University of Colorado

2023-24 Diversity Report
June 2024

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 the Senior Vice Chancellor for Diversity, Equity, and Inclusion
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 | Division of Diversity, Equity, and Inclusion
CU System Administration | Office of Diversity, Equity, and Inclusion
CU System Administration | Office of Academic Affairs

Questions or comments? Contact CU System Institutional Research at ir@cu.edu

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Introduction

Diversity stands as a fundamental principle at the University of Colorado. The University of Colorado upholds the belief that every student, irrespective of their ethnicity, race, political affiliation, gender, religious beliefs, intellectual pursuits, or geographic origins, benefits from exposure to a multitude of perspectives, life stories, and evolving notions of national identity. The university remains steadfast in its commitment to cultivating an inclusive community that fosters a productive, positive, safe, and respectful academic and working environment.

The CU Diversity Report serves as a crucial tool for university officials to communicate efforts aimed at enhancing campus diversity and nurturing an atmosphere conducive to the success of all students. It provides comprehensive insights into these endeavors for each CU campus, addressing the following key areas:

- Overview of campus initiatives supporting diversity and inclusivity
- Resident first-year applications, acceptances, and enrollments by race/ethnicity
- Undergraduate and graduate enrollment by sex
- Undergraduate and graduate enrollment by race/ethnicity
- Enrollment of students registered with their campus disability services office
- Enrollment of first-generation students and Federal Pell recipients
- Enrollment of students with military affiliation
- Geographic distribution of resident first-year students
- First-year to second-year retention rates by race/ethnicity
- Graduation rates by race/ethnicity
- Distribution of degrees by race/ethnicity
- Enrollment of, retention rates for, and degrees awarded to Pell Grant recipients
- Diversity among faculty by race/ethnicity and gender, including rank and tenure status
- Diversity among staff by race/ethnicity and gender, categorized by occupational category
- Overview of statewide enrollment, contextualizing CU student enrollment within Colorado's higher education landscape

Click for Data Online

View our diversity report data visualization
https://www.cu.edu/diversity-report-interactive-data

Regent Policy 10.A: Diversity, Equity, and Inclusion

This 2023-2024 Diversity Report serves to fulfill the progress and assessment requirements as identified in Regent Policy 10, in addition to in depth presentations regarding specific metrics of the CU strategic plan that were presented to the Regents on student enrollment in November 2023 and employee data in February 2024.

Student Enrollment and Retention
November 7, 2023

- Full Presentation
- CU Systemwide overview fact sheets
- CU Boulder fact sheet
- UCCS fact sheet
- CU Denver fact sheet
- CU Anschutz fact sheet

Employee Recruitment and Retention
February 9, 2024

- Full Presentation
- CU Systemwide overview fact sheets
- CU Boulder fact sheet
- UCCS fact sheet
- CU Denver fact sheet
- CU Anschutz fact sheet
- CU System Administration fact sheet

About Regent Policy 10

In September 2023, the University of Colorado Board of Regents updated their diversity policy, aspects of which had been in place since 1973. Regent Policy 10A now states:

Policy 10.A: Diversity, Equity, and Inclusion

At the University of Colorado, our vision is to be a premier, accessible, and transformative public research university that has diverse and inclusive working and learning environments woven into the fabric of our entire organization. Such environments are crucial to promoting academic excellence, most notably outstanding teaching, learning, research, creative work, meaningful community engagement, and culturally responsive health care.

The University of Colorado Board of Regents affirms its absolute commitment to the promotion of diversity in the university community and insists that no individual or group shall be marginalized or systemically excluded.

Diversity refers to the representation of our university community members who hold individual differences such as life experiences, and group/social differences

such as race and ethnicity or class, protected identities as recognized in regent law, as well as cultural, political, geographical, religious, or other affiliations

To execute our [mission,](#) the university must focus on underrepresented populations and those who have faced barriers to access, inclusion and opportunity, and work diligently to identify and remove those barriers. The university must create a community culture that is accepting, supportive and unbiased, and advances a sense of belonging for all members. We must value and protect robust and respectful debate, champion academic freedom, and treat each other with fairness. The regents also recognize the distinct and primary roles of each campus: the Anschutz Medical Campus, Boulder, Denver, Colorado Springs, in addition to system administration, in advancing these goals.

The regents value faculty, student, and staff diversity to ensure the rich interchange of ideas in the pursuit of truth and learning. A true commitment to diversity, equity, and inclusion requires that each regent, member, department, and office of the university community engage in self-examination to identify the policies and practices that perpetuate inequities, and create and commit to action steps that foster a more diverse, inclusive, and equitable community.

The University of Colorado will continually assess its progress on these goals as we maintain our commitment to eradicating inequities. Strategic and budgetary planning must include measurable goals that prioritize the advancement of diversity, equity, and inclusion. Progress and assessment will be presented to the regents annually.

Term Definitions

Equity is the creation of opportunities for historically underserved populations to have equal access to and participate in academic and professional experiences that address disparate outcomes and propel communities toward success.

Inclusion means actively embracing diversity in all aspects of academic, social, and professional life. It involves making intentional efforts to engage with people from various backgrounds, learning from their experiences, and developing a deeper understanding of, and empathy towards, how individuals interact within different systems, institutions, and communities.

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Definitions for Data Reporting Categories

The following definitions are based on state, federal and institutional definitions used for data reporting purposes.

Race and Ethnicity

The University of Colorado and all other educational institutions that participate in federal student aid programs are required to submit race and ethnicity data to the U.S. Department of Education's Integrated Postsecondary Education Data System (IPEDS). We acknowledge some of the terms and definitions used by IPEDS are out of date and some corrections have been made. Race and ethnicity in IPEDS and the US Census are self-identification data items in which residents choose the race or races with which they most closely identify, and indicate whether or not they are of Hispanic or Latino ethnicity. Race and ethnicity are considered separate and distinct identities, with Hispanic or Latino origin asked as a separate question.

Both student and employee data regarding race and ethnicity are self-reported by the individual.

Hispanic or Latino
A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.

American Indian or Alaska Native
A person having origins in any of the original peoples of North and South America (including Central America) who maintains cultural identification through tribal affiliation or community attachment.

Asian or Asian American
A person having origins in any of the original peoples of East Asia, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

Black or African American
A person having origins in any of the Black racial groups of Africa.

Native Hawaiian or Pacific Islander
A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

White
A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

Two or More Races
A person categorized as Two or More Races selected multiple race categories. Regardless of the selections, if they self-identified with more than one race options, they are categorized here.

The above race and ethnicity definitions are used in official reporting as defined by IPEDS.

Data Aggregations

Students of Color (BIPOC)
This category is an aggregation of multiple race and ethnicity categories, including all options other than White. BIPOC (Black, Indigenous, and People of Color) is another term for Students of Color that include the same aggregation of non-white options.

Underrepresented Minority (URM)
The term Underrepresented Minority, or URM, is a term used often in higher education to identify a group of people by a demographic category, often race/ethnicity, in comparison to peers or geographic area. URM is often defined as a group whose percentage of the population at an institution is lower than their percentage of the population as a comparison group. The comparison group may be a department, school/college, university peer institutions, the state, or even the national population.

In the CU Strategic Plan, definitions of URM vary by campus and goal.

Sex and Gender
Sex, gender identity, and gender expression are different, but all three are protected classes. Currently, data collection at CU asks about an individual's sex. Both student and employee data regarding sex are self-reported by the individual. At present, student data systems allow for a non-

binary option while employee data systems are limited to binary options (female or male) and leaving the selection blank (reported as unspecified).

Binary Options
Reported as either female or male, with no selection reported as unspecified.

Non-binary or X
While non-binary is a specific gender identity, it's also often used as an umbrella term for individuals who don't identify within the traditional male or female gender binary. Non-binary identities may include, but are not limited to agender, bigender, demigender, genderfluid, pangender, and genderqueer.

Socioeconomic Status (SES)
In addition to household income, those who are first generation college students, Pell Grant recipients, and Veterans have statuses understood to be indicators or proxies for socioeconomic status.

First Generation
A person defined in this report as first generation is one whose parents did not obtain a bachelor's degree. These data are self-reported by the individual.

Pell Recipients
A person defined as a Pell Recipient received a Federal Pell Grant during the enrollment period. Federal Pell Grants usually are awarded only to undergraduate students who display exceptional financial need and have not earned a bachelor's, graduate, or professional degree. A Federal Pell Grant, unlike a loan, does not have to be repaid, except under certain circumstances.

Veteran
A **veteran** includes people who have served in the U.S. Armed Forces. The veteran category is not limited to those actively receiving veteran benefits.

A **protected class veteran** is a subcategory of veterans defined in the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA), and prohibits discrimination against protected veterans. Protected class veterans are limited to disabled veterans, recently separated veterans, active duty wartime or campaign badge veterans, and armed forces service medal veterans.

Military Affiliation
The label **Military Affiliation** is used in this report to include veterans, defined above, as well as people actively serving in the U.S. Armed Forces and may include dependents of veterans who qualify for benefits. This category is not limited to those actively receiving veteran benefits.

Disability Status
Students - A student defined as a **Student with Disabilities** is formally registered with the office of disability services (or equivalent office).

Employees – At present, **Employees with Disabilities** data are not included in this plan, but Employee Services maintains data on disability status in compliance with state and federal laws.

Geography

Residency
Students are grouped by tuition classification, based on their geographic location at the time of their application and specific exemptions defined in law granting resident status. While residency status is the result of several factors, not just geography, students are typically grouped into two categories: Resident and Non-Resident.

In this report, a **resident** typically means the student lived and graduated high school in Colorado but does include non-Colorado students earning residency through an exemption.

International
Individuals categorized as International are non-residents, living and working in the United States on a student or work visa.

IPEDS requires international students to be reported as nonresidents regardless of any race or ethnicity they may have indicated. Therefore, in CU reporting, international status overrides self-reported race and ethnicity selections.

Report Highlights

The CU Diversity Report includes enrollment data through Fall 2023 and degrees awarded through FY 2022-23. Students of Color are based on self-reported race/ethnicity including American Indian, Asian American, Black or African American, Hispanic/Latino, Native Hawaiian or Pacific Islander, and Two or More Races.

APPLICATIONS

29,381 – Total applications for Fall 2023; +81% since Fall 2014.

14,214 – Students of Color applying to a CU campus in Fall 2023, not including international students; 48% of total applications; +125% since Fall 2014.

8,332 – Hispanic or Latino applied to a CU campus in Fall 2023; 28% of total applications; +140% since Fall 2014.

ENROLLMENT

22,446 – Students of Color enrolled in Fall 2023, not including international students; 33% of the total enrolled population; up 4% over Fall 2022, up 51% since Fall 2014.

35% – Undergraduate students of color, up 46% since 2014.

26% – Graduate students of color, up 79% since 2014.

11,061 – Hispanic or Latino students enrolled in Fall 2023 at all levels; this group is 16% of the enrolled population; up 58% since Fall 2014.

4,121 – International students enrolled in Fall 2023 at all levels, 6% of the enrolled population, and up 7% since Fall 2014.

10,602 – Federal Pell recipients enrolled in Fall 2023; approximately 21% of the enrolled undergraduate population (10,602/50,994); Federal Pell Grant Program provides need-based grants to low-income undergraduate students to promote access to postsecondary education.

93% – Resident first-year undergraduates are from the front range of Colorado.

48% – Resident first-year undergraduates are students of color.

DEGREES

31% – Percentage of Bachelor Degrees awarded to students of color in 2022-23, up 91% since 2013-14.

23% – Percentage of Graduate Degrees awarded to students of color in 2022-23, up 115% since 2013-14.

EMPLOYEES

29% – Percentage of non-faculty staff from non-white, non-international race/ethnicity categories; 26% at Boulder; 30% at Denver; 24% at UCCS; 31% at Anschutz; this percentage is up at all campuses since 2014.

19% – Percentage of all faculty from non-white, non-international race/ethnicity categories; 22% at Boulder; 22% at Denver; 19% at UCCS; 18% at Anschutz; this percentage is up at all campuses since 2014.

CU System Student Enrollment by sex, fall term

Level   All

Legend:
- Not Reported or X
- Female
- Male

Campus	Year	Male	Female	Not Reported or X
Boulder	2019	55%	45%	
	2020	54%	46%	
	2021	55%	45%	
	2022	55%	45%	
	2023	54%	46%	
Colorado Springs	2019	47%	53%	
	2020	46%	54%	
	2021	45%	55%	
	2022	45%	55%	
	2023	44%	53%	3%
Denver	2019	45%	54%	
	2020	44%	55%	
	2021	43%	56%	
	2022	43%	56%	
	2023	43%	56%	
Anschutz	2019	30%	67%	3%
	2020	29%	67%	4%
	2021	28%	67%	5%
	2022	27%	67%	6%
	2023	26%	65%	9%

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CU System Student Enrollment by race/ethnicity, fall term

Level   All

Legend:
- ■ International
- ■ Students of Color
- ■ White/Unknown

Campus	Year	White/Unknown	Students of Color	International
Boulder	2019	67%	25%	8%
	2020	68%	26%	6%
	2021	67%	26%	7%
	2022	66%	26%	7%
	2023	66%	27%	7%
Colorado Springs	2019	65%	34%	
	2020	64%	35%	
	2021	63%	36%	
	2022	64%	35%	
	2023	63%	35%	
Denver	2019	52%	42%	6%
	2020	52%	42%	6%
	2021	52%	43%	6%
	2022	49%	44%	7%
	2023	46%	46%	8%
Anschutz	2019	71%	27%	
	2020	70%	28%	
	2021	68%	29%	
	2022	66%	31%	
	2023	63%	34%	3%

CU System Student Enrollment by race/ethnicity, fall term

Level   All

Legend:
- White/Unknown
- More than one race
- Native Hawaiian/Pacific Islander
- Hispanic/Latino
- Black/African American
- Asian/Asian American
- American Indian/Alaska Native
- International

Campus	Year	White/Unknown	More than one race	Hispanic/Latino	Black/African American	Asian/Asian American	International
Boulder	2019	67%	6%	12%		5%	8%
	2020	68%	6%	13%		6%	6%
	2021	67%	6%	13%		6%	7%
	2022	66%	6%	12%		6%	7%
	2023	66%	6%	13%		6%	7%
Colorado Springs	2019	65%	8%	18%	4%	3%	
	2020	64%	7%	19%	4%	4%	
	2021	63%	8%	19%	5%	4%	
	2022	64%	7%	18%	5%	4%	
	2023	63%	6%	19%	5%	4%	
Denver	2019	52%	5%	22%	5%	9%	6%
	2020	52%	5%	22%	5%	9%	6%
	2021	52%	5%	22%	5%	10%	6%
	2022	49%	5%	23%	5%	9%	7%
	2023	46%	5%	25%	6%	10%	8%
Anschutz	2019	71%	4%	10%	3%	9%	
	2020	70%	4%	10%	4%	10%	
	2021	68%	4%	11%	4%	10%	
	2022	66%	4%	12%	4%	11%	
	2023	63%	5%	14%	5%	10%	3%

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Faculty by aggregated race/ethnicity, November snapshot

Campus   All

Emp Type   Faculty

■ People of Color
■ White/Unspecified

			White/Unspecified	People of Color
Boulder	Faculty	2019	82%	18%
		2020	82%	18%
		2021	81%	19%
		2022	79%	21%
		2023	78%	22%
Colorado Springs	Faculty	2019	84%	16%
		2020	83%	17%
		2021	82%	18%
		2022	79%	21%
		2023	81%	19%
Denver	Faculty	2019	80%	20%
		2020	79%	21%
		2021	78%	22%
		2022	77%	23%
		2023	78%	22%
Anschutz	Faculty	2019	85%	15%
		2020	85%	15%
		2021	84%	16%
		2022	83%	17%
		2023	82%	18%

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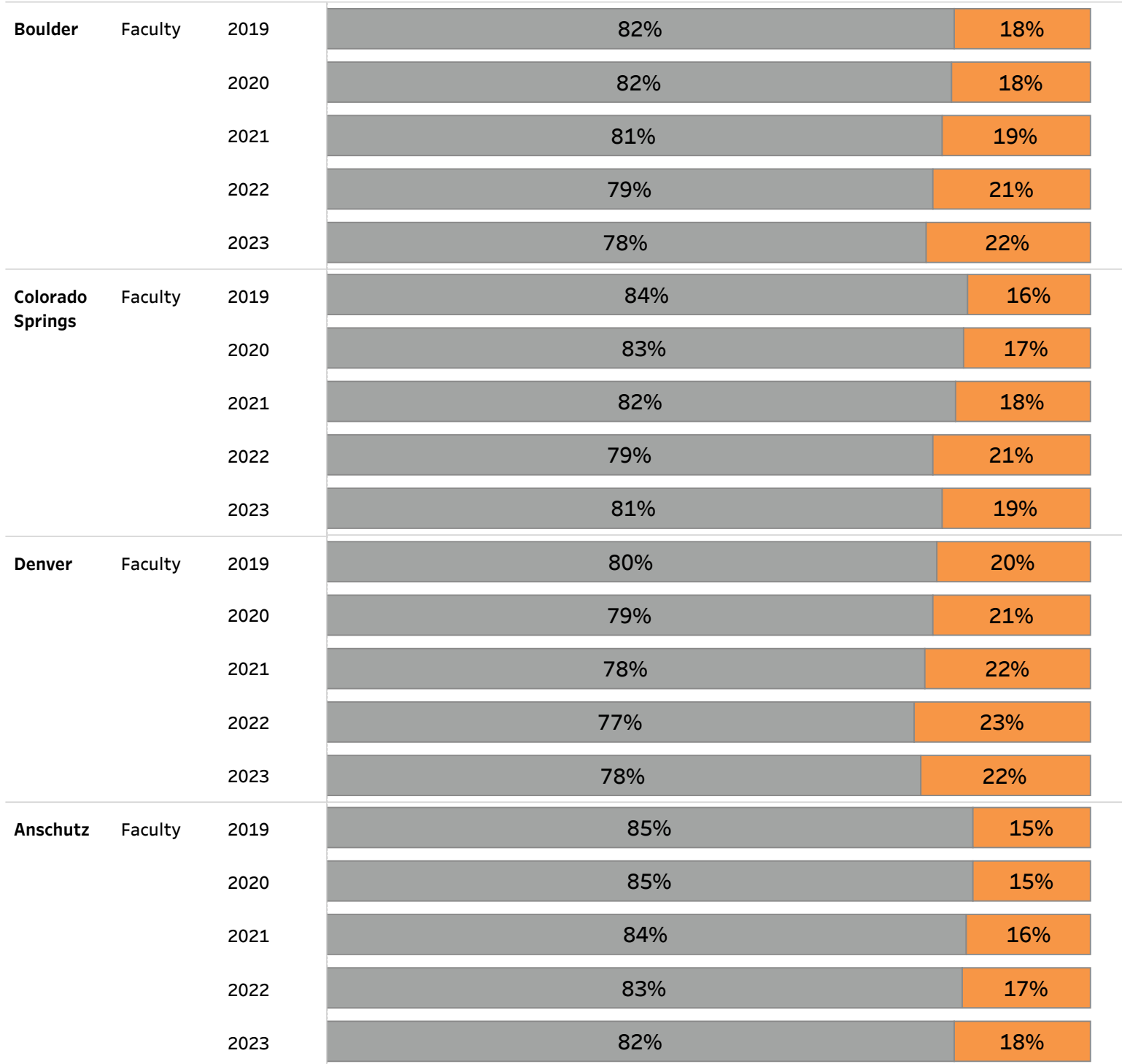
Staff by aggregated race/ethnicity, November snapshot

Campus   All

Emp Type Staff

■ People of Color
■ White/Unspecified

			White/Unspecified	People of Color
Boulder	Staff	2019	77%	23%
		2020	77%	23%
		2021	76%	24%
		2022	75%	25%
		2023	74%	26%
Colorado Springs	Staff	2019	76%	24%
		2020	78%	22%
		2021	77%	23%
		2022	75%	25%
		2023	76%	24%
Denver	Staff	2019	72%	28%
		2020	70%	30%
		2021	68%	32%
		2022	68%	32%
		2023	70%	30%
Anschutz	Staff	2019	76%	24%
		2020	75%	25%
		2021	73%	27%
		2022	71%	29%
		2023	69%	31%
System	Staff	2019	76%	24%
		2020	76%	24%
		2021	75%	25%
		2022	75%	25%
		2023	73%	27%

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2023-24 Diversity Report

INTRODUCTION AND EXECUTIVE SUMMARY

Overview: Campus Approach

Advancing diversity, equity, and inclusion on our campus uses a common set of goals and values to organize the work of 35 academic and administrative units. More than five years ago, campus constituents recognized the need for increased coordination and accountability. The work dedicated to the Inclusion, Diversity, and Excellence in Academics (IDEA) Plan provided a strong foundation for how, in 2022, we articulated key areas of need. A collaborative group led by the senior vice chancellor for Diversity, Equity, and Inclusion (SVC-DEI), and involving IDEA Council members, identified five priority areas to help campus focus its energies and resources:

1. Employee skills and development
2. Student achievement outcomes
3. Community building
4. Employee recruitment outcomes
5. Preparing students to participate in a diverse democracy

Having common goals helps to align and organize our efforts. We are attempting to address challenges that are common to large research institutions, including siloed initiatives, lack of collaboration or communication across units, lack of engagement with strategic priorities, accountability, and difficulties with sparking meaningful organizational change.

At the end of 2022, using the five goals and the results of the Campus Culture Survey, 35 planning unit leaders began prioritizing the work required to advance diversity, equity, and inclusion in their respective academic or administrative areas. In 2023, the leaders and their units created action plans, with their descriptions and status available publicly. Assessment of the action plans will be added this year.

Advancing diversity, equity, and inclusion on our campus is not the activity or responsibility of a single office. It is incumbent upon all of us, the entire CU Boulder community, to address exclusive practices and create a more welcoming and inclusive community for all. Advancing this strategic priority must be embedded in all that we do—in teaching, development, leadership, innovation, and service, for example. In late 2023, we started socializing the shared equity leadership model (Kezar, et al., 2021, 2022, 2023) to support the work, leverage promising research, and promote accountability.

Using Campus Diversity, Equity, and Inclusion Goals

- Goals are the what, not the how. The goals are broad enough that units can create their own outcomes, assessment plans, and measurements.
- Each unit has a staff diversity, equity, and inclusion consultant available from the Office of the SVC-DEI to help with their area's work.
- In addition to a consultant, units have access to a resource hub (in SharePoint) that contains curated research, tools, and materials designed to build knowledge around diversity, equity, and inclusion.
- Impact Grants are available to support initiatives.
- All units, administrative and academic, have operationalized the goals in a manner that addresses unit priorities, context, and prior work to advance diversity, equity, and inclusion.
- Unit leaders are responsible for advancing diversity, equity, and inclusion in their respective area(s).

Goal 1

Units will build capacity for advancing diversity, equity, and inclusion by focusing on **employee skills and development**.

Goal 2

Colleges, schools, and support units will prioritize and invest in initiatives that address inequities in undergraduate, graduate, and professional **student achievement outcomes**.

Goal 3

Academic and administrative units will collaborate to support **community-building** initiatives (existing and new); to communicate the imperative of advancing diversity, equity, and inclusion; and to enhance everyone's sense of belonging.

Goal 4

Units will cultivate a diverse, equitable, and inclusive workforce by investing in initiatives that address inequalities in **employee recruitment outcomes**.

Goal 5

Colleges, schools, and support units will **prepare students to participate in a diverse democracy** and be thoughtful citizens.

University of Colorado Boulder

Campus Diversity, Equity, and Inclusion Action Plans

In spring 2022, academic and administrative unit leaders began using the results of the Campus Culture Survey and other resources to develop action plans to address challenges hindering the campus's ability to create and sustain a more inclusive community. Each unit leader was asked to choose one or two goals to improve student, staff, and faculty outcomes in their respective areas, working closely with diversity, equity, and inclusion consultants from the Office of the Senior Vice Chancellor for Diversity, Equity, and Inclusion to ensure their success.

Broadly speaking, the goals of these action plans are to promote greater diversity, equity, and inclusion and to further support the academic, research, and career success of students, faculty, and staff with a focus on eliminating barriers disproportionately affecting people with minoritized identities and impacting their achievement, safety, and sense of community.

The campus has committed to transparency and accountability in our journey to a more socially just and anti-racist institution. For example, we encourage anyone interested in this work to explore the action planning dashboard. This enables the CU Boulder community to track the progress, and celebrate the successes, of 35 administrative and academic units working to create more inclusive experiences for students, staff, and faculty. Action planning assessments will be posted in this section of the website in the future.

Shared Equity Leadership

The shared equity leadership model is a collaborative approach to advancing diversity, equity, and inclusion, with an emphasis on shared decision-making, representation, equity-minded leadership, and continuous learning. The model guides CU Boulder's ongoing efforts to advance diversity, equity, and inclusion. A critical aspect of this work is to ensure that responsibility for positive change is shared, transparent, and reflective of the campus's strategic priorities.

Under the model, academic and administrative unit leaders provide core leadership for advancing diversity, equity, and inclusion, and the Office of the Senior Vice Chancellor for Diversity, Equity, and Inclusion organizes and assesses the work, supporting unit leads with unique, unit-focused consultation, expertise, materials, resources, and other capacity building activities.

Accountability

Traditional and outdated expectations for diversity, equity, and inclusion work rely on siloed

and myopic approaches where one office, one leader is responsible for advancing the work in all functional areas (e.g., hiring, retention, advancement, community building). At CU Boulder, campus leaders have since embraced a different, research-informed approach, understanding that advancing diversity, equity, and inclusion on the campus cannot succeed without the personal and professional investment of our entire community, but particularly of senior leaders. Accountability is not found in single point-in-time measurements or reports to our governing board. Instead, we must look to how we are serving the people who are within our organization by instituting practices that address historic and ongoing inequities, being responsible for the culture of our organization, and committing to new behaviors. Our campus commitment cannot be embodied in a single strategic plan, but will be the collective work of our units.

Campus Supports

The Office of the Senior Vice Chancellor for Diversity, Equity, and Inclusion offers leadership, support, and resources for creating a more equitable and inclusive climate.

The campuswide approach to advancing diversity, equity, and inclusion rests on a history of work previously completed by the IDEA Council, and in the IDEA Plan, for moving responsibility from the periphery to the core of university functions. Shared equity leadership is critical: in practice, this means that Student Affairs, for example, is responsible for addressing the needs of students with minoritized identities regarding leadership development and community building; or that Faculty Affairs assumes leadership for the recruitment and retention of faculty with minoritized identities.

In addition to staff members from the Office of the Senior Vice Chancellor providing consultation and coaching services to the 35 unit leaders, the office distributes Impact Grants for diversity, equity, and inclusion initiatives; grows, supports, and assesses employee affinity groups; and maintains an asynchronous resource hub for CU Boulder community members. In addition to tracking the progress of unit action plans, for the 2025 academic year, the office will prioritize the learning and development needed to cultivate leaders and leadership skills to advance diversity, equity, and inclusion across campus. We will do this by providing focused training and tools to guide everyone's engagement of shared equity leadership. While a comprehensive inventory of all campus activities and initiatives is not possible, examples and resources appear below.

- Statement from SDO on the importance of diversity, equity, and inclusion efforts.
  - Call to action: https://www.colorado.edu/dei/
  - Benefits of diversity: https://www.colorado.edu/dei/resources/benefits-diversity

- Shared Equity Leadership: https://www.colorado.edu/dei/resources/shared- equity-leadership
- Overview of institutional values, policies, and initiatives related to diversity, equity, and inclusion to highlight institutional commitment to DEI.
  - Campus strategic priorities: https://www.colorado.edu/about/strategic-priorities
  - Shared Equity Leadership: https://www.colorado.edu/dei/resources/shared- equity-leadership
  - 5 diversity, equity, and inclusion goals: https://www.colorado.edu/dei/five-goals
  - Action planning: https://www.colorado.edu/dei/action-plan
  - Resources: https://www.colorado.edu/dei/resources
  - Campus programs: https://www.colorado.edu/dei/campus-programs
    - Affinity Groups: https://www.colorado.edu/dei/resources/employee-affinity- groups
    - Impact Grants: https://www.colorado.edu/dei/resources/diversity-equity- and-inclusion-impact-grants
    - Campuswide and unit-level climate survey results (2021): https://www.colorado.edu/dei/campus-culture-survey-results
    - Research Institutes climate survey results (2023): https://www.colorado.edu/dei/campus-culture-survey-results
  - University policies addressed by OIEC, nondiscrimination statement, and OIEC resolution processes: https://www.colorado.edu/oiec/policies
  - Religious accommodations - https://www.colorado.edu/oiec/religious- accommodations
- Provide metrics or indicators that are used to measure progress and success in DEI efforts in relation to Policy 10M request of measurable goals that prioritize the advancement of diversity, equity, and inclusion.
  - Disability, pregnancy and lactation: https://www.colorado.edu/oiec/disability- pregnancy-lactation
  - Diversity, equity, and inclusion action planning status: https://www.colorado.edu/dei/action-plan/action-planning-status
  - OIEC case resolution data: https://www.colorado.edu/oiec/data/reports/case- resolutions-data
  - ADA Office: https://www.colorado.edu/oiec/disability-pregnancy-lactation/ada- americans-disabilities-act

- Accessibility assistance: https://www.colorado.edu/oiec/disability-pregnancy-lactation/accessibility-assistance
- Disability Services: https://www.colorado.edu/disabilityservices/accommodations
- Accessibility: https://www.colorado.edu/accessibility
- Digital accessibility: https://www.colorado.edu/digital-accessibility/campus-impact
- Campuswide and unit-level climate survey results (2021): https://www.colorado.edu/dei/campus-culture-survey-results
- Research Institutes climate survey results (2023): https://www.colorado.edu/dei/campus-culture-survey-results

- Provide accessibility and disability accommodations information and data in anticipation of updates to Policy 10M.
  - Employment accommodations: https://www.colorado.edu/oiec/disability-pregnancy-lactation/employment-accommodations
  - OIEC reports: https://www.colorado.edu/oiec/assessment/reports
    - OIEC Annual Report: https://www.colorado.edu/oiec/data/reports/annual-report
    - OIEC case resolution data: https://www.colorado.edu/oiec/data/reports/case-resolutions-data
  - Disability Services, student resources: https://www.colorado.edu/disabilityservices/student-resources
  - Digital Accessibility Office: https://www.colorado.edu/digital-accessibility/about
    - Digital Accessibility Campus Impact: https://www.colorado.edu/digital-accessibility/campus-impact

- Highlight specific goals, objectives, and action plans for advancing diversity, equity, and inclusion within the institution, along with timelines and responsible parties.
  - 5 diversity, equity, and inclusion goals: https://www.colorado.edu/dei/five-goals
  - Action planning: https://www.colorado.edu/dei/action-plan
  - Diversity, equity, and inclusion action planning status: https://www.colorado.edu/dei/action-plan/action-planning-status

- Highlights of key achievements, challenges, and priorities.

- Priorities:
  - Campus strategic priorities:
    https://www.colorado.edu/about/strategic- priorities
  - Shared Equity Leadership:
    https://www.colorado.edu/dei/resources/shared-equity-leadership
- Achievements:
  - 5 diversity, equity, and inclusion goals:
    https://www.colorado.edu/dei/five- goals
  - Diversity, equity, and inclusion action planning:
    https://www.colorado.edu/dei/action-plan
  - Resources: https://www.colorado.edu/dei/resources
  - Campus programs: https://www.colorado.edu/dei/campus-programs
  - Faculty networking and community-building:
    https://www.colorado.edu/fds/faculty-support/networking-and-community- building
- Challenges:
  - Diversity, equity, and inclusion action planning status:
    https://www.colorado.edu/dei/action-plan/action-planning-status
  - Transformation of IDEA Council:
    https://www.colorado.edu/dei/programs/idea-plan-and-idea-council
- Summary of demographic data and progress toward DEI goals.
  - Diversity, equity, and inclusion action planning status:
    https://www.colorado.edu/dei/action-plan/action-planning-status
  - Data and Analytics:
    - Student data: https://www.colorado.edu/oda/student-data
    - Employee data: https://www.colorado.edu/oda/employee-data
    - Department and institution data:
      https://www.colorado.edu/oda/department-institution-data
  - Campus Culture Surveys:
    - Campuswide and unit-level results (2021):
      https://www.colorado.edu/dei/campus-culture-survey-results

- - Research Institutes culture survey (2023): https://www.colorado.edu/dei/campus-culture-survey-results
- How would you describe your institution's commitment to diversity, equity, and inclusion?
  - Campus strategic priorities: https://www.colorado.edu/about/strategic-priorities
  - Shared Equity Leadership: https://www.colorado.edu/dei/resources/shared- equity-leadership
- How is diversity, equity, and inclusion prioritized at the leadership level?
  - Campus strategic priorities: https://www.colorado.edu/about/strategic-priorities
  - Shared Equity Leadership: https://www.colorado.edu/dei/resources/shared- equity-leadership
  - Diversity, equity, and inclusion action planning status: https://www.colorado.edu/dei/action-plan/action-planning-status
- What role do senior leaders play in advancing DEI goals and initiatives?
  - Shared Equity Leadership: https://www.colorado.edu/dei/resources/shared- equity-leadership
  - Diversity, equity, and inclusion action planning status: https://www.colorado.edu/dei/action-plan/action-planning-status

FACULTY AND STAFF RECRUITMENT, RETENTION, AND HIRING PRACTICES

Efforts to diversify applicant pools, improve hiring practices, and promote inclusivity in recruitment processes.

- What strategies and initiatives are being implemented to attract and retain diverse faculty and staff?
  - Presentation to the Board of Regents: https://go.boarddocs.com/co/cu/Board.nsf/files/D2AKF4516CE6/$file/StratPlan-Feb2024-EmployeeRetentionNewHires%20(Final).pdf
  - Human Resources: Diversity, equity, and inclusion: https://www.colorado.edu/hr/diversity-inclusive-excellence
    - Diversity search and hiring:

https://www.colorado.edu/hr/diversity- inclusive-excellence/diversity-search-hiring

- Affirmative action: https://www.colorado.edu/hr/affirmative-action

- Faculty and Staff Assistance Program: https://www.colorado.edu/fsap

- Health and Wellness: https://www.colorado.edu/health/

- Affinity Groups: https://www.colorado.edu/dei/resources/employee-affinity-groups

- Faculty Affairs:
  - Faculty recruitment and hiring: https://www.colorado.edu/facultyaffairs/career-milestones/recruitment- and-hiring

  - Faculty development and support: https://www.colorado.edu/fds/

  - Faculty support: https://www.colorado.edu/fds/faculty-support

  - Leadership development: https://www.colorado.edu/fds/leadership- development

  - Critical Needs Hiring Program: https://www.colorado.edu/facultyaffairs/critical-needs-hiring-program

- Diversity, equity, and inclusion action planning, employee recruitment outcomes: https://www.colorado.edu/dei/action-plan/action-planning-status#goal_4_employee_recruitment_outcomes-256

- How does the institution ensure equity and inclusivity in recruitment and hiring process?
  - Diversity search and hiring: https://www.colorado.edu/hr/diversity-inclusive- excellence/diversity-search-hiring

  - Critical Needs Hiring Program: https://www.colorado.edu/facultyaffairs/critical- needs-hiring-program

STUDENT RECRUITMENT, RETENTION, AND GRADUATION PRACTICES

Institutional efforts to attract, support, and graduate students successfully.

- Efforts in place to promote equity and inclusion in recruitment, retention, and graduation practices.
  - Student data highlights: https://www.colorado.edu/dei/resources/supporting-first- generation-minoritized-students-cu-boulder

  - Office of Precollege Outreach and

Engagement:
https://www.colorado.edu/precollege/

- o Student Affairs: https://www.colorado.edu/studentaffairs/diversity-and-inclusion
- o Center for Inclusion and Social Change: https://www.colorado.edu/cisc/
- o Student Academic Success Center: https://www.colorado.edu/sasc/
- o The Bueno Center: https://www.colorado.edu/center/bueno
- o Colorado Diversity Initiative: https://www.colorado.edu/initiative/cdi
- o CU LEAD Alliance: https://www.colorado.edu/oue/student-resources/cu-lead- alliance
- o The BOLD Center: https://www.colorado.edu/engineering/bold
- o Athletics: https://cubuffs.com/sports/diversity-inclusive-excellence
- o College of Arts and Sciences: https://www.colorado.edu/artsandsciences/discover/our-inclusivity
- o College of Engineering and Applied Science: https://www.colorado.edu/engineering/diversity-equity-and-inclusion
- o College of Media, Communication, and Information: https://www.colorado.edu/cmci/about/diversity-equity-and-inclusion-dei
- o College of Music: https://www.colorado.edu/music/diversity-equity-inclusion
- o Colorado Law School: https://www.colorado.edu/law/about/inclusiveness-and- diversity
- o Environmental Design: https://www.colorado.edu/envd/about/our-commitments
- o Graduate School: https://www.colorado.edu/graduateschool/about/diversity- equity-access-inclusion
- o Leeds School of Business: https://www.colorado.edu/business/about/diversity- equity-and-inclusion
- o Research and Innovation Office: https://www.colorado.edu/researchinnovation/diversity
- o School of Education: https://www.colorado.edu/education/about/equity-and- justice-school-education
- o University Libraries: https://www.colorado.edu/libraries/about#block-bean-about- dei-br

- Center for African and African American Studies: https://www.colorado.edu/center/caaas/
- Center for Native American and Indigenous Studies: https://www.colorado.edu/cnais/
- Latin American and Latinx Studies Center: https://www.colorado.edu/lalsc/
- Center for Humanities and the Arts: https://www.colorado.edu/cha/about/jedi- statement-land-acknowledgment
- Center for Teaching and Learning: https://www.colorado.edu/center/teaching- learning/inclusivity
- Cultural Events Board: https://www.colorado.edu/ceb/
- Veteran and Military Affairs: https://www.colorado.edu/veterans/

- Data collection methods to assess the effectiveness of recruitment, retention, and graduation efforts.
  - Data and Analytics:
    - Student data: https://www.colorado.edu/oda/student-data
    - Department and institution data: https://www.colorado.edu/oda/department-institution-data
    - Survey data that measures self-reported experience and outcomes: https://www.colorado.edu/oda/surveys
  - Student Affairs report: https://www.colorado.edu/studentaffairs/sites/default/files/attached- files/sa_thecharge_annualreport_digital.pdf

- Key performance indicators (KPIs) or metrics used to evaluate success.
  - Data and Analytics:
    - Student data: https://www.colorado.edu/oda/student-data
  - Campus Culture Surveys:
    - Campuswide and unit-level results (2021): https://www.colorado.edu/dei/campus-culture-survey-results
    - Research Institutes culture survey (2023): https://www.colorado.edu/dei/campus-culture-survey-results
  - Rankings and achievements:

https://www.colorado.edu/about/rankings- achievements

- o Student Affairs report:
  https://www.colorado.edu/studentaffairs/sites/default/files/attac
  hed- files/sa_thecharge_annualreport_digital.pdf

- Disparities in retention and graduation rates among different demographic groups
  and strategies to address these gaps.
  - o Data and Analytics, Student data: https://www.colorado.edu/oda/student-data
  - o Campus Culture Survey: https://www.colorado.edu/dei/campus-culture-
    survey- results
  - o Diversity, equity, and inclusion action planning, Student achievement
    outcomes: https://www.colorado.edu/dei/action-plan/action-planning-
    status#goal_2_student_achievement_outcomes-256

TRAINING AND PROFESIONAL DEVELOPMENT

Initiatives aimed at fostering a more inclusive and equitable campus environment through DEI training and professional development opportunities.

- Descriptions of DEI training programs, workshops, and resources available to
  campus community members, participation rates and feedback from participants.
  - o Diversity learning and development:
    https://www.colorado.edu/hr/learning- development/diversity-
    learning-development
  - o Resources: https://www.colorado.edu/dei/resources
  - o Mandatory training for students and employees:
    https://www.colorado.edu/oiec/education/mandatory-
    training
  - o OIEC skill-building workshops for students and employees:
    https://www.colorado.edu/oiec/education/oiec-program-
    offerings
  - o ADA training on topics related to disability, pregnancy, and accommodations
    for employees: https://www.colorado.edu/oiec/education/ada-training
  - o Center for Teaching and Learning:
    https://www.colorado.edu/center/teaching- learning/inclusivity
  - o Center for Inclusion and Social Change:
    https://www.colorado.edu/cisc/worksh

ops
- o Faculty development and support: https://www.colorado.edu/fds/
- o Faculty networking and community-building: https://www.colorado.edu/fds/faculty-support/networking-and-community-building
- o Digital Accessibility Office: https://www.colorado.edu/digital-accessibility/training- 0
- o Center for Native American and Indigenous Studies: https://www.colorado.edu/cnais/
- What training programs or workshops are available to promote cultural competence and inclusivity among employees?
  - o Diversity learning and development: https://www.colorado.edu/hr/learning- development/diversity-learning-development
  - o Effective bystander training: https://www.colorado.edu/oiec/data/effective- bystander-training-assessment
  - o Mandatory training for students and employees: https://www.colorado.edu/oiec/education/mandatory-training
  - o OIEC skill-building workshops for students and employees: https://www.colorado.edu/oiec/education/oiec-program-offerings
  - o ADA training on topics related to disability, pregnancy, and accommodations for employees: https://www.colorado.edu/oiec/education/ada-training
  - o Center for Teaching and Learning: https://www.colorado.edu/center/teaching- learning/inclusivity
  - o Faculty development and support: https://www.colorado.edu/fds/
  - o Faculty leadership training and development: https://www.colorado.edu/fds/leadership-development
  - o Digital Accessibility Office: https://www.colorado.edu/digital-accessibility/training- 0
- How are employees encouraged to participate in DEI-related professional development opportunities?
  - o Shared Equity Leadership: https://www.colorado.edu/dei/resources/shared- equity-leadership

- Resources: https://www.colorado.edu/dei/resources
- DEI action planning, Employee skills and development: https://www.colorado.edu/dei/action-plan/action-planning-status#goal_1_employee_skills_amp_development-256
- Diversity learning and development: https://www.colorado.edu/hr/learning- development/diversity-learning-development
- Mandatory training for students and employees: https://www.colorado.edu/oiec/education/mandatory-training
- OIEC skill-building workshops for students and employees: https://www.colorado.edu/oiec/education/oiec-program-offerings
- ADA training on topics related to disability, pregnancy, and accommodations for employees: https://www.colorado.edu/oiec/education/ada-training
- Center for Teaching and Learning: https://www.colorado.edu/center/teaching- learning/inclusivity
- Faculty development and support: https://www.colorado.edu/fds/
  - Thriving at CU faculty onboarding certificate: https://www.colorado.edu/fds/new-faculty-orientation-and-thriving- cuseries
  - National Center for Faculty Development and Diversity institutional membership: https://www.colorado.edu/fds/faculty-support/national- center-faculty-development-diversity
  - NCFDD Faculty Success Program Grants: https://www.colorado.edu/fds/faculty-support/grant-opportunities
- Digital Accessibility Office: https://www.colorado.edu/digital-accessibility/training- 0

- What initiatives are in place to support the retention and advancement of diverse talent within the institution?
  - Human Resources: diversity, equity and inclusion: https://www.colorado.edu/hr/diversity-inclusive-excellence
    - Diversity search and hiring: https://www.colorado.edu/hr/diversity- inclusive-excellence/diversity-search-hiring

- - Affirmative action: https://www.colorado.edu/hr/affirmative-action
  - Faculty and Staff Assistance Program: https://www.colorado.edu/fsap
  - Health and Wellness: https://www.colorado.edu/health/
  - Affinity Groups: https://www.colorado.edu/dei/resources/employee-affinity-groups
  - Faculty Affairs:
    - The Association of Public and Land-grant Universities (APLU). ASPIRE IChange Initiative: https://www.colorado.edu/today/2023/10/11/cu-boulder- joins-aplu-initiative-retain-underrepresented-stem-faculty
    - Faculty development and support: https://www.colorado.edu/fds/
    - Faculty support: https://www.colorado.edu/fds/faculty-support
    - Across Campus Faculty Mentoring (ACUMent): https://www.colorado.edu/fds/faculty-support/acument-across-cu- mentoring-center
    - Leadership development: https://www.colorado.edu/fds/leadership- development
  - Diversity, equity and inclusion action planning, Employee recruitment outcomes: https://www.colorado.edu/dei/action-plan/action-planning-status#goal_4_employee_recruitment_outcomes-256
- How does the institution ensure equal access to opportunities for career growth and development?
  - Performance management: https://www.colorado.edu/hr/performance
  - Faculty Affairs: https://www.colorado.edu/facultyaffairs/career-milestones
  - Staff Council: https://www.colorado.edu/staffcouncil/staff-council-overview
  - Boulder Faculty Assembly: https://www.colorado.edu/bfa/

CLIMATE AND CULTURE

Insights from surveys and assessments on campus climate and culture, along with action plans to address areas of concern and enhance inclusivity.

- Findings from surveys, assessments, or focus groups related to institutional culture, workplace climate, and perceptions of diversity and inclusion.
  - Campus Culture Surveys:
    - Campuswide and unit-level results (2021): https://www.colorado.edu/dei/campus-culture-survey-results
    - Research Institutes culture survey (2023):

       https://www.colorado.edu/dei/campus-culture-survey-results

- ○ Campus Culture Survey Report: https://www.colorado.edu/dei/campus-culture- survey/survey-report-executive-summary

- Data on students, faculty, and staff engagement and themes from Campus and Workplace Culture (CWC) and Pulse surveys.
  - ○ Faculty and Staff Engagement Survey: https://www.colorado.edu/hr/faculty-and- staff-engagement-survey-2023
  - ○ Student Affairs report: https://www.colorado.edu/studentaffairs/sites/default/files/attached- files/sa_thecharge_annualreport_digital.pdf

- How is the institution assessing workplace climate and culture in relation to diversity and inclusion?
  - ○ Campus Culture Survey: https://www.colorado.edu/dei/campus-culture-survey- results
  - ○ Campus Culture Survey Report: https://www.colorado.edu/dei/campus-culture- survey/survey-report-executive-summary

- What measures are being taken to address any identified challenges or areas for improvement?
  - ○ Diversity, equity, and inclusion goals: https://www.colorado.edu/dei/five-goals
  - ○ Campus programs: https://www.colorado.edu/dei/campus-programs
  - ○ Diversity, equity and inclusion action planning, Community building: https://www.colorado.edu/dei/action-plan/action-planning- status#goal_3_community_building-256

  - ○ Faculty and Staff Engagement Survey: https://www.colorado.edu/hr/faculty- and- staff-engagement-survey-2023
  - ○ Health and Wellness programs: https://www.colorado.edu/health/programs
  - ○ Faculty Affairs consultations and coaching: https://www.colorado.edu/fds/faculty- relations
  - ○ Faculty networking and community-building: https://www.colorado.edu/fds/faculty-support/networking-and-community-building

COMMUNITY ENGAGEMENT AND PARTNERSHIPS

Information on partnerships with external organizations, community outreach efforts, and collaborations aimed at advancing DEI goals.

- Collaborations with external organizations, community groups, and partners to advance DEI goals.
  - Office of Government and Community Engagement: https://www.colorado.edu/ogce/partners
  - Center for African and African American Studies: https://www.colorado.edu/center/caaas/
  - Center for Native American and Indigenous Studies: https://www.colorado.edu/cnais/
  - Latin American and Latinx Studies Center: https://www.colorado.edu/lalsc/
  - Center for Humanities and the Arts: https://www.colorado.edu/cha/about/jedi- statement-land-acknowledgment
  - Campus programs: https://www.colorado.edu/dei/campus-programs
  - Alumni Association: https://www.colorado.edu/alumni/communities
  - Office of Precollege Outreach and Engagement: https://www.colorado.edu/precollege/
  - Office for Public and Community-Engaged Scholarship: www.outreach.colorado.edu; https://www.colorado.edu/outreach/paces/
  - Graduate School: https://www.colorado.edu/graduateschool/about/diversity- equity-access-inclusion
- Provide examples of outreach efforts and community engagement initiatives.
  - Office of Government and Community Engagement: https://www.colorado.edu/ogce/partners
  - Center for African and African American Studies: https://www.colorado.edu/center/caaas/
  - Center for Native American and Indigenous Studies: https://www.colorado.edu/cnais/
  - Latin American and Latinx Studies Center: https://www.colorado.edu/lalsc/
  - Center for Humanities and the Arts: https://www.colorado.edu/cha/about/jedi- statement-land-

acknowledgment

- o Campus programs: https://www.colorado.edu/dei/campus-programs
- o Alumni Association: https://www.colorado.edu/alumni/communities
- o Office of Precollege Outreach and Engagement: https://www.colorado.edu/precollege/
- o Office for Public and Community-Engaged Scholarship: www.outreach.colorado.edu
- o Graduate School: https://www.colorado.edu/graduateschool/about/diversity- equity-access-inclusion

CONCLUSION

Concluding reflections for the DEI Annual Report and discuss future actions for the upcoming academic year.

- Recap of key findings and takeaways.
  - o Shared Equity Leadership: https://www.colorado.edu/dei/resources/shared- equity-leadership
  - o Action planning: https://www.colorado.edu/dei/action-plan
  - o Student data highlights: https://www.colorado.edu/dei/resources/supporting-first- generation-minoritized-students-cu-boulder
  - o Student Affairs report: https://www.colorado.edu/studentaffairs/sites/default/files/attac hed- files/sa_thecharge_annualreport_digital.pdf
- Provide institution's priorities and goals for DEI in the coming year.
  - o Campus strategic priorities: https://www.colorado.edu/about/strategic-priorities
  - o Action planning: https://www.colorado.edu/dei/action-plan
- Discuss new institutional initiatives or strategies planned to further advance DEI.
  - o Action planning: https://www.colorado.edu/dei/action-plan
  - o Academic Leaders Institute Mini-Conference on Faculty Retention (August 2024): https://www.colorado.edu/fds/leadership-development/academic-leaders- institute-ali

APPENDIX: DEMOGRAPHIC DATA

Data on the demographic composition of your student body, faculty, and staff, including trends over time and areas for improvement.

- Analysis of trends and disparities in representation across different demographic groups.
    - Data and Analytics:
        - Student data: https://www.colorado.edu/oda/student-data
        - Employee data: https://www.colorado.edu/oda/employee-data
        - Department and institution data: https://www.colorado.edu/oda/department-institution-data
- Data on the demographic composition of the institution's employees, leadership, and other relevant groups, broken down by race, ethnicity, gender, age, disability status, etc.
    - Data and Analytics:
        - Employee data: https://www.colorado.edu/oda/employee-data
        - Department and institution data: https://www.colorado.edu/oda/department-institution-data

UCCS Diversity, Equity & Inclusion

UNIVERSITY OF COLORADO **COLORADO SPRINGS**

2023-2024 Diversity Report

INTRODUCTION AND EXECUTIVE SUMMARY

Commitment to Diversity, Equity, and Inclusion (DEI)

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 engagement.

Creating a culture of inclusion requires active, intentional, and ongoing engagement with diversity in which all members of the UCCS community feel an authentic sense of belonging. As an institution committed to equitable access and opportunity, we uphold our commitment to sustainable inclusive excellence by blending diversity, equity, and inclusion into the full fabric of the UCCS community.

We are committed to fostering an inclusive and supportive campus environment that embraces a culture of belonging, engagement, and learning for all, including individuals with diverse intersecting backgrounds, social identities, abilities, and cultures.

DEI Campus Goals and Priorities

UCCS Core Value: Inclusive Diversity

- 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.

UCCS Strategic Plan 2030: Learning, Engagement, and Inclusive Belonging

- Cultivate a culture of inclusive excellence that responds to the diversity of our campus community.
- Advance a culture of innovative and inclusive pedagogy that is relevant to the academic and professional needs of today's students.
- Deepen curricular and co-curricular experiences to foster global perspective, experiential engagement, and professional preparation.
- Strengthen our culture of health, safety and wellbeing.

Division of DEI

The Division of Diversity, Equity, and Inclusion (DEI) aspires to strengthen innovation, impacts, and practices as integral components of inclusive and academic excellence. We are committed to fostering an inclusive learning and work environment where all at UCCS feel a sense of belonging and can thrive. Our division promotes the principles of inclusive excellence, multicultural education, and social justice that both enhance the University's service to the public and contribute directly to the work environment and the quality of learning for all who participate. Additionally, we seek to elevate the impact UCCS has as a regional and national leader in preparing students for success in a diverse global society and workforce.

CLIMATE AND CULTURE

Office of the Vice Chancellor for Diversity Equity and Inclusion (VCDEI)

The Office of the Vice Chancellor for DEI is responsible for guiding and leading institutional-wide efforts to advance a culture of inclusion and belonging at UCCS. This includes leading DEI strategic planning efforts, chairing the Council on Inclusive Belonging (CIB), and building institutional DEI capacity.

Campus Workplace and Climate (CWC) Survey Focus Areas

The two primary focus areas from the CWC survey that have informed our DEI strategic planning efforts were 1) Belonging and 2) Culture.

Inclusive Excellence and Belonging (IEB) Action Plan

The Inclusive Excellence and Belonging (IEB) Action Plan is UCCS's strategic mission-driven approach to engaging the entire campus community in greater efforts to enhance diversity, equity, and inclusion (DEI) and advance a culture where all belong and can thrive.

Phase 1: Discovery
- Phase 1 involved the quantitative and qualitative assessment of current campus DEI needs that shape the experience of belonging for all students, staff, and faculty, with a particular focus on the experiences of UCCS marginalized, underserved, and underrepresented constituents.

Phase 2: Development
- Phase 2 involved the appointment of college/division Inclusion Partners who serve as representatives of their units to disseminate DEI educational resources, facilitate DEI dialogues, develop unit-level DEI goals and sustainable strategies, as well as finalize effective and inclusive IEB goals.

Phase 3: Delivery
- Phase 3 completes the cycle through the forming of the Council on Inclusive Belonging (CIB), an IEB action website for convenient and transparent access to college/division implementation plans and progress, and a community-wide actions fair to share effective practices and actions towards meeting these IEB goals.

Council On Inclusive Belonging (CIB)

The Council on Inclusive Belonging (CIB) is a UCCS cross-institutional team led by Vice Chancellor for DEI, Rame Hanna, that consists of Inclusion Partners from each college and division. Inclusion Partners lead their college/division IEB working groups, consisting of Inclusion Representatives, to advance DEI strategic actions through collaborative partnerships across campus. Together, the CIB guides the Inclusive Excellence and Belonging Action Plan progress and ensures college/division-level accountability. They engage their colleagues' collective wisdom and expertise to advance tangible strategies and actualize our UCCS DEI Strategic Framework Pillars.

DEI Strategic Framework Pillars

The DEI Strategic Framework Pillars serve as the foundation of our commitment to creating and sustaining an inclusive culture at UCCS. Each of the five pillars, and three complementary objectives for each pillar, encompass our overarching institutional priorities guiding our DEI strategic actions at UCCS.

Pillar 1. Campus Culture of Belonging
- Increase institutional agency and action toward a greater campus culture of belonging through inclusive practices, affirming social interactions, and socially just educational opportunities.

Pillar 2. Equity and Inclusion in Teaching, Research, and Service
- Enhance UCCS's academic DEI infrastructure through innovative practices that promote inclusive pedagogy, culturally responsive teaching, and diversity in research and scholarship.

Pillar 3. Diverse Student Access and Retention
- Increase access, retention, persistence, and graduation rates of marginalized, underserved, and/or underrepresented undergraduate and graduate student.

Pillar 4. Diverse Talent Foundation and Practices

- Increase diverse talent resources, opportunities for advancement and promotion, and retention strategies for marginalized, underserved, and underrepresented staff and faculty.

Pillar 5. Equity in Community Engagement and Partnerships

- Promote and advance greater DEI community engagement through local and regional collaborative partnerships and philanthropic opportunities.

FACULTY AND STAFF RECRUITMENT AND RETENTION PRACTICES

DEI Staff and Faculty Engagement Committees

DEI Staff and faculty committees offer opportunities for networking and interdisciplinary engagement toward the development of DEI initiatives and strategic priorities. These DEI committees further highlight UCCS's commitment to creating spaces for social support and community building to foster a culture that will help attract and retain diverse employees. DEI committees include:

- Council on Inclusive Belonging
- Staff and Faculty Pride Committee
- Faculty Assembly Women's Committee
- Faculty Equity and Inclusion Committee
- Faculty Assembly Disability Committee
- Women Identifying Staff Committee

Equity Advocate Program

The Equity Advocate program seeks to equip staff and faculty with the training, tools, and resources to foster inclusive practices and engagement on search committees. To advance inclusive belonging at UCCS, all equity advocates will play a vital role throughout the search process, including screening, interviews, references, and evaluation.

- Search Guidelines & Equitable Hiring Practices
- Equity Advocate Training

Supporting Faculty retention through fair and transparent policy and practice

- Created new holistic, transparent, and inclusive faculty annual review criteria.
- Revised campus award nominations and scoring rubrics.
- New faculty workload policy underway
- New RPT tools, tips, support groups, and timelines

- Revived focus on the scholarship of engagement to motivate and recognize faculty efforts.
- New service equity task force

Supporting Faculty retention through mentoring and networking

- New department chair guidelines that include proactive mentoring
- New "Belayers" Research Network to support mid-career women-identified faculty
- Connections to supportive faculty assembly groups (FEIC and FAWC)
- Wrap-around support for faculty's research development needs

Supporting Faculty retention through strategic investments in their research, teaching, and post-pandemic recovery

- Rising Star Grants: Support for faculty who study DEI or are themselves from a minoritized group with additional start-up funding.
- ADVANCEment mini-grants: Support for mid-career women faculty or faculty of color who study STEM or SBS with salary for students or themselves to support research.
- Revitalization fellowships: Promote careers and well-being of IRC and TT faculty who were deeply impacted by the global pandemic by providing one-time fellowships that support the faculty's unique needs and situation.
- Teaching enhancement grants: Ignites innovation and success in the classroom with funds for teaching materials such as maps, charts, models, software, hardware, classroom and field experience equipment, etc.

Employee Retention

UCCS focuses on employee engagement and satisfaction to retain top talent. Our 20-member Compensation Task Force develops strategies that align with university values, enhancing job satisfaction and loyalty. Other key initiatives include the Wellness Program and Leadership Development Program, fostering a supportive environment and professional growth. Additionally, UCCS has conducted a focused listening tour across campus, creating a platform for inclusive dialogue and amplifying Faculty and Staff voices. These sessions have directly informed our policymaking, ensuring our actions reflect our university community's diverse needs and aspirations.

- Compensation Task Force
- Wellness Programs
- Leadership Development Programs
- Inclusive Collaboration and Listening Tours

Employee Recruitment

We reimagined our recruitment strategy to attract top talent more effectively. We streamlined the hiring process by limiting full search committees to roles above the director level, ensuring efficiency and responsiveness. Our Abbreviated Search Process expedites candidate evaluation, while the general search process has been refined for better clarity, effectiveness, and flexibility of the search process.

Additionally, we've automated job postings across multiple job boards, greatly enhancing our visibility to potential candidates. This strategic approach highlights our dedication to securing the best academic talent.

- Limited Search Committee Requirement
- Abbreviated Search Process
- Updated Guidance and Forms
- Job Board Automation and Synchronization

STUDENT RECRUITMENT, RETENTION, AND GRADUATION PRACTICES

Office of International Affairs

The Office of International Affairs at the University of Colorado, Colorado Springs (UCCS) supports international education for the UCCS campus community. The office provides services within the following areas: Education Abroad; International Student and Scholar Services; support to colleges and schools for international partnership development; and international opportunities.

Disability Services

The mission of Disability Services is to facilitate the journey for students with disabilities toward becoming confident, self-advocating, and independent adults. Disability Services promotes an equitable and inclusive student experience by providing reasonable accommodations and advancing awareness and education within the campus community.

MOSIAC & LGBTQ+ Resource Center

The Multicultural Office for Student Access, Inclusiveness, and Community (MOSAIC) and the lesbian, gay, bisexual, trans, queer (LGBTQ+) Resource Center is student-advocated support services designed to cultivate the holistic development of historically and currently marginalized students at UCCS through programming and community development initiatives.

Office of Institutional Equity (OIE)

The OIE's mission is to create and foster a safe, inclusive, and accessible environment. Utilizing a comprehensive and integrated approach, the OIE facilitates accommodations, case resolutions, education, and supportive and safety measures. OIE provides retention and support tools through ways of Discrimination and Sexual Misconduct Training and Title IX Personnel Training.

Veteran and Military Affairs (VMA)

The Veteran and Military Affairs team is ready to serve all military-affiliated students at UCCS. Veteran and Military Affairs provide benefits processing, peer advising, success coaching, and social events. They provide retention and support tools such as the Active-Duty Tuition Assistance Grant, Boots to Suits Program, Target: Success, and a Veteran Tutor Program.

TRAINING AND PROFESSIONAL DEVELOPMENT

Office of DEI Education and Outreach

The Office of DEI Education and Outreach is responsible for the development of culturally responsive training programs and workshops, coordinating events and programs to highlight critical DEI topics across campus for staff, faculty, and students. Along with creating DEI partnership and collaboration opportunities for faculty, staff, students, and the Colorado Springs community.

DEI Staple Training

Inclusive Belonging is an interactive training focused on the foundations of Diversity, Equity, Inclusion, and Belonging. The training will overview key terms, the value of DEI, and provide tools to create inclusive belonging. Participants who attend this training will be able to:

- Introduction to DEI key terminology
- Identify tools and resources needed to create inclusive belonging.
- Engage in collaborative practices of creating inclusive belonging at UCCS.

Creating Equitable Spaces & Collaborative Conversations is an interactive training that focuses on identifying the value and core foundations of DEI. Along with providing the tools and resources to building healthy collaborative conversations through inclusive language. Participants who attend this training will be able to:

- Understand UCCS' value of Diversity, Equity, Inclusion, and Belonging.
- Build on their understanding of DEI terminology and language.
- Identify tools and resources to create inclusive environments.
- Grow in their communication skills and ability to create collaborative conversations.

Breaking Down Barriers is an interactive training focused on the barriers to create inclusive belonging. The training will address the impact of bias in DEI, the role of trust and communication in breaking down barriers and providing tools to create inclusive connections. Participants who attend this training will be able to:

- Understand UCCS' value of Diversity, Equity, Inclusion, and Belonging.
- Grow in their knowledge of DEI foundations.
- Identify the varying types of bias.
- Engage in the collaborative practices of breaking down the barriers that led to bias.

Beyond the Binary is an interactive training that covers gender identity and expression, Sexual orientation basics, and essential language and pronoun usage. This training is designed to establish a common foundation of understanding for participants to better enable them to create a culture of inclusive belonging at UCCS.

Participants who attend this training will be able to:

- Understand UCCS' value of Diversity, Equity, Inclusion, and Belonging.
- Introduction of LGBTQ+ Terminology.
- Grow in their awareness of the experiences and issues facing LGBTQ+ individuals.
- Engage in the collaborative practices of advocacy for the visibility and needs of LGBTQ+ community members at UCCS.

Engaging in Neurodiverse Practices is a training for staff, faculty, and students focused on developing awareness of neurodivergence and discussing resources and skills to creating neurodiverse spaces and practices at UCCS. Participants who attend this training will be able to:

- Define the types of neurodiversity and understand their indicators.
- Recognize the barriers and challenges faced by neurodivergent individuals.
- Explore the intersectionality of neurodivergence and other identities.
- Understand the importance of accommodations and how they benefit everyone.
- Understand the importance of person-centered and strengths-based approaches in helping neurodivergent individuals build resilience.

Equity Reimagined: Search & Hire Training Series is a two-part training series developed and facilitated by the Division of Diversity, Equity, & Inclusion in partnership with Human Resources.

- Search Guidelines & Equitable Hiring Practices will focus on weaving equity into the hiring process, from job description creation, search committee selection, and position distribution and marketing. This training will be co-facilitated by a team member from the Office of Education & Outreach & the Talent Acquisitions team.

- Becoming an Equity Advocate Training will focus on training interested faculty and staff on how to serve as the equity advocate on a search. This training will include bias mitigation tactics, an overview of policy and protected classes, and scenarios.

DEI Signature Programs

Inclusive Belonging Spotlight Series explores the impactful DEI efforts of UCCS departments, individuals, and organizations in Colorado Springs. Each month, members of our community can learn over a cup of coffee and pastries about DEI initiatives happening across campus and engage in insightful conversations on creating a deeper sense of belonging at UCCS.

