



University of Colorado

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University of Colorado

2019-20 Diversity Report

June 2020



Prepared by the University of Colorado System Office of Institutional Research
for the University of Colorado System Office of Academic Affairs

<https://www.cu.edu/office-academic-affairs/reports-highlights>

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This report is the result of a team effort across the CU System, incorporating work from multiple departments and disciplines. Without the help of the following offices, this report would not be possible—

CU Boulder | Office of Data Analytics
CU Boulder | Office of Diversity, Equity and Community Engagement
CU Denver | Anschutz Medical Campus | Office of Institutional Research
CU Denver | Anschutz Medical Campus | Office of Diversity and Inclusion
UCCS | Office of Institutional Research
UCCS | Office of Diversity and Inclusiveness

Cover photo by Glenn Asakawa © University of Colorado Boulder, April 2009, Dr. Reiland Rabaka, an Ethnic Studies Associate Professor at the University of Colorado at Boulder

Introduction

Diversity is a core value of the University of Colorado. CU believes all students—regardless of ethnic, racial, political, gender, religious, intellectual, and geographical background—will have a more enriching college experience when they are exposed to a plurality of ideas, viewpoints, life experiences, and rapidly evolving perspectives on national identity. The university continually seeks to create a more inclusive university community—one that fosters an academic climate that is productive, positive, safe, and respectful of all viewpoints. Diversity of students and faculty are metrics included in the [CU Metrics](#) approved in July 2018 by the Board of Regents to measure progress toward the university’s strategic vision.

The CU Diversity Report is an important mechanism for campus officials to share information with the Board of Regents, campus community, and the public about efforts to increase campus diversity and provide an environment that allows all students to succeed. It includes the following information for each CU campus:

- An overview of campus efforts to support diversity and inclusiveness
- Undergraduate and graduate enrollment by race/ethnicity
- Baccalaureate, master’s, doctoral, and professional degrees awarded by race/ethnicity
- Resident freshmen applications, acceptances, and enrollments by race/ethnicity
- Freshmen retention rates by race/ethnicity
- Graduation rates by race/ethnicity
- Enrollment of, retention rates for, and degrees awarded to Pell Grant recipients
- Undergraduate students registered with their campus disability services office
- Enrollment of first generation students
- Home region of resident freshmen
- Race/ethnicity of resident freshmen
- Faculty race/ethnicity and gender diversity by rank and tenure status
- Staff race/ethnicity and gender diversity by occupational category

Data are also provided on the race/ethnic and gender diversity of system administration staff. Appendix A also contains information about CU student enrollment in the context of higher education in Colorado.

Diversity Data Online!

View and interact with data from the 2019-20 Diversity Report using our data visualization tool.

Data visualization:
<http://www.cu.edu/diversity-report-interactive-data>

More Information:
<http://www.cu.edu/cu-data/>

Highlights from the 2019-20 CU Diversity Report

The CU Diversity Report includes enrollment data through Fall 2019 and degrees awarded through FY 2018-19. Below are highlights for all CU campuses:

20,741 – Students of Color enrolled in Fall 2019, not including international students; 30% of the enrolled population; Up 92% since Fall 2010 and 3.6% growth over Fall 2018;

33% – Undergraduate students of color of the undergraduate population; Up 96% since Fall 2010 and 3.7% growth over prior year;

22% – Graduate students of color of the graduate population; Up 78% since 2010 and 3% growth over prior year; 3,534 graduate students of color marks the highest number in CU's history;

10,374 – Hispanic/Latino students enrolled in Fall 2019 at all levels; Over 15% of the enrolled population; Up 117% since Fall 2010, growth in Hispanic and Latino enrollment continues to outpace other race/ethnicity categories;

4,224 – International students enrolled in Fall 2019 at all levels; Over 6% of the enrolled population; Up 79% since Fall 2010, but down from a peak in Fall 2017 when more than 4,600 international students were enrolled;

28% – Percentage of Bachelor Degrees awarded to students of color in 2018-19; The 2,987 degree recipients marks the most awards in CU history, up 108% since 2009-10 and 16% growth over prior year;

10,000+ – First-Generation students enrolled in Fall 2019; We know this population is larger overall than reported due to CU Denver reporting only the number of first-time freshman that are first generation. First generation is defined as an undergraduate with neither parent possessing a 4-year degree;

15,876 – Federal Pell recipients enrolled in Fall 2019; Approximately 30% of the enrolled undergraduate population; Federal Pell Grant Program provides need-based grants to low-income undergraduate students to promote access to postsecondary education;

21% – Percentage of Tenured/Tenure Track faculty at Boulder from minority race/ethnicity categories; 20% at UCCS; 17% at the Denver campus; this percentage is up at all campuses from 2010;



2019-20 Diversity Report

Pathways for Diversity and Inclusion

Office of Diversity, Equity and Community Engagement

Inclusion, Diversity and Excellence in Academics 2019-20

The University of Colorado Boulder's vision is to be a leader in addressing the humanitarian, social, and technological challenges of the 21st century. To realize our Strategic Imperatives to *Shape Tomorrow's Leaders, Be the Top University for Innovation, and Positively Impact Humanity*, we recognize that in all our actions, we must be committed to inclusive excellence. This quality defines our passion for being at the forefront of change for a more sustainable and understanding world.

This narrative describes the scope and character of programming that we have undertaken towards making excellence inclusive at the University, in the following areas: Student Access and Community Partnerships; Enrollment, Student Retention, Graduation and Achievement; Campus Climate and Community Engagement; and the Inclusion, Diversity and Excellence in Academics (IDEA) Plan. The shared aspirations guiding our activities and efforts are for the University to exemplify excellence through diversity by:

- Creating a welcoming and inclusive environment;
- Deepening our ability to share and to engage with diverse perspectives; and
- Maximizing the success and inclusion of all students, staff and faculty.

Student Access and Enrollment

Academic Outreach – The Pre-Collegiate Development Program (PCDP) has been on the Boulder campus for 37 years. In 2019-20 the Program served 995 middle and high school students and 2,091 parents in the Denver/Boulder area. The Pre-Collegiate Development Program **actively** recruits students from 25 middle and 18 high target schools. In addition, because the Program does not dismiss students if they transfer out of these target schools, it effectively serves students at an additional 13 middle schools and 64 high schools that carry

an “affiliate” status. Because of new investment on behalf of the CU Boulder campus, the campus initiated a new STEM- focused Pre-Collegiate Program. A total of 55 students participated in the 2019 STEM Summer Program.

In addition to the campus based PCDP, ODECE’s Office of Pre-College Outreach & Engagement is working with the I Have A Dream Foundation of Boulder County as well as school districts in rural areas of the state—the Roaring Fork Valley and Summit County—to conduct and further develop “Partnership Pre-Collegiate Programs.” These programs operate in the local communities they serve, and the University provides their students an opportunity to attend a two-week summer residential program on the CU Boulder campus during the summer after their junior year in high school. In 2019 these programs served approximately 760 students in their local communities. These partnerships engage: 1) school districts, 2) community foundations, and 3) local community colleges to work jointly with CU Boulder to provide high-quality college preparatory services to families from their local communities.

In addition to the institutionally funded outreach programs, CU Boulder also hosts a federally funded TRiO Upward Bound Program that serves indigenous high school students from reservations communities in a five-state region, including Colorado. The program received its first federal grant in 1980 and is the longest-running pre-college outreach program on the Boulder campus. CU Boulder is also part of the Colorado Opportunity Scholarship Initiative, which doubles donated funds through the provision of a 1:1 Matching Student Scholarship grant to eligible students.

Scholarship Foundations and Partnerships – Additional academic outreach benefited hundreds of students with valuable college preparation and scholarships through strategic partnerships with community organizations such as *Crowley Foundation College Prep, Daniels Fund, Denver Scholarship Foundation, Gates Millennium Foundation, I Have a Dream Foundation Boulder County, Mapleton Education Foundation, and Vamos Bufalos* in Colorado Springs and Pueblo.

Enrollment – The undergraduate enrollment of diverse students on the Boulder campus increased to 26.5% of the total undergraduate enrollment in 2019-20, whereas ten years ago it was only 15%. A total of 8,124 degree-seeking undergraduates self-identified as American Indian, Asian American, Black/African American, Hispanic/Latino, Pacific Islander, or more than one race. Among the in-state undergraduate students, 22% were Pell grant recipients, and 21% were the first generation in their families to enroll in college. The proportion of diverse students in the freshmen class was 37% in fall 2019. The enrollment of diverse graduate students grew to 17% of the total graduate enrollment in fall 2019 with a total of 1,099 students who self-identified as American Indian, Asian American, Black/African American, Hispanic/Latino, Pacific Islander, or more than one race.

Student Academic Achievement

Retention and Graduation – The first-year retention rate for students entering fall 2018 was 85% for students of color, nearly equivalent to that of all other students at 87%. The six-year graduation rate for the undergraduate cohort entering in 2013 was 65% for students of color compared to 69% for all other students. The number of bachelor degrees awarded to students of color in 2018-19 was an all-time high (1,433) and represented 23% of total degrees granted.

CU LEAD Alliance and Student Success – This network of 14 academic learning communities and affiliate programs builds academic communities among underrepresented and first-generation students. Serving over 1,600 undergraduates, the programs offer first-year cohort experiences, scholarships, academic enrichment, and community building. The CU LEAD Alliance (Leadership, Excellence, Achievement and Diversity) promotes access to special learning opportunities such as honors theses, internships, undergraduate research and global experiences.

Student Success Spotlights



Erika Bailon is a senior graduating in May 2020 with a Bachelor of Science in Computer Science from the College of Engineering. She is a first-generation college student and TRiO scholar, achieving the Dean’s list every semester except one during her undergraduate career. A recipient of several awards and scholarships, Erika serves as the chapter vice president of Tau Beta Pi, the largest engineering honor society in the country, and on the leadership board of Women In Computing at CU Boulder. Erika has volunteered as a tutor in engineering, a featured speaker with BOLD, and featured in the “Look Like an Engineer” campaign. Erika is currently deciding between two promising options upon graduation: pursuing an offer from NASA or Northrop Grumman as a Software Engineer.



Mustafa Mobarez is a senior graduating in May 2020 with a Bachelor of Science in Business Administration from the Leeds School of Business. Mustafa is a first-generation college student, having been born in Afghanistan and living in Pakistan as a child. Coming from a war-torn country and poverty-stricken society has instilled Mustafa with a great passion and appreciation for education. He is Guardian and TRiO scholar, and a recipient of the Outstanding Freshman Award from Leeds and a member of the Diverse Scholars program in the CU LEAD Alliance. Upon graduation, Mustafa will work for Oracle NetSuite as a Business Development Representative and plans to pursue his Master in Business Administration.



Cameron Bean is a senior graduating in May 2020 with a Bachelor of Arts in Integrative Physiology, having come to CU Boulder from the Southern Ute tribe. Cameron was a recipient of the First Nations scholarship and Abrams-Koch Endowment for Native American students interested in attending medical school. He served as an Anatomy and Physiology teaching assistant and volunteered at Boulder Community Hospital. In 2018, Cameron accepted an opportunity with the Atlantis Project in Athens, Greece, where he shadowed physicians in a hospital for a month. Upon graduation, Cameron will remain a Buff by attending CU Anschutz for a Master’s in Public Health.

Campus Climate and Community Engagement

Diversity and inclusion across the campus are enriched through the broad participation and interaction of students, faculty, and staff on various campus-wide committees. The Diversity and Inclusion Summit Planning Committee, with ODECE's leadership, successfully hosted fall and spring events, marking the 29th and 30th diversity summits as part of one of CU Boulder's longest traditions. Collaboration with the new Center for Teaching and Learning has resulted in the expansion of a professional development series, Inclusive Communities of Practice. The Boulder Faculty Assembly Diversity Committee and the Colleges and Schools Diversity Representatives Council further address critical issues of diversity and inclusion in the academic setting. Inclusive excellence is further advanced within the curriculum through the *IMPART Fellowship Grant* which bestows mini-awards to faculty to promote a campus environment that supports and encourages gender, ethnic and cultural diversity in scholarly work and teaching. Another long-standing tradition, the *Equity and Excellence Celebration* will move online to a virtual format to honor awardees this spring.

ODECE continues to support and engage students holistically through the Center for Inclusion and Social Change, which hosts several programs for students from a diversity of affinity groups and intersectional identities. In addition, the Colorado Diversity Initiative engages in several programs that support students in Science, Technology, Engineering and Mathematics (STEM).

Making Excellence Inclusive

The CU Boulder **Inclusion, Diversity, and Excellence in Academics (IDEA) Plan**, published on Oct. 30th, 2019, serves as a blueprint of action for the CU Boulder campus community in making excellence inclusive. Across the four years of preparation on behalf of ODECE and the campus community in the inclusive excellence initiative and during the 18 months of the authoring and revision process itself for the Plan, ODECE convened and facilitated a team of 28 faculty, staff and students to process feedback from over 500 individuals across the campus community in generating the document. The IDEA Plan includes three goal areas of growth (Campus Climate, Infrastructure, and Leadership) and five action areas with concrete recommendations and accountability measures. Provost Moore convened an IDEA Plan



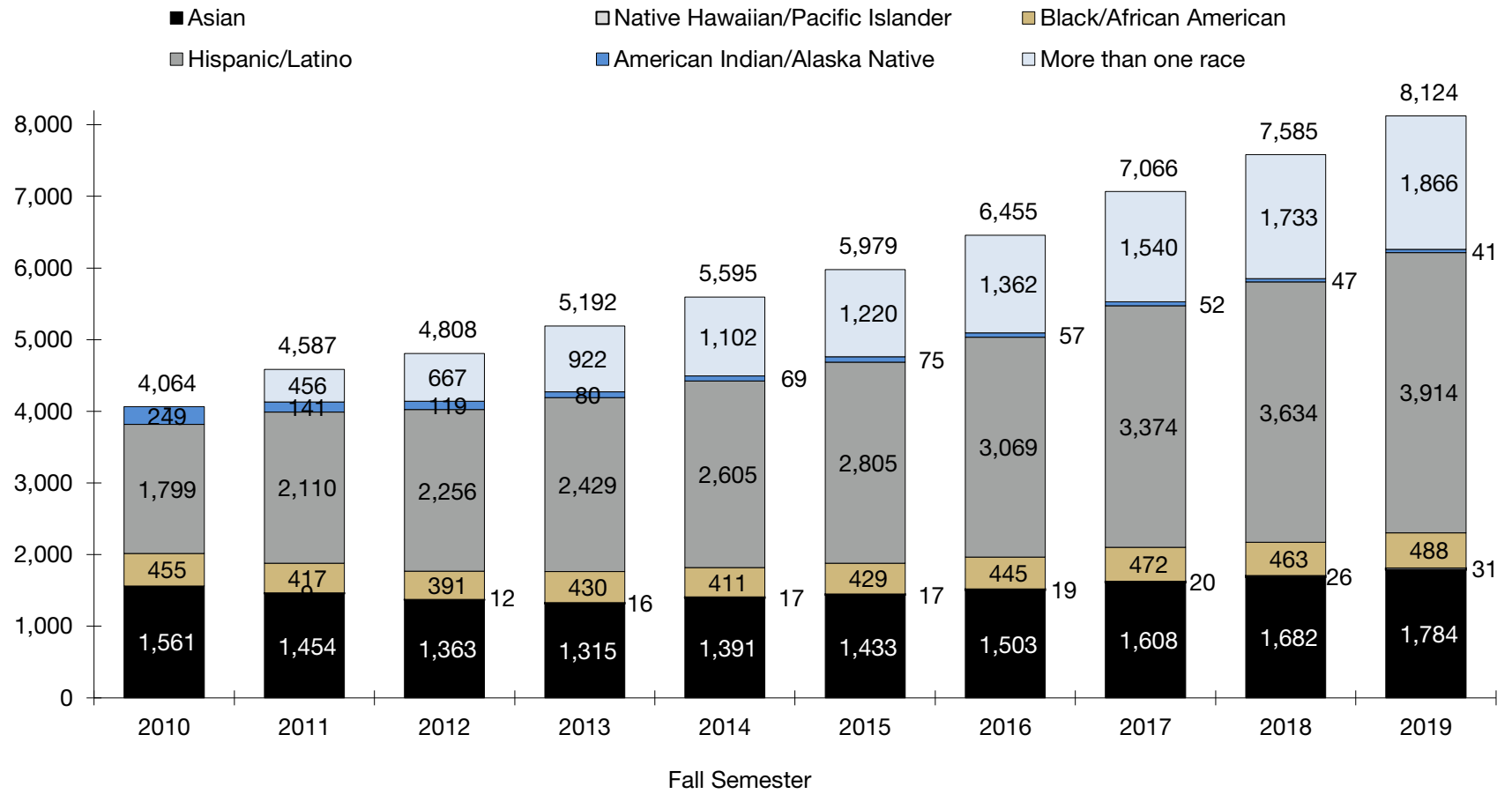
transition team to help guide the campus in going about the implementation of recommendations in the Plan, beginning in 2020.

University of Colorado Boulder

Student Diversity

Data provided by the CU-Boulder Office of Data Analytics
<http://www.colorado.edu/oda/ia/>

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



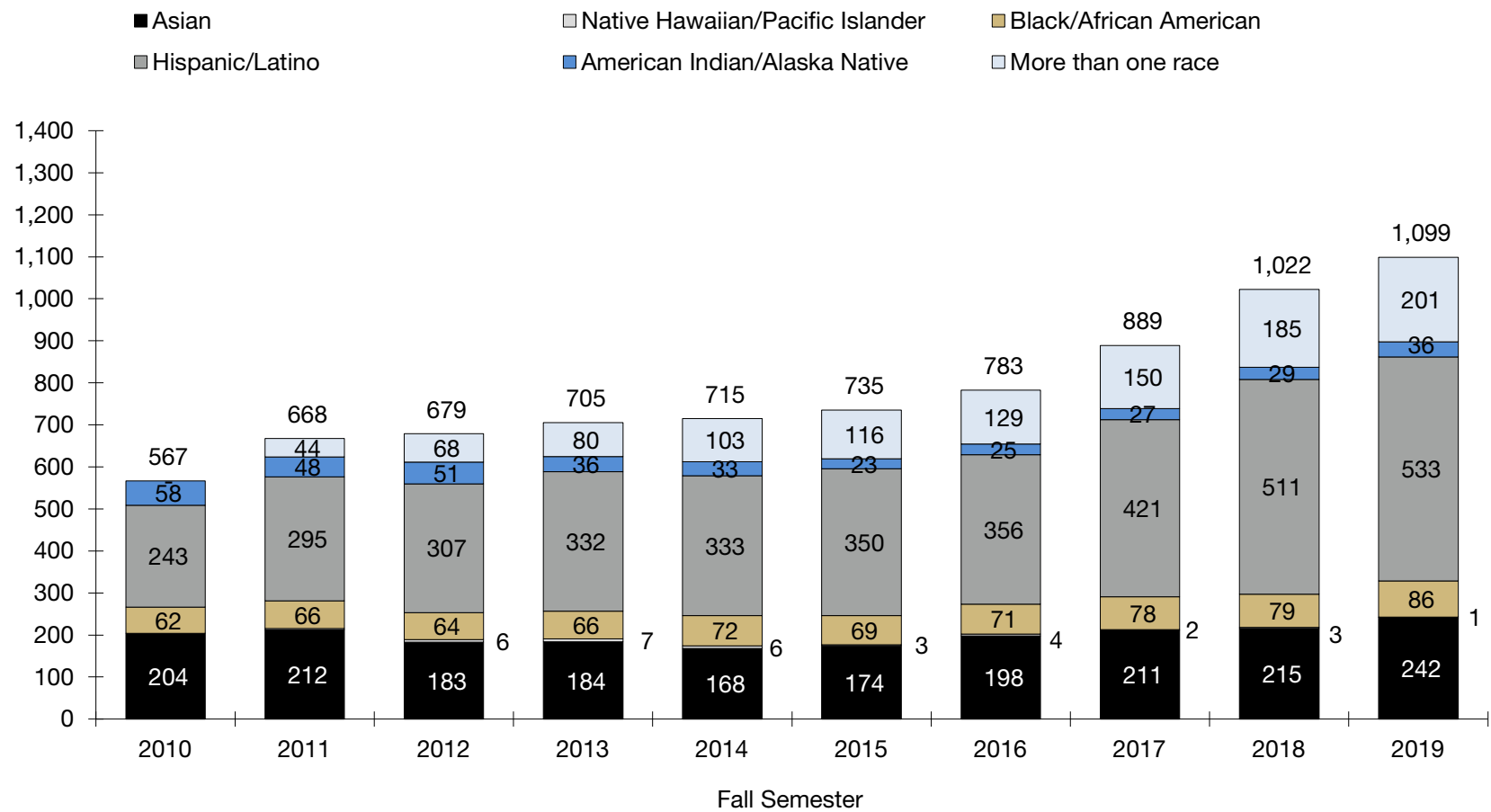
Race/Ethnicity	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Asian	1,561	1,454	1,363	1,315	1,391	1,433	1,503	1,608	1,682	1,784
Native Hawaiian/Pacific Islander	-	9	12	16	17	17	19	20	26	31
Black/African American	455	417	391	430	411	429	445	472	463	488
Hispanic/Latino	1,799	2,110	2,256	2,429	2,605	2,805	3,069	3,374	3,634	3,914
American Indian/Alaska Native	249	141	119	80	69	75	57	52	47	41
More than one race	-	456	667	922	1,102	1,220	1,362	1,540	1,733	1,866
White/Unknown	20,225	20,548	19,678	19,309	18,970	18,927	19,004	19,543	20,285	20,819
International	500	639	753	960	1,294	1,585	1,959	2,058	1,933	1,730
Total Enrollment	24,789	25,774	25,239	25,461	25,859	26,491	27,418	28,667	29,803	30,673
Minority Total	4,064	4,587	4,808	5,192	5,595	5,979	6,455	7,066	7,585	8,124
Minority as % of Total*	17%	18%	20%	21%	23%	24%	25%	27%	27%	28%

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Asian	6.3%	5.6%	5.4%	5.2%	5.4%	5.4%	5.5%	5.6%	5.6%	5.8%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
Black/African American	1.8%	1.6%	1.5%	1.7%	1.6%	1.6%	1.6%	1.6%	1.6%	1.6%
Hispanic/Latino	7.3%	8.2%	8.9%	9.5%	10.1%	10.6%	11.2%	11.8%	12.2%	12.8%
American Indian/Alaska Native	1.0%	0.5%	0.5%	0.3%	0.3%	0.3%	0.2%	0.2%	0.2%	0.1%
More than one race	0.0%	1.8%	2.6%	3.6%	4.3%	4.6%	5.0%	5.4%	5.8%	6.1%
White/Unknown	81.6%	79.7%	78.0%	75.8%	73.4%	71.4%	69.3%	68.2%	68.1%	67.9%
International	2.0%	2.5%	3.0%	3.8%	5.0%	6.0%	7.1%	7.2%	6.5%	5.6%

* Minority percentage calculation does not include the international population.

Note: In fall 2011, enrollment reporting for this report was changed. Thus, the numbers for fall 2011 and beyond are not comparable to prior numbers. Prior numbers included only degree-seeking students with *state reportable hours*. The numbers for fall 2011 and later include *all* degree-seeking students and are therefore higher than prior years. For example, the tables show a considerable increase in enrollment from fall 2010 to fall 2011. Fall 2011 minority enrollment did increase over fall 2010, but not as dramatically as the charts show. For undergraduate minority enrollment about 160 additional enrollments were due to the change in reporting.

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



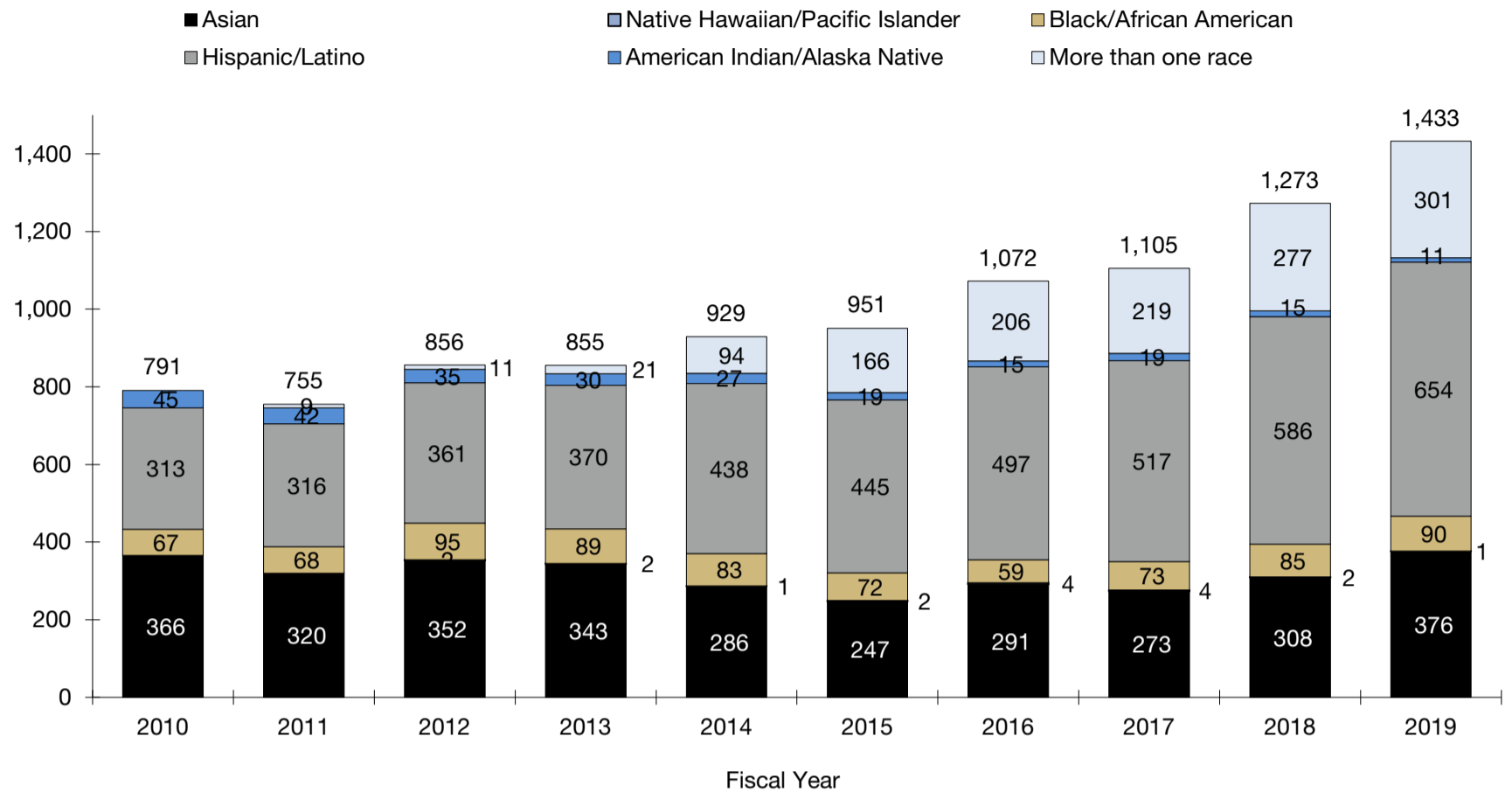
Race/Ethnicity	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Asian	204	212	183	184	168	174	198	211	215	242
Native Hawaiian/Pacific Islander	-	3	6	7	6	3	4	2	3	1
Black/African American	62	66	64	66	72	69	71	78	79	86
Hispanic/Latino	243	295	307	332	333	350	356	421	511	533
American Indian/Alaska Native	58	48	51	36	33	23	25	27	29	36
More than one race	-	44	68	80	103	116	129	150	185	201
White/Unknown	3,716	3,943	3,851	3,698	3,666	3,676	3,706	3,821	3,929	3,980
International	863	886	926	910	927	1,066	1,152	1,181	1,244	1,260
Enrollment	5,146	5,497	5,456	5,313	5,308	5,477	5,641	5,891	6,195	6,339
Minority Total	567	668	679	705	715	735	783	889	1,022	1,099
Minority as % of Total*	13%	14%	15%	16%	16%	17%	17%	19%	21%	22%

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Asian	4.0%	3.9%	3.4%	3.5%	3.2%	3.2%	3.5%	3.6%	3.5%	3.8%
Native Hawaiian/Pacific Islander	0.0%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.0%	0.0%	0.0%
Black/African American	1.2%	1.2%	1.2%	1.2%	1.4%	1.3%	1.3%	1.3%	1.3%	1.4%
Hispanic/Latino	4.7%	5.4%	5.6%	6.2%	6.3%	6.4%	6.3%	7.1%	8.2%	8.4%
American Indian/Alaska Native	1.1%	0.9%	0.9%	0.7%	0.6%	0.4%	0.4%	0.5%	0.5%	0.6%
More than one race	0.0%	0.8%	1.2%	1.5%	1.9%	2.1%	2.3%	2.5%	3.0%	3.2%
White/Unknown	72.2%	71.7%	70.6%	69.6%	69.1%	67.1%	65.7%	64.9%	63.4%	62.8%
International	16.8%	16.1%	17.0%	17.1%	17.5%	19.5%	20.4%	20.0%	20.1%	19.9%

* Minority percentage calculation does not include the international population.

Note: In fall 2011, enrollment reporting for this report was changed. Thus, the numbers for fall 2011 and beyond are not comparable to prior numbers. Prior numbers included only degree-seeking students with *state reportable hours*. The numbers for fall 2011 and later include *all* degree-seeking students and are therefore higher than prior years. For example, the tables show a considerable increase in enrollment from fall 2010 to fall 2011. Fall 2011 minority enrollment did increase over fall 2010, but not as dramatically as the charts show. For graduate minority enrollment, about 45 additional enrollments were due to the change in reporting.

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



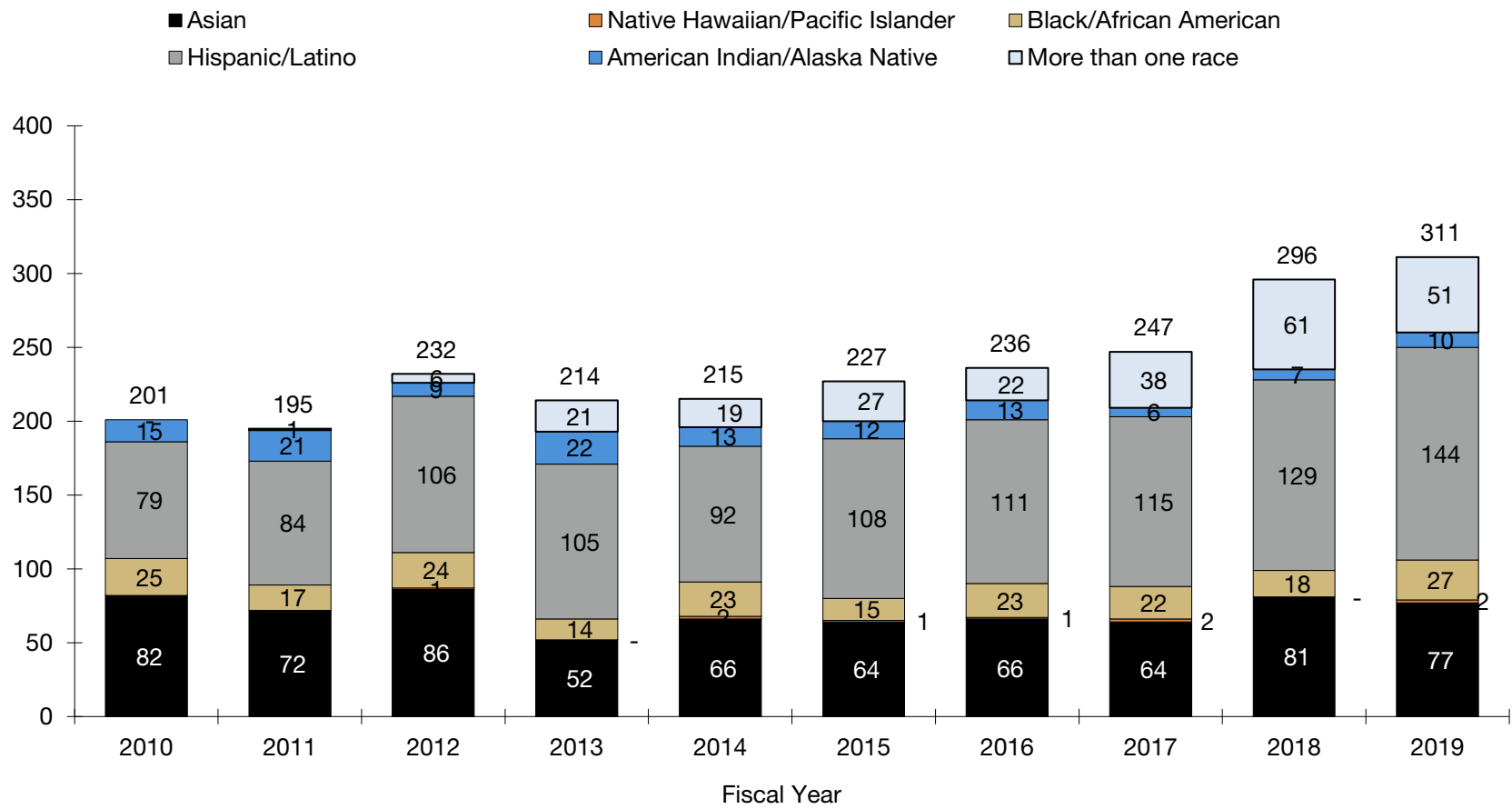
Race/Ethnicity	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Asian	366	320	352	343	286	247	291	273	308	376
Native Hawaiian/Pacific Islander	-	-	2	2	1	2	4	4	2	1
Black/African American	67	68	95	89	83	72	59	73	85	90
Hispanic/Latino	313	316	361	370	438	445	497	517	586	654
American Indian/Alaska Native	45	42	35	30	27	19	15	19	15	11
More than one race	-	9	11	21	94	166	206	219	277	301
White/Unknown	4,643	4,788	4,915	4,790	4,380	4,238	4,268	4,209	4,176	4,457
International	75	85	94	107	106	145	157	225	342	429
Total Degrees Awarded	5,509	5,628	5,865	5,752	5,415	5,334	5,497	5,539	5,791	6,319
Minority Total	791	755	856	855	929	951	1,072	1,105	1,273	1,433
Minority as % of Total*	15%	14%	15%	15%	17%	18%	20%	21%	23%	24%

Race/Ethnicity	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Asian	6.6%	5.7%	6.0%	6.0%	5.3%	4.6%	5.3%	4.9%	5.3%	6.0%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.0%	0.0%
Black/African American	1.2%	1.2%	1.6%	1.5%	1.5%	1.3%	1.1%	1.3%	1.5%	1.4%
Hispanic/Latino	5.7%	5.6%	6.2%	6.4%	8.1%	8.3%	9.0%	9.3%	10.1%	10.3%
American Indian/Alaska Native	0.8%	0.7%	0.6%	0.5%	0.5%	0.4%	0.3%	0.3%	0.3%	0.2%
More than one race	0.0%	0.2%	0.2%	0.4%	1.7%	3.1%	3.7%	4.0%	4.8%	4.8%
White/Unknown	84.3%	85.1%	83.8%	83.3%	80.9%	79.5%	77.6%	76.0%	72.1%	70.5%
International	1.4%	1.5%	1.6%	1.9%	2.0%	2.7%	2.9%	4.1%	5.9%	6.8%

* Minority percentage calculation does not include the international population.

Note: degree counts are unduplicated (one student receiving multiple degrees is counted only once).
Racial/ethnic counts by category follow IPEDS reporting rules for fall 2011 and later. The counts for a single category represent only those who selected that single category alone. Individuals selecting multiple categories are placed in "more than one race," unless Hispanic/Latino was one of their choices, in which case they are placed in the "Hispanic/Latino"

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



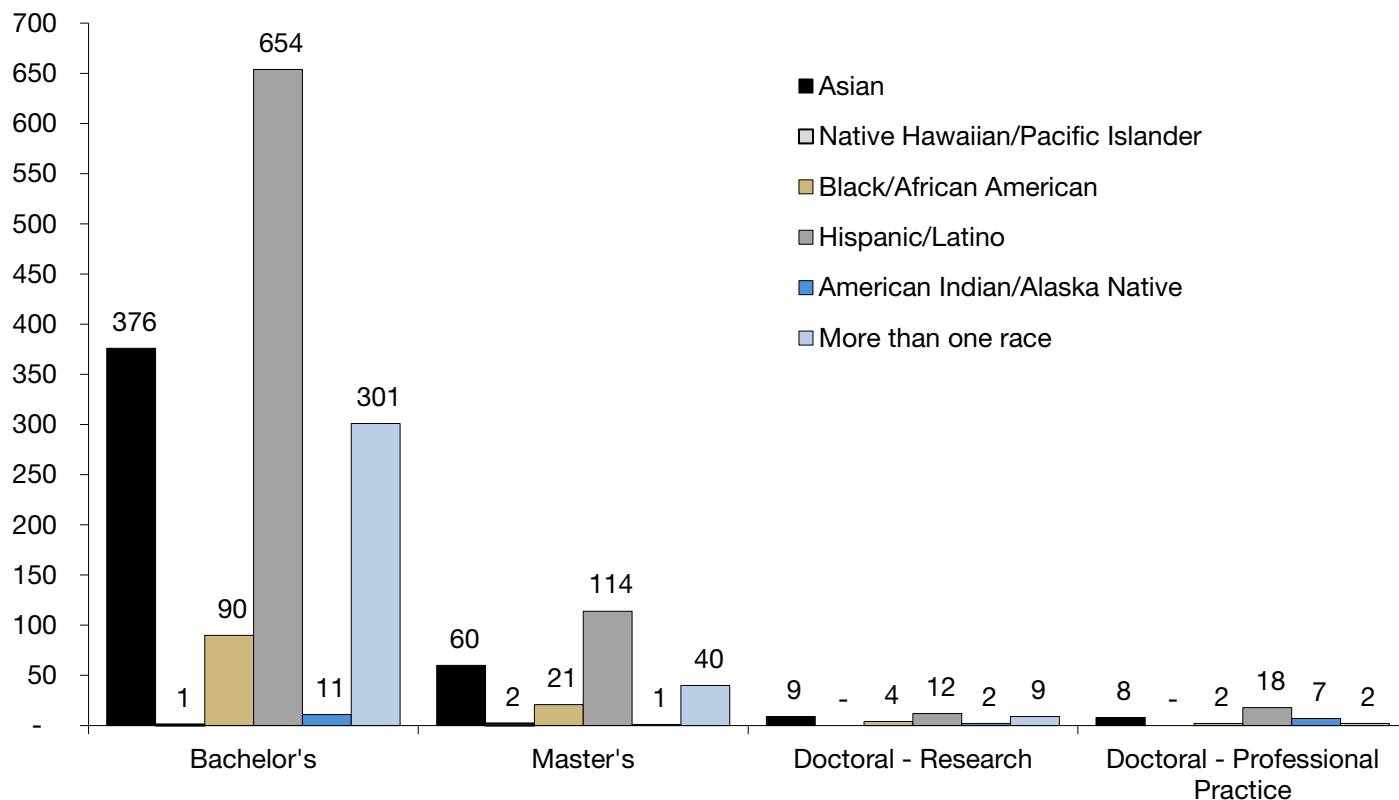
Race/Ethnicity	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Asian	82	72	86	52	66	64	66	64	81	77
Native Hawaiian/Pacific Islander	-	-	1	-	2	1	1	2	-	2
Black/African American	25	17	24	14	23	15	23	22	18	27
Hispanic/Latino	79	84	106	105	92	108	111	115	129	144
American Indian/Alaska Native	15	21	9	22	13	12	13	6	7	10
More than one race	-	1	6	21	19	27	22	38	61	51
White/Unknown	1,202	1,360	1,341	1,346	1,213	1,269	1,201	1,288	1,392	1,415
International	255	227	285	278	295	320	320	412	378	443
Total Degrees Awarded	1,658	1,782	1,858	1,838	1,723	1,816	1,757	1,947	2,066	2,169
Minority Total	201	195	232	214	215	227	236	247	296	311
Minority as % of Total*	14%	13%	15%	14%	15%	15%	16%	16%	18%	18%

Race/Ethnicity	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Asian	4.9%	4.0%	4.6%	2.8%	3.8%	3.5%	3.8%	3.3%	3.9%	3.6%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.1%	0.0%	0.1%	0.1%	0.1%	0.1%	0.0%	0.1%
Black/African American	1.5%	1.0%	1.3%	0.8%	1.3%	0.8%	1.3%	1.1%	0.9%	1.2%
Hispanic/Latino	4.8%	4.7%	5.7%	5.7%	5.3%	5.9%	6.3%	5.9%	6.2%	6.6%
American Indian/Alaska Native	0.9%	1.2%	0.5%	1.2%	0.8%	0.7%	0.7%	0.3%	0.3%	0.5%
More than one race	0.0%	0.1%	0.3%	1.1%	1.1%	1.5%	1.3%	2.0%	3.0%	2.4%
White/Unknown	72.5%	76.3%	72.2%	73.2%	70.4%	69.9%	68.4%	66.2%	67.4%	65.2%
International	15.4%	12.7%	15.3%	15.1%	17.1%	17.6%	18.2%	21.2%	18.3%	20.4%

* Minority percentage calculation does not include the international population.

Note: degree counts are unduplicated (one student receiving multiple degrees is counted only once). Racial/ethnic counts by category follow IPEDS reporting rules for fall 2011 and later. The counts for a single category represent only those who selected that single category alone. Individuals selecting multiple categories are placed in "more than one race," unless Hispanic/Latino was one of their choices, in which case they are

**University of Colorado Boulder
Degrees Awarded by Race/Ethnicity
Fiscal Year 2018-19**

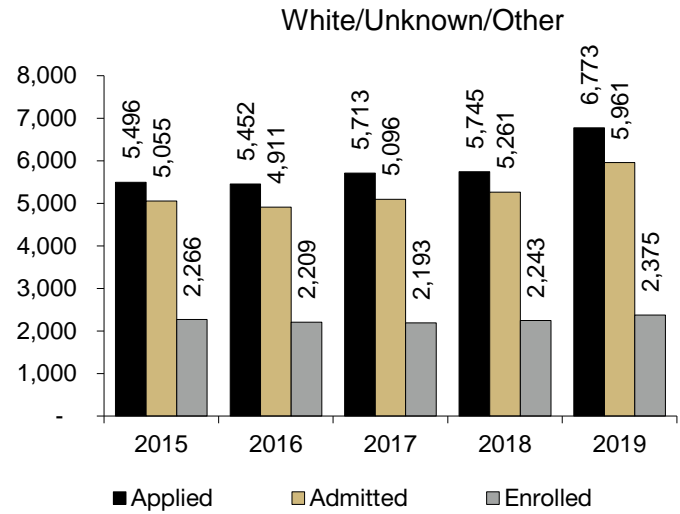
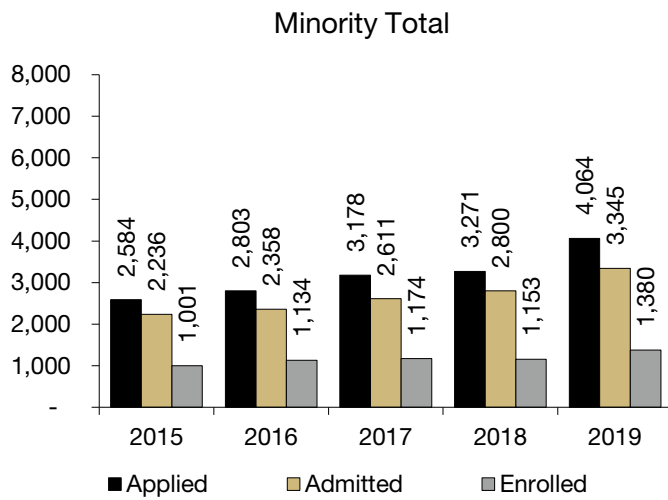


Race/Ethnicity	Bachelor's	Master's	Doctoral - Research	Doctoral - Professional Practice	Total
Asian	376	60	9	8	453
Native Hawaiian/Pacific Islander	1	2	-	-	3
Black/African American	90	21	4	2	117
Hispanic/Latino	654	114	12	18	798
American Indian/Alaska Native	11	1	2	7	21
More than one race	301	40	9	2	352
White/Unknown	4,457	1,017	272	126	5,872
International	429	359	83	1	872
Minority Total	1,433	238	36	37	1,744
Total	6,319	1,614	391	164	8,488

Note: degree counts are unduplicated (one student receiving multiple degrees is counted only once unless degrees are at different levels - e.g. BA and MA).

Racial/ethnic counts by category follow IPEDS reporting rules for fall 2011 and later. The counts for a single category represent only those who selected that single category alone. Individuals selecting multiple categories are placed in "more than one race," unless Hispanic/Latino was one of their choices, in which case they are placed in the "Hispanic/Latino" category.

