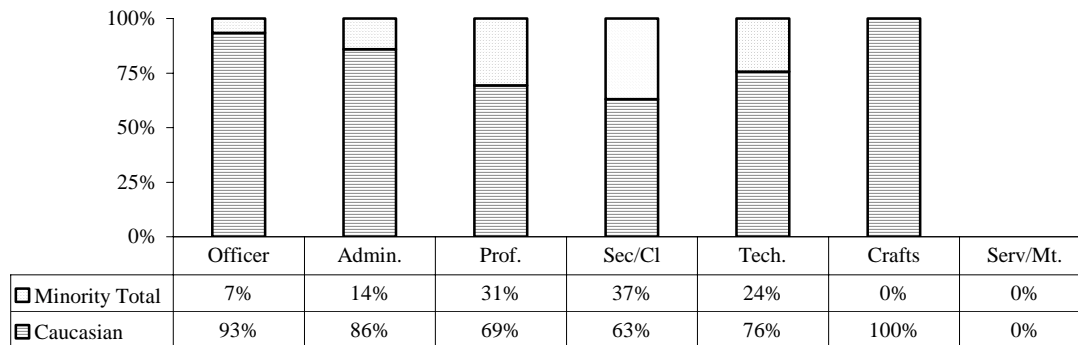


University of Colorado at Denver 2003 – 2004

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%



UNIVERSITY OF COLORADO SYSTEM

Boulder • Colorado Springs • Denver • Health Sciences Center

Office of the Vice President for Academic Affairs and Research

University of Colorado 2004 Report on Diversity

Health Sciences Center

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

March 2004

**University of Colorado Health Sciences Center
Fall 2003**

STUDENT DIVERSITY DATA

School of Dentistry

Total minority student enrollment decreased by 3% (from 18% to 15%). This decrease is a part of a national trend over the past few years, which has shown a significant decrease in the number of minority applicants to dental schools.

The School of Dentistry has some long term plans to impact the pipeline for potential dental students. First, in conjunction with the new comprehensive oral-facial health facility there will be a specialty training program to provide low-cost orthodontic care for low-income children in Colorado. Such a program is considered a potential 'pipeline' for minority and low-income children to the health care professions, particularly dentistry. In addition, last year the school opened the Healthy Smiles clinic at Fitzsimons, which provides dental care for low-income children and also provides opportunities for under-represented students to consider dentistry as a profession.

School of Medicine

Minority enrollment in the School of Medicine has remained fairly steady (about 15%) over the past five years and reflects national data on numbers of minority medical students.

The School of Medicine has continued minority student recruitment efforts, including the Post-Baccalaureate Program (in collaboration with CU-Denver) which offers medical school admission after students successfully complete the program; the Alcohol Research Summer Program in the Department of Pharmacology which provides research experience to minority college students; and the Colorado Rural Scholars for high school students whereby the students have job shadow and other health career opportunities.

School of Nursing

The total minority enrollment has increased from 10% to 13% with most of the increase in the African American and Latino minority groups.

The School of Nursing has worked collaboratively with several minority nurses groups and the Office of Diversity to recruit minority students. The success of this work was quickly realized with an increase in minority enrollment, and is expected to continue in future years.

School of Pharmacy

The minority enrollment in the School of Pharmacy decreased slightly from 38% to 36%. However, the school has the largest minority student population at HSC and one of the highest nationally.

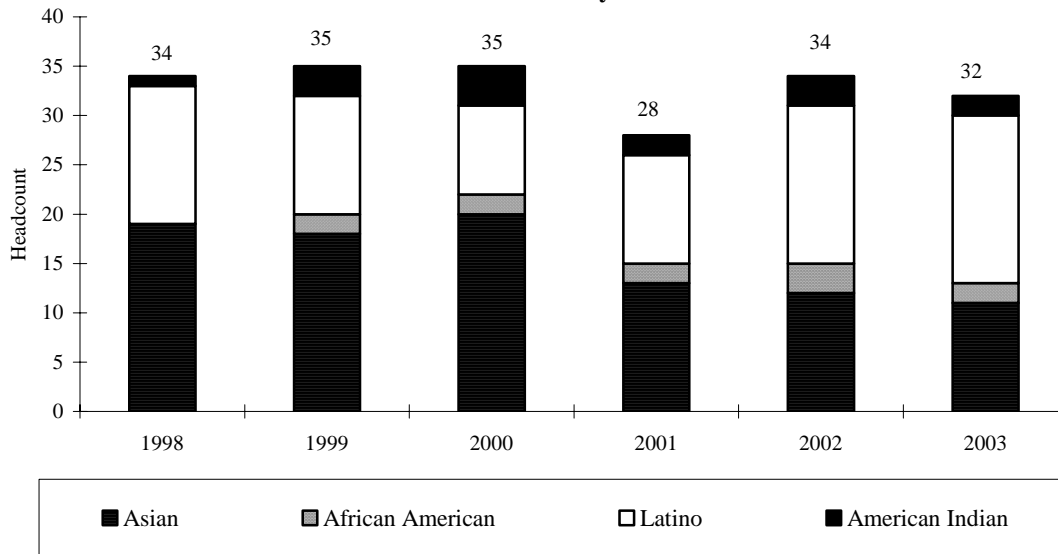
Although the school has one of the highest minority enrollments, the school has continued significant recruitment and retention activities for minority students. In 2003, SOP sponsored several 'pipeline' activities such as the "Mini Pharmacy School" for high school counselors that

deal with large numbers of minority students. This same program was offered to minority high school students in a one-week program in the summer of 2003. In addition, tutoring programs have been established for underrepresented minority students.

Campus efforts to recruit minority students

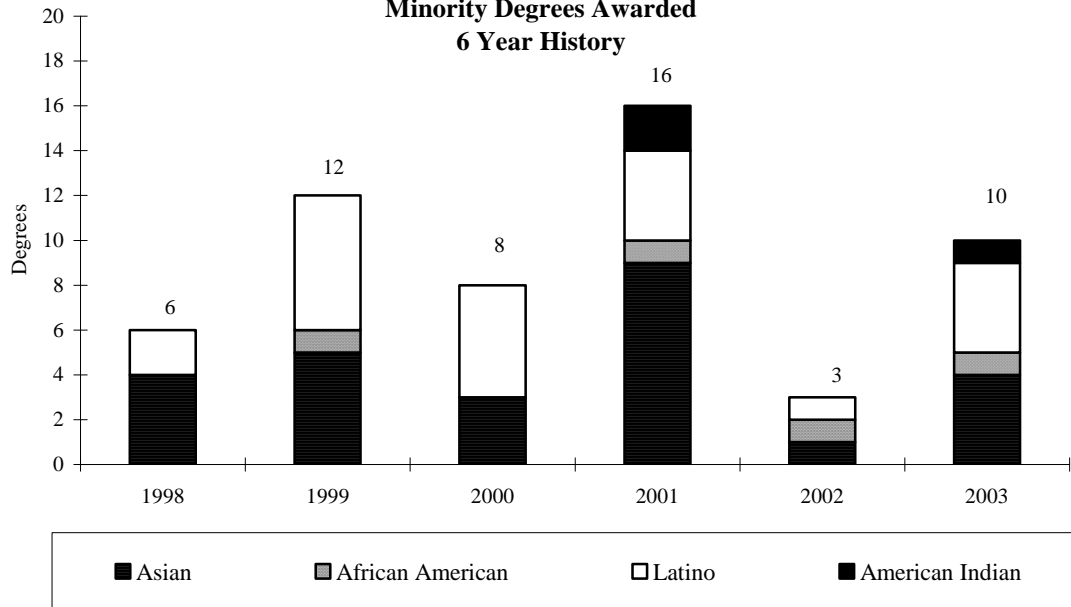
- Student National Medical Association (minority student organization)—medical students attend national meetings and provide support to current and prospective minority students through Office of Diversity and President’s Office diversity funds.
- UCHSC Minority Health Professions Day (for pre-health career majors at all Colorado feeder institutions) was very successful this year and included hands-on opportunities in all five schools. The program was expanded this year to include high school students.
- CU-Boulder MASP (Minority Arts and Sciences Program) includes monthly visits by Office of Diversity staff to minority students interested in health professions. This year the program focused on developing more formal links to HSC academic programs. Similar efforts are underway with other pre-health programs at CU-Boulder and other feeder institutions, e.g., CSU, CU-Denver.
- Summer Bridge Program (School of Pharmacy). Pre-matriculation program for disadvantaged students to enhance their academic skills prior to beginning their pharmacy degree program.
- Developing pipeline programs with Central Colorado AHEC and The Children’s Hospital Medical Career Collaborative to work with public schools with high numbers of disadvantaged students (e.g., Aurora, DPS, Douglas and Adams).