This past year we facilitated eight events as part of this series with over 150 staff and faculty participants. Many campus departments and offices were highlighted as part of the Inclusive Belonging Spotlight series, including the Office of the Provost, Office of Sustainability, Institute for Human Resilience, College of Letters arts and Sciences, the Knapsack Institute, Department of Philosophy, Project Crest, and the Department of Social Work.

Heritage Munch and Learn is focused on DEI education and awareness centered around each heritage and identity month. Participants will learn from UCCS faculty members and local community organizations on the work they are doing that centers diverse identities and cultures. Participants will also be able to engage in discussion and enjoy themed food around the month's topic.

This past year we facilitated eight events as part of this series with over 200 staff and faculty participants. Many campus departments and speakers were highlighted as part of the Heritage Munch and Learn series, including Dr. Julie Torres, Tre Wentling, Dr. Tua'one, Micheal Furguson, Dr. Sarah Long, Dr. Yvonne Wu, Dr. Nancy Hernandez, Catherine Barrios and Nicole Simmons-Rochon, Dr. Carole Woodall, VC Rame Hanna, The Division of Diversity, Equity, & Inclusion, The Office of Education and outreach, The Department of Women & Ethnic Studies, Disability Services, MOSAIC & the LGBTQ+ Resource Center.

Heritage Month Story Hour is designed for the preschool class at the Family Development Center on the UCCS campus. Each month, 22 students come to the UCCS Kramer Family Library, and an Outreach & Instruction Librarian reads a children's book, and the Office of DEI Education and Outreach guides an activity aligned with Heritage or Identity Month.

MLK Days of Service and Action is inspired by the federal holiday in honor of Rev. Dr. Martin Luther King Jr. these days are a way for UCCS to invest in the health and harmony of its community. Participants can volunteer for service projects that connect to the broader Colorado

Springs community and participate in educational workshops focused on activism, advocacy and King's teachings.

UCCS PRIDE Celebration is hosted by the Division of DEI in partnership with the Faculty & Staff PRIDE committee and LGBTQ+ Resource Center. The UCCS PRIDE Celebration centers on the UCCS community involvement with the Pikes Peak PRIDE Parade in June. This event celebrates the UCCS LGBTQ+ community and provides a space to create joy and connection for all.

COMMUNITY ENGAGEMENT AND PARTNERSHIPS

The Vice Chancellor of DEI Inclusive Belonging Impact Fund provides financial support for UCCS events, initiatives, and travel that align with the goals of the Inclusive Excellence and Belonging Action Plan at the University of Colorado Colorado Springs. Collaborating monthly, the Division of Diversity, Equity & Inclusion (DEI) and the Multicultural Office for Student Access, Inclusiveness, and Community (MOSAIC) award grants to student groups, departments, and academic units that demonstrate a commitment to advancing the IEB Action Plan through collaboration and impact.

- From Fall 2023 to Spring 2024, the VCDEI Impact Fund has distributed over $16,000 to support over 21 campus departments and student groups.

The Inclusive Excellence Award is an annual award that recognizes outstanding contributions to diversity, equity, inclusion, and belonging at UCCS by a staff or faculty member. This award is open to the UCCS community to nominate individuals who have demonstrated exceptional dedication and achievement in advancing the UCCS DEI Strategic Framework Pillars.

- The Inclusive Excellence Award has awarded 5 UCCS faculty and staff in Fall 2023-Spring 2024 and is presented at the annual Campus Awards Ceremony each year in April.

DEI Community Engagement & Program Support

The Office of DEI Education & Outreach collaborates with departments, student groups, and faculty to offer comprehensive campus program support, facilitating impactful and results-oriented initiatives.

- This year alone, the office has bolstered more than 40 programs, such as the Asian Heritage Center's Chinese New Year Festival, One Body Entertainment's Annual Black History Month Celebration, and the Youth Film Documentary Academy's Wellbeing & Belonging Film Screening. Furthermore, we frequently collaborate with community organizations and non-profits to host their programs and events on our campus.

SUMMARY

The 2023-2024 DEI Annual Brief showcases UCCS's unwavering commitment to diversity, equity, and inclusion as foundational values that drive institutional excellence and social impact. The university is poised to build upon its achievements by leveraging the resources of the Division of DEI and its collaborative partners, working closest with the IEB Action Plan working groups and the Office of DEI Education and Outreach. UCCS is positioned to advance DEI goals in the forthcoming year(s), ensuring continued progress toward an inclusive and equitable campus environment. Some key takeaways are listed below:

-   **Commitment to Inclusive Excellence**: UCCS is dedicated to fostering a culture of inclusion where all members of the campus community feel valued and respected. This commitment is woven into the fabric of the institution, shaping teaching, scholarship, and engagement efforts.

-   **Strategic Priorities**: The UCCS strategic plan outlines clear goals and priorities for DEI at UCCS, aligning with the university's core values and campus strategic plan for 2030. These priorities include cultivating a culture of inclusive excellence, advancing innovative pedagogy, and strengthening community engagement.

-   **Action Plans and Implementation**: The Inclusive Excellence and Belonging (IEB) Action Plan serves as a strategic roadmap for advancing DEI initiatives on campus. Through a phased approach involving assessment, development, and delivery, UCCS aims to address the diverse needs of its community and promote a sense of belonging for all.

-   **Collaborative Efforts**: DEI initiatives at UCCS are collaborative endeavors involving various stakeholders across campus. The Council on Inclusive Belonging (CIB) and DEI committees across campus play an integral role in driving progress and ensuring accountability.

-   **Faculty and Staff Support**: Efforts to recruit, retain, and support faculty and staff members reflect a comprehensive approach to equity and inclusion. From mentorship programs to strategic investments in research and teaching, UCCS is committed to fostering an environment where all employees can thrive.

-   **Student Success**: UCCS has developed various initiatives aimed at supporting student recruitment, retention, and graduation, including significant efforts from the colleges

and divisions across UCCS. These efforts, highlighted in this brief demonstrate UCCS's commitment to promoting equity and inclusion at every stage of the student journey.

- **Training and Professional Development**: The Office of DEI Education and Outreach offers a range of training programs and workshops to foster cultural competency and create equitable spaces on campus. These initiatives empower faculty, staff, and students to engage in meaningful dialogue and action around DEI issues.

- **Community Engagement**: UCCS actively collaborates with community partners to advance DEI initiatives beyond campus borders. The Vice Chancellor for DEI (VCDEI) Impact Fund and other programs support community-driven projects and events that align with UCCS's mission of inclusive excellence.
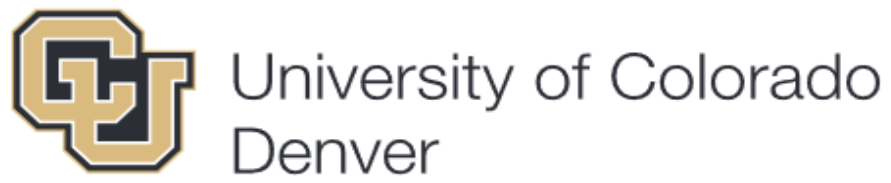
2023-24 Diversity Report

INTRODUCTION AND EXECUTIVE SUMMARY

The University of Colorado Denver continues on its strategic path toward becoming the nation's first equity serving institution by 2030. During the initial three years of deliberate and funded initiatives toward the 2030 goal we have attained AANAPISI status and secured a $1.8M Dept. of Education grant to expand and deepen our servingness toward our AAPI community. Simultaneously, we have gained, lost and in May 2024 regained our HSI status, with an emphasis on STEM education, where data shows we graduate twice as many Latinx engineers as the national average. In addition, we've stood up institutional teams to move the needle on Accessibility, Age-friendly, Black, Indigenous, LGBTQ+, and Veteran serving initiatives. While all efforts move us toward our goal, a data-driven equity lens is paramount to ensuring we serve all our students, faculty and staff. To this end, all aspects of our DEI strategy are informed by the CWC surveys and a comprehensive array of disaggregated data tools that feed into our assessment of gaps as well as promising practices. We've seen significant increases in certain areas of belonging, however we have much work still ahead of us to fully understand the interdependent nature and everyday practice of servingness that continues to be the bedrock of our DEI efforts, our leadership expectations, and our community practices.

FACULTY AND STAFF RECRUITMENT, RETENTION, AND HIRING PRACTICES

Analysis of the Faculty & Staff Diversification Input Form
As part of the Diversify Faculty and Staff Strategic Roadmap Project, an analysis of the data gathered through the Faculty & Staff Diversification Input Form was conducted to gain a deeper understanding of how the strategies outlined in the Inclusive Excellence plans submitted by every school or college at CU Denver are being implemented and utilized.

Findings & Key Take-Aways:
- Overarching themes
  - Budget constraints have shifted focus from recruitment to retention efforts, which are focused on improving unit/departmental culture and instituting mentoring efforts targeted toward minoritized faculty.
  - Equity Serving Institution (ESI) trainings have been implemented to change departmental/unit culture.
  - For units/departments that are able to hire new faculty and staff, some have updated their hiring processes.

- o Increasing faculty startup support and/or salaries would be beneficial in recruiting and retaining faculty and staff. Especially for faculty who increase the diversity of the school/college.
  - o Workplace flexibility has been useful for retaining staff, including diverse staff.
  - o Policy review tool was mentioned as a way to ensure that policies and practices are centered on equity issues.
- Integrating data to make informed changes
  - o Many respondents indicated that they have used or plan to use the Campus and Workplace Culture (CWC) data when appropriate, and it has led to improvements.
  - o Data from CWC hasn't always been useful because of small sample sizes, especially for small units/departments. Some of those departments/units have instead used local surveying and data to address climate and culture issues.
- Change management (Propeller)
  - o Trainings were conducted by Propeller a people-focused management consulting firm to help schools and colleges with change management as they implemented strategies from their Inclusive Excellence plans.
- Challenges
  - o Equity-focused recruitment efforts are difficult to implement when the need to hire faculty is urgent.
  - o Even when faculty and staff diversification is a priority, implementing new efforts to address issues with recruitment and retention have been unsuccessful.

What the Respondents Need to be Successful:
- Recommendations and guidance regarding ways to actualize the Inclusive Excellence plans.
- The ability to track candidate demographics during recruitment and hiring processes.
- Acceptable language for application materials and guidance on how to ask job candidates diversity-focused questions.

Future Objectives:
- Develop a plan to gather more detailed information regarding recruitment and retention diversification efforts at the departmental/unit level.

To obtain a copy of the full report on the data gathered from the Faculty & Staff Diversification Input Form, contact Antonio Farias, Vice Chancellor for DEI at CU Denver.

University of Colorado **Denver**

STUDENT RECRUITMENT, RETENTION, AND GRADUATION PRACTICES

The following are selected accomplishments from AY 2023-24 that demonstrates the time, resources and efforts invested to increase the recruitment, retention and completion rates of the most vulnerable student populations at CU Denver and in higher education.

Reestablishing Relationships with Tribal Nations

- Endowment of the Northern Arapaho Scholarship
  - A **$50,000 endowment** was established between the Northern Arapaho Business Council and CU Denver to support students from the Northern Arapaho nation to attend CU Denver. The endowment will distribute in FY 2024-25.
- Partnership with the Ute Nations
  - Visits to the **Southern Ute** and **Ute Mountain** reservations were coordinated in Fall 2023 between CU Denver leadership and their tribal officials to discuss educational opportunities that can increase the college attendance of Indigenous students from their respective nations.

Implementing the Asian American Native American Pacific Islander – Serving Institution (AANAPISI) Grant Project

- AANAPISI Grant Project
  - CU Denver achieved a significant milestone in Fall 2023 by being the first in the Rocky Mountain region to obtain the federal AANAPISI designation, which included a **$1.8M grant** over 5 years to:
    - 1) fund **dual enrollment courses** to increase the recruitment of Asian American and Pacific Islander students
    - 2) design and implement a **Student-Centered Learning Experience Model** for current students focused on Action Research, Content Creation & Knowledge Dissemination, Student Success, and Mental Health
  - In their first year, the AANAPISI grant project team offered **3 dual enrollment courses** (i.e., ETST 2357) and a total of **32 high school students** enrolled. Out of the 32 students, **27** indicated their intent to apply to CU Denver.

Closing the Gap for Underrepresented Students in STEM Education
- The Office for DEI partnered with the College of Engineering, Design and Computing to cosponsor travel for both the **National Society of Black Engineers (NSBE)** and the

Society of Hispanic Professional Engineers (SHPE) to attend local and national conferences.

- o The Office for DEI awarded $10,000 to NSBE and SHPE to send 19 BIPOC students to Atlanta, GA for the NSBE National Conference and another 12 to Salt Lake City, Utah for the National SHPE Convention.

Scholarship Programs and Micro-Grants for Underserved Students

- Nelson-Running Wolf Scholarship
  - o With the support of one-time funding, **16 Native and Indigenous students** at CU Denver received a total award of **$32,000** in scholarships this year. This was an increase from the $22,000 that was awarded to students last year. Also, a first-time banquet was held on Saturday, April 6, 2024 to celebrate and honor the awardees and their families.
- Caring for Caregivers Initiative
  - o With the support from the CU President's DEI Grant, an internal survey was launched that identified **223 CU Denver students as caregivers**. To expand services to caregiving students, **virtual meetups** were created, access to the **food pantry** was expanded, and **micro-grants up to $450** were awarded to caregiving students that demonstrated need.

Increasing Commitment and Support for Undocumented Students

- theDream.US Project
  - o Cultivated a partnership with theDream.US organization to develop a scholarship program to support undocumented students who are also first-generation and from low-income families. **16 CU Denver students** received the scholarship this year that covered their **entire tuition and fees**, and **100% of the scholarship awardees persisted from Fall 2023 to Spring 2024**.
- UndocuAllyship and UndocuPeers trainings
  - o Coordinated trainings for over **230 faculty, professional staff, student staff and Colorado educators (a 65% increase in participation from last year)** on advocacy strategies and best practices on how to support undocumented, mixed status and immigrant college students.
- Case Management Model
  - o Implemented a case management model to offer 1-on-1 support to CU Denver undocumented students. The program saw a **43% increase** to their caseload from 21 students last year to **70 students this year** (unduplicated).

Coordinating Programs for Annual Heritage and History Months

- Throughout the academic year, time and resources were devoted to coordinate events and programs that celebrated and acknowledged the cultural identities of our diverse student body. By recognizing the unique experiences and history of our community, an environment was created where **students from traditionally underserved groups felt seen, supported, and empowered** to succeed at CU Denver.

Heritage or History Month	Total # of Events	Total Participants
Asian American Pacific Islander Heritage Month	8	297
Black History Month	3	200
Hispanic Heritage Month	7	827
Native Heritage Month	5	132
Women's History Month	5	191
TOTAL	**28**	**1,647**

TRAINING AND PROFESIONAL DEVELOPMENT

Inclusive Excellence Training Project

With the goal of building on the racial equity leadership training work from year 1, the Inclusive Excellence Training Project was launched to gather information about the current landscape of Inclusive Excellence (IE) trainings **across CU Denver's campus** with the twin goals of identifying: 1) gaps in trainings coverage, and 2) opportunities for scaling current trainings that exist only at the local level.

Methodology: In partnership with the Office of DEI, the Strategic Plan Implementation (SPI) Team developed a research plan to guide the data collection efforts. The following list of units below were identified to balance the dual objectives of having broad cross-campus representation while engaging key DEI-focused staff with deep expertise in IE activities, particularly trainings in their areas of expertise. Data collection was administered by the SPI Team via questionnaire using two methods: 1) thirty-minute in-person or virtual interview or 2) a questionnaire was sent via email to individuals that could not participate in a thirty-minute interview.

School/College	Administrative Unit	Shared Governance
Business School	Administration and Finance	Faculty Assembly
College of Arts & Media	Center for Faculty Development & Advancement	
College of Architecture & Planning	Center for Identity & Inclusion	
College of Engineering, Design & Computing	Facilities Management and Planning	
School of Education & Human Development	Human Resources	
	Strategic Enrollment & Student Success	
	Strategy and Academic Innovation	

Findings and Key Take-Aways: There were 14 responses total, and **33 different DEI trainings and resources** were identified and discussed. Overall, respondents indicated strong desires to either begin IE trainings in their units or acknowledged their current trainings were not enough and desired to increase the offerings of IE trainings. Furthermore, several respondents mentioned that more trainings were conducted pre-pandemic, but they have not been able to return to conducting similar levels of IE trainings. Also, some individuals did not feel empowered to develop and provide IE trainings, adding that they thought it was something that should be conducted at the institutional level.

Next Steps: Confirming the gap analysis conducted and insights gathered are accurate and comprehensive is a potential next step. This could be achieved by coordinating input sessions with relevant/key stakeholders to revise and build on the insights developed in this report.

To obtain a copy of the full report on the Inclusive Excellence Trainings Project,
contact Antonio Farias, Vice Chancellor for DEI at CU Denver.
CLIMATE AND CULTURE

Campus and Workplace Culture Survey: Highlights from Fall 2023 Pulse Survey
The Campus and Workplace Culture (CWC) survey was initially administered in Fall 2021 across all CU campuses and will be administered in full every four years. Each campus has been tasked with administering at least one "pulse" or check-in survey between full administrations. The goal of the pulse surveys is to check progress on key areas while using an abbreviated survey

instrument that is less time consuming for respondents. Most items on the 2023 pulse survey were identical to items on the 2021 full survey, providing comparative, longitudinal data. The Denver campus CWC Pulse Survey was administered in Fall 2023. Staff, faculty, undergraduate and graduate students received similar surveys, with slight adjustments to ensure prompts were appropriate for the population. The pulse survey covered areas including sense of belonging, campus culture, success and satisfaction, and demographic questions.

Students

Participation Rates: The pulse survey was administered to students in October-November 2023. Participation rates were as follows:

- Undergraduates: 11% or 1,183 responses
- Graduate Students: 12% or 647 responses

Key Findings

Overall Strengths: As the student response to the CWC pulse survey was generally positive, the top three items to which the greatest percent of respondents agreed or strongly agreed have been identified as strengths here.

- 88% of respondents agreed or strongly agreed that students in my graduate program are treated with respect by faculty. (*graduate students only*) **+9%**
- 85% of respondents agreed or strongly agreed that in most of my courses, students are treated with respect by instructors (*undergraduates only*). **+5%**
- 76% of respondents agreed or strongly agreed that at CU, students can succeed to their full potential, no matter how they identify.

Additionally, all but 1 survey item saw increases in positive response between 2021 and 2023. The three items with the greatest increase in positive response were:

- I receive adequate support/mentoring to advance my career/professional development (*graduate students only*). 72%, **+15%**
- Faculty [in my program] are invested in my success. 72%, **+10%**
- I have a sense of community. 45%, **+9%**

Overall Areas for Growth: The three items with the lowest percent of respondents agreeing or strongly agreeing have been identified as areas for growth here.

- I have a sense of community. 45%, **+9%**
- I have made friends here. 54%, **+8%**
- If I had to do it over again, I would choose to attend CU. 59%, **-1%**

  o This is the only survey item that had a decrease in positive response between 2021 and 2023 for the overall student population.

<center>**Staff**</center>

Participation Rates: The pulse survey was administered to faculty and staff in mid-October of 2023. The participation rate for staff was 49% or 413 responses.

Key Findings

Overall Strengths: Items to which greater than 65% of staff respondents agreed or strongly agreed have been identified as strengths here.

- 73% of respondents agreed or strongly agreed their department values the balance between their job and life outside the work setting.
- 72% of respondents agreed or strongly agreed that their work is respected by the people they work with.

Additionally, items with 5% or more improvement in response from 2021 to 2023 have been identified as strong areas of improvement.

- My department values the balance between my job and life outside the work setting: **+15%,** 73%
- I have a performance plan with clear expectations: **+9%,** 63%
- I'm treated like I belong: **+7%,** 62%
- I have been offered opportunities to learn and grow: **+7%,** 53%

Overall Areas for Growth: Items to which less than 50% of respondents agreed or strongly agreed have been identified as areas for growth here. Notably, each of these items did see an increase in positive response from 2021.

- 44% of respondents agreed or strongly agreed that at CU, faculty and staff can succeed to their full potential, no matter how they identify (new item in Fall 2023).
- 46% of respondents agreed or strongly agreed that department resources are allocated transparently. **+4%**
- 48% of respondents agreed or strongly agreed that supervisors/department leaders/senior faculty address problematic behaviors that undermine the work environment. **+6%**
- 49% of respondents agreed or strongly agreed that they have a sense of community. **+3%**

One item saw considerable decrease in positive response between 2021 and 2023.

- Staff members were less likely to agree/strongly agree that they are proud to work at CU, compared to 2021: **-7%,** 63%

Faculty

Participation Rates: The pulse survey was administered to faculty in mid-October of 2023, and the participation rate was 26% or 307 responses.

Key Findings

Overall Strengths: Items to which greater than 65% of faculty respondents agreed or strongly agreed have been identified as strengths here.

- 67% of respondents agreed or strongly agreed that their work is respected by the people they work with.
- 63% of respondents agreed or strongly agreed their department values the balance between their job and life outside the work setting.

Additionally, items with 5% or more improvement in response from 2021 to 2023 have been identified as strong areas of improvement.

- Evaluation criteria for performance and promotion are clear: **+10%,** 58%
- Department resources are allocated transparently: **+7%,** 53%
- My department values the balance between my job and life outside the work setting: **+7%,** 63%
- I'm treated like I belong: **+5%,** 55%

Overall Areas for Growth: Items to which less than 50% of respondents agreed or strongly agreed have been identified as areas for growth here.

- 39% of respondents agreed or strongly agreed that supervisors/department leaders/senior faculty address problematic behaviors that undermine the work environment. **+0.3%**
- 44% of respondents agreed or strongly agreed that at CU, faculty and staff can succeed to their full potential, no matter how they identify (new item in Fall 2023).
- 44% of respondents agreed or strongly agreed that they have a sense of community. **+6%**

Some items saw considerable decrease in positive response between 2021 and 2023.

- More faculty members agreed or strongly agreed to the item "In the past 12 months, I have seriously considered leaving CU" compared to 2021: **+10%** (negatively worded item), 40%

- Faculty members were less likely to agree/strongly agree to the following items, compared to 2021:
  - I am proud to work at CU: **-9%,** 59%
  - I have been offered opportunities to learn and grow: **-5%,** 50%

To obtain a copy of the full Pulse Survey Findings, contact Antonio Farias, Vice Chancellor for DEI at CU Denver.

COMMUNITY ENGAGEMENT AND PARTNERSHIPS

There are two major partnerships the Office of DEI has been cultivating in Spring 2024 and we are excited to host both organizations on campus in Fall 2024.

1) La Raza Youth Leadership Conference
   - Partnership with Servicios de la Raza (SDLR)
   - The conference will bring 800 – 1,000 Latinx identifying youth from across Colorado to CU Denver.
   - The conference will expose youth to higher education, career planning, exploring their cultural identity and developing leadership skills. Additionally, will learn about the CU Denver college campus environment and engage with Latino professionals and community leaders.
   - This conference is an excellent opportunity to expose potential applicants to the campus. As an aspiring Hispanic Serving Institution, this event is also an opportunity to demonstrate good will to the Latino community and strengthen our partnership with SDLR.
2) Special Olympics Colorado Youth Summit
   - Partnership with Special Olympics Colorado
   - The youth summit will bring between 900 – 1,100 middle school and high school students, and teachers from across Colorado to CU Denver. All schools are a part of the Special Olympics Unified Champion School Programs.
   - The purpose of the youth summit is to focus on providing students with the tools to engage and empower youth leaders in their school communities.

CONCLUSION

The previous three years have proven to be successful by way of creating an institutional infrastructure and funding model to activate our 2030 goal of becoming the nation's first equity serving institution. This work will continue to evolve through a process of change management and data driven accountability process for the foreseeable future. Metrics matter and in the coming academic year, a People Equity Index designed to provide supervisor-specific equity impact metrics will be deployed alongside a coaching apparatus to help supervisors create cultures that thrive. In addition, a Campus Accessibility Steering Committee will be charged with providing strategic guidance and oversight to ensure the integration of accessibility policies, principles, and practices across all facets of our campus. The committee shall prioritize the development and implementation of inclusive policies, procedures, and initiatives that promote equal access to working conditions and education for all members of the community, including individuals with hidden disabilities. Acknowledging that technology, best practices, and our collective understanding are always evolving, this is an evergreen committee that will oversee continuous improvement efforts related to accessibility and our commitment to Policy 10M and APS 6011. Finally, in collaboration with the system DEI office and all campuses we will continue to expand a multi-year self-reported demographics initiative that will improve the quality and breadth of data students, faculty, and staff voluntarily self-report to the university to better serve the campus community. This effort is part of the 2030 Strategic Plan and the many projects identified to achieve our goals of becoming an equity-serving institution.

University of Colorado Anschutz Medical Campus

2023-24 Diversity Report

INTRODUCTION AND EXECUTIVE SUMMARY

At the University of Colorado Anschutz Medical Campus, a cornerstone of our commitment to fostering an inclusive and equitable environment is the strategic emphasis on Diversity and Health Equity. This strategy encompasses a range of ongoing programs and initiatives aimed at addressing disparities in healthcare and promoting diversity within the health care field. Toward this strategic direction, **the Diversity, Equity, and Inclusion and Community Engagement (DEICE) Curriculum Integration Project** seeks to infuse DEI principles throughout the academic curricula to better prepare students for serving diverse patient populations. Additionally, the Community Engagement and Outreach initiative facilitates partnerships with local communities to address healthcare disparities, promote health equity and assist in improving the social determinants of health. Through these and other initiatives, the University of Colorado Anschutz Medical Campus distinguishes itself as a leader in advancing diversity, equity, and inclusion in healthcare education and practice.

The University of Colorado Anschutz Medical Campus boasts a rich array of programs and initiatives dedicated to diversity, equity, and inclusion (DEI), each distinguished by its unique focus and approach. Among these initiatives we are utilizing Inclusive Excellence framework which seeks to embed DEI principles into all aspects of campus life, fostering a culture of belonging and respect.

The Equity Champions program identifies and supports faculty and staff committed to advancing equity within their respective departments and disciplines. The Office of Diversity, Equity, Inclusion and Community Engagement (ODEICE) provides central support, resources, and workshops to enhance cultural responsiveness) among students, faculty, and staff, promoting understanding and collaboration across all backgrounds, especially our priority populations who have historically been marginalized, including our first-generation and rural populations. These initiatives collectively underscore CU Anschutz's commitment to fostering a welcoming and equitable environment where **all** individuals can thrive.

The Chancellor's ODEICE Leadership Council at the University of Colorado Anschutz Medical Campus guides ODEICE initiatives in advancing diversity, equity, and inclusion efforts. This council, comprising **31 leaders** from each of the six schools/colleges, plus other sectors of the campus community, serves as a driving force in shaping and implementing strategic initiatives to promote DEI principles campuswide. Notably, the council works collaboratively to develop and assess policies, programs, and practices aimed at fostering a more inclusive and equitable environment for all stakeholders/collaborators, including students, faculty, staff, and patients. Through its interdisciplinary approach and commitment to ongoing evaluation and

improvement, the Chancellor's DEI-CE Leadership Council distinguishes itself as a catalyst for meaningful change and progress towards a more diverse and inclusive campus community.

The Campus and Workplace Culture (CWC) Survey at CU Anschutz launched in the fall of 2021 stands as a cornerstone to assess sentiment around diversity, equity, and inclusion (DEI) efforts. This comprehensive survey, administered biennially, serves as a vital tool for assessing the campus's climate and culture. By collecting anonymous feedback from faculty, staff, and students, the CWC Survey provides valuable insights into areas of strength and areas needing improvement. Survey results guide data-driven decision-making and enabling targeted interventions to enhance DEI initiatives across the campus community. **Approximately 4,700 (31%)** faculty and staff responded to the survey. Furthermore, the Chancellor charged the Vice Chancellor of ODEICE to collaborate with the Deans of each school/college to create Action and Accountability Plans based on the results related to a sense of belonging from survey results. Each school/college developed 2-3 SMART Goals to address areas of improvement with measurable KPI's. **A recently administered survey by the School of Medicine that focused on belonging and well-being received more than a 50% response rate from more than 4,000 faculty and trainees**. Further, a campuswide CWC Pulse Survey was launched in early to mid-April 2024. Belonging actions plans from these two surveys will be mapped to the to determine progress in this area. Through its iterative approach and commitment to transparency, the CWC Survey plays a pivotal role in fostering a more inclusive and equitable environment where all individuals can thrive.

Additionally, in 2021 ODEICE partnered with the Office of Strategic Initiatives to develop campuswide strategic initiatives. The collaborative focus areas included Enhancing the Student Experience, Patient-Centered Care, Investing in our People, and Community Engagement. This partnership demonstrates a commitment to aligning DEI efforts with broader campus strategy, ensuring a cohesive approach to fostering inclusivity and equity across all aspects of campus life.

Another collaboration links the campus' **Human Resources Department, and its new Chief Human Resources Officer (CHRO)** Adrienne Howarth-Moore is developing additional inclusive workplace strategies. Thanks to progressive and innovative approaches to workforce development, belonging, and inclusive excellence by the Office of Human Resources, **CU Anschutz Medical Campus was recently named among America's Best Large Employers in 2024 by Forbes**. This recognition is a testament to the campus' dedication to investing in its people and fostering an inclusive environment.

The Center for Health Equity (CHE) at the CU Anschutz Medical Campus– securing $10M in startup funds and in partnership with the CU Vice Chancellor of Health Affairs, and the CU

Anschutz Medical Campus Chancellor, this center will serve the campus and community to advance community health, wealth and well-being by dismantling systemic drivers of inequity. The Inaugural Executive Director has activated operationalizing the CHE effective 01/2024.

Aurora Wellness Community Initiative – Aurora is a highly diverse, majority-minority community that lives with significant health and social disparities related to poverty and racial inequity. Over 47,000 people in these zip codes (80010, 80011, 80012) lack access to a primary care provider. With a vision to create health, wealth and well-being in Aurora, the mission of the Aurora Wellness Community (AWC) is to collaborate with the community to develop coordinated, comprehensive, equitable, and financially sustainable opportunities for individuals, families, and communities in Aurora to thrive. As a complete resource hub, the AWC will serve as a patient-centered healthcare. This innovative campus collaborative is being developed with the community not only to provide world-class clinical services but to address the social determinants of health in Aurora. The AWC is in close partnership with the University of Colorado School of Medicine.

The ODEICE Health Equity Action Lab (HEAL) offers trainings and workshops which represent a vital initiative in advancing diversity, equity, and inclusion within the healthcare field. These trainings and workshops provide a platform for students, faculty, staff, and community members to deepen their understanding of health equity and develop practical skills and language for promoting diversity and inclusion in healthcare settings. Distinguishing itself by its comprehensive approach, the HEAL program covers a wide range of topics, including cultural competence, implicit bias, social determinants of health, and structural inequities. Moreover, the Foundations in Equity certificate program offers interactive and experiential learning opportunities, fostering meaningful dialogue and collaboration among participants. **More than 7,500 people** have been trained since the inception of the HEAL program in 2021. Through its commitment to education, advocacy, and empowerment, the HEAL trainings and workshops play a pivotal role in driving positive change and advancing health equity across the medical campus. External organizations have also requested HEAL training.

The Community Circles initiative at CU Anschutz Medical Campus is a transformative program dedicated to fostering a sense of belonging, build trust and connection among students, faculty, and staff. This initiative stands out for its innovative approach, which utilizes small-group gatherings to facilitate meaningful dialogue and relationship-building across diverse backgrounds. Through guided discussions and interactive activities, Community Circles create a safe and supportive space for participants to share their experiences, perspectives, and concerns. By promoting empathy, understanding, and solidarity, the initiative helps to cultivate a more inclusive and equitable campus community. Furthermore, Community Circles serve as a

platform for addressing systemic issues and implementing actionable solutions, contributing to a campus culture that values diversity, equity, and inclusion at its core.

The BOND (BIPOC (Black Indigenous People of Color), Opportunities for Networking and Development) Mentoring Program offered by ODEICE as a campus-wide central office mentoring program is a recently introduced initiative designed to support the professional development and success of all including our priority populations of historically marginalized, first generation and rural students and early-career faculty in biomedical research and healthcare fields. What distinguishes this program is its comprehensive approach to mentorship, providing tailored support for **all** through one-on-one mentoring relationships, professional development workshops, and networking opportunities. By pairing mentees with experienced faculty and staff mentors who share similar backgrounds and career interests, the BOND program fosters a sense of community and empowerment. Through its commitment to cultivating diverse leadership talent and fostering a supportive environment, the BOND Mentoring Program plays a pivotal role in advancing equity and inclusion within the campus community and beyond. **40 applicants responded to the first call to participate in this program recently launched in April 2024.** This first cohort is limited to 10 mentors/mentee partnerships.

The Supplier Diversity Initiative at the University of Colorado Anschutz Medical Campus plays a crucial role in advancing diversity, equity, and inclusion within its procurement effort. This initiative stands out for its commitment to fostering partnerships with diverse suppliers, including local minority-owned, women-owned, veteran-owned, and LGBTQ+-owned businesses. By actively seeking out and engaging with diverse suppliers, the initiative not only promotes economic empowerment within marginalized communities but also contributes to a more equitable distribution of resources. Through initiatives such as vendor outreach events, certification assistance, and mentorship programs, the Supplier Diversity Initiative provides tangible support to diverse businesses, enabling them to compete more effectively in the marketplace. In doing so, the University of Colorado Anschutz Medical Campus distinguishes itself as a leader in leveraging its purchasing power to drive positive social impact and promote equity in economic opportunities.

The Resident Leadership Council (RLC) stands out as a program within the University of Colorado Anschutz Medical Campus's commitment to enhance the social determinants of health for our local off campus community, which comprises thousands of immigrants, refugee and underprivilege families. Designed specifically for Aurora and North Denver residents, the RLC serves as a platform for engagement and advocacy, empowering participants to drive positive change within their training, economic and empowerment programs. Through

mentorship, workshops, and networking opportunities, the RLC equips residents with the tools and support needed to address systemic inequities, promote cultural competency, and advocate for themselves. By fostering a community of resident leaders dedicated to advancing DEI initiatives, the RLC not only enhances the educational experience but also gives a voice to the voiceless. **Since 2022, the RLC has completed over 800 1:1 connection campaign interviews to understand the community's needs, and facilitate Community Academies to increase skills, knowledge, and collaborations with community.** This program is also in partnership with Children's Hospital Colorado.

The LGBTQ+ Hub is a pioneering initiative dedicated to fostering a more inclusive and affirming environment for LGBTQ+ individuals within the medical community. It encompasses a diverse range of programs and activities aimed at supporting LGBTQ+ students, faculty, staff, and community members, networking, training, and advocacy on behalf of those who identify as LGBTQ+ and their allies. Since 2021, The HUB **has trained over 1500 participants in inclusive practices and cultural responsiveness practices**. The LGBTQ+ Health Equity Research Program focuses on addressing healthcare disparities among LGBTQ+ communities through research and advocacy. By providing comprehensive resources and support, the LGBTQ+ Hub distinguishes itself as a vital asset in advancing LGBTQ+ inclusion and health equity within the medical campus and beyond.

Lastly, a team of dedicated professionals in the **Office of Educational Outreach and Pathway Initiatives (EOPI)** works diligently with historically marginalized, first generation, rural students from the 6th-12th grades, and undergraduate students to build strong pathways for future health care professionals. Through rigorous academic activities, mentorship, and exposure to various STEAM and health-specific technologies, the CU Prehealth Scholars (CUPS) program empowers scholars to thrive in post-secondary education and beyond. This program is supported in partnership with the CU System's President's Office to foster a culture of scholarship, innovation, health equity, and wellness, **CUPS instills in more than 200 students** the skills and confidence to navigate the complexities of higher education and the healthcare industry thus developing the career pathway/pipeline to increase parity in the healthcare professions. Similarly, the Undergraduate Prehealth Program (UPP) offers year-long programming, including academic workshops, training and certification sessions, community projects, and cultural discussions addressing health disparities, health equity, and community topics. Each cohort comprises 15-20 underrepresented undergraduate students looking to attend medical, dental, pharmacy, physical therapy, physician assistant, nursing, public health, graduate, M.D./Ph.D., or other professional schools post-graduation. **More than 400 students have matriculated through these programs**. This office meets monthly with approx. 52 career pathway programs connected to the CU Anschutz Medical Campus

The Office of Diversity, Equity, Inclusion, and Community Engagement at the University is at the forefront of fostering systemic culture change through its innovative approaches to promoting diversity, equity, and inclusion (DEI) across all aspects of campus life. What sets these initiatives apart is their comprehensive and targeted data- driven strategies that address various dimensions of DEI, including curriculum, health disparities research and programming, integration, community engagement, mentorship, leadership development, and supplier diversity. Programs like BOND Mentoring offer tailored support to underrepresented minority students and faculty, while strategic leadership councils like the Chancellor's DEICE Leadership Council drive campus-wide initiatives. Additionally, initiatives such as Supplier Diversity, the Center for Health Equity, Aurora Wellness Community Initiative, Community Circles, the Campus and Workplace Culture Survey (CWC), Health Equity in Action Lab (HEAL), and the LGBTQ+ Hub provide innovative platforms for promoting DEI principles and fostering a more inclusive and equitable environment. Through these initiatives, the Office demonstrates strategic leadership and a steadfast commitment to advancing DEI in healthcare education, practice, and procurement, positioning itself as a leader in driving meaningful culture change within the health profession fields, for local and regional communities and beyond.

Statewide Enrollment Diversity

Fall 2021 Resident Enrollment, Colorado Public Four-Year Institutions

Fall 2021 Resident Enrollment, Colorado Public Four-Year Institutions

	Hispanic/ Latino	Black or African American	American Indian or Alaskan Native	Asian	Hawaiian or Pacific Islander	More than one Race/Ethnicity (non-hispanic)	White, non-Hispanic	Unknown	Inter-national [a]	Total Resident	Total Resident BIPOC [b]	Percent Resident BIPOC [c]	Share of CO BIPOC Resident Enrollment	Share of CO Total Resident Enrollment
Undergraduate	22,381	3,965	467	5,088	136	5,150	57,374	1,825	200	96,586	37,187	39%	100.0%	100.0%
University of Colorado System	7,162	1,352	76	2,977	47	2,362	20,125	271	70	34,442	13,976	41%	37.6%	35.7%
University of Colorado Boulder	2,756	342	14	1,485	14	1,175	11,083	93	43	17,005	5,786	34%	15.6%	17.6%
University of Colorado Colorado Springs	1,743	390	28	309	24	641	4,888	94	6	8,123	3,135	39%	8.4%	8.4%
University of Colorado Denver	2,590	602	33	1,153	9	527	3,895	79	20	8,908	4,914	55%	13.2%	9.2%
University of Colorado Anschutz	73	18	1	30		19	259	5	1	406	141	35%	0.4%	0.4%
Adams State University	511	53	21	4	2	34	386	66		1,077	625	58%	1.7%	1.1%
Colorado Mesa University	1,571	122	38	118	16	279	5,012	231	3	7,390	2,144	29%	5.8%	7.7%
Colorado School of Mines	504	44	12	218		189	2,090	88	16	3,161	967	31%	2.6%	3.3%
Colorado State University System	4,934	972	146	831	36	1,030	16,596	660	99	25,304	7,949	32%	21.4%	26.2%
Colorado State University - Ft. Collins	2,868	381	95	518	19	753	11,129	92	35	15,890	4,634	29%	12.5%	16.5%
Colorado State University - Pueblo	912	149	16	55	14	76	1,231	60	4	2,517	1,222	49%	3.3%	2.6%
CSU-Global Campus	1,154	442	35	258	3	201	4,236	508	60	6,897	2,093	31%	5.6%	7.1%
Fort Lewis College	248	12	75	10	2	116	964	17	3	1,447	463	32%	1.2%	1.5%
Metropolitan State University of Denver	5,412	1,048	69	760	22	805	7,555	228	5	15,904	8,116	51%	21.8%	16.5%
University of Northern Colorado	1,442	248	15	120	6	247	3,444	39	4	5,565	2,078	37%	5.6%	5.8%
Western State Colorado University	597	114	15	50	5	88	1,202	225		2,296	869	38%	2.3%	2.4%
Graduate	2,749	884	101	1,256	23	901	15,961	914	176	22,965	5,914	26%	100.0%	100.0%
University of Colorado System	1,616	407	61	858	10	584	8,927	387	89	12,939	3,536	28%	59.8%	56.3%
University of Colorado Boulder	466	69	28	223	2	173	2,808	105	22	3,896	961	25%	16.2%	17.0%
University of Colorado Colorado Springs	208	85	5	58	3	98	1,152	19	11	1,639	457	28%	7.7%	7.1%
University of Colorado Denver	607	139	19	241	4	173	2,984	79	45	4,291	1,183	28%	3.2%	4.4%
University of Colorado Anschutz	335	114	9	336	1	140	1,983	184	11	3,113	935	30%	2.5%	3.2%
Adams State University	117	17	5	9	1	17	420	34		620	166	27%	2.8%	2.7%
Colorado Mesa University	21	1			1	1	122	15		161	24	15%	0.4%	0.7%
Colorado School of Mines	65	13	4	43	1	46	784	25	11	992	172	18%	2.9%	4.3%
Colorado State University System	768	413	23	319	8	211	4,748	438	74	7,002	1,742	25%	29.5%	30.5%
Colorado State University - Ft. Collins	252	37	4	83	3	104	2,188	127	11	2,809	483	17%	8.2%	12.2%
Colorado State University - Pueblo	55	16		12	1	20	132	10		246	104	42%	1.8%	1.1%
CSU-Global Campus	461	360	19	224	4	87	2,428	301	63	3,947	1,155	30%	19.5%	17.2%
Fort Lewis College	3		2	1		3	45	1		55	9	16%	0.2%	0.2%
Metropolitan State University of Denver	17	5		1		5	43			71	28	39%	0.5%	0.3%
University of Northern Colorado	130	25	4	22	2	33	656	5	2	879	216	25%	3.7%	3.8%
Western State Colorado University	12	3	2	3		1	216	9		246	21	9%	0.4%	1.1%
Total	25,130	4,849	568	6,344	159	6,051	73,335	2,739	376	119,551	43,101	36%	100.0%	100.0%

Source: Colorado Department of Higher Education Searchable Database, http://highered.colorado.gov/Data/Search.aspx UCD splits from CU Denver Institutional Research,
Based on SURDS enrollment files. Excludes students exclusively enrolled in extended studies programs. These data will not match other data provided in this report; this table is based on end-of-term enrollment whereas other data are based on census date enrollment. Additionally, total enrollment counts may not match other reported totals due to suppressed counts less than 10 that are hidden within the search tool.

[a] International students are non-resident aliens. As defined by the State of Colorado and US Department of Education, a non-resident alien is "A person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely." This excludes US citizens (native or naturalized) and permanent residents.

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

[c] 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 2021

■ Share of Colorado Total Resident Enrollment ■ Share of Colorado BIPOC Resident Enrollment

Institution	Total	BIPOC
University of Colorado System	35.7%	37.6%
University of Colorado Boulder	17.6%	15.6%
University of Colorado Denver	9.2%	13.2%
University of Colorado Colorado Springs	8.4%	8.4%
Colorado State University System	23.9%	18.8%
Colorado State University - Ft. Collins	15.0%	11.0%
CSU-Global Campus	6.5%	5.0%
Colorado State University - Pueblo	2.4%	2.9%
Metropolitan State University of Denver	15.0%	19.2%
Colorado Mesa University	7.0%	5.1%
University of Northern Colorado	5.3%	4.9%
Colorado School of Mines	3.0%	2.3%
Western State Colorado University	2.2%	2.1%
Fort Lewis College	1.4%	1.1%
Adams State University	1.0%	1.5%

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 or 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 or Latino and selected *only* this racial category

- *Asian or Asian American* – did not identify as Hispanic or Latino and selected *only* this racial category

- *Black or African American* – did not identify as Hispanic or Latino and selected *only* this racial category

- *Native Hawaiian or Other Pacific Islander* – did not identify as Hispanic or Latino and selected *only* this racial category

- *White* – did not identify as Hispanic or Latino and selected *only* this racial category

- *More than one race* – did not identify as Hispanic or Latino and selected *two or more* racial categories

- *Unknown* – did not identify as Hispanic or 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 or Latino students with more than once 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 or Latino categories. In contrast, the number of Hispanic or Latino students reported increased. With the new question format, many institutions have seen an increase in the number of students reported as Hispanic or 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.
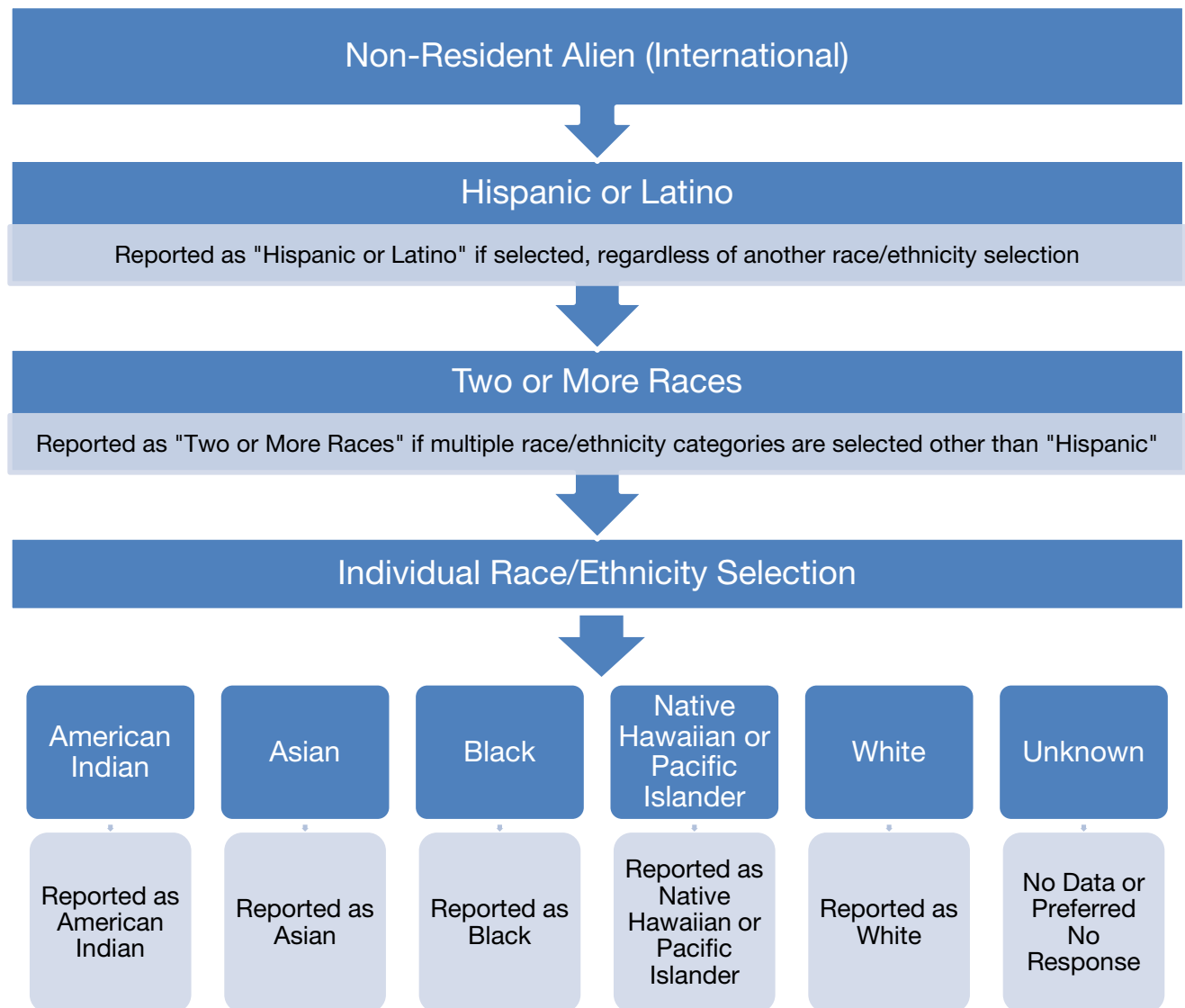
Fall 2023 Analysis

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 2023 student enrollment, shows the percentage of students reported as "Non-Resident Alien", "Hispanic or Latino", or "Two or More Races" with the share identifying with multiple race/ethnicity categories.

<table>
<tr>
<td>Reported as "Hispanic or Latino"
12,117</td>
<td>Reported as "Two or More Races"
4,486</td>
</tr>
<tr>
<td>Hispanic Only (16%, 1910)</td>
<td>2 Selections (90%, 4059)</td>
</tr>
<tr>
<td>2 Selections (74%, 8912)</td>
<td>3 Selections (9%, 391)</td>
</tr>
<tr>
<td>3 Selections (9%, 1128)</td>
<td>4 Selections (1%, 31)</td>
</tr>
<tr>
<td>4 Selections (1%, 137)</td>
<td>5 Selections (0%, 5)</td>
</tr>
<tr>
<td>5 Selections (0%, 24)</td>
<td></td>
</tr>
<tr>
<td>6 Selections (0%, 6)</td>
<td></td>
</tr>
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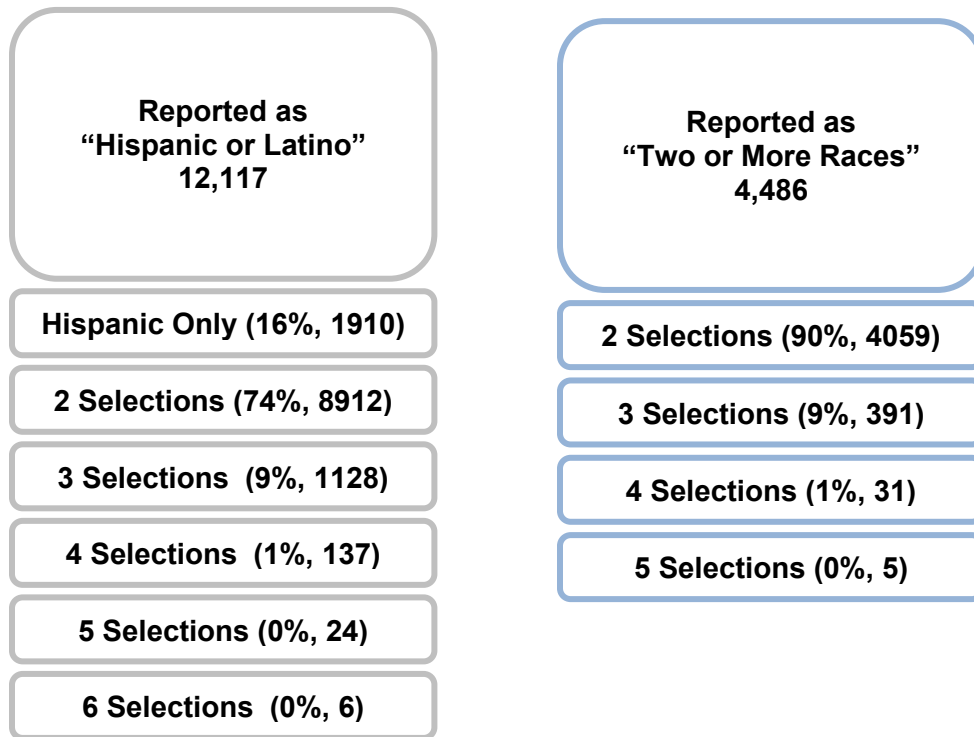
Notes from this analysis:

Hispanic or Latino – Only 16% of students reported as "Hispanic or Latino" identify as only Hispanic. A large majority, 84%, identify with at least one other demographic category but are reported only as "Hispanic or Latino."

IPEDS Hierarchical Reporting Masks Diversity

The infographic below, based on Fall 2023 student enrollment, shows the percentage of students reported as Non-Resident Alien, Hispanic or 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.

Reported as "Hispanic or Latino" 12,117	Reported as "Two or More Races" 4,486
White (76%, 9196)	White (93%, 4157)
American Indian (9%, 1133)	Asian (61%, 2739)
Black (6%, 702)	Black (25%, 1127)
Asian (4%, 463)	American Indian (21%, 922)
Pacific Islander (2%, 211)	Pacific Islander (11%, 495)
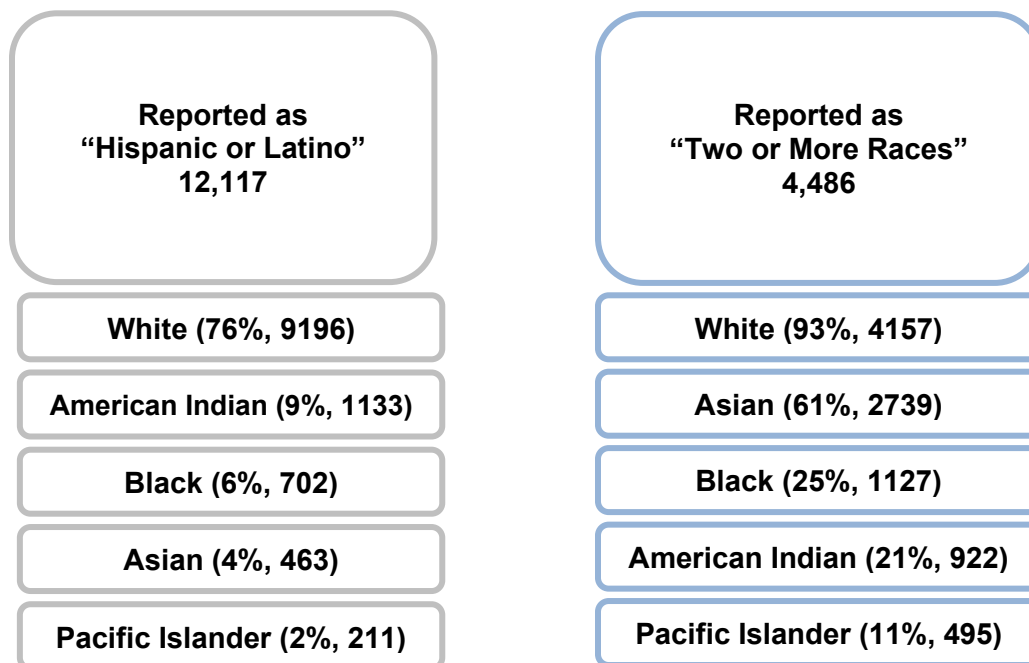
Notes from this analysis:

American Indian – 238 students identify ONLY as American Indian. An additional 1,133 of those reported as "Hispanic or Latino" and 922 of those reported as "Two or More Races" identify as American Indian.

Asian or Asian American – 5,149 students identify ONLY as Asian. An additional 463 of those reported as "Hispanic or Latino" and 2,739 of those reported as "Two or More Races" identify as Asian.

Black or African American – 2,600 students identify ONLY as Black or African American. An additional 702 of those reported as "Hispanic or Latino" and 1,127 of those reported as "Two or More Races" identify as Black or African American.

Native Hawaiian or Other Pacific Islander – 113 students identify ONLY as Native Hawaiian or Pacific Islander. An additional 211 of those reported as "Hispanic or Latino" and 495 of those reported as "Two or More Races" identify as Native Hawaiian or Pacific Islander.

