



UNIVERSITY OF COLORADO SYSTEM

Boulder • Colorado Springs • Denver • Health Sciences Center

Office of the Vice President for Academic Affairs and Research

University of Colorado 2004 Report on Diversity

Health Sciences Center

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

March 2004

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

STUDENT DIVERSITY DATA

School of Dentistry

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

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

School of Medicine

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

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

School of Nursing

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

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

School of Pharmacy

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

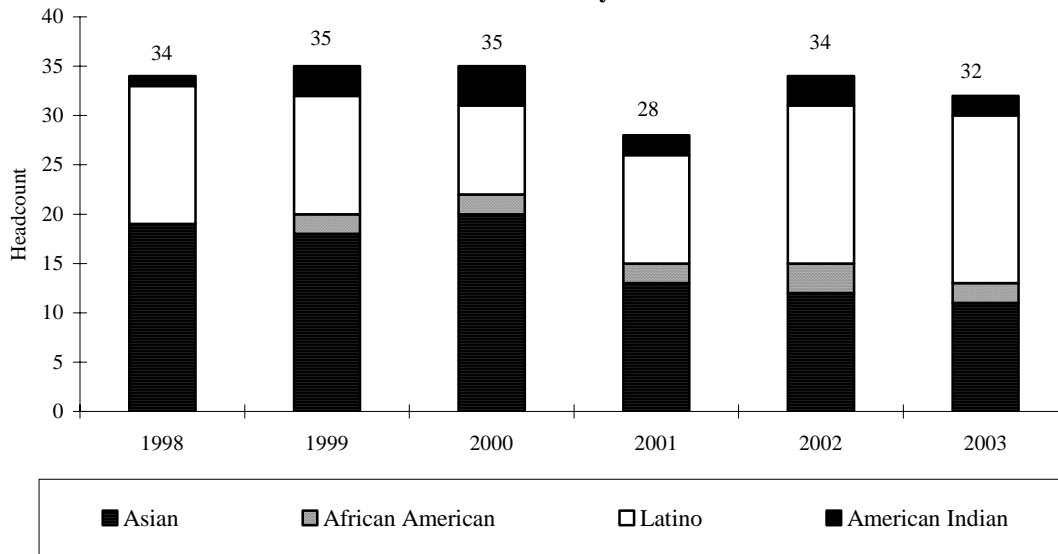
Although the school has one of the highest minority enrollments, the school has continued significant recruitment and retention activities for minority students. In 2003, SOP sponsored several 'pipeline' activities such as the "Mini Pharmacy School" for high school counselors that

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

Campus efforts to recruit minority students

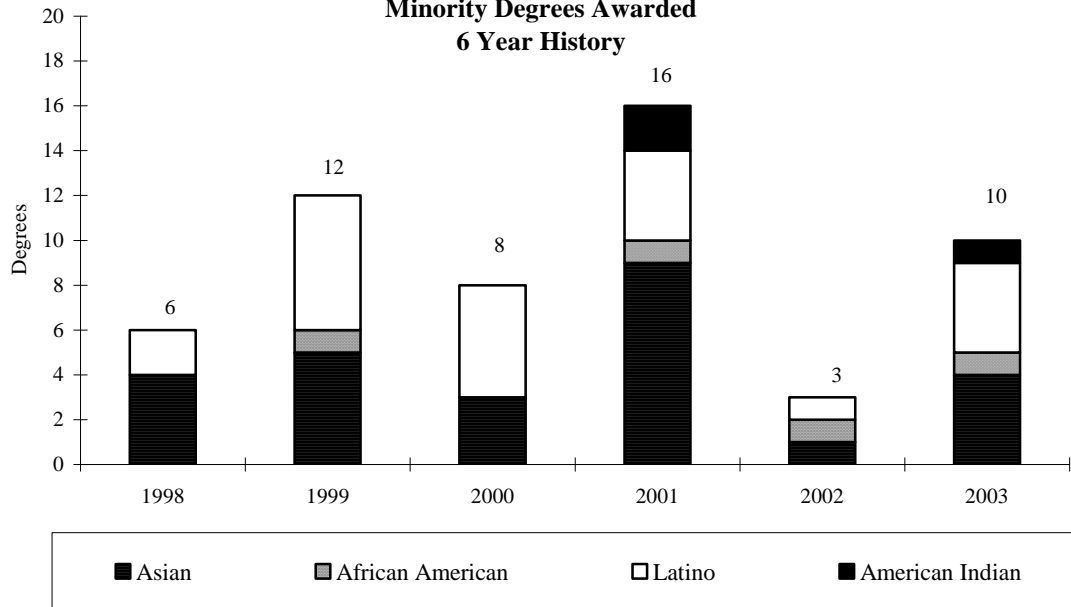
- Student National Medical Association (minority student organization)—medical students attend national meetings and provide support to current and prospective minority students through Office of Diversity and President’s Office diversity funds.
- UCHSC Minority Health Professions Day (for pre-health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