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



Asian

Fall Term	Applied	Admitted	Enrolled
2015	592	535	266
2016	630	576	286
2017	642	572	290
2018	708	652	312
2019	773	719	353

Native Hawaiian/Pacific Islander

Fall Term	Applied	Admitted	Enrolled
2015	6	3	1
2016	5	4	2
2017	10	9	6
2018	10	10	3
2019	5	4	1

Black/African American

Fall Term	Applied	Admitted	Enrolled
2015	209	170	72
2016	211	157	66
2017	247	189	77
2018	243	187	56
2019	316	232	85

Hispanic/Latino

Fall Term	Applied	Admitted	Enrolled
2015	1,270	1,072	477
2016	1,355	1,105	525
2017	1,624	1,273	549
2018	1,640	1,365	533
2019	2,207	1,740	663

American Indian/Alaska Native

Fall Term	Applied	Admitted	Enrolled
2015	10	6	4
2016	12	10	4
2017	15	14	4
2018	14	7	1
2019	19	14	3

More than one race

Fall Term	Applied	Admitted	Enrolled
2015	497	450	181
2016	590	506	251
2017	640	554	248
2018	656	579	248
2019	744	636	275

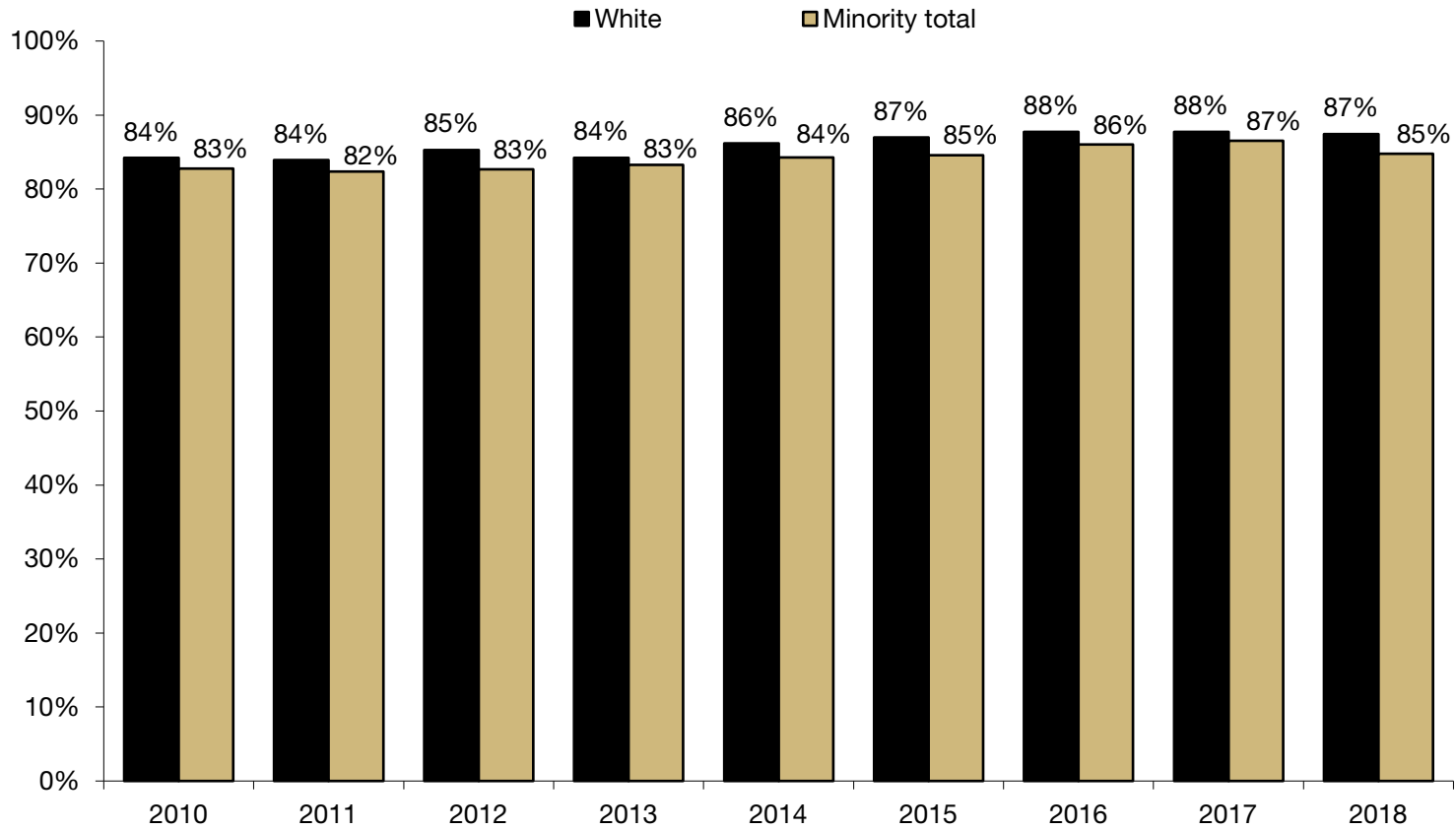
White/Unknown/Other

Fall Term	Applied	Admitted	Enrolled
2015	5,496	5,055	2,266
2016	5,452	4,911	2,209
2017	5,713	5,096	2,193
2018	5,745	5,261	2,243
2019	6,773	5,961	2,375

Total

Fall Term	Applied	Admitted	Enrolled
2015	8,080	7,291	3,267
2016	8,630	7,522	3,383
2017	8,891	7,707	3,367
2018	9,809	8,606	3,623
2019	6,773	5,961	2,375

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

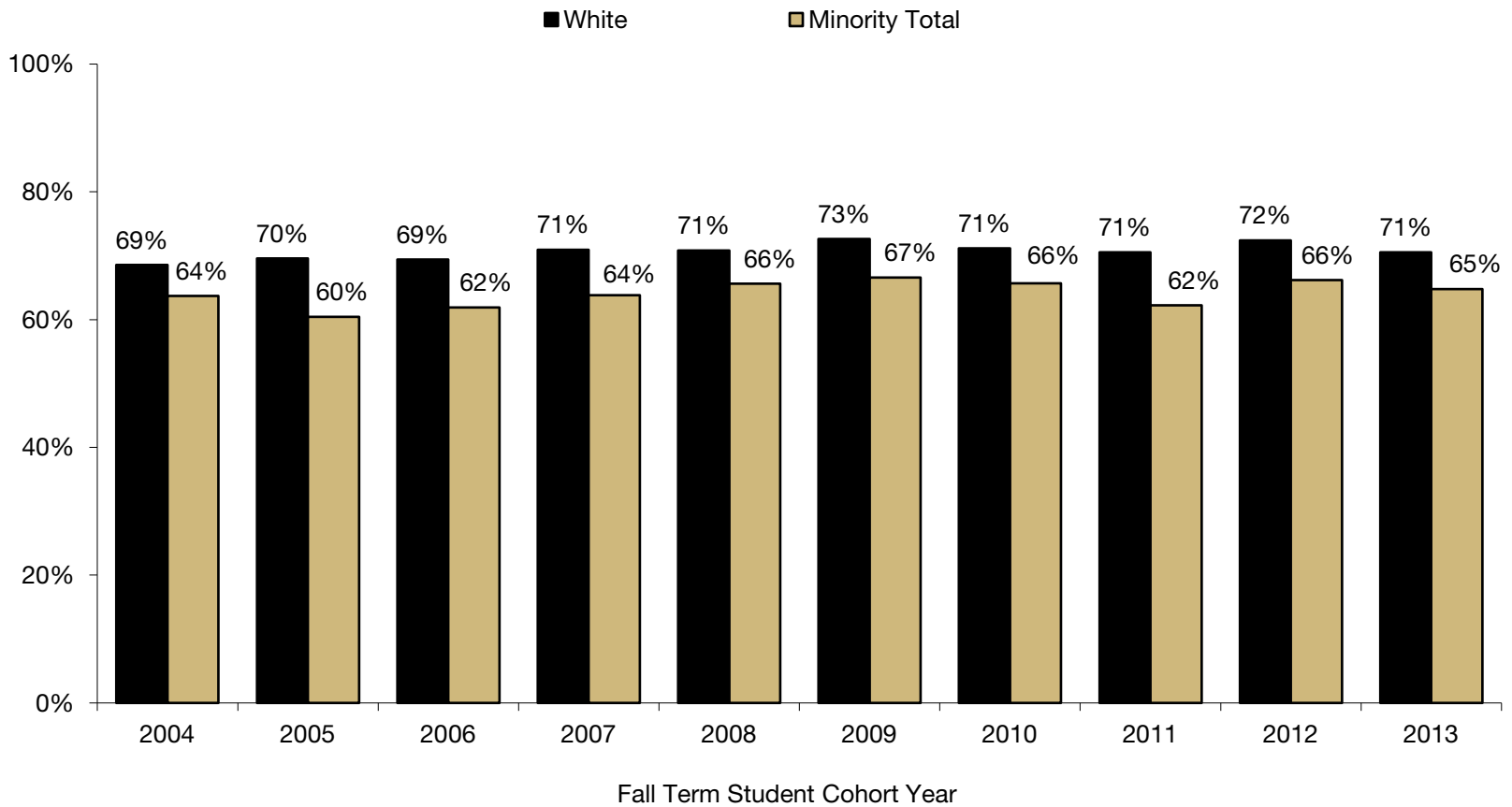


Fall Term First-Year Student Cohort

First-Year Cohort	2010	2011	2012	2013	2014	2015	2016	2017	2018
Asian	264	256	286	297	376	338	361	358	391
Native Hawaiian/Pacific Islander	-	6	4	3	3	5	6	6	9
Black/African American	66	76	89	121	91	103	95	105	81
Hispanic/Latino	477	574	556	625	661	721	793	843	832
American Indian/Alaska Native	12	14	16	8	17	16	14	11	7
More than one race	-	218	250	278	303	327	396	404	440
Other/Unknown	60	53	28	20	12	18	15	23	35
White	4,000	4,339	4,022	4,149	3,962	4,227	4,221	4,405	4,552
International	73	106	165	269	378	416	475	322	267
All	5,138	5,642	5,416	5,770	5,803	6,171	6,376	6,477	6,614
Minority total	1,005	1,144	1,201	1,332	1,451	1,510	1,665	1,727	1,760

Percent Enrolled One Year Later	2010	2011	2012	2013	2014	2015	2016	2017	2018
Asian	88%	85%	90%	88%	88%	90%	91%	89%	90%
Native Hawaiian/Pacific Islander		50%	75%	33%	67%	80%	67%	83%	78%
Black/African American	85%	78%	80%	83%	89%	90%	85%	87%	81%
Hispanic/Latino	80%	83%	79%	81%	82%	84%	84%	85%	84%
American Indian/Alaska Native	83%	71%	75%	100%	88%	38%	64%	82%	29%
More than one race		80%	85%	83%	84%	81%	86%	87%	83%
Other/Unknown	83%	77%	71%	65%	83%	72%	67%	83%	80%
White	84%	84%	85%	84%	86%	87%	88%	88%	87%
International	78%	86%	85%	90%	90%	93%	92%	90%	92%
All	84%	84%	85%	84%	86%	87%	88%	88%	87%
Minority total	83%	82%	83%	83%	84%	85%	86%	87%	85%

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

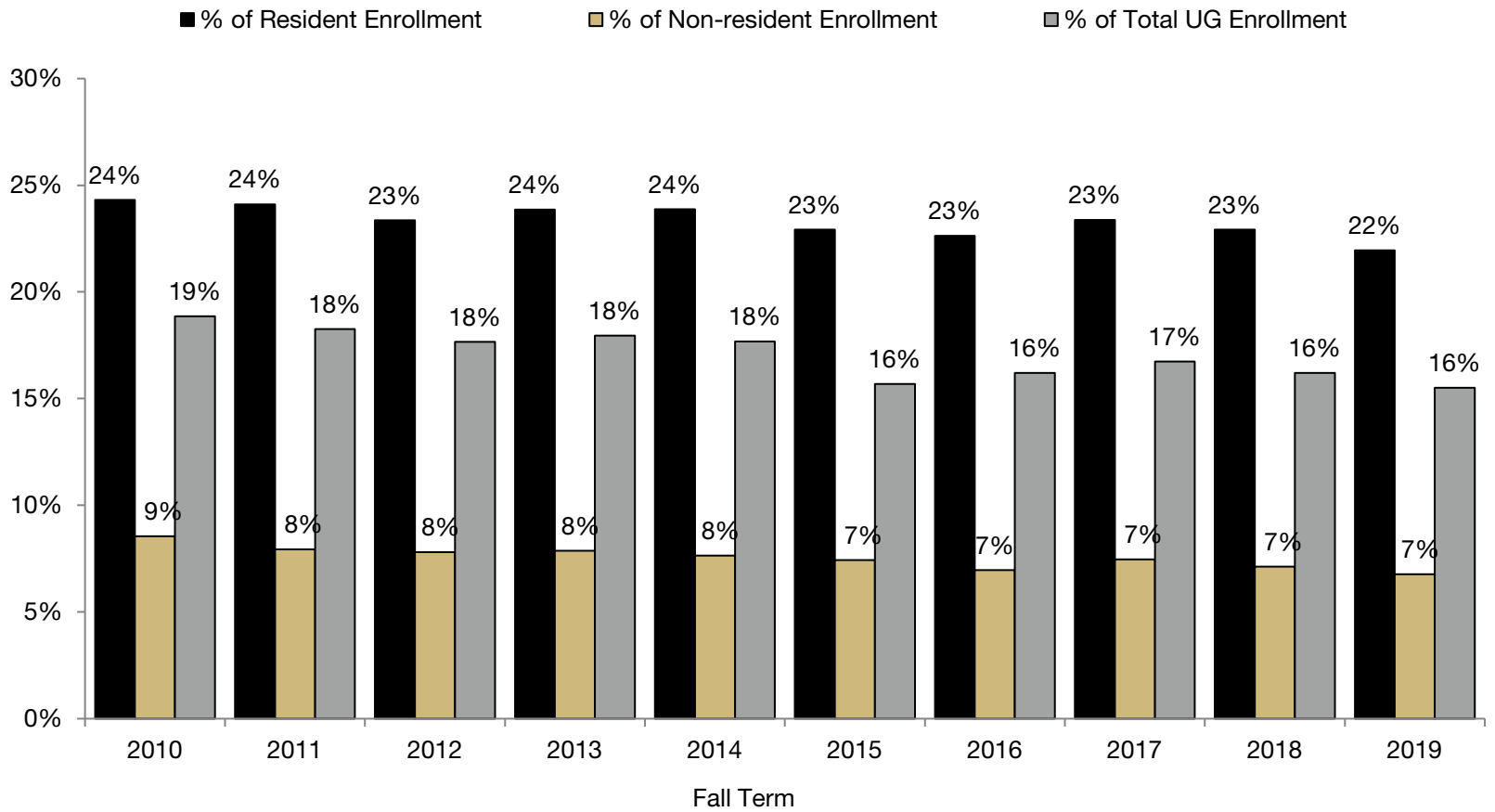


Undergraduate Cohort*	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Asian	333	325	373	360	355	350	264	256	286	297
Native Hawaiian/Pacific Islander	-	-	-	-	1	-	1	6	4	3
Black/African American	70	72	84	102	105	94	66	76	89	121
Hispanic/Latino	340	313	377	358	421	388	477	574	556	625
American Indian/Alaska Native	45	25	56	37	36	55	12	14	16	8
More than one race	-	-	-	14	18	23	185	218	250	278
White	4,025	3,977	4,416	4,405	4,568	4,285	4,000	4,339	4,022	4,149
Other/Unknown	268	243	238	198	251	259	60	53	28	20
International	43	52	62	66	56	61	73	106	165	269
Total Enrollment	5,124	5,007	5,606	5,540	5,811	5,515	5,138	5,642	5,416	5,770
Minority Total	788	735	890	857	918	887	820	926	951	1,054

Six-Year Graduation Rate	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Asian	71%	64%	68%	71%	72%	71%	77%	70%	73%	71%
Native Hawaiian/Pacific Islander	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%
Black/African American	64%	47%	64%	55%	57%	60%	53%	49%	57%	52%
Hispanic/Latino	58%	60%	56%	59%	63%	65%	64%	62%	63%	64%
American Indian/Alaska Native	58%	56%	57%	59%	47%	55%	42%	43%	69%	88%
More than one race	0%	0%	0%	71%	72%	83%	61%	61%	70%	66%
White	69%	70%	69%	71%	71%	73%	71%	71%	72%	71%
Other/Unknown	70%	68%	65%	68%	69%	72%	72%	60%	61%	50%
International	65%	67%	66%	70%	59%	62%	58%	74%	65%	69%
Total Enrollment	68%	68%	68%	70%	70%	71%	70%	69%	71%	69%
Minority Total	64%	60%	62%	64%	66%	67%	66%	62%	66%	65%

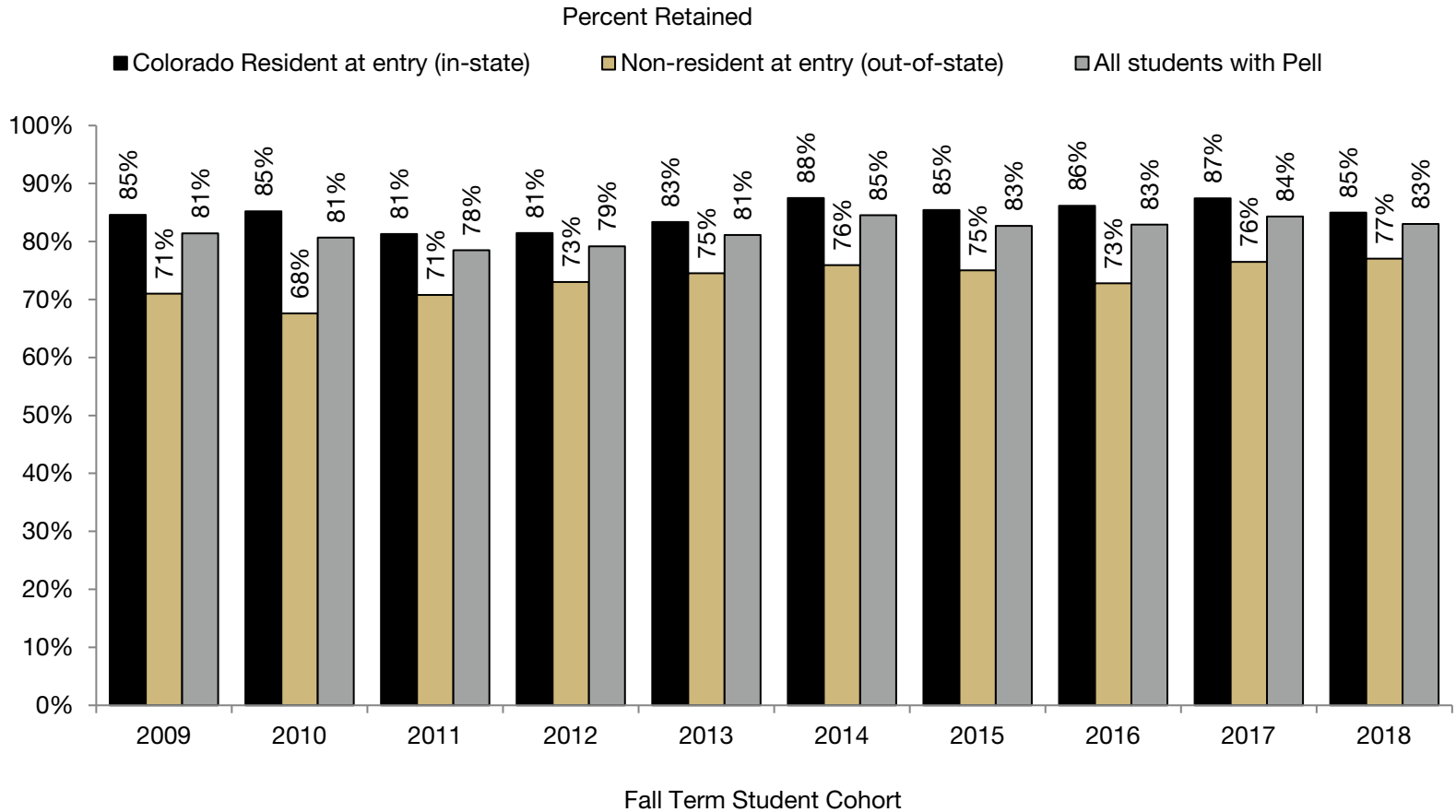
* Cohorts include first-time first-year full-time students entering in the Fall semester.

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



	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Resident	3,947	3,966	3,736	3,831	3,814	3,669	3,659	3,903	3,926	3,877
Non-resident	733	740	722	740	756	779	783	894	902	881
Total UG pell recipients enrolled	4,680	4,706	4,458	4,571	4,570	4,156	4,442	4,797	4,828	4,758
% of Resident Enrollment	24%	24%	23%	24%	24%	23%	23%	23%	23%	22%
% of Non-resident Enrollment	9%	8%	8%	8%	8%	7%	7%	7%	7%	7%
% of Total UG Enrollment	19%	18%	18%	18%	18%	16%	16%	17%	16%	16%

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



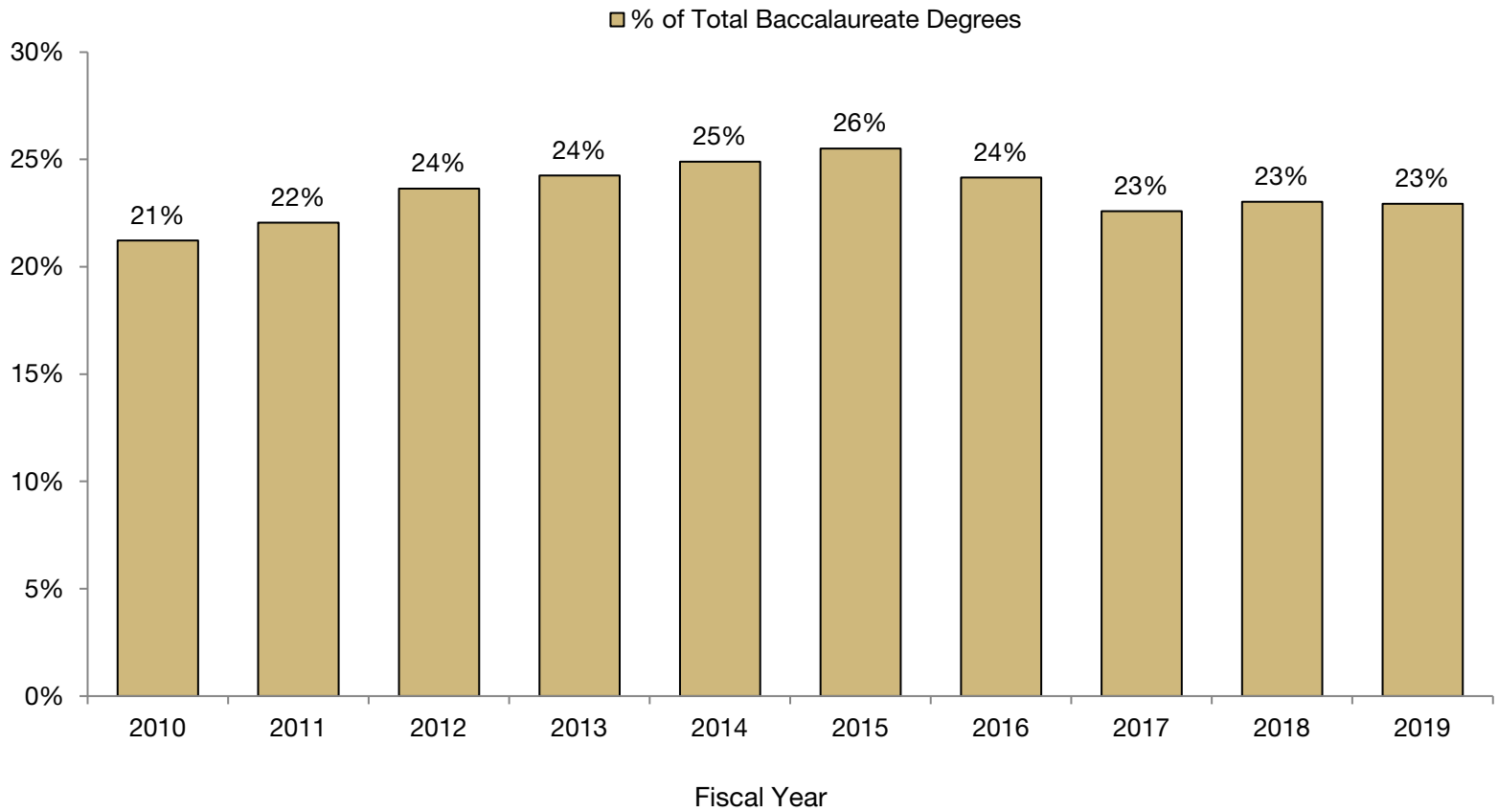
	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
All students with Pell										
First-Year Student Cohorts*	829	844	966	898	995	950	975	924	999	942
Number Retained**	675	681	758	711	807	803	806	766	842	782
Percent Retained	81%	81%	78%	79%	81%	85%	83%	83%	84%	83%
Colorado Resident at entry (in-state)										
First-Year Student Cohorts*	636	628	706	657	744	705	715	700	710	707
Number Retained**	538	535	574	535	620	617	611	603	621	601
Percent Retained	85%	85%	81%	81%	83%	88%	85%	86%	87%	85%
Non-resident at entry (out-of-state)										
First-Year Student Cohorts*	193	216	260	241	251	245	260	224	289	235
Number Retained**	137	146	184	176	187	186	195	163	221	181
Percent Retained	71%	68%	71%	73%	75%	76%	75%	73%	76%	77%

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

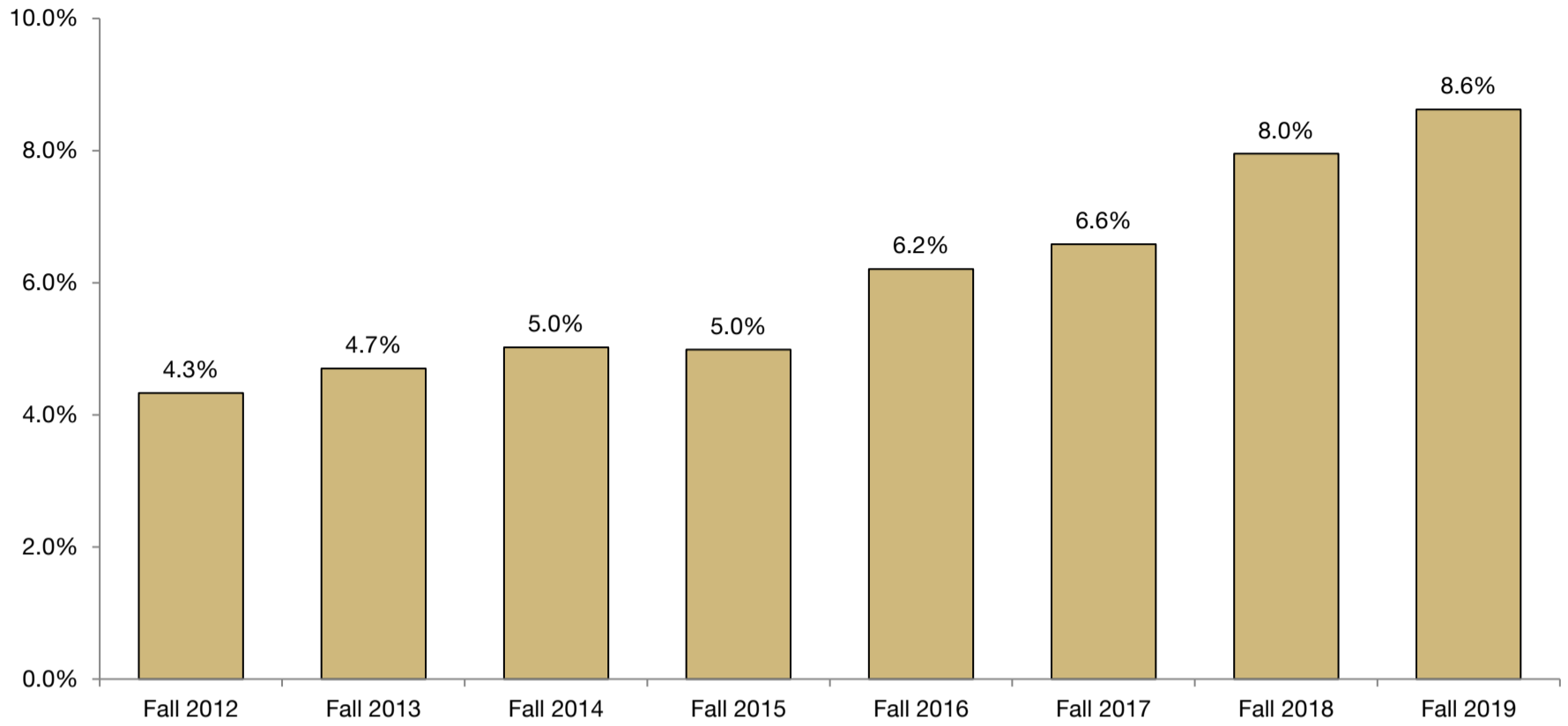


	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Baccalaureate Degrees Awarded to Pell Recipients*	1,169	1,241	1,387	1,395	1,348	1,361	1,328	1,251	1,334	1,449
% of Total Baccalaureate Degrees	21%	22%	24%	24%	25%	26%	24%	23%	23%	23%

* counted if student was ever a Pell recipient

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

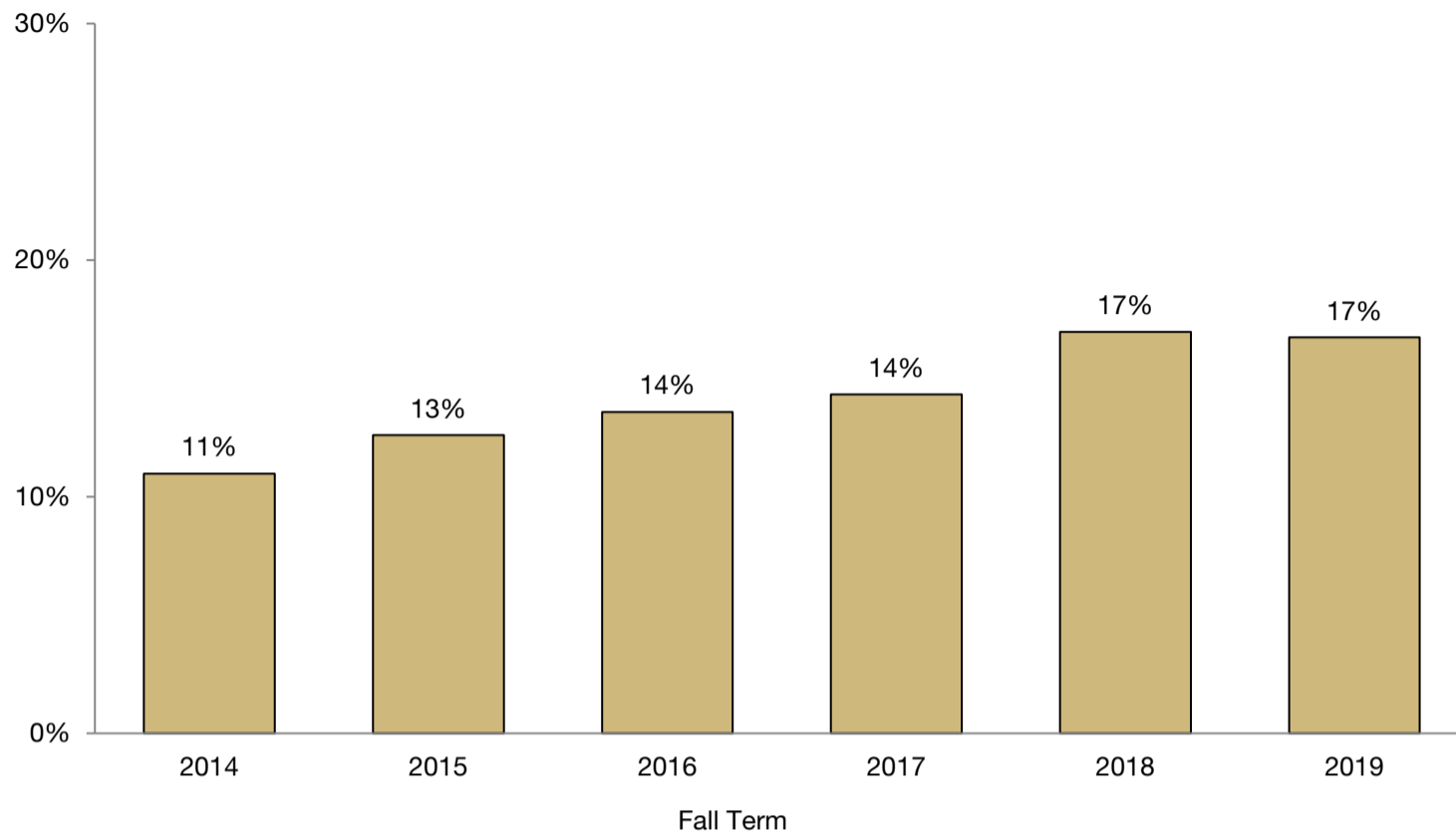
Undergraduate Degree-Seeking Students formally registered with the Office of Disability Services
(Percent of Degree-seeking Undergraduate Enrollment)



	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019
Number of degree-seeking undergraduates registered with Office of Disability Services*	1,093	1,197	1,299	1,322	1,702	1,888	2,370	2,645
Percent of all degree-seeking undergraduates	4.3%	4.7%	5.0%	5.0%	6.2%	6.6%	8.0%	8.6%

*Numbers include only degree-seeking undergraduate students enrolled in the fall term. This includes students taking main campus or on-line only classes.
Note: Fall 2011 and earlier data are suppressed due to adoption of Campus Solutions for data collection resulting in non-comparable data.

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

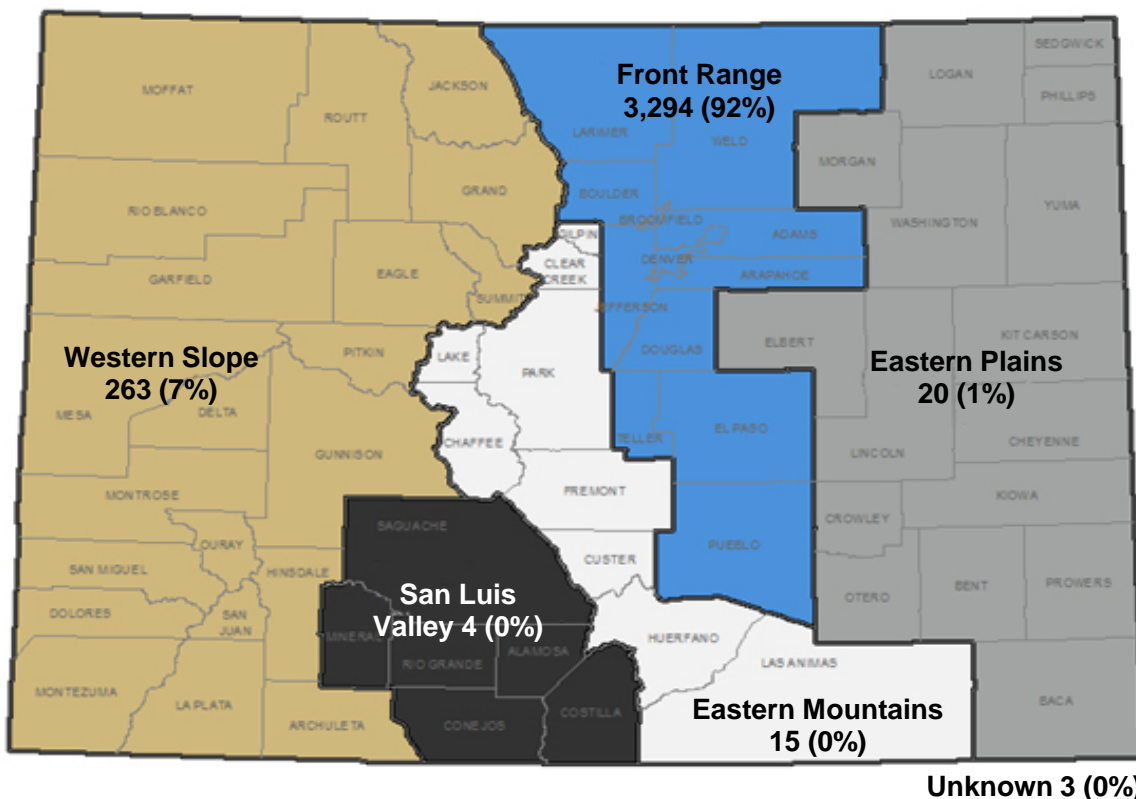


	2014	2015	2016	2017	2018	2019
Total UG First Generation Enrolled	2,839	3,340	3,725	4,106	5,056	5,133
% of Total UG Enrollment	11%	13%	14%	14%	17%	17%

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

**University of Colorado Boulder
New Resident Freshmen, Fall 2019
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 2018	
		Enrolled ²	Percent
Eastern Mountains	2%	15	0%
Eastern Plains	3%	20	1%
Front Range	83%	3,294	92%
San Luis Valley	1%	4	0%
Western Slope	10%	263	7%
Unknown	2%	3	0%
Total	100%	3,599	100%

¹ Distribution of 12th grade students enrolled in Colorado Public Schools based on school district enrollment, fall 2013. Students in the "unknown" category attended BOCES, the Colorado Charter School Institute, or a Colorado Detention Center. Data source: Colorado Department of Education, <http://www.cde.state.co.us/cdereval/pupilcurrent.htm>

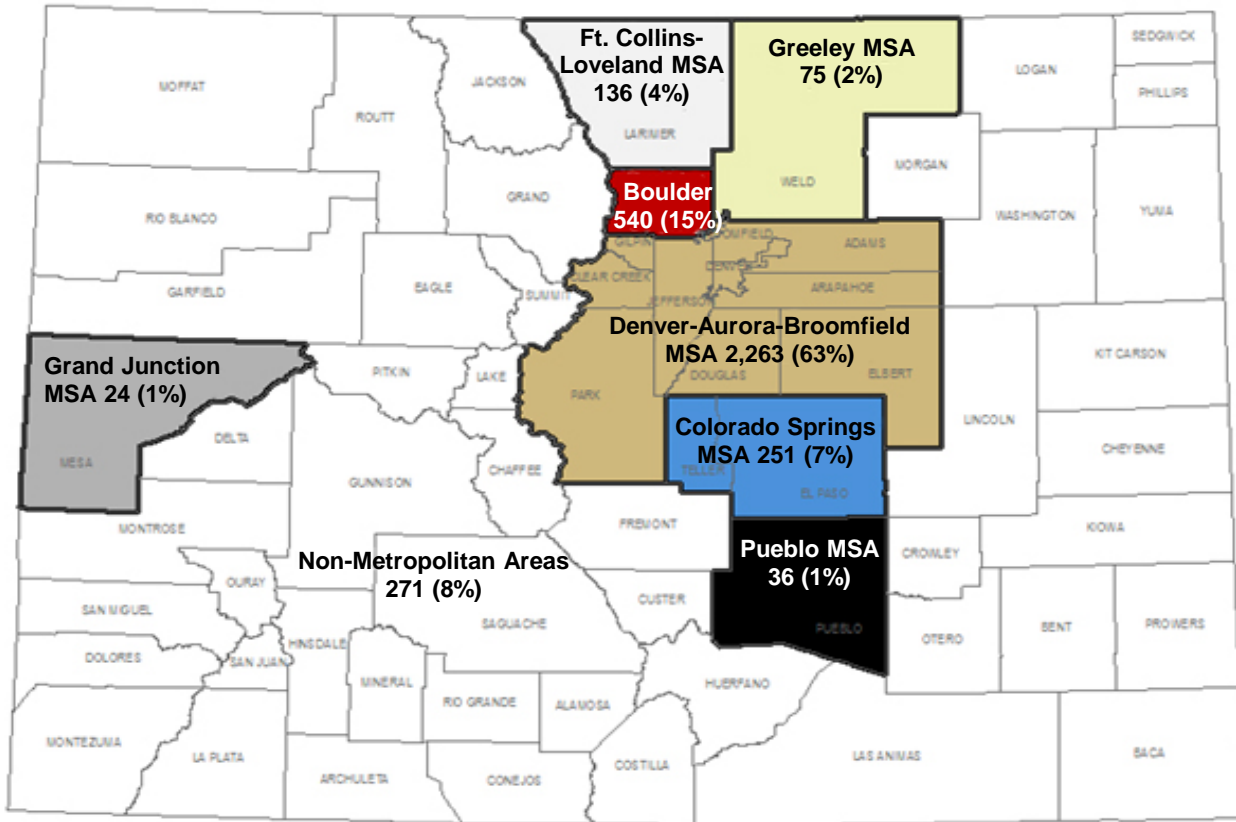
² Home region of new resident freshmen based on county at time of admission. Data source: SURDS Enrollment File (with new freshmen defined by CU registration type)

State regions defined at: Colorado Division of Local Government, State Demography Office. www.colorado.gov/cs/Satellite/DOLA-Main/CBON/1251593300013

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
New Resident Freshmen, Fall 2019
Home Region: Metropolitan and Non-Metropolitan Areas**

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



MSA=Metropolitan Statistical Area

Unknown MSA 3 (0%)

Metro Area	12th Graders Enrolled in CO Public Schools ¹	CU-Boulder New Resident Freshmen, Fall 2019	
		Enrolled ²	Percent
Boulder MSA	8%	540	15%
Colorado Springs MSA	14%	251	7%
Denver-Aurora-Broomfield MSA	49%	2,263	63%
Fort Collins-Loveland MSA	5%	136	4%
Grand Junction MSA	3%	24	1%
Greeley MSA	5%	75	2%
Pueblo MSA	3%	36	1%
Non-Metro	14%	271	8%
Unknown	0%	3	0%
Total	100%	3,599	100%

¹ Distribution of 12th grade students enrolled in Colorado Public Schools based on school district enrollment, fall 2017. Students in the "unknown" category attended BOCES, the Colorado Charter School Institute, or a Colorado Detention Center. Data source: Colorado Department of Education, <http://www.cde.state.co.us/cdereval/pupilcurrent.htm>

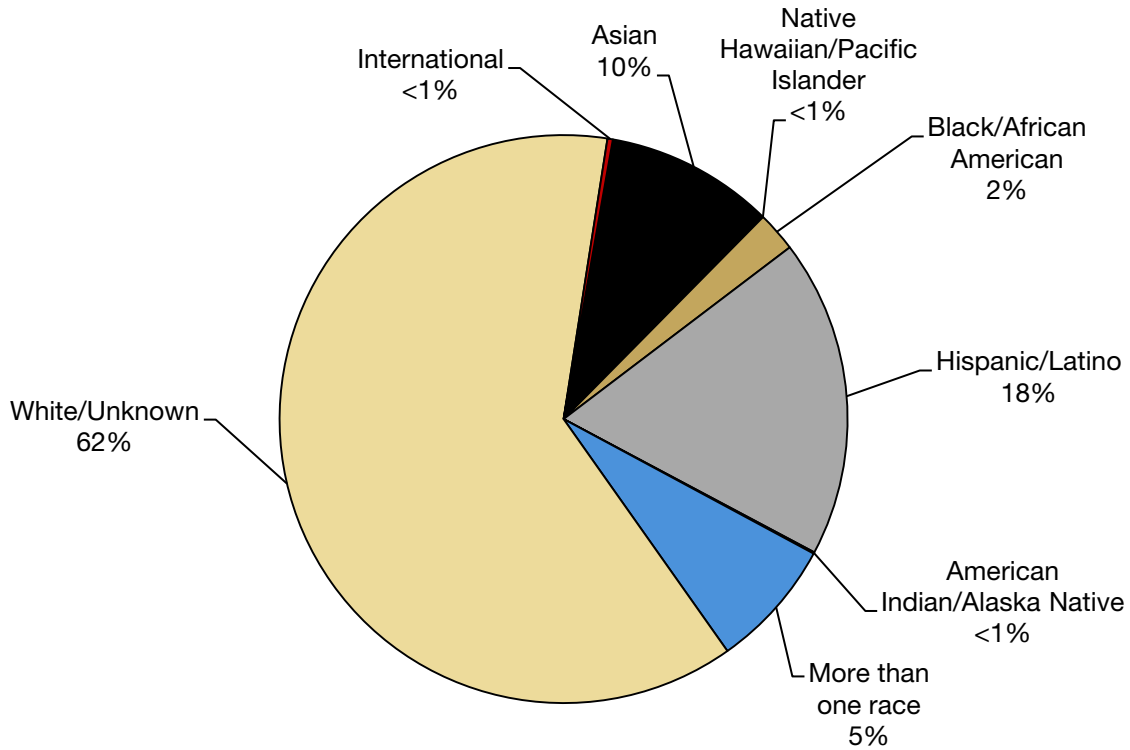
² Home region of new resident freshmen based on county at time of admission. Data source: SURDS Enrollment File (with new freshmen defined by CU registration type)

Metropolitan Statistical Areas (MSAs) defined by U.S. Office of Management and Budget, OMB Bulletin No. 09-01, November 2008. <http://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.

University of Colorado Boulder
New Resident Freshmen by Race/Ethnicity, Fall 2019
 (End-of-Term Enrollment)

Total=3,617
Minority Total = 1,354 (37%)



Note: Enrollment data for new freshmen are based on end-of-term enrollment. All other enrollment data are based on census date enrollment, as are enrollments shown with applications and acceptances for new freshmen.

Fall 2017 racial/ethnic category counts follow IPEDS reporting rules and represent only those who selected that single category alone. Individuals selecting multiple categories are placed in "More than one race" or if Hispanic/Latino was one of their choices, in "Hispanic/Latino."

University of Colorado Boulder

Faculty and Staff Diversity

Data provided by the CU Boulder Office of Data Analytics
<http://www.colorado.edu/oda/ia/>

University of Colorado Boulder
Full-Time Faculty and Staff, Fall 2019

Notes: Includes all employees reported for IPEDS HR for Fall 2019. Excludes student and other temporary employees.

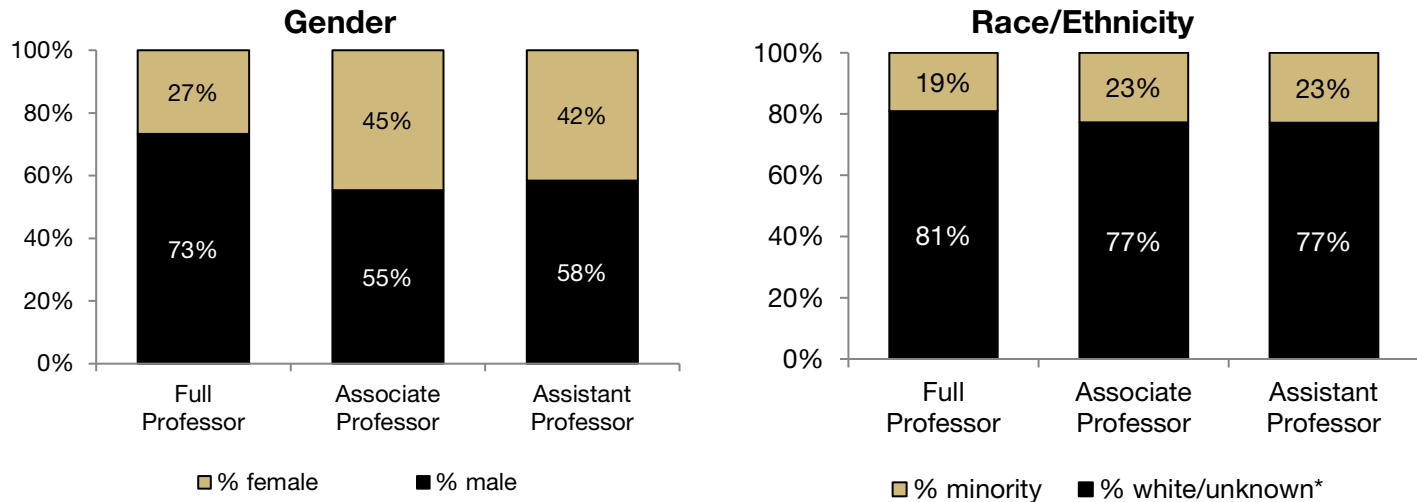
Individuals with active and paid leave appointments with known salary including all TTT status, instructor/sr. instructor status with 50%+ total time, and all others with 100% time as of Nov. 1, 2019.

* Minority total includes more than one race and excludes white, unknown, international. Minority percentage calculation does not include the international population.

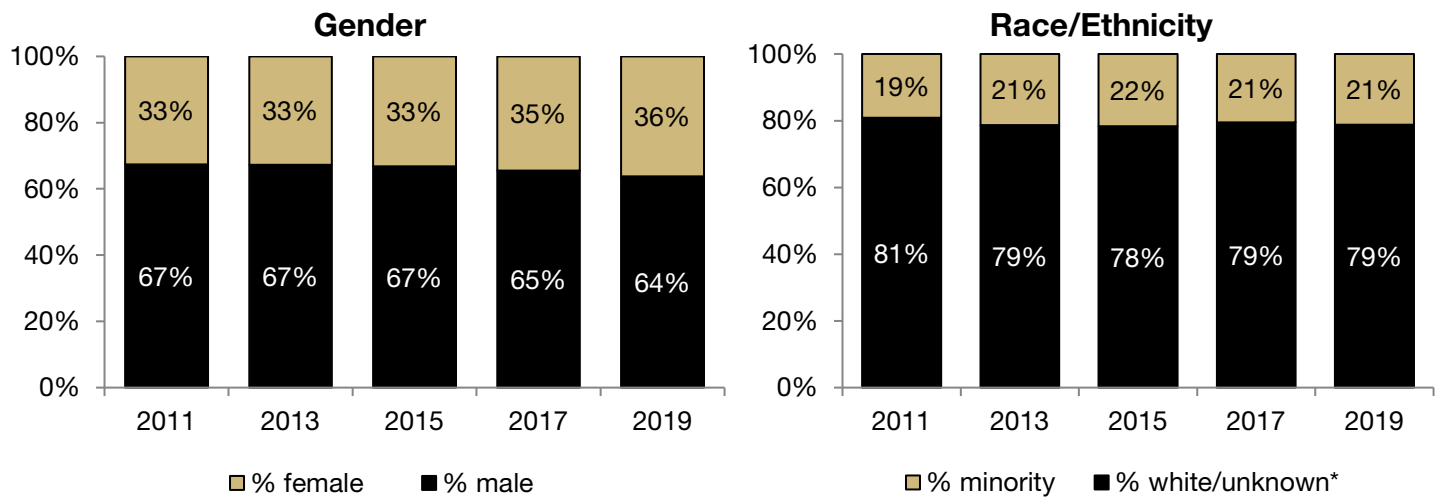
	Total	Female		Male		Minority*		Ethnicity/Citizenship								
		#	%	#	%	#	%	Black/ African American	American Indian/ Alaska Native	Asian	Native Hawaiian/P acific Islander	Hispanic/ Latino	More than one race	White	Unknown	Inter- national
Faculty	2,548	982	39%	1,566	61%	403	18%	33	8	226	5	114	17	1,615	235	295
Instructional Faculty	1,671	671	40%	1,000	60%	304	19%	28	6	163	4	89	14	1,153	171	43
Tenured/Tenure Track	1,212	439	36%	773	64%	250	21%	21	5	134	4	75	11	809	122	31
Full Professor	514	137	27%	377	73%	98	19%	10	3	56	1	26	2	394	21	1
Associate Professor	378	169	45%	209	55%	85	23%	6	2	50	-	23	4	261	29	3
Assistant Professor	320	133	42%	187	58%	67	23%	5	-	28	3	26	5	154	72	27
Non-Tenure Track	459	232	51%	227	49%	54	12%	7	1	29	-	14	3	344	49	12
Instructor/Sr. Instructor	459	232	51%	227	49%	54	12%	7	1	29	-	14	3	344	49	12
Research Faculty	877	311	35%	566	65%	99	16%	5	2	63	1	25	3	462	64	252
Staff	5,172	2,714	52%	2,458	48%	1,170	23%	93	24	386	6	597	64	3,606	359	37
Officers	35	20	57%	15	43%	8	23%	2	-	1	1	4	-	22	5	-
With Faculty Status	19	10	53%	9	47%	3	16%	1	-	-	-	2	-	14	2	-
Without Faculty Status	16	10	63%	6	38%	5	31%	1	-	1	1	2	-	8	3	-
Management/Other Professionals/Support Staff	5,137	2,694	52%	2,443	48%	1,162	23%	91	24	385	5	593	64	3,584	354	37
With Faculty Status	986	408	41%	578	59%	116	12%	8	3	43	1	49	12	781	71	18
Exempt Professionals	3,106	1,824	59%	1,282	41%	648	21%	64	15	225	4	307	33	2,214	227	17
Classified Staff	1,045	462	44%	583	56%	398	38%	19	6	117	-	237	19	589	56	2
Faculty/Staff Total	7,720	3,696	48%	4,024	52%	1,573	21%	126	32	612	11	711	81	5,221	594	332

University of Colorado Boulder

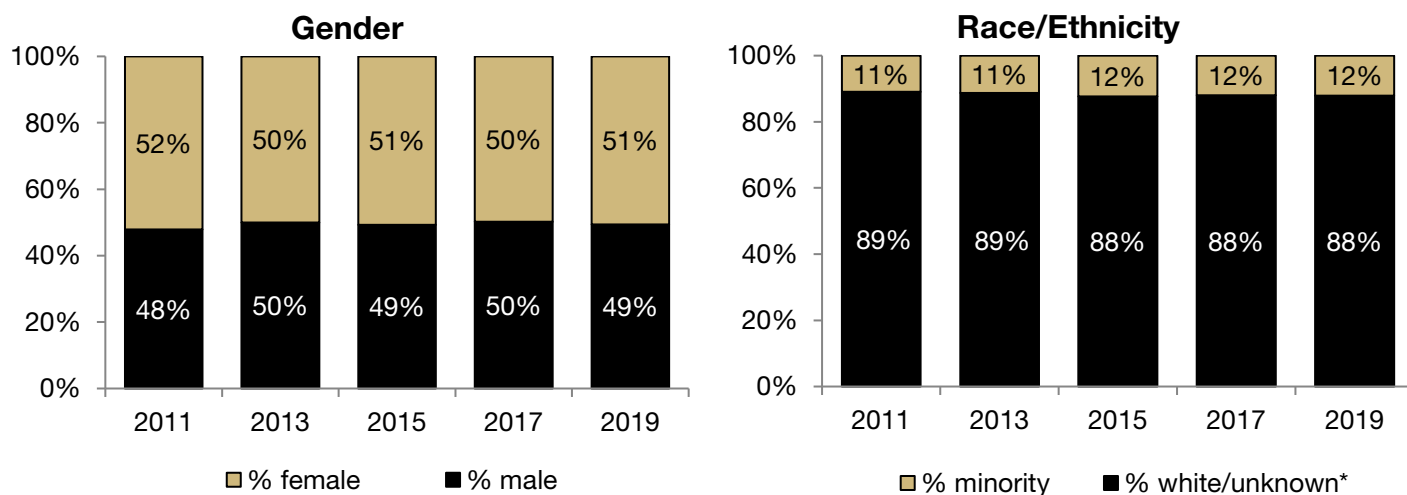
Regular Instructional Faculty, Fall 2019 Tenured/Tenure Track



Regular Instructional Faculty, Fall 2011 - Fall 2019 Tenured/Tenure Track Faculty All Ranks Combined

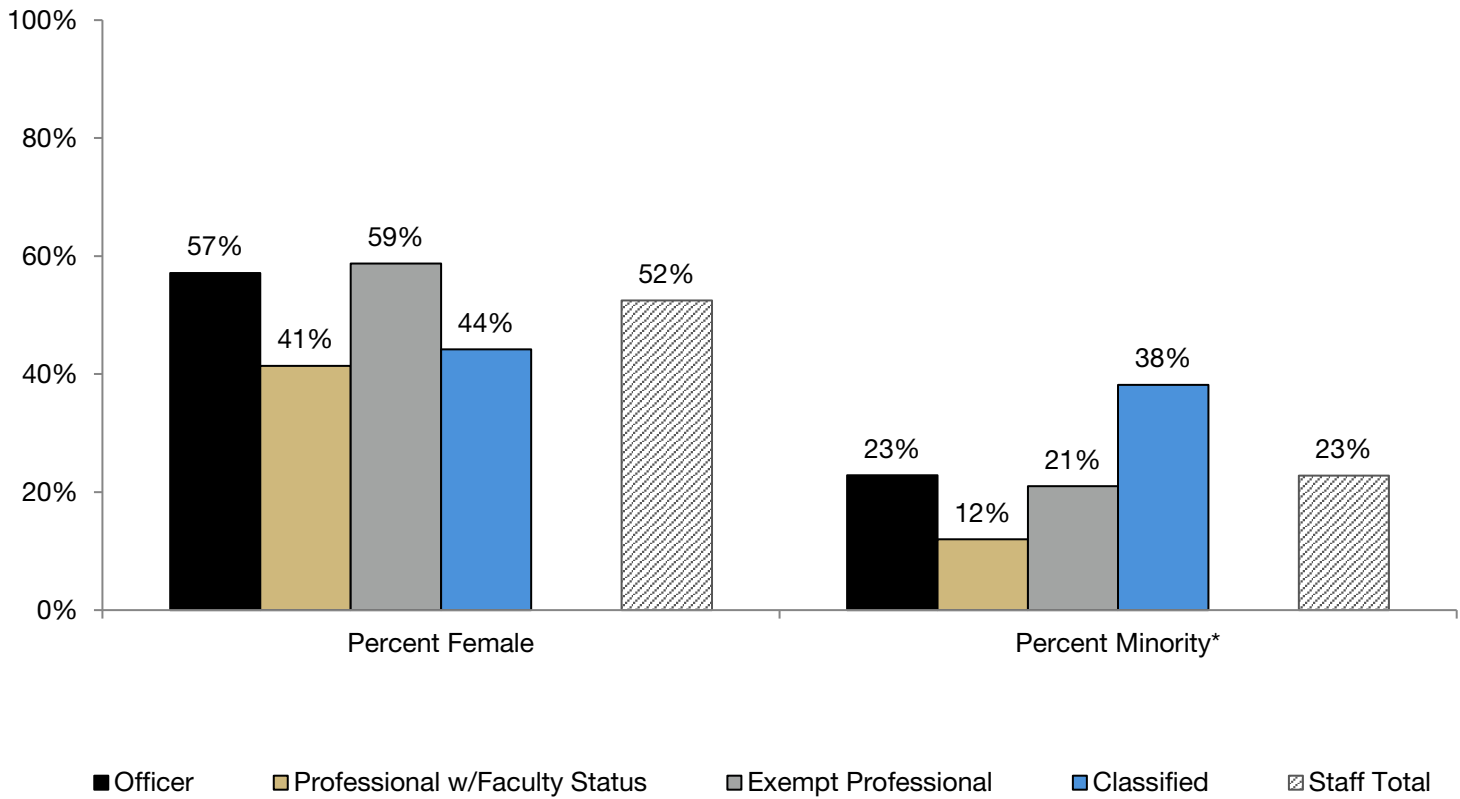


Non-Tenure Track Faculty Instructors and Senior Instructors Combined



* Minority percentage and white/unknown percentage calculation does not include the international population.

