



University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

Office of Academic Affairs
1800 Grant Street, Suite 800
35 UCA
Denver, CO 80203-1187

t 303 860 5600
f 303 860 5620
OfficeOfAcademicAffairs@cu.edu

University of Colorado

2010-11 Diversity Report

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Executive Summary

Colorado and the nation are experiencing unprecedented change. Demographic shifts in the racial and ethnic composition of both the nation's and state's populations are considerable. In the landscape of higher education, enrollments are increasing and, partially due to declining state support, costs of attendance are dramatically rising. State support for postsecondary education in Colorado has consistently and systematically been reduced, while the achievement gap between majority and minority populations remains significant.

In August 2010, President Obama delivered his first speech focused specifically on postsecondary education, presenting a national platform for higher education that seeks to re-position the United States at its previous place of global preeminence regarding the highest number of citizens completing and holding college degrees. President Obama laid out a priority action agenda focused around: *access, affordability, college readiness, fiscal sustainability, research, teacher preparation, and supporting two year certificate and degree programs*. The plan seeks to re-instate America's international hegemony, both educationally as well as economically. Currently, the United States ranks 12th in the world in degree attainment among 25-34 year-olds.

If we are to regain our international foothold and reach President Obama's ambitious 2020 goal of increasing the number of Americans with college degrees and certificates by an additional five million, it is imperative that we align our state's educational goals and efforts, and those of our public postsecondary institutions with the postsecondary goals of the national agenda. Institutions must exercise a keen awareness and understanding of *all* of the students they serve and could potentially serve, including those who remain largely at the margins – low-income, first-generation and students of color.

To that end, postsecondary education professionals must analyze the impacts of the shift in national and state-level demographics, the re-distribution of population clusters and the implications of rural, urban and suburban population patterns. Additionally, in order to preserve access and equitable opportunities for subsequent enrollment within a postsecondary institution of the *student's choice*, state elected leaders and the state legislature must take steps to ensure that postsecondary funding at the state level is strengthened and that college costs are affordable and not prohibitive. Finally, postsecondary institutions must play a more active if not intentional role in cultivating, enhancing and sustaining the education pipeline – doing so will contribute to ensuring a *ready pool* of potential postsecondary participants. National data recently released in conjunction with the 2010 census and the American Community Survey suggest immediate action is needed.

National Context

For the first time in the history of the census, Hispanic/Latinos outnumber African Americans in most United States metropolitan areas. The overall Hispanic/Latino population increased 42% during the last decade to 50.5 million; or, 1 in 6 Americans. Their distribution has become more diffuse, although they are still distinctly clustered in particular regions of the country, including Colorado and the Southwest. Greater diversification is also evident in current K-12 data as well as future projections of the nation's K-12 population.

At the K-12 level, the overall numbers of Hispanic/Latinos are rapidly increasing. Across the nation and in more states and counties, school districts are becoming "majority-minority," (if they haven't already been that way for several years). Between 2004-05 and 2014-15, WICHE (Western

Interstate Commission for Higher Education) projects that the nation's high schools will produce almost 207,000 more Hispanic/Latino graduates (an increase of 54%), and nearly 46,000 more Asian graduates (a 32% increase). Other minority populations will experience more modest gains (3% more Black non-Hispanic graduates; 7% more American Indian graduates). Concurrently, WICHE projections suggest that the White non-Hispanic high school graduate numbers will decline by 197,000 or 11%.

WICHE's projections further suggest that by 2014, Hispanic public high school graduates will increase in every state but Hawaii. However, Hispanics are still chronically overrepresented among high school drop-outs. Therefore, it is imperative that states improve educational outcomes for Hispanic students. Considering the most recent demographic data, it has become nearly obligatory that postsecondary institutions reach out to serve traditionally underrepresented and historically underserved student populations much more effectively. Further, the rapid increase in the numbers of traditionally underrepresented groups coupled with the anticipated declines in the numbers of White non-Hispanic high school graduates suggest that postsecondary professionals respond, as one strategy, by increasing outreach efforts to minority students and their families. Doing so will ensure that not only postsecondary opportunities are preserved, but also that employment options as well as earning potential among historically underrepresented and underserved populations are improved.

Current economic data provided by Anthony Carnevale state that at present, 30.7 million jobs, or 20.4% of jobs require a bachelor's degree; an additional 14 million jobs across the economy are actually filled by individuals possessing an associate's degree (nearly an additional 10% of all jobs). According to Carnevale, employers pay more overall for college educated workers. Since the 1980s college completion has been unable to keep pace with the employer demand for college-educated workers. Thus, longitudinally, wages for college-educated workers have increased dramatically over that of non-college educated workers. Carnevale's research and labor requirement projections to 2018 suggest that 63% of jobs nationwide will require some form of postsecondary degree.

Therefore, it is essential that we preserve equitable opportunities and secure access to postsecondary education for underserved, less privileged populations as a means of both escaping poverty (for the individual), while enhancing the overall economic health and well being of the nation. It remains true, and Carnevale's work re-emphasizes the fact that skipping an associate's degree will cost a high school graduate \$500,000 over his or her lifetime; skipping a bachelor's degree will result in a net lifetime loss of \$1 million in potential earnings. Thus, given the national demographic data and information on enrollment and persistence, it is vital that we ensure that all residents of the nation access and complete at least some level of postsecondary training and education.

State-level Context

In the western geographical region of the US, WICHE projections suggest that the number of high school graduates will climb by 7.1%. Diverging from this broader regional trend, Colorado can anticipate a relatively stagnant growth in the overall number of high school graduates from the 10 year span that began in the 2004-05 academic year and ends in 2014-15. However, the racial/ethnic composition of Colorado's public high school graduates will continue to demonstrate substantial diversification. This trend will continue through 2015. In fact, high school graduation data going back to 1994 suggest a steady decline among White, non-Hispanics. In 1994, they accounted for 78.9% of public high school graduates in Colorado. It is projected that they will represent just 63.8% of graduates by 2014-15.

Hispanic/Latino growth, in large part, is due to a disproportionately high birth rate coupled with a greater number of women in the childbearing age range, both trends that indicate a continued, steady and expansive growth. WICHE projections suggest an increase in Hispanic public high school graduates from 7,362 in 2004-05 to a projected 11,941 in 2014-15 – an increase of 62.2%. In addition to the explosive growth of Hispanic high school graduates in Colorado, both Asian high school graduates as well as Black non-Hispanic graduates are also projected by WICHE to see considerable growth, 45.1% and 17.3%, respectively. Along with demographic indicators, other benchmarks will also inform our state's ability to both promote and enhance access and completion among underrepresented, historically underserved groups.

In Colorado, when compared to their proportion in the overall population, Black, non-Hispanic, American Indians and Hispanic/Latinos still lag behind White non-Hispanic students in the completion of bachelor's degrees (although modest gains were made for all but Hispanic/Latinos during the previous decade). This is not reassuring news given the sharp increases in the number of Hispanic/Latino students. Other WICHE benchmark data suggest that Colorado lags behind in the number of high school graduates receiving Pell grants [for attendance in postsecondary institutions]. When compared to the numbers of Pell-eligible students in the state, Colorado has consistently lagged behind in both the nation and the region. In short, Colorado has not been providing adequate Pell support for the state's poorest students (and this has been the trend since 2003, according to WICHE). These factors in combination with a protracted, deep recession further endanger our most vulnerable students: Pell-eligible students and students in their family who are the first to pursue a college degree and/or from an underrepresented and historically underserved group.

Finally, Colorado possesses the highest achievement gap in the nation – a gap of 27.6%, according to NCHEMS (The National Center for Higher Education Management Systems), between White attainment (at 52.4%), and Hispanic/Latinos (at 24.8%). Hispanic/Latinos comprise the next largest group of residents in the state, behind White non-Hispanics. White attainment is better than double that of Hispanic/Latino attainment. It is a gap that is cumulative in nature, progressive, and demonstrating no current signs of abatement. This is challenging. In order to comply with President Obama's 2020 goal, Colorado will need to increase its annual production of degrees and certificates an additional 5% each year for at least the next 10 years and beyond.

If Colorado complies with the state's previously established postsecondary production targets and doubles degree/certificate completion by 2020, it must improve upon the persistence completion rates as well as the total time it takes students to successfully complete a degree or credential. Colorado's current graduation rate at four-year institutions is variable. According to *The Degree Dividend*, Colorado's Higher Education Strategic Plan, November 2010, the state's graduation rate for full-time students at four-year research institutions ranges from 31-42% in four years and 59-73% in six years, depending on the institution. At four-year state colleges, the average rate is about 14% in four years and 37% in six years for full-time students. At two-year community colleges, the average rate is about 25% in two or more years. (The community college graduation rate is affected by the fact that many students transfer to four-year institutions before completing a degree). Graduation rates are lower statewide for Hispanic and low-income students.

Colorado faces these challenges with very limited state support for higher education. Since the early 1990s, Colorado's state funding in support of higher education has consistently diminished, from 20% of the general fund (in the early 1990s) to its current 9%. The state's investment per \$1,000 of personal income is now at \$3.20, versus \$10.52 in 1980. And, at just \$3.20 per \$1,000 today, Colorado remains well below the national average of \$12.28 per \$1,000 of personal income spent in

support of postsecondary education – a worrisome truth given the needs of our changing population, both at the national and state level.

In response, Colorado initiated a strategic planning process in close alignment with President Obama’s national plan. The state’s plan, *The Degree Dividend*, features research and recommendations around four principle areas: affordability, access, quality and accountability. *The Degree Dividend*, formally adopted in late 2010 by the Colorado Commission on Higher Education, provides the blueprint and charge for a more detailed strategic/action plan to be fashioned over the course of the next several months, with input from institutional and other leadership and stakeholders. Concurrent to this plan, the institutions within the University of Colorado system are addressing both the overall needs of each student comprising the CU communities as well as the overall education needs of the state and nation. However, this report focuses particular attention on the CU system institutions’ emphasis on and support of historically underrepresented, underserved groups.

Below are highlights of the quantitative data regarding diversity as provided by the institutions of the CU system: University of Colorado Boulder, University of Colorado Denver| Anschutz Medical Campus, and the University of Colorado Colorado Springs. Also provided below are examples of excellence and diversity on CU’s four campuses. The examples of excellence and diversity are featured in three separate categories: Promising Innovations, Institutionalized Programs of Excellence and P-20 and Pipeline Initiatives.

All of the quantitative and qualitative data provided are responsive to each institution’s strategic plan core diversity initiatives, and also aligned with CU’s four pillars of excellence and impact, which encompass all the university’s activities: learning and teaching, discovery and innovation, community and culture, and health and wellness.

Institutional Level Context – CU System Institutions

The institutions of the University of Colorado system continue to make diversity, inclusion and excellence main priorities as they pursue the goals outlined in their strategic plans. Each institution provides a vision of the central role of diversity and inclusiveness in achieving academic excellence while also promoting and enhancing overall campus culture and climate. Diverse programming and the provision of diverse activities and services on our campuses are predicated on a central tenet: every member of the campus community benefits from an inclusive campus culture enriched by diverse ideas, thoughts, perspectives and experiences. CU system institutions believe that society as a whole reaps important benefits from the civic engagement and participation of people who experience diversity, inclusion and academic excellence throughout their postsecondary education experiences.

In support of this philosophy regarding institutional diversity, each campus maintains data and information regarding various elements of diversity. Various data highlights are featured below in quantitative form. As a complement, also provided below are qualitative examples of diversity and excellence from each campus.

Diversity and Excellence – Quantitative Highlights

University of Colorado Boulder

- Minority enrollment in 2010-11 was at an all-time high for both undergraduate and graduate students, with a 7% increase over 2009-10 enrollment for both undergraduate and graduate students.
- Retention rates for full-time first-time minority freshmen students are almost equal to that of white, non-Hispanic students (at 84% versus 85%, respectively).
- From 2005 to 2008, Pell enrollment as a percentage of resident undergraduate student enrollment was steady at 17%. In 2009 it increased to 21%, and again to 24% in 2010.
- Bachelor's degrees awarded to minority students have steadily increased since 2003, with the exception of a small decline in 2009, to reach a high of 795 degrees in 2010. This is a 45% increase in the number of degrees awarded to minority students since 2003 (from 550 to 795 degrees).
- The 2004 cohort of minority full-time first-time freshmen has the highest 6-year graduation rate on record (64%), an increase of 3 percentage points over the previous all-time high (2002 cohort), and a jump of 5 percentage points over the 2003 cohort rate.
- The retention rate of freshmen resident students receiving Pell grants is on a par with the rate for other resident freshmen.
- The number of degrees awarded to Pell students was at an all-time high in 2010 (1,157 degrees).
- The percentage of female tenured/tenure track faculty has increased over the course of eight years, from 27% to 32%.
- The percentage of minority tenured/tenure track faculty has increased over the same time period by 4 percentage points, from 14% to 18%.
- The percentage of minority non-tenured/tenure track regular instructional faculty has increased over the same time period by 4 percentage points, from 7% to 11%.

University of Colorado Colorado Springs

- The 5.9% undergraduate enrollment growth at UCCS in the past year includes substantial increases in the number of African American students (+18.7%), Latino students (+19.3%), Native American students (+77.4%) and Asian American students (+11.7%). Overall, the number of minority undergraduate students at UCCS has gone up by 19.6 %, now comprising 22% of all undergraduates and 28% of new Colorado resident freshmen.
- There are more Pell grant recipients enrolled at UCCS than ever before; 34% of undergraduates received Pell grants for low-income students. This marks a 24% increase over last year.
- Among first-time freshmen, Pell grant recipients come back to enroll as sophomores at UCCS at nearly the same rate as all first-time freshman (66% vs. 67% retention rate).
- 43% of all UCCS baccalaureate degrees awarded in 2010 were to Pell grant recipients.
- Since 2003, an average of 39% of UCCS undergraduate students have been first generation students.
- The proportion of minority assistant professors at UCCS has increased from 13% to 22% in the past year.

University of Colorado Denver / Anschutz Medical Campus

- The proportion of undergraduate students of color has increased each year since 2005, with a high of 30.9% achieved in 2010.
- Overall numbers of first generation students attending the University of Colorado Denver have steadily increased since 2003, culminating in a current enrollment of 3,484 during the fall of 2010.
- For close to a decade, graduate students of color have consistently represented 12 to 13% of graduate enrollments.
- During 2005-2009, the percent of health professional students of color at the Anschutz Medical Campus remained steady at about 21%, with an increase to 23.5% in 2010.
- The percent of baccalaureate degrees awarded to students of color reached a high of 24% in 2010 (448) – the culmination of an upward trend that began in 2006.
- The overall and student-of-color retention rates for the 2009 cohort are the highest they have been over the last three years. The persistence rates for students of color are higher than for white students, although the gap for the 2009 cohort is just four percent.
- With the exceptions of the 1996 and 2003 cohorts, the 2004 cohort has the highest 6-year graduation rate (41%) for students of color. When the overall rate is compared across the same timeframe, the 2004 cohort matches the third highest rate (42% in 1999).
- The proportion of Pell grant recipients on the Denver Campus reached a high of 34% in Fall 2010. In addition, for each cohort, the one-year retention rates are higher for those who received Pell grants compared to those who did not.
- The proportion of Denver Campus students receiving baccalaureate degrees who were Pell grant recipients reached a high of 42% in 2010.
- As of fall 2010, female faculty members comprised 25% of full professors; their overall proportion in the tenured/tenure-track category has been steadily increasing since 2002, as has the percentage of women who make up the non-tenure track ranks.
- The percentages of faculty of color in both the tenured/tenure track and non-tenure track ranks have ranged from 11% to 13% over the past five years.

Diversity and Excellence – Qualitative Highlights

Promising Innovations

Program	Description	Strategic Plan/Core Initiative	Four Pillars of Excellence and Impact
TRiO & Office of Global Education: Bringing Diversity to Study Abroad (UCD)	A collaboration between TRiO and the Office of Global Education that is designed and delivered to enhance the participation of TRiO students in study abroad experiences.	Deliver outstanding and innovative educational experiences.	Learning/Teaching; Community/Culture.
Aurora LIGHTS (UCD AMC)	The Aurora LIGHTS Career Program is a partnership designed to help minority and disadvantaged students succeed in science, enroll in pre-med and health sciences school programs and become health science professionals.	Establish, strengthen, and sustain existing academic pipeline programs; enhance diversity university-wide and foster a culture of inclusion; demonstrate and communicate the university's commitment to diversity.	Learning/Teaching; Community and Culture; Health and Wellness; Discovery and Innovations.
Marquez Scholars Program (UCCS)	The program provides an on-campus, summer residential experience for rising juniors from Denver Public Schools for academic credit.	Expand student access and opportunity; Attract students from diverse backgrounds; Promote diversity and assure inclusiveness.	Learning/Teaching; Community and Culture.
Southern Colorado Higher Education Consortium (UCCS)	UCCS-led collaboration among ten Southern Colorado public colleges and universities to increase postsecondary participation rates.	Enhance postsecondary participation rates for all of Southern Colorado	Learning/Teaching; Community and Culture
Engineering GoldShirt Program (CU-Boulder)	A new diversity recruitment and retention initiative in the College of Engineering and Applied Science, the GoldShirt Program offers a performance-enhancing year for students who are underprepared to study engineering right out of high school. The program offers scholarships, customized first-year classes and a supportive peer community that enhances learning and leadership skills.	Ensuring access; Learning for a diverse world; Developing, implementing and accessing strategies to improve student, faculty, staff diversity; Serving Colorado; the community; and our graduates	Learning and Teaching; Community Culture
CU Guaranteed (All Campuses)	Introduced in late fall 2010, CU Guaranteed is the only transfer program of its kind in the U.S. The program guarantees admission for eligible community college students to any Arts & Sciences program on CU's campuses. Students must have earned 30 semester hours and have a cumulative 2.7 GPA.	Ensure/expand access; Serve Colorado and the community, Build capacity and increase programs aimed at life-long learners; Strengthen existing pipeline; Attract students from diverse backgrounds.	Learning/Teaching; Community and Culture; Health and Wellness.
CU Promise (All Campuses)	The University of Colorado guarantees a financial aid package that includes a combination of grants and work-study award sufficient to fund the student share of tuition, fees, and estimated book expenses for eligible students.	Ensure access; Serve Colorado and Community, Enhance postsecondary participation rates.	Community and Culture; Health and Wellness.

Institutionalized Excellence

Program	Description	Strategic Plan/Core Initiative	Four Pillars of Excellence and Impact
CU-LEAD (CU-Boulder)	The CU Leadership, Excellence, Achievement, and Diversity (CU-LEAD) Alliance is a unique set of academic learning communities whose students, faculty, and staff are united to promote inclusive excellence. These “academic neighborhoods” foster scholastic camaraderie and promote student success through enhanced instruction, small group classes, leadership activities, computer labs, personal links to faculty and staff, scholarships, research experiences, advising, mentoring and tutoring, and community service for students of color and first-generation students.	Enhance Research and Scholarship, Learning for a diverse world; Serve Colorado.	Learning/Teaching; Community and Culture; Discovery and Innovation.
The Colorado Diversity Initiative (CDI) (CU-Boulder)	A program established over 20 years ago at whose mission it is to broaden access and participation of traditionally underrepresented students-undergraduates, graduate students and post-doctoral fellows – by building faculty cooperatives that prioritize integration of minority talent into Science, Technology, Engineering, and Math departments.	Enhance Research and Scholarship, Learning for a diverse world; Serve Colorado.	Learning/Teaching; Community and Culture; Discovery and Innovation.
The Knapsack Institute (UCCS)	An annual summer institute focused on social justice and inequality that seeks to transform teaching by providing participants with the tools, knowledge and support to create an inclusive and empowering educational setting and experience for teachers and students.	Promote diversity and ensure inclusiveness; Create new opportunities for faculty-student engagement; Support faculty development and innovative teaching.	Learning/Teaching; Community and Culture.
Graduate Experience for Multicultural Students (GEMS) (UCD AMC)	This program introduces undergraduate students from diverse and traditionally underrepresented groups to the biomedical research career opportunities offered at the graduate level. Students enroll in a 10-week summer research internship course conducted by distinguished science faculty which consists of lectures, demonstrations, and laboratory research settings.	Establish, strengthen, and sustain existing academic pipeline programs; enhance diversity university-wide and foster a culture of inclusion; Demonstrate and communicate the university’s commitment to diversity.	Learning/Teaching; Community and Culture; Health and Wellness; Discovery and Innovations.
Diversity Champions (UCCS)	Program to bring broader awareness of diversity and inclusiveness into searching and selecting new faculty and professionals.	Increase participation in teaching, research and service focusing on diversity, cultural competency and inclusiveness; make diversity and inclusiveness integral to the work of the university.	Learning/Teaching; Discovery and Innovations

P-20 and Pipeline Initiatives

Program	Description	Strategic Plan/Core Initiative	Four Pillars of Excellence and Impact
CU Pre-Collegiate Development Program/Boulder (CU-Boulder)	The Pre-Collegiate Development Program (PCDP) is an institutionally-funded academic enhancement program for targeted middle and high school students. It is designed to motivate and prepare first generation students in pursuit of their higher education goals.	Enhance Research and Scholarship, Learning for a diverse world; Serve Colorado.	Learning/Teaching; Community and Culture.
Center for Pre-Collegiate and Academic Outreach Programs (UCD AMC)	The Center for Pre-Collegiate and Academic Outreach programs currently houses seven unique and distinct programs (three of which are pre-collegiate programs). The programs are identified as having: early outreach, ongoing pro-active academic guidance, educational access, retention, and finally graduation from higher education. Pre-Collegiate Programs include: Pre-Collegiate Middle School Academic Program, Pre-Collegiate Health Careers Program, and the Pre-Collegiate Development Program.	Establish, strengthen, and sustain existing academic pipeline programs; Enhance diversity university-wide and foster a culture of inclusion; Demonstrate and communicate the university's commitment to diversity.	Learning/Teaching; Community and Culture; Health and Wellness; Discovery and Innovations.
CU Pre-Collegiate Development Program (UCCS)	The Pre-Collegiate Development Program (PCDP) is a system-wide, institutionally funded academic program for college-bound high school and middle school students. It is designed to motivate and prepare first generation students in pursuit of their higher educational goals.	Attract students from diverse backgrounds; Promote diversity and ensure inclusiveness; Enhance postsecondary participation rates for all of Southern Colorado.	Learning/Teaching; Community and Culture.
PIPES—Partnership in Innovation Preparation for Educators and Students (UCCS)	The PIPES builds the pipeline of students going into STEM with particular outreach to underrepresented students in sixth through twelfth grade. Serving 700 students, 60% female and 45% minority. Collaborates with Pre-Collegiate program, tech companies, community colleges and school districts.	Expand student access and opportunity	Learning/Teaching; Community and Culture, Discovery and Innovation
BA/BS to MD Program (UCD AMC)	The BA/BS-MD pipeline program recruits top underrepresented high school students from around the state who are passionate about becoming physicians and who one day would like to practice medicine in Colorado.	Ensure/expand access; build capacity and increase programs aimed at lifelong learners; strengthen existing pipeline; attract students from diverse backgrounds.	Learning/Teaching; Community and Culture; Health and Wellness; Discovery and Innovations.

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Failing the Middle Class on Higher Education

Editorial

April 29, 2011

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The Degree Dividend

Colorado's Strategic Plan for Higher Education

2010/November

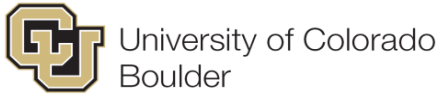
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University of Colorado
Boulder

University of Colorado Boulder Diversity Data

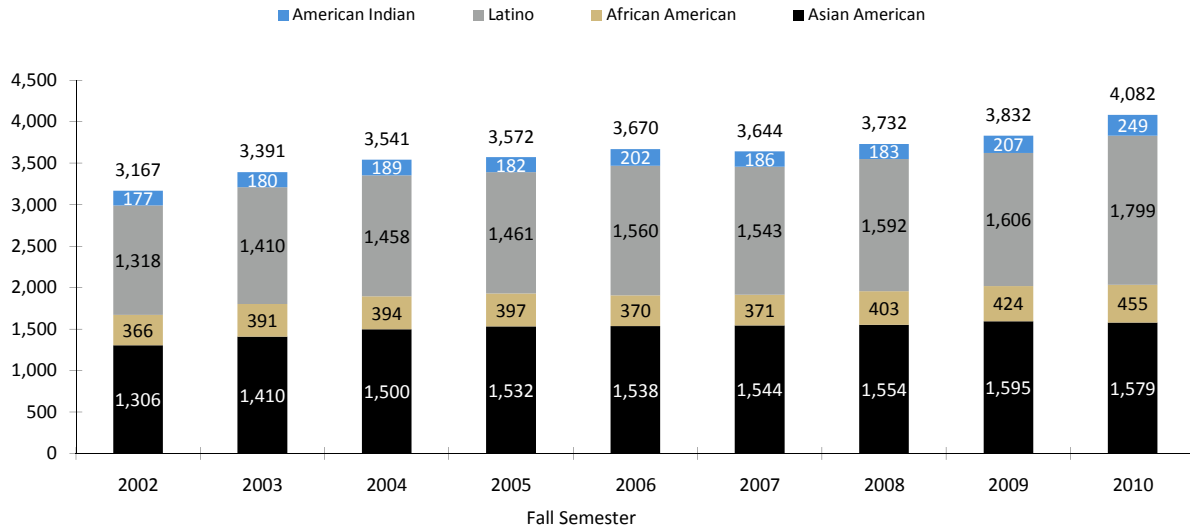
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www.colorado.edu/pba/ia/



University of Colorado Boulder Student Diversity

Data provided by the CU-Boulder Office of Planning, Budget, and Analysis
www.colorado.edu/pba/ia/

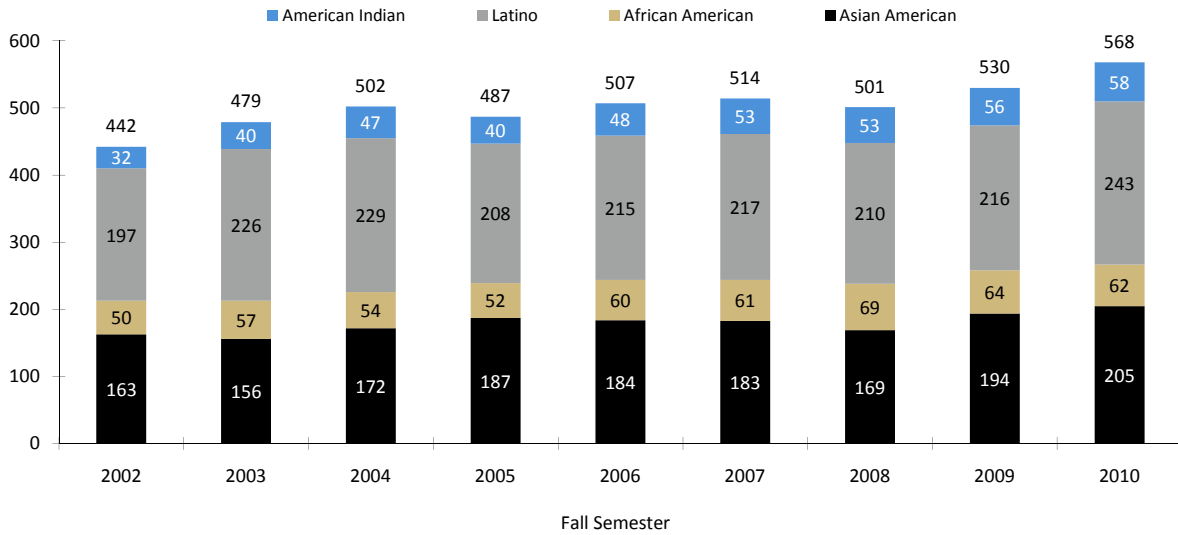
**University of Colorado Boulder
Undergraduate Fall Headcount Enrollment by Race/Ethnicity***



Ethnicity	2002	2003	2004	2005	2006	2007	2008	2009	2010
Asian American	1,306	1,410	1,500	1,532	1,538	1,544	1,554	1,595	1,579
African American	366	391	394	397	370	371	403	424	455
Latino	1,318	1,410	1,458	1,461	1,560	1,543	1,592	1,606	1,799
American Indian	177	180	189	182	202	186	183	207	249
White/Unknown	19,951	20,817	20,851	20,321	20,451	20,464	20,951	21,151	20,224
International	336	332	318	330	363	365	397	425	500
Total Enrollment	23,454	24,540	24,710	24,223	24,484	24,473	25,080	25,408	24,806
Minority Total	3,167	3,391	3,541	3,572	3,670	3,644	3,732	3,832	4,082
Minority as % of Total Enrollment	14%	14%	14%	15%	15%	15%	15%	15%	16%