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

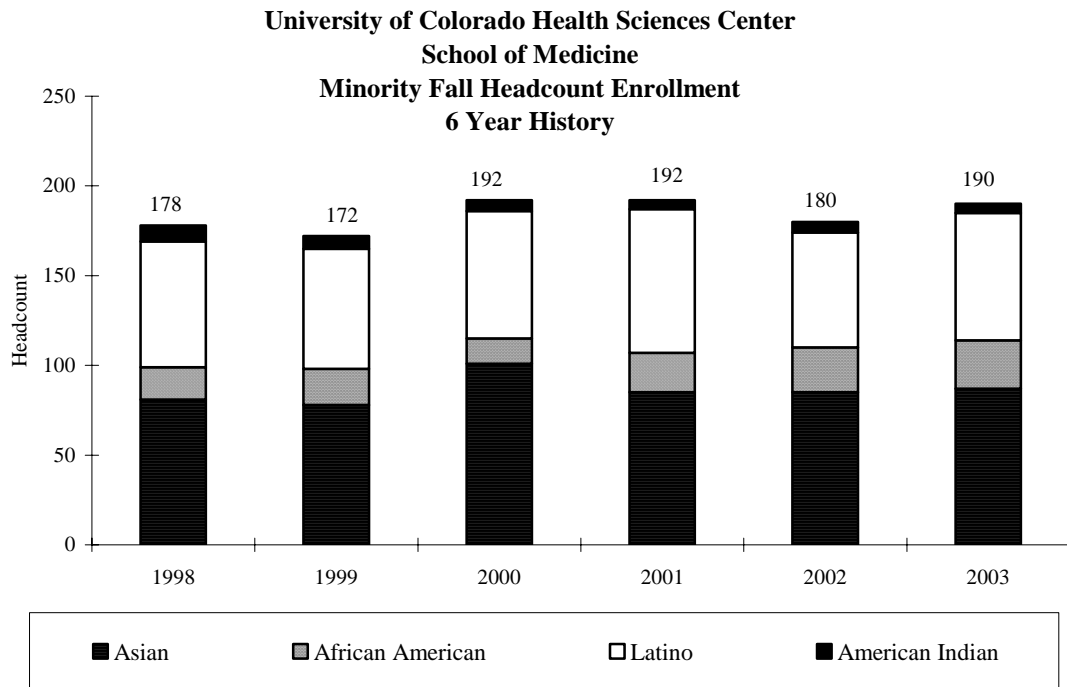


	1998	1999	2000	2001	2002	2003
Minority Enrollment as a % of Total Enrollment	18.8%	19.0%	18.8%	15.4%	17.8%	15.3%
Asian	19	18	20	13	12	11
African American	0	2	2	2	3	2
Latino	14	12	9	11	16	17
American Indian	1	3	4	2	3	2
Minority Total	34	35	35	28	34	32
White/Unknown	147	149	151	154	157	177
Foreign	0	0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

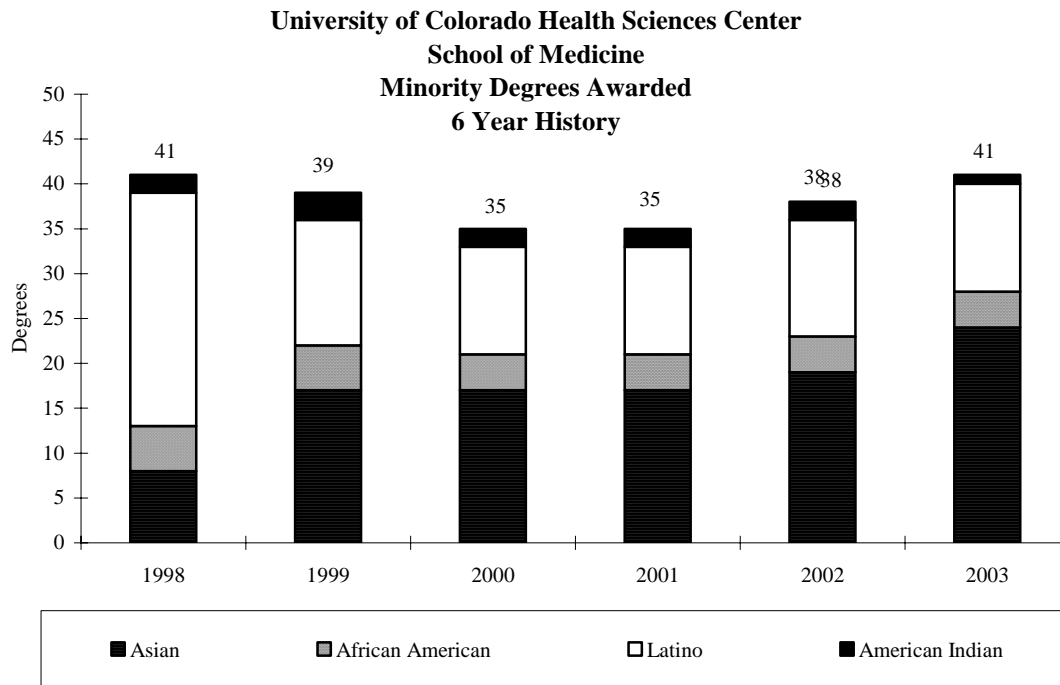
**University of Colorado Health Sciences Center
School of Dentistry
Minority Degrees Awarded
6 Year History**



