



University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

# University of Colorado

**2020-21 Diversity Report**

June 2021



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

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## 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 and work climate that is productive, positive, safe, and respectful of all viewpoints.

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
- Undergraduate and graduate enrollment by sex
- 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
- Summary of statewide enrollment contains information about CU student enrollment in the context of higher education in Colorado

## Highlights from the 2020-21 CU Diversity Report

The CU Diversity Report includes enrollment data through Fall 2020 and degrees awarded through FY 2019-20. Students of Color include all non-white, non-international, and unknown race/ethnicity. Below are highlights for all CU campuses:

**21,182** – Students of Color enrolled in Fall 2020, not including international students; 32% of the enrolled population; Up from 30% in Fall 2019 and +79% since Fall 2011;

**32%** – Undergraduate students of color of the undergraduate population; Up 78% since Fall 2011;

**26%** – Graduate students of color of the graduate population compared to 22% in Fall 2019, up 83% since 2011; 3,998 graduate students of color marks the highest number in CU's history;

**10,573** – Hispanic/Latino students enrolled in Fall 2020 at all levels; This group is 16% of the enrolled population; Up 97% since Fall 2011, growth in Hispanic and Latino enrollment continues to outpace other individual race/ethnicity categories;

**3,430** – International students enrolled in Fall 2020 at all levels, up 28% since Fall 2011; Over 5% of the enrolled population; Peaking in Fall, this population has declined in recent years, down 19% from 2019;

**28%** – Percentage of Bachelor Degrees awarded to students of color in 2019-20; The 3,362 degree recipients marks the most awards in CU history to students of color, up 116% since 2010-11 and 13% growth over 2018-19;

**9,000+** – First-Generation students enrolled in Fall 2020; 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;

**11,158** – Federal Pell recipients enrolled in Fall 2020; Approximately 22% 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 non-white, non-international race/ethnicity categories; 19% at UCCS; 17% at Denver and Anschutz; this percentage is up at all campuses since 2011;



## **2020-21 Diversity Report**

## **Building a Culture of Diversity, Equity and Inclusion 2020-21**

### ***Office of Diversity, Equity and Community Engagement***

#### **Making Excellence Inclusive**

CU Boulder is committed to supporting anti-racism, diversity, equity and inclusion (DEI) and is determining strategic and tactical ways to build inclusivity into every aspect of teaching, learning, research and campus life. To shift our campus culture, the Office of Diversity, Equity and Community Engagement (ODECE) has spent the past year working closely with campus leadership and partners (including the IDEA Council) to advance key recommendations from the [Inclusion, Diversity and Excellence in Academics \(IDEA\) Plan](#), our campus's blueprint for DEI efforts.

Our activities and efforts to make excellence inclusive are focused on:

- 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.

This narrative describes how ODECE is collaborating to implement key recommendations and action items outlined in the IDEA Plan. It also describes in detail how these actions are impacting: Student Access and Community Partnerships; Enrollment, Student Retention, Graduation and Achievement; and Campus Climate and Community Engagement.

#### **Implementing the IDEA Plan: Year One**

##### **Building a plan of action**

ODECE and campus leadership are fully engaged in implementing the CU Boulder Inclusion, Diversity and Excellence in Academics (IDEA) Plan, published in 2019. This blueprint for making the CU Boulder campus community more diverse, equitable and inclusive focuses on three goal areas of growth (Campus Climate, Infrastructure and Leadership) and five focus areas with concrete recommendations and accountability measures. In July 2020, Chancellor Phil DiStefano asked Robert Boswell, vice chancellor of diversity, equity and community engagement, and ODECE to take the lead on implementing [eight immediate action steps](#) and to convene representatives to implement these actions.

ODECE has spent the past year working with campus leadership to determine its role and other campus unit roles in supporting the goals, focus areas, action steps and specific IDEA Plan recommendations. This includes discussions about financial roles, through direct support, seed

funding, collaboration with campus partners or shifting the fiscal responsibility for a project to a division or unit.

To support this work institutionally, the Chancellor is currently interviewing candidates for a Senior Vice Chancellor of Diversity, Equity and Inclusion who will provide strategic direction for campuswide initiatives and programs related to DEI and improving campus culture. In addition, ODECE and the Center for Inclusion and Social Change (CISC) have created new positions and are hiring additional staff to support and lead DEI work on campus, including:

- Multiple CISC directors and staff who will increase student support services.
- A senior change manager to work closely with the IDEA Council.
- A senior director of inclusion and equity and other staff to lead faculty and staff campus culture engagement opportunities.
- A communications director and marketing specialist to lead and develop ODECE and DEI communications strategies in partnership with Strategic Relations and Communications as well as communications assets and materials for ODECE and CISC.

### **A summary of key actions**

Guided by the IDEA plan, ODECE and campus leadership have prioritized and implemented the following actions in the past year:

- Created the IDEA Council (originally named the Council for Community and Inclusion) with representatives from across campus as well as working groups to focus on key elements of the plan.
- IDEA Council has set the recruitment and retention of students, faculty and staff of color as its top priority. Recently, the council advanced a recommendation to prioritize the creation of faculty and staff affinity groups, and ODECE and HR are working to establish them in the near future.
- IDEA Council also advanced a recommendation for gender-neutral bathroom signs and also for creating a gender-neutral bathroom in each campus building.
- Launched the [CU Boulder Faculty Diversity Action Plan](#) (FDAP), a collaboration among the Offices of Faculty Affairs and Academic Affairs in the provost's office, ODECE and the colleges and schools. The FDAP is focused on achieving the university's faculty hiring and other diversity goals, promoting measures to prevent implicit bias and other forms of discrimination during the faculty hiring process, and improving retention of diverse faculty.
- The [Center for Inclusion and Social Change](#) (CISC) collaborated with members of the CU 101 working group to develop an anti-racism module for first-year students.
- As part of the IDEA Plan's goals, ODECE is expanding its outreach to middle and high school students from underserved communities in Colorado. These pre-collegiate



outreach programs currently provide mentoring, tutoring and other academic enrichment to about 3,000 students and families in the Denver/Boulder area, Roaring Fork Valley, Summit County, Ft. Morgan, the San Luis Valley and tribal communities.

- Thanks to ODECE's partnership with CU Boulder's Office of Government and Community Engagement and Boulder County, CU Boulder was recently selected to manage Boulder County's \$269,432 Colorado Opportunity Scholarship Initiative (COSI) grant fund, which will provide financial and academic support to 16 low-income, first-generation Boulder County students. The university was also selected to receive a \$160,000 COSI workforce grant. ODECE currently manages \$1.7 million in COSI funds, which provides scholarships to 300 CU Boulder students.
- ODECE and CISC developed and led a campuswide semester-long "[Power of Community: Courage, Healing and Unity](#)" initiative to build community resilience, foster a greater sense of connection and promote a healing climate that empowers and validates students, faculty and staff following a challenging 2020. The initiative included volunteer opportunities, multiple workshops, discussion groups and conferences such as the systemwide Social Justice Summit in May and the campus [Diversity and Inclusion Summits](#) in November and March. About 4,500 people attended these events.
- A yearlong Provost's Justice, Equity, Diversity and Inclusion (JEDI) series for chairs and directors featured faculty and staff discussing ways to create a culture of diversity, equity, inclusion and antiracism.
- In alignment with the IDEA Plan, departments, colleges, schools, institutes and administrative units have developed internal JEDI committees as well as strategies and events to address racism and inequity.
- Human Resources has implemented mandatory implicit bias training for all faculty search committees and anyone voting on faculty hires. A process is underway to evaluate mandatory qualifications during staff searches to ensure qualifications reflect true competencies for positions.
- The Office of Admissions continues to analyze in-state and nonresident recruitment strategies to further ensure that CU Boulder is drawing students from schools that serve and support communities of color.
- The Office of Institutional Equity and Compliance (OIEC) developed a mandatory online community equity and effective bystander intervention training for students, faculty and staff.
- The Center for Teaching and Learning (CTL) and OIEC collaborated to provide instructors and graduate students with skills to address challenging classroom interactions. CTL has delivered a variety of inclusive pedagogy training sessions focused on [managing classroom conversations](#).

## **Student Access and Enrollment**

### **Academic Outreach**

One of the IDEA Plan's recommendations focuses on increasing opportunities for outreach and engagement with K-12 grade students from underserved communities and with community colleges in Colorado and beyond. CU Boulder's Pre-Collegiate Development Program (PCDP) has been providing these types of academic enrichment programs for the past 38 years in the Denver-metro area, and the campus continues to expand its precollege outreach efforts around the state. In 2020-21, PCDP served 976 middle and high school students and 1,952 parents in the Denver/Boulder area. This 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 30 middle schools and 25 high schools that carry an "affiliate" status.

ODECE's Office of Pre-College Outreach & Engagement traditionally hosts a variety of other summer residential programs, which were offered virtually in 2020. These served about 350 low-income, first-generation high school juniors and seniors from around the state and beyond. These programs include CU Boulder's Upward Bound (a federally funded program), rural partnerships with the Roaring Fork Valley, Summit, Fort Morgan and San Luis Valley school districts, a pre-collegiate development program that primarily serves Denver metro students and a Bridge Program for CU Boulder-bound freshmen from around the state. These summer programs will be offered virtually again in summer 2021.

In addition to the campus-based programs, 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 mentioned above 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 residential program on the CU Boulder campus during the summer after their junior year in high school. In 2020 these programs served approximately 474 students in their local communities. These partnerships engage school districts, community foundations and 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. In 2020-21, this program worked with 103 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 the Adams County Educational Consortium, Daniels Fund, Denver Scholarship Foundation, Gates

Millennium Foundation, GEAR UP, I Have a Dream Foundation Boulder County, Mapleton Education Foundation, Opportunity Access, Pueblo Hispanic Education Foundation, and Vamos Búfalos in Colorado Springs and Pueblo.

## **Enrollment**

The undergraduate enrollment of diverse students on the Boulder campus increased to 28% of the total undergraduate enrollment in 2020–21, whereas 10 years ago it was only 16%. A total of 8,230 degree-seeking undergraduates self-identified as American Indian, Asian American, Black/African American, Hispanic/Latino, Pacific Islander, or more than one race/ethnicity. Among the resident undergraduate students, 22% were Pell Grant recipients, and 21% were the first in their families to enroll in college. The proportion of diverse students in the first-year class from Colorado was 36% in fall 2020. The enrollment of diverse graduate students grew to 19% of the total graduate enrollment in fall 2020, with a total of 1,235 students who self-identified as American Indian, Asian American, Black/African American, Hispanic/Latino, Pacific Islander or more than one race/ethnicity.

## **Student Academic Achievement**

### **Retention and Graduation**

The first-year retention rate for students entering fall 2019 was 85% for students of color, the same rate as for all students. The six-year graduation rate for the undergraduate cohort entering in 2014 was 66% for students of color compared to 74% for all other students. The number of bachelor's degrees awarded to students of color in 2020 was an all-time high (1,652) and represented 24% of total degrees granted.

### **Colorado Opportunity Scholarship Initiative**

CU Boulder is also part of the Colorado Opportunity Scholarship (COSI) Initiative, which doubles donated funds through the provision of a one-to-one matching student scholarship grant to eligible students. ODECE manages about \$2 million in COSI grant funds, which includes direct grants from the state to CU Boulder, [matching funds raised from private donors](#) and philanthropic industry partners as well as grants to students from their home counties. More than 300 CU Boulder students from around Colorado currently receive these scholarships.

CU Boulder was recently selected to receive additional COSI grant funds, which ODECE will manage. These include:

- A \$239,000 Boulder County COSI grant that will provide financial and academic support to 16 scholarship recipients and raise matching funds through the CU Foundation. Once fully funded, the grant will provide \$478,904 to eligible Boulder County students.

- A \$160,000 workforce grant to support an additional 50 students pursuing careers in critical industries. Eligible students will participate in a robust career development program, a collaboration of undergraduate research, career services and education abroad. This also requires matching funds from CU Boulder to be fully funded.
- More than \$95,000 in state-funded scholarship for an incoming cohort of students as part of COSI's higher education allotment.

Last August, a partnership among CU Boulder, the Jeffco Schools Foundation, The Ball Foundation and other industry and individual donors leveraged COSI funding to provide more than \$860,000 in scholarships to Jefferson County students who want to attend college.

ODECE is currently seeking other opportunities to expand these COSI scholarships through partnerships with Colorado counties across the state, building on the successful pathway partnerships with Jefferson, Adams and Boulder counties.

### **CU LEAD Alliance, Student Success and Scholarships**

This network of 14 programs builds academic learning communities among underrepresented and first-generation students. Serving more than 1,000 undergraduates, the programs offer first-year cohort experiences, scholarships, academic enrichment and community building. The CU LEAD (Leadership, Excellence, Achievement and Diversity) Alliance promotes access to special learning opportunities such as an honors thesis, internships, undergraduate research and global experiences. ODECE is currently focused on scaling these programs to provide additional services and scholarships to underserved student populations.

Through the expansion of the COSI grant partnerships, ODECE awarded more than \$325,000 in scholarships to eligible students participating in a CU LEAD Alliance Program.

To address the immediate impact of the pandemic on students, ODECE also created the student support fund. This application-based scholarship pools donor funds, COSI and institutional resources to provide one-time scholarships to students experiencing financial hardships that, if not addressed, would prevent academic persistence. More than \$40,000 of scholarship funding has been allocated this academic year.

### **Campus Climate and Community Engagement**

A major focus for ODECE this year has been working across campus to enhance belonging and meaningful engagement for our students, faculty and staff, another key goal of the IDEA plan. In fact, ODECE is creating a new team of staff focused on faculty and staff engagement, and will be designing curriculum and programs that address how to create a healthy campus culture.

### **Diversity and Inclusion Summits, Power of Community series**

Through its Diversity and Inclusion Summits, ODECE and CISC worked with campus partners to develop presentations and discussions that promote community. The fall summit focused on how to create inclusion and resilience within a remote working and learning environment. CISC also launched a semester-long series in 2021 that focused on the “Power of Community: Courage, Healing and Unity.” Beginning on Martin Luther King Jr. Day in January and running through April, students, faculty and staff were encouraged to participate in a series of transformational, high-impact events, including workshops, volunteer opportunities, discussion groups and the spring summit. The goal of these events was to build community resilience and to foster a campus climate that is empowering, validating and encourages courage, healing and unity. In April, affirmation rocks were distributed on campus to promote campus unity. About 4,500 people attended all of these events.

### **Other Center for Inclusion and Social Change programs**

The center also supports students as they explore their identities, creating a welcoming and inclusive space on campus that provides academic and personal growth. The center staff also provides individual or group consultations to students, faculty and staff.

To build community, the center offered a variety of educational programs, trainings and events this year grounded in identity development, diversity, equity and social justice that seek to nurture leaders as they consider and discuss these core concepts. These included:

- Transforming Gender Conference
- The Womxn’s Leadership Symposium
- Trainings and Workshops
  - Undocually Training
  - Safe Zone
  - Interrupting Racism
  - Recognizing and Interrupting Sexism
  - Intersectionality

### **Colorado Diversity Initiative**

Another way ODECE promotes community is through its Colorado Diversity Initiative (CDI), which supports students in Science, Technology, Engineering and Mathematics (STEM) through fellowships, peer mentoring, discipline-specific colloquia, career development and more. One of the CDI initiatives, STEM Routes, was recognized with the 2021 President’s Diversity Award in the category of group or organization. CDI actively maintains CU Boulder’s memberships in national organizations that promote DEI efforts, including the [National GEM Consortium](#) and the [Leadership Alliance](#). Programs include:

- The **SMART Program** brings about 20 underserved undergraduates from institutions nationwide to CU Boulder each summer to engage in research with a STEM faculty mentor and prepare for graduate school. This program provides faculty members with opportunities to engage directly with underserved students and recruit them into CU Boulder STEM doctoral programs, and each year, many more faculty volunteer than the program is able to accommodate.
- The **SMART Graduate Peer Mentoring Program** provides professional development and community building opportunities for current underrepresented STEM doctoral students. Each summer, about 40 STEM PhD students teach weekly workshops, provide academic mentoring and social support, and implement weekend field trips. Through these summer interactions, the grad students have built a STEM-wide community of friendships, support and peer mentoring.
- **STEM Routes** is an officially recognized student group that grew out of the SMART Graduate Peer Mentoring Program. This volunteer group offers workshops and mentoring to CU Boulder undergraduates, focusing on those underserved in higher education. STEM Routes works with the BOLD Center, the Miramontes Arts and Sciences Program, CU Prime, McNair Scholars, National Society of Black Engineers and many other groups to benefit underserved students. As mentioned above, the STEM Routes was recognized with the 2021 President's Diversity Award in the category of group or organization.
- The **Colorado Advantage Graduate Program** brings about 15 prospective applicants to CU Boulder during a fall weekend to learn about STEM doctoral opportunities, meet with faculty of interest, tour research facilities, and interact with current graduate students. Departmental faculty select participants and host student visits. Each year this program provides 50 to 60 faculty members an opportunity to meet one-on-one with talented underrepresented students. Each year, three to five participants accept offers to enroll in CU Boulder STEM PhD programs.
- The **Diversity Fellowship Program** awards \$2,500 fellowships to admitted STEM underrepresented doctoral applicants through departmental nomination. The fellowships offer prospective PhD students an additional incentive to accept offers and enroll at CU Boulder. The program also enables early communication between CDI, STEM Routes and admitted underserved students before they arrive on campus.
- **CU Café** represents a group of underserved postdoctoral fellows and doctoral students that invites underrepresented scholars to campus to give departmental discipline-specific colloquia and provide inspirational/career development talks to grad students and postdocs.



## **2020-21 Diversity Report**





## **University of Colorado Colorado Springs—Continuing to Build an Excellent Culture and Practice of Diversity, Equity and Inclusion (DEI) 2020-2021**

UCCS is committed to being a leading educational institution where all who attend, work and benefit from the campus are valued and respected. We value inclusive diversity as a foundation for teaching and scholarship that prepares students, faculty, staff and community members for both local and global multicultural realities. We provide an open, safe and supportive campus environment based on mutual respect, engagement and learning for everyone including those from the full spectrum of backgrounds, social identities, abilities, cultures, perspectives and university roles.

Since 2018, under the leadership of the former Associate Vice Chancellor for Equity Diversity and Inclusion (EDI), each college has intentionally developed and focused on strategically phased diversity, equity and inclusion goals. Not only have these efforts led to a campus-wide inventory of DEI programs and initiatives, but they have also made room for filling the gaps and improving on DEI efforts on the campus. With the use of 2020-2021 CU Presidential Diversity Funds, the campus renovated and expanded the physical space of the MOSAIC Office at the request of students, faculty and staff.

**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 that 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.

In February of 2021, Chancellor Reddy along with the Office of Equity, Diversity and Inclusion convened a diverse body of students, faculty and staff to serve as a Task Force on EDI.

- Stephany Rose Spaulding, Task Force Chair
- Alex Baker
- Juan-Maria Gallego
- Miles Jones
- Allison "Alli" Quintana
- Heather Song
- Connie Staley
- Lynn Vidler
- Rose Walker
- Monica Yoo
- Jerome Young





The three specific charges of the Task Force were as follows:

- Assessing immediate campus EDI needs and concerns;
- Advising the Chancellor on allocating the Presidential DEI funds; and
- Advising on the future structure, function, and timeline for a national search for the next leader for Equity, Diversity and Inclusion.

Resultantly, the Task Force and Office of Equity, Diversity and Inclusion hosted over 40 listening sessions, increased the human resource capacity of the Office of EDI, awarded nearly \$300,000 to 20 campus units for EDI initiatives and program, and advocated for the elevation of the Chief Diversity Officer to an executive cabinet-level position to best serve the entire UCCS community. Consequently, UCCS continues to demonstrate its values and commitment to diversity, equity and inclusion with a range of curricula, student services, activities, and events.



University of Colorado  
Denver | Anschutz Medical Campus

## **2020-2021 Diversity Report**

**Office of Diversity & Inclusion**  
**Office of Institutional Research**

## **A Focused Approach to Diversity and Inclusion**

Our commitment to diversity, equity, and inclusion has been foregrounded 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 our diversity goals in the Spring of 2020, Chancellor Don Elliman, CU Anschutz Medical Campus and Chancellor Michelle Marks (hired July 1, 2020), CU Denver, separated the Diversity, Equity, and Inclusion services to better serve our campus communities. In May of 2020, Dr. Regina Richards was hired as the Associate Vice Chancellor of the Office of Diversity, Equity, Inclusion, and Community Engagement on the CU Anschutz Medical Campus, and Dr. Nelia Viveiros (Associate Vice Chancellor for Academic Operations) was appointed as the interim Vice Chancellor for the Office of Diversity, Equity, and Inclusion on the CU Denver Campus. In March of 2021, CU Denver hired Antonio Farias as the new Vice Chancellor for Diversity, Equity, and Inclusion.



*Dr. Regina Richards and Antonio Farias*

As most know the novel corona virus (COVID-19) pandemic and almost daily, incidences of BIPOC men, women and children being victims of senseless tragedies such as gun violence

and police violence unleashed an unprecedented period of rapid change that greatly impacted our daily lives in profound ways during the 2020–2021 year. There is irrefutable proof that these incidences are 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 and racist injustice in our communities, our Diversity, Equity, and Inclusion Offices co-hosted webinars on the racialization of COVID-19 and provided a variety of services and programs to cultivate an equitable and inclusive workplace and educational environment.

Dr. Richards and Dr. Viveiros partnered with CU System Chief Diversity Officer Theodosia Cook to provide a search committee training provided by Oregon State University (OSU) to faculty and staff members on both campuses to ensure that biases are being minimized as much as possible and best practices are being implanted.

In the Fall of 2020, Dr. Viveiros created the Equity Certificate Program at CU Denver | Anschutz Medical Campus, which has had 6195 participants go through the program.

In the Spring of 2021, the Office of Diversity, Equity, Inclusion, and Community Engagement hosted the CU System Social Justice Summit. The theme this year was Revolutionizing systems for equity: If Not Now, When? Keynote speakers included Rev. Dr. Jamie Washington and CDO Theodosia Cook. We had a 1010 total number of registered participants.



**Other programming highlights from the 2020-2021 year, include:**

- Campus-wide Solidarity Virtual Events
- CU Anschutz Medical Campus Diversity, Equity, Inclusion, and Community Engage Education Series

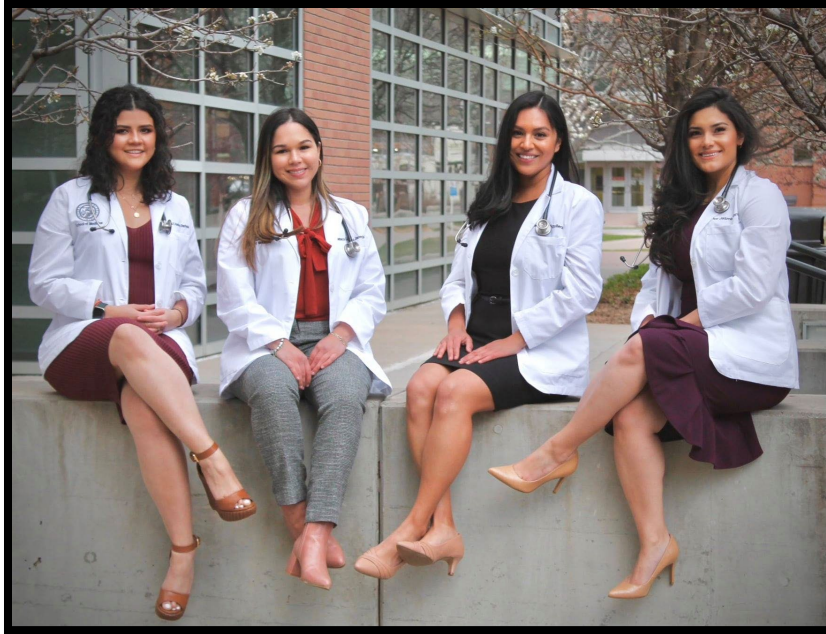


- CU Denver Campus Social Justice Teach-In Series
  - Anti-Black Violence
  - Whose Black Lives Matter: The Political Influence of Racial Appeals
  - Black Expression and Activism
  - Moving beyond statements: the role of the public university in the fight for racial justice
- Creation of the LGBTQ+ Hub on the CU Anschutz Medical Campus
- Intercampus Juneteenth Celebration
- Unconscious Bias Training
- 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
- Being Asian During COVID-19
- Racialization of COVID-19: the impact and solutions from public health and mental health perspectives
- Navigating Professional School in these Virtual Spaces
- Auraria Gotz Talent: Dismantling the Stereotype of Masculine Centered Identities
- Exoticism at Its Worst: Violence of Fetichization
- Teachable Moments Series
- Women of Color: Leadership In Academia

*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.
- Community Healing Sessions
- Virtual Bi/Multiracial Community and Healing Sessions
- Heritage Month Celebrations
- AAPI Education on Contemporary Issues





*Out of all the physicians in the U.S. less than 2.5% are Latinas. CU School of Medicine continues to make positive changes.*

### **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 52% for Fall 2020.
- The proportion of undergraduate students of color at the Anschutz Medical Campus was 34% in Fall 2020.
- The number and proportion of graduate students of color at the combined campuses have consistently increased over the last several years, peaking at 1,634 and 26% in Fall 2020 at the combined campuses.
- The percentage of health professional students of color at the Anschutz Medical Campus continues to increase. Since fall semester of 2009 it 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 a low of 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 2,237 FY 2019 to 2,331 FY 2020.



- The number of baccalaureate degrees awarded to students of color at the Anschutz Medical Campus reached a high of 93 in fiscal year 2020, representing 28% 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 decreased to 21% from 22% in 2019.
- Graduate degrees conferred to students of color at the Anschutz Medical Campus has ranged from 11 to 22 percent between 2008 and 2020.
- 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 2020 reflects the highest percentage (33%) of professional practice degrees that were conferred to students of color.
- The number and proportion of Pell grant recipients on the Denver Campus have decreased from 38% (4,160) FY 2019 to 37% (3,967) FY 2020.
- 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 since Fall 2011 to 9.0% in Fall 2019. The latter represents 996 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 50% (613) FY 2019 to 49% (538) FY 2020.
- The percentage of faculty of color in the tenured/tenure track ranks at the combined Denver Campus and Anschutz Medical Campus has remained at 17%. On the Denver Campus, the percentage of faculty of color in the tenured/tenure track ranks was retained at 25% in Fall 2020.
- Females represent more than half of the classified staff and university officers (50% each), 66% of exempt professionals, and 71% of professionals with faculty status. Racial-ethnic minority employees constitute lower proportions of each of those same categories.



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

## **2020-21 Diversity Report**

### Data Appendix

View and interact with data from the 2020-21 Diversity Report using our data visualization tool.

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



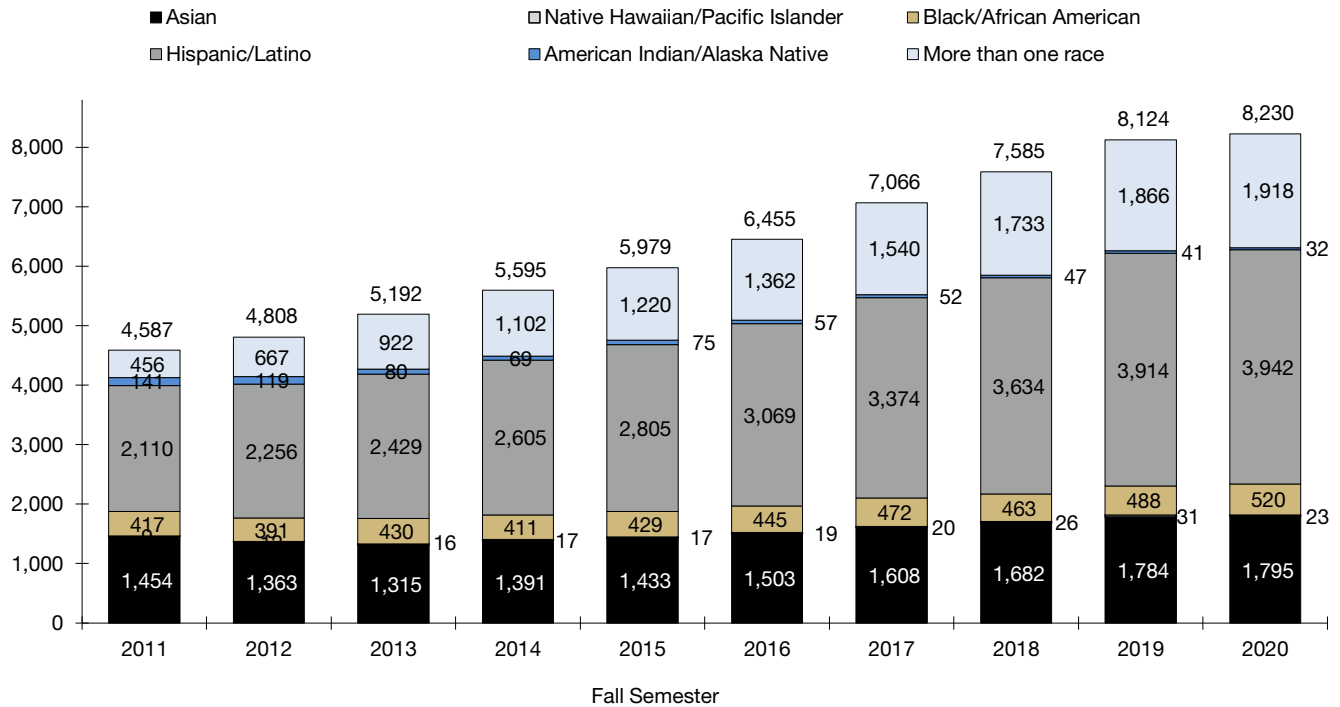


## **Student Diversity**

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	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Asian	1,454	1,363	1,315	1,391	1,433	1,503	1,608	1,682	1,784	1,795
Native Hawaiian/Pacific Islander	9	12	16	17	17	19	20	26	31	23
Black/African American	417	391	430	411	429	445	472	463	488	520
Hispanic/Latino	2,110	2,256	2,429	2,605	2,805	3,069	3,374	3,634	3,914	3,942
American Indian/Alaska Native	141	119	80	69	75	57	52	47	41	32
More than one race	456	667	922	1,102	1,220	1,362	1,540	1,733	1,866	1,918
White/Unknown	20,548	19,678	19,309	18,970	18,927	19,004	19,543	20,285	20,819	20,311
International	639	753	960	1,294	1,585	1,959	2,058	1,933	1,730	1,254
<b>Total Enrollment</b>	<b>25,774</b>	<b>25,239</b>	<b>25,461</b>	<b>25,859</b>	<b>26,491</b>	<b>27,418</b>	<b>28,667</b>	<b>29,803</b>	<b>30,673</b>	<b>29,795</b>
<b>Students of Color Total</b>	<b>4,587</b>	<b>4,808</b>	<b>5,192</b>	<b>5,595</b>	<b>5,979</b>	<b>6,455</b>	<b>7,066</b>	<b>7,585</b>	<b>8,124</b>	<b>8,230</b>
<b>Students of Color as % of Total*</b>	<b>18%</b>	<b>20%</b>	<b>21%</b>	<b>23%</b>	<b>24%</b>	<b>25%</b>	<b>27%</b>	<b>27%</b>	<b>28%</b>	<b>29%</b>

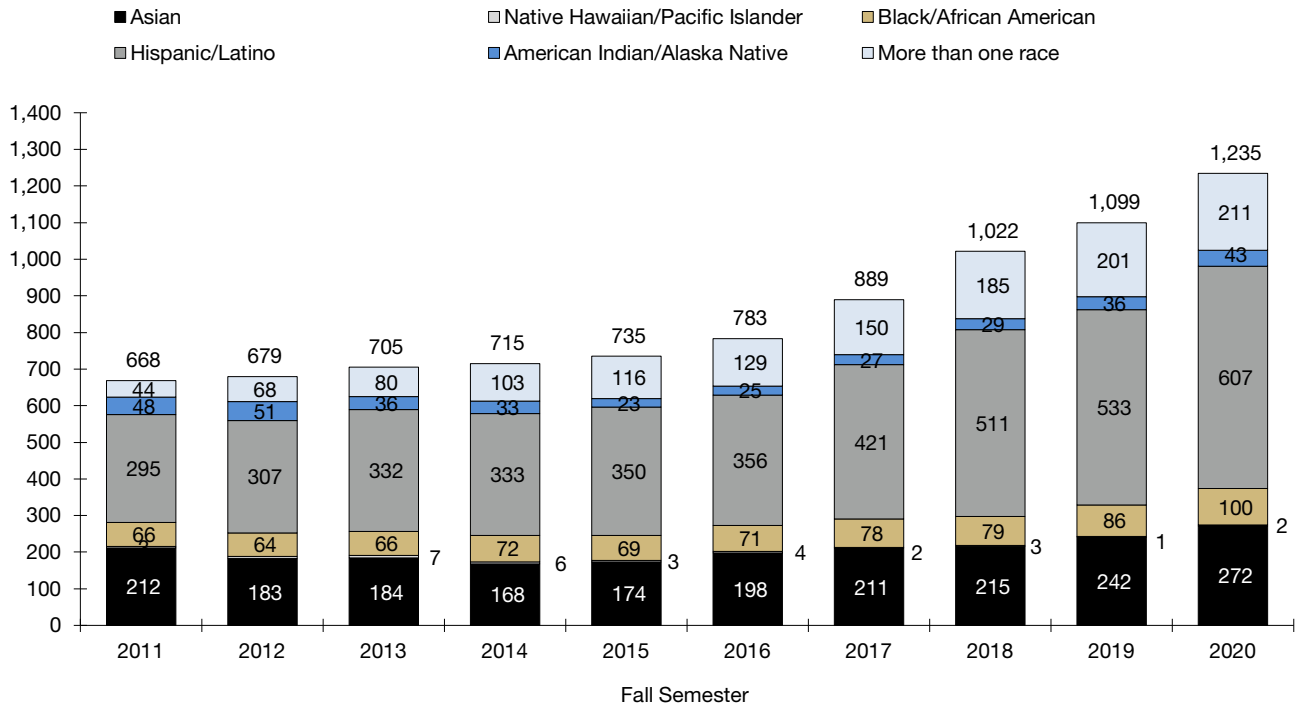
  

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Asian	5.6%	5.4%	5.2%	5.4%	5.4%	5.5%	5.6%	5.6%	5.8%	6.0%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
Black/African American	1.6%	1.5%	1.7%	1.6%	1.6%	1.6%	1.6%	1.6%	1.6%	1.7%
Hispanic/Latino	8.2%	8.9%	9.5%	10.1%	10.6%	11.2%	11.8%	12.2%	12.8%	13.2%
American Indian/Alaska Native	0.5%	0.5%	0.3%	0.3%	0.3%	0.2%	0.2%	0.2%	0.1%	0.1%
More than one race	1.8%	2.6%	3.6%	4.3%	4.6%	5.0%	5.4%	5.8%	6.1%	6.4%
White/Unknown	79.7%	78.0%	75.8%	73.4%	71.4%	69.3%	68.2%	68.1%	67.9%	68.2%
International	2.5%	3.0%	3.8%	5.0%	6.0%	7.1%	7.2%	6.5%	5.6%	4.2%

\* Students of Color 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	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Asian	212	183	184	168	174	198	211	215	242	272
Native Hawaiian/Pacific Islander	3	6	7	6	3	4	2	3	1	2
Black/African American	66	64	66	72	69	71	78	79	86	100
Hispanic/Latino	295	307	332	333	350	356	421	511	533	607
American Indian/Alaska Native	48	51	36	33	23	25	27	29	36	43
More than one race	44	68	80	103	116	129	150	185	201	211
White/Unknown	3,943	3,851	3,698	3,666	3,676	3,706	3,821	3,929	3,980	4,193
International	886	926	910	927	1,066	1,152	1,181	1,244	1,260	1,040
<b>Enrollment</b>	<b>5,497</b>	<b>5,456</b>	<b>5,313</b>	<b>5,308</b>	<b>5,477</b>	<b>5,641</b>	<b>5,891</b>	<b>6,195</b>	<b>6,339</b>	<b>6,468</b>
<b>Students of Color Total</b>	<b>668</b>	<b>679</b>	<b>705</b>	<b>715</b>	<b>735</b>	<b>783</b>	<b>889</b>	<b>1,022</b>	<b>1,099</b>	<b>1,235</b>
<b>Students of Color as % of Total*</b>	<b>14%</b>	<b>15%</b>	<b>16%</b>	<b>16%</b>	<b>17%</b>	<b>17%</b>	<b>19%</b>	<b>21%</b>	<b>22%</b>	<b>23%</b>

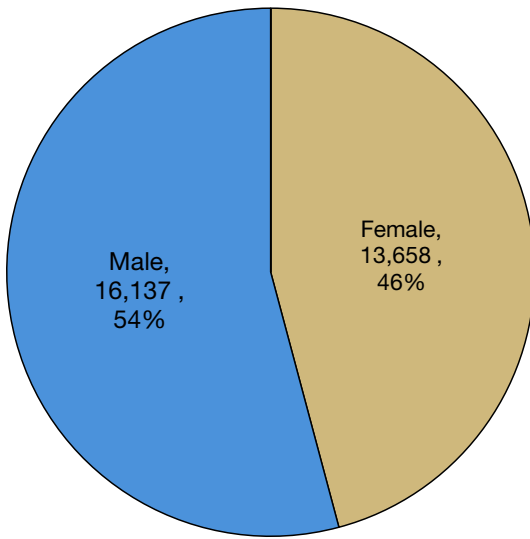
	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Asian	3.9%	3.4%	3.5%	3.2%	3.2%	3.5%	3.6%	3.5%	3.8%	4.2%
Native Hawaiian/Pacific Islander	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%
Black/African American	1.2%	1.2%	1.2%	1.4%	1.3%	1.3%	1.3%	1.3%	1.4%	1.5%
Hispanic/Latino	5.4%	5.6%	6.2%	6.3%	6.4%	6.3%	7.1%	8.2%	8.4%	9.4%
American Indian/Alaska Native	0.9%	0.9%	0.7%	0.6%	0.4%	0.4%	0.5%	0.5%	0.6%	0.7%
More than one race	0.8%	1.2%	1.5%	1.9%	2.1%	2.3%	2.5%	3.0%	3.2%	3.3%
White/Unknown	71.7%	70.6%	69.6%	69.1%	67.1%	65.7%	64.9%	63.4%	62.8%	64.8%
International	16.1%	17.0%	17.1%	17.5%	19.5%	20.4%	20.0%	20.1%	19.9%	16.1%

\* Students of Color 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.