**University of Colorado Boulder
Staff Diversity, Fall 2019**



* Minority percentage calculation does not include the international population.



2019-20 Diversity Report

Equity, Diversity & Inclusion Programming & Initiatives at UCCS

The University of Colorado Colorado Springs visibly promotes and expands equity, diversity and inclusion initiatives and programming. Under the leadership of Professor and Associate Vice Chancellor Andrea Herrera (AVCEDI), the **Faculty Diversity Assembly** (DA)—which Herrera constituted in the fall of 2018—formed Diversity Councils in their respective colleges (which include faculty and staff at all ranks), or interfacing with existing Diversity Committees/Teams. With the support of Provost Tom Christensen and the College Deans, Herrera and her DA team deployed the first phase of a 3-phase equity, diversity and inclusion (EDI) initiative, which aims at broad campus engagement. Phase 1, which was completed in the fall of 2019, charged each College with compiling a list or inventory of college-wide and unit/department/program EDI initiatives, programming and curriculum. Phases 2 and 3, which will be deployed in the spring and fall of 2020, require that each College and unit/department/program, respectively, identify and deploy an EDI goal.

The EDI office also designed and constituted the **Student Diversity Assembly** (SDA) during the fall of 2019. In addition to creating a communication network among faculty, staff, administration and students, the SDA aims to cultivate student leadership and offer underrepresented and/or underserved students a range of networking opportunities on campus and in the community. During the spring and fall of 2019, the EDI office also redesigned the **Adelina Gomez Scholars Program** in collaboration with the UCCS Pre-Collegiate Program. The 2020 Adelina Gomez Scholars will be selected from a group of rising sophomores and juniors representing 18 schools across the Pikes Peak regions.

During the 2019 academic year, the EDI office also coordinated and administered 3 undergraduate student diversity scholarships (The Rosa Parks, Cesar E. Chavez and Janice M. Gould scholarship awards); and created the Bridge to Success Sophomore Mentoring Program, which will be coordinated in the spring of 2020 and offered during the 2020-2021 academic year. Bridge to Success is grounded in a theory of change model with the mission to increase the sense of belonging among first-generation sophomores. The program is intended to reinforce the benefits of campus involvement and provide relationships with caring faculty-staff mentor teams, who will attend an orientation focusing on mentoring best practices. The long-term expected outcome of the program is increasing the retention rate among student participants. The program will cluster small groups of three to five students with faculty - staff mentor teams; and they will be exposed to a variety of campus co-curricular activities.

Finally, the EDI office teamed with several campus stakeholders—including the Writing Across the Curriculum and Portfolio program, the Faculty Resource Center, the Kraemer Family Library, the College of Education, Student Success and the Pre-Collegiate Program—to coordinate and facilitate the second annual **Teaching and Learning Conference**—a campus-wide symposium which enabled nearly 200 faculty, staff, and students at UCCS to compare best practices in the classroom, and engage in conversation about topics such as cultural responsiveness, diversity and inclusion, assessment, teaching and learning outside the classroom.

Brittany Almeida joined the Office of Equity, Diversity & Inclusion in fall 2019 as the EDI/Excel Centers Academic Professional. She supports the EDI Office with administrative, financial, and programmatic needs and contributes to the development of a range of programs and initiatives. Additionally, her role includes supporting the Excel Centers (Communication, Language, Math, Science, and Writing Centers) with financial and HR needs. She is also a participating member of the Diversity Assembly. Brittany earned her B.A. in psychology from Colorado College with a minor in Spanish. Prior to joining UCCS, she held multiple roles in higher education, specifically in alumni and family relations, where she managed and developed numerous events and programs for students, families, and alumni. She currently sits on the Board of Managers for the Woman’s Educational Society of Colorado College (WES), where she mentors three college students and has chaired the Scholarship Committee for two years. She also mentors a high school student through Big Brothers Big Sisters as part of a 4-year mentoring program.



MOSAIC continues to support UCCS’s underrepresented students in multiple ways by offering a range of relevant programming, including workshops and discussion groups such as the Diversity Dialogues, an open, identity-conscious discussion group which provides an opportunity for students’ voices and perspectives to be heard on various social/cultural topics including, but not limited to: race, class, gender, ethnicity, sexual orientation, and ability, etc.; the LGBTQ Non-Trad and Grad Discussion Group; the Queer and Questioning Discussion Group.

MOSAIC has intentionally worked to expand collaborative initiatives with students, faculty, and staff. The goal is to provide students with expanded opportunities to engage in identity-conscious dialogue. These spaces provide an opportunity for students' voices and perspectives to be heard on various social/cultural topics including, but not limited to: race, class, gender, ethnicity, sexual orientation and ability. Below are highlights of this work from the past year.

MOSAIC and the Ent Center for the Arts have forged a new collaborative relationship with the goal of increasing student engagement with cultural identity centered performance art on campus. This year MOSAIC supported UCCS Presents' Artist Series – Grammy nominated Gaby Moreno and Jarabe Mexicano. blues, pop, Latin rock, folk, and everything in between. MOSAIC also continues to seek opportunities to collaborate with local community organizations. This year MOSAIC co-hosted a Disability Awareness Month Poetry Night with Poetry 719. Poetry 719 is a grassroots organization centered around communities of color and other marginalized communities.

The LGBTQ+ Resource Center at MOSAIC has piloted a workshop series in partnership with the Southern Colorado Health Network. The goal is to provide sexual health education that is inclusive and affirming of LGBTQ+ identities.



This year the LGBTQ+ Resource Center hosted the 6th annual Transgender Day of Remembrance Observance (TDOR). This is a national observance and this year UCCS was the only organization to host a TDOR event in Colorado Springs. This drew a record number of community members, coming from the Colorado Springs area and Pueblo. Finally, the

LGBT+ Resource Center also launched an expansion of the SafeZone Workshop Series. Curriculum for new pilot workshop series is complete. A highlight of this pilot series is a workshop titled *When Allies Do Harm*. This Workshop links the topics of microaggressions to the conversation surrounding allyship.

During 2019, MOSAIC supported the growth of the *Women's Student Association*. A partnership has been established to co-host an annual event aimed at honoring influential women in the community. Participants engage in storytelling, reflections, and affirmations. This event includes a professional networking reception following a formal program. MOSAIC also established a partnership with Career Services to host an Equity, Diversity and Inclusion (EDI) Networking Night. The purpose of the EDI Networking Night is to facilitate discussions related to EDI topics in the workplace between students and employers who have demonstrated a commitment to EDI work within their own organization and the broader Colorado Springs Community. Students have the opportunity to dialogue with employers regarding companies' diverse hiring practices, support, resources, affinity groups and the qualities sought in potential candidates.



Given current budget constraints, MOSAIC has invested time in further developing a relationship with University Advancement. This relationship has brought the opportunity of donor funds to be used to support diverse student engagement. In an effort to address the mental health of diverse students, MOSAIC has forged a formal liaison relationship with Mental Health Services, specifically connections to their Students of Color Support Group. MOSAIC has also intentionally provided Mental Health Clinicians time and space to engage with our students outside of a therapy setting to help destigmatize mental healthcare.

MOSAIC Student Engagement highlights include:

- Working collaboratively with student leaders to create new STEM-focused LGBTQ+ student organization;
- Hosting an inaugural Queer Holiday event for LGBTQ+ students without supportive families;
- Facilitating undocumented student attendance at Denver United Leaders in Higher Education Summit;
- Facilitating transgender student leadership retreat and student attendance at CU Boulder Transforming Gender Conference ;
- Coaching and mentored Queer and Trans Students of Color to attend the Creating Change Conference. This is the first time a UCCS LGBTQ+ club has had student representatives at this nationally esteemed conference;
- Hosting Southern Colorado LGBTQ+ Leadership Summit in Partnership with OneColorado for the 3rd consecutive year;
- Founding the Colorado Springs LGBTQ+ Community Advocacy Group and successfully hosting the inaugural meeting;
- Successfully securing partnerships/funding to host International traveling Butterfly Project Event featuring Kinsey Institute scholar Jessica Lynn;
- Facilitating 25 workshops with 483 participants (e.g. Student Employment, Orientation, Ambassadors, Greek Life, Communication Department and more)
- Co-hosting inaugural campus-wide LGBTQ+ town hall with Registrar's office and Staff/Faculty Pride;
- And piloting new Undocumented Student Support Workshop Curriculum.

The ***Just Talk Series***—sponsored by the Kraemer Family Library—featured a range of presentations on the topics of race, ethnicity, gender, class and sexual identity. The office of Equity, Diversity and Inclusion co-sponsored several of these presentations, including a session on restorative dialogue and two events in the Advancing Ethics series on Latinx communities and stories from people experiencing incarceration.

In addition to supporting UCCS with disabilities toward becoming confident, self-advocating and independent adults, the office of **Disability Services** office teamed up with Student Life to host American Horror Story actress and comedian, Naomi Grossman, in the fall of 2017. Grossman spoke about the portrayal of people with disabilities in the media.

The Office of Sustainability presented their 3rd annual Sustainability Summit in November 2019. And the **UCCS Farm** continued to provide food education to UCCS

and beyond. In January 2019 the Farm hosted for the fifth and final consecutive year the Grain School, which attracted participants from across the world and educates its audience to topics such as environmental and food justice, and sustainable living.

UCCS Presents—which has a leadership team that includes 3 female Artistic Directors and 2 women of color—supports arts, culture, and community for UCCS and the Pikes Peak region. During the 2018-2019 academic year UCCS Presents featured a host of diverse professional arts programming, thereby cultivating a welcoming and inclusive environment for the UCCS community as well as the Colorado Springs community at large to engage. **The Artist Series**, for example, featured nationally and internationally acclaimed performers including Ballet Folklórico de México de Amalia Hernández and Yefim Bronfman.

In the same vein, the **Gallery of Contemporary Art (GOCA)** presented the exhibition *Lazy Stitch*, which highlighted the connection among human beings across land, race, culture, gender, and time. More specifically, four contemporary artists from diverse backgrounds will work in collaboration with Native American artist Cannupa Hanska Luger, who was consequently selected as the award winner of the inaugural \$50,000 Burke Prize for contemporary craft by the Museum of Arts and Design. And GOCA and the Department of Visual and Performing Arts presented several town halls included one titled ‘Race, Class and the American Theater’. GOCA and the VAPA Visual Art and Art History programs presented the Visiting Artists & Critics Series, bringing artists of national and international renown to the Ent Center for the Arts and UCCS for students and community alike to engage with through free public lectures and related programs. Lenka Clayton, Sheila and Dani Restack and Vadis Turner were among the artists featured in 2019.



THEATERWORKS presented *The Mountaintop* by Katori Hall, a reimagining of the last night of Dr. Martin Luther King. This season, Theatreworks has continued its commitment to diverse creative artists, with 3 of 7 shows directed by people of color; 5

of 7 shows directed by women; 8 designers of color; and ten women-identified designers.

The UCCS **Heller Center** - in collaboration with the Kraemer Family Library - hosted scholar Dr. Ramona Beltran from the University of Denver in the fall of 2019. Her visit was in conjunction with the traveling exhibit "Native Voices: Native Peoples' Concepts of Health and Illness," which was exhibited in UCCS's Kramer Family Library. Dr. Beltran, Associate Professor in the Graduate School of Social Work, presented two lectures: "Everything is Medicine: Historical Trauma & Healing in Indigenous Communities," and "Representational Belonging: Healing Historical Trauma Through Narrative."

Throughout 2019, **Visual and Performing Arts Department (VAPA)** faculty hosted several special guests including the Diné composer and artist Raven Chacon and African American and African American jazz clarinetist George Lewis VAPA faculty also developed a guest artists series titled The Early Career Residency for Emerging Female Artists (or Female Emerging Artist Residency Series, FEARS), an exciting and experimental program which invites female identifying artists early in their professional art careers to visit UCCS. During 2019 guest artist Jodi Bieber interacted on a variety of levels with the Visual Art Program, Art History Program, and the Department of Visual and Performing Arts

The Prologue—developed by VAPA faculty member Kevin Landis—is a ten-year-old series with a special focus on diversity and inclusion. During 2019 it featured presentations ranging from LGBTQ Theatre in Colorado, to Theatre for Underserved Communities, and Updating Problem Plays with the world-famous playwright David Henry Hwang and Dartmouth scholar Monica Ndounou. Landis used the Prologue to platform ethics issues in the arts especially as they intersect with diversity and community connectivity. This past spring VAPA faculty also hosted a colloquium featuring Women of Color on Broadway, with guests Kim Fields, Bonita Hamilton and Laiona Michelle. Home Front—a program developed by Max Shulman which platforms plays, discussions and readings at UCCS and in the military and veteran community—puts the military community at the center of conversations about theatre. Finally, UCCS Theatre and Dance has, in recent years, redoubled efforts to produce plays that focus on women and actors and playwrights of color. For example, Paula Vogel, Lindsey Farrentino and Tina Howe have been featured recently. This spring's

production of *Hair* will be presented by one of the most racially diverse casts in the history of our department.

During the spring and fall of 2019, **Student Life** continued to coordinate a monthly



Platinum Series events calendar with faculty and staff collaborators. Among the featured programming was “Latinex Communities: Race, Gender, and Class in Education and Health.” Student Life also sponsored a Martin Luther King Remembrance Day and The Holocaust Remembrance Flag Display. During the latter event, thousands of flags were planted on the west lawn of the UCCS campus, each color representing a different population that was lost during the Holocaust. In addition, Student Life featured significant speaker Scott Kelly, an astronaut and military veteran, who spent a year on the International Space Station. While on the Space Station, he participated in a “twin study” with his twin brother, Mark Kelly, who is also an astronaut and remained on earth. The event was a sellout. And the Student Government Association (SGA), in an effort to promote an inclusive campus culture, hosted the “What We Don’t Talk About” campaign, which provided an outlet for the campus community to provide feedback on posters located throughout the UCCS campus about celebrations, issues, and concerns. The feedback will be used to inform an upcoming *Let’s Talk* event, during which the campus community will have an opportunity to address the UCCS’s strengths, opportunities and challenges in support of continuous, organizational improvement.

In June of 2019, the **Matrix Center for the Advancement of Social Equity and Inclusion** hosted its annual Knapsack Institute, which included nearly 40 university faculty, K-12 teachers and members of the non-profit and business communities from across the US, who seek to learn how to make their workplaces more equitable, diverse and inclusive. Throughout the academic year, the Matrix Center also provided grants to faculty, staff and students to attend events, conferences and programs relevant to Center's mission; publishes a bi-annual journal; published a monthly newsletter, which aims at bridging the campus and community on issues of diversity and inclusion; and offers an on-line graduate certificate in Diversity, Social Equity and Inclusion for non-degree-seeking students.

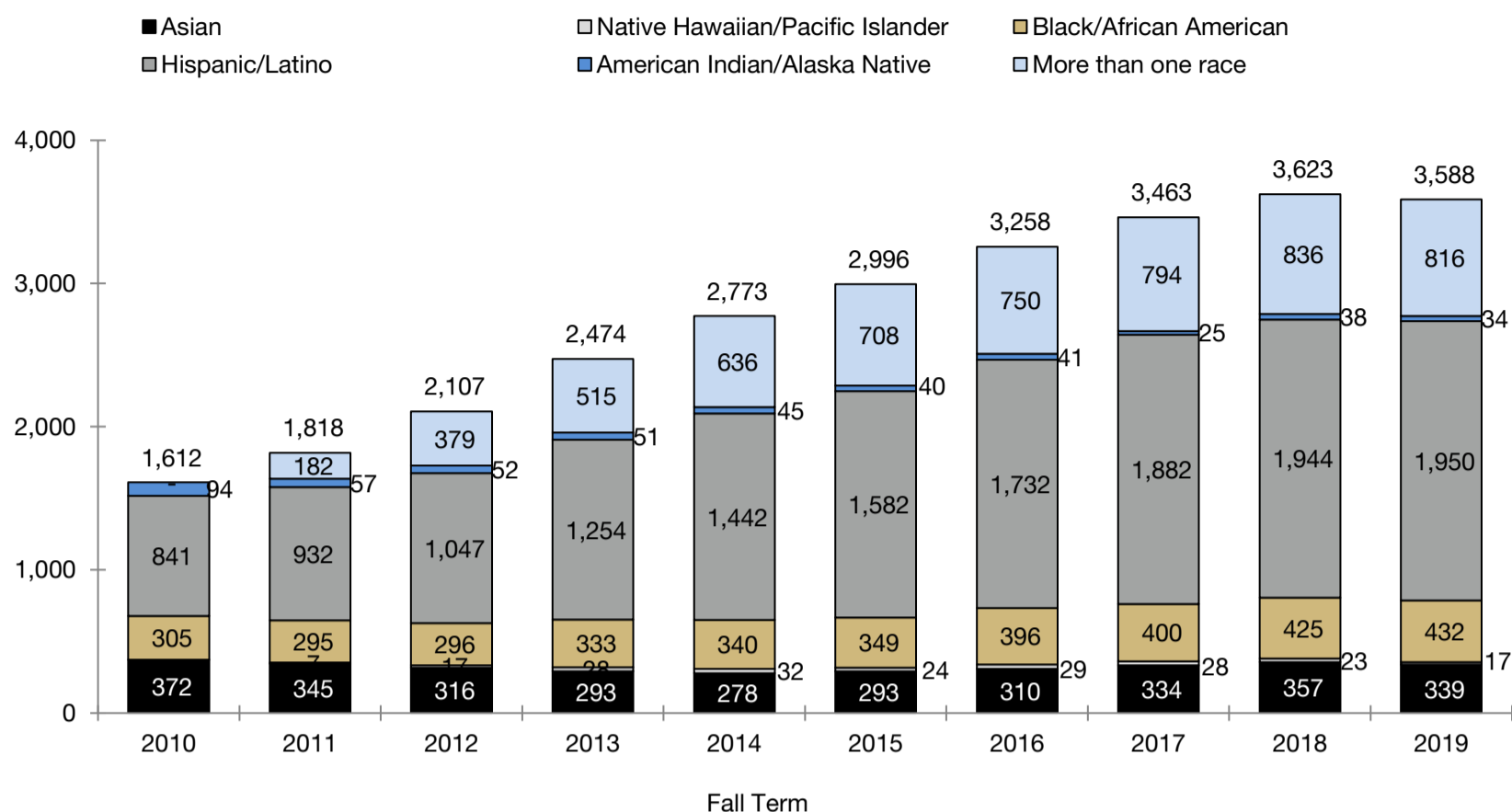
Finally, the office of **Veteran and Military Student Affairs**, in collaboration with the **Wellness Center**, continues to offer trainings and self-care workshops that focus on mental health, trauma and disability, with a special focus on our veteran population. And the **Office of Global Affairs** and the **Global Intercultural Research Center (GLINT)** at UCCS offer a variety of diverse programming. For example, Global Affairs encourages international students to proactively provide information and to engage our students, such as the new international student orientations and welcome reception; hosts a series of workshops as well as a range of events during International Education Week in November. All of this programming promotes efforts to improve international student success, retention, and engagement with the UCCS campus and community. Likewise, the **GLINT Talks Series** featured workshops and presentations on subjects ranging from "Representation and Diversity in Graphic Novels/Comic Books" to "New Sonic Ecologies: Environmental Improvisation in an Age of Climate Crisis" and "Parasite Infection and Immune System Development: Exploring Relationships Between Economic Development, Climate Change and Human Health."

University of Colorado Colorado Springs

Student Diversity

Data provided by the UCCS Office of Institutional Research
<http://www.uccs.edu/~ir/>

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

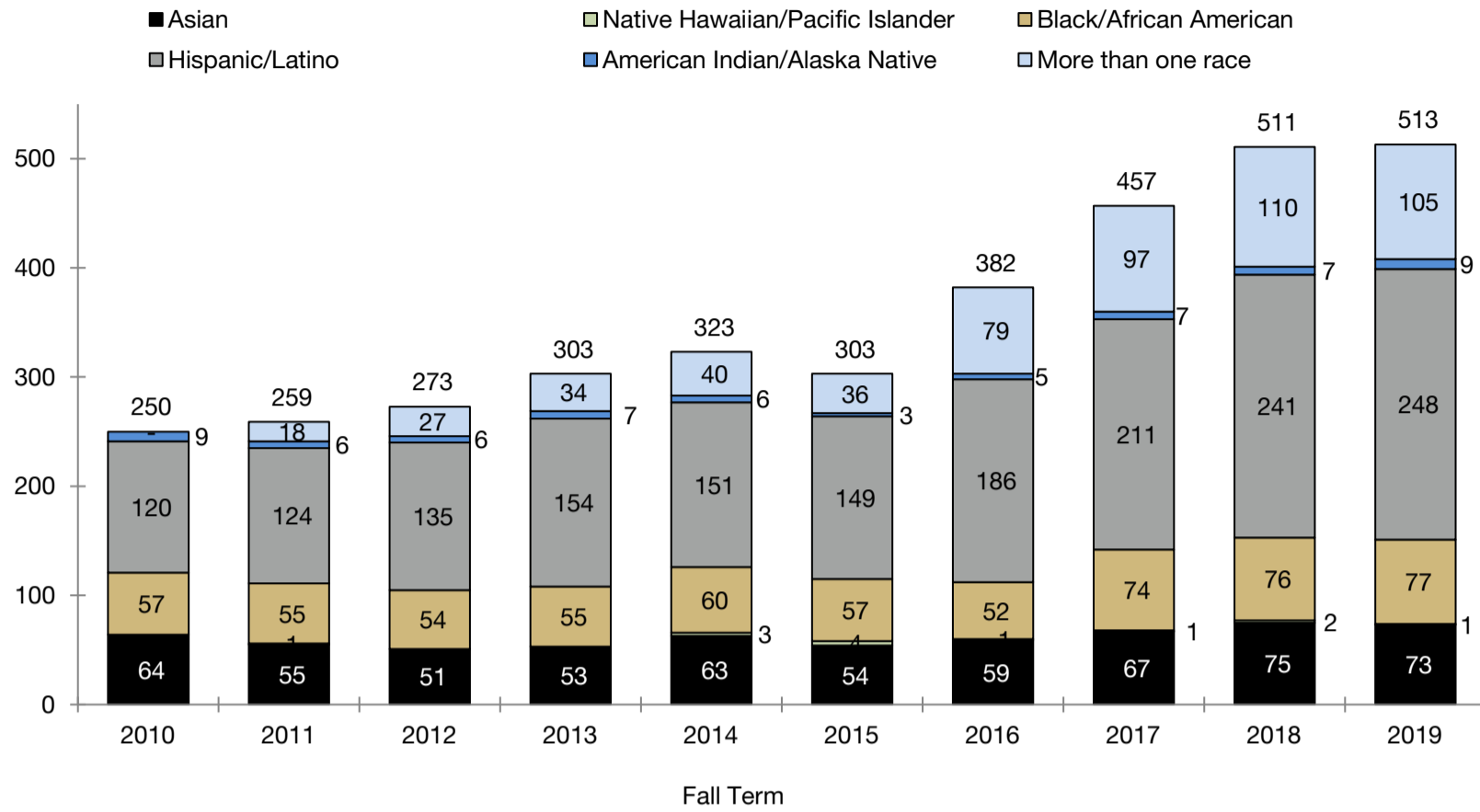


Race/Ethnicity	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Asian	372	345	316	293	278	293	310	334	357	339
Native Hawaiian/Pacific Islander	-	7	17	28	32	24	29	28	23	17
Black/African American	305	295	296	333	340	349	396	400	425	432
Hispanic/Latino	841	932	1,047	1,254	1,442	1,582	1,732	1,882	1,944	1,950
American Indian/Alaska Native	94	57	52	51	45	40	41	25	38	34
More than one race	-	182	379	515	636	708	750	794	836	816
White/Unknown	5,522	5,836	6,018	6,327	6,466	6,488	6,817	6,879	6,815	6,521
International	37	42	46	70	140	134	112	95	90	95
Total Enrollment	7,171	7,696	8,171	8,871	9,379	9,618	10,187	10,437	10,528	10,204
Minority Total	1,612	1,818	2,107	2,474	2,773	2,996	3,258	3,463	3,623	3,588
Minority as % of Total w/ International	22%	24%	26%	28%	30%	31%	32%	33%	34%	35%
Minority as % of Total w/o International*	23%	24%	26%	28%	30%	32%	32%	33%	35%	35%

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Asian	5.2%	4.5%	3.9%	3.3%	3.0%	3.0%	3.0%	3.2%	3.4%	3.3%
Native Hawaiian/Pacific Islander	0.0%	0.1%	0.2%	0.3%	0.3%	0.2%	0.3%	0.3%	0.2%	0.2%
Black/African American	4.3%	3.8%	3.6%	3.8%	3.6%	3.6%	3.9%	3.8%	4.0%	4.2%
Hispanic/Latino	11.7%	12.1%	12.8%	14.1%	15.4%	16.4%	17.0%	18.0%	18.5%	19.1%
American Indian/Alaska Native	1.3%	0.7%	0.6%	0.6%	0.5%	0.4%	0.4%	0.2%	0.4%	0.3%
More than one race	0.0%	2.4%	4.6%	5.8%	6.8%	7.4%	7.4%	7.6%	7.9%	8.0%
White/Unknown	77.0%	75.8%	73.7%	71.3%	68.9%	67.5%	66.9%	65.9%	64.7%	63.9%
International	0.5%	0.5%	0.6%	0.8%	1.5%	1.4%	1.1%	0.9%	0.9%	0.9%

* Minority percentage calculation does not include the international population.
 Fall 2011 and later racial/ethnic category counts follow IPEDS reporting rules, and represent only those who selected that single category alone. Individuals selecting multiple categories are placed in "More than one race" or, if Hispanic/Latino was one of their choices, in "Hispanic/Latino."

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

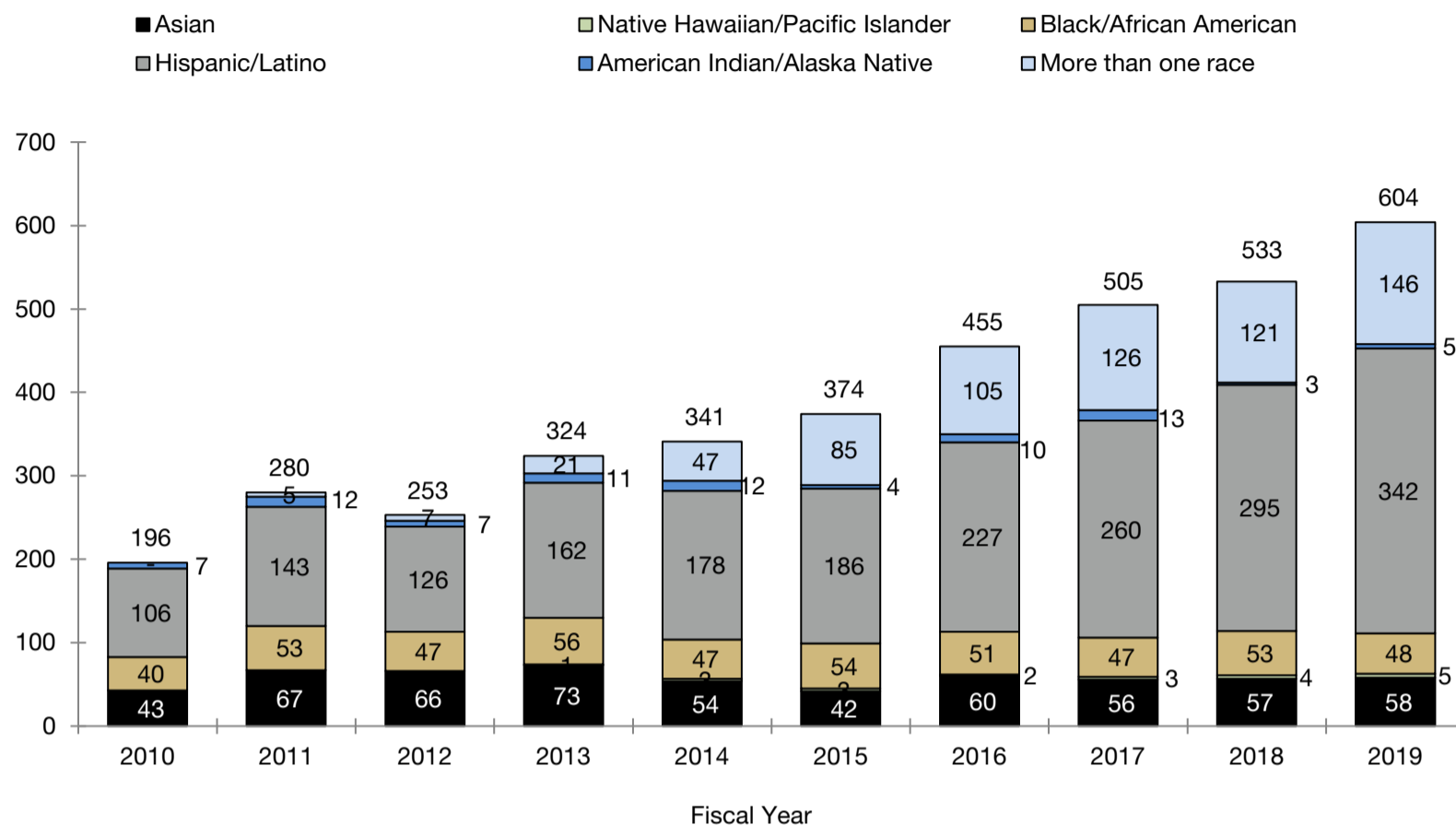


Race/Ethnicity	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Asian	64	55	51	53	63	54	59	67	75	73
Native Hawaiian/Pacific Islander	-	1	-	-	3	4	1	1	2	1
Black/African American	57	55	54	55	60	57	52	74	76	77
Hispanic/Latino	120	124	135	154	151	149	186	211	241	248
American Indian/Alaska Native	9	6	6	7	6	3	5	7	7	9
More than one race	-	18	27	34	40	36	79	97	110	105
White/Unknown	1,419	1,301	1,244	1,280	1,258	1,230	1,292	1,395	1,428	1,373
International	52	65	89	144	172	148	134	133	107	107
Total Enrollment	1,721	1,625	1,606	1,727	1,753	1,681	1,808	1,985	2,046	1,993
Minority Total	250	259	273	303	323	303	382	457	511	513
Minority as % of Total w/ International	15%	16%	17%	18%	18%	18%	21%	23%	25%	26%
Minority as % of Total w/o International*	15%	17%	18%	19%	20%	20%	23%	25%	26%	27%

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Asian	3.7%	3.4%	3.2%	3.1%	3.6%	3.2%	3.3%	3.4%	3.7%	3.7%
Native Hawaiian/Pacific Islander	0.0%	0.1%	0.0%	0.0%	0.2%	0.2%	0.1%	0.1%	0.1%	0.1%
Black/African American	3.3%	3.4%	3.4%	3.2%	3.4%	3.4%	2.9%	3.7%	3.7%	3.9%
Hispanic/Latino	7.0%	7.6%	8.4%	8.9%	8.6%	8.9%	10.3%	10.6%	11.8%	12.4%
American Indian/Alaska Native	0.5%	0.4%	0.4%	0.4%	0.3%	0.2%	0.3%	0.4%	0.3%	0.5%
More than one race	0.0%	1.1%	1.7%	2.0%	2.3%	2.1%	4.4%	4.9%	5.4%	5.3%
White/Unknown	82.5%	80.1%	77.5%	74.1%	71.8%	73.2%	71.5%	70.3%	69.8%	68.9%
International	3.0%	4.0%	5.5%	8.3%	9.8%	8.8%	7.4%	6.7%	5.2%	5.4%

* Minority percentage calculation does not include the international population.
 Fall 2011 and later racial/ethnic category counts follow IPEDS reporting rules, and represent only those who selected that single category alone. Individuals selecting multiple categories are placed in "More than one race" or, if Hispanic/Latino was one of their choices, in "Hispanic/Latino."

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

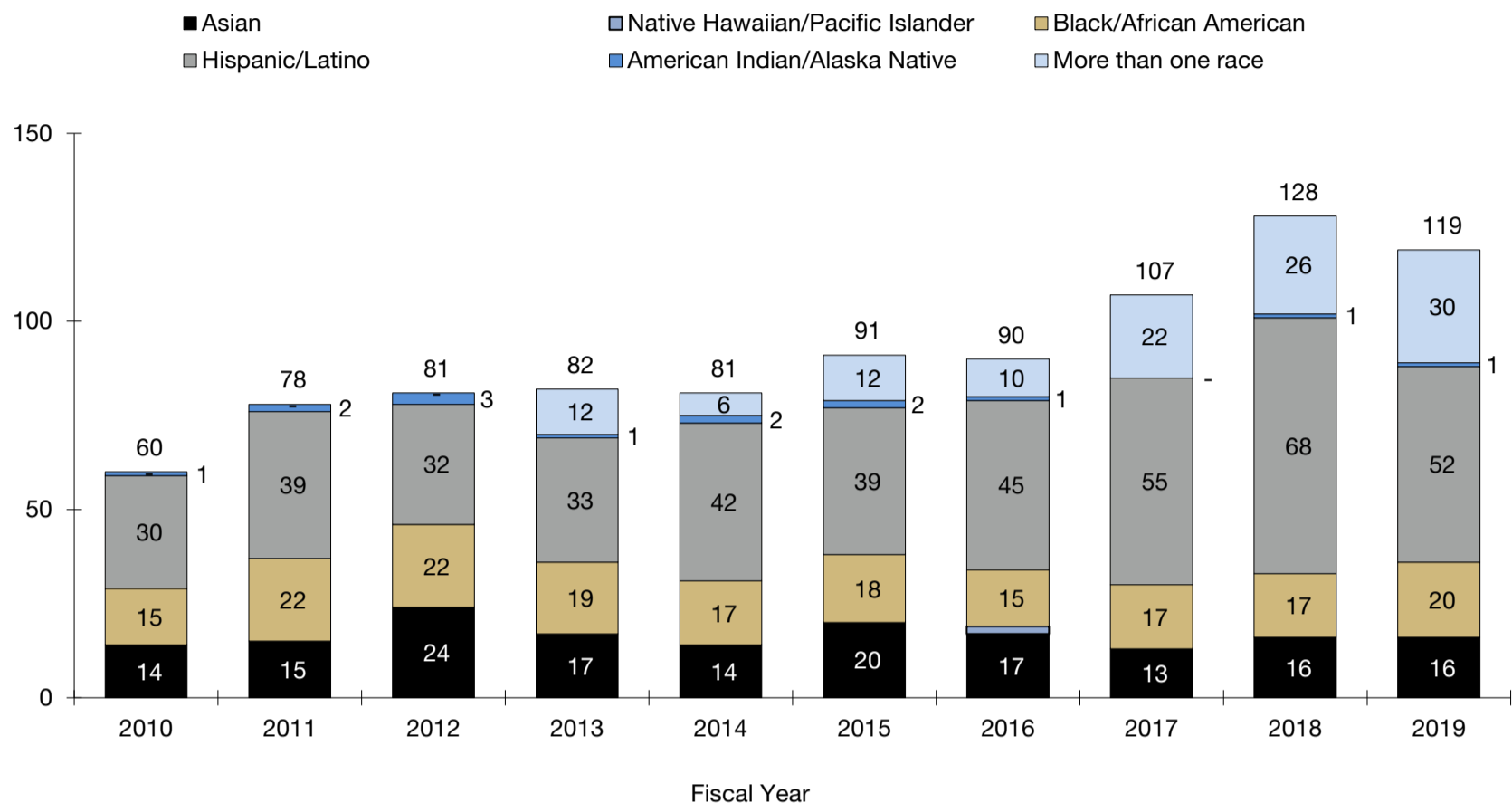


Race/Ethnicity	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Asian	43	67	66	73	54	42	60	56	57	58
Native Hawaiian/Pacific Islander	-	-	-	1	3	3	2	3	4	5
Black/African American	40	53	47	56	47	54	51	47	53	48
Hispanic/Latino	106	143	126	162	178	186	227	260	295	342
American Indian/Alaska Native	7	12	7	11	12	4	10	13	3	5
More than one race	-	5	7	21	47	85	105	126	121	146
White/Unknown	1,028	1,042	1,145	1,071	1,220	1,175	1,265	1,327	1,290	1,327
International	4	5	7	2	2	15	11	13	19	18
Total Degrees Awarded	1,228	1,327	1,405	1,397	1,563	1,564	1,731	1,845	1,842	1,949
Minority Total	196	280	253	324	341	374	455	505	533	604
Minority as % of Total w/ International	16%	21%	18%	23%	22%	24%	26%	27%	29%	31%
Minority as % of Total w/o International*	16%	21%	18%	23%	22%	24%	26%	28%	29%	31%

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Asian	3.5%	5.0%	4.7%	5.2%	3.5%	2.7%	3.5%	3.0%	3.1%	3.0%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.1%	0.2%	0.2%	0.1%	0.2%	0.2%	0.3%
Black/African American	3.3%	4.0%	3.3%	4.0%	3.0%	3.5%	2.9%	2.5%	2.9%	2.5%
Hispanic/Latino	8.6%	10.8%	9.0%	11.6%	11.4%	11.9%	13.1%	14.1%	16.0%	17.5%
American Indian/Alaska Native	0.6%	0.9%	0.5%	0.8%	0.8%	0.3%	0.6%	0.7%	0.2%	0.3%
More than one race	0.0%	0.4%	0.5%	1.5%	3.0%	5.4%	6.1%	6.8%	6.6%	7.5%
White/Unknown	83.7%	78.5%	81.5%	76.7%	78.1%	75.1%	73.1%	71.9%	70.0%	68.1%
International	0.3%	0.4%	0.5%	0.1%	0.1%	1.0%	0.6%	0.7%	1.0%	0.9%

* Minority percentage calculation does not include the international population.
 Fall 2011 and later racial/ethnic category counts follow IPEDS reporting rules, and represent only those who selected that single category alone. Individuals selecting multiple categories are placed in "More than one race" or, if Hispanic/Latino was one of their choices, in "Hispanic/Latino."

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

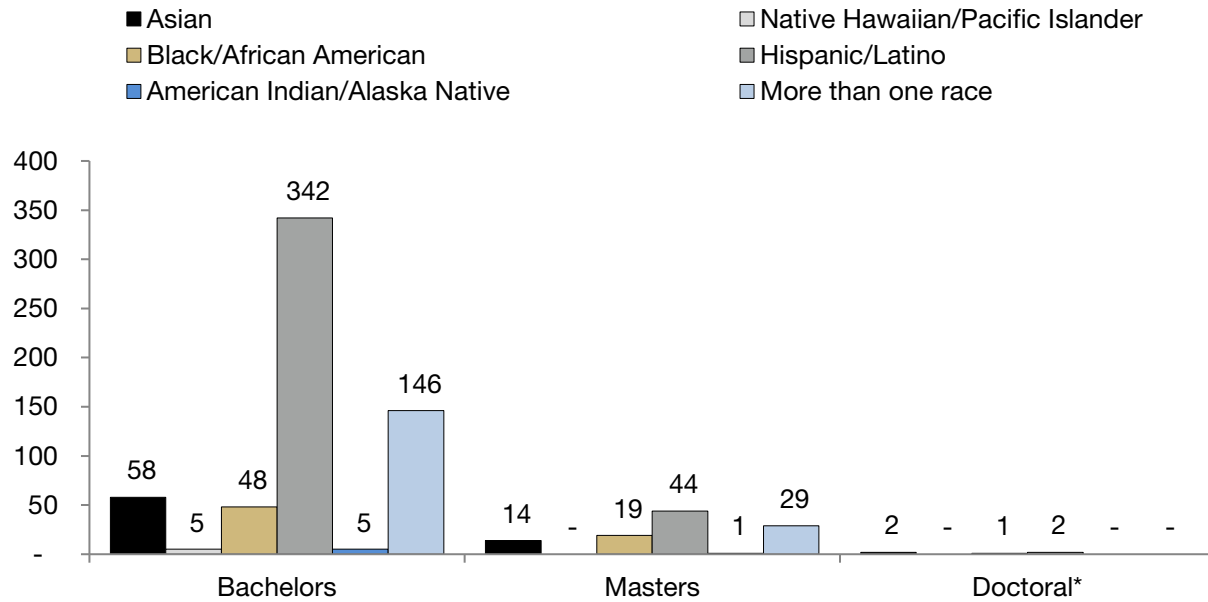


Race/Ethnicity	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Asian	14	15	24	17	14	20	17	13	16	16
Native Hawaiian/Pacific Islander	-	-	-	-	-	-	2	-	-	-
Black/African American	15	22	22	19	17	18	15	17	17	20
Hispanic/Latino	30	39	32	33	42	39	45	55	68	52
American Indian/Alaska Native	1	2	3	1	2	2	1	-	1	1
More than one race	-	-	-	12	6	12	10	22	26	30
White/Unknown	451	465	424	417	389	401	395	451	390	403
International	2	6	11	18	34	49	62	44	46	31
Total Degrees Awarded	513	549	516	517	504	541	547	602	564	553
Minority Total	60	78	81	82	81	91	90	107	128	119
Minority as % of Total w/ International	12%	14%	16%	16%	16%	17%	16%	18%	23%	22%
Minority as % of Total w/o International*	12%	14%	16%	16%	17%	18%	19%	19%	25%	23%

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Asian	2.7%	2.7%	4.7%	3.3%	2.8%	3.7%	3.1%	2.2%	2.8%	2.9%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%
Black/African American	2.9%	4.0%	4.3%	3.7%	3.4%	3.3%	2.7%	2.8%	3.0%	3.6%
Hispanic/Latino	5.8%	7.1%	6.2%	6.4%	8.3%	7.2%	8.2%	9.1%	12.1%	9.4%
American Indian/Alaska Native	0.2%	0.4%	0.6%	0.2%	0.4%	0.4%	0.2%	0.0%	0.2%	0.2%
More than one race	0.0%	0.0%	0.0%	2.3%	1.2%	2.2%	1.8%	3.7%	4.6%	5.4%
White/Unknown	87.9%	84.7%	82.2%	80.7%	77.2%	74.1%	72.2%	74.9%	69.1%	72.9%
International	0.4%	1.1%	2.1%	3.5%	6.7%	9.1%	11.3%	7.3%	8.2%	5.6%

* Minority percentage calculation does not include the international population.
 Fall 2011 and later racial/ethnic category counts follow IPEDS reporting rules, and represent only those who selected that single category alone. Individuals selecting multiple categories are placed in "More than one race" or, if Hispanic/Latino was one of their choices, in "Hispanic/Latino."

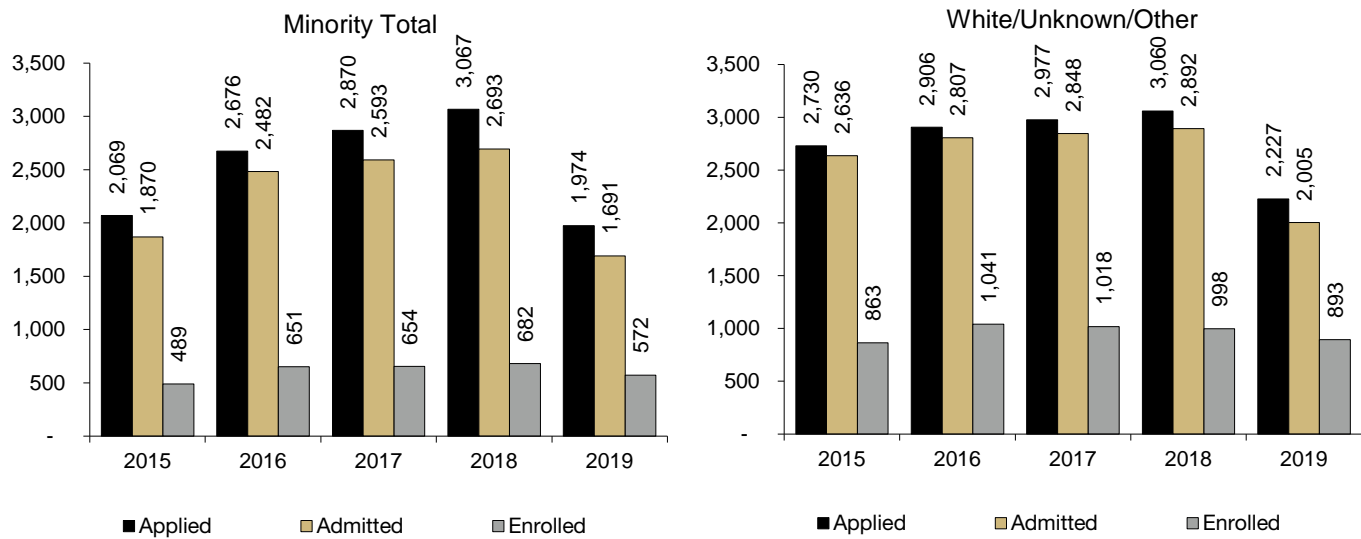
**University of Colorado Colorado Springs
Degrees Awarded by Race/Ethnicity
Fiscal Year 2019**



Race/Ethnicity	Bachelors	Masters	Doctoral*	Total
Asian	58	14	2	74
Native Hawaiian/Pacific Islander	5	-	-	5
Black/African American	48	19	1	68
Hispanic/Latino	342	44	2	394
American Indian/Alaska Native	5	1	-	6
More than one race	146	29	-	176
White/Unknown	1,327	359	14	1,730
International	18	20	11	49
Total Degrees Awarded	1,949	486	30	2,502
Minority Total	604	107	5	723

*Doctoral includes PhD and DNP.