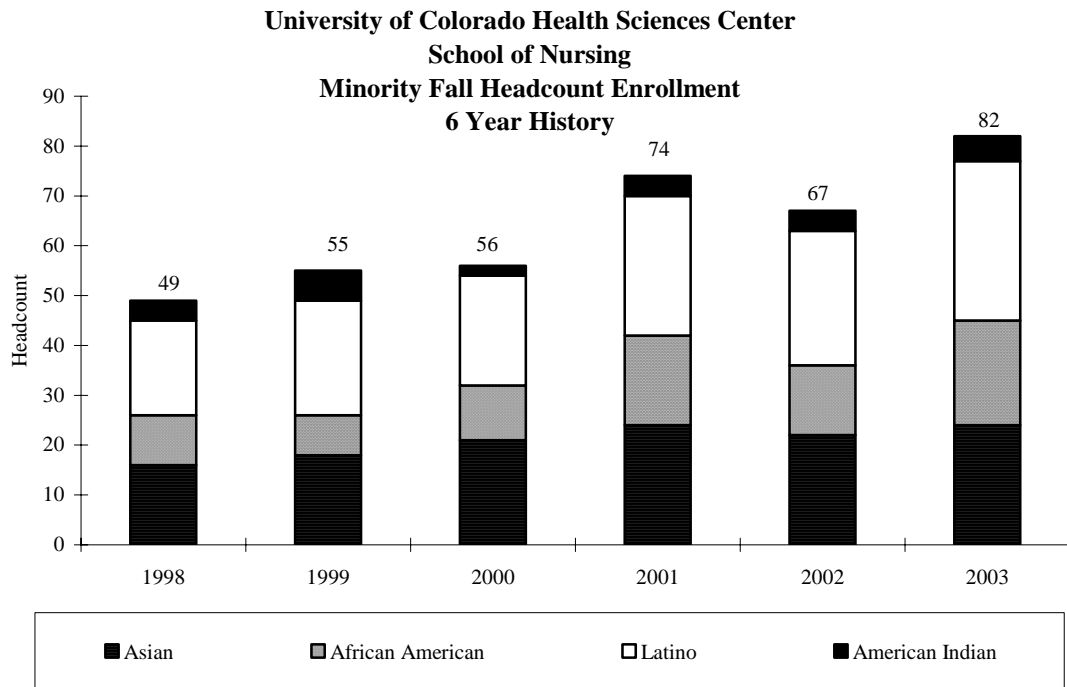
	1998	1999	2000	2001	2002	2003
Minority Degrees Awarded as a % of Total Enrollment	11.8%	20.3%	14.5%	28.6%	5.9%	18.5%
Asian	4	5	3	9	1	4
African American	0	1	0	1	1	1
Latino	2	6	5	4	1	4
American Indian	0	0	0	2	0	1
Minority Total	6	12	8	16	3	10
White/Unknown	45	47	47	40	48	44
Foreign	0	0	0	0	0	0
Total Degrees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



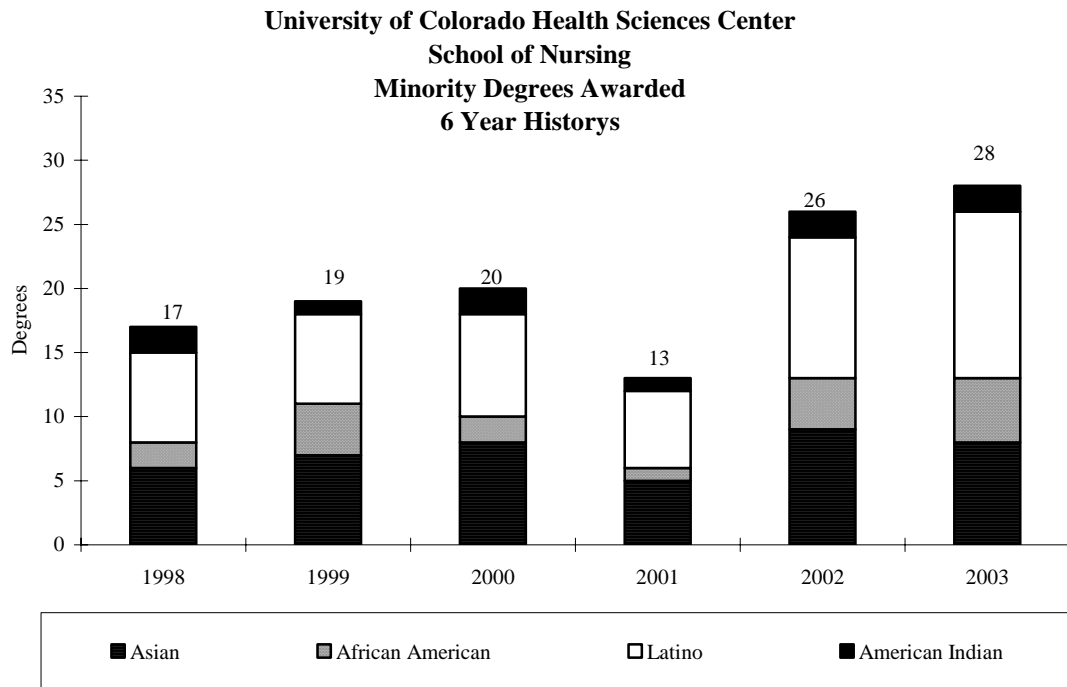
	1998	1999	2000	2001	2002	2003
Minority Enrollment as a % of Total Enrollment	15.2%	14.9%	16.7%	16.8%	15.0%	15.1%
Asian	81	78	101	85	85	87
African American	18	20	14	22	25	27
Latino	70	67	71	80	64	71
American Indian	9	7	6	5	6	5
Minority Total	178	172	192	192	180	190
White/Unknown	962	955	929	928	976	1029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