2023-24 Diversity Report

Data Appendix

View and interact with data from the 2023-24 Diversity Report using our data visualization tool.

https://www.cu.edu/diversity-report-interactive-data

Resident first-time undergraduate applications by race/ethnicity and status, fall term

Campus	Boulder	
Display	Race (All Races)	
Detail	ALL	

Legend:
- More than one race
- American Indian/Alaska Native
- Asian/Asian American
- Black/African American
- Hispanic/Latino
- Native Hawaiian/Pacific Islander
- White/Unknown
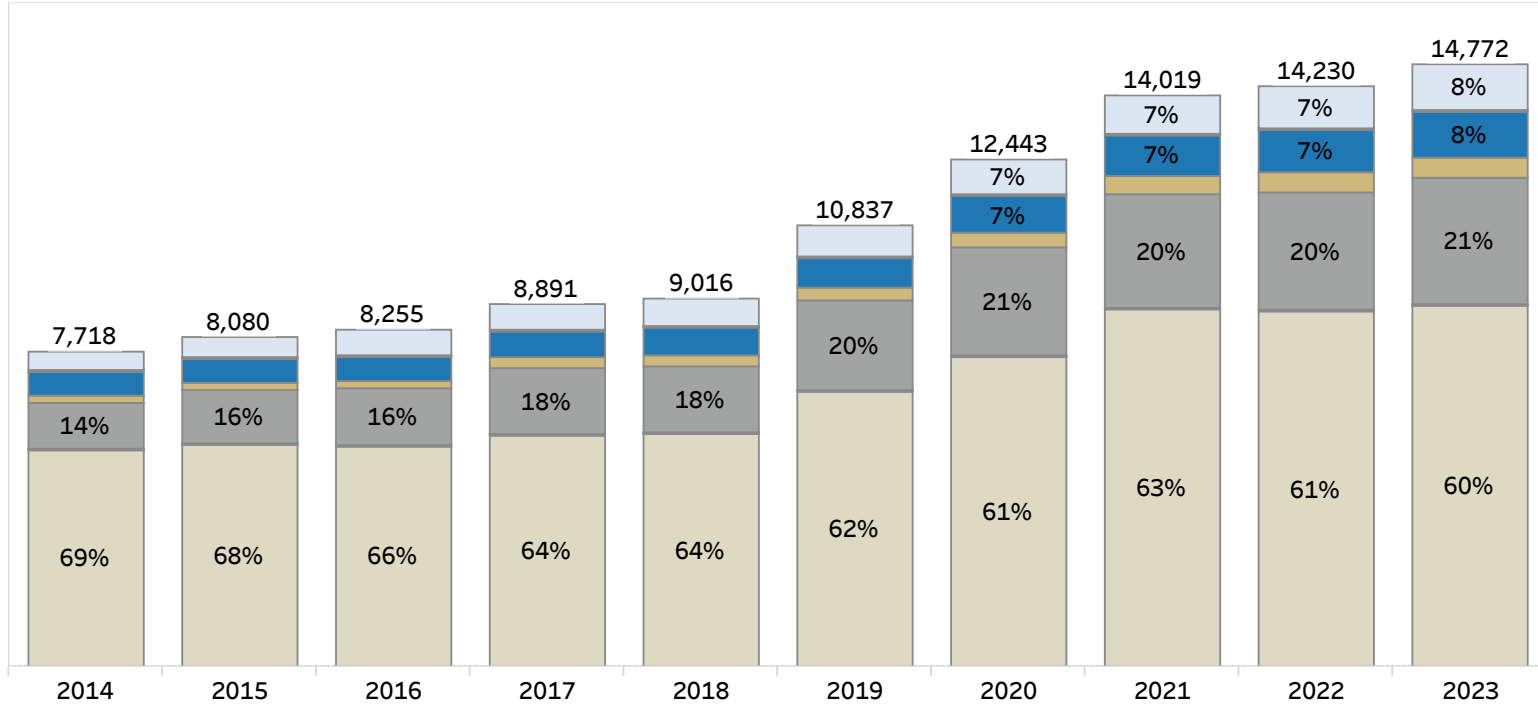
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
More than one race	443 6%	497 6%	590 7%	640 7%	656 7%	744 7%	857 7%	919 7%	1,002 7%	1,108 8%
American Indian/Alaska Native	18 0%	10 0%	12 0%	15 0%	14 0%	19 0%	16 0%	20 0%	25 0%	36 0%
Asian/Asian American	588 8%	592 7%	630 8%	642 7%	708 8%	773 7%	923 7%	1,023 7%	1,061 7%	1,108 8%
Black/African American	196 3%	209 3%	211 3%	247 3%	243 3%	316 3%	366 3%	439 3%	476 3%	499 3%
Hispanic/Latino	1,117 14%	1,270 16%	1,355 16%	1,624 18%	1,640 18%	2,207 20%	2,626 21%	2,812 20%	2,913 20%	3,097 21%
Native Hawaiian/Pacific Islander	5 0%	6 0%	5 0%	10 0%	10 0%	5 0%	6 0%	12 0%	13 0%	10 0%
White/Unknown	5,351 69%	5,496 68%	5,452 66%	5,713 64%	5,745 64%	6,773 62%	7,649 61%	8,794 63%	8,740 61%	8,914 60%
Grand Total	7,718 100%	8,080 100%	8,255 100%	8,891 100%	9,016 100%	10,837 100%	12,443 100%	14,019 100%	14,230 100%	14,772 100%

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Resident first-time undergraduate applications, admitted, and enrolled by race/ethnicity and status, fall term

Campus   Boudler

Display   Race (All Races)

Detail   ALL

Legend:
- More than one race
- American Indian/Alaska Native
- Asian/Asian American
- Black/African American
- Hispanic/Latino
- Native Hawaiian/Pacific Islander
- White/Unknown

	2019			2020			2021			2022			2023		
	Applied	Admitted	Enrolled	Applied	Admitted	Enrolled	Applied	Admitted	Enrolled	Applied	Admitted	Enrolled	Applied	Admitted	Enrolled
More than one race	744	636	275	857	715	258	919	767	230	1,002	924	265	1,108	1,031	328
American Indian/Alaska Native	19	14	3	16	8	2	20	14	2	25	22	9	36	30	7
Asian/Asian American	773	719	353	923	843	310	1,023	933	340	1,061	1,003	387	1,108	1,055	404
Black/African American	316	232	85	366	257	79	439	342	72	476	411	116	499	424	112
Hispanic/Latino	2,207	1,740	663	2,626	1,960	589	2,812	2,186	557	2,913	2,559	642	3,097	2,710	711
Native Hawaiian/Pacific Islander	5	4	1	6	5	0	12	11	3	13	11	4	10	7	1
White/Unknown	6,773	5,961	2,375	7,649	6,627	2,238	8,794	7,503	2,076	8,740	8,234	2,336	8,914	8,406	2,459
Grand Total	10,837	9,306	3,755	12,443	10,415	3,476	14,019	11,756	3,280	14,230	13,164	3,759	14,772	13,663	4,022

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Total enrollment by sex

Campus   Boulder

Level   All

Legend: Not Reported or X | Female | Male

2023

Grand Total	54%	46%
Graduate	57%	42%
Undergraduate	53%	47%

Year	Total	Female	Male
2016	33,059	44%	56%
2017	34,558	44%	56%
2018	35,998	44%	56%
2019	37,012	45%	55%
2020	36,263	46%	54%
2021	37,580	45%	55%
2022	38,057	45%	55%
2023	39,191	46%	54%
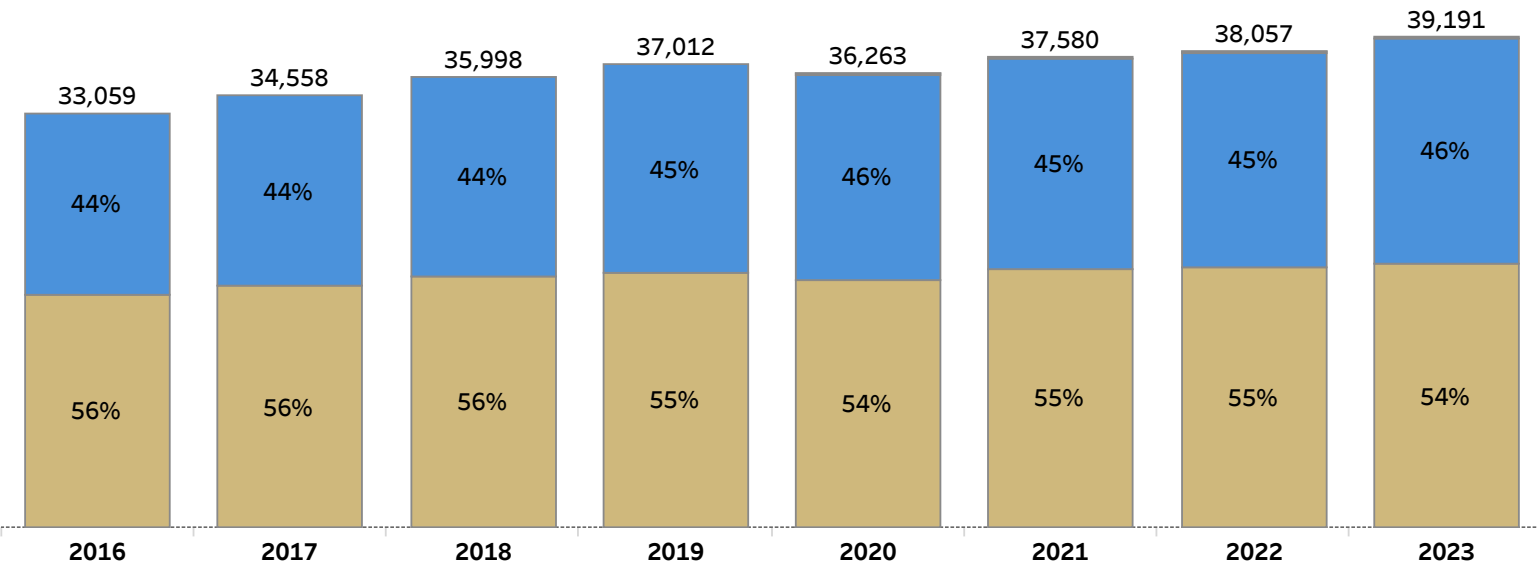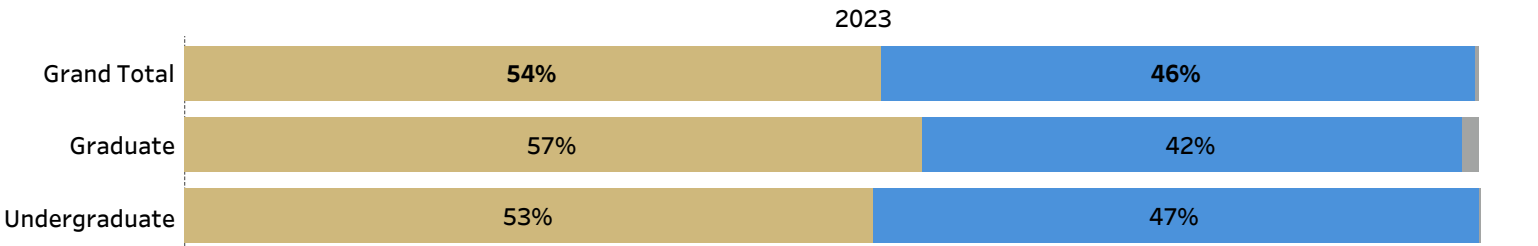
			2016	2017	2018	2019	2020	2021	2022	2023
Boulder	Graduate	Female	2,396	2,521	2,685	2,777	2,851	3,117	3,128	3,143
		Male	3,245	3,370	3,510	3,562	3,616	3,969	4,213	4,296
		Not Reported or X					1	18	45	96
		Total	5,641	5,891	6,195	6,339	6,468	7,104	7,386	7,535
	Undergraduate	Female	12,129	12,663	13,319	13,947	13,658	13,766	14,118	14,792
		Male	15,289	16,004	16,484	16,726	16,137	16,705	16,546	16,858
		Not Reported or X						5	7	6
		Total	27,418	28,667	29,803	30,673	29,795	30,476	30,671	31,656
	Total		33,059	34,558	35,998	37,012	36,263	37,580	38,057	39,191

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Total enrollment by race/ethnicity, fall term

Campus   Boulder

Level   All

Display   Race (All Races)

Legend:
- International
- More than one race
- American Indian/Alaska Native
- Asian/Asian American
- Black/African American
- Hispanic/Latino
- Native Hawaiian/Pacific Islander
- White/Unknown
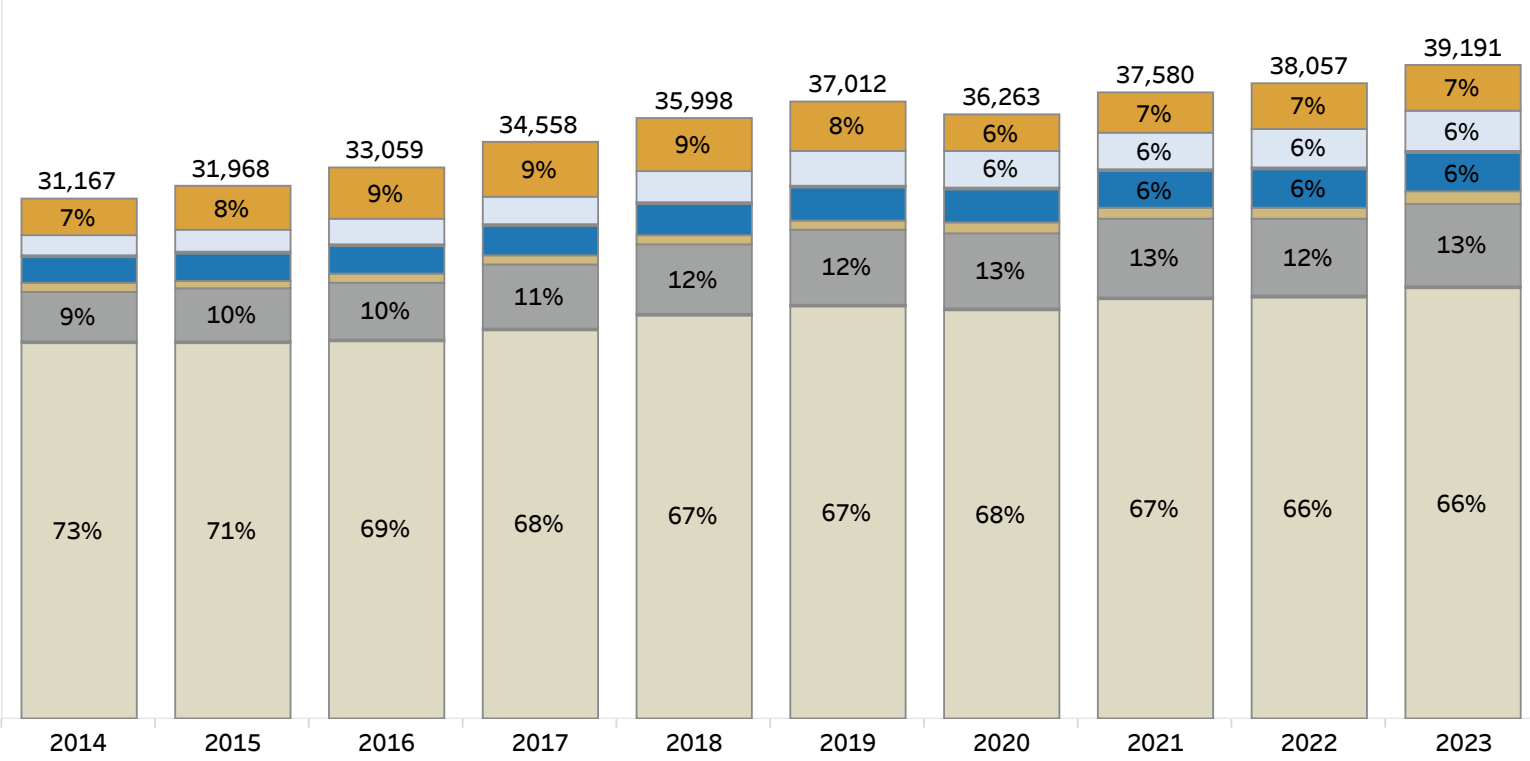
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
International	2,221 7%	2,651 8%	3,111 9%	3,239 9%	3,177 9%	2,990 8%	2,294 6%	2,487 7%	2,763 7%	2,734 7%
More than one race	1,205 4%	1,336 4%	1,491 5%	1,690 5%	1,918 5%	2,067 6%	2,129 6%	2,193 6%	2,279 6%	2,421 6%
American Indian/Alaska Native	102 0%	98 0%	82 0%	79 0%	76 0%	77 0%	75 0%	78 0%	87 0%	85 0%
Asian/Asian American	1,559 5%	1,607 5%	1,701 5%	1,819 5%	1,897 5%	2,026 5%	2,067 6%	2,211 6%	2,308 6%	2,391 6%
Black/African American	483 2%	498 2%	516 2%	550 2%	542 2%	574 2%	620 2%	627 2%	662 2%	718 2%
Hispanic/Latino	2,938 9%	3,155 10%	3,425 10%	3,795 11%	4,145 12%	4,447 12%	4,549 13%	4,751 13%	4,660 12%	4,938 13%
Native Hawaiian/Pacific Islander	23 0%	20 0%	23 0%	22 0%	29 0%	32 0%	25 0%	34 0%	30 0%	38 0%
White/Unknown	22,636 73%	22,603 71%	22,710 69%	23,364 68%	24,214 67%	24,799 67%	24,504 68%	25,199 67%	25,268 66%	25,866 66%
Grand Total	31,167 100%	31,968 100%	33,059 100%	34,558 100%	35,998 100%	37,012 100%	36,263 100%	37,580 100%	38,057 100%	39,191 100%

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Undergraduate enrollment by race/ethnicity, fall term

Campus	Boulder
Level	Undergraduate
Display	Race (All Races)

Legend:
- International
- More than one race
- American Indian/Alaska Native
- Asian/Asian American
- Black/African American
- Hispanic/Latino
- Native Hawaiian/Pacific Islander
- White/Unknown
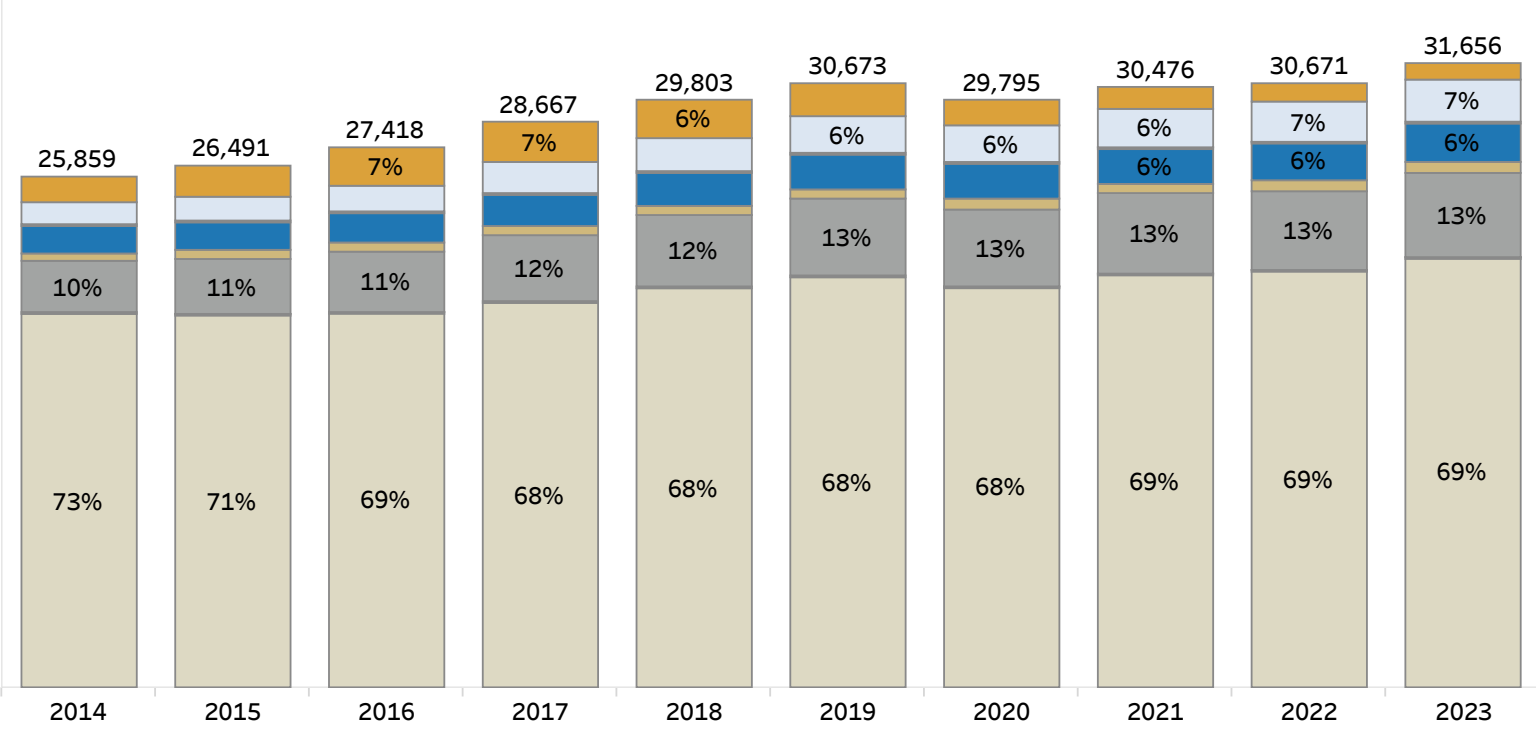
	2014	**2015**	**2016**	**2017**	**2018**	**2019**	**2020**	**2021**	**2022**	**2023**
International	1,294 5%	1,585 6%	1,959 7%	2,058 7%	1,933 6%	1,730 6%	1,254 4%	1,114 4%	988 3%	861 3%
More than one race	1,102 4%	1,220 5%	1,362 5%	1,540 5%	1,733 6%	1,866 6%	1,918 6%	1,940 6%	1,999 7%	2,130 7%
American Indian/Alaska Native	69 0%	75 0%	57 0%	52 0%	47 0%	41 0%	32 0%	33 0%	48 0%	57 0%
Asian/Asian American	1,391 5%	1,433 5%	1,503 5%	1,608 6%	1,682 6%	1,784 6%	1,795 6%	1,865 6%	1,897 6%	1,963 6%
Black/African American	411 2%	429 2%	445 2%	472 2%	463 2%	488 2%	520 2%	494 2%	535 2%	578 2%
Hispanic/Latino	2,605 10%	2,805 11%	3,069 11%	3,374 12%	3,634 12%	3,914 13%	3,942 13%	4,050 13%	3,992 13%	4,256 13%
Native Hawaiian/Pacific Islander	17 0%	17 0%	19 0%	20 0%	26 0%	31 0%	23 0%	30 0%	28 0%	35 0%
White/Unknown	18,970 73%	18,927 71%	19,004 69%	19,543 68%	20,285 68%	20,819 68%	20,311 68%	20,950 69%	21,184 69%	21,776 69%
Grand Total	25,859 100%	26,491 100%	27,418 100%	28,667 100%	29,803 100%	30,673 100%	29,795 100%	30,476 100%	30,671 100%	31,656 100%

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Graduate enrollment by race/ethnicity, fall term

Campus **Boulder**

Level **Graduate**

Display **Race (All Races)**

Legend:
- International
- More than one race
- American Indian/Alaska Native
- Asian/Asian American
- Black/African American
- Hispanic/Latino
- Native Hawaiian/Pacific Islander
- White/Unknown
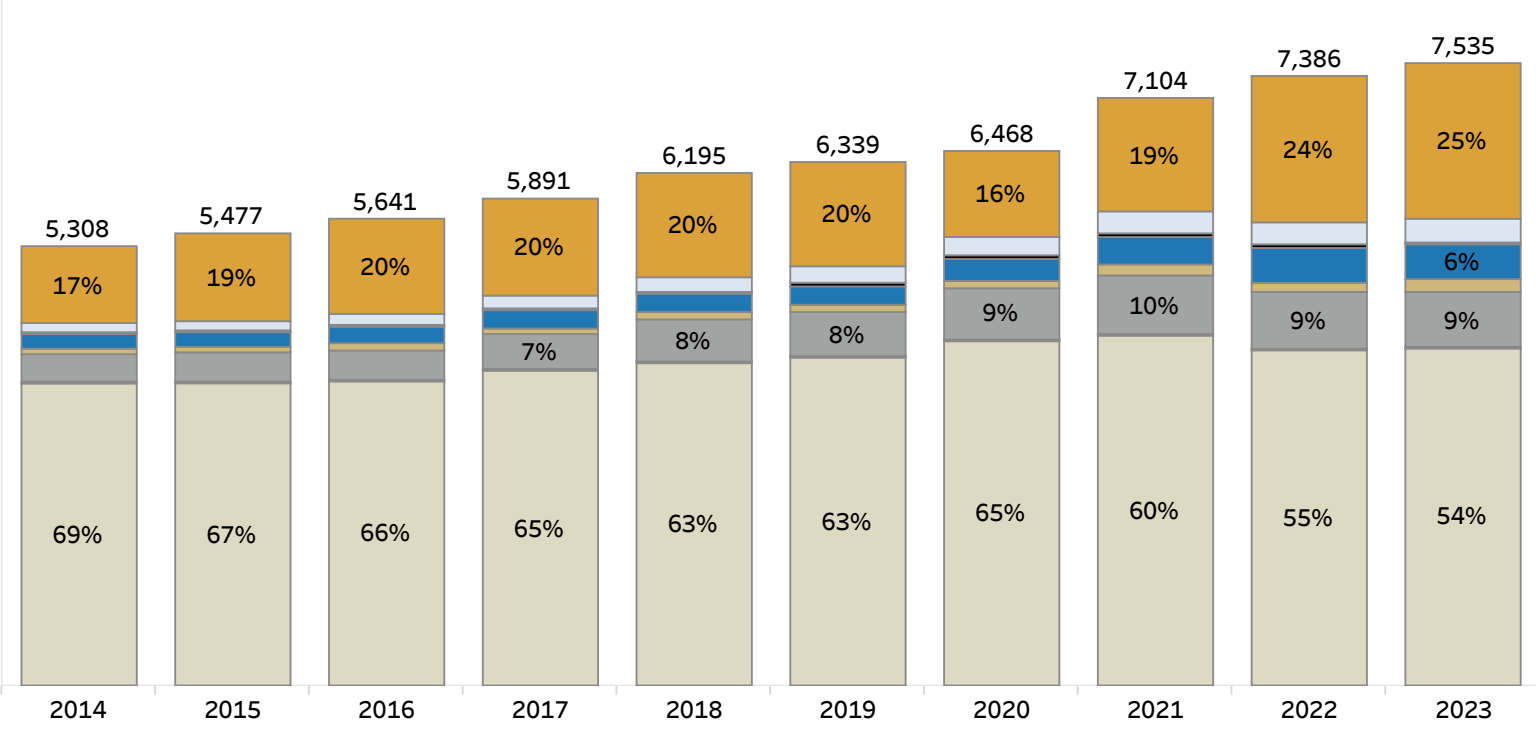
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
International	927 17%	1,066 19%	1,152 20%	1,181 20%	1,244 20%	1,260 20%	1,040 16%	1,373 19%	1,775 24%	1,873 25%
More than one race	103 2%	116 2%	129 2%	150 3%	185 3%	201 3%	211 3%	253 4%	280 4%	291 4%
American Indian/Alaska Native	33 1%	23 0%	25 0%	27 0%	29 0%	36 1%	43 1%	45 1%	39 1%	28 0%
Asian/Asian American	168 3%	174 3%	198 4%	211 4%	215 3%	242 4%	272 4%	346 5%	411 6%	428 6%
Black/African American	72 1%	69 1%	71 1%	78 1%	79 1%	86 1%	100 2%	133 2%	127 2%	140 2%
Hispanic/Latino	333 6%	350 6%	356 6%	421 7%	511 8%	533 8%	607 9%	701 10%	668 9%	682 9%
Native Hawaiian/Pacific Islander	6 0%	3 0%	4 0%	2 0%	3 0%	1 0%	2 0%	4 0%	2 0%	3 0%
White/Unknown	3,666 69%	3,676 67%	3,706 66%	3,821 65%	3,929 63%	3,980 63%	4,193 65%	4,249 60%	4,084 55%	4,090 54%
Grand Total	5,308 100%	5,477 100%	5,641 100%	5,891 100%	6,195 100%	6,339 100%	6,468 100%	7,104 100%	7,386 100%	7,535 100%

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Enrollment of International Students

Campus: Boulder

Level: All

Legend: ■ Graduate ■ Undergraduate

		2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Boulder	Graduate	927 42%	1,066 40%	1,152 37%	1,181 36%	1,244 39%	1,260 42%	1,040 45%	1,373 55%	1,775 64%	1,873 69%
	Undergraduate	1,294 58%	1,585 60%	1,959 63%	2,058 64%	1,933 61%	1,730 58%	1,254 55%	1,114 45%	988 36%	861 31%
	Total	2,221 100%	2,651 100%	3,111 100%	3,239 100%	3,177 100%	2,990 100%	2,294 100%	2,487 100%	2,763 100%	2,734 100%

University of Colorado
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Enrollment of Students with Disabilities

Campus   Boulder   ☐ Boulder

Boulder

Year	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Value	1,299	1,322	1,702	1,888	2,370	2,645	2,603	3,900	3,584	3,843
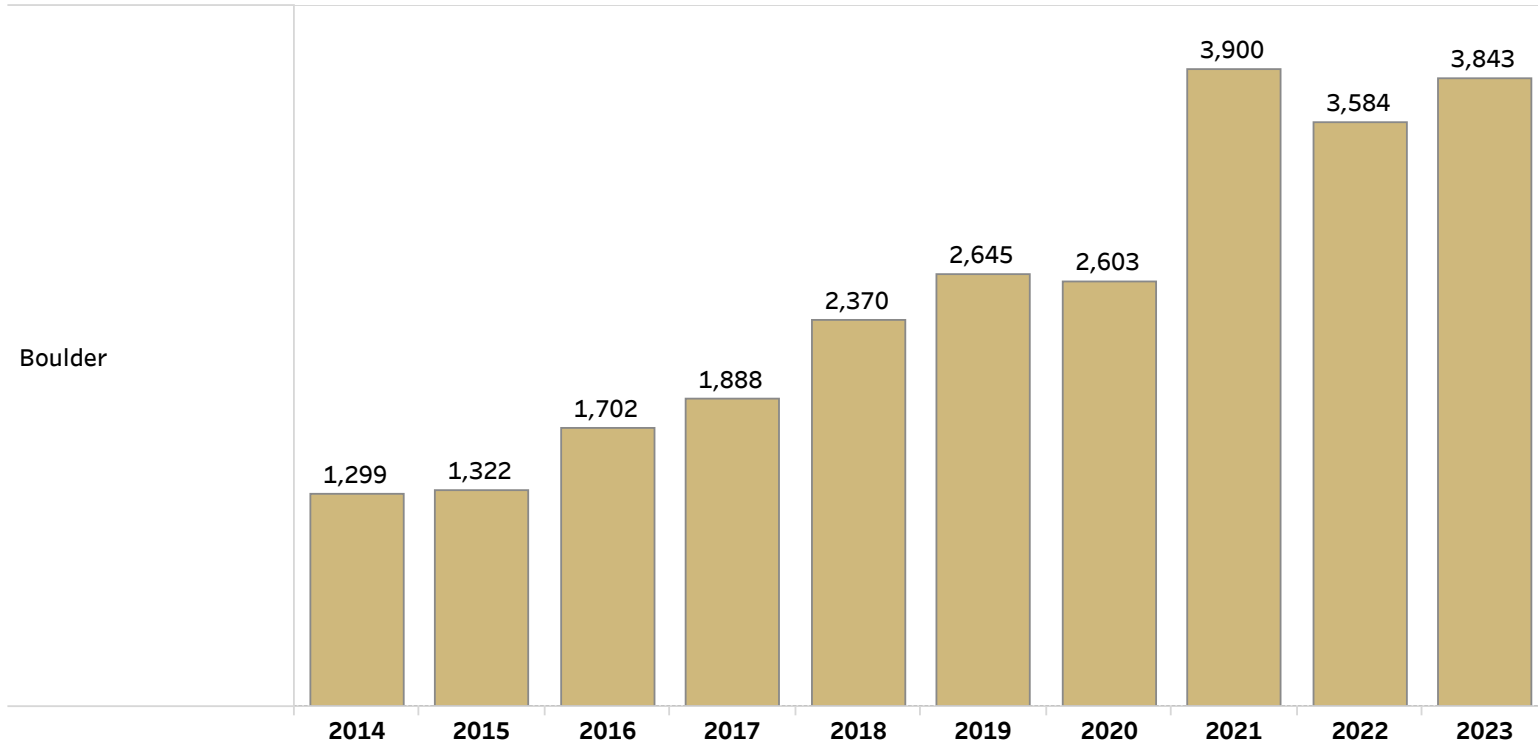
Students with Reported Disabilities

Boulder	1,299	1,322	1,702	1,888	2,370	2,645	2,603	3,900	3,584	3,843

% Students with Reported Disabilities

Boulder	5.0%	5.0%	6.2%	6.6%	8.0%	8.6%	8.7%	12.8%	11.7%	12.1%

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Note: Number of undergraduates registered
with Office of Disability Services

Estimated Enrollment of First Generation Students

Campus   Boulder   ■ Boulder

Boulder

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
(bar values)	2,839	3,340	3,725	4,106	5,056	5,133	4,834	4,561	4,531	4,762
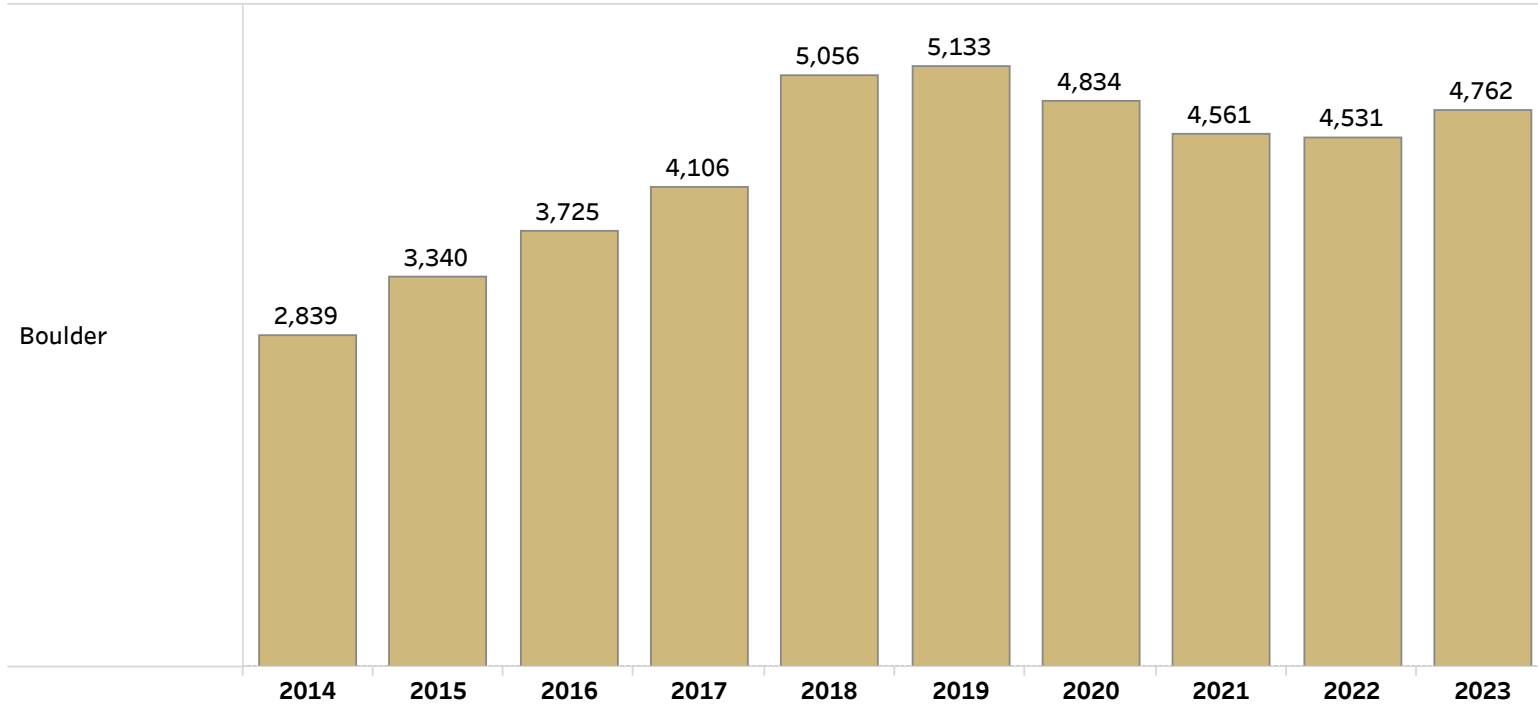
First Generation

Boulder	2,839	3,340	3,725	4,106	5,056	5,133	4,834	4,561	4,531	4,762

% of Total UG Enrollment

Boulder	11.0%	12.6%	13.6%	14.3%	17.0%	16.7%	16.2%	15.0%	14.8%	15.0%

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

Enrollment of Federal Pell Grant Recipients

Campus   Boulder   ■ Boulder

Boulder

| | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 |
| | 4,570 | 4,156 | 4,442 | 4,762 | 4,747 | 4,758 | 4,592 | 4,486 | 4,514 | 4,632 |
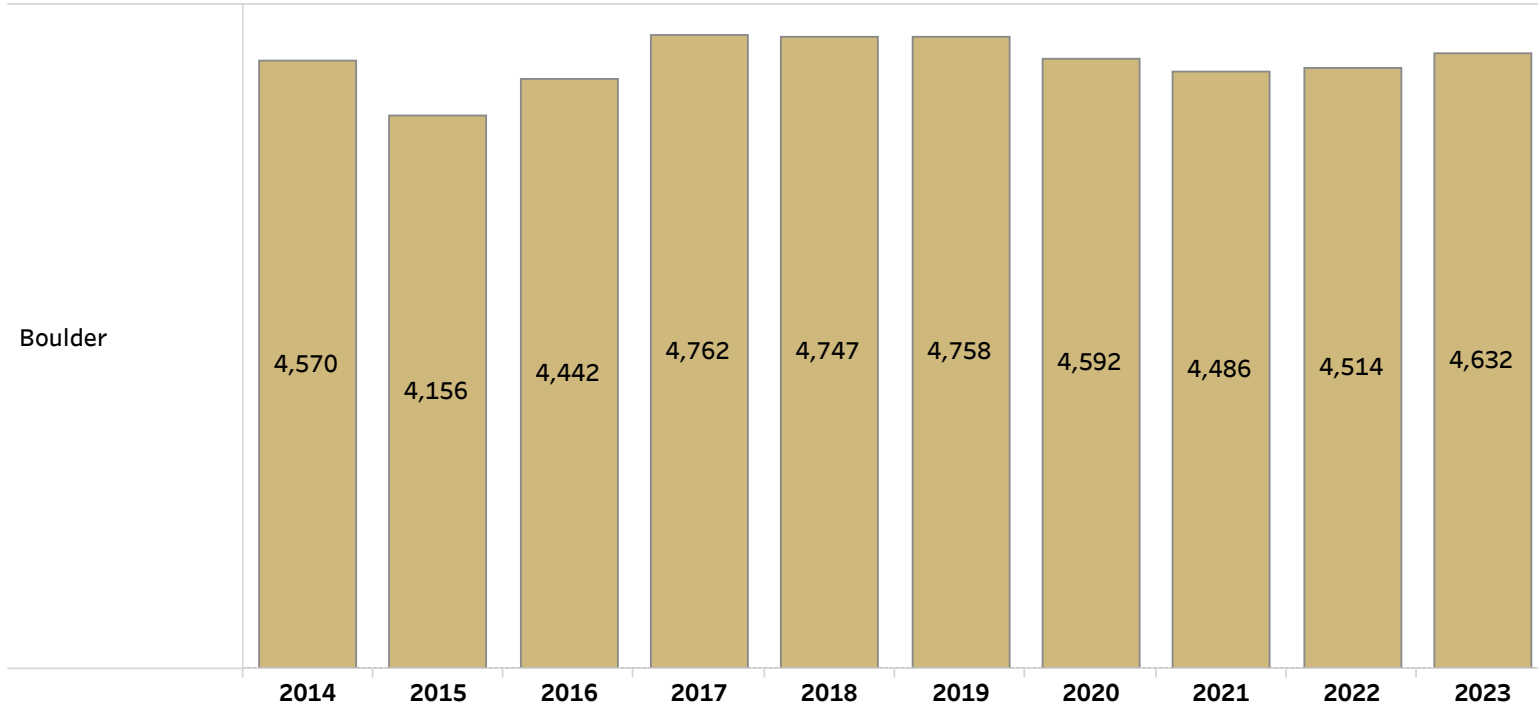
Pell Recipients

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Boulder	4,570	4,156	4,442	4,762	4,747	4,758	4,592	4,486	4,514	4,632

% Pell Recipients of Undergraduates

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Boulder	18%	16%	16%	17%	16%	22%	15%	15%	15%	15%

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Note: Enrollment limited to students receiving a Federal Pell grant any time during enrollment.

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Enrollment of Veterans and Military Dependents

Campus   Boulder

■ Graduate   ■ Undergraduate
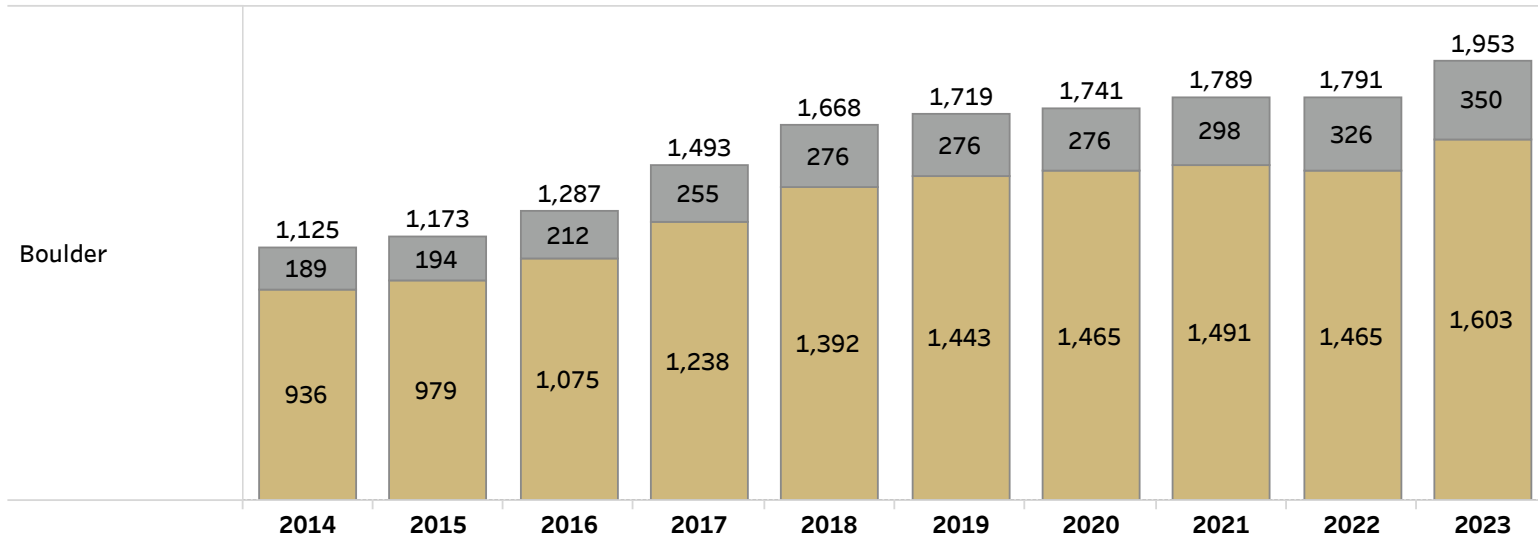
Military & Dependents

		2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Boulder	Graduate	189	194	212	255	276	276	276	298	326	350
	Undergraduate	936	979	1,075	1,238	1,392	1,443	1,465	1,491	1,465	1,603
	Total	1,125	1,173	1,287	1,493	1,668	1,719	1,741	1,789	1,791	1,953

% Military & Dependents

		2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Boulder	Graduate	4%	4%	4%	4%	4%	4%	4%	4%	4%	5%
	Undergraduate	4%	4%	4%	4%	5%	5%	5%	5%	5%	5%
	Total	4%	4%	4%	4%	5%	5%	5%	5%	5%	5%

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Boulder | Colorado Springs | Denver | Anschutz Medical Campus

Note: Military Affiliation includes people who are currently serving or have served in the US Armed Forces, including ROTC, and their dependents.

Resident first-time undergraduate enrollment by race/ethnicity

Campus   Boulder

Legend:
- International
- More than one race
- American Indian/Native American
- Asian/Asian American
- Black/African American
- Hispanic or Latino
- Native Hawaiian or Pacific Islander
- Unspecified
- White
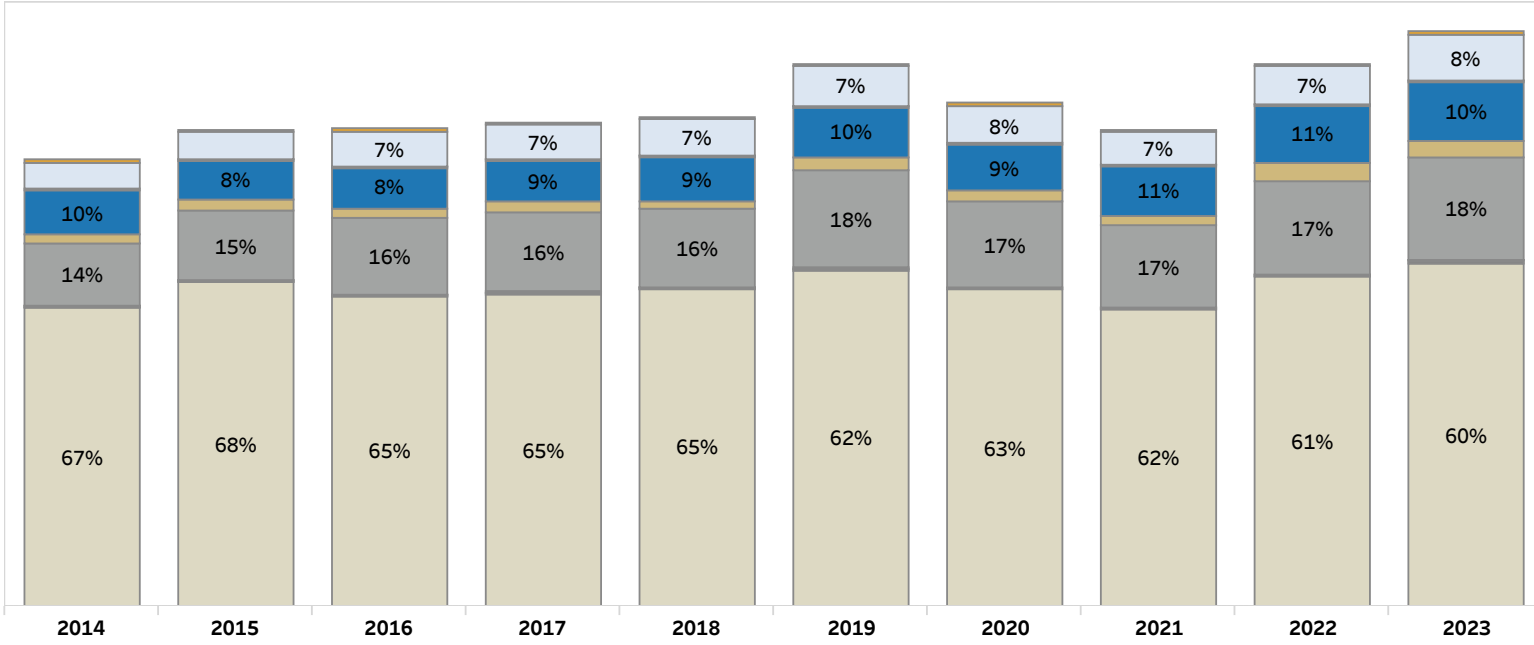
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
International	25 1%	15 0%	18 1%	7 0%	14 0%	10 0%	16 0%	12 0%	12 0%	22 1%
More than one race	175 6%	178 6%	239 7%	233 7%	236 7%	265 7%	254 8%	219 7%	260 7%	310 8%
American Indian/Native American	6 0%	4 0%	4 0%	4 0%	1 0%	3 0%	2 0%	2 0%	5 0%	3 0%
Asian/Asian American	301 10%	266 8%	271 8%	284 9%	306 9%	348 10%	309 9%	339 11%	386 11%	401 10%
Black/African American	63 2%	70 2%	65 2%	73 2%	53 2%	81 2%	78 2%	71 2%	117 3%	111 3%
Hispanic or Latino	415 14%	471 15%	508 16%	524 16%	520 16%	653 18%	573 17%	545 17%	623 17%	687 18%
Native Hawaiian or Pacific Islander	1 0%	1 0%	2 0%	4 0%	2 0%	1 0%		2 0%	4 0%	1 0%
Unspecified	7 0%	7 0%	5 0%	7 0%	4 0%	5 0%	10 0%	13 0%	8 0%	16 0%
White	1,993 67%	2,166 68%	2,077 65%	2,089 65%	2,124 65%	2,250 62%	2,116 63%	1,978 62%	2,206 61%	2,291 60%
Grand Total	2,986 100%	3,178 100%	3,189 100%	3,225 100%	3,260 100%	3,616 100%	3,358 100%	3,181 100%	3,621 100%	3,842 100%

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Resident first-time undergraduate enrollment by region

Campus   Boulder

	Eastern Mountains		Western Slope
Eastern Plains		Unknown
Front Range	
San Luis Valley	

Fall Term 2023

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	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Eastern Mountains	16	30	22	21	17	20	14	8	15	25
	1%	1%	1%	1%	1%	1%	0%	0%	0%	1%
Eastern Plains	16	22	16	25	13	22	12	16	12	25
	1%	1%	1%	1%	0%	1%	0%	1%	0%	1%
Front Range	2,751	2,913	2,940	2,936	3,004	3,301	3,098	2,912	3,351	3,536
	92%	92%	92%	91%	92%	91%	92%	92%	93%	92%
San Luis Valley	7	2	6	4	4	4	3	2	3	13
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Western Slope	182	196	187	225	208	253	218	226	232	229
	6%	6%	6%	7%	6%	7%	6%	7%	6%	6%
Unknown	14	15	18	14	14	16	13	17	8	14
	0%	0%	1%	0%	0%	0%	0%	1%	0%	0%
Grand Total	2,986	3,178	3,189	3,225	3,260	3,616	3,358	3,181	3,621	3,842
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

University of Colorado
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Note: Enrollment based on first-time undergraduates with available high school location data.

Resident first-time undergraduate enrollment by metropolitan and non-metropolitan areas

Campus   Boulder

■ Boulder	■ Grand Junction	■ Unknown
■ Colorado Springs	■ Greeley	
■ Denver	□ Non-Metro	
■ Ft Collins	■ Pueblo	

Fall Term 2023

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	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Boulder	668	610	533	577	628	667	670	640	680	733
	22%	19%	17%	18%	19%	18%	20%	20%	19%	19%
Colorado Springs	248	320	285	271	264	247	239	220	299	226
	8%	10%	9%	8%	8%	7%	7%	7%	8%	6%
Denver	1,591	1,758	1,863	1,803	1,813	2,118	1,938	1,780	2,028	2,236
	53%	55%	58%	56%	56%	59%	58%	56%	56%	58%
Ft Collins	139	120	160	150	168	132	144	138	203	187
	5%	4%	5%	5%	5%	4%	4%	4%	6%	5%
Grand Junction	25	41	29	26	17	25	15	27	22	26
	1%	1%	1%	1%	1%	1%	0%	1%	1%	1%
Greeley	101	97	89	123	109	117	108	124	126	140
	3%	3%	3%	4%	3%	3%	3%	4%	3%	4%
Non-Metro	185	191	188	238	218	260	220	215	232	253
	6%	6%	6%	7%	7%	7%	7%	7%	6%	7%
Pueblo	15	26	24	23	29	34	11	20	23	27
	1%	1%	1%	1%	1%	1%	0%	1%	1%	1%
Unknown	14	15	18	14	14	16	13	17	8	14
	0%	0%	1%	0%	0%	0%	0%	1%	0%	0%
Grand Total	2,986	3,178	3,189	3,225	3,260	3,616	3,358	3,181	3,621	3,842
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

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Note: Enrollment based on first-time undergraduates with available high school location data.

First-Year to Second-Year Retention Rates by Race/Ethnicity

Campus   Boulder

■ White
■ Students of Color

Boulder

	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
White	84%	86%	87%	88%	88%	87%	85%	88%	89%	90%
Students of Color	83%	84%	84%	86%	86%	85%	85%	86%	85%	87%

Boulder			2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Boulder	White	Cohort	4,166	3,977	4,233	4,222	4,409	4,552	4,820	4,291	4,556	4,789
		Retained	3,499	3,420	3,681	3,703	3,868	3,980	4,090	3,787	4,068	4,317
		RetRate	84%	86%	87%	88%	88%	87%	85%	88%	89%	90%
	Students of Color	Cohort	1,326	1,435	1,506	1,657	1,724	1,760	1,987	1,778	1,883	1,996
		Retained	1,101	1,210	1,272	1,424	1,491	1,492	1,696	1,521	1,594	1,735
		RetRate	83%	84%	84%	86%	86%	85%	85%	86%	85%	87%

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Note: Cohorts include first-time, full-time students entering in the fall term.

Undergraduate Six-Year Graduation Rates by Race/Ethnicity

Campus   Boulder

■ White
■ Students of Color

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
White	71%	73%	71%	70%	72%	70%	75%	75%	76%	76%
Students of Color	65%	66%	66%	62%	66%	65%	66%	70%	72%	73%
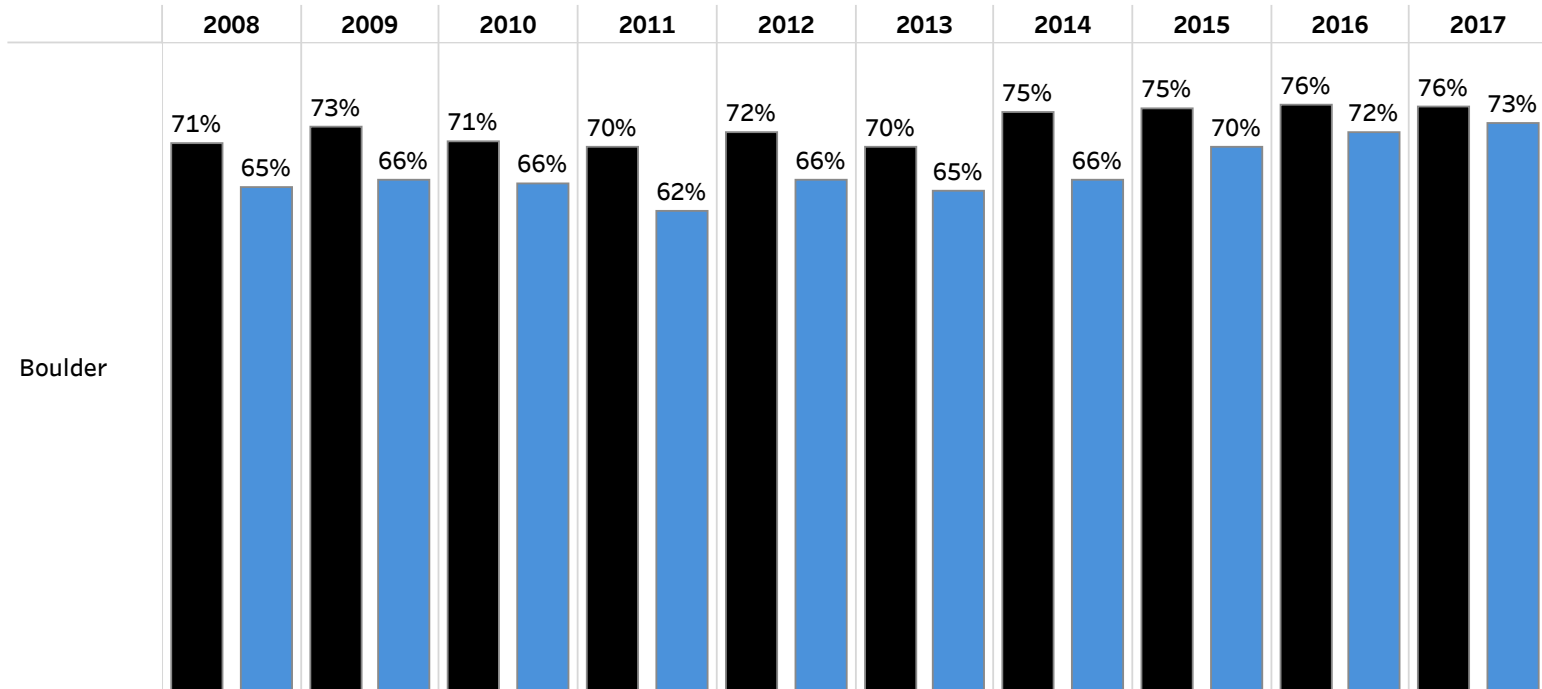
			2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Boulder	White	Cohort	4,823	4,550	4,060	4,392	4,050	4,169	3,966	4,233	4,226	4,414
		Graduated	3,425	3,321	2,890	3,092	2,930	2,937	2,975	3,194	3,208	3,341
		GradRate	71%	73%	71%	70%	72%	70%	75%	75%	76%	76%
	Students of Color	Cohort	936	903	1,005	1,144	1,201	1,332	1,451	1,518	1,666	1,734
		Graduated	610	598	660	712	795	863	962	1,070	1,207	1,274
		GradRate	65%	66%	66%	62%	66%	65%	66%	70%	72%	73%

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Note: Cohorts include first-time, full-time students entering in the fall term.

Bachelor degree recipients by race/ethnicity, fiscal year

Campus: Boulder
Level: Undergraduate
Display: Race (All Races)

Legend:
- International
- More than one race
- American Indian/Alaska Native
- Asian/Asian American
- Black/African American
- Hispanic/Latino
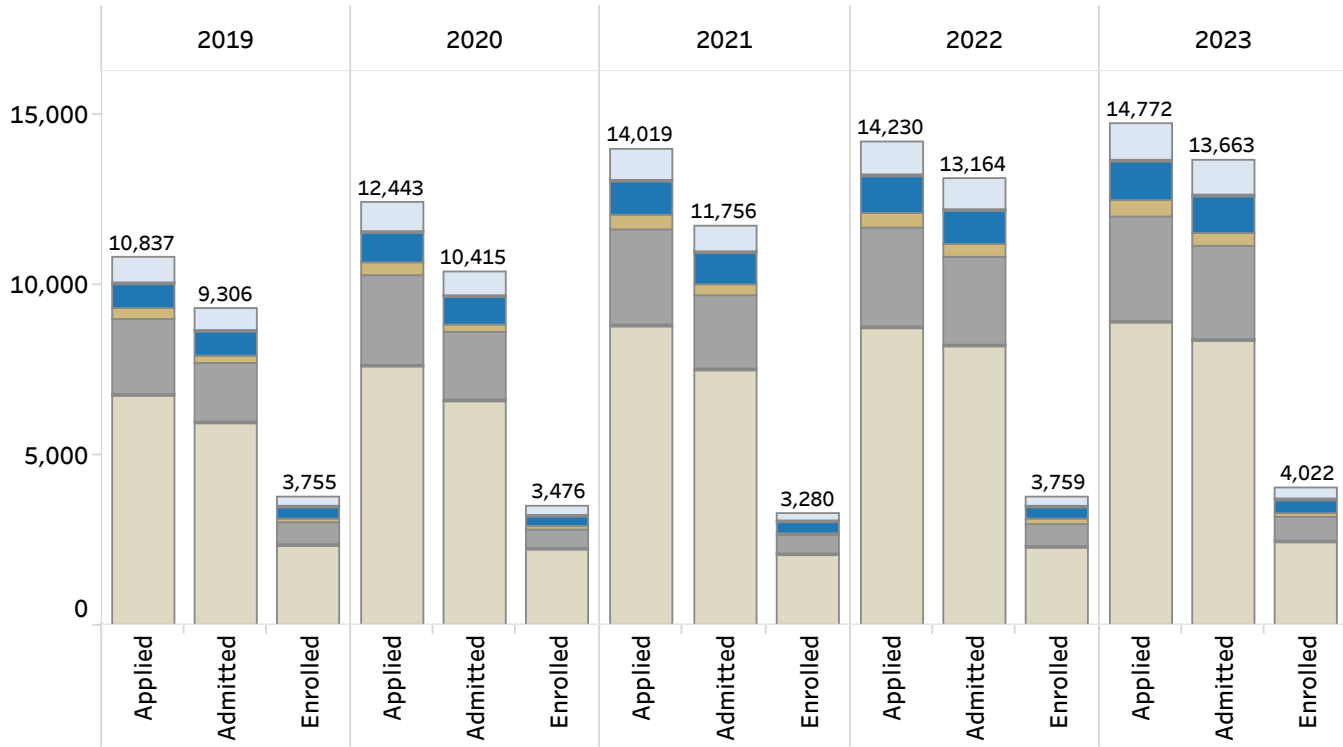- Native Hawaiian/Pacific Islander
- White/Unknown
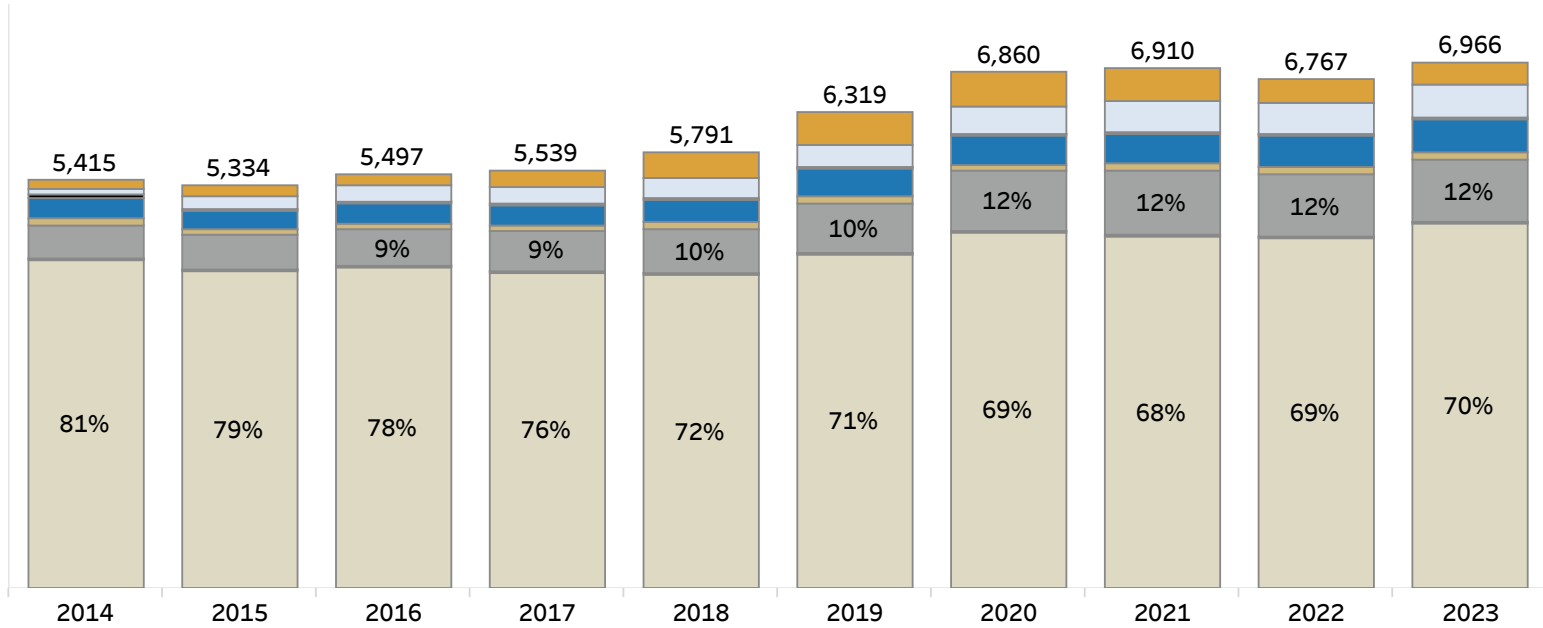
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
International	106 2%	145 3%	157 3%	225 4%	342 6%	429 7%	476 7%	437 6%	339 5%	285 4%
More than one race	94 2%	166 3%	206 4%	219 4%	277 5%	301 5%	359 5%	431 6%	406 6%	448 6%
American Indian/Alaska Native	27 0%	19 0%	15 0%	19 0%	15 0%	11 0%	9 0%	9 0%	5 0%	4 0%
Asian/Asian American	286 5%	247 5%	291 5%	273 5%	308 5%	376 6%	394 6%	392 6%	436 6%	440 6%
Black/African American	83 2%	72 1%	59 1%	73 1%	85 1%	90 1%	92 1%	106 2%	79 1%	100 1%
Hispanic/Latino	438 8%	445 8%	497 9%	517 9%	586 10%	654 10%	792 12%	854 12%	835 12%	820 12%
Native Hawaiian/Pacific Islander	1 0%	2 0%	4 0%	4 0%	2 0%	1 0%	6 0%	5 0%	6 0%	5 0%
White/Unknown	4,380 81%	4,238 79%	4,268 78%	4,209 76%	4,176 72%	4,457 71%	4,732 69%	4,676 68%	4,661 69%	4,864 70%
Grand Total	5,415 100%	5,334 100%	5,497 100%	5,539 100%	5,791 100%	6,319 100%	6,860 100%	6,910 100%	6,767 100%	6,966 100%

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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).

Graduate and Professional degree recipients by race/ethnicity, fiscal year

Campus: Boulder

Level: Multiple values

Display: Race (All Races)

Legend:
- International
- More than one race
- American Indian/Alaska Native
- Asian/Asian American
- Black/African American
- Hispanic/Latino
- Native Hawaiian/Pacific Islander
- White/Unknown
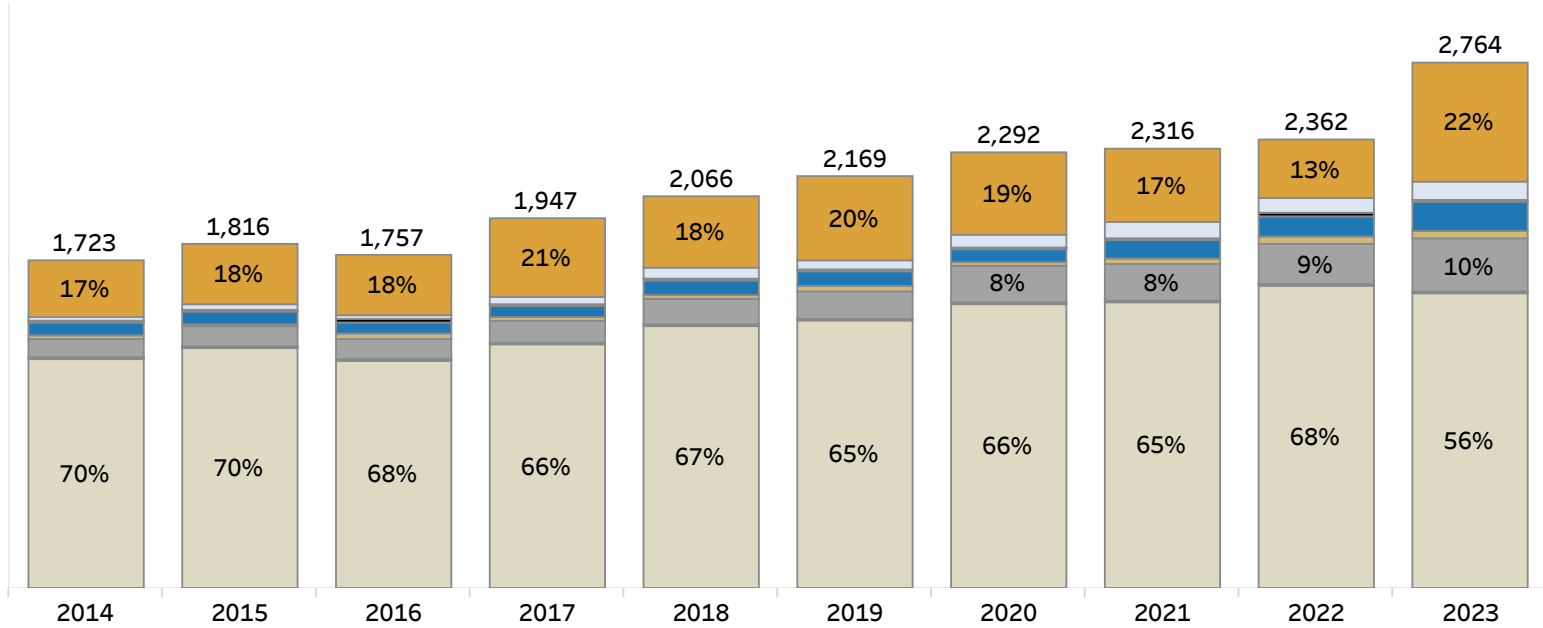
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
International	295 17%	320 18%	320 18%	412 21%	378 18%	443 20%	432 19%	392 17%	313 13%	619 22%
More than one race	19 1%	27 1%	22 1%	38 2%	61 3%	51 2%	65 3%	80 3%	75 3%	100 4%
American Indian/Alaska Native	13 1%	12 1%	13 1%	6 0%	7 0%	10 0%	6 0%	11 0%	16 1%	13 0%
Asian/Asian American	66 4%	64 4%	66 4%	64 3%	81 4%	77 4%	74 3%	96 4%	107 5%	155 6%
Black/African American	23 1%	15 1%	23 1%	22 1%	18 1%	27 1%	20 1%	33 1%	37 2%	33 1%
Hispanic/Latino	92 5%	108 6%	111 6%	115 6%	129 6%	144 7%	187 8%	195 8%	215 9%	285 10%
Native Hawaiian/Pacific Islander	2 0%	1 0%	1 0%	2 0%	0 0%	2 0%	0 0%	0 0%	1 0%	2 0%
White/Unknown	1,213 70%	1,269 70%	1,201 68%	1,288 66%	1,392 67%	1,415 65%	1,508 66%	1,509 65%	1,598 68%	1,557 56%
Grand Total	1,723 100%	1,816 100%	1,757 100%	1,947 100%	2,066 100%	2,169 100%	2,292 100%	2,316 100%	2,362 100%	2,764 100%

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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).

Pell Recipients: First-Year to Second-Year Retention Rates

Campus   Boulder

Boulder

	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
	81%	85%	83%	83%	84%	83%	83%	83%	81%	84%

		2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Boulder	Cohort	996	950	975	924	999	942	1,094	879	922	1,086
	Retained	806	803	806	766	842	782	904	731	745	911
	RetRate	81%	85%	83%	83%	84%	83%	83%	83%	81%	84%

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Note: Enrollment limited to students receiving a Federal Pell grant any time during enrollment.

Pell Recipients: Bachelor degree recipients by fiscal year

Campus   Boulder   ▢ Boulder

Year	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Boulder	1,348	1,361	1,328	1,251	1,334	1,449	1,444	1,574	1,458	1,481
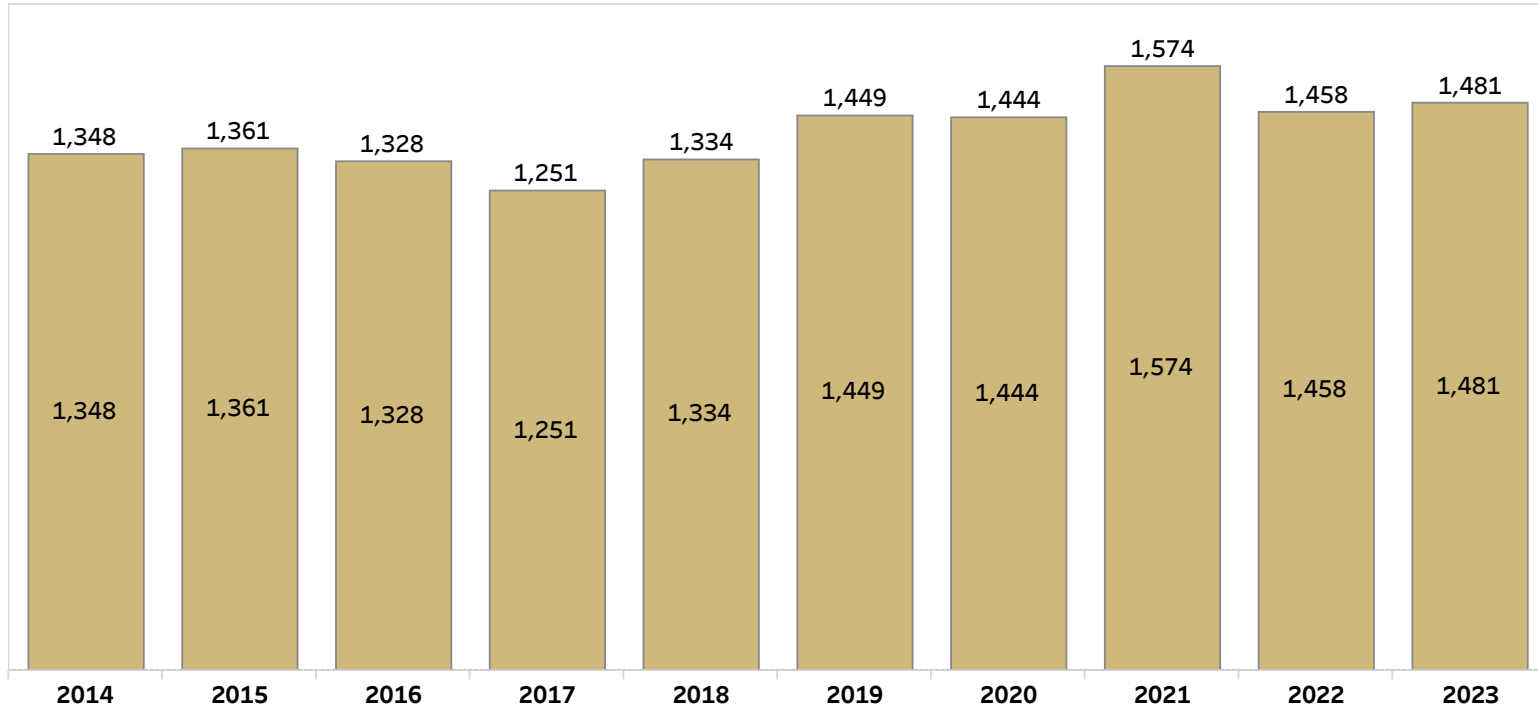
Bachelor's Degrees to Pell Recipients

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Boulder	1,348	1,361	1,328	1,251	1,334	1,449	1,444	1,574	1,458	1,481

% Pell Recipients of Undergraduates

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Boulder	25%	26%	24%	23%	23%	23%	21%	23%	22%	21%

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Note: Enrollment limited to students receiving a Federal Pell grant any time during enrollment.

