



*Minority Success:
University of Colorado at Denver &
Health Sciences Center (UCDHSC)*

CCHE Taskforce on Minority Success

September 19, 2005



UCDHSC: Who We Are...

- Created July 1, 2004
- Consolidated University of Colorado at Denver and University of Colorado Health Sciences Center
- Accredited by North Central Association in April 2005
- A mission of teaching, research, service, and clinical care



Institutional Scale

- One of the nation's best urban research universities
- Over 27,000 students annually on 3 campuses
- Over 100 degree programs in 12 schools and colleges
- Over 3,400 degrees awarded each year
- Most graduate degrees awarded in Colorado
- Comprehensive services and pipeline opportunities for urban students



Contributions to Colorado

- **Provides a combined annual economy of \$1.8 billion a year* with an annual operating budget of \$850 million**
- **Attracts more than \$300 million a year in outside research funding**
- **Employs more than 12,200 Coloradans,* making us one of the top metro area employers**
- **Serves more than 500,000 patients a year through our hospital and clinical service**

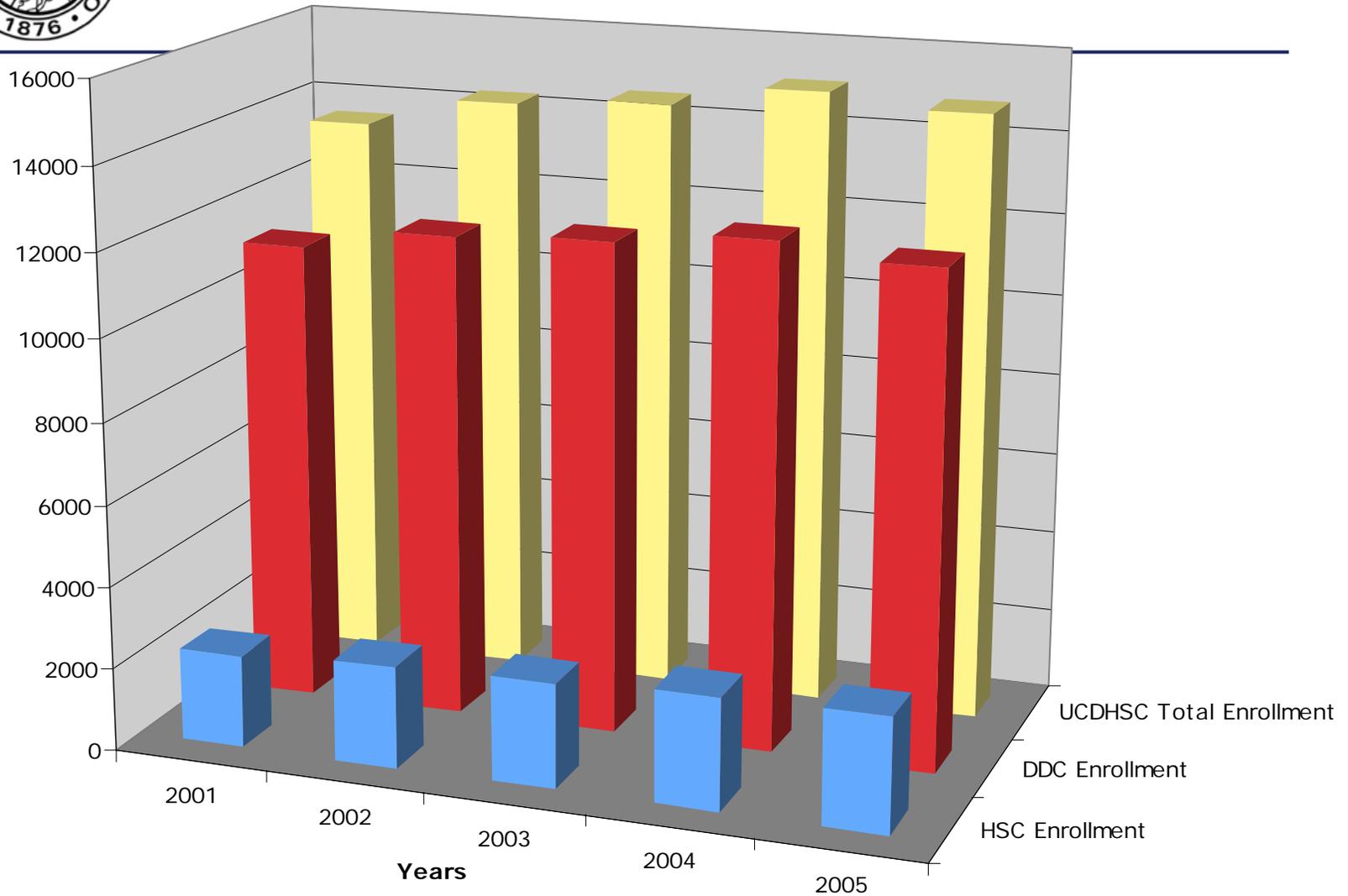


Vision for the Future

- The premier urban research university **with nationally ranked programs of teaching, research, clinical care and community service throughout Colorado.**
- Providing access to higher education **for undergraduate, graduate and professional students with increased multicultural diversity through recruitment and pipeline initiatives.**
- New interdisciplinary programs **of education and research in the life sciences, professional programs and liberal arts.**
- An entrepreneurial university **with two campuses in the Denver/Aurora metropolitan area and the state.**
- Regional business and community partnerships **that stimulate new programs and an improved economy.**



UCDHSC Fall Enrollment





2005 Enrollment Statistics

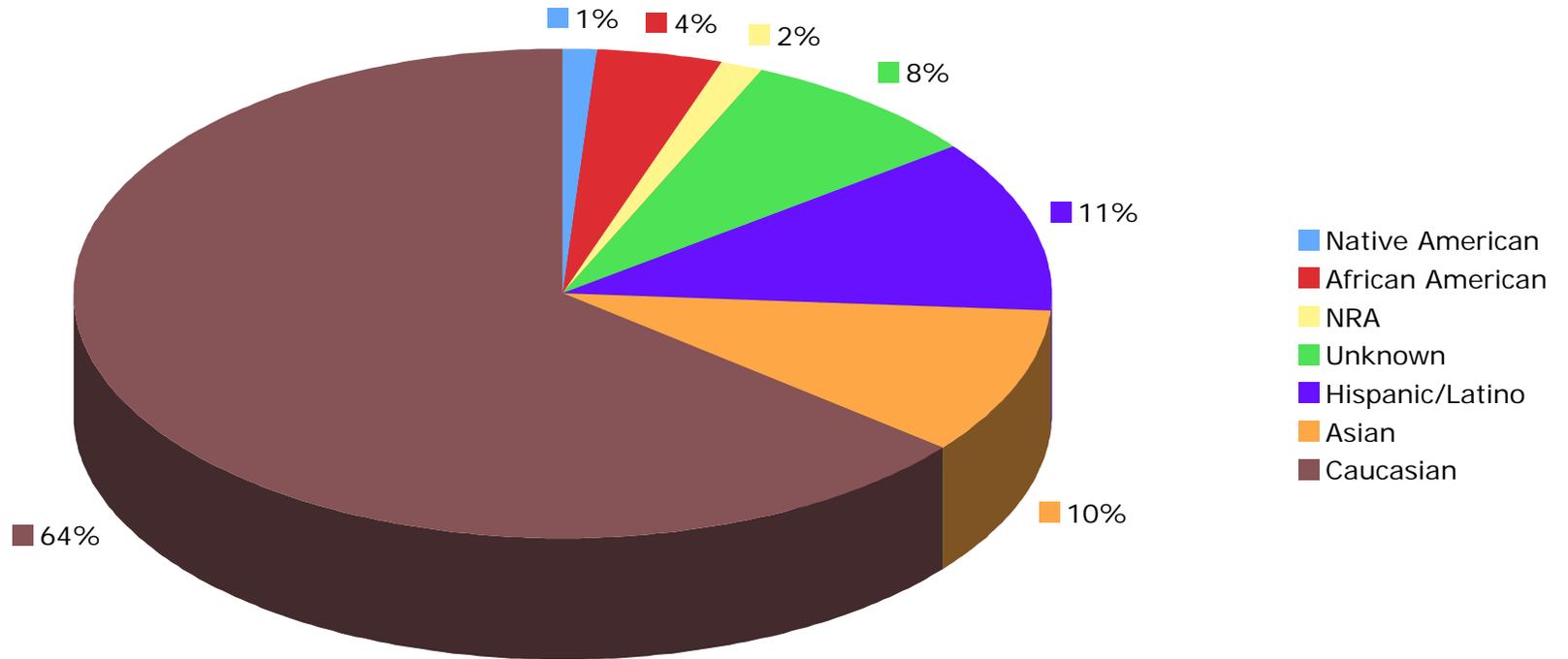
- **14,801 Total students enrolled**
 - 7,843 Undergraduate
 - 5,580 Graduate
 - 1,398 First-Professional