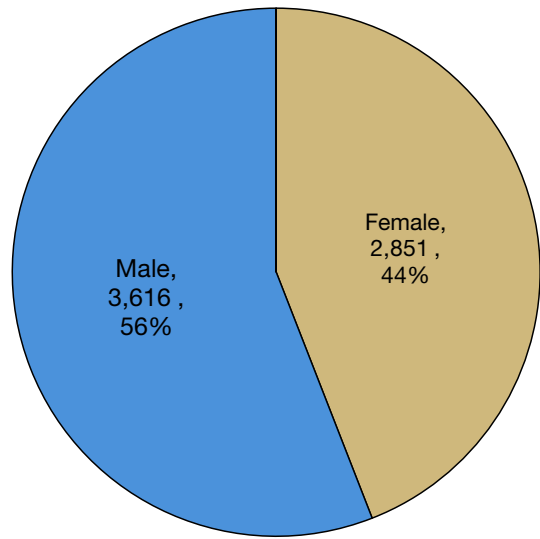
**University of Colorado Boulder  
Fall Headcount Enrollment by Sex, Fall 2020**

Undergraduate Enrollment



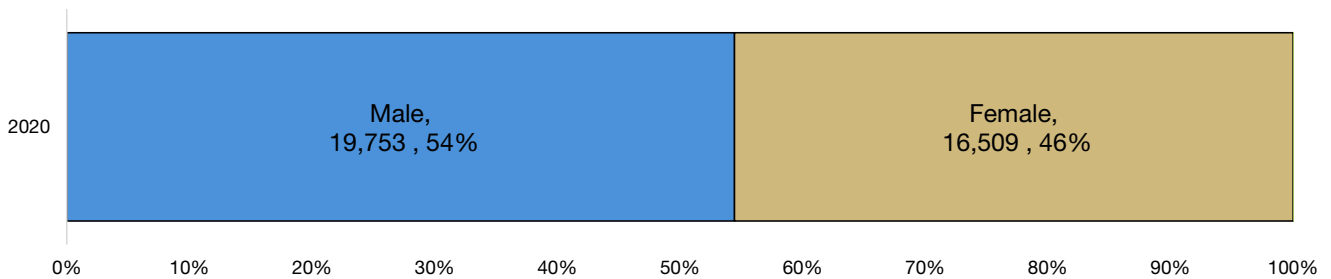
Female Male X Not Reported

Graduate Enrollment



Female Male X Not Reported

Total Enrollment



Undergraduate Enrollment	2016	2017	2018	2019	2020
Female	12,129	12,663	13,319	13,947	13,658
Male	15,289	16,004	16,484	16,726	16,137
X	-	-	-	-	-
Not Reported	-	-	-	-	-
<b>Total</b>	<b>27,418</b>	<b>28,667</b>	<b>29,803</b>	<b>30,673</b>	<b>29,795</b>

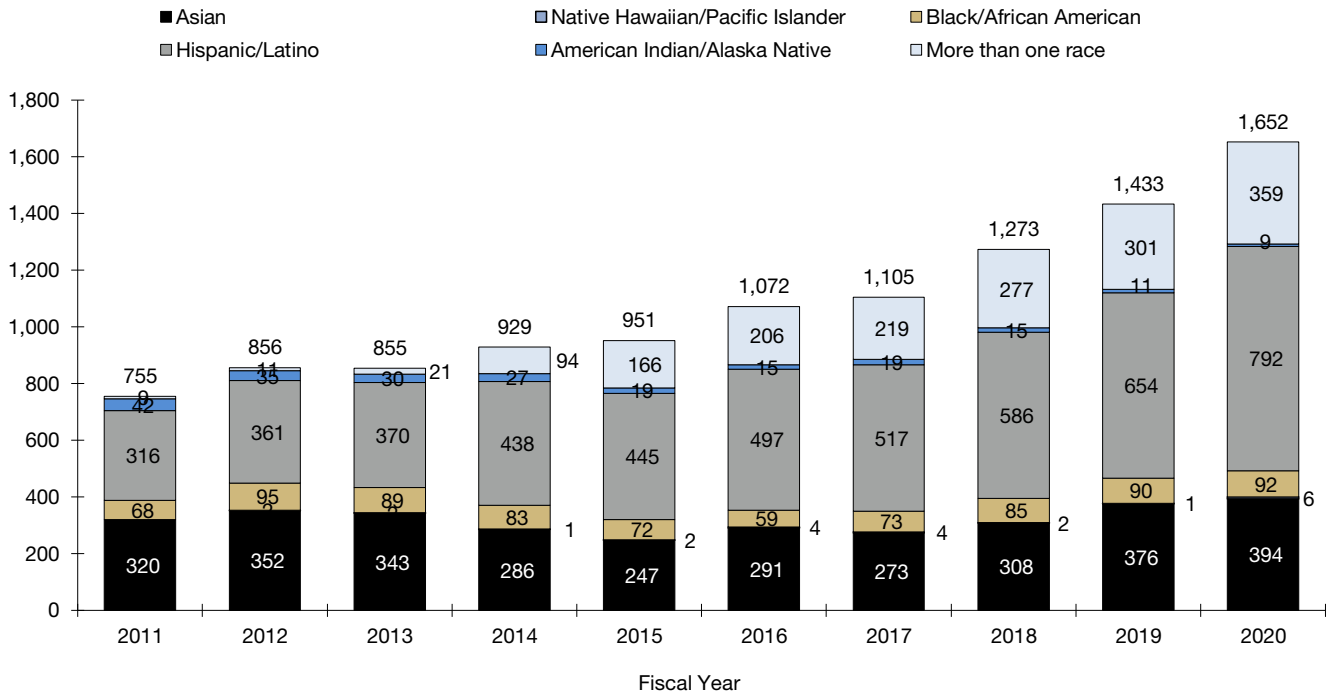
  

Graduate Enrollment	2016	2017	2018	2019	2020
Female	2,396	2,521	2,685	2,777	2,851
Male	3,245	3,370	3,510	3,562	3,616
X	-	-	-	-	1
Not Reported	-	-	-	-	-
<b>Total</b>	<b>5,641</b>	<b>5,891</b>	<b>6,195</b>	<b>6,339</b>	<b>6,468</b>

Total Enrollment	2016	2017	2018	2019	2020
Female	14,525	15,184	16,004	16,724	16,509
Male	18,534	19,374	19,994	20,288	19,753
X	-	-	-	-	1
Not Reported	-	-	-	-	-
<b>Total</b>	<b>33,059</b>	<b>34,558</b>	<b>35,998</b>	<b>37,012</b>	<b>36,263</b>

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



Race/Ethnicity	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Asian	320	352	343	286	247	291	273	308	376	394
Native Hawaiian/Pacific Islander	-	2	2	1	2	4	4	2	1	6
Black/African American	68	95	89	83	72	59	73	85	90	92
Hispanic/Latino	316	361	370	438	445	497	517	586	654	792
American Indian/Alaska Native	42	35	30	27	19	15	19	15	11	9
More than one race	9	11	21	94	166	206	219	277	301	359
White/Unknown	4,788	4,915	4,790	4,380	4,238	4,268	4,209	4,176	4,457	4,732
International	85	94	107	106	145	157	225	342	429	476
<b>Total Degrees Awarded</b>	<b>5,628</b>	<b>5,865</b>	<b>5,752</b>	<b>5,415</b>	<b>5,334</b>	<b>5,497</b>	<b>5,539</b>	<b>5,791</b>	<b>6,319</b>	<b>6,860</b>
<b>Students of Color Total</b>	<b>755</b>	<b>856</b>	<b>855</b>	<b>929</b>	<b>951</b>	<b>1,072</b>	<b>1,105</b>	<b>1,273</b>	<b>1,433</b>	<b>1,652</b>
<b>Students of Color as % of Total*</b>	<b>14%</b>	<b>15%</b>	<b>15%</b>	<b>17%</b>	<b>18%</b>	<b>20%</b>	<b>21%</b>	<b>23%</b>	<b>24%</b>	<b>26%</b>

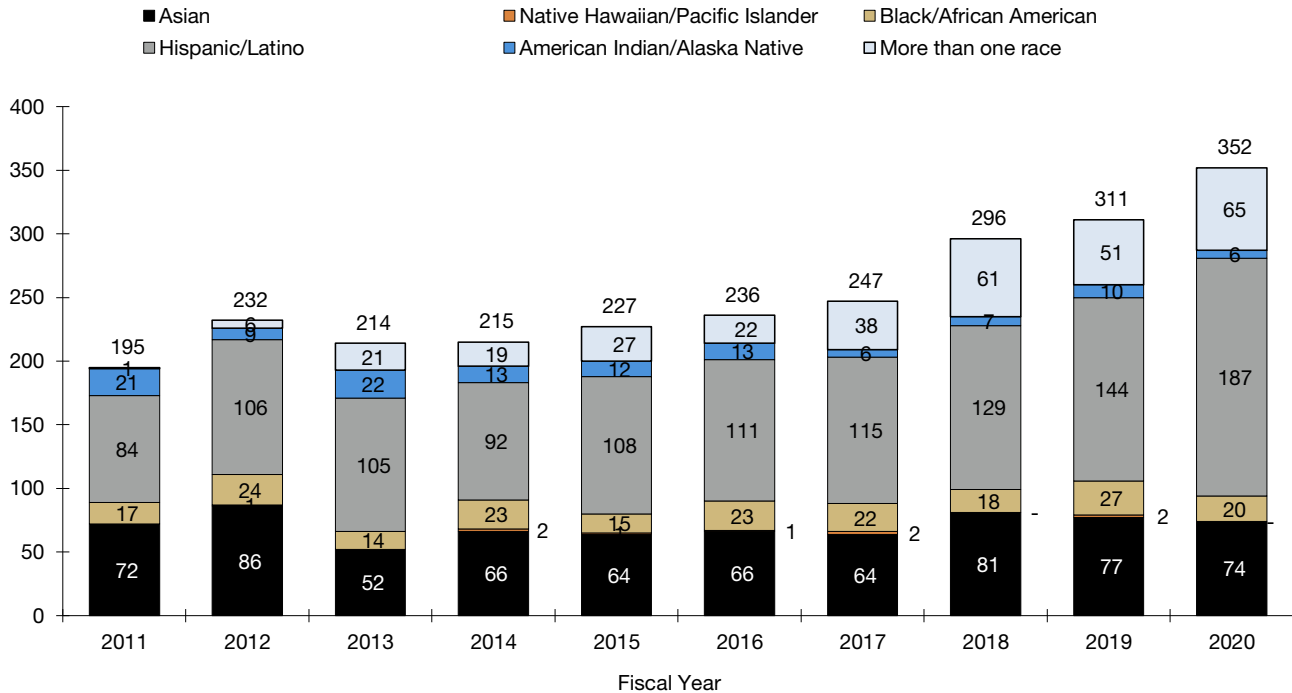
	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Asian	5.7%	6.0%	6.0%	5.3%	4.6%	5.3%	4.9%	5.3%	6.0%	5.7%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%
Black/African American	1.2%	1.6%	1.5%	1.5%	1.3%	1.1%	1.3%	1.5%	1.4%	1.3%
Hispanic/Latino	5.6%	6.2%	6.4%	8.1%	8.3%	9.0%	9.3%	10.1%	10.3%	11.5%
American Indian/Alaska Native	0.7%	0.6%	0.5%	0.5%	0.4%	0.3%	0.3%	0.3%	0.2%	0.1%
More than one race	0.2%	0.2%	0.4%	1.7%	3.1%	3.7%	4.0%	4.8%	4.8%	5.2%
White/Unknown	85.1%	83.8%	83.3%	80.9%	79.5%	77.6%	76.0%	72.1%	70.5%	69.0%
International	1.5%	1.6%	1.9%	2.0%	2.7%	2.9%	4.1%	5.9%	6.8%	6.9%

\* Students of Color 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	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Asian	72	86	52	66	64	66	64	81	77	74
Native Hawaiian/Pacific Islander	-	1	-	2	1	1	2	-	2	-
Black/African American	17	24	14	23	15	23	22	18	27	20
Hispanic/Latino	84	106	105	92	108	111	115	129	144	187
American Indian/Alaska Native	21	9	22	13	12	13	6	7	10	6
More than one race	1	6	21	19	27	22	38	61	51	65
White/Unknown	1,360	1,341	1,346	1,213	1,269	1,201	1,288	1,392	1,415	1,508
International	227	285	278	295	320	320	412	378	443	432
<b>Total Degrees Awarded</b>	<b>1,782</b>	<b>1,858</b>	<b>1,838</b>	<b>1,723</b>	<b>1,816</b>	<b>1,757</b>	<b>1,947</b>	<b>2,066</b>	<b>2,169</b>	<b>2,292</b>
Students of Color Total	195	232	214	215	227	236	247	296	311	352
Students of Color as % of Total*	13%	15%	14%	15%	15%	16%	16%	18%	18%	19%

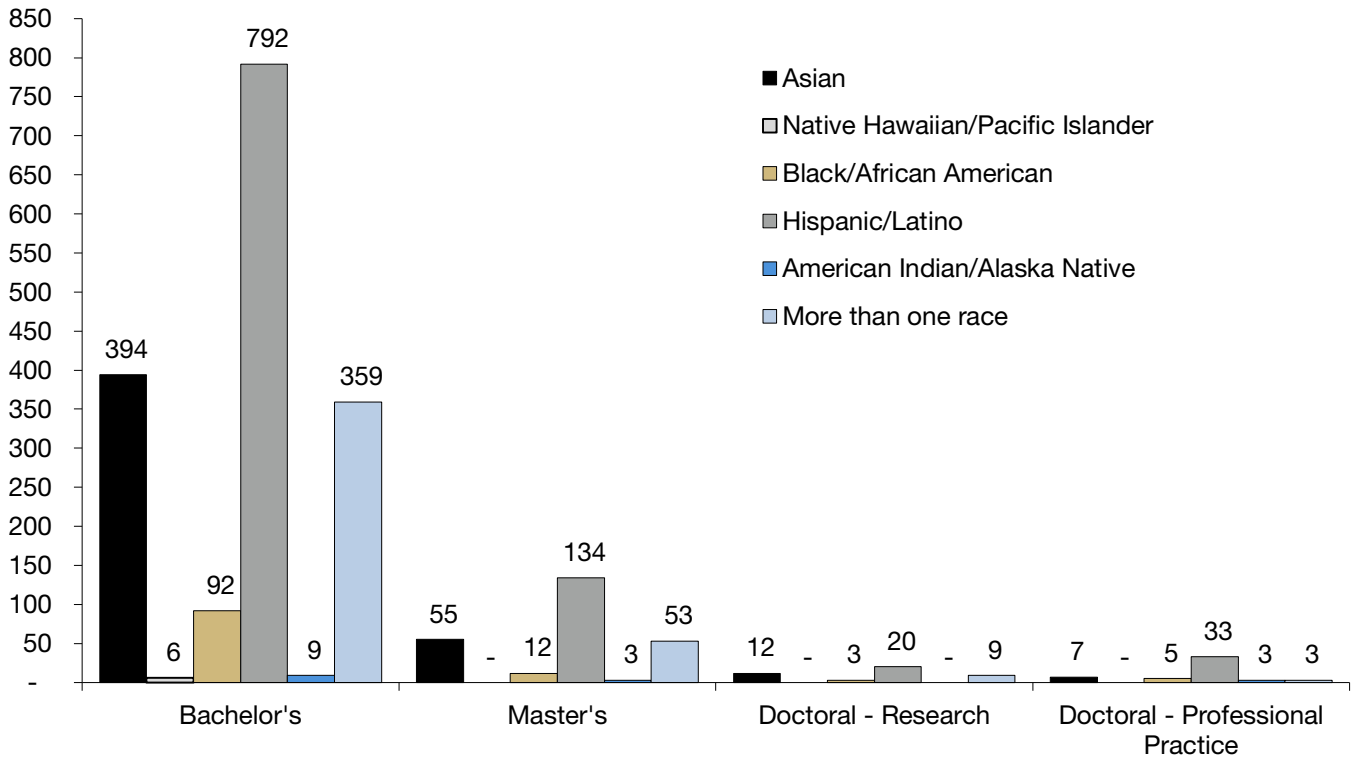
  

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Asian	4.0%	4.6%	2.8%	3.8%	3.5%	3.8%	3.3%	3.9%	3.6%	3.2%
Native Hawaiian/Pacific Islander	0.0%	0.1%	0.0%	0.1%	0.1%	0.1%	0.1%	0.0%	0.1%	0.0%
Black/African American	1.0%	1.3%	0.8%	1.3%	0.8%	1.3%	1.1%	0.9%	1.2%	0.9%
Hispanic/Latino	4.7%	5.7%	5.7%	5.3%	5.9%	6.3%	5.9%	6.2%	6.6%	8.2%
American Indian/Alaska Native	1.2%	0.5%	1.2%	0.8%	0.7%	0.7%	0.3%	0.3%	0.5%	0.3%
More than one race	0.1%	0.3%	1.1%	1.1%	1.5%	1.3%	2.0%	3.0%	2.4%	2.8%
White/Unknown	76.3%	72.2%	73.2%	70.4%	69.9%	68.4%	66.2%	67.4%	65.2%	65.8%
International	12.7%	15.3%	15.1%	17.1%	17.6%	18.2%	21.2%	18.3%	20.4%	18.8%

\* Students of Color 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 2019-20**

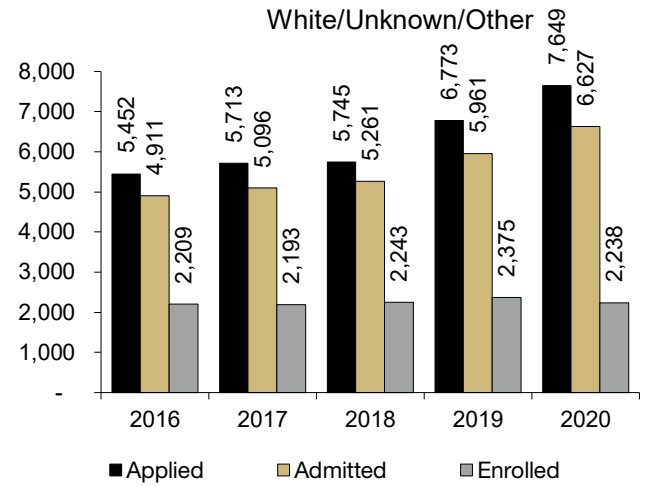
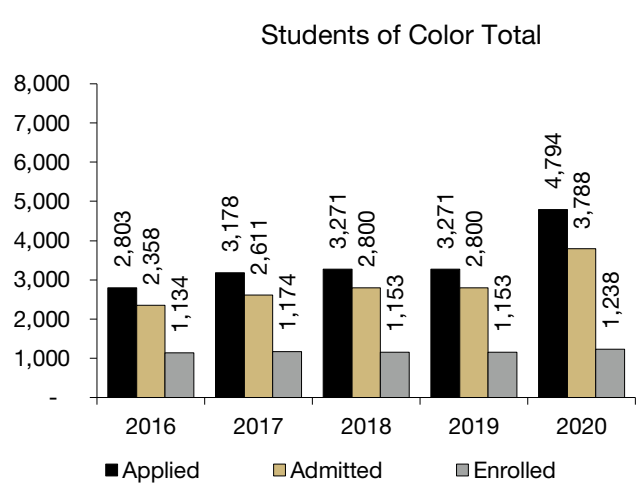


Race/Ethnicity	Bachelor's	Master's	Doctoral - Research	Doctoral - Professional Practice	Total
Asian	394	55	12	7	468
Native Hawaiian/Pacific Islander	6	-	-	-	6
Black/African American	92	12	3	5	112
Hispanic/Latino	792	134	20	33	979
American Indian/Alaska Native	9	3	-	3	15
More than one race	359	53	9	3	424
White/Unknown	4,732	1,099	274	135	6,240
International	476	357	75	-	908
<b>Students of Color Total</b>	<b>1,652</b>	<b>257</b>	<b>44</b>	<b>51</b>	<b>2,004</b>
<b>Total</b>	<b>6,860</b>	<b>1,713</b>	<b>393</b>	<b>186</b>	<b>9,152</b>

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
2016	630	576	286
2017	642	572	290
2018	708	652	312
2019	773	719	353
2020	923	843	310

**Native Hawaiian/Pacific Islander**

Fall Term	Applied	Admitted	Enrolled
2016	5	4	2
2017	10	9	6
2018	10	10	3
2019	5	4	1
2020	6	5	-

**Black/African American**

Fall Term	Applied	Admitted	Enrolled
2016	211	157	66
2017	247	189	77
2018	243	187	56
2019	316	232	85
2020	366	257	79

**Hispanic/Latino**

Fall Term	Applied	Admitted	Enrolled
2016	1,355	1,105	525
2017	1,624	1,273	549
2018	1,640	1,365	533
2019	2,207	1,740	663
2020	2,626	1,960	589

**American Indian/Alaska Native**

Fall Term	Applied	Admitted	Enrolled
2016	12	10	4
2017	15	14	4
2018	14	7	1
2019	19	14	3
2020	16	8	2

**More than one race**

Fall Term	Applied	Admitted	Enrolled
2016	590	506	251
2017	640	554	248
2018	656	579	248
2019	744	636	275
2020	857	715	258

**White/Unknown/Other**

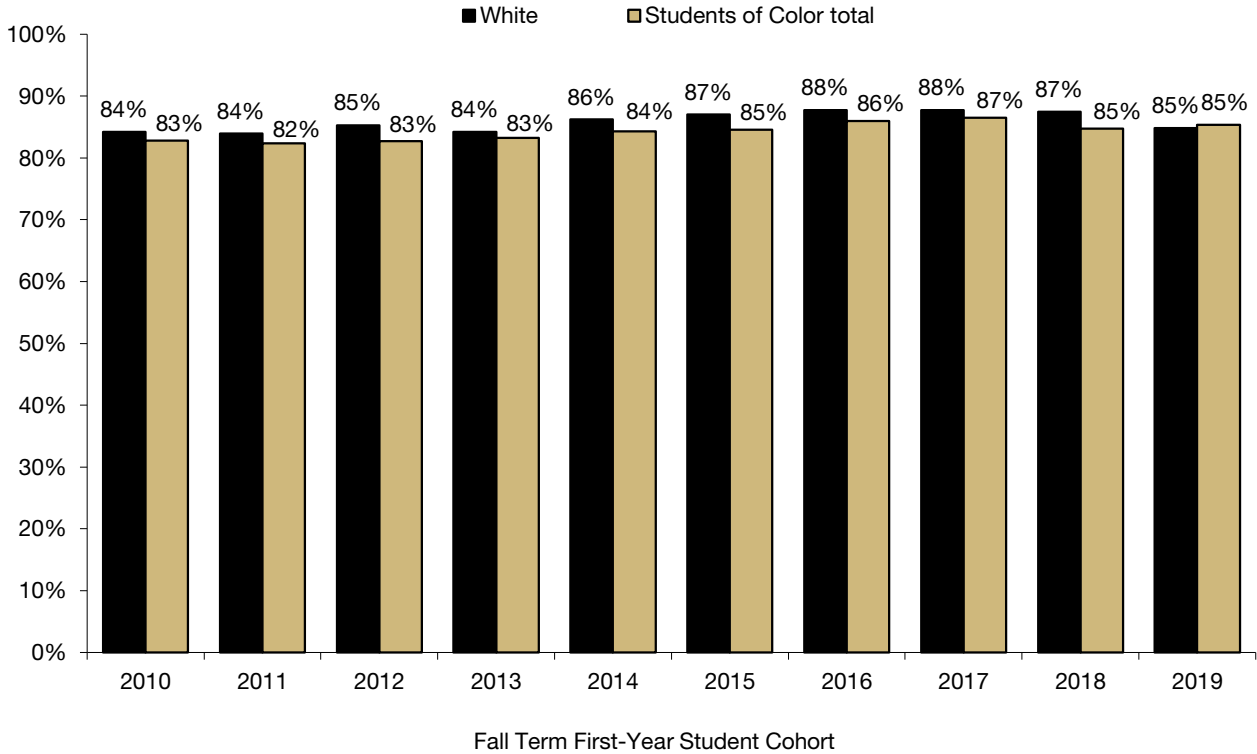
Fall Term	Applied	Admitted	Enrolled
2016	5,452	4,911	2,209
2017	5,713	5,096	2,193
2018	5,745	5,261	2,243
2019	6,773	5,961	2,375
2020	7,649	6,627	2,238

**Total**

Fall Term	Applied	Admitted	Enrolled
2016	8,630	7,522	3,383
2017	8,891	7,707	3,367
2018	10,539	9,049	3,481
2019	6,773	5,961	2,375
2020	7,649	6,627	2,238



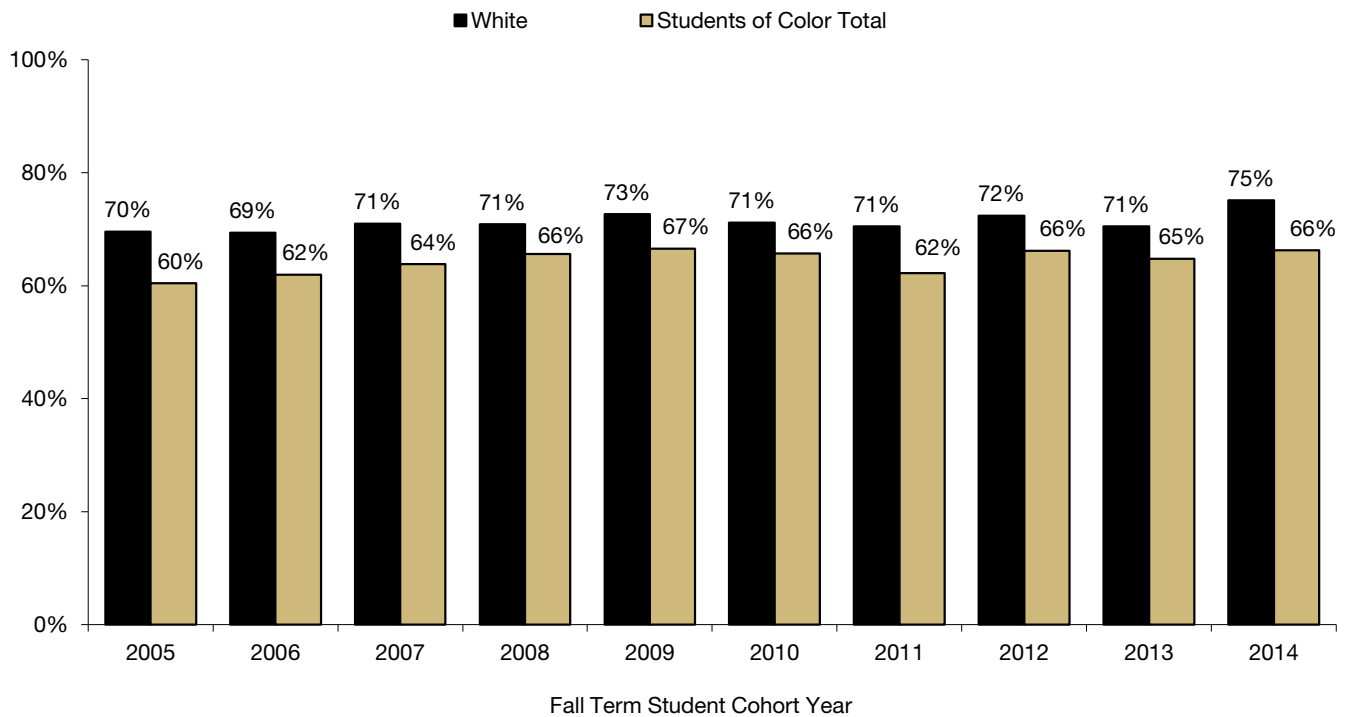
**University of Colorado Boulder  
1-Year Freshman Retention Rates by Race/Ethnicity**



First-Year Cohort	2011	2012	2013	2014	2015	2016	2017	2018	2019
Asian	256	286	297	376	338	361	358	391	441
Native Hawaiian/Pacific Islander	6	4	3	3	5	6	6	9	5
Black/African American	76	89	121	91	103	95	105	81	118
Hispanic/Latino	574	556	625	661	721	793	843	832	938
American Indian/Alaska Native	14	16	8	17	16	14	11	7	7
More than one race	218	250	278	303	327	396	404	440	478
Other/Unknown	53	28	20	12	18	15	23	35	27
White	4,339	4,022	4,149	3,962	4,227	4,221	4,405	4,552	4,820
International	106	165	269	378	416	475	322	267	207
All	5,642	5,416	5,770	5,803	6,171	6,376	6,477	6,614	7,041
Students of Color total	1,144	1,201	1,332	1,451	1,510	1,665	1,727	1,760	1,987

Percent Enrolled One Year Later	2011	2012	2013	2014	2015	2016	2017	2018	2019
Asian	85%	90%	88%	88%	90%	91%	89%	90%	90%
Native Hawaiian/Pacific Islander	50%	75%	33%	67%	80%	67%	83%	78%	80%
Black/African American	78%	80%	83%	89%	90%	85%	87%	81%	89%
Hispanic/Latino	83%	79%	81%	82%	84%	84%	85%	84%	84%
American Indian/Alaska Native	71%	75%	100%	88%	38%	64%	82%	29%	86%
More than one race	80%	85%	83%	84%	81%	86%	87%	83%	83%
Other/Unknown	77%	71%	65%	83%	72%	67%	83%	80%	78%
White	84%	85%	84%	86%	87%	88%	88%	87%	85%
International	86%	85%	90%	90%	93%	92%	90%	92%	86%
All	84%	85%	84%	86%	87%	88%	88%	87%	85%
Students of Color total	82%	83%	83%	84%	85%	86%	87%	85%	85%

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

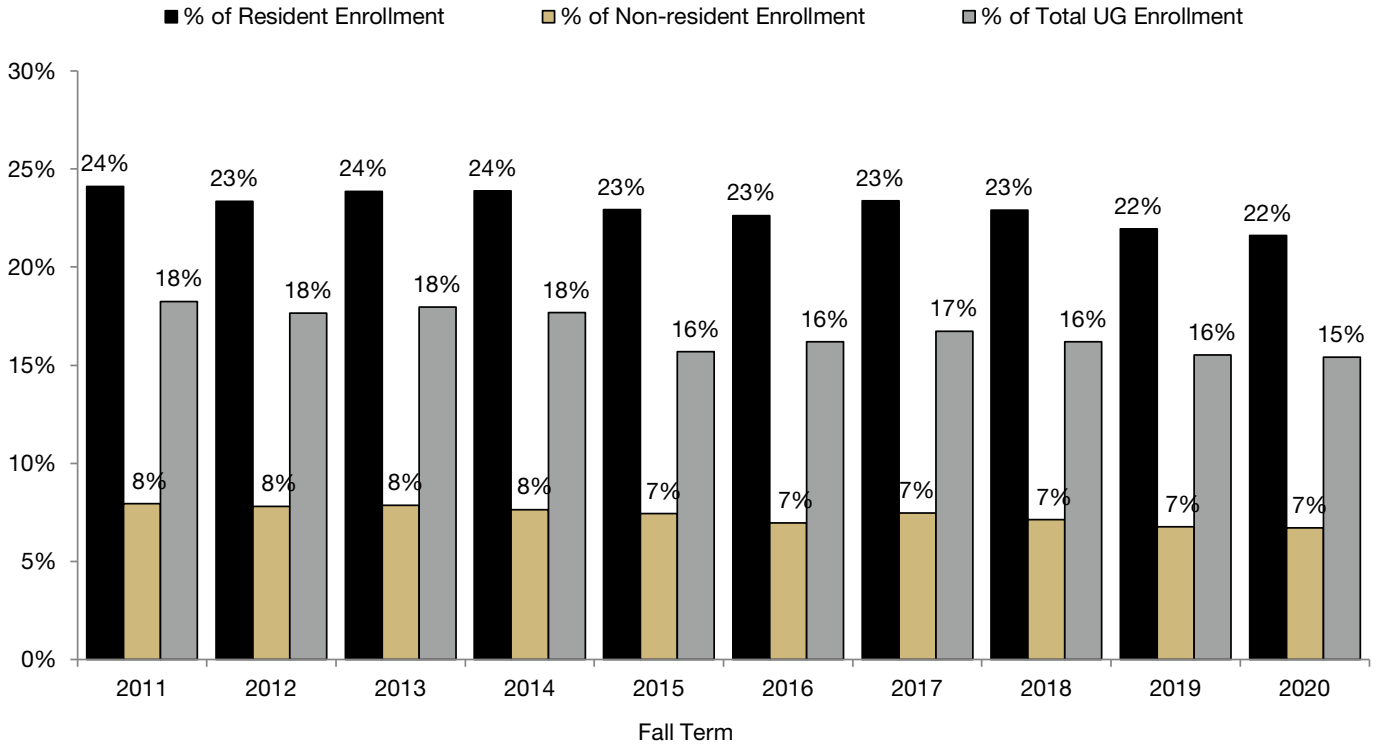


Undergraduate Cohort*	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Asian	325	373	360	355	350	264	256	286	297	377
Native Hawaiian/Pacific Islander	-	-	-	1	-	1	6	4	3	3
Black/African American	72	84	102	105	94	66	76	89	121	90
Hispanic/Latino	313	377	358	421	388	477	574	556	625	661
American Indian/Alaska Native	25	56	37	36	55	12	14	16	8	17
More than one race	-	-	14	18	23	185	218	250	278	303
White	3,977	4,416	4,405	4,568	4,285	4,000	4,339	4,022	4,149	3,955
Other/Unknown	243	238	198	251	259	60	53	28	20	11
International	52	62	66	56	61	73	106	165	269	377
<b>Total Enrollment</b>	<b>5,007</b>	<b>5,606</b>	<b>5,540</b>	<b>5,811</b>	<b>5,515</b>	<b>5,138</b>	<b>5,642</b>	<b>5,416</b>	<b>5,770</b>	<b>5,794</b>
Students of Color Total	735	890	857	918	887	820	926	951	1,054	1,148

Six-Year Graduation Rate	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Asian	64%	68%	71%	72%	71%	77%	70%	73%	71%	72%
Native Hawaiian/Pacific Islander	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%
Black/African American	47%	64%	55%	57%	60%	53%	49%	57%	52%	71%
Hispanic/Latino	60%	56%	59%	63%	65%	64%	62%	63%	64%	63%
American Indian/Alaska Native	56%	57%	59%	47%	55%	42%	43%	69%	88%	65%
More than one race	0%	0%	71%	72%	83%	61%	61%	70%	66%	65%
White	70%	69%	71%	71%	73%	71%	71%	72%	71%	75%
Other/Unknown	68%	65%	68%	69%	72%	72%	60%	61%	50%	55%
International	67%	66%	70%	59%	62%	58%	74%	65%	69%	69%
<b>Total Enrollment</b>	<b>68%</b>	<b>68%</b>	<b>70%</b>	<b>70%</b>	<b>71%</b>	<b>70%</b>	<b>69%</b>	<b>71%</b>	<b>69%</b>	<b>72%</b>
Students of Color Total	60%	62%	64%	66%	67%	66%	62%	66%	65%	66%

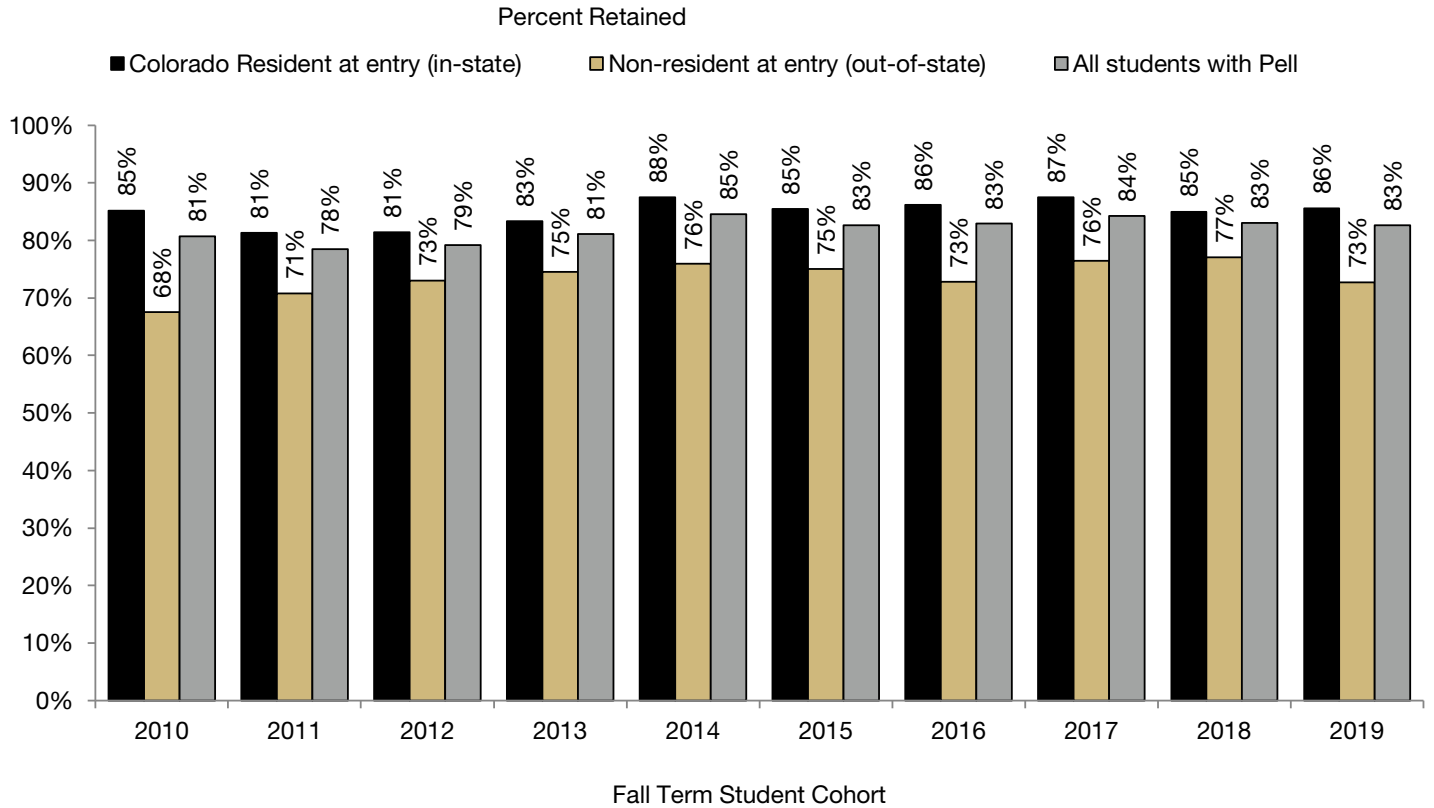
\* Cohorts include first-time first-year full-time students entering in the Fall semester.

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



	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Resident	3,966	3,736	3,831	3,814	3,669	3,659	3,903	3,926	3,877	3,759
Non-resident	740	722	740	756	779	783	894	902	881	833
<b>Total UG pell recipients enrolled</b>	<b>4,706</b>	<b>4,458</b>	<b>4,571</b>	<b>4,570</b>	<b>4,156</b>	<b>4,442</b>	<b>4,797</b>	<b>4,828</b>	<b>4,758</b>	<b>4,592</b>
% of Resident Enrollment	24%	23%	24%	24%	23%	23%	23%	23%	22%	22%
% of Non-resident Enrollment	8%	8%	8%	8%	7%	7%	7%	7%	7%	7%
% of Total UG Enrollment	18%	18%	18%	18%	16%	16%	17%	16%	16%	15%

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



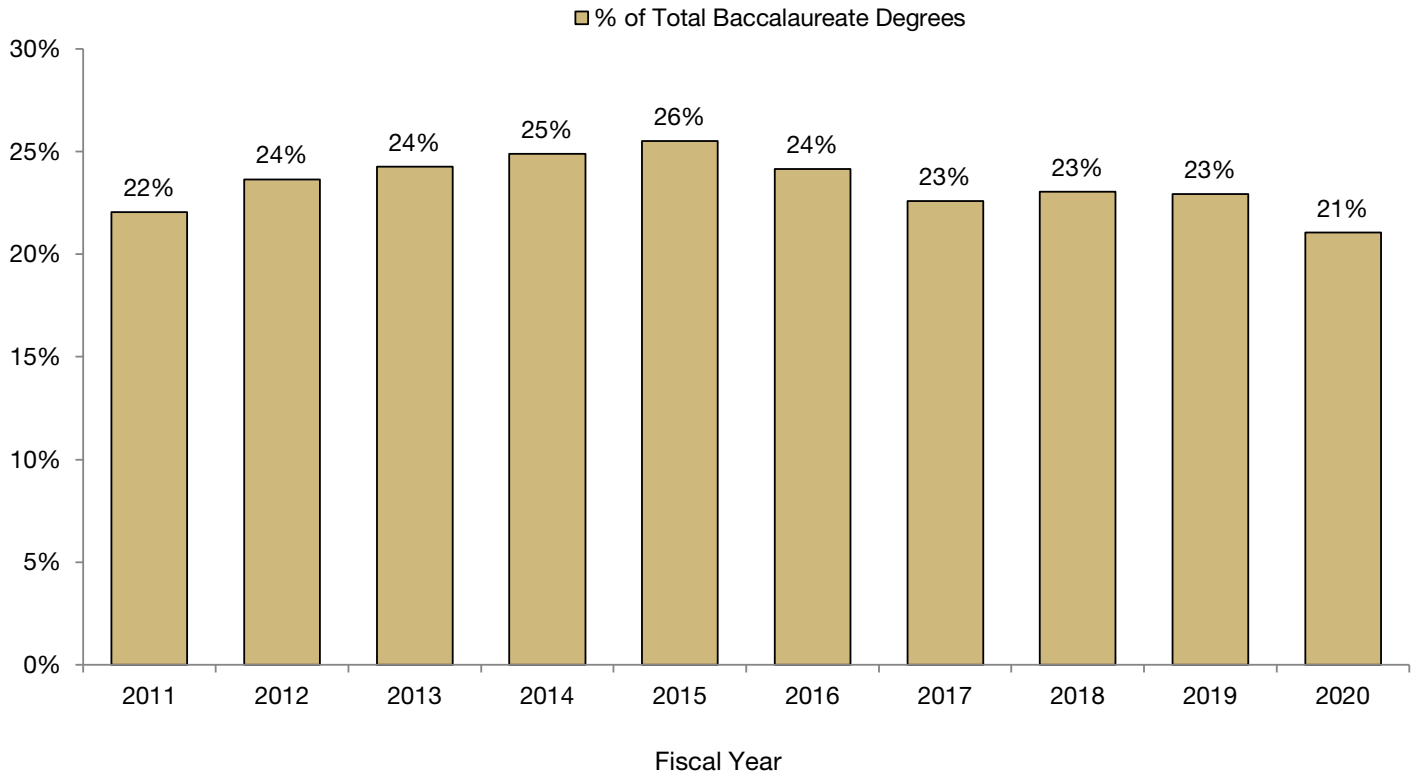
	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
<b>All students with Pell</b>										
First-Year Student Cohorts*	844	966	898	995	950	975	924	999	942	1,094
Number Retained**	681	758	711	807	803	806	766	842	782	904
Percent Retained	81%	78%	79%	81%	85%	83%	83%	84%	83%	83%
<b>Colorado Resident at entry (in-state)</b>										
First-Year Student Cohorts*	628	706	657	744	705	715	700	710	707	841
Number Retained**	535	574	535	620	617	611	603	621	601	720
Percent Retained	85%	81%	81%	83%	88%	85%	86%	87%	85%	86%
<b>Non-resident at entry (out-of-state)</b>										
First-Year Student Cohorts*	216	260	241	251	245	260	224	289	235	253
Number Retained**	146	184	176	187	186	195	163	221	181	184
Percent Retained	68%	71%	73%	75%	76%	75%	73%	76%	77%	73%

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

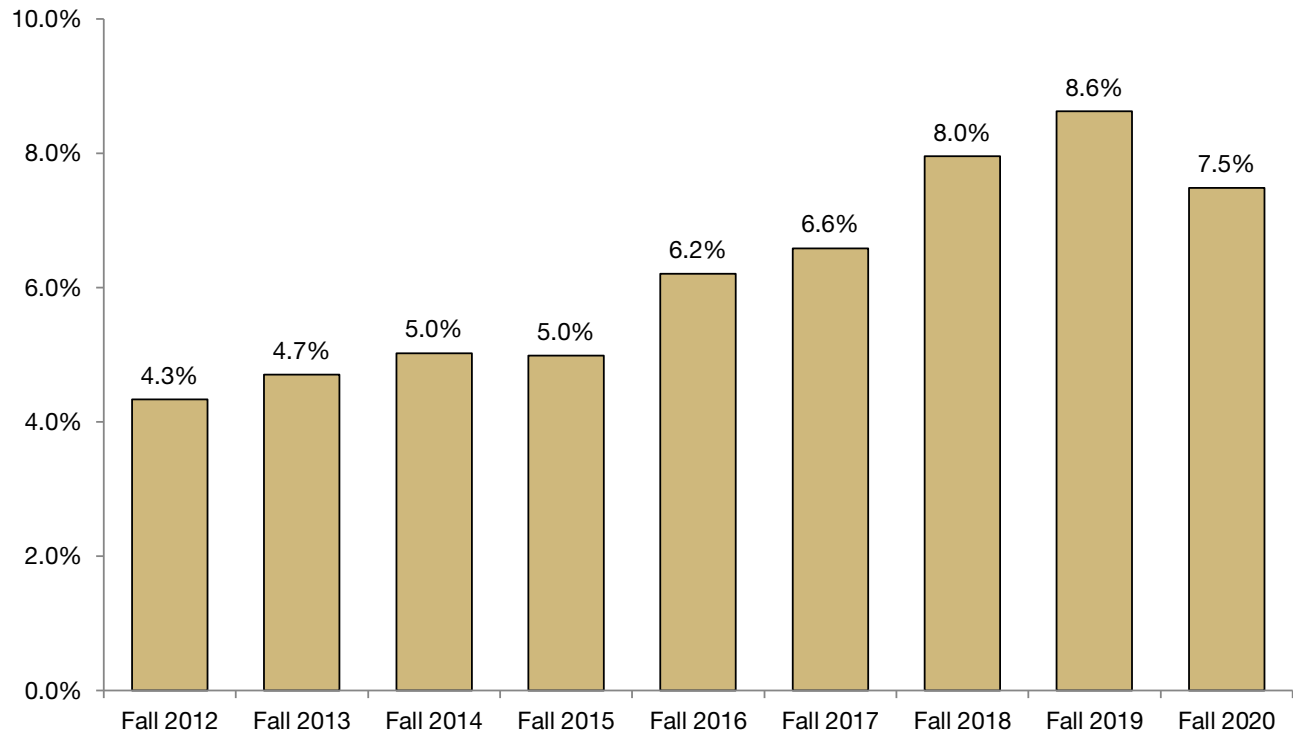


	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Baccalaureate Degrees Awarded to Pell Recipients*	1,241	1,387	1,395	1,348	1,361	1,328	1,251	1,334	1,449	1,444
% of Total Baccalaureate Degrees	22%	24%	24%	25%	26%	24%	23%	23%	23%	21%

\* 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)

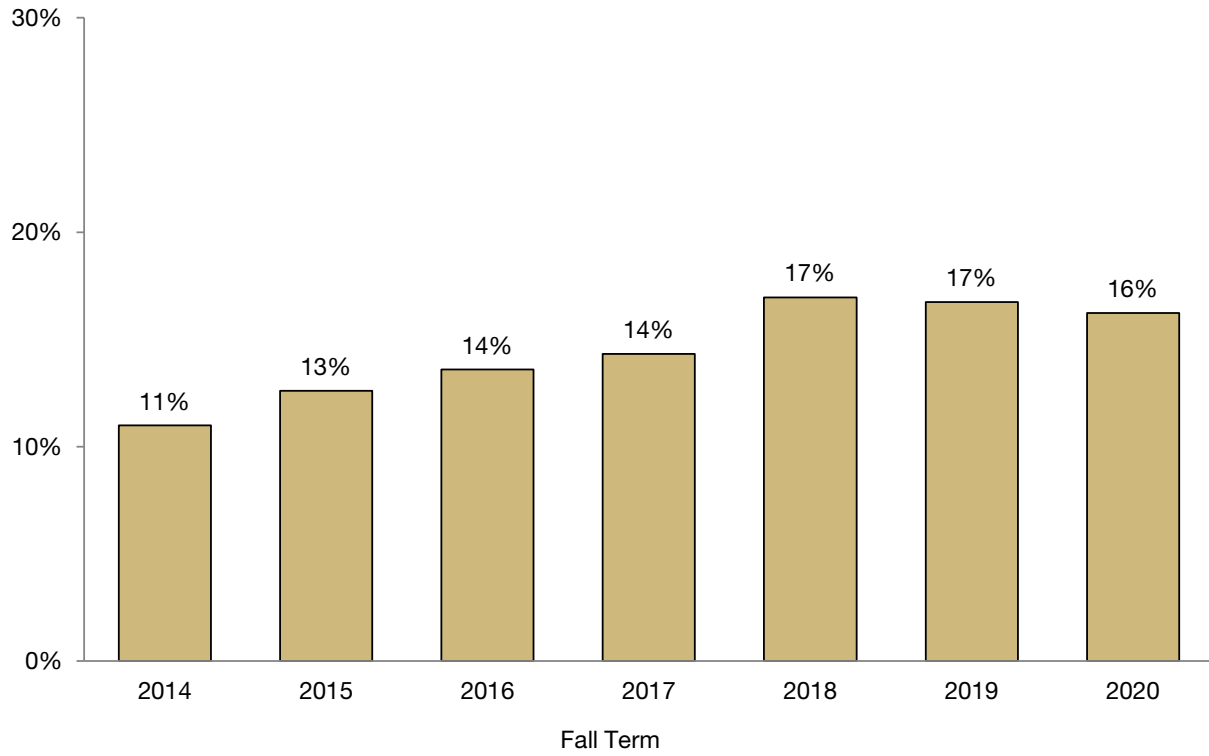


	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020
Number of degree-seeking undergraduates registered	1,093	1,197	1,299	1,322	1,702	1,888	2,370	2,645	2,230
Percent of all degree-seeking	4.3%	4.7%	5.0%	5.0%	6.2%	6.6%	8.0%	8.6%	7.5%

\*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)

