



UNIVERSITY OF COLORADO SYSTEM

Boulder • Colorado Springs • Denver and Health Sciences Center

Office of the Vice President for Academic Affairs and Research

University of Colorado 2005 Diversity Report

Health Sciences Programs

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

March 2005

**University of Colorado at Denver and Health Sciences Center
Health Sciences Programs
Fall 2004**

STUDENT DIVERSITY DATA

School of Dentistry

Total minority student enrollment of about 15% has held fairly steady for the past 5 years.

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, several years ago 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 also remained fairly steady (about 15%) over the past five years and reflects national data on numbers of minority medical students. However, this year's 15.7% level is 0.6% higher than the prior year due to an increase in the number of Hispanic/Latino students.

The School of Medicine has focused significant efforts this past year on minority student recruitment, including putting more resources into the Student Ambassadors program which focuses attention on minority applicants who are invited to campus for interviews. Other pipeline efforts are continuing including the Post-Baccalaureate Program (in collaboration with CU-Denver) which offers medical school admission after students successfully complete the program; the Pre-Collegiate program for health careers which focused on high school students; and the Pre-matric program, an intensive summer program for potentially 'at risk' first year medical students based on self-identification.

School of Nursing

The total minority enrollment has increased from 13.3% to 14.4% with most of the increase in the Asian and Latino minority groups.

This year the school began issuing early admissions in the hopes of getting minority applicants in particular to commit to the school. In addition, the school has continued to partner with community groups to build pipelines into the school.

School of Pharmacy

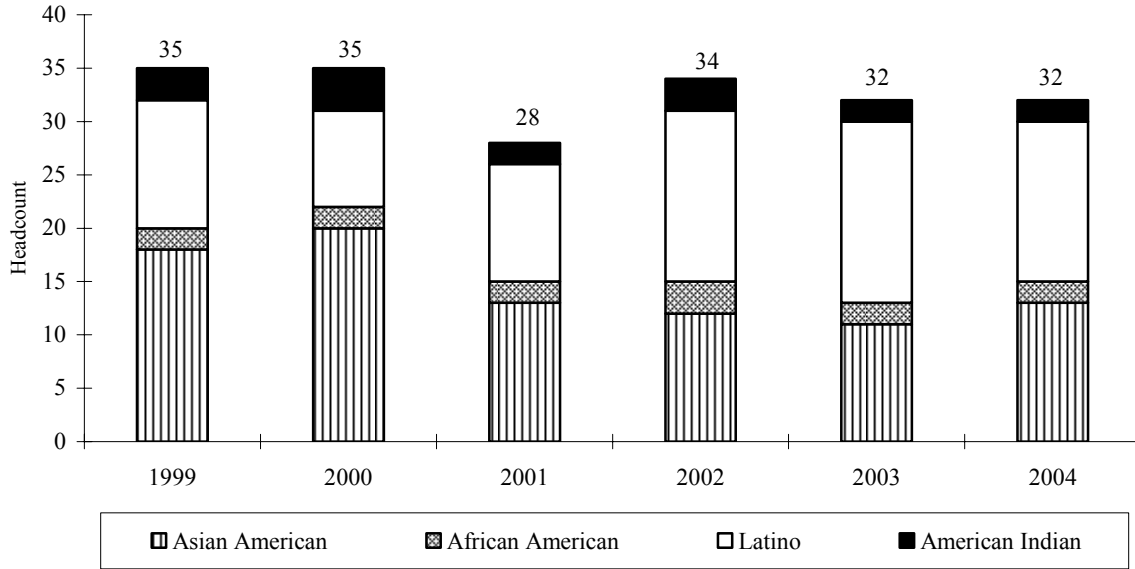
The minority enrollment in the School of Pharmacy decreased slightly from 36.3% to 31.5%. However, the school has the largest minority student population at HSC and one of the highest nationally.

The school has continued significant recruitment and retention activities for minority students. In 2004, SOP sponsored several 'pipeline' activities such as the "Mini Pharmacy School" for high school counselors that deal with large numbers of minority students. This SOP also provided a week-long Pharmacy Summer Camp for minority high school students in the summer of 2004. In addition, tutoring programs have been established for underrepresented minority students.

Campus efforts to recruit minority students

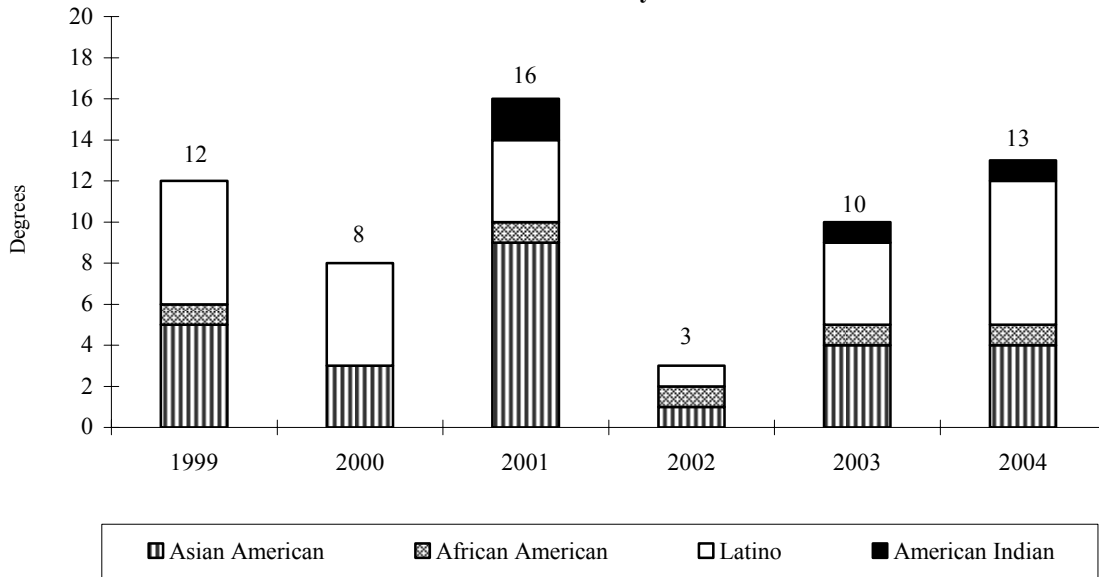
- Student National Medical Association (minority student organization)—medical students attend national meetings and provide support to current and prospective minority students through Office of Diversity and President’s Office diversity funds.
- HSC Minority Health Professions Days (for high school and pre-health career majors at all Colorado feeder institutions) was very successful this year and included hands-on opportunities for the participants.
- 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, Downtown Denver campus.
- SOP Summer Enrichment Program to enhance academic skills for wait-listed students.
- SOP English as a Second Language program for matriculating students.
- 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 at Denver and Health Sciences Center
Health Sciences Programs - School of Dentistry
Minority Fall Headcount Enrollment
Six-Year History**