Faculty & Staff by aggregated race/ethnicity, November snapshot

Campus
Boulder

■ People of Color
■ White/Unspecified

Boulder

	2019	2020	2021	2022	2023
Faculty	18% / 82%	18% / 82%	19% / 81%	21% / 79%	22% / 78%
Staff	23% / 77%	23% / 77%	24% / 76%	25% / 75%	26% / 74%
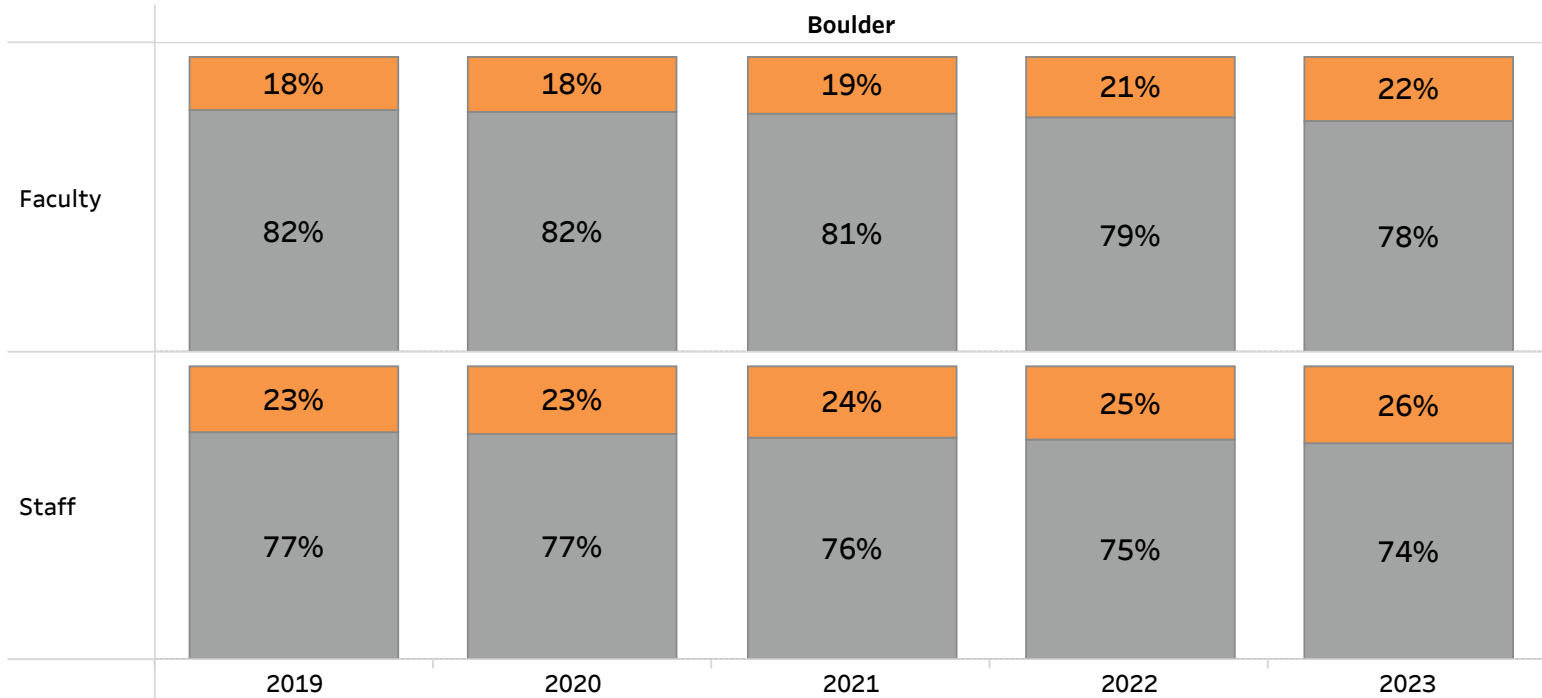
		2019	2020	2021	2022	2023
Faculty	International	295 12%	312 12%	319 12%	307 12%	328 13%
	People of Color	403 16%	419 16%	447 17%	465 18%	471 19%
	White/Unspecified	1,850 73%	1,868 72%	1,852 71%	1,774 70%	1,717 68%
Staff	International	37 1%	43 1%	43 1%	55 1%	64 1%
	People of Color	1,170 23%	1,190 23%	1,235 24%	1,316 25%	1,468 26%
	White/Unspecified	3,965 77%	3,890 76%	3,853 75%	3,989 74%	4,135 73%

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Notes: Includes employees with active and paid leave appointments reported in IPEDS HR Survey. Excludes student and other temporary employees.

Faculty by aggregated race/ethnicity, November snapshot

Campus   Boulder

People of Color
White/Unspecified

Boulder

	2019	2020	2021	2022	2023
Tenured/Tenure Track Faculty	21% / 79%	21% / 79%	22% / 78%	24% / 76%	24% / 76%
Non-Tenure Track Faculty	88%	87%	86%	86%	84%
Research and Public Faculty	84%	84%	81%	80%	80%
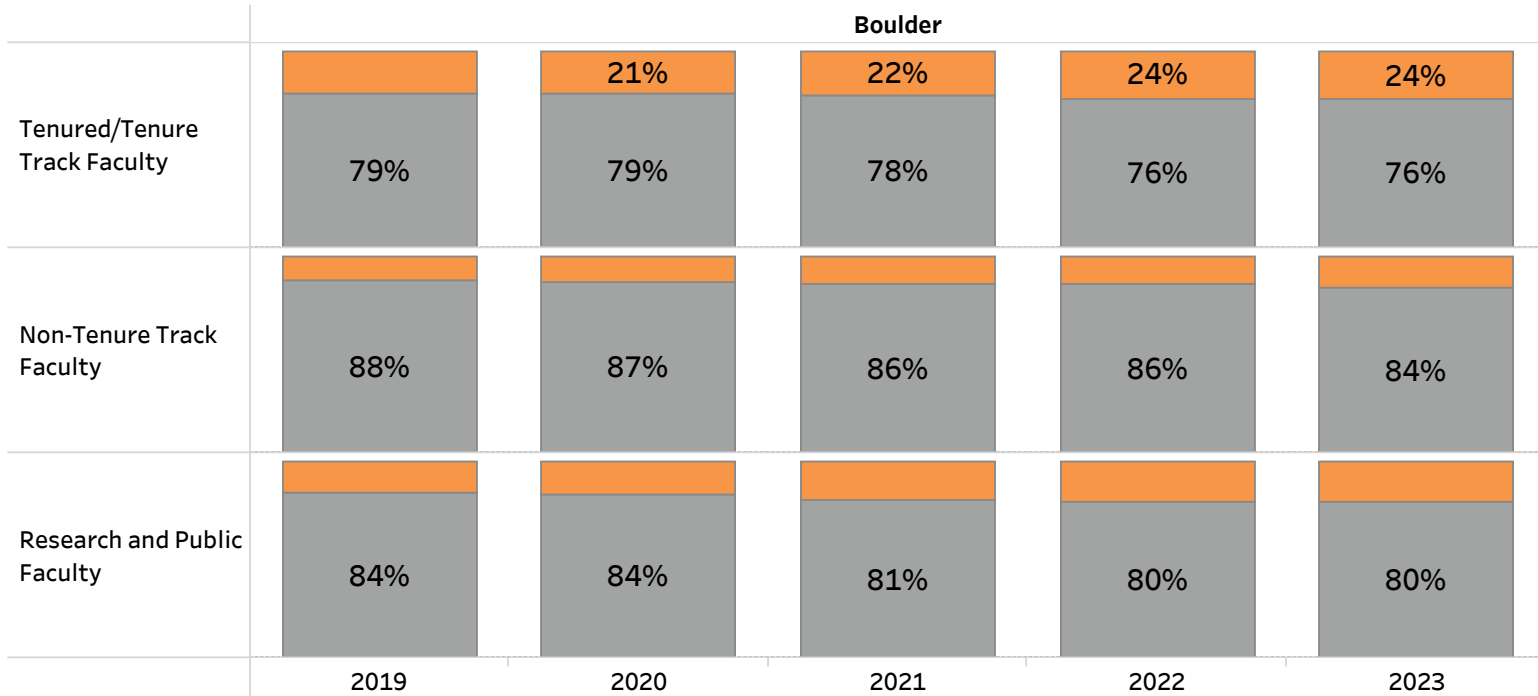
		Faculty				
		Boulder				
		2019	2020	2021	2022	2023
Tenured/Tenure Track Faculty	People of Color	250 21%	259 21%	256 22%	270 24%	276 24%
	White/Unspecified	931 79%	948 79%	919 78%	868 76%	855 76%
Non-Tenure Track Faculty	People of Color	54 12%	58 13%	64 14%	64 14%	70 16%
	White/Unspecified	393 88%	401 87%	406 86%	397 86%	370 84%
Research and Public Faculty	People of Color	99 16%	102 16%	127 19%	131 20%	125 20%
	White/Unspecified	526 84%	519 84%	527 81%	509 80%	492 80%

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Notes: Includes employees with active and paid leave appointments reported in IPEDS HR Survey. Excludes student and other temporary employees.

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Full-Time Faculty + Staff by race/ethnicity, November snapshot

Campus Boulder

Emp Type All

Legend: International, More than one race, American Indian/Alaska Native, Asian/Asian American, Black/African American, Hispanic/Latino, Native Hawaiian/Pacific Islander, White/Unknown
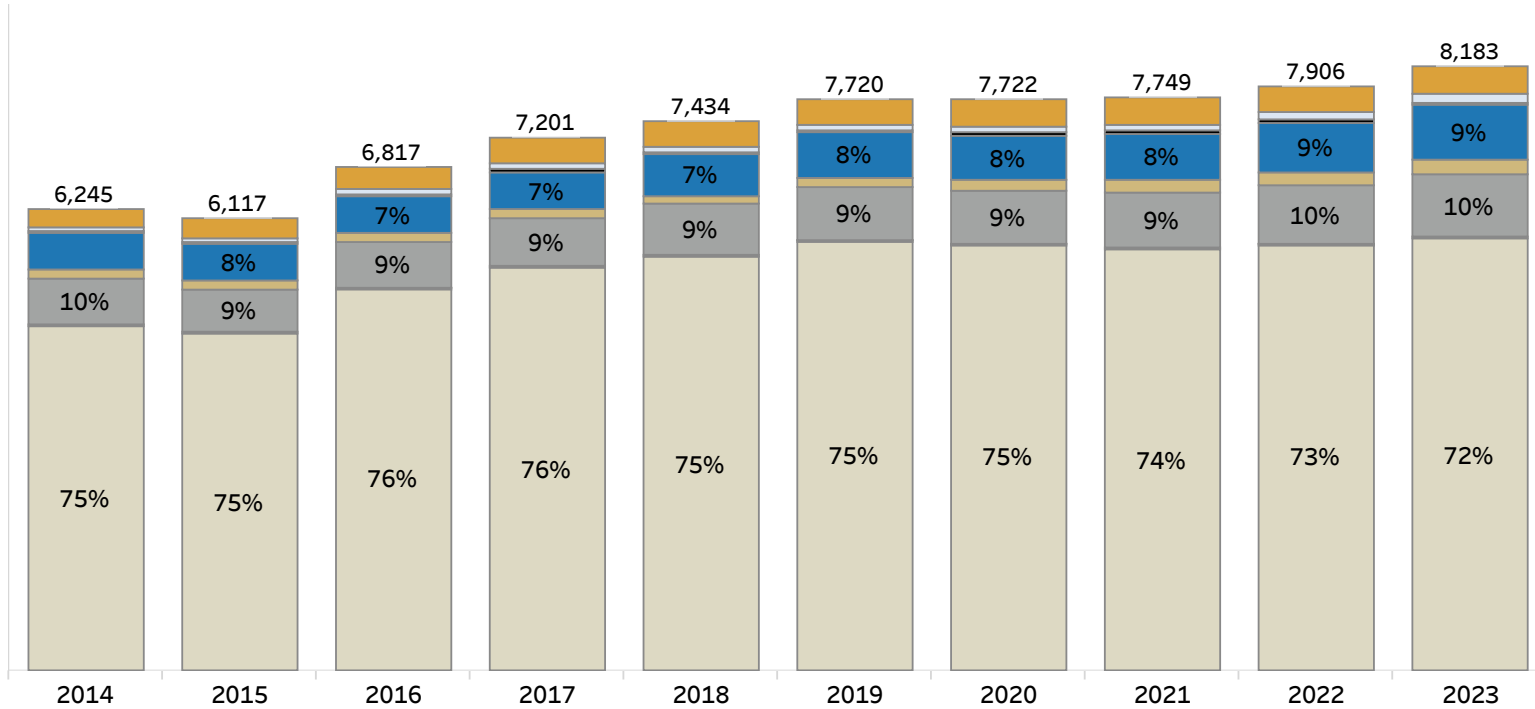
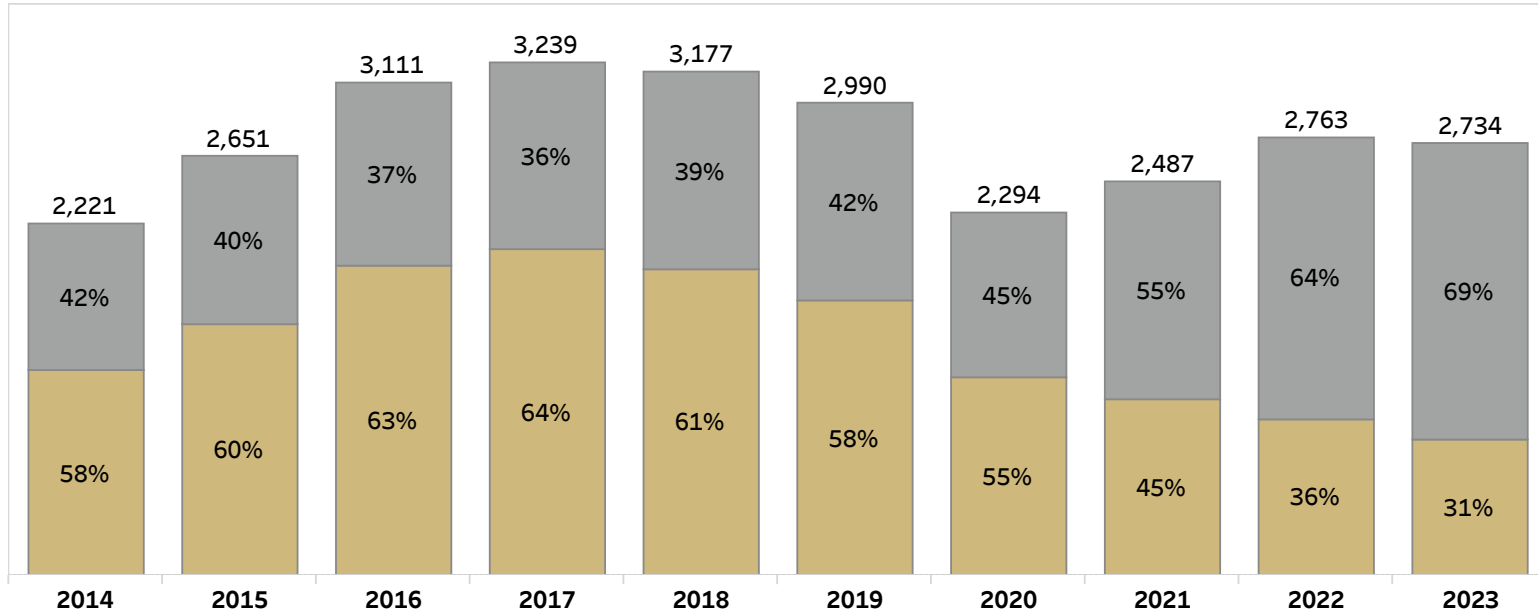|	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
International	262 4%	269 4%	307 5%	348 5%	343 5%	332 4%	355 5%	362 5%	362 5%	392 5%
More than one race	47 1%	52 1%	63 1%	76 1%	78 1%	81 1%	88 1%	94 1%	100 1%	111 1%
American Indian/Alaska Native	29 0%	29 0%	27 0%	31 0%	34 0%	32 0%	38 0%	45 1%	38 0%	37 0%
Asian/Asian American	481 8%	494 8%	507 7%	515 7%	553 7%	612 8%	614 8%	618 8%	681 9%	735 9%
Black/African American	125 2%	121 2%	120 2%	123 2%	121 2%	126 2%	135 2%	167 2%	163 2%	187 2%
Hispanic/Latino	629 10%	580 9%	614 9%	646 9%	688 9%	711 9%	724 9%	731 9%	788 10%	855 10%
Native Hawaiian/Pacific Islander	7 0%	11 0%	10 0%	11 0%	11 0%	11 0%	10 0%	27 0%	11 0%	14 0%
White/Unknown	4,665 75%	4,561 75%	5,169 76%	5,451 76%	5,606 75%	5,815 75%	5,758 75%	5,705 74%	5,763 73%	5,852 72%
Grand Total	6,245 100%	6,117 100%	6,817 100%	7,201 100%	7,434 100%	7,720 100%	7,722 100%	7,749 100%	7,906 100%	8,183 100%

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Notes: Includes employees with active and paid leave appointments reported in IPEDS HR Survey. Excludes student and other temporary employees.

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Full-Time Faculty by race/ethnicity, November snapshot

Campus: Boulder

Emp Type: Faculty

Legend:
- International
- More than one race
- American Indian/Alaska Native
- Asian/Asian American
- Black/African American
- Hispanic/Latino
- Native Hawaiian/Pacific Islander
- White/Unknown
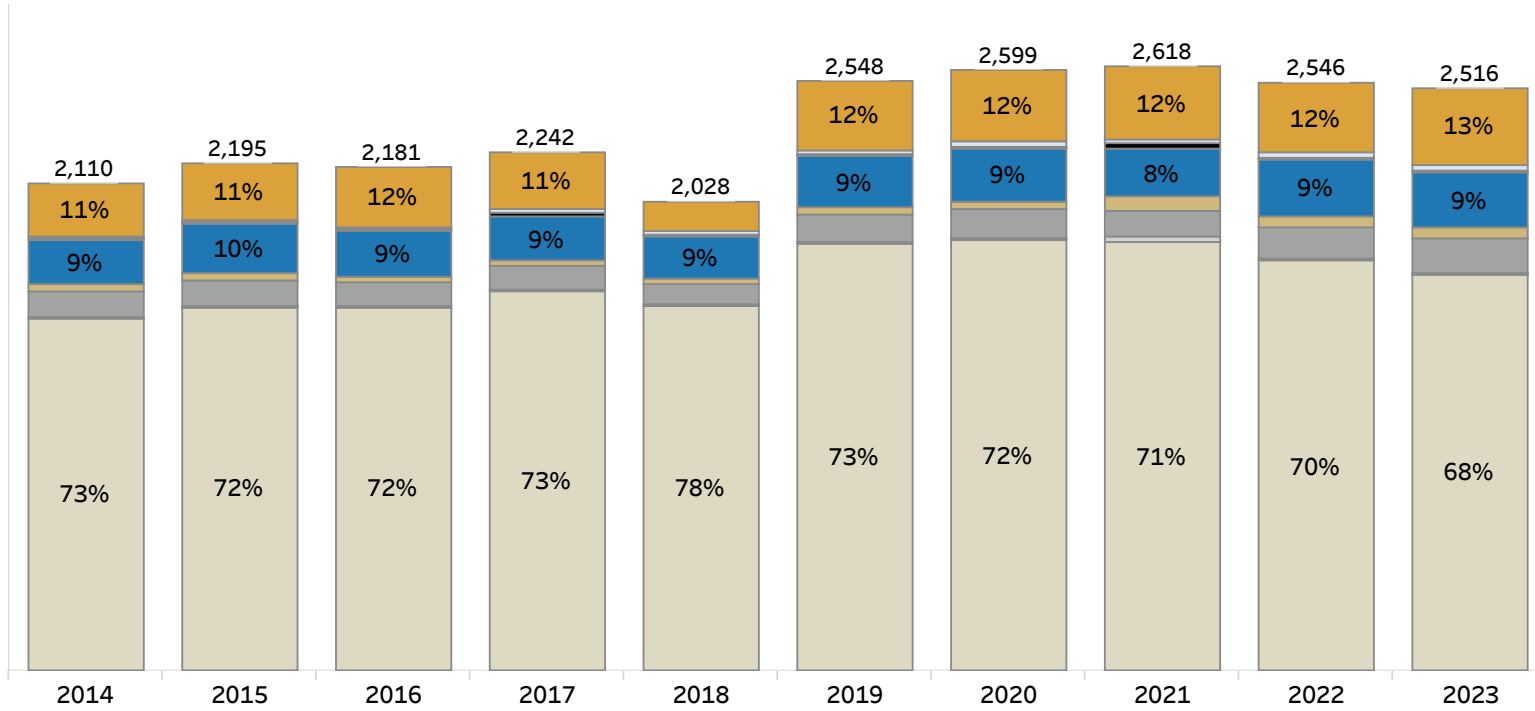
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
International	233 11%	246 11%	260 12%	249 11%	125 6%	295 12%	312 12%	319 12%	307 12%	328 13%
More than one race	5 0%	7 0%	8 0%	16 1%	15 1%	17 1%	18 1%	20 1%	23 1%	26 1%
American Indian/Alaska Native	9 0%	10 0%	11 1%	10 0%	9 0%	8 0%	9 0%	17 1%	8 0%	8 0%
Asian/Asian American	190 9%	213 10%	195 9%	192 9%	181 9%	226 9%	228 9%	211 8%	241 9%	238 9%
Black/African American	32 2%	32 1%	31 1%	27 1%	25 1%	33 1%	36 1%	64 2%	49 2%	47 2%
Hispanic/Latino	110 5%	109 5%	97 4%	98 4%	92 5%	114 4%	123 5%	113 4%	139 5%	146 6%
Native Hawaiian/Pacific Islander	1 0%	4 0%	4 0%	4 0%	4 0%	5 0%	5 0%	22 1%	5 0%	6 0%
White/Unknown	1,530 73%	1,574 72%	1,575 72%	1,646 73%	1,577 78%	1,850 73%	1,868 72%	1,852 71%	1,774 70%	1,717 68%
Grand Total	2,110 100%	2,195 100%	2,181 100%	2,242 100%	2,028 100%	2,548 100%	2,599 100%	2,618 100%	2,546 100%	2,516 100%

University of Colorado
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Notes: Includes employees with active and paid leave appointments reported in IPEDS HR Survey. Excludes student and other temporary employees.

Full-Time Staff by race/ethnicity, November snapshot

Campus: Boulder

Emp Type: Staff

Legend:
- International
- More than one race
- American Indian/Alaska Native
- Asian/Asian American
- Black/African American
- Hispanic/Latino
- Native Hawaiian/Pacific Islander
- White/Unknown
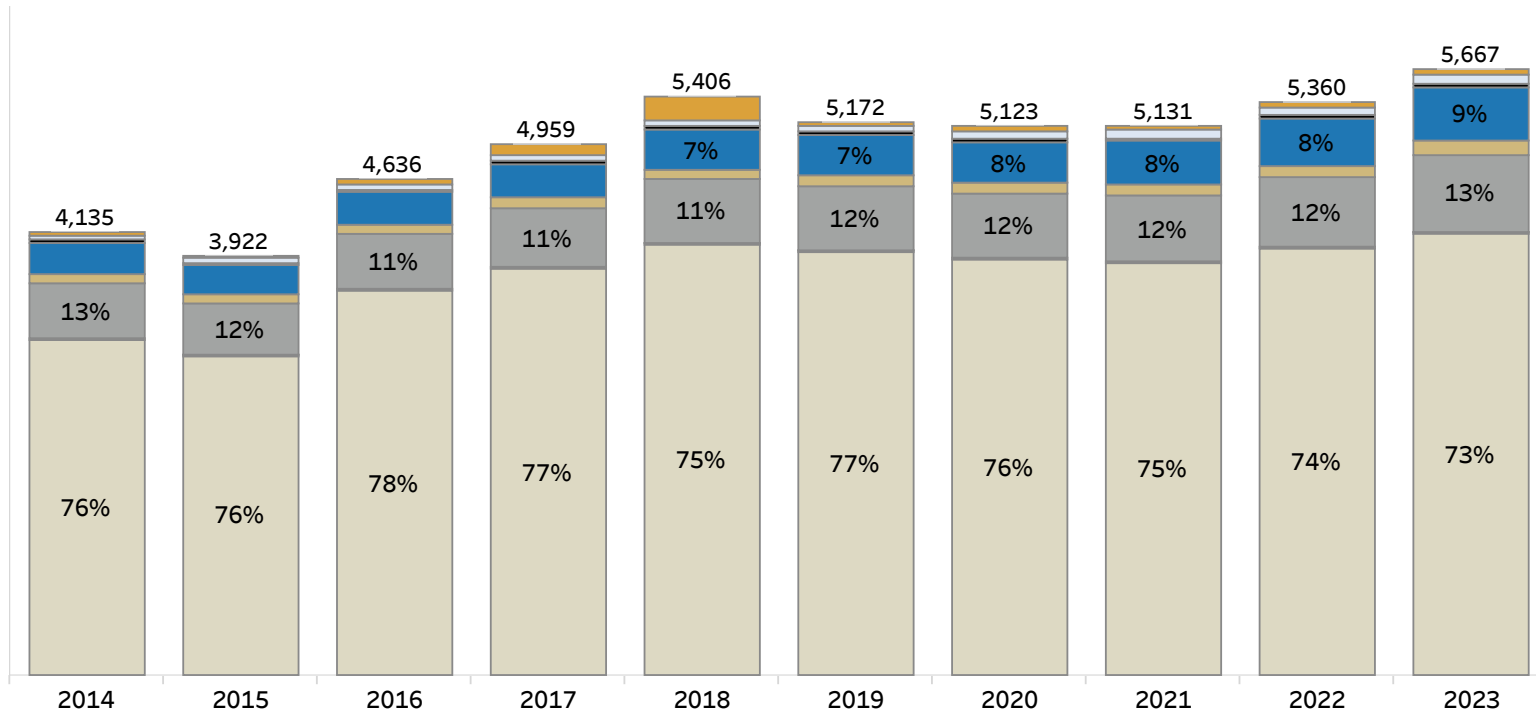
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
International	29 1%	23 1%	47 1%	99 2%	218 4%	37 1%	43 1%	43 1%	55 1%	64 1%
More than one race	42 1%	45 1%	55 1%	60 1%	63 1%	64 1%	70 1%	74 1%	77 1%	85 1%
American Indian/Alaska Native	20 0%	19 0%	16 0%	21 0%	25 0%	24 0%	29 1%	28 1%	30 1%	29 1%
Asian/Asian American	291 7%	281 7%	312 7%	323 7%	372 7%	386 7%	386 8%	407 8%	440 8%	497 9%
Black/African American	93 2%	89 2%	89 2%	96 2%	96 2%	93 2%	99 2%	103 2%	114 2%	140 2%
Hispanic/Latino	519 13%	471 12%	517 11%	548 11%	596 11%	597 12%	601 12%	618 12%	649 12%	709 13%
Native Hawaiian/Pacific Islander	6 0%	7 0%	6 0%	7 0%	7 0%	6 0%	5 0%	5 0%	6 0%	8 0%
White/Unknown	3,135 76%	2,987 76%	3,594 78%	3,805 77%	4,029 75%	3,965 77%	3,890 76%	3,853 75%	3,989 74%	4,135 73%
Grand Total	4,135 100%	3,922 100%	4,636 100%	4,959 100%	5,406 100%	5,172 100%	5,123 100%	5,131 100%	5,360 100%	5,667 100%

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

Notes: Includes employees with active and paid leave appointments reported in IPEDS HR Survey. Excludes student and other temporary employees.

Faculty & Staff by sex, November snapshot

Campus Boulder

| Female |
| Male |

Boulder

		Boulder				
		2019	2020	2021	2022	2023
Faculty	Female	982 39%	1,011 39%	1,044 40%	1,015 40%	1,014 40%
	Male	1,566 61%	1,588 61%	1,574 60%	1,531 60%	1,502 60%
Staff	Female	2,714 52%	2,701 53%	2,729 53%	2,884 54%	3,084 54%
	Male	2,458 48%	2,422 47%	2,402 47%	2,476 46%	2,583 46%

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

Notes: Includes employees with active and paid leave appointments reported in IPEDS HR Survey. Excludes student and other temporary employees.

Faculty by sex and military affiliation, November snapshot

Campus   Boulder

				2019	2020	2021	2022	2023
Sex	Tenured/Tenure Track	Full Professor	Female	137	147	145	139	146
			Male	377	381	372	353	357
			Total	514	528	517	492	503
		Associate Professor	Female	169	162	164	154	161
			Male	209	214	211	207	211
			Total	378	376	375	361	372
		Assistant Professor	Female	133	146	142	139	134
			Male	187	192	176	171	149
			Total	320	338	318	310	283
		Total		1,212	1,242	1,210	1,163	1,158
	Non-Tenure Track	Instructor/Sr Instructor	Female	232	246	249	241	230
			Male	227	223	235	237	229
			Total	459	469	484	478	459
		Other	Female			0		
			Male			0		
			Total			0		
		Total		459	469	484	478	459
	Research/Public Service/Clinical	Research/Public Service/Clinical	Female	311	310	344	342	343
			Male	566	578	580	563	556
			Total	877	888	924	905	899
		Total		877	888	924	905	899
	Total			2,548	2,599	2,618	2,546	2,516
Military	Tenured/Tenure Track	Full Professor	Military Affiliation		4	4	4	5
			Total		4	4	4	5
		Associate Professor	Military Affiliation		6	6	4	3
			Total		6	6	4	3
		Assistant Professor	Military Affiliation		3	2	2	1
			Total		3	2	2	1
		Total			13	12	10	9
	Non-Tenure Track	Instructor/Sr Instructor	Military Affiliation		12	12	10	9
			Total		12	12	10	9
		Other	Military Affiliation			0		
			Total			0		
		Total			12	12	10	9
	Research/Public Service/Clinical	Research/Public Service/Clinical	Military Affiliation		15	15	15	11
			Total		15	15	15	11
		Total			15	15	15	11
	Total				40	39	35	29

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Notes: Includes employees with active and paid leave appointments reported in IPEDS HR Survey. Excludes student and other temporary employees.

Tenured/Tenure Track Faculty by race/ethnicity, November snapshot

Campus   Boulder

			2019	2020	2021	2022	2023
Tenured/ Tenure Track	Full Professor	American Indian/Alaska Native	3	4	3	2	3
		Asian/Asian American	56	57	57	54	56
		Black/African American	10	8	9	8	9
		Hispanic/Latino	26	24	25	25	29
		Native Hawaiian/Pacific Islander	1	1	1	1	1
		More than one race	2	2	2	2	3
		White	394	407	395	376	378
		Unknown	21	24	23	22	23
		International	1	1	2	2	1
		Total	514	528	517	492	503
	Associate Professor	American Indian/Alaska Native	2	1	1	1	1
		Asian/Asian American	50	50	47	47	45
		Black/African American	6	6	8	11	10
		Hispanic/Latino	23	25	27	24	26
		Native Hawaiian/Pacific Islander	0		1	2	2
		More than one race	4	5	6	7	6
		White	261	256	243	222	225
		Unknown	29	29	39	41	52
		International	3	4	3	6	5
		Total	378	376	375	361	372
	Assistant Professor	American Indian/Alaska Native	0	1	1	1	1
		Asian/Asian American	28	29	23	31	33
		Black/African American	5	7	10	15	10
		Hispanic/Latino	26	32	31	34	37
		Native Hawaiian/Pacific Islander	3	3	1	1	1
		More than one race	5	4	3	4	3
		White	154	159	146	141	129
		Unknown	72	73	73	66	48
		International	27	30	30	17	21
		Total	320	338	318	310	283
	Total		1,212	1,242	1,210	1,163	1,158

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Notes: Includes employees with active and paid leave appointments reported in IPEDS HR Survey. Excludes student and other temporary employees.

Non-Tenured & Other Faculty by race/ethnicity, November snapshot

Campus   Boulder

			2019	2020	2021	2022	2023
Non-Tenure Track	Instructor/Sr Instructor	American Indian/Alaska Native	1	1	2	3	3
		Asian/Asian American	29	29	31	25	27
		Black/African American	7	10	11	10	12
		Hispanic/Latino	14	16	18	22	22
		Native Hawaiian/Pacific Islander	0		0	0	1
		More than one race	3	2	2	4	5
		White	344	350	354	342	320
		Unknown	49	51	52	55	50
		International	12	10	14	17	19
		Total	459	469	484	478	459
	Other	American Indian/Alaska Native			0		
		Asian/Asian American			0		
		Black/African American			0		
		Hispanic/Latino			0		
		Native Hawaiian/Pacific Islander			0		
		More than one race			0		
		White			0		
		Unknown			0		
		International			0		
		Total			0		
	Total		459	469	484	478	459
Research/ Public Service/ Clinical	Research/ Public Service/ Clinical	American Indian/Alaska Native	2	2	1	1	
		Asian/Asian American	63	63	82	84	77
		Black/African American	5	5	6	5	6
		Hispanic/Latino	25	26	30	34	32
		Native Hawaiian/Pacific Islander	1	1	1	1	1
		More than one race	3	5	7	6	9
		White	462	456	466	453	440
		Unknown	64	63	61	56	52
		International	252	267	270	265	282
		Total	877	888	924	905	899
	Total		877	888	924	905	899

Staff (Classified & Exempt) by sex, military affiliation, and race/ethnicity; November snapshot

Campus   Boulder

				2019	2020	2021	2022	2023
Sex	Officers	Officers	Female	20	20	20	19	26
			Male	15	17	19	25	25
			Total	35	37	39	44	51
		Total		35	37	39	44	51
	Management/ Support Staff/ Other	Management/ Other Professionals/Su..	Female	2,694	2,681	2,709	2,865	3,058
			Male	2,443	2,405	2,383	2,451	2,558
			Total	5,137	5,086	5,092	5,316	5,616
		Total		5,137	5,086	5,092	5,316	5,616
	Total			5,172	5,123	5,131	5,360	5,667
Military	Officers	Officers	Military Affiliation		2	3	2	1
			Total		2	3	2	1
		Total			2	3	2	1
	Management/ Support Staff/ Other	Management/ Other Profession..	Military Affiliation		171	151	129	122
			Total		171	151	129	122
		Total			171	151	129	122
	Total				173	154	131	123
Race & Ethnicity	Officers	Officers	American Indian/Alaska Native	0	0	0	0	
			Asian/Asian American	1	1	2	1	2
			Black/African American	2	2	3	2	3
			Hispanic/Latino	4	2	2	4	5
			Native Hawaiian/Pacific Islan..	1	1	1	1	
			More than one race	0	0	0	0	1
			White	22	25	24	29	34
			Unknown	5	6	7	7	6
			International	0	0	0	0	
			Total	35	37	39	44	51
		Total		35	37	39	44	51
	Management/ Support Staff/ Other	Management/ Other Professionals/ Support Staff	American Indian/Alaska Native	24	29	28	30	29
			Asian/Asian American	385	385	405	439	495
			Black/African American	91	97	100	112	137
			Hispanic/Latino	593	599	616	645	704
			Native Hawaiian/Pacific Islan..	5	4	4	5	8
			More than one race	64	70	74	77	84
			White	3,584	3,515	3,496	3,628	3,784
			Unknown	354	344	326	325	311
			International	37	43	43	55	64
			Total	5,137	5,086	5,092	5,316	5,616
		Total		5,137	5,086	5,092	5,316	5,616

Officers include individuals identified by Employee Services who hold the title of president, chancellor, vice president, vice chancellor, associate or assistant vice president, associate vice chancellor, associate university counsel, and deans of the schools, colleges, and libraries.

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Notes: Includes employees with active and paid leave appointments reported in IPEDS HR Survey. Excludes student and other temporary employees.

Resident first-time undergraduate applications by race/ethnicity and status, fall term

Campus	Colorado Springs
Display	Race (All Races)
Detail	ALL

Legend:
- International
- More than one race
- American Indian/Alaska Native
- Asian/Asian American
- Black/African American
- Hispanic/Latino
- Native Hawaiian/Pacific Islander
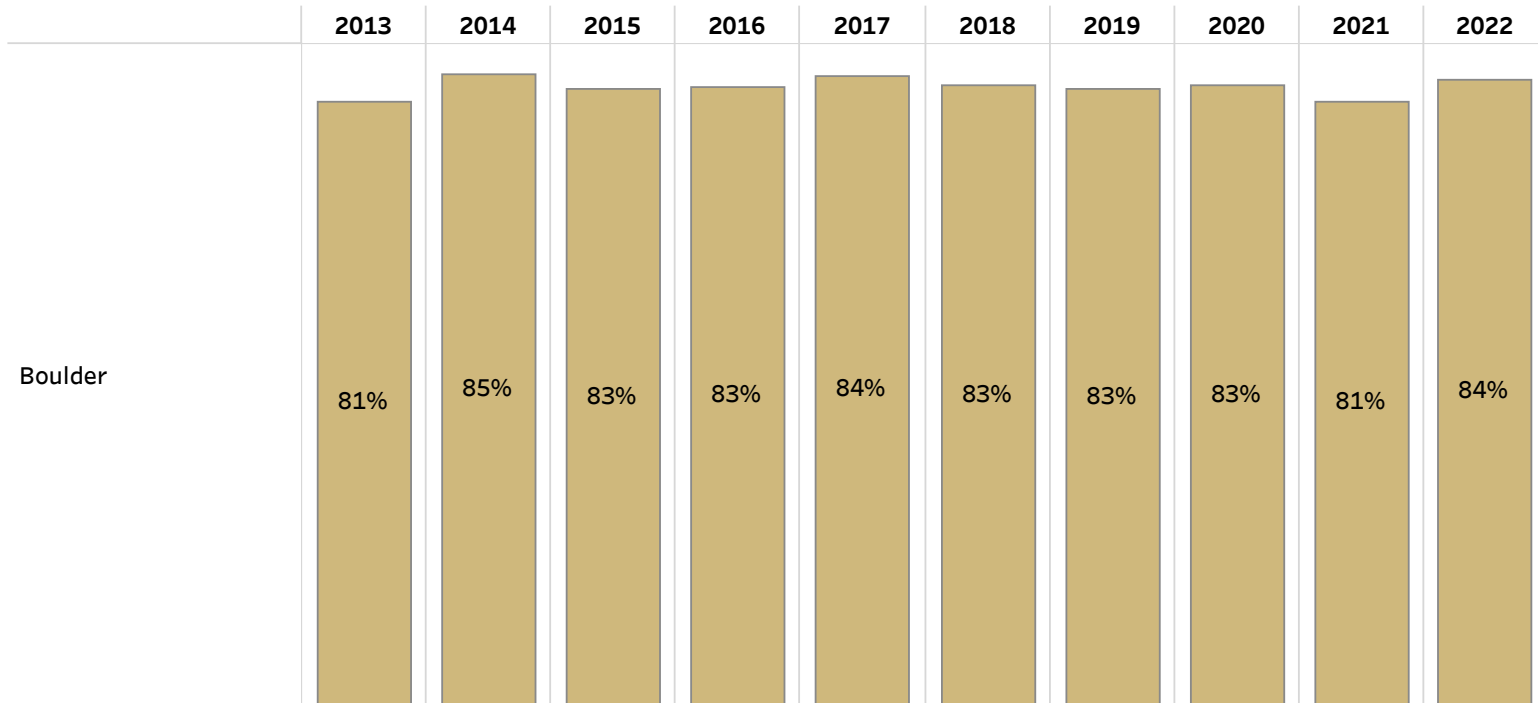- White/Unknown
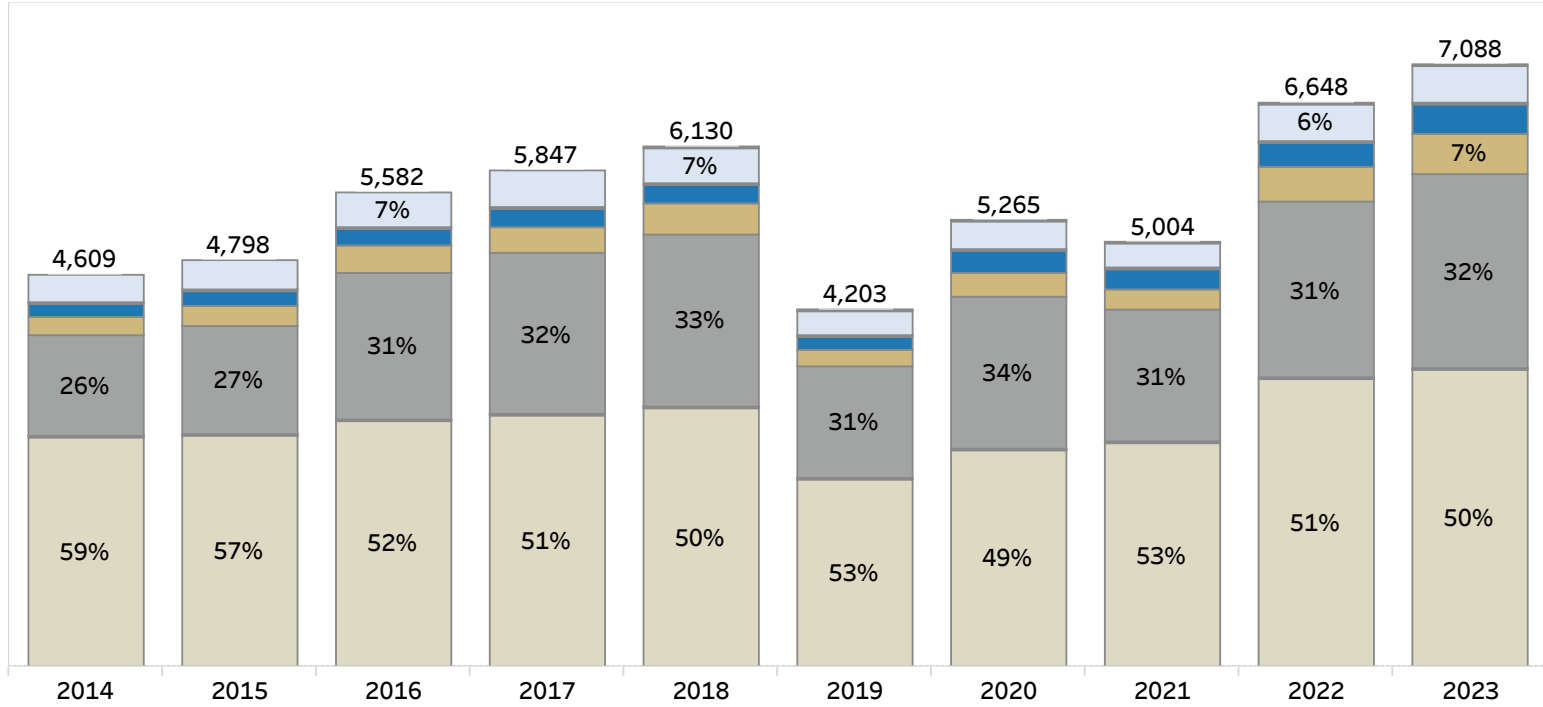
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
More than one race	320 7%	361 8%	408 7%	432 7%	437 7%	296 7%	352 7%	305 6%	414 6%	434 6%
American Indian/Alaska Native	11 0%	13 0%	10 0%	14 0%	15 0%	10 0%	17 0%	14 0%	20 0%	19 0%
Asian/Asian American	150 3%	167 3%	197 4%	216 4%	227 4%	160 4%	255 5%	230 5%	298 4%	360 5%
Black/African American	218 5%	250 5%	333 6%	304 5%	357 6%	206 5%	287 5%	245 5%	396 6%	461 7%
Hispanic/Latino	1,191 26%	1,272 27%	1,713 31%	1,895 32%	2,017 33%	1,297 31%	1,779 34%	1,555 31%	2,085 31%	2,289 32%
Native Hawaiian/Pacific Islander	10 0%	6 0%	15 0%	9 0%	14 0%	5 0%	8 0%	14 0%	12 0%	7 0%
White/Unknown	2,709 59%	2,729 57%	2,906 52%	2,977 51%	3,060 50%	2,227 53%	2,565 49%	2,639 53%	3,389 51%	3,510 50%
International					3 0%	2 0%	2 0%	2 0%	34 1%	8 0%
Grand Total	4,609 100%	4,798 100%	5,582 100%	5,847 100%	6,130 100%	4,203 100%	5,265 100%	5,004 100%	6,648 100%	7,088 100%

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Resident first-time undergraduate applications, admitted, and enrolled by race/ethnicity and status, fall term

Campus	Colorado Springs
Display	Race (All Races)
Detail	ALL

Legend:
- International
- More than one race
- American Indian/Alaska Native
- Asian/Asian American
- Black/African American
- Hispanic/Latino
- Native Hawaiian/Pacific Islander
- White/Unknown
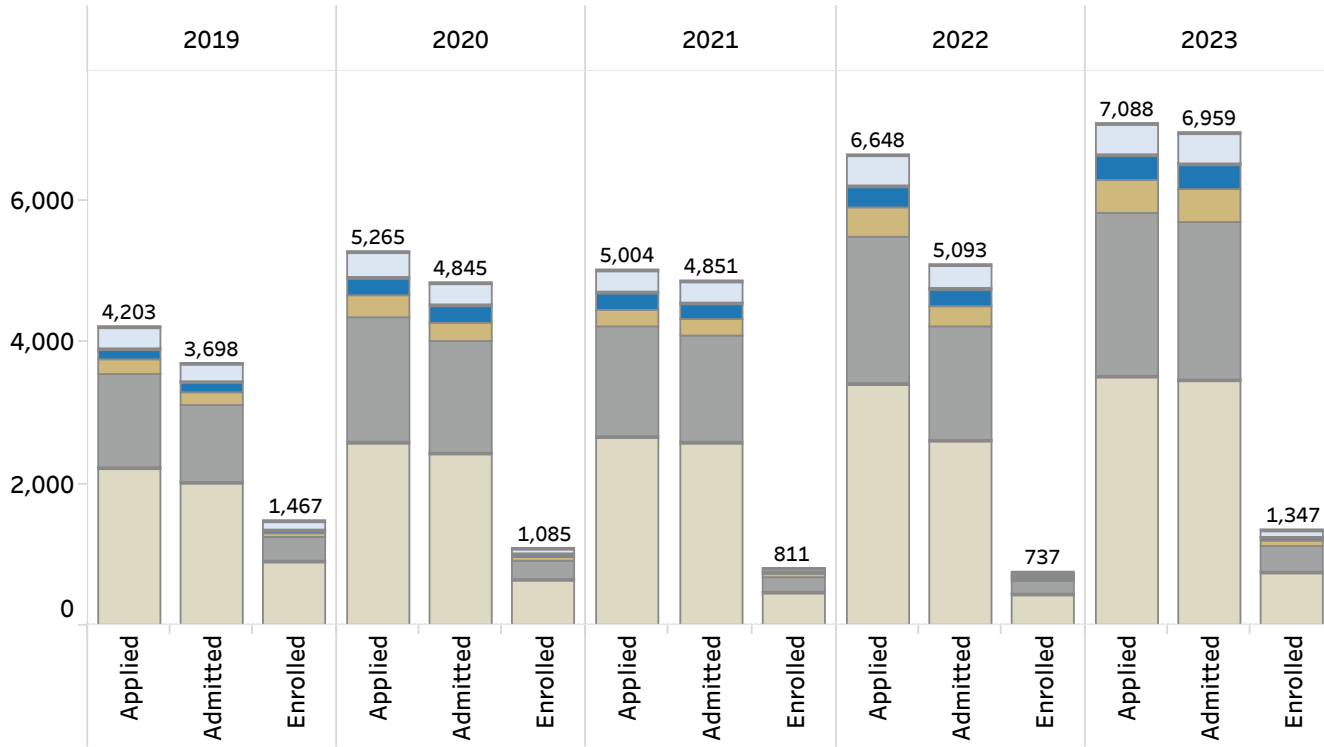
	2019			**2020**			**2021**			**2022**			**2023**		
More than one race	296	259	109	352	324	80	305	298	66	414	326	47	434	430	106
American Indian/Alaska Native	10	10	3	17	15	5	14	12	2	20	16	1	19	19	3
Asian/Asian American	160	151	49	255	243	42	230	219	26	298	241	27	360	355	53
Black/African American	206	168	68	287	245	49	245	235	36	396	284	46	461	449	83
Hispanic/Latino	1,297	1,098	341	1,779	1,582	270	1,555	1,503	209	2,085	1,596	179	2,289	2,237	346
Native Hawaiian/Pacific Islander	5	5	2	8	8	3	14	14	1	12	9	3	7	7	4
White/Unknown	2,227	2,005	893	2,565	2,426	634	2,639	2,568	469	3,389	2,601	429	3,510	3,454	749
International	2	2	2	2	2	2	2	2	2	34	20	5	8	8	3
Grand Total	4,203	3,698	1,467	5,265	4,845	1,085	5,004	4,851	811	6,648	5,093	737	7,088	6,959	1,347

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Total enrollment by sex

Campus   Colorado Springs

Level   All

Legend: Not Reported or X | Female | Male

2023

	Male	Female	Not Reported or X
Grand Total	44%	53%	3%
Graduate	41%	58%	
Undergraduate	45%	52%	3%

Year	Total	Female	Male
2016	11,995	52%	47%
2017	12,422	53%	47%
2018	12,574	53%	47%
2019	12,181	53%	47%
2020	11,760	54%	46%
2021	11,394	55%	45%
2022	11,094	55%	45%
2023	10,934	53%	44%
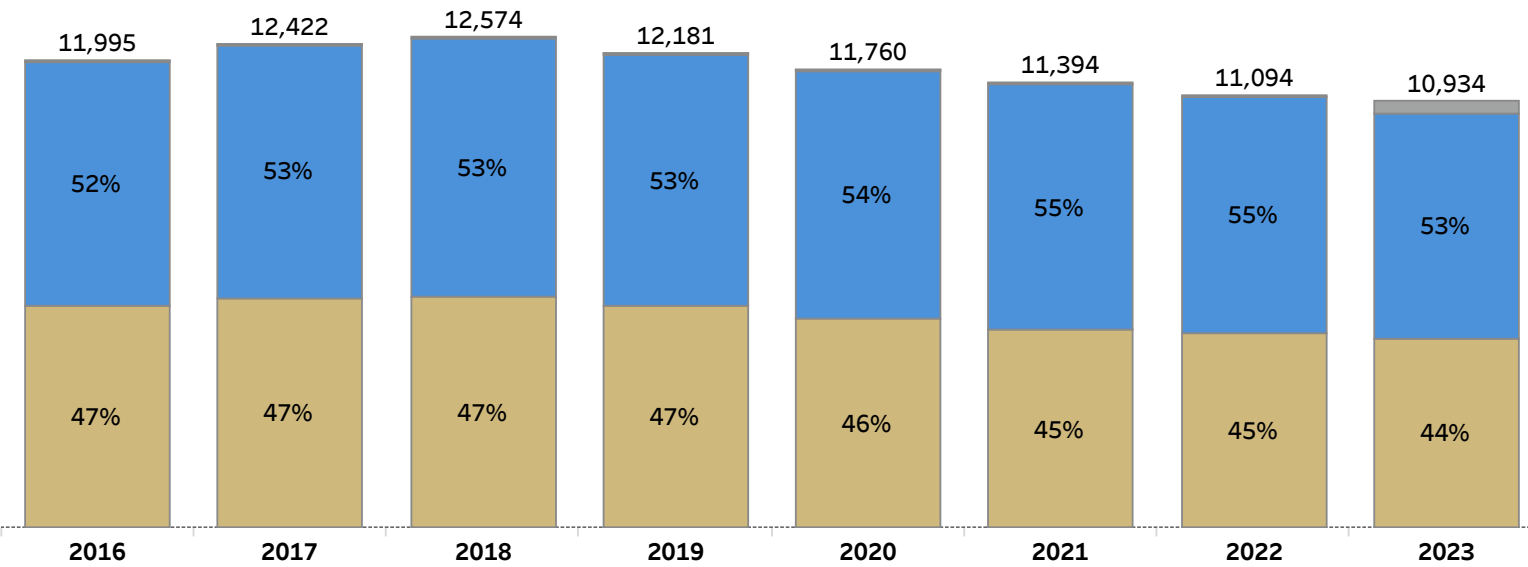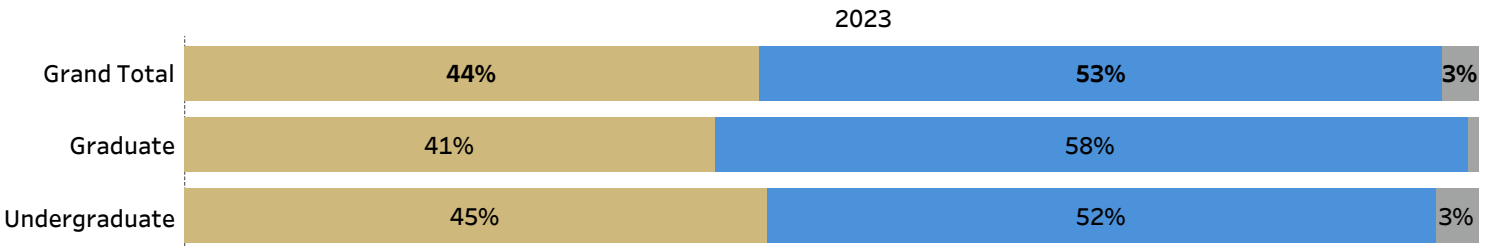
			2016	2017	2018	2019	2020	2021	2022	2023
Colorado Springs	Graduate	Female	984	1,112	1,189	1,212	1,172	1,160	1,032	1,055
		Male	808	860	829	760	810	759	715	744
		Not Reported or X					7	5	10	15
		Total	1,792	1,972	2,018	1,972	1,989	1,924	1,757	1,814
	Undergraduate	Female	5,298	5,425	5,424	5,284	5,210	5,140	5,037	4,725
		Male	4,878	5,005	5,092	4,907	4,552	4,317	4,274	4,108
		Not Reported or X	27	20	40	18	9	13	26	287
		Total	10,203	10,450	10,556	10,209	9,771	9,470	9,337	9,120
	Total		11,995	12,422	12,574	12,181	11,760	11,394	11,094	10,934

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Total enrollment by race/ethnicity, fall term

Campus: Colorado Springs

Level: All

Display: Race (All Races)

Legend:
- International
- More than one race
- American Indian/Alaska Native
- Asian/Asian American
- Black/African American
- Hispanic/Latino
- Native Hawaiian/Pacific Islander
- White/Unknown

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
International	312	282	246	228	197	202	169	158	166	181
	3%	2%	2%	2%	2%	2%	1%	1%	1%	2%
More than one race	676	744	829	891	946	921	879	854	758	688
	6%	7%	7%	7%	8%	8%	7%	8%	7%	6%
American Indian/Alaska Native	51	43	46	32	45	43	38	37	40	37
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Asian/Asian American	341	347	369	401	432	412	423	430	443	458
	3%	3%	3%	3%	3%	3%	4%	4%	4%	4%
Black/African American	400	406	448	474	501	509	500	535	530	591
	4%	4%	4%	4%	4%	4%	4%	5%	5%	5%
Hispanic/Latino	1,593	1,731	1,918	2,093	2,185	2,198	2,204	2,189	2,047	2,061
	14%	15%	16%	17%	17%	18%	19%	19%	18%	19%
Native Hawaiian/Pacific Islander	35	28	30	29	25	18	25	32	40	37
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
White/Unknown	7,724	7,718	8,109	8,274	8,243	7,894	7,522	7,150	7,070	6,881
	69%	68%	68%	67%	66%	65%	64%	63%	64%	63%
Grand Total	11,132	11,299	11,995	12,422	12,574	12,197	11,760	11,385	11,094	10,934
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

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Undergraduate enrollment by race/ethnicity, fall term

Campus: Colorado Springs

Level: Undergraduate

Display: Race (All Races)

Legend:
- International
- More than one race
- American Indian/Alaska Native
- Asian/Asian American
- Black/African American
- Hispanic/Latino
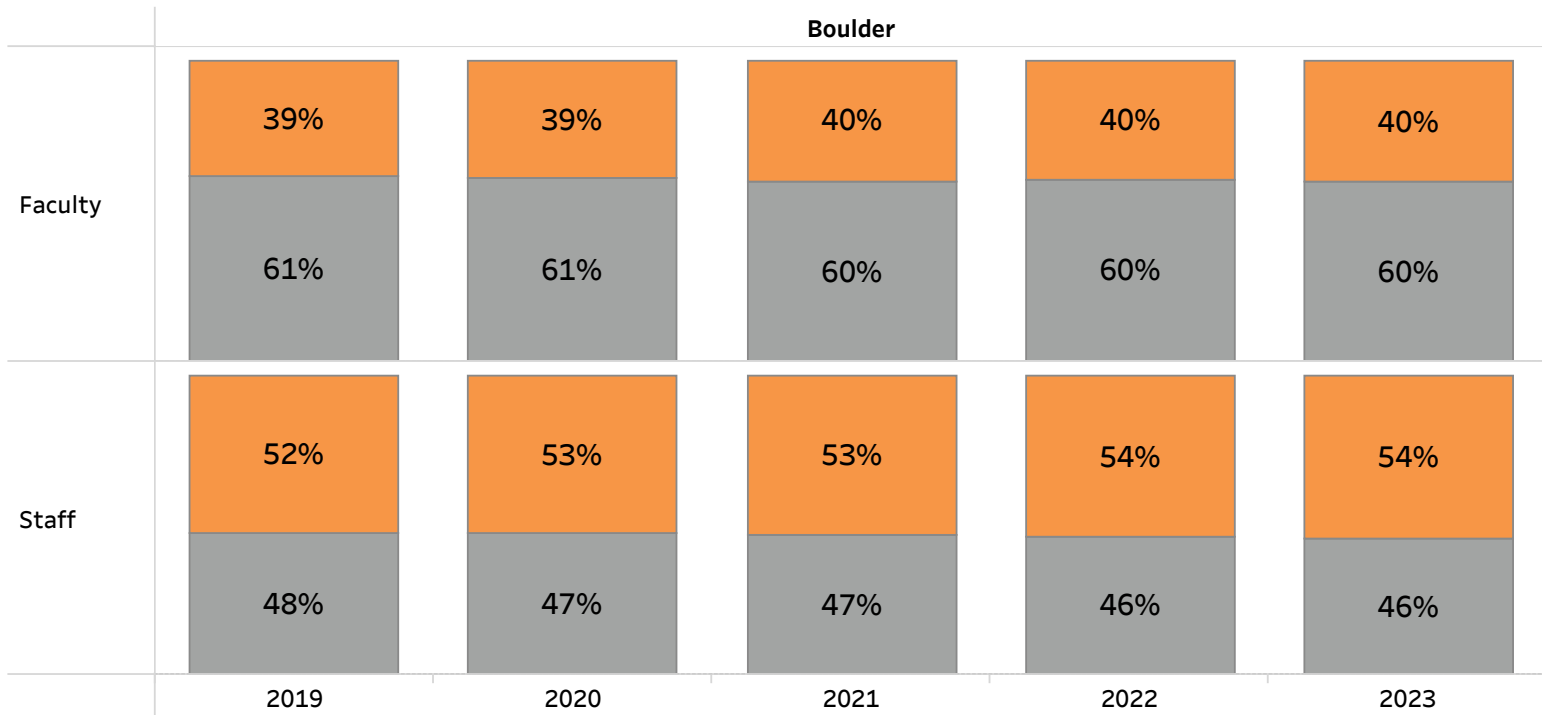- Native Hawaiian/Pacific Islander
- White/Unknown

	2014	**2015**	**2016**	**2017**	**2018**	**2019**	**2020**	**2021**	**2022**	**2023**
International	140 1%	134 1%	112 1%	95 1%	90 1%	95 1%	79 1%	72 1%	85 1%	83 1%
More than one race	636 7%	708 7%	750 7%	794 8%	836 8%	816 8%	764 8%	750 8%	687 7%	615 7%
American Indian/Alaska Native	45 0%	40 0%	41 0%	25 0%	38 0%	34 0%	30 0%	32 0%	37 0%	34 0%
Asian/Asian American	278 3%	293 3%	310 3%	334 3%	357 3%	339 3%	353 4%	363 4%	377 4%	380 4%
Black/African American	340 4%	349 4%	396 4%	400 4%	425 4%	432 4%	411 4%	434 5%	449 5%	498 5%
Hispanic/Latino	1,442 15%	1,582 16%	1,732 17%	1,882 18%	1,944 18%	1,950 19%	1,959 20%	1,951 21%	1,816 19%	1,841 20%
Native Hawaiian/Pacific Islander	32 0%	24 0%	29 0%	28 0%	23 0%	17 0%	23 0%	29 0%	35 0%	33 0%
White/Unknown	6,466 69%	6,488 67%	6,817 67%	6,879 66%	6,815 65%	6,521 64%	6,152 63%	5,836 62%	5,851 63%	5,636 62%
Grand Total	9,379 100%	9,618 100%	10,187 100%	10,437 100%	10,528 100%	10,204 100%	9,771 100%	9,467 100%	9,337 100%	9,120 100%

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Graduate enrollment by race/ethnicity, fall term

Campus: Colorado Springs

Level: Graduate

Display: Race (All Races)