**University of Colorado Health Sciences Center
School of Dentistry
Minority Fall Headcount Enrollment
6 Year History**

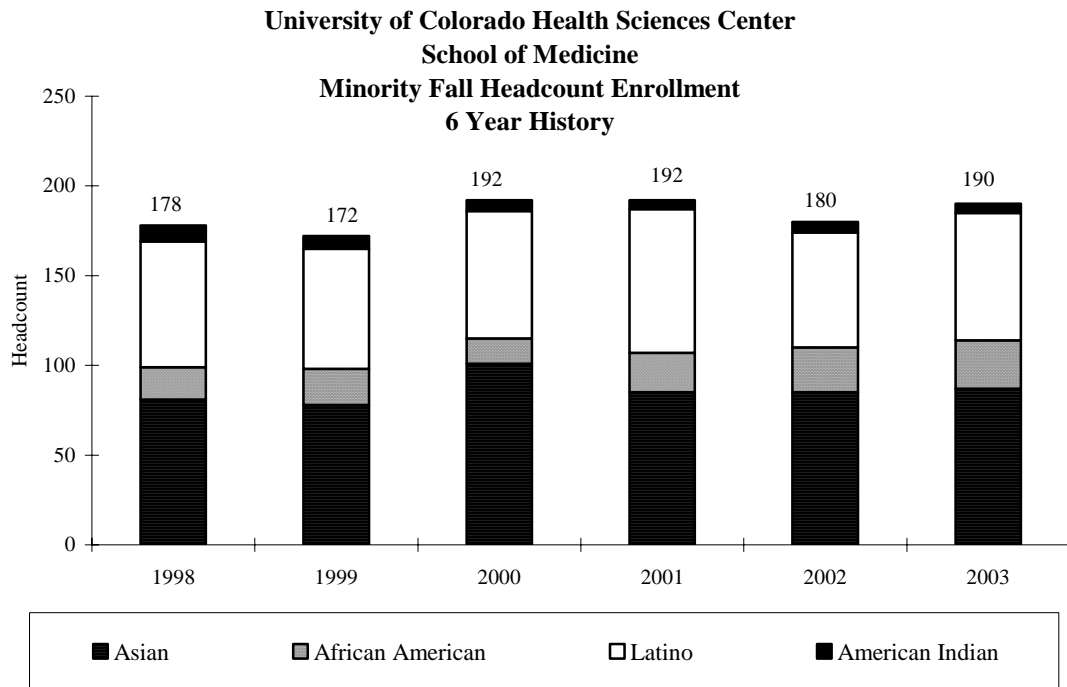


	1998	1999	2000	2001	2002	2003
Minority Enrollment as a % of Total Enrollment	18.8%	19.0%	18.8%	15.4%	17.8%	15.3%
Asian	19	18	20	13	12	11
African American	0	2	2	2	3	2
Latino	14	12	9	11	16	17
American Indian	1	3	4	2	3	2
Minority Total	34	35	35	28	34	32
White/Unknown	147	149	151	154	157	177
Foreign	0	0	0	0	0	0
Total Headcount Enrollment	181	184	186	182	191	209

**University of Colorado Health Sciences Center
School of Dentistry
Minority Degrees Awarded
6 Year History**

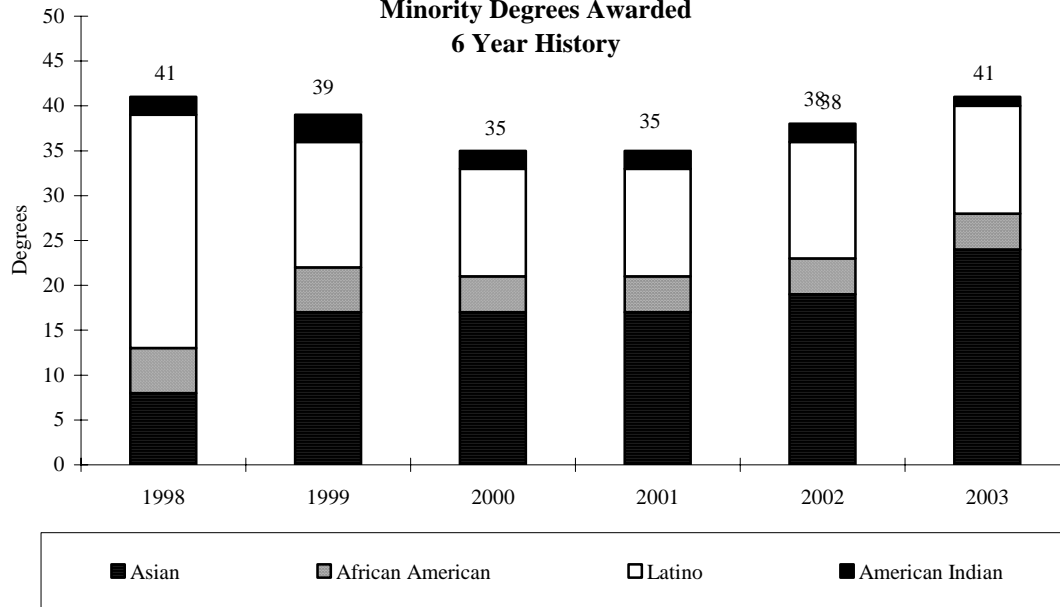


	1998	1999	2000	2001	2002	2003
Minority Degrees Awarded as a % of Total Enrollment	11.8%	20.3%	14.5%	28.6%	5.9%	18.5%
Asian	4	5	3	9	1	4
African American	0	1	0	1	1	1
Latino	2	6	5	4	1	4
American Indian	0	0	0	2	0	1
Minority Total	6	12	8	16	3	10
White/Unknown	45	47	47	40	48	44
Foreign	0	0	0	0	0	0
Total Degrees Awarded	51	59	55	56	51	54

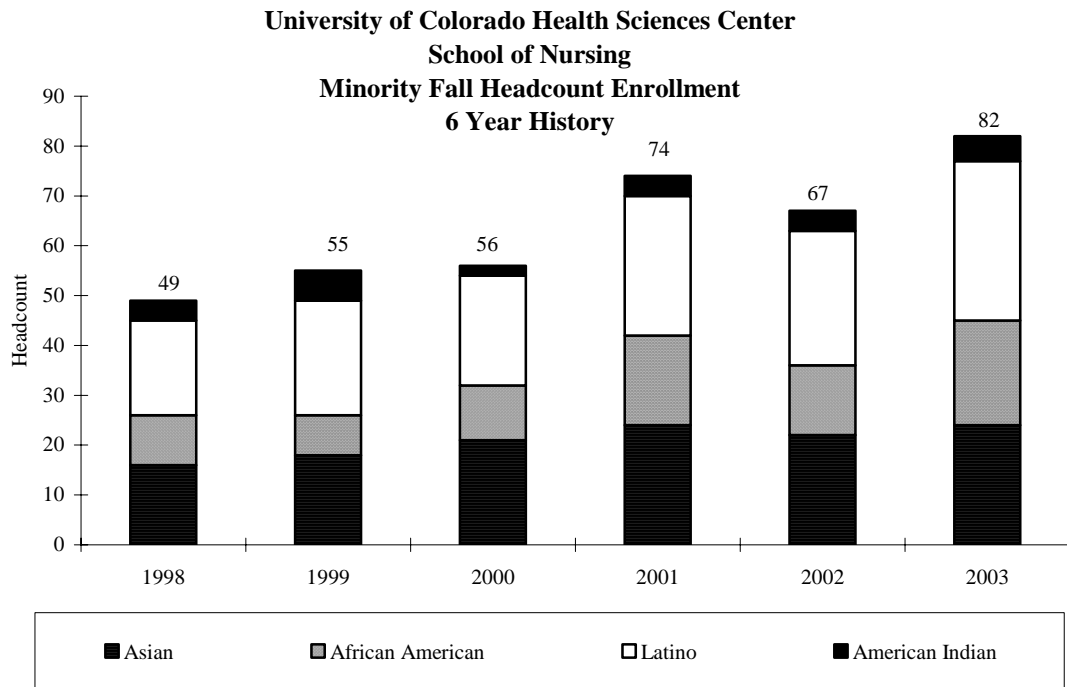


	1998	1999	2000	2001	2002	2003
Minority Enrollment as a % of Total Enrollment	15.2%	14.9%	16.7%	16.8%	15.0%	15.1%
Asian	81	78	101	85	85	87
African American	18	20	14	22	25	27
Latino	70	67	71	80	64	71
American Indian	9	7	6	5	6	5
Minority Total	178	172	192	192	180	190
White/Unknown	962	955	929	928	976	1029
Foreign	30	30	26	24	43	36
Total Headcount Enrollment	1,170	1,157	1,147	1,144	1,199	1,255