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



Asian			
Fall Term	Applied	Admitted	Enrolled
2015	167	158	43
2016	197	194	64
2017	216	209	53
2018	227	217	62
2019	160	151	49

Native Hawaiian/Pacific Islander			
Fall Term	Applied	Admitted	Enrolled
2015	6	5	3
2016	15	15	4
2017	9	7	3
2018	14	13	5
2019	5	5	2

Black/African American			
Fall Term	Applied	Admitted	Enrolled
2015	250	214	51
2016	333	302	78
2017	304	253	64
2018	357	284	78
2019	206	168	68

Hispanic/Latino			
Fall Term	Applied	Admitted	Enrolled
2015	1,272	1,152	278
2016	1,713	1,572	362
2017	1,895	1,715	390
2018	2,017	1,757	380
2019	1,297	1,098	341

American Indian/Alaska Native			
Fall Term	Applied	Admitted	Enrolled
2015	13	11	3
2016	10	9	4
2017	14	11	5
2018	15	14	5
2019	10	10	3

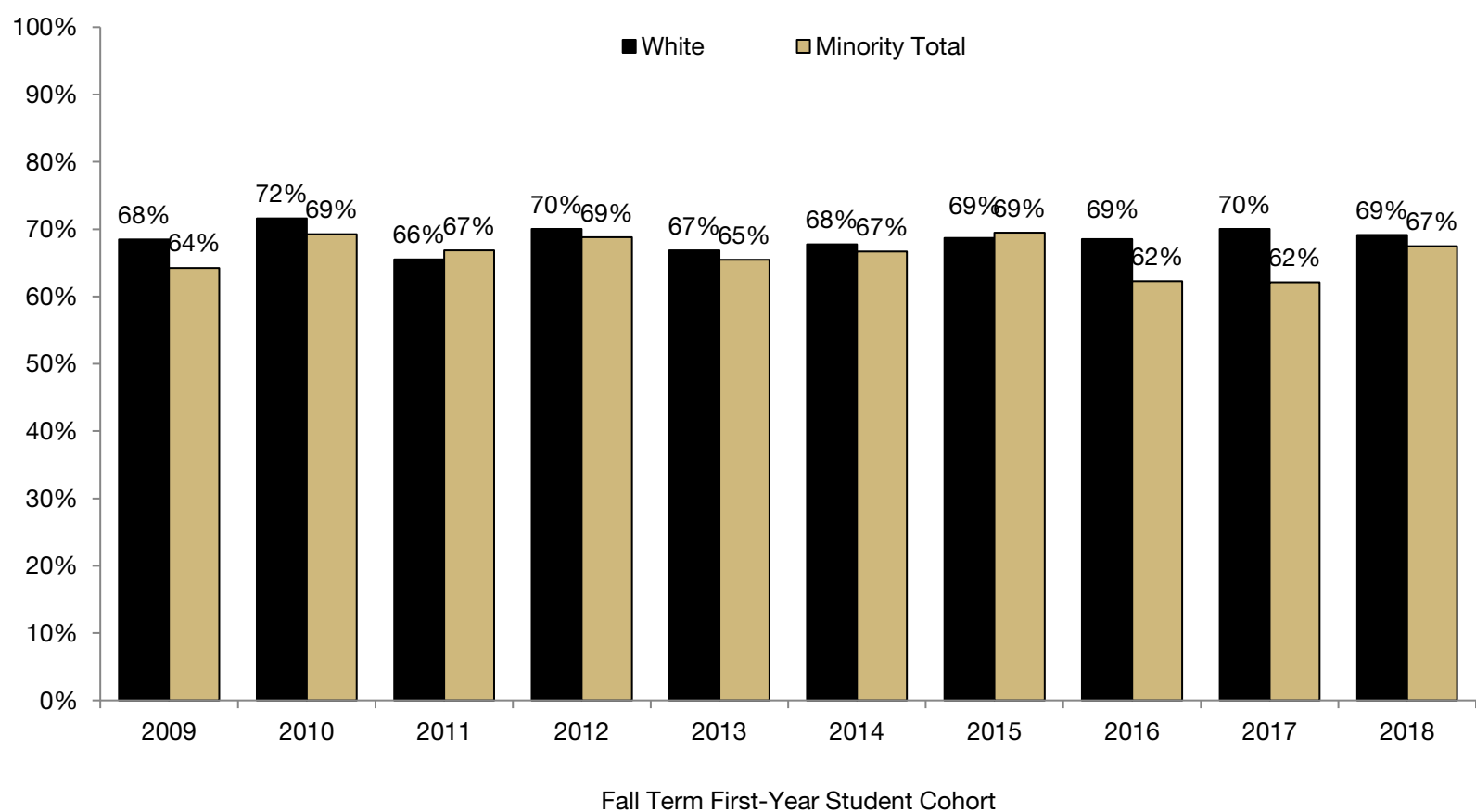
More than one race			
Fall Term	Applied	Admitted	Enrolled
2015	361	330	111
2016	408	390	139
2017	432	398	139
2018	437	408	152
2019	296	259	109

White/Unknown/Other			
Fall Term	Applied	Admitted	Enrolled
2015	2,730	2,636	863
2016	2,906	2,807	1,041
2017	2,977	2,848	1,018
2018	3,060	2,892	998
2019	2,227	2,005	893

Total			
Fall Term	Applied	Admitted	Enrolled
2015	4,799	4,506	1,352
2016	5,582	5,289	1,692
2017	5,847	5,441	1,672
2018	6,127	5,585	1,680
2019	4,201	3,696	1,465

Fall 2011 and later racial/ethnic category counts follow IPEDS reporting rules, and represent only those who selected that single category alone. Individuals selecting multiple categories are placed in "More than one race" or, if Hispanic/Latino was one of their choices, in "Hispanic/Latino."

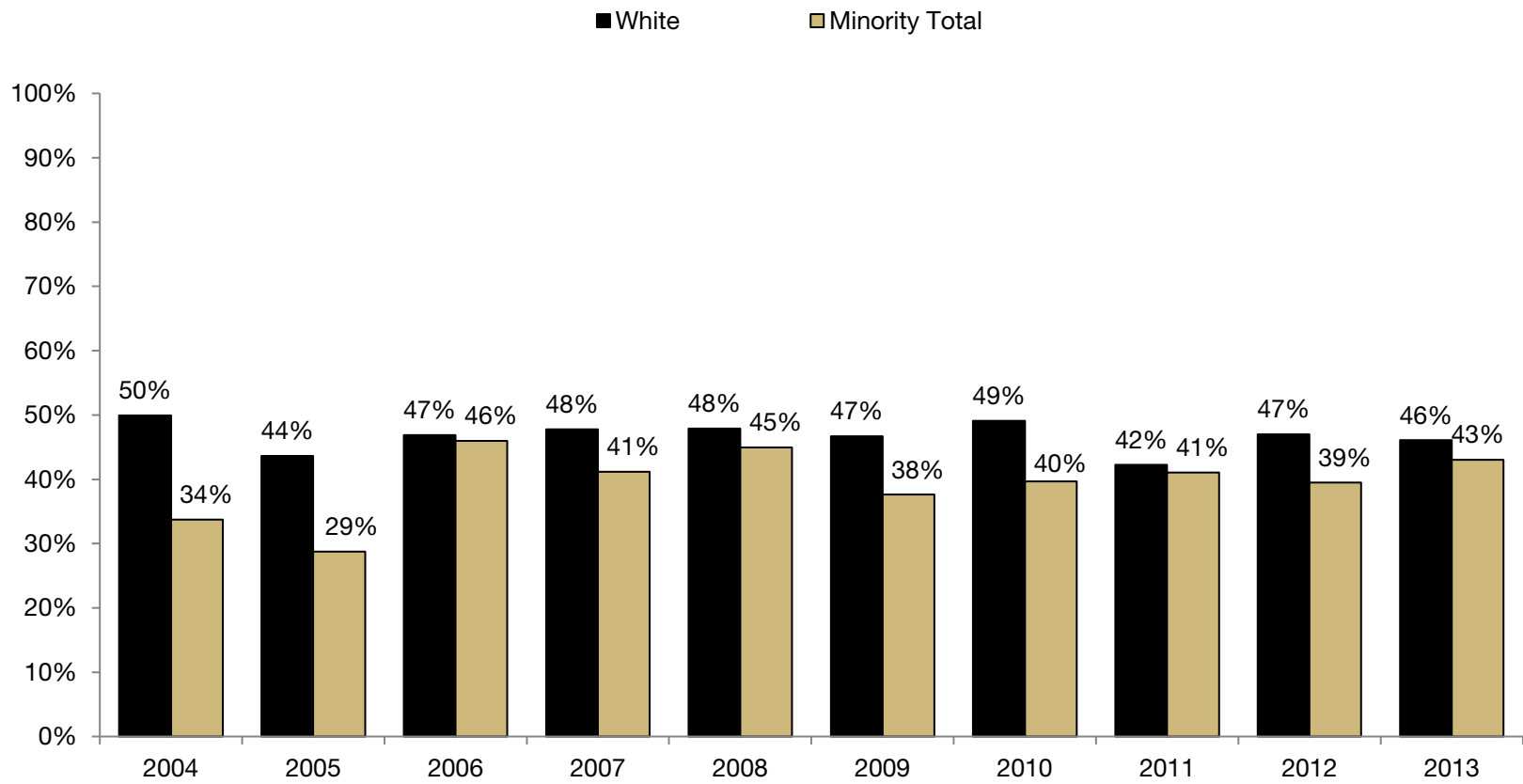
**University of Colorado Colorado Springs
1-Year Freshman Retention Rates by Race/Ethnicity**



First-year Cohort	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Asian	65	44	60	48	46	47	54	70	61	75
Native Hawaiian/Pacific Islander	-	-	2	4	9	6	3	6	4	5
Black/African American	36	39	51	43	71	70	60	80	79	92
Hispanic/Latino	138	184	179	244	295	337	316	410	452	428
American Indian/Alaska Native	10	9	7	3	3	5	4	5	7	5
White	783	821	925	947	1,016	1,094	993	1,210	1,251	1,237
Other/Unknown	61	19	38	19	4	6	4	5	12	12
International	4	7	9	7	13	10	11	14	14	8
Total	1,036	1,156	1,352	1,447	1,580	1,722	1,581	1,961	2,045	2,050
Minority Total	249	309	380	474	547	612	573	732	768	793

Percent Enrolled One Year Later	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Asian	75%	82%	82%	60%	72%	81%	80%	73%	66%	80%
Native Hawaiian/Pacific Islander	0%	0%	50%	100%	67%	50%	100%	83%	50%	60%
Black/African American	56%	56%	57%	72%	59%	61%	78%	64%	56%	62%
Hispanic/Latino	62%	68%	66%	69%	65%	66%	65%	59%	60%	67%
American Indian/Alaska Native	60%	78%	57%	100%	67%	60%	75%	40%	71%	60%
White	68%	72%	66%	70%	67%	68%	69%	69%	70%	69%
Other/Unknown	62%	68%	58%	74%	75%	83%	100%	80%	83%	50%
International	100%	71%	56%	100%	85%	60%	91%	79%	86%	63%
Total	68%	71%	66%	70%	67%	67%	69%	66%	67%	68%
Minority Total	64%	69%	67%	69%	65%	67%	69%	62%	62%	67%

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



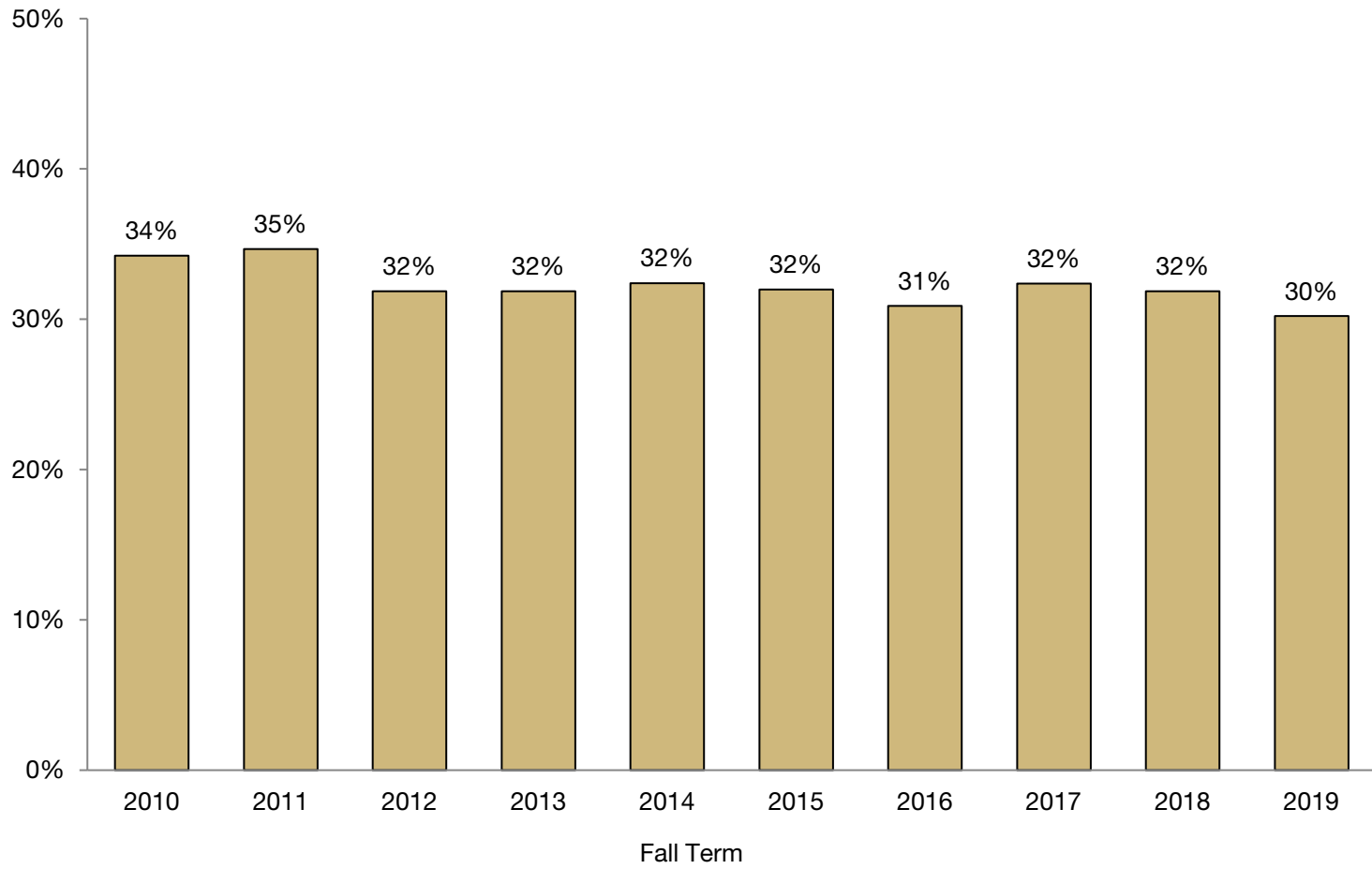
Fall Term Student Cohort

Undergraduate Cohort*	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Asian	44	42	46	62	50	53	42	60	47	46
Black/African American	34	28	29	32	32	35	38	50	38	64
Hispanic/Latino	76	89	93	111	116	130	181	180	222	282
American Indian/Alaska Native	9	8	6	4	11	10	6	7	3	3
White	703	745	698	676	814	745	799	925	879	977
Unknown	30	42	49	45	47	56	18	38	16	4
International	2	3	2	4	3	4	7	9	2	16
Total	898	957	923	934	1073	1039	1124	1352	1330	1515
Minority Total	119	125	128	147	159	181	258	320	386	472

Six-Year Graduation Rate	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Asian	39%	31%	43%	37%	52%	45%	38%	53%	45%	61%
Black/African American	15%	36%	34%	44%	41%	37%	34%	28%	29%	36%
Hispanic/Latino	42%	27%	52%	41%	42%	35%	39%	42%	40%	44%
American Indian/Alaska Native	11%	13%	33%	75%	55%	10%	50%	29%	33%	0%
White	50%	44%	47%	48%	48%	47%	49%	42%	47%	46%
Unknown	27%	60%	39%	42%	60%	29%	56%	37%	50%	75%
International	0%	67%	0%	25%	33%	75%	29%	33%	50%	56%
Total	46%	42%	46%	46%	48%	44%	47%	42%	45%	45%
Minority Total	34%	29%	46%	41%	45%	38%	40%	41%	39%	43%

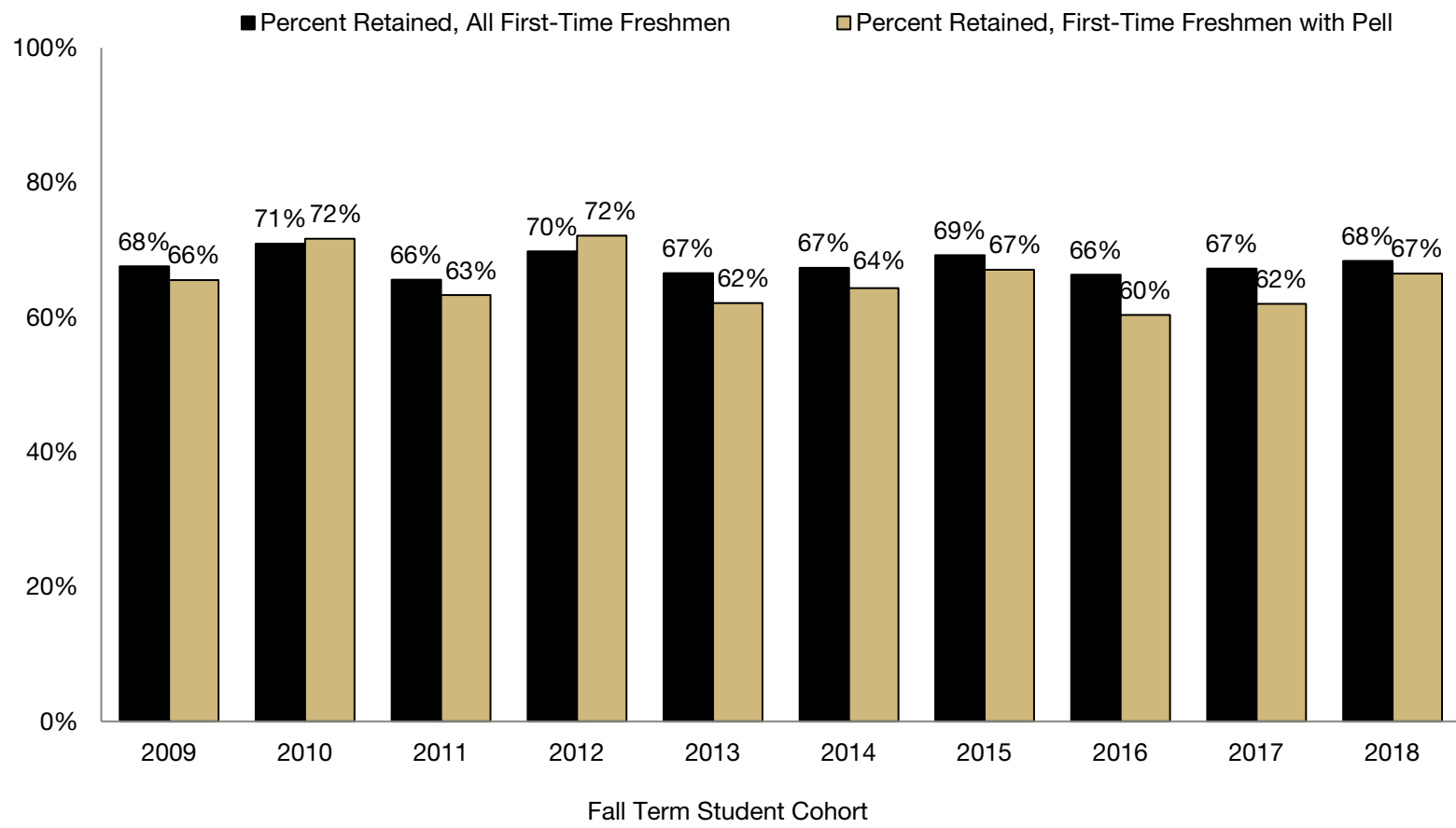
* Cohorts include first-time first-year full-time students entering in the Fall semester.

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



	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Total UG Pell recipients enrolled	2,455	2,668	2,604	2,827	3,039	3,076	3,146	3,380	3,355	3,082
% of Total UG Enrollment	34%	35%	32%	32%	32%	32%	31%	32%	32%	30%

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

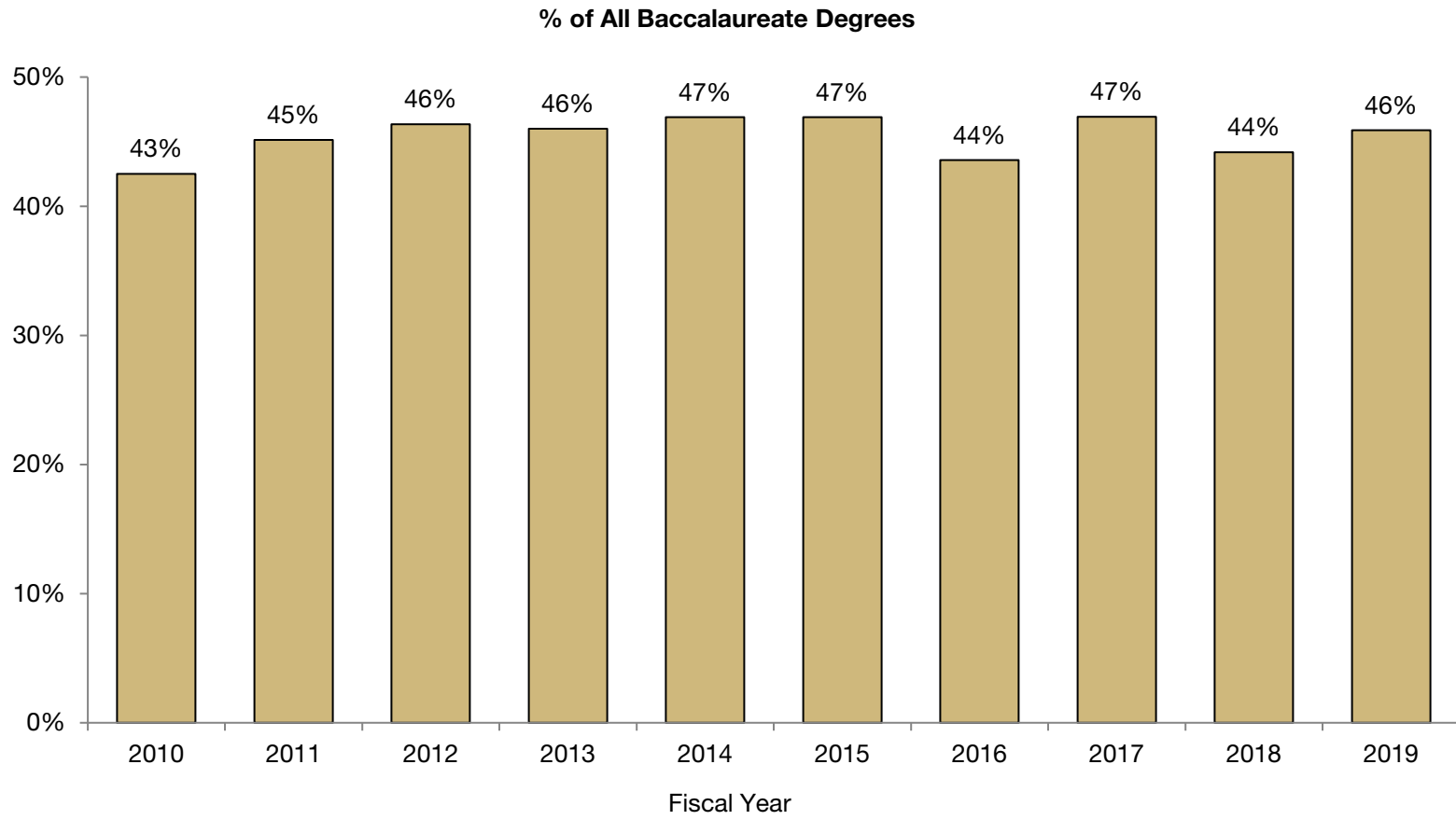


	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
First-Year Student Cohorts*	296	339	433	420	499	510	501	595	645	630
Number Retained**	194	243	274	303	310	328	336	359	400	419
Percent Retained, First-Time Freshmen with Pell	66%	72%	63%	72%	62%	64%	67%	60%	62%	67%
Percent Retained, All First-Time Freshmen	68%	71%	66%	70%	67%	67%	69%	66%	67%	68%

* 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**

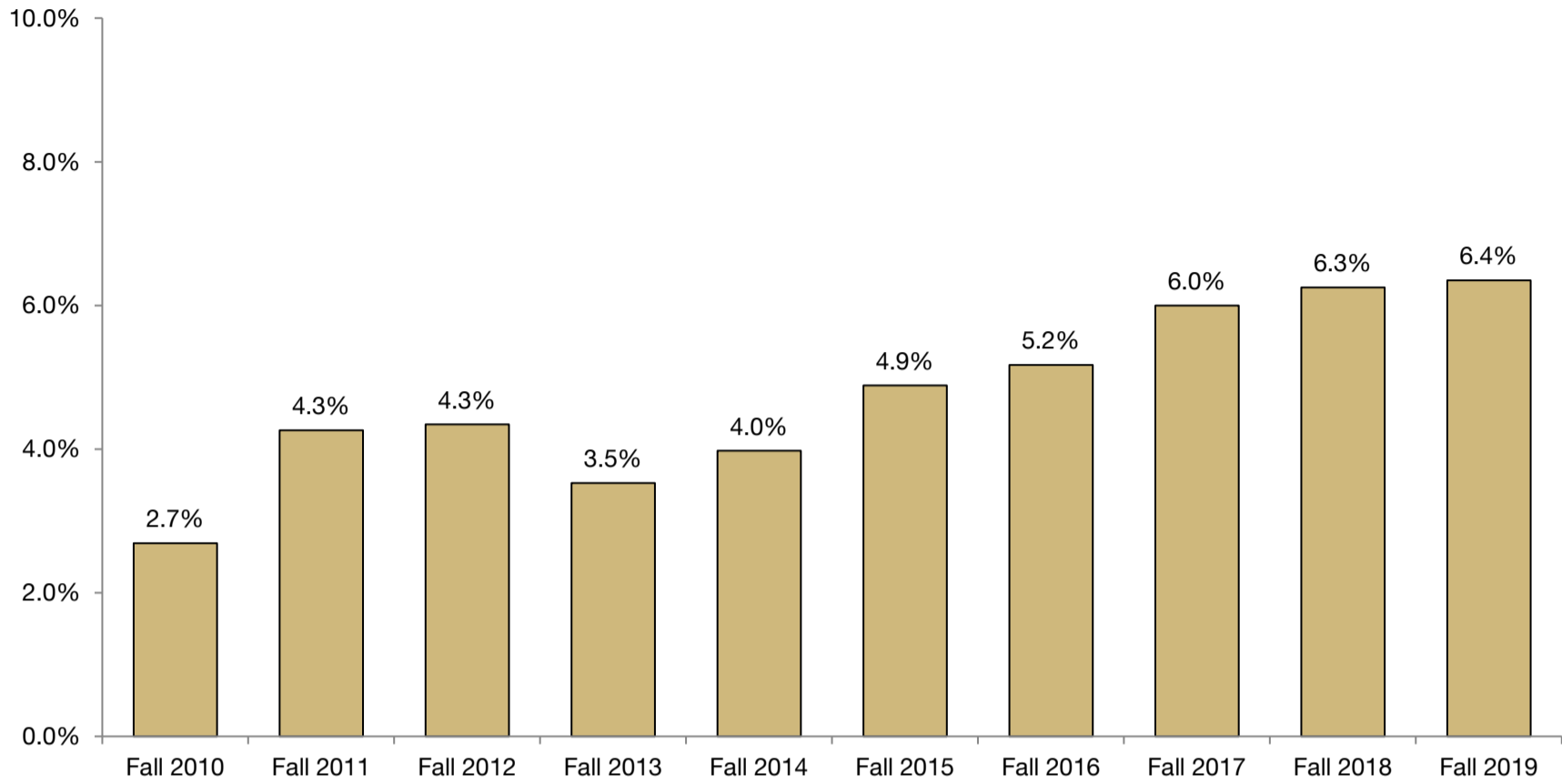


	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Baccalaureate Degrees Awarded to Pell Recipients*	522	599	651	610	733	698	754	866	814	894
% of Total Baccalaureate Degrees	43%	45%	46%	46%	47%	47%	44%	47%	44%	46%

* counted if student was ever a Pell recipient

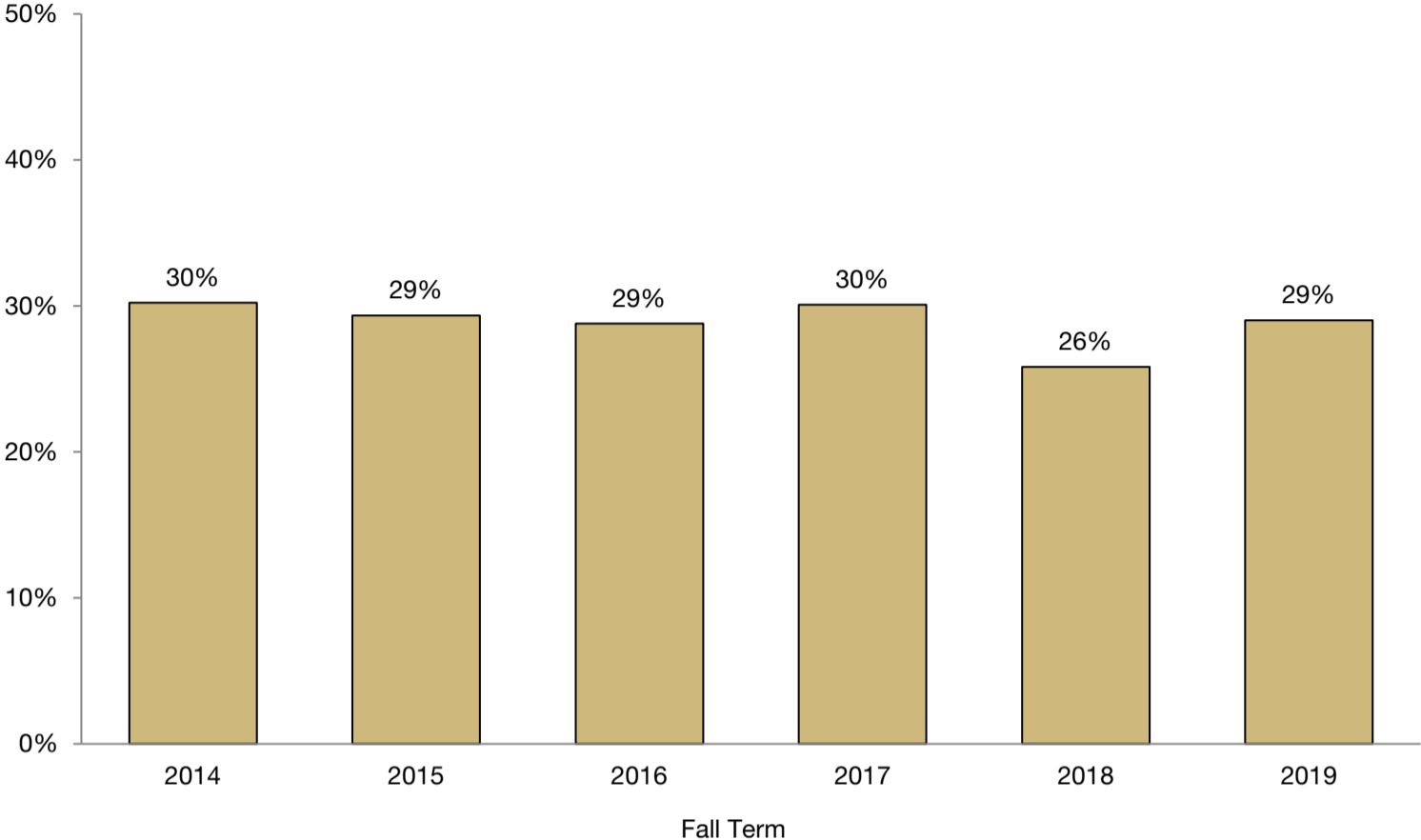
**University of Colorado Colorado Springs
Enrollment of Students with Disabilities**

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



	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019
Number of undergraduates registered with Office of Disability Services	193	328	355	313	373	470	527	626	658	648
Percent of all undergraduates	2.7%	4.3%	4.3%	3.5%	4.0%	4.9%	5.2%	6.0%	6.3%	6.4%

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

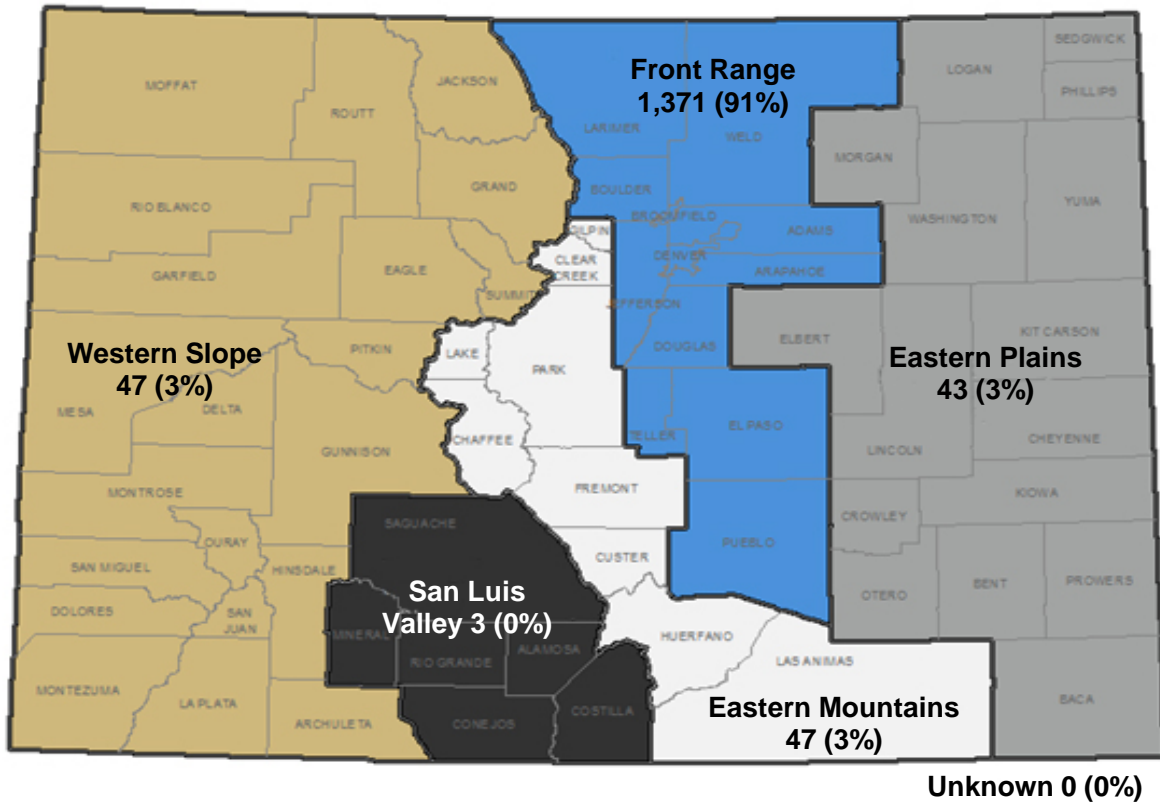


	2014	2015	2016	2017	2018	2019
Total UG First Generation Enrolled	2,835	2,821	2,932	3,139	2,720	2,960
% of Total UG Enrollment	30%	29%	29%	30%	26%	29%

* 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
New Resident Freshmen, Fall 2019
Home Region**

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



Region	12th Graders Enrolled in CO Public Schools ¹	UCCS New Resident Freshmen, Fall 2019	
		Enrolled ²	Percent
Eastern Mountains	2%	47	3%
Eastern Plains	3%	43	3%
Front Range	83%	1,371	91%
San Luis Valley	1%	3	0%
Western Slope	10%	47	3%
Unknown	2%	-	0%
Total	100%	1,511	100%

¹ Distribution of 12th grade students enrolled in Colorado Public Schools based on school district enrollment, fall 2017. Students in the "unknown" category attended BOCES, the Colorado Charter School Institute, or a Colorado Detention Center. Data source: Colorado Department of Education, <http://www.cde.state.co.us/cdereval/pupilcurrent.htm>

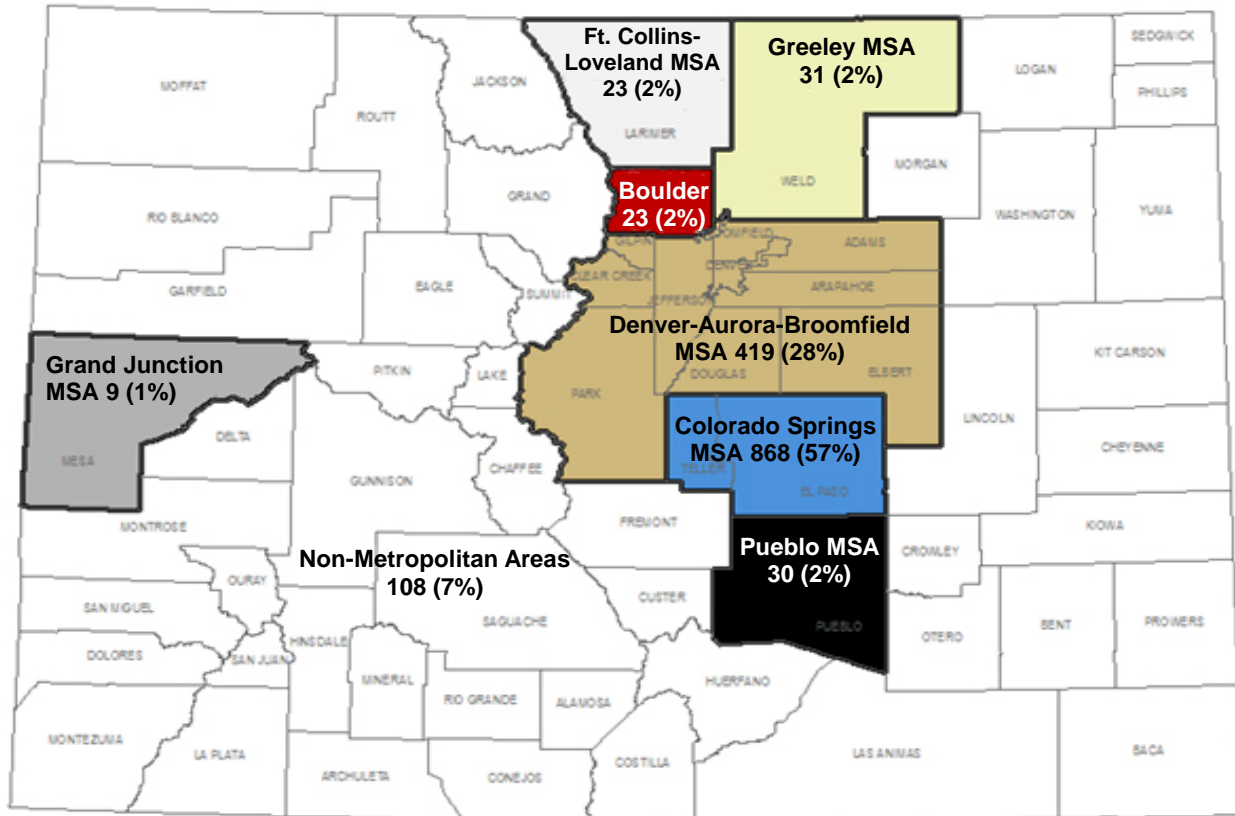
² Home region of new resident freshmen based on county at time of admission. Data source: SURDS Enrollment File (with new freshmen defined by CU registration type)

State regions defined at: Colorado Division of Local Government, State Demography Office. www.colorado.gov/cs/Satellite/DOLA-Main/CBON/1251593300013

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
New Resident Freshmen, Fall 2019
Home Region: Metropolitan and Non-Metropolitan Areas**

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



MSA=Metropolitan Statistical Area

Unknown MSA 0 (0%)

Metro Area	12th Graders Enrolled in CO Public Schools ¹	UCCS New Resident Freshmen, Fall 2019	
		Enrolled ²	Percent
Boulder MSA	8%	23	2%
Colorado Springs MSA	14%	868	57%
Denver-Aurora-Broomfield MSA	49%	419	28%
Fort Collins-Loveland MSA	5%	23	2%
Grand Junction MSA	3%	9	1%
Greeley MSA	5%	31	2%
Pueblo MSA	3%	30	2%
Non-Metro	14%	108	7%
Unknown	0%	-	0%
Total	100%	1,511	100%

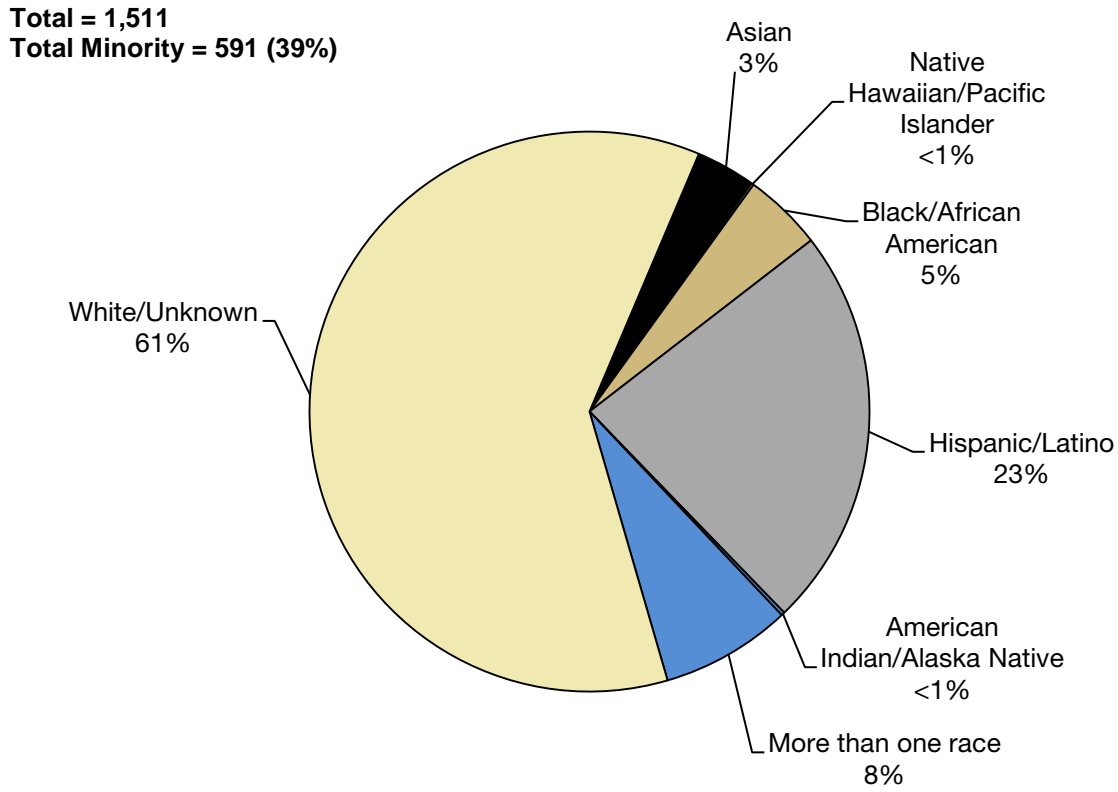
¹ Distribution of 12th grade students enrolled in Colorado Public Schools based on school district enrollment, fall 2017. Students in the "unknown" category attended BOCES, the Colorado Charter School Institute, or a Colorado Detention Center. Data source: Colorado Department of Education, <http://www.cde.state.co.us/cdereval/pupilcurrent.htm>

² Home region of new resident freshmen based on county at time of admission. Data source: SURDS Enrollment File (with new freshmen defined by CU registration type)

Metropolitan Statistical Areas (MSAs) defined by U.S. Office of Management and Budget, OMB Bulletin No. 09-01, November 2008. <http://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.

University of Colorado Colorado Springs
New Resident Freshmen by Race/Ethnicity, Fall 2019
 (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, as are enrollments shown with applications and acceptances for new freshmen.

Fall 2015 racial/ethnic category counts follow IPEDS reporting rules and represent only those who selected that single category alone. Individuals selecting multiple categories are placed in "More than one race" or if Hispanic/Latino was one of their choices, in "Hispanic/Latino."

University of Colorado Colorado Springs

Faculty and Staff Diversity

Data provided by the UCCS Office of Institutional Research
<http://www.uccs.edu/~ir/>

University of Colorado Colorado Springs
Faculty and Staff, Fall 2019

Notes: Includes all employees reported for IPEDS HR for Fall 2019. Excludes student and other temporary employees.

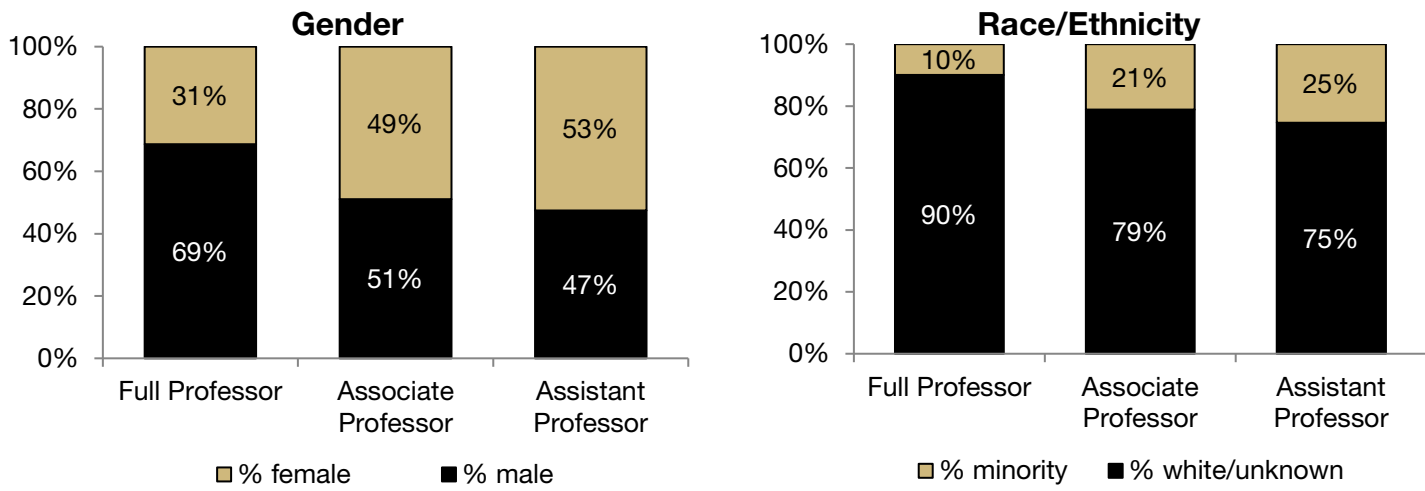
* Minority total includes more than one race and excludes white, unknown, international. Minority percentage calculation does not include the international population.

	Total	Female		Male		Minority*		Ethnicity/Citizenship							
		#	%	#	%	#	%	Black/ African American	American Indian/ Alaska Native	Asian	Native Hawaiian/ Pacific Islander	Hispanic/ Latino	More than one Race	White	Unknown
Faculty	832	448	54%	384	46%	135	16%	25	4	51	-	45	10	617	80
Instructional Faculty	495	257	52%	238	48%	85	17%	11	2	41	-	25	6	373	37
Tenured/Tenure Track	288	131	45%	157	55%	57	20%	7	1	34	-	13	2	210	21
Full Professor	80	25	31%	55	69%	8	10%	-	-	5	-	3	-	69	3
Associate Professor	90	44	49%	46	51%	19	21%	2	-	10	-	7	-	66	5
Assistant Professor	118	62	53%	56	47%	30	25%	5	1	19	-	3	2	75	13
Non-Tenure Track	207	126	61%	81	39%	28	14%	4	1	7	-	12	4	163	16
Sr. Instructor	99	66	67%	33	33%	13	13%	1	1	1	-	8	2	84	2
Instructor	108	60	56%	48	44%	15	14%	3	-	6	-	4	2	79	14
Clinical Faculty	19	14	74%	5	26%	3	16%	-	1	1	-	1	-	15	1
Research Faculty	21	13	62%	8	38%	3	14%	2	-	-	-	1	-	14	4
Other Faculty	297	164	55%	133	45%	44	15%	12	1	9	-	18	4	215	38
Staff	795	467	59%	328	41%	188	24%	37	3	24	2	105	17	577	30
Officers	17	4	24%	13	76%	4	24%	1	-	1	-	2	-	12	1
Management/Other Professionals/S	778	463	60%	315	40%	184	24%	36	3	23	2	103	17	565	29
Exempt Professionals	590	387	66%	203	34%	124	21%	25	2	16	-	66	15	444	22
Classified Staff	188	76	40%	112	60%	60	32%	11	1	7	2	37	2	121	7
Faculty/Staff Total	1,627	915	56%	712	44%	323	20%	62	7	75	2	150	27	1,194	110

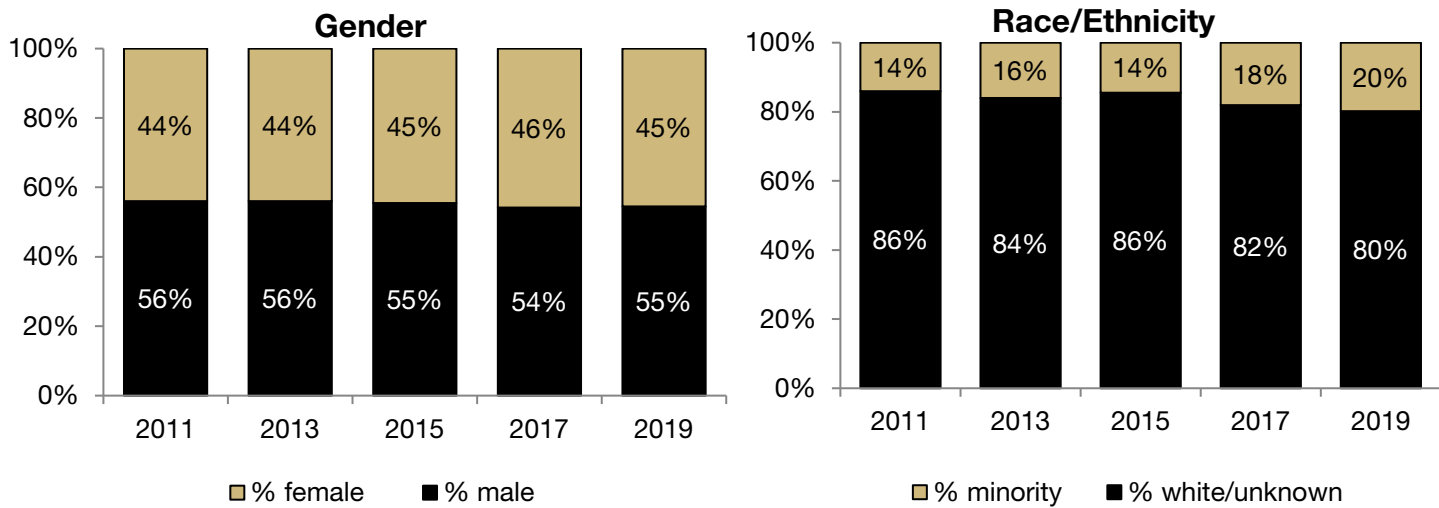
Notes: Includes full-time and part-time employees but only one position per person. Student positions are excluded.