* Degree-seeking enrollment only

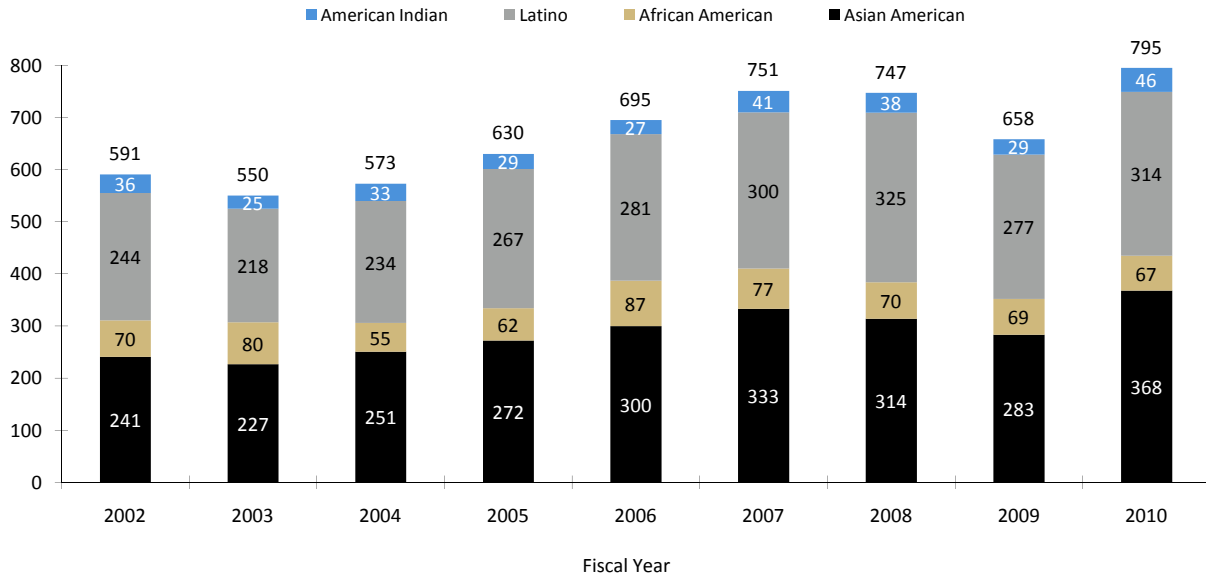
**University of Colorado Boulder
Graduate Fall Headcount Enrollment by Race/Ethnicity***



Ethnicity	2002	2003	2004	2005	2006	2007	2008	2009	2010
Asian American	163	156	172	187	184	183	169	194	205
African American	50	57	54	52	60	61	69	64	62
Latino	197	226	229	208	215	217	210	216	243
American Indian	32	40	47	40	48	53	53	56	58
White/Unknown	3,229	3,383	3,398	3,332	3,311	3,248	3,310	3,455	3,715
International	829	749	648	582	640	753	818	803	863
Enrollment	4,500	4,611	4,548	4,401	4,458	4,515	4,629	4,788	5,146
Minority Total	442	479	502	487	507	514	501	530	568
Minority as % of Total Enrollment	10%	10%	11%	11%	11%	11%	11%	11%	11%

* Degree-seeking enrollment only

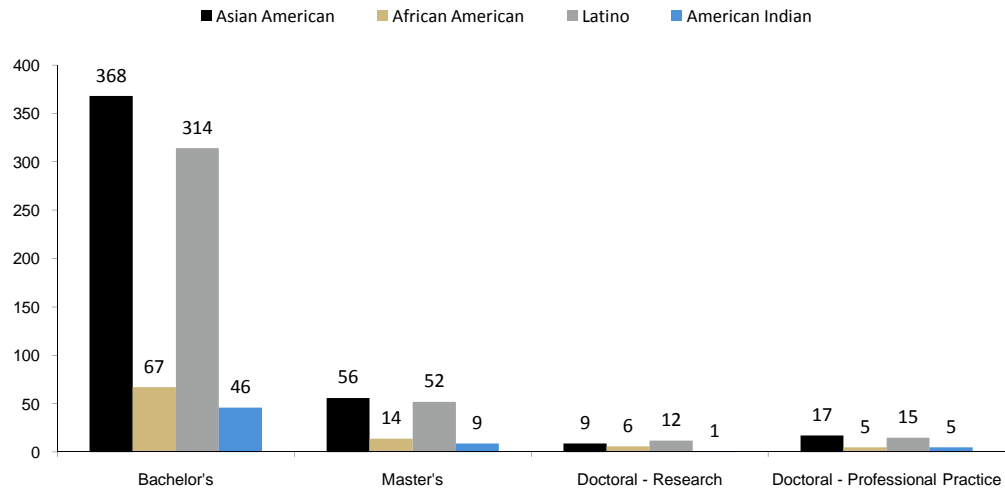
**University of Colorado Boulder
Baccalaureate Degrees Awarded by Race/Ethnicity***



Ethnicity	2002	2003	2004	2005	2006	2007	2008	2009	2010
Asian American	241	227	251	272	300	333	314	283	368
African American	70	80	55	62	87	77	70	69	67
Latino	244	218	234	267	281	300	325	277	314
American Indian	36	25	33	29	27	41	38	29	46
White/Unknown	3,758	4,043	4,169	4,423	4,597	4,530	4,516	4,290	4,656
International	51	74	57	71	58	62	63	59	75
Total Degrees Awarded	4,400	4,667	4,799	5,124	5,350	5,343	5,326	5,007	5,526
Minority Total	591	550	573	630	695	751	747	658	795
Minority as % of Total	13%	12%	12%	12%	13%	14%	14%	13%	14%

* Unduplicated degree counts

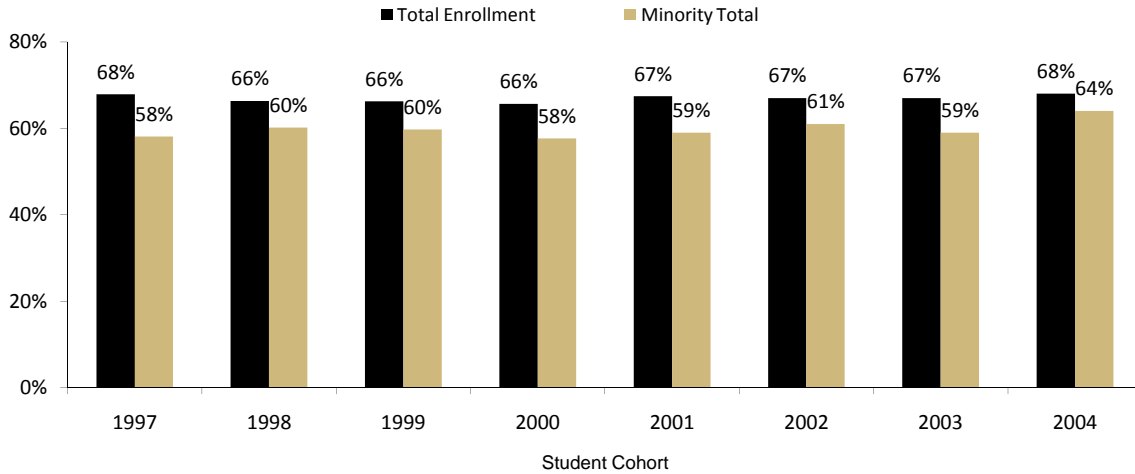
**University of Colorado Boulder
Degrees Awarded by Race/Ethnicity*
Fiscal Year 2010**



	Bachelor's	Master's	Doctoral - Research	Doctoral - Professional Practice	Total
Asian American	368	56	9	17	450
African American	67	14	6	5	92
Latino	314	52	12	15	393
American Indian	46	9	1	5	61
White/Unknown	4,656	827	228	147	5,858
International	75	192	61	2	330
Minority Total	795	131	28	42	996
Total	5,526	1,150	317	191	7,184

* Unduplicated degree counts

**University of Colorado Boulder
Undergraduate Six-Year Graduation Rates by Race/Ethnicity**

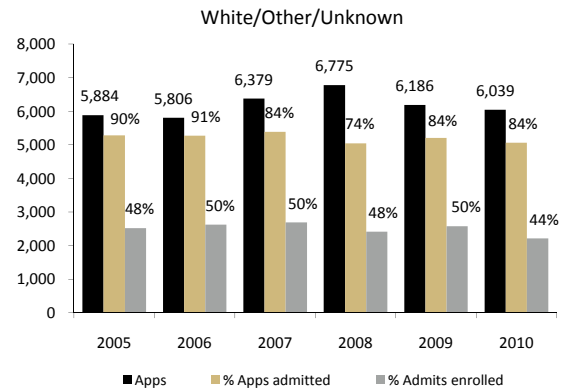
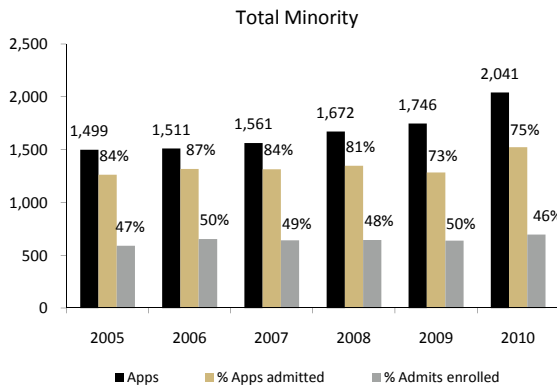
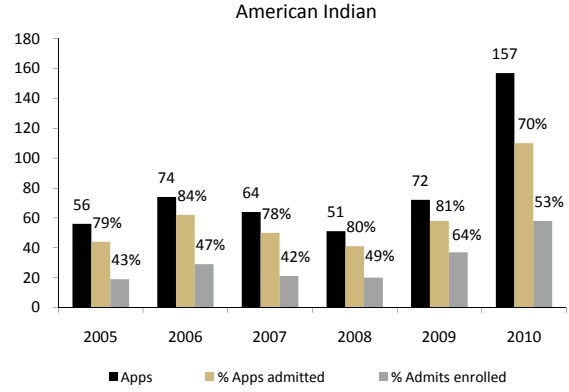
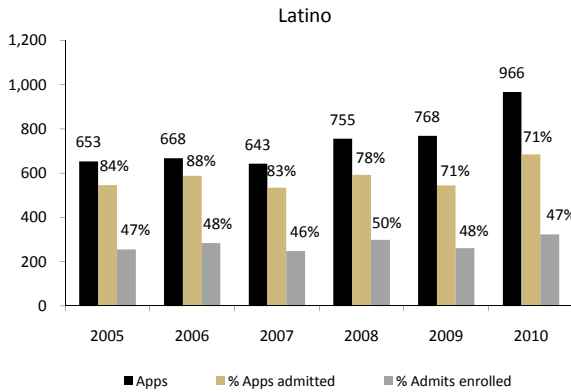
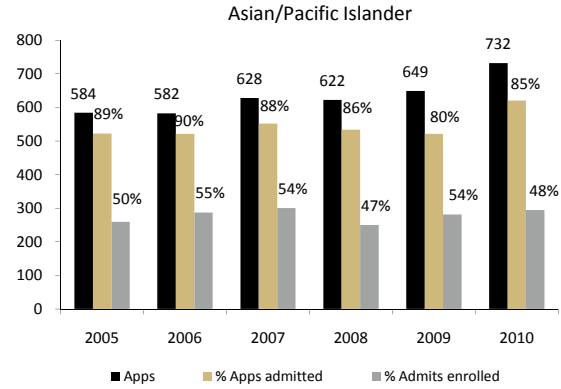
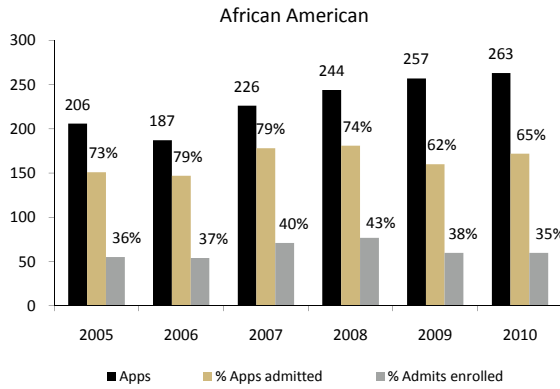


Undergraduate Cohort*	1997	1998	1999	2000	2001	2002	2003	2004
Asian American	255	258	266	297	291	358	340	333
African American	89	73	82	85	74	97	89	70
Latino	251	226	239	273	310	323	327	340
American Indian	32	40	25	30	37	53	37	45
White	3,456	3,482	3,767	4,131	3,899	4,293	4,474	4,025
Other/Unknown	141	147	137	207	327	216	235	268
International	35	36	28	24	24	36	40	43
Total Enrollment	4,259	4,262	4,544	5,047	4,962	5,376	5,542	5,124
Minority Total	627	597	612	685	712	831	793	788

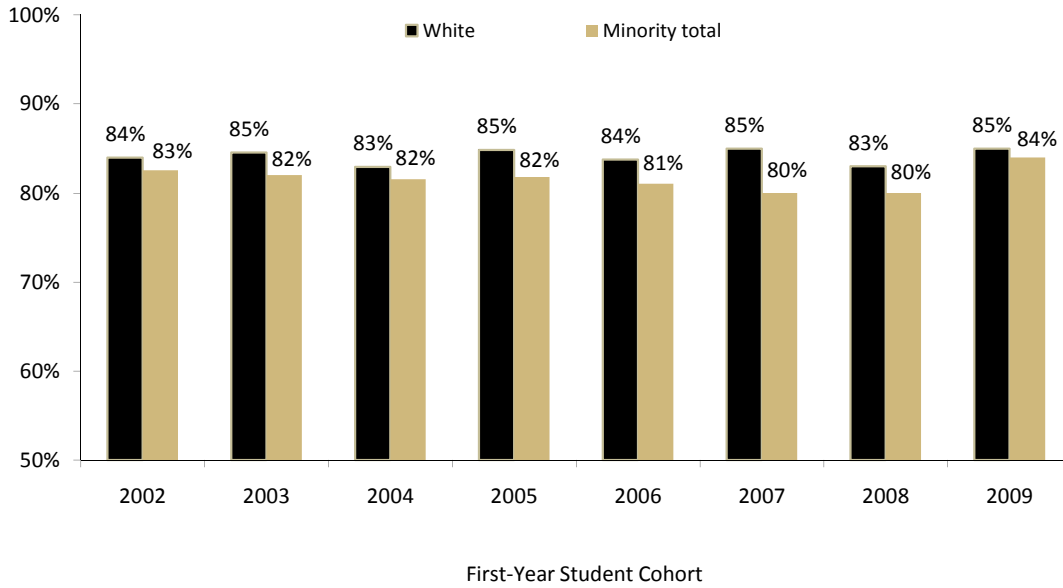
Six-Year Graduation Rate	1997	1998	1999	2000	2001	2002	2003	2004
Asian American	63%	63%	62%	60%	65%	66%	65%	71%
African American	55%	55%	59%	44%	51%	53%	49%	64%
Latino	57%	58%	59%	60%	55%	60%	57%	58%
American Indian	38%	63%	40%	53%	54%	51%	51%	58%
White	70%	68%	67%	67%	69%	68%	69%	69%
Other/Unknown	65%	50%	61%	61%	65%	64%	64%	70%
International	54%	47%	75%	58%	79%	56%	58%	65%
Total Enrollment	68%	66%	66%	66%	67%	67%	67%	68%
Minority Total	58%	60%	60%	58%	59%	61%	59%	64%

* Cohorts include first-time first-year full-time students entering in the Fall semester.

University of Colorado Boulder
Fall Resident Freshman Applications, Acceptances, and Enrollments by Race/Ethnicity



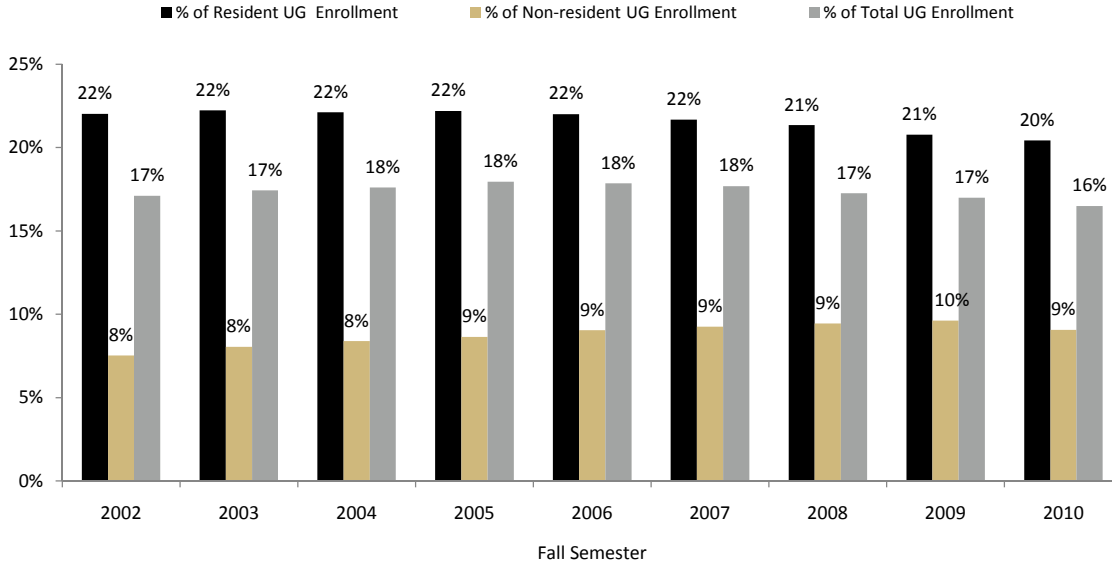
**University of Colorado Boulder
1-Year Freshman Retention Rates by Race/Ethnicity**



First-Year Cohort	2002	2003	2004	2005	2006	2007	2008	2009
Asian American	358	340	333	325	374	375	370	362
African American	97	89	70	72	84	106	112	98
Latino	323	327	340	313	375	355	417	381
American Indian	53	37	44	25	55	38	35	59
Minority total	831	793	788	734	890	905	935	900
White	4,293	4,474	4,025	3,977	4,420	4,403	4,566	4,274
Other/Unknown	216	235	268	244	239	198	263	286
International	36	40	43	52	62	69	58	68
All	5,376	5,542	5,124	5,007	5,611	5,575	5,822	5,528

Percent Enrolled One Year Later	2002	2003	2004	2005	2006	2007	2008	2009
Asian American	84%	83%	87%	82%	86%	86%	86%	88%
African American	85%	89%	81%	81%	82%	82%	74%	86%
Latino	81%	80%	76%	82%	78%	74%	78%	82%
American Indian	79%	78%	82%	80%	69%	82%	60%	73%
Minority total	83%	82%	82%	82%	81%	80%	80%	84%
White	84%	85%	83%	85%	84%	85%	83%	85%
Other/Unknown	78%	78%	84%	84%	82%	86%	83%	86%
International	83%	81%	81%	87%	84%	87%	79%	79%
All	84%	84%	83%	84%	83%	84%	83%	85%

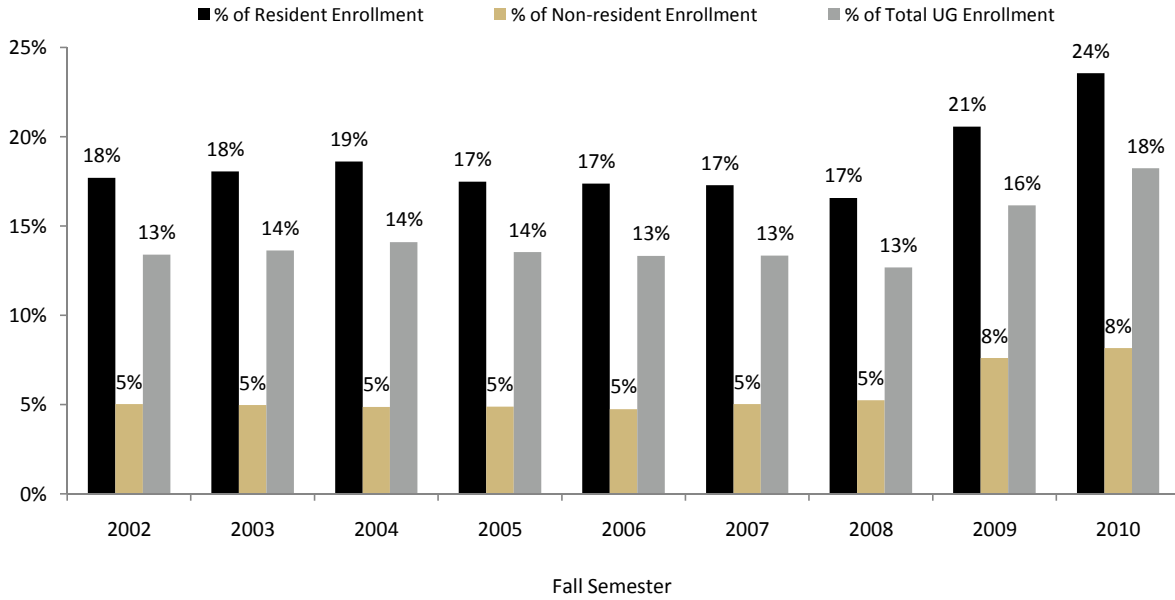
University of Colorado Boulder
Fall Enrollment of First-Generation Students
(Percent of Undergraduate Enrollment)



	2002	2003	2004	2005	2006	2007	2008	2009	2010
Resident UG First Generation Enrolled	3,413	3,613	3,668	3,691	3,662	3,598	3,515	3,488	3,315
Non-resident UG First Generation Enrolled	600	667	681	657	709	730	813	830	777
Total UG First Generation Enrolled	4,013	4,280	4,349	4,348	4,371	4,328	4,328	4,318	4,092
% of Resident UG Enrollment	22%	22%	22%	22%	22%	22%	21%	21%	20%
% of Non-resident UG Enrollment	8%	8%	8%	9%	9%	9%	9%	10%	9%
% of Total UG Enrollment	17%	17%	18%	18%	18%	18%	17%	17%	16%

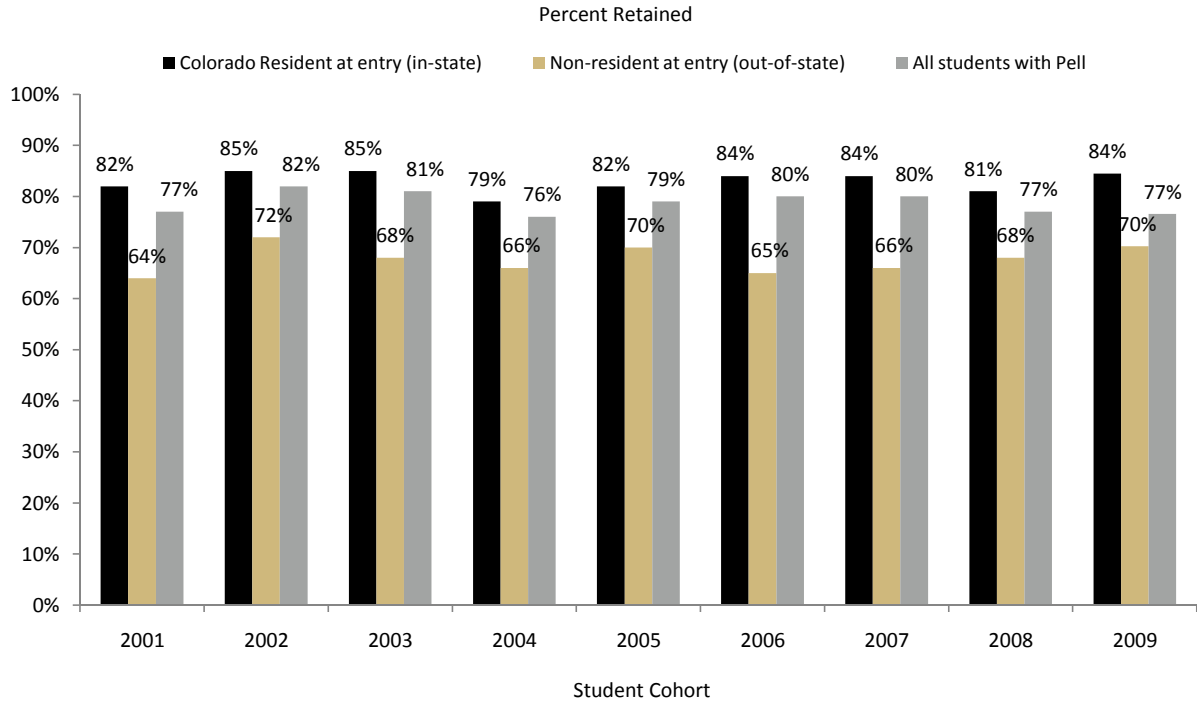
* First generation defined as an undergraduate with neither parent possessing a 4-year degree

**University of Colorado Boulder
Fall Enrollment of Pell Grant Recipients
(Percent of Undergraduate Enrollment)**



	2002	2003	2004	2005	2006	2007	2008	2009	2010
Resident	2,743	2,935	3,088	2,908	2,892	2,869	2,730	3,452	3,824
Non-resident	400	412	396	371	372	396	451	656	700
Total UG pell recipients enrolled	3,143	3,347	3,484	3,279	3,264	3,265	3,181	4,108	4,524
% of Resident Enrollment	18%	18%	19%	17%	17%	17%	17%	21%	24%
% of Non-resident Enrollment	5%	5%	5%	5%	5%	5%	5%	8%	8%
% of Total UG Enrollment	13%	14%	14%	14%	13%	13%	13%	16%	18%

University of Colorado Boulder
1-Year Retention Rates of Freshman Pell Grant Recipients



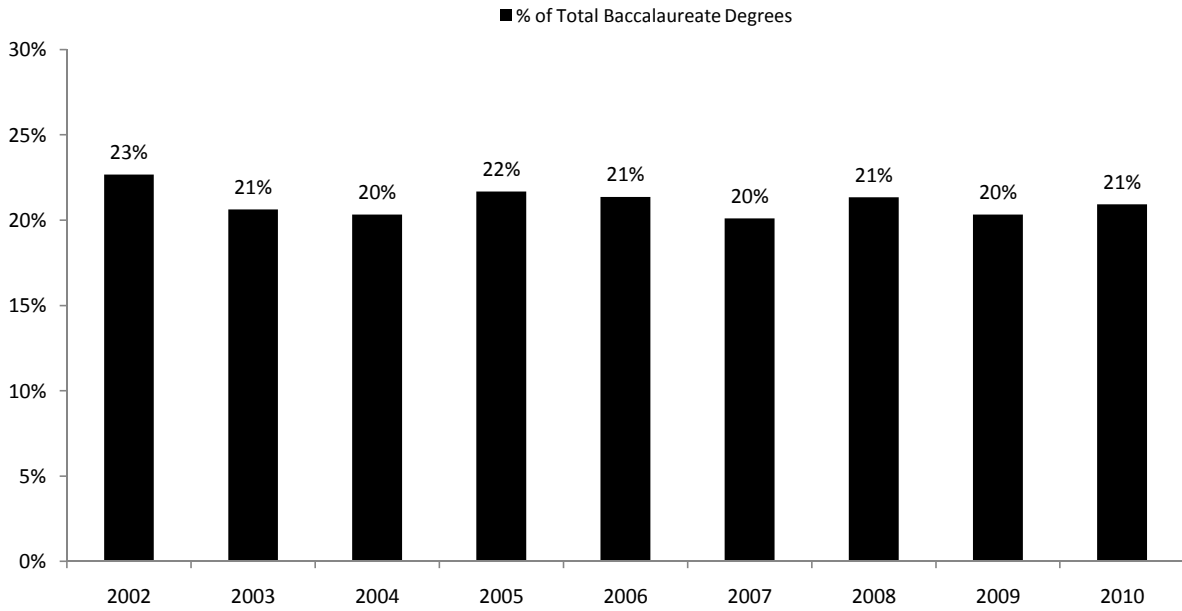
	2001	2002	2003	2004	2005	2006	2007	2008	2009
All students with Pell									
First-Year Student Cohorts*	519	556	580	614	535	605	599	628	832
Number Retained**	400	456	470	467	423	484	479	484	637
Percent Retained	77%	82%	81%	76%	79%	80%	80%	77%	77%
Colorado Resident at entry (in-state)									
First-Year Student Cohorts*	384	419	431	488	433	470	474	452	637
Number Retained**	315	356	366	386	355	395	398	366	538
Percent Retained	82%	85%	85%	79%	82%	84%	84%	81%	84%
Non-resident at entry (out-of-state)									
First-Year Student Cohorts*	135	137	149	126	102	135	125	176	195
Number Retained**	86	99	101	83	71	88	83	120	137
Percent Retained	64%	72%	68%	66%	70%	65%	66%	68%	70%