Legend:
- International
- More than one race
- American Indian/Alaska Native
- Asian/Asian American
- Black/African American
- Hispanic/Latino
- Native Hawaiian/Pacific Islander
- White/Unknown
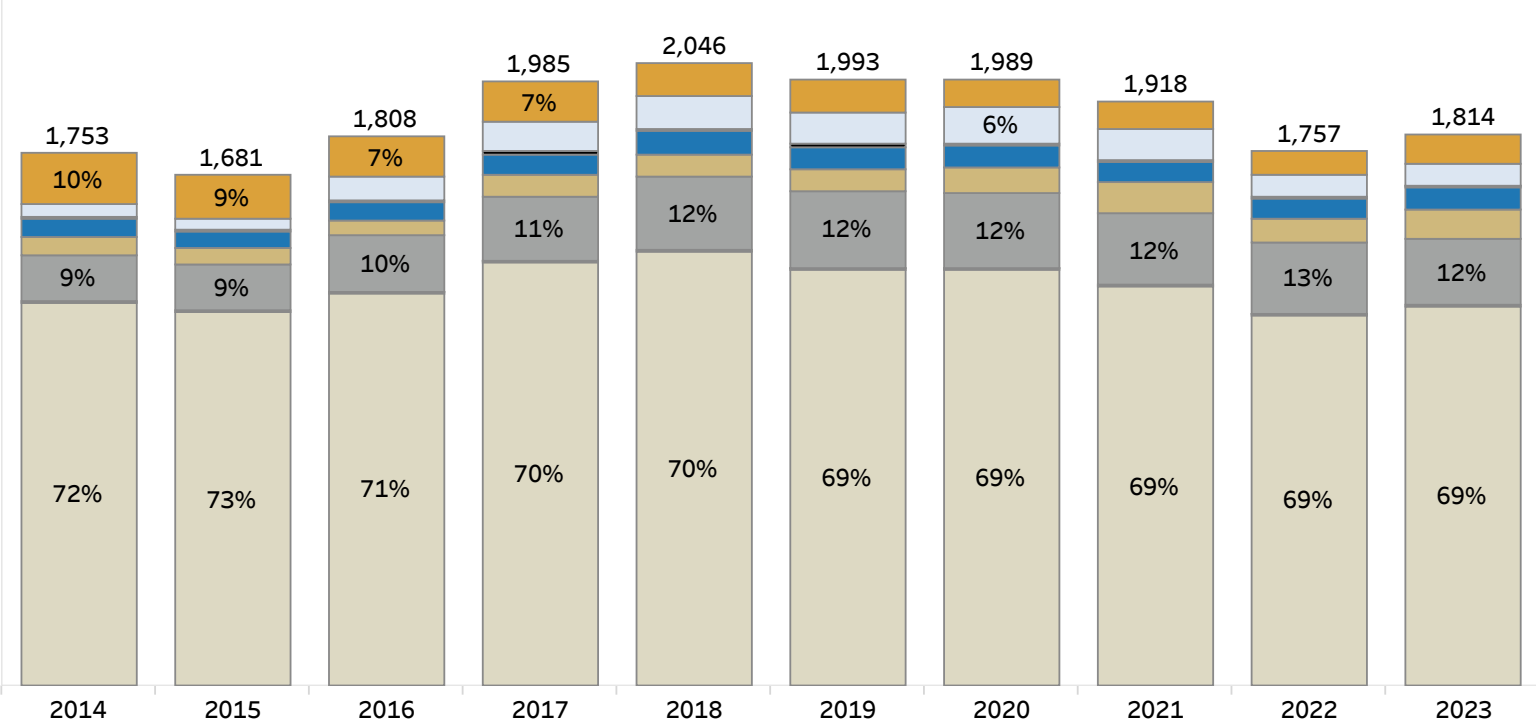
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
International	172 10%	148 9%	134 7%	133 7%	107 5%	107 5%	90 5%	86 4%	81 5%	98 5%
More than one race	40 2%	36 2%	79 4%	97 5%	110 5%	105 5%	115 6%	104 5%	71 4%	73 4%
American Indian/Alaska Native	6 0%	3 0%	5 0%	7 0%	7 0%	9 0%	8 0%	5 0%	3 0%	3 0%
Asian/Asian American	63 4%	54 3%	59 3%	67 3%	75 4%	73 4%	70 4%	67 3%	66 4%	78 4%
Black/African American	60 3%	57 3%	52 3%	74 4%	76 4%	77 4%	89 4%	101 5%	81 5%	93 5%
Hispanic/Latino	151 9%	149 9%	186 10%	211 11%	241 12%	248 12%	245 12%	238 12%	231 13%	220 12%
Native Hawaiian/Pacific Islander	3 0%	4 0%	1 0%	1 0%	2 0%	1 0%	2 0%	3 0%	5 0%	4 0%
White/Unknown	1,258 72%	1,230 73%	1,292 71%	1,395 70%	1,428 70%	1,373 69%	1,370 69%	1,314 69%	1,219 69%	1,245 69%
Grand Total	1,753 100%	1,681 100%	1,808 100%	1,985 100%	2,046 100%	1,993 100%	1,989 100%	1,918 100%	1,757 100%	1,814 100%

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Enrollment of International Students

Campus   Colorado Springs

Level   All

Legend: ■ Graduate ■ Undergraduate
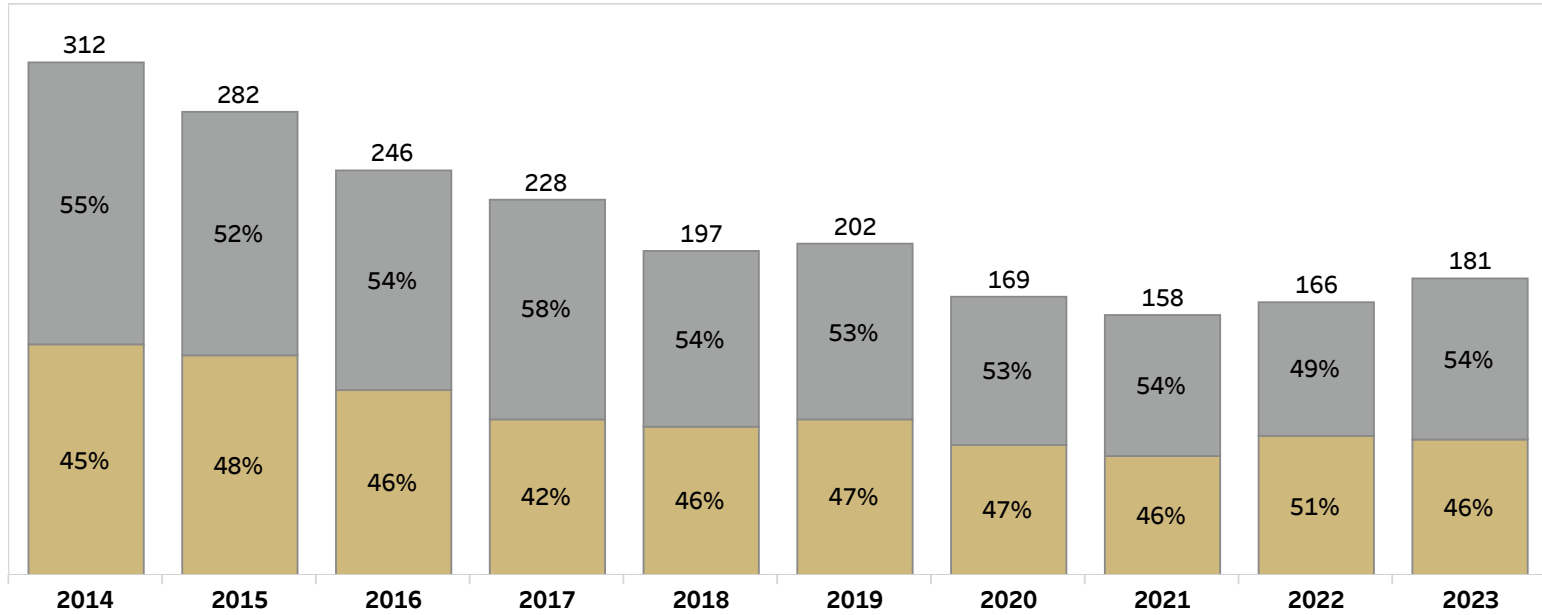
		2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Colorado Springs	Graduate	172 55%	148 52%	134 54%	133 58%	107 54%	107 53%	90 53%	86 54%	81 49%	98 54%
	Undergraduate	140 45%	134 48%	112 46%	95 42%	90 46%	95 47%	79 47%	72 46%	85 51%	83 46%
	Total	312 100%	282 100%	246 100%	228 100%	197 100%	202 100%	169 100%	158 100%	166 100%	181 100%

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Enrollment of Students with Disabilities

Campus   Colorado Springs   ■ Colorado Springs

Colorado Springs

Year	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Value	373.0	470.0	527.0	626.0	658.0	648.0	673.0	706.0	1,057.0	1,354.0

Students with Reported Disabilities

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Colorado Springs	373.0	470.0	527.0	626.0	658.0	648.0	673.0	706.0	1,057.0	1,354.0

% Students with Reported Disabilities

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Colorado Springs	4.0%	4.9%	5.2%	6.0%	6.3%	6.4%	6.9%	7.5%	11.1%	14.8%

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Note: Number of undergraduates registered
with Office of Disability Services

Estimated Enrollment of First Generation Students

Campus   Colorado Springs   ■ Colorado Springs

Colorado Springs

Year	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Value	2,835	2,821	2,932	3,082	2,679	2,960	3,172	2,145	2,032	1,862
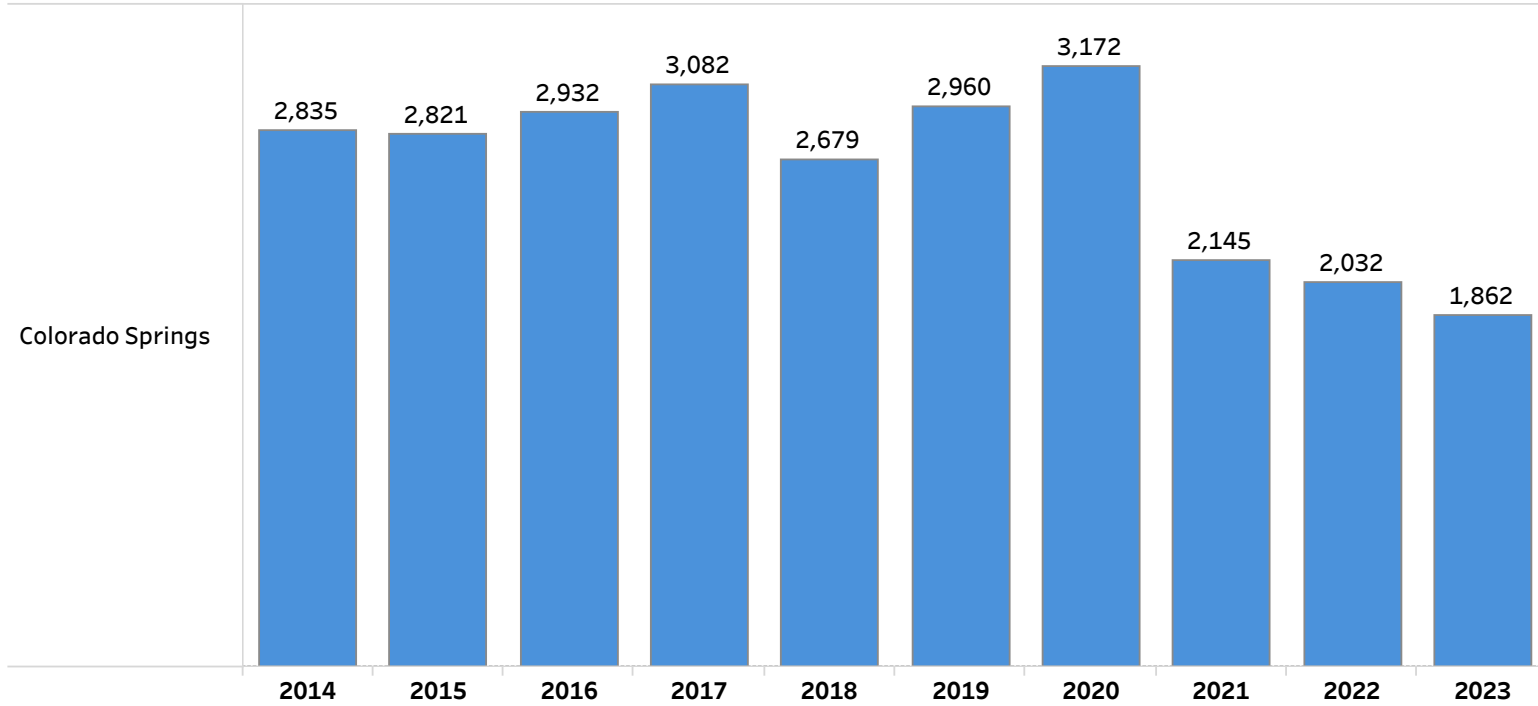
First Generation

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Colorado Springs	2,835	2,821	2,932	3,082	2,679	2,960	3,172	2,145	2,032	1,862

% of Total UG Enrollment

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Colorado Springs	30.2%	29.3%	28.8%	29.5%	25.4%	29.0%	32.5%	22.7%	21.8%	20.4%

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

Enrollment of Federal Pell Grant Recipients

Campus   Colorado Springs   ■ Colorado Springs

Colorado Springs										
	3,039	3,076	3,146	3,380	3,355	3,082	2,599	2,493	2,457	2,520
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
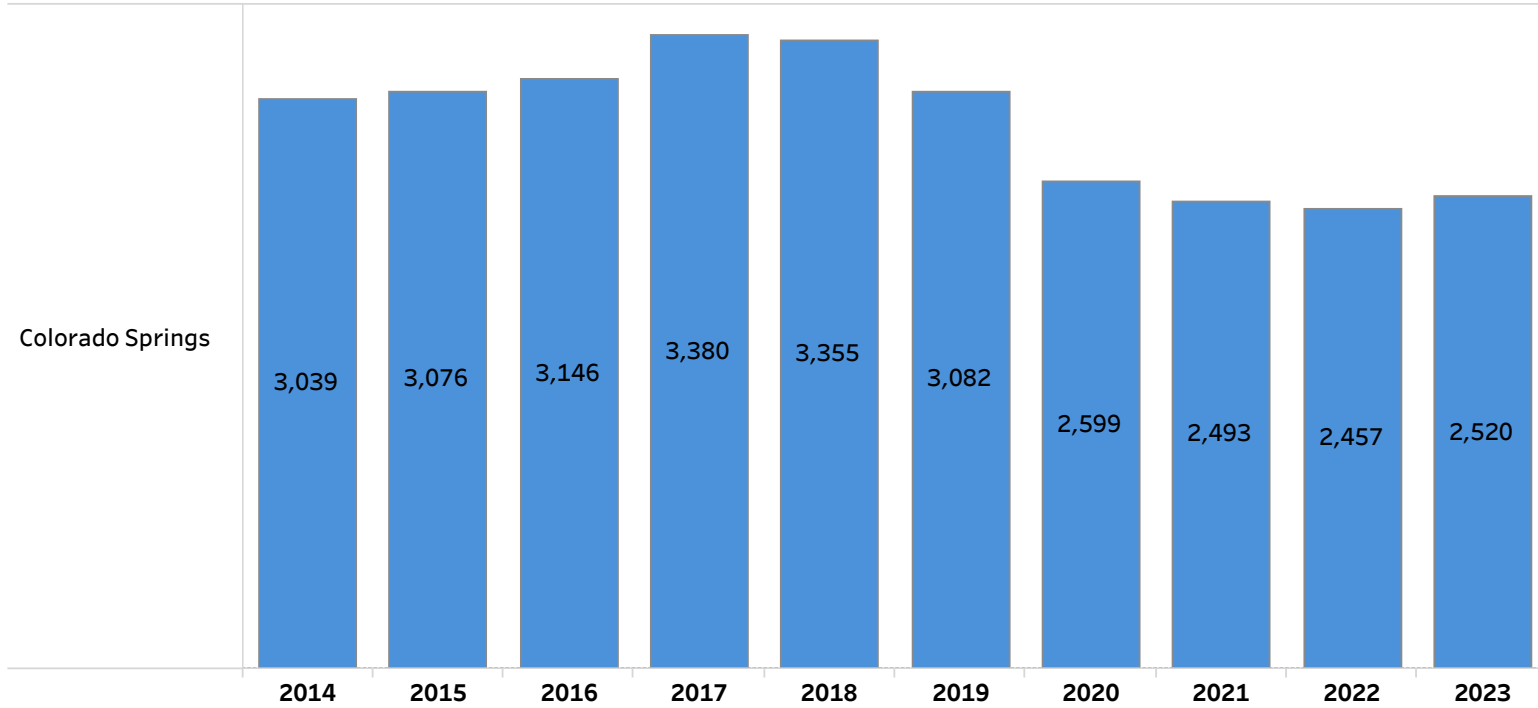
Pell Recipients

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Colorado Springs	3,039	3,076	3,146	3,380	3,355	3,082	2,599	2,493	2,457	2,520

% Pell Recipients of Undergraduates

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Colorado Springs	32%	32%	31%	32%	32%	30%	27%	26%	26%	28%

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Note: Enrollment limited to students receiving
a Federal Pell grant any time during enrollment.

Enrollment of Veterans and Military Dependents

Campus   Colorado Springs   ■ Graduate   ■ Undergraduate
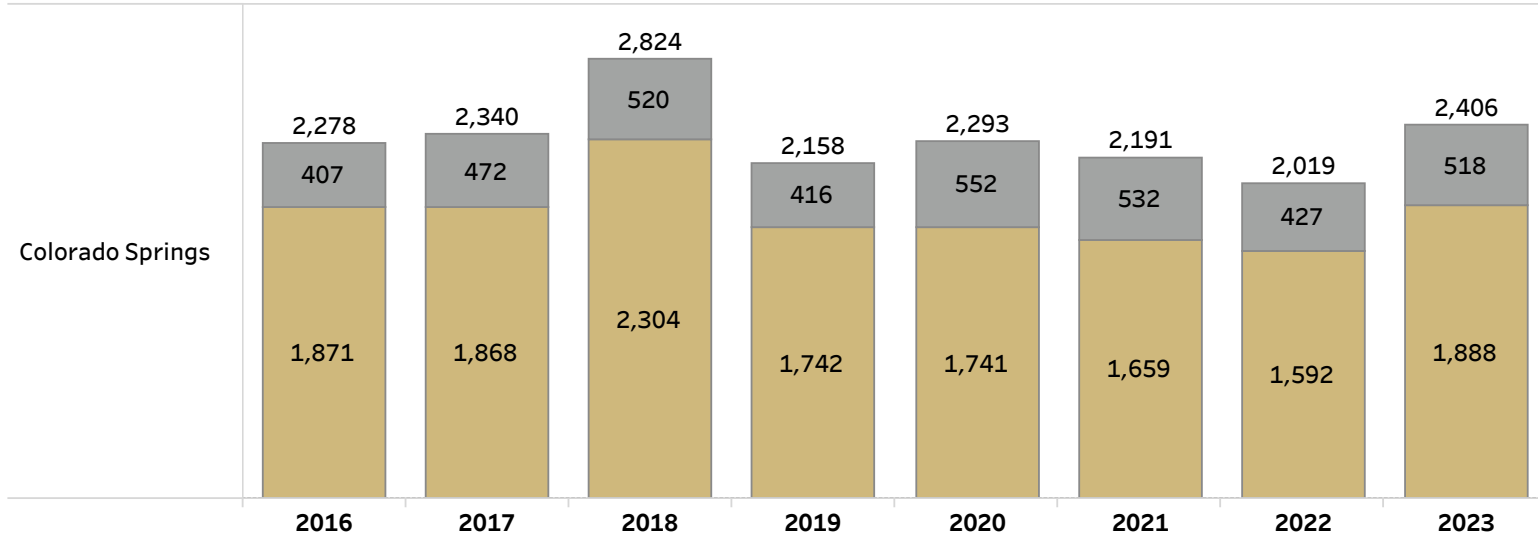
Military & Dependents

		2016	2017	2018	2019	2020	2021	2022	2023
Colorado Springs	Graduate	407	472	520	416	552	532	427	518
	Undergraduate	1,871	1,868	2,304	1,742	1,741	1,659	1,592	1,888
	Total	2,278	2,340	2,824	2,158	2,293	2,191	2,019	2,406

% Military & Dependents

		2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Colorado Springs	Graduate	0%	0%	23%	24%	25%	21%	28%	28%	33%	34%
	Undergraduate	0%	0%	18%	18%	22%	17%	18%	18%	22%	24%
	Total	0%	0%	19%	19%	22%	18%	19%	19%	24%	26%

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Note: Military Affiliation includes people who are currently serving or have served in the US Armed Forces, including ROTC, and their dependents.

Resident first-time undergraduate enrollment by race/ethnicity

Campus   Colorado Springs

Legend:
- International
- More than one race
- American Indian/Native American
- Asian/Asian American
- Black/African American
- Hispanic or Latino
- Native Hawaiian or Pacific Islander
- Unspecified
- White

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
International	4 0%							7 1%	6 1%	5 0%
More than one race	110 8%	123 8%	147 8%	101 6%	154 9%	113 7%	79 7%	97 9%	75 6%	96 8%
American Indian/Native American	5 0%	4 0%	4 0%	9 1%	5 0%	3 0%	6 1%	1 0%	4 0%	2 0%
Asian/Asian American	43 3%	52 4%	65 4%	60 3%	62 4%	52 3%	46 4%	45 4%	51 4%	46 4%
Black/African American	61 4%	60 4%	80 4%	2 0%	82 5%	69 5%	59 5%	58 5%	53 4%	79 6%
Hispanic or Latino	283 20%	300 20%	396 22%	397 23%	388 23%	351 23%	283 25%	286 25%	273 23%	324 26%
Native Hawaiian or Pacific Islander	4 0%	3 0%	5 0%		5 0%	2 0%	3 0%	2 0%	4 0%	4 0%
Unspecified	3 0%	4 0%	5 0%	79 5%	11 1%	4 0%	12 1%	9 1%	18 2%	18 1%
White	877 63%	922 63%	1,096 61%	1,082 63%	1,014 59%	917 61%	658 57%	625 55%	702 59%	657 53%
Grand Total	1,390 100%	1,468 100%	1,798 100%	1,730 100%	1,721 100%	1,511 100%	1,146 100%	1,130 100%	1,186 100%	1,231 100%

University of Colorado
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Resident first-time undergraduate enrollment by region

Campus Colorado Springs

☐ Eastern Mountains ☐ Western Slope
☐ Eastern Plains ☐ Unknown
☐ Front Range
☐ San Luis Valley

Fall Term 2023

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	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Eastern Mountains	28	23	23	24	36	47	16	8	28	19
	2%	2%	1%	1%	2%	3%	1%	1%	2%	2%
Eastern Plains	21	29	31	39	45	43	17	15	25	25
	2%	2%	2%	2%	3%	3%	1%	1%	2%	2%
Front Range	1,279	1,370	1,675	1,596	1,579	1,371	1,061	1,067	1,104	1,136
	92%	93%	93%	92%	92%	91%	93%	94%	93%	92%
San Luis Valley	14	7	10	6	4	3	4	5	6	7
	1%	0%	1%	0%	0%	0%	0%	0%	1%	1%
Western Slope	44	39	58	65	57	47	45	35	23	42
	3%	3%	3%	4%	3%	3%	4%	3%	2%	3%
Unknown	4		1				3			2
	0%		0%				0%			0%
Grand Total	1,390	1,468	1,798	1,730	1,721	1,511	1,146	1,130	1,186	1,231
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

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

Note: Enrollment based on first-time undergraduates with available high school location data.

Resident first-time undergraduate enrollment by metropolitan and non-metropolitan areas

Campus   Colorado Springs

Legend:
- Boulder
- Colorado Springs
- Denver
- Ft Collins
- Grand Junction
- Greeley
- Non-Metro
- Pueblo
- Unknown

Fall Term 2023

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	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Boulder	37	20	34	33	30	37	23	14	28	22
	3%	1%	2%	2%	2%	2%	2%	1%	2%	2%
Colorado Springs	822	936	1,119	1,005	1,012	868	698	793	804	711
	59%	64%	62%	58%	59%	57%	61%	70%	68%	58%
Denver	358	367	421	464	454	405	299	214	207	338
	26%	25%	23%	27%	26%	27%	26%	19%	17%	27%
Ft Collins	18	17	34	20	27	23	5	2	15	19
	1%	1%	2%	1%	2%	2%	0%	0%	1%	2%
Grand Junction	9	4	8	10	8	9	4	5	7	8
	1%	0%	0%	1%	0%	1%	0%	0%	1%	1%
Greeley	26	20	25	42	35	31	16	22	29	24
	2%	1%	1%	2%	2%	2%	1%	2%	2%	2%
Non-Metro	88	72	104	106	119	108	73	53	64	76
	6%	5%	6%	6%	7%	7%	6%	5%	5%	6%
Pueblo	28	32	52	50	36	30	25	27	32	31
	2%	2%	3%	3%	2%	2%	2%	2%	3%	3%
Unknown	4		1				3			2
	0%		0%				0%			0%
Grand Total	1,390	1,468	1,798	1,730	1,721	1,511	1,146	1,130	1,186	1,231
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

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

Note: Enrollment based on first-time undergraduates with available high school location data.

First-Year to Second-Year Retention Rates by Race/Ethnicity

Campus   Colorado Springs

■ White
■ Students of Color

Colorado Springs			2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Colorado Springs	White	Cohort	1,016	1,094	993	1,210	1,251	1,237	1,085	749	1,012	929
		Retained	679	741	682	829	876	855	760	505	701	640
		RetRate	67%	68%	69%	69%	70%	69%	70%	67%	69%	69%
	Students of Color	Cohort	547	612	573	732	768	793	675	530	744	594
		Retained	358	408	398	456	477	535	454	327	468	385
		RetRate	65%	67%	69%	62%	62%	67%	67%	62%	63%	65%

University of Colorado
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Note: Cohorts include first-time, full-time students entering in the fall term.

Undergraduate Six-Year Graduation Rates by Race/Ethnicity

Campus   Colorado Springs

■ White
■ Students of Color
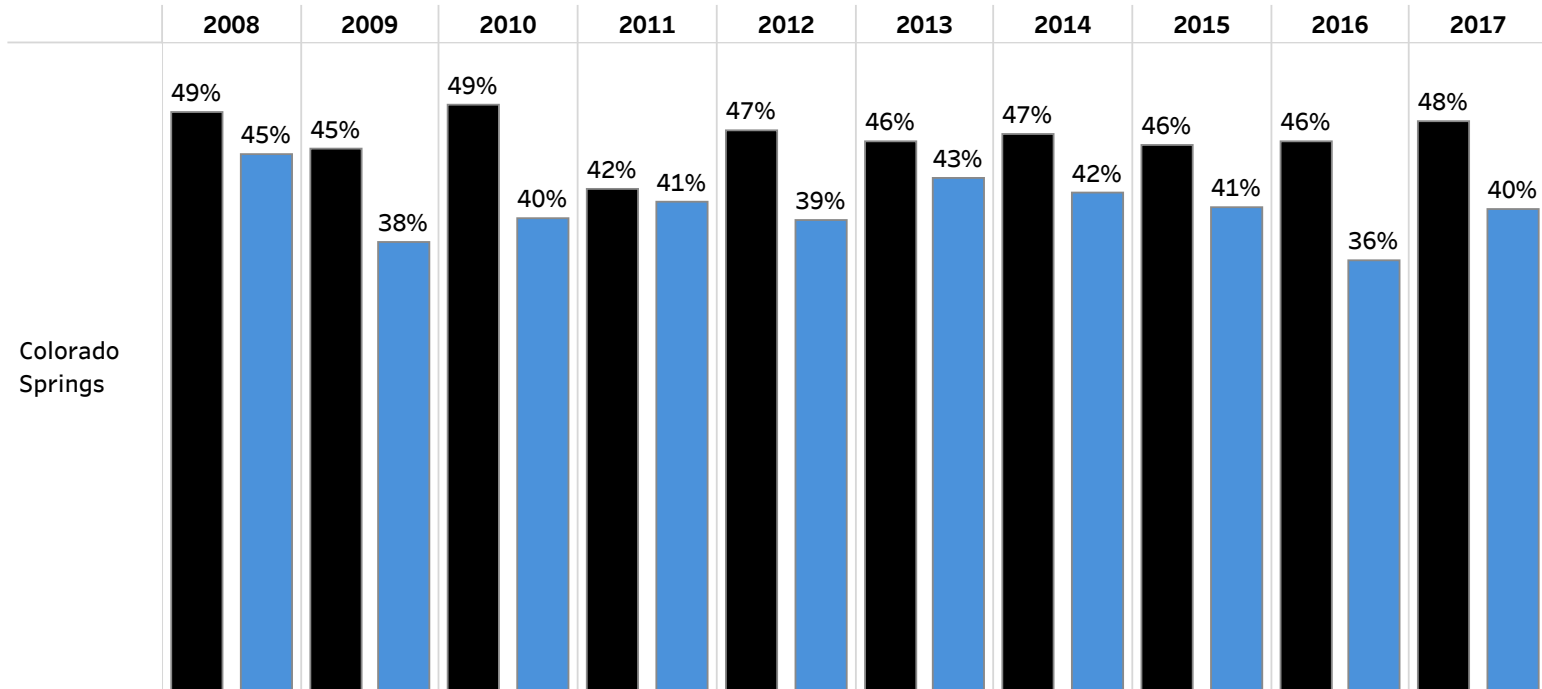
			2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Colorado Springs	White	Cohort	861	801	817	963	895	981	1,064	1,116	1,213	1,208
		Graduated	418	364	402	405	421	453	497	512	560	578
		GradRate	49%	45%	49%	42%	47%	46%	47%	46%	46%	48%
	Students of Color	Cohort	209	234	300	380	433	518	586	623	731	712
		Graduated	94	88	119	156	171	223	245	253	264	288
		GradRate	45%	38%	40%	41%	39%	43%	42%	41%	36%	40%

University of Colorado
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Note: Cohorts include first-time, full-time students entering in the fall term.

Bachelor degree recipients by race/ethnicity, fiscal year

Campus: Colorado Springs
Level: Undergraduate
Display: Race (All Races)

Legend:
- International
- More than one race
- American Indian/Alaska Native
- Asian/Asian American
- Black/African American
- Hispanic/Latino
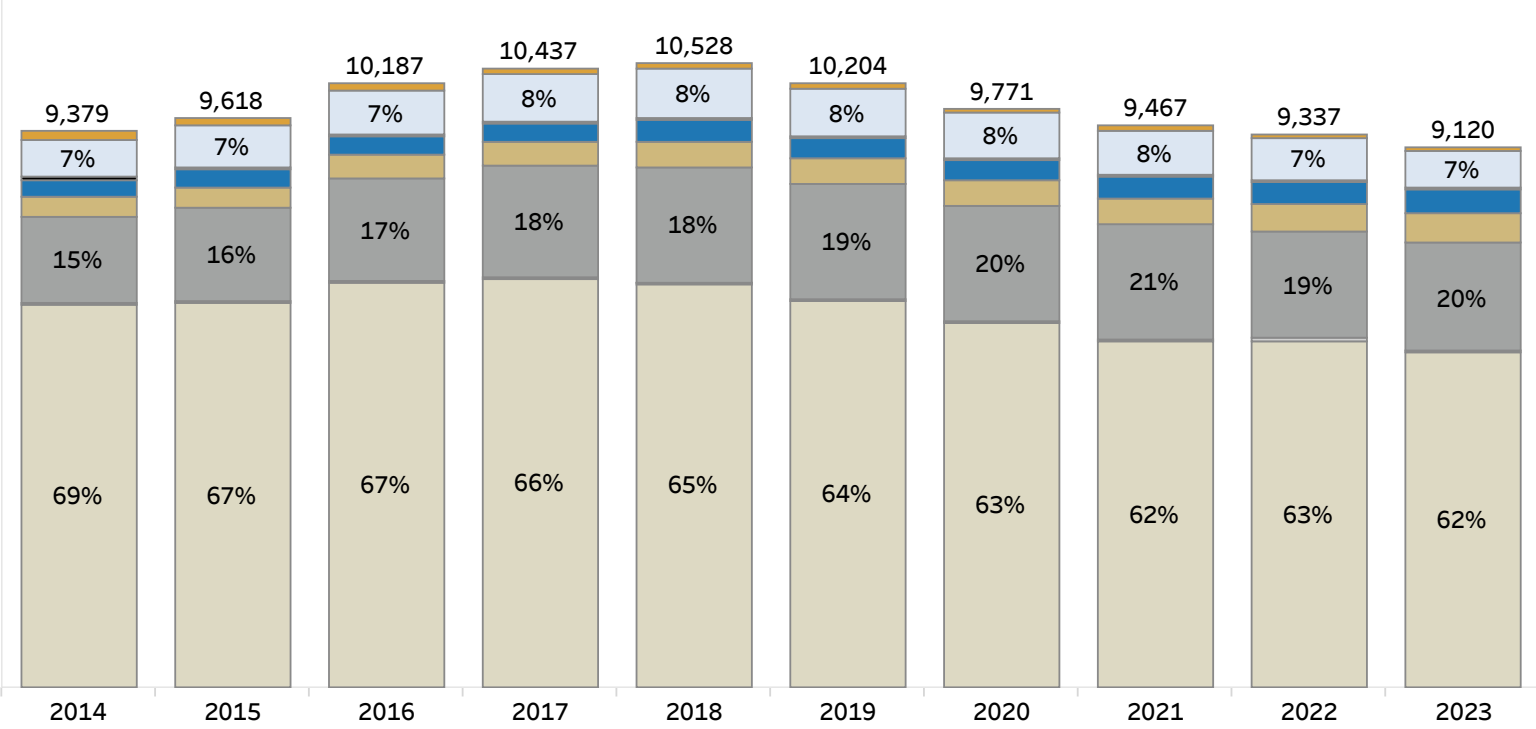- Native Hawaiian/Pacific Islander
- White/Unknown

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
International	2	15	11	13	19	18	21	19	10	10
	0%	1%	1%	1%	1%	1%	1%	1%	1%	1%
More than one race	47	85	105	126	121	146	140	160	219	146
	3%	5%	6%	7%	7%	7%	7%	8%	11%	7%
American Indian/Alaska Native	12	4	10	13	3	5	7	3	6	3
	1%	0%	1%	1%	0%	0%	0%	0%	0%	0%
Asian/Asian American	54	42	60	56	57	58	68	72	75	78
	3%	3%	3%	3%	3%	3%	3%	3%	4%	4%
Black/African American	47	54	51	47	53	48	74	71	66	67
	3%	3%	3%	3%	3%	2%	4%	3%	3%	3%
Hispanic/Latino	178	186	227	260	295	342	323	375	374	375
	11%	12%	13%	14%	16%	18%	16%	18%	19%	19%
Native Hawaiian/Pacific Islander	3	3	2	3	4	5	6	1	6	8
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
White/Unknown	1,220	1,175	1,265	1,327	1,290	1,327	1,421	1,413	1,237	1,273
	78%	75%	73%	72%	70%	68%	69%	67%	62%	65%
Grand Total	1,563	1,564	1,731	1,845	1,842	1,949	2,060	2,114	1,993	1,960
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

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

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).

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Graduate and Professional degree recipients by race/ethnicity, fiscal year

Campus — Colorado Springs

Level — Multiple values

Display — Race (All Races)

Legend:
- International
- More than one race
- American Indian/Alaska Native
- Asian/Asian American
- Black/African American
- Hispanic/Latino
- Native Hawaiian/Pacific Islander
- White/Unknown
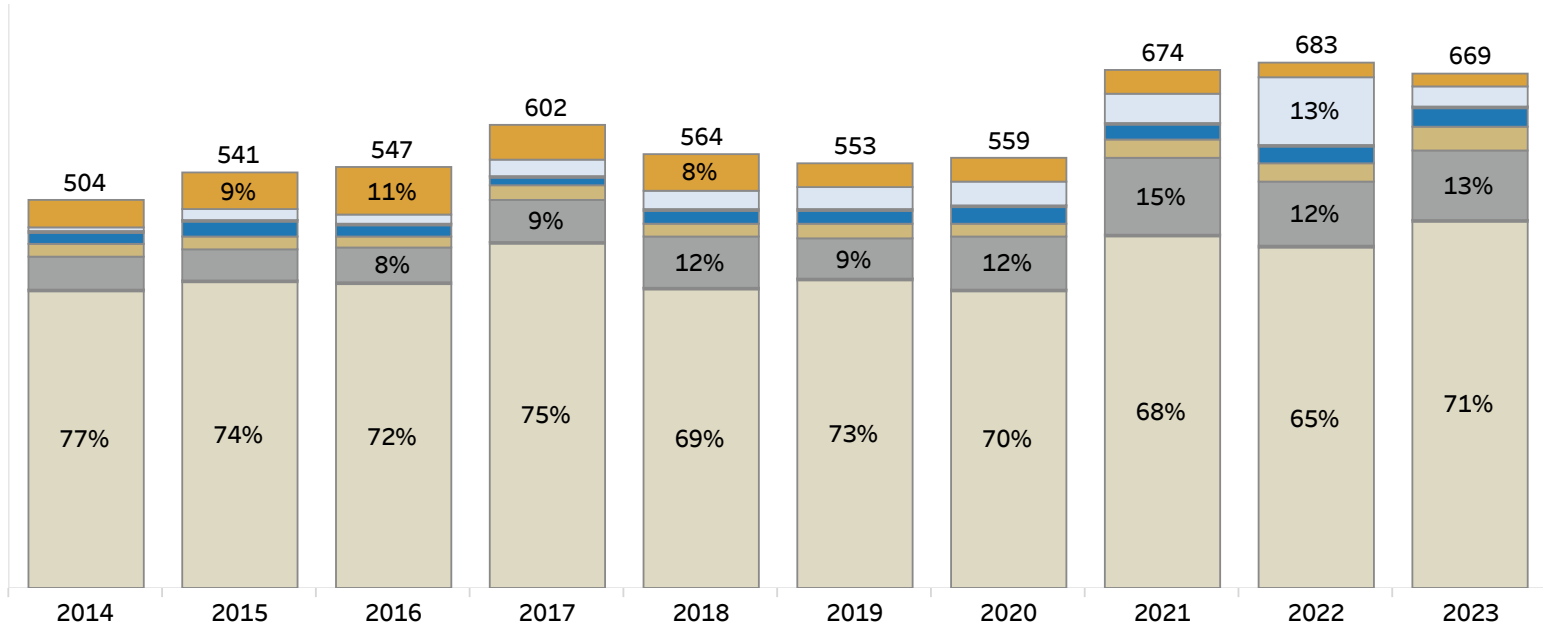
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
International	34 7%	49 9%	62 11%	44 7%	46 8%	31 6%	29 5%	31 5%	18 3%	15 2%
More than one race	6 1%	12 2%	10 2%	22 4%	26 5%	30 5%	33 6%	38 6%	88 13%	27 4%
American Indian/Alaska Native	2 0%	2 0%	1 0%	0 0%	1 0%	1 0%	0 0%	1 0%	0 0%	1 0%
Asian/Asian American	14 3%	20 4%	17 3%	13 2%	16 3%	16 3%	24 4%	21 3%	25 4%	25 4%
Black/African American	17 3%	18 3%	15 3%	17 3%	17 3%	20 4%	16 3%	24 4%	24 4%	31 5%
Hispanic/Latino	42 8%	39 7%	45 8%	55 9%	68 12%	52 9%	68 12%	99 15%	82 12%	90 13%
Native Hawaiian/Pacific Islander	0 0%	0 0%	2 0%	0 0%	0 0%	0 0%	0 0%	0 0%	2 0%	2 0%
White/Unknown	389 77%	401 74%	395 72%	451 75%	390 69%	403 73%	389 70%	460 68%	444 65%	478 71%
Grand Total	504 100%	541 100%	547 100%	602 100%	564 100%	553 100%	559 100%	674 100%	683 100%	669 100%

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).

University of Colorado

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Pell Recipients: First-Year to Second-Year Retention Rates

Campus   Colorado Springs

	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Colorado Springs	62%	64%	67%	60%	62%	67%	68%	61%	63%	59%
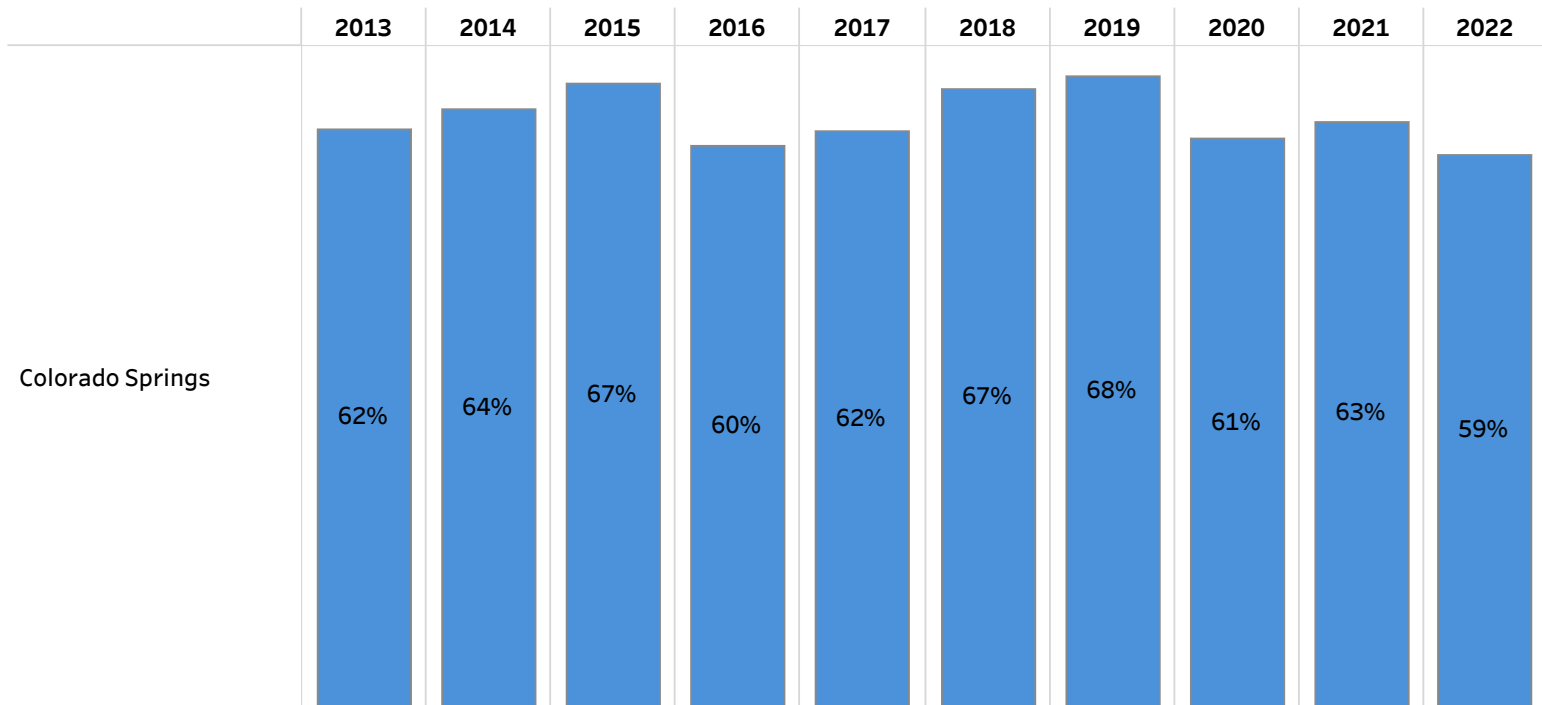
		2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Colorado Springs	Cohort	499.0	510.0	501.0	595.0	645.0	630.0	528.0	376.0	444.0	435.0
	Retained	310.0	328.0	336.0	359.0	400.0	419.0	358.0	230.0	279.0	258.0
	RetRate	62%	64%	67%	60%	62%	67%	68%	61%	63%	59%

University of Colorado
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Note: Enrollment limited to students receiving a Federal Pell grant any time during enrollment.

Pell Recipients: Bachelor degree recipients by fiscal year

Campus   Colorado Springs   ■ Colorado Springs
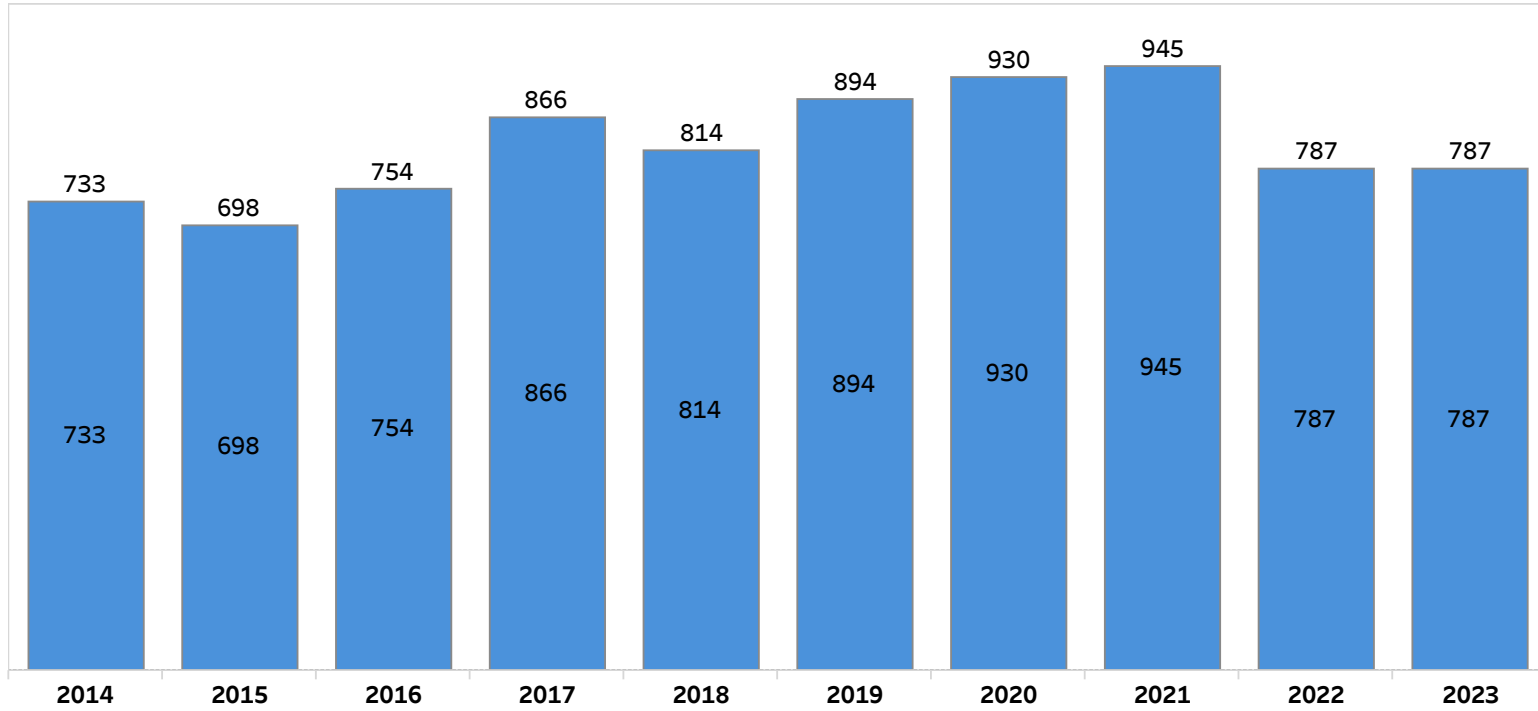
Bachelor's Degrees to Pell Recipients

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Colorado Springs	733	698	754	866	814	894	930	945	787	787

% Pell Recipients of Undergraduates

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Colorado Springs	47%	45%	44%	47%	44%	46%	45%	45%	39%	41%

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

Note: Enrollment limited to students receiving a Federal Pell grant any time during enrollment.

Faculty & Staff by aggregated race/ethnicity, November snapshot

Campus
Colorado Springs

■ People of Color
■ White/Unspecified

Colorado Springs

	2019	2020	2021	2022	2023
Faculty (People of Color)	16%	16%	17%	20%	19%
Faculty (White/Unspecified)	84%	84%	83%	80%	81%
Staff (People of Color)	24%	22%	23%	24%	24%
Staff (White/Unspecified)	76%	78%	77%	76%	76%
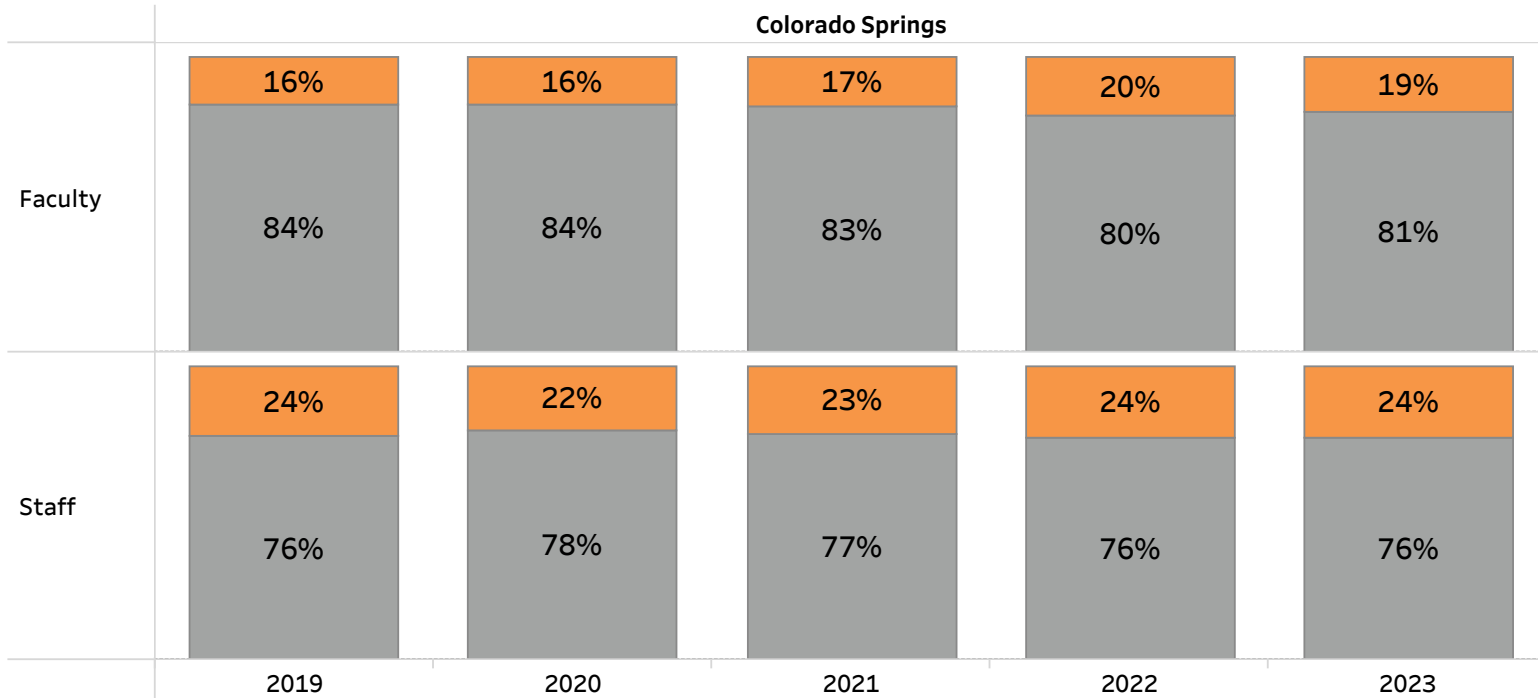
Colorado Springs

		2019	2020	2021	2022	2023
Faculty	People of Color	135 16%	156 16%	192 17%	229 20%	152 19%
	White/Unspecified	697 84%	809 84%	935 83%	928 80%	660 81%
Staff	People of Color	188 24%	165 22%	186 23%	196 24%	209 24%
	White/Unspecified	607 76%	582 78%	613 77%	606 76%	650 76%

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

Notes: Includes employees with active and paid leave appointments reported in IPEDS HR Survey. Excludes student and other temporary employees.

Faculty by aggregated race/ethnicity, November snapshot

Campus   Colorado Springs

🟧 People of Color
⬜ White/Unspecified

Colorado Springs

	2019	2020	2021	2022	2023
Tenured/Tenure Track Faculty	80%	80%	79%	23% / 77%	22% / 78%
Non-Tenure Track Faculty	86%	86%	84%	80%	86%
Research and Public Faculty	85%	84%	83%	80%	79%
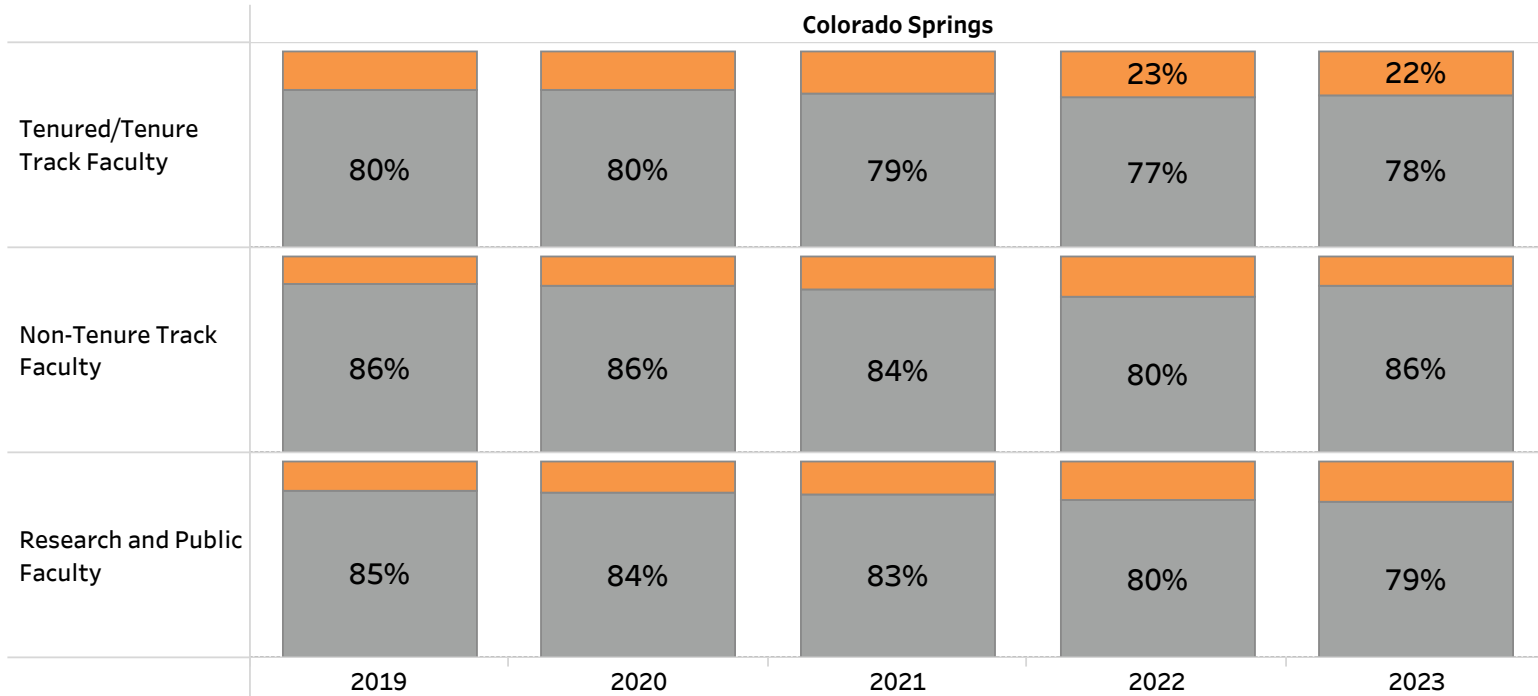
		Faculty				
		Colorado Springs				
		2019	2020	2021	2022	2023
Tenured/Tenure Track Faculty	People of Color	57 20%	55 20%	60 21%	71 23%	54 22%
	White/Unspecified	231 80%	227 80%	227 79%	234 77%	193 78%
Non-Tenure Track Faculty	People of Color	28 14%	30 14%	34 16%	40 20%	29 15%
	White/Unspecified	179 86%	178 86%	175 84%	160 80%	171 86%
Research and Public Faculty	People of Color	50 15%	71 16%	98 17%	118 20%	69 21%
	White/Unspecified	287 85%	379 84%	492 83%	484 80%	266 79%

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

Notes: Includes employees with active and paid leave appointments reported in IPEDS HR Survey. Excludes student and other temporary employees.

Full-Time Faculty + Staff by race/ethnicity, November snapshot

Campus: Colorado Springs
Emp Type: All

Legend: International, More than one race, American Indian/Alaska Native, Asian/Asian American, Black/African American, Hispanic/Latino, Native Hawaiian/Pacific Islander, White/Unknown

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
International							26 2%	41 2%	56 3%	33 2%
More than one race	10 1%	0 0%	21 1%	31 2%	30 2%	27 2%	26 2%	35 2%	52 3%	50 3%
American Indian/Alaska Native	5 0%	7 0%	7 0%	8 0%	9 1%	7 0%	10 1%	9 0%	16 1%	12 1%
Asian/Asian American	40 4%	68 4%	63 4%	70 4%	72 4%	75 5%	78 5%	86 4%	99 5%	73 4%
Black/African American	36 3%	44 3%	55 3%	60 4%	61 4%	62 4%	54 3%	63 3%	66 3%	51 3%
Hispanic/Latino	102 9%	111 7%	120 8%	139 8%	142 9%	150 9%	150 9%	181 9%	188 10%	173 10%
Native Hawaiian/Pacific Islander	2 0%	4 0%	2 0%	2 0%	4 0%	2 0%	3 0%	4 0%	4 0%	2 0%
White/Unknown	925 83%	1,362 85%	1,317 83%	1,330 81%	1,302 80%	1,304 80%	1,365 80%	1,507 78%	1,478 75%	1,277 76%
Grand Total	1,120 100%	1,596 100%	1,585 100%	1,640 100%	1,620 100%	1,627 100%	1,712 100%	1,926 100%	1,959 100%	1,671 100%

Notes: Includes employees with active and paid leave appointments reported in IPEDS HR Survey. Excludes student and other temporary employees.

University of Colorado

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Full-Time Faculty by race/ethnicity, November snapshot

| Campus | Colorado Springs |
| Emp Type | Faculty |

Legend:
- International
- More than one race
- American Indian/Alaska Native
- Asian/Asian American
- Black/African American
- Hispanic/Latino
- Native Hawaiian/Pacific Islander
- White/Unknown
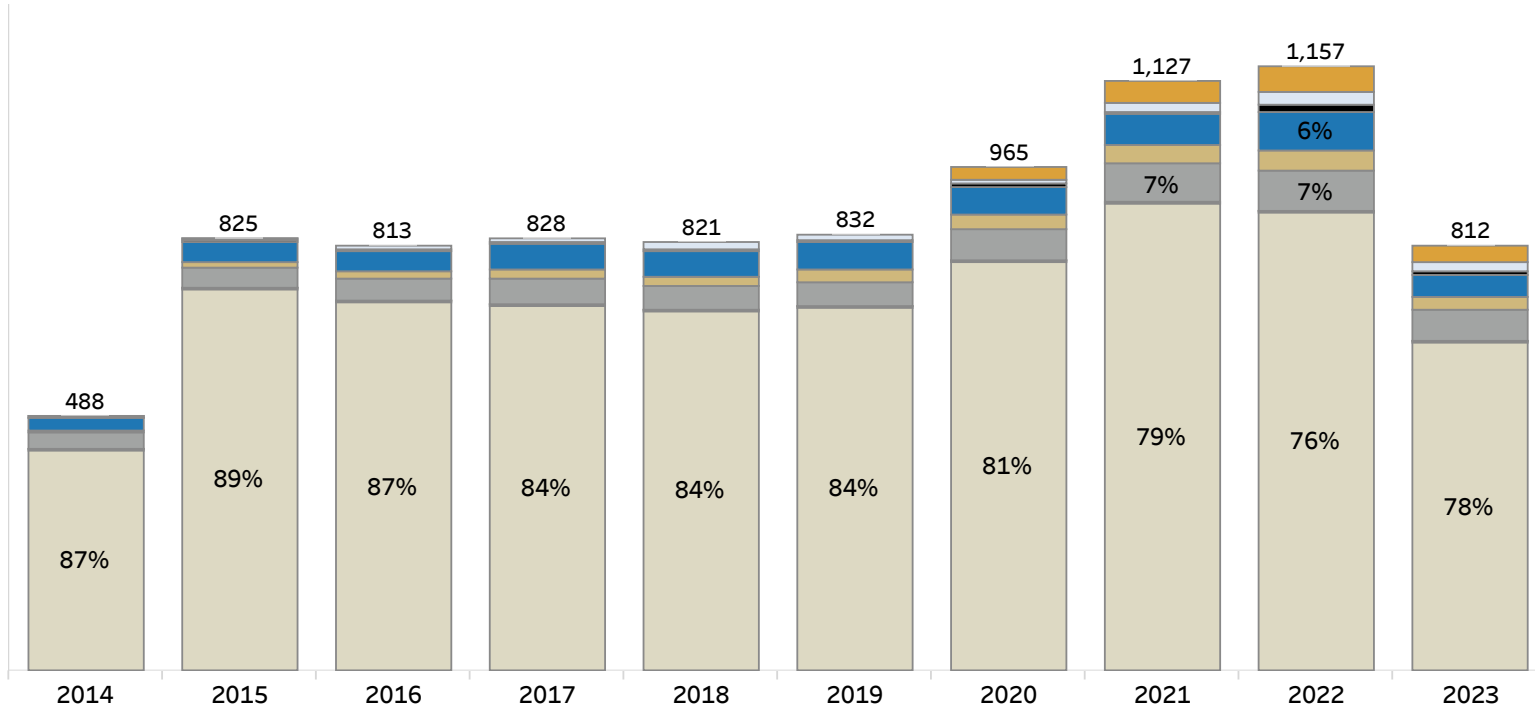
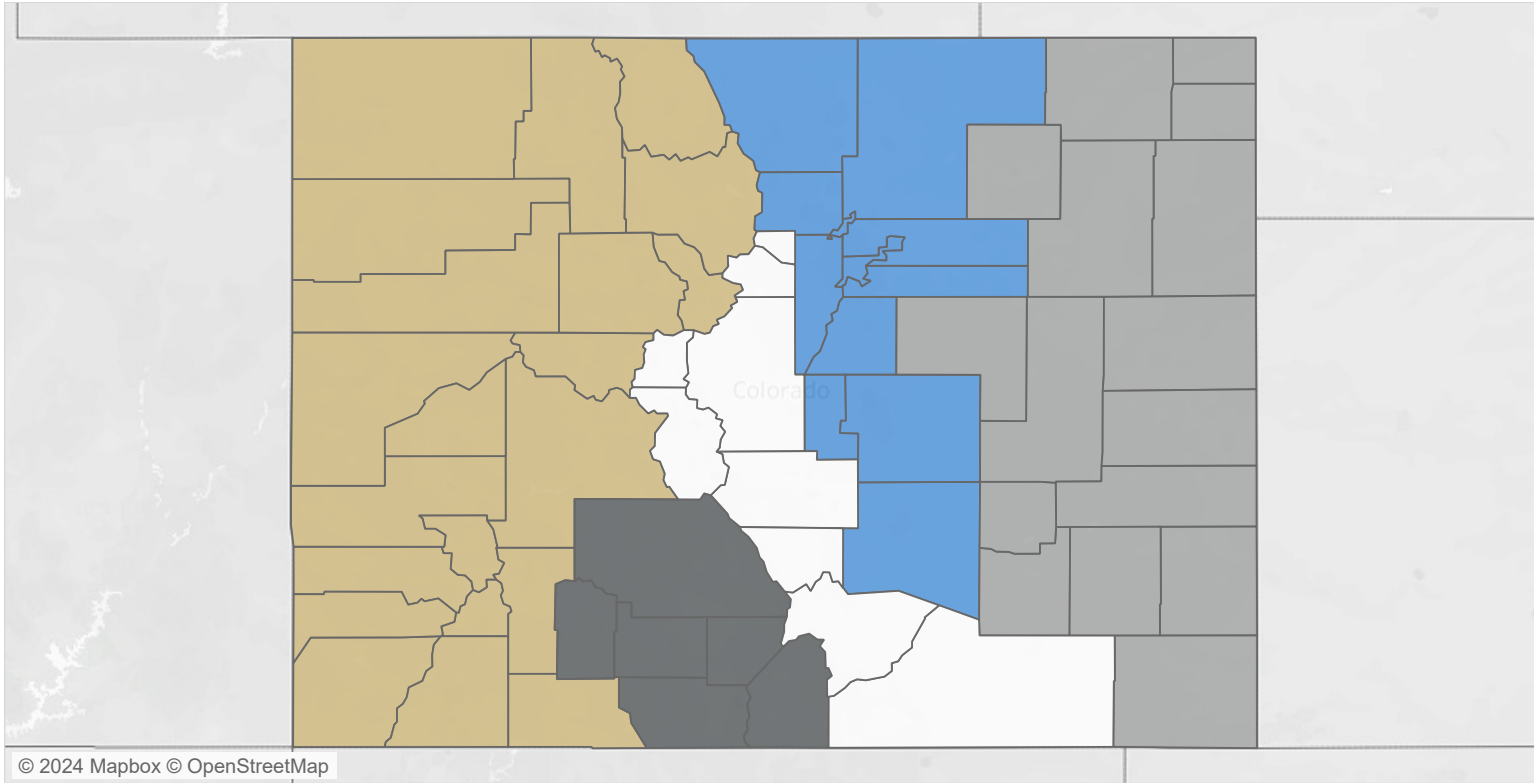|	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
International							25 3%	41 4%	50 4%	30 4%
More than one race	2 0%	0 0%	6 1%	7 1%	15 2%	10 1%	9 1%	16 1%	26 2%	20 2%
American Indian/Alaska Native	3 1%	4 0%	4 0%	6 1%	4 0%	4 0%	6 1%	6 1%	11 1%	5 1%
Asian/Asian American	23 5%	40 5%	40 5%	47 6%	48 6%	51 6%	54 6%	60 5%	74 6%	44 5%
Black/African American	6 1%	11 1%	15 2%	20 2%	20 2%	25 3%	27 3%	32 3%	39 3%	23 3%
Hispanic/Latino	30 6%	37 4%	42 5%	49 6%	44 5%	45 5%	59 6%	76 7%	77 7%	59 7%
Native Hawaiian/Pacific Islander	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 0%	2 0%	2 0%	1 0%
White/Unknown	424 87%	733 89%	706 87%	699 84%	690 84%	697 84%	784 81%	894 79%	878 76%	630 78%
Grand Total	488 100%	825 100%	813 100%	828 100%	821 100%	832 100%	965 100%	1,127 100%	1,157 100%	812 100%

Notes: Includes employees with active and paid leave appointments reported in IPEDS HR Survey. Excludes student and other temporary employees.