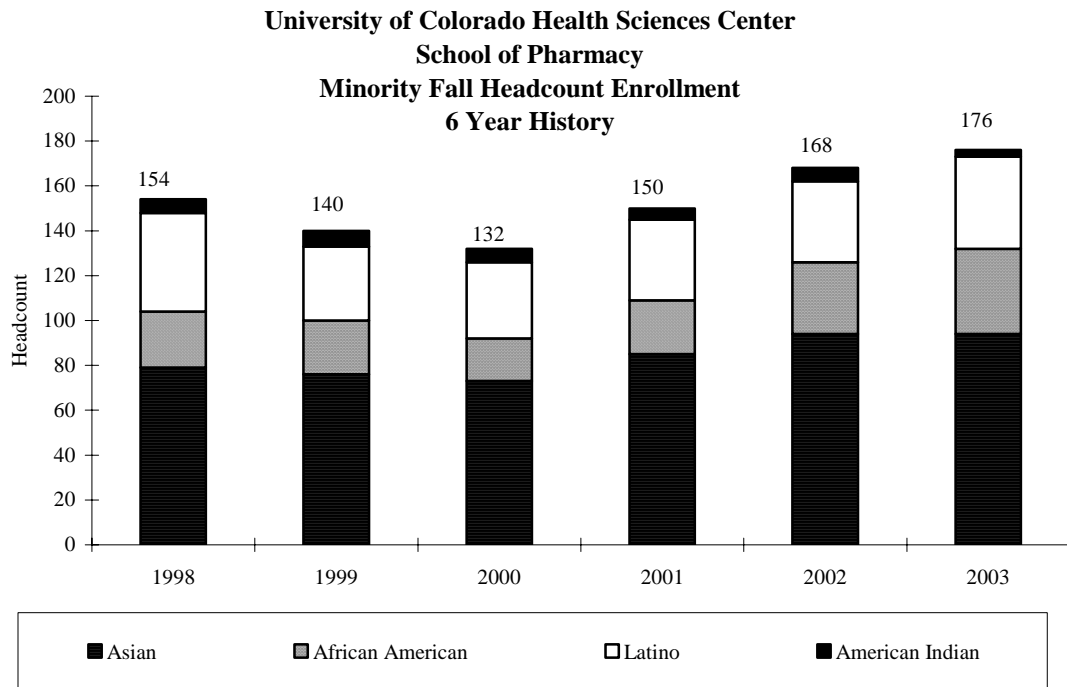
	1998	1999	2000	2001	2002	2003
Minority Degrees Awarded as a % of Total Enrollment	15.5%	15.4%	13.8%	12.2%	15.6%	15.6%
Asian	8	17	17	17	19	24
African American	5	5	4	4	4	4
Latino	26	14	12	12	13	12
American Indian	2	3	2	2	2	1
Minority Total	41	39	35	35	38	41
White/Unknown	219	215	212	244	200	217
Foreign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



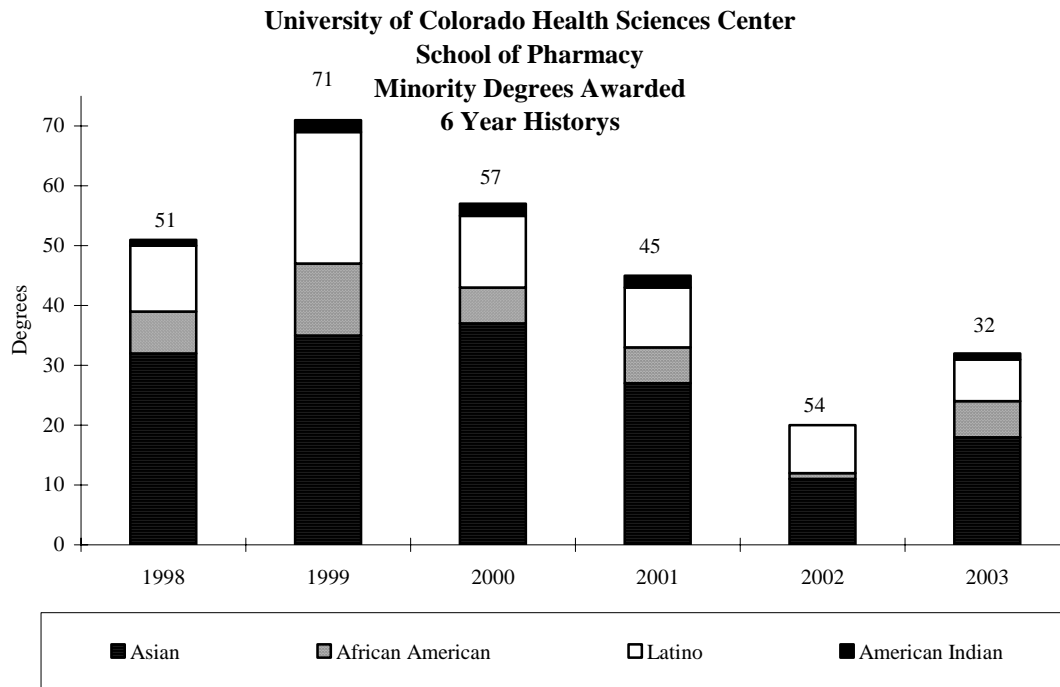
	1998	1999	2000	2001	2002	2003
Minority Enrollment as a % of Total Enrollment	8.8%	10.6%	11.0%	13.0%	10.4%	13.3%
Asian	16	18	21	24	22	24
African American	10	8	11	18	14	21
Latino	19	23	22	28	27	32
American Indian	4	6	2	4	4	5
Minority Total	49	55	56	74	67	82
White/Unknown	499	455	444	488	576	531
Foreign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