University of Colorado Colorado Springs

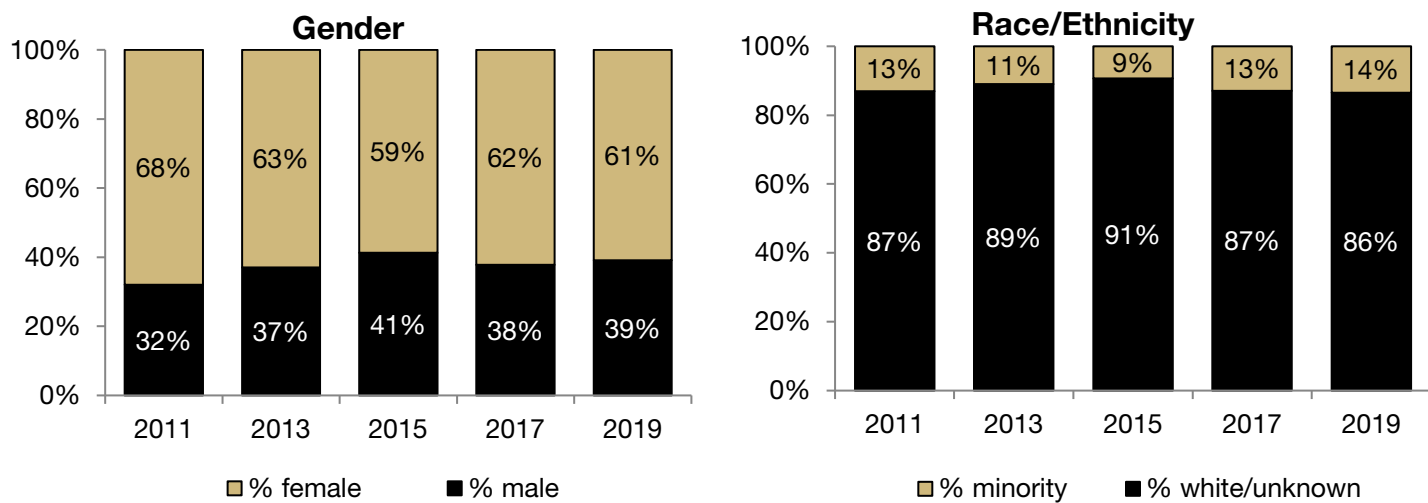
Instructional Faculty, Fall 2019 Tenured/Tenure Track



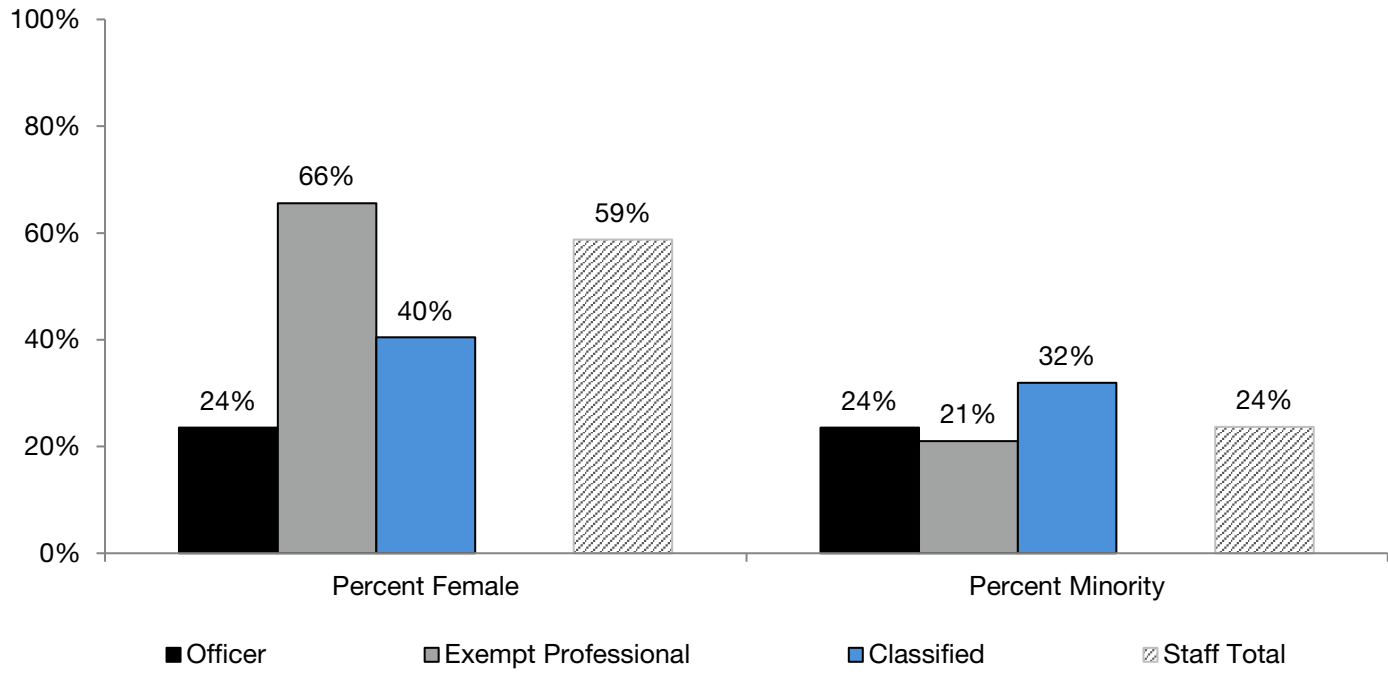
Instructional Faculty, Fall 2011 - Fall 2019 Tenured/Tenure Track Faculty All Ranks Combined



Non-Tenure Track Faculty



**University of Colorado Colorado Springs
Staff Diversity, Fall 2019**





2019-20 Diversity Report

A Focused Approach to Diversity and Inclusion

Our commitment to diversity and inclusion is evident in our respective campus strategic priorities and the combined campus Strategic Plan 2008-2020 priority #5: to enhance diversity university-wide and to foster a culture of inclusion. Goals and objectives of our mission address multiple elements of campus life, including recruiting and retaining diverse students, faculty, and staff; maintaining an institutional climate of inclusiveness, respect, and understanding for everyone; and expanding community-based programs to reduce health and educational disparities.

To achieve diversity goals, the Office of Diversity and Inclusion (ODI) is taking a strategic, systemic, and sustainable approach by serving a wide range of individuals, supporting various initiatives and programs, and collaborating with numerous offices across both campuses. In 2019-2020, following Dr. Brenda J. Allen's retirement, the ODI space was overseen by Lauren Fontana (Director of Affirmative Action Programs), Dominic Martinez (Senior Director of Inclusion and Outreach) and Nelia Viveiros (Associate Vice Chancellor for Academic Operations).

During 2019-2020, the ODI provided and co-sponsored a variety of services and programs to cultivate an equitable and inclusive workplace and educational environment. For example, on November 20, 2020 (coinciding with Transgender Day of Remembrance) the office co-hosted CU Denver's first ever Diversity Dialogue sessions. This inaugural session focused on issues faced by the LGBTQ+ community.



Dozens of faculty, staff, and students filled the Terrace Room at the Lawrence Street Center for the inaugural Diversity Dialogue, a series aimed at normalizing conversations about identity, culture, and current issues at CU Denver. The November 20, 2019 talk explored the challenges members of the LGBTQ community face on the Auraria Campus.

In 2019-2020, a working group led by ODI began discussing assaultive speech and the campus responses. This work is ongoing and has been heightened by incidents of anti-Asian sentiment during the COVID-19 pandemic. The working group anticipates providing leadership with a set of recommendations for how the campuses can better respond to critical incidents.

During 2019-2020, under the leadership of Lauren Fontana, the Council on Diversity and Equity in Human Resources (CODE HR) made progress toward its goals to review, revise, develop, and advocate for human resource practices and policies related to enhancing diversity and fostering a culture of inclusion. CODE HR is made up of HR and ODI staff from across both campuses. The Council has developed a set of diversity-related interview questions and a corresponding rubric to assist search committee members in evaluating candidates' answers to those questions. The current focus of CODE HR is developing a web-based resource toolkit website, which provides HR business partners, search committee members and chairs, and hiring authorities with information and resources to help further incorporate principles of diversity and inclusion throughout the hiring process. The resource toolkit is part of the broader affirmative action section of the University's website and is expected to go live before the end of the fiscal year. CODE HR is also working on developing a search committee ambassador program, which will involve training campus community members in best practices related to diversity and inclusion in hiring. The trained search committee ambassadors will then be available to sit on search committees to ensure that biases are being minimized as much as possible and best practices are being implanted. This program will be modeled after a program developed by Oregon State University, which they have been implementing for over a decade. To that end, Lauren Fontana will be attending a free training conducted by OSU at the end of May to gain more insight into how best to develop CU's program. CODE HR's goal is to roll out that program during the 2020-2021 Academic Year.

The Staff Council Inclusive Excellence Committee, in conjunction with the University's affirmative action efforts, is working on establishing a Diversity Network to assist employees engaged in diversity and inclusion work in connecting with each other and collaborating. They have already developed and distributed a tool for collecting information regarding ongoing diversity and inclusion initiatives and are currently working on disseminating that information across both campuses.

As part of the University’s affirmative action efforts, Lauren Fontana developed a new tool to allow anyone conducting diversity-related outreach and recruiting efforts in the hiring process to track and evaluate those efforts. This will enable us to better determine where to devote limited outreach resources in order to achieve the best ROI.

In late 2019, various ODI staff members served on the President’s Diversity Grant Committee. CU Denver staff, students and faculty also supported the 50 year memorial of the Auraria Displacement at Casa Maya and welcomed the Colorado Hall of Fame induction of Carolina Acuña Díaz González; a Colorado Renaissance Pioneer, renowned for her welcoming home, her active support for the arts and culture, and her uniquely authentic restaurant, Casa Mayan, a “Mutalista” or refuge for 40 years for immigrants in Colorado.

In early 2020, the novel corona virus (COVID-19) pandemic unleashed an unprecedented period of rapid change that greatly impacted our daily lives in profound ways. There is irrefutable proof that the COVID-19 outbreak is having a significant effect on minoritized communities, particularly communities of color. In response to the impacts of the pandemic and concurrent with a rise in xenophobic incidents against Asian Americans in our communities, ODI co-hosted webinars on the racialization of COVID-19 (February 13 and April 14, 2020).



Recognizing the importance and impact of using correct pronouns for everyone, ODI has begun the practice of providing nametags with space for pronounce at campus events.

Inoculating against Racism: Understanding the New Coronavirus
 *Help prevent panic, fear, racism and xenophobia
 *Support Asian and Asian-American students, staff, and faculty
 *Resist discrimination
 *Identify credible health information
 Thursday
 Feb 13
 1-2:30 pm
 640 Tivoli
 Lunch served
 Center for Identity & Inclusion
 UNIVERSITY OF COLORADO DENVER

Addressing Racism: Solidarity in the time of Covid-19
 Dr. Faye Caronan
 Ethnic Studies
 Dr. Lisa Keranen
 Communication
 Monday, April 6, 2020 | 12:30-1:45PM
 Zoom Meeting ID: 340-051-767
 Passcode provided after your RSVP at tinyurl.com/4-6-20StopRacism
 Join ETST's Dr. Faye Caronan and COMM's Dr. Lisa Keranen for a presentation and discussion about how we can counter the rise of racist responses to Covid and offer support to our Asian and Asian American communities.
 Center for Identity & Inclusion
 UNIVERSITY OF COLORADO DENVER

Other programming highlights from the 2019-2020 year, include:

- Lavender Graduation
- April Mobile Food Pantry on the Auraria Campus
Auraria Campus Discord Server an online space to communicate with other Auraria Campus Students
- Encourage the Heart - Video Interview Requests for the Cultivate What Matters campaign.
- LGBTQ Student Resource Center Virtual Engagement Opportunities
- Maintaining Power in a Time of Uncertainty
- The Phoenix Center at Auraria Virtual Sexual Assault Awareness Month
- Student Life & Campus Community Weekly Virtual Social Media Schedule
- What Are You? A Podcast
- Being Asian During COVID-19
- Racialization of COVID-19: the impact and solutions from public health and mental health perspectives



Participants from ODI programming

Cultural/Community Building events included:

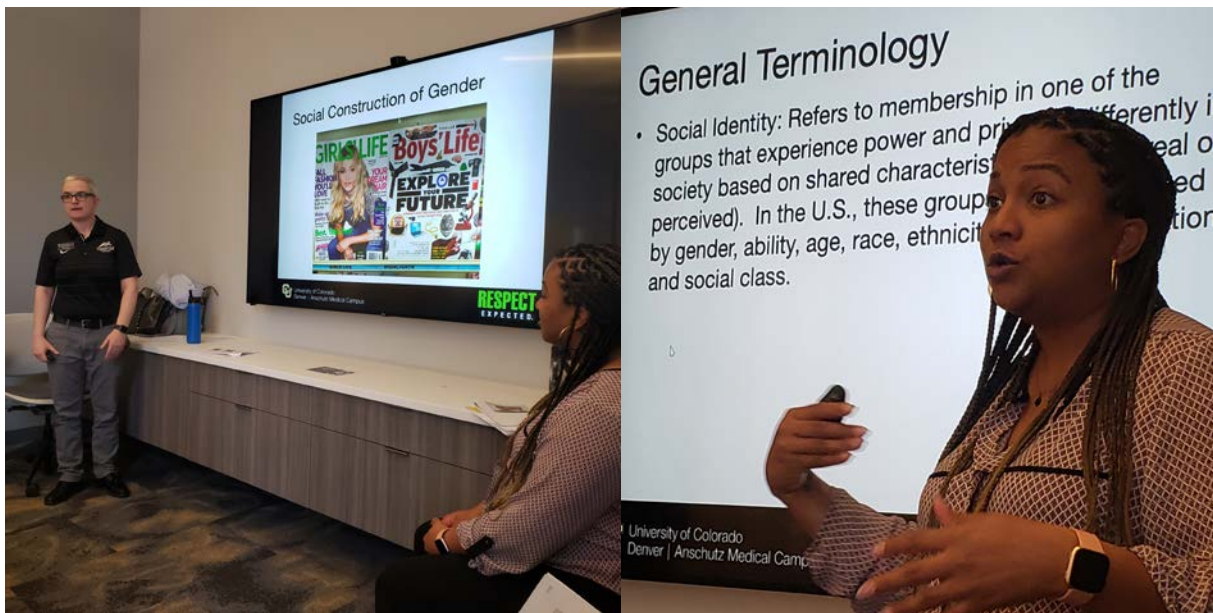
- Virtual Indigenous Beading and Story Circle
- Virtual game nights.
- Weekly Open discussions on Zoom to address student concerns
- Mental Health Stigma in Latinx communities
Virtual Hangouts
- Latinx Undergraduate Leadership Advancement Program Workshop
- LGBTQ+ Virtual hangouts for students who feel isolated, anxious, or scared.



Participants from ODI programming

In April of 2020, ODI also collaborated with the Colorado Association of Diversity Officers in Higher Education (CoADOHE) to present a tri-state collaborative webinar entitled “Combating COVID-19: The Relevance of Campus Equity and Inclusion Efforts”. Members of the CoAHODE.

On March 9, 2020, ODI conducted a training for the CU Denver leadership, including the Chancellor’s Cabinet and the Deans of all of the schools and colleges. The training was led by Sara D. Anderson (Deputy Title IX Coordinator of Prevention, Training, and Outreach), Lauren Fontana, and Dominic Martinez. The training, titled “Supporting the LGBTQ+ Community,” was a result of requests at the inaugural Diversity Dialogue for increased training of leadership on LGBTQ+ issues. Topics covered included terminology, the social construction of gender, the importance of focusing on the transgender community, pronouns and names, and recommendations for change. Campus leadership actively participated in the training and provided positive feedback to the presenters. We intend to conduct additional diversity-related trainings for leadership and the broader campus community in the future.



ODI’s training for CU Denver campus leadership

Campus Quantitative Highlights for 2019 -2020

- The proportion and number of undergraduate students of color at the combined Denver Campus and Anschutz Medical Campus have increased each year since 2007, reaching 51% for Fall 2019. This has granted the combined campuses Title V and III statuses. We were recognized as eligible under Strengthening Institutions Programs.
- The proportion and number of undergraduate students of color at the Denver Campus have increased each year since 2009, reaching 51% for Fall 2019.
- The proportion of undergraduate students of color at the Anschutz Medical Campus was 32% in Fall 2019.
- The number and proportion of graduate students of color at the combined campuses have consistently increased over the last several years, peaking at 1,339 and 25% in Fall 2019 at the combined campuses.
- The largest class of doctoral students (88) in the CU Denver's history was hooded at Spring 2019 Commencement.
- From the fall semester of 2009, the percentage of health professional students of color at the Anschutz Medical Campus has climbed from 21% (332) to 31% (583) enrolled in Fall 2019.
- The percent of baccalaureate degrees awarded to students of color at the combined Denver Campus and Anschutz Medical Campus increased from 37% in FY 2018 to 41% in FY 2019.





- The Denver Campus awarded more baccalaureate degrees to students of color than ever before, increasing from 2,099 in FY 2018 to 2,237 in FY 2019.
- The number of baccalaureate degrees awarded to students of color at the Anschutz Medical Campus reached a high of 89 in FY 2019, representing 27% of the number of undergraduate degrees.
- The proportion of graduate degrees conferred to students of color at the combined Denver Campus and Anschutz Medical Campus has increased to 22%.
- Graduate degrees conferred to students of color at the Anschutz Medical Campus has ranged from 11 to 22 percent between 2008 and 2019. The most recent year reflects the most degrees awarded to students of color (138), representing 22% of those degrees.
- The proportion of doctoral professional practice degrees conferred to students of color at the Anschutz Medical Campus remained fairly consistent from 2008 to 2013, ranging from 20 to 23%. In more recent years, the percentages have fluctuated from 25% to 28%. FY 2019 reflects the highest percentage (32%) of professional practice degrees that were conferred to students of color.
- The number and proportion of Pell grant recipients on the Denver Campus reached decreased from 38% (4,168) FY 2018 to 37% (4,018) FY 2019.
- For all but the 2016 cohort, students with PELL were retained at a higher rate than those without PELL.
- The percentage of Denver Campus students receiving baccalaureate degrees who were Pell grant recipients reached a high of 51% in fiscal year 2013 and has been hovering around 50% since.
- Over the last seven fall semesters, the proportion of undergraduate students that have registered with the Office of Disability Services has increased from 3.6% in Fall 2011 to 10.5% in Fall 2019. The latter represents 1,198 undergraduate students from the combined Denver Campus and Anschutz Medical Campus.
- The numbers of first-generation students on the Denver Campus saw a decrease this last year. From 839 (49%) FY 2018 to 792 (52%) FY 2019.
- The percentage of faculty of color in the tenured/tenure track ranks at the combined Denver Campus and Anschutz Medical Campus remained at 17% from 12% in Fall 2011. On the Denver Campus, the percentage of faculty of color in the tenured/tenure track ranks was retained at 25% in Fall 2019.
- Females represent half of the classified staff (50%) and university officers (48%), 66% of exempt professionals, and 71% of professionals with faculty status. Racial-ethnic minority employees constitute lower proportions of each of those same categories.

 Office of Diversity & Inclusion
UNIVERSITY OF COLORADO **DENVER** | **ANSCHUTZ MEDICAL CAMPUS**

 Office of Inclusion and Outreach
UNIVERSITY OF COLORADO ANSCHUTZ MEDICAL CAMPUS

 Center for Identity & Inclusion
UNIVERSITY OF COLORADO **DENVER**

 American Indian Student Services
UNIVERSITY OF COLORADO **DENVER**

 Latinx Student Services
CENTER FOR IDENTITY & INCLUSION
UNIVERSITY OF COLORADO **DENVER**

 Asian American Student Services
UNIVERSITY OF COLORADO **DENVER**

 Undocumented Student Services
UNIVERSITY OF COLORADO **DENVER** | ANSCHUTZ MEDICAL CAMPUS

 Black Student Services
UNIVERSITY OF COLORADO **DENVER**

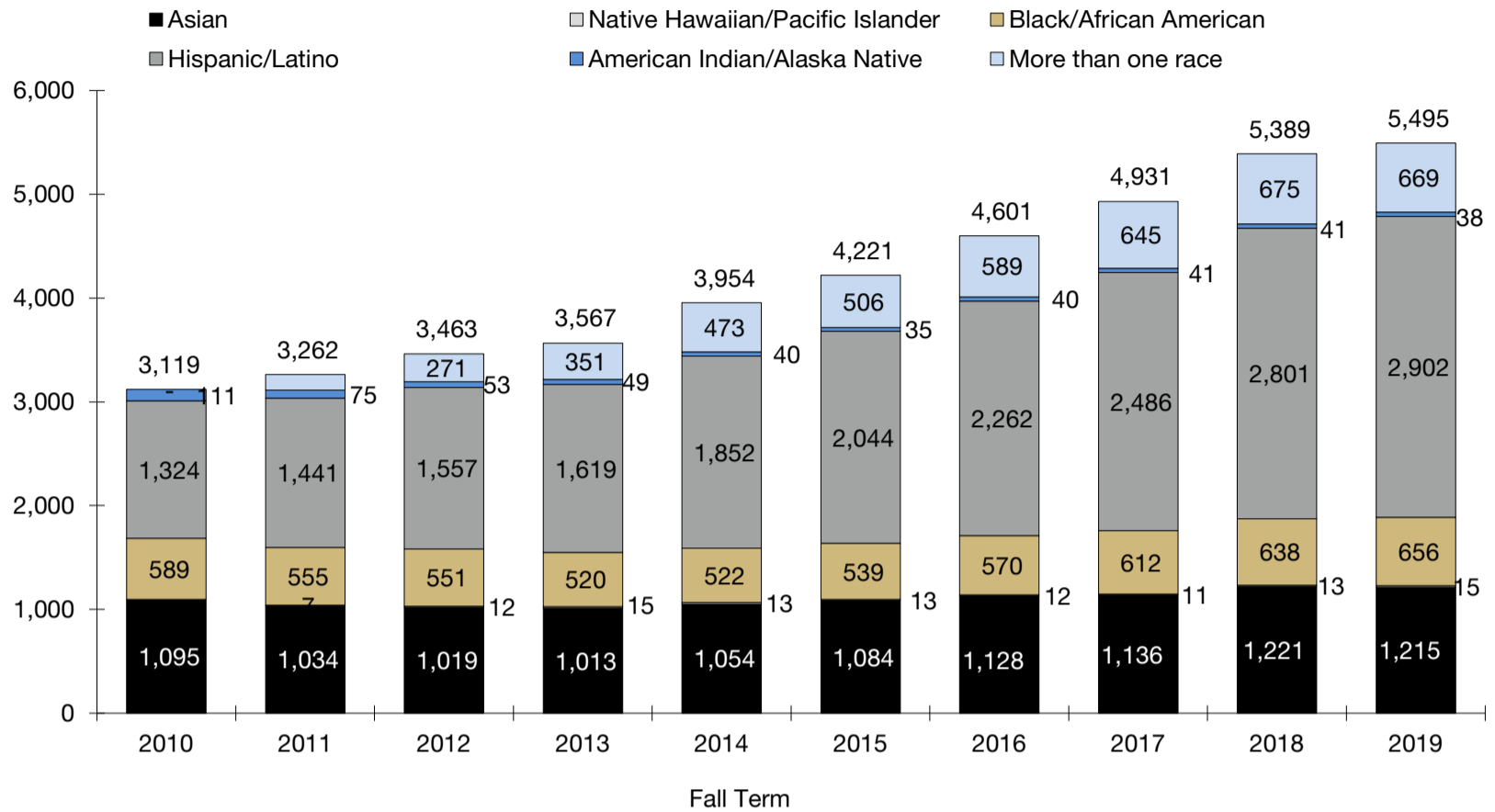
 Women and Gender Center
UNIVERSITY OF COLORADO **DENVER**

University of Colorado Denver | Anschutz Medical Campus

Student Diversity

Data provided by the CU Denver Office of Institutional Research & Effectiveness
<http://www.ucdenver.edu/about/departments/InstitutionalResearch/>

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



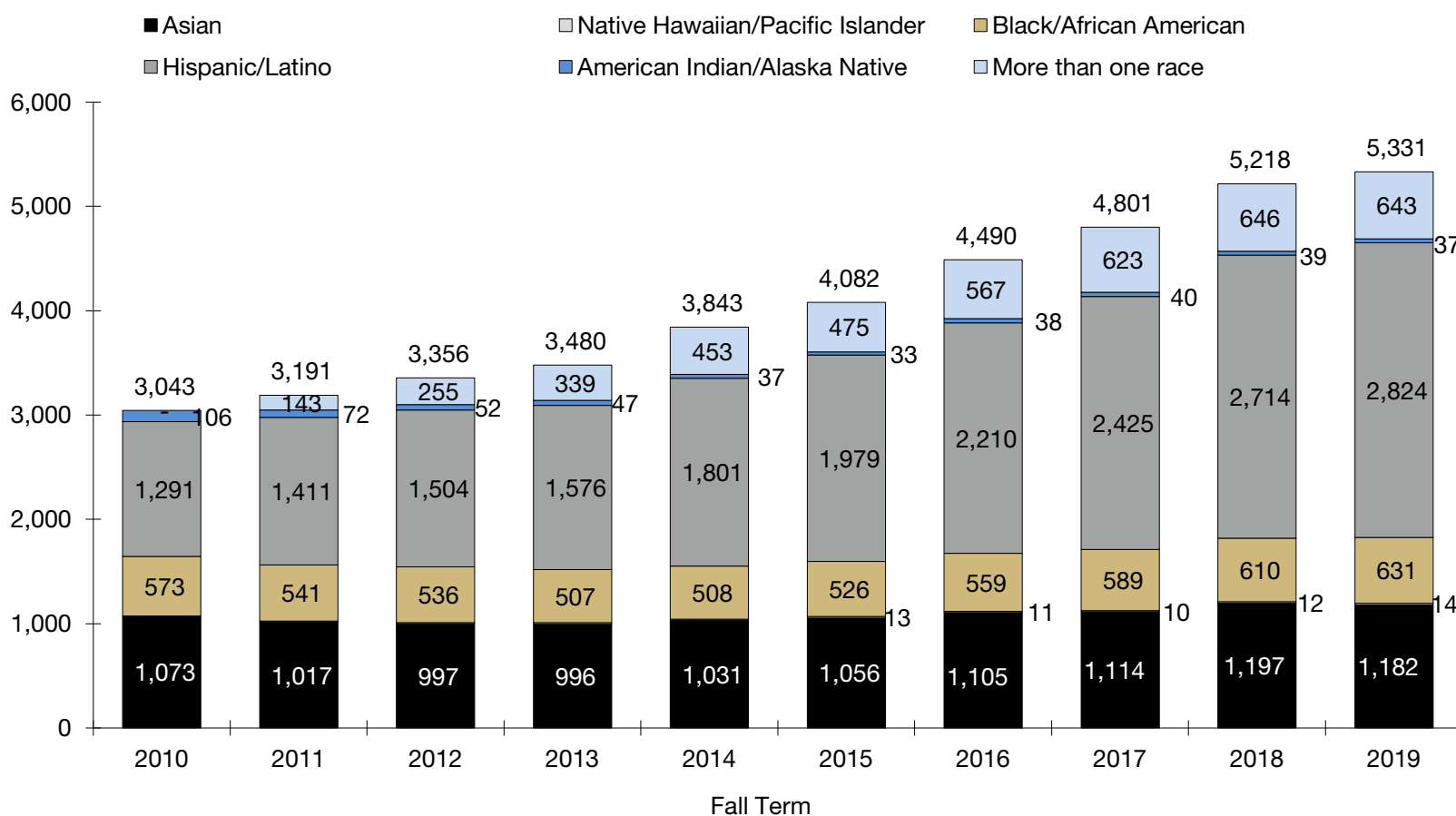
Race/Ethnicity	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Asian	1,095	1,034	1,019	1,013	1,054	1,084	1,128	1,136	1,221	1,215
Native Hawaiian/Pacific Islander	-	7	12	15	13	13	12	11	13	15
Black/African American	589	555	551	520	522	539	570	612	638	656
Hispanic/Latino	1,324	1,441	1,557	1,619	1,852	2,044	2,262	2,486	2,801	2,902
American Indian/Alaska Native	111	75	53	49	40	35	40	41	41	38
More than one race	-	150	271	351	473	506	589	645	675	669
White/Unknown	6,502	6,280	6,084	5,878	5,793	5,765	5,808	5,783	5,664	5,386
International	468	594	706	724	706	565	563	580	576	526
Total Enrollment	10,089	10,136	10,253	10,169	10,453	10,551	10,972	11,294	11,629	11,407
Students of Color Total	3,119	3,262	3,463	3,567	3,954	4,221	4,601	4,931	5,389	5,495
Students of Color as % of Total*	32%	34%	36%	38%	41%	42%	44%	46%	49%	51%

Race/Ethnicity	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Asian	10.9%	10.2%	9.9%	10.0%	10.1%	10.3%	10.3%	10.1%	10.5%	10.7%
Native Hawaiian/Pacific Islander	0.0%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
Black/African American	5.8%	5.5%	5.4%	5.1%	5.0%	5.1%	5.2%	5.4%	5.5%	5.8%
Hispanic/Latino	13.1%	14.2%	15.2%	15.9%	17.7%	19.4%	20.6%	22.0%	24.1%	25.4%
American Indian/Alaska Native	1.1%	0.7%	0.5%	0.5%	0.4%	0.3%	0.4%	0.4%	0.4%	0.3%
More than one race	0.0%	1.5%	2.6%	3.5%	4.5%	4.8%	5.4%	5.7%	5.8%	5.9%
White/Unknown	64.4%	62.0%	59.3%	57.8%	55.4%	54.6%	52.9%	51.2%	48.7%	47.2%
International	4.6%	5.9%	6.9%	7.1%	6.8%	5.4%	5.1%	5.1%	5.0%	4.6%

The proportion (and number) of undergraduate students of color at the combined Denver Campus and Anschutz Medical Campus has increased steadily since Fall 2007, reaching 51% for Fall 2019.

* Minority percentage calculation does not include the international population.
Fall 2011 and later racial/ethnic category counts follow IPEDS reporting rules, and represent only those who selected that single category alone. Individuals selecting multiple categories are placed in "More than one race" or, if Hispanic/Latino was one of their choices, in "Hispanic/Latino."

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



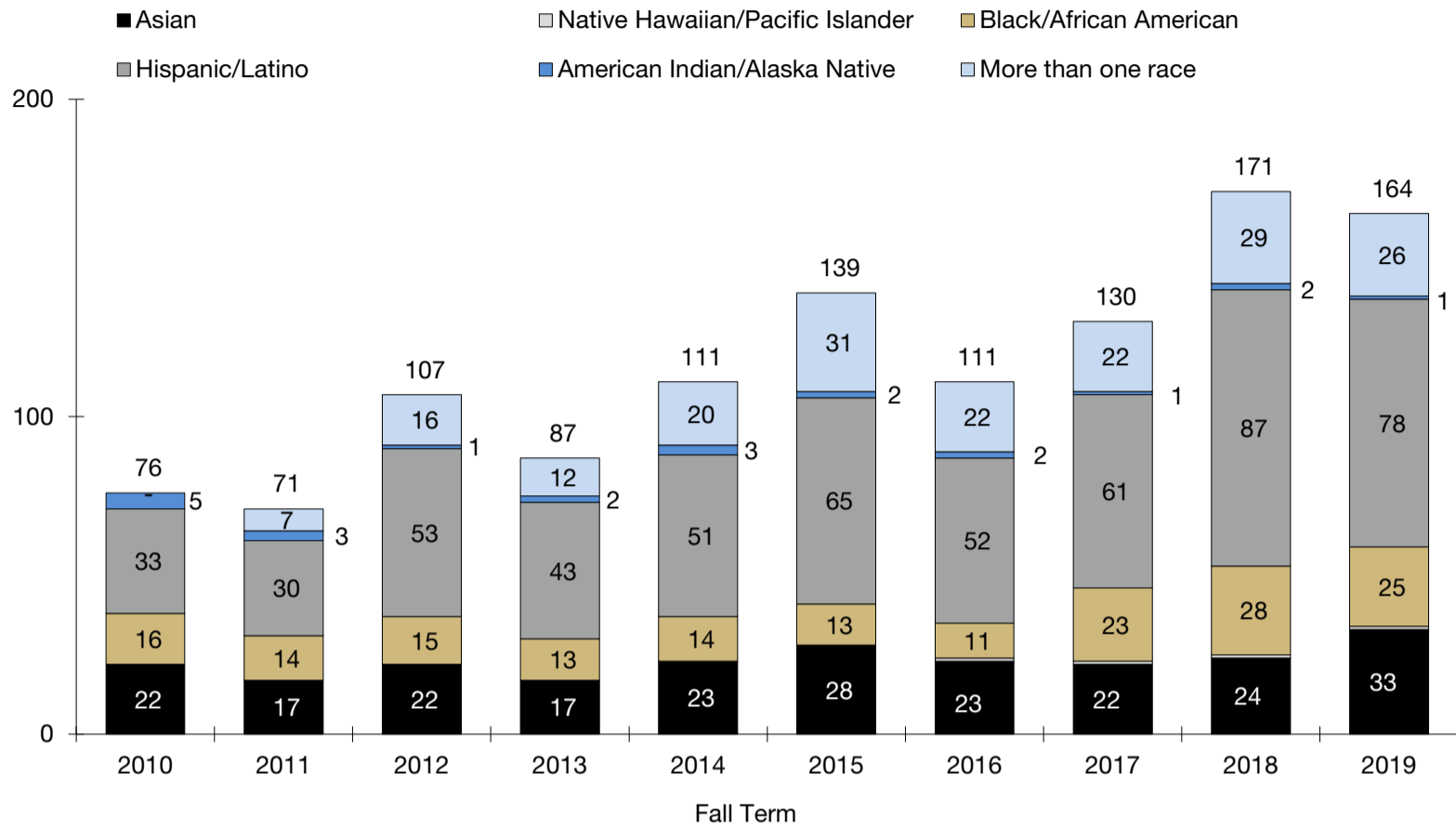
Race/Ethnicity	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Asian	1,073	1,017	997	996	1,031	1,056	1,105	1,114	1,197	1,182
Native Hawaiian/Pacific Islander	-	7	12	15	13	13	11	10	12	14
Black/African American	573	541	536	507	508	526	559	589	610	631
Hispanic/Latino	1,291	1,411	1,504	1,576	1,801	1,979	2,210	2,425	2,714	2,824
American Indian/Alaska Native	106	72	52	47	37	33	38	40	39	37
More than one race	-	143	255	339	453	475	567	623	646	643
White/Unknown	6,173	5,943	5,706	5,535	5,439	5,392	5,441	5,421	5,309	5,039
International	466	593	704	721	705	564	562	578	574	526
Total:	9,682	9,727	9,766	9,736	9,987	10,038	10,493	10,800	11,101	10,896
Students of Color Total	3,043	3,191	3,356	3,480	3,843	4,082	4,490	4,801	5,218	5,331
Students of Color as % of Total*	33%	35%	37%	39%	41%	43%	45%	47%	50%	51%

Race/Ethnicity	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Asian	11.1%	10.5%	10.2%	10.2%	10.3%	10.5%	10.5%	10.3%	10.8%	10.8%
Native Hawaiian/Pacific Islander	0.0%	0.1%	0.1%	0.2%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
Black/African American	5.9%	5.6%	5.5%	5.2%	5.1%	5.2%	5.3%	5.5%	5.5%	5.8%
Hispanic/Latino	13.3%	14.5%	15.4%	16.2%	18.0%	19.7%	21.1%	22.5%	24.4%	25.9%
American Indian/Alaska Native	1.1%	0.7%	0.5%	0.5%	0.4%	0.3%	0.4%	0.4%	0.4%	0.3%
More than one race	0.0%	1.5%	2.6%	3.5%	4.5%	4.7%	5.4%	5.8%	5.8%	5.9%
White/Unknown	63.8%	61.1%	58.4%	56.9%	54.5%	53.7%	51.9%	50.2%	47.8%	46.2%
International	4.8%	6.1%	7.2%	7.4%	7.1%	5.6%	5.4%	5.4%	5.2%	4.8%

The proportion (and number) of undergraduate students of color at the Denver Campus has increased each year since 2009, reaching 51% for Fall 2019.

* Minority percentage calculation does not include the international population.
Fall 2011 and later racial/ethnic category counts follow IPEDS reporting rules, and represent only those who selected that single category alone. Individuals selecting multiple categories are placed in "More than one race" or, if Hispanic/Latino was one of their choices, in "Hispanic/Latino."

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

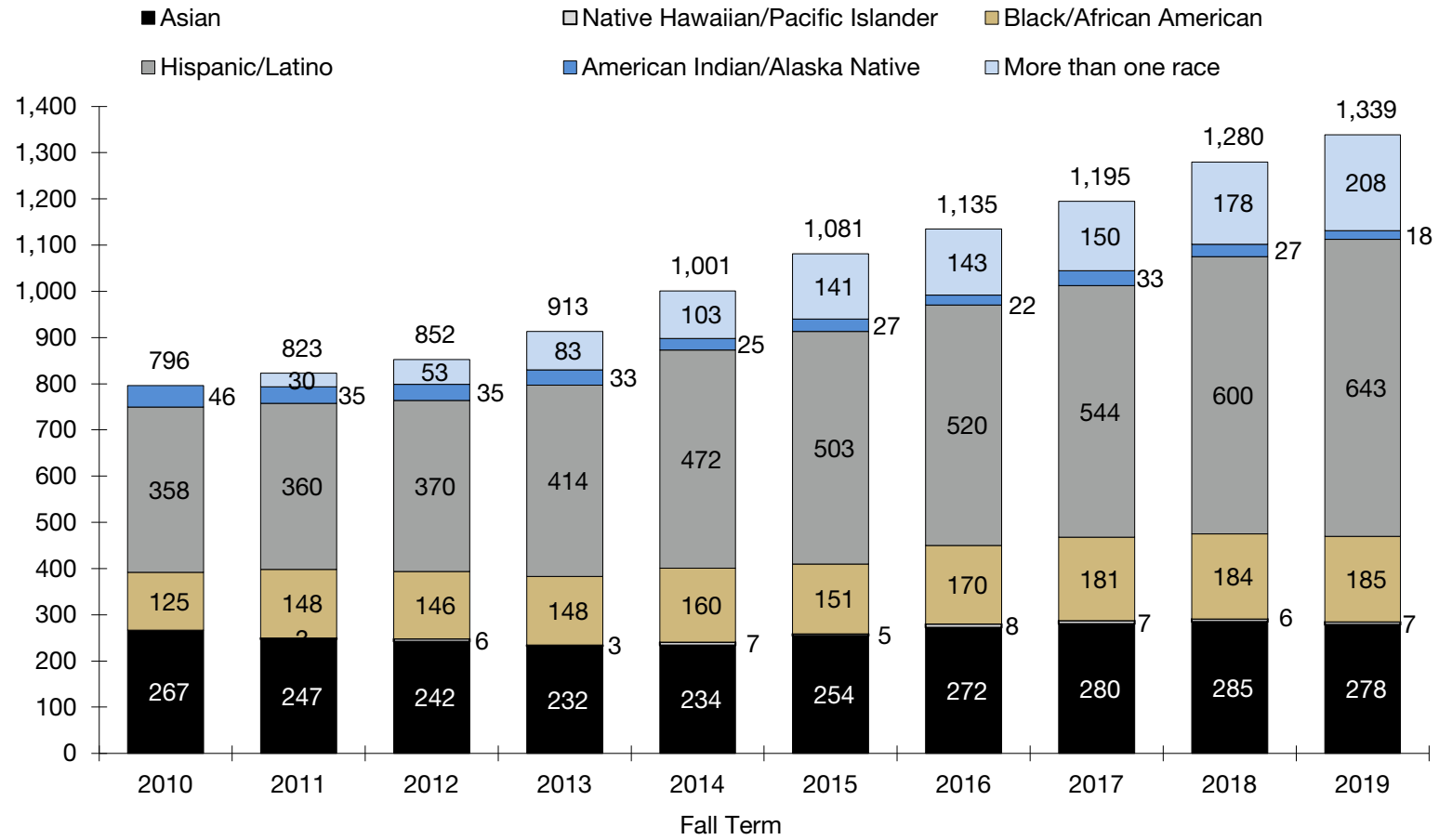


Race/Ethnicity	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Asian	22	17	22	17	23	28	23	22	24	33
Native Hawaiian/Pacific Islander	-	-	-	-	-	-	1	1	1	1
Black/African American	16	14	15	13	14	13	11	23	28	25
Hispanic/Latino	33	30	53	43	51	65	52	61	87	78
American Indian/Alaska Native	5	3	1	2	3	2	2	1	2	1
More than one race	-	7	16	12	20	31	22	22	29	26
White/Unknown	329	337	378	343	354	373	367	362	355	347
International	2	1	2	3	1	1	1	2	2	-
Total Enrollment	407	409	487	433	466	513	479	494	528	511
Students of Color Total	76	71	107	87	111	139	111	130	171	164
Students of Color as % of Total*	19%	17%	22%	20%	24%	27%	23%	26%	33%	32%

Race/Ethnicity	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Asian	5.4%	4.2%	4.5%	3.9%	4.9%	5.5%	4.8%	4.5%	4.5%	6.5%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.2%	0.2%	0.2%
Black/African American	3.9%	3.4%	3.1%	3.0%	3.0%	2.5%	2.3%	4.7%	5.3%	4.9%
Hispanic/Latino	8.1%	7.3%	10.9%	9.9%	10.9%	12.7%	10.9%	12.3%	16.5%	15.3%
American Indian/Alaska Native	1.2%	0.7%	0.2%	0.5%	0.6%	0.4%	0.4%	0.2%	0.4%	0.2%
More than one race	0.0%	1.7%	3.3%	2.8%	4.3%	6.0%	4.6%	4.5%	5.5%	5.1%
White/Unknown	80.8%	82.4%	77.6%	79.2%	76.0%	72.7%	76.6%	73.3%	67.2%	67.9%
International	0.5%	0.2%	0.4%	0.7%	0.2%	0.2%	0.2%	0.4%	0.4%	0.0%

* Minority percentage calculation does not include the international population.
 Fall 2011 and later racial/ethnic category counts follow IPEDS reporting rules, and represent only those who selected that single category alone. Individuals selecting multiple categories are placed in "More than one race" or, if Hispanic/Latino was one of their choices, in "Hispanic/Latino."

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



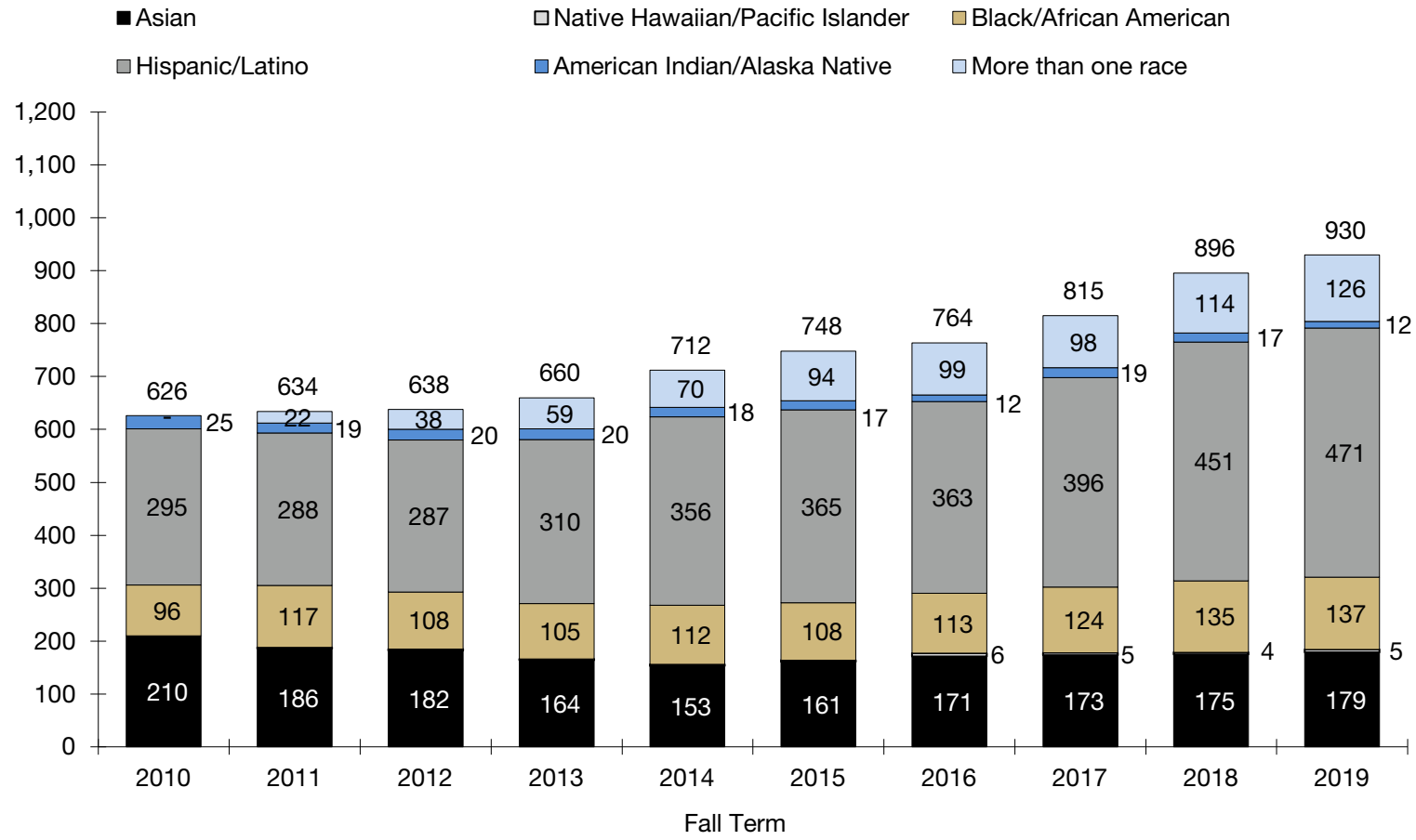
Race/Ethnicity	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Asian	267	247	242	232	234	254	272	280	285	278
Native Hawaiian/Pacific Islander		3	6	3	7	5	8	7	6	7
Black/African American	125	148	146	148	160	151	170	181	184	185
Hispanic/Latino	358	360	370	414	472	503	520	544	600	643
American Indian/Alaska Native	46	35	35	33	25	27	22	33	27	18
More than one race		30	53	83	103	141	143	150	178	208
White/Unknown	5,051	4,849	4,603	4,375	4,376	4,379	4,399	4,289	4,119	4,108
International	428	441	455	481	601	563	544	555	533	493
Total Enrollment	6,275	6,113	5,910	5,769	5,978	6,023	6,078	6,039	5,932	5,940
Students of Color Total	796	823	852	913	1,001	1,081	1,135	1,195	1,280	1,339
Students of Color as % of Total*	14%	15%	16%	17%	19%	20%	21%	22%	24%	25%

Race/Ethnicity	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Asian	4.3%	4.0%	4.1%	4.0%	3.9%	4.2%	4.5%	4.6%	4.8%	4.7%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
Black/African American	2.0%	2.4%	2.5%	2.6%	2.7%	2.5%	2.8%	3.0%	3.1%	3.1%
Hispanic/Latino	5.7%	5.9%	6.3%	7.2%	7.9%	8.4%	8.6%	9.0%	10.1%	10.8%
American Indian/Alaska Native	0.7%	0.6%	0.6%	0.6%	0.4%	0.4%	0.4%	0.5%	0.5%	0.3%
More than one race	0.0%	0.5%	0.9%	1.4%	1.7%	2.3%	2.4%	2.5%	3.0%	3.5%
White/Unknown	80.5%	79.3%	77.9%	75.8%	73.2%	72.7%	72.4%	71.0%	69.4%	69.2%
International	6.8%	7.2%	7.7%	8.3%	10.1%	9.3%	9.0%	9.2%	9.0%	8.3%

The numbers and proportions of graduate students of color have consistently increased over the last several years, peaking at 1,339 and 25% in Fall 2019 at the combined campuses.

* Minority percentage calculation does not include the international population.
Fall 2011 and later racial/ethnic category counts follow IPEDS reporting rules, and represent only those who selected that single category alone. Individuals selecting multiple categories are placed in "More than one race" or, if Hispanic/Latino was one of their choices, in "Hispanic/Latino."

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

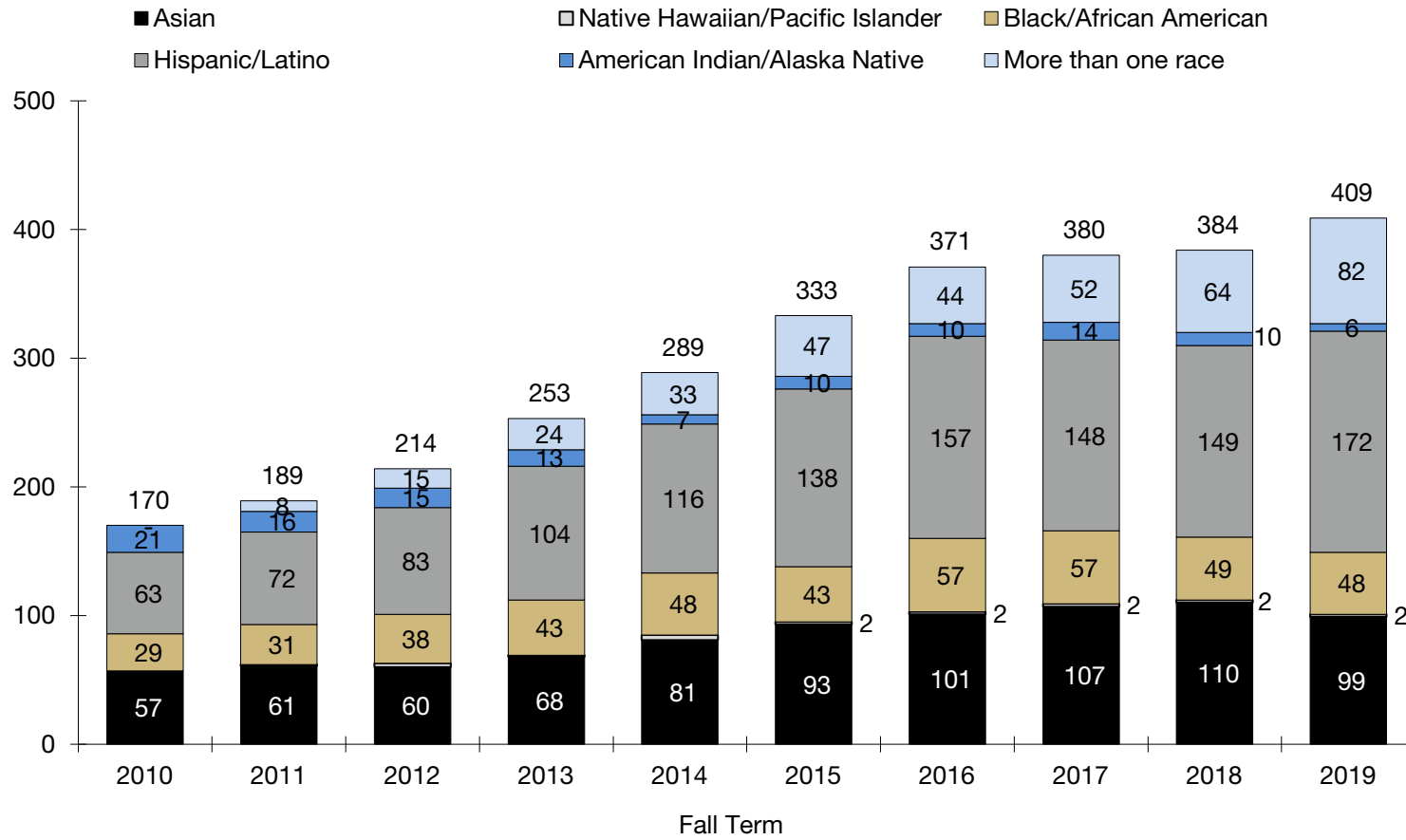


Race/Ethnicity	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Asian	210	186	182	164	153	161	171	173	175	179
Native Hawaiian/Pacific Islander	-	2	3	2	3	3	6	5	4	5
Black/African American	96	117	108	105	112	108	113	124	135	137
Hispanic/Latino	295	288	287	310	356	365	363	396	451	471
American Indian/Alaska Native	25	19	20	20	18	17	12	19	17	12
More than one race	-	22	38	59	70	94	99	98	114	126
White/Unknown	3,949	3,714	3,480	3,209	3,128	3,049	3,023	2,895	2,760	2,684
International	362	370	387	418	542	499	490	498	475	437
Total Enrollment	4,937	4,718	4,505	4,287	4,382	4,296	4,277	4,208	4,131	4,051
Students of Color Total	626	634	638	660	712	748	764	815	896	930
Students of Color as % of Total*	14%	15%	15%	17%	19%	20%	20%	22%	25%	26%
	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Asian	4.3%	3.9%	4.0%	3.8%	3.5%	3.7%	4.0%	4.1%	4.2%	4.4%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.1%	0.0%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
Black/African American	1.9%	2.5%	2.4%	2.4%	2.6%	2.5%	2.6%	2.9%	3.3%	3.4%
Hispanic/Latino	6.0%	6.1%	6.4%	7.2%	8.1%	8.5%	8.5%	9.4%	10.9%	11.6%
American Indian/Alaska Native	0.5%	0.4%	0.4%	0.5%	0.4%	0.4%	0.3%	0.5%	0.4%	0.3%
More than one race	0.0%	0.5%	0.8%	1.4%	1.6%	2.2%	2.3%	2.3%	2.8%	3.1%
White/Unknown	80.0%	78.7%	77.2%	74.9%	71.4%	71.0%	70.7%	68.8%	66.8%	66.3%
International	7.3%	7.8%	8.6%	9.8%	12.4%	11.6%	11.5%	11.8%	11.5%	10.8%

Fall 2019 reports the highest number and proportion of graduate students of color over the last several years, reaching 930 and 26%.