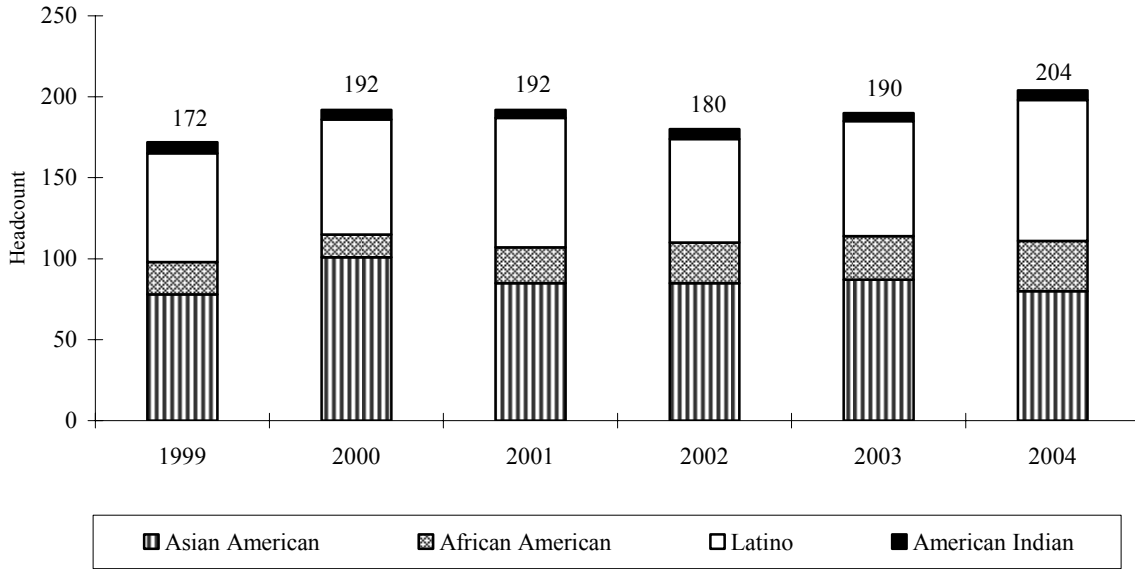
| | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 |
|--|-------|-------|-------|-------|-------|-------|
| Minority Enrollment as a % of Total Enrollment | 19.0% | 18.8% | 15.4% | 17.8% | 15.3% | 14.9% |
| Asian American | 18 | 20 | 13 | 12 | 11 | 13 |
| African American | 2 | 2 | 2 | 3 | 2 | 2 |
| Latino | 12 | 9 | 11 | 16 | 17 | 15 |
| American Indian | 3 | 4 | 2 | 3 | 2 | 2 |
| Minority Total | 35 | 35 | 28 | 34 | 32 | 32 |
| White/Unknown | 149 | 151 | 154 | 157 | 177 | 183 |
| International | 0 | 0 | 0 | 0 | 0 | 0 |
| Total (Headcount) Enrollment | 184 | 186 | 182 | 191 | 209 | 215 |

**University of Colorado at Denver and Health Sciences Center
Health Sciences Programs - School of Dentistry
Minority Degrees Awarded
Six-Year History**



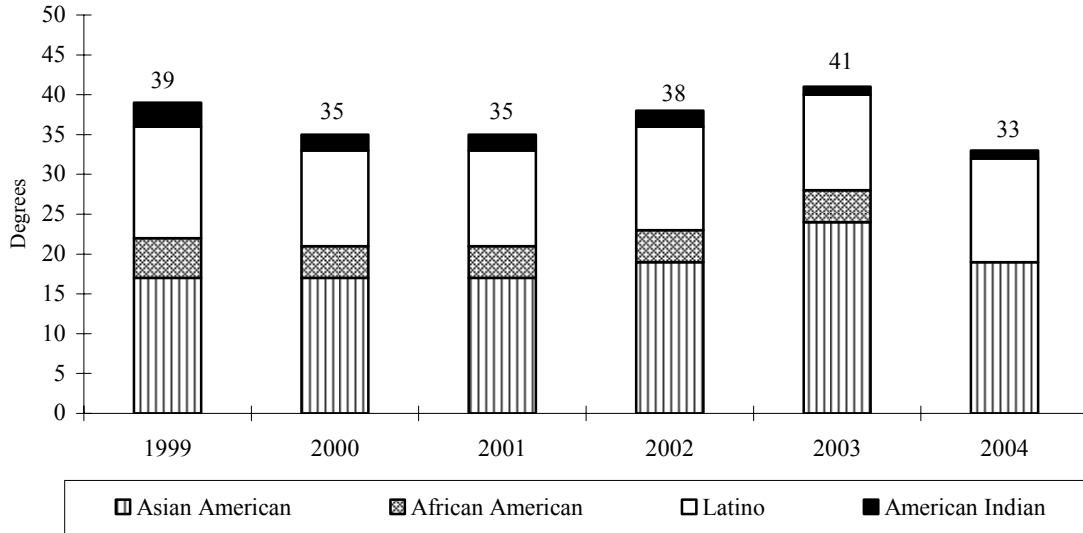
| | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 |
|--|-------|-------|-------|------|-------|-------|
| Minority Degrees Awarded as a % of Total Degrees Awarded | 20.3% | 14.5% | 28.6% | 5.9% | 18.5% | 21.3% |
| Asian American | 5 | 3 | 9 | 1 | 4 | 4 |
| African American | 1 | 0 | 1 | 1 | 1 | 1 |
| Latino | 6 | 5 | 4 | 1 | 4 | 7 |
| American Indian | 0 | 0 | 2 | 0 | 1 | 1 |
| Minority Total | 12 | 8 | 16 | 3 | 10 | 13 |
| White/Unknown | 47 | 47 | 40 | 48 | 44 | 48 |
| International | 0 | 0 | 0 | 0 | 0 | 0 |
| Total Degrees Awarded | 59 | 55 | 56 | 51 | 54 | 61 |

**University of Colorado at Denver and Health Sciences Center
Health Sciences Programs - School of Medicine
Minority Fall Headcount Enrollment
Six-Year History**



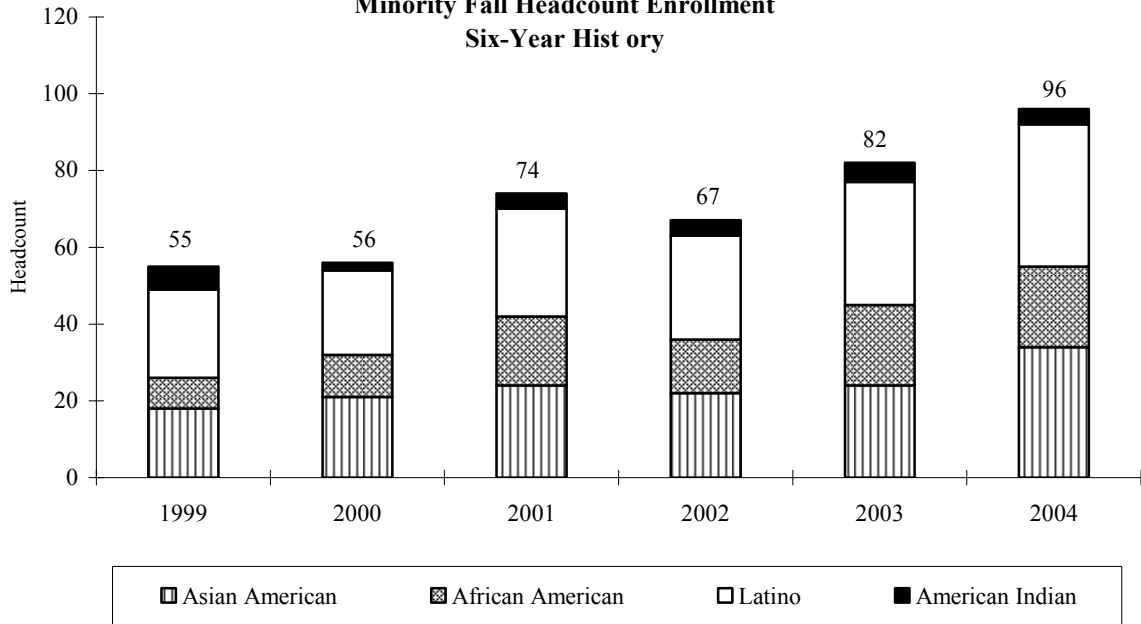
| | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 |
|--|-------|-------|-------|-------|-------|-------|
| Minority Enrollment as a % of Total Enrollment | 14.9% | 16.7% | 16.8% | 15.0% | 15.1% | 15.7% |
| Asian American | 78 | 101 | 85 | 85 | 87 | 80 |
| African American | 20 | 14 | 22 | 25 | 27 | 31 |
| Latino | 67 | 71 | 80 | 64 | 71 | 87 |
| American Indian | 7 | 6 | 5 | 6 | 5 | 6 |
| Minority Total | 172 | 192 | 192 | 180 | 190 | 204 |
| White/Unknown | 955 | 929 | 928 | 976 | 1029 | 1067 |
| International | 30 | 26 | 24 | 43 | 36 | 31 |
| Total (Headcount) Enrollment | 1,157 | 1,147 | 1,144 | 1,199 | 1,255 | 1,302 |