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



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

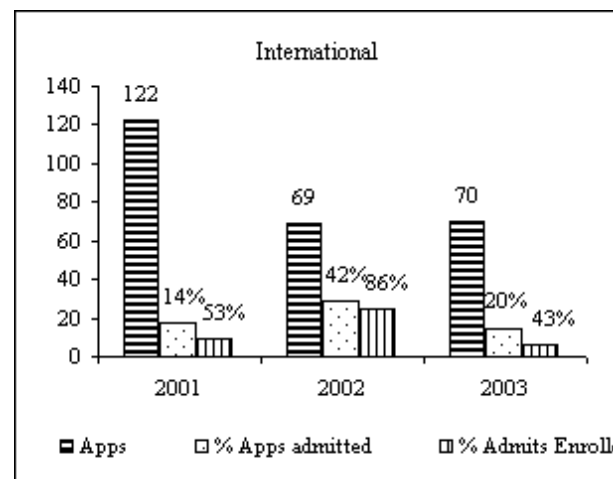
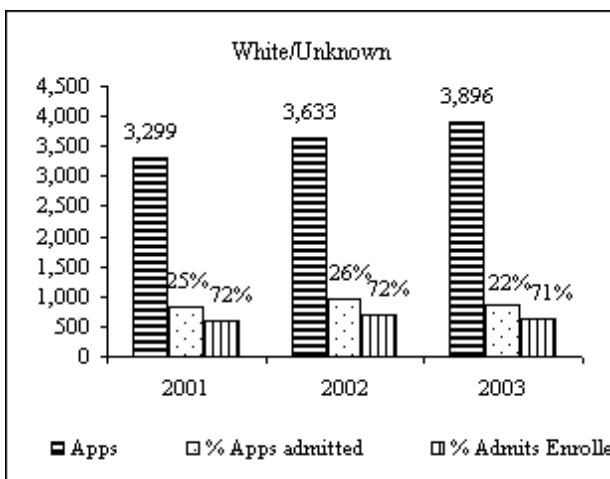
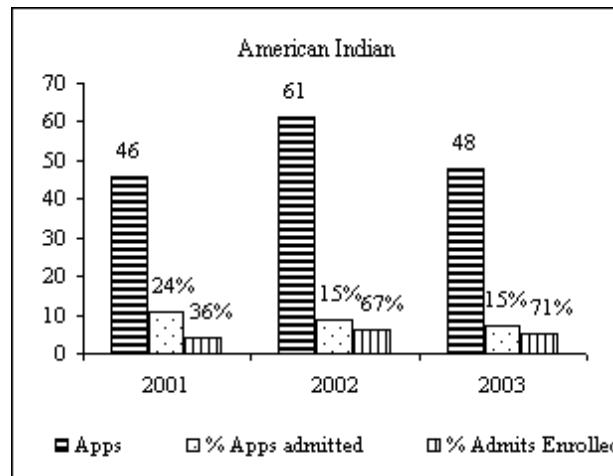
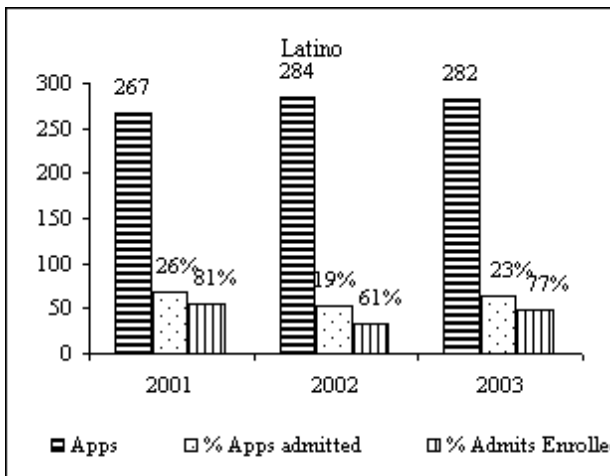
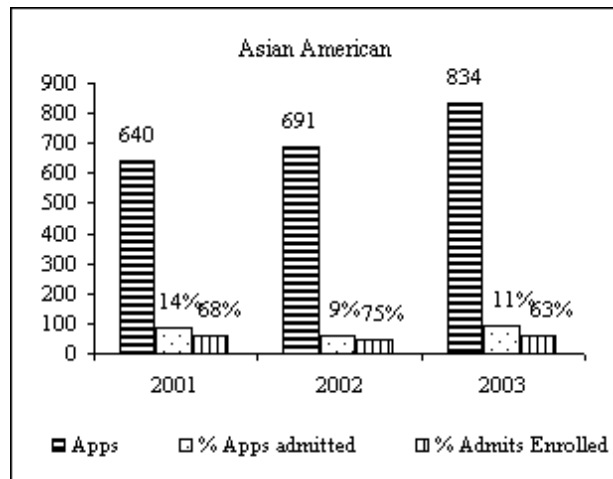
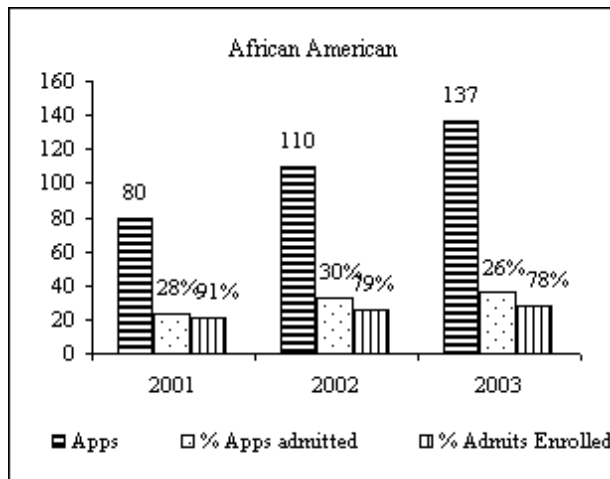