Note: this is retention of students who received Pell in their first entry year

* First-Time freshmen w/Pell entering Summer/Fall term

**Number enrolled in subsequent fall

**University of Colorado Boulder
Baccalaureate Degrees Granted to Pell Grant Recipients**

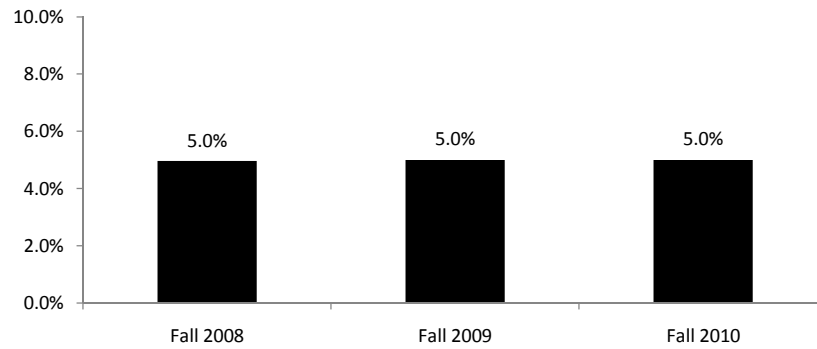


	2002	2003	2004	2005	2006	2007	2008	2009	2010
Baccalaureate Degrees Awarded to Pell Recipients*	998	963	976	1,111	1,143	1,074	1,137	1,018	1,157
% of Total Baccalaureate Degrees	23%	21%	20%	22%	21%	20%	21%	20%	21%

* counted if student was ever a Pell recipient

**University of Colorado Boulder
Enrollment of Students with Disabilities**

Undergraduate Students formally registered with the Office of Disability Services
as a Percent of All Undergraduates

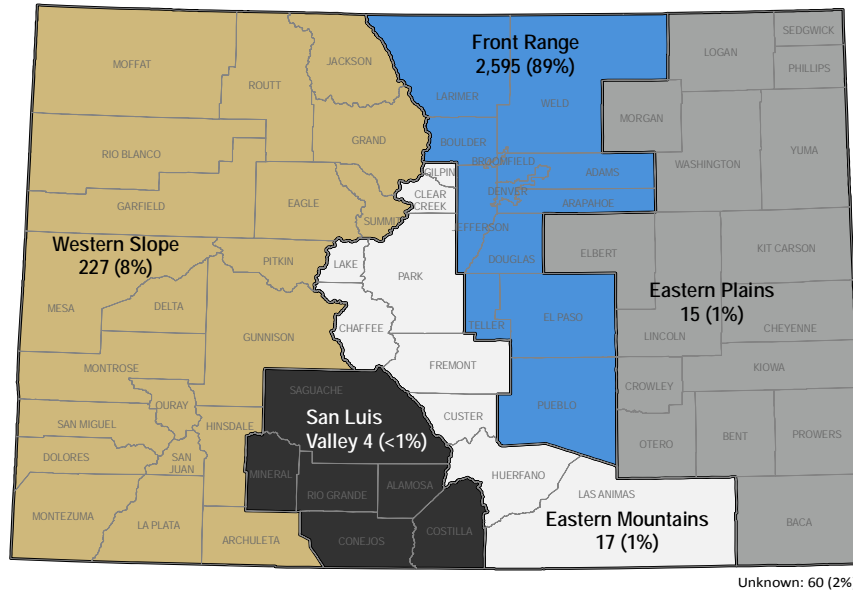


Number of undergraduates registered with Office of Disability Services*
Percent of all undergraduates

	Fall 2008	Fall 2009	Fall 2010
Number of undergraduates registered with Office of Disability Services*	1,260	1,288	1,260
Percent of all undergraduates	5.0%	5.0%	5.0%

**University of Colorado Boulder
New Resident Freshmen, Fall 2010
Home Region**

(Based on County at Time of Admission, End-of-Term Enrollment)



Region	12th Graders Enrolled in CO Public Schools ¹	CU Boulder New Resident Freshmen, Fall 2010	
		Enrolled ²	Percent
Eastern Mountains	2%	17	1%
Eastern Plains	4%	15	1%
Front Range	81%	2,595	89%
San Luis Valley	1%	4	<1%
Western Slope	10%	227	8%
unknown	2%	60	2%
Total	100%	2,918	100%

¹ Distribution of 12th grade students enrolled in Colorado public schools based on school district enrollment.

Data source: Colorado Department of Education, www.cde.state.co.us/index_stats.htm.

For students enrolled in BOCES, schools part of the Charter School Institute, or detention centers, region is shown as "unknown."

² Home region of new resident freshmen based on county at time of admission. Data source: SURDS Enrollment File.

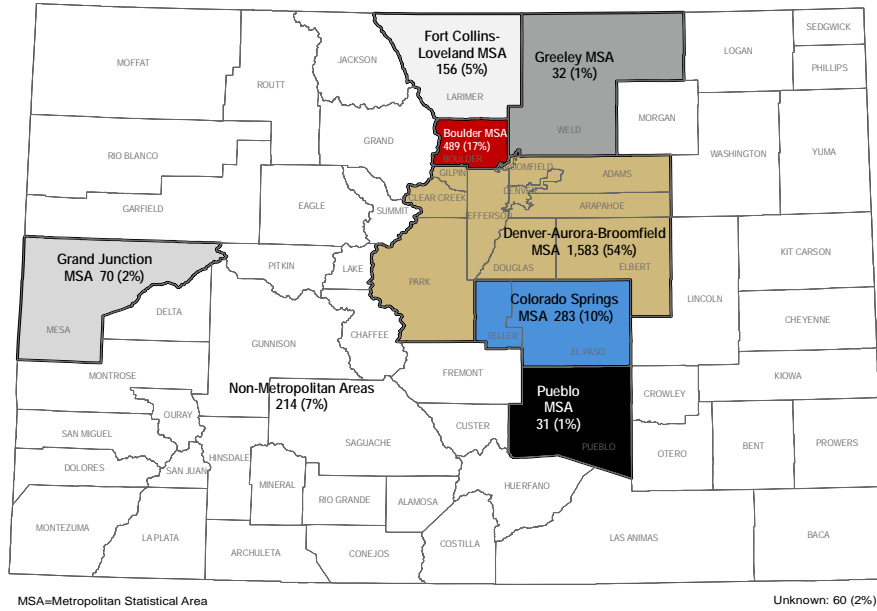
State regions defined at: Colorado Division of Local Government, State Demography Office.
www.dola.colorado.gov/demog/population/geoarea.pdf

Note: Enrollment data for new freshmen are based on end-of-term enrollment. All other enrollment data are based on census date enrollment.

Due to changes in the student information system, Fall 10 data are not comparable to prior terms.

University of Colorado Boulder
New Resident Freshmen, Fall 2010
Home Region: Metropolitan and Non-Metropolitan Areas

(Based on County at Time of Admission, End-of-Term Enrollment)



Metro Area	12th Graders Enrolled in CO Public Schools ¹	CU Boulder New Resident Freshmen, Fall 2010	
		Enrolled ²	Percent
Boulder MSA	7%	489	17%
Colorado Springs MSA	14%	283	10%
Denver-Aurora-Broomfield MSA	48%	1,583	54%
Fort Collins-Loveland MSA	5%	156	5%
Grand Junction MSA	3%	70	2%
Greeley MSA	4%	32	1%
Pueblo MSA	3%	31	1%
Non-Metro	13%	214	7%
unknown	2%	60	2%
Total	100%	2,918	100%

¹ Distribution of 12th grade students enrolled in Colorado public schools based on school district enrollment.

Data source: Colorado Department of Education, www.cde.state.co.us/index_stats.htm.

For students enrolled in BOCES, schools part of the Charter School Institute, or detention centers, region is shown as "unknown."

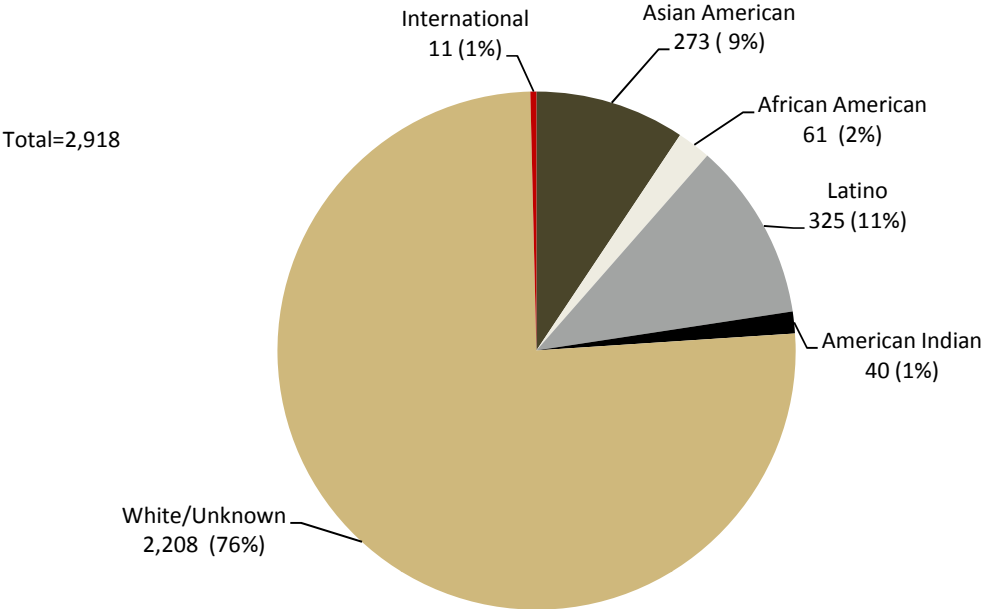
² Home region of new resident freshmen based on county at time of admission. Data source: SURDS Enrollment File.

Metropolitan Statistical Areas (MSAs) defined by U.S. Office of Management and Budget, OMB Bulletin No. 09-01, November 2008. www.whitehouse.gov/omb/assets/omb/bulletins/fy2009/09-01.pdf

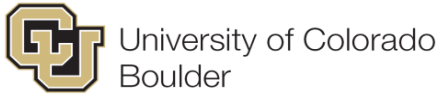
Note: Enrollment data for new freshmen are based on end-of-term enrollment. All other enrollment data are based on census date enrollment.

Due to changes in the student information system, Fall 10 data are not comparable to prior terms.

University of Colorado Boulder
New Resident Freshmen by Race/Ethnicity, Fall 2010
(End-of-Term Enrollment)



Note: Enrollment data for new freshmen are based on end-of-term enrollment. All other enrollment data are based on census date enrollment.



**University of Colorado Boulder
Faculty and Staff Diversity**

Data provided by the CU-Boulder Office of Planning, Budget, and Analysis
www.colorado.edu/pba/ia/

University of Colorado Boulder
Full-Time Faculty and Staff, Fall 2010

	Total	Female		Male		Minority		Ethnicity/Citizenship						
		#	%	#	%	#	%	African American	American Indian	Asian	Latino	White	Unknown	Inter-national
Faculty/Academic Staff	2,722	997	37%	1,725	63%	358	15%	34	12	208	104	1,967	139	258
Instructional Faculty	1,385	510	37%	875	63%	222	17%	27	8	126	61	1,053	63	47
Tenured/Tenure Track	1,089	349	32%	740	68%	190	18%	24	7	106	53	809	51	39
Full Professor	440	94	21%	346	79%	56	13%	4	2	31	19	371	7	6
Associate Professor	353	123	35%	230	65%	66	19%	11	2	33	20	258	20	9
Assistant Professor	296	132	45%	164	55%	68	25%	9	3	42	14	180	24	24
Non-Tenure Track	296	161	54%	135	46%	32	11%	3	1	20	8	244	12	8
Instructor/Sr. Instructor	296	161	54%	135	46%	32	11%	3	1	20	8	244	12	8
Research Faculty/Academic Research Staff	1,337	487	36%	850	64%	136	12%	7	4	82	43	914	76	211
Staff	2,829	1,532	54%	1,297	46%	754	27%	83	21	210	440	1,931	139	5
Executive/Administrative/Managerial	481	267	56%	214	44%	81	17%	26	3	22	30	374	25	1
Officers -- Faculty Status	18	3	17%	15	83%	3	18%	2	-	-	1	14	-	1
Officers -- Without Faculty Status	7	2	29%	5	71%	1	14%	-	-	1	-	6	-	-
Other -- Faculty Status	35	16	46%	19	54%	5	14%	3	-	1	1	30	-	-
Other -- Without Faculty Status	421	246	58%	175	42%	72	17%	21	3	20	28	324	25	-
Other Professionals (support/service)	773	421	54%	352	46%	137	18%	33	11	42	51	587	46	3
w/Faculty Status	44	29	66%	15	34%	6	14%	1	-	4	1	37	-	1
Exempt Professionals	256	153	60%	103	40%	59	23%	16	5	17	21	174	22	1
Classified Staff	473	239	51%	234	49%	72	15%	16	6	21	29	376	24	1
Technical and Paraprofessionals	503	330	66%	173	34%	89	18%	8	2	29	50	393	20	1
Clerical and Secretarial	321	267	83%	54	17%	40	12%	4	1	8	27	265	16	-
Skilled Crafts	182	7	4%	175	96%	38	21%	2	2	3	31	135	9	-
Service/Maintenance	569	240	42%	329	58%	369	65%	10	2	106	251	177	23	-
Faculty/Staff Total	5,551	2,529	46%	3,022	54%	1,112	21%	117	33	418	544	3,898	278	263

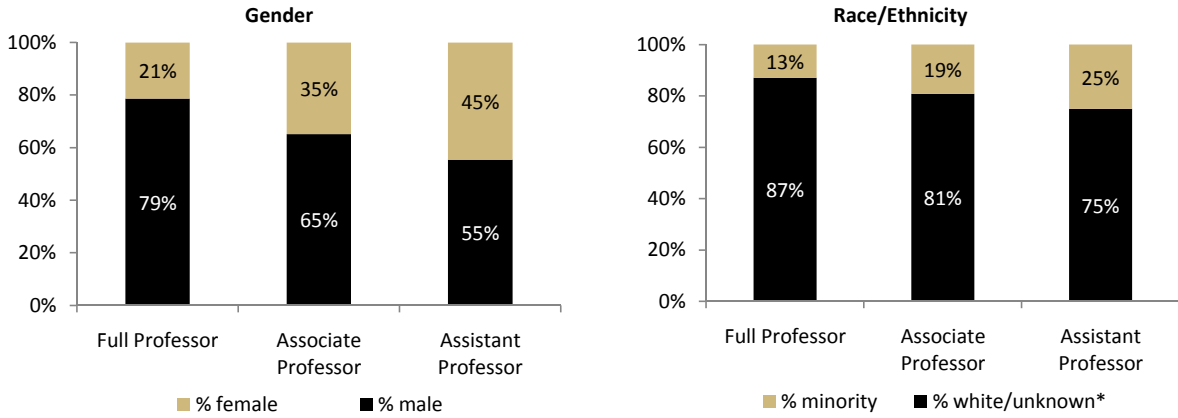
Notes: Includes all employees reported for IPEDS EAP for Fall 2010. Excludes student and other temporary employees.
 Individuals with active and paid leave appointments with known salary including all TTT status, instructor/sr. instructor status with 50%+ total time, and all others with 100% time as of Oct 1 2010.
 Minority total excludes white, unknown, international. Percent minority is total minority divided by all excluding international.

	Total	Ethnicity/Citizenship																				
		African American			American Indian			Asian			Latino			White			Unknown			International		
		Female	Male	% Female	Female	Male	% Female	Female	Male	% Female	Female	Male	% Female	Female	Male	% Female	Female	Male	% Female	Female	Male	% Female
Instructional Faculty	1,385	15	12	56%	6	2	75%	59	67	47%	25	36	41%	374	679	36%	19	44	30%	12	35	26%
Tenured/Tenure Track	1,089	13	11	54%	5	2	71%	46	60	43%	19	34	36%	244	565	30%	12	39	24%	10	29	26%
Full Professor	440	-	4	0%	-	2	0%	8	23	26%	3	16	16%	81	290	22%	2	5	29%	-	6	0%
Associate Professor	353	5	6	45%	2	-	100%	17	16	52%	11	9	55%	84	174	33%	3	17	15%	1	8	11%
Assistant Professor	296	8	1	89%	3	-	100%	21	21	50%	5	9	36%	79	101	44%	7	17	29%	9	15	38%
Non-Tenure Track	296	2	1	67%	1	-	100%	13	7	65%	6	2	75%	130	114	53%	7	5	58%	2	6	25%
Instructor/Sr. Instructor	296	2	1	67%	1	-	100%	13	7	65%	6	2	75%	130	114	53%	7	5	58%	2	6	25%
Tenured Faculty (a subset of Instructional Tenured/Tenure Track Faculty)	773	4	10	29%	2	2	50%	25	37	40%	13	25	34%	161	458	26%	4	19	17%	1	12	8%
Full Professor	440	-	4	0%	-	2	0%	8	23	26%	3	16	16%	81	290	22%	2	5	29%	-	6	0%
Associate Professor	332	4	6	40%	2	-	100%	17	14	55%	10	9	53%	80	167	32%	2	14	13%	1	6	14%
Assistant Professor	1	-	-	-	-	-	-	-	-	-	-	-	-	1	0%	-	-	-	-	-	-	-

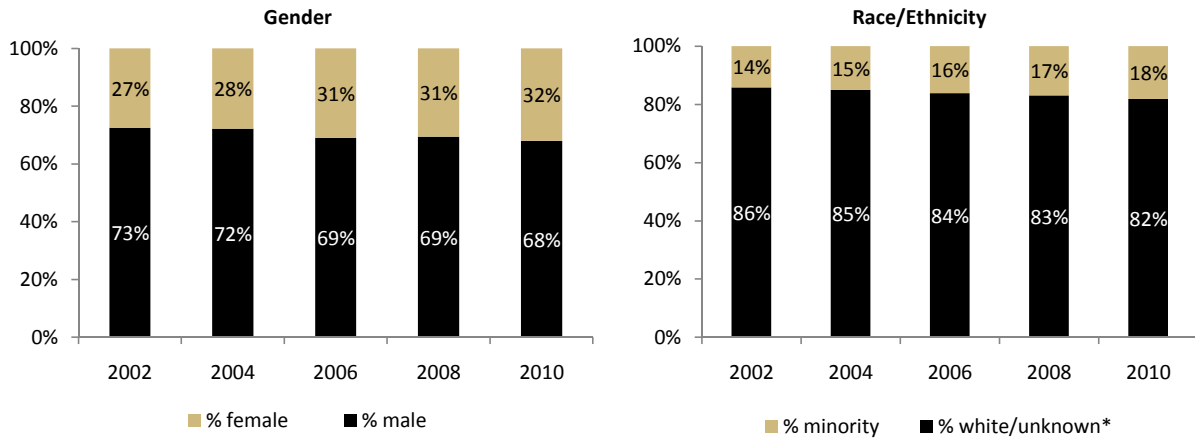
Notes: Includes all employees reported for IPEDS EAP for Fall 2010. Excludes student and other temporary employees.
 Individuals with active and paid leave appointments with known salary including all TTT status, instructor/sr. instructor status with 50%+ total time, and all others with 100% time as of Oct 1 2010.

University of Colorado Boulder

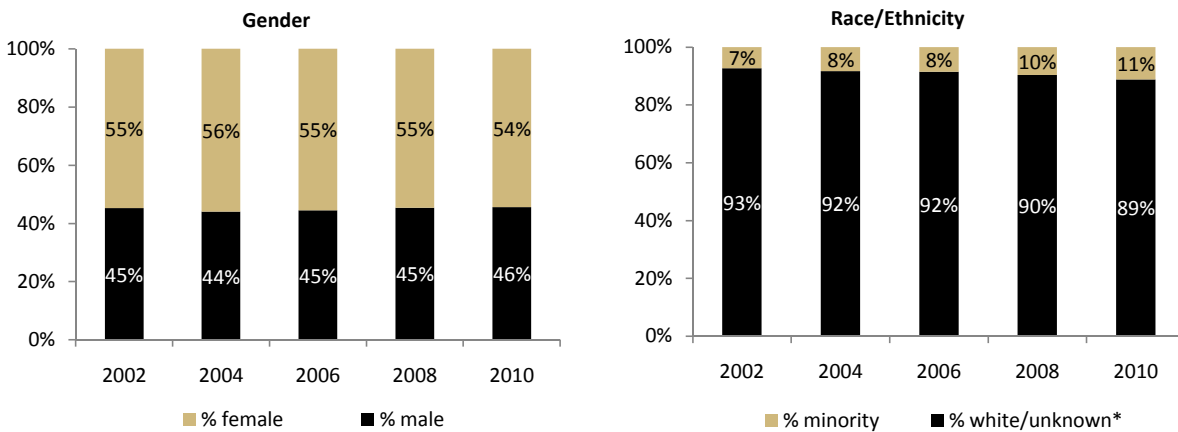
Regular Instructional Faculty, Fall 2010 Tenured/Tenure Track



Regular Instructional Faculty, Fall 2002 - Fall 2010 Tenured/Tenure Track Faculty All Ranks Combined



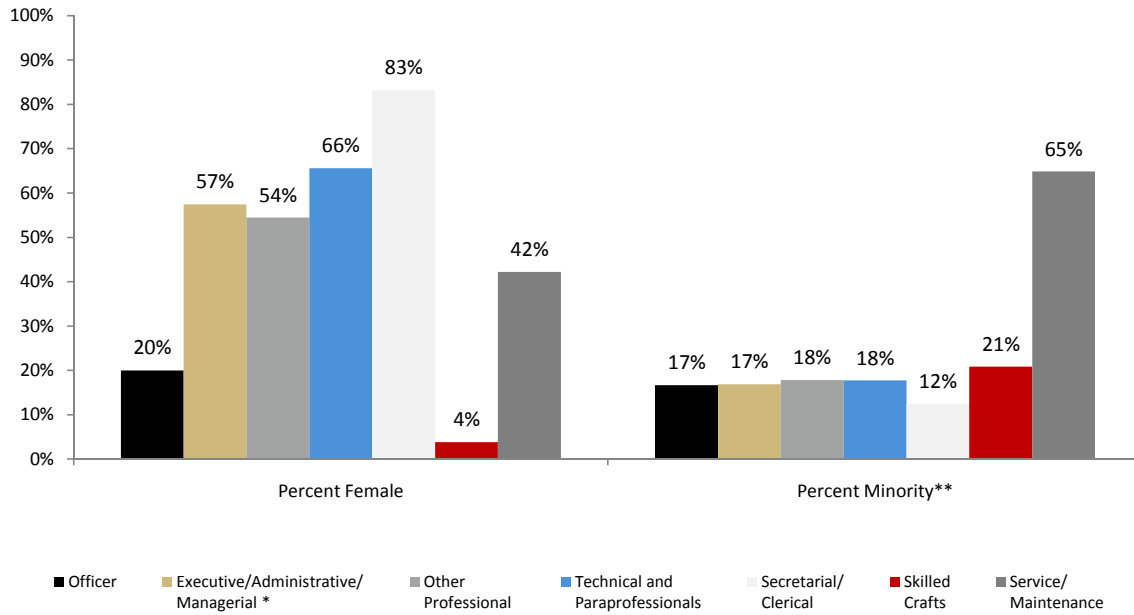
Non-Tenure Track Faculty Instructors and Senior Instructors Combined



* Percent minority and percent white/unknown calculations exclude international faculty.

University of Colorado Boulder

Staff Diversity by Occupational Category, Fall 2010



* Excluding officers

**Percent minority calculations exclude international staff



University of Colorado
Colorado Springs

University of Colorado Colorado Springs Diversity Data

Data provided by the UCCS Office of Institutional Research
www.uccs.edu/~irpage/

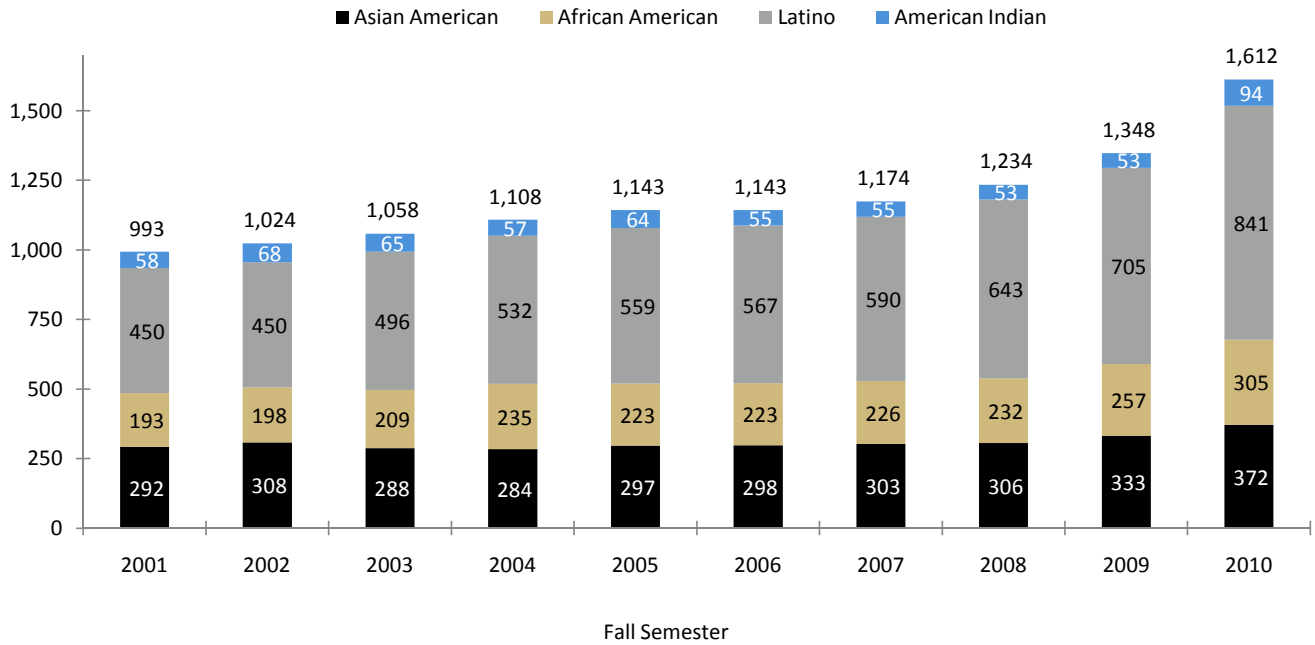


University of Colorado
Colorado Springs

**University of Colorado Colorado Springs
Student Diversity**

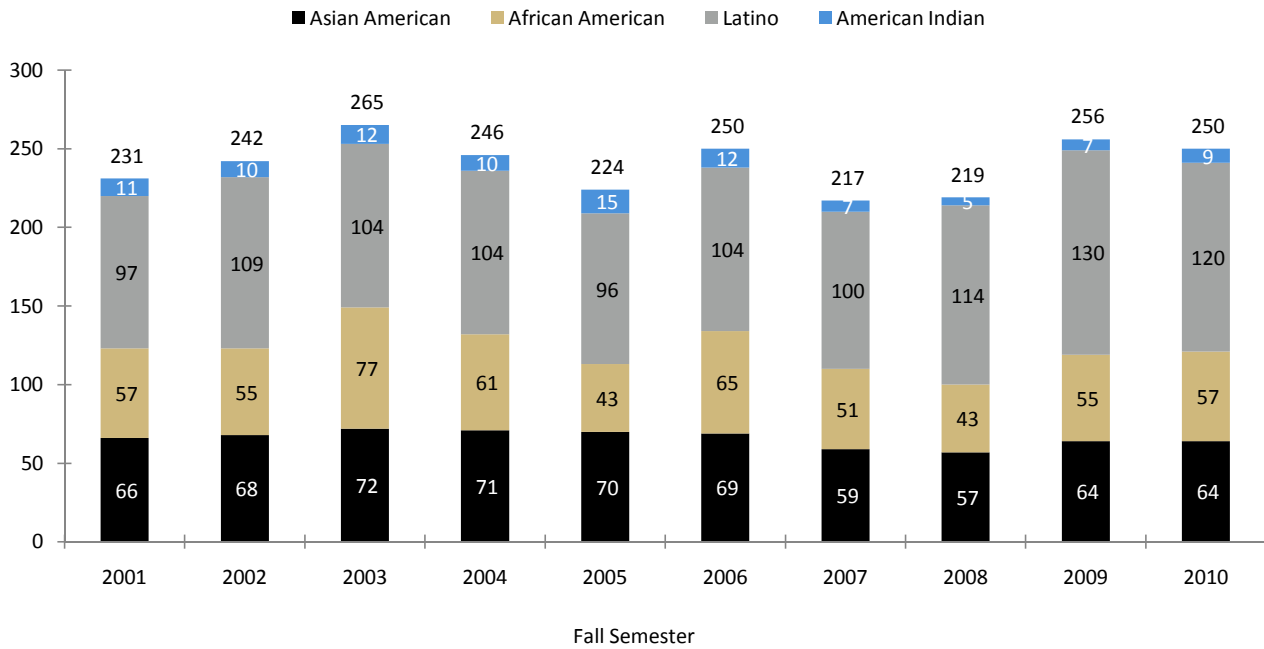
Data provided by the UCCS Office of Institutional Research
www.uccs.edu/~irpage/