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

Full-Time Staff by race/ethnicity, November snapshot

Campus: Colorado Springs

Emp Type: Staff

Legend:
- International
- More than one race
- American Indian/Alaska Native
- Asian/Asian American
- Black/African American
- Hispanic/Latino
- Native Hawaiian/Pacific Islander
- White/Unknown
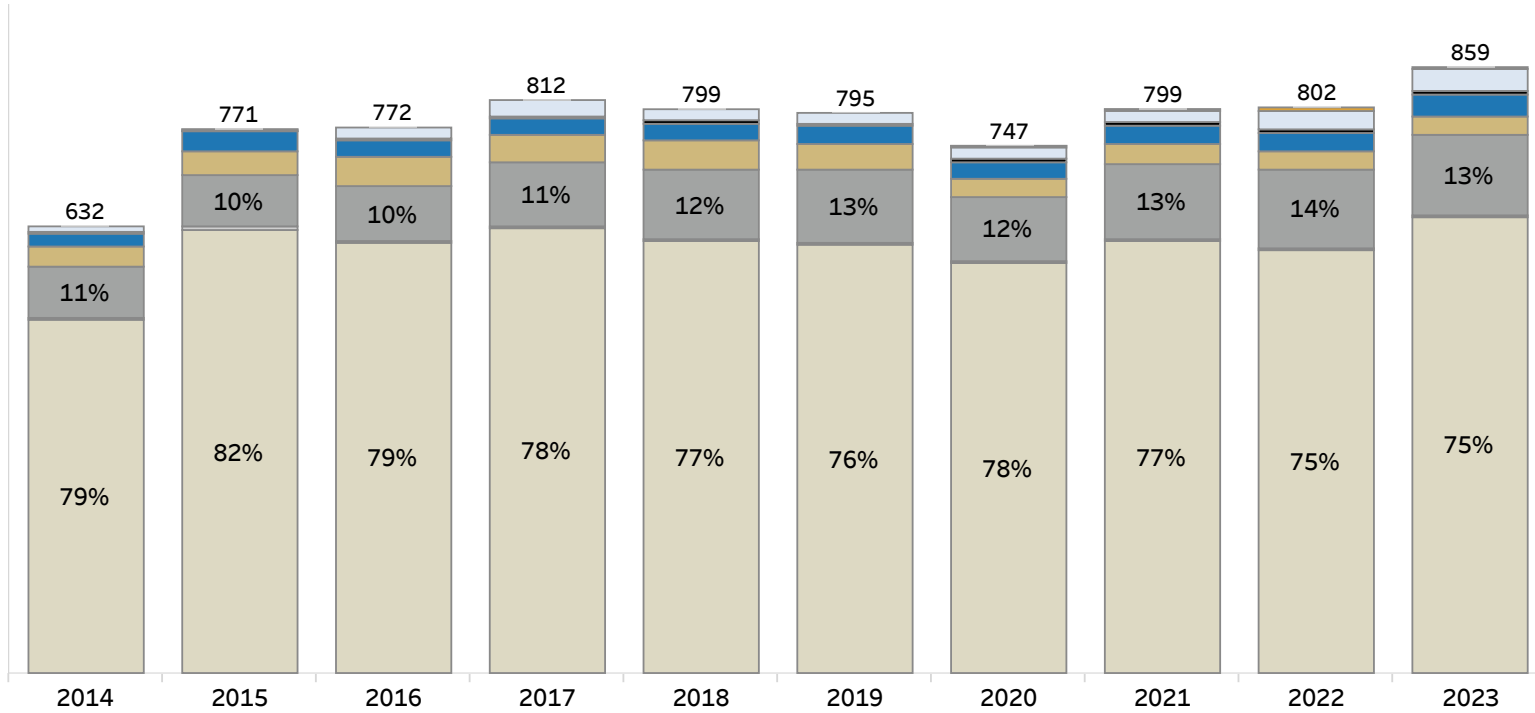
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
International							1 0%	0 0%	6 1%	3 0%
More than one race	8 1%	0 0%	15 2%	24 3%	15 2%	17 2%	17 2%	19 2%	26 3%	30 3%
American Indian/Alaska Native	2 0%	3 0%	3 0%	2 0%	5 1%	3 0%	4 1%	3 0%	5 1%	7 1%
Asian/Asian American	17 3%	28 4%	23 3%	23 3%	24 3%	24 3%	24 3%	26 3%	25 3%	29 3%
Black/African American	30 5%	33 4%	40 5%	40 5%	41 5%	37 5%	27 4%	31 4%	27 3%	28 3%
Hispanic/Latino	72 11%	74 10%	78 10%	90 11%	98 12%	105 13%	91 12%	105 13%	111 14%	114 13%
Native Hawaiian/Pacific Islander	2 0%	4 1%	2 0%	2 0%	4 1%	2 0%	2 0%	2 0%	2 0%	1 0%
White/Unknown	501 79%	629 82%	611 79%	631 78%	612 77%	607 76%	581 78%	613 77%	600 75%	647 75%
Grand Total	632 100%	771 100%	772 100%	812 100%	799 100%	795 100%	747 100%	799 100%	802 100%	859 100%

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

Notes: Includes employees with active and paid leave appointments reported in IPEDS HR Survey. Excludes student and other temporary employees.

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Faculty & Staff by sex, November snapshot

Campus   Colorado Springs   ■ Female
                                    ■ Male

Colorado Springs

	2019	2020	2021	2022	2023
Faculty Female	54%	55%	54%	55%	57%
Male	46%	45%	46%	45%	43%
Staff Female	59%	60%	59%	59%	59%
Male	41%	40%	41%	41%	41%

Colorado Springs

		2019	2020	2021	2022	2023
Faculty	Female	448 54%	465 55%	605 54%	633 55%	462 57%
	Male	384 46%	380 45%	522 46%	526 45%	349 43%
Staff	Female	467 59%	464 60%	471 59%	474 59%	504 59%
	Male	328 41%	309 40%	328 41%	328 41%	355 41%

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

Notes: Includes employees with active and paid leave appointments reported in IPEDS HR Survey. Excludes student and other temporary employees.

Faculty by sex and military affiliation, November snapshot

Campus   Colorado Springs

					2019	2020	2021	2022	2023
Sex	Tenured/Tenure Track	Full Professor	Female		25	31	27	33	29
			Male		55	59	64	63	56
			Total		80	90	91	96	85
		Associate Professor	Female		44	39	44	49	39
			Male		46	47	50	59	46
			Total		90	86	94	108	85
		Assistant Professor	Female		62	57	56	66	55
			Male		56	53	52	62	48
			Total		118	110	108	128	103
		Total			288	286	293	332	273
	Non-Tenure Track	Instructor/Sr Instructor	Female		126	127	128	123	34
			Male		81	82	82	84	25
			Total		207	209	210	207	59
		Other	Female					0	88
			Male					0	54
			Total					0	142
		Total			207	209	210	207	201
	Research/Public Service/Clinical	Research/Public Service/Clinical	Female		191	211	350	362	217
			Male		146	139	274	258	120
			Total		337	350	624	620	337
		Total			337	350	624	620	337
	Total				832	845	1,127	1,159	811
Military	Tenured/Tenure Track	Full Professor	Military Affiliation		3	3	7	1
			Total			3	3	7	1
		Associate Professor	Military Affiliation			4	4	4	3
			Total			4	4	4	3
		Assistant Professor	Military Affiliation			2	2	6	3
			Total			2	2	6	3
		Total				9	9	17	7
	Non-Tenure Track	Instructor/Sr Instructor	Military Affiliation			17	18	16	3
			Total			17	18	16	3
		Other	Military Affiliation					0	13
			Total					0	13
		Total				17	18	16	16
	Research/Public Service/Clinical	Research/Public Service/Clinical	Military Affiliation			49	52	64	27
			Total			49	52	64	27
		Total				49	52	64	27
	Total					75	79	97	50

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Notes: Includes employees with active and paid leave appointments reported in IPEDS HR Survey. Excludes student and other temporary employees.

Tenured/Tenure Track Faculty by race/ethnicity, November snapshot

Campus   Colorado Springs

			2019	2020	2021	2022	2023
Tenured/	Full Professor	American Indian/Alaska Native	0	0	0	1	0
Tenure Track		Asian/Asian American	5	6	6	9	9
		Black/African American	0	0	0	0	0
		Hispanic/Latino	3	7	9	7	9
		Native Hawaiian/Pacific Islander	0	0	0	0	0
		More than one race	0	0	0	0	0
		White	69	73	72	74	61
		Unknown	3	4	4	3	4
		International			0	2	2
		Total	80	90	91	96	85
	Associate Professor	American Indian/Alaska Native	0	0	0	0	0
		Asian/Asian American	10	13	16	14	9
		Black/African American	2	2	0	2	1
		Hispanic/Latino	7	3	4	1	2
		Native Hawaiian/Pacific Islander	0	0	0	0	0
		More than one race	0	0	0	0	0
		White	66	64	70	74	59
		Unknown	5	4	4	5	4
		International		0	0	13	10
		Total	90	86	94	109	85
	Assistant Professor	American Indian/Alaska Native	1	1	1	2	1
		Asian/Asian American	19	10	11	17	8
		Black/African American	5	4	4	8	4
		Hispanic/Latino	3	6	6	9	8
		Native Hawaiian/Pacific Islander	0	1	1	1	1
		More than one race	2	2	2	0	2
		White	75	68	64	69	61
		Unknown	13	14	13	9	4
		International		4	6	13	14
		Total	118	110	108	128	103
Total			288	286	293	333	273

Notes: Includes employees with active and paid leave appointments reported in IPEDS HR Survey. Excludes student and other temporary employees.

Non-Tenured & Other Faculty by race/ethnicity, November snapshot

Campus   Colorado Springs

			2019	2020	2021	2022	2023
Non-Tenure Track	Instructor/Sr Instructor	American Indian/Alaska Native	1	1	1	3	0
		Asian/Asian American	7	7	9	12	4
		Black/African American	4	3	3	3	0
		Hispanic/Latino	12	15	15	13	1
		Native Hawaiian/Pacific Islander	0	0	0	1	0
		More than one race	4	4	6	8	0
		White	163	163	162	153	45
		Unknown	16	15	13	7	9
		International		1	1	7	
		Total	207	209	210	207	59
	Other	American Indian/Alaska Native			0		1
		Asian/Asian American			0		3
		Black/African American			0		2
		Hispanic/Latino			0		10
		Native Hawaiian/Pacific Islander			0		0
		More than one race			0		8
		White			0		113
		Unknown			0		4
		International			0		1
		Total			0		142
	Total		207	209	210	207	201
Research/ Public Service/ Clinical	Research/ Public Service/ Clinical	American Indian/Alaska Native	2	4	4	5	3
		Asian/Asian American	10	18	18	22	11
		Black/African American	14	18	25	26	16
		Hispanic/Latino	20	28	42	47	29
		Native Hawaiian/Pacific Islander	0	0	1	0	
		More than one race	4	3	8	18	10
		White	244	291	347	431	228
		Unknown	43	88	145	53	38
		International		20	34	15	3
		No Reported Sex					1
		Total	337	470	624	617	339
	Total		337	470	624	617	339

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Notes: Includes employees with active and paid leave appointments reported in IPEDS HR Survey. Excludes student and other temporary employees.

Staff (Classified & Exempt) by sex, military affiliation, and race/ethnicity; November snapshot

Campus   Colorado Springs

				2019	2020	2021	2022	2023
Sex	Officers	Officers	Female	4	9	8	6	9
			Male	13	9	10	10	9
			Total	17	18	18	16	18
		Total		17	18	18	16	18
	Management/ Support Staff/ Other	Management/ Other Professionals/Su..	Female	463	455	463	468	495
			Male	315	300	318	318	346
			Total	778	755	781	786	841
		Total		778	755	781	786	841
	Total			795	773	799	802	859
Military	Officers	Officers	Military Affiliation		2	0	1	1
			Total		2	0	1	1
		Total			2	0	1	1
	Management/ Support Staff/ Other	Management/ Other Profession..	Military Affiliation		47	41	41	44
			Total		47	41	41	44
		Total			47	41	41	44
	Total				49	41	42	45
Race & Ethnicity	Officers	Officers	American Indian/Alaska Native	0	0	0	0	
			Asian/Asian American	1	1	1	1	
			Black/African American	1	0	1	1	1
			Hispanic/Latino	2	3	2	3	3
			Native Hawaiian/Pacific Islan..	0	0	0	0	
			More than one race	0	0	0	0	
			White	12	13	13	9	12
			Unknown	1	1	1	2	2
			International		0	0		
			Total	17	18	18	16	18
		Total		17	18	18	16	18
	Management/ Support Staff/ Other	Management/ Other Professionals/ Support Staff	American Indian/Alaska Native	3	4	3	5	7
			Asian/Asian American	23	23	25	24	29
			Black/African American	36	27	30	26	27
			Hispanic/Latino	103	88	103	108	111
			Native Hawaiian/Pacific Islan..	2	2	2	2	1
			More than one race	17	17	19	26	30
			White	565	538	569	566	609
			Unknown	29	29	30	23	24
			International		1	0	6	3
			Total	778	729	781	786	841
		Total		778	729	781	786	841

Officers include individuals identified by Employee Services who hold the title of president, chancellor, vice president, vice chancellor, associate or assistant vice president, associate vice chancellor, associate university counsel, and deans of the schools, colleges, and libraries.

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Notes: Includes employees with active and paid leave appointments reported in IPEDS HR Survey. Excludes student and other temporary employees.

Resident first-time undergraduate applications by race/ethnicity and status, fall term

Campus: Denver Campus

Display: Race (All Races)

Detail: ALL

Legend:
- International
- More than one race
- American Indian/Alaska Native
- Asian/Asian American
- Black/African American
- Hispanic/Latino
- Native Hawaiian/Pacific Islander
- White/Unknown
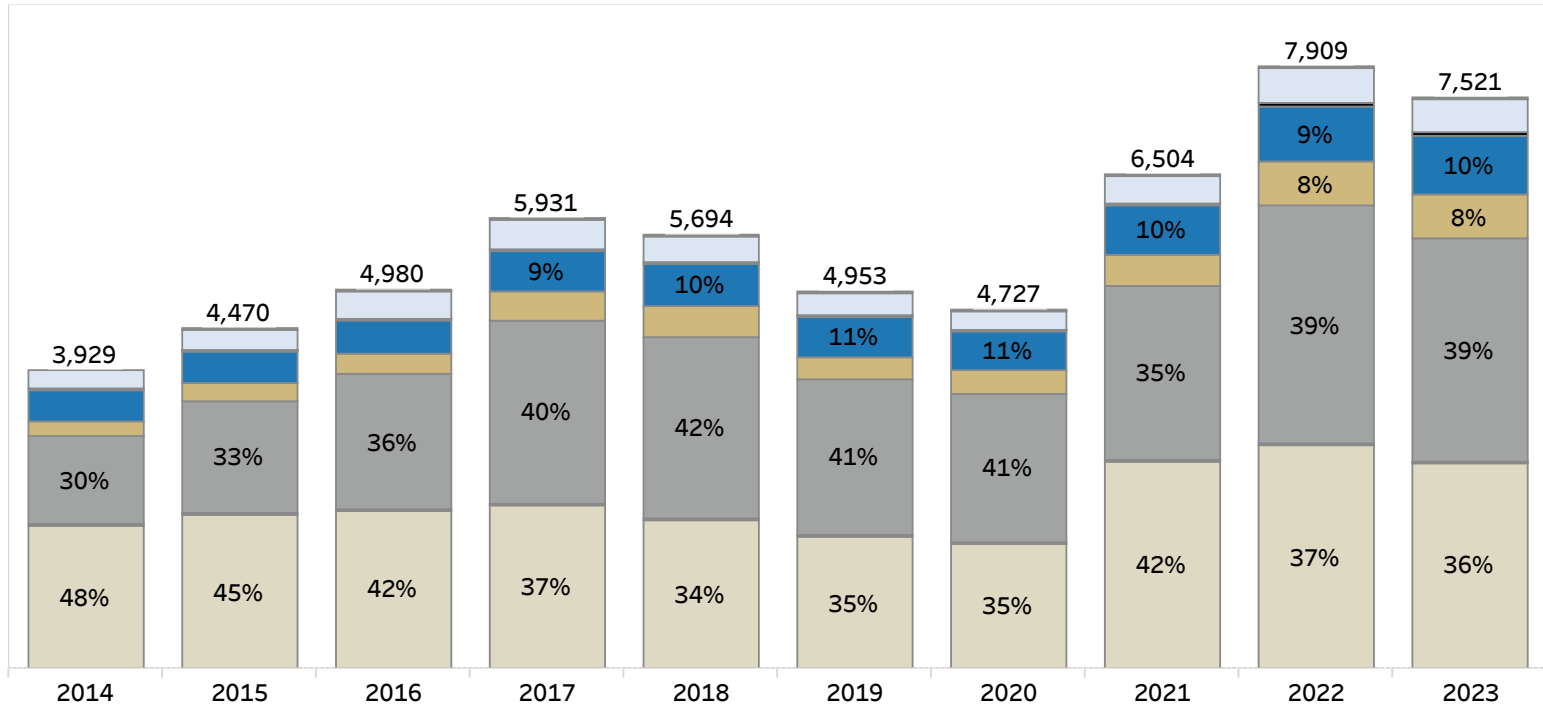
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
More than one race	247 6%	273 6%	358 7%	422 7%	344 6%	298 6%	260 6%	376 6%	460 6%	447 6%
American Indian/Alaska Native	15 0%	6 0%	9 0%	17 0%	17 0%	4 0%	7 0%	11 0%	30 0%	46 1%
Asian/Asian American	422 11%	429 10%	448 9%	526 9%	558 10%	540 11%	529 11%	656 10%	721 9%	772 10%
Black/African American	192 5%	243 5%	280 6%	391 7%	407 7%	294 6%	310 7%	403 6%	597 8%	567 8%
Hispanic/Latino	1,163 30%	1,478 33%	1,771 36%	2,392 40%	2,392 42%	2,050 41%	1,956 41%	2,296 35%	3,121 39%	2,946 39%
Native Hawaiian/Pacific Islander	11 0%	5 0%	12 0%	5 0%	11 0%	9 0%	8 0%	12 0%	20 0%	8 0%
White/Unknown	1,879 48%	2,030 45%	2,089 42%	2,170 37%	1,951 34%	1,745 35%	1,649 35%	2,725 42%	2,939 37%	2,710 36%
International		6 0%	13 0%	8 0%	14 0%	13 0%	8 0%	25 0%	21 0%	25 0%
Grand Total	3,929 100%	4,470 100%	4,980 100%	5,931 100%	5,694 100%	4,953 100%	4,727 100%	6,504 100%	7,909 100%	7,521 100%

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Resident first-time undergraduate applications, admitted, and enrolled by race/ethnicity and status, fall term

Campus	Denver Campus
Display	Race (All Races)
Detail	ALL

Legend:
- International
- More than one race
- American Indian/Alaska Native
- Asian/Asian American
- Black/African American
- Hispanic/Latino
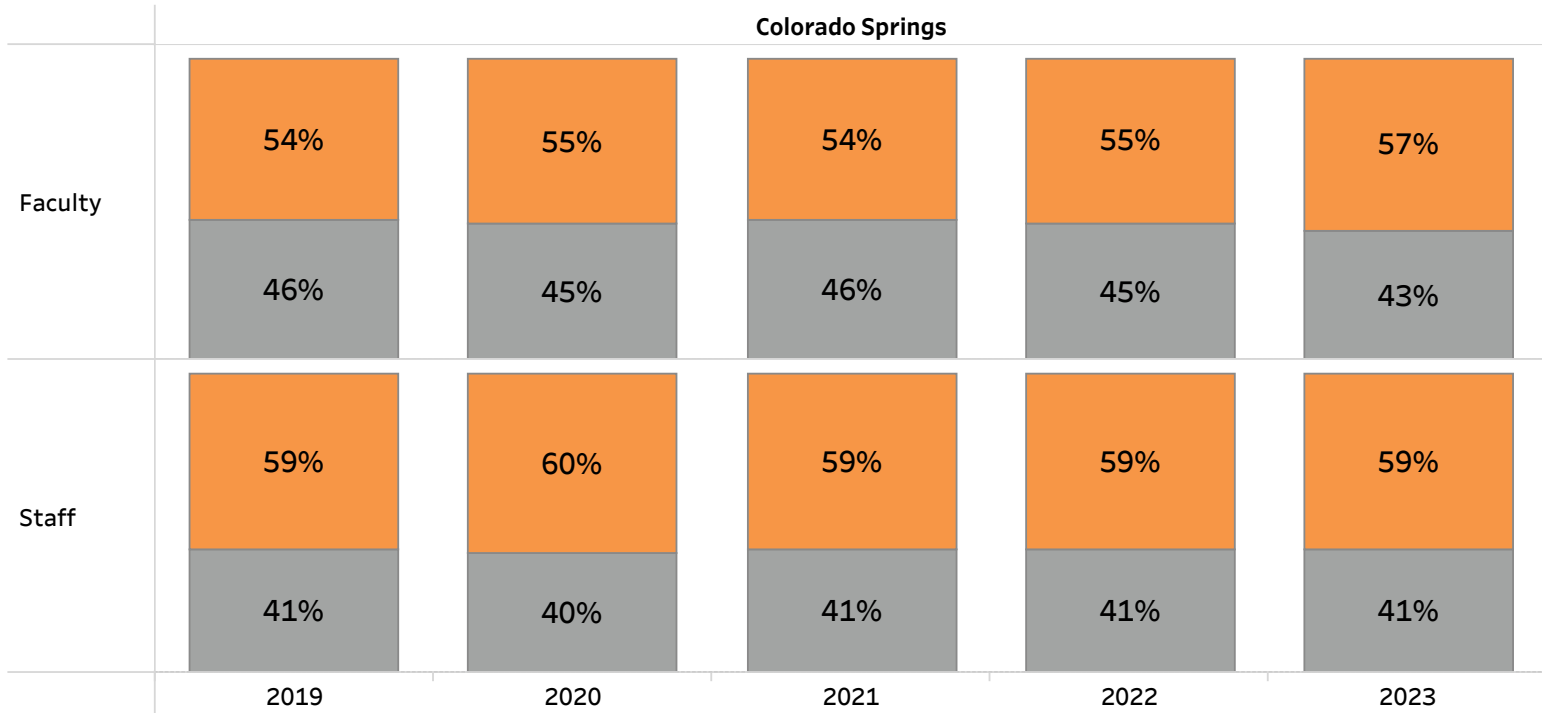- Native Hawaiian/Pacific Islander
- White/Unknown
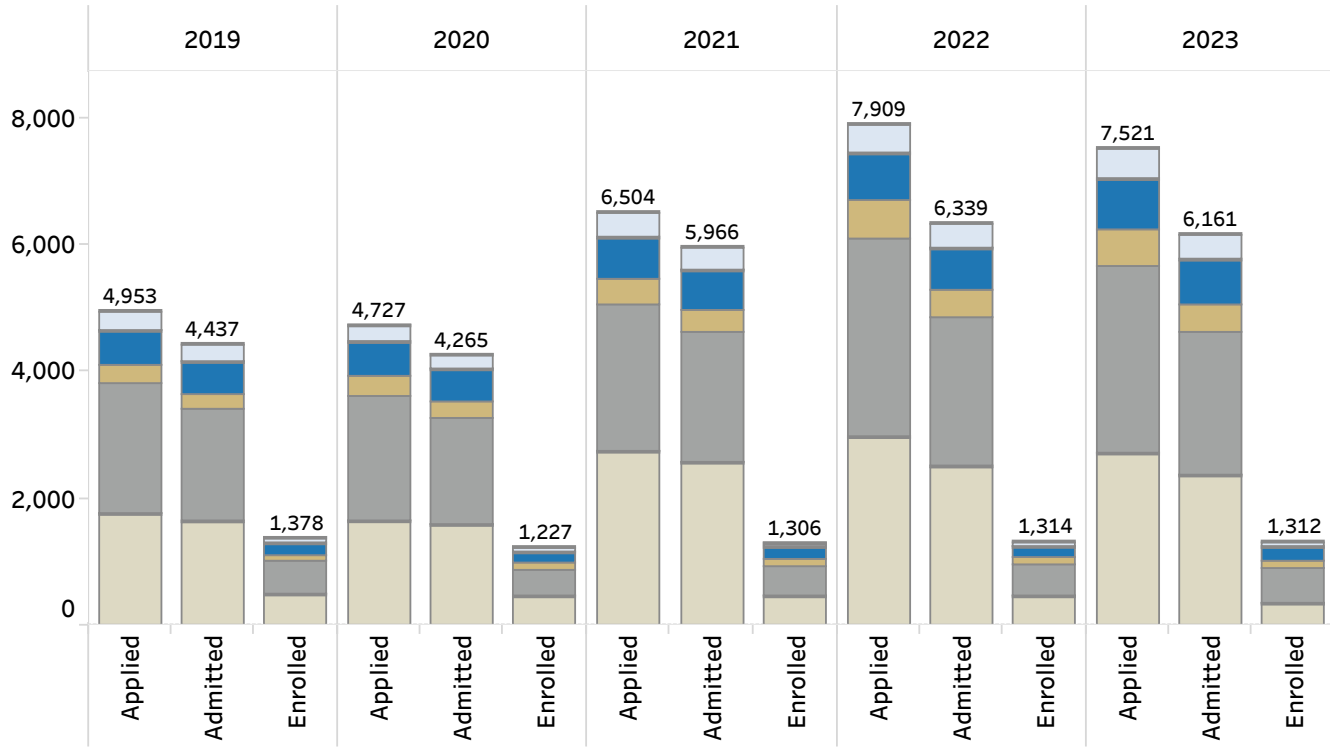
	2019			2020			2021			2022			2023		
More than one race	298	273	87	260	230	59	376	354	77	460	379	67	447	376	81
American Indian/Alaska Native	4	4	2	7	3	2	11	8	1	30	13	1	46	17	4
Asian/Asian American	540	512	196	529	506	195	656	622	196	721	655	176	772	707	204
Black/African American	294	242	84	310	262	106	403	356	109	597	444	108	567	423	131
Hispanic/Latino	2,050	1,759	508	1,956	1,677	401	2,296	2,038	456	3,121	2,335	503	2,946	2,249	537
Native Hawaiian/Pacific Islander	9	9	2	8	7	3	12	10	2	20	12	4	8	2	0
White/Unknown	1,745	1,626	493	1,649	1,572	457	2,725	2,559	462	2,939	2,485	452	2,710	2,369	351
International	13	12	6	8	8	4	25	19	3	21	16	3	25	18	4
Grand Total	4,953	4,437	1,378	4,727	4,265	1,227	6,504	5,966	1,306	7,909	6,339	1,314	7,521	6,161	1,312

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Total enrollment by sex

Campus   Denver Campus

Level   All

Legend:
- Not Reported or X
- Female
- Male

2023

Category	Male	Female
Grand Total	43%	56%
Graduate	39%	59%
Undergraduate	44%	54%

Bar chart by year:

Year	Total	Female	Male
2016	14,770	53%	47%
2017	15,008	53%	47%
2018	15,232	54%	46%
2019	14,947	54%	45%
2020	15,162	55%	44%
2021	14,884	56%	43%
2022	14,573	56%	43%
2023	14,007	56%	43%
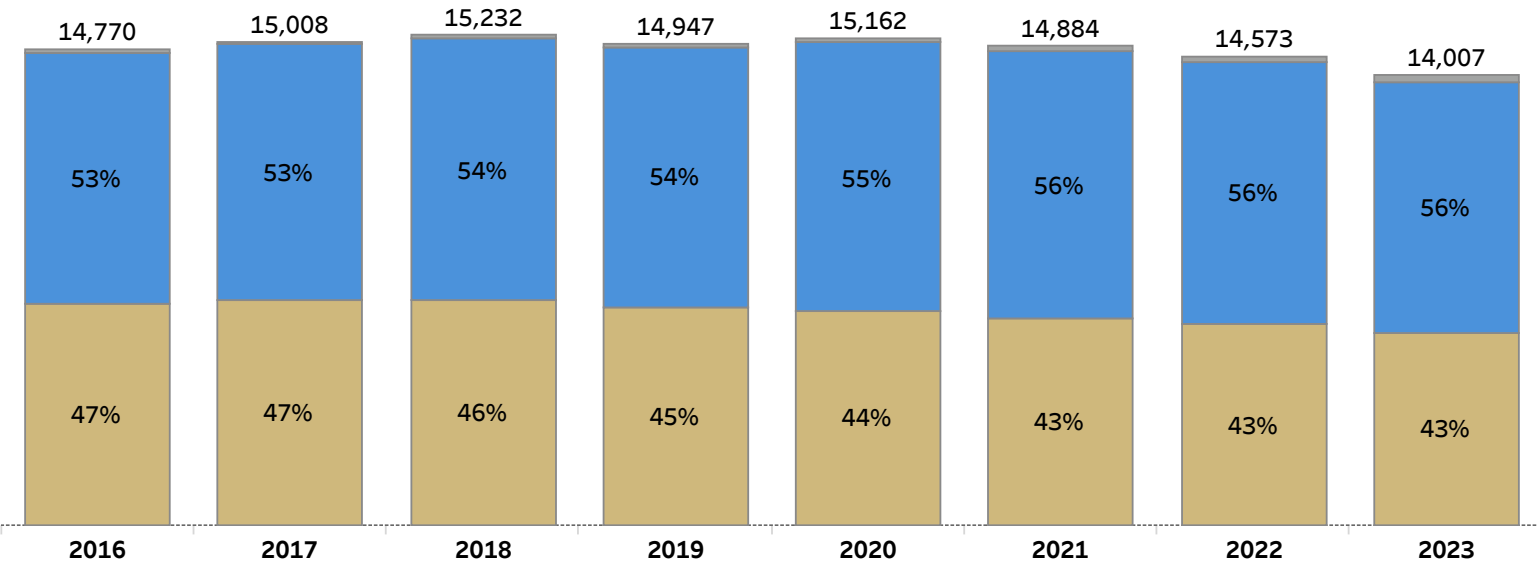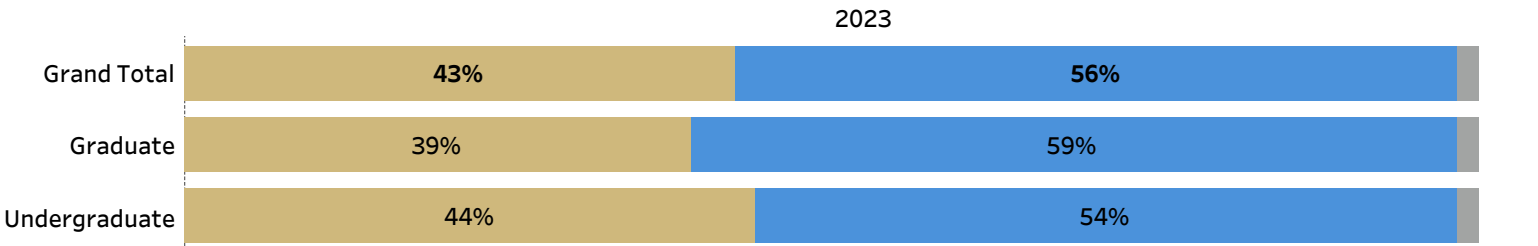
			2016	2017	2018	2019	2020	2021	2022	2023
Denver	Graduate	Female	2,374	2,383	2,393	2,331	2,666	2,753	2,687	2,538
		Male	1,887	1,811	1,726	1,695	1,849	1,903	1,889	1,686
		Not Reported or X	16	14	12	25	35	56	65	72
		Total	4,277	4,208	4,131	4,051	4,550	4,712	4,641	4,296
	Undergraduate	Female	5,428	5,597	5,778	5,719	5,732	5,559	5,449	5,264
		Male	5,009	5,184	5,267	5,099	4,795	4,507	4,373	4,281
		Not Reported or X	56	19	56	78	85	106	110	166
		Total	10,493	10,800	11,101	10,896	10,612	10,172	9,932	9,711
	Total		14,770	15,008	15,232	14,947	15,162	14,884	14,573	14,007

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Total enrollment by race/ethnicity, fall term

Campus — Denver Campus

Level — All

Display — Race (All Races)

Legend:
- International
- More than one race
- American Indian/Alaska Native
- Asian/Asian American
- Black/African American
- Hispanic/Latino
- Native Hawaiian/Pacific Islander
- White/Unknown

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
International	1,247	1,063	1,052	1,076	1,049	963	877	832	1,020	1,081
	9%	7%	7%	7%	7%	6%	6%	6%	7%	8%
More than one race	523	569	666	721	760	769	792	756	758	746
	4%	4%	5%	5%	5%	5%	5%	5%	5%	5%
American Indian/Alaska Native	55	50	50	59	56	49	54	58	61	56
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Asian/Asian American	1,184	1,217	1,276	1,287	1,372	1,361	1,396	1,438	1,369	1,367
	8%	8%	9%	9%	9%	9%	9%	10%	9%	10%
Black/African American	620	634	672	713	745	768	776	781	771	809
	4%	4%	5%	5%	5%	5%	5%	5%	5%	6%
Hispanic/Latino	2,157	2,344	2,573	2,821	3,165	3,295	3,349	3,321	3,392	3,448
	15%	16%	17%	19%	21%	22%	22%	22%	23%	25%
Native Hawaiian/Pacific Islander	16	16	17	15	16	19	18	18	18	22
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
White/Unknown	8,567	8,441	8,464	8,316	8,069	7,723	7,900	7,680	7,184	6,478
	60%	59%	57%	55%	53%	52%	52%	52%	49%	46%
Grand Total	14,369	14,334	14,770	15,008	15,232	14,947	15,162	14,884	14,573	14,007
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

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Undergraduate enrollment by race/ethnicity, fall term

Campus: Denver Campus

Level: Undergraduate

Display: Race (All Races)

Legend:
- International
- More than one race
- American Indian/Alaska Native
- Asian/Asian American
- Black/African American
- Hispanic/Latino
- Native Hawaiian/Pacific Islander
- White/Unknown

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
International	705 7%	564 6%	562 5%	578 5%	574 5%	526 5%	508 5%	405 4%	414 4%	474 5%
More than one race	453 5%	475 5%	567 5%	623 6%	646 6%	643 6%	640 6%	583 6%	587 6%	577 6%
American Indian/Alaska Native	37 0%	33 0%	38 0%	40 0%	39 0%	37 0%	39 0%	36 0%	40 0%	40 0%
Asian/Asian American	1,031 10%	1,056 11%	1,105 11%	1,114 10%	1,197 11%	1,182 11%	1,178 11%	1,184 12%	1,126 11%	1,128 12%
Black/African American	508 5%	526 5%	559 5%	589 5%	610 5%	631 6%	621 6%	630 6%	652 7%	699 7%
Hispanic/Latino	1,801 18%	1,979 20%	2,210 21%	2,425 22%	2,714 24%	2,824 26%	2,765 26%	2,706 27%	2,793 28%	2,867 30%
Native Hawaiian/Pacific Islander	13 0%	13 0%	11 0%	10 0%	12 0%	14 0%	13 0%	13 0%	15 0%	19 0%
White/Unknown	5,439 54%	5,392 54%	5,441 52%	5,421 50%	5,309 48%	5,039 46%	4,848 46%	4,615 45%	4,305 43%	3,907 40%
Grand Total	9,987 100%	10,038 100%	10,493 100%	10,800 100%	11,101 100%	10,896 100%	10,612 100%	10,172 100%	9,932 100%	9,711 100%

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Graduate enrollment by race/ethnicity, fall term

Campus: Denver Campus
Level: Graduate
Display: Race (All Races)

Legend:
- International
- More than one race
- American Indian/Alaska Native
- Asian/Asian American
- Black/African American
- Hispanic/Latino
- Native Hawaiian/Pacific Islander
- White/Unknown
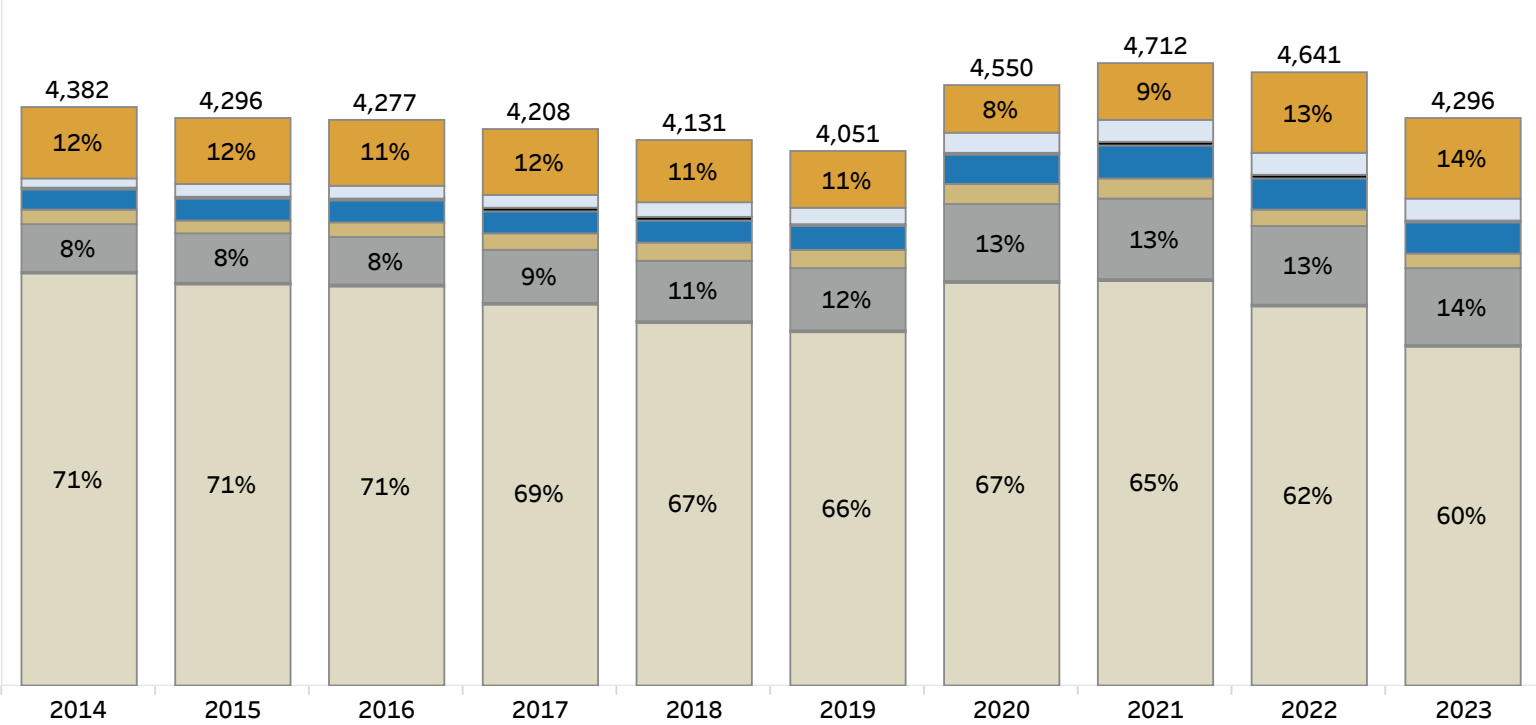
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
International	542 12%	499 12%	490 11%	498 12%	475 11%	437 11%	369 8%	427 9%	606 13%	607 14%
More than one race	70 2%	94 2%	99 2%	98 2%	114 3%	126 3%	152 3%	173 4%	171 4%	169 4%
American Indian/Alaska Native	18 0%	17 0%	12 0%	19 0%	17 0%	12 0%	15 0%	22 0%	21 0%	16 0%
Asian/Asian American	153 3%	161 4%	171 4%	173 4%	175 4%	179 4%	218 5%	254 5%	243 5%	239 6%
Black/African American	112 3%	108 3%	113 3%	124 3%	135 3%	137 3%	155 3%	151 3%	119 3%	110 3%
Hispanic/Latino	356 8%	365 8%	363 8%	396 9%	451 11%	471 12%	584 13%	615 13%	599 13%	581 14%
Native Hawaiian/Pacific Islander	3 0%	3 0%	6 0%	5 0%	4 0%	5 0%	5 0%	5 0%	3 0%	3 0%
White/Unknown	3,128 71%	3,049 71%	3,023 71%	2,895 69%	2,760 67%	2,684 66%	3,052 67%	3,065 65%	2,879 62%	2,571 60%
Grand Total	4,382 100%	4,296 100%	4,277 100%	4,208 100%	4,131 100%	4,051 100%	4,550 100%	4,712 100%	4,641 100%	4,296 100%

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Enrollment of International Students

Campus   Denver Campus

Level   All

■ Graduate
■ Undergraduate

		2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Denver	Graduate	542 43%	499 47%	490 47%	498 46%	475 45%	437 45%	369 42%	427 51%	606 59%	607 56%
	Undergraduate	705 57%	564 53%	562 53%	578 54%	574 55%	526 55%	508 58%	405 49%	414 41%	474 44%
	Total	1,247 100%	1,063 100%	1,052 100%	1,076 100%	1,049 100%	963 100%	877 100%	832 100%	1,020 100%	1,081 100%

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Enrollment of Students with Disabilities

Campus   Denver Campus   ■ Denver

Students with Reported Disabilities

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Denver	750.0	770.0	573.0	918.0	1,178.0	1,198.0	1,015.0	1,144.0	1,295.0	708.0

% Students with Reported Disabilities

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Denver	7.2%	7.3%	5.2%	8.1%	10.1%	10.5%	9.2%	10.8%	12.4%	6.9%

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Note: Number of undergraduates registered
with Office of Disability Services

Estimated Enrollment of First Generation Students

Campus: Denver Campus
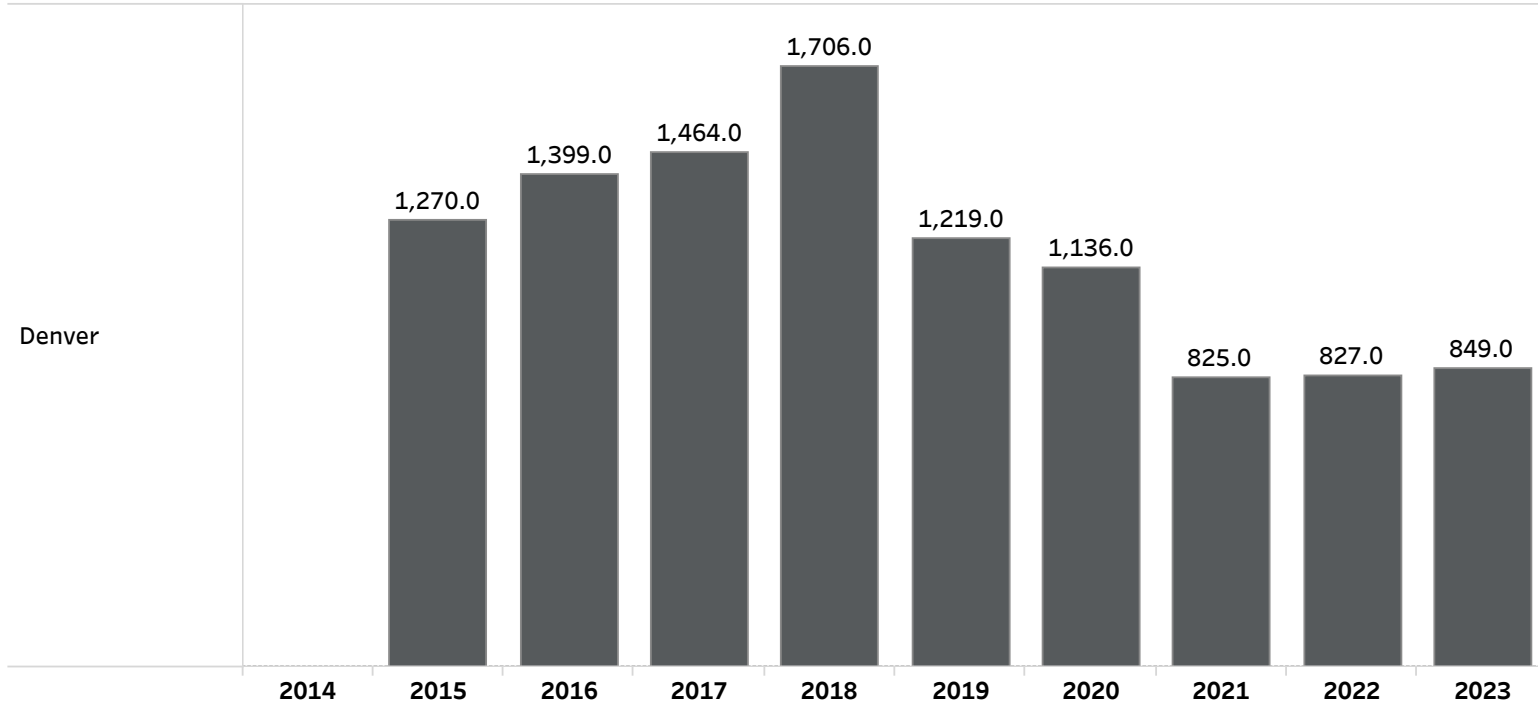
■ Denver

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
First Generation										
Denver		1,270.0	1,399.0	1,464.0	1,706.0	1,219.0	1,136.0	825.0	827.0	849.0
% of Total UG Enrollment										
Denver		54.4%	51.3%	50.3%	49.5%	50.3%	49.1%	50.6%	50.2%	53.4%

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

Enrollment of Federal Pell Grant Recipients

Campus   Denver Campus   ■ Denver
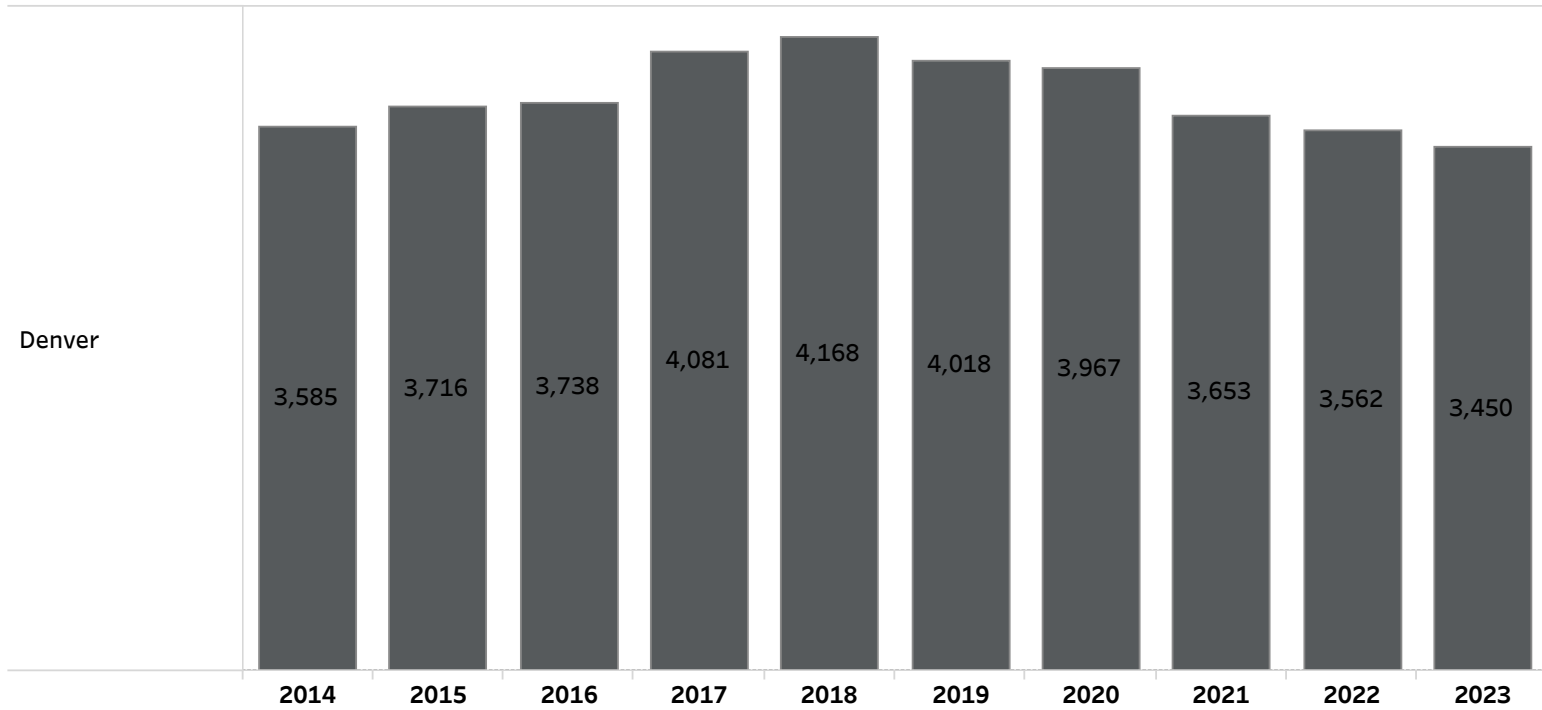
Pell Recipients

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Denver	3,585	3,716	3,738	4,081	4,168	4,018	3,967	3,653	3,562	3,450

% Pell Recipients of Undergraduates

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Denver	36%	37%	36%	38%	38%	37%	37%	36%	36%	36%

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Note: Enrollment limited to students receiving
a Federal Pell grant any time during enrollment.

Enrollment of Veterans and Military Dependents

Campus   Denver Campus   ▢ Graduate   ▢ Undergraduate
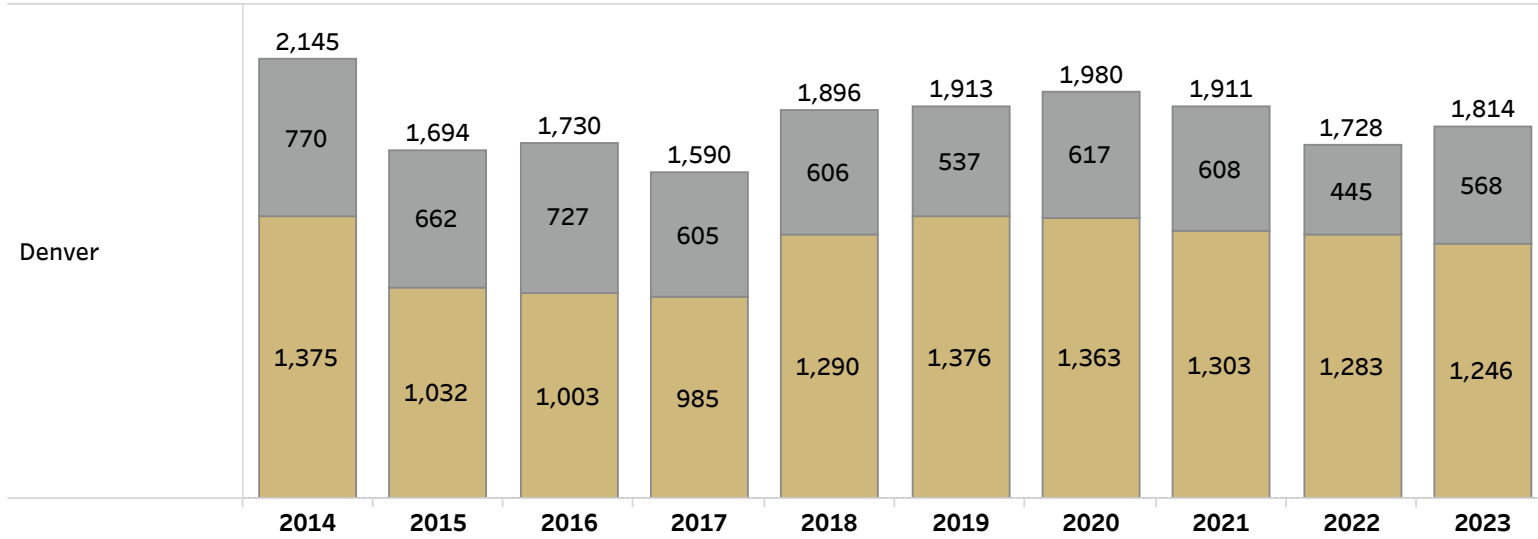
Military & Dependents

		2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Denver	Graduate	770	662	727	605	606	537	617	608	445	568
	Undergraduate	1,375	1,032	1,003	985	1,290	1,376	1,363	1,303	1,283	1,246
	Total	2,145	1,694	1,730	1,590	1,896	1,913	1,980	1,911	1,728	1,814

% Military & Dependents

		2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Denver	Graduate	9%	8%	9%	7%	7%	7%	7%	7%	6%	7%
	Undergraduate	12%	10%	9%	9%	11%	12%	12%	12%	12%	12%
	Total	11%	9%	9%	8%	10%	10%	10%	10%	10%	10%

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Note: Military Affiliation includes people who are currently serving or have served in the US Armed Forces, including ROTC, and their dependents.

Resident first-time undergraduate enrollment by race/ethnicity

Campus   Denver Campus

Legend:
- International
- More than one race
- American Indian/Native American
- Asian/Asian American
- Black/African American
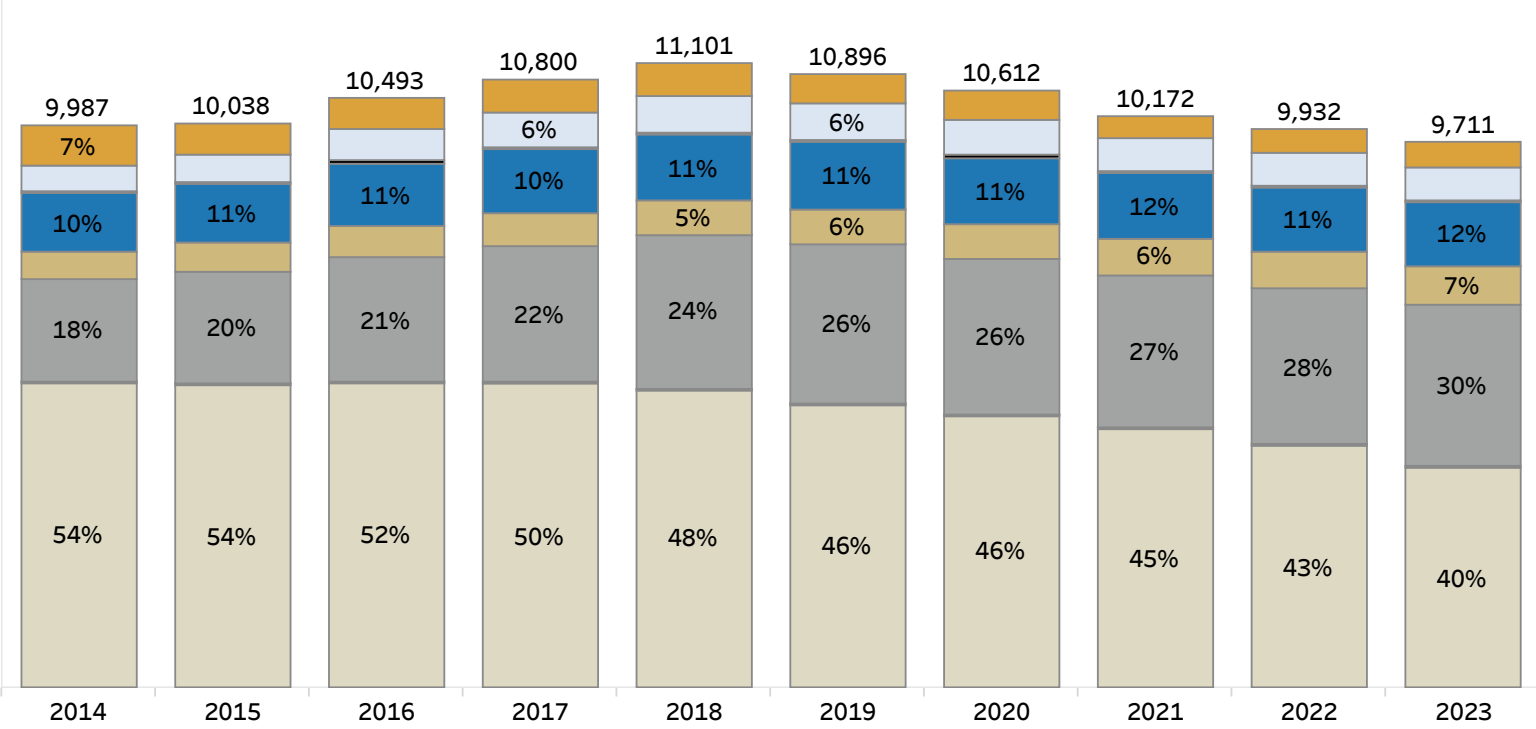- Hispanic or Latino
- Native Hawaiian or Pacific Islander
- Unspecified
- White
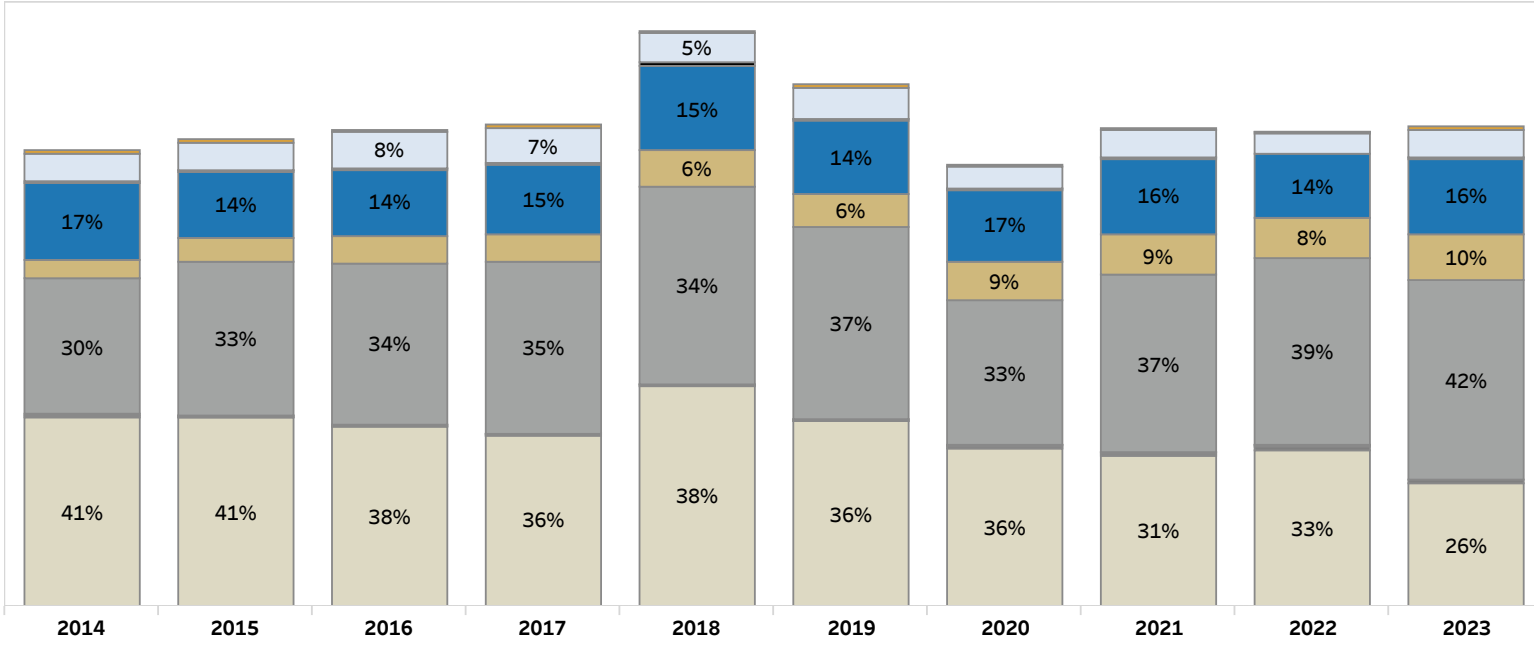
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
International	10	9	4	11	7	5	6	4	2	7
	1%	1%	0%	1%	0%	0%	1%	0%	0%	1%
More than one race	73	70	93	90	76	82	53	72	57	72
	6%	6%	8%	7%	5%	6%	5%	6%	5%	6%
American Indian/Native American	4	2	3	3	6	2	2	1		2
	0%	0%	0%	0%	0%	0%	0%	0%		0%
Asian/Asian American	200	173	172	181	221	195	190	195	167	195
	17%	14%	14%	15%	15%	14%	17%	16%	14%	16%
Black/African American	45	65	72	74	94	82	98	107	103	119
	4%	5%	6%	6%	6%	6%	9%	9%	8%	10%
Hispanic or Latino	354	394	415	442	509	497	372	457	480	519
	30%	33%	34%	35%	34%	37%	33%	37%	39%	42%
Native Hawaiian or Pacific Islander	3	1	4	2		2	1	2	2	
	0%	0%	0%	0%		0%	0%	0%	0%	
Unspecified	4	4	4	1	3	3	11	11	14	8
	0%	0%	0%	0%	0%	0%	1%	1%	1%	1%
White	488	489	463	443	572	479	407	386	403	317
	41%	41%	38%	36%	38%	36%	36%	31%	33%	26%
Grand Total	1,181	1,207	1,230	1,247	1,488	1,347	1,140	1,235	1,228	1,239
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

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Resident first-time undergraduate enrollment by region

Campus   Denver Campus

☐ Eastern Mountains   ▨ Western Slope
▨ Eastern Plains   ▨ Unknown
▨ Front Range
▨ San Luis Valley

Fall Term 2023

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	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Eastern Mountains	5	8	12	6	8	5	5	5	1	1
	0%	1%	1%	0%	1%	0%	0%	0%	0%	0%
Eastern Plains	7	9	13	8	14	5	5	11	8	7
	1%	1%	1%	1%	1%	0%	0%	1%	1%	1%
Front Range	1,143	1,161	1,177	1,200	1,422	1,309	1,106	1,179	1,179	1,207
	97%	96%	96%	96%	96%	97%	97%	95%	96%	97%
San Luis Valley	4	1	4	1	4	1	2	2		2
	0%	0%	0%	0%	0%	0%	0%	0%		0%
Western Slope	18	23	20	30	37	23	22	36	38	20
	2%	2%	2%	2%	2%	2%	2%	3%	3%	2%
Unknown	4	5	4	2	3	4		2	2	2
	0%	0%	0%	0%	0%	0%		0%	0%	0%
Grand Total	1,181	1,207	1,230	1,247	1,488	1,347	1,140	1,235	1,228	1,239
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

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Note: Enrollment based on first-time undergraduates with available high school location data.

Resident first-time undergraduate enrollment by metropolitan and non-metropolitan areas

Campus   Denver Campus

Legend:
- Boulder
- Colorado Springs
- Denver
- Ft Collins
- Grand Junction
- Greeley
- Non-Metro
- Pueblo
- Unknown

Fall Term 2023

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	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Boulder	65	61	56	61	85	73	57	57	59	48
	6%	5%	5%	5%	6%	5%	5%	5%	5%	4%
Colorado Springs	33	65	48	67	65	48	44	42	47	53
	3%	5%	4%	5%	4%	4%	4%	3%	4%	4%
Denver	1,013	995	1,040	1,021	1,214	1,129	964	1,035	1,034	1,062
	86%	82%	85%	82%	82%	84%	85%	84%	84%	86%
Ft Collins	12	17	17	16	19	19	22	17	16	13
	1%	1%	1%	1%	1%	1%	2%	1%	1%	1%
Grand Junction		1	6	1	2	5	3	9	7	1
		0%	0%	0%	0%	0%	0%	1%	1%	0%
Greeley	19	9	14	21	32	31	17	26	15	25
	2%	1%	1%	2%	2%	2%	1%	2%	1%	2%
Non-Metro	28	38	32	41	56	28	27	38	37	28
	2%	3%	3%	3%	4%	2%	2%	3%	3%	2%
Pueblo	7	16	13	17	12	10	6	9	11	7
	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%
Unknown	4	5	4	2	3	4		2	2	2
	0%	0%	0%	0%	0%	0%		0%	0%	0%
Grand Total	1,181	1,207	1,230	1,247	1,488	1,347	1,140	1,235	1,228	1,239
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

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Note: Enrollment based on first-time undergraduates with available high school location data.