	1998	1999	2000	2001	2002	2003
Minority Degrees Awarded as a % of Total Enrollment	34.7%	39.4%	37.7%	37.2%	37.0%	37.2%
Asian	32	35	37	27	11	18
African American	7	12	6	6	1	6
Latino	11	22	12	10	8	7
American Indian	1	2	2	2	0	1
Minority Total	51	71	57	45	20	32
White/Unknown	92	106	93	76	33	47
Foreign	4	3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

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

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

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



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

FACULTY DIVERSITY DATA

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

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

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

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

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

Women

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

Minorities

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

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

STAFF DIVERSITY DATA

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

Women

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

Minorities

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

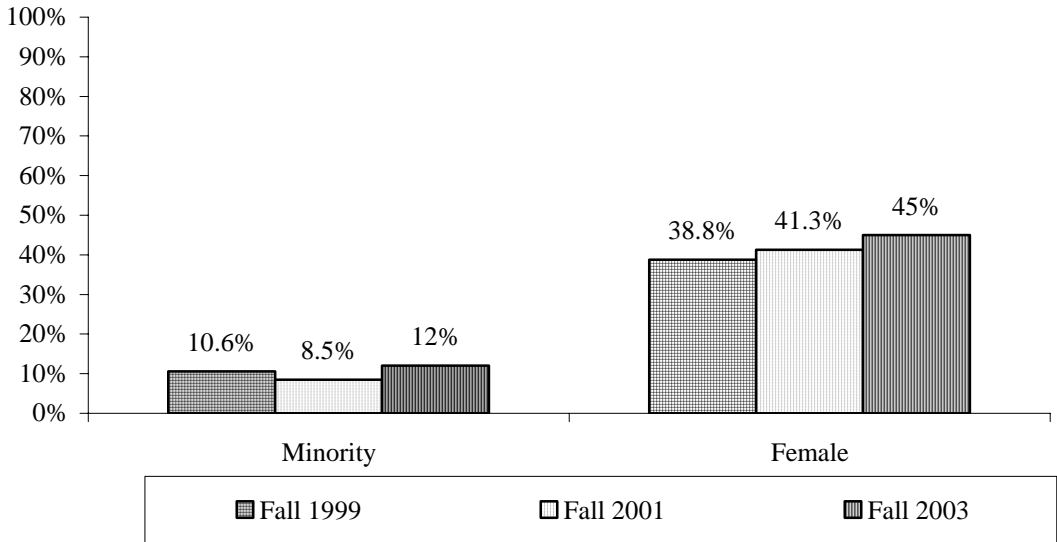
**University of Colorado Health Sciences Center
Faculty Diversity Profile
All Schools and Colleges, Fall 2003**

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

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

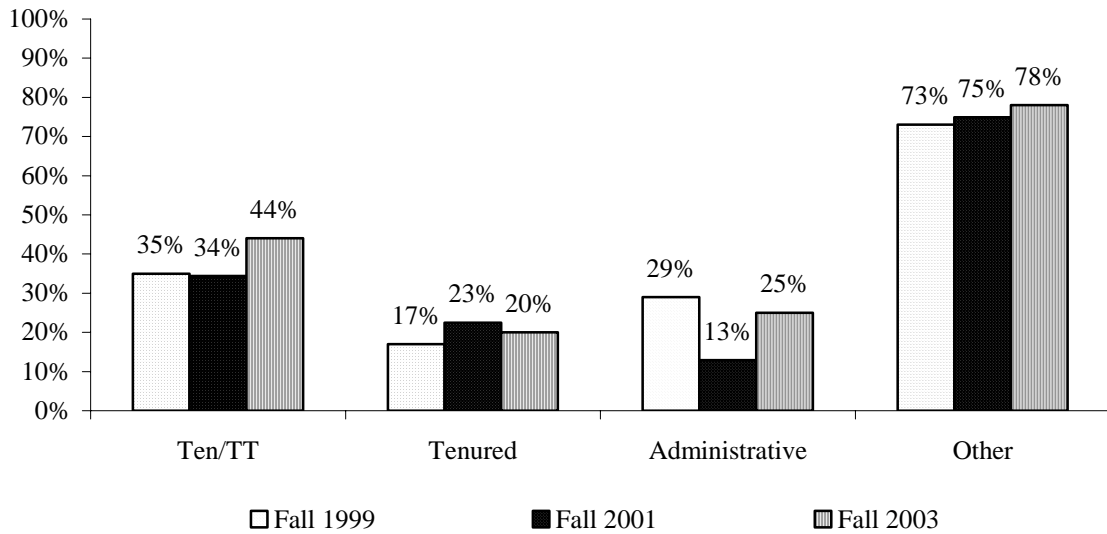
University of Colorado Health Sciences Center Faculty Diversity Profile