- **3,051 Students of Color 21% (*Self-disclosed*)**
 - 2,057 Undergraduate 26%
 - 692 Graduate 12%
 - 302 First-Professional 22%

- *Enrollment of Students of Color increased by 8 percent since 2001*

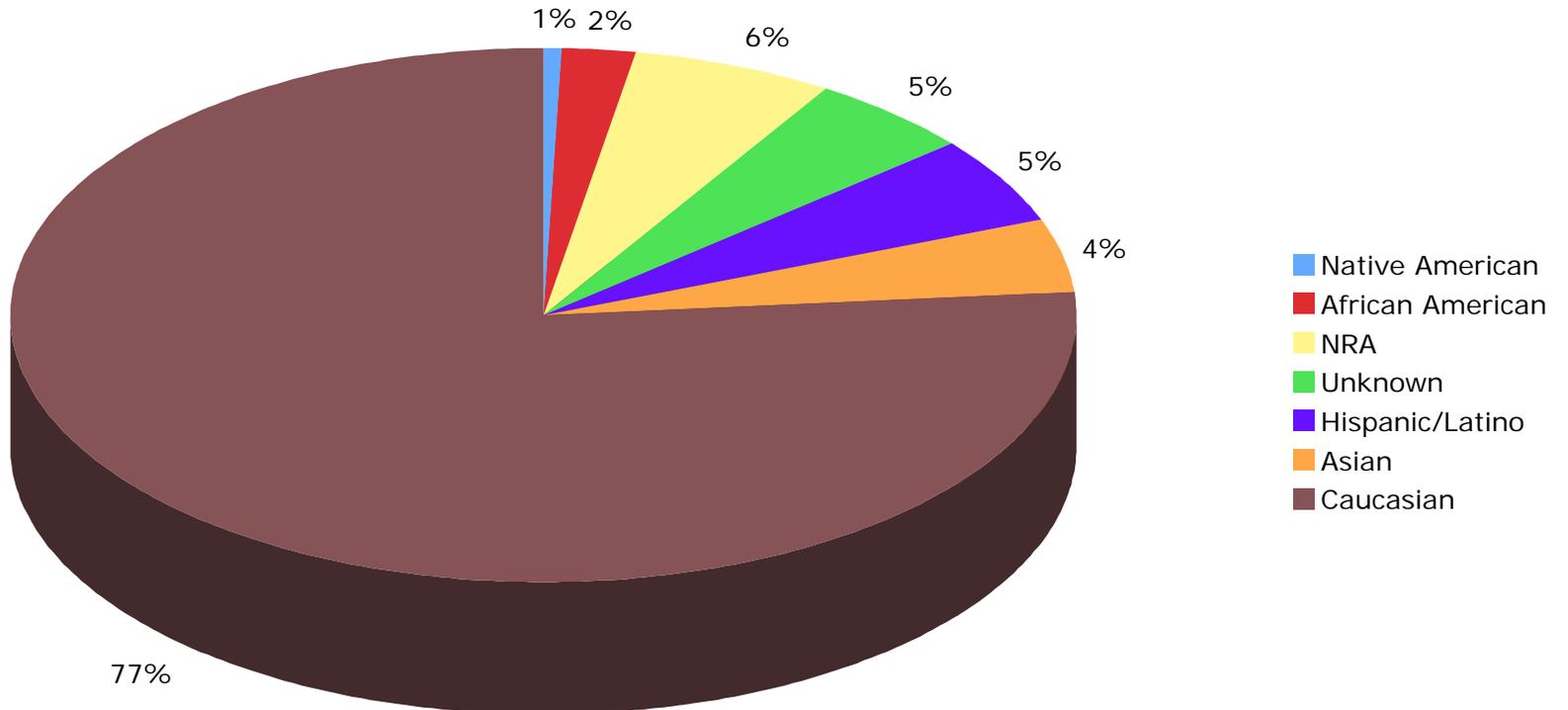


Fall 2005 Undergraduate Enrollment by Ethnicity



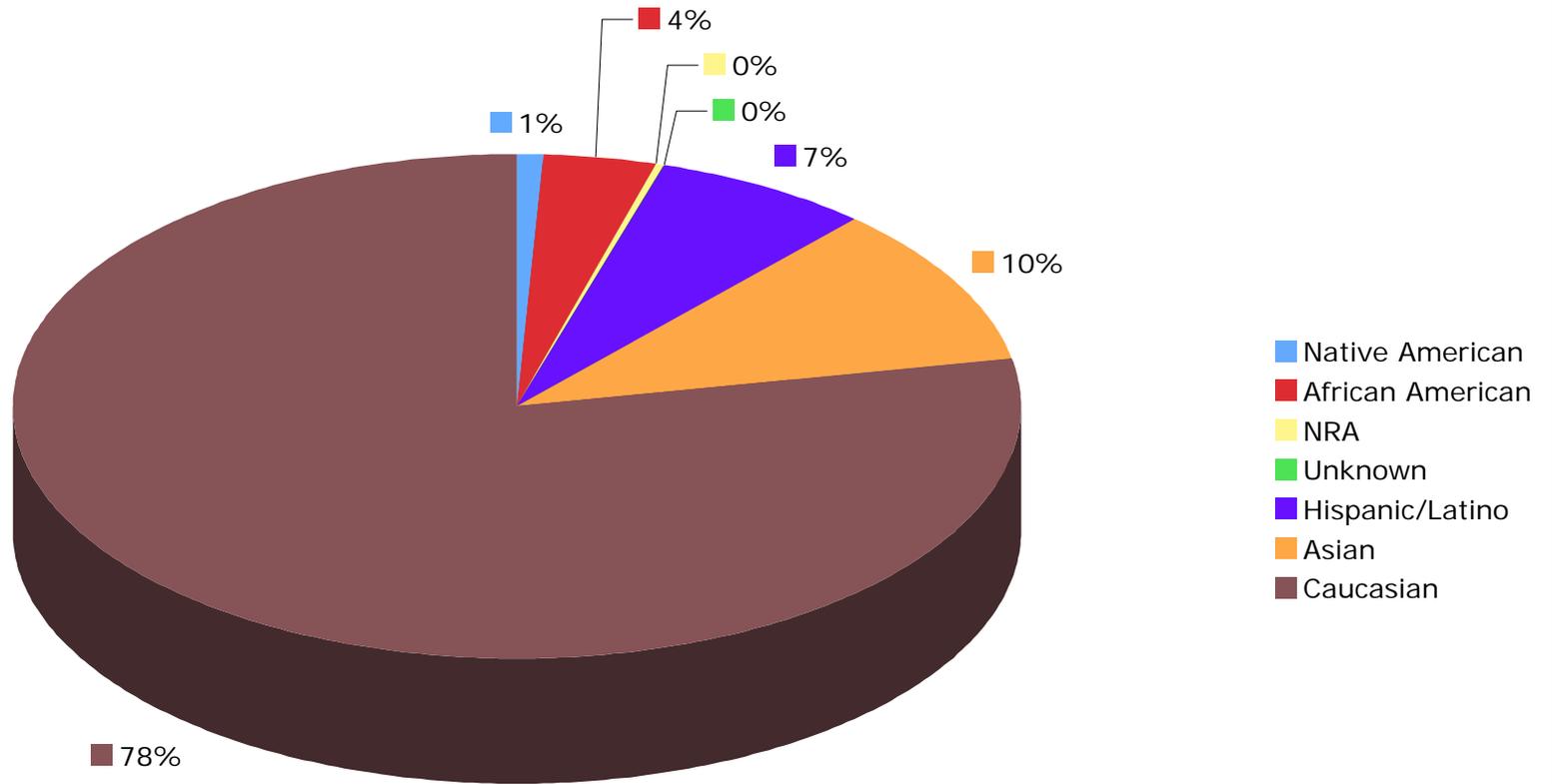


Fall 2005 Graduate Enrollment by Ethnicity





Fall 2005 Enrollment for First Professional by Ethnicity





2004-05 Degree Awards & Trends

- **3,934 degrees awarded (17 % students of color)**
 - 22% Bachelors
 - 23% First Professional
 - 12% Masters
 - 11% PhD.

- **Degrees awarded to Hispanic/Latino students increased 219 to 287 during the last 5 years**

- **Degrees awarded to African American students went from 78 to 94, but their % of degrees awarded did not increase**



Diversity & Inclusion

Principles of equity, fairness, and social justice argue for a university climate which is not only inclusive of a range of human differences, but also is one in which all students, faculty, and staff, regardless of sexual orientation, gender, race, or ability status, feel comfortable and safe. A vision is promoted of the University of Colorado as an institution that promotes the free flow of ideas and perspectives, values diverse pedagogies and interactions, and encourages constructive engagement across lines of difference.