**University of Colorado Colorado Springs
Undergraduate Fall Headcount Enrollment by Race/Ethnicity**



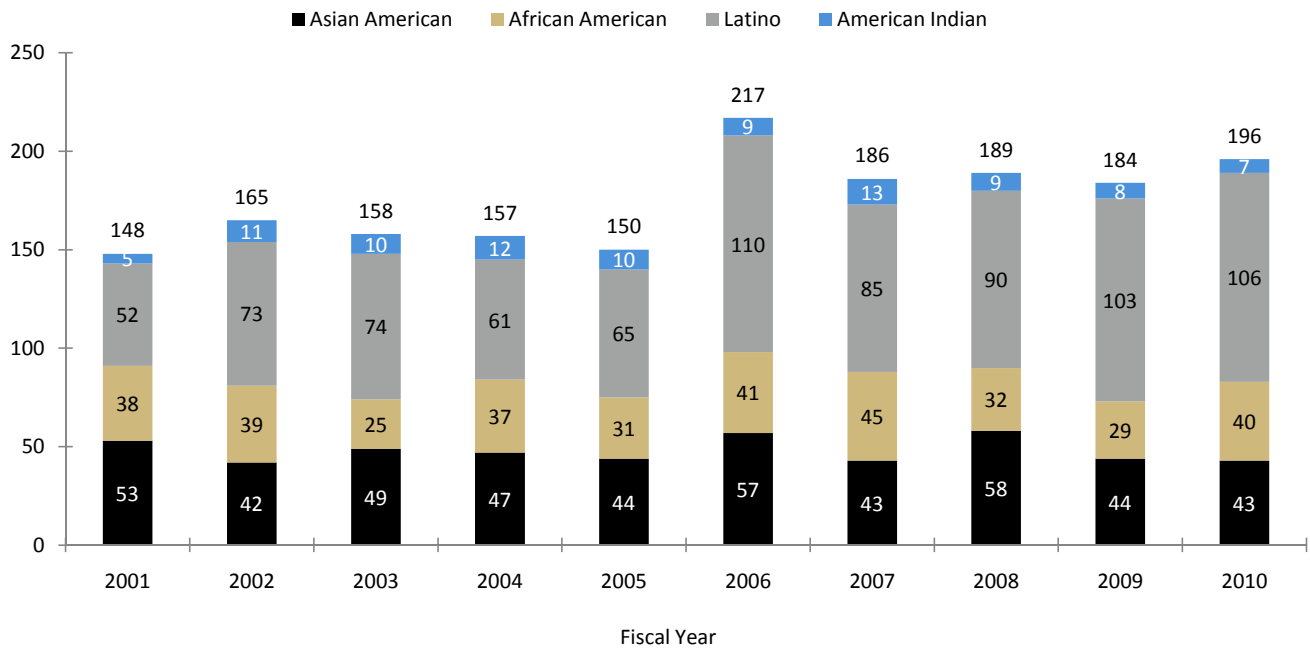
Ethnicity	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Asian American	292	308	288	284	297	298	303	306	333	372
African American	193	198	209	235	223	223	226	232	257	305
Latino	450	450	496	532	559	567	590	643	705	841
American Indian	58	68	65	57	64	55	55	53	53	94
White/Unknown	4,226	4,574	4,793	4,872	4,955	4,938	5,032	5,235	5,392	5,522
International	31	51	24	25	21	22	28	29	30	37
Total Enrollment	5,250	5,649	5,875	6,005	6,119	6,103	6,234	6,498	6,770	7,171
Minority Total	993	1,024	1,058	1,108	1,143	1,143	1,174	1,234	1,348	1,612
Minority as % of Total	19%	18%	18%	18%	19%	19%	19%	19%	20%	22%

**University of Colorado Colorado Springs
Graduate Fall Headcount Enrollment by Race/Ethnicity**



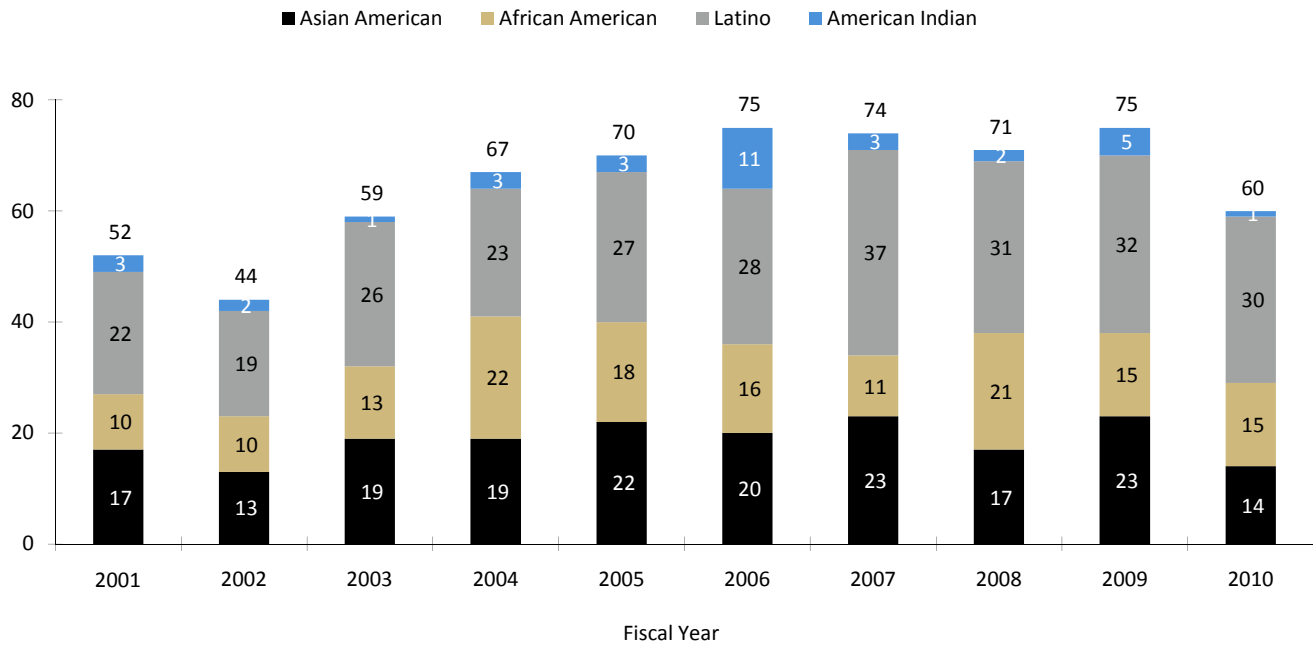
Ethnicity	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Asian American	66	68	72	71	70	69	59	57	64	64
African American	57	55	77	61	43	65	51	43	55	57
Latino	97	109	104	104	96	104	100	114	130	120
American Indian	11	10	12	10	15	12	7	5	7	9
White/Unknown	1,272	1,429	1,426	1,337	1,196	1,166	1,218	1,249	1,415	1,419
International	100	87	54	41	28	28	24	23	23	52
Total Enrollment	1,603	1,758	1,745	1,624	1,448	1,444	1,459	1,491	1,694	1,721
Minority Total	231	242	265	246	224	250	217	219	256	250
Minority as % of Total	14%	14%	15%	15%	15%	17%	15%	15%	15%	15%

**University of Colorado Colorado Springs
Baccalaureate Degrees Awarded by Race/Ethnicity**



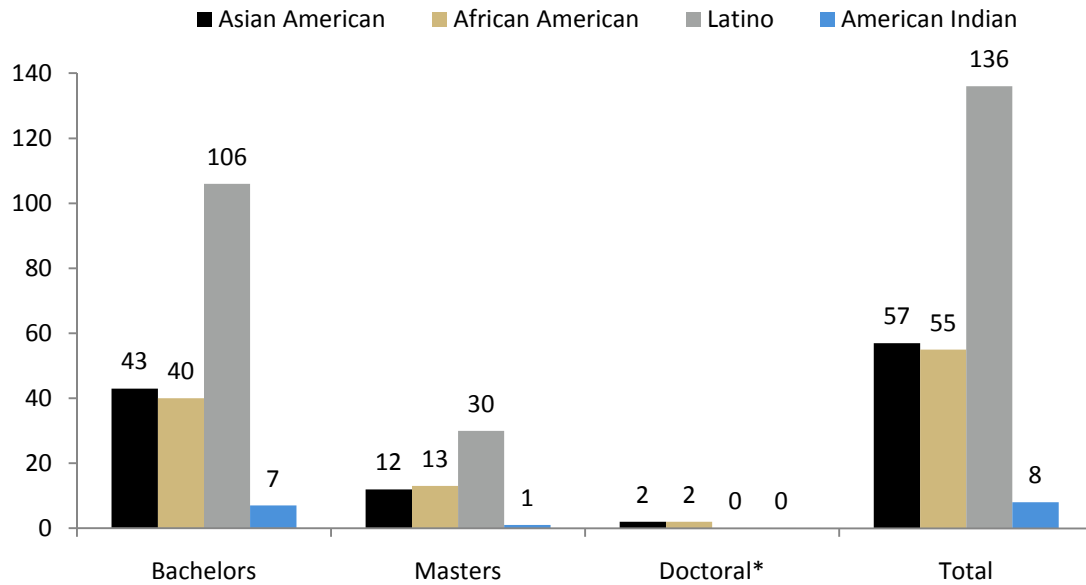
Ethnicity	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Asian American	53	42	49	47	44	57	43	58	44	43
African American	38	39	25	37	31	41	45	32	29	40
Latino	52	73	74	61	65	110	85	90	103	106
American Indian	5	11	10	12	10	9	13	9	8	7
White/Unknown	598	723	732	843	869	918	926	976	1037	1028
International	9	1	5	6	7	7	4	1	4	4
Total Degrees Awarded	755	889	895	1,006	1,026	1,142	1,116	1,166	1,225	1,228
Minority Total	148	165	158	157	150	217	186	189	184	196
Minority as % of Total	20%	19%	18%	16%	15%	19%	17%	16%	15%	16%

**University of Colorado Colorado Springs
Graduate Degrees Awarded by Race/Ethnicity**



Ethnicity	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Asian American	17	13	19	19	22	20	23	17	23	14
African American	10	10	13	22	18	16	11	21	15	15
Latino	22	19	26	23	27	28	37	31	32	30
American Indian	3	2	1	3	3	11	3	2	5	1
White/Unknown	354	343	382	475	460	413	416	423	459	451
International	13	24	24	24	24	13	10	9	7	2
Total Degrees Awarded	419	411	465	566	554	501	500	503	541	513
Minority Total	52	44	59	67	70	75	74	71	75	60
Minority as % of Total	12%	11%	13%	12%	13%	15%	15%	14%	14%	12%

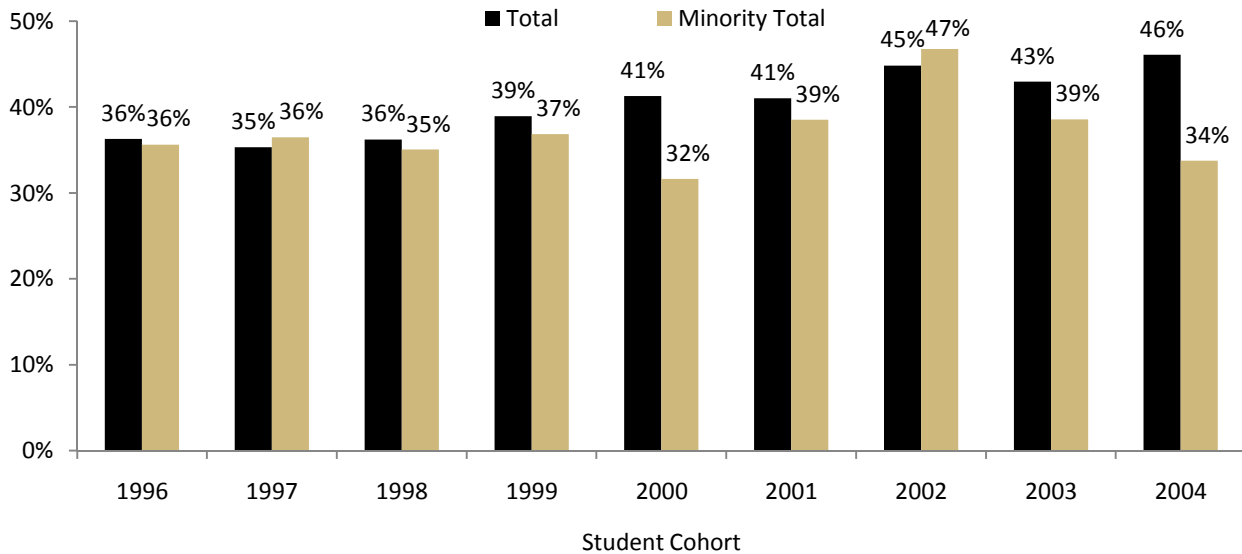
**University of Colorado Colorado Springs
Degrees Awarded by Race/Ethnicity
Fiscal Year 2010**



	Bachelors	Masters	Doctoral*	Total
Asian American	43	12	2	57
African American	40	13	2	55
Latino	106	30	0	136
American Indian	7	1	0	8
White/Unknown	1,028	439	12	1,479
International	4	1	1	6
Minority Total	196	56	4	256
Total	1,228	496	17	1,741

*Doctoral includes PhD and DNP.

**University of Colorado Colorado Springs
Undergraduate Six-Year Graduation Rates by Race/Ethnicity**

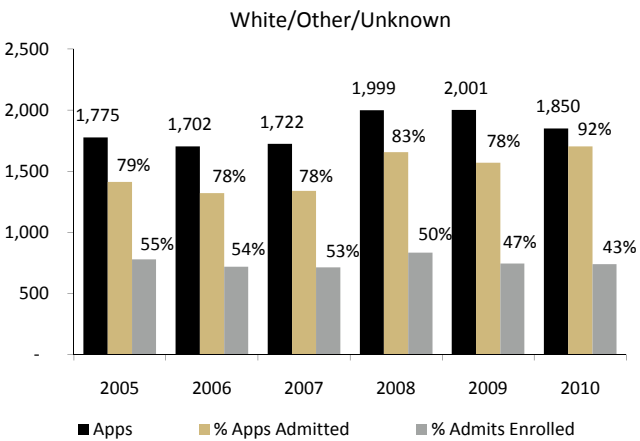
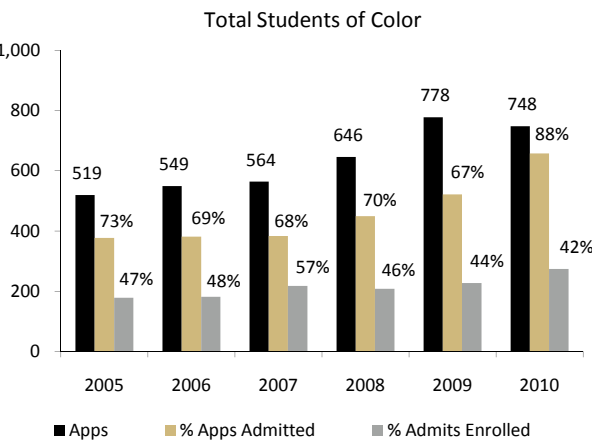
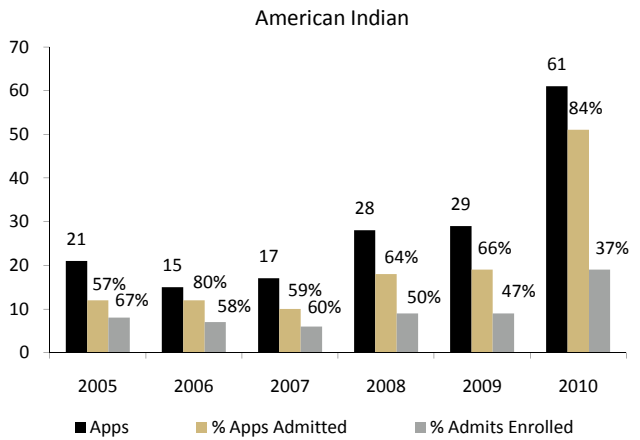
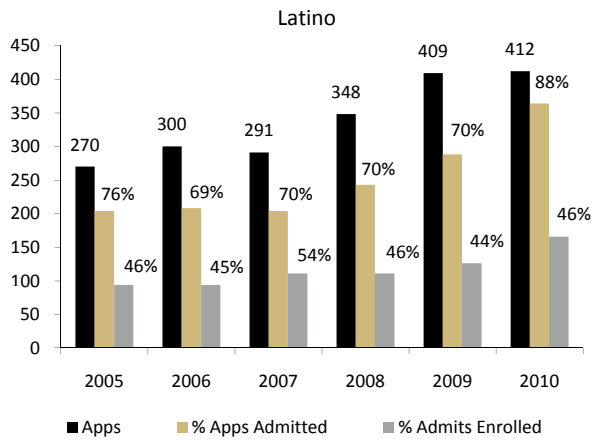
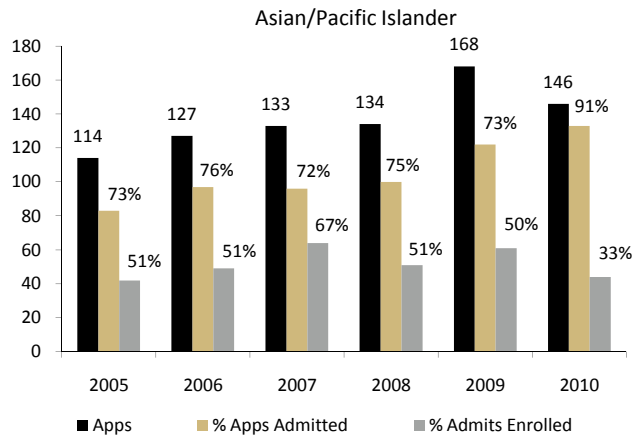
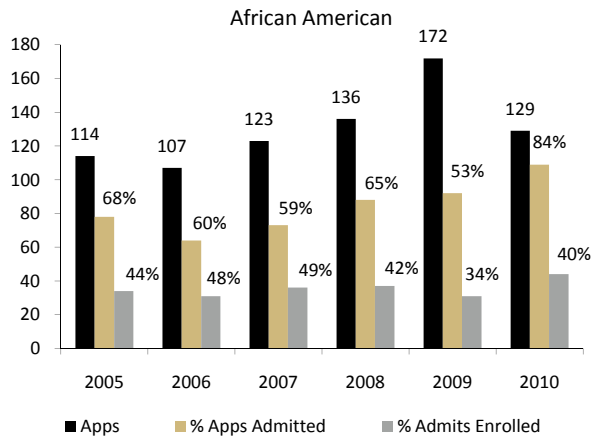


Undergraduate Cohort*	1996	1997	1998	1999	2000	2001	2002	2003	2004
Asian American	23	29	33	41	41	50	43	39	44
African American	16	24	19	29	27	17	26	24	34
Latino	30	39	58	77	60	61	65	71	76
American Indian	4	4	7	5	8	7	5	6	9
White	300	421	509	544	560	567	670	673	703
Unknown	10	18	17	21	35	35	35	40	30
International	0	6	3	2	3	4	6	4	2
Total	383	541	646	719	734	741	850	857	898
Minority Total	73	96	117	152	136	135	139	140	163

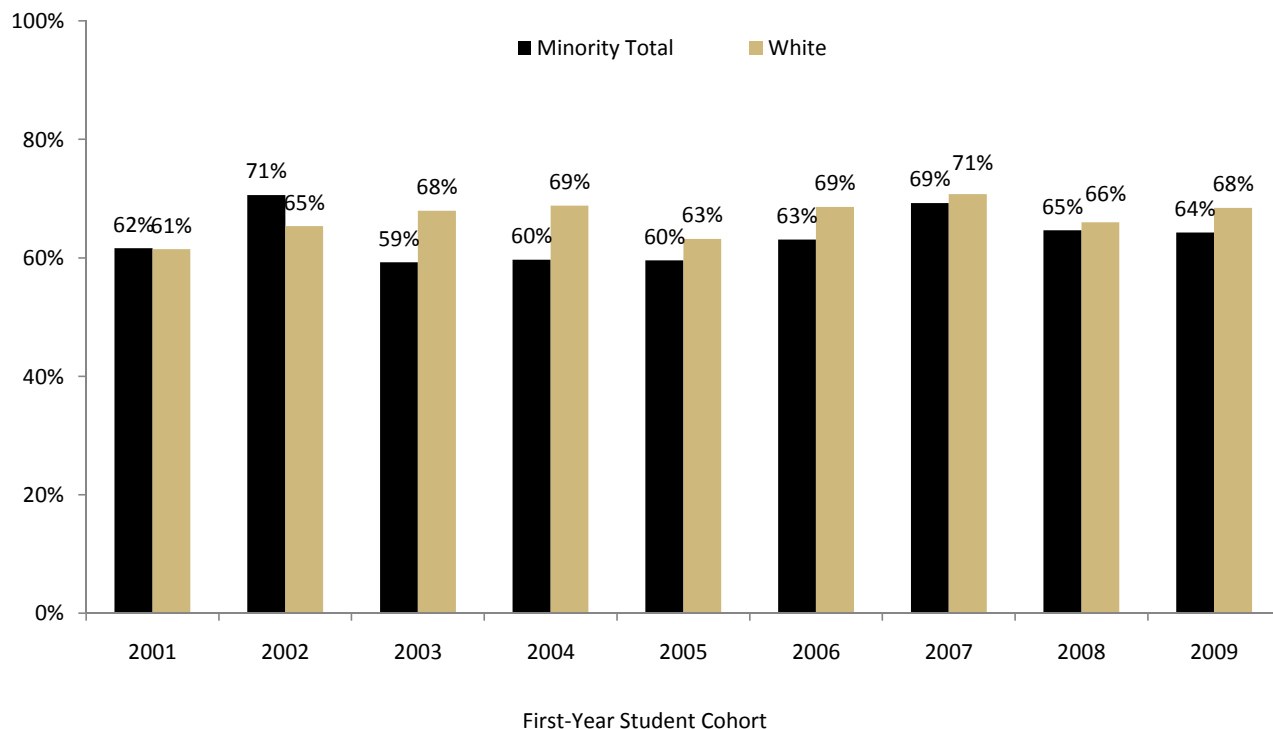
Six-Year Graduation Rate	1996	1997	1998	1999	2000	2001	2002	2003	2004
Asian American	48%	34%	39%	49%	32%	32%	53%	33%	39%
African American	13%	50%	32%	38%	22%	41%	46%	50%	15%
Latino	37%	31%	33%	31%	38%	41%	43%	41%	42%
American Indian	50%	25%	43%	20%	13%	57%	40%	0%	11%
White	36%	35%	37%	40%	44%	42%	44%	45%	50%
Unknown	40%	33%	35%	29%	40%	34%	49%	25%	27%
International	-	33%	0%	50%	67%	50%	67%	75%	0%
Total	36%	35%	36%	39%	41%	41%	45%	43%	46%
Minority Total	36%	36%	35%	37%	32%	39%	47%	39%	34%

* Cohorts include first-time first-year full-time students entering in the Fall semester.