Percent of All Regular Faculty
Minorities & Females

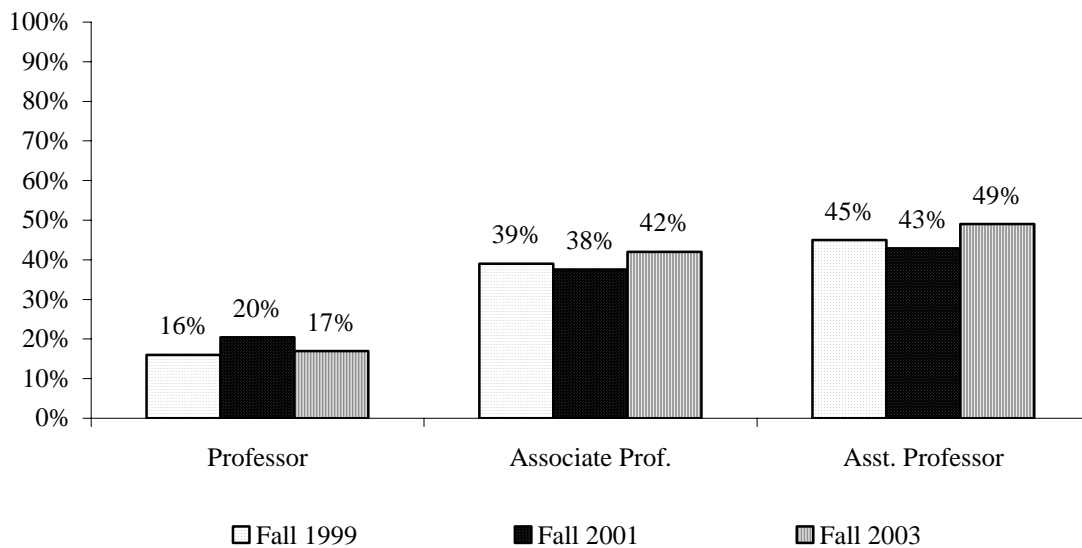


University of Colorado Health Sciences Center Faculty Diversity Profile

**Percent of Total Faculty
Who are Female**

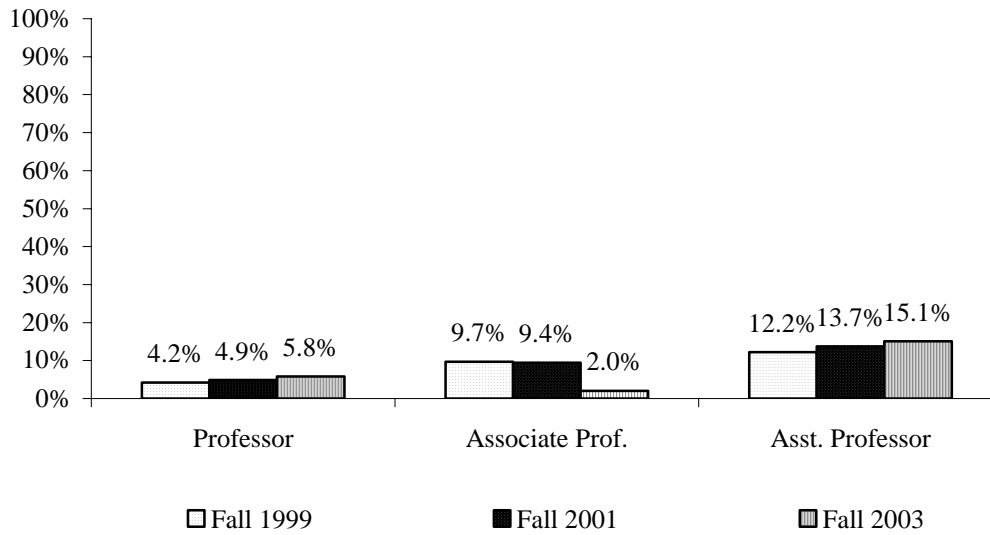


**Percent of Tenure/Tenure Track Faculty
Who are Female**

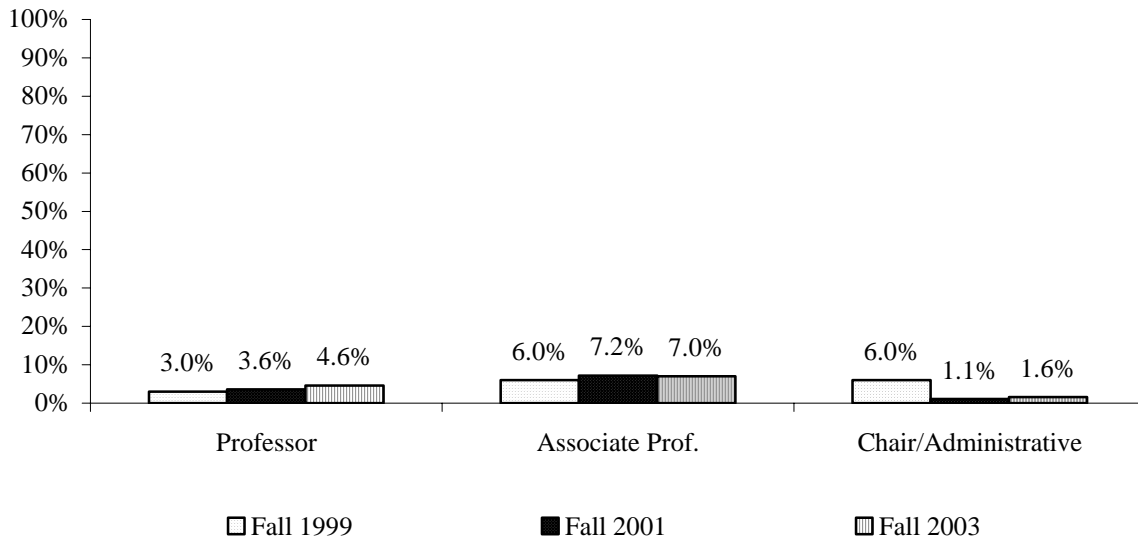


University of Colorado Health Sciences Center Faculty Diversity Profile

Percent Minority Tenure/Tenure Track Faculty