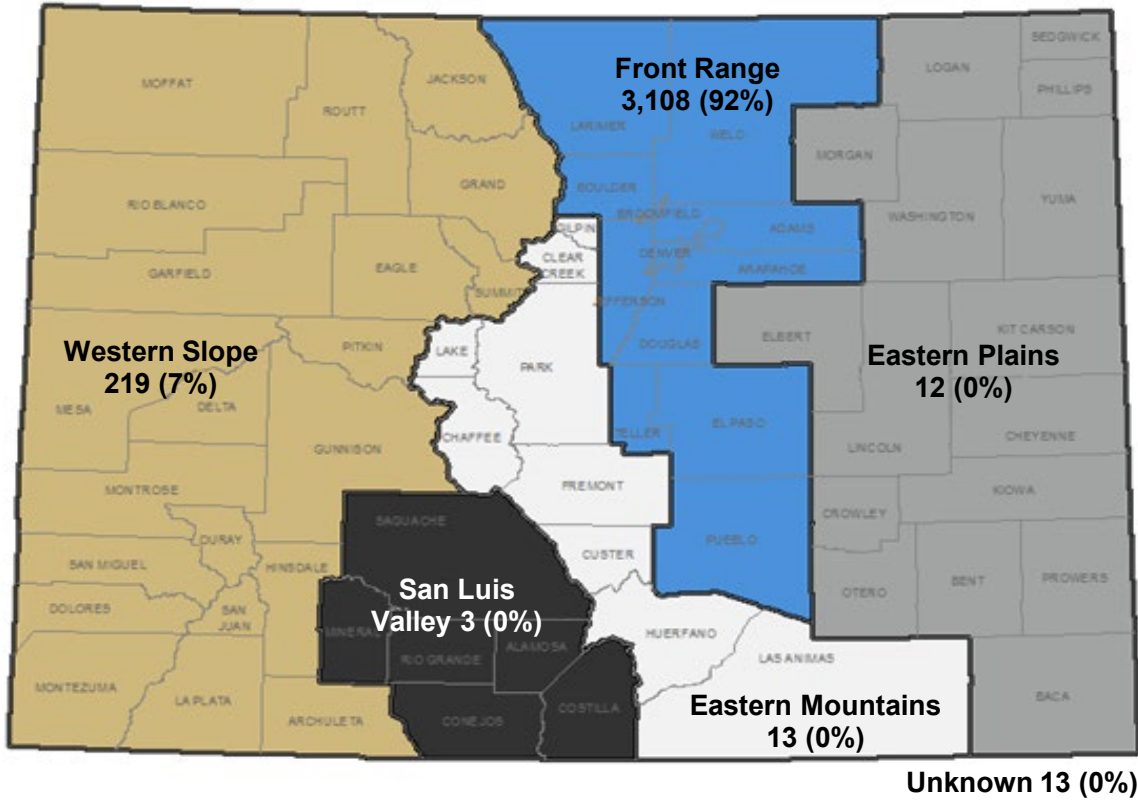


	2014	2015	2016	2017	2018	2019	2020
Total UG First Generation Enrolled	2,839	3,340	3,725	4,106	5,056	5,133	4,834
% of Total UG Enrollment	11%	13%	14%	14%	17%	17%	16%

\* 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 2020  
Home Region**

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



Region	12th Graders Enrolled in CO Public Schools <sup>1</sup>	CU-Boulder New Resident Freshmen	
		Enrolled <sup>2</sup>	Percent
Eastern Mountains	2%	13	0%
Eastern Plains	3%	12	0%
Front Range	83%	3,108	92%
San Luis Valley	1%	3	0%
Western Slope	10%	219	7%
Unknown	2%	13	0%
<b>Total</b>	<b>100%</b>	<b>3,368</b>	<b>100%</b>

<sup>1</sup> 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>

<sup>2</sup> 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)

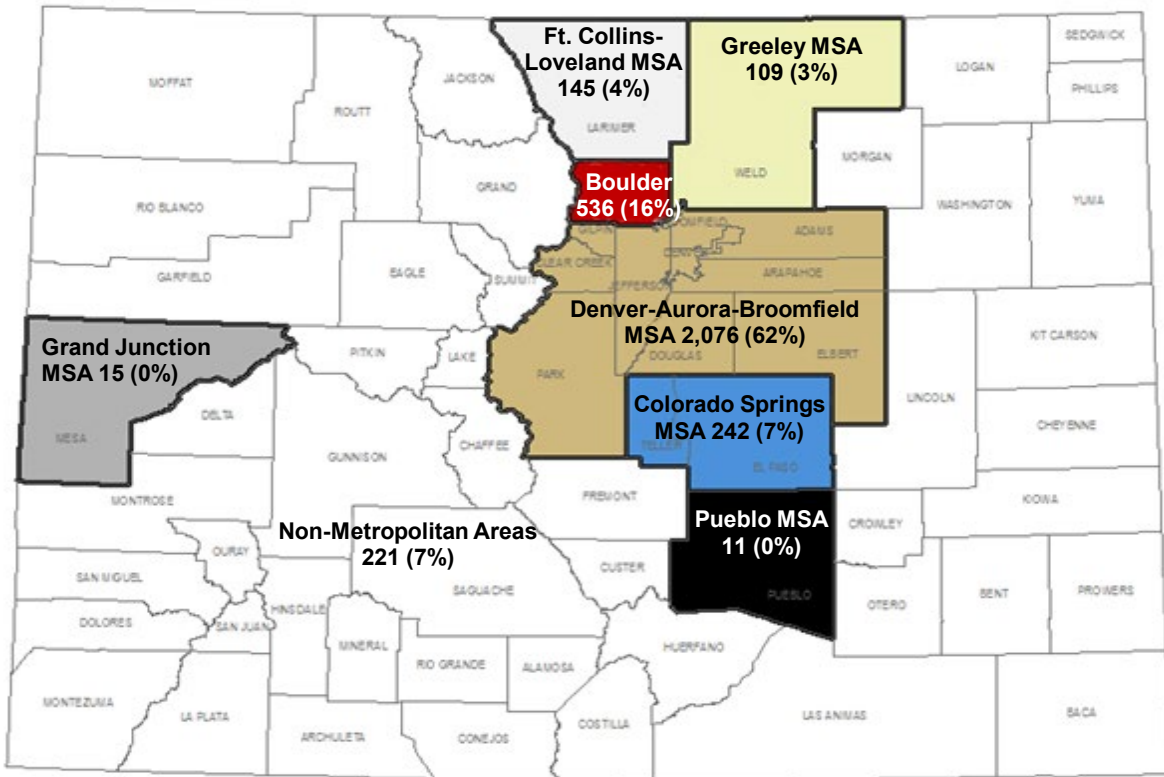
State regions defined at: Colorado Division of Local Government, State Demography Office. [www.colorado.gov/cs/Satellite/DOLA-Main/CBON/1251593300013](http://www.colorado.gov/cs/Satellite/DOLA-Main/CBON/1251593300013)

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 2020  
Home Region: Metropolitan and Non-Metropolitan Areas**

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



MSA=Metropolitan Statistical Area

**Unknown MSA 13 (0%)**

Metro Area	12th Graders Enrolled in CO Public Schools <sup>1</sup>	CU-Boulder New Resident Freshmen	
		Enrolled <sup>2</sup>	Percent
Boulder MSA	8%	536	16%
Colorado Springs MSA	14%	242	7%
Denver-Aurora-Broomfield MSA	49%	2,076	62%
Fort Collins-Loveland MSA	5%	145	4%
Grand Junction MSA	3%	15	0%
Greeley MSA	5%	109	3%
Pueblo MSA	3%	11	0%
Non-Metro	14%	221	7%
Unknown	0%	13	0%
<b>Total</b>	<b>100%</b>	<b>3,368</b>	<b>100%</b>

<sup>1</sup> 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>

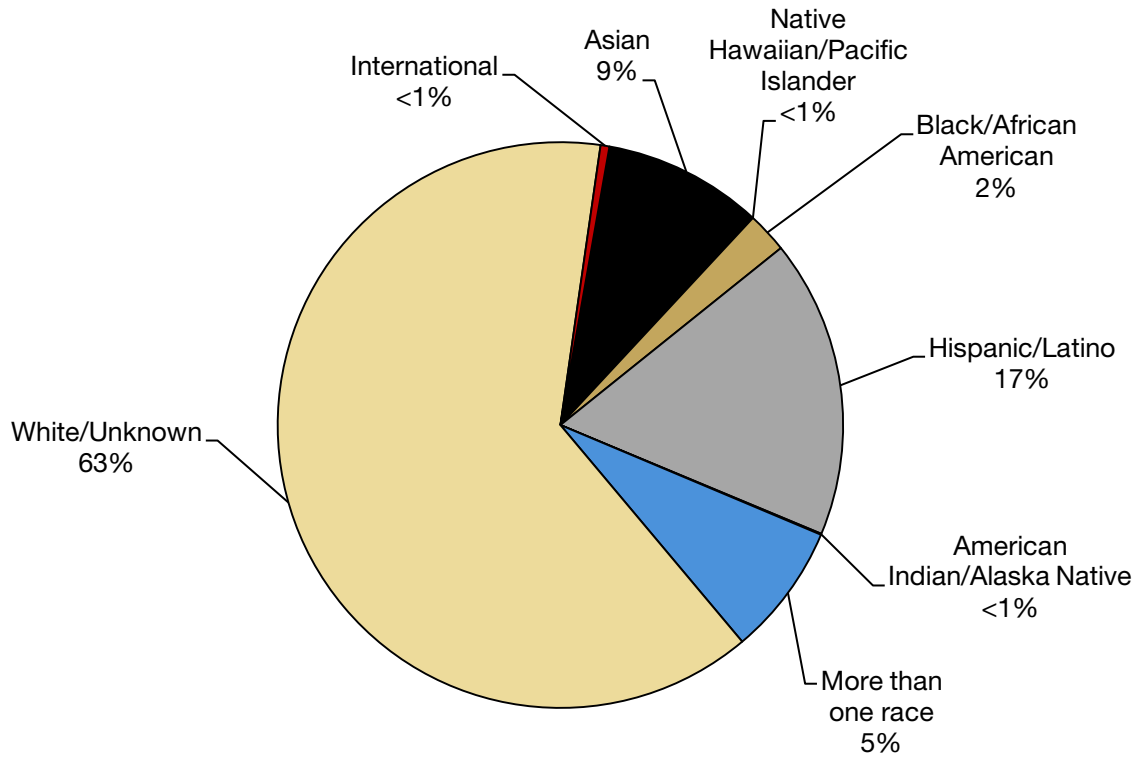
<sup>2</sup> Home region of new resident freshmen based on county at time of admission. Data source: SURDS Enrollment File (with new freshmen defined by CU registration type)

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 2020**  
 (End-of-Term Enrollment)

**Total=3,368**  
**Students of Color = 1,216 (36%)**



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 2020**

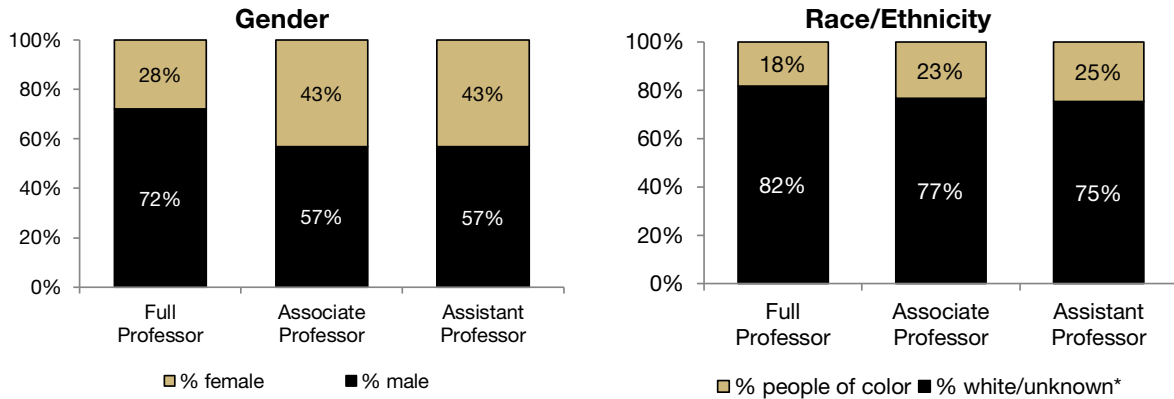
Notes: Includes all employees reported for IPEDS HR for Fall 2020. Excludes student and other temporary employees.  
 Individuals with active and paid leave appointments with known salary including all TTT status, instructor/sr. instructor status with 50%+ total time, and all others with 100% time as of Nov. 1, 2020.  
 \* People of Color total includes more than one race and excludes white, unknown, international. Percentage calculation does not include the international population.

	Total	Sex						Race/Ethnicity										Military <sup>2</sup>		
		Female		Male		Neither Male nor Female (X)		People of Color		American Indian/Alaska Native	Asian	Black/African American	Hispanic/Latino	Native Hawaiian/Pacific Islander	More than one race	White	Unknown	Inter-national		
		#	%	#	%	#	%	#	%	#	#	#	#	#	#	#	#	#	#	#
<b>Faculty</b>	<b>2,599</b>	<b>1,011</b>	<b>39%</b>	<b>1,588</b>	<b>61%</b>	-	0%	<b>419</b>	<b>18%</b>	<b>9</b>	<b>228</b>	<b>36</b>	<b>123</b>	<b>5</b>	<b>18</b>	<b>1,628</b>	<b>240</b>	<b>312</b>	<b>215</b>	<b>8%</b>
Instructional Faculty	1,711	701	41%	1,010	59%	-	0%	317	19%	7	165	31	97	4	13	1,172	177	45	40	2%
Tenured/Tenure Track	1,242	455	37%	787	63%	-	0%	259	21%	6	136	21	81	4	11	822	126	35	13	1%
Full Professor	528	147	28%	381	72%	-	0%	96	18%	4	57	8	24	1	2	407	24	1	4	1%
Associate Professor	376	162	43%	214	57%	-	0%	87	23%	1	50	6	25	5	256	29	4	6	2%	
Assistant Professor	338	146	43%	192	57%	-	0%	76	25%	1	29	7	32	3	4	159	73	30	3	1%
Non-Tenure Track	469	246	52%	223	48%	-	0%	58	13%	1	29	10	16	-	2	350	51	10	27	5
Instructor/Sr. Instructor	469	246	52%	223	48%	-	0%	58	13%	1	29	10	16	-	2	350	51	10	12	4
Research Faculty	888	310	35%	578	65%	-	0%	102	16%	2	63	5	26	1	5	456	63	267	15	2
<b>Staff</b>	<b>5,123</b>	<b>2,701</b>	<b>53%</b>	<b>2,422</b>	<b>47%</b>	-	0%	<b>1,190</b>	<b>23%</b>	<b>29</b>	<b>386</b>	<b>99</b>	<b>601</b>	<b>5</b>	<b>70</b>	<b>3,540</b>	<b>350</b>	<b>43</b>	<b>173</b>	<b>3%</b>
Officers	37	20	54%	17	46%	-	0%	6	16%	-	1	2	2	1	-	25	6	-	2	2
With Faculty Status	19	9	47%	10	53%	-	0%	3	16%	-	1	1	2	-	13	3	-	-	1	
Without Faculty Status	18	11	61%	7	39%	-	0%	3	17%	-	1	1	1	1	12	3	-	2	1	
Management/Other Professionals/Support Staff	5,086	2,681	53%	2,405	47%	-	0%	1,184	23%	29	385	97	599	4	70	3,515	344	43	171	0
With Faculty Status	970	387	40%	583	60%	-	0%	117	12%	3	38	9	50	17	17	755	72	26	-	0
Exempt Professionals	3,142	1,857	59%	1,285	41%	-	0%	676	22%	20	225	70	319	4	38	2,227	223	16	93	0
Classified Staff	974	437	45%	537	55%	-	0%	391	40%	6	122	18	230	15	15	533	49	1	78	0
<b>Faculty/Staff Total</b>	<b>7,722</b>	<b>3,712</b>	<b>48%</b>	<b>4,010</b>	<b>52%</b>	-	0%	<b>1,609</b>	<b>22%</b>	<b>38</b>	<b>614</b>	<b>135</b>	<b>724</b>	<b>10</b>	<b>88</b>	<b>5,168</b>	<b>590</b>	<b>355</b>	<b>388</b>	<b>5%</b>

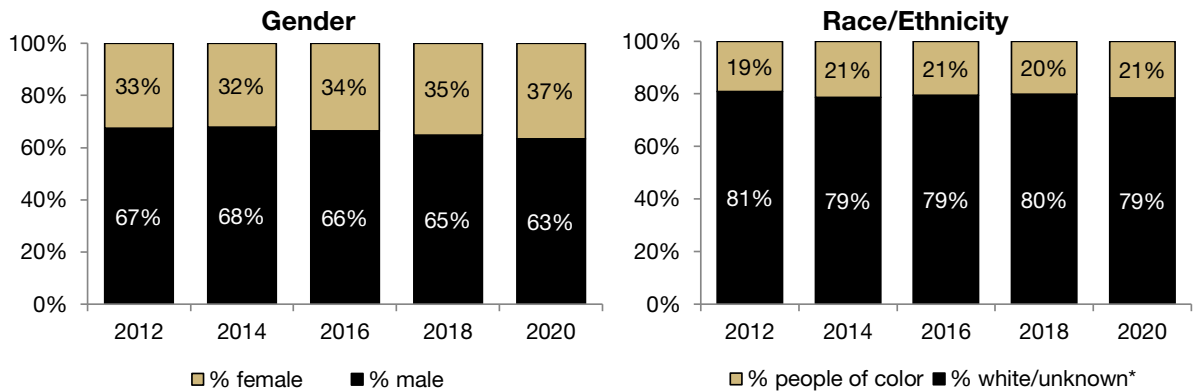
1 "Nonresident alien" is a category reported within race/ethnicity in the IPEDS HR survey. The race/ethnicity categories are meant to reflect U.S./domestic categories of race and ethnicity.  
 2 Military includes employees who have identified as current or former members of the Armed Forces, including both protected veterans and other veterans. The information is self-reported through the employee portal.

# University of Colorado Boulder

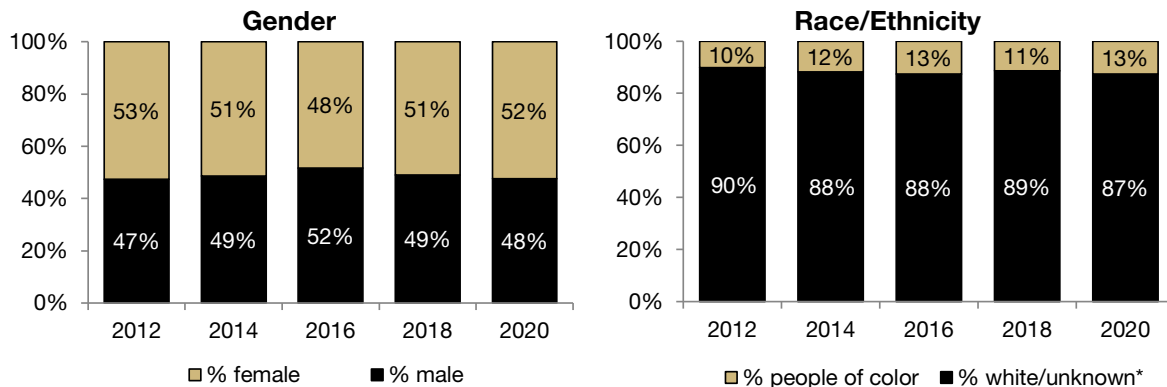
## Regular Instructional Faculty, Fall 2020 Tenured/Tenure Track



## Regular Instructional Faculty, Fall 2012 - Fall 2020 Tenured/Tenure Track Faculty All Ranks Combined

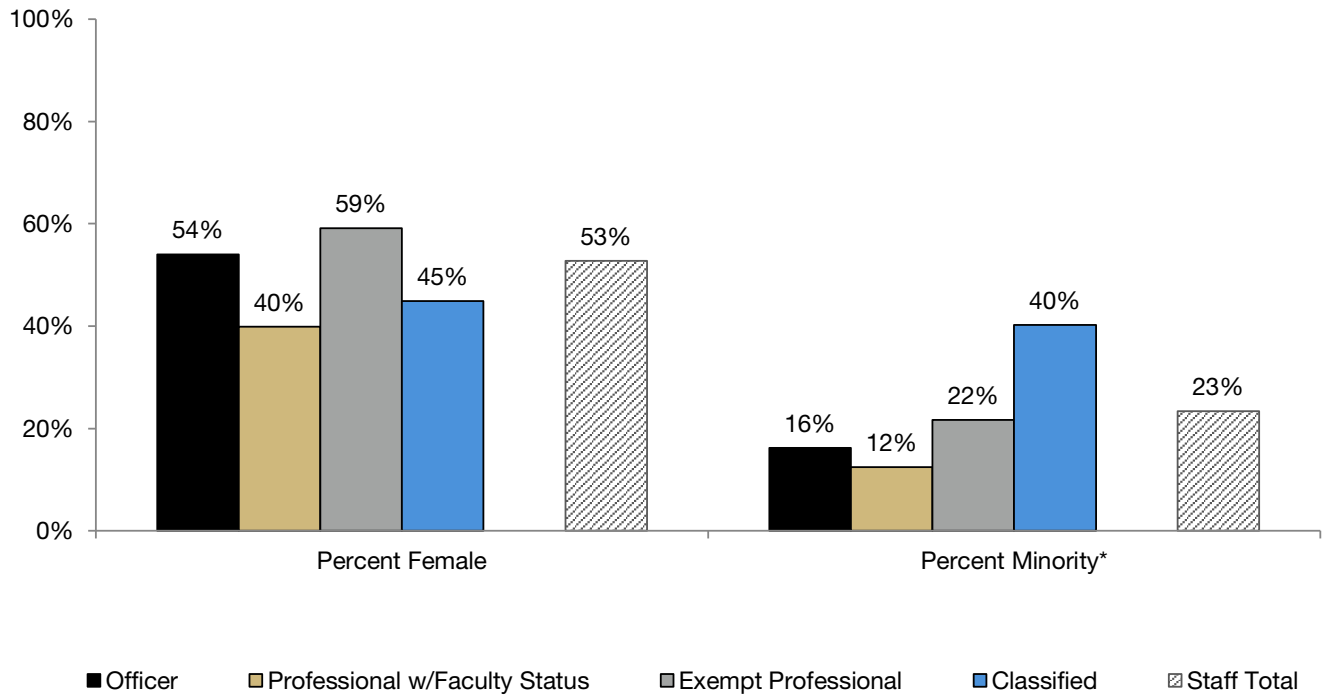


## Non-Tenure Track Faculty Instructors and Senior Instructors Combined



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

**University of Colorado Boulder  
Staff Diversity, Fall 2020**



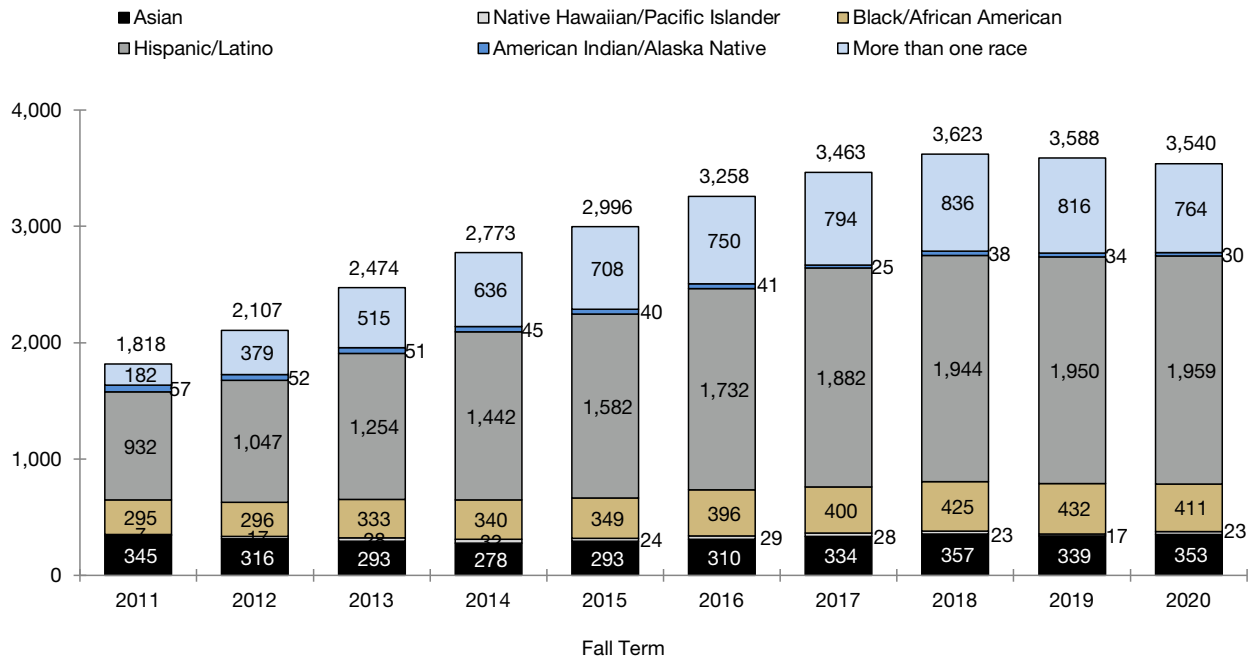
\* Minority percentage calculation does not include the international population.



## **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	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Asian	345	316	293	278	293	310	334	357	339	353
Native Hawaiian/Pacific Islander	7	17	28	32	24	29	28	23	17	23
Black/African American	295	296	333	340	349	396	400	425	432	411
Hispanic/Latino	932	1,047	1,254	1,442	1,582	1,732	1,882	1,944	1,950	1,959
American Indian/Alaska Native	57	52	51	45	40	41	25	38	34	30
More than one race	182	379	515	636	708	750	794	836	816	764
White (includes unknown up to 2018)	5,836	6,018	6,327	6,466	6,488	6,817	6,879	6,636	6,367	6,024
International	42	46	70	140	134	112	95	90	95	79
<b>Total Enrollment</b>	<b>7,696</b>	<b>8,171</b>	<b>8,871</b>	<b>9,379</b>	<b>9,618</b>	<b>10,187</b>	<b>10,437</b>	<b>10,528</b>	<b>10,204</b>	<b>9,771</b>
<b>Minority Total</b>	<b>1,818</b>	<b>2,107</b>	<b>2,474</b>	<b>2,773</b>	<b>2,996</b>	<b>3,258</b>	<b>3,463</b>	<b>3,623</b>	<b>3,588</b>	<b>3,540</b>
Minority as % of Total w/ International	24%	26%	28%	30%	31%	32%	33%	34%	35%	36%
Minority as % of Total w/o International*	24%	26%	28%	30%	32%	32%	33%	35%	35%	37%

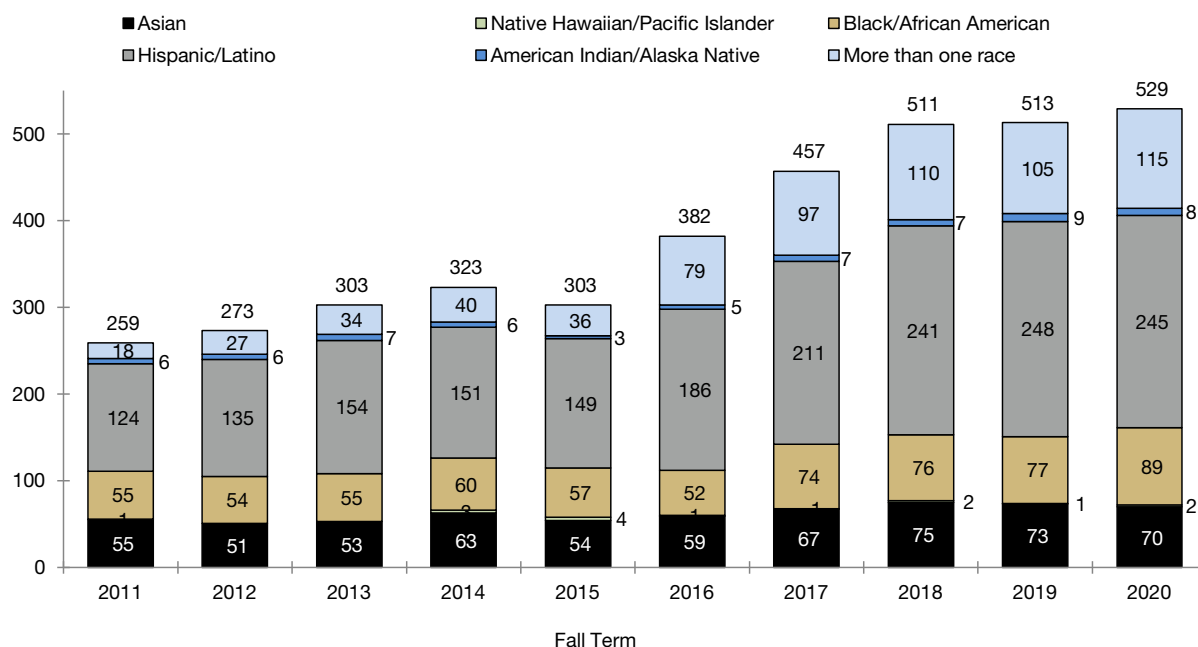
  

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Asian	4.5%	3.9%	3.3%	3.0%	3.0%	3.0%	3.2%	3.4%	3.3%	3.6%
Native Hawaiian/Pacific Islander	0.1%	0.2%	0.3%	0.3%	0.2%	0.3%	0.3%	0.2%	0.2%	0.2%
Black/African American	3.8%	3.6%	3.8%	3.6%	3.6%	3.9%	3.8%	4.0%	4.2%	4.2%
Hispanic/Latino	12.1%	12.8%	14.1%	15.4%	16.4%	17.0%	18.0%	18.5%	19.1%	20.0%
American Indian/Alaska Native	0.7%	0.6%	0.6%	0.5%	0.4%	0.4%	0.2%	0.4%	0.3%	0.3%
More than one race	2.4%	4.6%	5.8%	6.8%	7.4%	7.4%	7.6%	7.9%	8.0%	7.8%
White/Unknown	75.8%	73.7%	71.3%	68.9%	67.5%	66.9%	65.9%	63.0%	62.4%	61.7%
International	0.5%	0.6%	0.8%	1.5%	1.4%	1.1%	0.9%	0.9%	0.9%	0.8%

\* 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	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Asian	55	51	53	63	54	59	67	75	73	70
Native Hawaiian/Pacific Islander	1	-	-	3	4	1	1	2	1	2
Black/African American	55	54	55	60	57	52	74	76	77	89
Hispanic/Latino	124	135	154	151	149	186	211	241	248	245
American Indian/Alaska Native	6	6	7	6	3	5	7	7	9	8
More than one race	18	27	34	40	36	79	97	110	105	115
White/Unknown (White only as of 2018)	1,301	1,244	1,280	1,258	1,230	1,292	1,395	1,357	1,322	1,333
International	65	89	144	172	148	134	133	107	107	90
<b>Total Enrollment</b>	<b>1,625</b>	<b>1,606</b>	<b>1,727</b>	<b>1,753</b>	<b>1,681</b>	<b>1,808</b>	<b>1,985</b>	<b>1,975</b>	<b>1,942</b>	<b>1,952</b>
Minority Total	259	273	303	323	303	382	457	511	513	529
Minority as % of Total w/ International	16%	17%	18%	18%	18%	21%	23%	26%	26%	27%
Minority as % of Total w/o International*	17%	18%	19%	20%	20%	23%	25%	27%	28%	28%

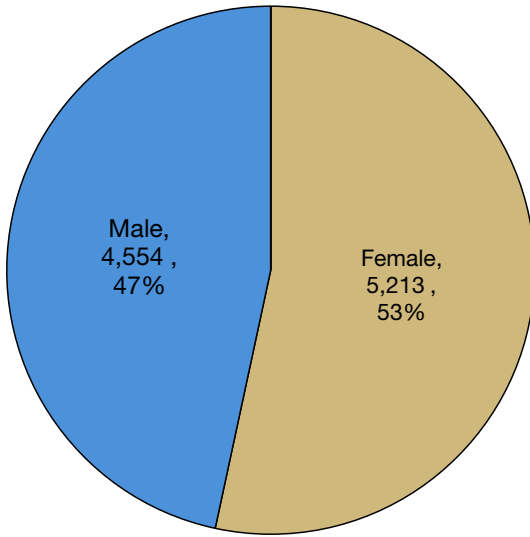
	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Asian	3.4%	3.2%	3.1%	3.6%	3.2%	3.3%	3.4%	3.8%	3.8%	3.6%
Native Hawaiian/Pacific Islander	0.1%	0.0%	0.0%	0.2%	0.2%	0.1%	0.1%	0.1%	0.1%	0.1%
Black/African American	3.4%	3.4%	3.2%	3.4%	3.4%	2.9%	3.7%	3.8%	4.0%	4.6%
Hispanic/Latino	7.6%	8.4%	8.9%	8.6%	8.9%	10.3%	10.6%	12.2%	12.8%	12.6%
American Indian/Alaska Native	0.4%	0.4%	0.4%	0.3%	0.2%	0.3%	0.4%	0.4%	0.5%	0.4%
More than one race	1.1%	1.7%	2.0%	2.3%	2.1%	4.4%	4.9%	5.6%	5.4%	5.9%
White/Unknown	80.1%	77.5%	74.1%	71.8%	73.2%	71.5%	70.3%	68.7%	68.1%	68.3%
International	4.0%	5.5%	8.3%	9.8%	8.8%	7.4%	6.7%	5.4%	5.5%	4.6%

\* 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."

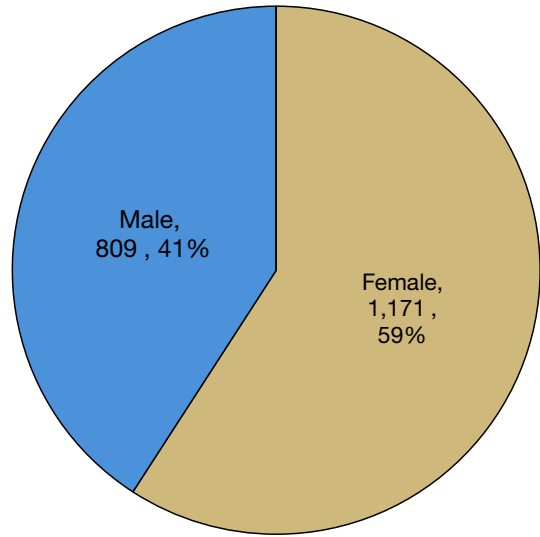
**University of Colorado Colorado Springs  
Fall Headcount Enrollment by Sex, Fall 2020**

Undergraduate Enrollment



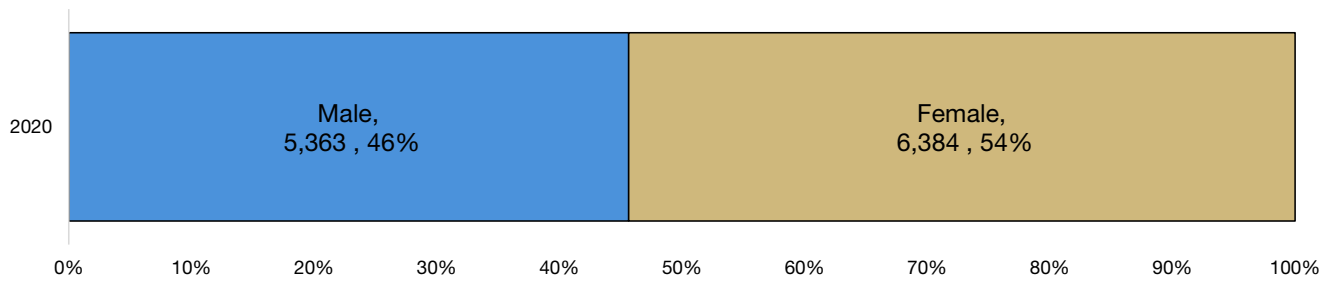
Female Male X Not Reported

Graduate Enrollment



Female Male X Not Reported

Total Enrollment



Undergraduate Enrollment		2016	2017	2018	2019	2020
Female		5,298	5,425	5,424	5,284	5,213
Male		4,878	5,005	5,092	4,907	4,554
X		-	-	-	-	-
Not Reported		27	20	40	18	-
<b>Total</b>		<b>10,203</b>	<b>10,450</b>	<b>10,556</b>	<b>10,209</b>	<b>9,767</b>

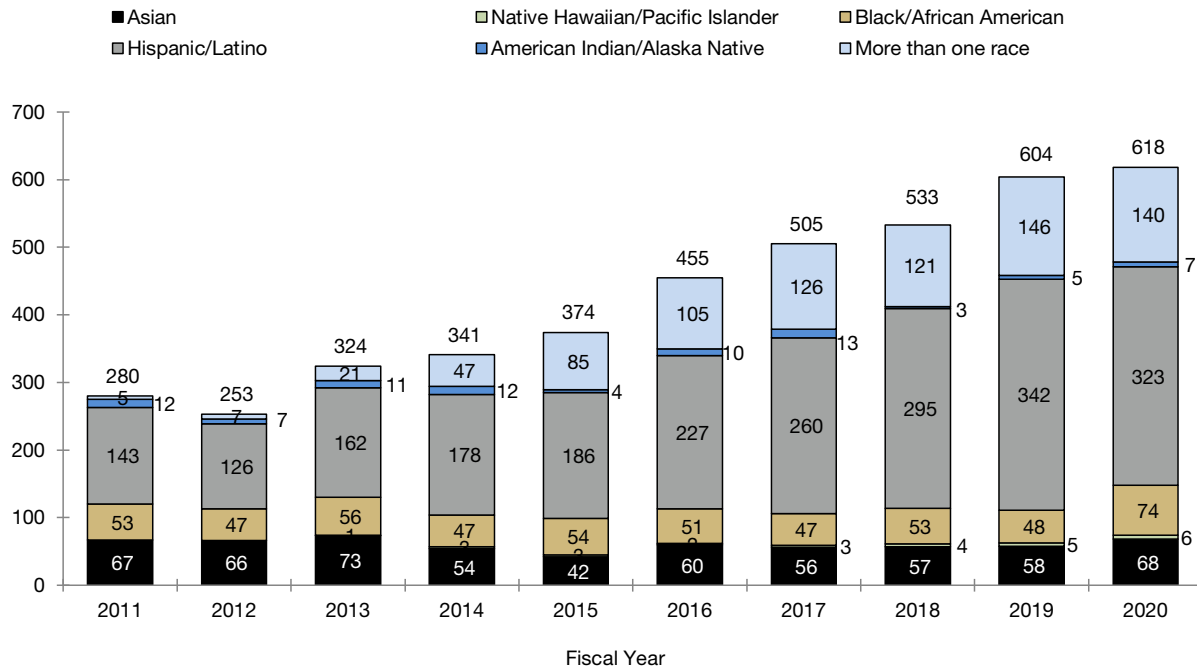
  

Graduate Enrollment		2016	2017	2018	2019	2020
Female		984	1,112	1,189	1,212	1,171
Male		808	860	829	760	809
X		-	-	-	-	-
Not Reported		-	-	-	-	-
<b>Total</b>		<b>1,792</b>	<b>1,972</b>	<b>2,018</b>	<b>1,972</b>	<b>1,980</b>

Total Enrollment		2016	2017	2018	2019	2020
Female		6,282	6,537	6,613	6,496	6,384
Male		5,686	5,865	5,921	5,667	5,363
X		-	-	-	-	-
Not Reported		27	20	40	18	-
<b>Total</b>		<b>11,995</b>	<b>12,422</b>	<b>12,574</b>	<b>12,181</b>	<b>11,747</b>

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



Race/Ethnicity	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Asian	67	66	73	54	42	60	56	57	58	68
Native Hawaiian/Pacific Islander	-	-	1	3	3	2	3	4	5	6
Black/African American	53	47	56	47	54	51	47	53	48	74
Hispanic/Latino	143	126	162	178	186	227	260	295	342	323
American Indian/Alaska Native	12	7	11	12	4	10	13	3	5	7
More than one race	5	7	21	47	85	105	126	121	146	140
White/Unknown (White only as of 2018)	1,042	1,145	1,071	1,220	1,175	1,265	1,327	1,290	1,327	1,380
International	5	7	2	2	15	11	13	19	18	21
<b>Total Degrees Awarded</b>	<b>1,327</b>	<b>1,405</b>	<b>1,397</b>	<b>1,563</b>	<b>1,564</b>	<b>1,731</b>	<b>1,845</b>	<b>1,842</b>	<b>1,949</b>	<b>2,019</b>
Minority Total	280	253	324	341	374	455	505	533	604	618
Minority as % of Total w/ International	21%	18%	23%	22%	24%	26%	27%	29%	31%	31%
Minority as % of Total w/o International*	21%	18%	23%	22%	24%	26%	28%	29%	31%	31%

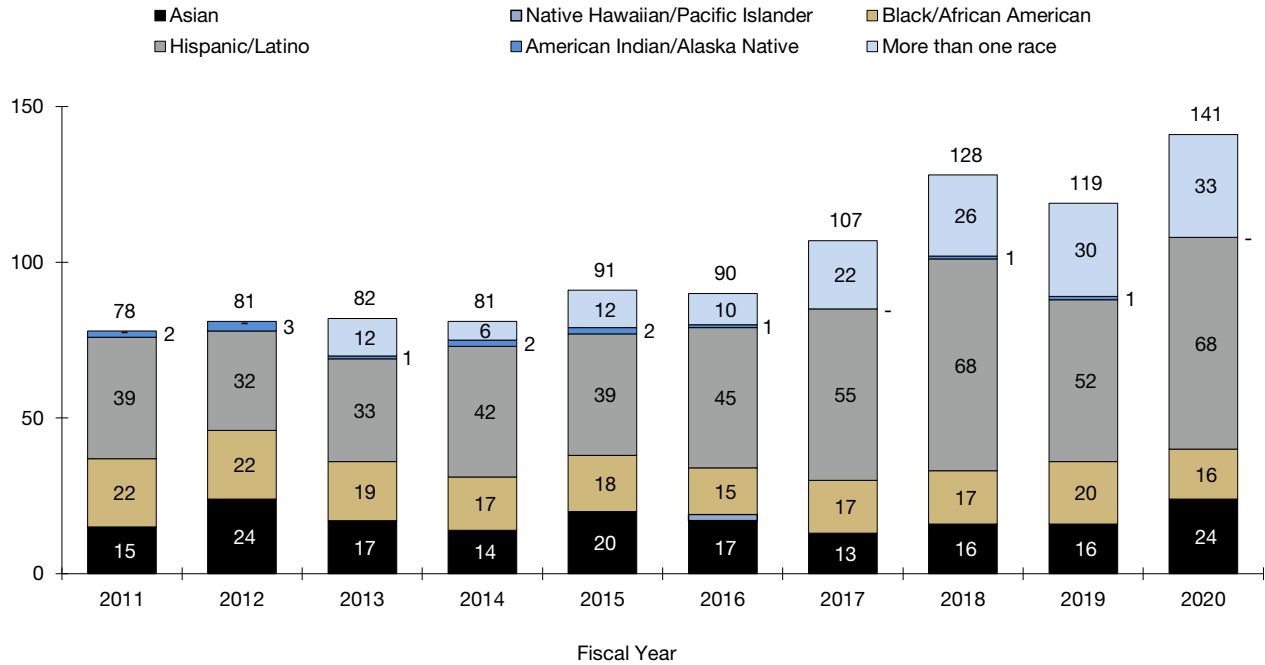
  

Race/Ethnicity	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Asian	5.0%	4.7%	5.2%	3.5%	2.7%	3.5%	3.0%	3.1%	3.0%	3.4%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.1%	0.2%	0.2%	0.1%	0.2%	0.2%	0.3%	0.3%
Black/African American	4.0%	3.3%	4.0%	3.0%	3.5%	2.9%	2.5%	2.9%	2.5%	3.7%
Hispanic/Latino	10.8%	9.0%	11.6%	11.4%	11.9%	13.1%	14.1%	16.0%	17.5%	16.0%
American Indian/Alaska Native	0.9%	0.5%	0.8%	0.8%	0.3%	0.6%	0.7%	0.2%	0.3%	0.3%
More than one race	0.4%	0.5%	1.5%	3.0%	5.4%	6.1%	6.8%	6.6%	7.5%	6.9%
White/Unknown	78.5%	81.5%	76.7%	78.1%	75.1%	73.1%	71.9%	70.0%	68.1%	68.4%
International	0.4%	0.5%	0.1%	0.1%	1.0%	0.6%	0.7%	1.0%	0.9%	1.0%

\* 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 Colorado Springs Graduate Degrees Awarded by Race/Ethnicity



Race/Ethnicity	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Asian	15	24	17	14	20	17	13	16	16	24
Native Hawaiian/Pacific Islander	-	-	-	-	-	2	-	-	-	-
Black/African American	22	22	19	17	18	15	17	17	20	16
Hispanic/Latino	39	32	33	42	39	45	55	68	52	68
American Indian/Alaska Native	2	3	1	2	2	1	-	1	1	-
More than one race	-	-	12	6	12	10	22	26	30	33
White/Unknown (White only as of 2018)	465	424	417	389	401	395	451	390	403	389
International	6	11	18	34	49	62	44	46	31	29
<b>Total Degrees Awarded</b>	<b>549</b>	<b>516</b>	<b>517</b>	<b>504</b>	<b>541</b>	<b>547</b>	<b>602</b>	<b>564</b>	<b>553</b>	<b>559</b>
Minority Total	78	81	82	81	91	90	107	128	119	141
Minority as % of Total w/ International	14%	16%	16%	16%	17%	16%	18%	23%	22%	25%
Minority as % of Total w/o International*	14%	16%	16%	17%	18%	19%	19%	25%	23%	27%

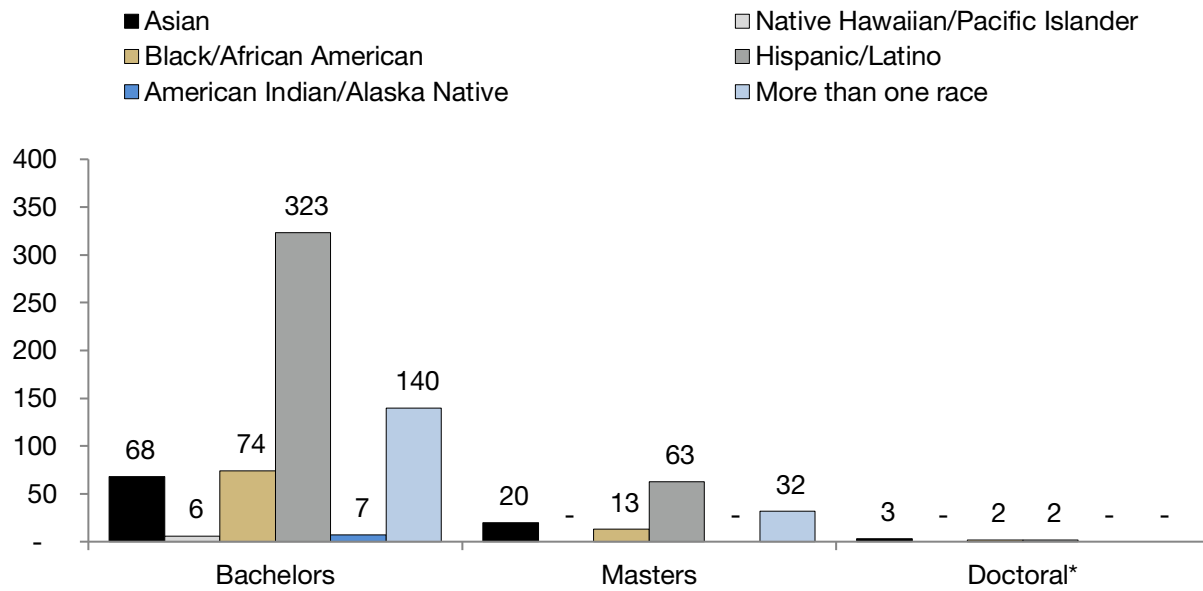
  

Race/Ethnicity	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Asian	2.7%	4.7%	3.3%	2.8%	3.7%	3.1%	2.2%	2.8%	2.9%	4.3%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%
Black/African American	4.0%	4.3%	3.7%	3.4%	3.3%	2.7%	2.8%	3.0%	3.6%	2.9%
Hispanic/Latino	7.1%	6.2%	6.4%	8.3%	7.2%	8.2%	9.1%	12.1%	9.4%	12.2%
American Indian/Alaska Native	0.4%	0.6%	0.2%	0.4%	0.4%	0.2%	0.0%	0.2%	0.2%	0.0%
More than one race	0.0%	0.0%	2.3%	1.2%	2.2%	1.8%	3.7%	4.6%	5.4%	5.9%
White/Unknown	84.7%	82.2%	80.7%	77.2%	74.1%	72.2%	74.9%	69.1%	72.9%	69.6%
International	1.1%	2.1%	3.5%	6.7%	9.1%	11.3%	7.3%	8.2%	5.6%	5.2%

\* 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."