**University of Colorado at Denver and Health Sciences Center
Health Sciences Programs - School of Medicine
Minority Degrees Awarded
Six-Year History**



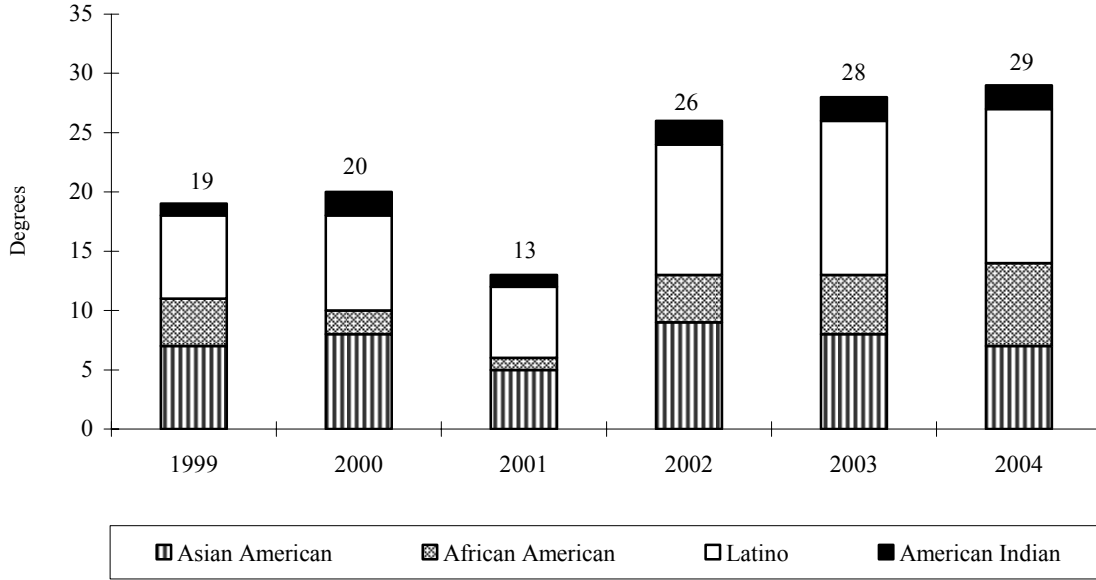
| | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 |
|--|-------|-------|-------|-------|-------|-------|
| Minority Degrees awarded as a % of Total Degrees Awarded | 15.4% | 13.8% | 12.2% | 15.6% | 15.6% | 13.2% |
| Asian American | 17 | 17 | 17 | 19 | 24 | 19 |
| African American | 5 | 4 | 4 | 4 | 4 | 0 |
| Latino | 14 | 12 | 12 | 13 | 12 | 13 |
| American Indian | 3 | 2 | 2 | 2 | 1 | 1 |
| Minority Total | 39 | 35 | 35 | 38 | 41 | 33 |
| White/Unknown | 215 | 212 | 244 | 200 | 217 | 213 |
| International | 0 | 6 | 8 | 6 | 4 | 4 |
| Total Degrees Awarded | 254 | 253 | 287 | 244 | 262 | 250 |

**University of Colorado at Denver and Health Sciences Center
Health Sciences Programs - School of Nursing
Minority Fall Headcount Enrollment
Six-Year History**



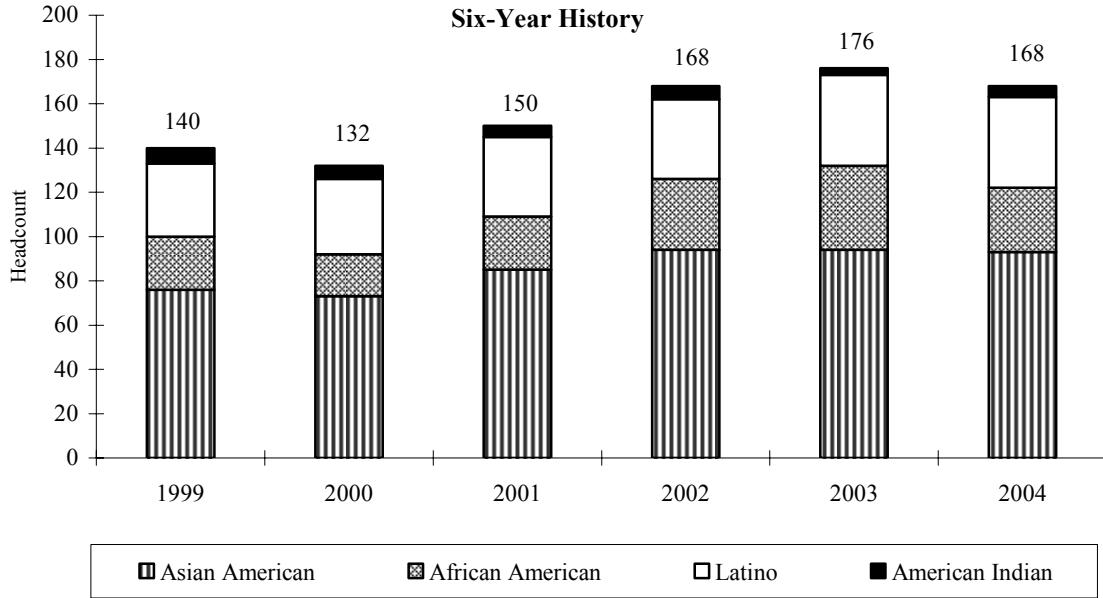
| | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 |
|--|-------|-------|-------|-------|-------|-------|
| Minority Enrollment as a % of Total Enrollment | 10.6% | 11.0% | 13.0% | 10.4% | 13.3% | 14.4% |
| Asian American | 18 | 21 | 24 | 22 | 24 | 34 |
| African American | 8 | 11 | 18 | 14 | 21 | 21 |
| Latino | 23 | 22 | 28 | 27 | 32 | 37 |
| American Indian | 6 | 2 | 4 | 4 | 5 | 4 |
| Minority Total | 55 | 56 | 74 | 67 | 82 | 96 |
| White/Unknown | 455 | 444 | 488 | 576 | 531 | 565 |
| International | 7 | 8 | 6 | 4 | 5 | 6 |
| Total (Headcount) Enrollment | 517 | 508 | 568 | 647 | 618 | 667 |