(Office of the President - 2010 Vision)



Leadership & Commitment



Leadership

- **CU President Hank Brown**
- **CU-System and Campus Leadership**
- **Faculty Fellow and Committee on Inclusion
(Denver campus)**
- **Office of Diversity and Diversity Liaisons
(Health Sciences campuses)**
- **University Community (Faculty, Students &
Staff)**



Commitment to Diversity

- **University of Colorado's Vision 2010**
- **UCDHSC Strategic Goals and Initiatives**
- **Academic Master Plan (Denver campus)**
- **School and College Diversity Plans**
- **Curriculum Reforms**



Challenges

- **Transition of the new Chancellor**
- **Increasing minority representation in senior administrative positions**
- **Increasing minority faculty**
- **Access to resources**
 - Scholarships for Students
 - Resources to fully fund Diversity Plans



Opportunities

- **Commitment of President Hank Brown**
- **The vision of the new Chancellor**
- **New Faculty Search Committee Training**
- **Cultivation of Alumni, especially Alumni of Color**
- **New Foundation Grants**



PIPELINES



Denver Campus

- **Pre-Collegiate Program**
- **CU-Succeed**
- **Community College Partnerships**
- **UCD-CCD Pipeline Project**



Health Sciences Campuses

- Health Careers Pre-Collegiate Program
- Graduate Experience for Multicultural Students
- School of Medicine Post-Baccalaureate Program
- Daniels Fund Summer Program
- AHEC Summer Institute



Challenges

- **The main challenge is Coordination between institutions**
 - Curriculum Coordination
 - Coordination of Student Support Services
- **Financial and Staff Resources to extend our reach into the community**



Opportunities

- **Building new and stronger partnerships with the Community College of Denver & the community college system (Title V Cooperative Grant)**
- **Diversification of Student Enrollments**
- **Increased Demand for Pre-Collegiate Programs**
- **The Creation of New Summer Bridge Programs**



The FIRST-YEAR EXPERIENCE



Denver Campus

- **Orientation**
- **First Year Convocation**
- **Quality Undergraduate Education**
- **GoalQuest Retention Initiative**
- **Campus Housing Initiative**



Health Sciences Campuses

- **Welcome/Retreat/Orientation Activities**
 - Introduction to the Campus
 - Cultural Competency Training

- **OYATE Diversity Council Activities**



Challenges

- **Reconfiguration of current institutional supports and services**
- **Reallocation of tenure/tenure track faculty to teach in the core curriculum**



Opportunities

- **New Marketing Opportunities**
- **Housing Opportunity**



ENGAGEMENT



Denver Campus

- **Quality Undergraduate Education**
 - Learning Communities
 - Service Learning

- **Academic Master Plan**
 - Undergraduate and Graduate Research



Health Sciences Campuses

- **Chancellor's Diversity Scholarship Fund**
- **School of Medicine's Resident Recruitment Program**
- **School of Pharmacy's Underrepresented Minority Faculty Fellowship**



Student support



Denver Campus

- **Educational Opportunities Program**
- **Student Support Services**
- **McNair Program**
- **Academic Support Services**
- **Need-Based Scholarships**



Health Sciences Campuses

- **Tutoring Programs**
- **Summer Enrichment Institute**
- **Scholarships**
 - Chancellors Diversity Scholarship
 - School of Pharmacy Scholarship Program



Challenges

- **Rethinking of Service Orientation**
- **Reallocation of resources**



Opportunities

➤ **QUE Committee on Student Engagement**



university climate:

a sense of belonging



Denver Campus

- **Office of Student Life**
 - (Student Groups & Associations)

- **Student Advocacy Program**



Health Sciences Campuses

➤ **Student Ambassador Program**

➤ **Student Groups & Associations**



Challenges

- **Availability of survey data and application of data on climate**



Opportunities

- **Reexamination of institutional policies and procedures**



Diversity and inclusion thrives in a culture where commitment is demonstrated through action and the promotion of a culture of excellence. Through the articulation of a mission that is advanced by the creation, dissemination, and application of knowledge in a culture of excellence, UCDHSC promotes through values, research, teaching, and service respect for cultural diversity and enrichment.



Questions & Answers