University of Colorado Colorado Springs Fall Resident Freshman Applications, Acceptances and Enrollments by Race/Ethnicity



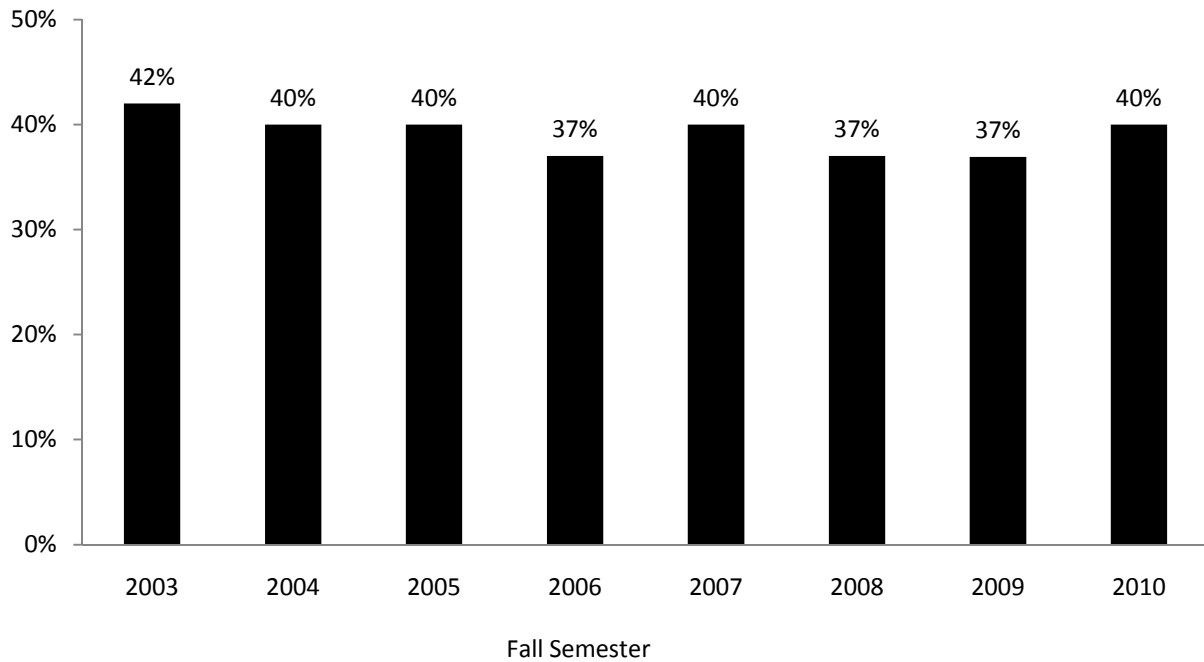
University of Colorado Colorado Springs 1-Year Freshman Retention Rates by Race/Ethnicity



First-year Cohort	2001	2002	2003	2004	2005	2006	2007	2008	2009
Asian American	54	48	44	49	46	52	70	56	65
African American	19	26	25	37	34	36	39	39	36
Latino	66	73	81	85	98	100	119	126	138
American Indian	7	6	7	10	10	7	6	11	10
Minority Total	146	153	157	181	188	195	234	232	249
White	623	722	714	750	790	752	725	871	783
Other/Unknown	36	38	43	31	45	43	50	52	61
International	5	6	4	2	3	6	4	3	4
Total	810	919	918	964	1,026	996	1,013	1,158	1,097

Percent Enrolled One Year Later	2001	2002	2003	2004	2005	2006	2007	2008	2009
Asian American	59%	67%	61%	55%	72%	58%	70%	71%	75%
African American	63%	77%	56%	54%	65%	58%	69%	67%	56%
Latino	59%	73%	60%	64%	54%	66%	69%	60%	62%
American Indian	100%	50%	43%	70%	40%	86%	67%	73%	60%
Minority Total	62%	71%	59%	60%	60%	63%	69%	65%	64%
White	61%	65%	68%	69%	63%	69%	71%	66%	68%
Other/Unknown	64%	74%	63%	45%	69%	67%	68%	85%	62%
International	60%	83%	100%	100%	100%	100%	75%	67%	100%
Total	62%	67%	66%	66%	63%	68%	70%	67%	67%

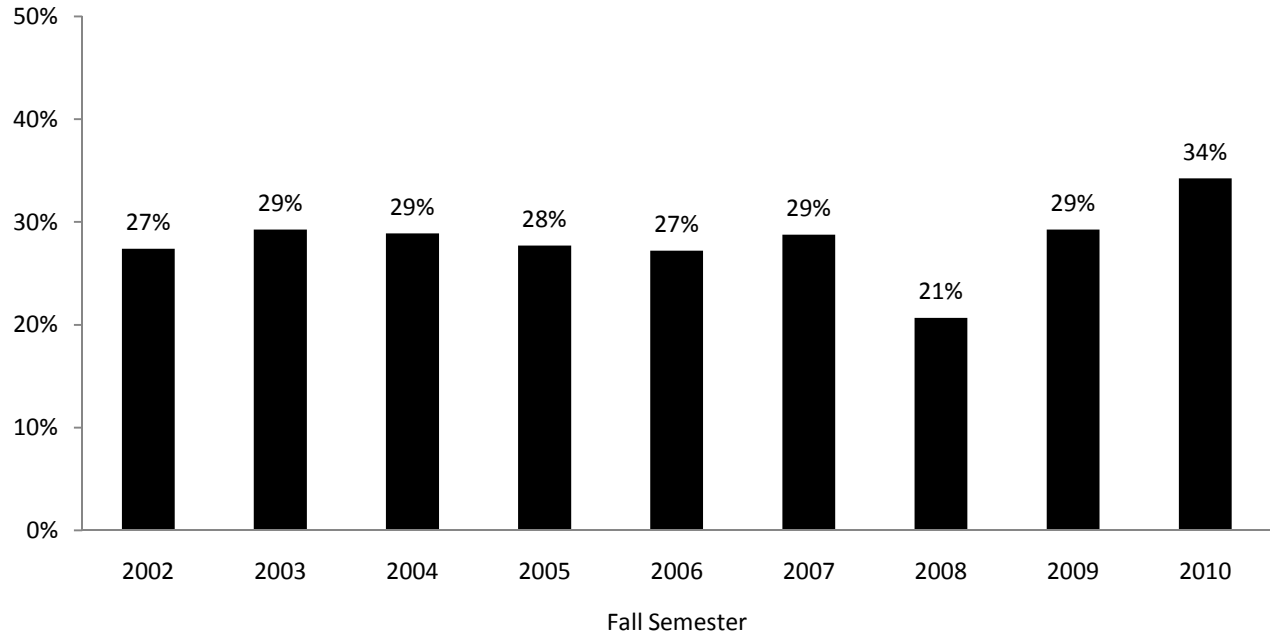
**University of Colorado Colorado Springs
 Estimated Fall Enrollment of First-Generation Students
 (Percent of Undergraduate Enrollment)**



	2003	2004	2005	2006	2007	2008	2009	2010
Total UG First Generation Enrolled	2,468	2,402	2,448	2,258	2,494	2,404	2,500	2,868
% of Total UG Enrollment	42%	40%	40%	37%	40%	37%	37%	40%

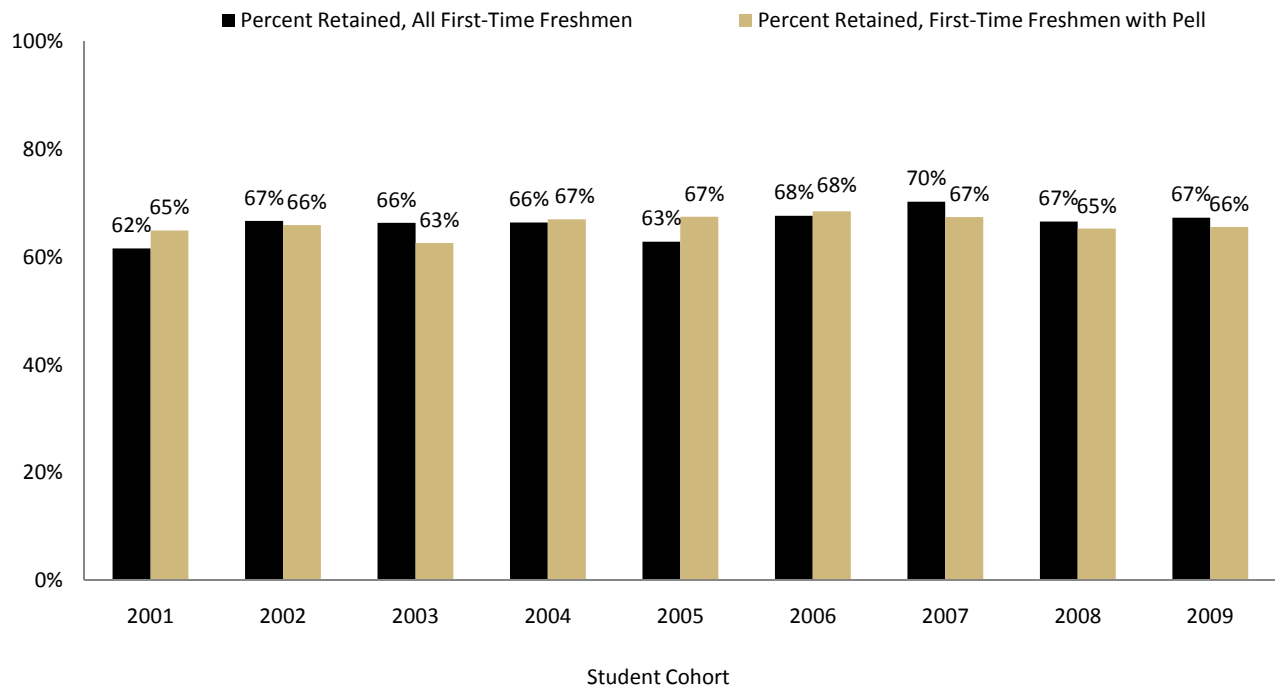
* First generation defined as an undergraduate with neither parent possessing a 4-year degree. UCCS estimate based on student surveys and FAFSA.

**University of Colorado Colorado Springs
Fall Enrollment of Pell Grant Recipients
(Percent of Undergraduate Enrollment)**



	2002	2003	2004	2005	2006	2007	2008	2009	2010
Total UG pell recipients enrolled	1,547	1,719	1,735	1,696	1,661	1,793	1,343	1,980	2,455
% of Total UG Enrollment	27%	29%	29%	28%	27%	29%	21%	29%	34%

**University of Colorado Colorado Springs
1-Year Retention Rates of Freshman Pell Grant Recipients**

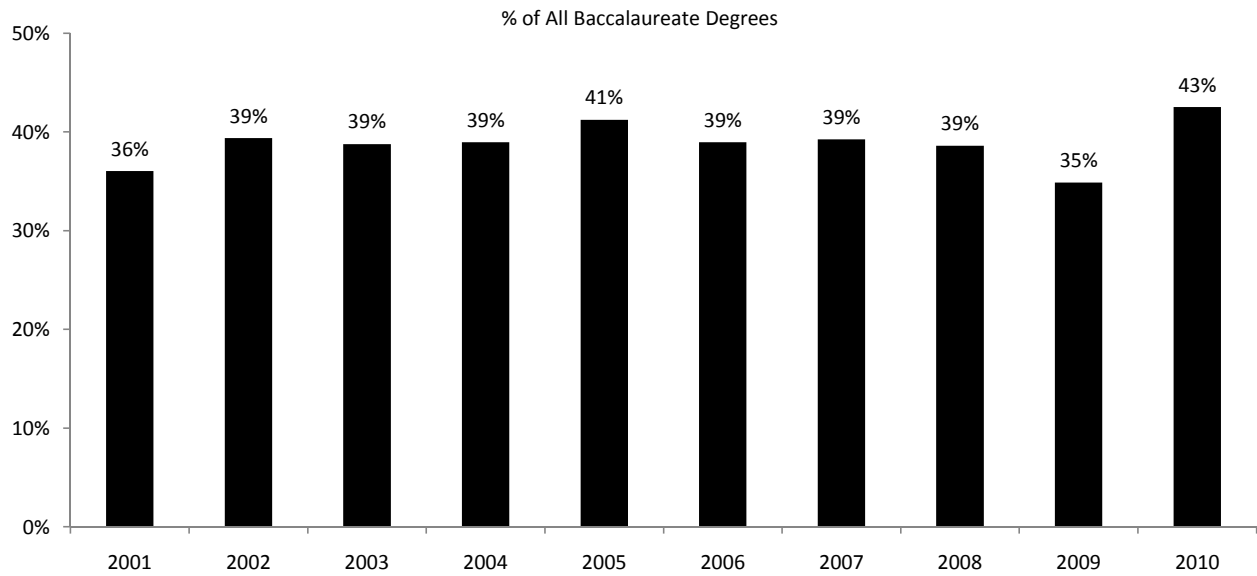


	2001	2002	2003	2004	2005	2006	2007	2008	2009
First-Year Student Cohorts*	151	185	198	221	215	219	230	236	296
Number Retained**	98	122	124	148	145	150	155	154	194
Percent Retained, First-Time Freshmen with Pell	65%	66%	63%	67%	67%	68%	67%	65%	66%
Percent Retained, All First-Time Freshmen	62%	67%	66%	66%	63%	68%	70%	67%	67%

* First-Time freshmen (FRF, FRO, FRN) w/Pell entering Fall term

**Number enrolled in subsequent fall

**University of Colorado Colorado Springs
Baccalaureate Degrees Granted to Pell Grant Recipients**

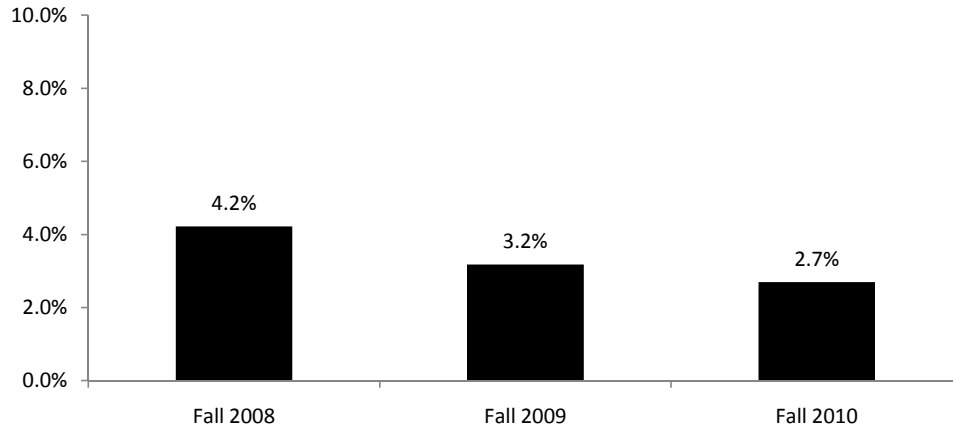


	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Baccalaureate Degrees Awarded to Pell Recipients*	272	350	347	392	423	445	438	450	427	522
% of Total Baccalaureate Degrees	36%	39%	39%	39%	41%	39%	39%	39%	35%	43%

* counted if student was ever a Pell recipient

University of Colorado Colorado Springs Enrollment of Students with Disabilities

Undergraduate Students formally registered with the Office of Disability Services
as a Percent of All Undergraduates

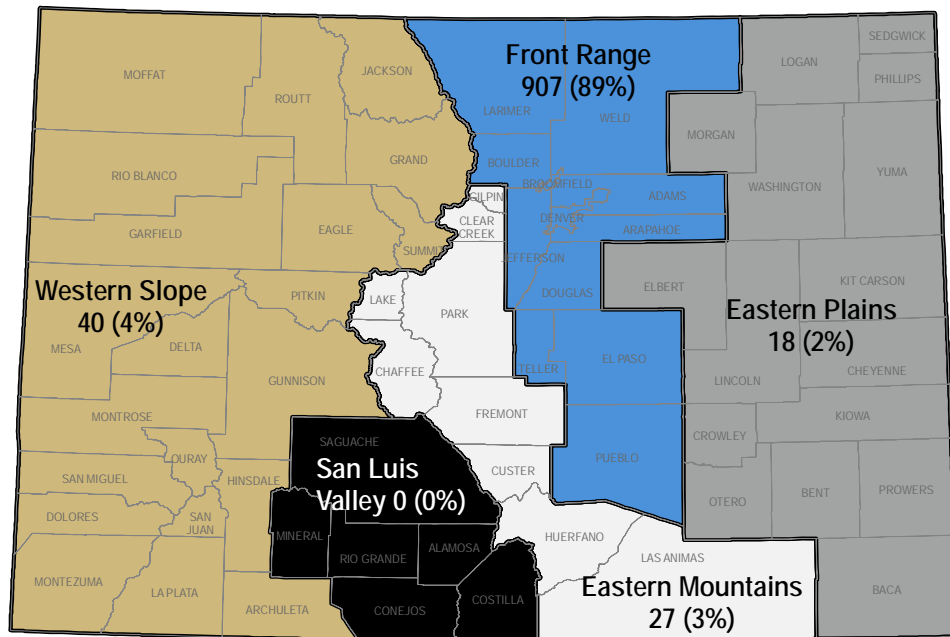


Number of undergraduates registered with Office of Disability Services
Percent of all undergraduates

	Fall 2008	Fall 2009	Fall 2010
Number of undergraduates registered with Office of Disability Services	274	215	193
Percent of all undergraduates	4.2%	3.2%	2.7%

**University of Colorado Colorado Springs
New Resident Freshmen, Fall 2010
Home Region**

(Based on County of Origin, End-of-Term Enrollment)



Unknown: 29 (3%)

Region	12th Graders Enrolled in CO Public Schools ¹	UCCS New Resident Freshmen, Fall 2010	
		Enrolled ²	Percent
Eastern Mountains	2%	27	3%
Eastern Plains	4%	18	2%
Front Range	81%	907	89%
San Luis Valley	1%	-	0%
Western Slope	10%	40	4%
unknown	2%	29	3%
Total	100%	1,021	100%

¹ Distribution of 12th grade students enrolled in Colorado public schools based on school district enrollment.

Data source: Colorado Department of Education, www.cde.state.co.us/index_stats.htm.

For students enrolled in BOCES, schools part of the Charter School Institute, or detention centers, region is shown as "unknown."

² Home region of new resident freshmen based on county at time of admission. Data source: SURDS Enrollment File.

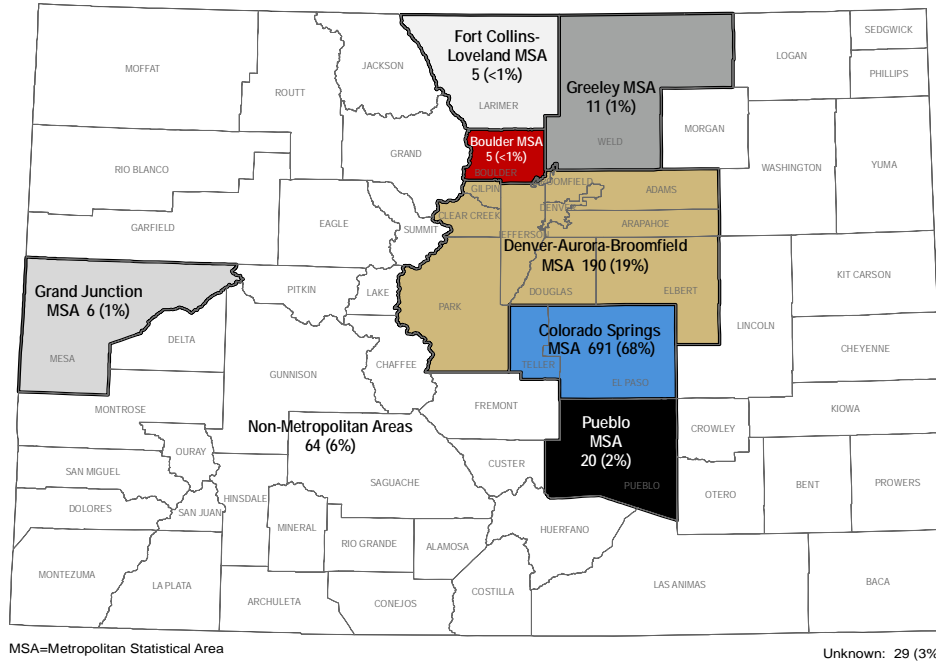
State regions defined at: Colorado Division of Local Government, State Demography Office.
www.dola.colorado.gov/demog/population/geoarea.pdf

Note: Enrollment data for new freshmen are based on end-of-term enrollment. All other enrollment data are based on census date enrollment.

Due to changes in the student information system, Fall 10 data are not comparable to prior terms.

**University of Colorado Colorado Springs
New Resident Freshmen, Fall 2010
Home Region: Metropolitan and Non-Metropolitan Areas**

(Based on County of Origin, End-of-Term Enrollment)



Metro Area	12th Graders Enrolled in CO Public Schools ¹	UCCS New Resident Freshmen, Fall 2010	
		Enrolled ²	Percent
Boulder MSA	7%	5	<1%
Colorado Springs MSA	14%	691	68%
Denver-Aurora-Broomfield MSA	48%	190	19%
Fort Collins-Loveland MSA	5%	5	<1%
Grand Junction MSA	3%	6	1%
Greeley MSA	4%	11	1%
Pueblo MSA	3%	20	2%
Non-Metro	13%	64	6%
unknown	2%	29	3%
Total	100%	1,021	100%

¹ Distribution of 12th grade students enrolled in Colorado public schools based on school district enrollment.

Data source: Colorado Department of Education, www.cde.state.co.us/index_stats.htm.

For students enrolled in BOCES, schools part of the Charter School Institute, or detention centers, region is shown as "unknown."

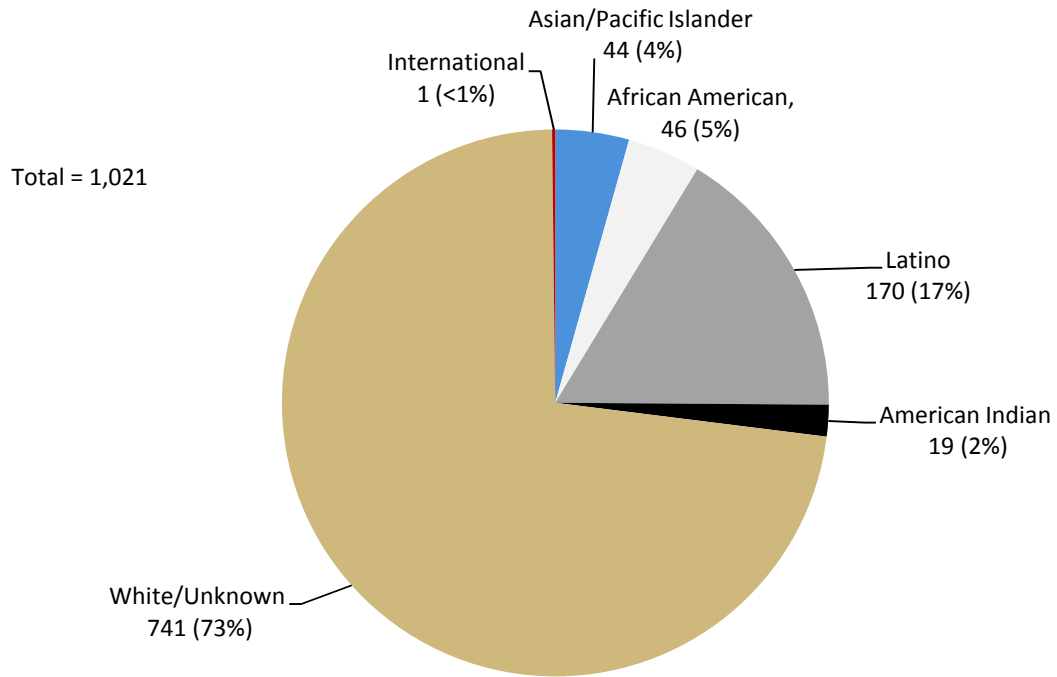
² Home region of new resident freshmen based on county at time of admission. Data source: SURDS Enrollment File.

Metropolitan Statistical Areas (MSAs) defined by U.S. Office of Management and Budget, OMB Bulletin No. 09-01, November 2008. www.whitehouse.gov/omb/assets/omb/bulletins/fy2009/09-01.pdf

Note: Enrollment data for new freshmen are based on end-of-term enrollment. All other enrollment data are based on census date enrollment.

Due to changes in the student information system, Fall 10 data are not comparable to prior terms.

University of Colorado Colorado Springs
New Resident Freshmen by Race/Ethnicity, Fall 2010
(End-of-Term Enrollment)



Note: Enrollment data for new freshmen are based on end-of-term enrollment. All other enrollment data are based on census date enrollment.



University of Colorado
Colorado Springs

**University of Colorado Colorado Springs
Faculty and Staff Diversity**

Data provided by the UCCS Office of Institutional Research
www.uccs.edu/~irpage/

University of Colorado Colorado Springs
Full-Time Faculty and Staff, Fall 2010

	Total	Female		Male		Minority		Ethnicity/Citizenship						
		#	%	#	%	#	%	African American	American Indian	Asian	Latino	White	Unknown	Inter-national
Faculty/Academic Staff	339	176	52%	163	48%	48	14%	7	3	17	21	269	22	0
Instructional Faculty	317	161	51%	156	49%	46	15%	7	3	16	20	253	18	0
Tenured/Tenure Track	214	92	43%	122	57%	31	14%	5	2	13	11	171	12	0
Full Professor	69	13	19%	56	81%	7	10%	1	0	3	3	61	1	0
Associate Professor	66	35	53%	31	47%	7	11%	2	1	1	3	56	3	0
Assistant Professor	79	44	56%	35	44%	17	22%	2	1	9	5	54	8	0
Non-Tenure Track	103	69	67%	34	33%	15	15%	2	1	3	9	82	6	0
Instructor/Sr. Instructor	103	69	67%	34	33%	15	15%	2	1	3	9	82	6	0
Research Faculty/Academic Research Staff	15	8	53%	7	47%	2	13%	0	0	1	1	11	2	0
Public Service Faculty*	7	7	100%	0	0%	0	0%	0	0	0	0	5	2	0
Staff	409	222	54%	187	46%	85	21%	27	4	12	42	308	16	0
Executive/Administrative/Managerial	90	49	54%	41	46%	12	13%	3	0	4	5	74	4	0
Officers	14	6	43%	8	57%	3	21%	0	0	2	1	11	0	0
Other	76	43	57%	33	43%	9	12%	3	0	2	4	63	4	0
Other Professionals (support/service)	148	77	52%	71	48%	28	19%	9	3	3	13	111	9	0
Exempt Professionals	56	28	50%	28	50%	11	20%	3	2	1	5	39	6	0
Classified Staff	92	49	53%	43	47%	17	18%	6	1	2	8	72	3	0
Technical and Paraprofessionals	1	1	100%	0	0%	1	100%	1	0	0	0	0	0	0
Clerical and Secretarial	94	81	86%	13	14%	16	17%	3	0	2	11	77	1	0
Service/Maintenance	76	14	18%	62	82%	28	37%	11	1	3	13	46	2	0
Faculty/Staff Total	748	398	53%	350	47%	133	18%	34	7	29	63	577	38	0

*Clinical faculty.

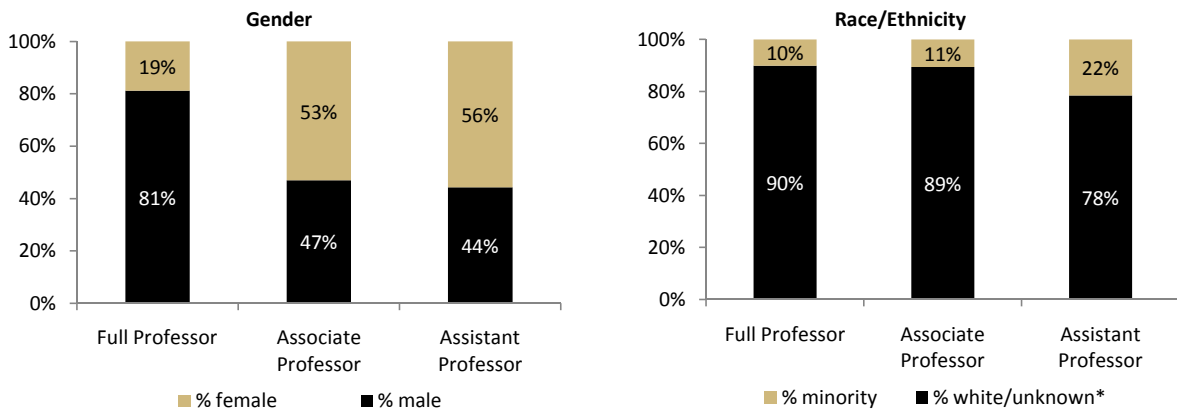
Notes: Includes all employees reported for IPEDS EAP for Fall 2010. Excludes student and other temporary employees.
Minority total excludes white, unknown, international. Percent minority is total minority divided by all excluding international.

	Total	Ethnicity/Citizenship and Gender																				
		African American			American Indian			Asian			Latino			White			Unknown			International		
		Female	Male	% Female	Female	Male	% Female	Female	Male	% Female	Female	Male	% Female	Female	Male	% Female	Female	Male	% Female	Female	Male	% Female
Instructional Faculty	317	5	2	71%	3	0	100%	8	8	50%	11	9	55%	123	130	49%	11	7	61%	0	0	--
Tenured/Tenure Track	214	4	1	80%	2	0	100%	6	7	46%	4	7	36%	69	102	40%	7	5	58%	0	0	--
Full Professor	69	1	0	100%	0	0	--	0	3	0%	1	2	33%	11	50	18%	0	1	0%	0	0	--
Associate Professor	66	2	0	100%	1	0	100%	0	1	0%	2	1	67%	27	29	48%	3	0	100%	0	0	--
Assistant Professor	79	1	1	50%	1	0	100%	6	3	67%	1	4	20%	31	23	57%	4	4	50%	0	0	--
Non-Tenure Track	103	1	1	50%	1	0	100%	2	1	67%	7	2	78%	54	28	66%	4	2	67%	0	0	--
Instructor/Sr. Instructor	103	1	1	50%	1	0	100%	2	1	67%	7	2	78%	54	28	66%	4	2	67%	0	0	--
Tenured Faculty (a subset of Instructional Tenured/Tenure Track Faculty)	135	3	0	100%	1	0	100%	0	4	0%	3	3	50%	38	79	32%	3	1	75%	0	0	--
Full Professor	69	1	0	100%	0	0	--	0	3	0%	1	2	33%	11	50	18%	0	1	0%	0	0	--
Associate Professor	66	2	0	100%	1	0	100%	0	1	0%	2	1	67%	27	29	48%	3	0	100%	0	0	--

Notes: Includes all employees reported for IPEDS EAP for Fall 2010. Excludes student and other temporary employees.