**University of Colorado at Denver and Health Sciences Center
Health Sciences Programs - School of Nursing
Minority Degrees Awarded
Six-Year History**

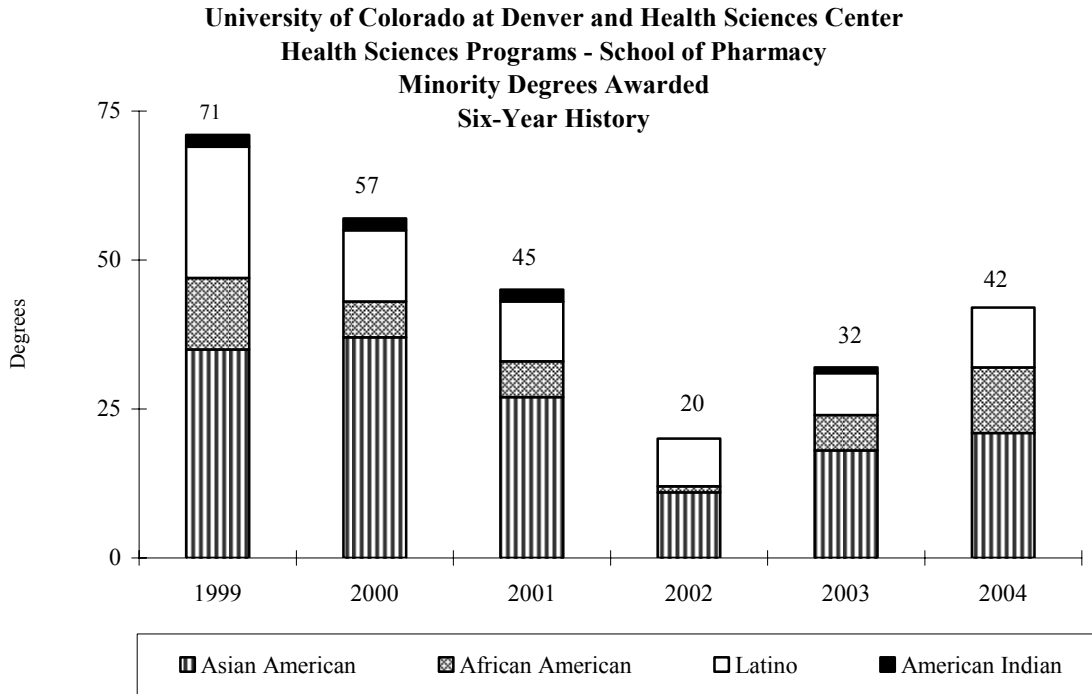


| | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 |
|--|------|-------|------|-------|-------|-------|
| Minority Degrees awarded as a % of Total Degrees Awarded | 9.6% | 11.8% | 7.3% | 14.3% | 13.0% | 10.4% |
| Asian American | 7 | 8 | 5 | 9 | 8 | 7 |
| African American | 4 | 2 | 1 | 4 | 5 | 7 |
| Latino | 7 | 8 | 6 | 11 | 13 | 13 |
| American Indian | 1 | 2 | 1 | 2 | 2 | 2 |
| Minority Total | 19 | 20 | 13 | 26 | 28 | 29 |
| White/Unknown | 179 | 145 | 162 | 153 | 187 | 249 |
| International | 0 | 4 | 2 | 3 | 1 | 0 |
| Total Degrees Awarded | 198 | 169 | 177 | 182 | 216 | 278 |

**University of Colorado at Denver and Health Sciences Center
Health Sciences Programs - School of Pharmacy
Minority Fall Headcount Enrollment
Six-Year History**

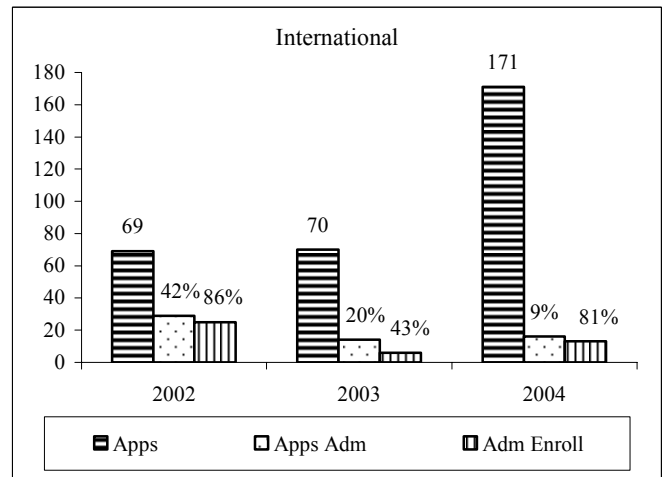
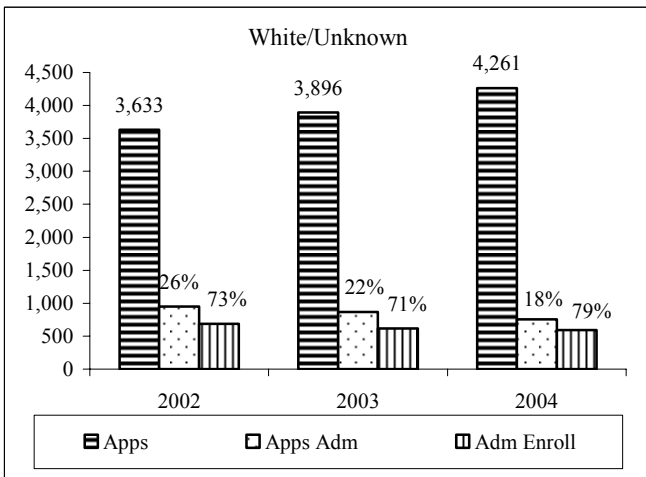
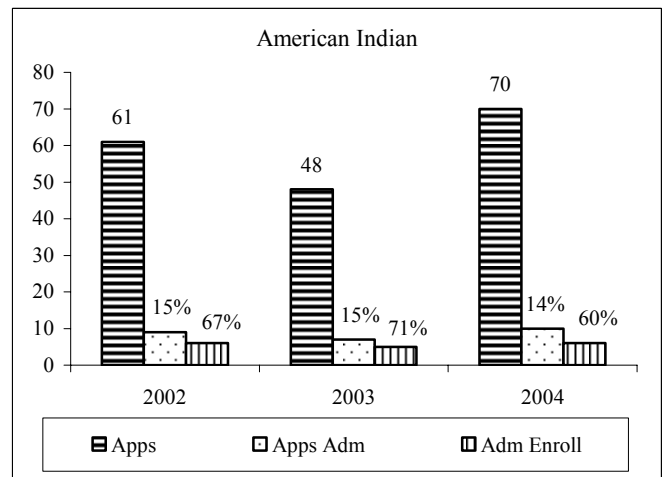
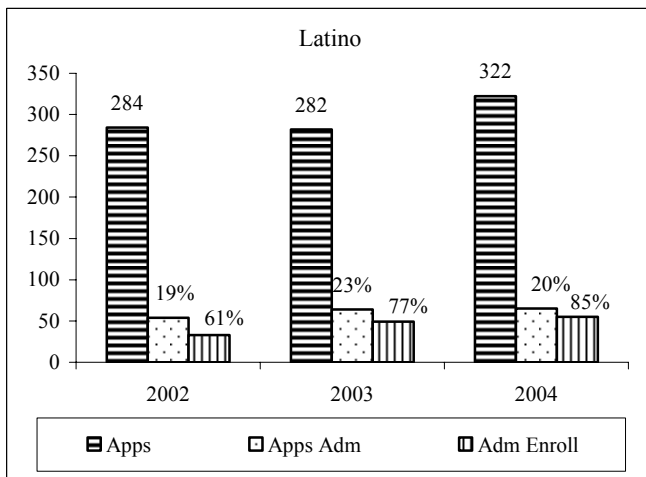
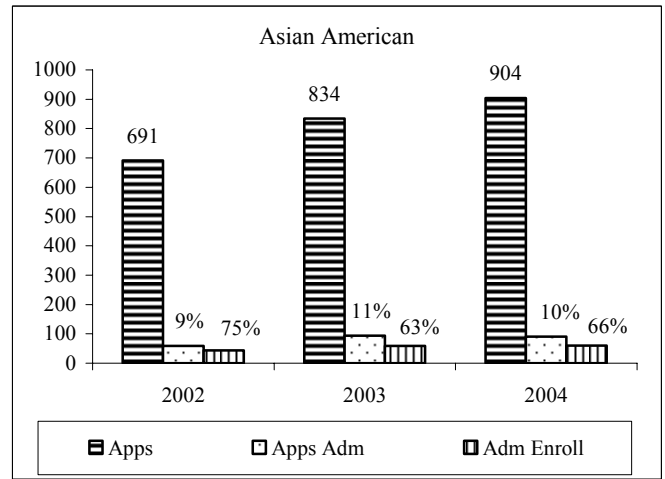
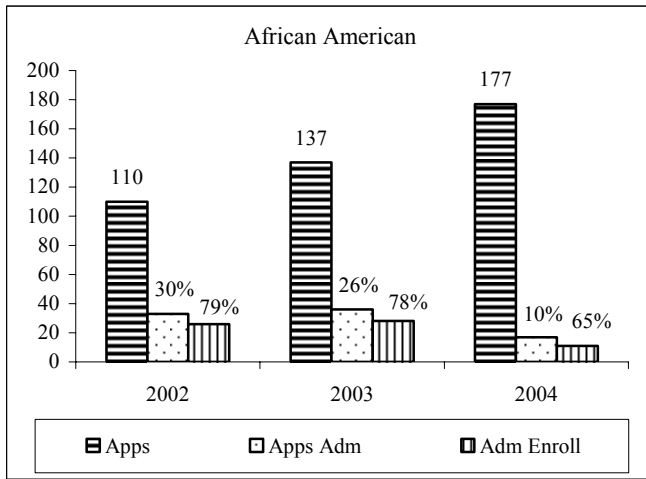


| | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 |
|--|-------|-------|-------|-------|-------|-------|
| Minority Enrollment as a % of Total Enrollment | 38.3% | 38.7% | 40.2% | 38.3% | 36.3% | 31.5% |
| Asian American | 76 | 73 | 85 | 94 | 94 | 93 |
| African American | 24 | 19 | 24 | 32 | 38 | 29 |
| Latino | 33 | 34 | 36 | 36 | 41 | 41 |
| American Indian | 7 | 6 | 5 | 6 | 3 | 5 |
| Minority Total | 140 | 132 | 150 | 168 | 176 | 168 |
| White/Unknown | 216 | 196 | 210 | 249 | 295 | 350 |
| International | 10 | 13 | 13 | 22 | 14 | 15 |
| Total (Headcount) Enrollment | 366 | 341 | 373 | 439 | 485 | 533 |



| | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 |
|--|-------|-------|-------|-------|-------|-------|
| Minority Degrees awarded as a % of Total Degrees Awarded | 39.4% | 37.7% | 37.2% | 37.0% | 37.2% | 45.7% |
| Asian American | 35 | 37 | 27 | 11 | 18 | 21 |
| African American | 12 | 6 | 6 | 1 | 6 | 11 |
| Latino | 22 | 12 | 10 | 8 | 7 | 10 |
| American Indian | 2 | 2 | 2 | 0 | 1 | 0 |
| Minority Total | 71 | 57 | 45 | 20 | 32 | 42 |
| White/Unknown | 106 | 93 | 76 | 33 | 47 | 50 |
| International | 3 | 1 | 0 | 1 | 7 | 0 |
| Total Degrees Awarded | 180 | 151 | 121 | 54 | 86 | 92 |

University of Colorado Denver and Health Sciences Center - Health Sciences Programs
New Student Applications, Acceptances, and Matriculations
By Ethnicity, 2002, 2003, 2004



**University of Colorado at Denver and Health Sciences Center
 Health Sciences Programs - Undergraduate
 Completion Rates for 2004 Graduating Classes**

| Ethnicity | Entering Class | Received Degree | Percent Receiving Degree |
|------------------------------|-------------------|--------------------|--------------------------------|
| <i>Dental Hygiene</i> | | | |
| | Fall 2002 | | |
| Asian American | 0 | 0 | 0.0% |
| African American | 0 | 0 | 0.0% |
| Latino | 3 | 3 | 100.0% |
| American Indian | 0 | 0 | 0.0% |
| White | 17 | 17 | 100.0% |
| All | 20 | 20 | 100.0% |
| <i>Nursing</i> | | | |
| | Fall 2002 | | |
| Asian American | 3 | 2 | 66.7% |
| African American | 2 | 1 | 50.0% |
| Latino | 7 | 6 | 85.7% |
| American Indian | 1 | 1 | 100.0% |
| White | 124 | 103 | 83.1% |
| All | 137 | 113 | 82.5% |

**University of Colorado at Denver and Health Sciences Center
Health Sciences Programs
Fall 2004**

FACULTY DIVERSITY DATA

The successes in recruiting, retaining and promoting women and minorities that occurred in 2003 were sustained in 2004 with some modest increases. In particular, minority representation within the tenured faculty rose from 5% in 2003 to 6% in 2004. Within the tenure track ranks the women and minority representation rose about 1% to 50% and 16%, respectively. These incremental changes are being supplemented by campus projects that are expected to produce larger results over time.

The first significant effort was to strengthen the search process from both the compliance and accountability standpoint. One significant aspect of this project was to develop training. To date over 400 faculty and administrators have attended Search Committee Training. This training program focuses on building highly qualified, diverse applicant pools. In addition several hundred staff attended Search Process Training. The Search Committee Training was presented at a national conference in 2004. Subsequently, several universities and colleges across the country have requested additional information and are adopting similar programs.

Second, the HSC schools have developed or are in the process of developing Diversity Plans. These plans, using a campuswide template, address a myriad of diversity issues such as recruitment and retention of faculty, staff and students as well as issues of climate and curriculum. Regardless of their stage in the plan development process, significant efforts are underway at all schools to develop these plans and communicate goals and objectives within the departments and units.

Two projects are also underway that support 'pipeline' efforts at increasing the number of minority and female faculty.

First, The Office of Diversity is coordinating a campuswide study of issues impacting the success of minority and female junior faculty. The goal of the study is to develop recommendations on supporting and mentoring diverse junior faculty. The initiative is funded by a President's Diversity Challenge grant.