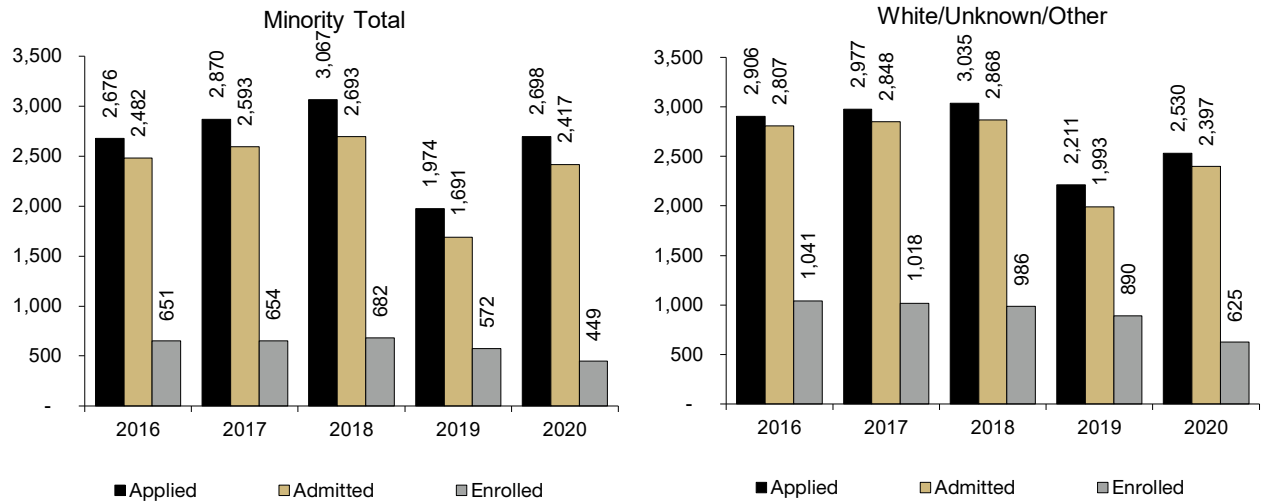
**University of Colorado Colorado Springs  
Degrees Awarded by Race/Ethnicity  
Fiscal Year 2020**



Race/Ethnicity	Bachelors	Masters	Doctoral*	Total
Asian	68	20	3	92
Native Hawaiian/Pacific Islander	6	-	-	6
Black/African American	74	13	2	90
Hispanic/Latino	323	63	2	391
American Indian/Alaska Native	7	-	-	7
More than one race	140	32	-	173
White/Unknown (White only as of 2019)	1,380	361	15	1,769
International	21	19	9	50
<b>Total Degrees Awarded</b>	<b>2,060</b>	<b>527</b>	<b>31</b>	<b>2,639</b>
<b>Minority Total</b>	<b>618</b>	<b>128</b>	<b>7</b>	<b>759</b>

\*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
2016	197	194	64
2017	216	209	53
2018	227	217	62
2019	160	151	49
2020	255	243	42

### Native Hawaiian/Pacific Islander

Fall Term	Applied	Admitted	Enrolled
2016	15	15	4
2017	9	7	3
2018	14	13	5
2019	5	5	2
2020	8	8	3

### Black/African American

Fall Term	Applied	Admitted	Enrolled
2016	333	302	78
2017	304	253	64
2018	357	284	78
2019	206	168	68
2020	287	245	49

### Hispanic/Latino

Fall Term	Applied	Admitted	Enrolled
2016	1,713	1,572	362
2017	1,895	1,715	390
2018	2,017	1,757	380
2019	1,297	1,098	341
2020	1,779	1,582	270

### American Indian/Alaska Native

Fall Term	Applied	Admitted	Enrolled
2016	10	9	4
2017	14	11	5
2018	15	14	5
2019	10	10	3
2020	17	15	5

### More than one race

Fall Term	Applied	Admitted	Enrolled
2016	408	390	139
2017	432	398	139
2018	437	408	152
2019	296	259	109
2020	352	324	80

### White/Unknown/Other

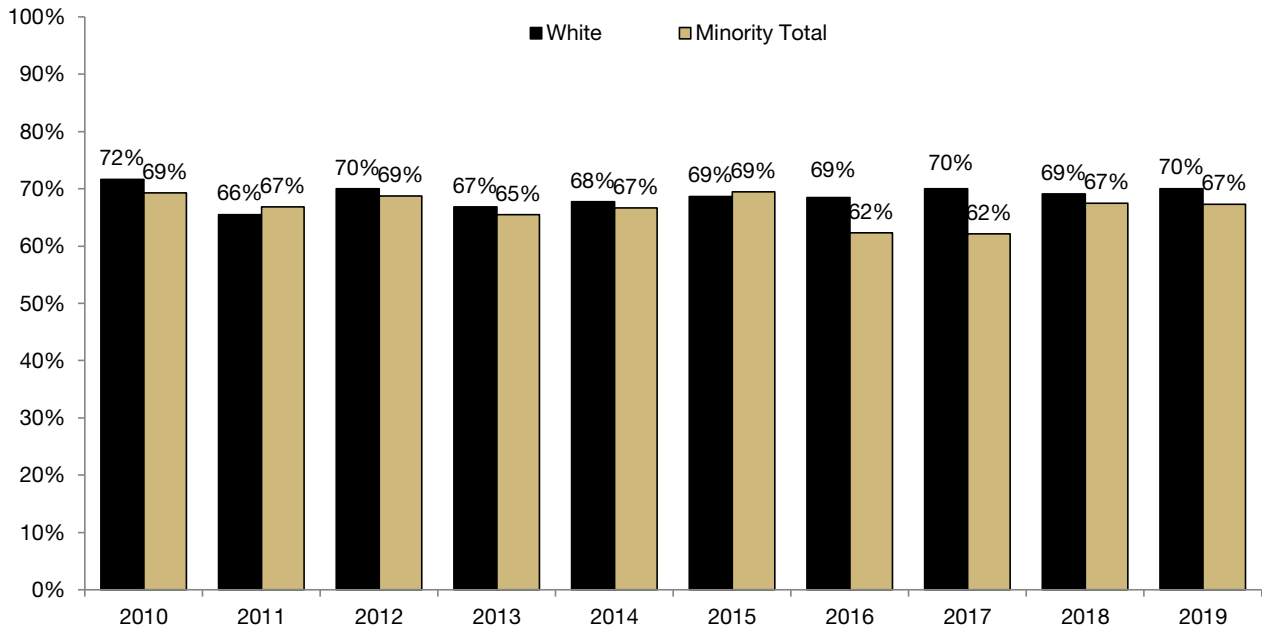
Fall Term	Applied	Admitted	Enrolled
2016	2,906	2,807	1,041
2017	2,977	2,848	1,018
2018	3,035	2,868	986
2019	2,211	1,993	890
2020	2,530	2,397	625

### Total

Fall Term	Applied	Admitted	Enrolled
2016	5,582	5,289	1,692
2017	5,847	5,441	1,672
2018	6,102	5,561	1,668
2019	4,185	3,684	1,462
2020	5,228	4,814	1,074

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**

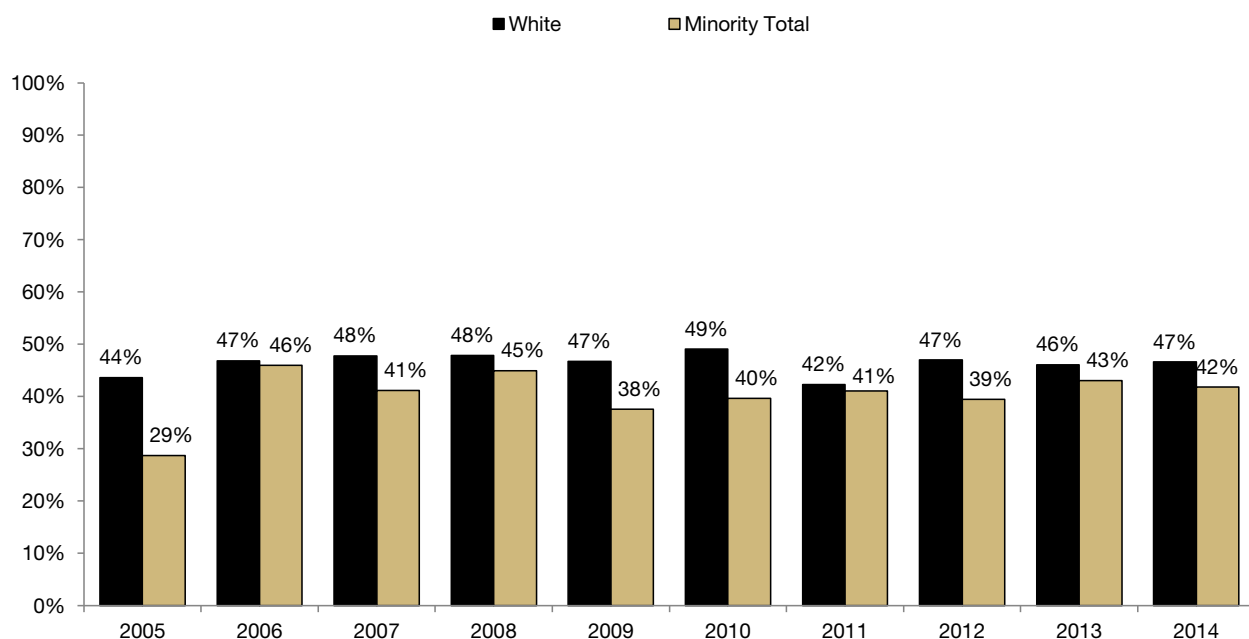


Fall Term First-Year Student Cohort

First-year Cohort	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Asian	44	60	48	46	47	54	70	61	75	58
Native Hawaiian/Pacific Islander	-	2	4	9	6	3	6	4	5	3
Black/African American	39	51	43	71	70	60	80	79	92	80
Hispanic/Latino	184	179	244	295	337	316	410	452	428	396
American Indian/Alaska Native	9	7	3	3	5	4	5	7	5	5
White	821	925	947	1,016	1,094	993	1,210	1,251	1,237	1,085
Other/Unknown	19	38	19	4	6	4	5	12	12	7
International	7	9	7	13	10	11	14	14	8	20
<b>Total</b>	<b>1,156</b>	<b>1,352</b>	<b>1,447</b>	<b>1,580</b>	<b>1,722</b>	<b>1,581</b>	<b>1,961</b>	<b>2,045</b>	<b>2,050</b>	<b>1,787</b>
Minority Total	309	380	474	547	612	573	732	768	793	675

Percent Enrolled One Year Later	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Asian	82%	82%	60%	72%	81%	80%	73%	66%	80%	83%
Native Hawaiian/Pacific Islander	0%	50%	100%	67%	50%	100%	83%	50%	60%	100%
Black/African American	56%	57%	72%	59%	61%	78%	64%	56%	62%	61%
Hispanic/Latino	68%	66%	69%	65%	66%	65%	59%	60%	67%	66%
American Indian/Alaska Native	78%	57%	100%	67%	60%	75%	40%	71%	60%	40%
White	72%	66%	70%	67%	68%	69%	69%	70%	69%	70%
Other/Unknown	68%	58%	74%	75%	83%	100%	80%	83%	50%	71%
International	71%	56%	100%	85%	60%	91%	79%	86%	63%	65%
<b>Total</b>	<b>71%</b>	<b>66%</b>	<b>70%</b>	<b>67%</b>	<b>67%</b>	<b>69%</b>	<b>66%</b>	<b>67%</b>	<b>68%</b>	<b>69%</b>
Minority Total	69%	67%	69%	65%	67%	69%	62%	62%	67%	67%

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



Fall Term Student Cohort

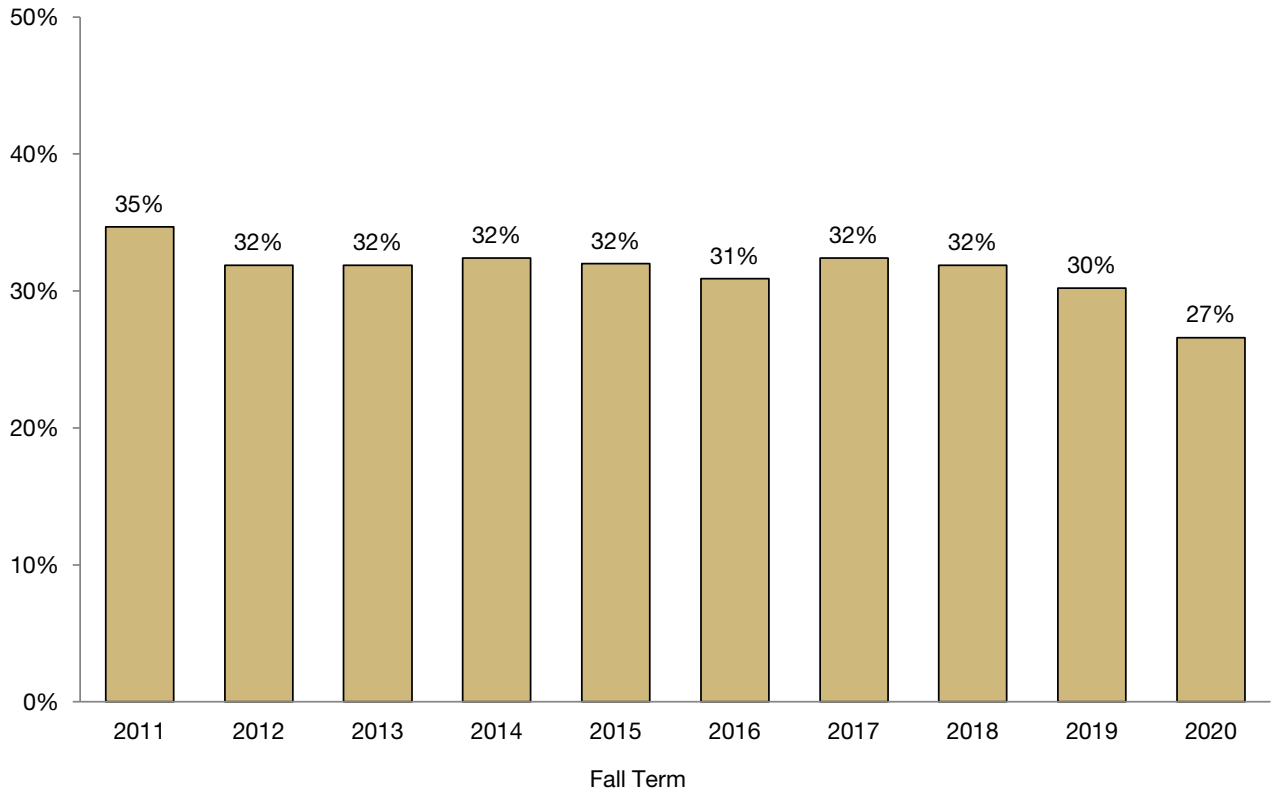
Undergraduate Cohort*	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Asian	42	46	62	50	53	42	60	47	46	46
Black/African American	28	29	32	32	35	38	50	38	64	69
Hispanic/Latino	89	93	111	116	130	181	180	222	282	320
American Indian/Alaska Native	8	6	4	11	10	6	7	3	3	5
White	745	698	676	814	745	799	925	879	977	1058
Unknown	42	49	45	47	56	18	38	16	4	6
International	3	2	4	3	4	7	9	2	16	11
<b>Total</b>	<b>957</b>	<b>923</b>	<b>934</b>	<b>1073</b>	<b>1039</b>	<b>1124</b>	<b>1352</b>	<b>1330</b>	<b>1515</b>	<b>1661</b>
Minority Total	125	128	147	159	181	258	320	386	472	540

Six-Year Graduation Rate	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Asian	31%	43%	37%	52%	45%	38%	53%	45%	61%	70%
Black/African American	36%	34%	44%	41%	37%	34%	28%	29%	36%	29%
Hispanic/Latino	27%	52%	41%	42%	35%	39%	42%	40%	44%	40%
American Indian/Alaska Native	13%	33%	75%	55%	10%	50%	29%	33%	0%	20%
White	44%	47%	48%	48%	47%	49%	42%	47%	46%	47%
Unknown	60%	39%	42%	60%	29%	56%	37%	50%	75%	67%
International	67%	0%	25%	33%	75%	29%	33%	50%	56%	36%
<b>Total</b>	<b>42%</b>	<b>46%</b>	<b>46%</b>	<b>48%</b>	<b>44%</b>	<b>47%</b>	<b>42%</b>	<b>45%</b>	<b>45%</b>	<b>45%</b>
Minority Total	29%	46%	41%	45%	38%	40%	41%	39%	43%	42%

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

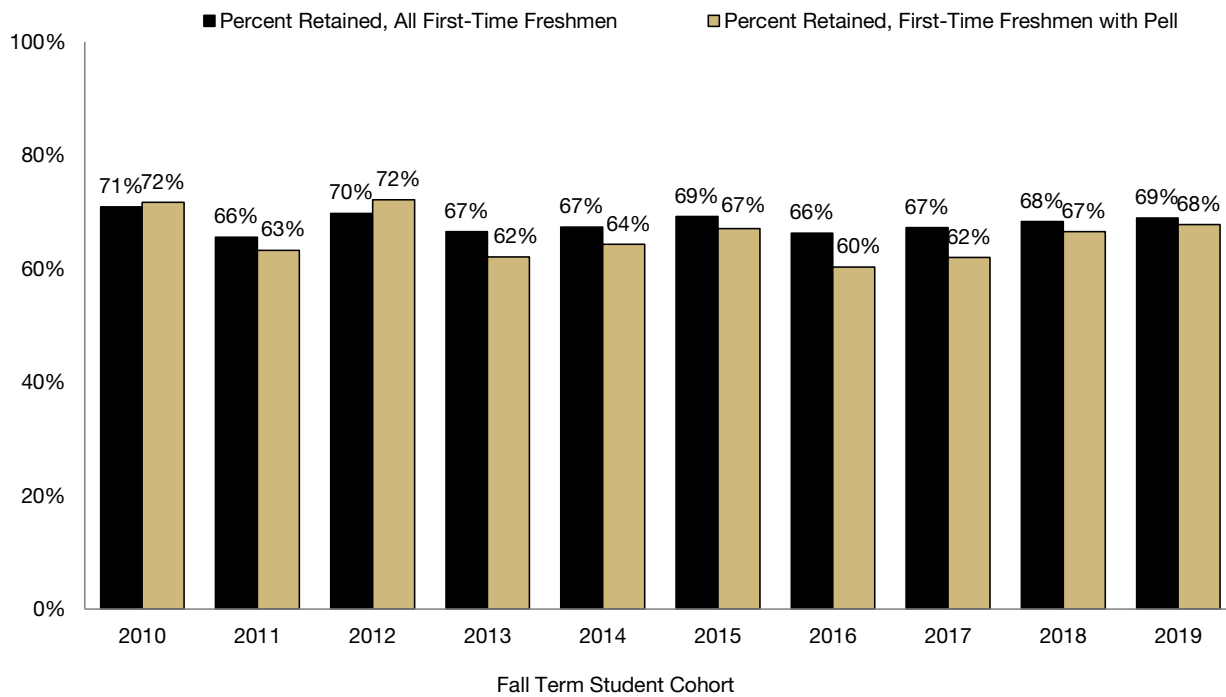


**University of Colorado Colorado Springs  
Fall Enrollment of Pell Grant Recipients  
(Percent of Undergraduate Enrollment)**



	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Total UG Pell recipients enrolled	2,668	2,604	2,827	3,039	3,076	3,146	3,380	3,355	3,082	2,599
% of Total UG Enrollment	35%	32%	32%	32%	32%	31%	32%	32%	30%	27%

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

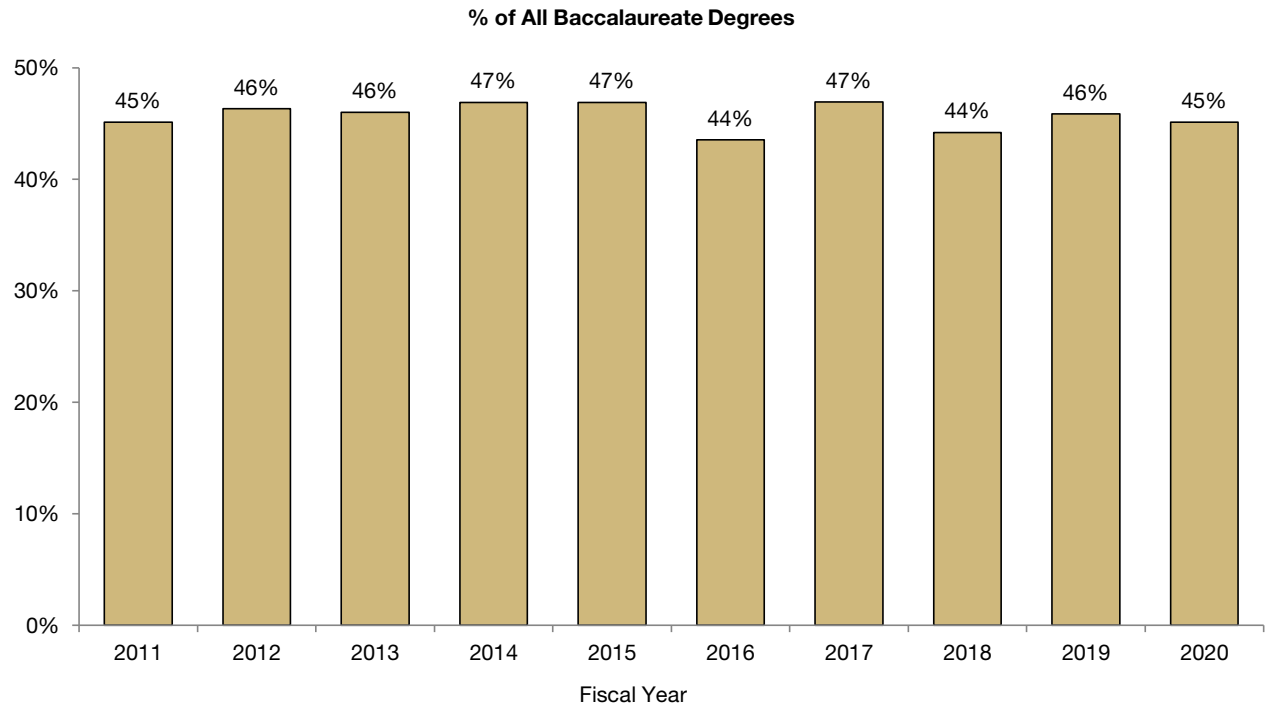


	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
First-Year Student Cohorts*	339	433	420	499	510	501	595	645	630	528
Number Retained**	243	274	303	310	328	336	359	400	419	358
Percent Retained, First-Time Freshmen with Pell	72%	63%	72%	62%	64%	67%	60%	62%	67%	68%
Percent Retained, All First-Time Freshmen	71%	66%	70%	67%	67%	69%	66%	67%	68%	69%

\* 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**

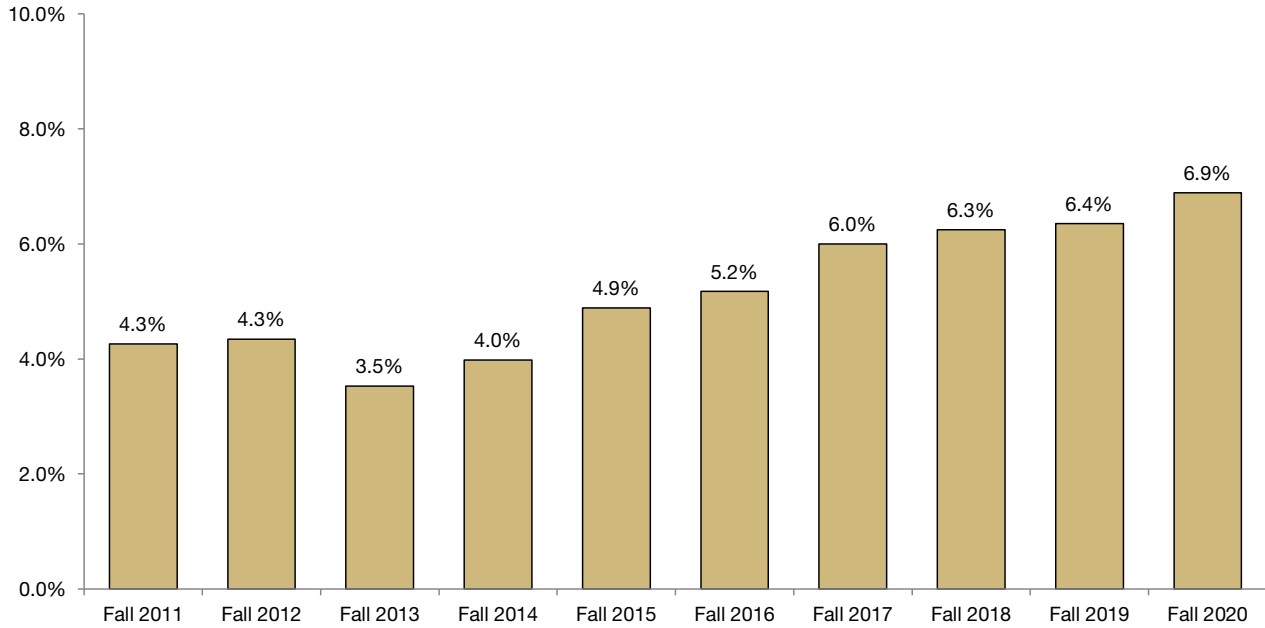


	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Baccalaureate Degrees Awarded to Pell Recipients*	599	651	610	733	698	754	866	814	894	930
% of Total Baccalaureate Degrees	45%	46%	46%	47%	47%	44%	47%	44%	46%	45%

\* counted if student was ever a Pell recipient

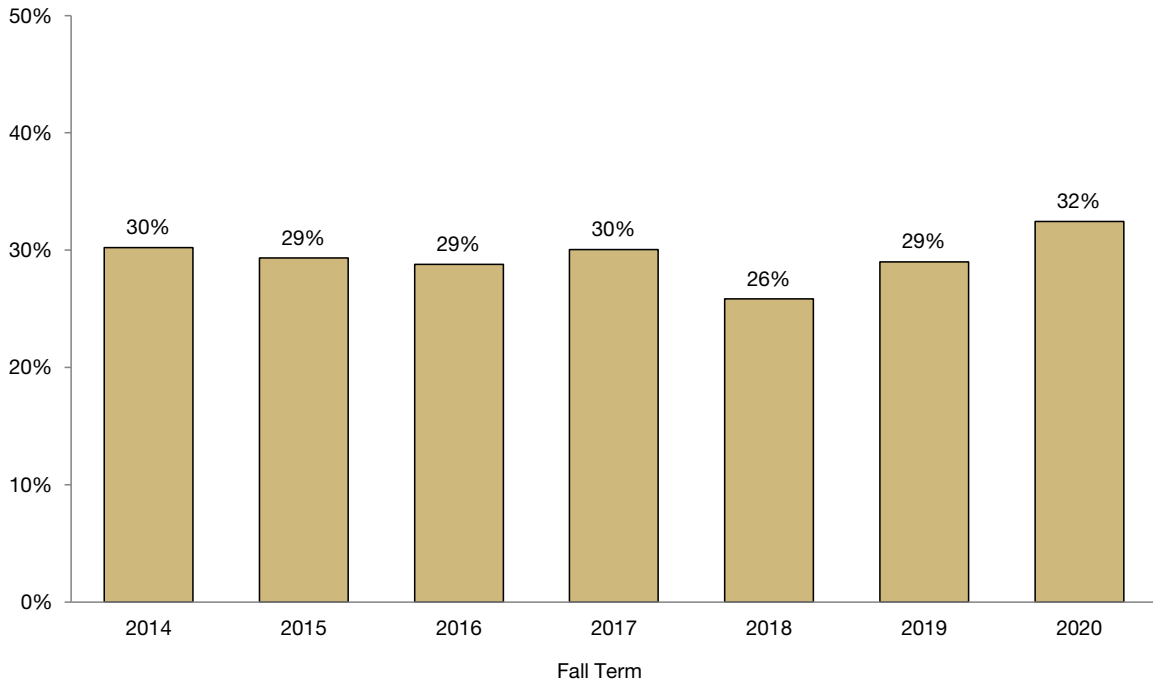
**University of Colorado Colorado Springs  
Enrollment of Students with Disabilities**

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



	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020
Number of undergraduates registered with Office of Disability Services	328	355	313	373	470	527	626	658	648	673
Percent of all undergraduates	4.3%	4.3%	3.5%	4.0%	4.9%	5.2%	6.0%	6.3%	6.4%	6.9%

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

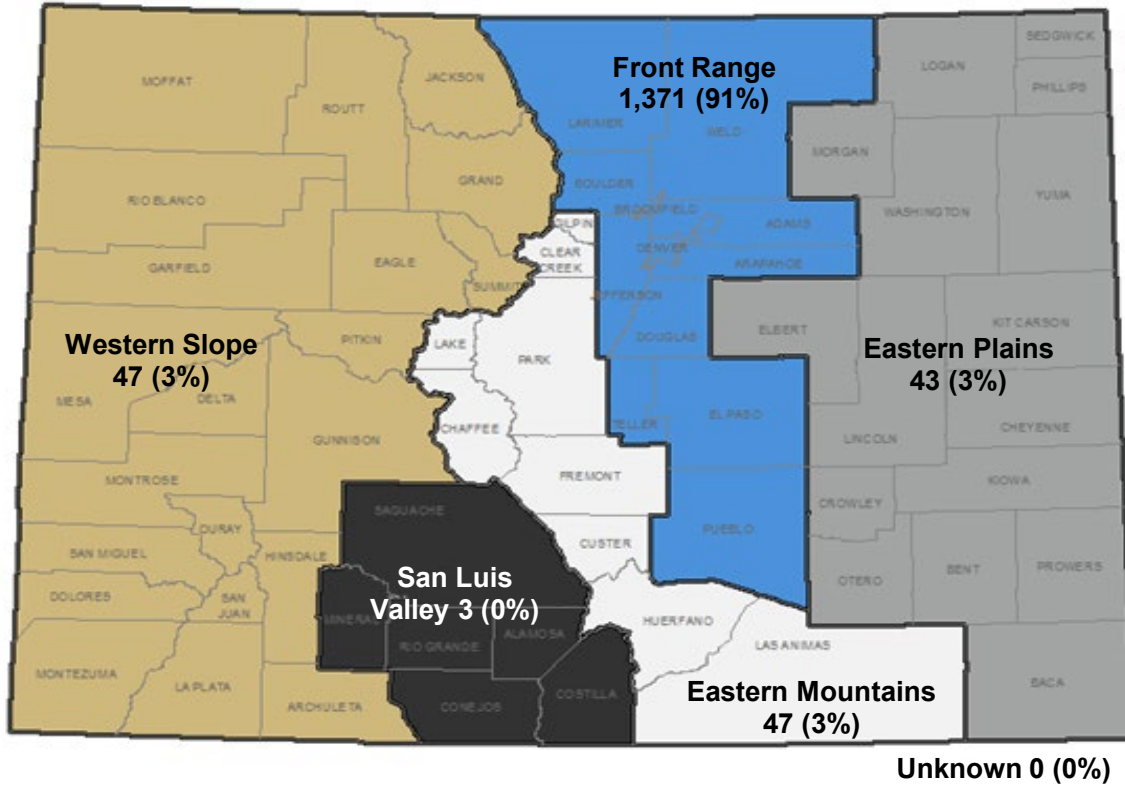


	2014	2015	2016	2017	2018	2019	2020
Total UG First Generation Enrolled	2,835	2,821	2,932	3,139	2,720	2,960	3,172
% of Total UG Enrollment	30%	29%	29%	30%	26%	29%	32%

\* 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 2020  
Home Region**

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



Region	12th Graders Enrolled in CO Public Schools <sup>1</sup>	UCCS New Resident Freshmen	
		Enrolled <sup>2</sup>	Percent
Eastern Mountains	2%	16	1%
Eastern Plains	3%	17	1%
Front Range	83%	1,061	93%
San Luis Valley	1%	4	0%
Western Slope	10%	45	4%
Unknown	2%	3	0%
<b>Total</b>	<b>100%</b>	<b>1,146</b>	<b>100%</b>

<sup>1</sup> 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>

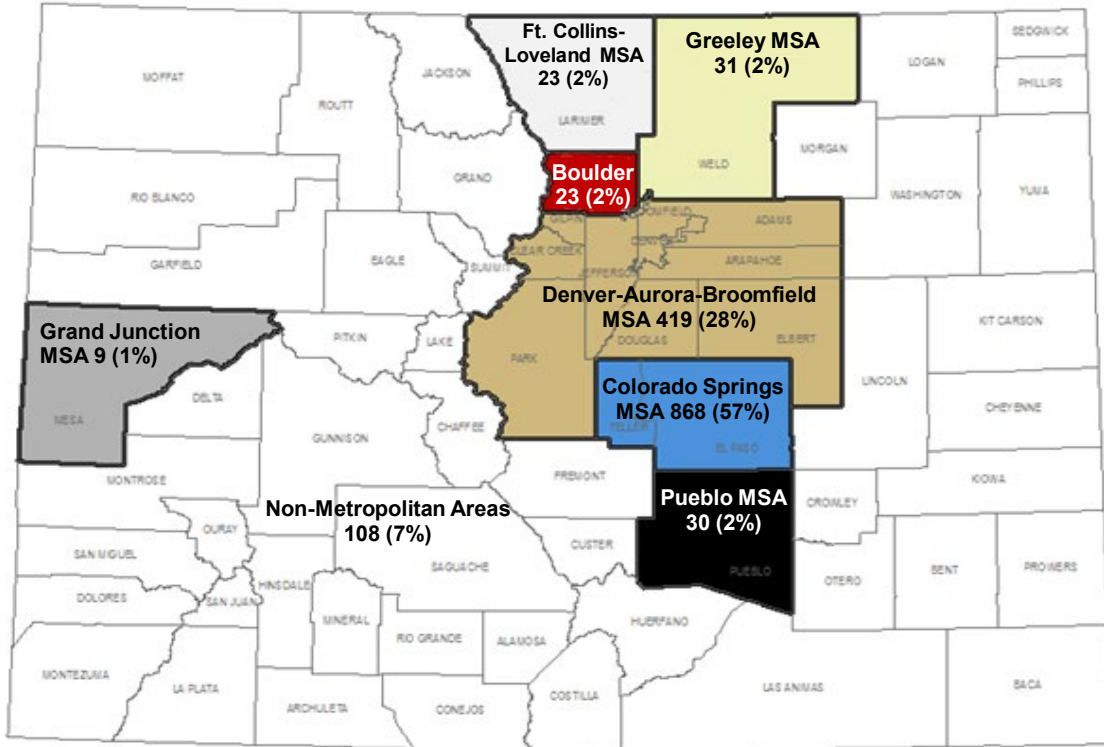
<sup>2</sup> Home region of new resident freshmen based on county at time of admission. Data source: SURDS Enrollment File (with new freshmen defined by CU registration type)

State regions defined at: Colorado Division of Local Government, State Demography Office. [www.colorado.gov/cs/Satellite/DOLA-Main/CBON/1251593300013](http://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 2020  
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 <sup>1</sup>	UCCS New Resident Freshmen	
		Enrolled <sup>2</sup>	Percent
Boulder MSA	8%	15	1%
Colorado Springs MSA	14%	698	61%
Denver-Aurora-Broomfield MSA	49%	307	27%
Fort Collins-Loveland MSA	5%	5	0%
Grand Junction MSA	3%	4	0%
Greeley MSA	5%	16	1%
Pueblo MSA	3%	25	2%
Non-Metro	14%	73	6%
Unknown	0%	3	0%
<b>Total</b>	<b>100%</b>	<b>1,146</b>	<b>100%</b>

<sup>1</sup> 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/pupildcurrent.htm>

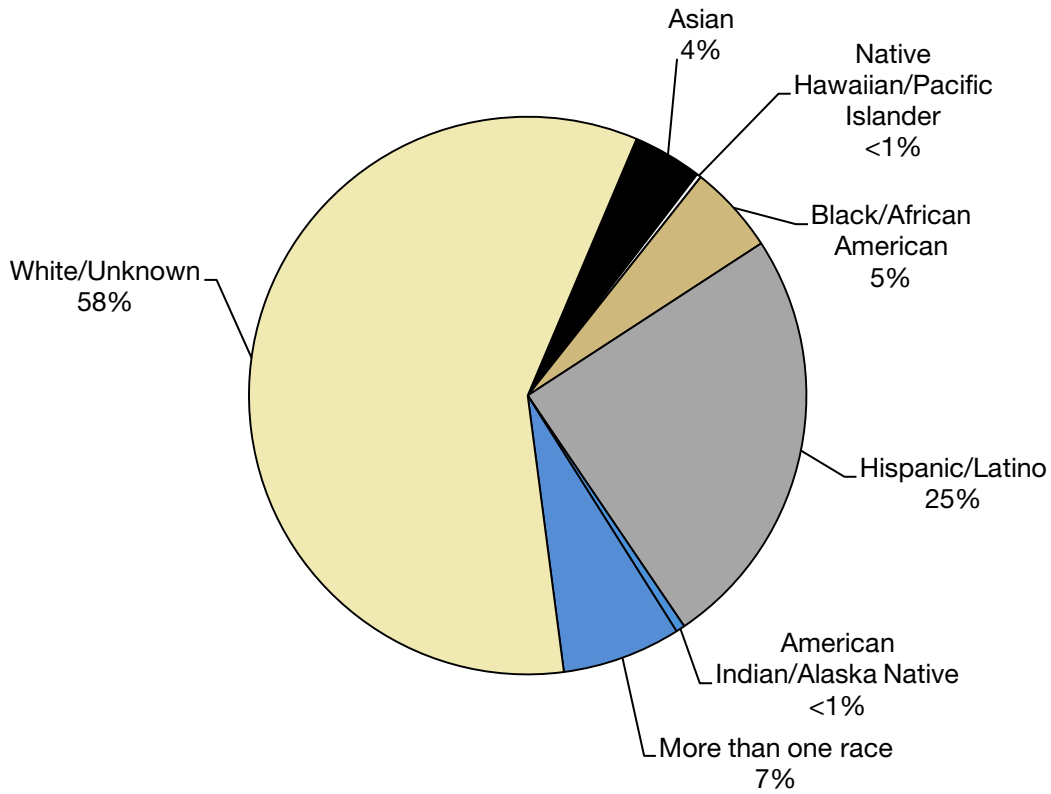
<sup>2</sup> Home region of new resident freshmen based on county at time of admission. Data source: SURDS Enrollment File (with new freshmen defined by CU registration type)

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 2020**  
(End-of-Term Enrollment)

**Total = 1,146**  
**Total Students of Color = 476 (42%)**



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 2020**

Notes: Includes all employees reported for IPEDS HR for Fall 2020. 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	Sex						Race/Ethnicity										Military <sup>2</sup>		
		Female (F)		Male (M)		Neither Male nor Female (X)		People of Color*		American Indian/Alaska Native	Asian	Black/African American	Hispanic/Latino	Native Hawaiian/Pacific Islander	More than one Race	White	Unknown	International/Temp Visa <sup>1</sup>		
		#	%	#	%	#	%	#	%	#	#	#	#	#	#	#	#	#	#	%
<b>Faculty</b>	<b>845</b>	<b>465</b>	<b>55%</b>	<b>380</b>	<b>45%</b>	<b>-</b>	<b>0%</b>	<b>156</b>	<b>18%</b>	<b>6</b>	<b>54</b>	<b>27</b>	<b>59</b>	<b>1</b>	<b>9</b>	<b>659</b>	<b>125</b>	<b>25</b>	<b>75</b>	<b>9%</b>
Instructional Faculty	495	254	51%	241	49%	-	0%	85	17%	2	36	9	31	1	6	368	37	5	26	5%
Tenured/Tenure Track	286	127	44%	159	56%	-	0%	55	19%	1	29	6	16	1	2	205	22	4	9	3%
Full Professor	90	31	34%	59	66%	0	0%	13	14%	0	6	0	7	0	0	73	4	0	3	3%
Associate Professor	86	39	45%	47	55%	0	0%	18	21%	0	13	2	3	0	0	64	4	0	4	5%
Assistant Professor	110	57	52%	53	48%	0	0%	24	22%	1	10	4	6	1	2	68	14	4	2	2%
Non-Tenure Track	209	127	61%	82	39%	-	0%	30	14%	1	7	3	15	-	4	163	15	1	17	2
Sr. Instructor	113	75	66%	38	34%	0	0%	15	13%	1	1	1	8	0	4	95	3	0	10	1
Instructor	96	52	54%	44	46%	0	0%	15	16%	0	6	2	7	0	0	68	12	1	7	1
Clinical Faculty	21	16	76%	5	24%	0	0%	3	14%	1	1	1	0	0	0	17	1	0	1	0
Research Faculty	25	13	52%	12	48%	0	0%	5	20%	0	1	2	2	0	0	16	1	3	2	0
Other Faculty	304	182	60%	122	40%	0	0%	63	21%	3	16	15	26	0	3	258	86	17	46	0
<b>Staff</b>	<b>773</b>	<b>464</b>	<b>60%</b>	<b>309</b>	<b>40%</b>	<b>-</b>	<b>0%</b>	<b>165</b>	<b>21%</b>	<b>4</b>	<b>24</b>	<b>27</b>	<b>91</b>	<b>2</b>	<b>17</b>	<b>551</b>	<b>30</b>	<b>1</b>	<b>49</b>	<b>6%</b>
Officers	18	9	50%	9	50%	0	0%	4	22%	0	1	0	3	0	0	13	1	0	2	11%
Management/Other Professionals/S	755	455	60%	300	40%	-	0%	161	21%	4	23	27	88	2	17	538	29	1	47	3
Exempt Professionals	585	385	66%	200	34%	0	0%	111	19%	3	15	20	58	0	15	425	23	0	31	5%
Classified Staff	170	70	41%	100	59%	0	0%	50	29%	1	8	7	30	2	2	113	6	0	14	8%
<b>Faculty/Staff Total</b>	<b>1,618</b>	<b>929</b>	<b>57%</b>	<b>689</b>	<b>43%</b>	<b>-</b>	<b>0%</b>	<b>321</b>	<b>20%</b>	<b>10</b>	<b>78</b>	<b>54</b>	<b>150</b>	<b>3</b>	<b>26</b>	<b>1,210</b>	<b>155</b>	<b>26</b>	<b>124</b>	<b>8%</b>

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

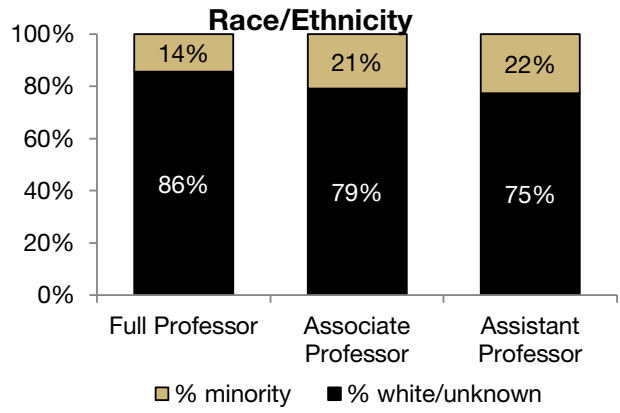
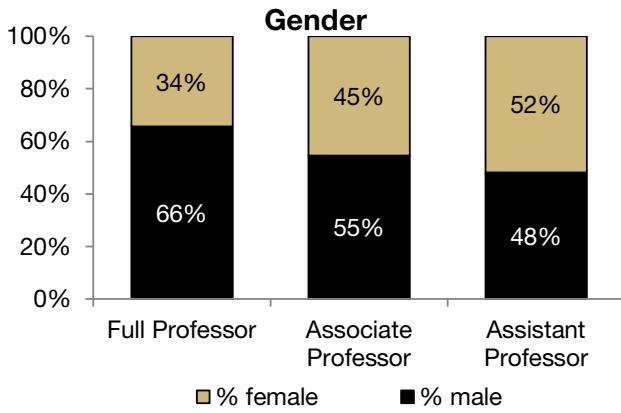
1 "Nonresident alien" is a category reported within race/ethnicity in the IPEDS HR survey. The race/ethnicity categories are meant to reflect U.S./domestic categories of race and ethnicity.