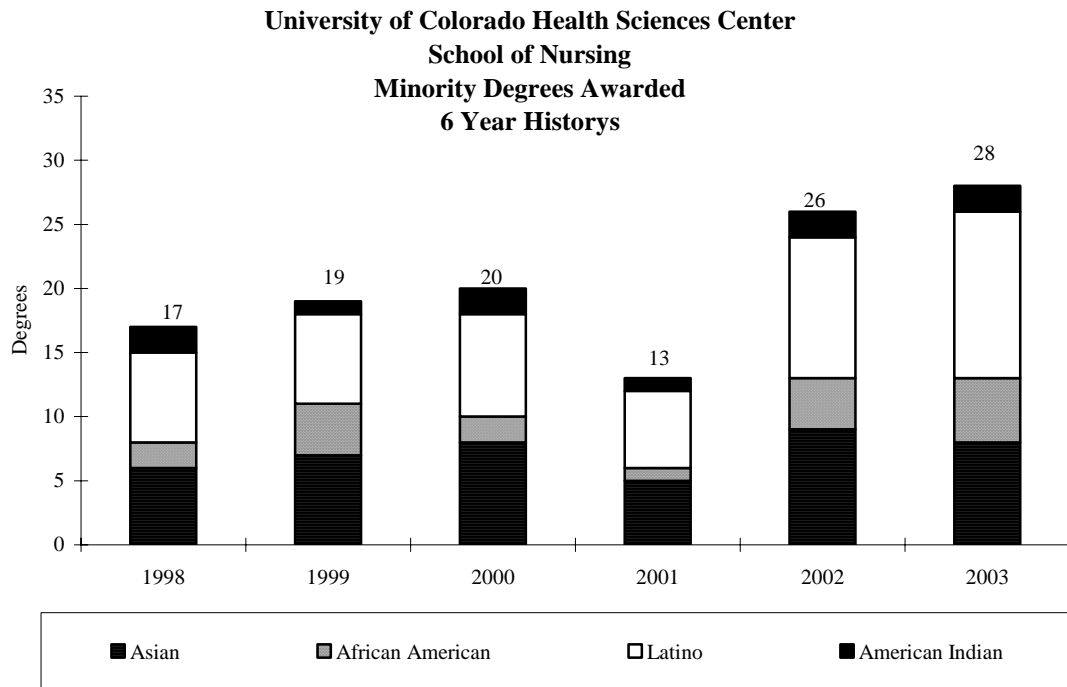
**University of Colorado Health Sciences Center
School of Medicine
Minority Degrees Awarded
6 Year History**



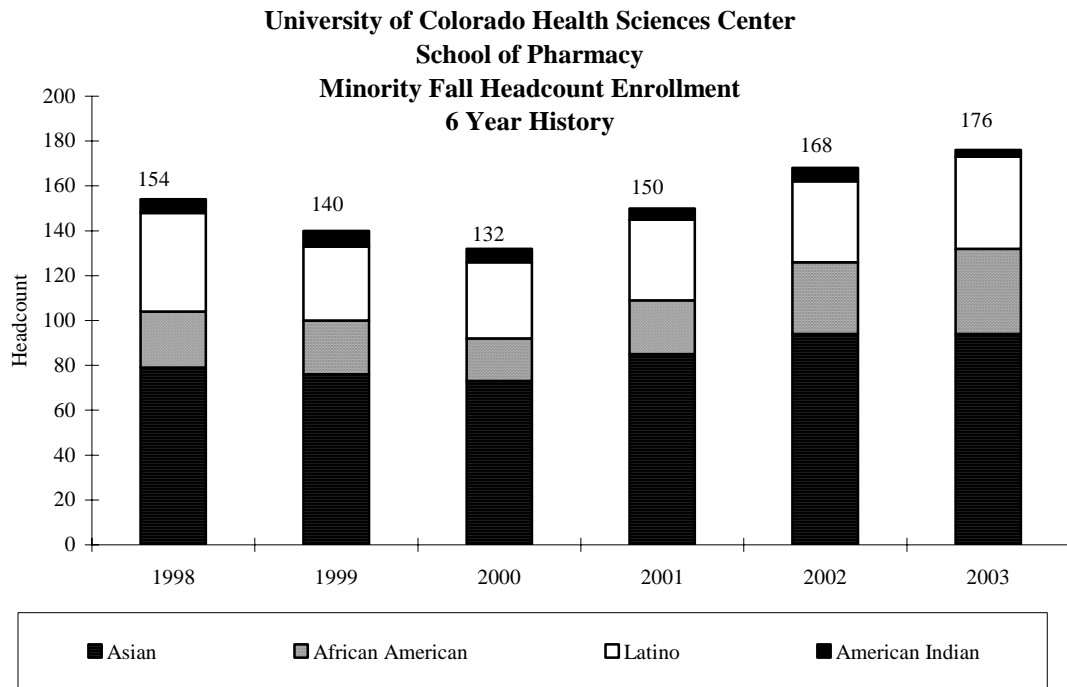
	1998	1999	2000	2001	2002	2003
Minority Degrees Awarded as a % of Total Enrollment	15.5%	15.4%	13.8%	12.2%	15.6%	15.6%
Asian	8	17	17	17	19	24
African American	5	5	4	4	4	4
Latino	26	14	12	12	13	12
American Indian	2	3	2	2	2	1
Minority Total	41	39	35	35	38	41
White/Unknown	219	215	212	244	200	217
Foreign	4	0	6	8	6	4
Total Degrees Awarded	264	254	253	287	244	262



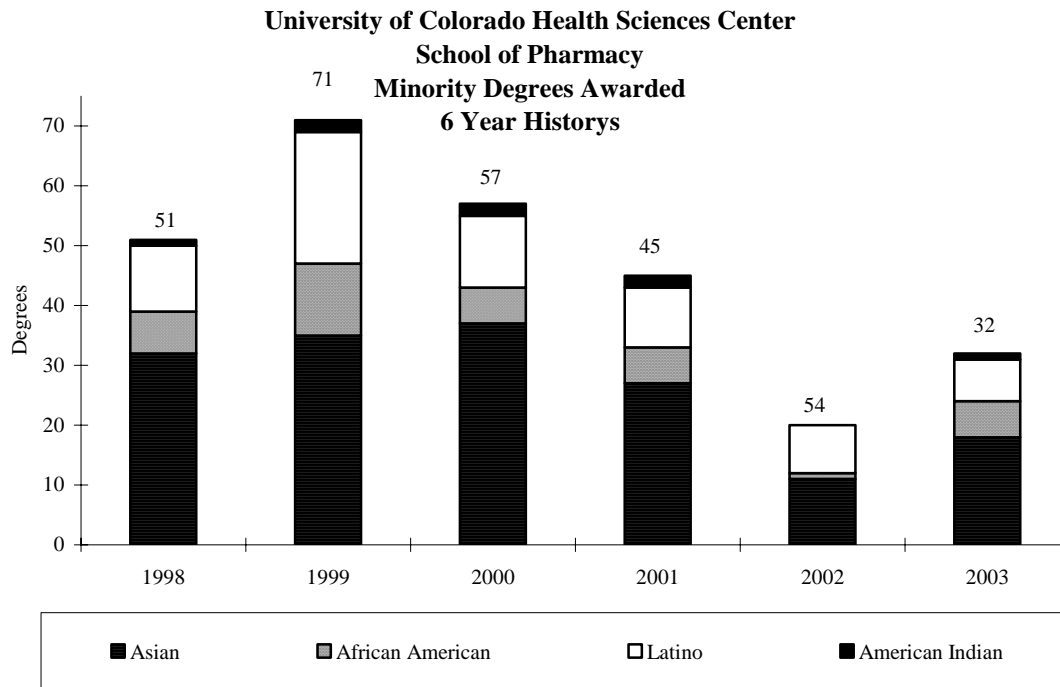
	1998	1999	2000	2001	2002	2003
Minority Enrollment as a % of Total Enrollment	8.8%	10.6%	11.0%	13.0%	10.4%	13.3%
Asian	16	18	21	24	22	24
African American	10	8	11	18	14	21
Latino	19	23	22	28	27	32
American Indian	4	6	2	4	4	5
Minority Total	49	55	56	74	67	82
White/Unknown	499	455	444	488	576	531
Foreign	6	7	8	6	4	5
Total Headcount Enrollment	554	517	508	568	647	618