Second, the Graduate Medical Education office, several residency program directors, minority faculty and the Office of Diversity are working in collaboration on 3-year plan funded by the School of Medicine to recruit minority residents with the goal of retaining some or all of these residents in academic medicine at UCDHSC. The plan includes funding travel for minority faculty to recruit residents at two national minority medical student conferences, development of brochures and posters targeted toward minorities, and training on recruiting minority residents for residency program directors and others who sit on residency admissions committees

Note: In 2003 about 300 HSC Sr/Instructors were incorrectly counted in the 'tenure track' category when in fact, the majority of HSC Instructors are 'not tenure track'. Thus, it is best to focus on the levels above Instructor when comparing across years.

STAFF DIVERSITY DATA

Note: Another data conversion artifact occurred within 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 changes from 2003 to 2004 in percentage of minorities within the 'Admin' category and the decrease of minorities in the 'Prof' is, in fact, due to data conversions. In reality there was little change in the relative number of women and minorities in these categories.

Women

The percentage of women in staff positions increased slightly this year, although not in the higher level positions. One noteworthy change occurred in the 'Crafts' category. Although historically women have not been represented in this category, this year women comprise 2% of that group.

Minorities

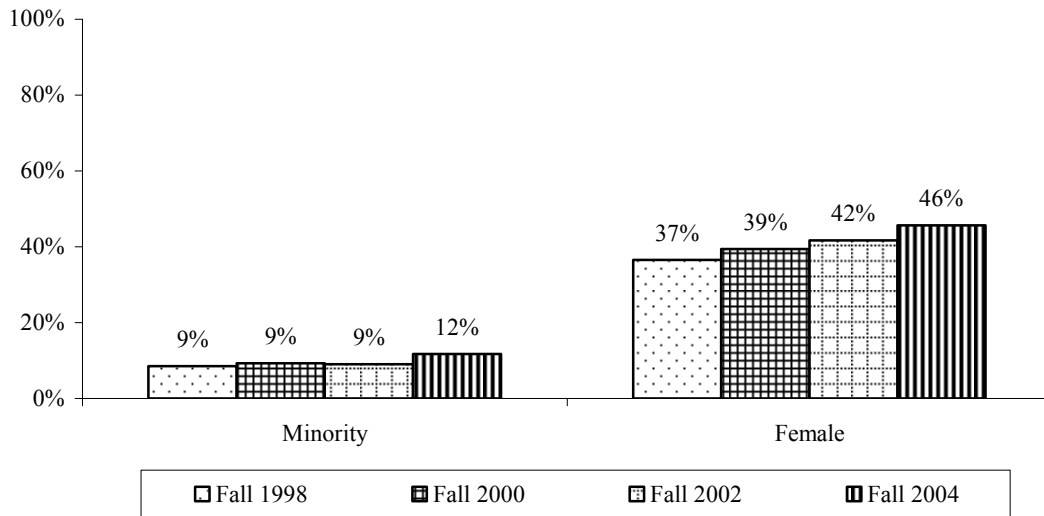
HSC continues to have high numbers of minorities in most staff categories. Unfortunately, the higher the level of the positions, the lower the percent of minorities. For example, there are still no minorities with the Officer category and only 5% minority representation in the Administrator category.

University of Colorado at Denver and Health Sciences Center – Health Sciences Programs
Faculty Diversity Profile
All Schools and Colleges, Fall 2004

| Category | Total | Female | | Male | | Total Minority | | Ethnicity | | | | | |
|--------------------------------------|-------|--------|--------|------|--------|----------------|-------|------------------|-----------------|----------------|--------|----------------|--|
| | | # | Pct | # | Pct | # | Pct | African American | American Indian | Asian American | Latino | Inter-national | |
| Regular Instructional Faculty | | | | | | | | | | | | | |
| TOTAL | 1,626 | 743 | 45.7% | 883 | 54.3% | 191 | 11.7% | 15 | 11 | 117 | 48 | 117 | |
| <i>Tenured/Tenure Track</i> | 1,087 | 402 | 37.0% | 685 | 63.0% | 118 | 10.9% | 10 | 6 | 75 | 27 | 79 | |
| Full Professors | 335 | 64 | 19.1% | 271 | 80.9% | 19 | 5.7% | 2 | 1 | 9 | 7 | 11 | |
| Associate Professors | 323 | 127 | 39.3% | 196 | 60.7% | 32 | 9.9% | 3 | 1 | 17 | 11 | 13 | |
| Assistant Professor | 429 | 211 | 49.2% | 218 | 50.8% | 67 | 15.6% | 5 | 4 | 49 | 9 | 55 | |
| Instructor/Sr. Instructor | 0 | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0 | 0 | 0 | 0 | |
| <i>Non-Tenure-Track</i> | 539 | 341 | 63.3% | 198 | 36.7% | 73 | 13.5% | 5 | 5 | 42 | 21 | 38 | |
| Full Professors | 3 | 0 | 0.0% | 3 | 100.0% | 0 | 0.0% | 0 | 0 | 0 | 0 | 0 | |
| Associate Professors | 22 | 11 | 50.0% | 11 | 50.0% | 3 | 13.6% | 0 | 0 | 2 | 1 | 0 | |
| Assistant Professor | 18 | 13 | 72.2% | 5 | 27.8% | 3 | 16.7% | 0 | 0 | 2 | 1 | 1 | |
| Sr./Instructor | 485 | 311 | 64.1% | 174 | 35.9% | 66 | 13.6% | 5 | 4 | 38 | 19 | 37 | |
| Clinical Professor | 2 | 0 | 0.0% | 2 | 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 | |
| Clinical Asst. Professor | 3 | 2 | 66.7% | 1 | 33.3% | 0 | 0.0% | 0 | 0 | 0 | 0 | 0 | |
| Clinical Sr/Instructor | 4 | 4 | 100.0% | 0 | 0.0% | 1 | 25.0% | 0 | 1 | 0 | 0 | 0 | |
| Administrators | 82 | 21 | 25.6% | 61 | 74.4% | 3 | 3.7% | 1 | 0 | 1 | 1 | 2 | |
| Dept. Chair | 35 | 5 | 14.3% | 30 | 85.7% | 1 | 2.9% | 1 | 0 | 0 | 0 | 0 | |
| Asst/Assoc/Dean/Chanc | 47 | 16 | 34.0% | 31 | 66.0% | 2 | 4.3% | 0 | 0 | 1 | 1 | 2 | |
| Tenured | 300 | 60 | 20.0% | 240 | 80.0% | 17 | 5.7% | 2 | 0 | 9 | 6 | 2 | |
| Full Professors | 233 | 40 | 17.2% | 193 | 82.8% | 12 | 5.2% | 2 | 0 | 5 | 5 | 7 | |
| Associate Professors | 64 | 20 | 31.3% | 44 | 68.8% | 5 | 7.8% | 0 | 0 | 4 | 1 | 4 | |
| Assistant Professors | 3 | 0 | 0.0% | 3 | 100.0% | 0 | 0.0% | 0 | 0 | 0 | 0 | 0 | |
| Other Faculty | | | | | | | | | | | | | |
| Total | 1,594 | 1,164 | 73.0% | 430 | 27.0% | 251 | 15.7% | 19 | 22 | 138 | 72 | 107 | |
| Research Faculty/Assts. | 1,594 | 1,164 | 73.0% | 430 | 27.0% | 251 | 15.7% | 19 | 22 | 138 | 72 | 107 | |