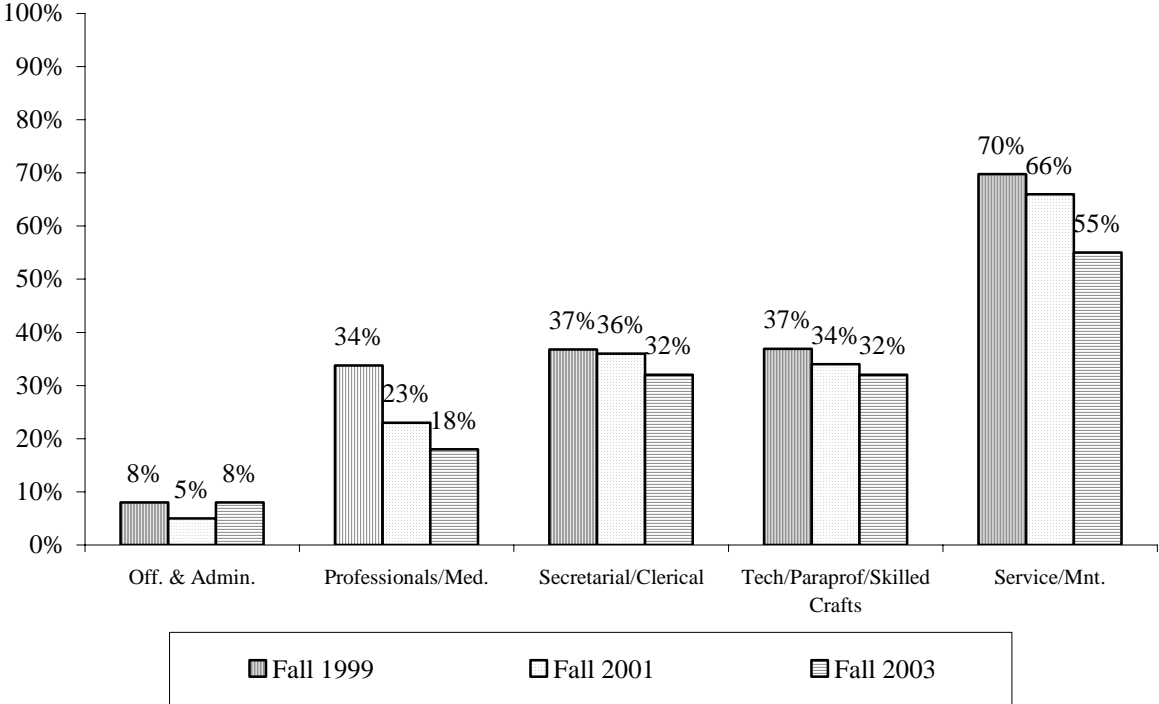


Percent Minority Tenured Faculty



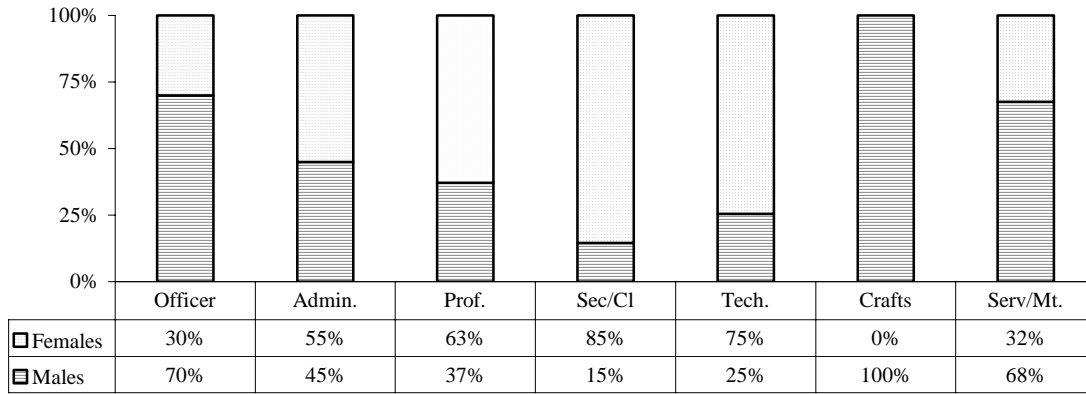
University of Colorado Health Sciences Center Staff Diversity Profile

Percent Ethnic Minority by Occupational Category

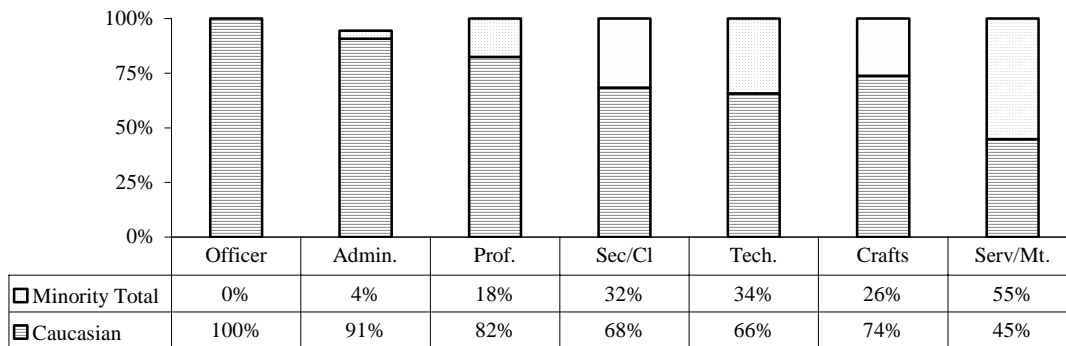


**University of Colorado Health Sciences Center
2003 – 2004**

Occupational Categories by Gender



Occupational Categories by Ethnicity



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