First-Year to Second-Year Retention Rates by Race/Ethnicity

Campus   Denver Campus

■ White
■ Students of Color

		2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Denver		69% 73%	65% 71%	69% 73%	67% 66%	69% 72%	67% 72%	71% 73%	71% 77%	66% 72%	68% 73%

Denver	White	Cohort	514.0	534.0	553.0	561.0	530.0	661.0	538.0	477.0	552.0	535.0
		Retained	354.0	347.0	380.0	374.0	366.0	444.0	382.0	339.0	363.0	364.0
		RetRate	69%	65%	69%	67%	69%	67%	71%	71%	66%	68%
	Students of Color	Cohort	513.0	671.0	695.0	770.0	821.0	896.0	854.0	717.0	940.0	894.0
		Retained	376.0	475.0	507.0	511.0	593.0	641.0	627.0	549.0	675.0	650.0
		RetRate	73%	71%	73%	66%	72%	72%	73%	77%	72%	73%

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Note: Cohorts include first-time, full-time students entering in the fall term.

Undergraduate Six-Year Graduation Rates by Race/Ethnicity

Campus   Denver Campus

■ White
■ Students of Color
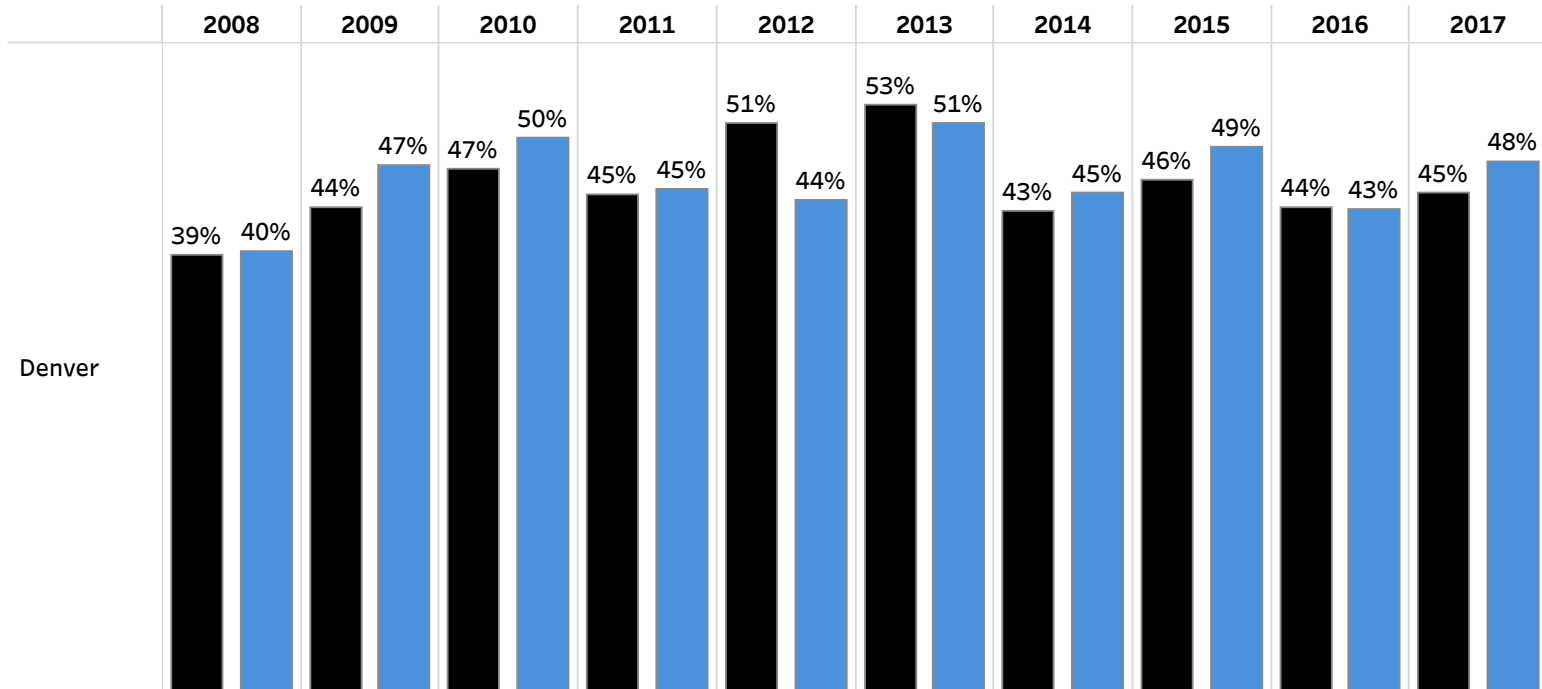
Denver			2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Denver	White	Cohort	623.0	594.0	533.0	395.0	438.0	522.0	539.0	557.0	567.0	532.0
		Graduated	245.0	259.0	251.0	177.0	224.0	276.0	233.0	257.0	247.0	239.0
		GradRate	39%	44%	47%	45%	51%	53%	43%	46%	44%	45%
	Students of Color	Cohort	381.0	397.0	425.0	398.0	434.0	513.0	669.0	695.0	770.0	821.0
		Graduated	151.0	188.0	212.0	180.0	192.0	263.0	301.0	341.0	334.0	392.0
		GradRate	40%	47%	50%	45%	44%	51%	45%	49%	43%	48%

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Note: Cohorts include first-time, full-time students entering in the fall term.

Bachelor degree recipients by race/ethnicity, fiscal year

Campus: Denver Campus
Level: Undergraduate
Display: Race (All Races)

Legend: International, More than one race, American Indian/Alaska Native, Asian/Asian American, Black/African American, Hispanic/Latino, Native Hawaiian/Pacific Islander, White/Unknown
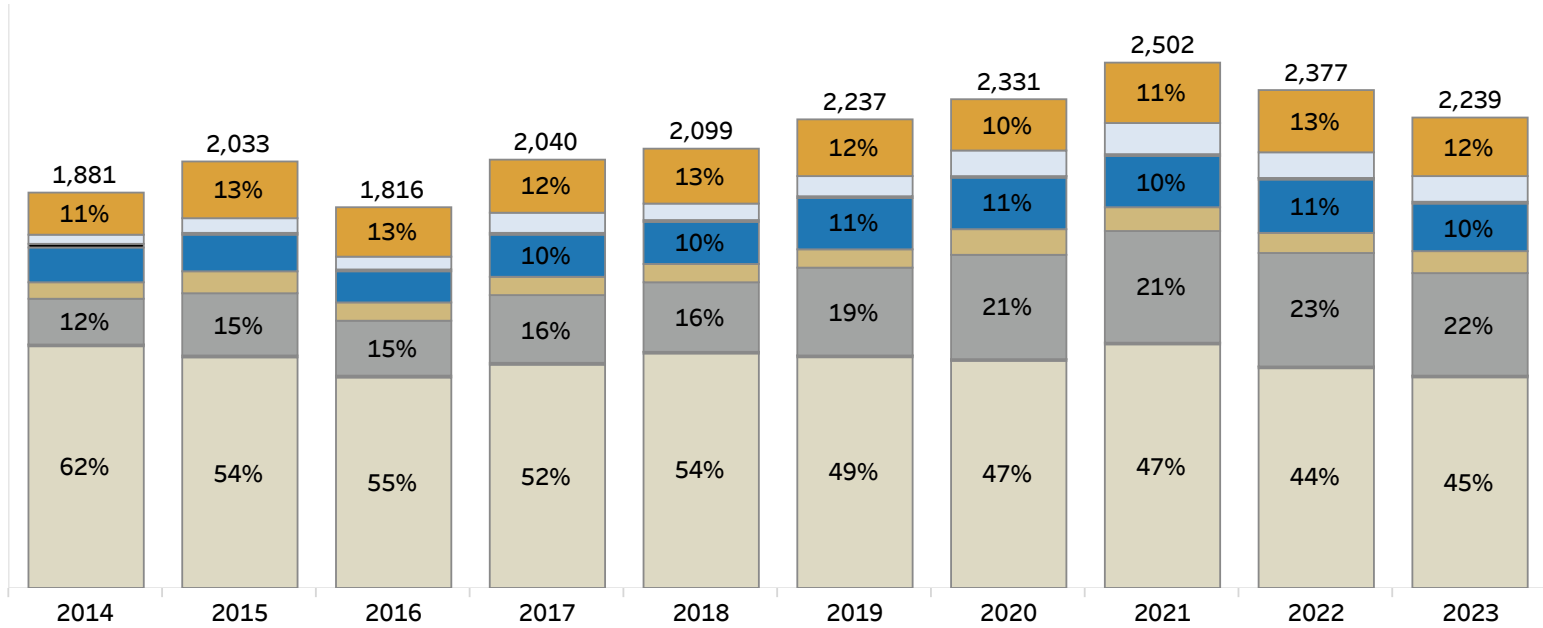
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
International	199 / 11%	270 / 13%	240 / 13%	252 / 12%	268 / 13%	270 / 12%	241 / 10%	283 / 11%	300 / 13%	275 / 12%
More than one race	42 / 2%	69 / 3%	58 / 3%	94 / 5%	78 / 4%	103 / 5%	123 / 5%	148 / 6%	118 / 5%	121 / 5%
American Indian/Alaska Native	13 / 1%	10 / 0%	5 / 0%	7 / 0%	8 / 0%	8 / 0%	3 / 0%	7 / 0%	4 / 0%	7 / 0%
Asian/Asian American	172 / 9%	173 / 9%	149 / 8%	199 / 10%	200 / 10%	239 / 11%	254 / 11%	250 / 10%	261 / 11%	232 / 10%
Black/African American	75 / 4%	109 / 5%	86 / 5%	90 / 4%	90 / 4%	93 / 4%	121 / 5%	113 / 5%	99 / 4%	106 / 5%
Hispanic/Latino	222 / 12%	297 / 15%	268 / 15%	328 / 16%	331 / 16%	418 / 19%	496 / 21%	530 / 21%	536 / 23%	486 / 22%
Native Hawaiian/Pacific Islander	1 / 0%	2 / 0%	5 / 0%	1 / 0%	1 / 0%	0 / 0%	2 / 0%	3 / 0%	2 / 0%	2 / 0%
White/Unknown	1,157 / 62%	1,103 / 54%	1,005 / 55%	1,069 / 52%	1,123 / 54%	1,106 / 49%	1,091 / 47%	1,168 / 47%	1,057 / 44%	1,010 / 45%
Grand Total	1,881 / 100%	2,033 / 100%	1,816 / 100%	2,040 / 100%	2,099 / 100%	2,237 / 100%	2,331 / 100%	2,502 / 100%	2,377 / 100%	2,239 / 100%

University of Colorado
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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).

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Graduate and Professional degree recipients by race/ethnicity, fiscal year

Campus — Denver Campus

Level — Multiple values

Display — Race (All Races)

Legend:
- International
- More than one race
- American Indian/Alaska Native
- Asian/Asian American
- Black/African American
- Hispanic/Latino
- Native Hawaiian/Pacific Islander
- White/Unknown

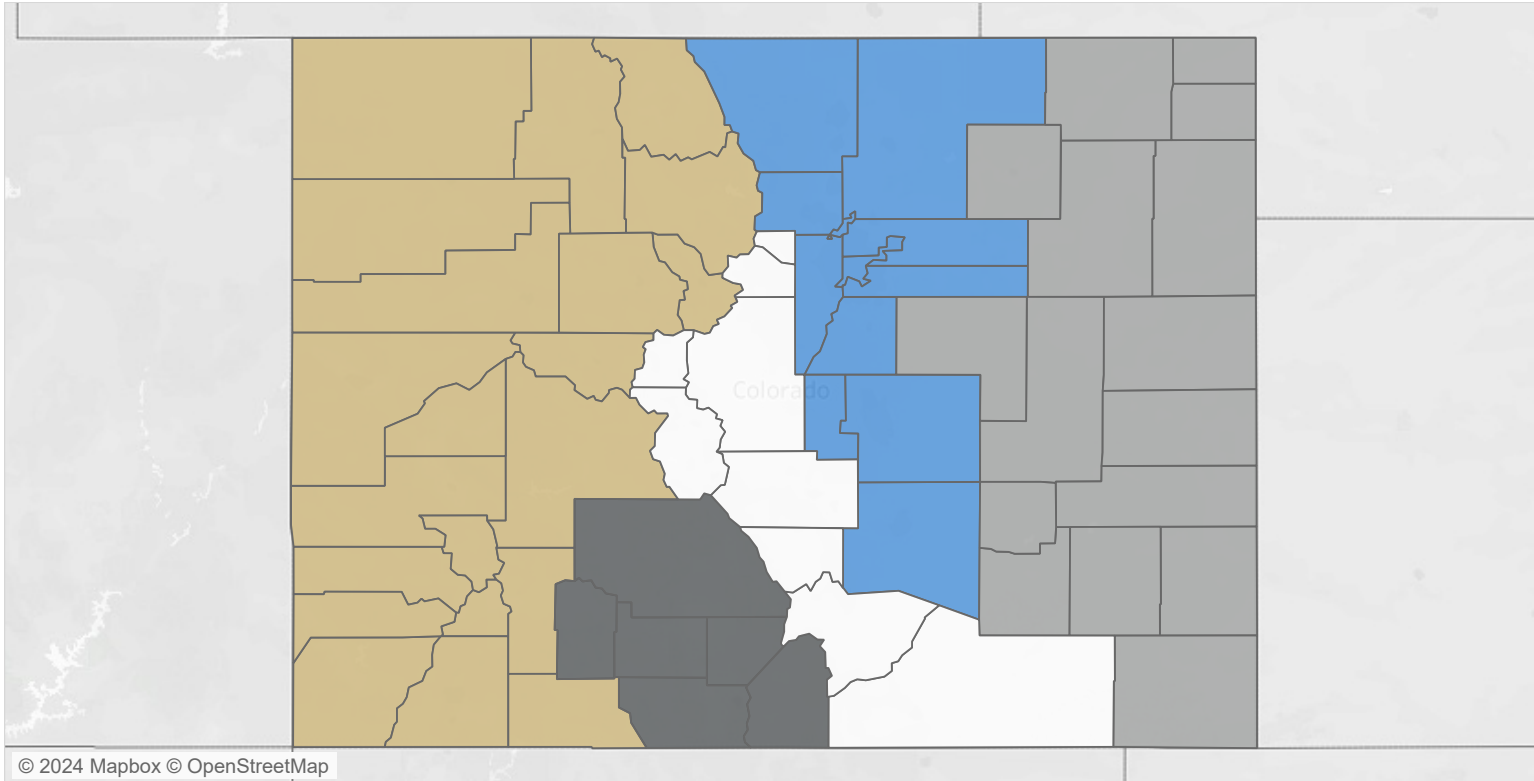|	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
International	156 10%	175 12%	193 11%	216 13%	184 11%	197 12%	193 13%	181 12%	163 9%	211 12%
More than one race	14 1%	21 1%	35 2%	30 2%	34 2%	35 2%	46 3%	48 3%	53 3%	66 4%
American Indian/Alaska Native	8 1%	3 0%	7 0%	3 0%	5 0%	7 0%	6 0%	2 0%	3 0%	4 0%
Asian/Asian American	58 4%	46 3%	61 4%	54 3%	64 4%	64 4%	60 4%	63 4%	97 6%	89 5%
Black/African American	29 2%	24 2%	33 2%	43 3%	43 3%	42 3%	33 2%	43 3%	60 3%	39 2%
Hispanic/Latino	79 5%	100 7%	137 8%	133 8%	107 7%	152 10%	147 10%	175 11%	222 13%	216 12%
Native Hawaiian/Pacific Islander	1 0%	1 0%	0 0%	0 0%	4 0%	0 0%	2 0%	2 0%	1 0%	2 0%
White/Unknown	1,184 77%	1,147 76%	1,260 73%	1,214 72%	1,164 73%	1,099 69%	1,011 67%	1,018 66%	1,153 66%	1,200 66%
Grand Total	1,529 100%	1,517 100%	1,726 100%	1,693 100%	1,605 100%	1,596 100%	1,498 100%	1,532 100%	1,752 100%	1,827 100%

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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).

Pell Recipients: First-Year to Second-Year Retention Rates

Campus Denver Campus

	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Denver	74%	72%	72%	66%	73%	72%	73%	77%	68%	73%

		2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Denver	Cohort	393.0	501.0	482.0	516.0	608.0	651.0	578.0	477.0	599.0	615.0
	Retained	289.0	363.0	348.0	343.0	445.0	469.0	422.0	369.0	410.0	452.0
	RetRate	74%	72%	72%	66%	73%	72%	73%	77%	68%	73%

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Note: Enrollment limited to students receiving
a Federal Pell grant any time during enrollment.

Pell Recipients: Bachelor degree recipients by fiscal year

Campus   Denver Campus   ■ Denver
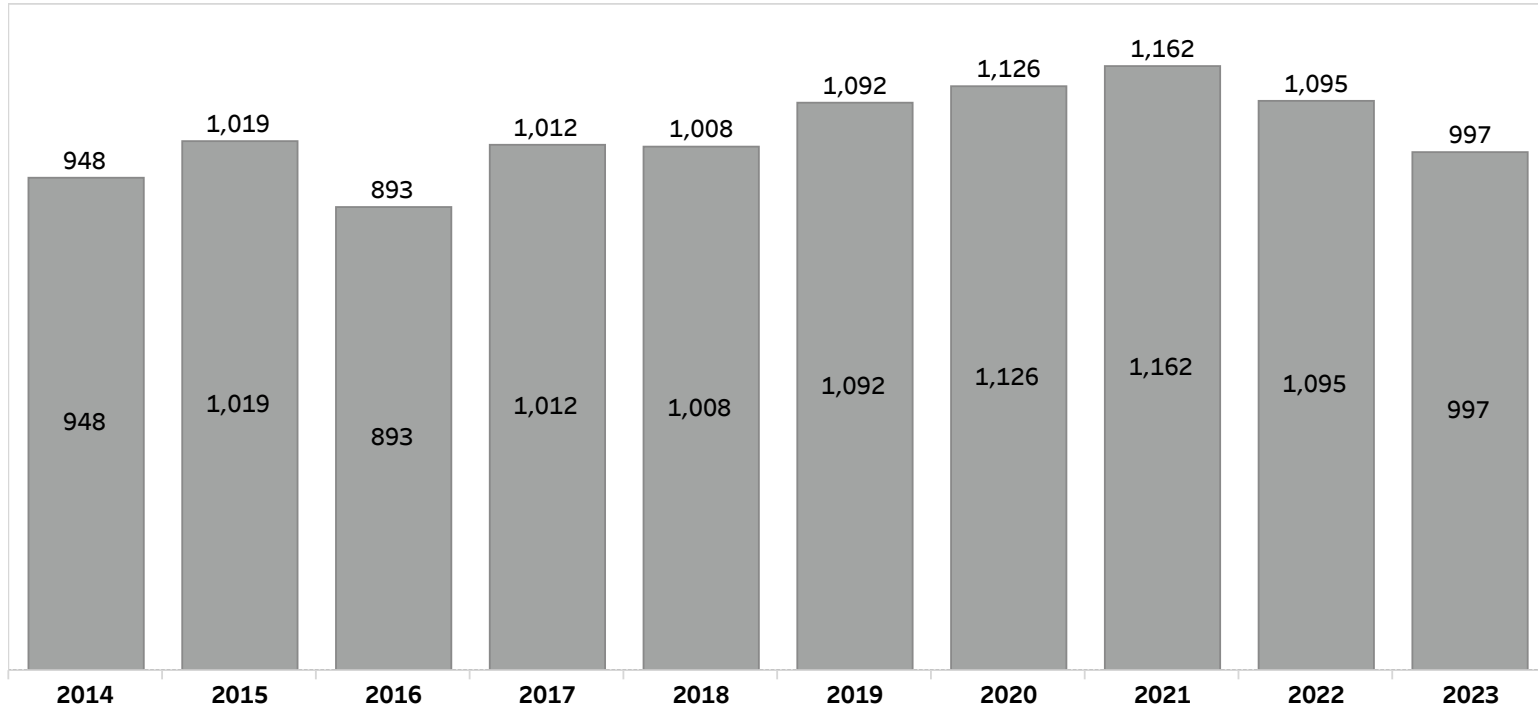
Bachelor's Degrees to Pell Recipients

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Denver	947	1,018	893	1,012	1,008	1,092	1,126	1,162	1,095	997

% Pell Recipients of Undergraduates

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Denver	50%	50%	49%	50%	48%	49%	48%	46%	46%	45%

University of Colorado
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Note: Enrollment limited to students receiving
a Federal Pell grant any time during enrollment.

Faculty & Staff by aggregated race/ethnicity, November snapshot

Campus
Denver Campus

People of Color
White/Unspecified

Denver

Faculty	20%	21%	22%	23%	22%
	80%	79%	78%	77%	78%
Staff	28%	30%	32%	32%	30%
	72%	70%	68%	68%	70%
	2019	2020	2021	2022	2023
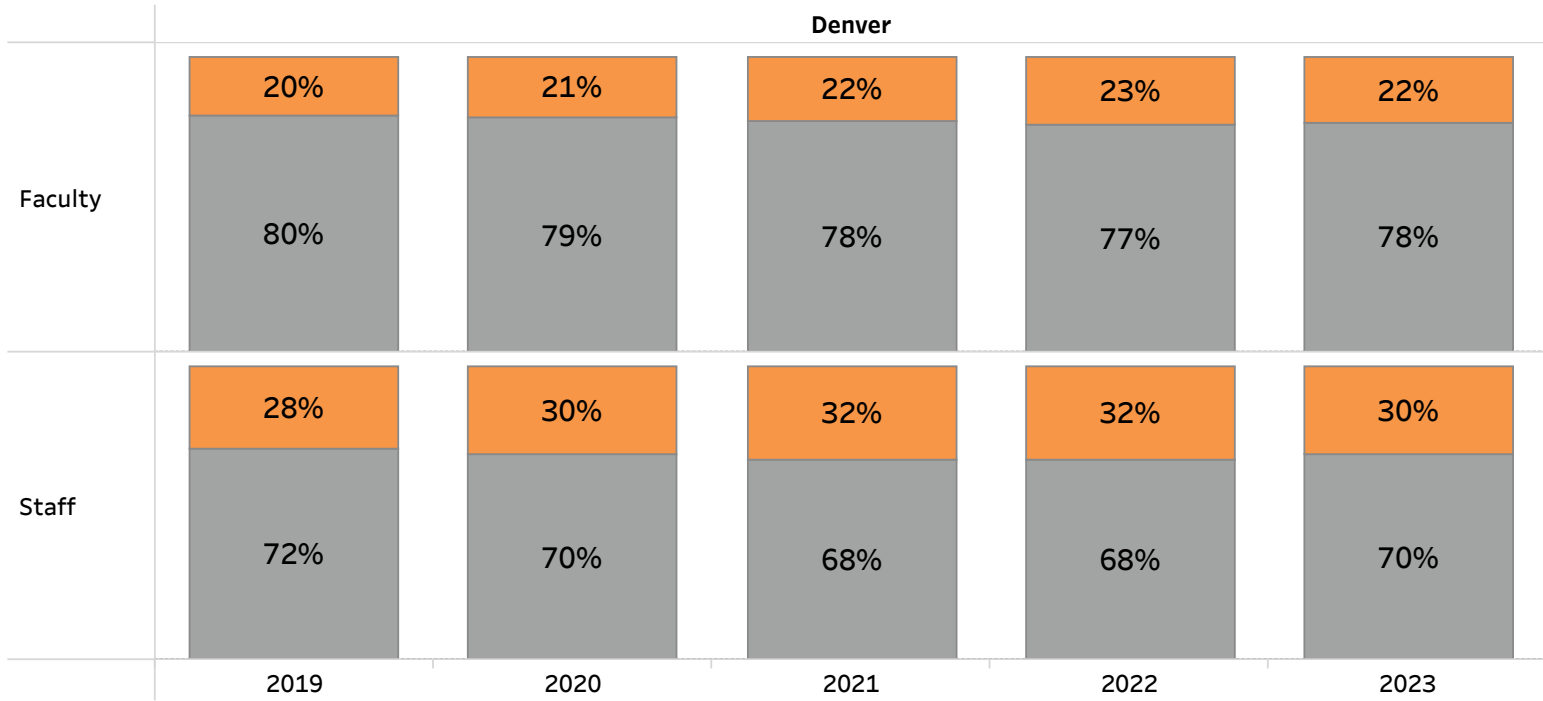
		Denver				
		2019	2020	2021	2022	2023
Faculty	International	21 3%	19 3%	16 2%	28 4%	27 4%
	People of Color	137 20%	135 20%	138 21%	146 22%	138 21%
	White/Unspecified	524 77%	515 77%	496 76%	486 74%	483 75%
Staff	International	3 0%	2 0%	3 0%	2 0%	2 0%
	People of Color	268 29%	260 30%	271 32%	271 32%	234 30%
	White/Unspecified	664 71%	611 70%	582 68%	585 68%	554 70%

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Notes: Includes employees with active and paid leave appointments reported in IPEDS HR Survey. Excludes student and other temporary employees.

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Faculty by aggregated race/ethnicity, November snapshot

Campus   Denver Campus

Legend: ■ People of Color ■ White/Unspecified

Denver

	2019	2020	2021	2022	2023
Tenured/Tenure Track Faculty	25% / 75%	25% / 75%	26% / 74%	26% / 74%	25% / 75%
Non-Tenure Track Faculty	86%	84%	81%	81%	81%
Research and Public Faculty	85%	87%	91%	80%	86%

Faculty
Denver

		2019	2020	2021	2022	2023
Tenured/Tenure Track Faculty	People of Color	90 25%	89 25%	89 26%	91 26%	88 25%
	White/Unspecified	273 75%	271 75%	258 74%	259 74%	258 75%
Non-Tenure Track Faculty	People of Color	35 14%	40 16%	45 19%	46 19%	44 19%
	White/Unspecified	210 86%	205 84%	198 81%	191 81%	189 81%
Research and Public Faculty	People of Color	7 15%	6 13%	4 9%	9 20%	6 14%
	White/Unspecified	41 85%	39 87%	40 91%	36 80%	36 86%

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Notes: Includes employees with active and paid leave appointments reported in IPEDS HR Survey. Excludes student and other temporary employees.

Full-Time Faculty + Staff by race/ethnicity, November snapshot

Campus: Denver Campus

Emp Type: All

Legend:
- International
- More than one race
- American Indian/Alaska Native
- Asian/Asian American
- Black/African American
- Hispanic/Latino
- Native Hawaiian/Pacific Islander
- White/Unknown
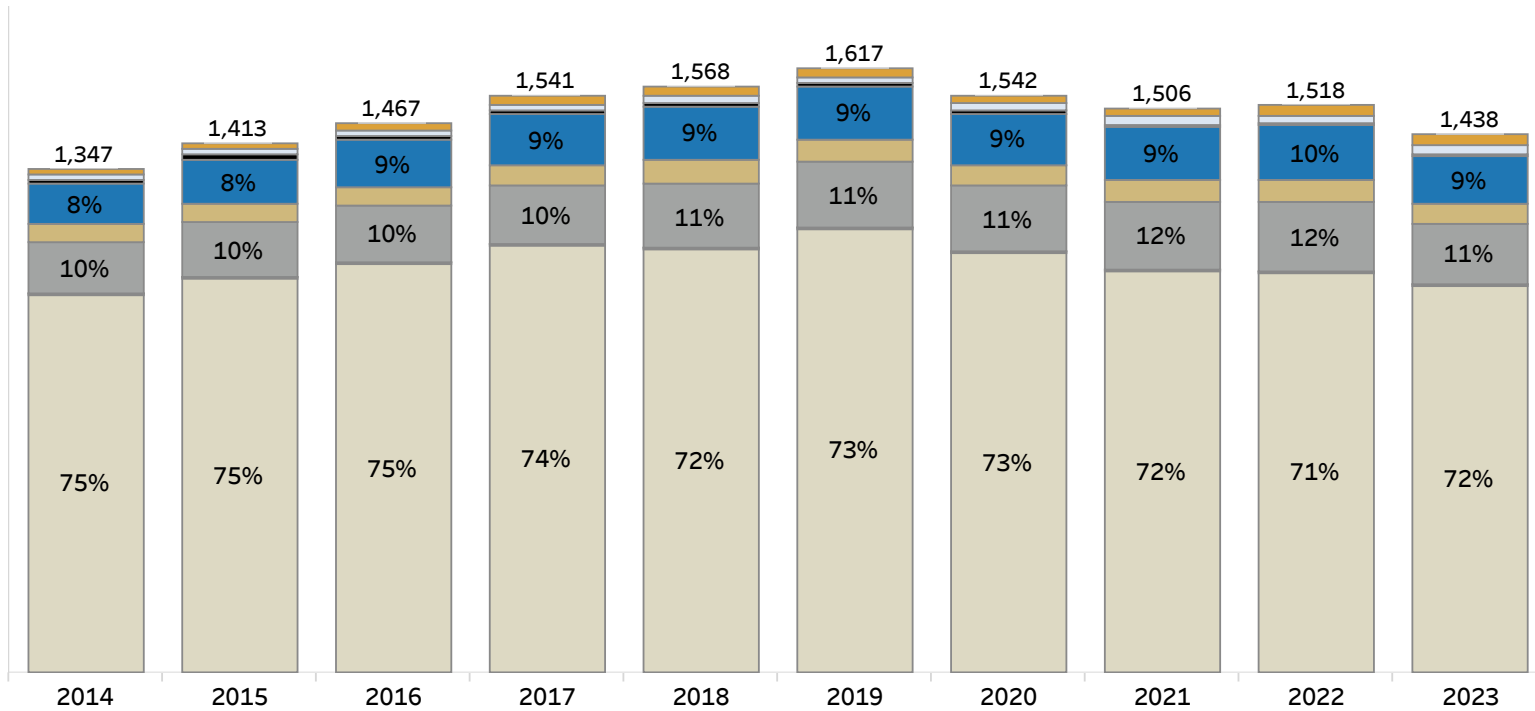
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
International	16 1%	13 1%	20 1%	24 2%	26 2%	24 1%	21 1%	19 1%	30 2%	29 2%
More than one race	12 1%	14 1%	11 1%	16 1%	20 1%	16 1%	20 1%	21 1%	20 1%	25 2%
American Indian/Alaska Native	10 1%	13 1%	11 1%	10 1%	10 1%	11 1%	9 1%	7 0%	6 0%	5 0%
Asian/Asian American	111 8%	120 8%	127 9%	137 9%	143 9%	142 9%	134 9%	143 9%	147 10%	126 9%
Black/African American	46 3%	49 3%	49 3%	51 3%	60 4%	58 4%	55 4%	58 4%	59 4%	52 4%
Hispanic/Latino	139 10%	147 10%	152 10%	156 10%	174 11%	178 11%	177 11%	179 12%	184 12%	162 11%
Native Hawaiian/Pacific Islander	2 0%	1 0%	1 0%	0 0%	0 0%	0 0%	0 0%	1 0%	1 0%	2 0%
White/Unknown	1,011 75%	1,056 75%	1,096 75%	1,147 74%	1,135 72%	1,188 73%	1,126 73%	1,078 72%	1,071 71%	1,037 72%
Grand Total	1,347 100%	1,413 100%	1,467 100%	1,541 100%	1,568 100%	1,617 100%	1,542 100%	1,506 100%	1,518 100%	1,438 100%

Notes: Includes employees with active and paid leave appointments reported in IPEDS HR Survey. Excludes student and other temporary employees.

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Full-Time Faculty by race/ethnicity, November snapshot

Campus: Denver Campus

Emp Type: Faculty

Legend: International · More than one race · American Indian/Alaska Native · Asian/Asian American · Black/African American · Hispanic/Latino · Native Hawaiian/Pacific Islander · White/Unknown
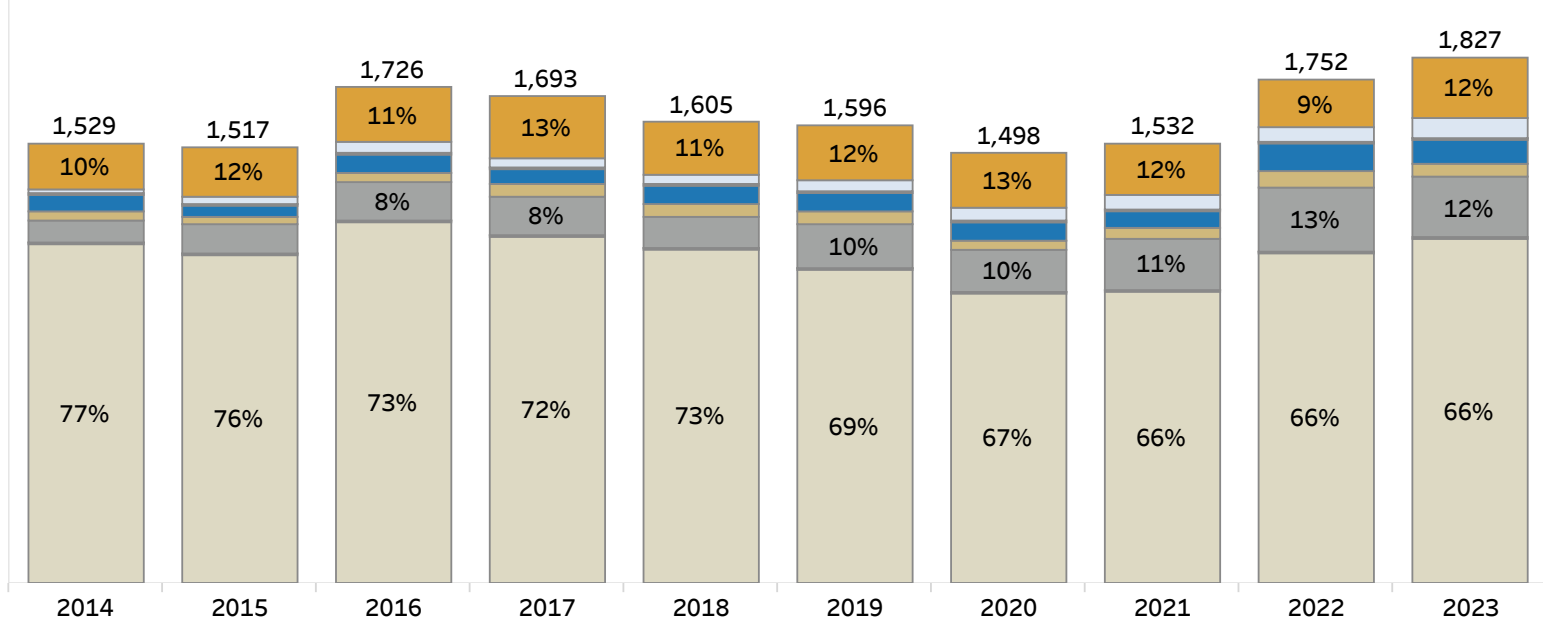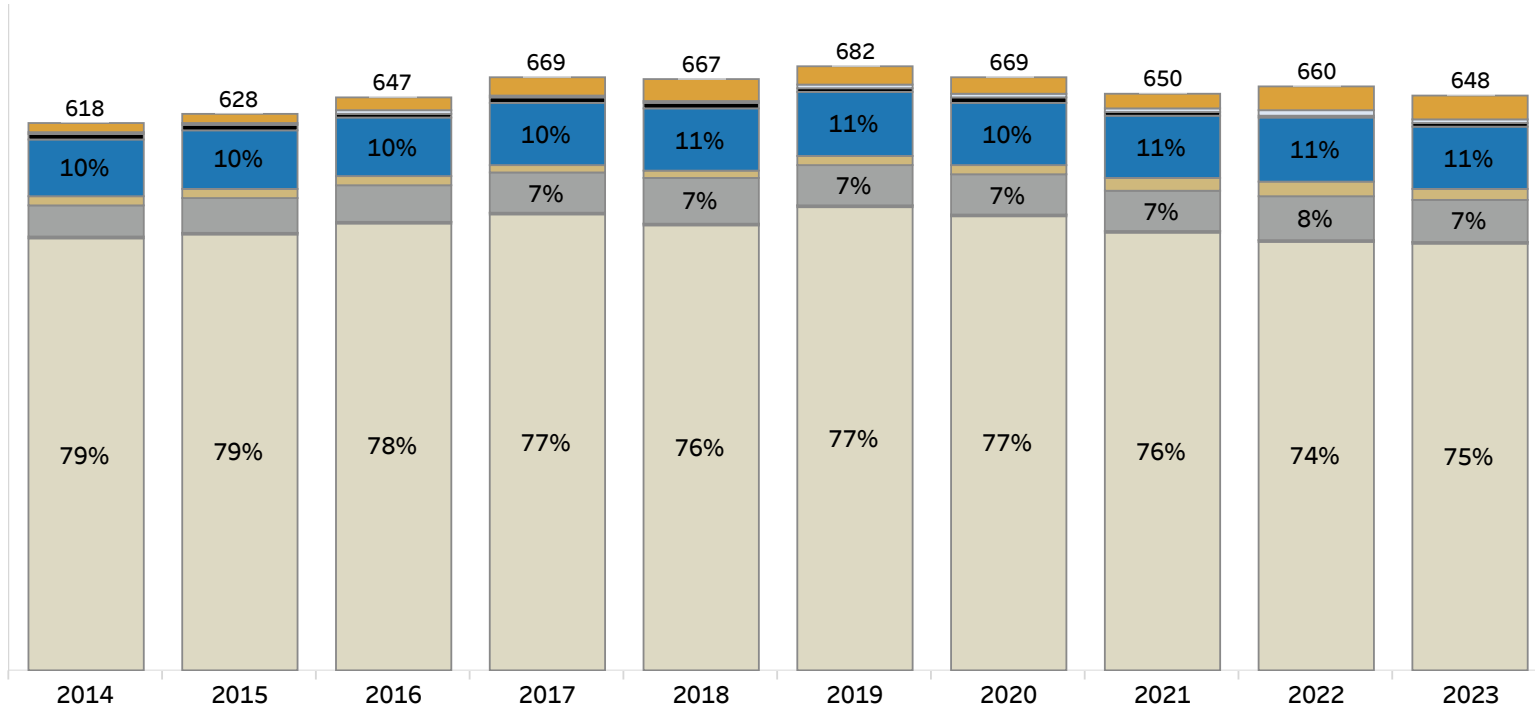

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
International	11 2%	10 2%	15 2%	20 3%	24 4%	21 3%	19 3%	16 2%	28 4%	27 4%
More than one race	2 0%	3 0%	3 0%	3 0%	3 0%	3 0%	4 1%	4 1%	5 1%	4 1%
American Indian/Alaska Native	6 1%	6 1%	6 1%	5 1%	5 1%	5 1%	5 1%	4 1%	4 1%	3 0%
Asian/Asian American	64 10%	65 10%	66 10%	70 10%	72 11%	72 11%	70 10%	71 11%	72 11%	70 11%
Black/African American	10 2%	10 2%	9 1%	9 1%	8 1%	11 2%	11 2%	13 2%	15 2%	14 2%
Hispanic/Latino	36 6%	40 6%	41 6%	45 7%	50 7%	46 7%	45 7%	46 7%	50 8%	47 7%
Native Hawaiian/Pacific Islander	1 0%	1 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
White/Unknown	488 79%	493 79%	507 78%	517 77%	505 76%	524 77%	515 77%	496 76%	486 74%	483 75%
Grand Total	618 100%	628 100%	647 100%	669 100%	667 100%	682 100%	669 100%	650 100%	660 100%	648 100%

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Notes: Includes employees with active and paid leave appointments reported in IPEDS HR Survey. Excludes student and other temporary employees.

Full-Time Staff by race/ethnicity, November snapshot
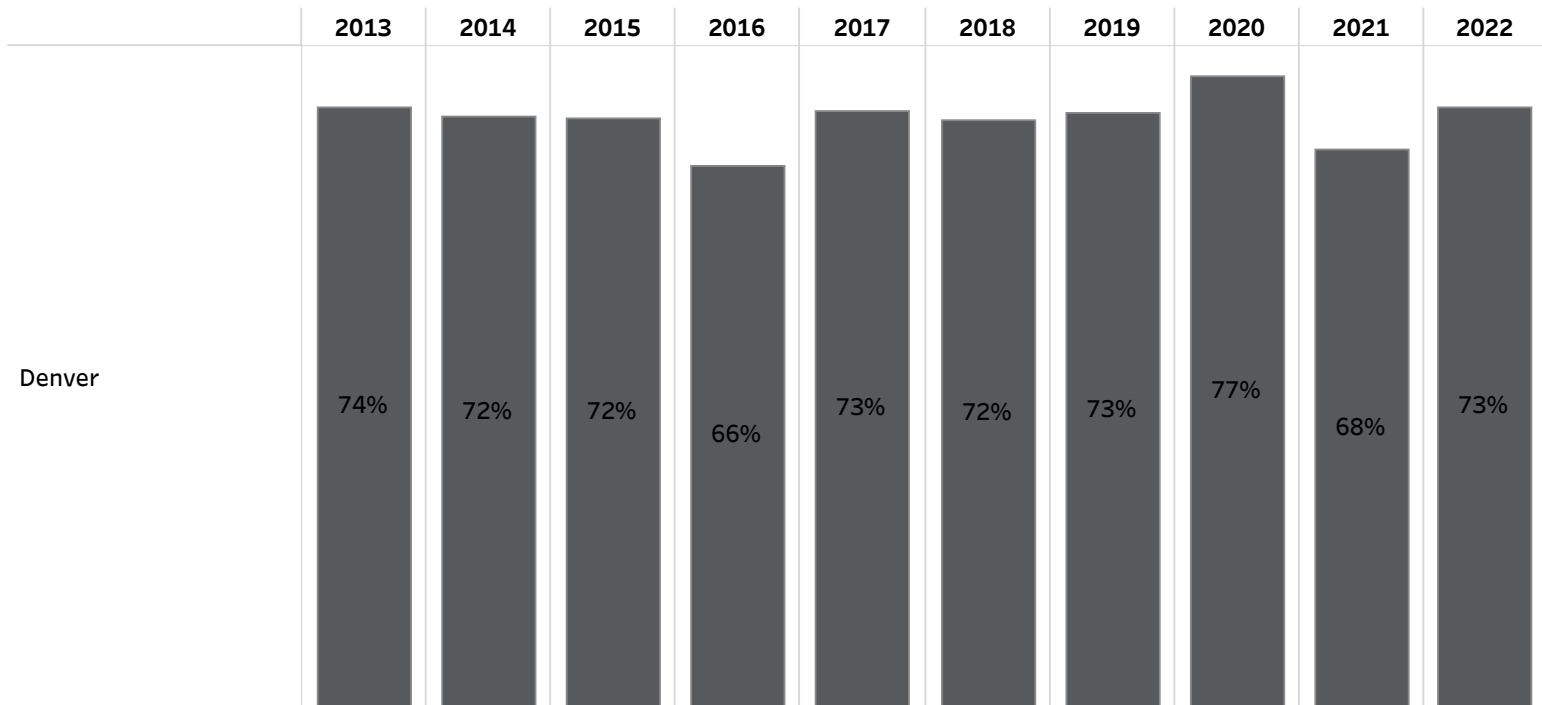
Campus: Denver Campus
Emp Type: Staff

Legend:
- International
- More than one race
- American Indian/Alaska Native
- Asian/Asian American
- Black/African American
- Hispanic/Latino
- Native Hawaiian/Pacific Islander
- White/Unknown
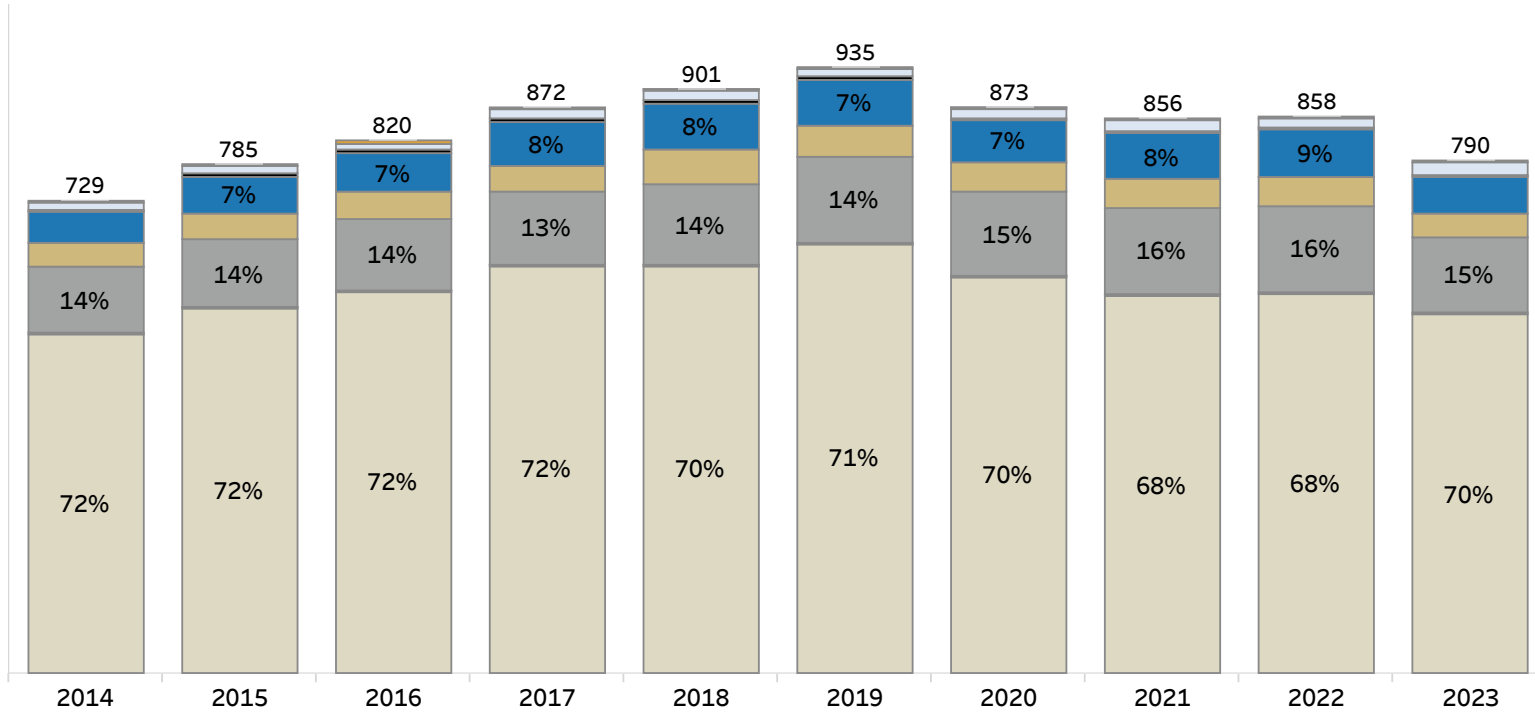
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
International	5 1%	3 0%	5 1%	4 0%	2 0%	3 0%	2 0%	3 0%	2 0%	2 0%
More than one race	10 1%	11 1%	8 1%	13 1%	17 2%	13 1%	16 2%	17 2%	15 2%	21 3%
American Indian/Alaska Native	4 1%	7 1%	5 1%	5 1%	5 1%	6 1%	4 0%	3 0%	2 0%	2 0%
Asian/Asian American	47 6%	55 7%	61 7%	67 8%	71 8%	70 7%	64 7%	72 8%	75 9%	56 7%
Black/African American	36 5%	39 5%	40 5%	42 5%	52 6%	47 5%	44 5%	45 5%	44 5%	38 5%
Hispanic/Latino	103 14%	107 14%	111 14%	111 13%	124 14%	132 14%	132 15%	133 16%	134 16%	115 15%
Native Hawaiian/Pacific Islander	1 0%	0 0%	1 0%	0 0%	0 0%	0 0%	0 0%	1 0%	1 0%	2 0%
White/Unknown	523 72%	563 72%	589 72%	630 72%	630 70%	664 71%	611 70%	582 68%	585 68%	554 70%
Grand Total	729 100%	785 100%	820 100%	872 100%	901 100%	935 100%	873 100%	856 100%	858 100%	790 100%

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Notes: Includes employees with active and paid leave appointments reported in IPEDS HR Survey. Excludes student and other temporary employees.

Faculty & Staff by sex, November snapshot

Campus   Denver Campus

Female
Male

Denver

	2019	2020	2021	2022	2023
Faculty Female	42%	44%	45%	47%	47%
Faculty Male	58%	56%	55%	53%	53%
Staff Female	65%	66%	65%	66%	69%
Staff Male	35%	34%	35%	34%	31%
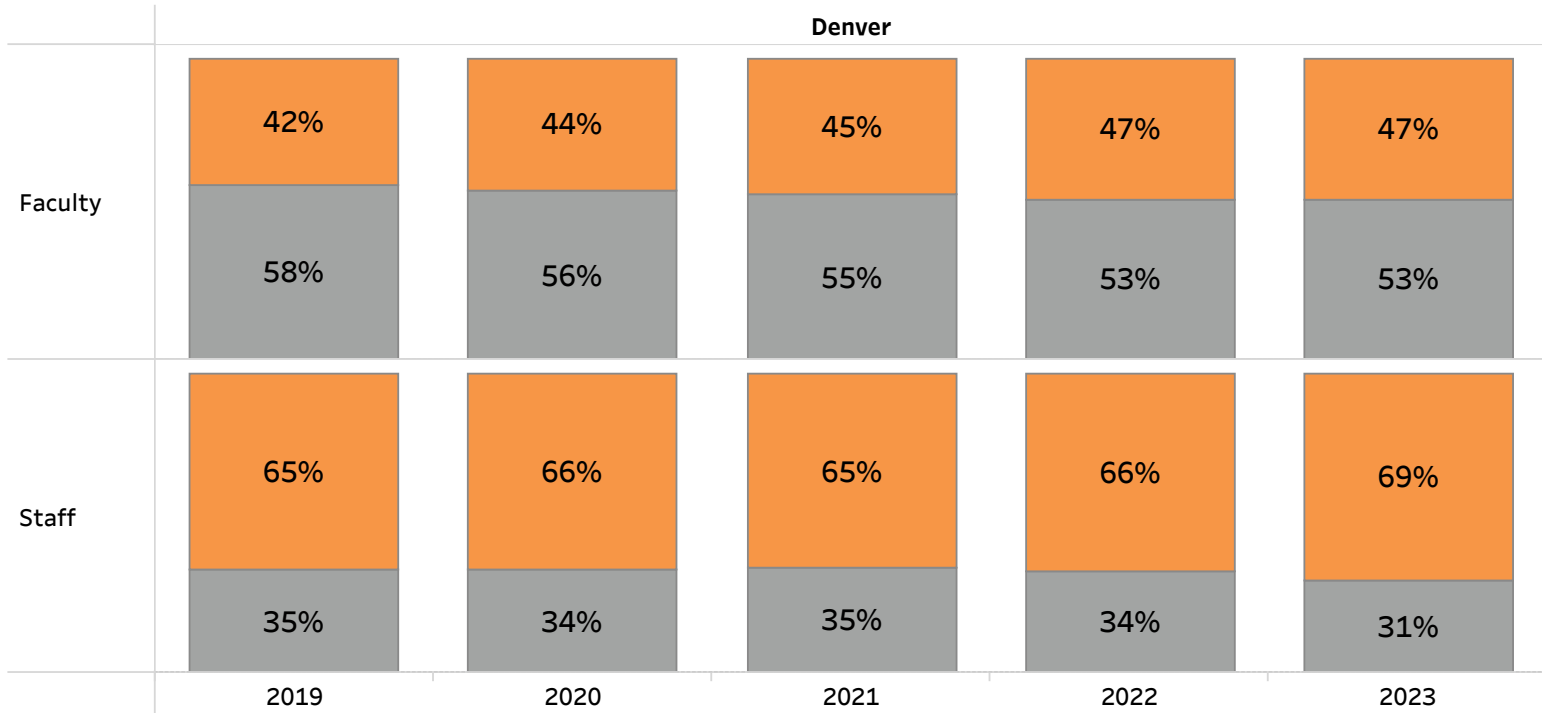
		Denver				
		2019	2020	2021	2022	2023
Faculty	Female	288 42%	292 44%	292 45%	309 47%	303 47%
	Male	394 58%	377 56%	358 55%	351 53%	345 53%
Staff	Female	611 65%	572 66%	556 65%	569 66%	547 69%
	Male	324 35%	301 34%	300 35%	289 34%	243 31%

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Notes: Includes employees with active and paid leave appointments reported in IPEDS HR Survey. Excludes student and other temporary employees.

Faculty by sex and military affiliation, November snapshot

Campus   Denver Campus

				2019	2020	2021	2022	2023
Sex	Tenured/Tenure Track	Full Professor	Female	35	37	40	47	54
			Male	70	68	67	71	76
			Total	105	105	107	118	130
		Associate Professor	Female	63	61	60	51	47
			Male	115	109	103	101	95
			Total	178	170	163	152	142
		Assistant Professor	Female	42	47	44	54	53
			Male	51	49	43	43	39
			Total	93	96	87	97	92
		Total		376	371	357	367	364
	Non-Tenure Track	Instructor/Sr Instructor	Female	80	74	68	71	73
			Male	95	90	75	70	65
			Total	175	164	143	141	138
		Other	Female	44	50	59	59	52
			Male	32	34	41	41	46
			Total	76	84	100	100	98
		Total		251	248	243	241	236
	Research/Public Service/Clinical	Research/Public Service/Clinical	Female	24	23	21	27	24
			Male	31	27	29	25	24
			Total	55	50	50	52	48
		Total		55	50	50	52	48
	Total			682	669	650	660	648
Military	Tenured/Tenure Track	Full Professor	Military Affiliation		3	2	2	2
			Total		3	2	2	2
		Associate Professor	Military Affiliation		4	4	4	3
			Total		4	4	4	3
		Assistant Professor	Military Affiliation		1	1	1	1
			Total		1	1	1	1
		Total			8	7	7	6
	Non-Tenure Track	Instructor/Sr Instructor	Military Affiliation		4	3	4	3
			Total		4	3	4	3
		Other	Military Affiliation		2	4	2	3
			Total		2	4	2	3
		Total			6	7	6	6
	Research/Public Service/Clinical	Research/Public Service/Clinical	Military Affiliation		0	0	0	
			Total		0	0	0	
		Total			0	0	0	
	Total				14	14	13	12

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Tenured/Tenure Track Faculty by race/ethnicity, November snapshot

Campus   Denver Campus

			2019	2020	2021	2022	2023
Tenured/ Tenure Track	Full Professor	American Indian/Alaska Native	1	1	0	0	
		Asian/Asian American	15	15	15	14	14
		Black/African American	1	1	1	3	3
		Hispanic/Latino	2	4	5	6	6
		Native Hawaiian/Pacific Islander	0	0	0	0	
		More than one race	2	1	1	2	1
		White	82	81	84	92	103
		Unknown	2	2	1	1	3
		International	0	0	0	0	
		Total	105	105	107	118	130
	Associate Professor	American Indian/Alaska Native	2	2	2	2	2
		Asian/Asian American	24	23	22	22	22
		Black/African American	3	3	3	1	1
		Hispanic/Latino	17	15	14	13	12
		Native Hawaiian/Pacific Islander	0	0	0	0	
		More than one race	0	0	0	0	
		White	123	119	114	104	95
		Unknown	8	8	8	9	10
		International	1	0	0	1	
		Total	178	170	163	152	142
	Assistant Professor	American Indian/Alaska Native	0	0	0	0	
		Asian/Asian American	16	14	16	17	16
		Black/African American	2	2	2	3	3
		Hispanic/Latino	8	8	8	8	8
		Native Hawaiian/Pacific Islander	0	0	0	0	
		More than one race	0	0	0	0	
		White	48	51	45	46	40
		Unknown	10	10	6	7	7
		International	9	11	10	16	18
		Total	93	96	87	97	92
	Total		376	371	357	367	364

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Non-Tenured & Other Faculty by race/ethnicity, November snapshot

Campus   Denver Campus

			2019	2020	2021	2022	2023
Non-Tenure Track	Instructor/Sr Instructor	American Indian/Alaska Native	2	2	2	2	1
		Asian/Asian American	7	8	9	7	6
		Black/African American	3	3	4	5	4
		Hispanic/Latino	14	13	10	11	11
		Native Hawaiian/Pacific Islander	0	0	0	0	
		More than one race	0	1	1	1	1
		White	129	120	107	103	106
		Unknown	16	14	10	10	8
		International	4	3	0	2	1
		Total	175	164	143	141	138
	Other	American Indian/Alaska Native	0	0	0	0	
		Asian/Asian American	6	7	8	7	9
		Black/African American	2	2	3	3	3
		Hispanic/Latino	2	2	6	8	7
		Native Hawaiian/Pacific Islander	0	0	0	0	
		More than one race	1	2	2	2	2
		White	60	65	74	71	64
		Unknown	5	6	7	7	11
		International	0	0	0	2	2
		Total	76	84	100	100	98
	Total		251	248	243	241	236
Research/ Public Service/ Clinical	Research/ Public Service/ Clinical	American Indian/Alaska Native	0	0	0	0	
		Asian/Asian American	4	3	1	5	3
		Black/African American	0	0	0	0	
		Hispanic/Latino	3	3	3	4	3
		Native Hawaiian/Pacific Islander	0	0	0	0	
		More than one race	0	0	0	0	
		White	32	33	33	33	34
		Unknown	9	6	7	3	2
		International	7	5	6	7	6
		Total	55	50	50	52	48
	Total		55	50	50	52	48

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Notes: Includes employees with active and paid leave appointments reported in IPEDS HR Survey. Excludes student and other temporary employees.

Staff (Classified & Exempt) by sex, military affiliation, and race/ethnicity; November snapshot

Campus   Denver Campus

				2019	2020	2021	2022	2023
Sex	Officers	Officers	Female	13	10	10	12	13
			Male	11	9	11	8	8
			Total	24	19	21	20	21
		Total		24	19	21	20	21
	Management/ Support Staff/ Other	Management/ Other Professionals/ Support Staff	Female	598	562	546	557	534
			Male	313	292	289	281	235
			No Reported Sex					
			Total	911	854	835	838	769
		Total		911	854	835	838	769
	Total			935	873	856	858	790
Military	Officers	Officers	Military Affiliation		0	0	0	
			Total		0	0	0	
		Total			0	0	0	
	Management/ Support Staff/ Other	Management/ Other Profession..	Military Affiliation		18	15	12	7
			Total		18	15	12	7
		Total			18	15	12	7
	Total				18	15	12	7
Race & Ethnicity	Officers	Officers	American Indian/Alaska Native	0	0	0	0	
			Asian/Asian American	0	0	0	1	1
			Black/African American	0	0	2	2	3
			Hispanic/Latino	1	1	1	2	1
			Native Hawaiian/Pacific Islan..	0	0	0	0	
			More than one race	0	0	0	0	1
			White	21	16	17	14	14
			Unknown	2	2	1	1	1
			International	0	0	0	0	
			Total	24	19	21	20	21
		Total		24	19	21	20	21
	Management/ Support Staff/ Other	Management/ Other Professionals/ Support Staff	American Indian/Alaska Native	6	4	3	2	2
			Asian/Asian American	70	64	72	74	55
			Black/African American	47	44	43	42	35
			Hispanic/Latino	131	131	132	132	114
			Native Hawaiian/Pacific Islan..	0	0	1	1	2
			More than one race	13	16	17	15	20
			White	565	531	508	504	463
			Unknown	76	62	56	66	76
			International	3	2	3	2	2
			Total	911	854	835	838	769

Officers include individuals identified by Employee Services who hold the title of president, chancellor, vice president, vice chancellor, associate or assistant vice president, associate vice chancellor, associate university counsel, and deans of the schools, colleges, and libraries.

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Notes: Includes employees with active and paid leave appointments reported in IPEDS HR Survey. Excludes student and other temporary employees.