2 Military includes alien employees who have identified as current or former members of the Armed Forces, including both protected veterans and other veterans. The information is self-reported through the MyUCCS portal.

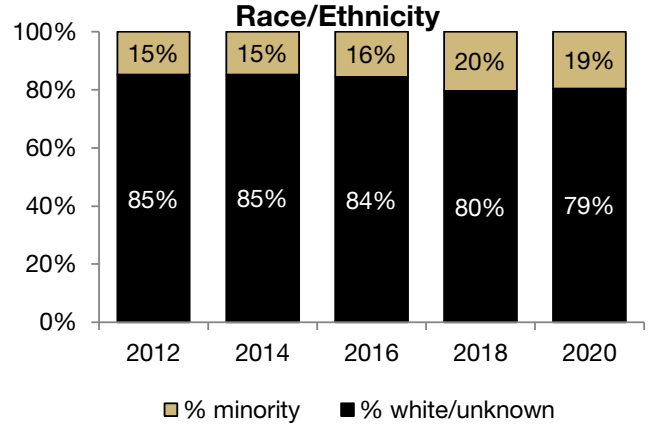
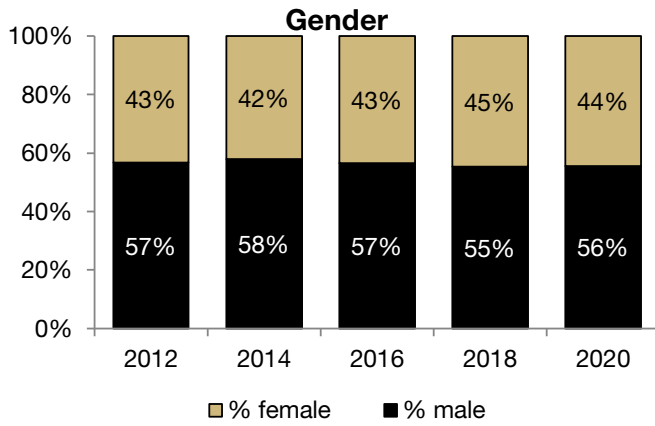
3 The UCCS Faculty Assembly voted to rename non-tenure track faculty as Instructional, Research, and Clinical (IRC) Faculty. The Other Faculty group includes student faculty.

# University of Colorado Colorado Springs

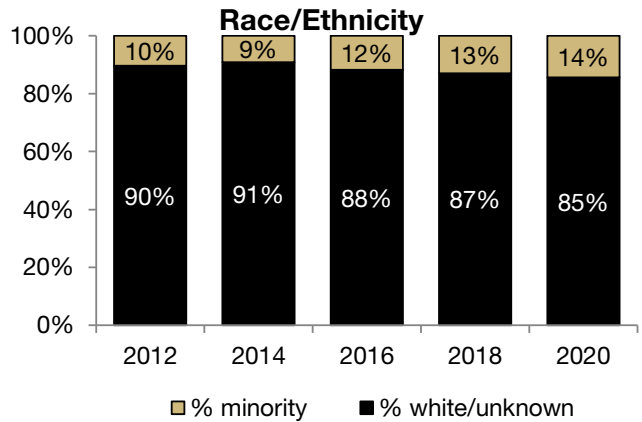
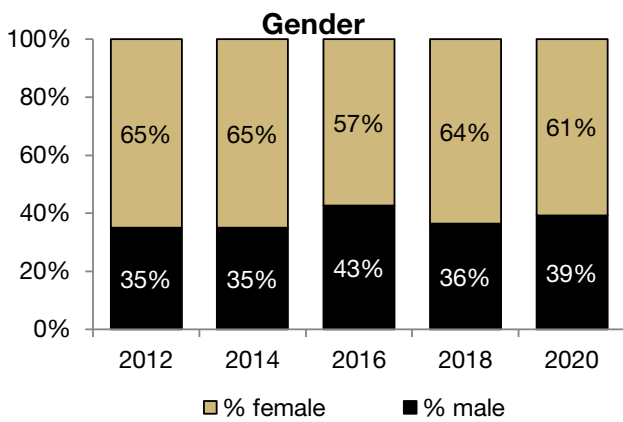
## Instructional Faculty, Fall 2020 Tenured/Tenure Track



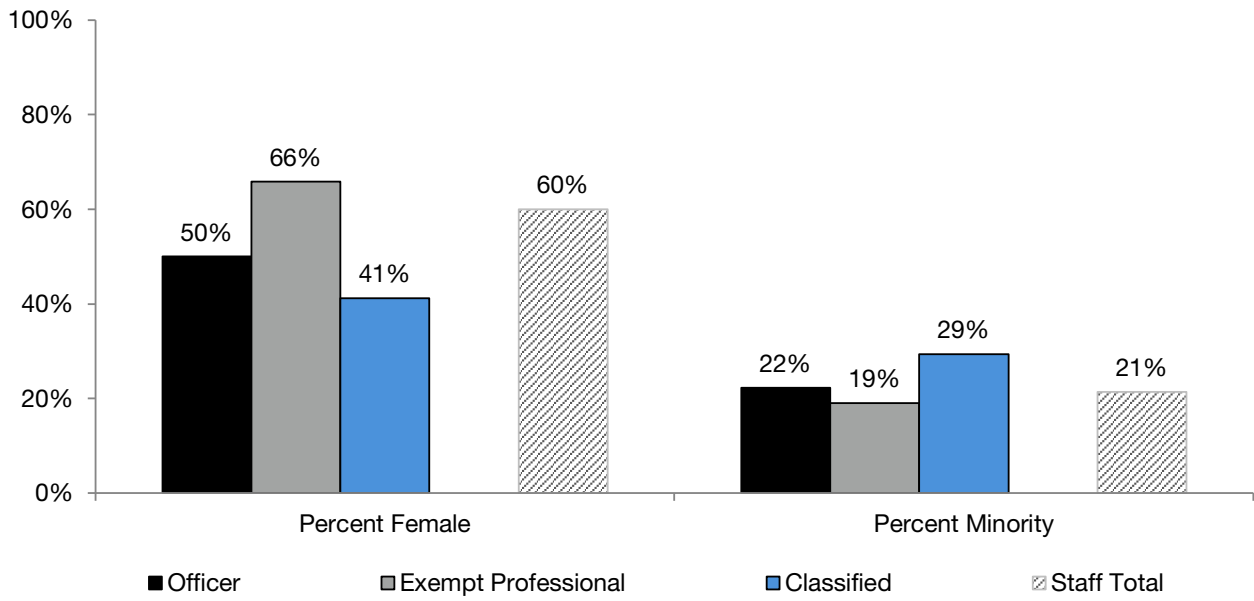
## Instructional Faculty, Fall 2012 - Fall 2020 Tenured/Tenure Track Faculty All Ranks Combined



## Non-Tenure Track Faculty



**University of Colorado Colorado Springs  
Staff Diversity, Fall 2020**

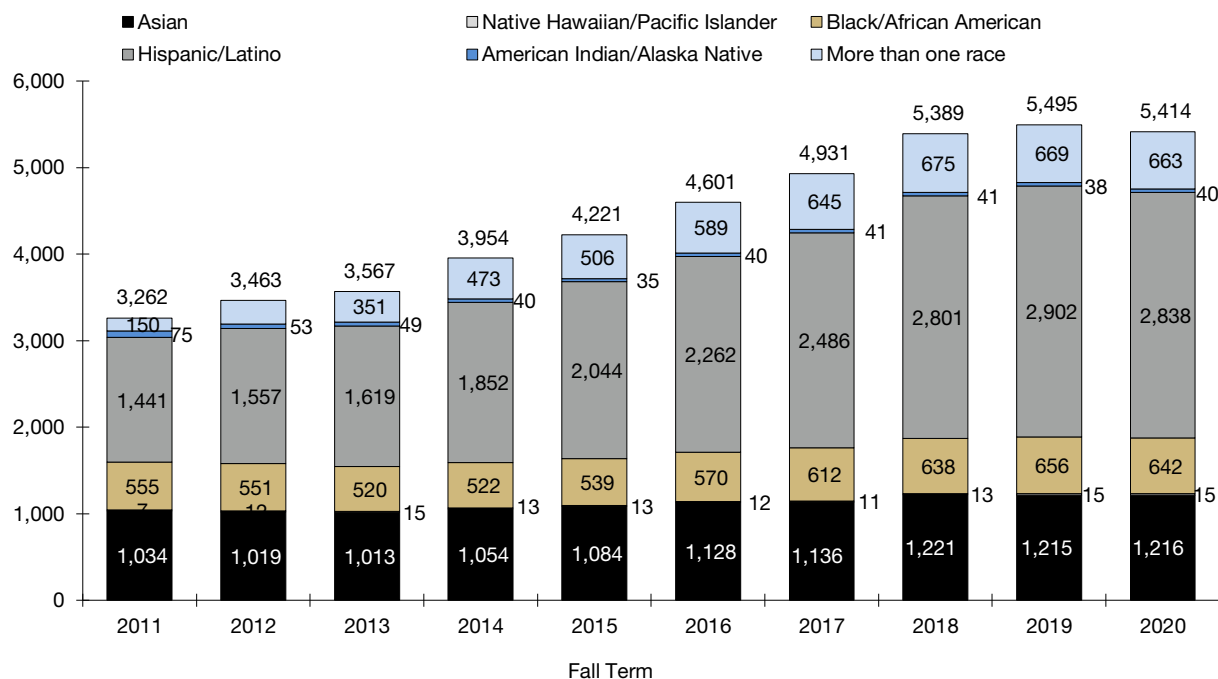




## **Student Diversity**

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	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Asian	1,034	1,019	1,013	1,054	1,084	1,128	1,136	1,221	1,215	1,216
Native Hawaiian/Pacific Islander	7	12	15	13	13	12	11	13	15	15
Black/African American	555	551	520	522	539	570	612	638	656	642
Hispanic/Latino	1,441	1,557	1,619	1,852	2,044	2,262	2,486	2,801	2,902	2,838
American Indian/Alaska Native	75	53	49	40	35	40	41	41	38	40
More than one race	150	271	351	473	506	589	645	675	669	663
White/Unknown	6,280	6,084	5,878	5,793	5,765	5,808	5,783	5,664	5,386	5,159
International	594	706	724	706	565	563	580	576	526	509
<b>Total Enrollment</b>	<b>10,136</b>	<b>10,253</b>	<b>10,169</b>	<b>10,453</b>	<b>10,551</b>	<b>10,972</b>	<b>11,294</b>	<b>11,629</b>	<b>11,407</b>	<b>11,082</b>
<b>Students of Color Total</b>	<b>3,262</b>	<b>3,463</b>	<b>3,567</b>	<b>3,954</b>	<b>4,221</b>	<b>4,601</b>	<b>4,931</b>	<b>5,389</b>	<b>5,495</b>	<b>5,414</b>
<b>Students of Color as % of Total*</b>	<b>34%</b>	<b>36%</b>	<b>38%</b>	<b>41%</b>	<b>42%</b>	<b>44%</b>	<b>46%</b>	<b>49%</b>	<b>51%</b>	<b>51%</b>

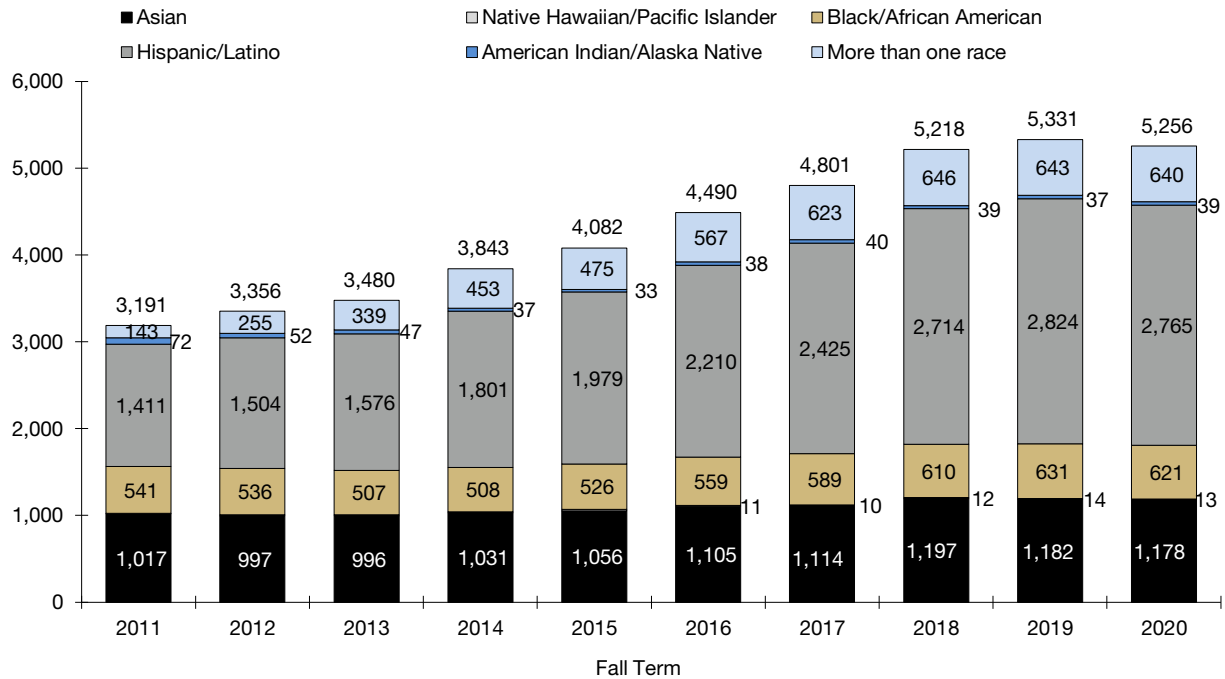
Race/Ethnicity	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Asian	10.2%	9.9%	10.0%	10.1%	10.3%	10.3%	10.1%	10.5%	10.7%	11.0%
Native Hawaiian/Pacific Islander	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
Black/African American	5.5%	5.4%	5.1%	5.0%	5.1%	5.2%	5.4%	5.5%	5.8%	5.8%
Hispanic/Latino	14.2%	15.2%	15.9%	17.7%	19.4%	20.6%	22.0%	24.1%	25.4%	25.6%
American Indian/Alaska Native	0.7%	0.5%	0.5%	0.4%	0.3%	0.4%	0.4%	0.4%	0.3%	0.4%
More than one race	1.5%	2.6%	3.5%	4.5%	4.8%	5.4%	5.7%	5.8%	5.9%	6.0%
White/Unknown	62.0%	59.3%	57.8%	55.4%	54.6%	52.9%	51.2%	48.7%	47.2%	46.6%
International	5.9%	6.9%	7.1%	6.8%	5.4%	5.1%	5.1%	5.0%	4.6%	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	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Asian	1,017	997	996	1,031	1,056	1,105	1,114	1,197	1,182	1,178
Native Hawaiian/Pacific Islander	7	12	15	13	13	11	10	12	14	13
Black/African American	541	536	507	508	526	559	589	610	631	621
Hispanic/Latino	1,411	1,504	1,576	1,801	1,979	2,210	2,425	2,714	2,824	2,765
American Indian/Alaska Native	72	52	47	37	33	38	40	39	37	39
More than one race	143	255	339	453	475	567	623	646	643	640
White/Unknown	5,943	5,706	5,535	5,439	5,392	5,441	5,421	5,309	5,039	4,848
International	593	704	721	705	564	562	578	574	526	508
<b>Total:</b>	<b>9,727</b>	<b>9,766</b>	<b>9,736</b>	<b>9,987</b>	<b>10,038</b>	<b>10,493</b>	<b>10,800</b>	<b>11,101</b>	<b>10,896</b>	<b>10,612</b>
<b>Students of Color Total</b>	<b>3,191</b>	<b>3,356</b>	<b>3,480</b>	<b>3,843</b>	<b>4,082</b>	<b>4,490</b>	<b>4,801</b>	<b>5,218</b>	<b>5,331</b>	<b>5,256</b>
<b>Students of Color as % of Total*</b>	<b>35%</b>	<b>37%</b>	<b>39%</b>	<b>41%</b>	<b>43%</b>	<b>45%</b>	<b>47%</b>	<b>50%</b>	<b>51%</b>	<b>52%</b>

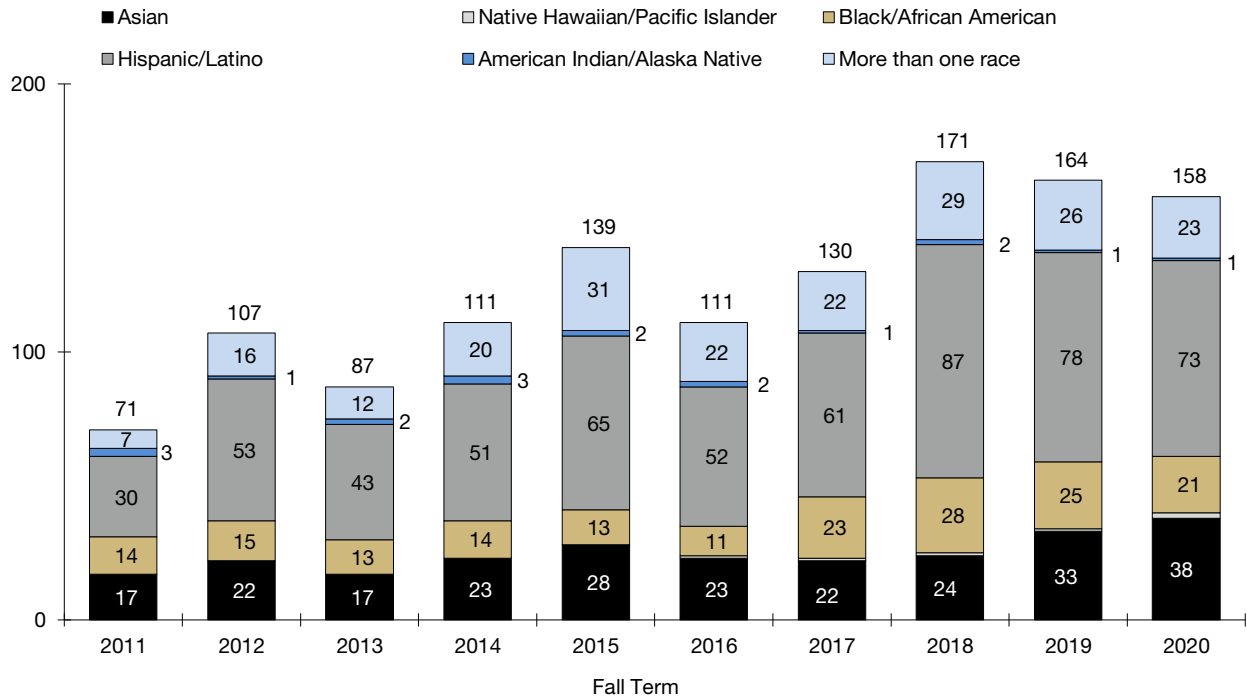
Race/Ethnicity	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Asian	10.5%	10.2%	10.2%	10.3%	10.5%	10.5%	10.3%	10.8%	10.8%	11.1%
Native Hawaiian/Pacific Islander	0.1%	0.1%	0.2%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
Black/African American	5.6%	5.5%	5.2%	5.1%	5.2%	5.3%	5.5%	5.5%	5.8%	5.9%
Hispanic/Latino	14.5%	15.4%	16.2%	18.0%	19.7%	21.1%	22.5%	24.4%	25.9%	26.1%
American Indian/Alaska Native	0.7%	0.5%	0.5%	0.4%	0.3%	0.4%	0.4%	0.4%	0.3%	0.4%
More than one race	1.5%	2.6%	3.5%	4.5%	4.7%	5.4%	5.8%	5.8%	5.9%	6.0%
White/Unknown	61.1%	58.4%	56.9%	54.5%	53.7%	51.9%	50.2%	47.8%	46.2%	45.7%
International	6.1%	7.2%	7.4%	7.1%	5.6%	5.4%	5.4%	5.2%	4.8%	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	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Asian	17	22	17	23	28	23	22	24	33	38
Native Hawaiian/Pacific Islander	-	-	-	-	-	1	1	1	1	2
Black/African American	14	15	13	14	13	11	23	28	25	21
Hispanic/Latino	30	53	43	51	65	52	61	87	78	73
American Indian/Alaska Native	3	1	2	3	2	2	1	2	1	1
More than one race	7	16	12	20	31	22	22	29	26	23
White/Unknown	337	378	343	354	373	367	362	355	347	311
International	1	2	3	1	1	1	2	2	-	1
<b>Total Enrollment</b>	<b>409</b>	<b>487</b>	<b>433</b>	<b>466</b>	<b>513</b>	<b>479</b>	<b>494</b>	<b>528</b>	<b>511</b>	<b>470</b>
Students of Color Total	71	107	87	111	139	111	130	171	164	158
Students of Color as % of Total*	17%	22%	20%	24%	27%	23%	26%	33%	32%	34%

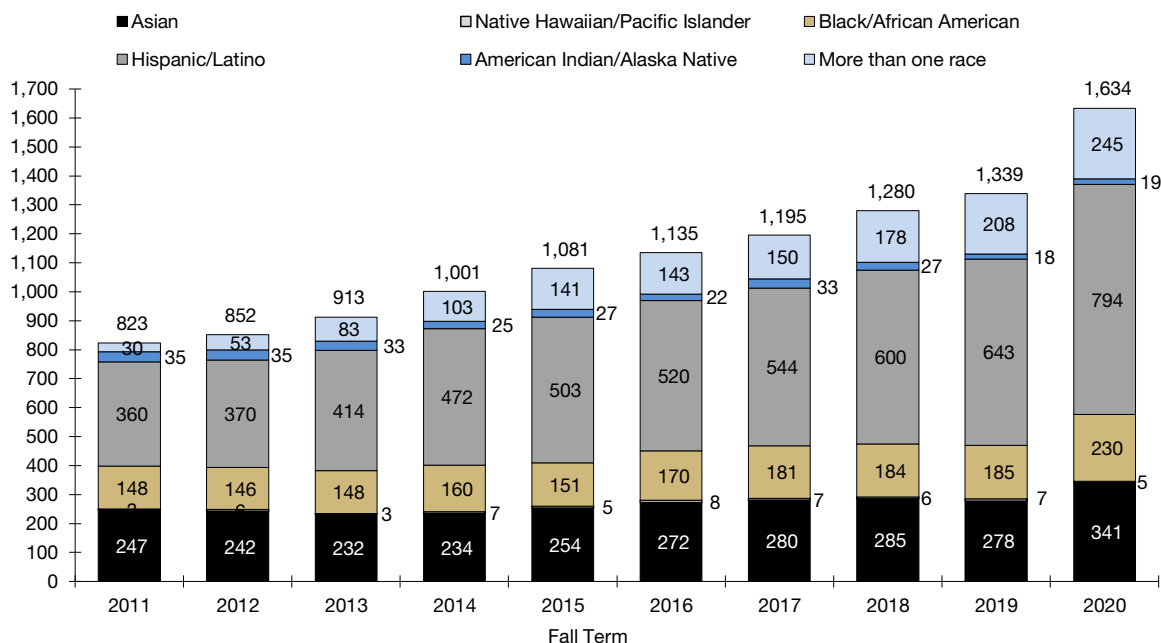
Race/Ethnicity	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Asian	4.2%	4.5%	3.9%	4.9%	5.5%	4.8%	4.5%	4.5%	6.5%	8.1%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.2%	0.2%	0.2%	0.4%
Black/African American	3.4%	3.1%	3.0%	3.0%	2.5%	2.3%	4.7%	5.3%	4.9%	4.5%
Hispanic/Latino	7.3%	10.9%	9.9%	10.9%	12.7%	10.9%	12.3%	16.5%	15.3%	15.5%
American Indian/Alaska Native	0.7%	0.2%	0.5%	0.6%	0.4%	0.4%	0.2%	0.4%	0.2%	0.2%
More than one race	1.7%	3.3%	2.8%	4.3%	6.0%	4.6%	4.5%	5.5%	5.1%	4.9%
White/Unknown	82.4%	77.6%	79.2%	76.0%	72.7%	76.6%	73.3%	67.2%	67.9%	66.2%
International	0.2%	0.4%	0.7%	0.2%	0.2%	0.2%	0.4%	0.4%	0.0%	0.2%

\* 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	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Asian	247	242	232	234	254	272	280	285	278	341
Native Hawaiian/Pacific Islander	3	6	3	7	5	8	7	6	7	5
Black/African American	148	146	148	160	151	170	181	184	185	230
Hispanic/Latino	360	370	414	472	503	520	544	600	643	794
American Indian/Alaska Native	35	35	33	25	27	22	33	27	18	19
More than one race	30	53	83	103	141	143	150	178	208	245
White/Unknown	4,849	4,603	4,375	4,376	4,379	4,399	4,289	4,119	4,108	4,648
International	441	455	481	601	563	544	555	533	493	435
<b>Total Enrollment</b>	<b>6,113</b>	<b>5,910</b>	<b>5,769</b>	<b>5,978</b>	<b>6,023</b>	<b>6,078</b>	<b>6,039</b>	<b>5,932</b>	<b>5,940</b>	<b>6,717</b>
Students of Color Total	823	852	913	1,001	1,081	1,135	1,195	1,280	1,339	1,634
Students of Color as % of Total*	15%	16%	17%	19%	20%	21%	22%	24%	25%	26%

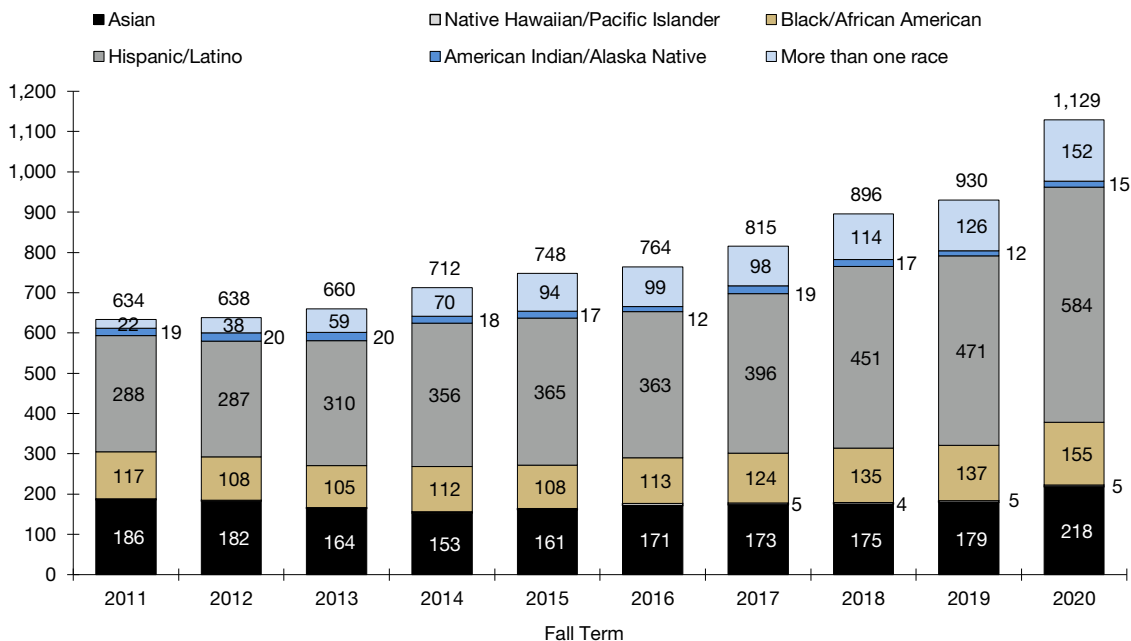
	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Asian	4.0%	4.1%	4.0%	3.9%	4.2%	4.5%	4.6%	4.8%	4.7%	5.1%
Native Hawaiian/Pacific Islander	0.0%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
Black/African American	2.4%	2.5%	2.6%	2.7%	2.5%	2.8%	3.0%	3.1%	3.1%	3.4%
Hispanic/Latino	5.9%	6.3%	7.2%	7.9%	8.4%	8.6%	9.0%	10.1%	10.8%	11.8%
American Indian/Alaska Native	0.6%	0.6%	0.6%	0.4%	0.4%	0.4%	0.5%	0.5%	0.3%	0.3%
More than one race	0.5%	0.9%	1.4%	1.7%	2.3%	2.4%	2.5%	3.0%	3.5%	3.6%
White/Unknown	79.3%	77.9%	75.8%	73.2%	72.7%	72.4%	71.0%	69.4%	69.2%	69.2%
International	7.2%	7.7%	8.3%	10.1%	9.3%	9.0%	9.2%	9.0%	8.3%	6.5%

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	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Asian	186	182	164	153	161	171	173	175	179	218
Native Hawaiian/Pacific Islander	2	3	2	3	3	6	5	4	5	5
Black/African American	117	108	105	112	108	113	124	135	137	155
Hispanic/Latino	288	287	310	356	365	363	396	451	471	584
American Indian/Alaska Native	19	20	20	18	17	12	19	17	12	15
More than one race	22	38	59	70	94	99	98	114	126	152
White/Unknown	3,714	3,480	3,209	3,128	3,049	3,023	2,895	2,760	2,684	3,052
International	370	387	418	542	499	490	498	475	437	369
<b>Total Enrollment</b>	<b>4,718</b>	<b>4,505</b>	<b>4,287</b>	<b>4,382</b>	<b>4,296</b>	<b>4,277</b>	<b>4,208</b>	<b>4,131</b>	<b>4,051</b>	<b>4,550</b>
Students of Color Total	634	638	660	712	748	764	815	896	930	1,129
Students of Color as % of Total*	15%	15%	17%	19%	20%	20%	22%	25%	26%	27%

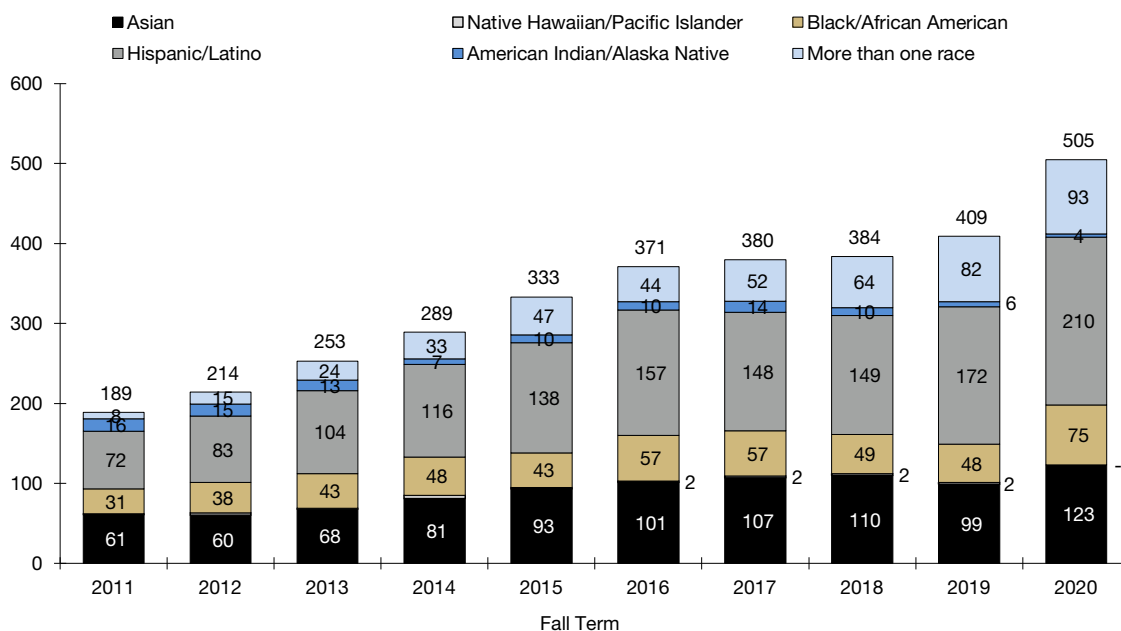
	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Asian	3.9%	4.0%	3.8%	3.5%	3.7%	4.0%	4.1%	4.2%	4.4%	4.8%
Native Hawaiian/Pacific Islander	0.0%	0.1%	0.0%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
Black/African American	2.5%	2.4%	2.4%	2.6%	2.5%	2.6%	2.9%	3.3%	3.4%	3.4%
Hispanic/Latino	6.1%	6.4%	7.2%	8.1%	8.5%	8.5%	9.4%	10.9%	11.6%	12.8%
American Indian/Alaska Native	0.4%	0.4%	0.5%	0.4%	0.4%	0.3%	0.5%	0.4%	0.3%	0.3%
More than one race	0.5%	0.8%	1.4%	1.6%	2.2%	2.3%	2.3%	2.8%	3.1%	3.3%
White/Unknown	78.7%	77.2%	74.9%	71.4%	71.0%	70.7%	68.8%	66.8%	66.3%	67.1%
International	7.8%	8.6%	9.8%	12.4%	11.6%	11.5%	11.8%	11.5%	10.8%	8.1%

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

\* 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  
Graduate Fall Headcount Enrollment by Race/Ethnicity**



Race/Ethnicity	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Asian	61	60	68	81	93	101	107	110	99	123
Native Hawaiian/Pacific Islander	1	3	1	4	2	2	2	2	2	-
Black/African American	31	38	43	48	43	57	57	49	48	75
Hispanic/Latino	72	83	104	116	138	157	148	149	172	210
American Indian/Alaska Native	16	15	13	7	10	10	14	10	6	4
More than one race	8	15	24	33	47	44	52	64	82	93
White/Unknown	1,135	1,123	1,166	1,248	1,330	1,376	1,394	1,359	1,424	1,596
International	71	68	63	59	64	54	57	58	56	66
<b>Total Enrollment</b>	<b>1,395</b>	<b>1,405</b>	<b>1,482</b>	<b>1,596</b>	<b>1,727</b>	<b>1,801</b>	<b>1,831</b>	<b>1,801</b>	<b>1,889</b>	<b>2,167</b>
<b>Students of Color Total</b>	<b>189</b>	<b>214</b>	<b>253</b>	<b>289</b>	<b>333</b>	<b>371</b>	<b>380</b>	<b>384</b>	<b>409</b>	<b>505</b>
<b>Students of Color as % of Total*</b>	<b>14%</b>	<b>16%</b>	<b>18%</b>	<b>19%</b>	<b>20%</b>	<b>21%</b>	<b>21%</b>	<b>22%</b>	<b>22%</b>	<b>24%</b>

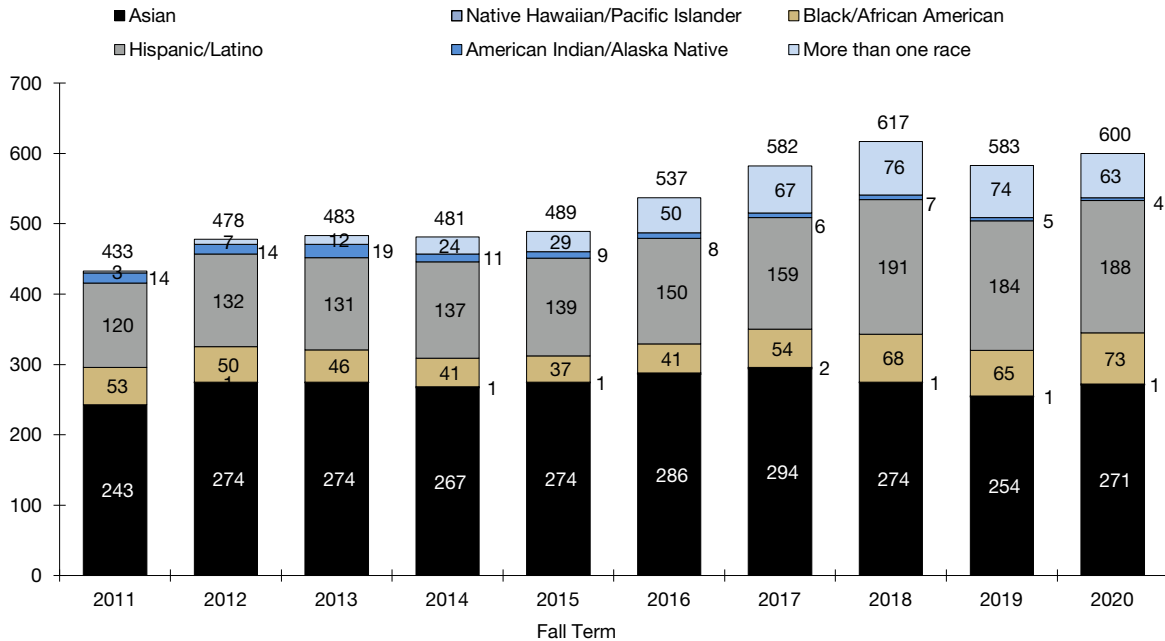
  

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Asian	4.4%	4.3%	4.6%	5.1%	5.4%	5.6%	5.8%	6.1%	5.2%	5.7%
Native Hawaiian/Pacific Islander	0.1%	0.2%	0.1%	0.3%	0.1%	0.1%	0.1%	0.1%	0.1%	0.0%
Black/African American	2.2%	2.7%	2.9%	3.0%	2.5%	3.2%	3.1%	2.7%	2.5%	3.5%
Hispanic/Latino	5.2%	5.9%	7.0%	7.3%	8.0%	8.7%	8.1%	8.3%	9.1%	9.7%
American Indian/Alaska Native	1.1%	1.1%	0.9%	0.4%	0.6%	0.6%	0.8%	0.6%	0.3%	0.2%
More than one race	0.6%	1.1%	1.6%	2.1%	2.7%	2.4%	2.8%	3.6%	4.3%	4.3%
White/Unknown	81.4%	79.9%	78.7%	78.2%	77.0%	76.4%	76.1%	75.5%	75.4%	73.7%
International	5.1%	4.8%	4.3%	3.7%	3.7%	3.0%	3.1%	3.2%	3.0%	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	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Asian	243	274	274	267	274	286	294	274	254	271
Native Hawaiian/Pacific Islander	-	1	1	1	1	2	2	1	1	1
Black/African American	53	50	46	41	37	41	54	68	65	73
Hispanic/Latino	120	132	131	137	139	150	159	191	184	188
American Indian/Alaska Native	14	14	19	11	9	8	6	7	5	4
More than one race	3	7	12	24	29	50	67	76	74	63
White/Unknown	1,308	1,313	1,298	1,353	1,349	1,344	1,347	1,368	1,296	1,262
International	11	11	10	5	5	6	10	12	13	23
<b>Total Enrollment</b>	<b>1,752</b>	<b>1,802</b>	<b>1,791</b>	<b>1,839</b>	<b>1,843</b>	<b>1,887</b>	<b>1,939</b>	<b>1,997</b>	<b>1,892</b>	<b>1,885</b>
<b>Students of Color Total</b>	<b>433</b>	<b>478</b>	<b>483</b>	<b>481</b>	<b>489</b>	<b>537</b>	<b>582</b>	<b>617</b>	<b>583</b>	<b>600</b>
<b>Students of Color as % of Total*</b>	<b>25%</b>	<b>27%</b>	<b>27%</b>	<b>26%</b>	<b>27%</b>	<b>29%</b>	<b>30%</b>	<b>31%</b>	<b>31%</b>	<b>32%</b>

Race/Ethnicity	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Asian	13.9%	15.2%	15.3%	14.5%	14.9%	15.2%	15.2%	13.7%	13.4%	14.4%
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	3.0%	2.8%	2.6%	2.2%	2.0%	2.2%	2.8%	3.4%	3.4%	3.9%
Hispanic/Latino	6.8%	7.3%	7.3%	7.4%	7.5%	7.9%	8.2%	9.6%	9.7%	10.0%
American Indian/Alaska Native	0.8%	0.8%	1.1%	0.6%	0.5%	0.4%	0.3%	0.4%	0.3%	0.2%
More than one race	0.2%	0.4%	0.7%	1.3%	1.6%	2.6%	3.5%	3.8%	3.9%	3.3%
White/Unknown	74.7%	72.9%	72.5%	73.6%	73.2%	71.2%	69.5%	68.5%	68.5%	66.9%
International	0.6%	0.6%	0.6%	0.3%	0.3%	0.3%	0.5%	0.6%	0.7%	1.2%

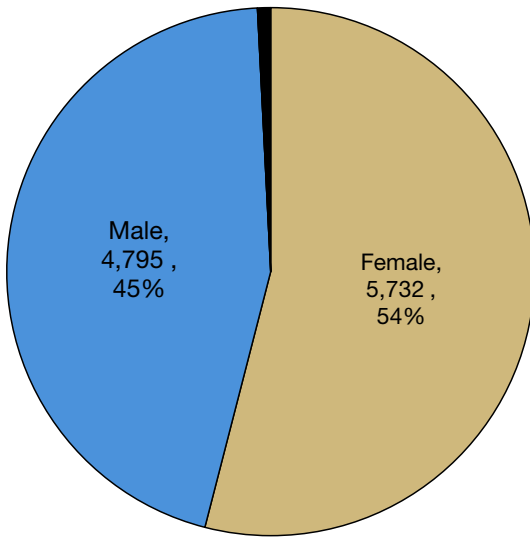
\*Enrollment in professional programs as defined by/reported to CDHE

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."