	1998	1999	2000	2001	2002	2003
Minority Degrees Awarded as a % of Total Enrollment	7.7%	9.6%	11.8%	7.3%	14.3%	13.0%
Asian	6	7	8	5	9	8
African American	2	4	2	1	4	5
Latino	7	7	8	6	11	13
American Indian	2	1	2	1	2	2
Minority Total	17	19	20	13	26	28
White/Unknown	203	179	145	162	153	187
Foreign	2	0	4	2	3	1
Total Degrees Awarded	222	198	169	177	182	216



	1998	1999	2000	2001	2002	2003
Minority Enrollment as a % of Total Enrollment	38.6%	38.3%	38.7%	40.2%	38.3%	36.3%
Asian	79	76	73	85	94	94
African American	25	24	19	24	32	38
Latino	44	33	34	36	36	41
American Indian	6	7	6	5	6	3
Minority Total	154	140	132	150	168	176
White/Unknown	239	216	196	210	249	295
Foreign	6	10	13	13	22	14
Total Headcount Enrollment	399	366	341	373	439	485

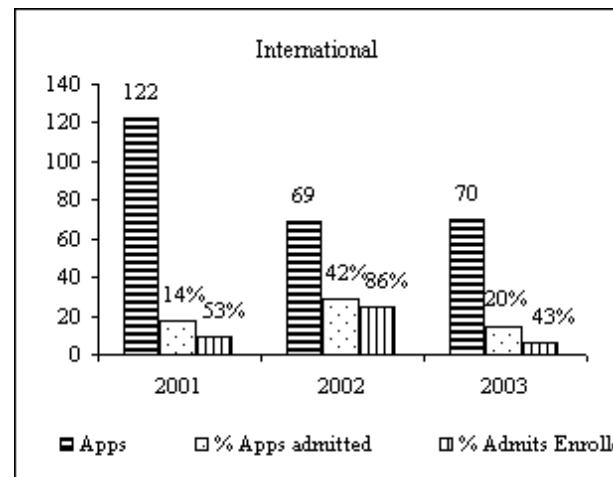
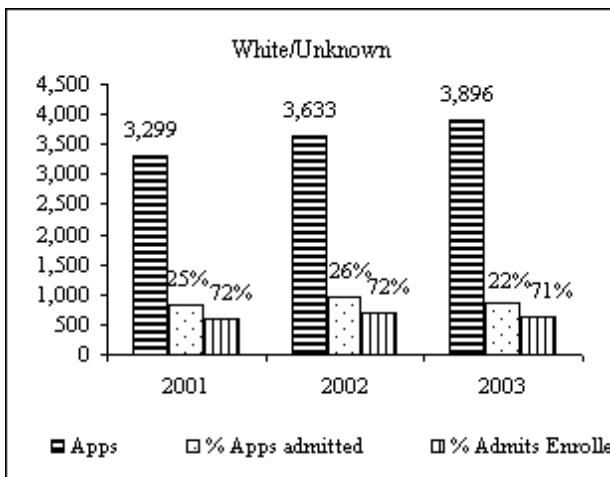
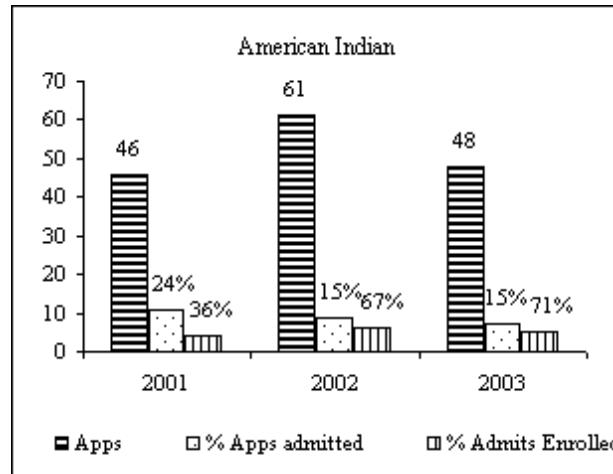
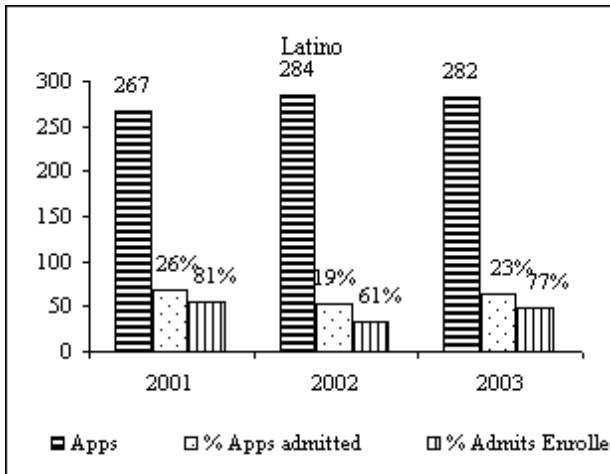
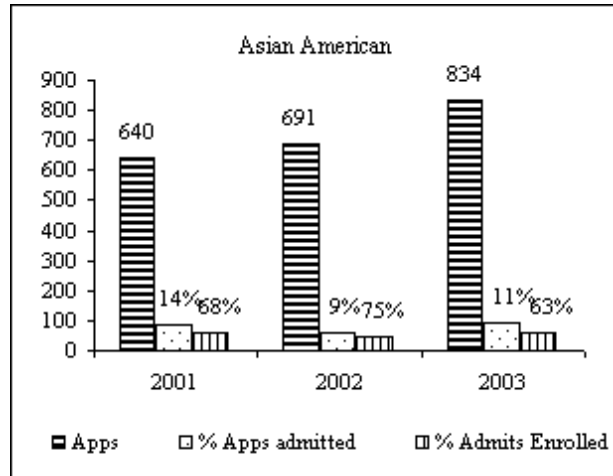
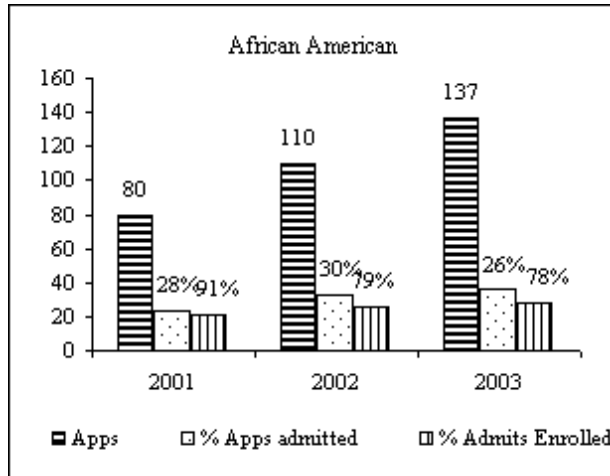


	1998	1999	2000	2001	2002	2003
Minority Degrees Awarded as a % of Total Enrollment	34.7%	39.4%	37.7%	37.2%	37.0%	37.2%
Asian	32	35	37	27	11	18
African American	7	12	6	6	1	6
Latino	11	22	12	10	8	7
American Indian	1	2	2	2	0	1
Minority Total	51	71	57	45	20	32
White/Unknown	92	106	93	76	33	47
Foreign	4	3	1	0	1	7
Total Degrees Awarded	147	180	151	121	54	86

**University of Colorado Health Sciences Center
Undergraduate Programs
Completion Rates for 2003 Graduating Classes**

Ethnicity	Entering Class	Received Degree	Percent Receiving Degree
<i>Dental Hygiene</i> Fall 2001			
Asian	1	1	100.0%
African American	1	1	100.0%
Latino	2	2	100.0%
Native American	0	0	0.0%
White	16	14	87.5%
All	20	18	90.0%
<i>Nursing</i> Summer 2001			
Asian	3	3	100.0%
African American	2	1	50.0%
Latino	9	8	88.9%
Native American	2	2	100.0%
White	106	100	94.3%
All	122	114	93.4%

**University of Colorado Health Sciences Center
New Student Applications, Acceptances, and Matriculations
By Ethnicity, 2001, 2002, 2003**



**University of Colorado Health Sciences Center
Fall 2003**

FACULTY DIVERSITY DATA

The HSC had an excellent year recruiting, retaining and promoting women and minorities. The overall numbers of female faculty increased with the larger increases occurring in the tenure/tenure track categories. Importantly, the number of women faculty holding administrative titles increased as well. Similarly, the number of minority faculty increased overall and within the tenure/tenure track categories.