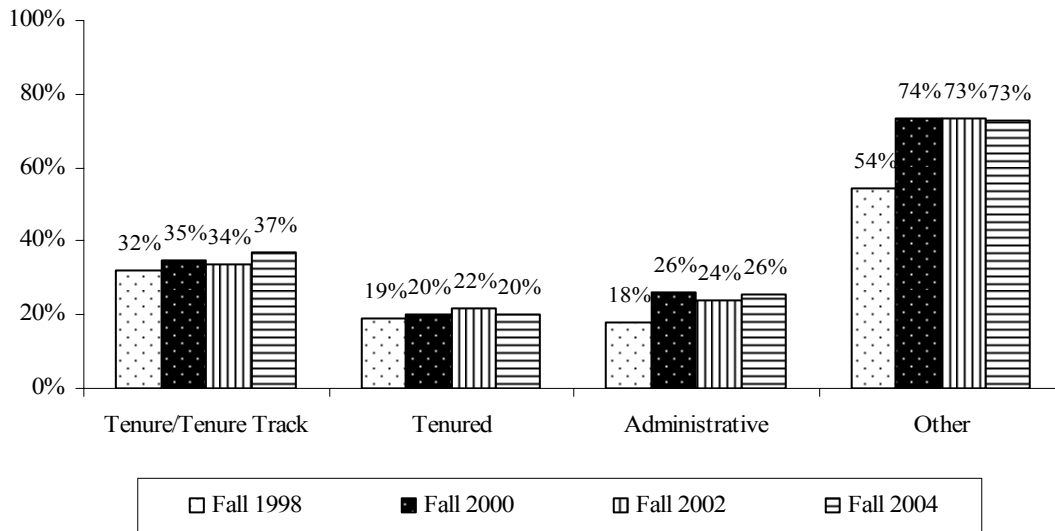
**University of Colorado at Denver and Health Sciences Center
Health Sciences Programs
Faculty Diversity Profile**