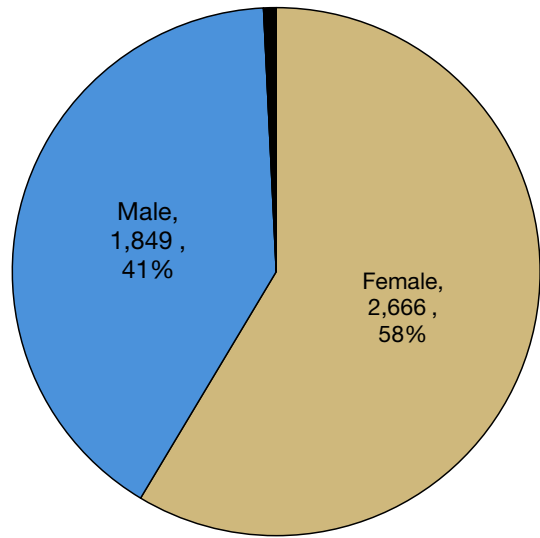
**University of Colorado Denver  
Denver Campus  
Fall Headcount Enrollment by Sex, Fall 2020**

Undergraduate Enrollment



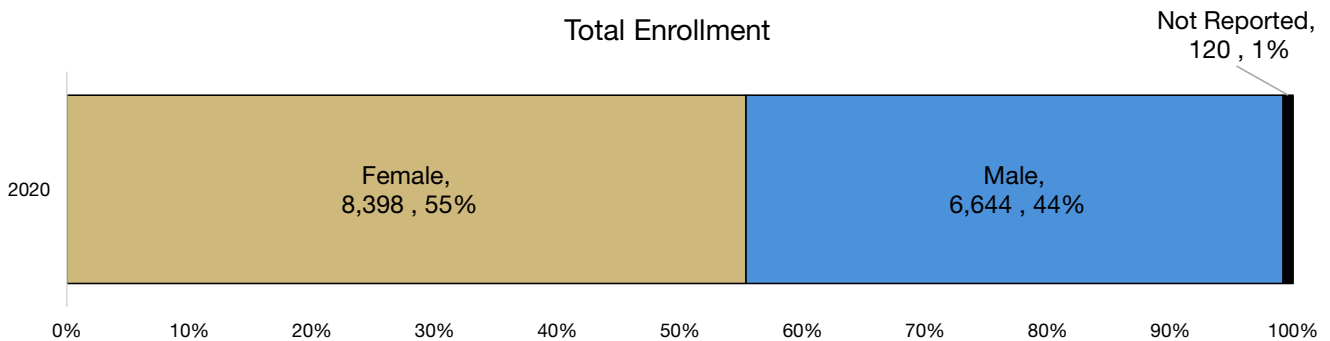
Female Male X Not Reported

Graduate Enrollment



Female Male X Not Reported

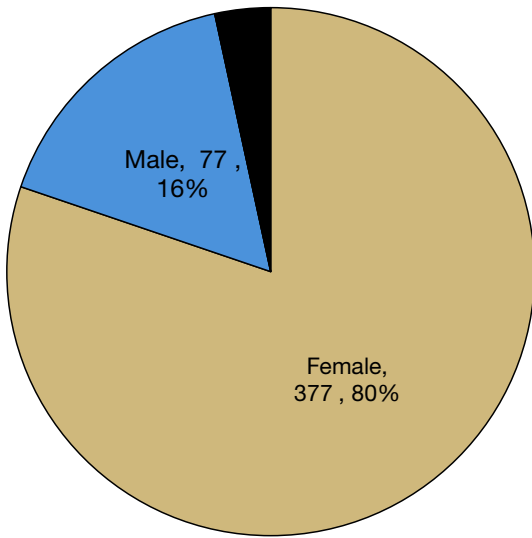
Total Enrollment



Undergraduate Enrollment		2016	2017	2018	2019	2020
Female		5,428	5,597	5,778	5,719	5,732
Male		5,009	5,184	5,267	5,099	4,795
X		-	-	-	-	-
Not Reported		56	19	56	78	85
<b>Total</b>		<b>10,493</b>	<b>10,800</b>	<b>11,101</b>	<b>10,896</b>	<b>10,612</b>
Graduate Enrollment		2016	2017	2018	2019	2020
Female		2,374	2,383	2,393	2,331	2,666
Male		1,887	1,811	1,726	1,695	1,849
X		-	-	-	-	-
Not Reported		16	14	12	25	35
<b>Total</b>		<b>4,277</b>	<b>4,208</b>	<b>4,131</b>	<b>4,051</b>	<b>4,550</b>
Total Enrollment		2016	2017	2018	2019	2020
Female		7,802	7,980	8,171	8,050	8,398
Male		6,896	6,995	6,993	6,794	6,644
X		-	-	-	-	-
Not Reported		72	33	68	103	120
<b>Total</b>		<b>14,770</b>	<b>15,008</b>	<b>15,232</b>	<b>14,947</b>	<b>15,162</b>

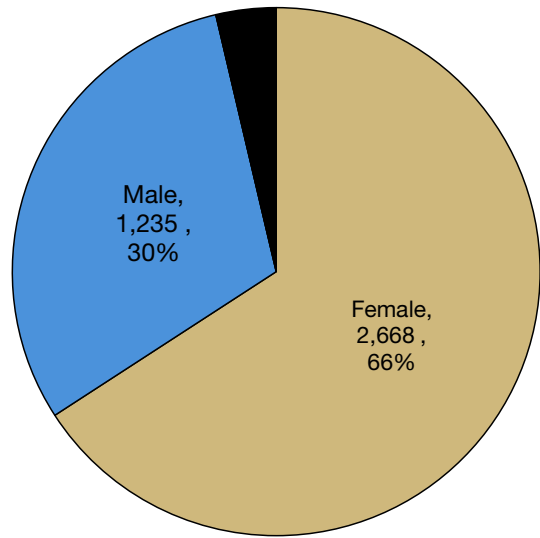
**University of Colorado Denver  
Anschutz Medical Campus  
Fall Headcount Enrollment by Sex, Fall 2020**

Undergraduate Enrollment



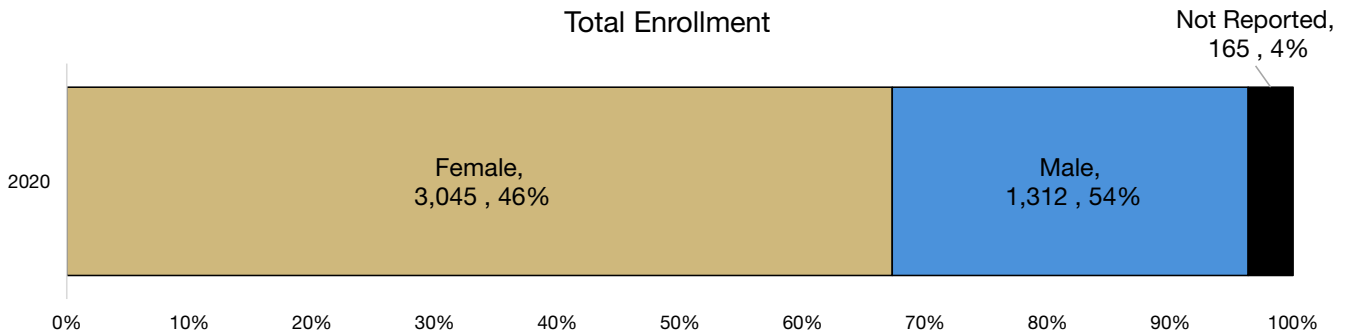
Female Male X Not Reported

Graduate Enrollment



Female Male X Not Reported

Total Enrollment



Undergraduate Enrollment		2016	2017	2018	2019	2020
Female		406	408	425	414	377
Male		73	82	79	72	77
X		-	-	-	-	-
Not Reported		-	4	24	25	16
<b>Total</b>		<b>479</b>	<b>494</b>	<b>528</b>	<b>511</b>	<b>470</b>

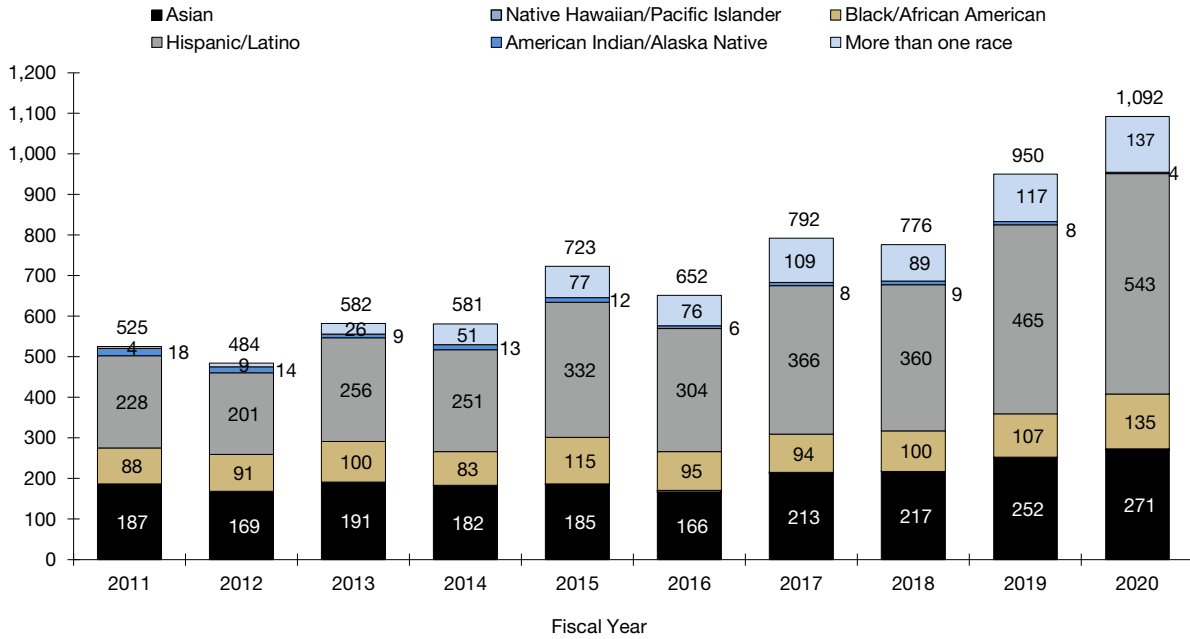
  

Graduate + Professional Enrollment		2016	2017	2018	2019	2020
Female		2,457	2,531	2,519	2,482	2,668
Male		1,231	1,228	1,245	1,201	1,235
X		-	-	-	-	-
Not Reported		-	11	34	98	149
<b>Total</b>		<b>3,688</b>	<b>3,770</b>	<b>3,798</b>	<b>3,781</b>	<b>4,052</b>

Total Enrollment		2016	2017	2018	2019	2020
Female		2,863	2,939	2,944	2,896	3,045
Male		1,304	1,310	1,324	1,273	1,312
X		-	-	-	-	-
Not Reported		-	15	58	123	165
<b>Total</b>		<b>4,167</b>	<b>4,264</b>	<b>4,326</b>	<b>4,292</b>	<b>4,522</b>

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



Race/Ethnicity	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Asian	187	169	191	182	185	166	213	217	252	271
Native Hawaiian/Pacific Islander	-	-	-	1	2	5	2	1	1	2
Black/African American	88	91	100	83	115	95	94	100	107	135
Hispanic/Latino	228	201	256	251	332	304	366	360	465	543
American Indian/Alaska Native	18	14	9	13	12	6	8	9	8	4
More than one race	4	9	26	51	77	76	109	89	117	137
White/Unknown	1,389	1,318	1,366	1,369	1,345	1,244	1,305	1,348	1,344	1,325
International	120	146	167	201	270	241	252	268	272	242
<b>Total Degrees Awarded</b>	<b>2,034</b>	<b>1,948</b>	<b>2,115</b>	<b>2,151</b>	<b>2,338</b>	<b>2,137</b>	<b>2,349</b>	<b>2,392</b>	<b>2,566</b>	<b>2,659</b>
Students of Color Total	525	484	582	581	723	652	792	776	950	1,092
Students of Color as % of Total*	27%	27%	30%	30%	35%	34%	38%	37%	41%	45%

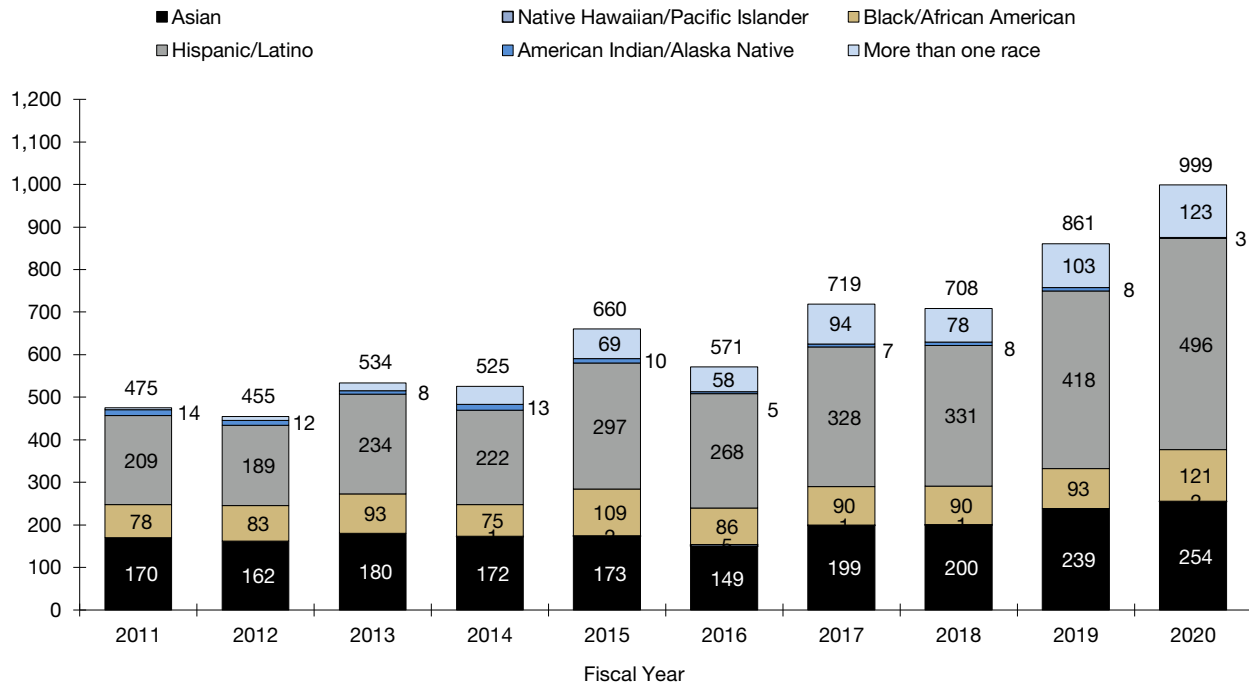
Race/Ethnicity	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Asian	9.2%	8.7%	9.0%	8.5%	7.9%	7.8%	9.1%	9.1%	9.8%	10.2%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.1%	0.2%	0.1%	0.0%	0.0%	0.1%
Black/African American	4.3%	4.7%	4.7%	3.9%	4.9%	4.4%	4.0%	4.2%	4.2%	5.1%
Hispanic/Latino	11.2%	10.3%	12.1%	11.7%	14.2%	14.2%	15.6%	15.1%	18.1%	20.4%
American Indian/Alaska Native	0.9%	0.7%	0.4%	0.6%	0.5%	0.3%	0.3%	0.4%	0.3%	0.2%
More than one race	0.2%	0.5%	1.2%	2.4%	3.3%	3.6%	4.6%	3.7%	4.6%	5.2%
White/Unknown	68.3%	67.7%	64.6%	63.6%	57.5%	58.2%	55.6%	56.4%	52.4%	49.8%
International	5.9%	7.5%	7.9%	9.3%	11.5%	11.3%	10.7%	11.2%	10.6%	9.1%

\* 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	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Asian	170	162	180	172	173	149	199	200	239	254
Native Hawaiian/Pacific Islander	-	-	-	1	2	5	1	1	-	2
Black/African American	78	83	93	75	109	86	90	90	93	121
Hispanic/Latino	209	189	234	222	297	268	328	331	418	496
American Indian/Alaska Native	14	12	8	13	10	5	7	8	8	3
More than one race	4	9	19	42	69	58	94	78	103	123
White/Unknown	1,225	1,142	1,181	1,157	1,103	1,005	1,069	1,123	1,106	1,091
International	119	145	167	199	270	240	252	268	270	241
<b>Total Degrees Awarded</b>	<b>1,819</b>	<b>1,742</b>	<b>1,882</b>	<b>1,881</b>	<b>2,033</b>	<b>1,816</b>	<b>2,040</b>	<b>2,099</b>	<b>2,237</b>	<b>2,331</b>
<b>Students of Color Total</b>	<b>475</b>	<b>455</b>	<b>534</b>	<b>525</b>	<b>660</b>	<b>571</b>	<b>719</b>	<b>708</b>	<b>861</b>	<b>999</b>
<b>Students of Color as % of Total*</b>	<b>28%</b>	<b>28%</b>	<b>31%</b>	<b>31%</b>	<b>37%</b>	<b>36%</b>	<b>40%</b>	<b>39%</b>	<b>44%</b>	<b>48%</b>

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Asian	9.3%	9.3%	9.6%	9.1%	8.5%	8.2%	9.8%	9.5%	10.7%	10.9%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.0%	0.0%	0.0%	0.1%
Black/African American	4.3%	4.8%	4.9%	4.0%	5.4%	4.7%	4.4%	4.3%	4.2%	5.2%
Hispanic/Latino	11.5%	10.8%	12.4%	11.8%	14.6%	14.8%	16.1%	15.8%	18.7%	21.3%
American Indian/Alaska Native	0.8%	0.7%	0.4%	0.7%	0.5%	0.3%	0.3%	0.4%	0.4%	0.1%
More than one race	0.2%	0.5%	1.0%	2.2%	3.4%	3.2%	4.6%	3.7%	4.6%	5.3%
White/Unknown	67.3%	65.6%	62.8%	61.5%	54.3%	55.3%	52.4%	53.5%	49.4%	46.8%
International	6.5%	8.3%	8.9%	10.6%	13.3%	13.2%	12.4%	12.8%	12.1%	10.3%

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

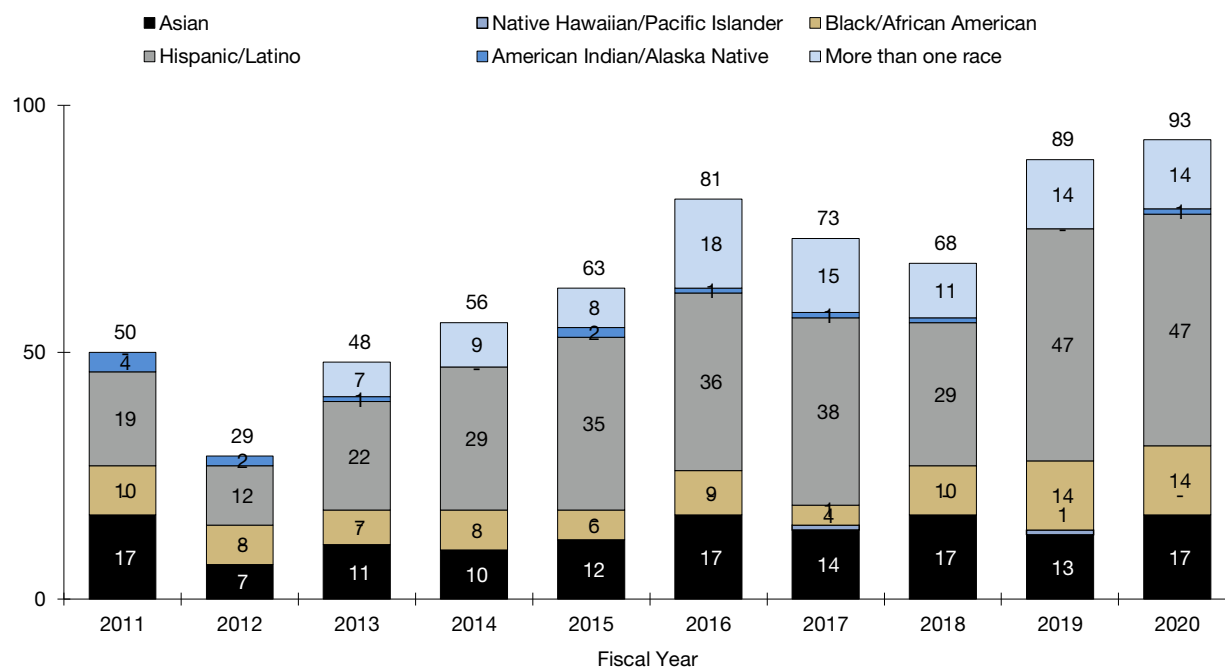
\* Minority percentage calculation does not include the international population.

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	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Asian	17	7	11	10	12	17	14	17	13	17
Native Hawaiian/Pacific Islander	-	-	-	-	-	-	1	-	1	-
Black/African American	10	8	7	8	6	9	4	10	14	14
Hispanic/Latino	19	12	22	29	35	36	38	29	47	47
American Indian/Alaska Native	4	2	1	-	2	1	1	1	-	1
More than one race	-	-	7	9	8	18	15	11	14	14
White/Unknown	164	176	185	212	242	239	236	225	238	234
International	1	1	-	2	-	1	-	-	2	1
<b>Total Degrees Awarded</b>	<b>215</b>	<b>206</b>	<b>233</b>	<b>270</b>	<b>305</b>	<b>321</b>	<b>309</b>	<b>293</b>	<b>329</b>	<b>328</b>
<b>Students of Color Total</b>	<b>50</b>	<b>29</b>	<b>48</b>	<b>56</b>	<b>63</b>	<b>81</b>	<b>73</b>	<b>68</b>	<b>89</b>	<b>93</b>
<b>Students of Color as % of Total*</b>	<b>23%</b>	<b>14%</b>	<b>21%</b>	<b>21%</b>	<b>21%</b>	<b>25%</b>	<b>24%</b>	<b>23%</b>	<b>27%</b>	<b>28%</b>

Race/Ethnicity	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Asian	7.9%	3.4%	4.7%	3.7%	3.9%	5.3%	4.5%	5.8%	4.0%	5.2%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.0%	0.3%	0.0%
Black/African American	4.7%	3.9%	3.0%	3.0%	2.0%	2.8%	1.3%	3.4%	4.3%	4.3%
Hispanic/Latino	8.8%	5.8%	9.4%	10.7%	11.5%	11.2%	12.3%	9.9%	14.3%	14.3%
American Indian/Alaska Native	1.9%	1.0%	0.4%	0.0%	0.7%	0.3%	0.3%	0.3%	0.0%	0.3%
More than one race	0.0%	0.0%	3.0%	3.3%	2.6%	5.6%	4.9%	3.8%	4.3%	4.3%
White/Unknown	76.3%	85.4%	79.4%	78.5%	79.3%	74.5%	76.4%	76.8%	72.3%	71.3%
International	0.5%	0.5%	0.0%	0.7%	0.0%	0.3%	0.0%	0.0%	0.6%	0.3%

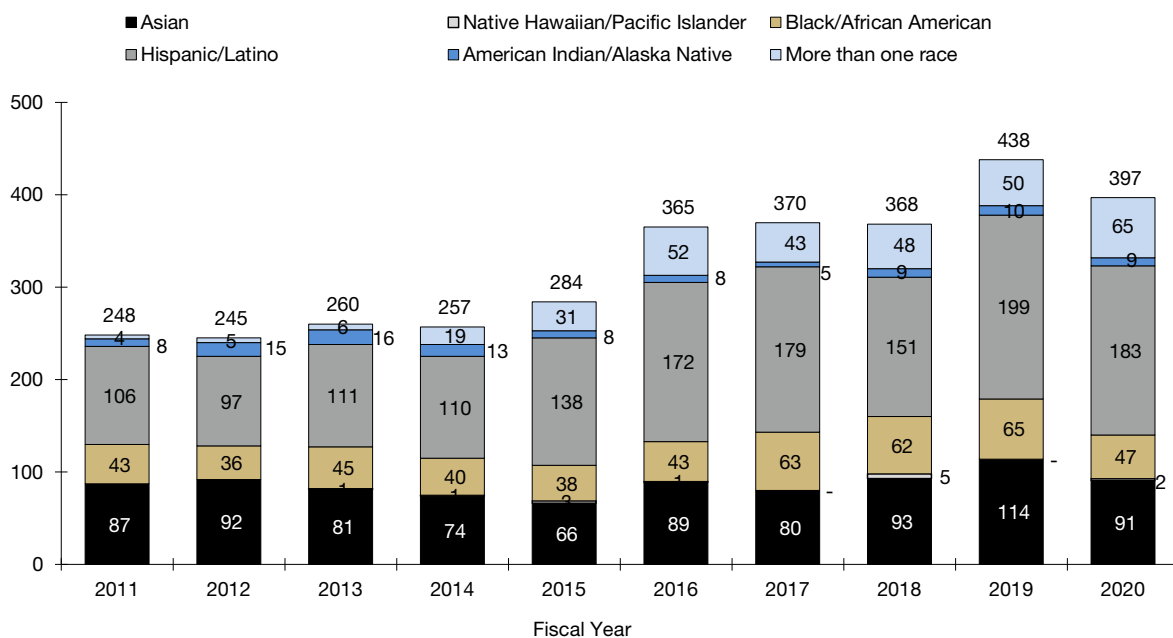
The number of baccalaureate degrees awarded to students of color at the Anschutz Medical Campus reached a high of 89 in fiscal year 2019, representing 27% of the number of undergraduate degrees.

\* 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	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Asian	87	92	81	74	66	89	80	93	114	91
Native Hawaiian/Pacific Islander	-	-	1	1	3	1	-	5	-	2
Black/African American	43	36	45	40	38	43	63	62	65	47
Hispanic/Latino	106	97	111	110	138	172	179	151	199	183
American Indian/Alaska Native	8	15	16	13	8	8	5	9	10	9
More than one race	4	5	6	19	31	52	43	48	50	65
White/Unknown	1,667	1,725	1,658	1,547	1,512	1,675	1,651	1,620	1,581	1,458
International	149	169	183	172	185	211	236	200	221	203
<b>Total Degrees Awarded</b>	<b>2,064</b>	<b>2,139</b>	<b>2,101</b>	<b>1,976</b>	<b>1,981</b>	<b>2,251</b>	<b>2,257</b>	<b>2,188</b>	<b>2,240</b>	<b>2,058</b>
<b>Students of Color Total</b>	<b>248</b>	<b>245</b>	<b>260</b>	<b>257</b>	<b>284</b>	<b>365</b>	<b>370</b>	<b>368</b>	<b>438</b>	<b>397</b>
<b>Students of Color as % of Total*</b>	<b>13%</b>	<b>12%</b>	<b>14%</b>	<b>14%</b>	<b>16%</b>	<b>18%</b>	<b>18%</b>	<b>19%</b>	<b>22%</b>	<b>21%</b>

Race/Ethnicity	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Asian	4.2%	4.3%	3.9%	3.7%	3.3%	4.0%	3.5%	4.3%	5.1%	4.4%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.1%	0.2%	0.0%	0.0%	0.2%	0.0%	0.1%
Black/African American	2.1%	1.7%	2.1%	2.0%	1.9%	1.9%	2.8%	2.8%	2.9%	2.3%
Hispanic/Latino	5.1%	4.5%	5.3%	5.6%	7.0%	7.6%	7.9%	6.9%	8.9%	8.9%
American Indian/Alaska Native	0.4%	0.7%	0.8%	0.7%	0.4%	0.4%	0.2%	0.4%	0.4%	0.4%
More than one race	0.2%	0.2%	0.3%	1.0%	1.6%	2.3%	1.9%	2.2%	2.2%	3.2%
White/Unknown	80.8%	80.6%	78.9%	78.3%	76.3%	74.4%	73.2%	74.0%	70.6%	70.8%
International	7.2%	7.9%	8.7%	8.7%	9.3%	9.4%	10.5%	9.1%	9.9%	9.9%

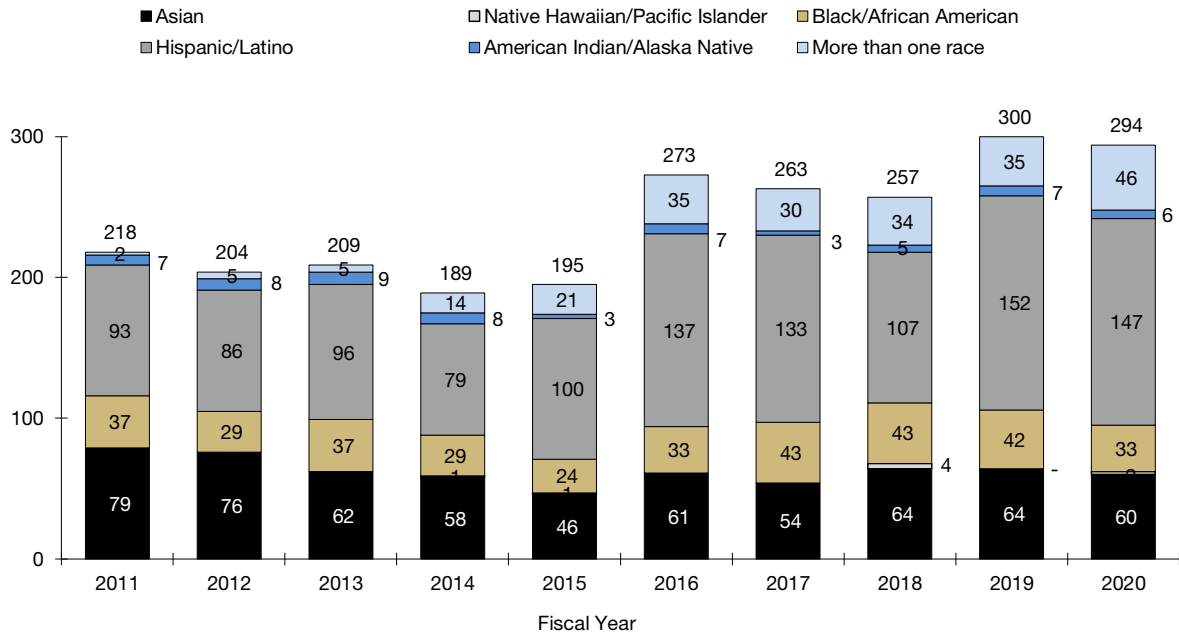
The proportion of graduate degrees conferred to students of color at the combined Denver Campus and Anschutz Medical Campus has increased to 22%, up from 12% in 2012.

\* 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	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Asian	79	76	62	58	46	61	54	64	64	60
Native Hawaiian/Pacific Islander	-	-	-	1	1	-	-	4	-	2
Black/African American	37	29	37	29	24	33	43	43	42	33
Hispanic/Latino	93	86	96	79	100	137	133	107	152	147
American Indian/Alaska Native	7	8	9	8	3	7	3	5	7	6
More than one race	2	5	5	14	21	35	30	34	35	46
White/Unknown	1,418	1,450	1,349	1,184	1,147	1,260	1,214	1,164	1,099	1,011
International	137	147	167	156	175	193	216	184	195	193
<b>Total Degrees Awarded</b>	<b>1,773</b>	<b>1,801</b>	<b>1,725</b>	<b>1,529</b>	<b>1,517</b>	<b>1,726</b>	<b>1,693</b>	<b>1,605</b>	<b>1,594</b>	<b>1,498</b>
<b>Students of Color Total</b>	<b>218</b>	<b>204</b>	<b>209</b>	<b>189</b>	<b>195</b>	<b>273</b>	<b>263</b>	<b>257</b>	<b>300</b>	<b>294</b>
<b>Students of Color as % of Total*</b>	<b>13%</b>	<b>12%</b>	<b>13%</b>	<b>14%</b>	<b>15%</b>	<b>18%</b>	<b>18%</b>	<b>18%</b>	<b>21%</b>	<b>23%</b>

Race/Ethnicity	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Asian	4.5%	4.2%	3.6%	3.8%	3.0%	3.5%	3.2%	4.0%	4.0%	4.0%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.1%	0.1%	0.0%	0.0%	0.2%	0.0%	0.1%
Black/African American	2.1%	1.6%	2.1%	1.9%	1.6%	1.9%	2.5%	2.7%	2.6%	2.2%
Hispanic/Latino	5.2%	4.8%	5.6%	5.2%	6.6%	7.9%	7.9%	6.7%	9.5%	9.8%
American Indian/Alaska Native	0.4%	0.4%	0.5%	0.5%	0.2%	0.4%	0.2%	0.3%	0.4%	0.4%
More than one race	0.1%	0.3%	0.3%	0.9%	1.4%	2.0%	1.8%	2.1%	2.2%	3.1%
White/Unknown	80.0%	80.5%	78.2%	77.4%	75.6%	73.0%	71.7%	72.5%	68.9%	67.5%
International	7.7%	8.2%	9.7%	10.2%	11.5%	11.2%	12.8%	11.5%	12.2%	12.9%

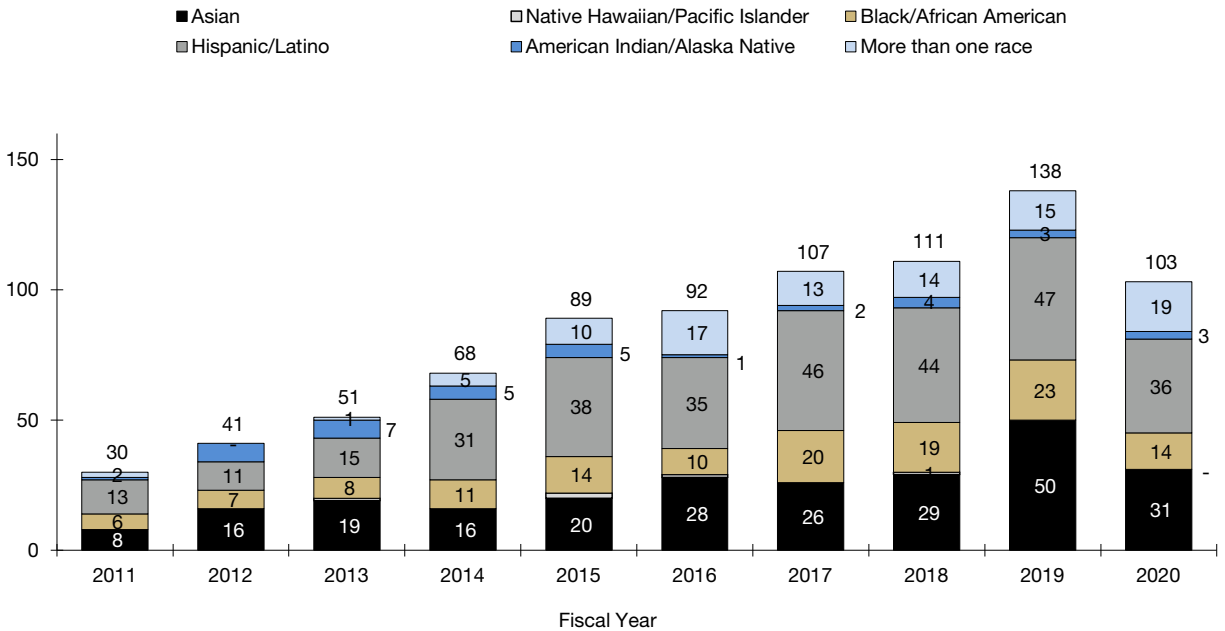
The proportion of graduate degrees conferred to students of color at the Denver Campus has increased to a new high, 21%.

\* 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	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Asian	8	16	19	16	20	28	26	29	50	31
Native Hawaiian/Pacific Islander	-	-	1	-	2	1	-	1	-	-
Black/African American	6	7	8	11	14	10	20	19	23	14
Hispanic/Latino	13	11	15	31	38	35	46	44	47	36
American Indian/Alaska Native	1	7	7	5	5	1	2	4	3	3
More than one race	2	-	1	5	10	17	13	14	15	19
White/Unknown	249	275	309	363	365	415	437	456	482	447
International	12	22	16	16	10	18	20	16	26	10
<b>Total Degrees Awarded</b>	<b>291</b>	<b>338</b>	<b>376</b>	<b>447</b>	<b>464</b>	<b>525</b>	<b>564</b>	<b>583</b>	<b>646</b>	<b>560</b>
<b>Students of Color Total</b>	<b>30</b>	<b>41</b>	<b>51</b>	<b>68</b>	<b>89</b>	<b>92</b>	<b>107</b>	<b>111</b>	<b>138</b>	<b>103</b>
<b>Students of Color as % of Total*</b>	<b>11%</b>	<b>13%</b>	<b>14%</b>	<b>16%</b>	<b>20%</b>	<b>18%</b>	<b>20%</b>	<b>20%</b>	<b>22%</b>	<b>19%</b>

Race/Ethnicity	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Asian	2.7%	4.7%	5.1%	3.6%	4.3%	5.3%	4.6%	5.0%	7.7%	5.5%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.3%	0.0%	0.4%	0.2%	0.0%	0.2%	0.0%	0.0%
Black/African American	2.1%	2.1%	2.1%	2.5%	3.0%	1.9%	3.5%	3.3%	3.6%	2.5%
Hispanic/Latino	4.5%	3.3%	4.0%	6.9%	8.2%	6.7%	8.2%	7.5%	7.3%	6.4%
American Indian/Alaska Native	0.3%	2.1%	1.9%	1.1%	1.1%	0.2%	0.4%	0.7%	0.5%	0.5%
More than one race	0.7%	0.0%	0.3%	1.1%	2.2%	3.2%	2.3%	2.4%	2.3%	3.4%
White/Unknown	85.6%	81.4%	82.2%	81.2%	78.7%	79.0%	77.5%	78.2%	74.6%	79.8%
International	4.1%	6.5%	4.3%	3.6%	2.2%	3.4%	3.5%	2.7%	4.0%	1.8%

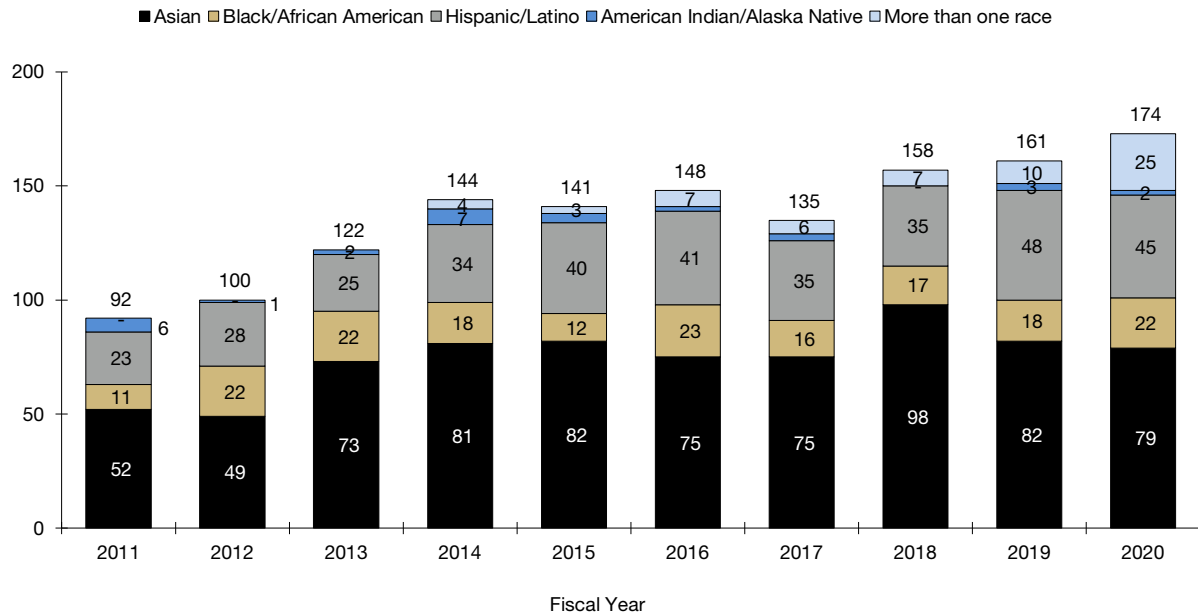
The proportion of graduate degrees conferred to students of color at the Anschutz Medical Campus has ranged from 11 to 20 percent between 2010 and 2018. The most recent year reflects the most degrees awarded to students of color (138), representing 22% of those degrees.

\* 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	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Asian	52	49	73	81	82	75	75	98	82	79
Native Hawaiian/Pacific Islander	-	-	-	-	-	-	-	1	-	1
Black/African American	11	22	22	18	12	23	16	17	18	22
Hispanic/Latino	23	28	25	34	40	41	35	35	48	45
American Indian/Alaska Native	6	1	2	7	4	2	3	-	3	2
More than one race	-	-	-	4	3	7	6	7	10	25
White/Unknown	349	409	410	363	384	379	396	391	341	359
International	6	20	17	20	24	28	14	11	24	26
<b>Total Degrees Awarded</b>	<b>447</b>	<b>529</b>	<b>549</b>	<b>527</b>	<b>549</b>	<b>555</b>	<b>545</b>	<b>560</b>	<b>526</b>	<b>559</b>
Students of Color Total	92	100	122	144	141	148	135	158	161	174
Students of Color as % of Total*	21%	20%	23%	28%	27%	28%	25%	29%	32%	33%

Race/Ethnicity	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Asian	11.6%	9.3%	13.3%	15.4%	14.9%	13.5%	13.8%	17.5%	15.6%	14.1%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%	0.2%
Black/African American	2.5%	4.2%	4.0%	3.4%	2.2%	4.1%	2.9%	3.0%	3.4%	3.9%
Hispanic/Latino	5.1%	5.3%	4.6%	6.5%	7.3%	7.4%	6.4%	6.3%	9.1%	8.1%
American Indian/Alaska Native	1.3%	0.2%	0.4%	1.3%	0.7%	0.4%	0.6%	0.0%	0.6%	0.4%
More than one race	0.0%	0.0%	0.0%	0.8%	0.5%	1.3%	1.1%	1.3%	1.9%	4.5%
White/Unknown	78.1%	77.3%	74.7%	68.9%	69.9%	68.3%	72.7%	69.8%	64.8%	64.2%
International	1.3%	3.8%	3.1%	3.8%	4.4%	5.0%	2.6%	2.0%	4.6%	4.7%

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.

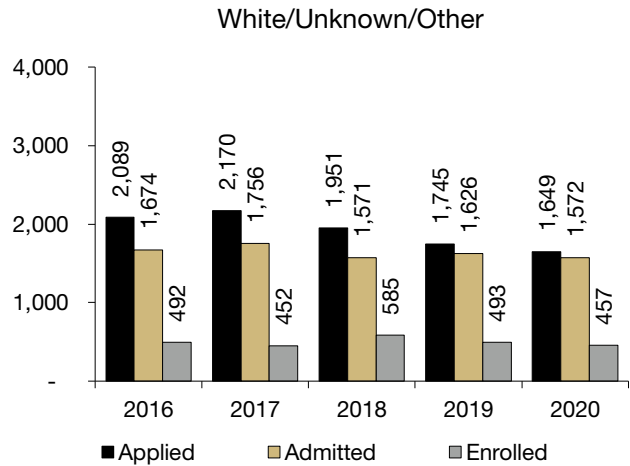
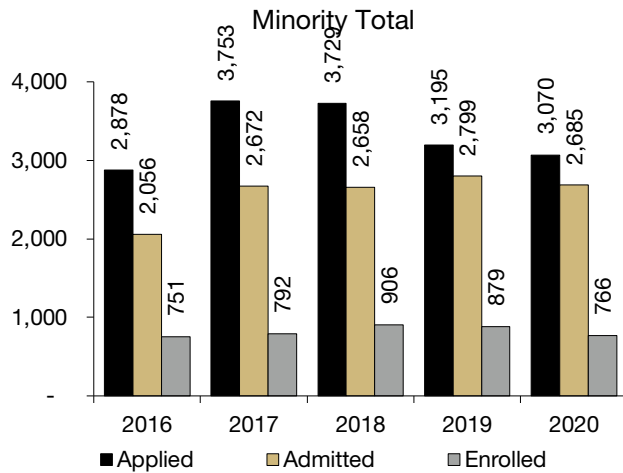
Note: degree counts are unduplicated (one student receiving multiple degrees is counted only once).