The success in these areas is attributable to several factors. First, the Office of Diversity has established and maintained accountability in the revised faculty search process. In addition, the office has increased support and resources to search committees and departments through search committee training, recruitment resources/support, and individual recruitment plans.

Second, the schools and some departments within the School of Medicine have supported and enhanced diversity in a variety of ways including using standing search committees, increasing diversity of search committees, establishing departmental diversity committees and task forces specifically to address minority faculty recruitment and retention, and participating in the university diversity summit.

Finally, the faculty Ethnic Minority Affairs Committee (EMAC) continues as a strong presence on the campus. This group through partnership with the Office of Diversity has grown substantially over the past year providing education, training and resources to the members who are in turn able to influence diversity initiatives within their department or school.

A campus wide Women's Committee is being established in 2004.

Women

- Total female faculty increased by 4% from 41% to 45%. The total Tenure/Tenure Track female faculty increased from 34% to 44%.
- There was a decrease in female tenured faculty from 23% to 20%.
- Females comprise 38% of Tenure/Tenure Track faculty with increases at Associate (from 38% to 42%) and Assistant Professor (43% to 49%) levels and a decrease in female Professors from 20% to 17%.
- The number of female faculty who hold administrative positions has increased from 13% to 25%.

Minorities

- Total minority faculty increased from 9% to 12%. Significant gains are due to strong recruitment plans by several departments within the School of Medicine and the School of Pharmacy.
- Tenured/Tenure Track minorities increased by 2% from 11% to 13%. Most of the gain occurred in the Assistant Professor category although there is progress at the Professor level with the number of minorities increasing from 5% to 6%.
- There continue to be very few minorities in chair or other administrative positions although the total has increased from 1% to 2% in the past two years.

Note: In previous years all HSC Instructors were counted in the 'non tenure track' category when in fact, the majority of HSC Instructors were 'grandfathered' in and remain in Tenure Track (T/T) positions. Thus, it is best to focus on the levels above Instructor when comparing across years. Comparisons at the Instructor level between T/T and NTT will be confounded by the movement this year of several hundred Instructors from the NTT section to the T/T section.

STAFF DIVERSITY DATA

Note: Another data conversion artifact occurred between the 'Administrative' and 'Professional' categories. When the Peoplesoft HR system was updated with IPEDs codes this year, some of the positions were incorrectly counted as 'Administrators' rather than 'Professionals'. Thus, the increase in percentage of minorities within the 'Admin' category and the decrease of minorities in the 'Prof' is, in fact, due to data conversion. In reality there was little change in the relative number of minorities in these categories.

Women

The percentage of women in staff positions continues to be high, especially in the higher-level positions. Over one-third of the Officers and over one-half of the Administrators are women. Similarly, women comprise almost two-thirds of the other staff categories except for the Skilled Crafts category, which has no women this year, and the Service/Maintenance category, which is 32% female.

Minorities

HSC continues to have high numbers of minorities in most staff categories. Unfortunately, the higher the level of the positions, the lower the percent of minorities. The percentage of staff minorities has remained fairly level across the past five years with some decline this year. One of the larger decreases (from 66% to 62%) in minority staff occurred in the Service/Maintenance category. Most of this decrease is due to voluntary separation incentives that allowed some staff close to retirement to do so. A high percentage of staff who elected to take advantage of this program were minorities.

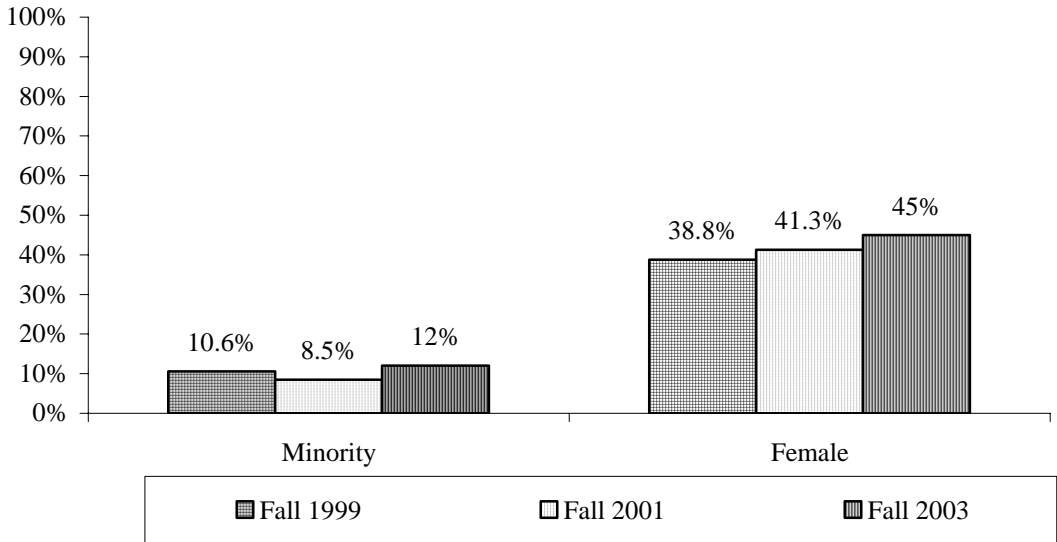
**University of Colorado Health Sciences Center
Faculty Diversity Profile
All Schools and Colleges, Fall 2003**

Category	Total	Female		Male		Total Minority		Ethnicity					
		#	Pct	#	Pct	#	Pct	African American	American Indian	Asian	Latino	Foreign	
Reg. Instructional Faculty													
TOTAL	1,531	689	45.0%	842	55.0%	182	11.9%	14	12	111	45	47	
<i>Tenured/Tenure Track</i>	1,337	586	43.8%	751	56.2%	169	12.6%	13	10	102	44	42	
Full Professors	294	50	17.0%	244	83.0%	17	5.8%	2	1	9	5	3	
Associate Professors	300	127	42.3%	173	57.7%	29	9.7%	2	1	16	10	3	
Assistant Professor	398	195	49.0%	203	51.0%	60	15.1%	4	6	40	10	25	
Instr/Sr. Instructor	345	214	62.0%	131	38.0%	63	18.3%	5	2	37	19	11	
<i>Non-Tenure-Track</i>	194	103	53.1%	91	46.9%	13	6.7%	1	2	9	1	5	
Full Professors	33	2	6.1%	31	93.9%	0	0.0%	0	0	0	0	1	
Associate Professors	31	13	41.9%	18	58.1%	1	3.2%	0	0	1	0	0	
Assistant Professor	51	26	51.0%	25	49.0%	6	11.8%	0	0	5	1	3	
Sr./Instructor	76	62	81.6%	14	18.4%	6	7.9%	1	2	3	0	1	
Clinical Professor	1	0	0.0%	1	100.0%	0	0.0%	0	0	0	0	0	
Clinical Assoc. Professor	2	0	0.0%	2	100.0%	0	0.0%	0	0	0	0	0	
Administrative	64	16	25.0%	48	75.0%	1	1.6%	1	0	0	0	0	
Dept. Chair	35	5	14.3%	30	85.7%	1	2.9%	1	0	0	0	0	
Asst/Assoc/Dean/Chanc	29	11	37.9%	18	62.1%	0	0.0%	0	0	0	0	0	
Tenured	287	58	20.2%	229	79.8%	15	5.2%	1	1	7	6	2	
Full Professors	216	34	15.7%	182	84.3%	10	4.6%	1	1	5	3	5	
Associate Professors	71	24	33.8%	47	66.2%	5	7.0%	0	0	2	3	3	
Assistant Professors	0	0	0.0%	0	100.0%	0	0.0%	0	0	0	0	0	
Other Faculty													
Total	1,163	905	77.8%	258	22.2%	171	14.7%	18	17	87	49	69	
Research Faculty/Assts.	1,163	905	77.8%	258	22.2%	171	14.7%	18	17	87	49	69	