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



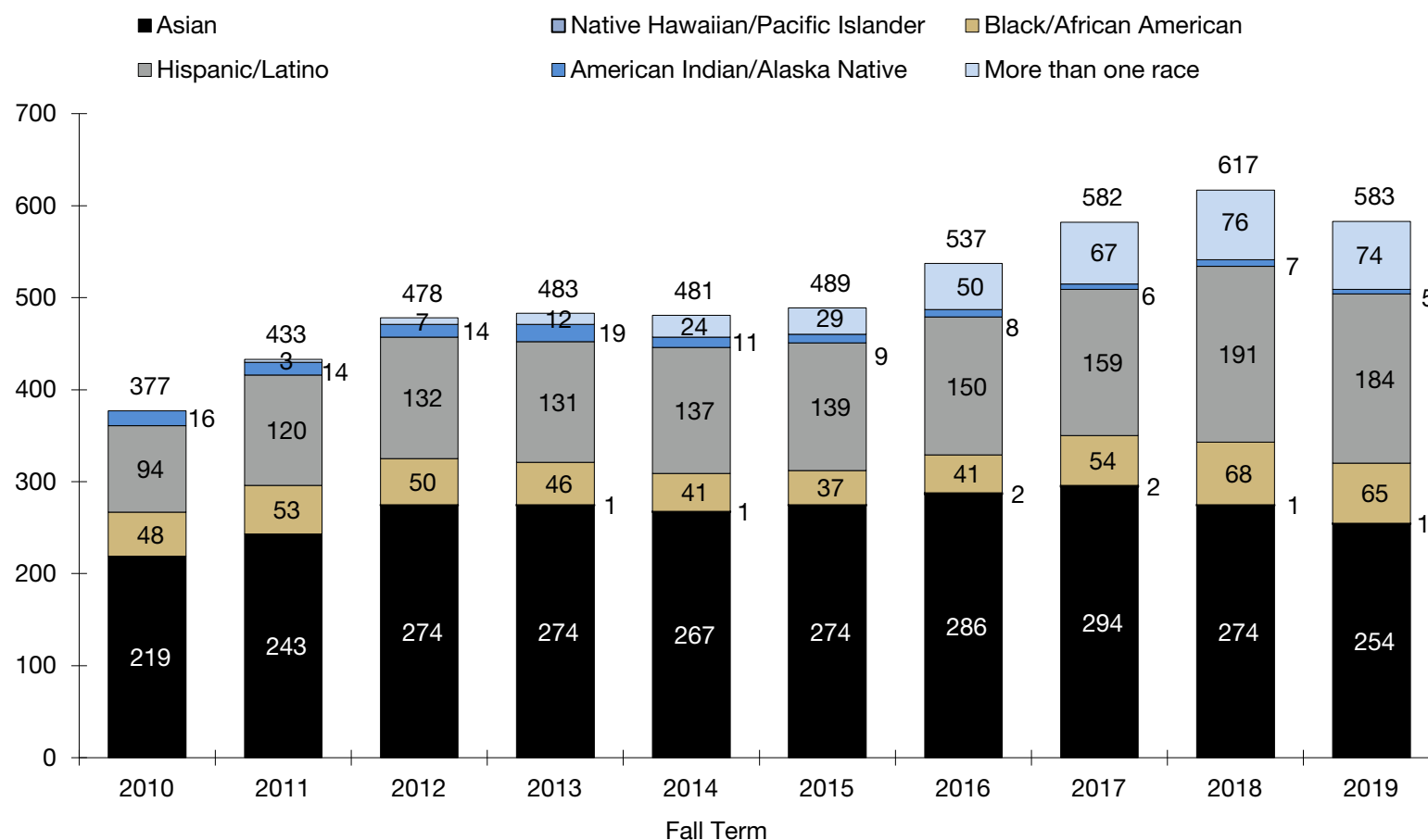
Race/Ethnicity	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Asian	57	61	60	68	81	93	101	107	110	99
Native Hawaiian/Pacific Islander	-	1	3	1	4	2	2	2	2	2
Black/African American	29	31	38	43	48	43	57	57	49	48
Hispanic/Latino	63	72	83	104	116	138	157	148	149	172
American Indian/Alaska Native	21	16	15	13	7	10	10	14	10	6
More than one race	-	8	15	24	33	47	44	52	64	82
White/Unknown	1,102	1,135	1,123	1,166	1,248	1,330	1,376	1,394	1,359	1,424
International	66	71	68	63	59	64	54	57	58	56
Total Enrollment	1,338	1,395	1,405	1,482	1,596	1,727	1,801	1,831	1,801	1,889
Students of Color Total	170	189	214	253	289	333	371	380	384	409
Students of Color as % of Total*	13%	14%	16%	18%	19%	20%	21%	21%	22%	22%

Race/Ethnicity	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Asian	4.3%	4.4%	4.3%	4.6%	5.1%	5.4%	5.6%	5.8%	6.1%	5.2%
Native Hawaiian/Pacific Islander	0.0%	0.1%	0.2%	0.1%	0.3%	0.1%	0.1%	0.1%	0.1%	0.1%
Black/African American	2.2%	2.2%	2.7%	2.9%	3.0%	2.5%	3.2%	3.1%	2.7%	2.5%
Hispanic/Latino	4.7%	5.2%	5.9%	7.0%	7.3%	8.0%	8.7%	8.1%	8.3%	9.1%
American Indian/Alaska Native	1.6%	1.1%	1.1%	0.9%	0.4%	0.6%	0.6%	0.8%	0.6%	0.3%
More than one race	0.0%	0.6%	1.1%	1.6%	2.1%	2.7%	2.4%	2.8%	3.6%	4.3%
White/Unknown	82.4%	81.4%	79.9%	78.7%	78.2%	77.0%	76.4%	76.1%	75.5%	75.4%
International	4.9%	5.1%	4.8%	4.3%	3.7%	3.7%	3.0%	3.1%	3.2%	3.0%

The numbers of graduate students of color have consistently increased over the last several years, peaking at 409 (22%) in Fall 2019.

* Minority percentage calculation does not include the international population.
Fall 2011 and later racial/ethnic category counts follow IPEDS reporting rules, and represent only those who selected that single category alone. Individuals selecting multiple categories are placed in "More than one race" or, if Hispanic/Latino was one of their choices, in "Hispanic/Latino."

**University of Colorado Denver
Anschutz Medical Campus
Doctoral - Professional Practice* Fall Headcount Enrollment by Race/Ethnicity**



Race/Ethnicity	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Asian	219	243	274	274	267	274	286	294	274	254
Native Hawaiian/Pacific Islander		-	1	1	1	1	2	2	1	1
Black/African American	48	53	50	46	41	37	41	54	68	65
Hispanic/Latino	94	120	132	131	137	139	150	159	191	184
American Indian/Alaska Native	16	14	14	19	11	9	8	6	7	5
More than one race		3	7	12	24	29	50	67	76	74
White/Unknown	1,219	1,308	1,313	1,298	1,353	1,349	1,344	1,347	1,368	1,296
International	7	11	11	10	5	5	6	10	12	13
Total Enrollment	1,603	1,752	1,802	1,791	1,839	1,843	1,887	1,939	1,997	1,892
Students of Color Total	377	433	478	483	481	489	537	582	617	583
Students of Color as % of Total*	24%	25%	27%	27%	26%	27%	29%	30%	31%	31%

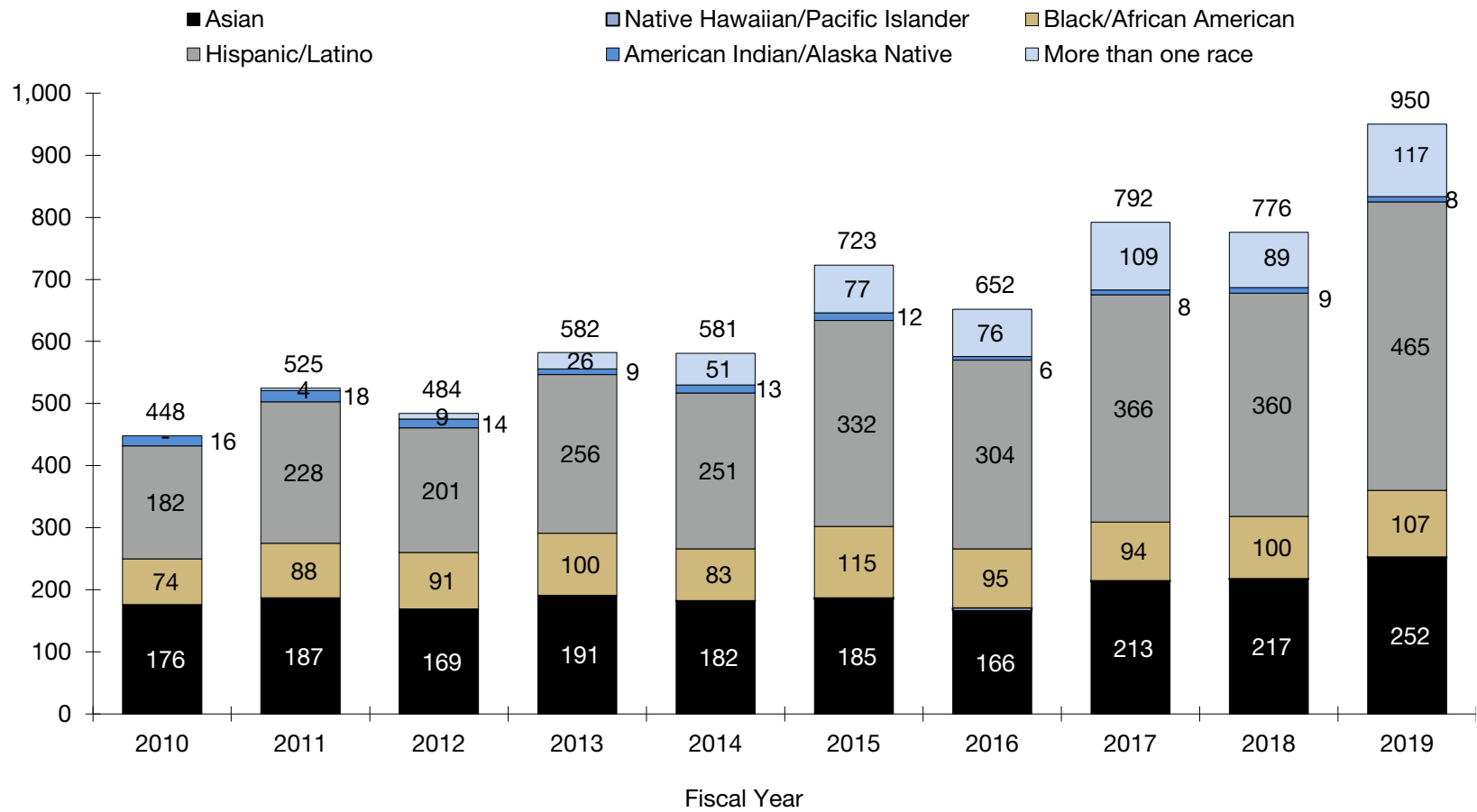
	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Asian	13.7%	13.9%	15.2%	15.3%	14.5%	14.9%	15.2%	15.2%	13.7%	13.4%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
Black/African American	3.0%	3.0%	2.8%	2.6%	2.2%	2.0%	2.2%	2.8%	3.4%	3.4%
Hispanic/Latino	5.9%	6.8%	7.3%	7.3%	7.4%	7.5%	7.9%	8.2%	9.6%	9.7%
American Indian/Alaska Native	1.0%	0.8%	0.8%	1.1%	0.6%	0.5%	0.4%	0.3%	0.4%	0.3%
More than one race	0.0%	0.2%	0.4%	0.7%	1.3%	1.6%	2.6%	3.5%	3.8%	3.9%
White/Unknown	76.0%	74.7%	72.9%	72.5%	73.6%	73.2%	71.2%	69.5%	68.5%	68.5%
International	0.4%	0.6%	0.6%	0.6%	0.3%	0.3%	0.3%	0.5%	0.6%	0.7%

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

From the fall semester of 2010, the percentage of health professional students of color at the Anschutz Medical Campus has climbed from 24% (377) in Fall 2010 to 31% (583) enrolled Fall 2019.

* Minority percentage calculation does not include the international population.
Fall 2011 and later racial/ethnic category counts follow IPEDS reporting rules, and represent only those who selected that single category alone. Individuals selecting multiple categories are placed in "More than one race" or, if Hispanic/Latino was one of their choices, in "Hispanic/Latino."

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

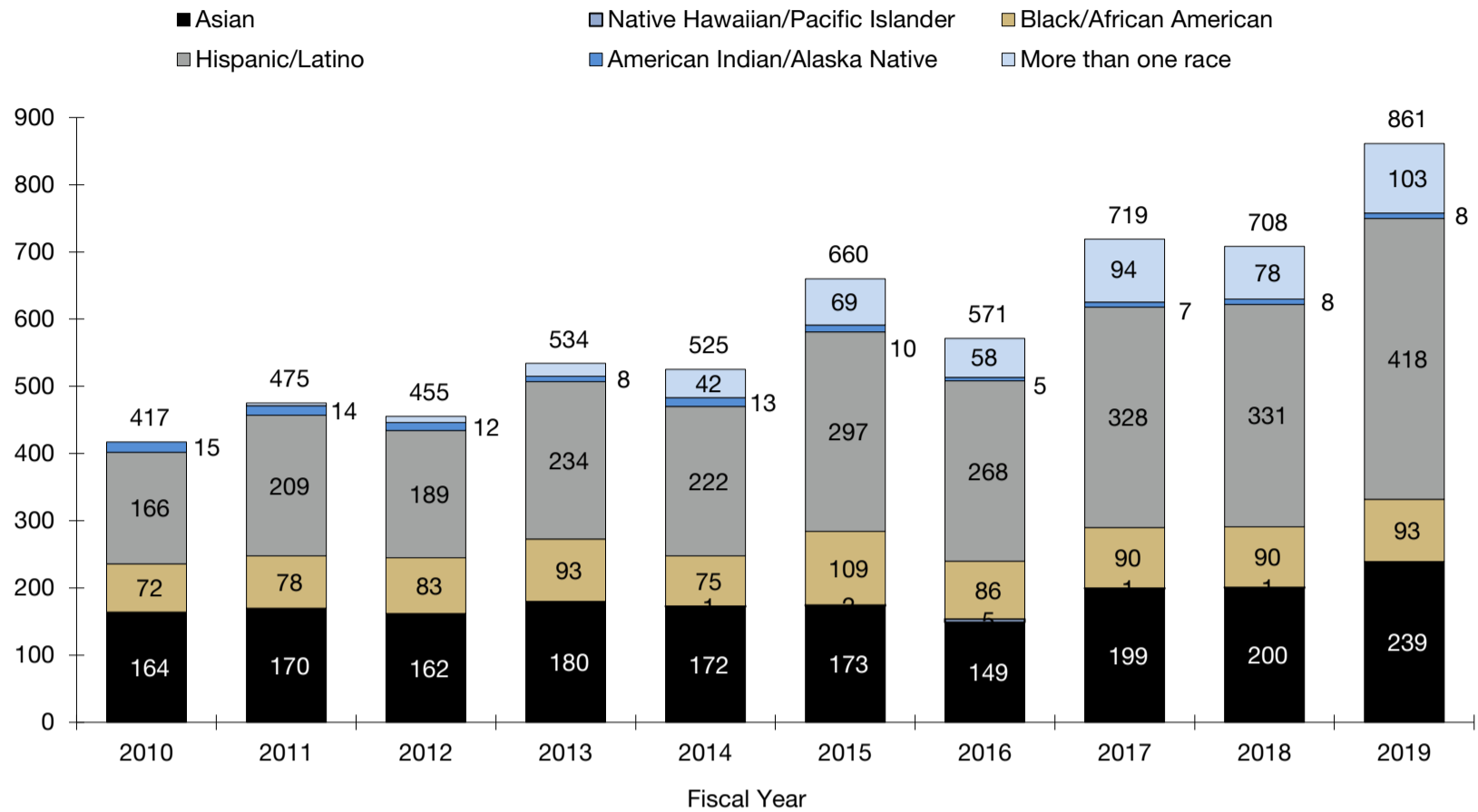


Race/Ethnicity	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Asian	176	187	169	191	182	185	166	213	217	252
Native Hawaiian/Pacific Islander	-	-	-	-	1	2	5	2	1	1
Black/African American	74	88	91	100	83	115	95	94	100	107
Hispanic/Latino	182	228	201	256	251	332	304	366	360	465
American Indian/Alaska Native	16	18	14	9	13	12	6	8	9	8
More than one race	-	4	9	26	51	77	76	109	89	117
White/Unknown	1,376	1,389	1,318	1,366	1,369	1,345	1,244	1,305	1,348	1,344
International	30	120	146	167	201	270	241	252	268	272
Total Degrees Awarded	1,854	2,034	1,948	2,115	2,151	2,338	2,137	2,349	2,392	2,566
Students of Color Total	448	525	484	582	581	723	652	792	776	950
Students of Color as % of Total*	25%	27%	27%	30%	30%	35%	34%	38%	37%	41%

Race/Ethnicity	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Asian	9.5%	9.2%	8.7%	9.0%	8.5%	7.9%	7.8%	9.1%	9.1%	9.8%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.2%	0.1%	0.0%	0.0%
Black/African American	4.0%	4.3%	4.7%	4.7%	3.9%	4.9%	4.4%	4.0%	4.2%	4.2%
Hispanic/Latino	9.8%	11.2%	10.3%	12.1%	11.7%	14.2%	14.2%	15.6%	15.1%	18.1%
American Indian/Alaska Native	0.9%	0.9%	0.7%	0.4%	0.6%	0.5%	0.3%	0.3%	0.4%	0.3%
More than one race	0.0%	0.2%	0.5%	1.2%	2.4%	3.3%	3.6%	4.6%	3.7%	4.6%
White/Unknown	74.2%	68.3%	67.7%	64.6%	63.6%	57.5%	58.2%	55.6%	56.4%	52.4%
International	1.6%	5.9%	7.5%	7.9%	9.3%	11.5%	11.3%	10.7%	11.2%	10.6%

* Minority percentage calculation does not include the international population.
 Note: degree counts are unduplicated (one student receiving multiple degrees is counted only once).
 Fall 2011 and later racial/ethnic category counts follow IPEDS reporting rules, and represent only those who selected that single category alone. Individuals selecting multiple categories are placed in "More than one race" or, if Hispanic/Latino was one of their choices, in "Hispanic/Latino."

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



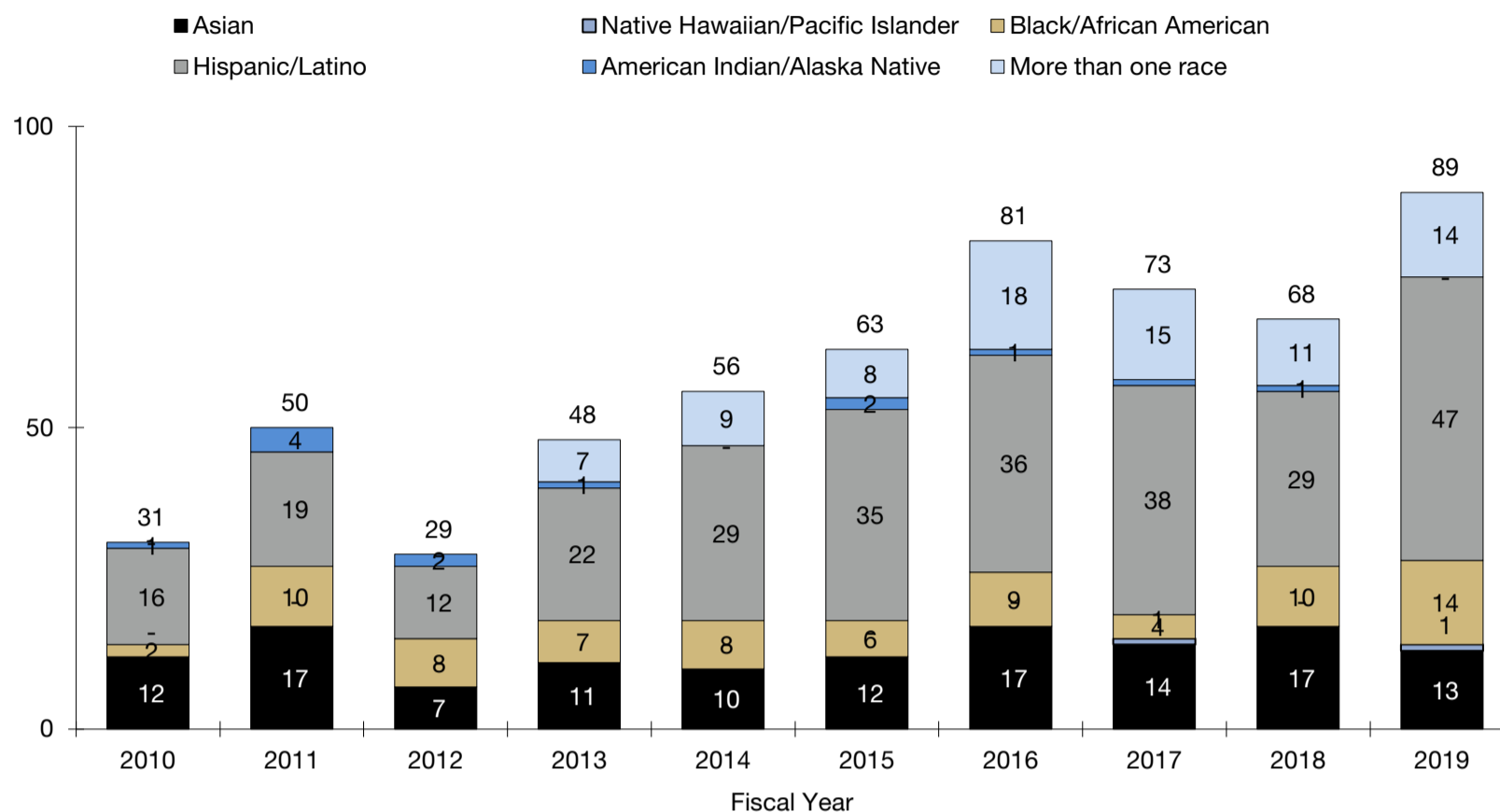
Race/Ethnicity	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Asian	164	170	162	180	172	173	149	199	200	239
Native Hawaiian/Pacific Islander	-	-	-	-	1	2	5	1	1	-
Black/African American	72	78	83	93	75	109	86	90	90	93
Hispanic/Latino	166	209	189	234	222	297	268	328	331	418
American Indian/Alaska Native	15	14	12	8	13	10	5	7	8	8
More than one race	-	4	9	19	42	69	58	94	78	103
White/Unknown	1,198	1,225	1,142	1,181	1,157	1,103	1,005	1,069	1,123	1,106
International	28	119	145	167	199	270	240	252	268	270
Total Degrees Awarded	1,643	1,819	1,742	1,882	1,881	2,033	1,816	2,040	2,099	2,237
Students of Color Total	417	475	455	534	525	660	571	719	708	861
Students of Color as % of Total*	26%	28%	28%	31%	31%	37%	36%	40%	39%	44%

Race/Ethnicity	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Asian	10.0%	9.3%	9.3%	9.6%	9.1%	8.5%	8.2%	9.8%	9.5%	10.7%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.0%	0.0%	0.0%
Black/African American	4.4%	4.3%	4.8%	4.9%	4.0%	5.4%	4.7%	4.4%	4.3%	4.2%
Hispanic/Latino	10.1%	11.5%	10.8%	12.4%	11.8%	14.6%	14.8%	16.1%	15.8%	18.7%
American Indian/Alaska Native	0.9%	0.8%	0.7%	0.4%	0.7%	0.5%	0.3%	0.3%	0.4%	0.4%
More than one race	0.0%	0.2%	0.5%	1.0%	2.2%	3.4%	3.2%	4.6%	3.7%	4.6%
White/Unknown	72.9%	67.3%	65.6%	62.8%	61.5%	54.3%	55.3%	52.4%	53.5%	49.4%
International	1.7%	6.5%	8.3%	8.9%	10.6%	13.3%	13.2%	12.4%	12.8%	12.1%

The percent of baccalaureate degrees awarded to students of color at the Denver Campus reached a high of 44% in fiscal year 2019.

* Minority percentage calculation does not include the international population.
 Note: degree counts are unduplicated (one student receiving multiple degrees is counted only once).
 Fall 2011 and later racial/ethnic category counts follow IPEDS reporting rules, and represent only those who selected that single category alone. Individuals selecting multiple categories are placed in "More than one race" or, if Hispanic/Latino was one of their choices, in "Hispanic/Latino".

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



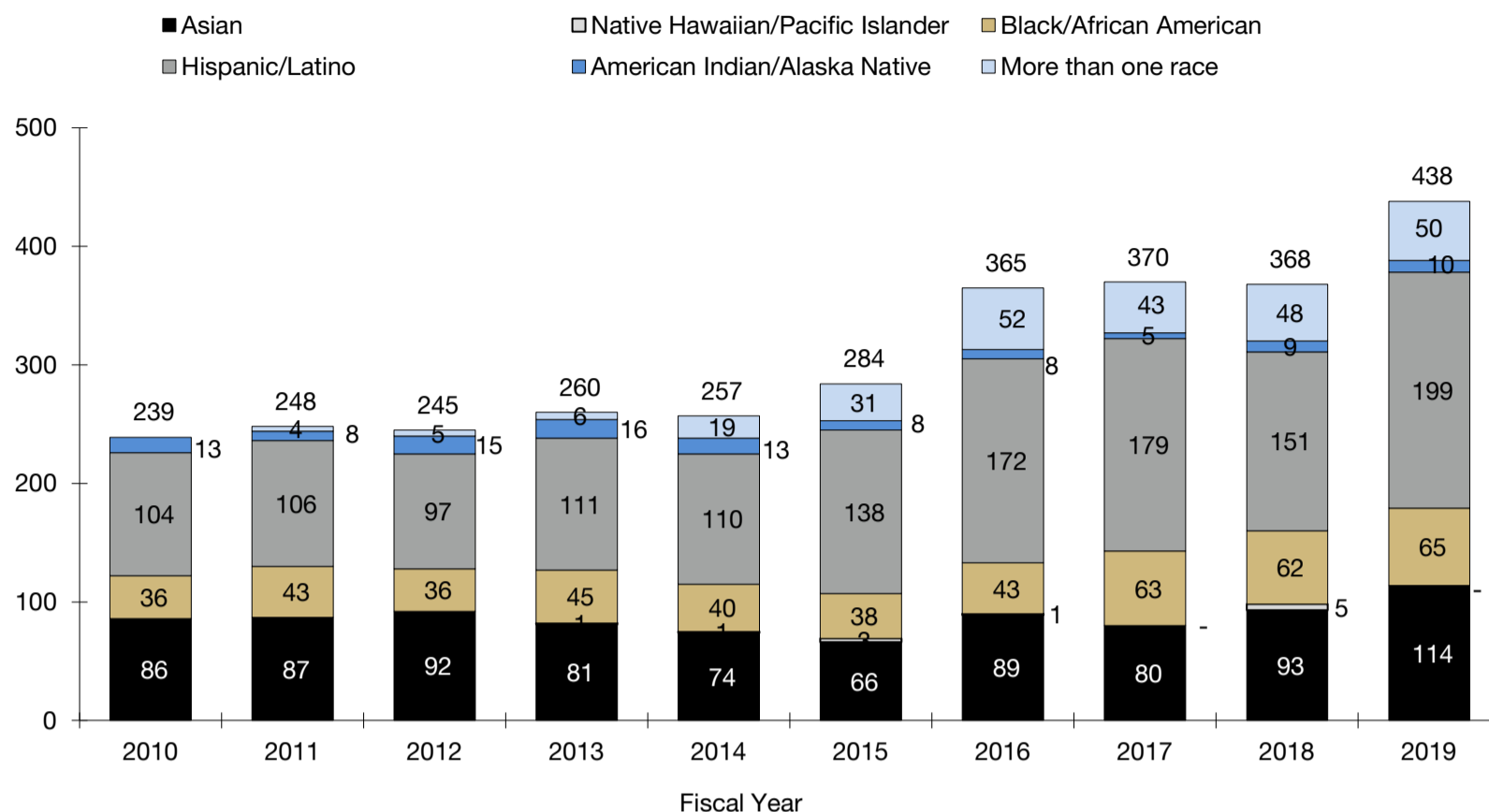
Race/Ethnicity	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Asian	12	17	7	11	10	12	17	14	17	13
Native Hawaiian/Pacific Islander	-	-	-	-	-	-	-	1	-	1
Black/African American	2	10	8	7	8	6	9	4	10	14
Hispanic/Latino	16	19	12	22	29	35	36	38	29	47
American Indian/Alaska Native	1	4	2	1	-	2	1	1	1	-
More than one race	-	-	-	7	9	8	18	15	11	14
White/Unknown	178	164	176	185	212	242	239	236	225	238
International	2	1	1	-	2	-	1	-	-	2
Total Degrees Awarded	211	215	206	233	270	305	321	309	293	329
Students of Color Total	31	50	29	48	56	63	81	73	68	89
Students of Color as % of Total*	15%	23%	14%	21%	21%	21%	25%	24%	23%	27%

Race/Ethnicity	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Asian	5.7%	7.9%	3.4%	4.7%	3.7%	3.9%	5.3%	4.5%	5.8%	4.0%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.0%	0.3%
Black/African American	0.9%	4.7%	3.9%	3.0%	3.0%	2.0%	2.8%	1.3%	3.4%	4.3%
Hispanic/Latino	7.6%	8.8%	5.8%	9.4%	10.7%	11.5%	11.2%	12.3%	9.9%	14.3%
American Indian/Alaska Native	0.5%	1.9%	1.0%	0.4%	0.0%	0.7%	0.3%	0.3%	0.3%	0.0%
More than one race	0.0%	0.0%	0.0%	3.0%	3.3%	2.6%	5.6%	4.9%	3.8%	4.3%
White/Unknown	84.4%	76.3%	85.4%	79.4%	78.5%	79.3%	74.5%	76.4%	76.8%	72.3%
International	0.9%	0.5%	0.5%	0.0%	0.7%	0.0%	0.3%	0.0%	0.0%	0.6%

The number of baccalaureate degrees awarded to students of color at the Anschutz Medical Campus reached a high of 89 in fiscal year 2019, representing 27% of the number of undergraduate degrees.

* Minority percentage calculation does not include the international population.
 Note: degree counts are unduplicated (one student receiving multiple degrees is counted only once).
 Fall 2011 and later racial/ethnic category counts follow IPEDS reporting rules, and represent only those who selected that single category alone. Individuals selecting multiple categories are placed in "More than one race" or, if Hispanic/Latino was one of their choices, in "Hispanic/Latino."

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



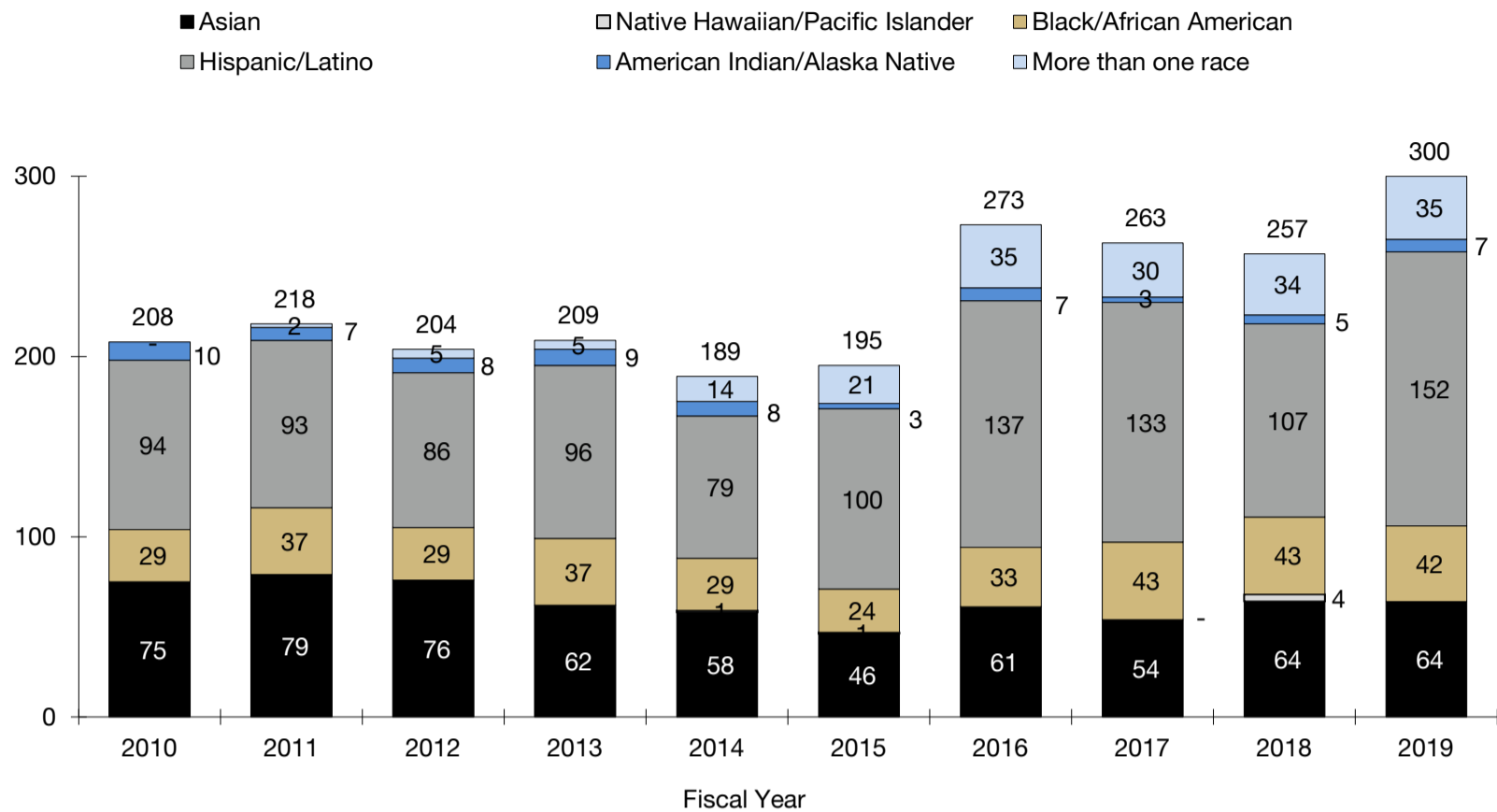
Race/Ethnicity	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Asian	86	87	92	81	74	66	89	80	93	114
Native Hawaiian/Pacific Islander	-	-	-	1	1	3	1	-	5	-
Black/African American	36	43	36	45	40	38	43	63	62	65
Hispanic/Latino	104	106	97	111	110	138	172	179	151	199
American Indian/Alaska Native	13	8	15	16	13	8	8	5	9	10
More than one race	-	4	5	6	19	31	52	43	48	50
White/Unknown	1,499	1,667	1,725	1,658	1,547	1,512	1,675	1,651	1,620	1,581
International	152	149	169	183	172	185	211	236	200	223
Total Degrees Awarded	1,890	2,064	2,139	2,101	1,976	1,981	2,251	2,257	2,188	2,242
Students of Color Total	239	248	245	260	257	284	365	370	368	438
Students of Color as % of Total*	14%	13%	12%	14%	14%	16%	18%	18%	19%	22%

Race/Ethnicity	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Asian	4.6%	4.2%	4.3%	3.9%	3.7%	3.3%	4.0%	3.5%	4.3%	5.1%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.1%	0.2%	0.0%	0.0%	0.2%	0.0%
Black/African American	1.9%	2.1%	1.7%	2.1%	2.0%	1.9%	1.9%	2.8%	2.8%	2.9%
Hispanic/Latino	5.5%	5.1%	4.5%	5.3%	5.6%	7.0%	7.6%	7.9%	6.9%	8.9%
American Indian/Alaska Native	0.7%	0.4%	0.7%	0.8%	0.7%	0.4%	0.4%	0.2%	0.4%	0.4%
More than one race	0.0%	0.2%	0.2%	0.3%	1.0%	1.6%	2.3%	1.9%	2.2%	2.2%
White/Unknown	79.3%	80.8%	80.6%	78.9%	78.3%	76.3%	74.4%	73.2%	74.0%	70.5%
International	8.0%	7.2%	7.9%	8.7%	8.7%	9.3%	9.4%	10.5%	9.1%	9.9%

The proportion of graduate degrees conferred to students of color at the combined Denver Campus and Anschutz Medical Campus has increased to 22%, up from 12% in 2012.

* Minority percentage calculation does not include the international population.
 Note: degree counts are unduplicated (one student receiving multiple degrees is counted only once).
 Fall 2011 and later racial/ethnic category counts follow IPEDS reporting rules, and represent only those who selected that single category alone. Individuals selecting multiple categories are placed in "More than one race" or, if Hispanic/Latino was one of their choices, in "Hispanic/Latino."

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



Race/Ethnicity	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Asian	75	79	76	62	58	46	61	54	64	64
Native Hawaiian/Pacific Islander	-	-	-	-	1	1	-	-	4	-
Black/African American	29	37	29	37	29	24	33	43	43	42
Hispanic/Latino	94	93	86	96	79	100	137	133	107	152
American Indian/Alaska Native	10	7	8	9	8	3	7	3	5	7
More than one race	-	2	5	5	14	21	35	30	34	35
White/Unknown	1,285	1,418	1,450	1,349	1,184	1,147	1,260	1,214	1,164	1,099
International	138	137	147	167	156	175	193	216	184	197
Total Degrees Awarded	1,631	1,773	1,801	1,725	1,529	1,517	1,726	1,693	1,605	1,596
Students of Color Total	208	218	204	209	189	195	273	263	257	300
Students of Color as % of Total*	14%	13%	12%	13%	14%	15%	18%	18%	18%	21%

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Asian	4.6%	4.5%	4.2%	3.6%	3.8%	3.0%	3.5%	3.2%	4.0%	4.0%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.0%	0.0%	0.2%	0.0%
Black/African American	1.8%	2.1%	1.6%	2.1%	1.9%	1.6%	1.9%	2.5%	2.7%	2.6%
Hispanic/Latino	5.8%	5.2%	4.8%	5.6%	5.2%	6.6%	7.9%	7.9%	6.7%	9.5%
American Indian/Alaska Native	0.6%	0.4%	0.4%	0.5%	0.5%	0.2%	0.4%	0.2%	0.3%	0.4%
More than one race	0.0%	0.1%	0.3%	0.3%	0.9%	1.4%	2.0%	1.8%	2.1%	2.2%
White/Unknown	78.8%	80.0%	80.5%	78.2%	77.4%	75.6%	73.0%	71.7%	72.5%	68.9%
International	8.5%	7.7%	8.2%	9.7%	10.2%	11.5%	11.2%	12.8%	11.5%	12.3%

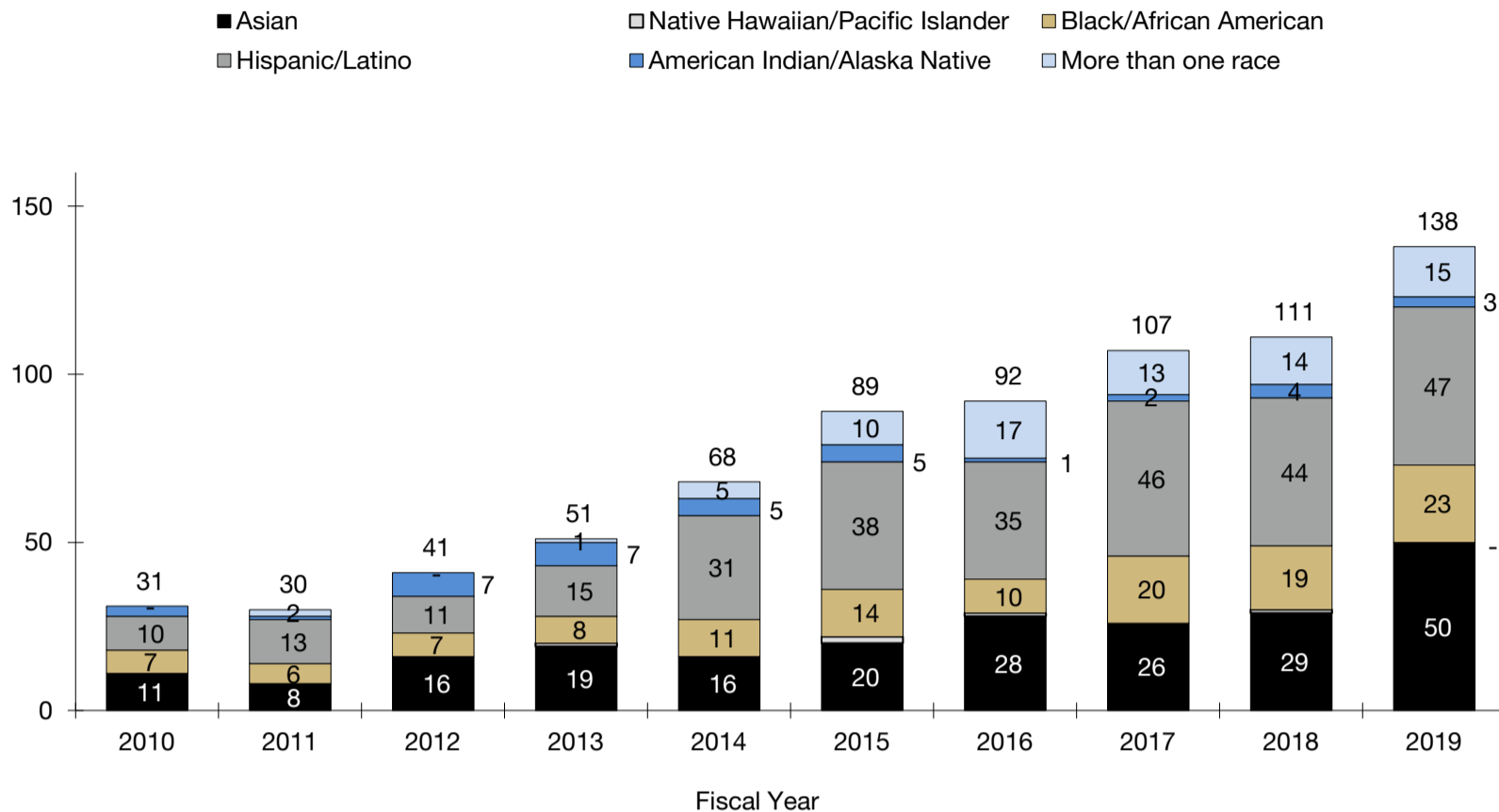
The proportion of graduate degrees conferred to students of color at the Denver Campus has increased to a new high, 21%.

* Minority percentage calculation does not include the international population.

Note: degree counts are unduplicated (one student receiving multiple degrees is counted only once).

Fall 2011 and later racial/ethnic category counts follow IPEDS reporting rules, and represent only those who selected that single category alone. Individuals selecting multiple categories are placed in "More than one race" or, if Hispanic/Latino was one of their choices, in "Hispanic/Latino."

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

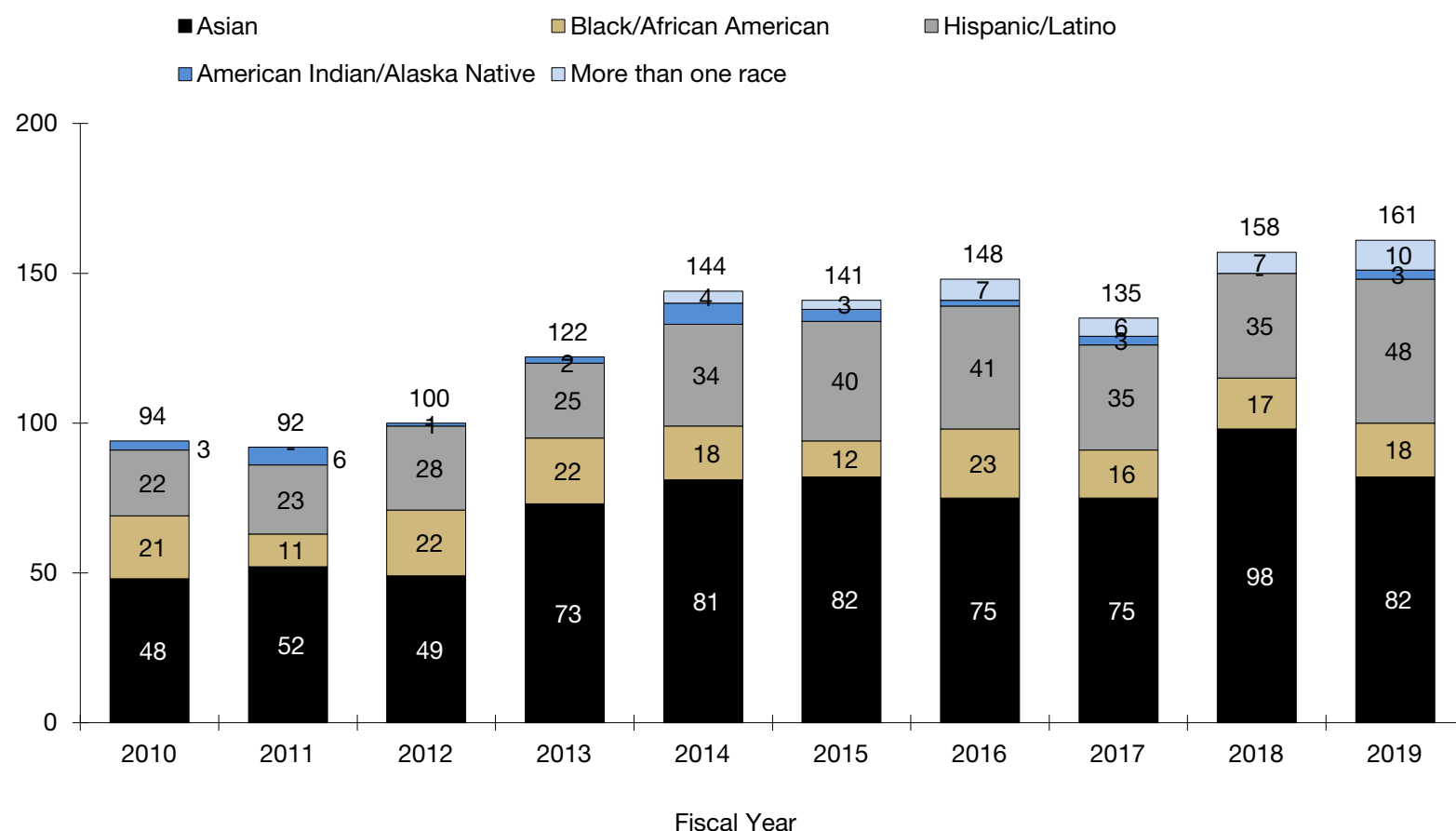


Race/Ethnicity	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Asian	11	8	16	19	16	20	28	26	29	50
Native Hawaiian/Pacific Islander	-	-	-	1	-	2	1	-	1	-
Black/African American	7	6	7	8	11	14	10	20	19	23
Hispanic/Latino	10	13	11	15	31	38	35	46	44	47
American Indian/Alaska Native	3	1	7	7	5	5	1	2	4	3
More than one race	-	2	-	1	5	10	17	13	14	15
White/Unknown	214	249	275	309	363	365	415	437	456	482
International	14	12	22	16	16	10	18	20	16	26
Total Degrees Awarded	259	291	338	376	447	464	525	564	583	646
Students of Color Total	31	30	41	51	68	89	92	107	111	138
Students of Color as % of Total*	13%	11%	13%	14%	16%	20%	18%	20%	20%	22%
	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Asian	4.2%	2.7%	4.7%	5.1%	3.6%	4.3%	5.3%	4.6%	5.0%	7.7%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.3%	0.0%	0.4%	0.2%	0.0%	0.2%	0.0%
Black/African American	2.7%	2.1%	2.1%	2.1%	2.5%	3.0%	1.9%	3.5%	3.3%	3.6%
Hispanic/Latino	3.9%	4.5%	3.3%	4.0%	6.9%	8.2%	6.7%	8.2%	7.5%	7.3%
American Indian/Alaska Native	1.2%	0.3%	2.1%	1.9%	1.1%	1.1%	0.2%	0.4%	0.7%	0.5%
More than one race	0.0%	0.7%	0.0%	0.3%	1.1%	2.2%	3.2%	2.3%	2.4%	2.3%
White/Unknown	82.6%	85.6%	81.4%	82.2%	81.2%	78.7%	79.0%	77.5%	78.2%	74.6%
International	5.4%	4.1%	6.5%	4.3%	3.6%	2.2%	3.4%	3.5%	2.7%	4.0%

The proportion of graduate degrees conferred to students of color at the Anschutz Medical Campus has ranged from 11 to 20 percent between 2010 and 2018. The most recent year reflects the most degrees awarded to students of color (138), representing 22% of those degrees.