**Minority and Female Faculty
as a Percent of all Regular Faculty**

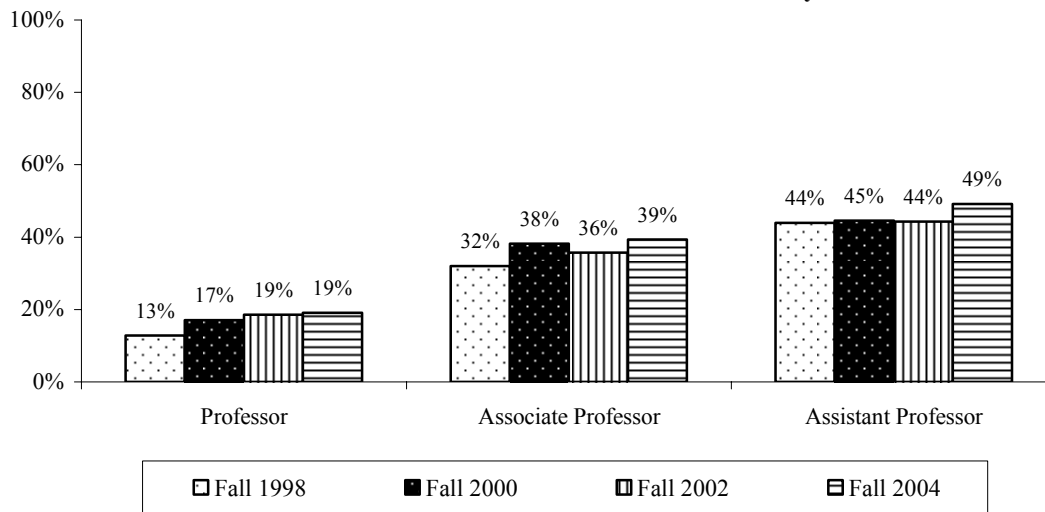


**University of Colorado at Denver and Health Sciences Center
 Health Sciences Programs
 Faculty Diversity Profile**

**Percent of Total Faculty
 Who are Female**

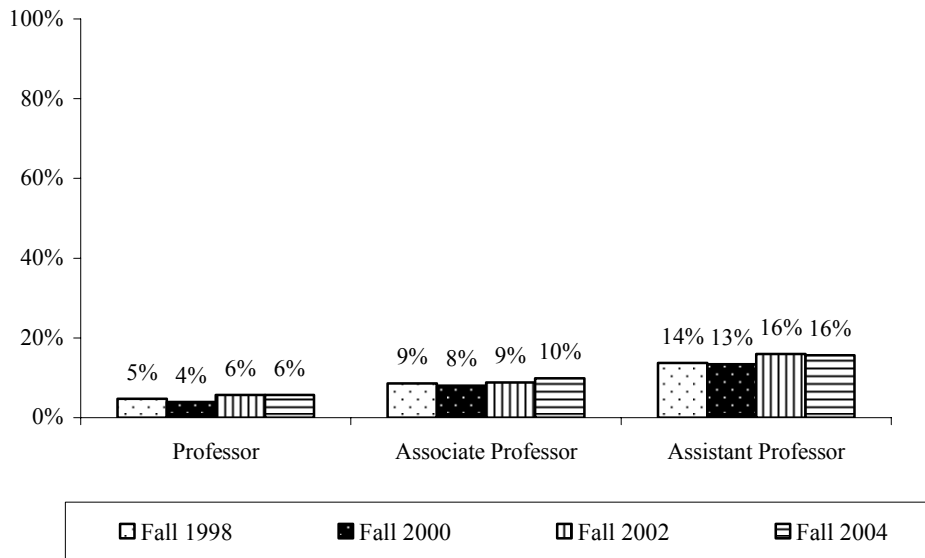


**Female Tenure/Tenure Track Faculty
 as a Percent of Total Tenure/Tenure Track Faculty**

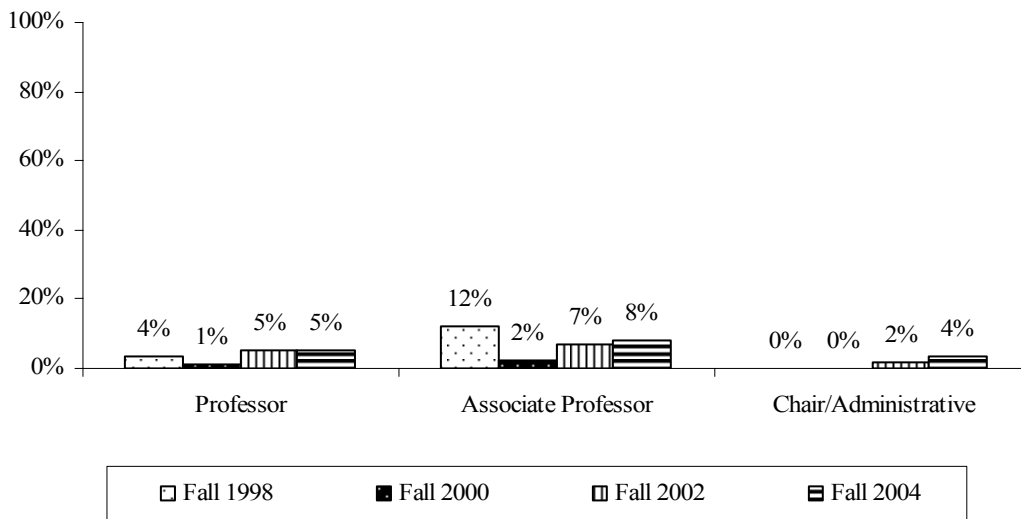


**University of Colorado at Denver and Health Sciences Center
Health Sciences Programs
Faculty Diversity Profile**

**Minority Tenure/Tenure Track Faculty
as a Percent of of Total Tenure/Tenure Track Faculty**

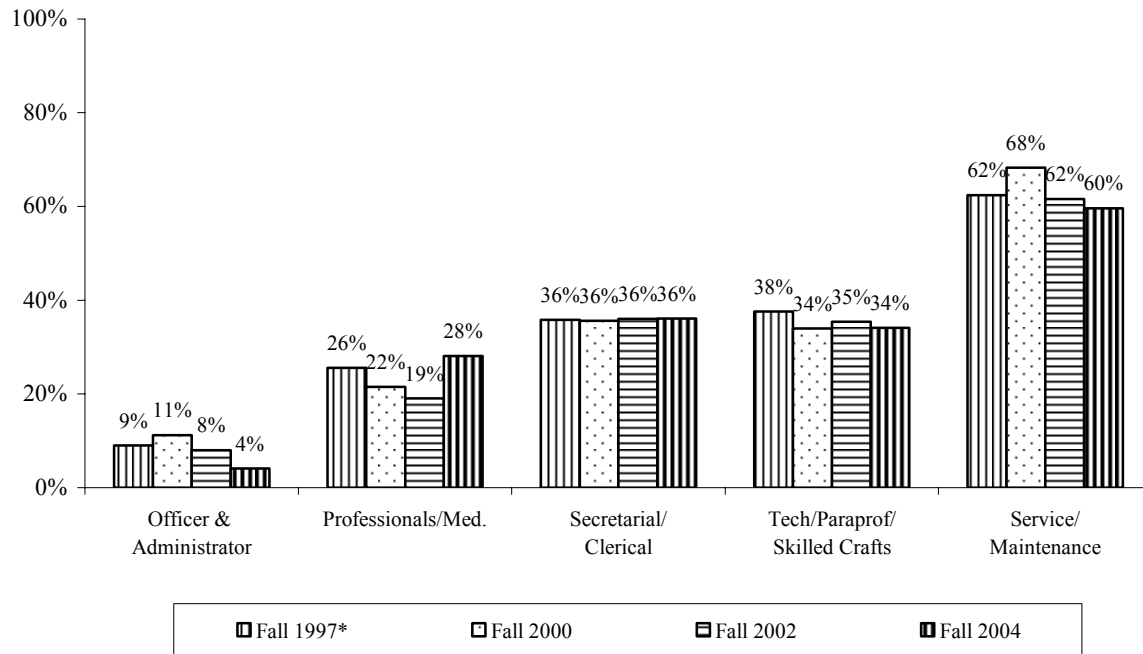


**Minority Tenured Faculty
as a Percent of Total Tenured Faculty**



University of Colorado at Denver and Health Sciences Center Health Sciences Programs Staff Diversity Profile

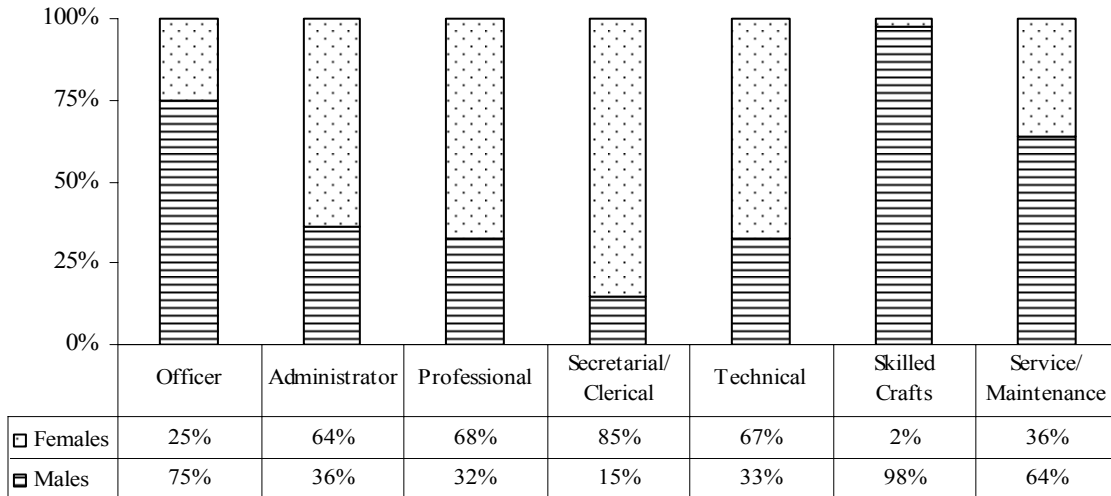
Percent Minority by Occupational Category



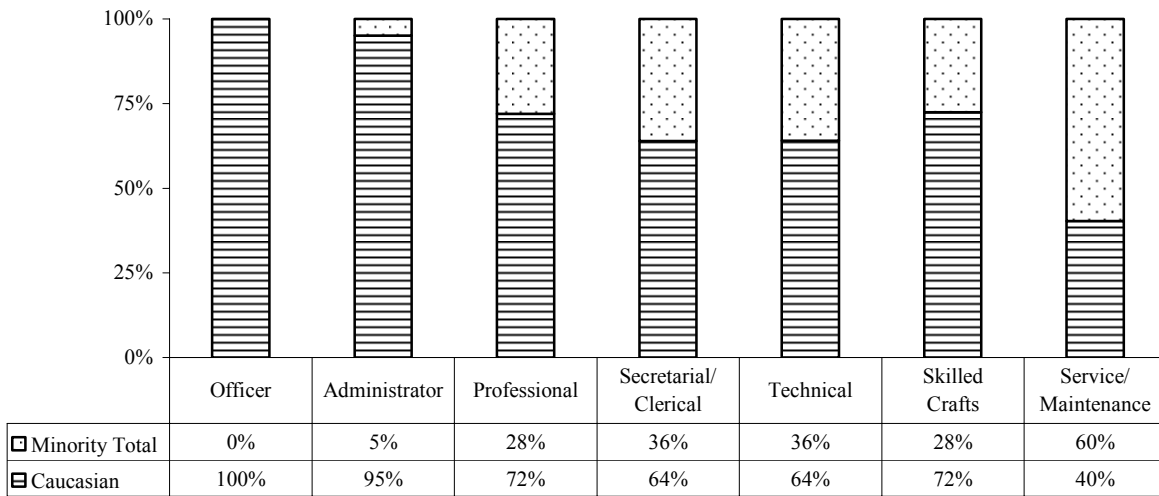
(*) Due to job class changes, comparable data are not available for 1998

**University of Colorado at Denver and Health Sciences Center
Health Sciences Programs
Staff Diversity Profile**

Occupational Categories by Gender, 2004-05



Occupational Categories by Ethnicity, 2004-05



| Minority Breakdown | Officer | Administrator | Professional | Secretarial/ Clerical | Technical | Skilled Crafts | Service/ Maintenance |
|--------------------|---------|---------------|--------------|--------------------------|-----------|-------------------|-------------------------|
| African American | 0.0% | 0.0% | 13.0% | 15.6% | 16.7% | 11.5% | 32.5% |
| Asian American | 0.0% | 1.6% | 2.3% | 2.4% | 3.3% | 1.1% | 1.8% |
| Latino | 0.0% | 3.3% | 11.5% | 16.6% | 15.0% | 14.9% | 24.6% |
| American Indian | 0.0% | 0.0% | 1.3% | 1.5% | 1.0% | 0.0% | 0.9% |