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**

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



**Asian**

Fall Term	Applied	Admitted	Enrolled
2016	448	392	172
2017	526	454	176
2018	558	491	222
2019	540	512	196
2020	529	506	195

**Native Hawaiian/Pacific Islander**

Fall Term	Applied	Admitted	Enrolled
2016	12	9	4
2017	5	4	2
2018	11	10	-
2019	9	9	2
2020	8	7	3

**Black/African American**

Fall Term	Applied	Admitted	Enrolled
2016	280	182	71
2017	391	232	75
2018	407	246	92
2019	294	242	84
2020	310	262	106

**Hispanic/Latino**

Fall Term	Applied	Admitted	Enrolled
2016	1,771	1,200	409
2017	2,392	1,643	440
2018	2,392	1,643	507
2019	2,050	1,759	508
2020	1,956	1,677	401

**American Indian/Alaska Native**

Fall Term	Applied	Admitted	Enrolled
2016	9	5	3
2017	17	8	3
2018	17	10	6
2019	4	4	2
2020	7	3	2

**More than one race**

Fall Term	Applied	Admitted	Enrolled
2016	358	268	92
2017	422	331	96
2018	344	258	79
2019	298	273	87
2020	260	230	59

**White/Unknown**

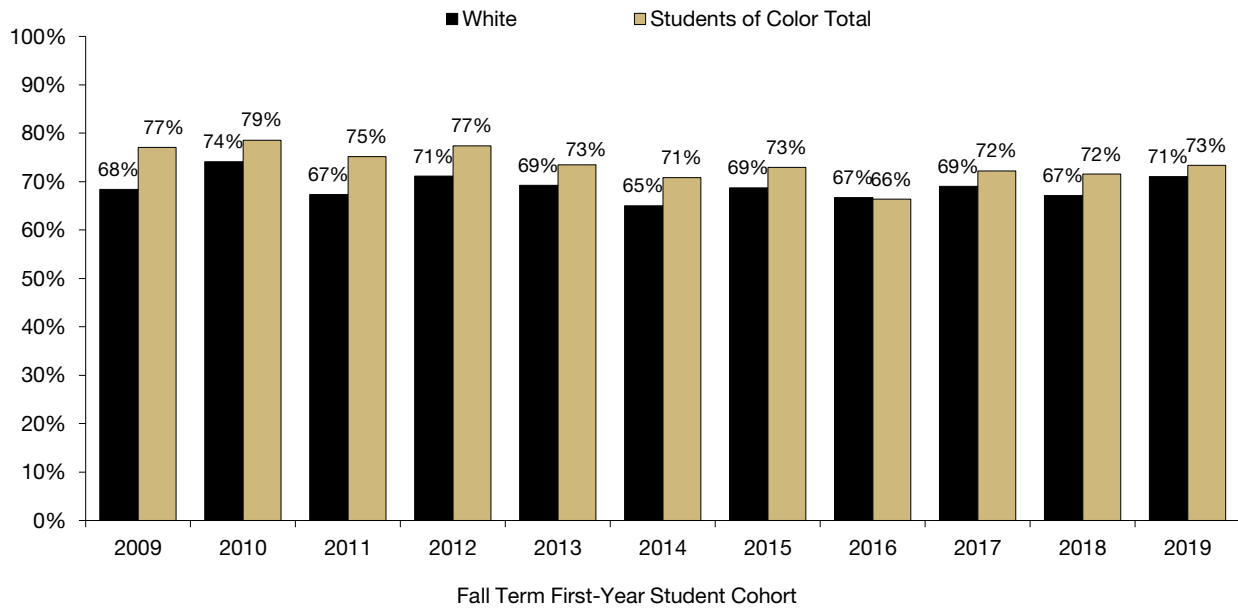
Fall Term	Applied	Admitted	Enrolled
2016	2,089	1,674	492
2017	2,170	1,756	452
2018	1,951	1,571	585
2019	1,745	1,626	493
2020	1,649	1,572	457

**Total**

Fall Term	Applied	Admitted	Enrolled
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
2020	4,727	4,265	1,227

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**



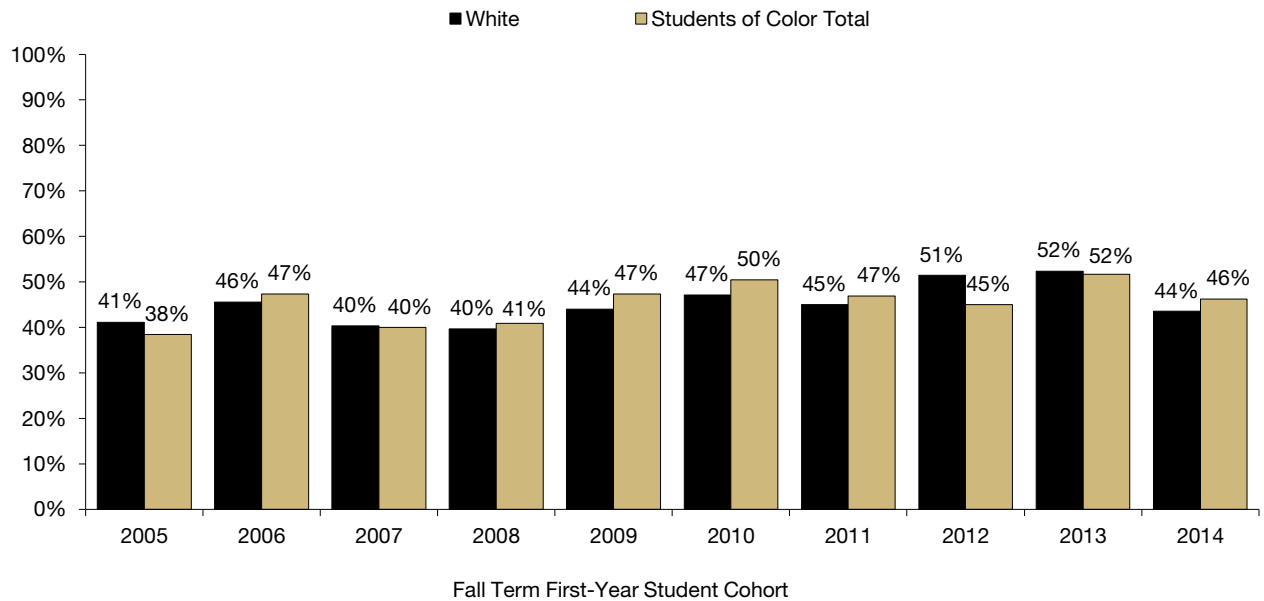
First-Year Cohort	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Asian	156	118	123	178	193	176	170	182	207	190
Native Hawaiian/Pacific Islander	-	2	4	3	4	1	4	3	-	2
Black/African American	60	31	57	46	48	64	71	73	97	77
Hispanic/Latino	189	189	195	225	344	371	417	450	494	486
American Indian/Alaska Native	11	3	3	1	3	2	3	3	8	4
More than one race	9	55	52	60	79	81	105	110	90	95
White	522	380	426	514	534	553	561	530	661	538
Other/Unknown	11	15	12	8	6	4	6	2	4	5
International	62	61	90	46	34	26	31	56	39	51
<b>Total</b>	<b>1,020</b>	<b>854</b>	<b>962</b>	<b>1,081</b>	<b>1,245</b>	<b>1,278</b>	<b>1,368</b>	<b>1,409</b>	<b>1,600</b>	<b>1,448</b>
<b>Students of Color Total</b>	<b>425</b>	<b>398</b>	<b>434</b>	<b>513</b>	<b>671</b>	<b>695</b>	<b>770</b>	<b>821</b>	<b>896</b>	<b>854</b>

Percent Enrolled One Year Later	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Asian	88%	78%	85%	89%	86%	80%	76%	87%	85%	87%
Native Hawaiian/Pacific Islander	-	100%	75%	67%	75%	100%	0%	67%	#DIV/0!	0%
Black/African American	72%	87%	84%	59%	65%	83%	70%	71%	77%	71%
Hispanic/Latino	74%	75%	72%	66%	65%	70%	63%	67%	67%	68%
American Indian/Alaska Native	55%	33%	67%	0%	67%	50%	100%	100%	50%	25%
More than one race	78%	65%	73%	67%	61%	65%	64%	67%	61%	78%
White	74%	67%	71%	69%	65%	69%	67%	69%	67%	71%
Other/Unknown	73%	67%	67%	100%	17%	100%	83%	50%	75%	80%
International	85%	72%	83%	80%	71%	69%	81%	86%	72%	80%
<b>Total</b>	<b>77%</b>	<b>71%</b>	<b>75%</b>	<b>72%</b>	<b>68%</b>	<b>71%</b>	<b>67%</b>	<b>72%</b>	<b>70%</b>	<b>73%</b>
<b>Students of Color Total</b>	<b>79%</b>	<b>75%</b>	<b>77%</b>	<b>73%</b>	<b>71%</b>	<b>73%</b>	<b>66%</b>	<b>72%</b>	<b>72%</b>	<b>73%</b>

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**



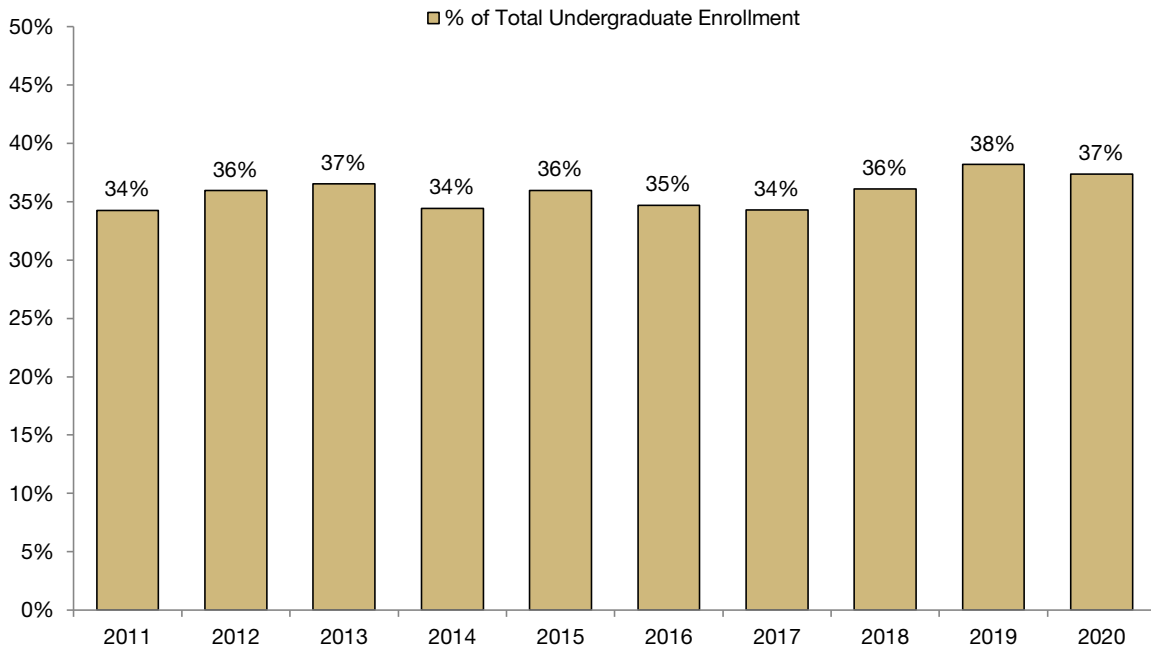
Undergraduate Cohort*	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Asian	117	135	137	149	162	156	118	123	178	193
Black/African American	24	55	55	60	67	60	31	57	46	48
Hispanic/Latino	120	121	161	164	162	189	189	195	225	342
American Indian/Alaska Native	7	8	17	8	6	11	3	3	1	3
White	435	514	567	602	525	522	380	426	514	533
Other/Unknown	37	37	32	21	69	11	15	12	8	6
International	4	14	43	34	48	62	61	90	46	34
<b>Total</b>	<b>744</b>	<b>884</b>	<b>1,012</b>	<b>1,038</b>	<b>1,039</b>	<b>1,020</b>	<b>854</b>	<b>962</b>	<b>1,081</b>	<b>1,242</b>
Students of Color Total	268	319	370	381	397	416	343	382	453	590

Six-Year Graduation Rate	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Asian	47%	56%	46%	50%	57%	61%	56%	58%	66%	61%
Black/African American	21%	38%	31%	40%	31%	38%	55%	42%	39%	40%
Hispanic/Latino	34%	44%	40%	35%	45%	48%	40%	38%	44%	39%
American Indian/Alaska Native	29%	25%	24%	13%	33%	9%	33%	33%	0%	33%
White	41%	46%	40%	40%	44%	47%	45%	51%	52%	44%
Other/Unknown	54%	43%	44%	48%	41%	45%	40%	42%	88%	17%
International	50%	71%	60%	53%	54%	47%	43%	50%	43%	53%
<b>Total</b>	<b>41%</b>	<b>46%</b>	<b>41%</b>	<b>41%</b>	<b>46%</b>	<b>48%</b>	<b>45%</b>	<b>48%</b>	<b>52%</b>	<b>44%</b>
Students of Color Total	38%	47%	40%	41%	47%	50%	47%	45%	52%	46%

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

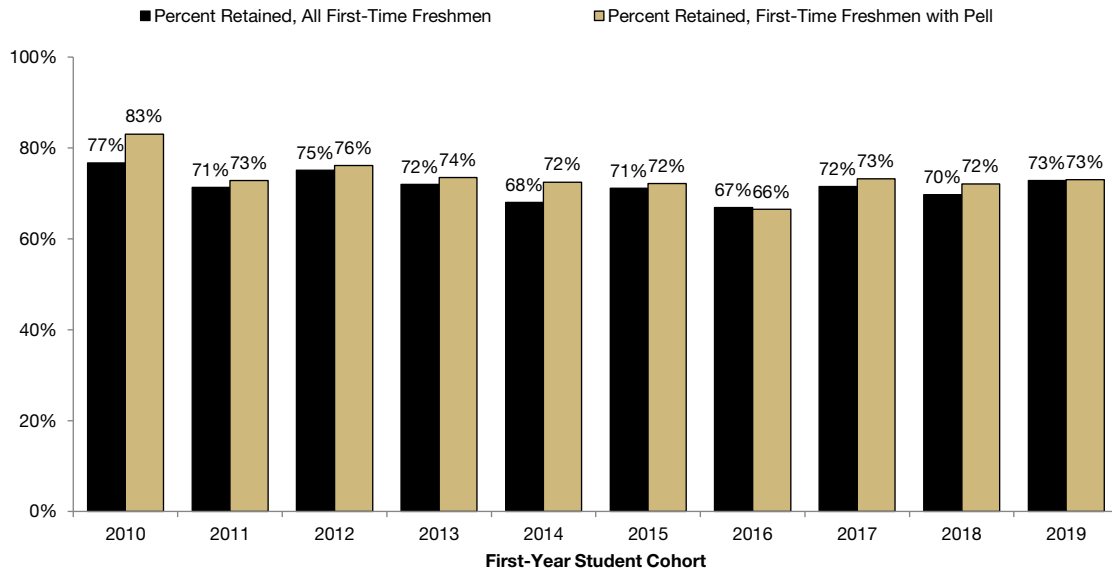
**University of Colorado Denver  
Denver Campus  
Fall Enrollment of Pell Grant Recipients**



	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Total UG Pell recipients enrolled	3,332	3,511	3,558	3,437	3,610	3,638	3,702	4,008	4,160	3,967
% of Total Undergraduate Enrollment	34%	36%	37%	34%	36%	35%	34%	36%	38%	37%

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

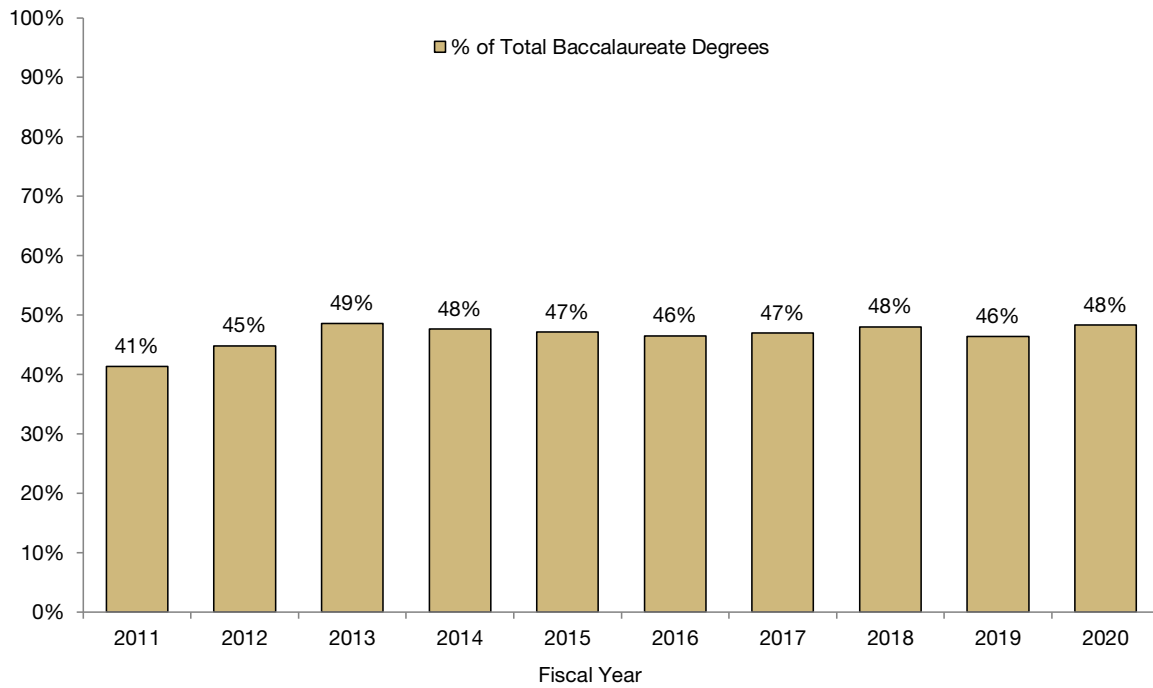
**University of Colorado Denver  
Denver Campus  
1-Year Retention Rates of Freshman Pell Grant Recipients**



	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
First-Year Student Cohorts*	348	331	352	393	501	482	516	608	651	578
Number Retained**	289	241	268	289	363	348	343	445	469	422
Percent Retained, First-Time Freshmen with Pell	83%	73%	76%	74%	72%	72%	66%	73%	72%	73%
Percent Retained, All First-Time Freshmen	77%	71%	75%	72%	68%	71%	67%	72%	70%	73%

\* 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**



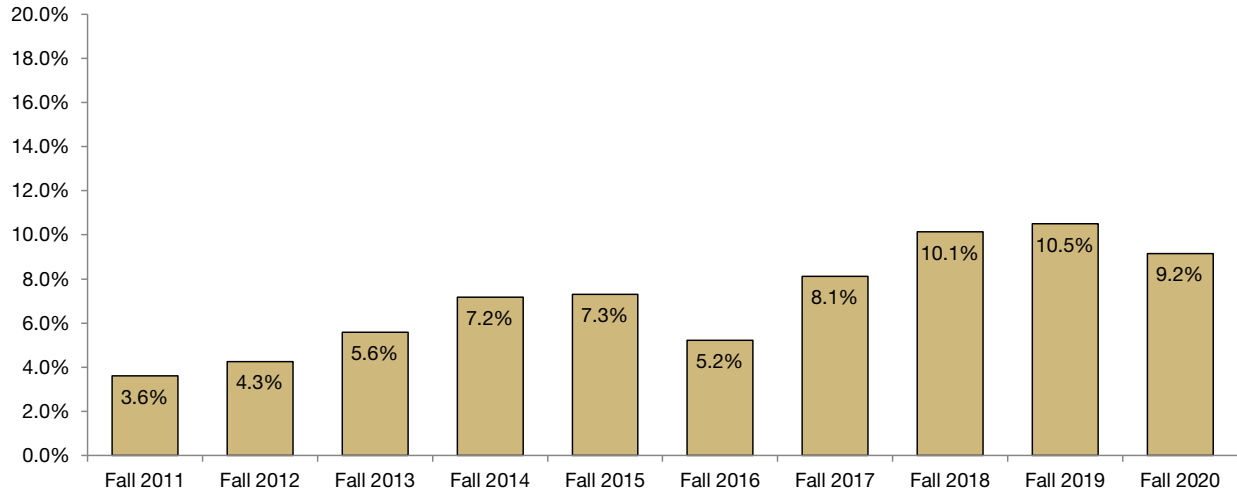
	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Baccalaureate Degrees Awarded to Pell Recipients*	753	781	914	896	958	844	958	958	1,038	1,126
% of Total Baccalaureate Degrees	41%	45%	49%	48%	47%	46%	47%	48%	46%	48%

The percentage of Denver Campus students receiving baccalaureate degrees who were Pell grant recipients reached a high of 49% 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



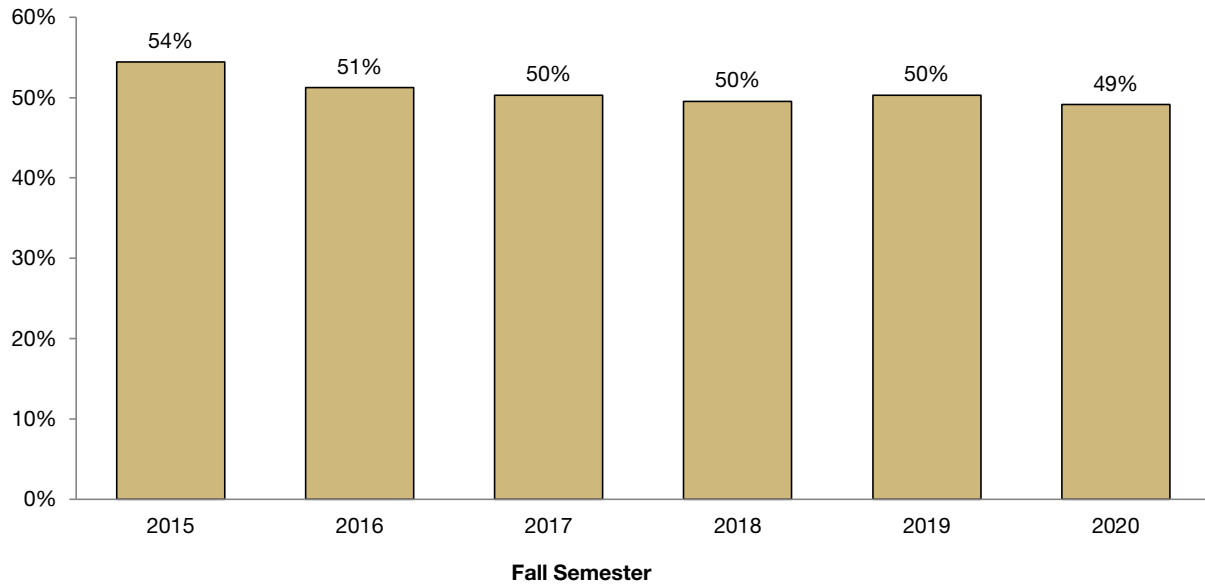
	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020
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Number of undergraduates registered with Office of Disability Services	365	436	568	750	770	573	918	1178	1198	1015
Percent of all undergraduates	3.6%	4.3%	5.6%	7.2%	7.3%	5.2%	8.1%	10.1%	10.5%	9.2%

*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)

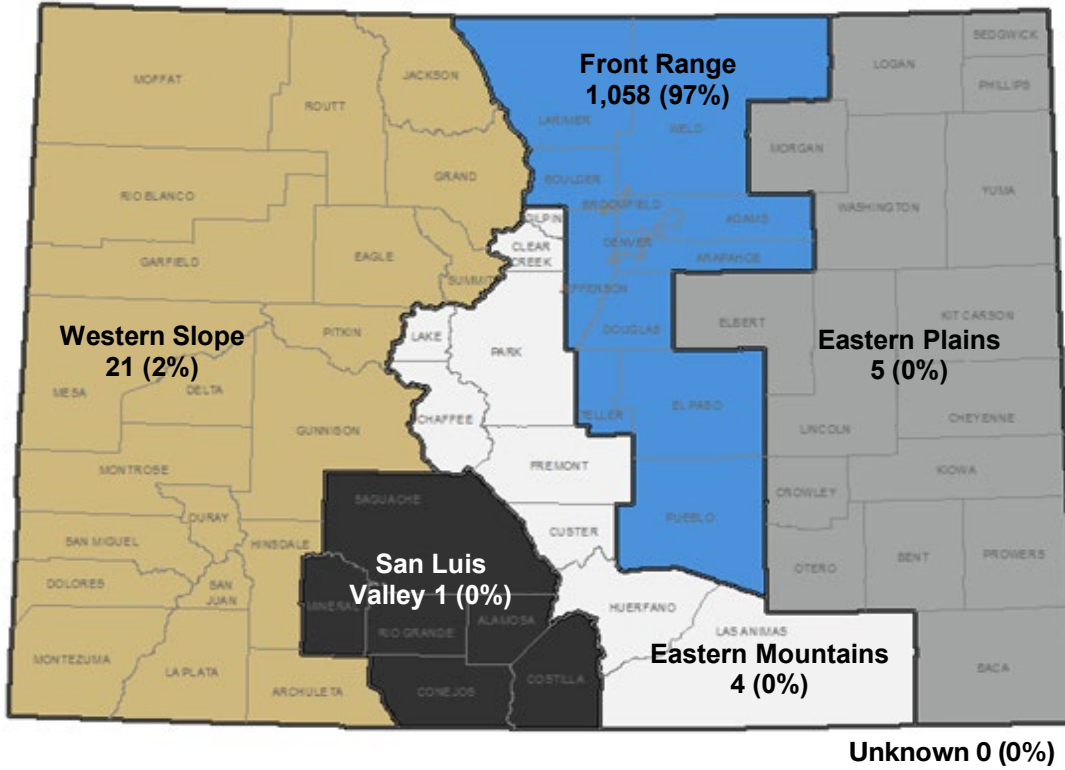


	2015	2016	2017	2018	2019	2020
First Generation Enrolled First-Time Freshman, Fall Term*	691	717	736	845	613	558
% First Generation of Enrolled First-Time Freshman, Fall Term*	54%	51%	50%	50%	50%	49%

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

**University of Colorado Denver  
Denver Campus  
New Resident Freshmen, Fall 2020  
Home Region**

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



Region	12th Graders Enrolled in CO Public Schools <sup>1</sup>	CU Denver New Resident Freshmen	
		Enrolled <sup>2</sup>	Percent
Eastern Mountains	2%	4	0%
Eastern Plains	3%	5	0%
Front Range	83%	1,058	97%
San Luis Valley	1%	1	0%
Western Slope	10%	21	2%
Unknown	2%	-	0%
<b>Total</b>	<b>100%</b>	<b>1,089</b>	<b>100%</b>

<sup>1</sup> 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>

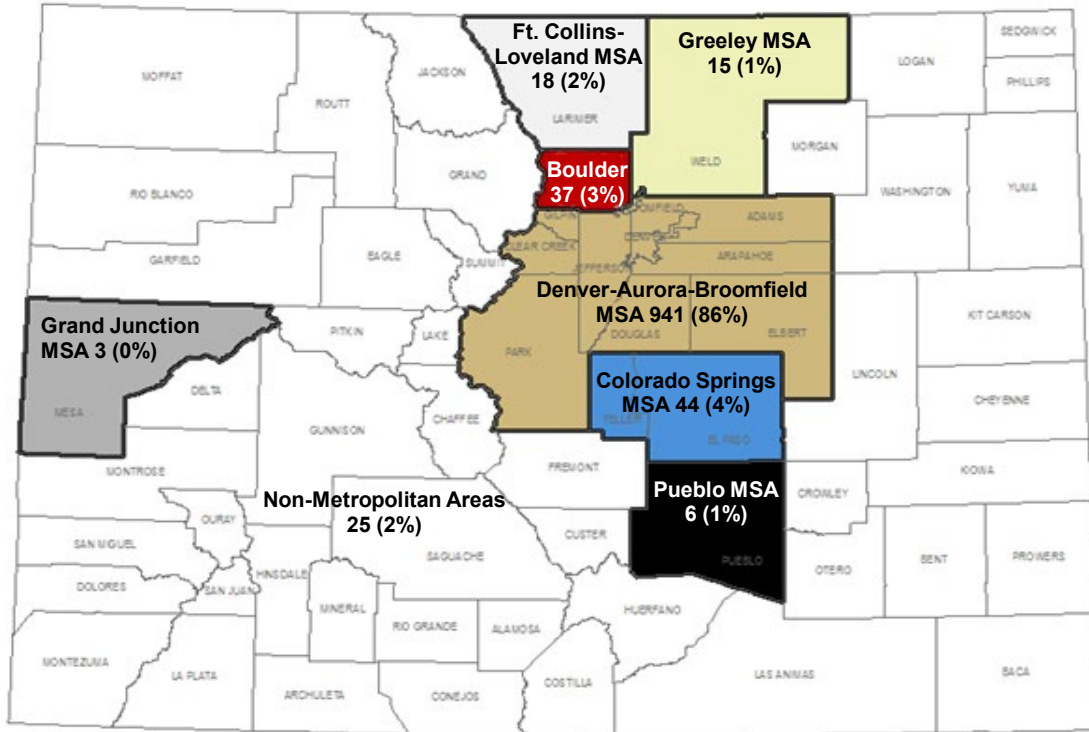
<sup>2</sup> Home region of new resident freshmen based on county at time of admission. Data source: SURDS Enrollment File (with new freshmen defined by CU registration type)

State regions defined at: Colorado Division of Local Government, State Demography Office. [www.colorado.gov/cs/Satellite/DOLA-Main/CBON/1251593300013](http://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 2020**

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



MSA=Metropolitan Statistical Area

**Unknown MSA 0 (0%)**

Metro Area	12th Graders Enrolled in CO Public Schools <sup>1</sup>	CU Denver New Resident Freshmen	
		Enrolled <sup>2</sup>	Percent
Boulder MSA	8%	37	3%
Colorado Springs MSA	14%	44	4%
Denver-Aurora-Broomfield MSA	49%	941	86%
Fort Collins-Loveland MSA	5%	18	2%
Grand Junction MSA	3%	3	0%
Greeley MSA	5%	15	1%
Pueblo MSA	3%	6	1%
Non-Metro	14%	25	2%
Unknown	0%	-	0%
<b>Total</b>	<b>100%</b>	<b>1,089</b>	<b>100%</b>

<sup>1</sup> 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>

<sup>2</sup> 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)

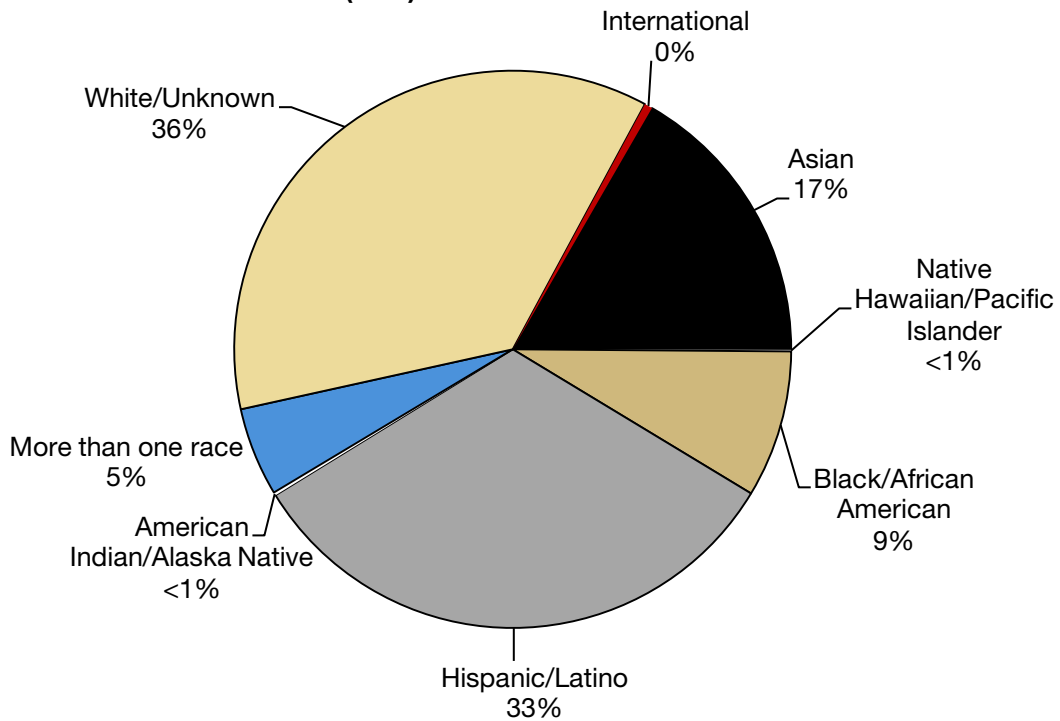
Metropolitan Statistical Areas (MSAs) defined by U.S. Office of Management and Budget, OMB Bulletin No. 09-01, November 2008. <http://www.whitehouse.gov/omb/assets/omb/bulletins/fy2009/09-01.pdf>

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 2020**  
(End-of-Term Enrollment)

**Total = 1,090**  
**Students of Color Total = 689 (63%)**



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.



## **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 2020**

Notes: Includes all employees reported for IPEDS HR for Fall 2020. 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	Sex						Race/Ethnicity											Military <sup>2</sup>	
		Female		Male		No Reported Sex		People of Color*		American Indian/Alaska Native	Asian	Black/African American	Hispanic/Latino	Native Hawaiian/Pacific Islander	More than one race	White	Unknown	Inter-national <sup>1</sup>	#	%
		#	%	#	%	#	%	#	%	#	#	#	#	#	#	#	#	#	#	%
<b>Faculty</b>	<b>5,569</b>	<b>3,251</b>	<b>58%</b>	<b>2,318</b>	<b>42%</b>	-	<b>0%</b>	<b>870</b>	<b>16%</b>	<b>13</b>	<b>454</b>	<b>68</b>	<b>289</b>	<b>5</b>	<b>41</b>	<b>3,633</b>	<b>891</b>	<b>175</b>	<b>132</b>	<b>2%</b>
Instructional Faculty	4,610	2,709	59%	1,901	41%	-	0%	661	14%	13	330	54	228	4	32	3,139	763	47	120	3%
Tenured/Tenure Track	2,672	1,300	49%	1,372	51%	-	0%	445	17%	11	247	29	139	2	17	1,829	363	35	55	2%
Full Professor	674	229	34%	445	66%	-	0%	98	15%	4	56	4	30	-	4	534	41	1	21	3%
Associate Professor	881	425	48%	456	52%	-	0%	166	19%	4	88	10	57	2	5	628	85	2	21	2%
Assistant Professor	1,117	646	58%	471	42%	-	0%	181	17%	3	103	15	52	-	8	667	237	32	13	1%
Non-Tenure Track	1,938	1,409	73%	529	27%	-	0%	216	11%	2	83	25	89	2	15	1,310	400	12	65	3%
Instructor/Sr. Instructor	1,711	1,258	74%	453	26%	-	0%	180	11%	2	67	21	75	2	13	1,137	385	9	49	3%
Other	227	151	67%	76	33%	-	0%	36	16%	-	16	4	14	-	2	173	15	3	16	7%
Research and Public Service Faculty**	959	542	57%	417	43%	-	0%	209	25%	-	124	14	61	1	9	494	128	128	12	1%
<b>Staff</b>	<b>6,159</b>	<b>4,064</b>	<b>66%</b>	<b>2,095</b>	<b>34%</b>	<b>21</b>	<b>3183%</b>	<b>1,572</b>	<b>26%</b>	<b>35</b>	<b>446</b>	<b>286</b>	<b>709</b>	<b>7</b>	<b>89</b>	<b>3,438</b>	<b>1,111</b>	<b>59</b>	<b>109</b>	<b>2%</b>
Officers	38	19	50%	19	50%	-	0%	3	8%	-	-	1	2	-	-	31	4	-	2	5%
With Faculty Status	16	5	31%	11	69%	-	0%	2	13%	-	-	1	1	-	-	12	2	-	1	6%
Without Faculty Status	22	14	64%	8	36%	-	0%	1	5%	-	-	-	1	-	-	19	2	-	1	5%
Management/Other Professionals/Support Staff	6,121	4,045	66%	2,076	34%	21	3178%	1,569	26%	35	446	285	707	7	89	3,407	1,107	59	107	2%
With Faculty Status	1,537	1,091	71%	446	29%	-	0%	344	23%	18	121	29	151	1	24	977	191	25	22	1%
Exempt Professionals	4,161	2,756	66%	1,405	34%	21	3171%	1,033	25%	12	305	200	452	4	60	2,219	896	34	70	2%
Classified Staff	423	198	47%	225	53%	-	0%	192	45%	5	20	56	104	2	5	211	20	-	15	4%
<b>Faculty/Staff Total</b>	<b>11,728</b>	<b>7,315</b>	<b>62%</b>	<b>4,413</b>	<b>38%</b>	<b>21</b>	<b>3367%</b>	<b>2,442</b>	<b>21%</b>	<b>48</b>	<b>900</b>	<b>354</b>	<b>998</b>	<b>12</b>	<b>130</b>	<b>7,071</b>	<b>2,002</b>	<b>234</b>	<b>241</b>	<b>2%</b>

1 "Nonresident alien" is a category reported within race/ethnicity in the IPEDS HR survey. The race/ethnicity categories are meant to reflect U.S./domestic categories of race and ethnicity.

2 Military includes employees who have identified as current or former members of the Armed Forces, including both protected veterans and other veterans. The information is self-reported through the campus portal.

**University of Colorado Denver**  
**Denver Campus and Anschutz Medical Campus**  
**Full-Time Faculty and Staff, Fall 2020**  
**DENVER CAMPUS**

	Total	Sex						Race/Ethnicity											Military <sup>2</sup>	
		Female		Male		No Reported Sex		People of Color*		American Indian/Alaska Native	Asian	Black/African American	Hispanic/Latino	Native Hawaiian/Pacific Islander	More than one race	White	Unknown	Inter-national <sup>1</sup>	#	%
		#	%	#	%	#	%	#	%	#	#	#	#	#	#	#	#	#	#	%
<b>Faculty</b>	<b>669</b>	<b>292</b>	<b>44%</b>	<b>377</b>	<b>56%</b>	<b>-</b>	<b>0%</b>	<b>135</b>	<b>21%</b>	<b>5</b>	<b>70</b>	<b>11</b>	<b>45</b>	<b>-</b>	<b>4</b>	<b>469</b>	<b>46</b>	<b>19</b>	<b>14</b>	<b>2%</b>
Instructional Faculty	619	269	43%	350	57%	-	0%	129	21%	5	67	11	42	-	4	436	40	14	14	2%
Tenured/Tenure Track	371	145	39%	226	61%	-	0%	89	25%	3	52	6	27	-	1	251	20	11	8	2%
Full Professor	105	37	35%	68	65%	-	0%	22	21%	1	15	1	4	-	1	81	2	-	3	3%
Associate Professor	170	61	36%	109	64%	-	0%	43	25%	2	23	3	15	-	-	119	8	-	4	2%
Assistant Professor	96	47	49%	49	51%	-	0%	24	28%	-	14	2	8	-	-	51	10	11	1	1%
Non-Tenure Track	248	124	50%	124	50%	-	0%	40	16%	2	15	5	15	-	3	185	20	3	6	2%
Instructor/Sr. Instructor	164	74	45%	90	55%	-	0%	27	17%	2	8	3	13	-	1	120	14	3	4	2%
Other	84	50	60%	34	40%	-	0%	13	15%	-	7	2	2	-	2	65	6	-	2	2%
Research and Public Service Faculty**	50	23	46%	27	54%	-	0%	6	13%	-	3	-	3	-	-	33	6	5	-	0%
<b>Staff</b>	<b>873</b>	<b>572</b>	<b>66%</b>	<b>301</b>	<b>34%</b>	<b>-</b>	<b>0%</b>	<b>260</b>	<b>30%</b>	<b>4</b>	<b>64</b>	<b>44</b>	<b>132</b>	<b>-</b>	<b>16</b>	<b>547</b>	<b>64</b>	<b>2</b>	<b>18</b>	<b>2%</b>
Officers	19	10	53%	9	47%	-	0%	1	5%	-	-	-	1	-	-	16	2	-	-	0%
With Faculty Status	8	2	25%	6	75%	-	0%	-	0%	-	-	-	-	-	-	6	2	-	-	0%
Without Faculty Status	11	8	73%	3	27%	-	0%	1	9%	-	-	-	1	-	-	10	-	-	-	0%
Management/Other Professionals/Support Staff	854	562	66%	292	34%	-	0%	259	30%	4	64	44	131	-	16	531	62	2	18	2%
With Faculty Status	99	54	55%	45	45%	-	0%	16	16%	-	2	3	9	-	2	74	8	1	1	1%
Exempt Professionals	654	447	68%	207	32%	-	0%	193	30%	2	54	30	94	-	13	410	50	1	15	2%
Classified Staff	101	61	60%	40	40%	-	0%	50	50%	2	8	11	28	-	1	47	4	-	2	2%
<b>Faculty/Staff Total</b>	<b>1,542</b>	<b>864</b>	<b>56%</b>	<b>678</b>	<b>44%</b>	<b>-</b>	<b>0%</b>	<b>395</b>	<b>26%</b>	<b>9</b>	<b>134</b>	<b>55</b>	<b>177</b>	<b>-</b>	<b>20</b>	<b>1,016</b>	<b>110</b>	<b>21</b>	<b>32</b>	<b>2%</b>

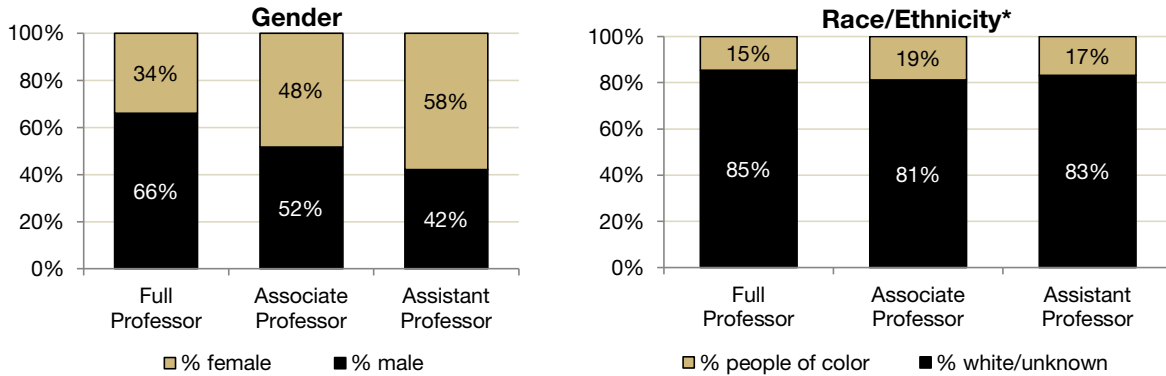
**ANSCHUTZ MEDICAL CAMPUS**

	Total	Sex						Race/Ethnicity											Military <sup>2</sup>	
		Female		Male		No Reported Sex		People of Color*		American Indian/Alaska Native	Asian	Black/African American	Hispanic/Latino	Native Hawaiian/Pacific Islander	More than one race	White	Unknown	Inter-national <sup>1</sup>	#	%
		#	%	#	%	#	%	#	%	#	#	#	#	#	#	#	#	#	#	%
<b>Faculty</b>	<b>4,900</b>	<b>2,959</b>	<b>60%</b>	<b>1,941</b>	<b>40%</b>	<b>-</b>	<b>0%</b>	<b>735</b>	<b>15%</b>	<b>8</b>	<b>384</b>	<b>57</b>	<b>244</b>	<b>5</b>	<b>37</b>	<b>3,164</b>	<b>845</b>	<b>156</b>	<b>118</b>	<b>2%</b>
Instructional Faculty	3,991	2,440	61%	1,551	39%	-	0%	532	13%	8	263	43	186	4	28	2,703	723	33	106	3%
Tenured/Tenure Track	2,301	1,155	50%	1,146	50%	-	0%	356	16%	8	195	23	112	2	16	1,578	343	24	47	2%
Full Professor	569	192	34%	377	66%	-	0%	76	13%	3	41	3	26	-	3	453	39	1	18	3%
Associate Professor	711	364	51%	347	49%	-	0%	123	17%	2	65	7	42	2	5	509	77	2	17	2%
Assistant Professor	1,021	599	59%	422	41%	-	0%	157	16%	3	89	13	44	-	8	616	227	21	12	1%
Non-Tenure Track	1,690	1,285	76%	405	24%	-	0%	176	10%	-	68	20	74	2	12	1,125	380	9	59	3%
Instructor/Sr. Instructor	1,547	1,184	77%	363	23%	-	0%	153	10%	-	59	18	62	2	12	1,017	371	6	45	3%
Other	143	101	71%	42	29%	-	0%	23	16%	-	9	2	12	-	-	108	9	3	14	10%
Research and Public Service Faculty**	909	519	57%	390	43%	-	0%	203	26%	-	121	14	58	1	9	461	122	123	12	1%
<b>Staff</b>	<b>5,286</b>	<b>3,492</b>	<b>66%</b>	<b>1,794</b>	<b>34%</b>	<b>21</b>	<b>317%</b>	<b>1,312</b>	<b>25%</b>	<b>31</b>	<b>382</b>	<b>242</b>	<b>577</b>	<b>7</b>	<b>73</b>	<b>2,891</b>	<b>1,047</b>	<b>57</b>	<b>91</b>	<b>2%</b>
Officers	19	9	47%	10	53%	-	0%	2	11%	-	-	1	1	-	-	15	2	-	2	11%
With Faculty Status	8	3	38%	5	63%	-	0%	2	25%	-	-	1	1	-	-	6	-	-	1	13%
Without Faculty Status	11	6	55%	5	45%	-	0%	-	0%	-	-	-	-	-	-	9	2	-	1	9%
Management/Other Professionals/Support Staff	5,267	3,483	66%	1,784	34%	21	3176%	1,310	25%	31	382	241	576	7	73	2,876	1,045	57	89	2%
With Faculty Status	1,438	1,037	72%	401	28%	-	0%	328	23%	18	119	26	142	1	22	903	183	24	21	1%
Exempt Professionals	3,507	2,309	66%	1,198	34%	21	3190%	840	24%	10	251	170	358	4	47	1,809	846	33	55	2%
Classified Staff	322	137	43%	185	57%	-	0%	142	44%	3	12	45	76	2	4	164	16	-	13	4%
<b>Faculty/Staff Total</b>	<b>10,186</b>	<b>6,451</b>	<b>63%</b>	<b>3,735</b>	<b>37%</b>	<b>21</b>	<b>3316%</b>	<b>2,047</b>	<b>21%</b>	<b>39</b>	<b>766</b>	<b>299</b>	<b>821</b>	<b>12</b>	<b>110</b>	<b>6,055</b>	<b>1,892</b>	<b>213</b>	<b>209</b>	<b>2%</b>

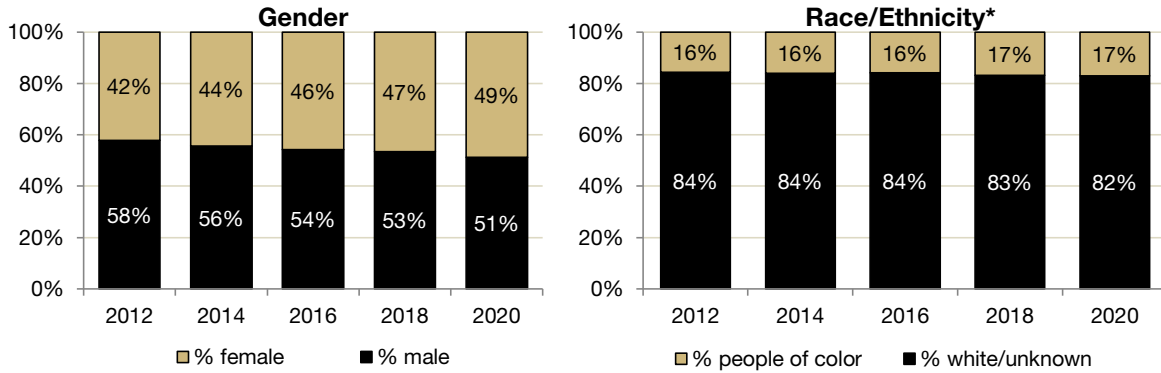
1 "Nonresident alien" is a category reported within race/ethnicity in the IPEDS HR survey. The race/ethnicity categories are meant to reflect U.S./domestic categories of race and ethnicity.