Source: UCHSC Office of Diversity, January 2004
Prepared by: CU System Office of Information & Analysis, February 2004

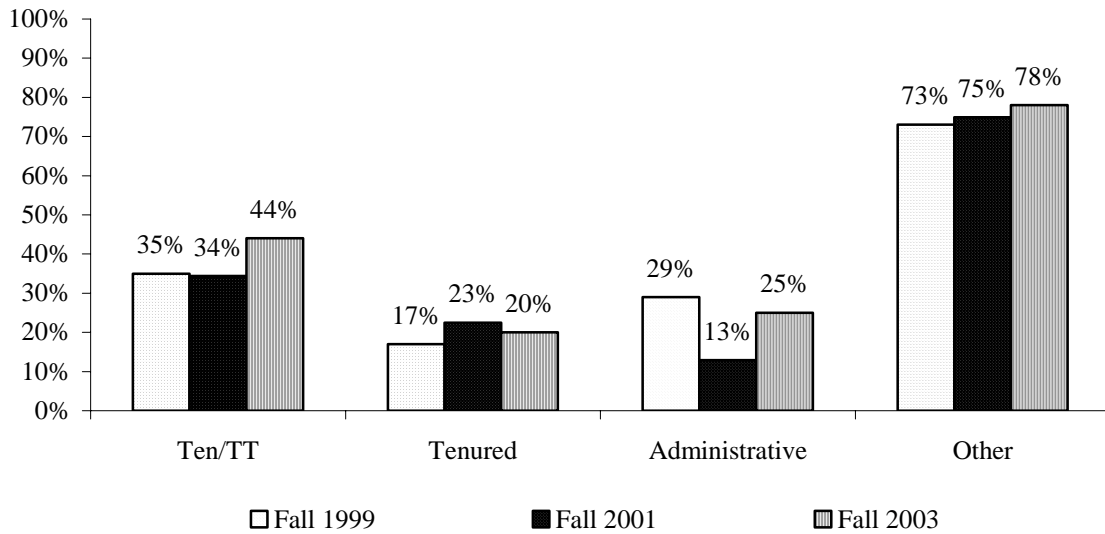
University of Colorado Health Sciences Center Faculty Diversity Profile