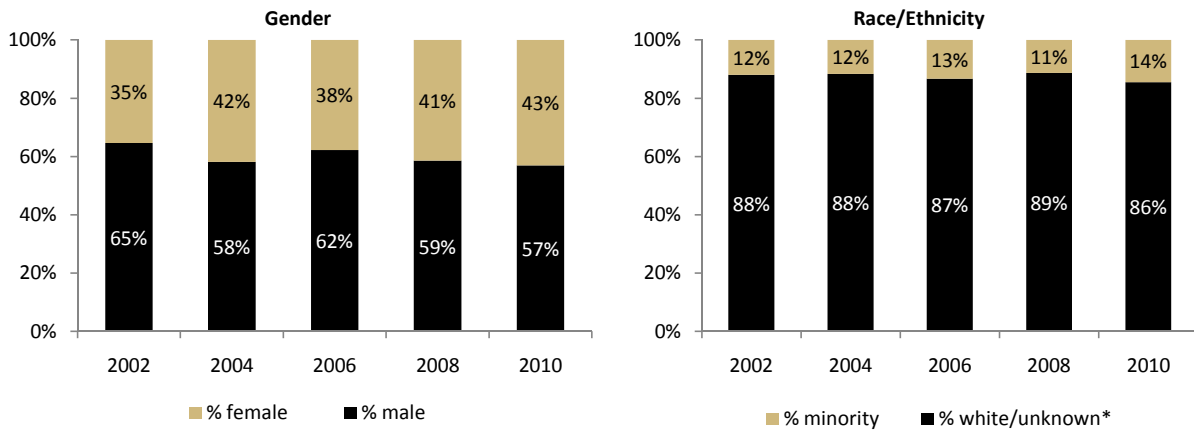
University of Colorado Colorado Springs

Regular Instructional Faculty, Fall 2010 Tenured/Tenure Track



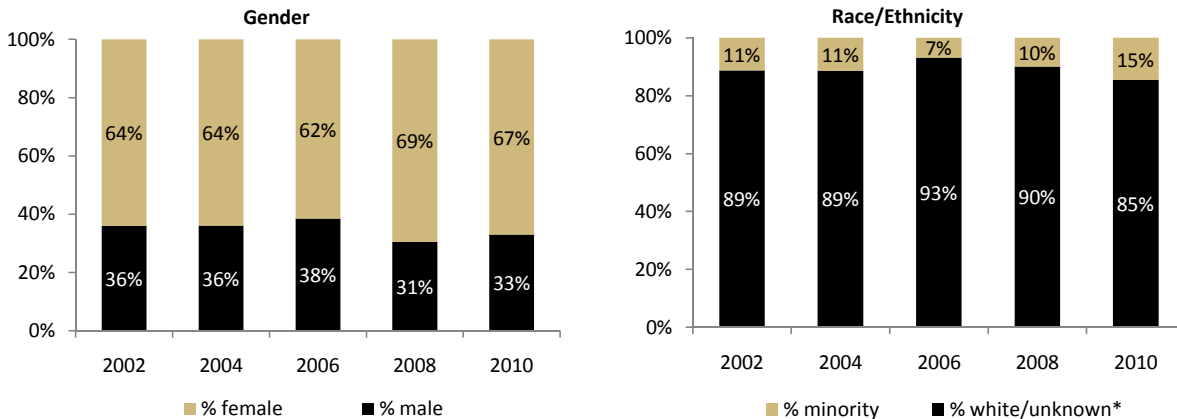
Regular Instructional Faculty, Fall 2002 - Fall 2010 Tenured/Tenure Track Faculty

All Ranks Combined



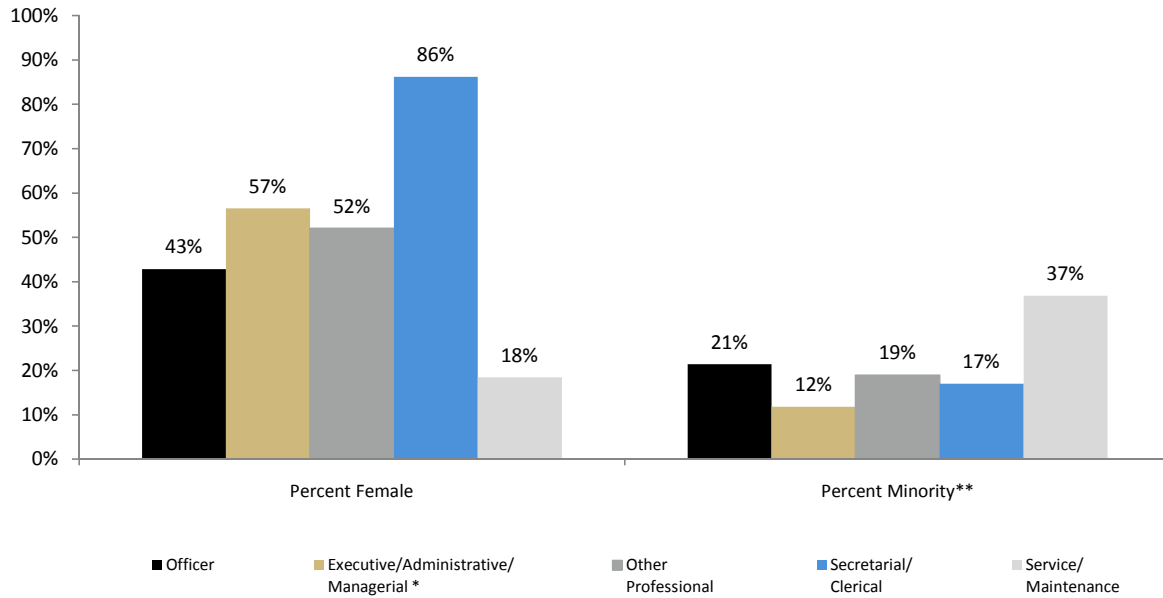
Non-Tenure Track Faculty

Instructors and Senior Instructors Combined



* Percent minority and percent white/unknown calculations exclude international faculty.

University of Colorado Colorado Springs
Staff Diversity by Occupational Category, Fall 2010



* Excluding officers

**Percent minority calculations exclude international staff

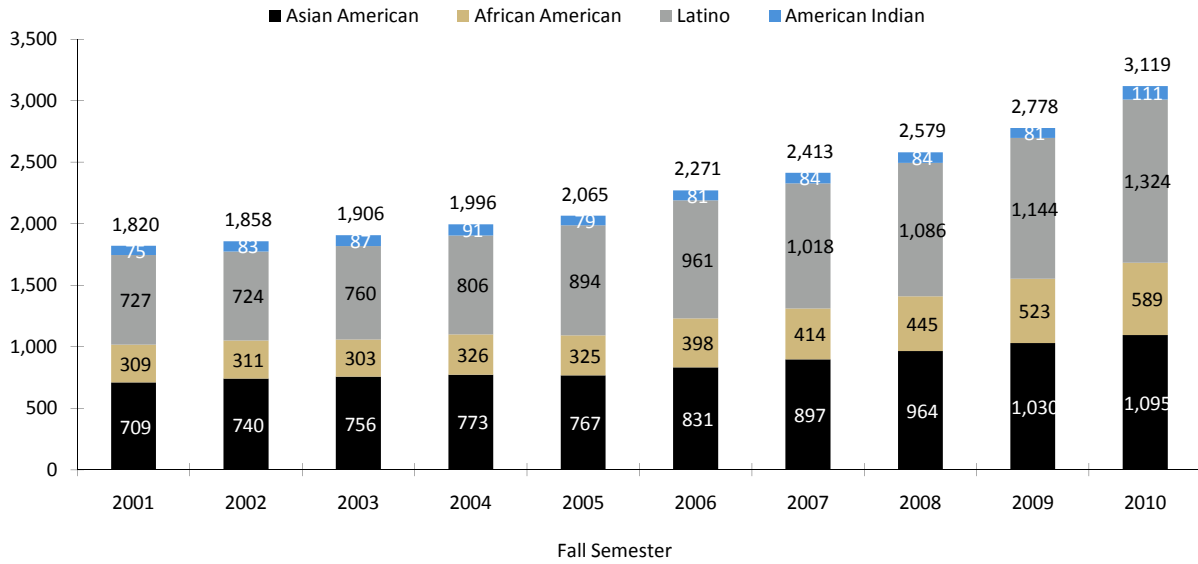
University of Colorado Denver | Anschutz Medical Campus Diversity Data

Data provided by the UCD Office of Institutional Research, Planning, and Analysis
www.ucdenver.edu/about/departments/InstitutionalResearch/Pages

**University of Colorado Denver | Anschutz Medical Campus
Student Diversity**

Data provided by the UCD Office of Institutional Research, Planning, and Analysis
www.ucdenver.edu/about/departments/InstitutionalResearch/Pages

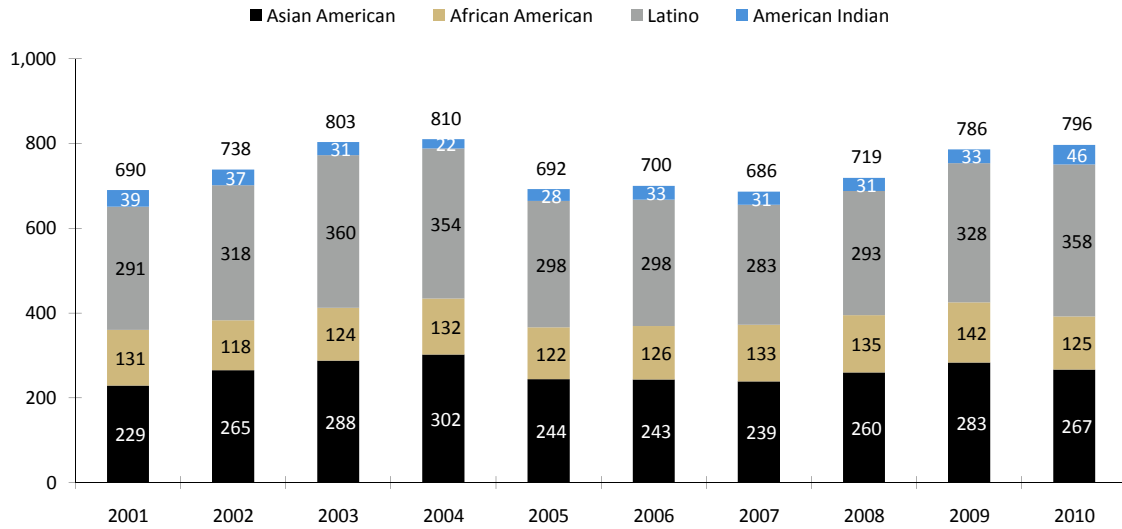
**University of Colorado Denver
Denver Campus and Anschutz Medical Campus
Undergraduate Fall Headcount Enrollment by Race/Ethnicity**



Ethnicity	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Asian American	709	740	756	773	767	831	897	964	1,030	1,095
African American	309	311	303	326	325	398	414	445	523	589
Latino	727	724	760	806	894	961	1,018	1,086	1,144	1,324
American Indian	75	83	87	91	79	81	84	84	81	111
White/Unknown	4,576	4,812	5,062	5,441	5,716	5,915	6,023	6,179	6,484	6,502
International	391	306	211	199	130	107	182	255	342	468
Total Enrollment	6,787	6,976	7,179	7,636	7,911	8,293	8,618	9,013	9,604	10,089
Students of Color Total	1,820	1,858	1,906	1,996	2,065	2,271	2,413	2,579	2,778	3,119
Students of Color as % of Total	27%	27%	27%	26%	26%	27%	28%	29%	29%	31%

The proportion of undergraduate students of color at the combined Denver Campus and Anschutz Medical Campus has increased each year since 2005, with a high of 30.9% achieved in 2010.

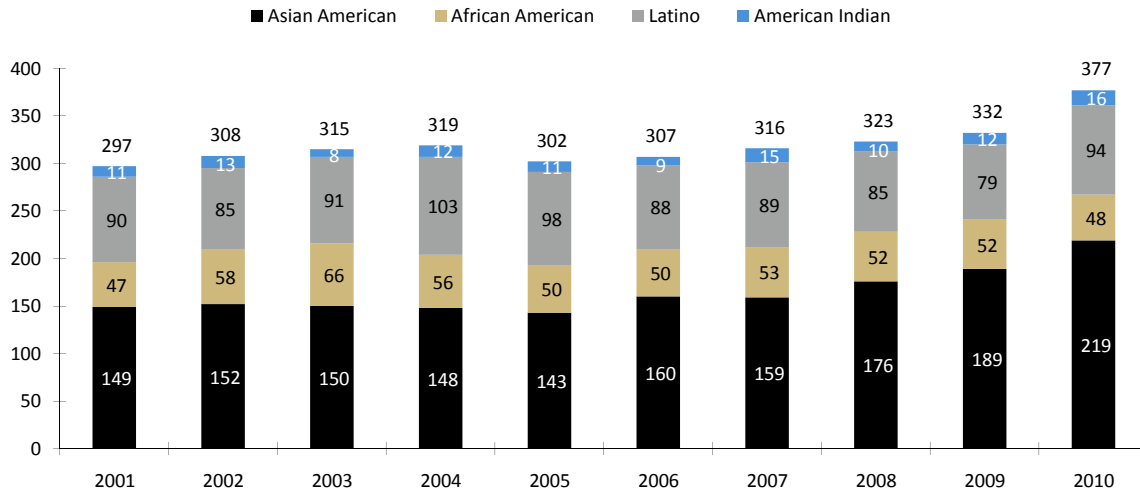
**University of Colorado Denver
Denver Campus and Anschutz Medical Campus
Graduate Fall Headcount Enrollment by Race/Ethnicity**



Ethnicity	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Asian American	229	265	288	302	244	243	239	260	283	267
African American	131	118	124	132	122	126	133	135	142	125
Latino	291	318	360	354	298	298	283	293	328	358
American Indian	39	37	31	22	28	33	31	31	33	46
White/Unknown	4,457	4,827	4,952	4,877	4,521	4,369	4,480	4,344	4,810	5,051
International	475	500	394	344	345	376	398	435	403	428
Total Enrollment	5,622	6,065	6,149	6,031	5,558	5,445	5,564	5,498	5,999	6,275
Students of Color Total	690	738	803	810	692	700	686	719	786	796
Students of Color as % of Total	12%	12%	13%	13%	12%	13%	12%	13%	13%	13%

Since 2001, graduate students of color consistently represent 12 to 13 percent of graduate enrollments at the combined Denver Campus and Anschutz Medical Campus.

**Anschutz Medical Campus
 Doctoral - Professional Practice* Fall Headcount Enrollment by Race/Ethnicity**

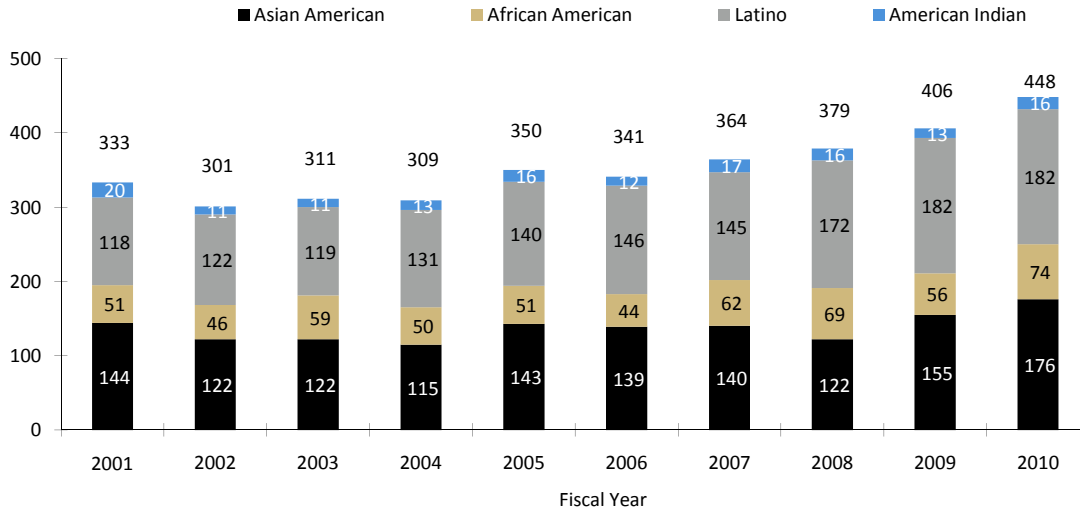


Ethnicity	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Asian American	149	152	150	148	143	160	159	176	189	219
African American	47	58	66	56	50	50	53	52	52	48
Latino	90	85	91	103	98	88	89	85	79	94
American Indian	11	13	8	12	11	9	15	10	12	16
White/Unknown	822	879	930	1,074	1,092	1,129	1,170	1,209	1,244	1,219
International	6	8	4	3	4	6	12	14	9	7
Total Enrollment	1,125	1,195	1,249	1,396	1,398	1,442	1,498	1,546	1,585	1,603
Students of Color Total	297	308	315	319	302	307	316	323	332	377
Students of Color as % of Total	26%	26%	25%	23%	22%	21%	21%	21%	21%	24%

*Enrollment in professional programs as defined by/reported to CDHE

During 2005-2009, the percent of health professional students of color at the Anschutz Medical Campus remained steady at about 21%, with an increase to 23.5% in 2010.

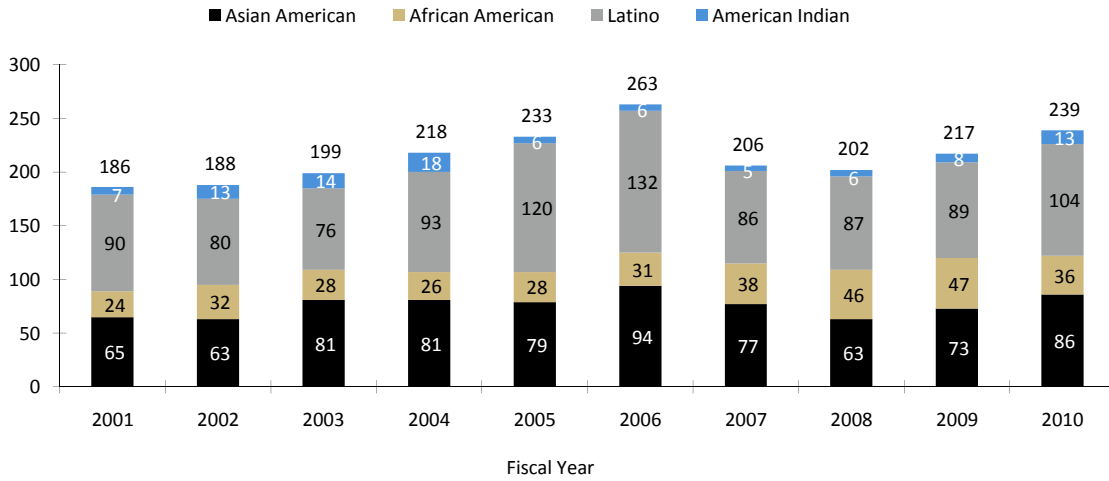
**University of Colorado Denver
Denver Campus and Anschutz Medical Campus
Baccalaureate Degrees Awarded by Race/Ethnicity**



Ethnicity	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Asian American	144	122	122	115	143	139	140	122	155	176
African American	51	46	59	50	51	44	62	69	56	74
Latino	118	122	119	131	140	146	145	172	182	182
American Indian	20	11	11	13	16	12	17	16	13	16
White/Unknown	917	908	921	1,058	1,048	1,212	1,259	1,329	1,331	1,376
International	198	223	302	221	153	52	29	10	6	30
Total Degrees Awarded	1,448	1,432	1,534	1,588	1,551	1,605	1,652	1,718	1,743	1,854
Students of Color Total	333	301	311	309	350	341	364	379	406	448
Students of Color as % of Total	23%	21%	20%	19%	23%	21%	22%	22%	23%	24%

The percent of baccalaureate degrees awarded to students of color at the combined Denver Campus and Anschutz Medical Campus reached a high of 24% in 2010, while concomitantly, the number of degrees awarded to that group has increased in each year since 2006 to reach 448 in fiscal year 2010.

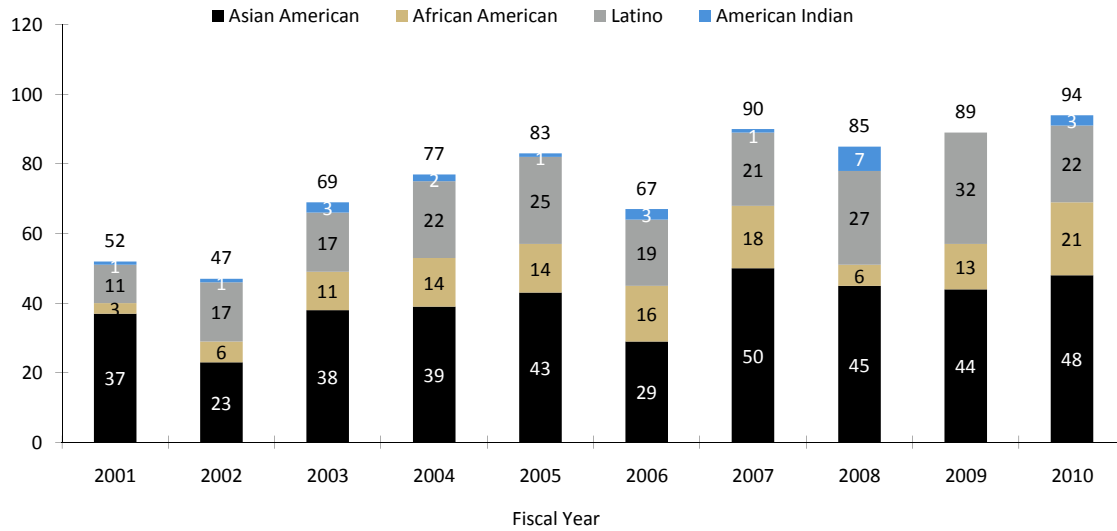
**University of Colorado Denver
Denver Campus and Anschutz Medical Campus
Graduate Degrees Awarded by Race/Ethnicity**



Ethnicity	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Asian American	65	63	81	81	79	94	77	63	73	86
African American	24	32	28	26	28	31	38	46	47	36
Latino	90	80	76	93	120	132	86	87	89	104
American Indian	7	13	14	18	6	6	5	6	8	13
White/Unknown	1,402	1,373	1,448	1,421	1,566	1,577	1,502	1,564	1,625	1,499
International	163	203	226	196	144	160	125	23	16	152
Total Degrees Awarded	1,751	1,764	1,873	1,835	1,943	2,000	1,833	1,789	1,858	1,890
Students of Color Total	186	188	199	218	233	263	206	202	217	239
Students of Color as % of Total	11%	11%	11%	12%	12%	13%	11%	11%	12%	13%

The proportion of graduate degrees to students of color at the combined Denver Campus and Anschutz Medical Campus has remained fairly consistent from 2001 to 2009, with the proportion for 2010 rising to 13% -- up from 12% in 2009.

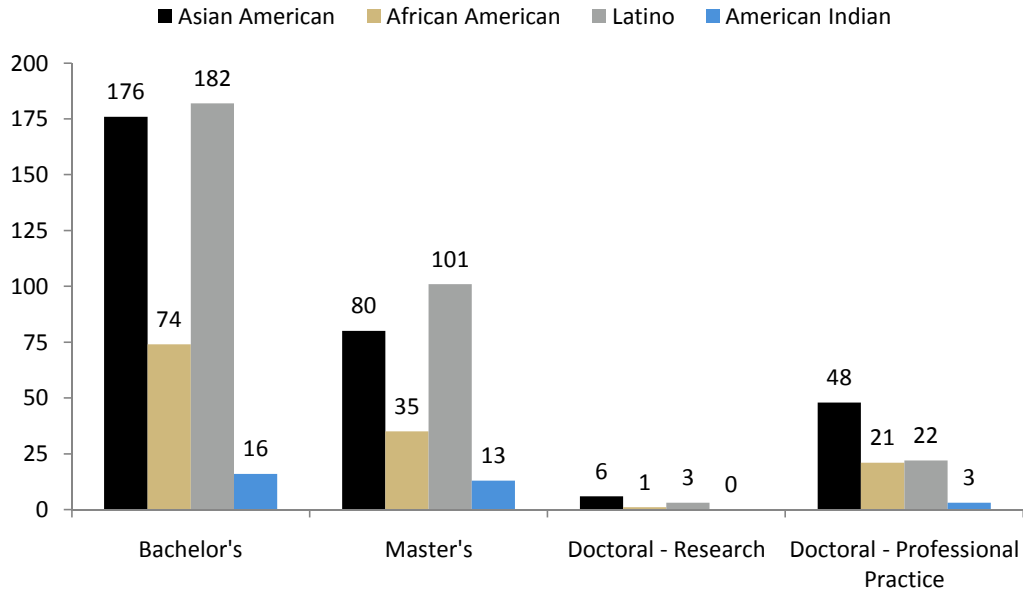
**Anschutz Medical Campus
Doctoral - Professional Practice Degrees Awarded by Race/Ethnicity**



Ethnicity	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Asian American	37	23	38	39	43	29	50	45	44	48
African American	3	6	11	14	14	16	18	6	13	21
Latino	11	17	17	22	25	19	21	27	32	22
American Indian	1	1	3	2	1	3	1	7	0	3
White/Unknown	184	179	189	173	270	287	329	337	327	353
International	0	1	4	2	1	1	2	18	7	9
Total Degrees Awarded	236	227	262	252	354	355	421	440	423	456
Students of Color Total	52	47	69	77	83	67	90	85	89	94
Students of Color as % of Total	22%	21%	26%	31%	23%	19%	21%	19%	21%	21%

The percentage of health professional degrees awarded to students of color at the Anschutz Medical Campus has fluctuated since 2001. During the four most recent years, that number has become somewhat more stable, ranging from 19 to 21 percent.

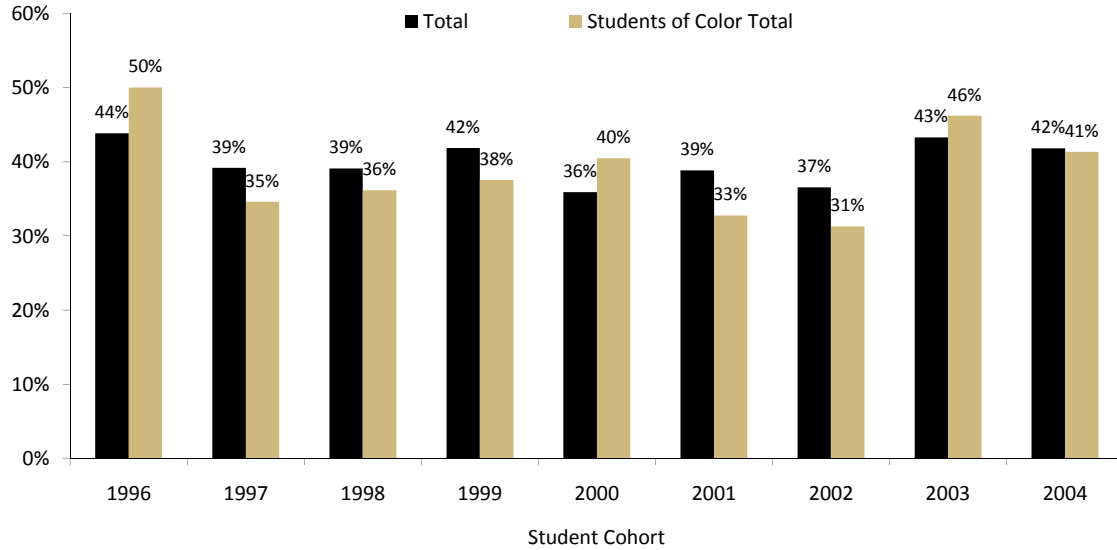
**University of Colorado Denver
Denver Campus and Anschutz Medical Campus
Degrees Awarded by Race/Ethnicity
Fiscal Year 2010**



	Bachelor's	Master's	Doctoral - Research	Doctoral - Professional	Total
Asian American	176	80	6	48	310
African American	74	35	1	21	131
Latino	182	101	3	22	308
American Indian	16	13	0	3	32
White/Unknown	1,376	1,431	68	353	3,228
International	30	136	16	9	191
Students of Color Total	448	229	10	94	781
Total	1,854	1,796	94	456	4,200

While the numbers of Asian American and Latino degree recipients are very similar at the combined Denver Campus and Anschutz Medical Campus, the distribution of the types of degrees is not: Asian Americans are more likely to have received Doctoral-Professional Practice degrees and Latinos are more likely to have received baccalaureate and master's degrees.