2 Military includes employees who have identified as current or former members of the Armed Forces, including both protected veterans and other veterans. The information is self-reported through the campus portal.

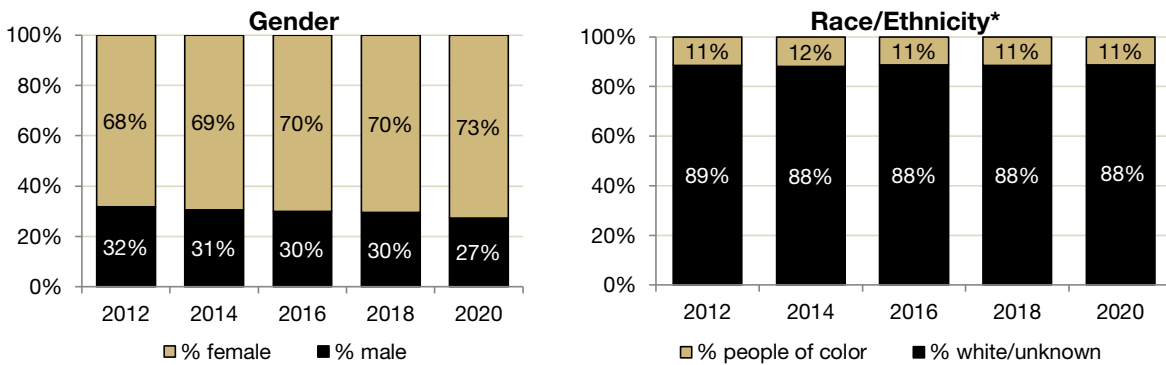
**University of Colorado Denver  
Denver Campus and Anschutz Medical Campus  
Instructional Faculty, Fall 2020  
Tenured/Tenure Track**



**Instructional Faculty, Fall 2012 - Fall 2020  
Tenured/Tenure Track Faculty  
All Ranks Combined**

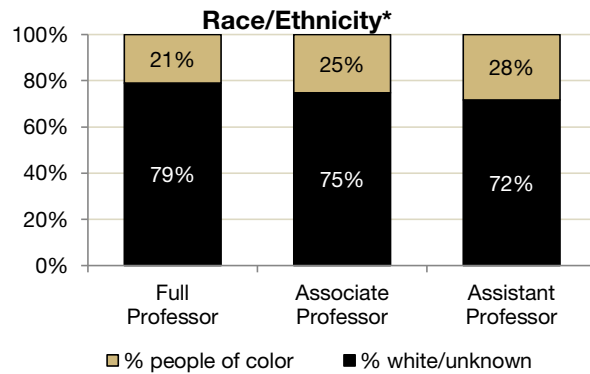
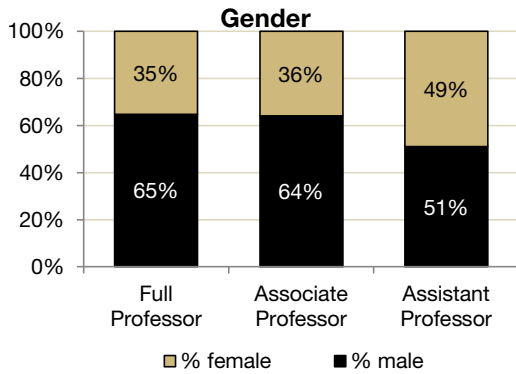


**Non-Tenure Track Faculty**

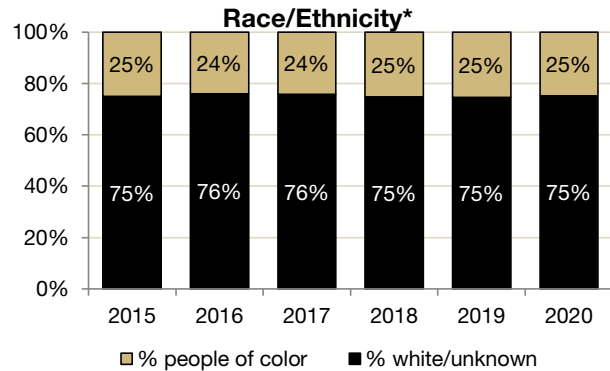
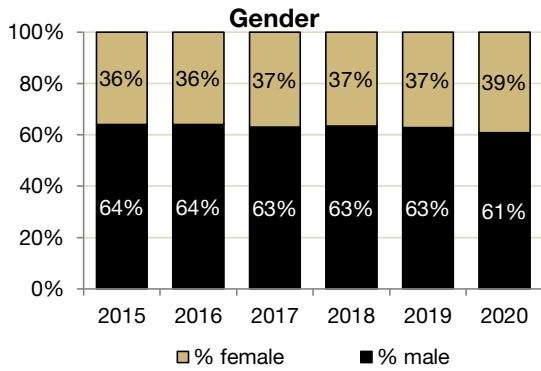


\*People of Color percentage calculation does not include the international population.

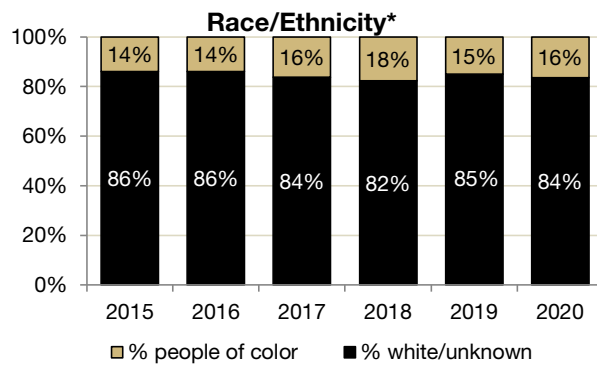
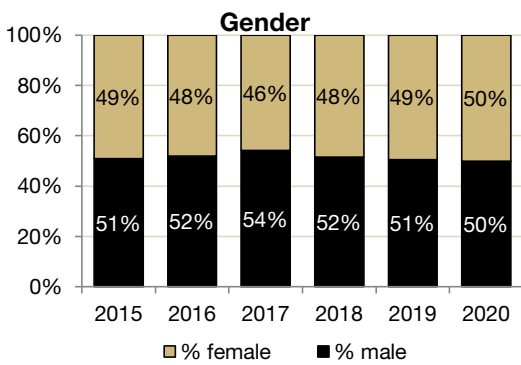
**University of Colorado Denver  
Denver Campus  
Instructional Faculty, Fall 2019  
Tenured/Tenure Track**



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

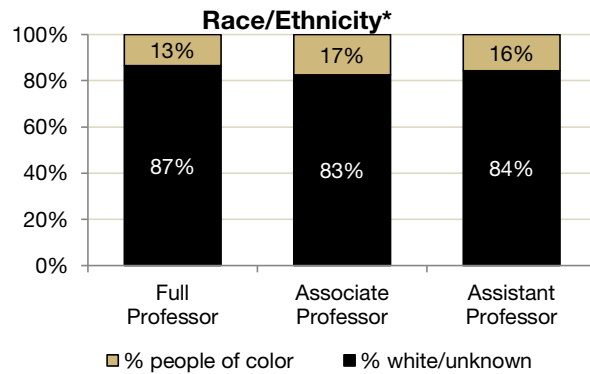
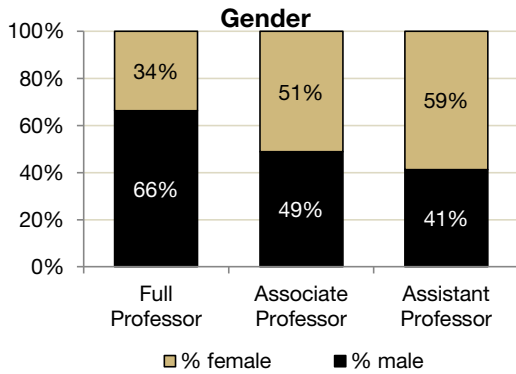


**Non-Tenure Track Faculty**

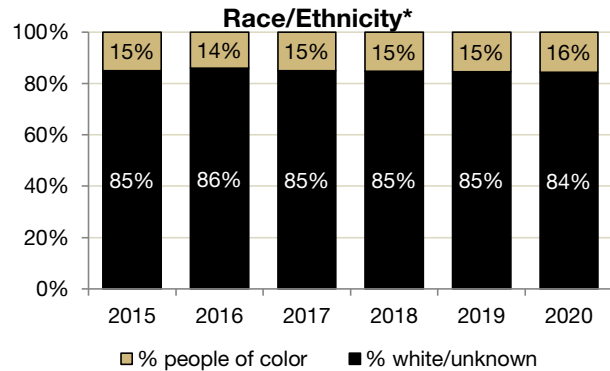
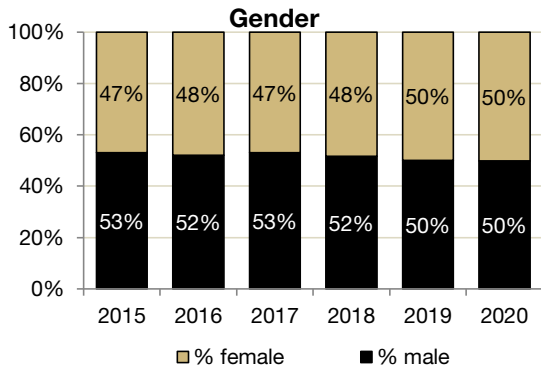


\*People of Color percentage calculation does not include the international population.

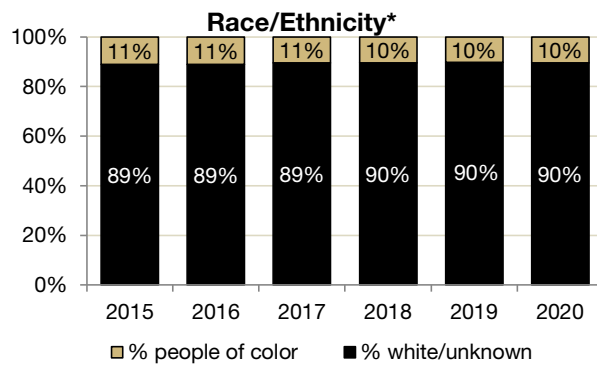
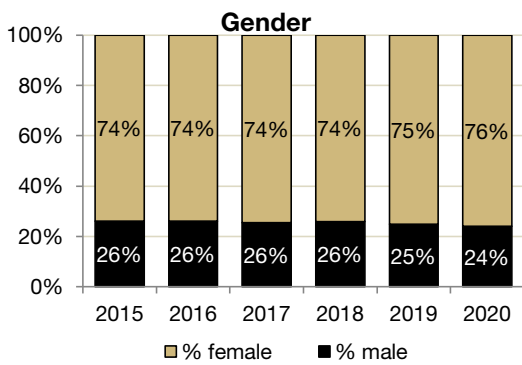
**University of Colorado Denver  
Anschutz Medical Campus  
Instructional Faculty, Fall 2019  
Tenured/Tenure Track**



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

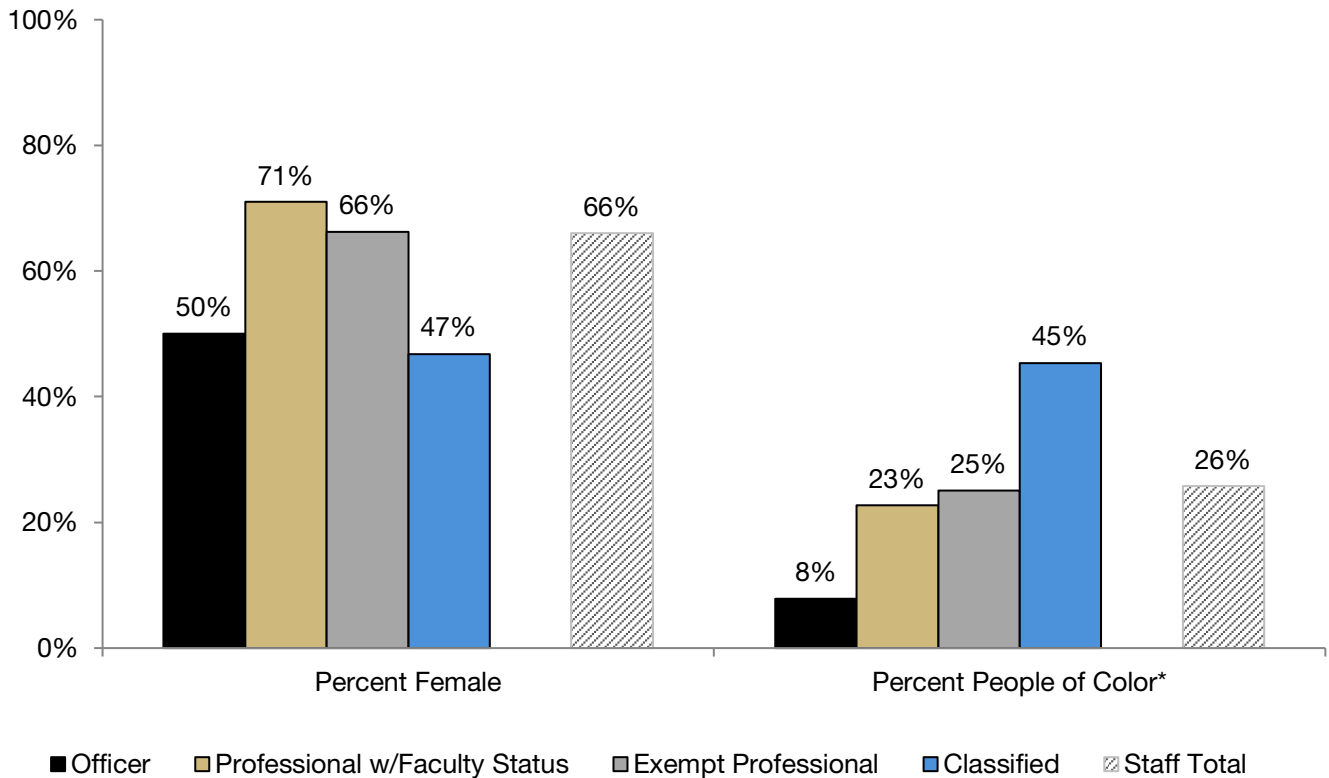


**Non-Tenure Track Faculty**



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

**University of Colorado Denver  
Denver Campus and Anschutz Medical Campus  
Staff Diversity, Fall 2020**



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 2020**

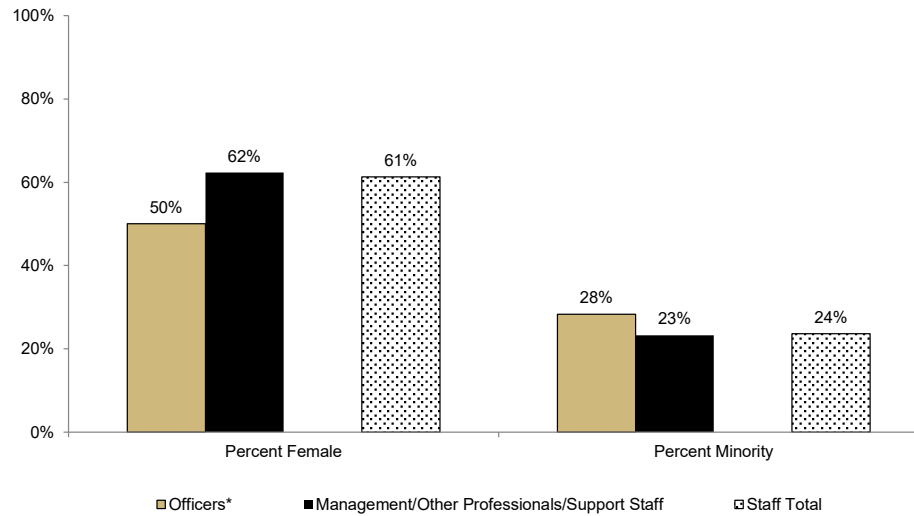
Notes: Includes all employees reported for IPEDS HR for Fall 2020. Excludes student and other temporary employees.  
Minority total includes more than one race and excludes white, unknown, international. Minority percentage is total minority divided by all.

	Total	Sex				Race/Ethnicity								Military		
		Female (F)		Male (M)		People of Color		American Indian/Alaska Native	Asian	Black/African American	Hispanic/Latino	More than one race/ethnicity	White	Unknown	International	Protected Veterans <sup>1</sup>
		#	%	#	%	#	%	#	#	#	#	#	#	#	#	#
<b>Staff Total</b>	<b>537</b>	<b>329</b>	<b>61%</b>	<b>208</b>	<b>39%</b>	<b>127</b>	<b>24%</b>	<b>1</b>	<b>50</b>	<b>17</b>	<b>51</b>	<b>8</b>	<b>368</b>	<b>42</b>	<b>0</b>	<b>10</b>
Officers*	46	23	50%	23	50%	13	28%		2	3	6	2	30	3	0	3
Management/Other Professionals/Support Staff	491	306	62%	185	38%	114	23%	1	48	14	45	6	338	39	0	7

\*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.

<sup>1</sup> Military includes employees who have identified as Protected Class veterans. This is self-reported in the employee portal. Protected Class veterans is a subset of all military veterans, limited to (1) disabled veterans, (2) recently separated veterans (three-year period after discharge), (3) active duty wartime or campaign badge veteran, or (4) Armed Forces service medal veterans. Dependents of veterans and discharged veterans beyond the three-year period after discharge are not included in the count of Protected Veterans.

**University of Colorado System Administration  
Staff Diversity by Occupational Category, Fall 2020**



# **Statewide Enrollment Diversity**

**Fall 2019 Resident Enrollment, Colorado Public Four-Year Institutions**

**Fall 2019 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 <sup>a</sup>	Total Resident	Total Resident BIPOC <sup>b</sup>	Percent Resident BIPOC <sup>c</sup>	Share of CO BIPOC Resident Enrollment	Share of CO Total Resident Enrollment
<b>Undergraduate</b>	<b>23,380</b>	<b>4,190</b>	<b>505</b>	<b>5,035</b>	<b>200</b>	<b>5,477</b>	<b>64,464</b>	<b>2,002</b>	<b>372</b>	<b>105,625</b>	<b>38,787</b>	<b>37%</b>	<b>100.0%</b>	<b>100.0%</b>
University of Colorado System	7,258	1,354	85	2,917	44	2,508	21,792	340	63	36,361	14,166	39%	36.5%	34.4%
University of Colorado Boulder	2,783	347	23	1,449	18	1,188	11,625	104	33	17,570	5,808	33%	15.0%	16.6%
University of Colorado Colorado Springs	1,749	390	31	298	12	726	5,492	142	11	8,851	3,206	36%	8.3%	8.4%
University of Colorado Denver	2,651	592	31	1,140	13	569	4,358	82	19	9,455	4,996	53%	12.9%	9.0%
University of Colorado Anschutz	75	25	-	30	1	25	317	12	-	485	156	32%	0.4%	0.5%
Adams State University	587	56	15	10	6	39	507	154		1,374	713	52%	1.8%	1.3%
Colorado Mesa University	1,731	122	40	107	14	273	5,447	238	1	7,973	2,287	29%	5.9%	7.5%
Colorado School of Mines	391	36	10	185	1	166	2,065	62	9	2,925	789	27%	2.0%	2.8%
Colorado State University System	5,261	1,094	148	854	67	1,172	18,825	466	283	28,170	8,596	31%	22.2%	26.7%
Colorado State University - Ft. Collins	2,983	415	54	517	20	789	12,128	134	50	17,090	4,778	28%	12.3%	16.2%
Colorado State University - Pueblo	1,121	152	15	37	9	148	1,380	99	4	2,965	1,482	50%	3.8%	2.8%
CSU-Global Campus	1,157	527	79	300	38	235	5,317	233	229	8,115	2,336	30%	6.0%	7.7%
Fort Lewis College	209	16	75	16	4	91	1,033	31	5	1,480	411	28%	1.1%	1.4%
Metropolitan State University of Denver	5,734	1,128	98	795	30	883	9,281	425	8	18,382	8,668	47%	22.3%	17.4%
University of Northern Colorado	1,794	292	24	140	10	292	4,389	74	3	7,018	2,552	36%	6.6%	6.6%
Western State Colorado University	415	92	10	11	24	53	1,125	212		1,942	605	31%	1.6%	1.8%
<b>Graduate</b>	<b>2,467</b>	<b>875</b>	<b>113</b>	<b>1,081</b>	<b>41</b>	<b>755</b>	<b>15,472</b>	<b>839</b>	<b>265</b>	<b>21,908</b>	<b>5,332</b>	<b>25%</b>	<b>100.0%</b>	<b>100.0%</b>
University of Colorado System	1,357	345	51	691	9	494	8,207	479	73	11,706	2,947	25%	55.3%	53.4%
University of Colorado Boulder	394	57	20	179	1	149	2,760	162	15	3,737	800	21%	15.0%	17.1%
University of Colorado Colorado Springs	224	66	8	58	1	95	1,172	46	10	1,680	452	27%	8.5%	7.7%
University of Colorado Denver	439	127	13	163	4	120	2,337	104	42	3,349	866	26%	2.2%	3.2%
University of Colorado Anschutz	300	95	10	291	3	130	1,938	167	6	2,940	829	28%	2.1%	2.8%
Adams State University	97	11	2	6	3	11	375	23		528	130	25%	2.4%	2.4%
Colorado Mesa University	8		1	3		2	82	4	1	101	14	14%	0.3%	0.5%
Colorado School of Mines	53	12	3	39	1	28	687	12	8	843	136	16%	2.6%	3.8%
Colorado State University System	820	481	49	314	24	186	5,202	300	180	7,556	1,874	25%	35.1%	34.5%
Colorado State University - Ft. Collins	229	33	6	88	1	88	2,184	130	18	2,777	445	16%	8.3%	12.7%
Colorado State University - Pueblo	52	15	1	5		5	132	11	3	224	78	35%	1.5%	1.0%
CSU-Global Campus	539	433	42	221	23	93	2,886	159	159	4,555	1,351	31%	25.3%	20.8%
Fort Lewis College	2		3			1	24			30	6	20%	0.1%	0.1%
Metropolitan State University of Denver	3	1		2		3	40	2	1	52	9	18%	0.2%	0.2%
University of Northern Colorado	106	23	4	23	4	25	626	10	2	823	185	23%	3.5%	3.8%
Western State Colorado University	21	2		3		5	229	9		269	31	12%	0.6%	1.2%
<b>Total</b>	<b>25,847</b>	<b>5,065</b>	<b>618</b>	<b>6,116</b>	<b>241</b>	<b>6,232</b>	<b>79,936</b>	<b>2,841</b>	<b>637</b>	<b>127,533</b>	<b>44,119</b>	<b>35%</b>	<b>100.0%</b>	<b>100.0%</b>

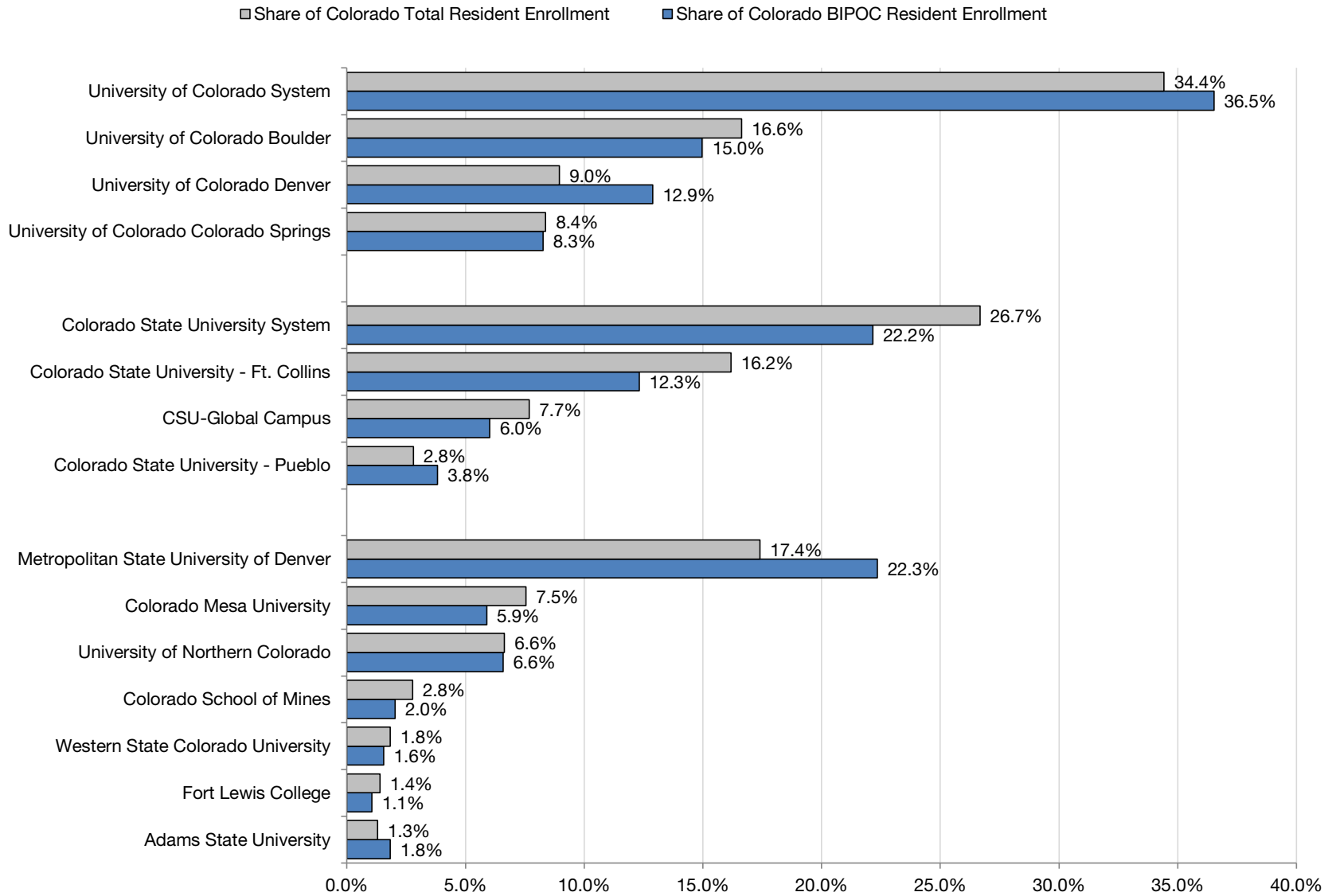
Source: Colorado Department of Higher Education Searchable Database, <http://higher.ed.colorado.gov/Data/Search.aspx> UCD splits from CU Denver Institutional Research, Based on SURDS enrollment files. Excludes students exclusively enrolled in extended studies programs. These data will not match other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

<sup>a</sup> 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.

<sup>b</sup> BIPOC (Black, Indigenous, People of Color) total includes individuals reported under "more than one race/ethnicity."

<sup>c</sup> The percent BIPOC calculation excludes non-resident aliens (International) as they are not included in the numerator or denominator.

## Resident Undergraduate Enrollment, Colorado Public Four-Year Institutions, Fall 2019



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

## Data Collection and Reporting of Race and Ethnicity

Beginning in 2011-2012, this annual report was modified to reflect the new method for collecting data on race and ethnicity, and the method specified by the US Department of Education and its Integrated Postsecondary Education Data System (IPEDS) for reporting these data. The IPEDS hierarchical reporting rule assigns all possible responses to the two questions to a single 8-category dimension. As a result, two new categories were added to this report: one for Native Hawaiian or Other Pacific Islander (a new category) and a “more than one race” designation to capture those students and employees who identified with more than one race categories. Individuals who are reported as “more than one race” are included in minority totals.

The exact phrasing of the questions vary across platforms and institutions, but an example of the two-question format is shown below.

- 1) Are you Hispanic or Latino?  
 Yes  
 No
  
- 2) What is your race? Select one or more.  
 American Indian or Alaska Native  
 Asian  
 Black or African American  
 Native Hawaiian or Pacific Islander  
 White

Race/ethnicity reporting categories used in the diversity report and in IPEDS:

- **International (Non-Resident Alien)** – not a US citizen or permanent resident – from visa status. All international are reported as international regardless of responses to the two race-ethnicity questions.
- **Hispanic/Latino** – answered ‘yes’ to “Are you Hispanic, Chicano, Mexican, Latino, Cuban, Puerto Rican, South or Central American, or Spanish origin?”; may have selected any combination of racial categories
- **American Indian or Alaska Native** – did not identify as Hispanic/Latino and selected *only* this racial category
- **Asian** – did not identify as Hispanic/Latino and selected *only* this racial category
- **Black or African American** – did not identify as Hispanic/Latino and selected *only* this racial category
- **Native Hawaiian or Other Pacific Islander** – did not identify as Hispanic/Latino and selected *only* this racial category
- **White** – did not identify as Hispanic/Latino and selected *only* this racial category
- **More than one race** – did not identify as Hispanic/Latino and selected *two or more* racial categories
- **Unknown** – did not identify as Hispanic/Latino and selected *no* racial category

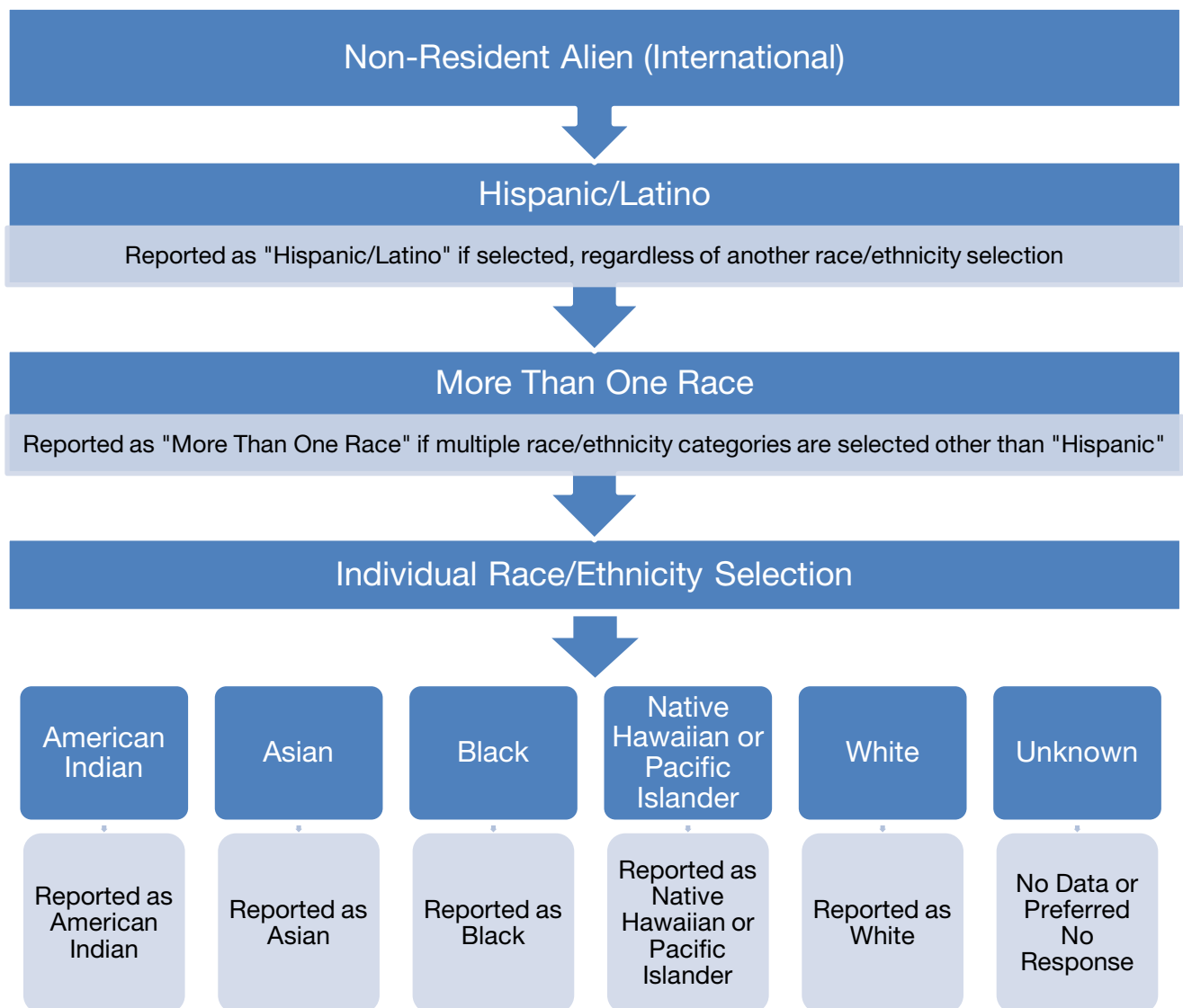
It is important to keep in mind that data from fall 2010 and later terms include some students who were presented with the old question format and some who were presented with the new

question format. The “more than one race” category primarily includes students who entered the institution in fall 2011 or later; therefore it does not capture the total enrollment of non-Hispanic/Latino students with more than one race.

This IPEDS reporting rule resulted in smaller numbers of students being reported as Asian, Black, or American Indian when compared to prior years, as many of these students will now be captured in the “more than one race” or Hispanic/Latino categories. In contrast, the number of Hispanic/Latino students reported increased. With the new question format, many institutions have seen an increase in the number of students reported as Hispanic/Latino. The same issues are present with faculty/staff data.

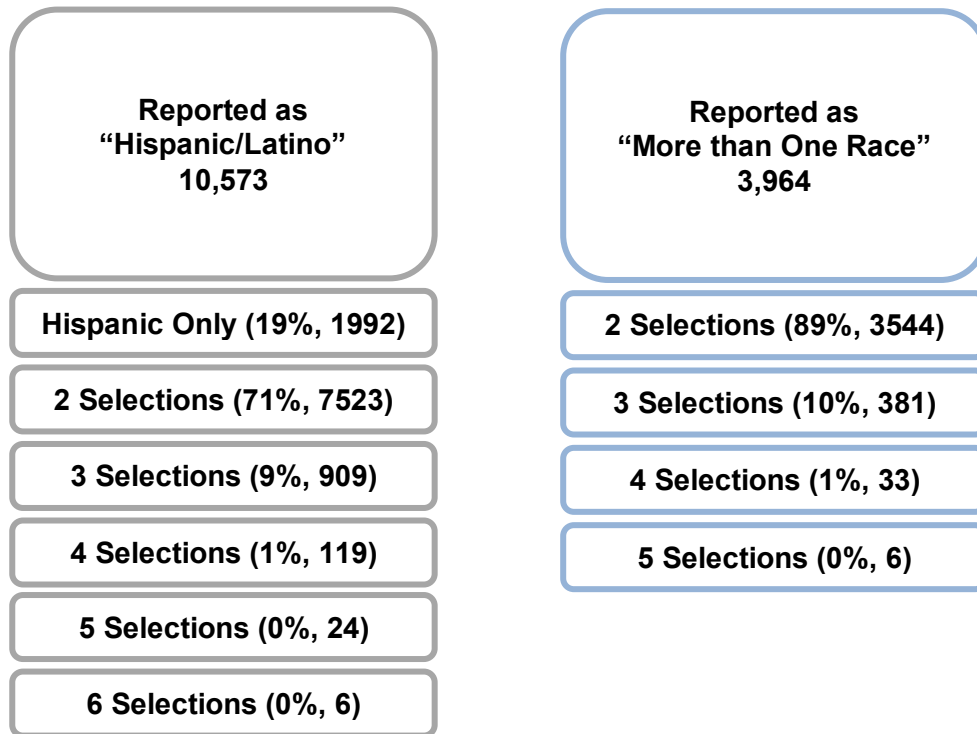
### Decision Tree for Reporting Race/Ethnicity

The diagram below shows the decision tree for implementing the IPEDS hierarchical reporting rule based on collecting multiple race/ethnicity categories. This process applies to both student and employee reporting in this report.



## How many race/ethnicity selections do students choose?

Implementing the IPEDS hierarchical reporting rule masks individuals who select more than one race/ethnicity category. The infographic below, based on Fall 2020 student enrollment, shows the percentage of students reported as “Non-Resident Alien”, “Hispanic/Latino”, or “Two or More Races” with the share identifying with multiple race/ethnicity categories.



### Notes from this analysis:

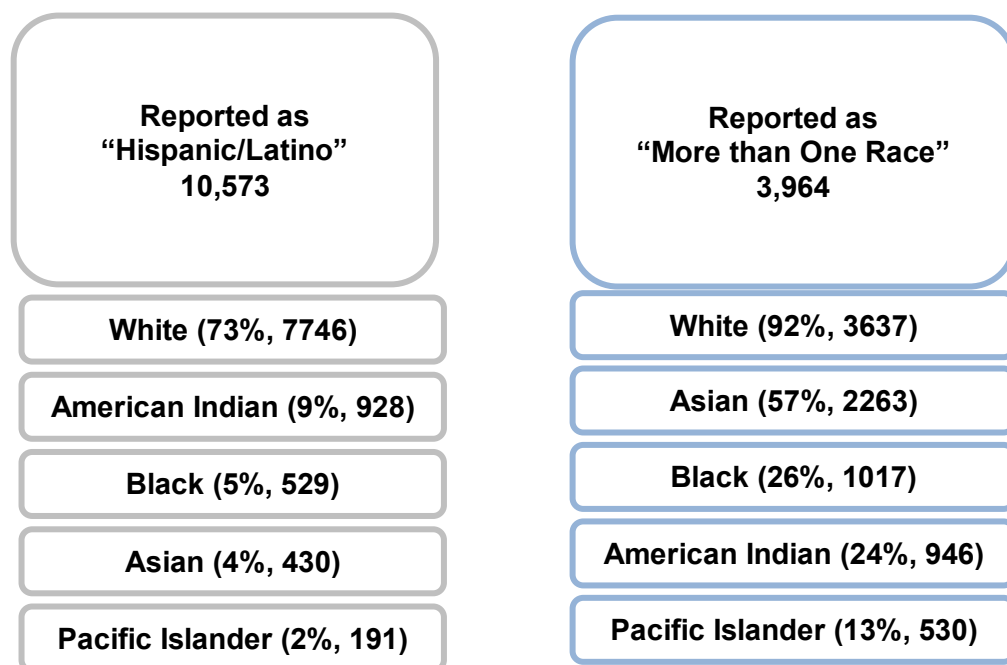
**Hispanic/Latino** – Only 19 percent of students reported as “Hispanic/Latino” identify as only Hispanic. A large majority, 81 percent, identify with at least one other demographic category but are reported only as “Hispanic/Latino.”



## IPEDS Hierarchical Reporting Masks Diversity

The infographic below, based on Fall 2020 student enrollment, shows the percentage of students reported as Non-Resident Alien, Hispanic/Latino, or “Two or More Races” with the share identifying with multiple categories.

Note that the sum and percentages of individual selections will exceed the total number reported due to multiple selections per individual. Individuals may select up to seven standard race/ethnicity categories, but sometimes even more depending on expanded selections as campuses.



### Notes from this analysis:

**American Indian** – 176 students identify ONLY as American Indian. An additional 928 of those reported as “Hispanic/Latino” and 946 of those reported as “More than One Race” identify as American Indian.

**Asian** – 4,340 students identify ONLY as Asian. An additional 430 of those reported as “Hispanic/Latino” and 2,263 of those reported as “More than One Race” identify as Asian.

**Black or African-American** – 2,073 students identify ONLY as Black or African-American. An additional 529 of those reported as “Hispanic/Latino” and 1,017 of those reported as “More than One Race” identify as Black or African-American.

**Native Hawaiian or Pacific Islander** – 73 students identify ONLY as Native Hawaiian or Pacific Islander. An additional 191 of those reported as “Hispanic/Latino” and 530 of those reported as “More than One Race” identify as Native Hawaiian or Pacific Islander.