Percent of All Regular Faculty
Minorities & Females

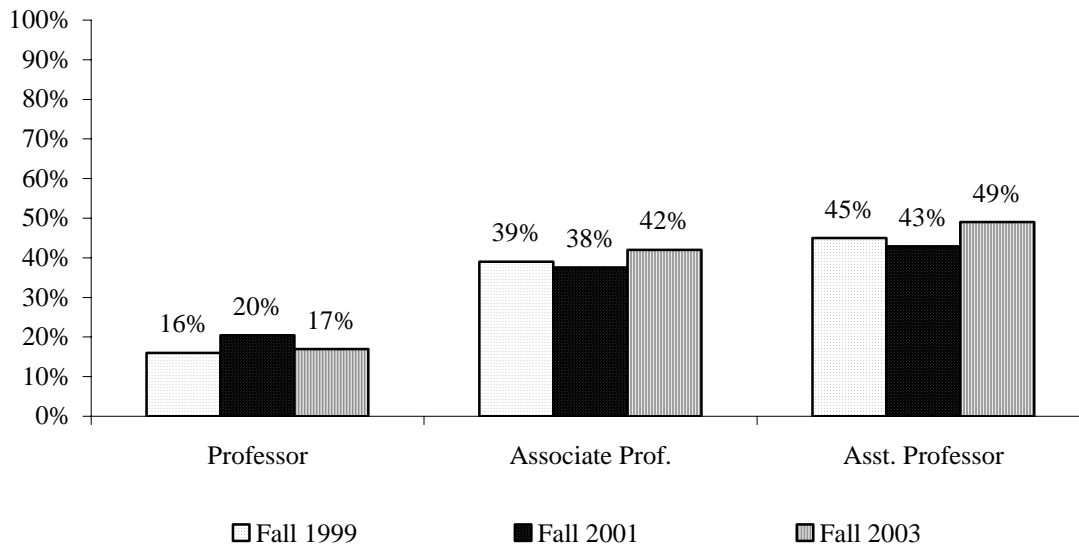


University of Colorado Health Sciences Center Faculty Diversity Profile

**Percent of Total Faculty
Who are Female**

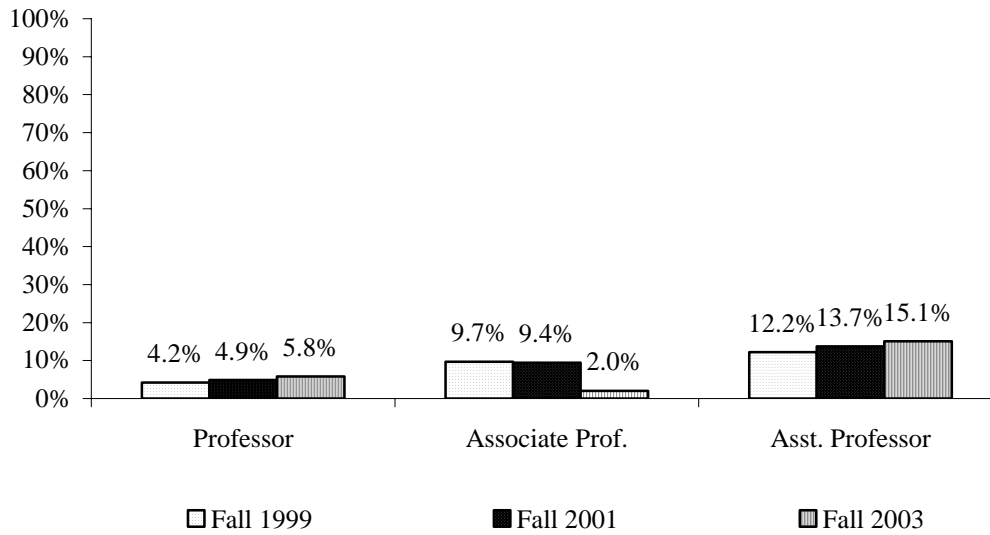


**Percent of Tenure/Tenure Track Faculty
Who are Female**

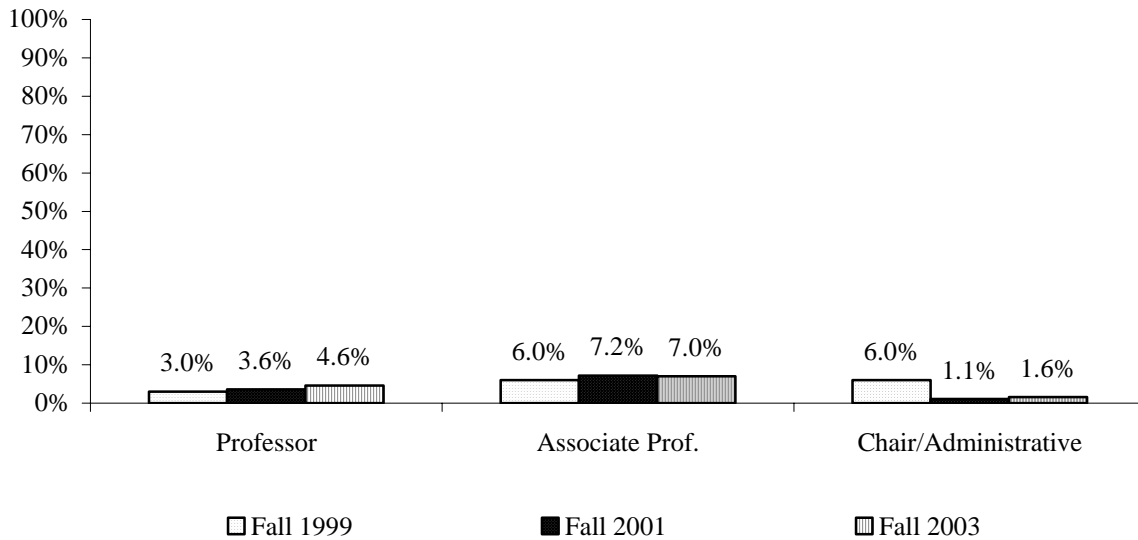


University of Colorado Health Sciences Center Faculty Diversity Profile

Percent Minority Tenure/Tenure Track Faculty

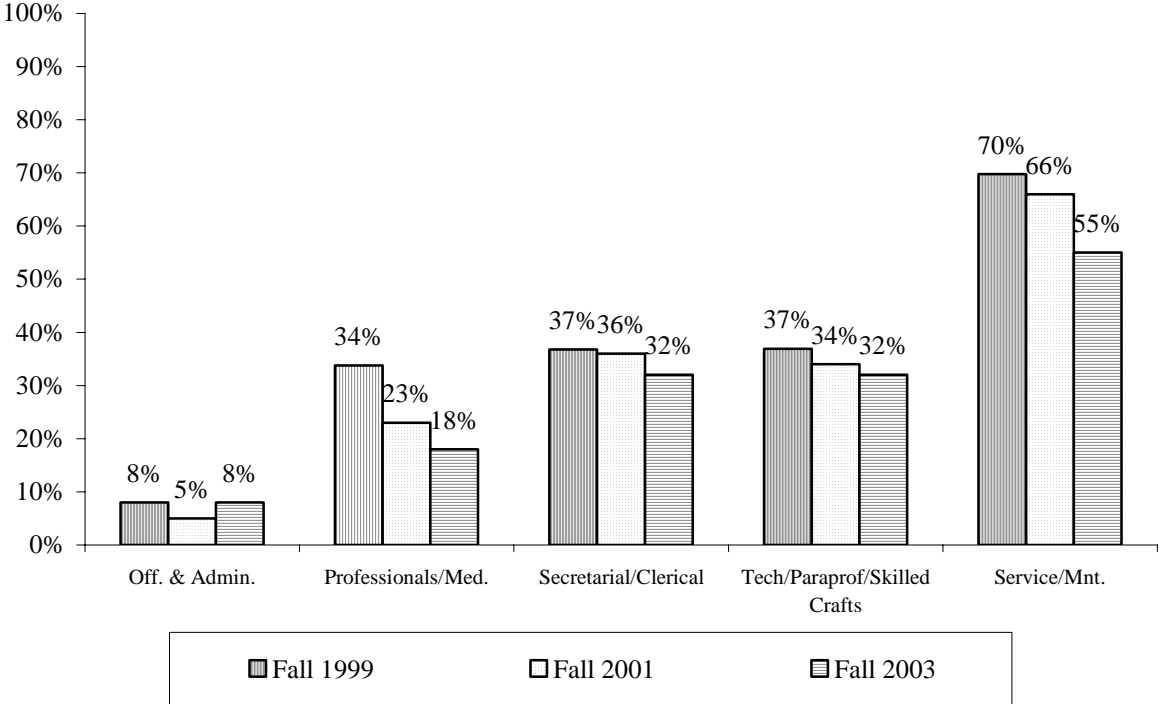


Percent Minority Tenured Faculty



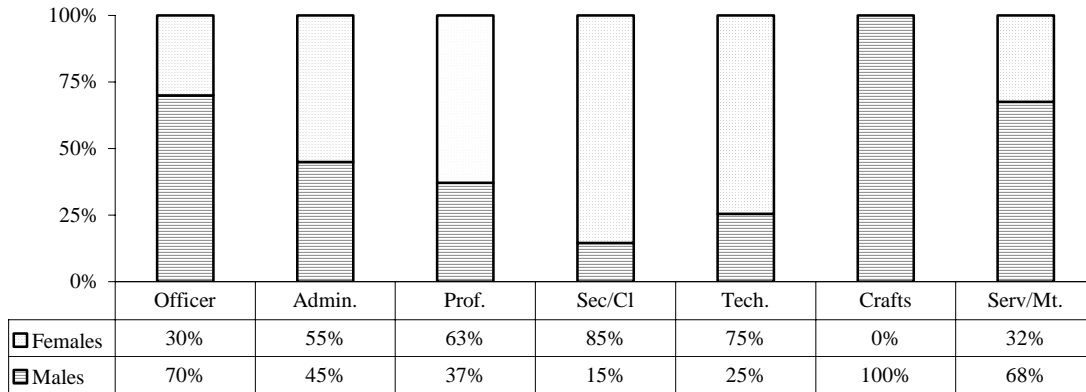
University of Colorado Health Sciences Center Staff Diversity Profile

Percent Ethnic Minority by Occupational Category

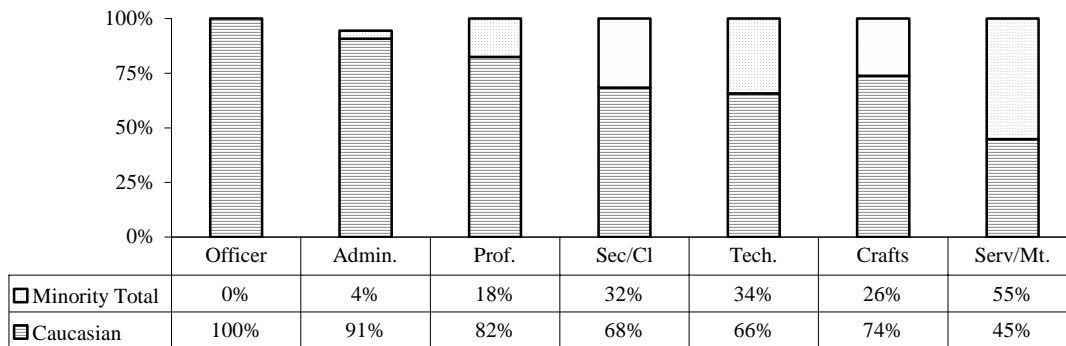


**University of Colorado Health Sciences Center
2003 – 2004**

Occupational Categories by Gender



Occupational Categories by Ethnicity



Minority Breakdown	Officer	Admin.	Prof.	Sec/Cl	Tech.	Crafts	Serv/Mt.
African American	0.0%	0.9%	6.4%	13.3%	15.1%	7.1%	27.0%
Asian American	0.0%	0.0%	1.5%	1.7%	1.1%	0.0%	0.5%
Latino	0.0%	4.6%	1.8%	2.5%	4.1%	1.2%	2.2%
Native American	0.0%	3.7%	7.9%	14.2%	14.0%	17.9%	25.4%



UNIVERSITY OF COLORADO SYSTEM

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University of Colorado 2004 Report on Diversity