Denver Campus
Undergraduate Six-Year Graduation Rates by Race/Ethnicity



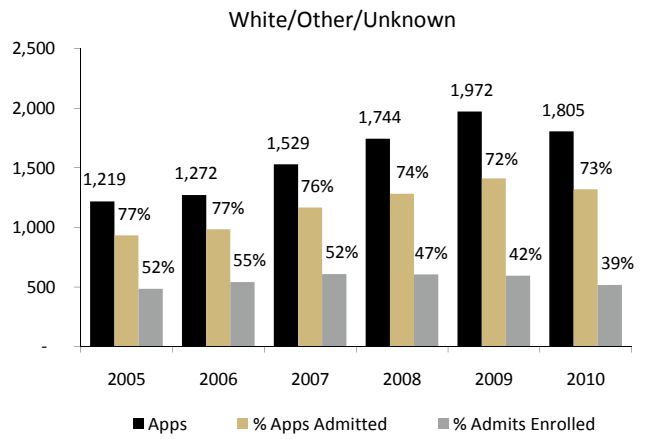
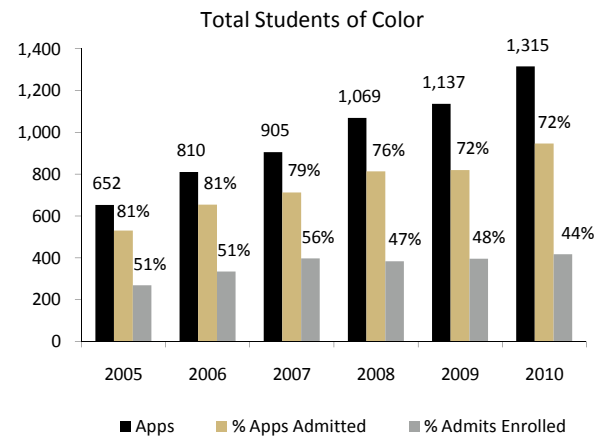
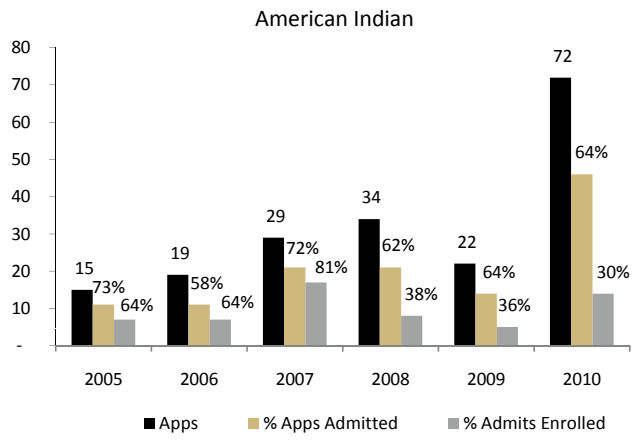
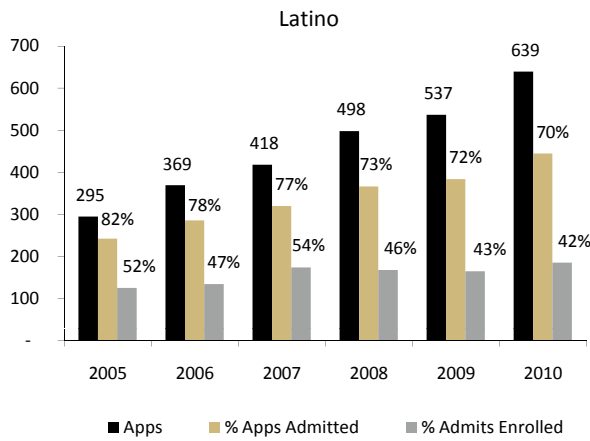
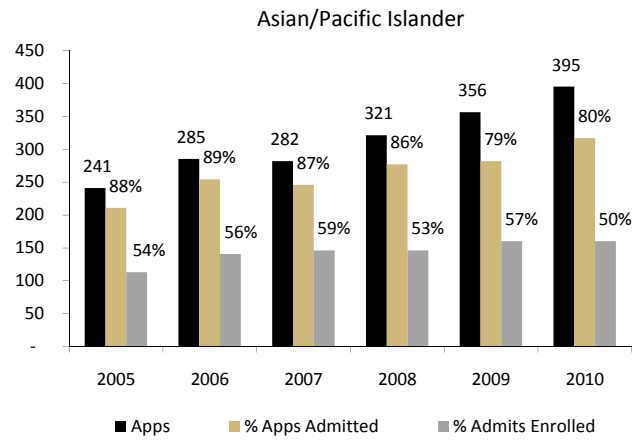
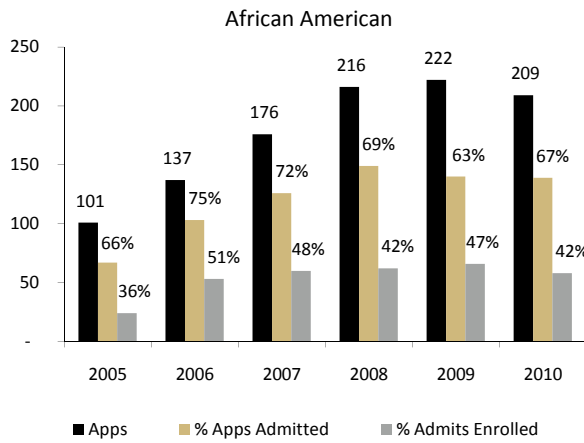
Undergraduate Cohort*	1996	1997	1998	1999	2000	2001	2002	2003	2004
Asian American	48	58	65	88	104	80	99	87	93
African American	12	34	27	18	21	22	12	19	31
Latino	66	83	69	82	74	64	78	85	104
American Indian	2	10	5	9	6	5	6	8	9
White	229	231	202	253	271	287	356	380	414
Other/Unknown	12	17	18	22	28	27	23	41	29
International	5	6	8	6	11	7	6	4	6
Total	374	439	394	478	515	492	580	624	686
Students of Color Total	128	185	166	197	205	171	195	199	237

Six-Year Graduation Rate	1996	1997	1998	1999	2000	2001	2002	2003	2004
Asian American	63%	41%	52%	47%	46%	45%	33%	53%	51%
African American	50%	24%	37%	28%	24%	23%	42%	53%	32%
Latino	41%	34%	23%	32%	35%	23%	26%	41%	39%
American Indian	50%	40%	0%	22%	67%	0%	50%	13%	0%
White	41%	42%	42%	46%	34%	43%	38%	43%	42%
Other/Unknown	33%	35%	22%	32%	29%	41%	61%	34%	45%
International	20%	67%	75%	50%	27%	14%	0%	50%	33%
Total	44%	39%	39%	42%	36%	39%	37%	43%	42%
Students of Color Total	50%	35%	36%	38%	40%	33%	31%	46%	41%

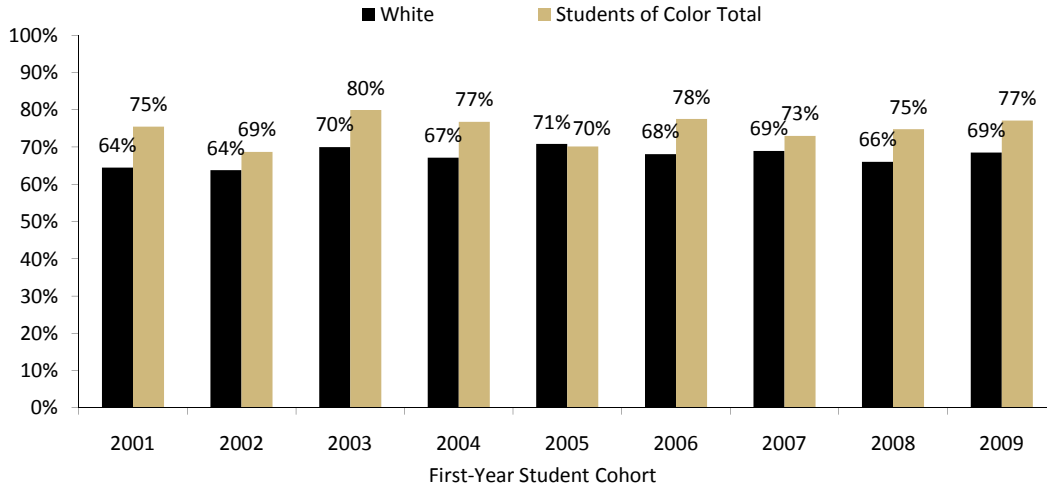
* Cohorts include first-time first-year full-time students entering in the Summer/Fall semester.

With the exceptions of the 1996 and 2003 cohorts at the Denver Campus, the 2004 cohort has the highest 6-year graduation rate (41%) for students of color. When the overall rate is compared across the same timeframe, the 2004 rate matches the third highest rate (42% in 1999).

Denver Campus Fall Resident Freshman Applications, Acceptances and Enrollments by Race/Ethnicity



**Denver Campus
1-Year Freshman Retention Rates by Race/Ethnicity**

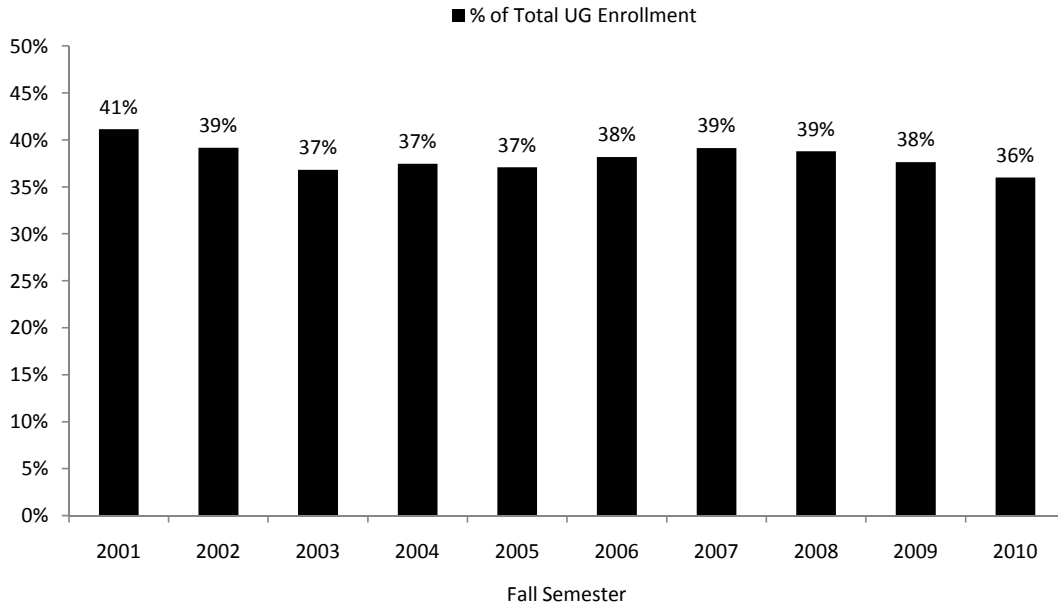


First-Year Cohort	2001	2002	2003	2004	2005	2006	2007	2008	2009
Asian American	80	99	87	93	117	135	137	149	162
African American	22	12	19	31	24	55	55	60	67
Latino	64	78	85	104	120	122	161	164	162
American Indian	5	6	8	9	7	8	17	8	6
Students of Color Total	171	195	199	237	268	320	370	381	397
White	287	356	380	414	435	514	567	601	524
Other/Unknown	27	23	41	29	37	37	32	21	69
International	7	6	4	6	4	14	43	35	48
Total	492	580	624	686	744	885	1,012	1,038	1,038

Percent Enrolled One Year Later	2001	2002	2003	2004	2005	2006	2007	2008	2009
Asian American	88%	74%	89%	83%	77%	83%	81%	81%	86%
African American	77%	75%	68%	65%	63%	69%	65%	83%	66%
Latino	59%	60%	75%	78%	68%	76%	70%	68%	73%
American Indian	80%	83%	63%	44%	29%	63%	59%	38%	50%
Students of Color Total	75%	69%	80%	77%	70%	78%	73%	75%	77%
White	64%	64%	70%	67%	71%	68%	69%	66%	69%
Other/Unknown	67%	70%	68%	83%	78%	78%	72%	71%	77%
International	43%	83%	75%	67%	75%	71%	77%	71%	90%
Total	68%	66%	73%	71%	71%	72%	71%	70%	73%

While declines in the Denver Campus 1-year retention rates between the 2006 and the 2007 freshmen cohorts were seen for nearly all student race/ethnic groups (with the exception of white and international students), the overall and student of color rates for the 2009 cohort are the highest they've been over the last three years. We continue to see higher persistence rates for students of color than for white students, although the gap for the 2009 cohort is just 4%. An examination of the trend data suggests that the individual race/ethnic persistence rates can vary substantially from one cohort to the next, even when there are more than 100 students in that cohort.

**Denver Campus
Fall Enrollment of First-Generation Students**

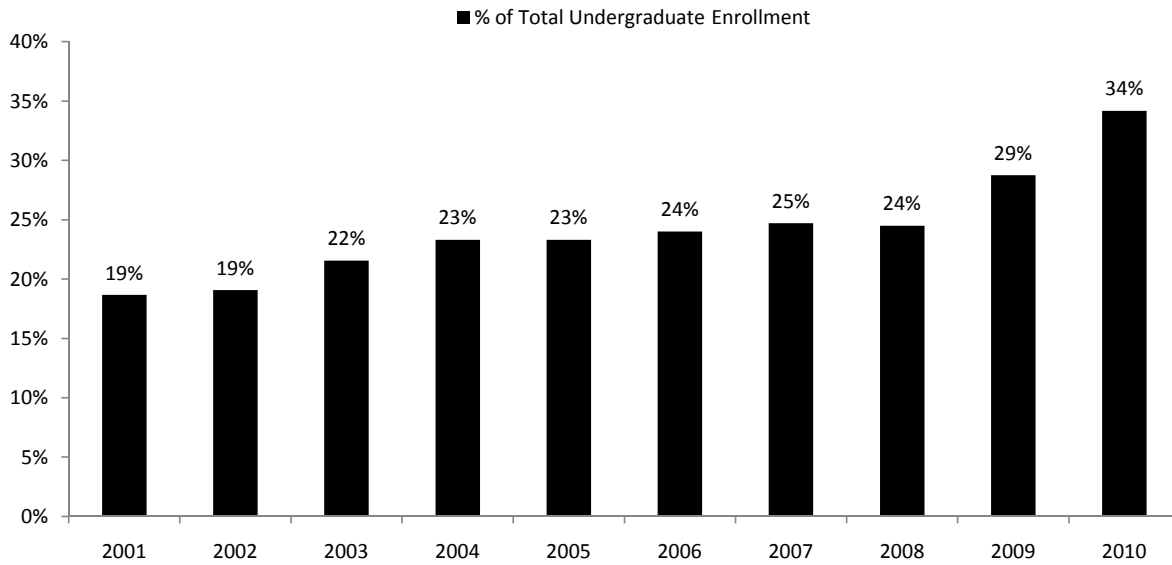


	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Total UG First Generation Enrolled	2,685	2,611	2,526	2,726	2,777	3,005	3,205	3,326	3,458	3,484
% of Total UG Enrollment	41%	39%	37%	37%	37%	38%	39%	39%	38%	36%

* First generation defined as an undergraduate with neither parent possessing a 4-year degree.

Although the percentage of Denver Campus undergraduate first-generation students has been declining since 2008, the overall numbers of these students has been steadily increasing since 2003. The Denver Campus had 3,484 first-generation undergraduate students in Fall 2010.

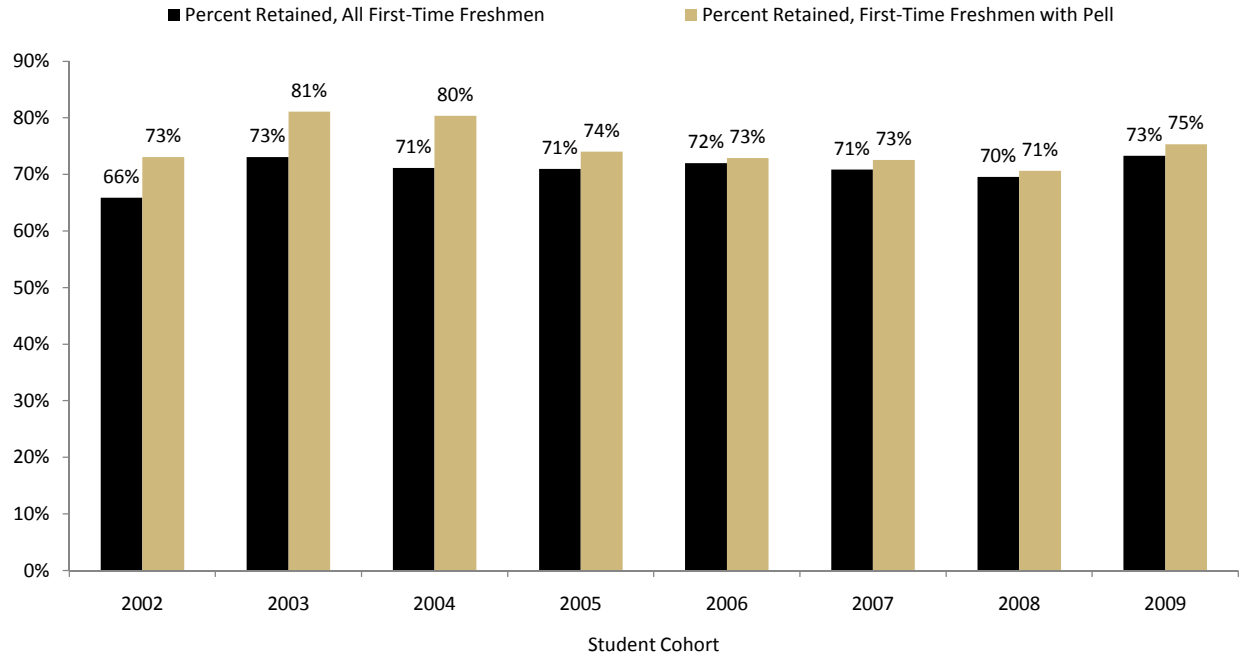
**Denver Campus
Fall Enrollment of Pell Grant Recipients**



	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Total UG Pell recipients enrolled	1,218	1,271	1,478	1,695	1,745	1,889	2,024	2,100	2,643	3,309
% of Total Undergraduate Enrollment	19%	19%	22%	23%	23%	24%	25%	24%	29%	34%

The proportion of Pell grant recipients on the Denver Campus reached a high of 34% in Fall 2010.

Denver Campus
1-Year Retention Rates of Freshman Pell Grant Recipients

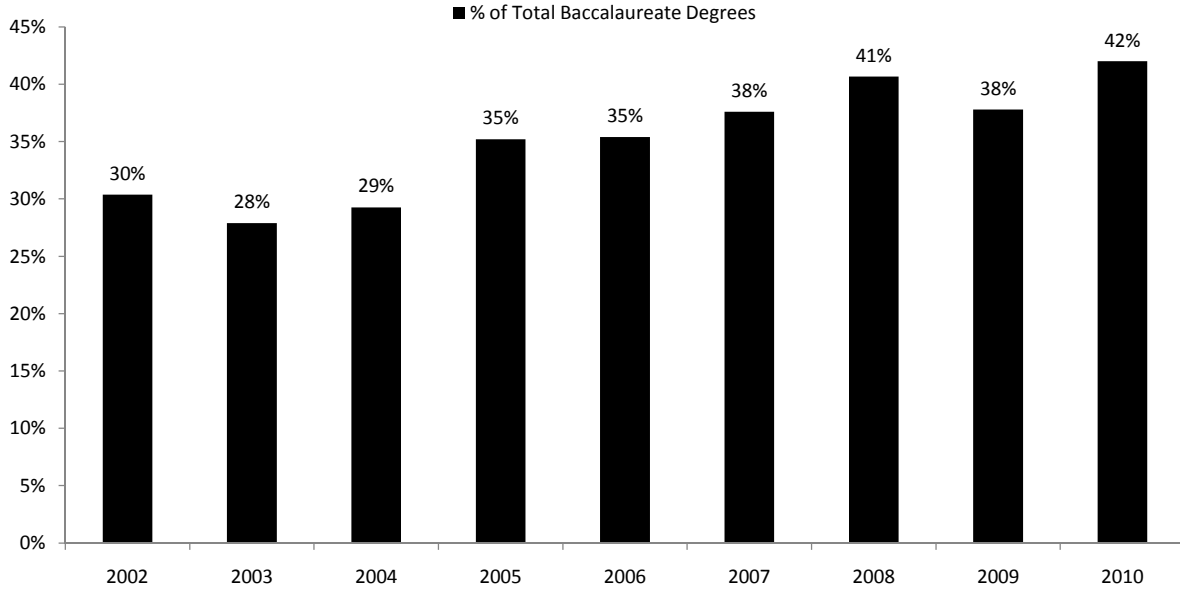


	2002	2003	2004	2005	2006	2007	2008	2009
First-Year Student Cohorts*	104	148	168	154	203	277	262	349
Number Retained**	76	120	135	114	148	201	185	263
Percent Retained, First-Time Freshmen with Pell	73%	81%	80%	74%	73%	73%	71%	75%
Percent Retained, All First-Time Freshmen	66%	73%	71%	71%	72%	71%	70%	73%

* First-Time freshmen w/Pell entering Summer/Fall term
 **Number enrolled in subsequent fall

For each cohort on the Denver Campus, the 1-year retention rates are higher for those that received Pell compared to those that did not. The margin of difference between the recipients and the non-recipients for the last five fall terms is much narrower than those seen for the 2002-2004 fall terms. However, there are also more Pell recipients during the recent years.

**Denver Campus
Baccalaureate Degrees Granted to Pell Grant Recipients**



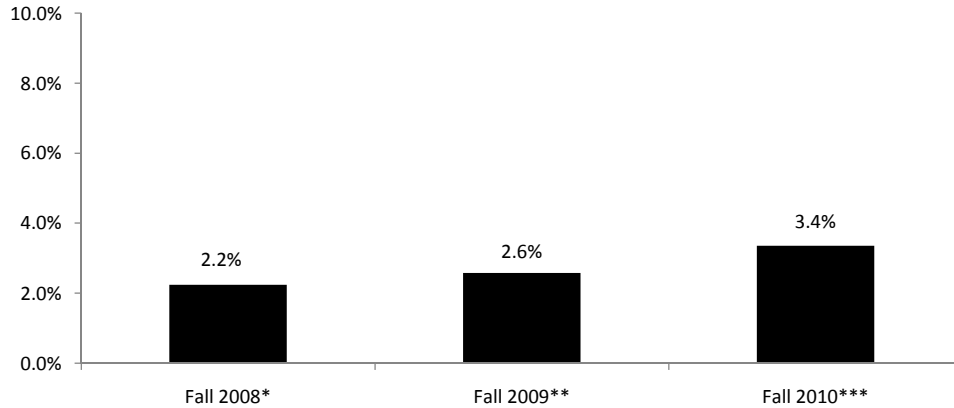
	2002	2003	2004	2005	2006	2007	2008	2009	2010
Baccalaureate Degrees Awarded to Pell Recipients*	400	386	406	476	480	527	602	566	690
% of Total Baccalaureate Degrees	30%	28%	29%	35%	35%	38%	41%	38%	42%

* counted if student was ever a Pell recipient

The proportion of Denver Campus students receiving baccalaureate degrees who were Pell grant recipients reached a high of 42% in 2010.

**Denver Campus and Anschutz Medical Campus
Enrollment of Students with Disabilities**

Undergraduate Students formally registered with the Office of Disability Services
as a Percent of All Undergraduates



	Fall 2008*	Fall 2009**	Fall 2010***
Number of undergraduates registered with Office of Disability Services	192	237	325
Percent of all undergraduates	2.2%	2.6%	3.4%

*In Fall 2008, 218 students were registered with the office. This count reflects the Denver Campus only. Of those 218 students, 192 were undergraduates.

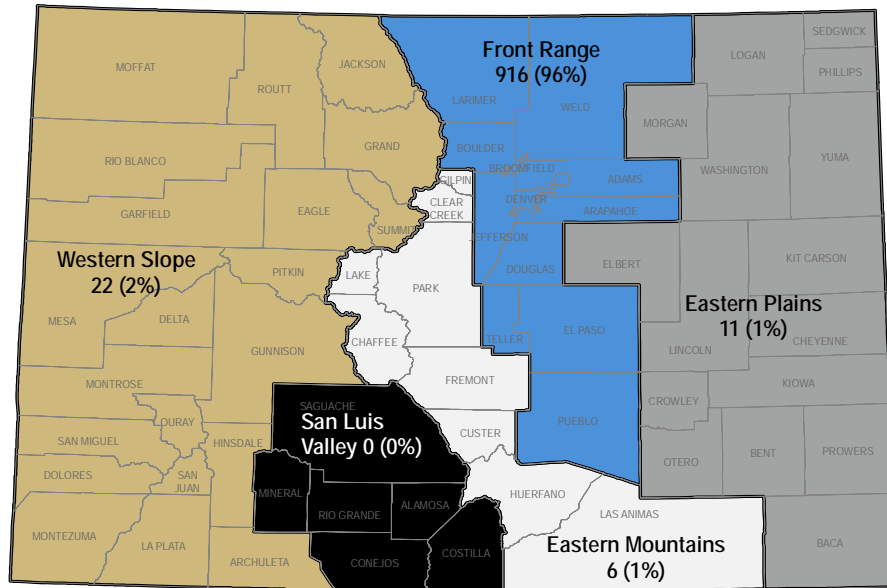
**In Fall 2009, 297 students were registered with the office on the Denver Campus and at the Anschutz Medical Campus. Of those 297 students, 237 were undergraduates.

*** For 2010, 406 students were registered with the office on the Denver Campus and at the Anschutz Medical Campus. Of those 406 students, 325 were undergraduates.

Over the last three fall semesters, the proportion of undergraduate students that have registered with the Office of Disability Services has increased from 2.2% in Fall 2008 (when just the Denver Campus was included) to 3.4% in Fall 2010 (when both campuses were included). The latter represents 325 students from the combined Denver Campus and Anschutz Medical Campus.

**Denver Campus
New Resident Freshmen, Fall 2010
Home Region**

(Based on County at Time of Admission, End-of-Term Enrollment)



Unknown: 4 (<1%)

Region	12th Graders Enrolled in CO Public Schools ¹	CU Denver New Resident Freshmen, Fall 2010	
		Enrolled ²	Percent
Eastern Mountains	2%	6	1%
Eastern Plains	4%	11	1%
Front Range	81%	916	96%
San Luis Valley	1%	-	0%
Western Slope	10%	22	2%
unknown	2%	4	<1%
Total	100%	959	100%

¹ Distribution of 12th grade students enrolled in Colorado public schools based on school district enrollment.

Data source: Colorado Department of Education, www.cde.state.co.us/index_stats.htm.

For students enrolled in BOCES, schools part of the Charter School Institute, or detention centers, region is shown as "unknown."

² Home region of new resident freshmen based on county at time of admission. Data source: SURDS Enrollment File.

State regions defined at: Colorado Division of Local Government, State Demography Office.

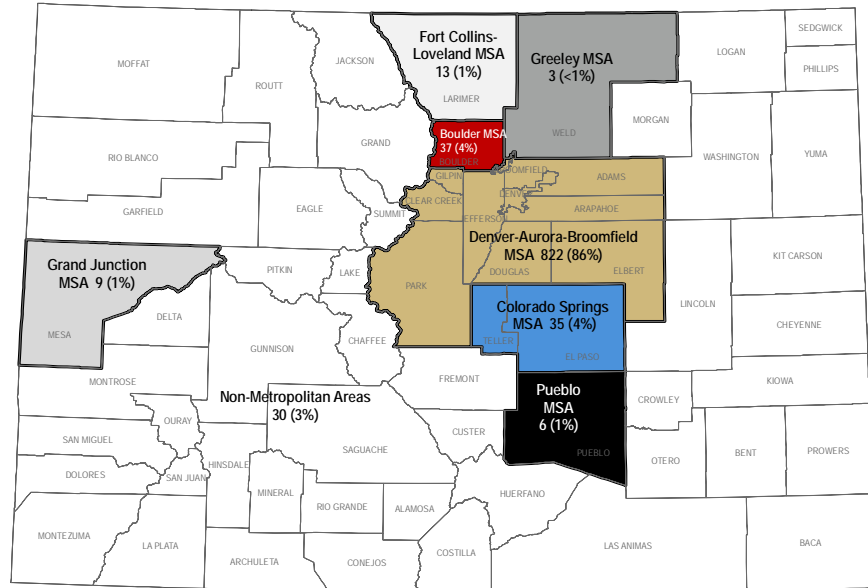
www.dola.colorado.gov/demog/population/geoarea.pdf

Note: Enrollment data for new freshmen are based on end-of-term enrollment. All other enrollment data are based on census date enrollment.

Due to changes in the student information system, Fall 10 data are not comparable to prior terms.

**University of Colorado Denver
New Resident Freshmen, Fall 2010
Home Region: Metropolitan and Non-Metropolitan Areas**

(Based on County at Time of Admission, End-of-Term Enrollment)



MSA=Metropolitan Statistical Area

Unknown: 4 (<1%)

Metro Area	12th Graders Enrolled in CO Public Schools ¹	CU Denver New Resident Freshmen, Fall 2010	
		Enrolled ²	Percent
Boulder MSA	7%	37	4%
Colorado Springs MSA	14%	35	4%
Denver-Aurora-Broomfield MSA	48%	822	86%
Fort Collins-Loveland MSA	5%	13	1%
Grand Junction MSA	3%	9	1%
Greeley MSA	4%	3	<1%
Pueblo MSA	3%	6	1%
Non-Metro	13%	30	3%
unknown	2%	4	<1%
Total	100%	959	99%

¹ Distribution of 12th grade students enrolled in Colorado public schools based on school district enrollment.

Data source: Colorado Department of Education, www.cde.state.co.us/index_stats.htm.

For students enrolled in BOCES, schools part of the Charter School Institute, or detention centers, region is shown as "unknown."