Total enrollment by sex

Campus   Anschutz Medical Campus

Level   All

Legend:
- Not Reported or X
- Female
- Male

2023

Level	Male	Female	Not Reported or X
Grand Total	26%	65%	9%
Graduate	27%	66%	7%
Undergraduate	14%	62%	23%

Year	Total	Female	Male
2016	4,167	69%	31%
2017	4,264	69%	31%
2018	4,326	68%	31%
2019	4,292	67%	30%
2020	4,522	67%	29%
2021	4,511	67%	28%
2022	4,479	67%	27%
2023	4,500	65% / 9%	26%
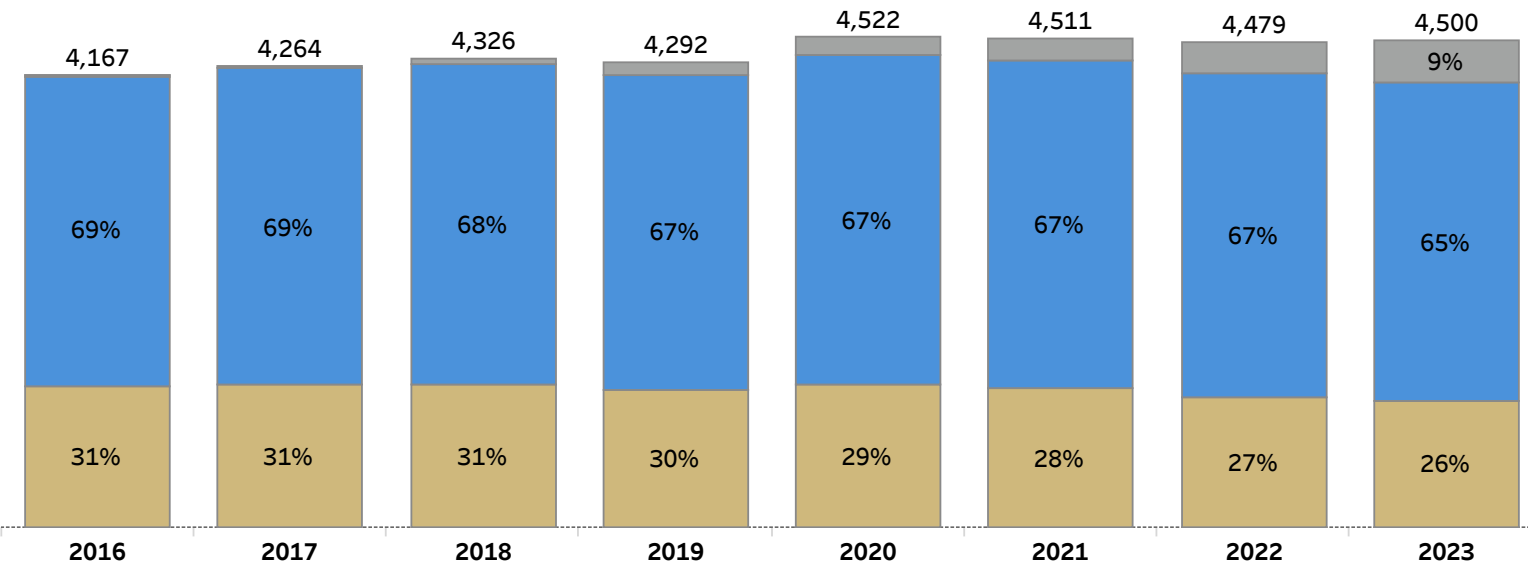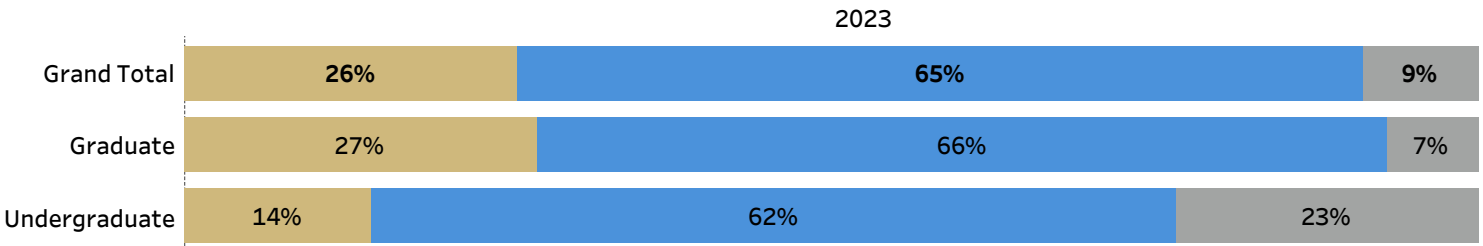
			2016	2017	2018	2019	2020	2021	2022	2023
Anschutz	Graduate	Female	2,457	2,531	2,519	2,482	2,668	2,686	2,700	2,627
		Male	1,231	1,228	1,245	1,201	1,235	1,215	1,124	1,088
		Not Reported or X	0	11	34	98	149	167	166	278
		Total	3,688	3,770	3,798	3,781	4,052	4,068	3,990	3,993
	Undergraduate	Female	406	408	425	414	377	336	297	316
		Male	73	82	79	72	77	65	71	73
		Not Reported or X	0	4	24	25	16	42	121	118
		Total	479	494	528	511	470	443	489	507
	Total		4,167	4,264	4,326	4,292	4,522	4,511	4,479	4,500

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Total enrollment by race/ethnicity, fall term

Campus: Anschutz Medical Campus

Level: All

Display: Race (All Races)

Legend:
- International
- More than one race
- American Indian/Alaska Native
- Asian/Asian American
- Black/African American
- Hispanic/Latino
- Native Hawaiian/Pacific Islander
- White/Unknown

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
International	65	70	61	69	72	69	90	106	114	125
	2%	2%	1%	2%	2%	2%	2%	2%	3%	3%
More than one race	77	107	116	141	169	182	179	181	180	210
	2%	3%	3%	3%	4%	4%	4%	4%	4%	5%
American Indian/Alaska Native	21	21	20	21	19	12	9	14	14	19
	1%	1%	0%	0%	0%	0%	0%	0%	0%	0%
Asian/Asian American	371	395	410	423	408	386	432	468	475	467
	10%	10%	10%	10%	9%	9%	10%	10%	11%	10%
Black/African American	103	93	109	134	145	138	169	171	200	219
	3%	2%	3%	3%	3%	3%	4%	4%	4%	5%
Hispanic/Latino	304	342	359	368	427	434	471	490	530	614
	8%	8%	9%	9%	10%	10%	10%	11%	12%	14%
Native Hawaiian/Pacific Islander	5	3	5	5	4	4	3	3	3	6
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
White/Unknown	2,955	3,052	3,087	3,103	3,082	3,067	3,169	3,078	2,963	2,840
	76%	75%	74%	73%	71%	71%	70%	68%	66%	63%
Grand Total	3,901	4,083	4,167	4,264	4,326	4,292	4,522	4,511	4,479	4,500
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

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Undergraduate enrollment by race/ethnicity, fall term

Campus	Anschutz Medical Campus
Level	Undergraduate
Display	Race (All Races)

Legend:
- International
- More than one race
- American Indian/Alaska Native
- Asian/Asian American
- Black/African American
- Hispanic/Latino
- Native Hawaiian/Pacific Islander
- White/Unknown

	2014	**2015**	**2016**	**2017**	**2018**	**2019**	**2020**	**2021**	**2022**	**2023**
International	1 0%	1 0%	1 0%	2 0%	2 0%	0 0%	1 0%	4 1%	2 0%	0 0%
More than one race	20 4%	31 6%	22 5%	22 4%	29 5%	26 5%	23 5%	19 4%	25 5%	29 6%
American Indian/Alaska Native	3 1%	2 0%	2 0%	1 0%	2 0%	1 0%	1 0%	1 0%	2 0%	2 0%
Asian/Asian American	23 5%	28 5%	23 5%	22 4%	24 5%	33 6%	38 8%	33 7%	27 6%	33 7%
Black/African American	14 3%	13 3%	11 2%	23 5%	28 5%	25 5%	21 4%	18 4%	24 5%	32 6%
Hispanic/Latino	51 11%	65 13%	52 11%	61 12%	87 16%	78 15%	73 16%	79 18%	82 17%	99 20%
Native Hawaiian/Pacific Islander		0 0%	1 0%	1 0%	1 0%	1 0%	2 0%	0 0%	0 0%	1 0%
White/Unknown	354 76%	373 73%	367 77%	362 73%	355 67%	347 68%	311 66%	289 65%	327 67%	311 61%
Grand Total	466 100%	513 100%	479 100%	494 100%	528 100%	511 100%	470 100%	443 100%	489 100%	507 100%

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Graduate enrollment by race/ethnicity, fall term

Campus	Anschutz Medical Campus
Level	Graduate
Display	Race (All Races)

Legend:
- International
- More than one race
- American Indian/Alaska Native
- Asian/Asian American
- Black/African American
- Hispanic/Latino
- Native Hawaiian/Pacific Islander
- White/Unknown
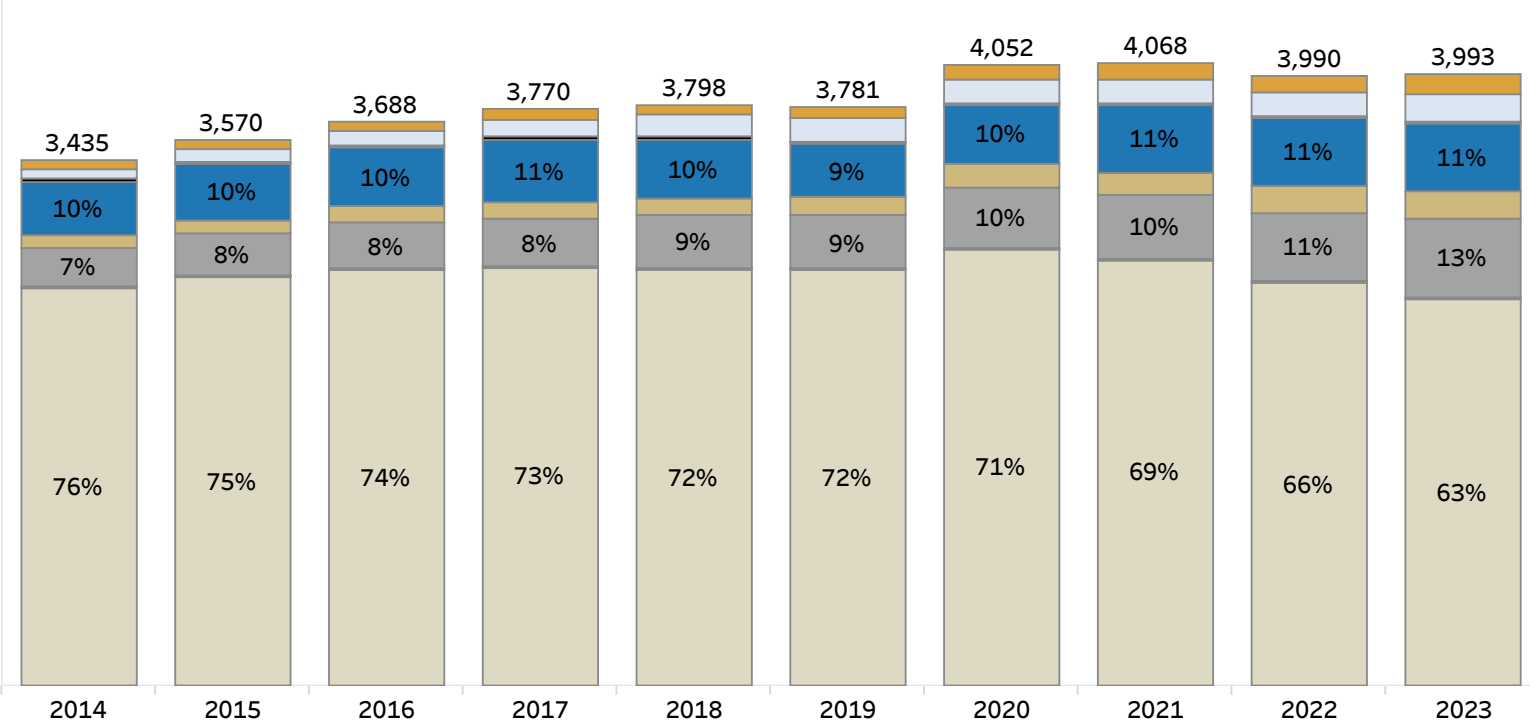
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
International	64 2%	69 2%	60 2%	67 2%	70 2%	69 2%	89 2%	102 3%	112 3%	125 3%
More than one race	57 2%	76 2%	94 3%	119 3%	140 4%	156 4%	156 4%	162 4%	155 4%	181 5%
American Indian/Alaska Native	18 1%	19 1%	18 0%	20 1%	17 0%	11 0%	8 0%	13 0%	12 0%	17 0%
Asian/Asian American	348 10%	367 10%	387 10%	401 11%	384 10%	353 9%	394 10%	435 11%	448 11%	434 11%
Black/African American	89 3%	80 2%	98 3%	111 3%	117 3%	113 3%	148 4%	153 4%	176 4%	187 5%
Hispanic/Latino	253 7%	277 8%	307 8%	307 8%	340 9%	356 9%	398 10%	411 10%	448 11%	515 13%
Native Hawaiian/Pacific Islander	5 0%	3 0%	4 0%	4 0%	3 0%	3 0%	1 0%	3 0%	3 0%	5 0%
White/Unknown	2,601 76%	2,679 75%	2,720 74%	2,741 73%	2,727 72%	2,720 72%	2,858 71%	2,789 69%	2,636 66%	2,529 63%
Grand Total	3,435 100%	3,570 100%	3,688 100%	3,770 100%	3,798 100%	3,781 100%	4,052 100%	4,068 100%	3,990 100%	3,993 100%

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Enrollment of International Students

Campus   Anschutz Medical Campus

Level   All

Graduate
Undergraduate

		2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Anschutz	Graduate	64 98%	69 99%	60 98%	67 97%	70 97%	69 100%	89 99%	102 96%	112 98%	125 100%
	Undergraduate	1 2%	1 1%	1 2%	2 3%	2 3%	0 0%	1 1%	4 4%	2 2%	0 0%
	Total	65 100%	70 100%	61 100%	69 100%	72 100%	69 100%	90 100%	106 100%	114 100%	125 100%

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Bachelor degree recipients by race/ethnicity, fiscal year

Campus	Anschutz Medical Campus
Level	Undergraduate
Display	Race (All Races)

Legend:
- International
- More than one race
- American Indian/Alaska Native
- Asian/Asian American
- Black/African American
- Hispanic/Latino
- Native Hawaiian/Pacific Islander
- White/Unknown

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
International	2	0	1	0	0	2	1	0	1	1
	1%	0%	0%	0%	0%	1%	0%	0%	0%	0%
More than one race	9	8	18	15	11	14	14	14	12	8
	3%	3%	6%	5%	4%	4%	4%	5%	5%	3%
American Indian/Alaska Native	0	2	1	1	1	0	1	1	0	1
	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%
Asian/Asian American	10	12	17	14	17	13	17	24	22	22
	4%	4%	5%	5%	6%	4%	5%	8%	8%	8%
Black/African American	8	6	9	4	10	14	14	12	9	10
	3%	2%	3%	1%	3%	4%	4%	4%	3%	3%
Hispanic/Latino	29	35	36	38	29	47	47	41	37	41
	11%	11%	11%	12%	10%	14%	14%	14%	14%	14%
Native Hawaiian/Pacific Islander	0	0	0	1	0	1	0	2	0	0
	0%	0%	0%	0%	0%	0%	0%	1%	0%	0%
White/Unknown	212	242	239	236	225	238	234	191	179	208
	79%	79%	74%	76%	77%	72%	71%	67%	69%	71%
Grand Total	270	305	321	309	293	329	328	285	260	291
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

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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).

Graduate and Professional degree recipients by race/ethnicity, fiscal year

Campus: Anschutz Medical Campus

Level: Multiple values

Display: Race (All Races)

Legend:
- International
- More than one race
- American Indian/Alaska Native
- Asian/Asian American
- Black/African American
- Hispanic/Latino
- Native Hawaiian/Pacific Islander
- White/Unknown

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
International	36 4%	34 3%	46 4%	34 3%	27 2%	50 4%	36 3%	38 3%	41 3%	48 4%
More than one race	9 1%	13 1%	24 2%	19 2%	21 2%	25 2%	44 4%	56 5%	45 4%	45 4%
American Indian/Alaska Native	12 1%	9 1%	3 0%	5 0%	4 0%	6 1%	5 0%	3 0%	4 0%	2 0%
Asian/Asian American	97 10%	102 10%	103 10%	101 9%	127 11%	132 11%	110 10%	117 10%	113 9%	127 10%
Black/African American	29 3%	26 3%	33 3%	36 3%	36 3%	41 3%	36 3%	40 3%	41 3%	37 3%
Hispanic/Latino	65 7%	78 8%	76 7%	81 7%	79 7%	95 8%	81 7%	115 10%	121 10%	108 9%
Native Hawaiian/Pacific Islander	0 0%	2 0%	1 0%	0 0%	2 0%	0 0%	1 0%	1 0%	0 0%	0 0%
White/Unknown	726 75%	749 74%	794 74%	833 75%	847 74%	823 70%	806 72%	838 69%	836 70%	850 70%
Grand Total	974 100%	1,013 100%	1,080 100%	1,109 100%	1,143 100%	1,172 100%	1,119 100%	1,208 100%	1,201 100%	1,217 100%

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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).

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Faculty & Staff by aggregated race/ethnicity, November snapshot

Campus
Anschutz Medical Campus

Legend: ■ People of Color ■ White/Unspecified
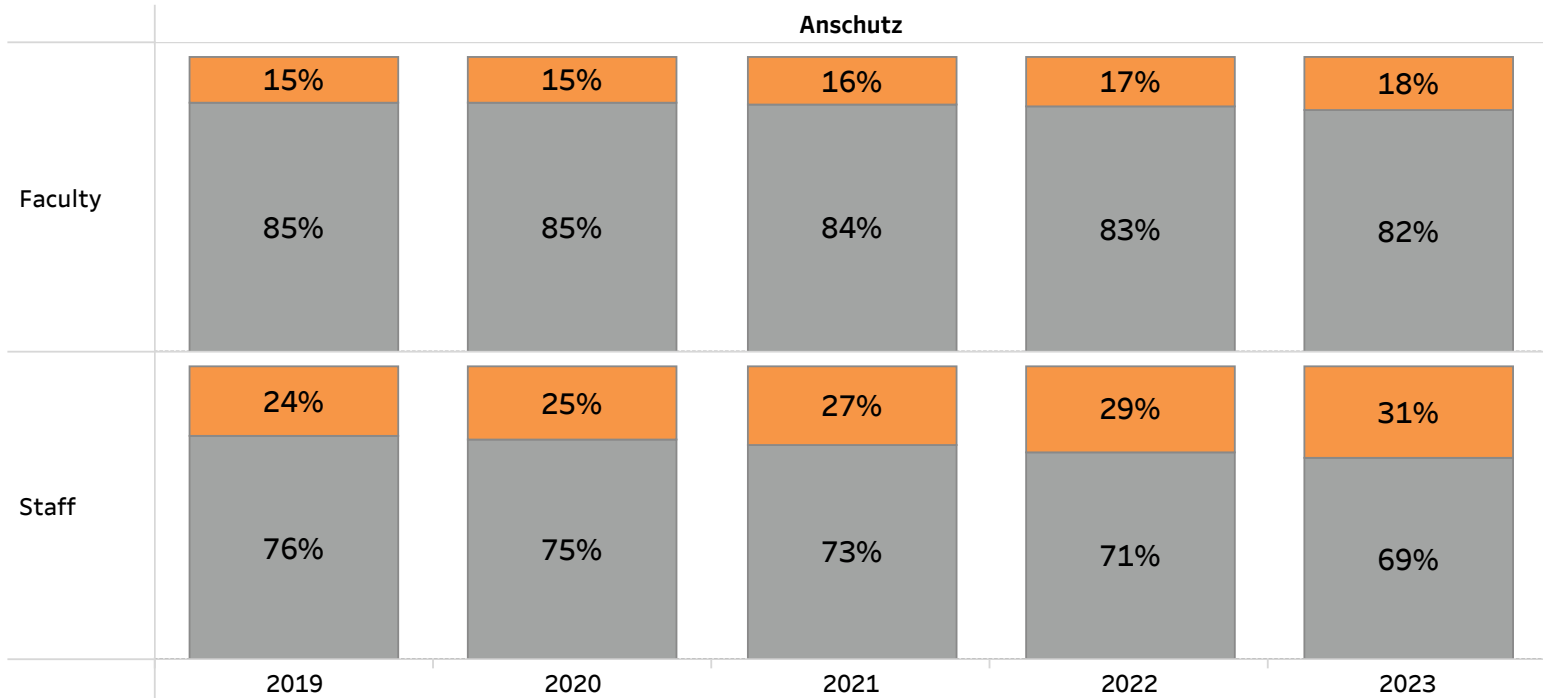
Anschutz

		2019	2020	2021	2022	2023
		Anschutz				
Faculty	International	118 2%	156 3%	144 3%	147 3%	154 3%
	People of Color	715 15%	735 15%	802 16%	877 16%	988 17%
	White/Unspecified	3,897 82%	4,009 82%	4,100 81%	4,324 81%	4,521 80%
Staff	International	37 1%	57 1%	47 1%	73 1%	82 1%
	People of Color	1,301 24%	1,312 25%	1,493 27%	1,787 29%	2,066 31%
	White/Unspecified	4,052 75%	3,938 74%	4,018 72%	4,305 70%	4,525 68%

University of Colorado
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Notes: Includes employees with active and paid leave appointments reported in IPEDS HR Survey. Excludes student and other temporary employees.

Faculty by aggregated race/ethnicity, November snapshot

Campus   Anschutz Medical Campus

■ People of Color
■ White/Unspecified

Anschutz

	2019	2020	2021	2022	2023
Tenured/Tenure Track Faculty	85%	84%	83%	83%	81%
Non-Tenure Track Faculty	90%	90%	89%	88%	87%
Research and Public Faculty	27% / 73%	26% / 74%	26% / 74%	26% / 74%	27% / 73%
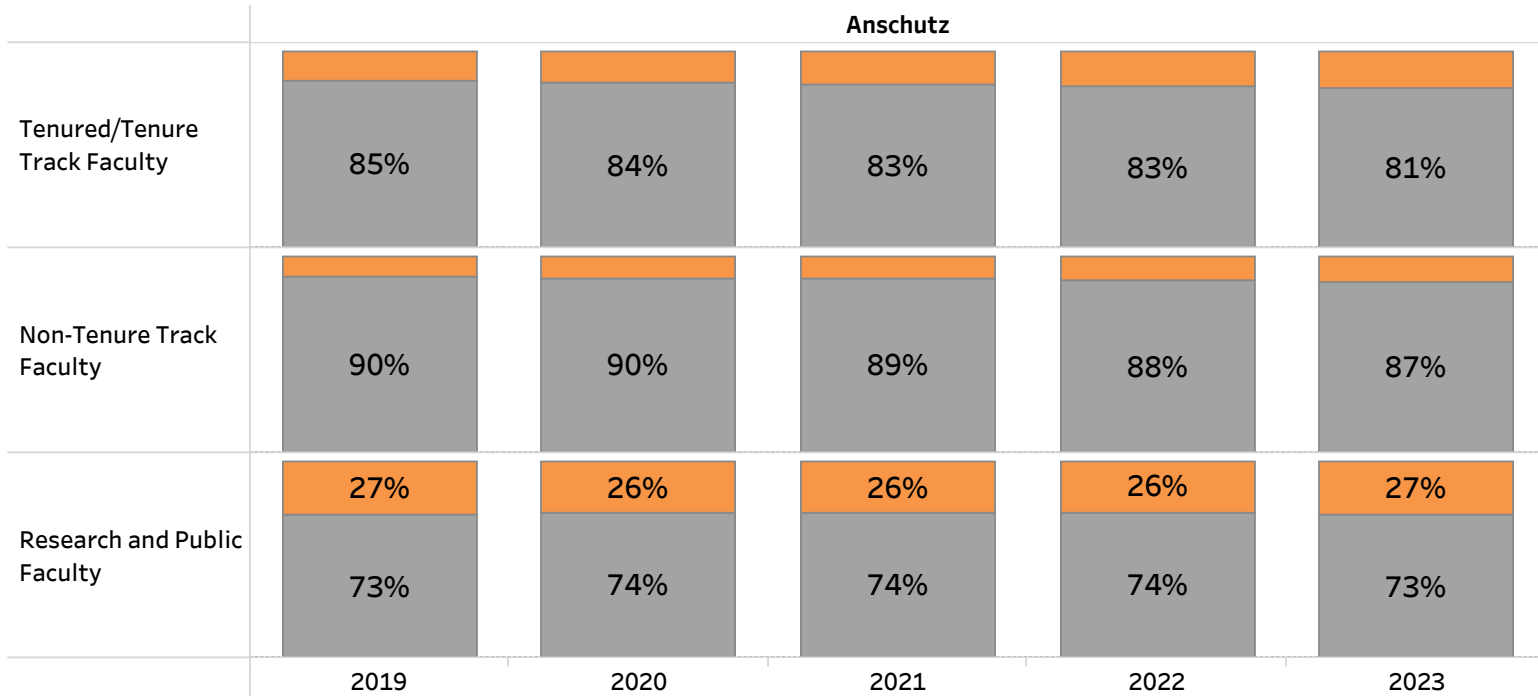
		Faculty Anschutz				
		2019	2020	2021	2022	2023
Tenured/Tenure Track Faculty	People of Color	335 15%	356 16%	390 17%	432 17%	480 19%
	White/Unspecified	1,878 85%	1,921 84%	1,922 83%	2,042 83%	2,111 81%
Non-Tenure Track Faculty	People of Color	162 10%	176 10%	196 11%	224 12%	257 13%
	White/Unspecified	1,453 90%	1,505 90%	1,573 89%	1,644 88%	1,740 87%
Research and Public Faculty	People of Color	210 27%	203 26%	216 26%	221 26%	251 27%
	White/Unspecified	566 73%	583 74%	605 74%	638 74%	670 73%

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Notes: Includes employees with active and paid leave appointments reported in IPEDS HR Survey. Excludes student and other temporary employees.

Full-Time Faculty + Staff by race/ethnicity, November snapshot

Campus: Anschutz Medical Campus

Emp Type: All

Legend:
- International
- More than one race
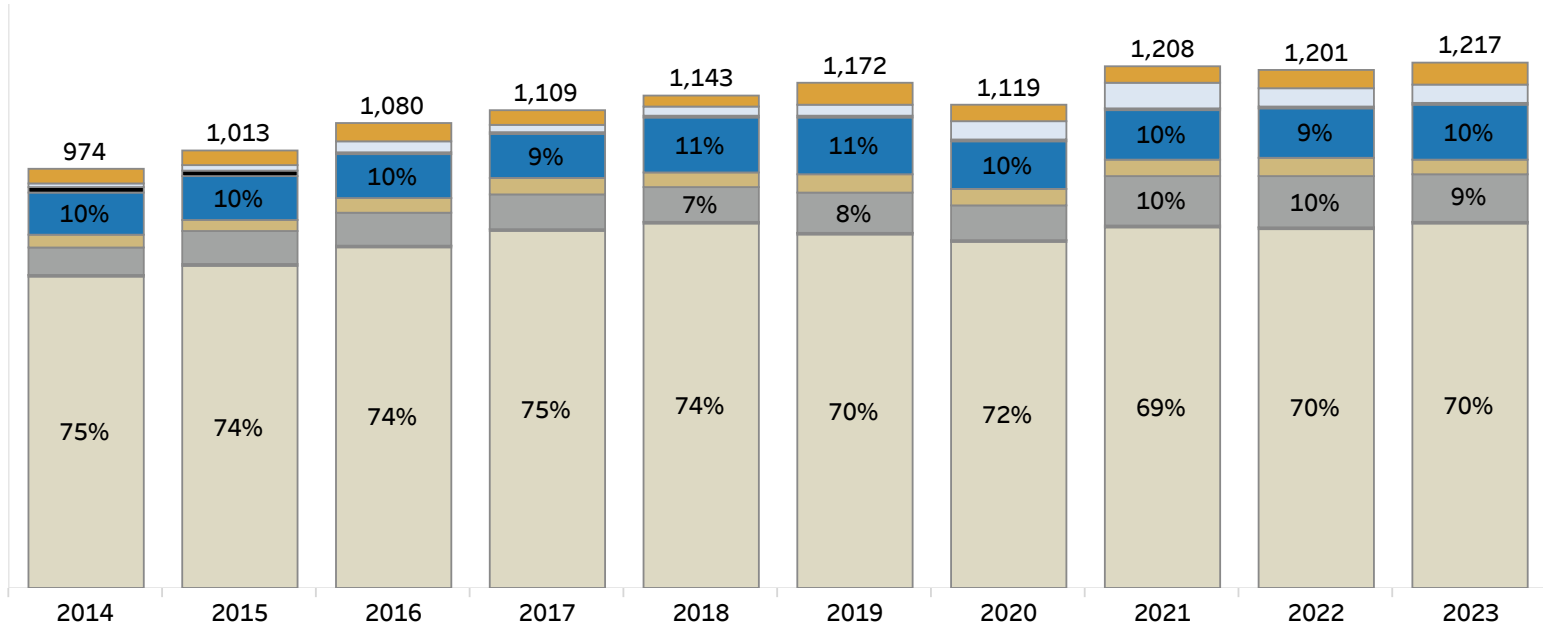- American Indian/Alaska Native
- Asian/Asian American
- Black/African American
- Hispanic/Latino
- Native Hawaiian/Pacific Islander
- White/Unknown
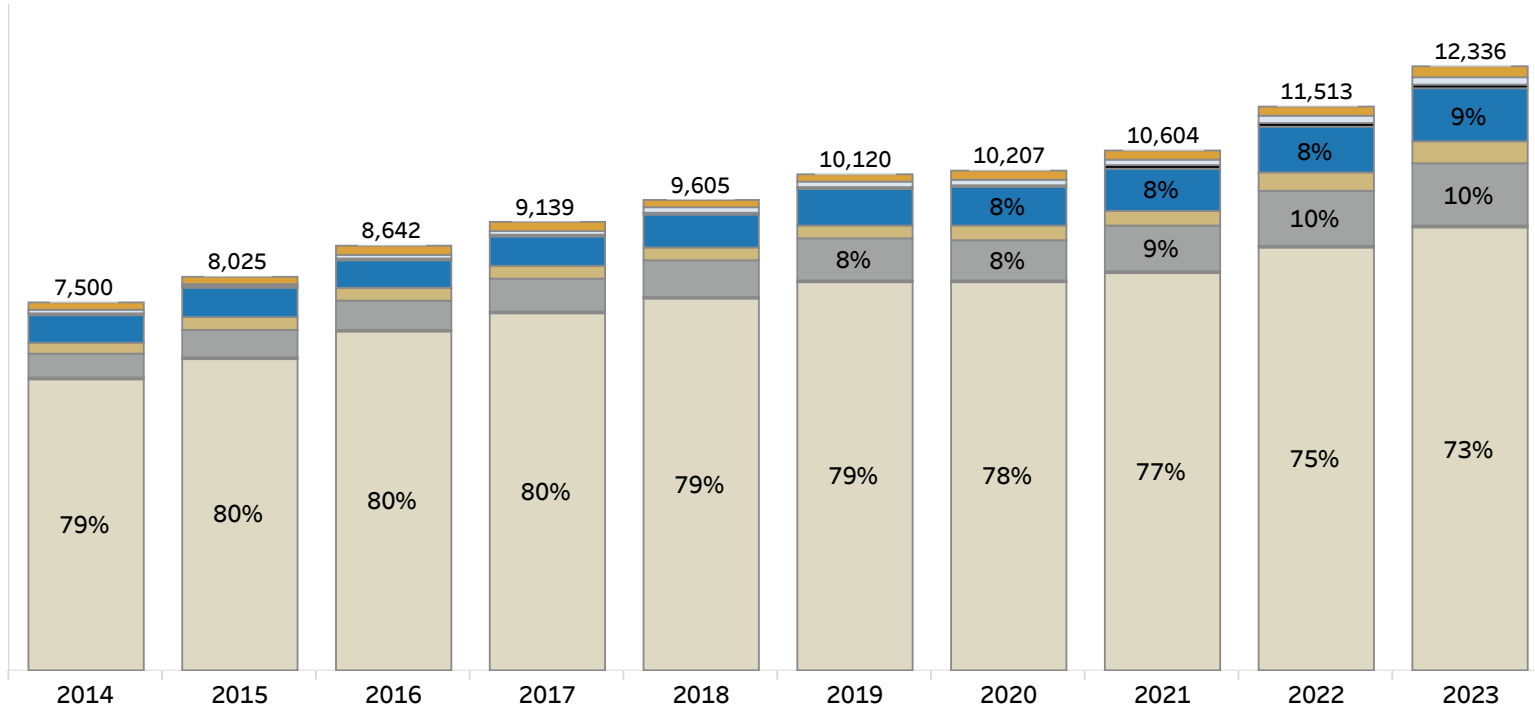
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
International	149 2%	136 2%	161 2%	174 2%	169 2%	155 2%	213 2%	191 2%	220 2%	236 2%
More than one race	67 1%	63 1%	68 1%	81 1%	86 1%	96 1%	110 1%	126 1%	143 1%	161 1%
American Indian/Alaska Native	39 1%	40 0%	33 0%	37 0%	42 0%	36 0%	39 0%	42 0%	55 0%	61 0%
Asian/Asian American	547 7%	595 7%	587 7%	613 7%	670 7%	751 7%	766 8%	863 8%	954 8%	1,108 9%
Black/African American	227 3%	242 3%	256 3%	244 3%	276 3%	283 3%	299 3%	326 3%	373 3%	444 4%
Hispanic/Latino	510 7%	557 7%	588 7%	668 7%	745 8%	836 8%	821 8%	922 9%	1,123 10%	1,257 10%
Native Hawaiian/Pacific Islander	12 0%	12 0%	16 0%	14 0%	12 0%	14 0%	12 0%	16 0%	16 0%	23 0%
White/Unknown	5,949 79%	6,380 80%	6,933 80%	7,308 80%	7,605 79%	7,949 79%	7,947 78%	8,118 77%	8,629 75%	9,046 73%
Grand Total	7,500 100%	8,025 100%	8,642 100%	9,139 100%	9,605 100%	10,120 100%	10,207 100%	10,604 100%	11,513 100%	12,336 100%

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Notes: Includes employees with active and paid leave appointments reported in IPEDS HR Survey. Excludes student and other temporary employees.

Full-Time Faculty by race/ethnicity, November snapshot

Campus: Anschutz Medical Campus

Emp Type: Faculty

Legend:
- International
- More than one race
- American Indian/Alaska Native
- Asian/Asian American
- Black/African American
- Hispanic/Latino
- Native Hawaiian/Pacific Islander
- White/Unknown
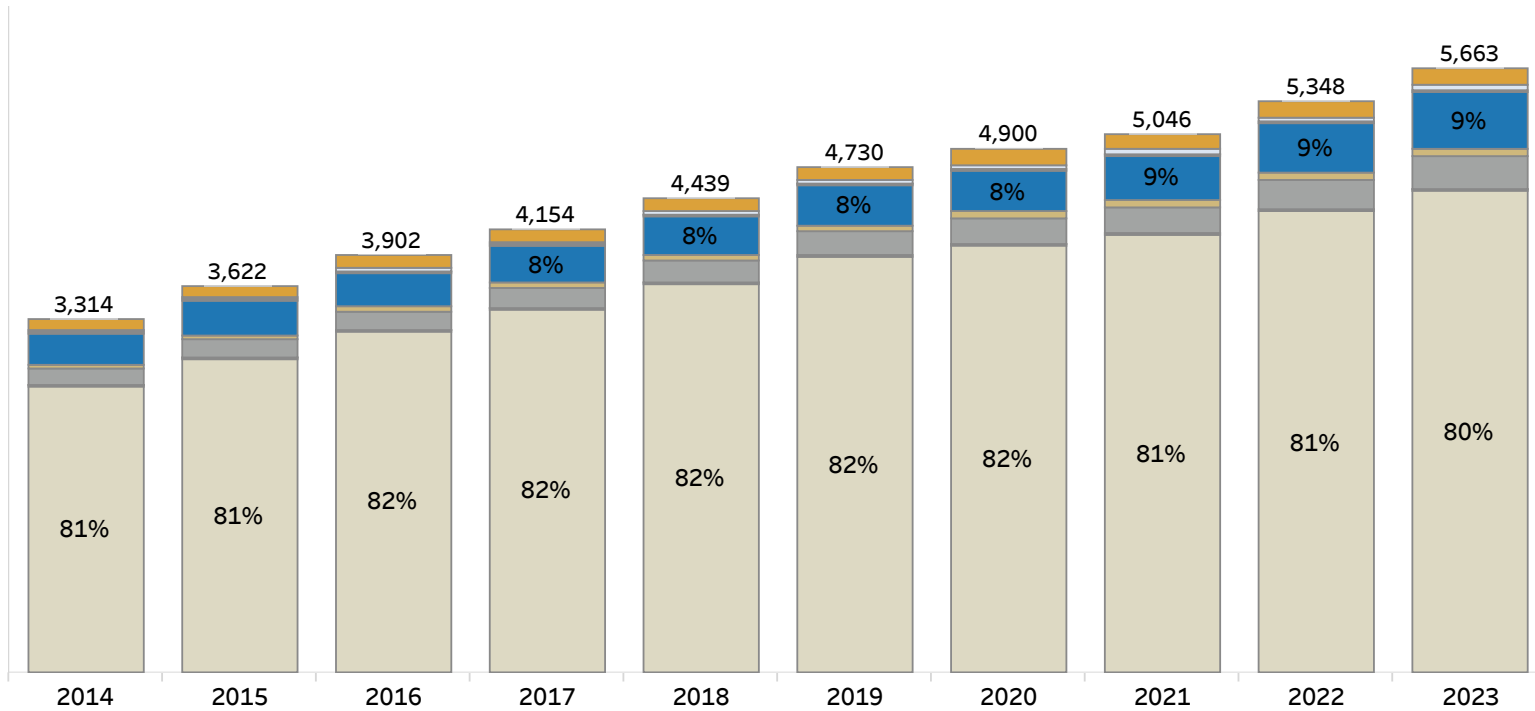
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
International	110 3%	104 3%	120 3%	124 3%	125 3%	118 2%	156 3%	144 3%	147 3%	154 3%
More than one race	15 0%	18 0%	21 1%	25 1%	25 1%	30 1%	37 1%	49 1%	51 1%	56 1%
American Indian/Alaska Native	15 0%	14 0%	13 0%	11 0%	11 0%	8 0%	8 0%	8 0%	11 0%	13 0%
Asian/Asian American	293 9%	326 9%	321 8%	345 8%	372 8%	384 8%	384 8%	432 9%	469 9%	536 9%
Black/African American	33 1%	45 1%	44 1%	42 1%	46 1%	57 1%	57 1%	55 1%	59 1%	70 1%
Hispanic/Latino	150 5%	168 5%	175 4%	195 5%	209 5%	232 5%	244 5%	253 5%	282 5%	308 5%
Native Hawaiian/Pacific Islander	5 0%	6 0%	5 0%	5 0%	4 0%	4 0%	5 0%	5 0%	5 0%	5 0%
White/Unknown	2,693 81%	2,941 81%	3,203 82%	3,407 82%	3,647 82%	3,897 82%	4,009 82%	4,100 81%	4,324 81%	4,521 80%
Grand Total	3,314 100%	3,622 100%	3,902 100%	4,154 100%	4,439 100%	4,730 100%	4,900 100%	5,046 100%	5,348 100%	5,663 100%

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Notes: Includes employees with active and paid leave appointments reported in IPEDS HR Survey. Excludes student and other temporary employees.

Full-Time Staff by race/ethnicity, November snapshot

Campus: Anschutz Medical Campus

Emp Type: Staff

Legend:
- International
- More than one race
- American Indian/Alaska Native
- Asian/Asian American
- Black/African American
- Hispanic/Latino
- Native Hawaiian/Pacific Islander
- White/Unknown
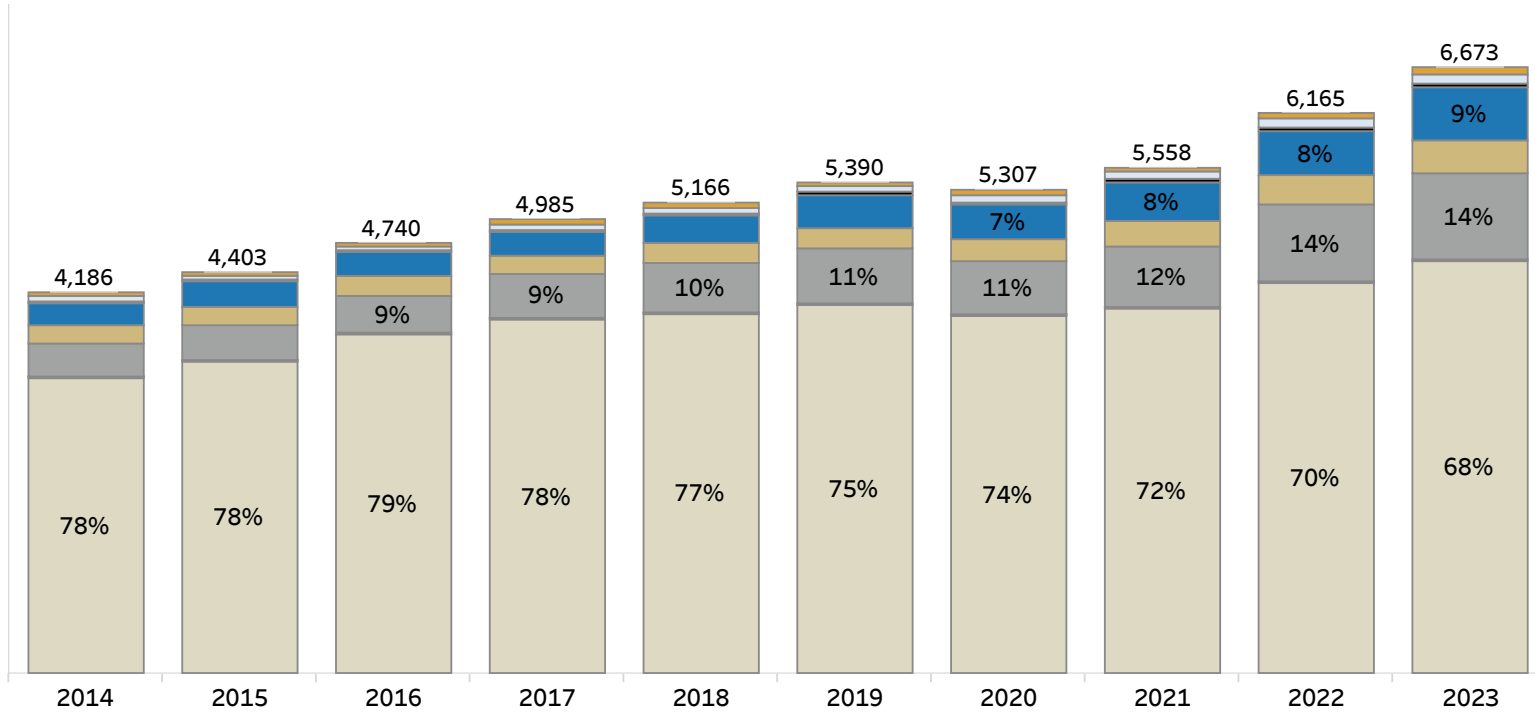
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
International	39 1%	32 1%	41 1%	50 1%	44 1%	37 1%	57 1%	47 1%	73 1%	82 1%
More than one race	52 1%	45 1%	47 1%	56 1%	61 1%	66 1%	73 1%	77 1%	92 1%	105 2%
American Indian/Alaska Native	24 1%	26 1%	20 0%	26 1%	31 1%	28 1%	31 1%	34 1%	44 1%	48 1%
Asian/Asian American	254 6%	269 6%	266 6%	268 5%	298 6%	367 7%	382 7%	431 8%	485 8%	572 9%
Black/African American	194 5%	197 4%	212 4%	202 4%	230 4%	226 4%	242 5%	271 5%	314 5%	374 6%
Hispanic/Latino	360 9%	389 9%	413 9%	473 9%	536 10%	604 11%	577 11%	669 12%	841 14%	949 14%
Native Hawaiian/Pacific Islander	7 0%	6 0%	11 0%	9 0%	8 0%	10 0%	7 0%	11 0%	11 0%	18 0%
White/Unknown	3,256 78%	3,439 78%	3,730 79%	3,901 78%	3,958 77%	4,052 75%	3,938 74%	4,018 72%	4,305 70%	4,525 68%
Grand Total	4,186 100%	4,403 100%	4,740 100%	4,985 100%	5,166 100%	5,390 100%	5,307 100%	5,558 100%	6,165 100%	6,673 100%

Notes: Includes employees with active and paid leave appointments reported in IPEDS HR Survey. Excludes student and other temporary employees.

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Faculty & Staff by sex, November snapshot

Campus Anschutz Medical Campus ■ Female ■ No Reported Sex
■ Male
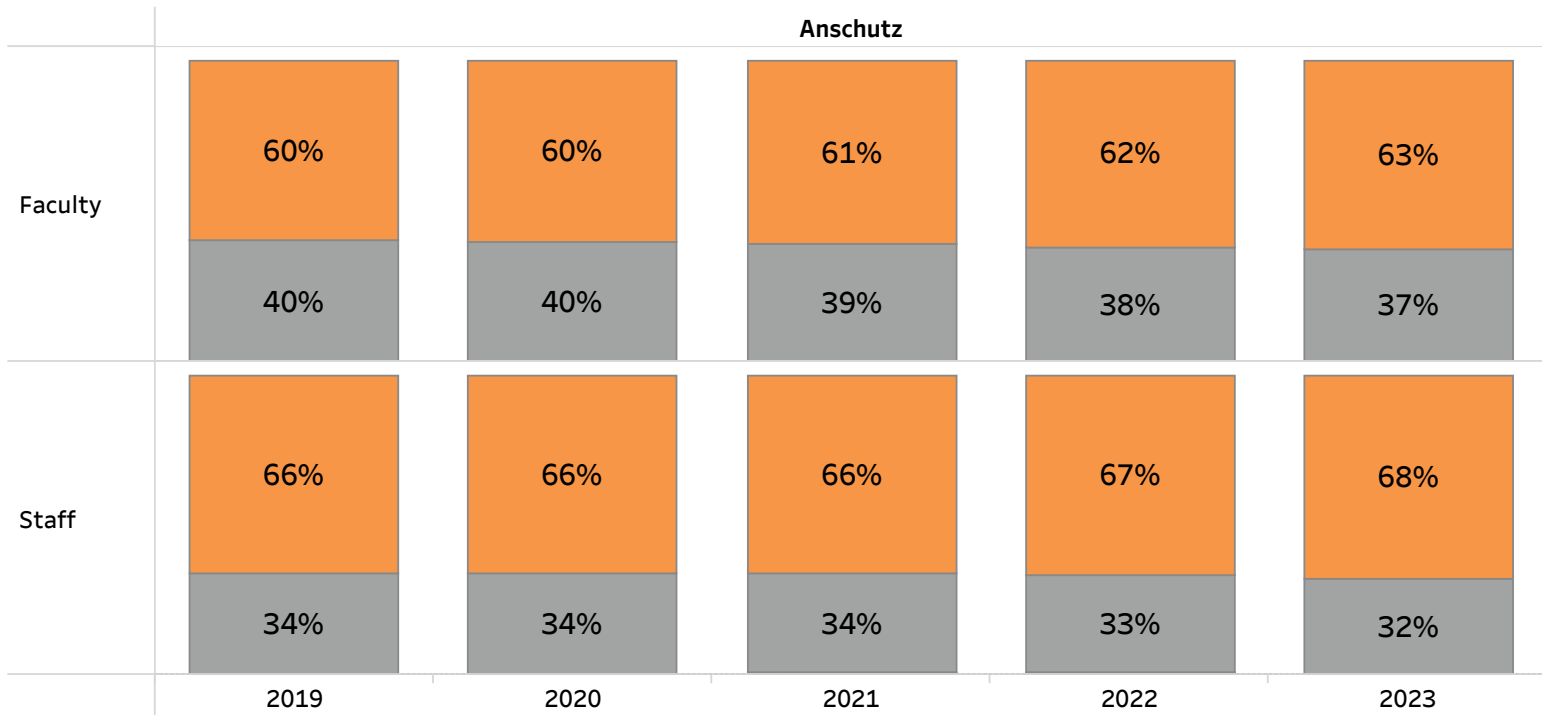
Anschutz

		Anschutz				
		2019	2020	2021	2022	2023
Faculty	Female	2,835 60%	2,959 60%	3,088 61%	3,308 62%	3,547 63%
	Male	1,895 40%	1,941 40%	1,958 39%	2,040 38%	2,116 37%
Staff	Female	3,558 66%	3,492 66%	3,676 66%	4,132 67%	4,537 68%
	Male	1,832 34%	1,794 34%	1,863 34%	2,014 33%	2,117 32%
	No Reported Sex			19 0%	19 0%	19 0%

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Notes: Includes employees with active and paid leave appointments reported in IPEDS HR Survey. Excludes student and other temporary employees.

Faculty by sex and military affiliation, November snapshot

Campus   Anschutz Medical Campus

				2019	2020	2021	2022	2023
Sex	Tenured/Tenure Track	Full Professor	Female	183	192	213	221	235
			Male	373	377	372	379	401
			Total	556	569	585	600	636
		Associate Professor	Female	329	364	367	406	444
			Male	333	347	355	366	366
			Total	662	711	722	772	810
		Assistant Professor	Female	601	599	606	678	729
			Male	411	422	420	448	445
			Total	1,012	1,021	1,026	1,126	1,174
		Total		2,230	2,301	2,333	2,498	2,620
	Non-Tenure Track	Instructor/Sr Instructor	Female	1,109	1,184	1,267	1,332	1,419
			Male	354	363	371	390	423
			Total	1,463	1,547	1,638	1,722	1,842
		Other	Female	113	101	104	113	126
			Male	48	42	35	39	37
			Total	161	143	139	152	163
		Total		1,624	1,690	1,777	1,874	2,005
	Research/Public Service/Clinical	Research/Public Service/Clinical	Female	500	519	531	558	594
			Male	376	390	405	418	444
			Total	876	909	936	976	1,038
		Total		876	909	936	976	1,038
	Total			4,730	4,900	5,046	5,348	5,663
Military	Tenured/Tenure Track	Full Professor	Military Affiliation		18	15	13	14
			Total		18	15	13	14
		Associate Professor	Military Affiliation		17	12	14	12
			Total		17	12	14	12
		Assistant Professor	Military Affiliation		12	11	13	12
			Total		12	11	13	12
		Total			47	38	40	38
	Non-Tenure Track	Instructor/Sr Instructor	Military Affiliation		45	49	43	39
			Total		45	49	43	39
		Other	Military Affiliation		14	11	9	6
			Total		14	11	9	6
		Total			59	60	52	45
	Research/Public Service/Clinical	Research/Public Service/Clinical	Military Affiliation		12	16	13	10
			Total		12	16	13	10
		Total			12	16	13	10
	Total				118	114	105	93

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Notes: Includes employees with active and paid leave appointments reported in IPEDS HR Survey. Excludes student and other temporary employees.

Tenured/Tenure Track Faculty by race/ethnicity, November snapshot

Campus   Anschutz Medical Campus

			2019	2020	2021	2022	2023
Tenured/ Tenure Track	Full Professor	American Indian/Alaska Native	3	3	2	3	4
		Asian/Asian American	38	41	45	53	61
		Black/African American	2	3	1	2	6
		Hispanic/Latino	24	26	26	27	32
		Native Hawaiian/Pacific Islander	0	0	0	0	
		More than one race	2	3	8	8	8
		White	447	453	457	452	466
		Unknown	40	39	44	53	57
		International	0	1	2	2	2
		Total	556	569	585	600	636
	Associate Professor	American Indian/Alaska Native	2	2	1	1	
		Asian/Asian American	57	65	71	78	90
		Black/African American	9	7	8	7	6
		Hispanic/Latino	36	42	44	45	51
		Native Hawaiian/Pacific Islander	3	2	2	2	2
		More than one race	4	5	3	3	4
		White	478	509	515	548	562
		Unknown	72	77	76	86	91
		International	1	2	2	2	4
		Total	662	711	722	772	810
	Assistant Professor	American Indian/Alaska Native	1	3	4	4	4
		Asian/Asian American	91	89	106	109	121
		Black/African American	17	13	17	18	19
		Hispanic/Latino	45	44	39	56	55
		Native Hawaiian/Pacific Islander	1	0	1	1	1
		More than one race	6	8	12	15	16
		White	592	616	604	651	667
		Unknown	249	227	226	252	268
		International	10	21	17	20	23
		Total	1,012	1,021	1,026	1,126	1,174
	Total		2,230	2,301	2,333	2,498	2,620

Non-Tenured & Other Faculty by race/ethnicity, November snapshot

Campus   Anschutz Medical Campus

			2019	2020	2021	2022	2023
Non-Tenure Track	Instructor/Sr Instructor	American Indian/Alaska Native	1	0	1	2	2
		Asian/Asian American	50	59	70	76	93
		Black/African American	17	18	16	16	18
		Hispanic/Latino	56	62	69	89	91
		Native Hawaiian/Pacific Islander	0	2	1	1	1
		More than one race	11	12	18	18	21
		White	927	1,017	1,088	1,123	1,182
		Unknown	396	371	369	392	427
		International	5	6	6	5	7
		Total	1,463	1,547	1,638	1,722	1,842
	Other	American Indian/Alaska Native	1	0	0	0	
		Asian/Asian American	13	9	9	10	12
		Black/African American	2	2	1	2	3
		Hispanic/Latino	13	12	11	10	15
		Native Hawaiian/Pacific Islander	0	0	0	0	
		More than one race	0	0	0	0	1
		White	121	108	106	117	115
		Unknown	9	9	10	12	16
		International	2	3	2	1	1
		Total	161	143	139	152	163
	Total		1,624	1,690	1,777	1,874	2,005
Research/ Public Service/ Clinical	Research/ Public Service/ Clinical	American Indian/Alaska Native	0	0	0	1	3
		Asian/Asian American	135	121	131	143	159
		Black/African American	10	14	12	14	18
		Hispanic/Latino	58	58	64	55	64
		Native Hawaiian/Pacific Islander	0	1	1	1	1
		More than one race	7	9	8	7	6
		White	437	461	483	515	529
		Unknown	129	122	122	123	141
		International	100	123	115	117	117
		Total	876	909	936	976	1,038
	Total		876	909	936	976	1,038

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Staff (Classified & Exempt) by sex, military affiliation, and race/ethnicity; November snapshot

Campus   Anschutz Medical Campus

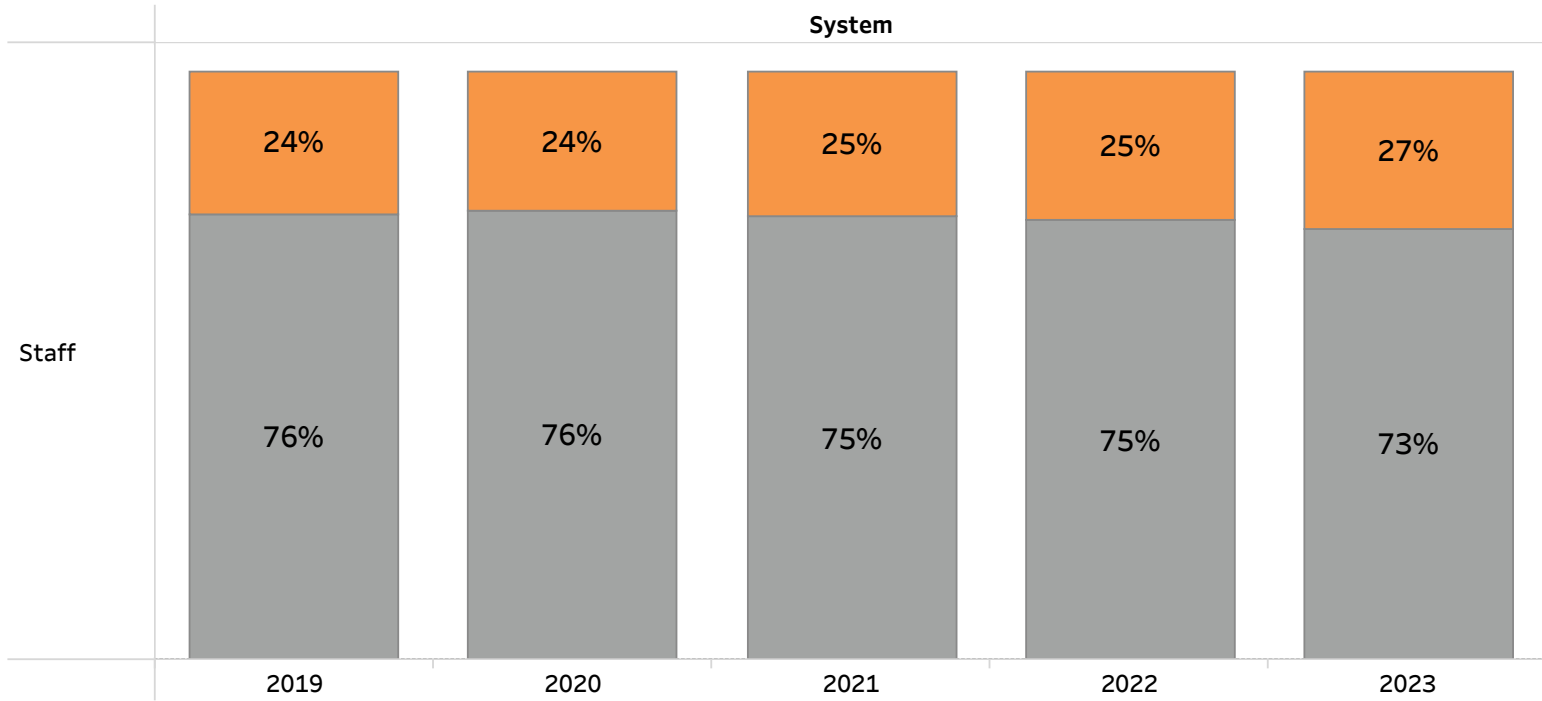|				2019	2020	2021	2022	2023
Sex	Officers	Officers	Female	6	9	9	9	15
			Male	10	10	13	14	13
			Total	16	19	22	23	28
		Total		16	19	22	23	28
	Management/ Support Staff/ Other	Management/ Other Professionals/ Support Staff	Female	3,552	3,483	3,667	4,123	4,522
			Male	1,822	1,784	1,850	2,000	2,104
			No Reported Sex			19	19	19
			Total	5,374	5,267	5,536	6,142	6,645
		Total		5,374	5,267	5,536	6,142	6,645
	Total			5,390	5,286	5,558	6,165	6,673
Military	Officers	Officers	Military Affiliation		2	2	2	1
			Total		2	2	2	1
		Total			2	2	2	1
	Management/ Support Staff/ Other	Management/ Other Profession..	Military Affiliation		89	92	94	108
			Total		89	92	94	108
		Total			89	92	94	108
	Total				91	94	96	109
Race & Ethnicity	Officers	Officers	American Indian/Alaska Native	0	0	0	0	
			Asian/Asian American	0	0	0	0	
			Black/African American	0	1	1	1	1
			Hispanic/Latino	1	1	1	1	3
			Native Hawaiian/Pacific Islan..	0	0	0	0	
			More than one race	0	0	0	0	
			White	13	15	18	19	22
			Unknown	2	2	2	2	2
			International	0	0	0	0	
			Total	16	19	22	23	28
		Total		16	19	22	23	28
	Management/ Support Staff/ Other	Management/ Other Professionals/ Support Staff	American Indian/Alaska Native	28	31	34	44	48
			Asian/Asian American	367	382	431	485	572
			Black/African American	226	241	270	313	373
			Hispanic/Latino	603	576	668	840	946
			Native Hawaiian/Pacific Islan..	10	7	11	11	18
			More than one race	66	73	77	92	105
			White	2,881	2,876	2,996	3,380	3,666
			Unknown	1,156	1,045	1,002	904	835
			International	37	57	47	73	82
			Total	5,374	5,288	5,536	6,142	6,645

Officers include individuals identified by Employee Services who hold the title of president, chancellor, vice president, vice chancellor, associate or assistant vice president, associate vice chancellor, associate university counsel, and deans of the schools, colleges, and libraries.

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Notes: Includes employees with active and paid leave appointments reported in IPEDS HR Survey. Excludes student and other temporary employees.

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Faculty & Staff by aggregated race/ethnicity, November snapshot

Campus
System Office

■ People of Color
■ White/Unspecified

System

Staff	2019	2020	2021	2022	2023
People of Color	24%	24%	25%	25%	27%
White/Unspecified	76%	76%	75%	75%	73%

		System				
		2019	2020	2021	2022	2023
Staff	International					2 0%
	People of Color	113 24%	127 24%	130 25%	134 25%	153 27%
	White/Unspecified	355 76%	410 76%	400 75%	399 75%	416 73%

University of Colorado
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Notes: Includes employees with active and paid leave appointments reported in IPEDS HR Survey. Excludes student and other temporary employees.

Full-Time Faculty + Staff by race/ethnicity, November snapshot

Campus   System Office

Emp Type All

Legend:
- International
- More than one race
- American Indian/Alaska Native
- Asian/Asian American
- Black/African American
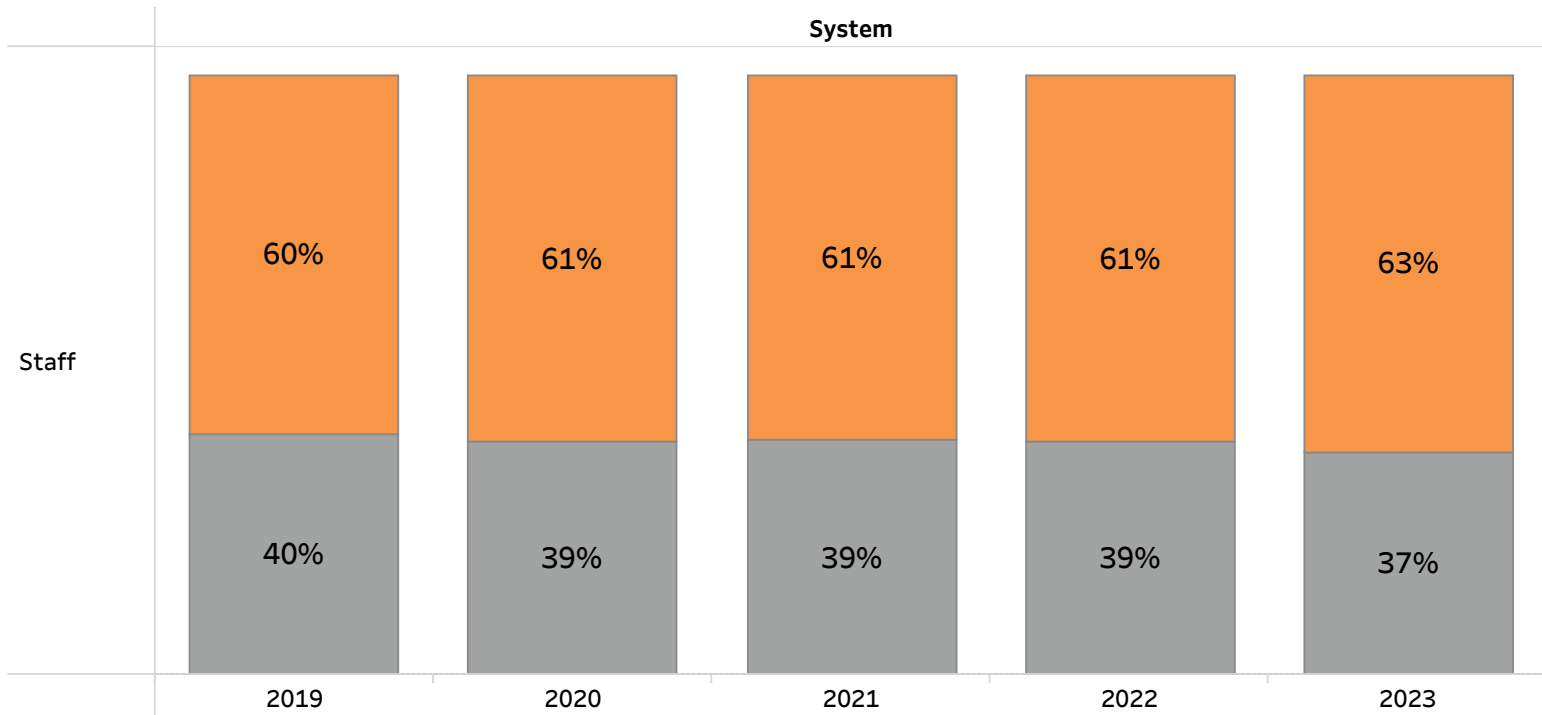- Hispanic/Latino
- White/Unknown

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
International						0 0%				2 0%
More than one race				25 6%	26 6%	26 6%	8 1%	8 2%	7 1%	11 2%
American Indian/Alaska Native	2 1%	2 0%	2 0%	2 0%	1 0%	1 0%	1 0%	1 0%	1 0%	2 0%
Asian/Asian American	29 8%	44 10%	36 8%	39 9%	41 9%	44 9%	50 9%	54 10%	56 11%	59 10%
Black/African American	14 4%	17 4%	13 3%	14 3%	19 4%	14 3%	17 3%	17 3%	14 3%	14 2%
Hispanic/Latino	29 8%	43 10%	43 10%	27 6%	26 6%	28 6%	51 9%	50 9%	56 11%	67 12%
White/Unknown	293 80%	345 76%	335 78%	340 76%	336 75%	355 76%	410 76%	400 75%	399 75%	416 73%
Grand Total	367 100%	451 100%	429 100%	447 100%	449 100%	468 100%	537 100%	530 100%	533 100%	571 100%

Notes: Includes employees with active and paid leave appointments reported in IPEDS HR Survey. Excludes student and other temporary employees.

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Faculty & Staff by sex, November snapshot

Campus   System Office

		System				
		2019	2020	2021	2022	2023
Staff	Female	280 60%	329 61%	322 61%	326 61%	359 63%
	Male	188 40%	208 39%	208 39%	207 39%	212 37%

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

Notes: Includes employees with active and paid leave appointments reported in IPEDS HR Survey. Excludes student and other temporary employees.

Staff (Classified & Exempt) by sex, military affiliation, and race/ethnicity; November snapshot

Campus: System Office

				2019	2020	2021	2022	2023
Sex	Officers	Officers	Female	22	23	29	28	20
			Male	22	23	19	22	16
			Total	44	46	48	50	36
		Total		44	46	48	50	36
	Management/ Support Staff/ Other	Management/ Other Professionals/Su..	Female	258	306	293	298	339
			Male	166	185	189	185	196
			Total	424	491	482	483	535
		Total		424	491	482	483	535
	Total			468	537	530	533	571
Military	Officers	Officers	Military Affiliation				2	1
			Total				2	1
		Total					2	1
	Management/ Support Staff/ Other	Management/ Other Profession..	Military Affiliation				7	8
			Total				7	8
		Total					7	8
	Total						9	9
Race & Ethnicity	Officers	Officers	American Indian/Alaska Native	0	0	0		0
			Asian/Asian American	2	2	3	3	2
			Black/African American	2	3	2	1	1
			Hispanic/Latino	3	6	4	5	3
			More than one race	3	2	2	2	2
			White	30	30	36	38	27
			Unknown	4	3	1	1	1
			International	0	0	0	0	0
			Total	44	46	48	50	36
		Total		44	46	48	50	36
	Management/ Support Staff/ Other	Management/ Other Professionals/ Support Staff	American Indian/Alaska Native	1	1	1	1	2
			Asian/Asian American	42	48	51	53	57
			Black/African American	12	14	15	13	13
			Hispanic/Latino	25	45	46	51	64
			More than one race	23	6	6	5	9
			White	287	338	334	333	361
			Unknown	34	39	29	27	27
			International	0	0	0	0	2
			Total	424	491	482	483	535
		Total		424	491	482	483	535
	Total			468	537	530	533	571

Officers include individuals identified by Employee Services who hold the title of president, chancellor, vice president, vice chancellor, associate or assistant vice president, associate vice chancellor, associate university counsel, and deans of the schools, colleges, and libraries.

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Notes: Includes employees with active and paid leave appointments reported in IPEDS HR Survey. Excludes student and other temporary employees.