* Minority percentage calculation does not include the international population.
 Note: degree counts are unduplicated (one student receiving multiple degrees is counted only once).
 Fall 2011 and later racial/ethnic category counts follow IPEDS reporting rules, and represent only those who selected that single category alone. Individuals selecting multiple categories are placed in "More than one race" or, if Hispanic/Latino was one of their choices, in "Hispanic/Latino."

**University of Colorado Denver
Anschutz Medical Campus
Doctoral - Professional Practice Degrees Awarded by Race/Ethnicity**



Race/Ethnicity	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Asian	48	52	49	73	81	82	75	75	98	82
Native Hawaiian/Pacific Islander	-	-	-	-	-	-	-	-	1	-
Black/African American	21	11	22	22	18	12	23	16	17	18
Hispanic/Latino	22	23	28	25	34	40	41	35	35	48
American Indian/Alaska Native	3	6	1	2	7	4	2	3	-	3
More than one race	-	-	-	-	4	3	7	6	7	10
White/Unknown	353	349	409	410	363	384	379	396	391	341
International	9	6	20	17	20	24	28	14	11	24
Total Degrees Awarded	456	447	529	549	527	549	555	545	560	526
Students of Color Total	94	92	100	122	144	141	148	135	158	161
Students of Color as % of Total*	21%	21%	20%	23%	28%	27%	28%	25%	29%	32%

Race/Ethnicity	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Asian	10.5%	11.6%	9.3%	13.3%	15.4%	14.9%	13.5%	13.8%	17.5%	15.6%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%
Black/African American	4.6%	2.5%	4.2%	4.0%	3.4%	2.2%	4.1%	2.9%	3.0%	3.4%
Hispanic/Latino	4.8%	5.1%	5.3%	4.6%	6.5%	7.3%	7.4%	6.4%	6.3%	9.1%
American Indian/Alaska Native	0.7%	1.3%	0.2%	0.4%	1.3%	0.7%	0.4%	0.6%	0.0%	0.6%
More than one race	0.0%	0.0%	0.0%	0.0%	0.8%	0.5%	1.3%	1.1%	1.3%	1.9%
White/Unknown	77.4%	78.1%	77.3%	74.7%	68.9%	69.9%	68.3%	72.7%	69.8%	64.8%
International	2.0%	1.3%	3.8%	3.1%	3.8%	4.4%	5.0%	2.6%	2.0%	4.6%

FY 2019 reflects the highest percentage (32%) of professional practice degrees that were conferred to students of color.

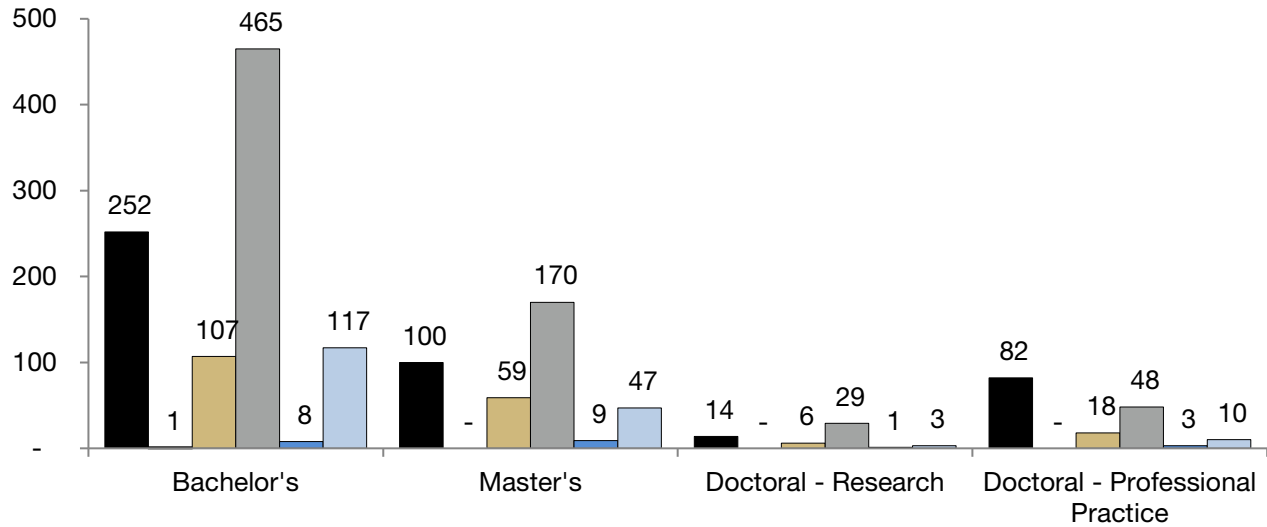
* Minority percentage calculation does not include the international population.

Note: degree counts are unduplicated (one student receiving multiple degrees is counted only once).

Fall 2011 and later racial/ethnic category counts follow IPEDS reporting rules, and represent only those who selected that single category alone. Individuals selecting multiple categories are placed in "More than one race" or, if Hispanic/Latino was one of their choices, in "Hispanic/Latino."

**University of Colorado Denver
Denver Campus and Anschutz Medical Campus
Degrees Awarded by Race/Ethnicity
Fiscal Year 2018-19**

■ Asian □ Native Hawaiian/Pacific Islander ■ Black/African American
 ■ Hispanic/Latino ■ American Indian/Alaska Native ■ More than one race



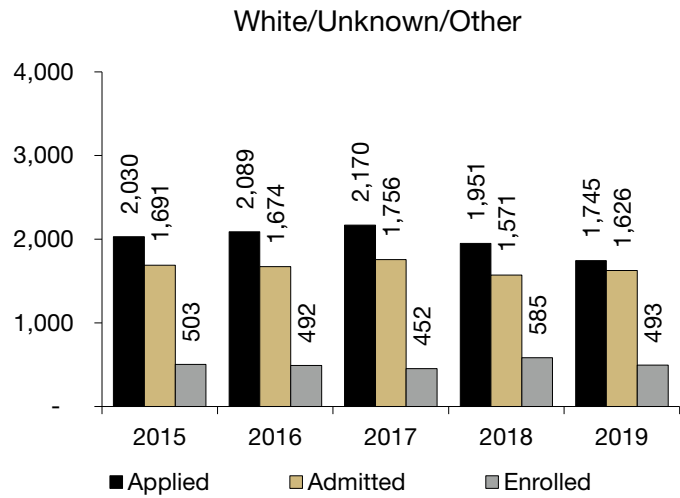
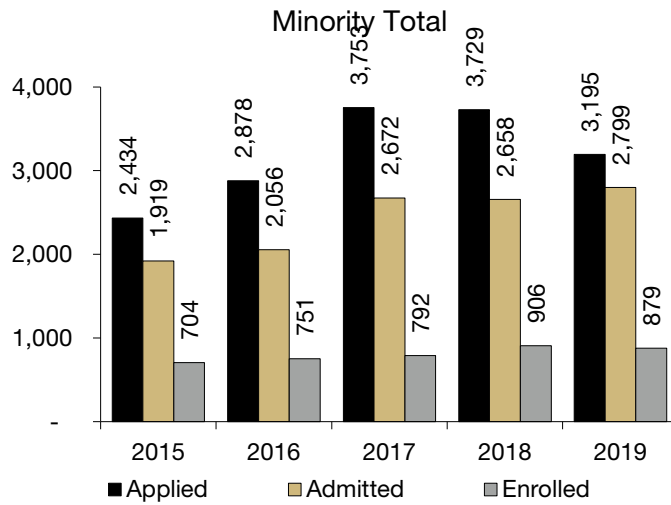
Race/Ethnicity	Bachelor's	Master's	Doctoral - Research	Professional Practice	Total
Asian	252	100	14	82	448
Native Hawaiian/Pacific Islander	1	-	-	-	1
Black/African American	107	59	6	18	190
Hispanic/Latino	465	170	29	48	712
American Indian/Alaska Native	8	9	1	3	21
More than one race	117	47	3	10	177
White/Unknown	1,344	1,448	133	341	3,266
International	272	203	20	24	519
Students of Color Total	950	385	53	161	1,549
Total	2,566	2,036	206	526	5,334

Of all students, nearly 37% of the baccalaureate degrees awarded in fiscal year 2019 were earned by students of color. However, just 19% of the masters degrees were awarded to students of color. Of the 732 degrees awarded at the doctoral level, 29% were conferred to students of color.

Note: degree counts are unduplicated (one student receiving multiple degrees is counted only once unless degrees are at different levels - e.g. BA and MA).

Fall 2011 and later racial/ethnic category counts follow IPEDS reporting rules, and represent only those who selected that single category alone. Individuals selecting multiple categories are placed in "More than one race" or, if Hispanic/Latino was one of their choices, in "Hispanic/Latino."

**University of Colorado Denver
Denver Campus
Fall Resident Freshman Applications, Acceptances and Enrollments by Race/Ethnicity**



Asian

Fall Term	Applied	Admitted	Enrolled
2015	429	385	173
2016	448	392	172
2017	526	454	176
2018	558	491	222
2019	540	512	196

Native Hawaiian/Pacific Islander

Fall Term	Applied	Admitted	Enrolled
2015	5	5	1
2016	12	9	4
2017	5	4	2
2018	11	10	-
2019	9	9	2

Black/African American

Fall Term	Applied	Admitted	Enrolled
2015	243	172	65
2016	280	182	71
2017	391	232	75
2018	407	246	92
2019	294	242	84

Hispanic/Latino

Fall Term	Applied	Admitted	Enrolled
2015	1,478	1,133	392
2016	1,771	1,200	409
2017	2,392	1,643	440
2018	2,392	1,643	507
2019	2,050	1,759	508

American Indian/Alaska Native

Fall Term	Applied	Admitted	Enrolled
2015	6	3	2
2016	9	5	3
2017	17	8	3
2018	17	10	6
2019	4	4	2

More than one race

Fall Term	Applied	Admitted	Enrolled
2015	273	221	71
2016	358	268	92
2017	422	331	96
2018	344	258	79
2019	298	273	87

White/Unknown

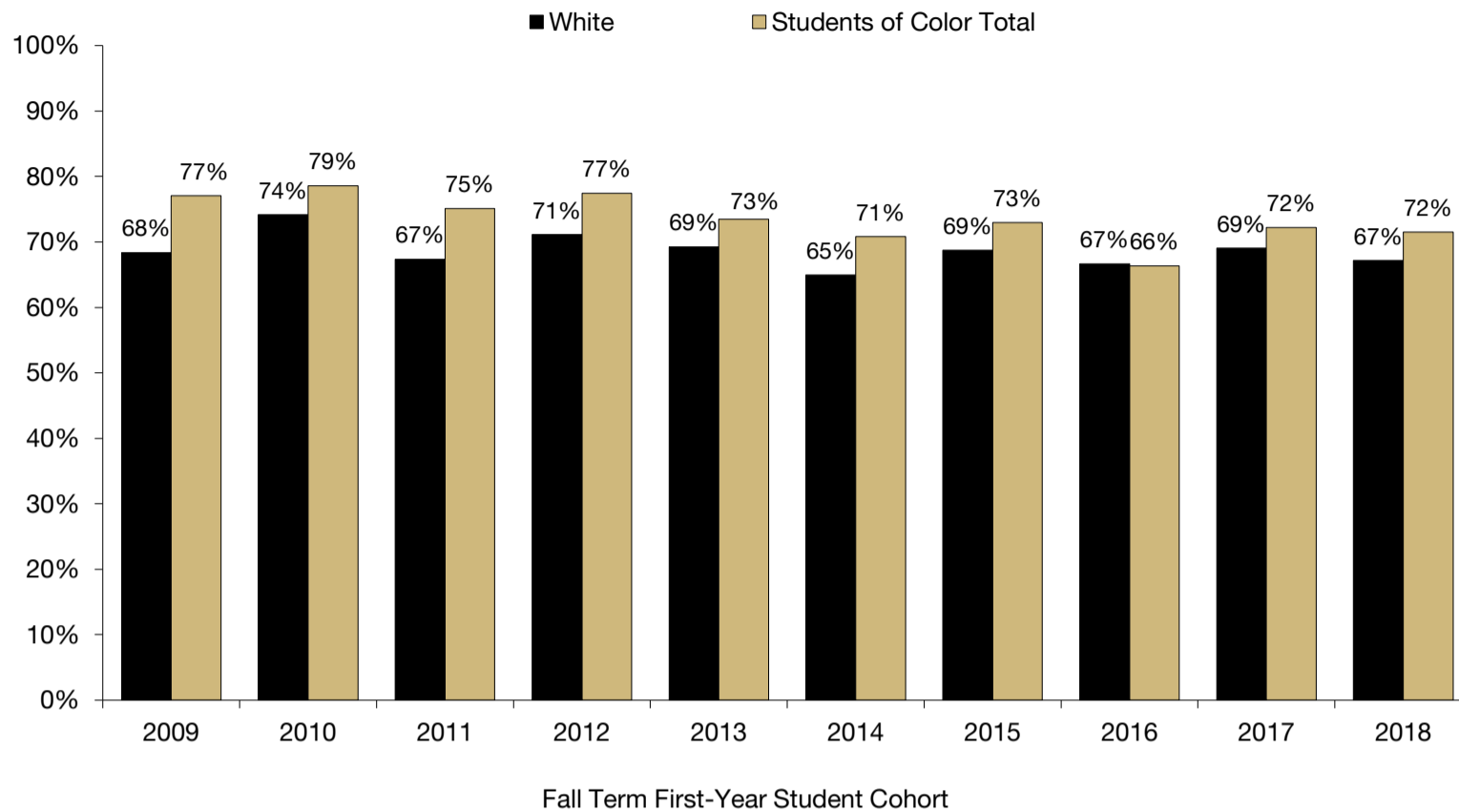
Fall Term	Applied	Admitted	Enrolled
2015	2,030	1,691	503
2016	2,089	1,674	492
2017	2,170	1,756	452
2018	1,951	1,571	585
2019	1,745	1,626	493

Total

Fall Term	Applied	Admitted	Enrolled
2015	4,470	3,616	1,212
2016	4,980	3,740	1,247
2017	5,931	4,436	1,251
2018	5,694	4,242	1,499
2019	4,953	4,437	1,378

Fall 2011 and later racial/ethnic category counts follow IPEDS reporting rules, and represent only those who selected that single category alone. Individuals selecting multiple categories are placed in "More than one race" or, if Hispanic/Latino was one of their choices, in "Hispanic/Latino."

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

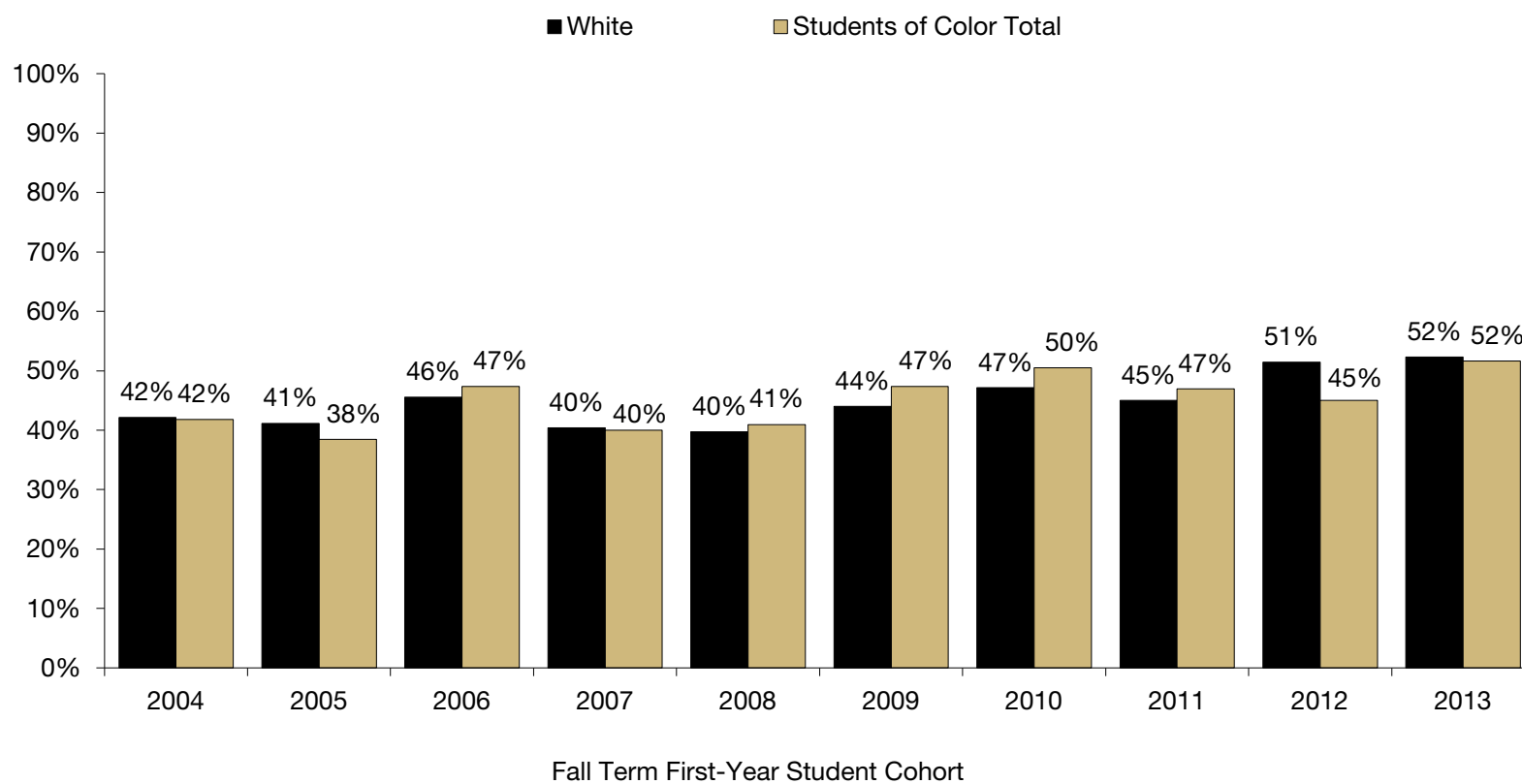


First-Year Cohort	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Asian	162	156	118	123	178	193	176	170	182	207
Native Hawaiian/Pacific Islander	-	-	2	4	3	4	1	4	3	-
Black/African American	67	60	31	57	46	48	64	71	73	97
Hispanic/Latino	162	189	189	195	225	344	371	417	450	494
American Indian/Alaska Native	6	11	3	3	1	3	2	3	3	8
More than one race	-	9	55	52	60	79	81	105	110	90
White	525	522	380	426	514	534	553	561	530	661
Other/Unknown	69	11	15	12	8	6	4	6	2	4
International	48	62	61	90	46	34	26	31	56	39
Total	1,039	1,020	854	962	1,081	1,245	1,278	1,368	1,409	1,600
Students of Color Total	397	425	398	434	513	671	695	770	821	896

Percent Enrolled One Year Later	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Asian	86%	88%	78%	85%	89%	86%	80%	76%	87%	85%
Native Hawaiian/Pacific Islander	-	-	100%	75%	67%	75%	100%	0%	67%	#DIV/0!
Black/African American	66%	72%	87%	84%	59%	65%	83%	70%	71%	77%
Hispanic/Latino	73%	74%	75%	72%	66%	65%	70%	63%	67%	67%
American Indian/Alaska Native	50%	55%	33%	67%	0%	67%	50%	100%	100%	50%
More than one race	-	78%	65%	73%	67%	61%	65%	64%	67%	61%
White	68%	74%	67%	71%	69%	65%	69%	67%	69%	67%
Other/Unknown	77%	73%	67%	67%	100%	17%	100%	83%	50%	75%
International	90%	85%	72%	83%	80%	71%	69%	81%	86%	72%
Total	73%	77%	71%	75%	72%	68%	71%	67%	72%	70%
Students of Color Total	77%	79%	75%	77%	73%	71%	73%	66%	72%	72%

Fall 2011 and later racial/ethnic category counts follow IPEDS reporting rules, and represent only those who selected that single category alone. Individuals selecting multiple categories are placed in "More than one race" or, if Hispanic/Latino was one of their choices, in "Hispanic/Latino."

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

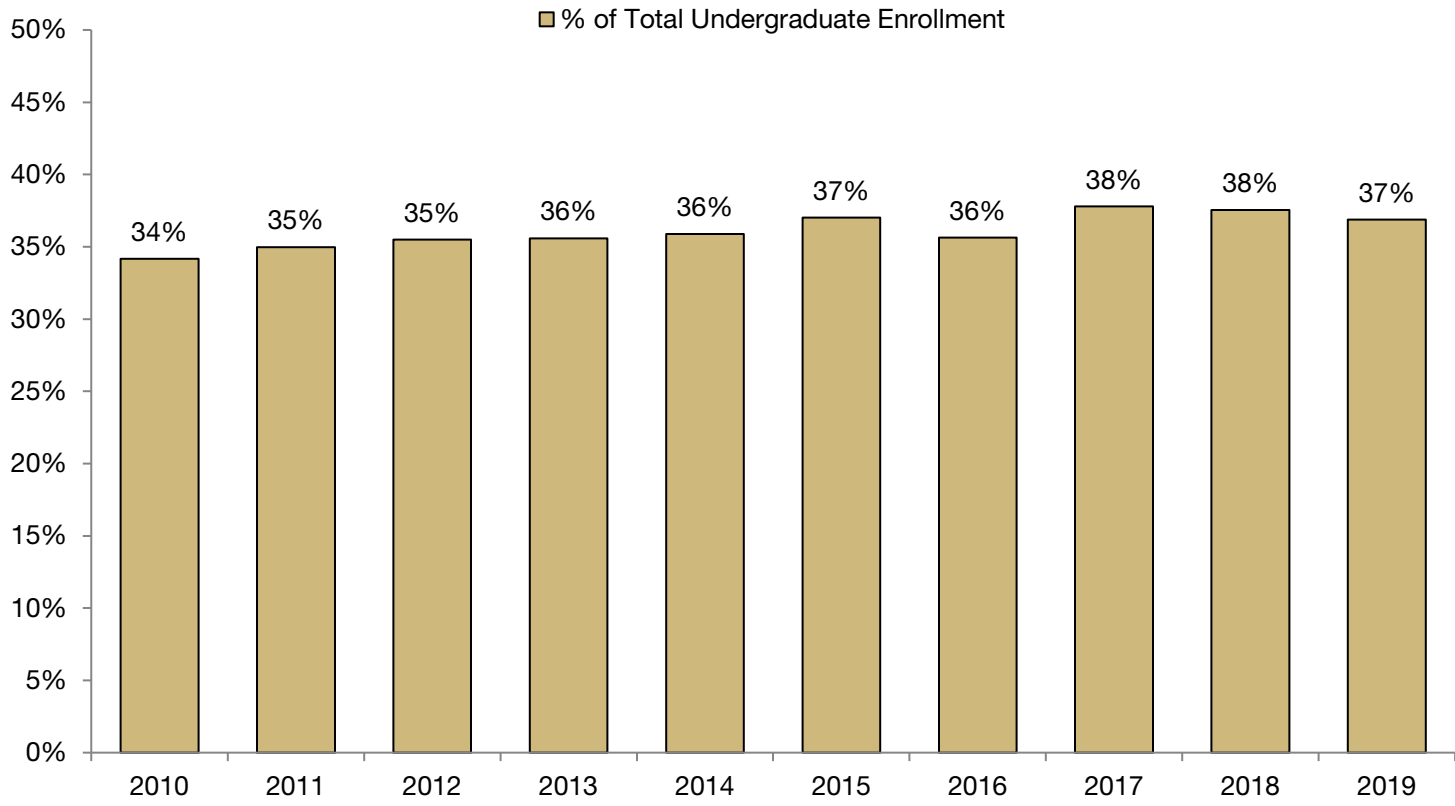


Undergraduate Cohort*	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Asian	93	117	135	137	149	162	156	118	123	178
Black/African American	31	24	55	55	60	67	60	31	57	46
Hispanic/Latino	104	120	121	161	164	162	189	189	195	225
American Indian/Alaska Native	9	7	8	17	8	6	11	3	3	1
White	415	435	514	567	602	525	522	380	426	514
Other/Unknown	29	37	37	32	21	69	11	15	12	8
International	6	4	14	43	34	48	62	61	90	46
Total	687	744	884	1,012	1,038	1,039	1,020	854	962	1,081
Students of Color Total	237	268	319	370	381	397	416	343	382	453

Six-Year Graduation Rate	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Asian	52%	47%	56%	46%	50%	57%	61%	56%	58%	66%
Black/African American	32%	21%	38%	31%	40%	31%	38%	55%	42%	39%
Hispanic/Latino	39%	34%	44%	40%	35%	45%	48%	40%	38%	44%
American Indian/Alaska Native	0%	29%	25%	24%	13%	33%	9%	33%	33%	0%
White	42%	41%	46%	40%	40%	44%	47%	45%	51%	52%
Other/Unknown	45%	54%	43%	44%	48%	41%	45%	40%	42%	88%
International	33%	50%	71%	60%	53%	54%	47%	43%	50%	43%
Total	42%	41%	46%	41%	41%	46%	48%	45%	48%	52%
Students of Color Total	42%	38%	47%	40%	41%	47%	50%	47%	45%	52%

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

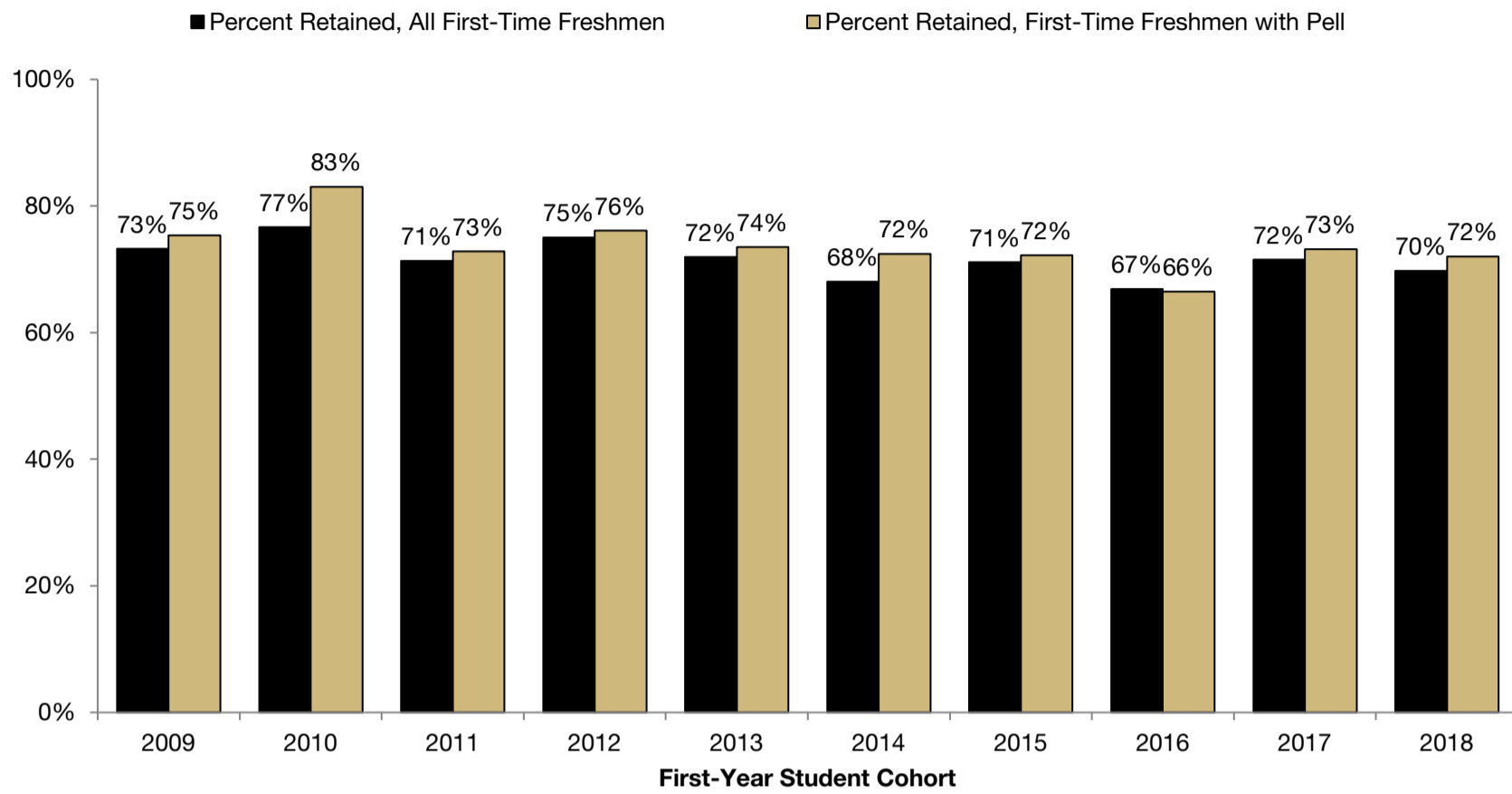
**University of Colorado Denver
Denver Campus
Fall Enrollment of Pell Grant Recipients**



	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Total UG Pell recipients enrolled	3,309	3,401	3,466	3,465	3,585	3,716	3,738	4,081	4,168	4,018
% of Total Undergraduate Enrollment	34%	35%	35%	36%	36%	37%	36%	38%	38%	37%

The number and proportion of Pell grant recipients on the Denver Campus reached highs of and 4,168 and 38%, respectively, in Fall 2018.

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

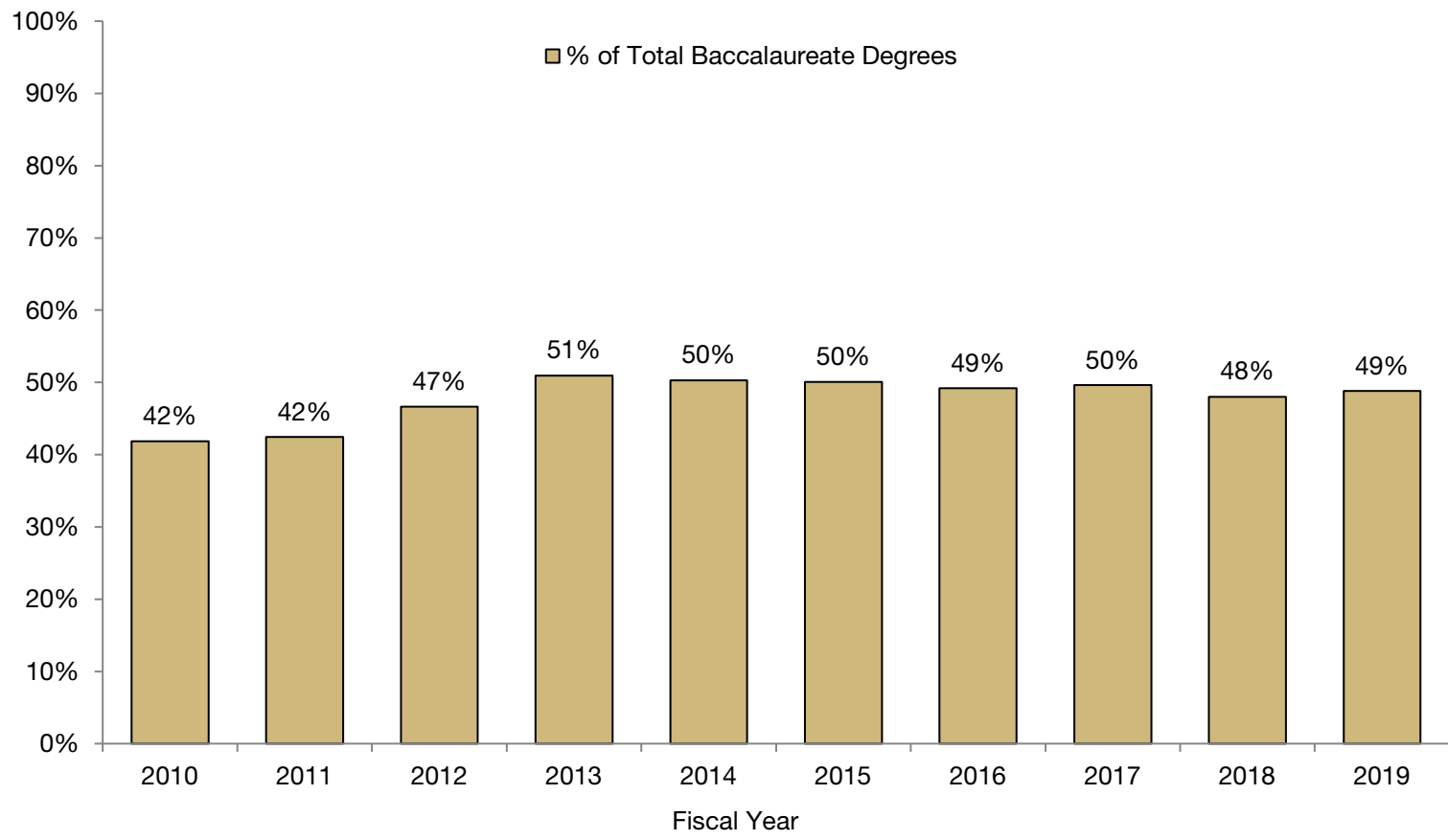


	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
First-Year Student Cohorts*	349	348	331	352	393	501	482	516	608	651
Number Retained**	263	289	241	268	289	363	348	343	445	469
Percent Retained, First-Time Freshmen with Pell	75%	83%	73%	76%	74%	72%	72%	66%	73%	72%
Percent Retained, All First-Time Freshmen	73%	77%	71%	75%	72%	68%	71%	67%	72%	70%

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

**Number enrolled in subsequent fall

**University of Colorado Denver
Denver Campus
Baccalaureate Degrees Granted to Pell Grant Recipients**



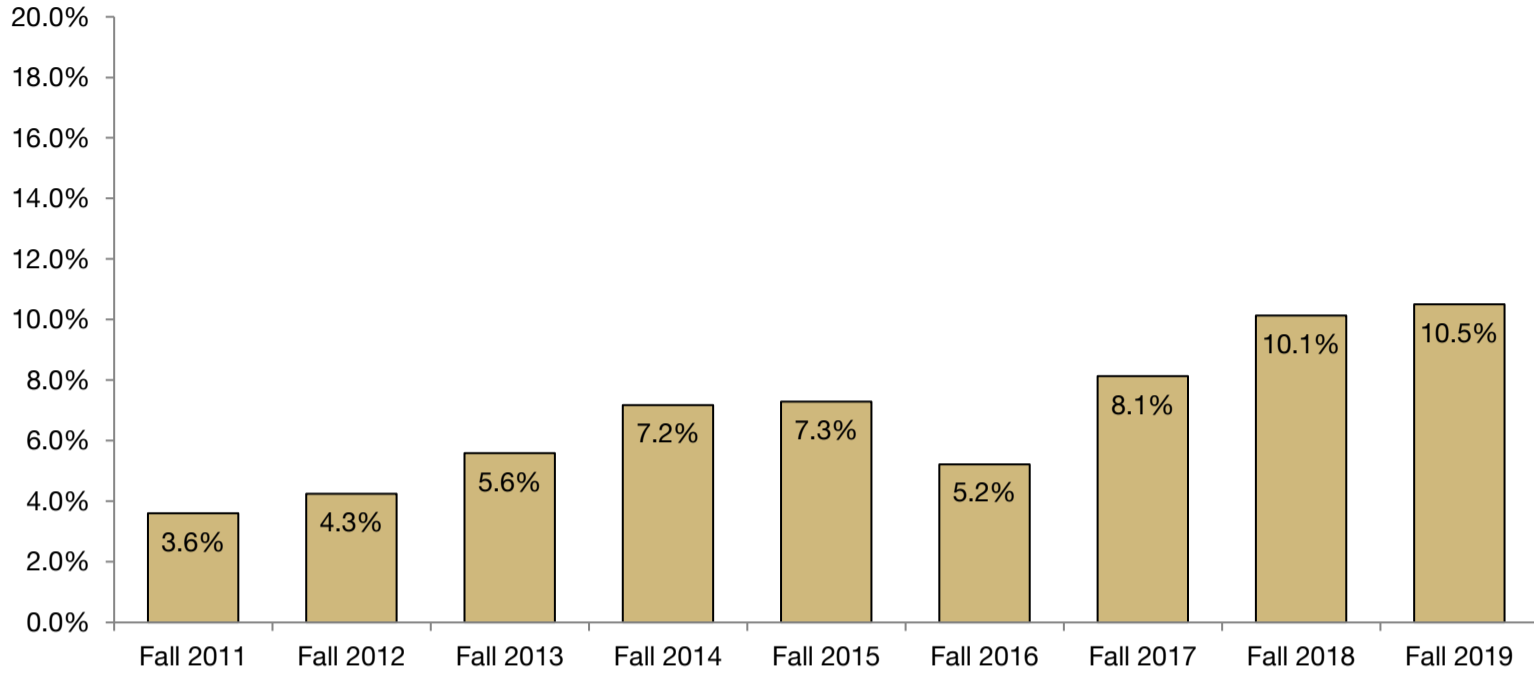
	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Baccalaureate Degrees Awarded to Pell Recipients*	688	772	812	959	946	1,018	893	1,012	1,008	1,092
% of Total Baccalaureate Degrees	42%	42%	47%	51%	50%	50%	49%	50%	48%	49%

The percentage of Denver Campus students receiving baccalaureate degrees who were Pell grant recipients reached a high of 51% in fiscal year 2013 and has been hovering around 50% since.

* counted if student was ever a Pell recipient

**University of Colorado Denver
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



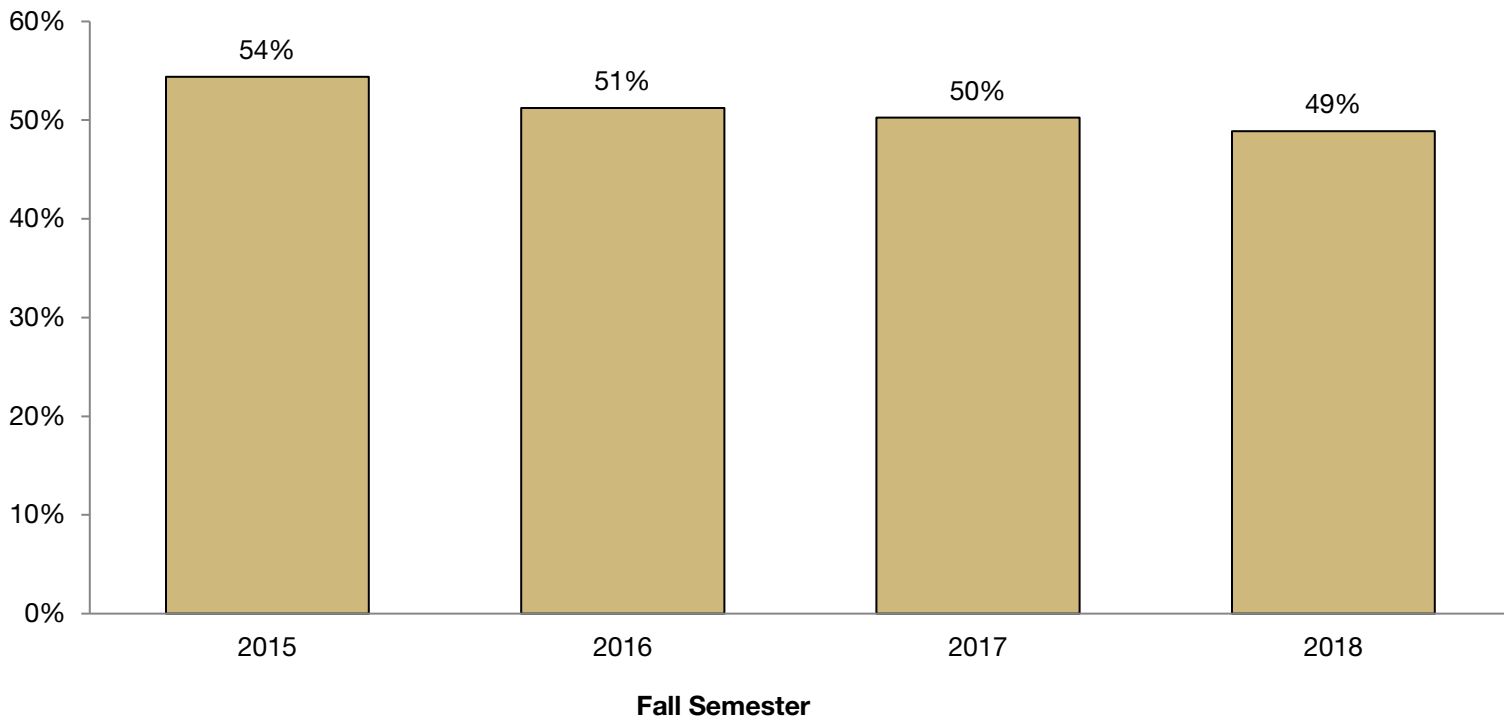
	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019
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Number of undergraduates registered with Office of Disability Services	365	436	568	750	770	573	918	1178	1198
Percent of all undergraduates	3.6%	4.3%	5.6%	7.2%	7.3%	5.2%	8.1%	10.1%	10.5%

NOTE: Fall 2015 is an estimate provided by the Disability Services Office.

Over the last eight fall semesters, the proportion of undergraduate students that have registered with the Office of Disability Services has increased from 3.6% in Fall 2011 to 10.5% in Fall 2019. The latter represents 1,198 undergraduate students from the combined Denver Campus and Anschutz Medical Campus.

University of Colorado Denver
Estimated Portion of First-Generation First-time Freshmen Students
 (Percent of Fall First-Time Freshman Matriculants with Known First Generation Data)

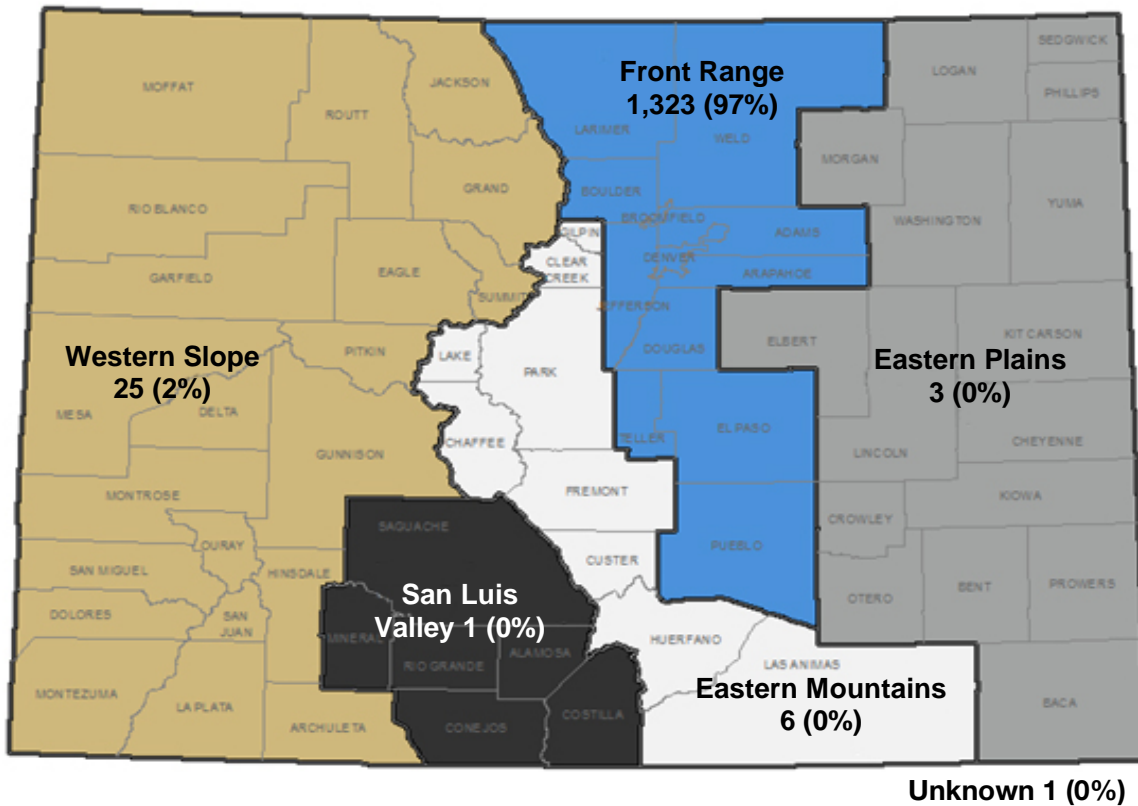


	2015	2016	2017	2018	2019
First Generation Enrolled First-Time Freshman, Fall Term*	691	717	736	839	792
% First Generation of Enrolled First-Time Freshman, Fall Term*	54%	51%	50%	49%	48%

* First generation defined as an undergraduate with neither parent possessing a 4-year degree. Based upon student self-reported data (about parental highest degree/education achievement) from undergraduate application. Counts do not include incoming freshman transfer students.

**University of Colorado Denver
Denver Campus
New Resident Freshmen, Fall 2019
Home Region**

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



Region	12th Graders Enrolled in CO Public Schools ¹	CU Denver New Resident Freshmen, Fall 2019	
		Enrolled ²	Percent
Eastern Mountains	2%	6	0%
Eastern Plains	3%	3	0%
Front Range	83%	1,323	97%
San Luis Valley	1%	1	0%
Western Slope	10%	25	2%
Unknown	2%	1	0%
Total	100%	1,359	100%

¹ Distribution of 12th grade students enrolled in Colorado Public Schools based on school district enrollment, fall 2017. Students in the "unknown" category attended BOCES, the Colorado Charter School Institute, or a Colorado Detention Center. Data source: Colorado Department of Education, <http://www.cde.state.co.us/cdereval/pupilcurrent.htm>

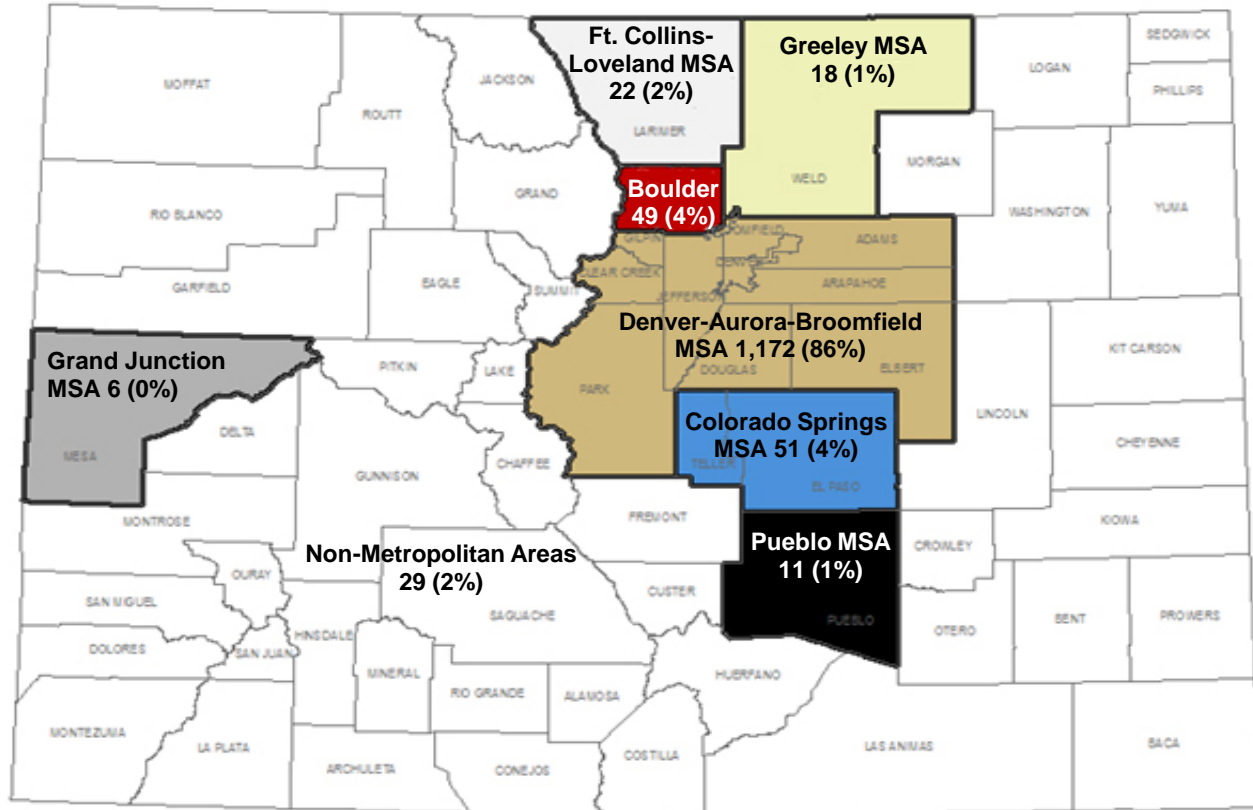
² Home region of new resident freshmen based on county at time of admission. Data source: SURDS Enrollment File (with new freshmen defined by CU registration type)

State regions defined at: Colorado Division of Local Government, State Demography Office. www.colorado.gov/cs/Satellite/DOLA-Main/CBON/1251593300013

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
Denver Campus
New Resident Freshmen, Fall 2019**

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



MSA=Metropolitan Statistical Area

Unknown MSA 1 (0%)

Metro Area	12th Graders Enrolled in CO Public Schools ¹	CU Denver New Resident Freshmen, Fall 2019	
		Enrolled ²	Percent
Boulder MSA	8%	49	4%
Colorado Springs MSA	14%	51	4%
Denver-Aurora-Broomfield MSA	49%	1,172	86%
Fort Collins-Loveland MSA	5%	22	2%
Grand Junction MSA	3%	6	0%
Greeley MSA	5%	18	1%
Pueblo MSA	3%	11	1%
Non-Metro	14%	29	2%
Unknown	0%	1	0%
Total	100%	1,359	100%

¹ Distribution of 12th grade students enrolled in Colorado Public Schools based on school district enrollment, fall 2017. Students in the "unknown" category attended BOCES, the Colorado Charter School Institute, or a Colorado Detention Center. Data source: Colorado Department of Education, <http://www.cde.state.co.us/cdereval/puplcurrent.htm>

² Home region of new resident freshmen based on county at time of admission. Data source: SURDS Enrollment File (with new freshmen defined by CU registration type)

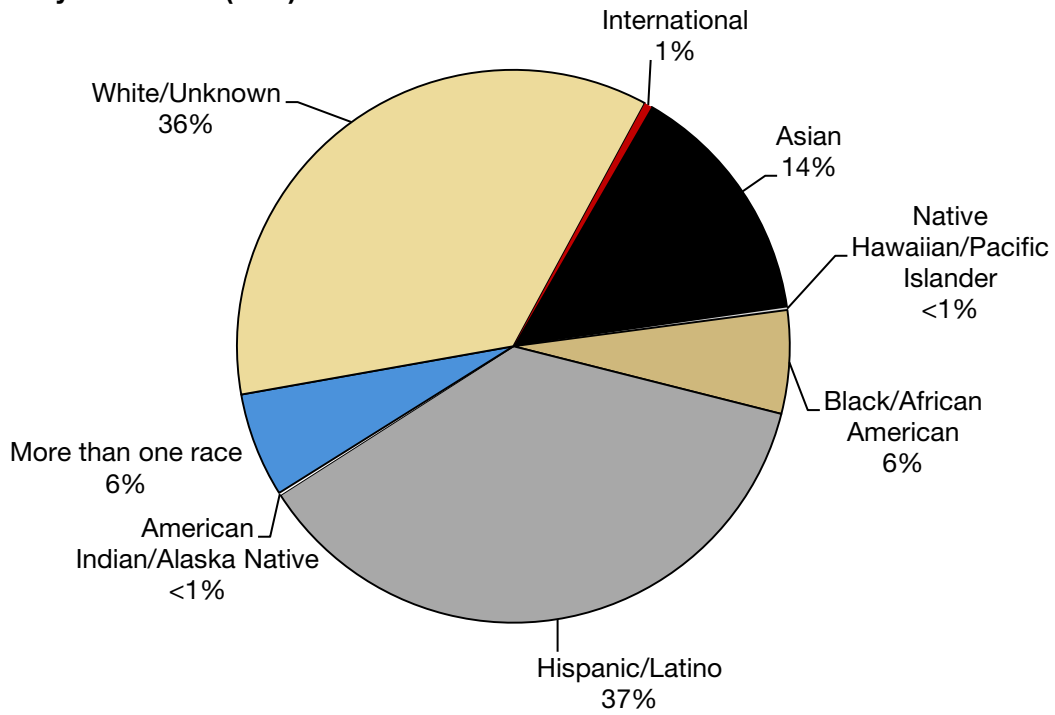
Metropolitan Statistical Areas (MSAs) defined by U.S. Office of Management and Budget, OMB Bulletin No. 09-01, November 2008. <http://www.whitehouse.gov/omb/assets/omb/bulletins/fy2009/09-01.pdf>

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

University of Colorado Denver
Denver Campus
New Resident Freshmen by Race/Ethnicity, Fall 2019
(End-of-Term Enrollment)

Total = 1,359

Minority Total = 868 (64%)



Note: Enrollment data for new freshmen are based on end-of-term enrollment. All other enrollment data are based on census date enrollment, as are enrollments shown with applications and acceptances for new freshmen.