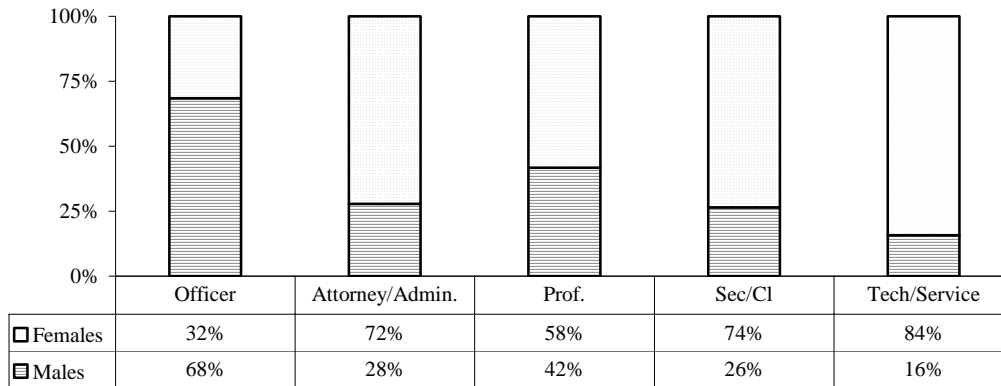
System Administration

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

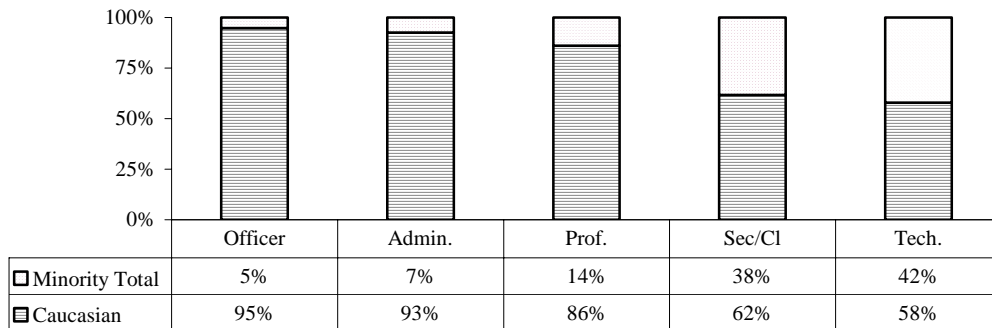
March 2004

**University of Colorado System
2003 – 2004**

Occupational Categories by Gender



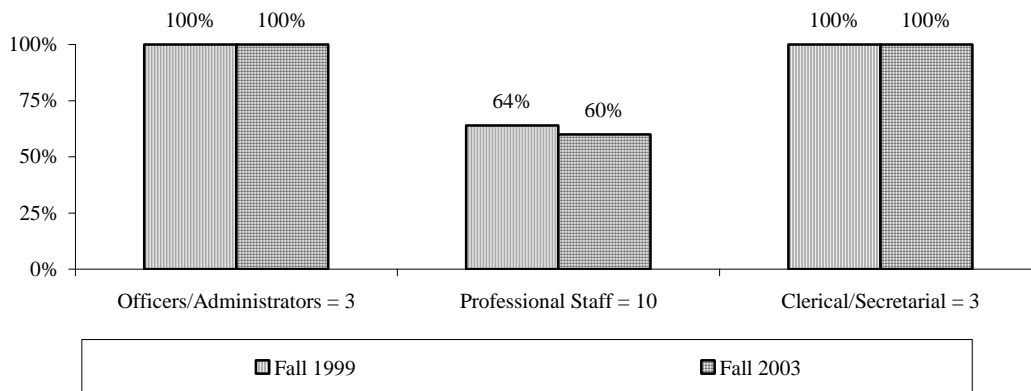
Occupational Categories by Ethnicity



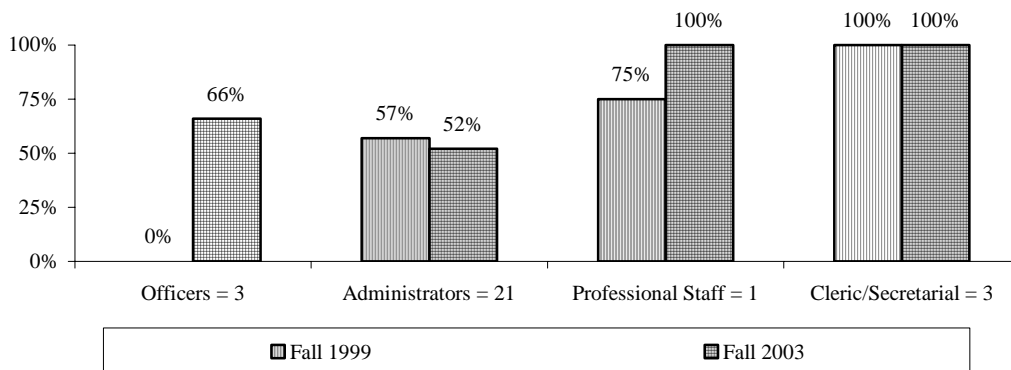
Minority Breakdown	Officer	Admin.	Prof.	Sec/Cl	Tech.
African American	0.0%	0.0%	1.5%	11.8%	15.8%
Asian American	0.0%	1.9%	2.0%	2.9%	26.3%
Latino	5.3%	5.6%	9.0%	14.7%	0.0%
Native American	0.0%	0.0%	1.5%	8.8%	0.0%

University of Colorado System Administration Percent Females by Occupational Category Five-Year Change

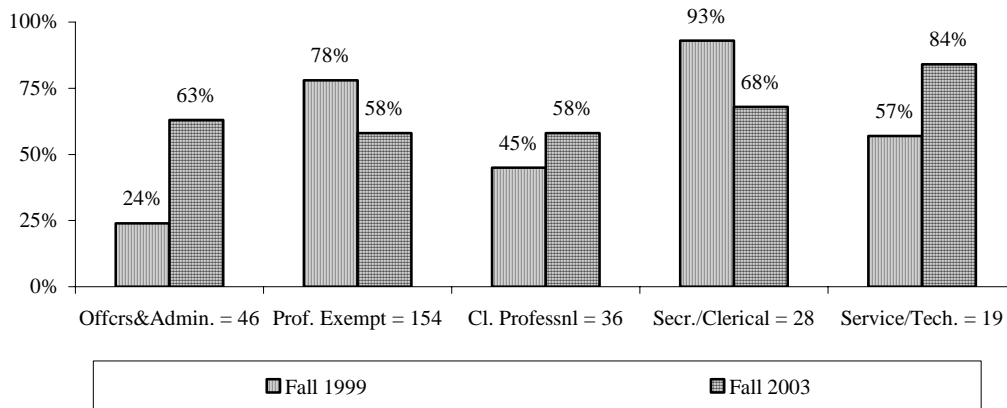
Regents Office (incl. Internal Audit)



Legal Counsel

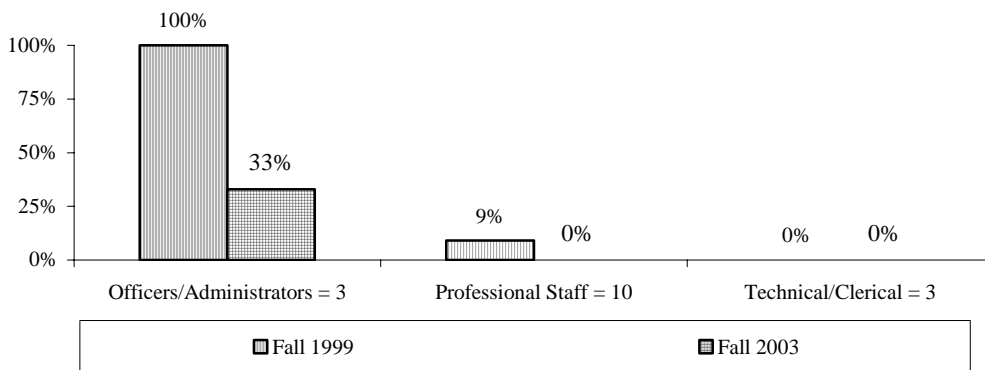


Offices of the President

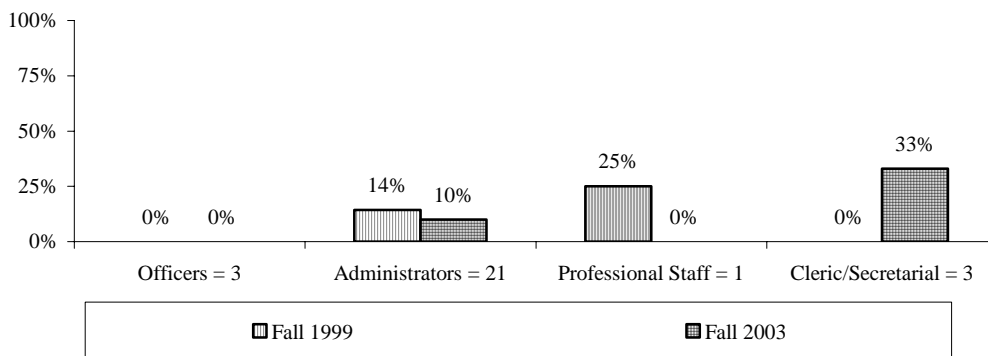


University of Colorado System Administration Percent Ethnic Minorities by Occupational Category Five-Year Change

Regents Office (incl. Internal Audit)



Legal Counsel



Offices of the President