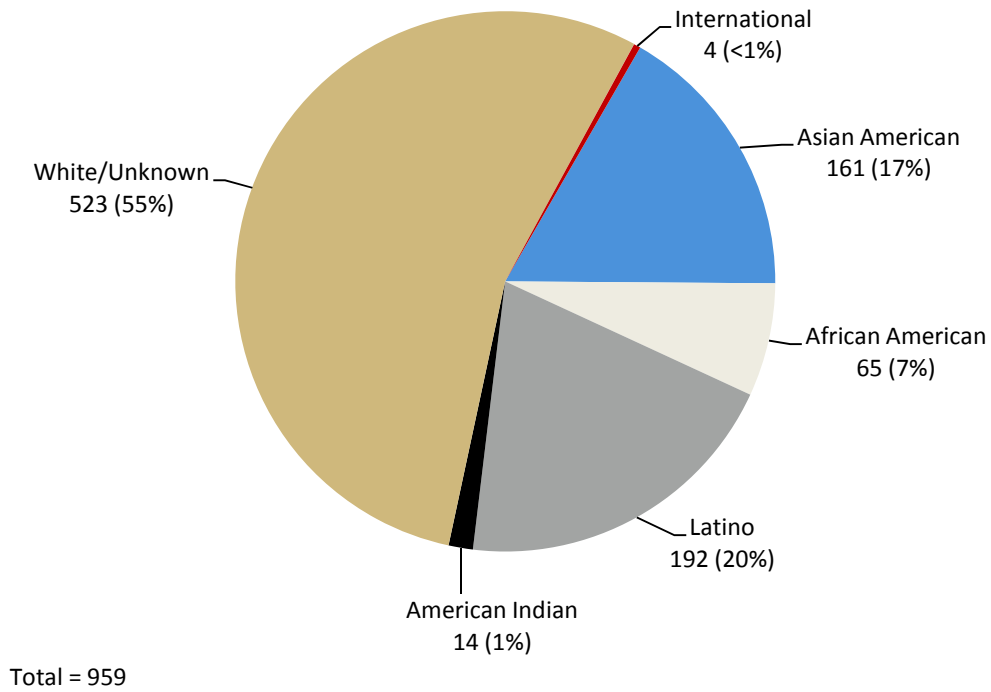
² Home region of new resident freshmen based on county at time of admission. Data source: SURDS Enrollment File.

Metropolitan Statistical Areas (MSAs) defined by U.S. Office of Management and Budget, OMB Bulletin No. 09-01, November 2008. www.whitehouse.gov/omb/assets/omb/bulletins/fy2009/09-01.pdf

Note: Enrollment data for new freshmen are based on end-of-term enrollment. All other enrollment data are based on census date enrollment.

Due to changes in the student information system, Fall 10 data are not comparable to prior terms.

Denver Campus
New Resident Freshmen by Race/Ethnicity, Fall 2010
(End-of-Term Enrollment)



Note: Enrollment data for new freshmen are based on end-of-term enrollment. All other enrollment data are based on census date enrollment.

**University of Colorado Denver | Anschutz Medical Campus
Faculty and Staff Diversity**

Data provided by the UCD Office of Institutional Research, Planning, and Analysis
www.ucdenver.edu/about/departments/InstitutionalResearch/Pages

**University of Colorado Denver
Denver Campus and Anschutz Medical Campus
Full-Time Faculty and Staff, Fall 2010**

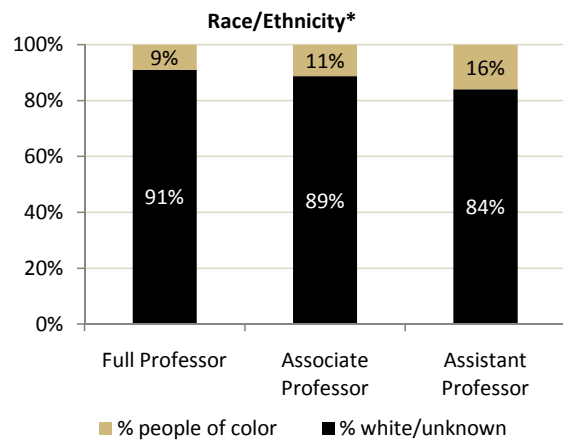
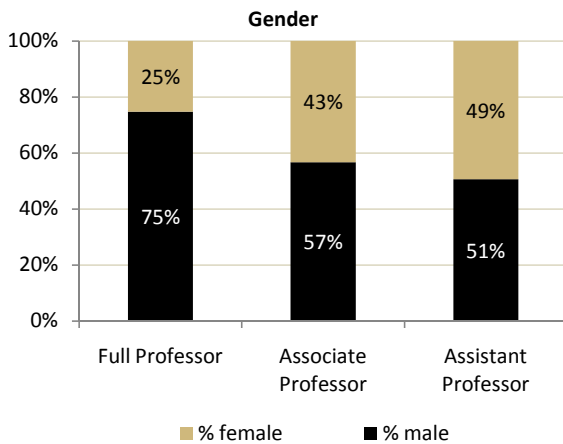
	Total	Female		Male		People of Color		Ethnicity/Citizenship						Inter-national
		#	%	#	%	#	%	African American	American Indian	Asian	Latino	White	Unknown	
Faculty/Academic Staff	4,501	2,598	58%	1,903	42%	627	15%	55	38	345	189	3,040	604	230
Instructional Faculty	2,638	1,328	50%	1,310	50%	302	12%	31	20	167	84	1,919	369	48
Tenured/Tenure Track	1,667	672	40%	995	60%	201	12%	18	8	123	52	1,237	197	32
Full Professor	487	123	25%	364	75%	44	9%	3	2	27	12	418	25	-
Associate Professor	554	240	43%	314	57%	62	11%	2	4	36	20	412	78	2
Assistant Professor	626	309	49%	317	51%	95	16%	13	2	60	20	407	94	30
Non-Tenure Track	971	656	68%	315	32%	101	11%	13	12	44	32	682	172	16
Instructor/Sr. Instructor	873	605	69%	268	31%	86	10%	11	10	37	28	611	166	10
Other	98	51	52%	47	48%	15	16%	2	2	7	4	71	6	6
Research Faculty/Academic Research Staff	1,808	1,238	68%	570	32%	314	19%	22	18	172	102	1,081	231	182
Professional Research Assistant (PRA)/Sr. PRA	1,298	984	76%	314	24%	219	17%	16	17	102	84	874	171	34
Research Associate/Sr. Research Associate	89	54	61%	35	39%	24	32%	-	-	21	3	45	6	14
Other	421	200	48%	221	52%	71	25%	6	1	49	15	162	54	134
Public Service Faculty	55	32	58%	23	42%	11	20%	2	-	6	3	40	4	-
Staff	2,178	1,438	66%	740	34%	560	26%	181	17	91	271	1,431	172	15
Executive/Administrative/Managerial	426	262	62%	164	38%	61	14%	11	2	18	30	333	29	3
Officers -- Faculty Status	20	5	25%	15	75%	1	5%	-	-	-	1	18	1	-
Officers -- Without Faculty Status	15	5	33%	10	67%	2	13%	-	-	1	1	13	-	-
Other -- Faculty Status	15	7	47%	8	53%	-	0%	-	-	-	-	13	2	-
Other -- Without Faculty Status	376	245	65%	131	35%	58	16%	11	2	17	28	289	26	3
Other Professionals (support/service)	862	612	71%	250	29%	185	22%	54	3	37	91	586	80	11
Faculty Status	41	32	78%	9	22%	7	17%	-	-	4	3	32	2	-
Exempt Professionals	520	410	79%	110	21%	101	20%	27	1	17	56	350	60	9
Classified Staff	301	170	56%	131	44%	77	26%	27	2	16	32	204	18	2
Technical and Paraprofessionals	448	334	75%	114	25%	164	37%	62	9	17	76	245	38	1
Clerical and Secretarial	235	198	84%	37	16%	88	37%	30	1	13	44	127	20	-
Skilled Crafts	98	1	1%	97	99%	18	18%	4	1	3	10	79	1	-
Service/Maintenance	109	31	28%	78	72%	44	40%	20	1	3	20	61	4	-
Faculty/Staff Total	6,679	4,036	60%	2,643	40%	1,187	18%	236	55	436	460	4,471	776	245

Notes: Includes all employees reported for IPEDS EAP for Fall 2010. Excludes student and other temporary employees.
Minority total excludes white, unknown, international. Percent minority is total minority divided by all excluding international.

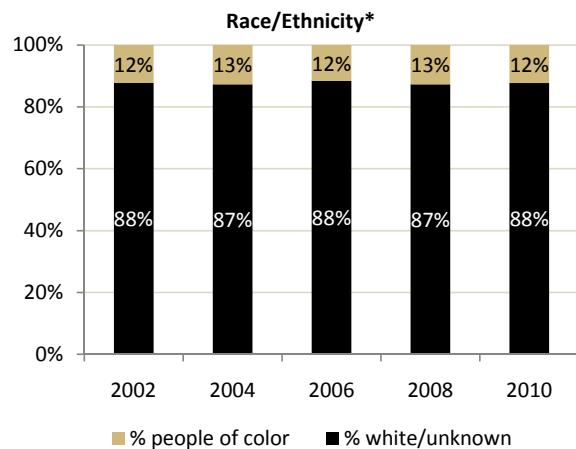
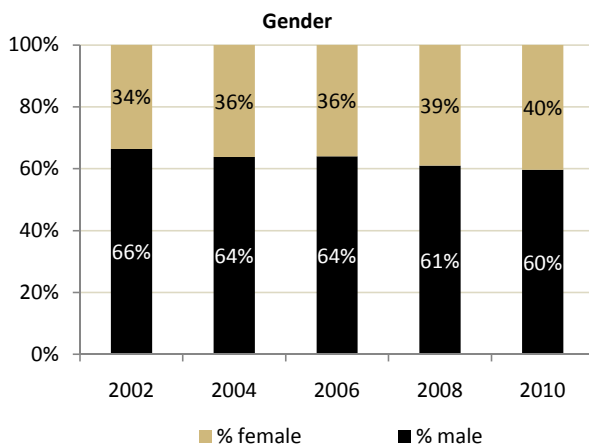
	Total	Ethnicity/Citizenship																				
		African American			American Indian			Asian			Latino			White			Unknown			International		
		Female	Male	% Female	Female	Male	% Female	Female	Male	% Female	Female	Male	% Female	Female	Male	% Female	Female	Male	% Female	Female	Male	% Female
Instructional Faculty	2,638	18	13	58%	12	8	60%	76	91	46%	45	39	54%	954	965	50%	205	164	56%	18	30	38%
Tenured/Tenure Track	1,667	11	7	61%	5	3	63%	54	69	44%	24	28	46%	493	744	40%	78	119	40%	7	25	22%
Full Professor	487	-	3	0%	1	1	50%	8	19	30%	4	8	33%	104	314	25%	6	19	24%	-	-	-
Associate Professor	554	2	-	100%	3	1	75%	14	22	39%	7	13	35%	182	230	44%	31	47	40%	1	1	50%
Assistant Professor	626	9	4	69%	1	1	50%	32	28	53%	13	7	65%	207	200	51%	41	53	44%	6	24	20%
Non-Tenure Track	971	7	6	54%	7	5	58%	22	22	50%	21	11	66%	461	221	68%	127	45	74%	11	5	69%
Instructor/Sr. Instructor	873	7	4	64%	7	3	70%	19	18	51%	20	8	71%	422	189	69%	124	42	75%	6	4	60%
Other	98	-	2	0%	-	2	0%	3	4	43%	1	3	25%	39	32	55%	3	3	50%	5	1	83%
Tenured Faculty (a subset of Instructional Tenured/Tenure Track Faculty)	546	-	3	0%	2	2	50%	12	23	34%	5	14	26%	130	332	28%	8	15	35%	-	-	-
Full Professor	356	-	3	0%	1	1	50%	6	14	30%	2	6	25%	74	239	24%	3	7	30%	-	-	-
Associate Professor	190	-	-	-	1	1	50%	6	9	40%	3	8	27%	56	93	38%	5	8	38%	-	-	-

Notes: Includes all employees reported for IPEDS EAP for Fall 2010. Excludes student and other temporary employees.

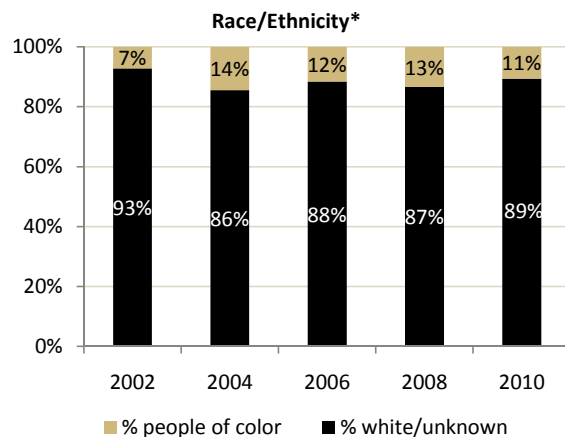
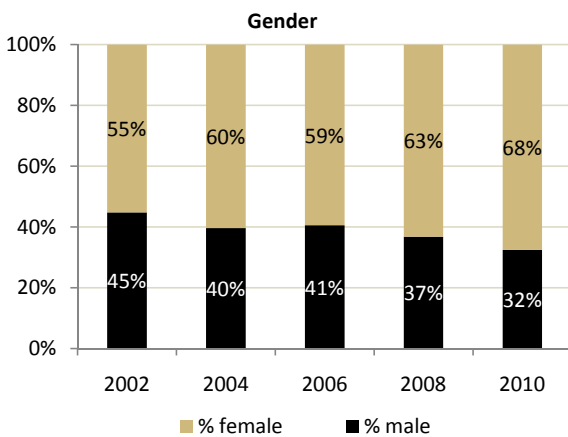
University of Colorado Denver
Denver Campus and Anschutz Medical Campus
Regular Instructional Faculty, Fall 2010
Tenured/Tenure Track



Regular Instructional Faculty, Fall 2002 - Fall 2010
Tenured/Tenure Track Faculty
All Ranks Combined



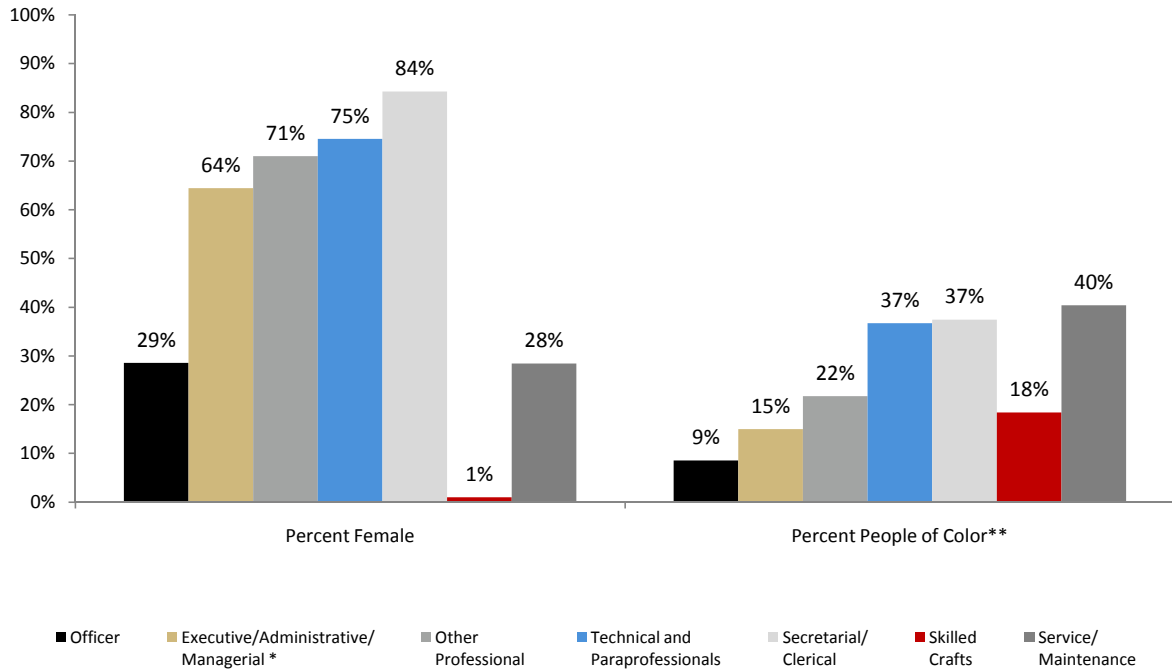
Non-Tenure Track Faculty



* Calculated percentages exclude international faculty.

For Fall 2010, females comprise less than half of the assistant and associate professors and 25% of full professors. However, their overall proportion in the tenured/tenure-track category has been steadily increasing since 2002, as has the percentage of women who make up the non-tenure track ranks. The percentages of faculty of color in both the tenured/tenure track and non-tenure track ranks have ranged from 11 to 13 percent over the last five years.

**University of Colorado Denver
Denver Campus and Anschutz Medical Campus
Staff Diversity by Occupational Category, Fall 2010**



* Excluding officers
**Percent minority calculations exclude international staff

The highest percentages of women are found in the secretarial/clerical occupational category, with slightly lower percentages among the technical/paraprofessional, other paraprofessional, and executive/administrative/managerial categories. The highest percentages of people of color are found among the service/maintenance, secretarial/clerical, technical/paraprofessional categories.



University of Colorado
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University of Colorado System Administration Staff Diversity

Data compiled by the University of Colorado System Office of Institutional Research
www.cu.edu/ir

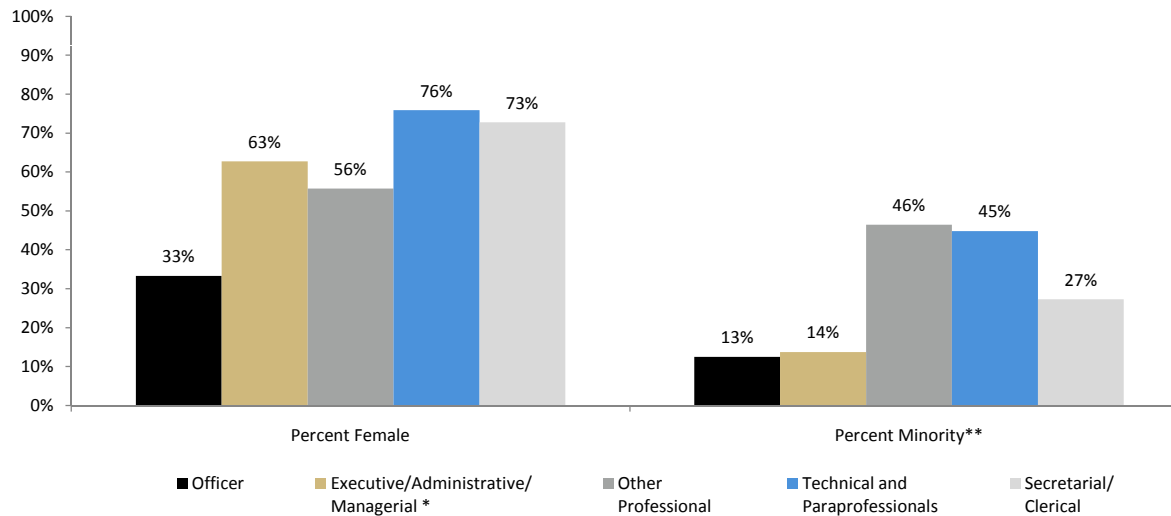
**University of Colorado System Administration
Full-Time Staff, Fall 2010**

	Total	Female		Male		Minority**		Race/Ethnicity/Citizenship						
		#	%	#	%	#	%	African American	American Indian	Asian	Latino	White	Unknown	Inter-national
Staff Total	306	180	59%	126	41%	98	32%	12	39	19	28	224	17	0
Executive/Administrative/Managerial Officers*	126	72	57%	54	43%	17	13%	1	1	5	10	101	8	0
Other	24	8	33%	16	67%	3	13%	0	1	1	1	18	3	0
Other Professionals (support/service)	102	64	63%	38	37%	14	14%	1		4	9	83	5	0
Exempt Professionals	140	78	56%	62	44%	65	46%	8	37	10	10	103	5	0
Classified Staff	50	34	68%	16	32%	11	22%	2	1	4	4	36	3	0
Technical and Paraprofessionals	90	44	49%	46	51%	54	60%	6	36	6	6	67	2	0
Clerical and Secretarial	29	22	76%	7	24%	13	45%	2	0	4	7	14	2	0
	11	8	73%	3	27%	3	27%	1	1	0	1	6	2	0

*Per Regent policy, officers include those holding the title of President, Vice President, Associate Vice President, Assistant Vice President, Treasurer, or Associate Counsel. Two individuals holding part-time positions are included in the Officer count.

** Percent minority calculations exclude international staff.

**University of Colorado System Administration
Staff Diversity by Occupational Category, Fall 2010**



* Excluding officers

**Percent minority calculations exclude international staff



University of Colorado
Boulder | Colorado Springs | Denver | Anschutz Medical Campus

CU Diversity Data in Context

Data compiled by the University of Colorado System Office of Institutional Research
www.cu.edu/ir

Fall 2009 Resident Enrollment, Colorado Public Four-Year Institutions

Student Level/Institution	Minority							Other			Total	Share of CO Total Enrollment
	Asian or Pacific Islander	Black, non-Hispanic	Hispanic	Native American or Alaskan Native	Minority Total	Percent Minority*	Share of CO Minority Enrollment	Unknown Ethnicity	White, non-Hispanic	Non-Resident Alien**		
Undergraduate	4,790	3,849	10,882	1,320	20,841	21%	100%	7,483	72,091	148	100,563	100%
Adams State College	28	85	610	32	755	41%	4%	216	866	1	1,838	2%
Colorado School of Mines	176	41	200	19	436	16%	2%	276	1,969	16	2,697	3%
Colorado State University System	650	848	2,329	362	4,189	19%	20%	1,241	16,926	25	22,381	22%
Colorado State University - Fort Collins	553	463	1,221	293	2,530	14%	12%	1,016	14,542	25	18,113	18%
Colorado State University - Pueblo	97	385	1,108	69	1,659	39%	8%	225	2,384		4,268	4%
Fort Lewis College	21	26	166	148	361	14%	2%	222	2,024	13	2,620	3%
Mesa State College	102	120	519	128	869	14%	4%	480	4,864	4	6,217	6%
Metropolitan State College of Denver	960	1,270	2,940	256	5,426	25%	26%	2,149	14,292	19	21,886	22%
University of Colorado System	2,655	1,098	3,109	274	7,136	22%	34%	1,937	23,417	59	32,549	32%
University of Colorado at Boulder	1,320	320	1,302	146	3,088	18%	15%	914	13,323	35	17,360	17%
University of Colorado at Colorado Springs	315	249	654	49	1,267	20%	6%	393	4,590	12	6,262	6%
University of Colorado Denver	1,020	529	1,153	79	2,781	31%	13%	630	5,504	12	8,927	9%
University of Northern Colorado	185	332	918	89	1,524	17%	7%	771	6,469	11	8,775	9%
Western State College	13	29	91	12	145	9%	1%	191	1,264		1,600	2%
Graduate	798	375	1,162	161	2,496	14%	100%	1,528	13,932	102	18,058	100%
Adams State College	6	5	103	6	120	21%	5%	25	439		584	3%
Colorado School of Mines	35	11	31	6	83	11%	3%	112	580	8	783	4%
Colorado State University System	109	51	243	52	455	13%	18%	373	2,723	25	3,576	20%
Colorado State University - Fort Collins	107	41	191	47	386	12%	15%	358	2,518	25	3,287	18%
Colorado State University - Pueblo	2	10	52	5	69	24%	3%	15	205		289	2%
Mesa State College			5		5	5%	0%	8	84		97	1%
University of Colorado System	622	287	708	90	1,707	15%	68%	946	9,036	68	11,757	65%
University of Colorado at Boulder	168	54	186	43	451	13%	18%	275	2,741	23	3,490	19%
University of Colorado at Colorado Springs	50	54	128	7	239	15%	10%	104	1,244	12	1,599	9%
University of Colorado Denver	404	179	394	40	1,017	15%	41%	567	5,051	33	6,668	37%
University of Northern Colorado	26	21	72	7	126	10%	5%	64	1,070	1	1,261	7%
Total Undergraduate & Graduate	5,588	4,224	12,044	1,481	23,337	20%		9,011	86,023	250	118,621	

Source: Colorado Department of Higher Education Searchable Database, <http://higher.ed.colorado.gov/i3/Search.aspx>

Based on SURDS enrollment files. Excludes students exclusively enrolled in Extended Studies Programs. These data will not match other data provided in this report; this table is based on end-of-term enrollment whereas other data are based on census date enrollment.

* Calculation of percent minority excludes Non-resident aliens.

**Definitions (per State of Colorado and US Department of Education): "Non-resident alien" is "A person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely." This excludes US citizens (native or naturalized) and permanent residents.

Population Characteristics of CU's Primary Market Areas

The Boulder campus draws from the entire state of Colorado. The Denver Campus of UC Denver draws primarily from the Metro Denver area. The Colorado Springs campus draws primarily from Southern Colorado.

Population by Race/Ethnicity

2010 Population	Total	American Indian & Alaska Native		Asian/ Pacific Islander		Black/ African American		Hispanic or Latino		White		Other		Two or More Races	
Metro Denver Central Counties	2,489,661	12,074	0.5%	94,179	3.8%	135,028	5.4%	568,418	22.8%	1,624,544	65.3%	4,055	0.2%	51,363	2.1%
Southern Colorado	1,014,208	6,873	0.7%	21,104	2.1%	42,638	4.2%	216,602	21.4%	698,749	68.9%	1,635	0.2%	26,607	2.6%
Colorado Total	5,029,196	31,244	0.6%	141,225	2.8%	188,778	3.8%	1,038,687	20.7%	3,520,793	70.0%	7,622	0.2%	100,847	2.0%

Source: 2010 Census Redistricting Data (Public Law 94-171) Summary File, U.S. Census Bureau

Pupil Membership, Colorado Public Schools

Fall 2010 Pupil Membership	Total	American Indian or Alaskan Native		Asian or Pacific Islander		Black (Not Hispanic)		Hispanic		White (Not Hispanic)		Two or More Races	
All Grades													
Metro Denver Central Counties	421,937	2,845	0.7%	16,812	4.0%	28,653	6.8%	146,334	34.7%	215,280	51.0%	12,013	2.8%
Southern Colorado	170,854	1,550	0.9%	3,969	2.3%	9,085	5.3%	50,358	29.5%	99,268	58.1%	6,624	3.9%
Colorado Total	843,316	7,452	0.9%	26,337	3.1%	40,537	4.8%	266,098	31.6%	479,327	56.8%	23,565	2.8%
Grades 9 - 12													
Metro Denver Central Counties	117,101	865	0.7%	4,615	3.9%	8,786	7.5%	37,136	31.7%	62,841	53.7%	2,858	2.4%
Southern Colorado	49,988	473	0.9%	1,186	2.4%	2,756	5.5%	13,248	26.5%	30,614	61.2%	1,711	3.4%
Colorado Total	242,020	2,446	1.0%	7,362	3.0%	12,596	5.2%	68,889	28.5%	144,939	59.9%	5,788	2.4%

Source: Colorado Department of Education, www.cde.state.co.us/cdereval/rv2010pmlinks.htm

High School Graduation Rates

Class of 2010 Graduation Rates	All Students		Native American		Asian		Black		Hispanic		White	
	Base	Grad Rate	Base	Grad Rate	Base	Grad Rate	Base	Grad Rate	Base	Grad Rate	Base	Grad Rate
Metro Denver Central Counties	30,037	69.2%	326	42.0%	1,281	81.4%	2,771	62.1%	8,617	50.8%	17,042	79.2%
Southern Colorado	13,100	74.6%	199	62.3%	398	83.9%	901	70.1%	3,139	64.3%	8,463	78.8%
Colorado Total	62,313	72.4%	873	50.1%	2,049	82.4%	3,950	63.7%	16,001	55.5%	39,440	80.2%

Source: Colorado Department of Education, www.cde.state.co.us/cdereval/rv2010GradLinks.htm

Metro Denver Central Counties: Adams, Arapahoe, Broomfield, Denver, Douglas, Jefferson (as defined by the Office of Management and Budget in OMB Bulletin 10-02)

Southern Colorado Counties: Alamosa, Baca, Bent, Chaffee, Cheyenne, Conejos, Costilla, Crowley, Custer, El Paso, Fremont, Huerfano, Kiowa, Las Animas, Lincoln, Mineral, Otero, Park, Prowers, Pueblo, Rio Grande, Saguache, Teller