University of Colorado Denver | Anschutz Medical Campus

Faculty and Staff Diversity

Data provided by the CU Denver Office of Institutional Research & Effectiveness
<http://www.ucdenver.edu/about/departments/InstitutionalResearch/>

University of Colorado Denver
Denver Campus and Anschutz Medical Campus
Full-Time Faculty and Staff, Fall 2019

Notes: Includes all employees reported for IPEDS HR for Fall 2018. Excludes student and other temporary employees.

* People of Color total includes more than one race and excludes white, unknown, international. People of Color percentage calculation does not include the international population.

**Prior to Fall 2016:

-Clinical job codes, except for clinical teaching (C/T), were counted under "Primarily Public Service."

-C/T Faculty were counted in the "Instructional" section under "Other."

Beginning Fall 2016:

-The "Public Service" and "Research" sections were combined.

-Clinical Practice faculty are counted in the new "Research and Public Service" section.

-All other Clinical Faculty, including C/T, are counted in the "Other, Including Clinical" row of the "Instructional Faculty" section.

DENVER CAMPUS AND ANSCHUTZ MEDICAL CAMPUS

	Total	Female		Male		People of Color*		Race/Ethnicity/Citizenship								
		#	%	#	%	#	%	Black/ African American	American Indian/ Alaska Native	Asian	Native Hawaiian/ Pacific Islander	Hispanic/L atino	More than one race	White	Unknown	Inter- national
Faculty	5,412	3,123	58%	2,289	42%	852	16%	68	13	456	4	278	33	3,476	945	139
Instructional Faculty	4,481	2,599	58%	1,882	42%	635	14%	58	13	317	4	217	26	3,007	807	32
Tenured/Tenure Track	2,606	1,253	48%	1,353	52%	434	17%	34	9	241	4	132	14	1,770	381	21
Full Professor	661	218	33%	443	67%	90	14%	3	4	53	-	26	4	529	42	-
Associate Professor	840	392	47%	448	53%	157	19%	12	4	81	3	53	4	601	80	2
Assistant Professor	1,105	643	58%	462	42%	187	17%	19	1	107	1	53	6	640	259	19
Non-Tenure Track	1,875	1,346	72%	529	28%	201	11%	24	4	76	-	85	12	1,237	426	11
Instructor/Sr. Instructor	1,638	1,189	73%	449	27%	161	10%	20	3	57	-	70	11	1,056	412	9
Other	237	157	66%	80	34%	40	17%	4	1	19	-	15	1	181	14	2
Research and Public Service Faculty**	931	524	56%	407	44%	217	26%	10	-	139	-	61	7	469	138	107
Staff	6,325	4,169	66%	2,156	34%	1,569	25%	273	34	437	10	736	79	3,480	1,236	40
Officers	40	19	48%	21	53%	2	5%	-	-	-	-	2	-	34	4	-
With Faculty Status	14	3	21%	11	79%	1	7%	-	-	-	-	1	-	11	2	-
Without Faculty Status	26	16	62%	10	38%	1	4%	-	-	-	-	1	-	23	2	-
Management/Other Professionals/Support Staff	6,285	4,150	66%	2,135	34%	1,567	25%	273	34	437	10	734	79	3,446	1,232	40
With Faculty Status	1,590	1,134	71%	456	29%	352	22%	29	17	128	2	154	22	1,006	208	24
Exempt Professionals	4,218	2,778	66%	1,440	34%	997	24%	181	10	284	6	464	52	2,212	993	16
Classified Staff	477	238	50%	239	50%	218	46%	63	7	25	2	116	5	228	31	-
Faculty/Staff Total	11,737	7,292	62%	4,445	38%	2,421	21%	341	47	893	14	1,014	112	6,956	2,181	179

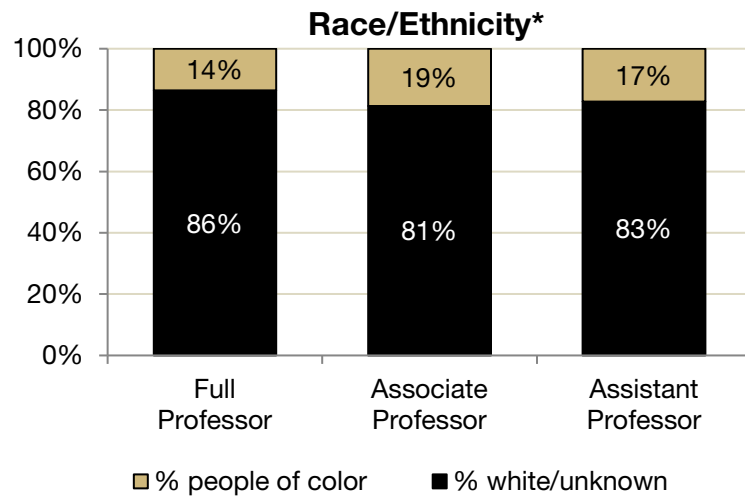
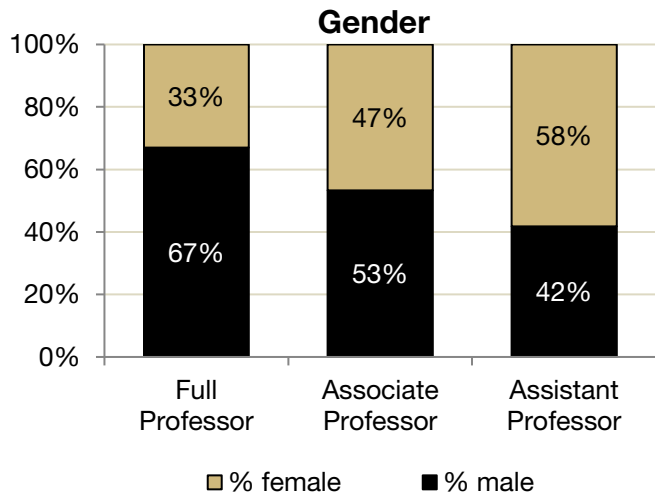
University of Colorado Denver
Denver Campus and Anschutz Medical Campus
Full-Time Faculty and Staff, Fall 2019
DENVER CAMPUS

	Total	Female		Male		People of Color*		Race/Ethnicity/Citizenship								
		#	%	#	%	#	%	Black/ African American	American Indian/ Alaska Native	Asian	Native Hawaiian/ Pacific Islander	Hispanic/L atino	More than one race	White	Unknown	Inter- national
Faculty	682	288	42%	394	58%	137	21%	11	5	72	-	46	3	474	50	21
Instructional Faculty	627	264	42%	363	58%	130	21%	11	5	68	-	43	3	442	41	14
Tenured/Tenure Track	376	140	37%	236	63%	93	25%	6	3	55	-	27	2	253	20	10
Full Professor	105	35	33%	70	67%	21	20%	1	1	15	-	2	2	82	2	-
Associate Professor	178	63	35%	115	65%	46	26%	3	2	24	-	17	-	123	8	1
Assistant Professor	93	42	45%	51	55%	26	31%	2	-	16	-	8	-	48	10	9
Non-Tenure Track	251	124	49%	127	51%	37	15%	5	2	13	-	16	1	189	21	4
Instructor/Sr. Instructor	175	80	46%	95	54%	26	15%	3	2	7	-	14	-	129	16	4
Other	76	44	58%	32	42%	11	14%	2	-	6	-	2	1	60	5	-
Research and Public Service Faculty**	55	24	44%	31	56%	7	15%	-	-	4	-	3	-	32	9	7
Staff	935	611	65%	324	35%	268	29%	47	6	70	-	132	13	586	78	3
Officers	24	13	54%	11	46%	1	4%	-	-	-	-	1	-	21	2	-
With Faculty Status	9	2	22%	7	78%	-	0%	-	-	-	-	-	-	7	2	-
Without Faculty Status	15	11	73%	4	27%	1	7%	-	-	-	-	1	-	14	-	-
Management/Other Professionals/Support Staff	911	598	66%	313	34%	267	29%	47	6	70	-	131	13	565	76	3
With Faculty Status	105	62	59%	43	41%	13	13%	2	-	3	-	7	1	82	9	1
Exempt Professionals	697	470	67%	227	33%	204	29%	33	3	58	-	99	11	431	60	2
Classified Staff	109	66	61%	43	39%	50	46%	12	3	9	-	25	1	52	7	-
Faculty/Staff Total	1,617	899	56%	718	44%	405	25%	58	11	142	-	178	16	1,060	128	24

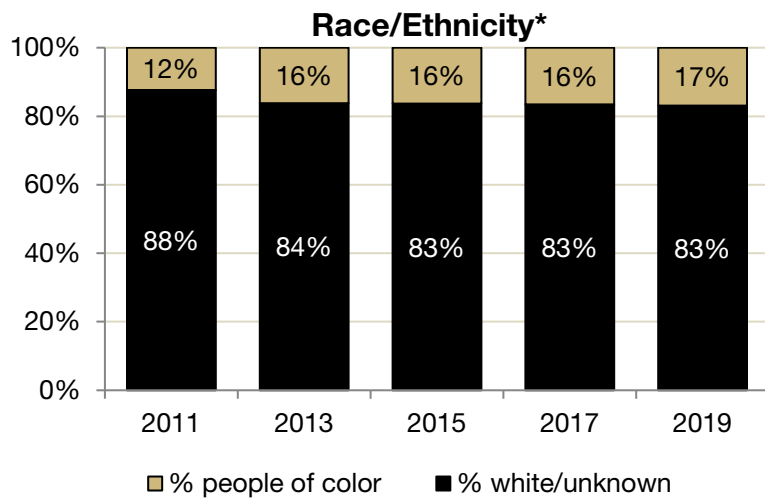
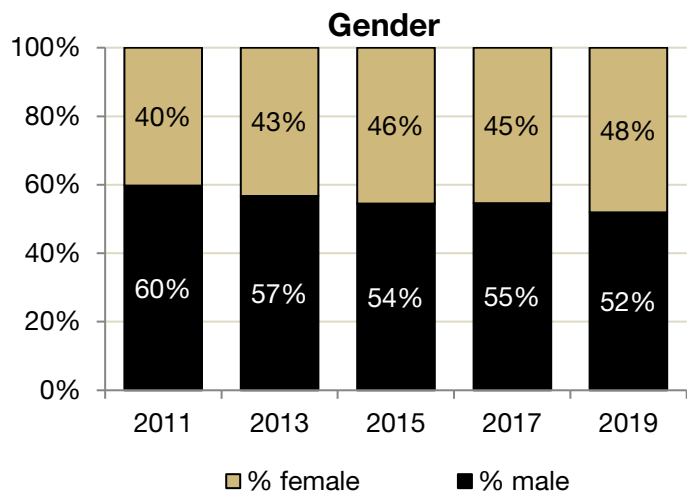
ANSCHUTZ MEDICAL CAMPUS

	Total	Female		Male		People of Color*		Race/Ethnicity/Citizenship								
		#	%	#	%	#	%	Black/ African American	American Indian/ Alaska Native	Asian	Native Hawaiian/ Pacific Islander	Hispanic/L atino	More than one race	White	Unknown	Inter- national
Faculty	4,730	2,835	60%	1,895	40%	715	16%	57	8	384	4	232	30	3,002	895	118
Instructional Faculty	3,854	2,335	61%	1,519	39%	505	13%	47	8	249	4	174	23	2,565	766	18
Tenured/Tenure Track	2,230	1,113	50%	1,117	50%	341	15%	28	6	186	4	105	12	1,517	361	11
Full Professor	556	183	33%	373	67%	69	12%	2	3	38	-	24	2	447	40	-
Associate Professor	662	329	50%	333	50%	111	17%	9	2	57	3	36	4	478	72	1
Assistant Professor	1,012	601	59%	411	41%	161	16%	17	1	91	1	45	6	592	249	10
Non-Tenure Track	1,624	1,222	75%	402	25%	164	10%	19	2	63	-	69	11	1,048	405	7
Instructor/Sr. Instructor	1,463	1,109	76%	354	24%	135	9%	17	1	50	-	56	11	927	396	5
Other	161	113	70%	48	30%	29	18%	2	1	13	-	13	-	121	9	2
Research and Public Service Faculty**	876	500	57%	376	43%	210	27%	10	-	135	-	58	7	437	129	100
Staff	5,390	3,558	66%	1,832	34%	1,301	24%	226	28	367	10	604	66	2,894	1,158	37
Officers	16	6	38%	10	63%	1	6%	-	-	-	-	1	-	13	2	-
With Faculty Status	5	1	20%	4	80%	1	20%	-	-	-	-	1	-	4	-	-
Without Faculty Status	11	5	45%	6	55%	-	0%	-	-	-	-	-	-	9	2	-
Management/Other Professionals/Support Staff	5,374	3,552	66%	1,822	34%	1,300	24%	226	28	367	10	603	66	2,881	1,156	37
With Faculty Status	1,485	1,072	72%	413	28%	339	23%	27	17	125	2	147	21	924	199	23
Exempt Professionals	3,521	2,308	66%	1,213	34%	793	23%	148	7	226	6	365	41	1,781	933	14
Classified Staff	368	172	47%	196	53%	168	46%	51	4	16	2	91	4	176	24	-
Faculty/Staff Total	10,120	6,393	63%	3,727	37%	2,016	20%	283	36	751	14	836	96	5,896	2,053	155

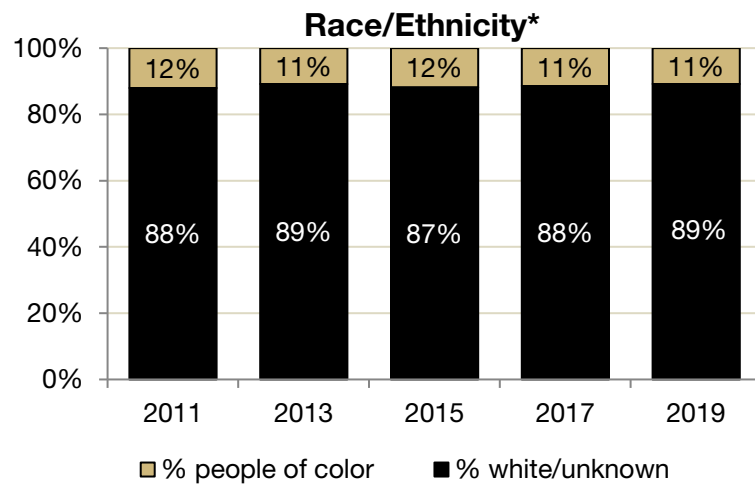
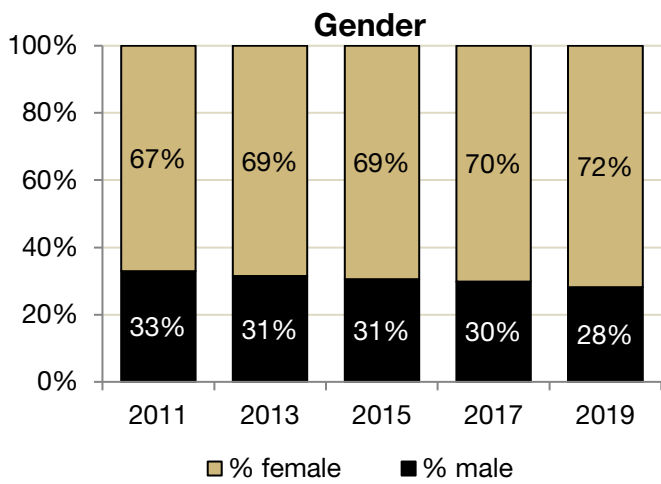
**University of Colorado Denver
Denver Campus and Anschutz Medical Campus
Instructional Faculty, Fall 2019
Tenured/Tenure Track**



**Instructional Faculty, Fall 2011 - Fall 2019
Tenured/Tenure Track Faculty
All Ranks Combined**

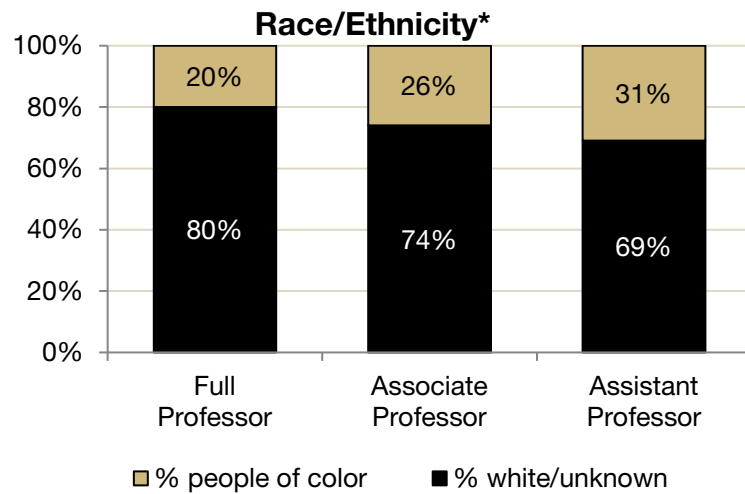
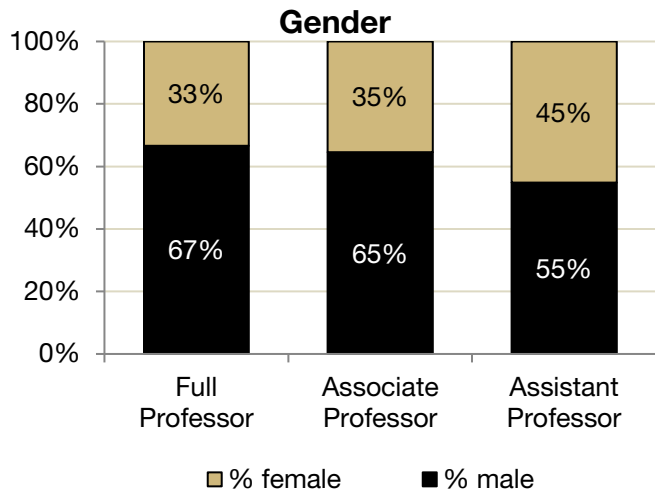


Non-Tenure Track Faculty

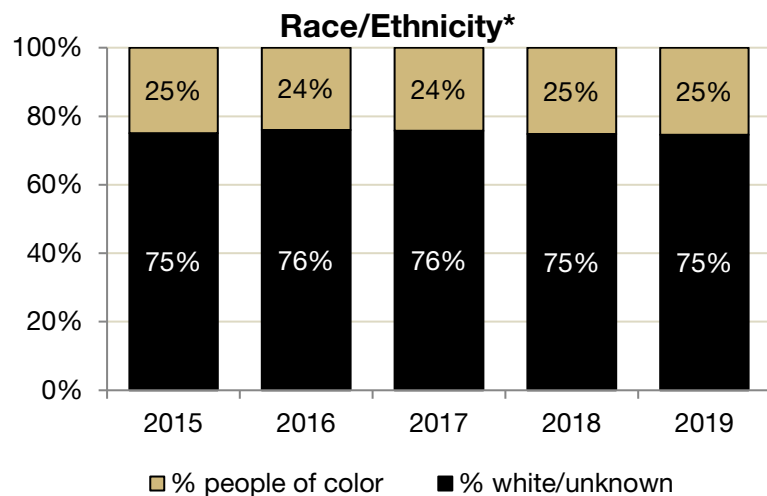
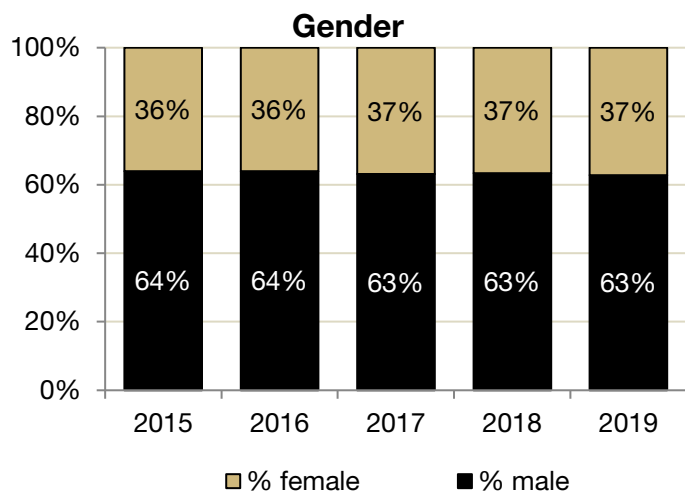


*People of Color percentage calculation does not include the international population.

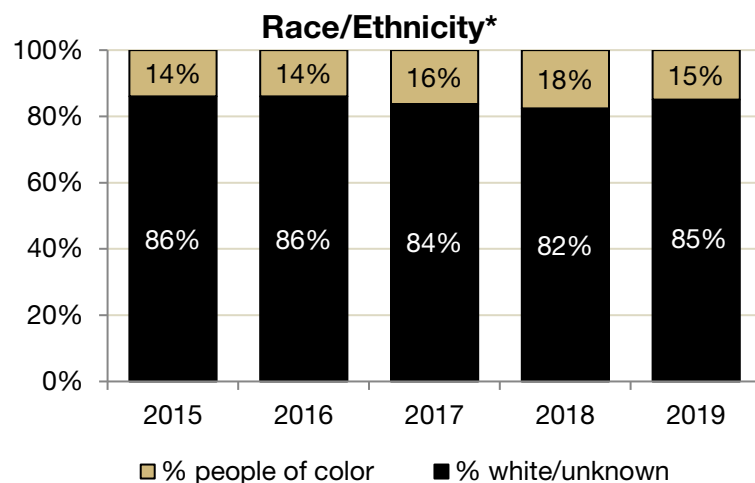
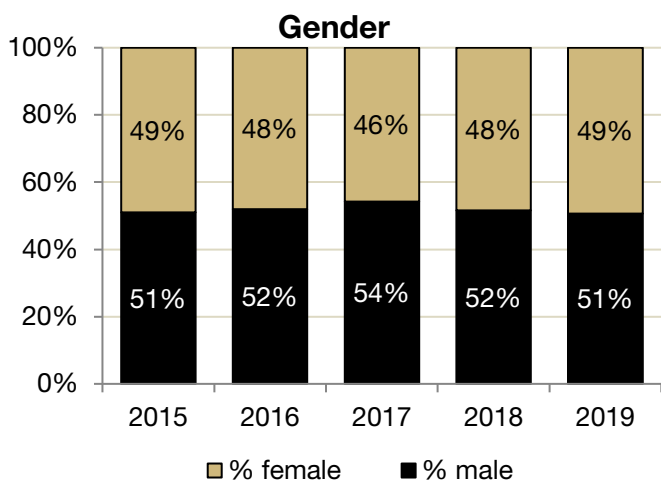
**University of Colorado Denver
Denver Campus
Instructional Faculty, Fall 2019
Tenured/Tenure Track**



**Instructional Faculty, Fall 2015 - Fall 2019
Tenured/Tenure Track Faculty
All Ranks Combined**

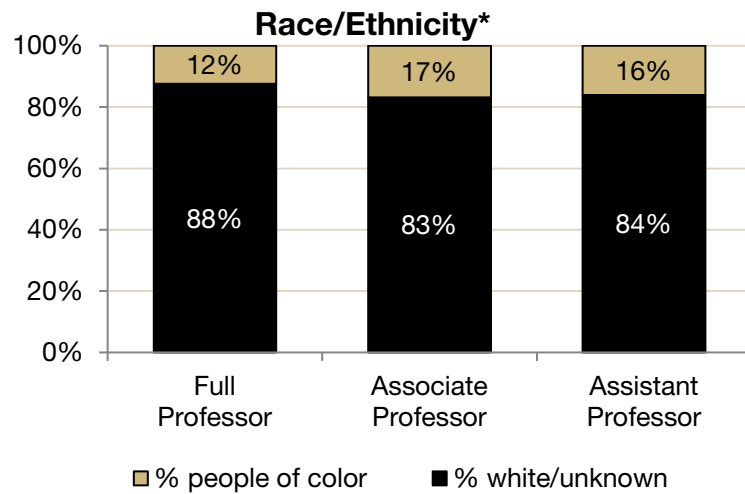
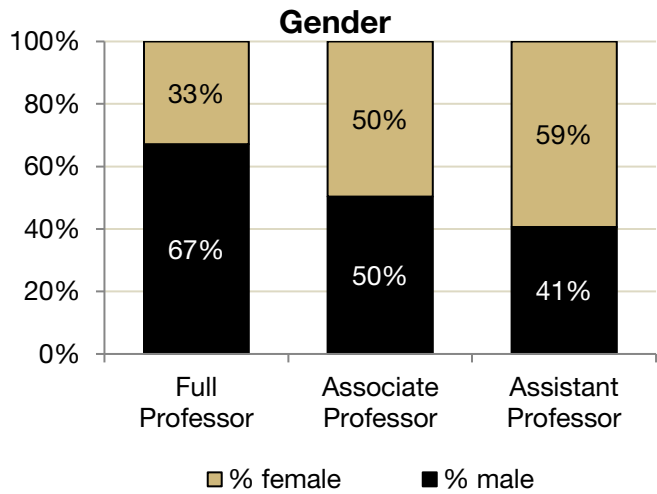


Non-Tenure Track Faculty

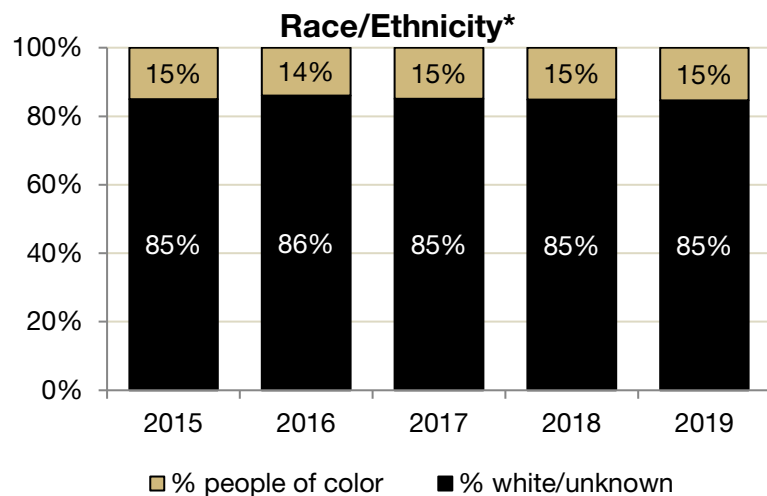
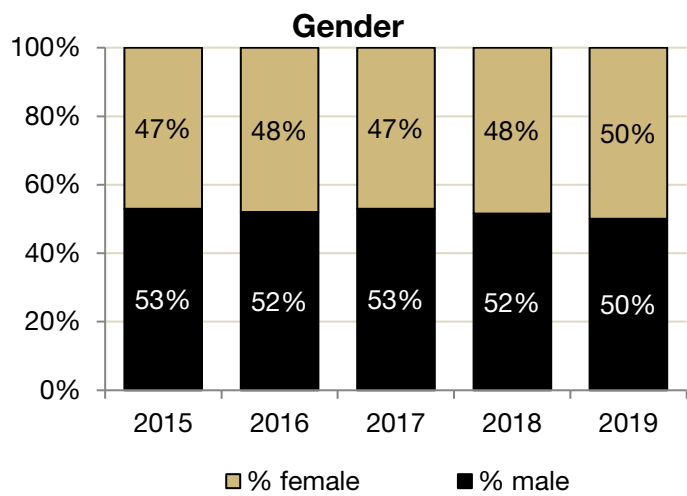


*People of Color percentage calculation does not include the international population.

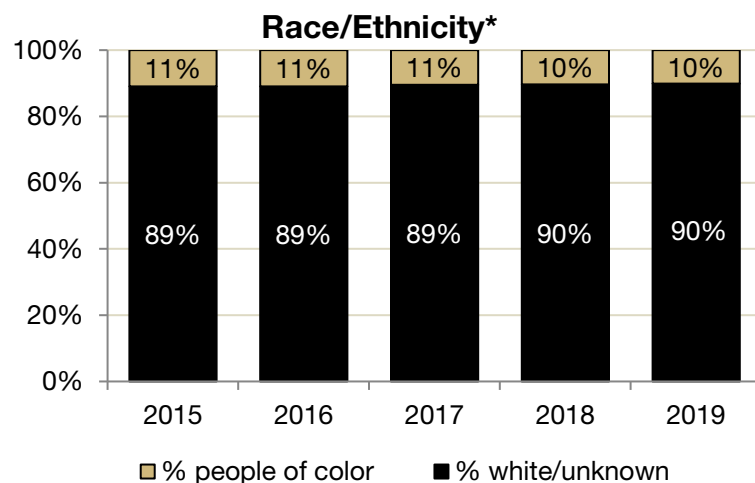
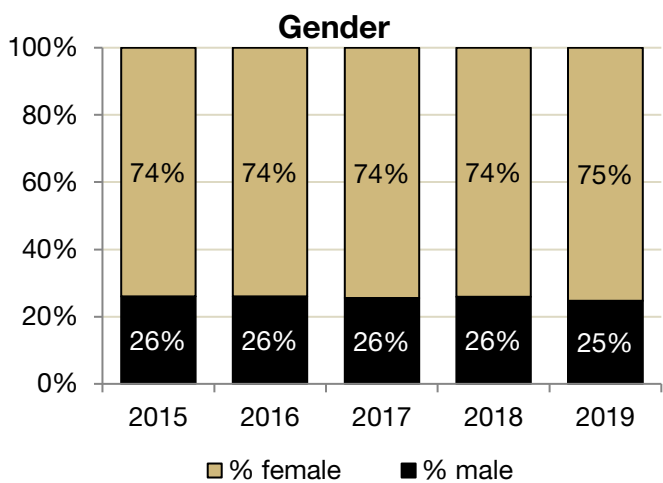
**University of Colorado Denver
Anschutz Medical Campus
Instructional Faculty, Fall 2019
Tenured/Tenure Track**



**Instructional Faculty, Fall 2015 - Fall 2019
Tenured/Tenure Track Faculty
All Ranks Combined**

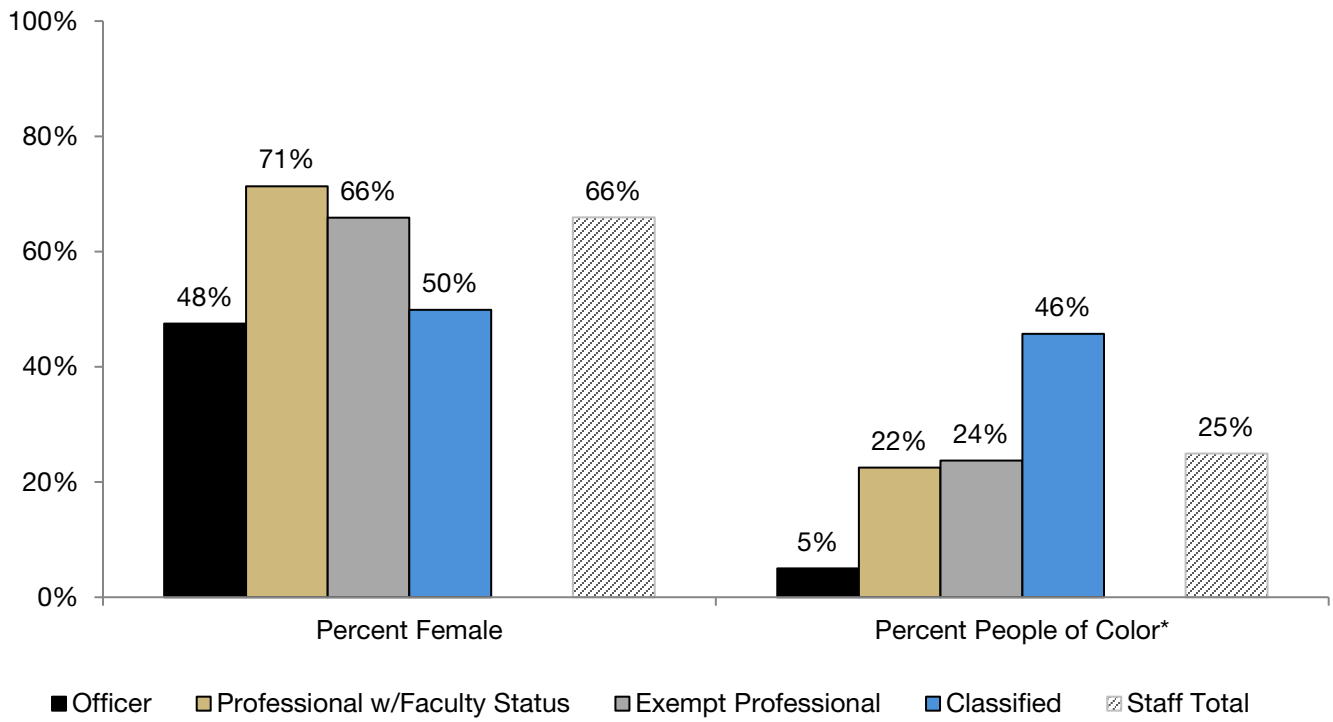


Non-Tenure Track Faculty



*People of Color percentage calculation does not include the international population.

**University of Colorado Denver
Denver Campus and Anschutz Medical Campus
Staff Diversity, Fall 2019**



Females represent half of the classified (50%) and university officers (50%) as well as more than half of exempt professional (66%) and professionals with faculty status (71%). Minority employees constitute lower proportions of each of those same categories.

*People of Color percentage calculation does not include the international population.



University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

University of Colorado System Administration Staff Diversity

Data provided by the CU System Office of Institutional Research
<http://www.cu.edu/ir/>

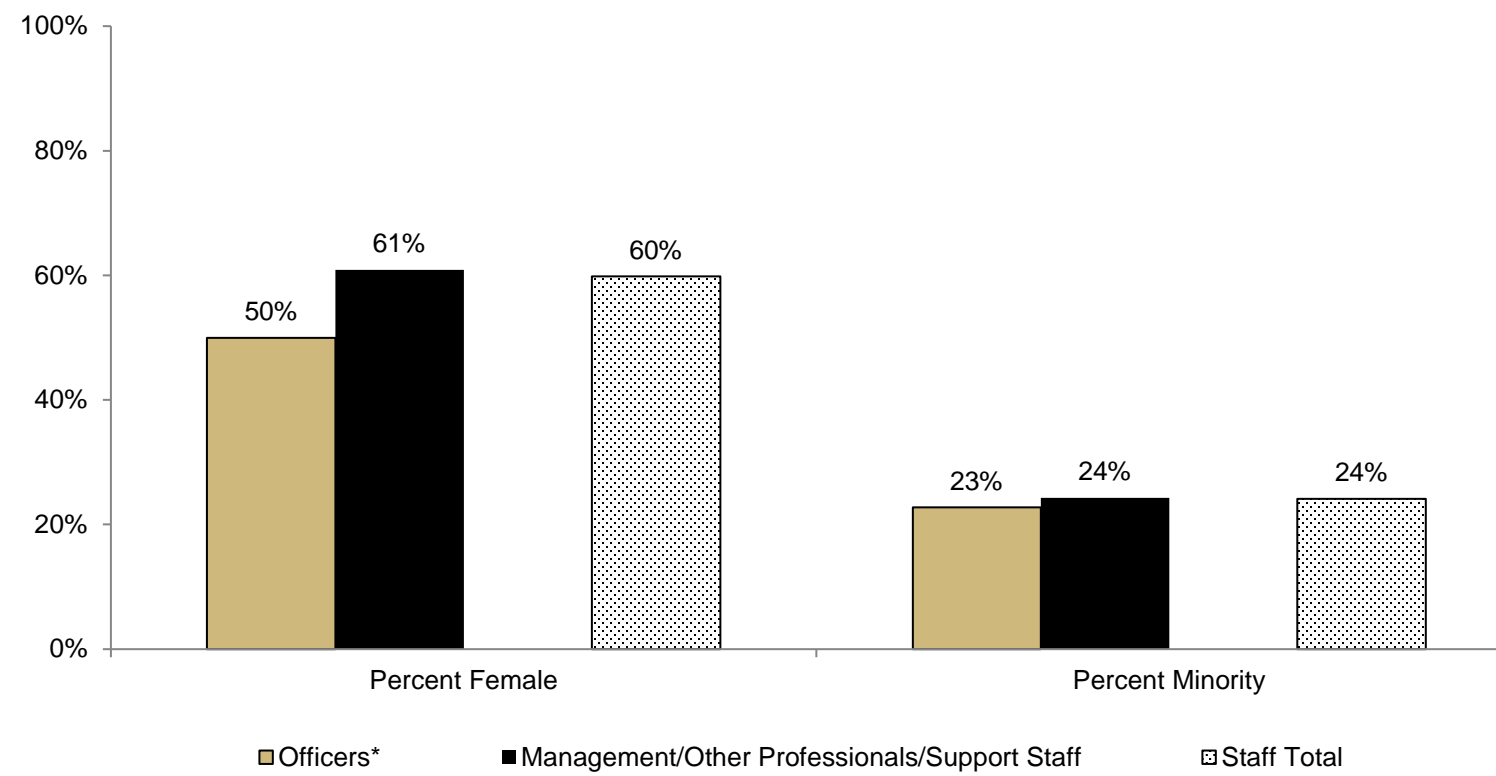
**University of Colorado System Administration
Full-Time Staff, Fall 2019**

Notes: Includes all employees reported for IPEDS HR for Fall 2019. Excludes student and other temporary employees.
Minority total includes more than one race and excludes white, unknown, international. Minority percentage is total minority divided by all.

	Total	Female		Male		Minority		Race/Ethnicity/Citizenship							
		#	%	#	%	#	%	Black/ African American	American Indian/ Alaska Native	Asian	Hispanic/La tino	More than one race/ ethnicity	White	Unknown	Inter- national
Staff Total	468	280	60%	188	40%	113	24%	14	1	44	28	26	317	38	0
Officers*	44	22	50%	22	50%	10	23%	2	0	2	3	3	30	4	0
Management/Other Professionals/Support Staff	424	258	61%	166	39%	103	24%	12	1	42	25	23	287	34	0

*Per Regent policy, officers include those holding the title of President, Vice President, Associate Vice President, Assistant Vice President, Treasurer, or Associate Counsel.
One individual holding a part-time position is included in the Officer count.

**University of Colorado System Administration
Staff Diversity by Occupational Category, Fall 2019**



Appendices

Appendix A: Fall 2018 Resident Enrollment, Colorado Public Four-Year Institutions

Appendix B: Changes to the Collection and Reporting of Race and Ethnicity

Appendix A: Fall 2018 Resident Enrollment, Colorado Public Four-Year Institutions

	Hispanic/ Latino	Black or African American	American Indian or Alaskan Native	Asian	Hawaiian or Pacific Islander	More than one Race/Ethnicity (non-hispanic)	White, non- Hispanic	Unknown	Inter- national ^a	Total Resident	Total Resident Minority ^b	Percent Resident Minority ^c	Share of CO Minority Resident Enrollment	Share of CO Total Resident Enrollment
Undergraduate	22,276	4,241	497	5,050	159	5,375	65,874	2,439	180	106,091	37,598	35%	100.0%	100.0%
University of Colorado System	6,867	1,296	91	2,893	43	2,434	22,142	396	76	36,238	13,624	38%	36.2%	34.2%
University of Colorado Boulder	2,494	329	24	1,395	16	1,102	11,508	105	30	17,003	5,360	32%	14.3%	16.0%
University of Colorado Colorado Springs	1,748	374	33	322	18	743	5,748	154	11	9,151	3,238	35%	8.6%	8.6%
University of Colorado Denver	2,546	566	33	1,153	9	563	4,590	111	35	9,606	4,870	51%	13.0%	9.1%
University of Colorado Anschutz	79	27	1	23	-	26	296	26	-	478	156	33%	0.4%	0.5%
Adams State University	614	66	22	17	4	47	602	67		1,439	770	54%	2.0%	1.4%
Colorado Mesa University	1,694	142	46	103	17	284	5,542	216	3	8,047	2,286	28%	6.1%	7.6%
Colorado School of Mines	325	35	11	172	1	172	2,060	36	10	2,822	716	25%	1.9%	2.7%
Colorado State University System	5,067	1,156	129	883	24	1,079	19,138	796	76	28,348	8,338	29%	22.2%	26.7%
Colorado State University - Ft. Collins	2,784	432	54	519	19	700	12,453	190	44	17,195	4,508	26%	12.0%	16.2%
Colorado State University - Pueblo	1,167	167	21	32	5	149	1,469	83	6	3,099	1,541	50%	4.1%	2.9%
CSU-Global Campus	1,116	557	54	332		230	5,216	523	26	8,054	2,289	29%	6.1%	7.6%
Fort Lewis College	192	12	76	17	3	97	1,102	62	7	1,568	397	25%	1.1%	1.5%
Metropolitan State University of Denver	5,492	1,181	85	803	50	906	9,567	569	4	18,657	8,517	46%	22.7%	17.6%
University of Northern Colorado	1,772	311	24	150	6	301	4,582	154	4	7,304	2,564	35%	6.8%	6.9%
Western State Colorado University	253	42	13	12	11	55	1,139	143		1,668	386	23%	1.0%	1.6%
Graduate	2,315	866	106	1,052	14	727	15,250	1,115	116	21,561	5,080	24%	100.0%	100.0%
University of Colorado System	1,271	348	53	677	8	437	8,198	606	75	11,673	2,794	24%	55.0%	54.1%
University of Colorado Boulder	364	59	18	144		122	2,680	209	16	3,612	707	20%	13.9%	16.8%
University of Colorado Colorado Springs	215	62	7	57	1	94	1,178	60	9	1,683	436	26%	8.6%	7.8%
University of Colorado Denver	412	129	17	156	4	106	2,376	131	41	3,372	824	25%	2.2%	3.2%
University of Colorado Anschutz	280	98	11	320	3	115	1,964	206	9	3,006	827	28%	2.2%	2.8%
Adams State University	85	15	2	3	2	10	364	20		501	117	23%	2.3%	2.3%
Colorado Mesa University	7	1	1	2		3	87	4		105	14	13%	0.3%	0.5%
Colorado School of Mines	57	10	3	34		28	615	13	6	766	132	17%	2.6%	3.6%
Colorado State University System	760	471	40	318	1	216	5,118	436	34	7,394	1,806	25%	35.6%	34.3%
Colorado State University - Ft. Collins	206	35	5	80	1	94	2,196	166	15	2,798	421	15%	8.3%	13.0%
Colorado State University - Pueblo	40	5		3		5	107	12	2	174	53	31%	1.0%	0.8%
CSU-Global Campus	514	431	35	235		117	2,815	258	17	4,422	1,332	30%	26.2%	20.5%
Fort Lewis College	3		1			2	16	3		25	6	24%	0.1%	0.1%
Metropolitan State University of Denver	4	2		1		1	19	2		29	8	28%	0.2%	0.1%
University of Northern Colorado	109	16	5	15	3	25	652	21	1	847	173	20%	3.4%	3.9%
Western State Colorado University	19	3	1	2		5	181	10		221	30	14%	0.6%	1.0%
Total	24,591	5,107	603	6,102	173	6,102	81,124	3,554	296	127,652	42,678	34%	100.0%	100.0%

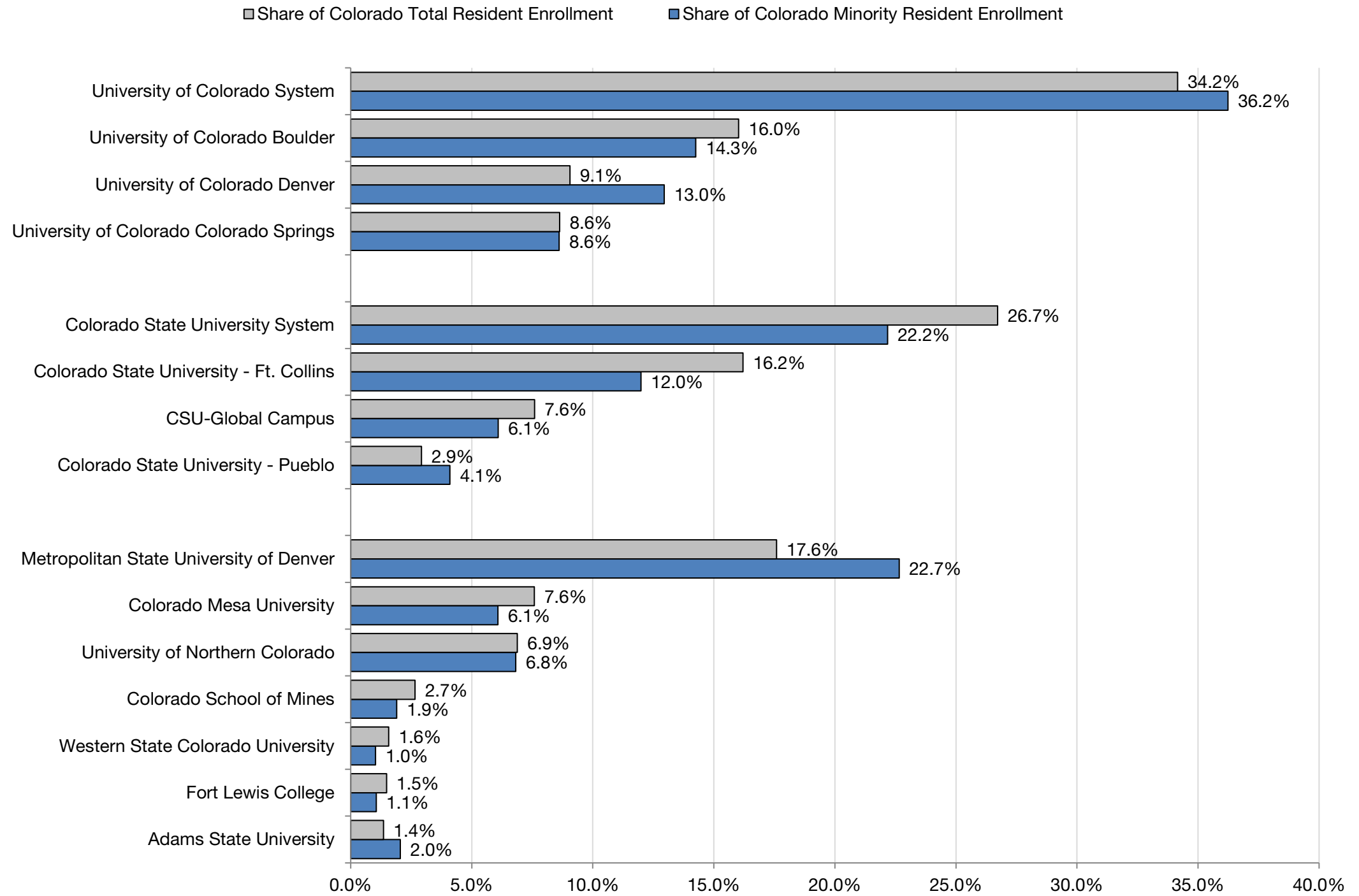
Source: Colorado Department of Higher Education Searchable Database, <http://highered.colorado.gov/Data/Search.aspx> UCD splits from CU Denver Institutional Research, Based on SURDS enrollment files. Excludes students exclusively enrolled in extended studies programs. These data will not match other data provided in this report; this table is based on end-of-term enrollment whereas other data are based on census date enrollment.

^a International students are non-resident aliens. As defined by the State of Colorado and US Department of Education, a 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.

^b The minority total includes individuals reported under "more than one race/ethnicity."

^c The percent minority calculation excludes non-resident aliens (they are not included in the numerator or denominator).

Resident Undergraduate Enrollment, Colorado Public Four-Year Institutions, Fall 2018



Source: Colorado Department of Higher Education, SURDS End-of-Term Enrollment; CU Anschutz Medical Campus excluded;