University of Colorado Diversity Report highlights growing inclusivity[1]

A new diversity report tells a story of progress and opportunity across the University of Colorado system, with indications of significant strides toward fostering a more inclusive and diverse academic environment. The 2023-24 Diversity Report's data also shows the need for continued commitment to achieving goals for diversity, equity, inclusion and accessibility (DEIA).

As part of CU's strategic plan, each campus has reported data on student and employee diversity to the Board of Regents for the past two years, promoting transparency and accountability throughout the university. The updated Regent Policy 10.A[2] from September 2023 reinforces the university's commitment to creating diverse and inclusive environments.

Over the past decade, CU's student population has become increasingly diverse. The report notes a 51% rise in students of color since 2014.

In Fall 2023, students of color made up 33% of the student body, with Hispanic or Latino students comprising 16% of the enrollment. Specifically, 19% of students at UCCS and 25% at CU Denver are Hispanic or Latino. While CU Boulder's student body is 13% Latino, those 4,938 students represent 45% of CU's total Latino population. The report also tracks other demographics such as students who are first generation, Pell grant recipients and veterans, among other identities.

[3]

Click image to enlarge or view online[3]

CU President Todd Saliman emphasized the university's dedication to inclusivity, acknowledging the progress made while recognizing the need for continued efforts.

"We are committed to creating an inclusive environment where all students, faculty and staff can thrive," Saliman said. "I want to extend my heartfelt gratitude to everyone who works tirelessly to advance these efforts. Your dedication is helping to build a brighter, more inclusive future for our university community.

"While impressive progress has been made, ongoing work is needed to achieve our goals for a more inclusive and equitable community. I'm glad we are headed in the right direction."

CU Denver l Anschutz has achieved the status of Hispanic-Serving Institution (HSI) and Asian American and Native American Pacific Islander-Serving Institution (AANAPISI). The university regained its HSI status in May 2024, notably graduating twice as many Latinx engineers as the national average. UCCS is recognized as an emerging HSI, with 19% Hispanic or Latino student enrollment, progressing toward the 25% threshold needed for HSI designation.

To enhance the sense of belonging among students and employees, CU leverages data from the Campus and Workplace Culture (CWC) and other surveys. These efforts aim to improve student retention and support academic success.

While the diversity report tracks data and strategies from the past year, it does not account for recent external challenges and impacts such as the Supreme Court decisions on graduate admissions, issues with the FAFSA system, and the uncertain future of DACA. Despite these hurdles, CU remains committed to increasing diversity among faculty, staff and students to better reflect Colorado's demographics.

This spring, CU advocated for legislation[4] supporting students from varied economic backgrounds. The recent CU-led legislation that provides tax incentives for Colorado families earning up to $90,000 annually underscores CU's dedication to affordability and accessibility. Though not reflected in this year's report, these funding efforts aim to support Colorado students and encourage their enrollment at CU in the coming years.

President Saliman regularly articulates his goal of representing the diversity of Colorado. Ongoing outreach efforts aimed at strengthening relationships across the state are intended to foster more inclusive campus communities.

The report provides comprehensive data on applications and enrollment:
Applications: CU received 29,381 applications for Fall 2023, an 81% increase since Fall 2014. Of these, 14,214 were from students of color, making up 48% of total applications. **Enrollment:** In Fall 2023, 22,446 students of color were enrolled, representing 33% of the student population. This includes 11,061 Hispanic or Latino students, who make up 16% of total enrollment. **Degrees awarded:** CU awarded 11,456 bachelor's degrees and 6,477 graduate degrees in 2022-23. Notably, 31% of bachelor's degrees and 23% of graduate degrees were awarded to students of color, reflecting significant increases over the past decade.
Retention and graduation rates show positive trends:
Retention rates: CU Boulder has a 90% first-to-second-year retention rate for white students and 87% for students of color. CU Denver reports higher retention rates for students of color (73%) compared to white students (68%). UCCS retention rates are 69% for white students and 65% for students of color. **Graduation rates:** CU Boulder has a 76% six-year graduation rate for white students and 73% for students of color. At CU Denver, the graduation rate for students of color (48%) is slightly higher than that for white students (45%). UCCS graduation rates are 48% for white students and 40% for students of color.
Diversity among CU's faculty and staff has also improved:
Non-faculty staff: 29% of non-faculty staff are from non-white, non-international race/ethnicity categories, including 26% at CU Boulder, 30% at CU Denver, 24% at UCCS and 31% at CU Anschutz. **Faculty:** 19% of all faculty are from non-white, non-international race/ethnicity categories. This percentage is up at all campuses since 2014 and includes 22% at CU Boulder, 22% at CU Denver, 19% at UCCS and 18% at CU Anschutz.
For more detailed information, the full report[5] is available on the CU Office of Diversity, Equity and Inclusion website [6]. Interactive data from the report is available here[7].

CU Denver Chancellor Michelle Marks to step down in August[8]

CU Denver Chancellor Michelle Marks on Tuesday announced she will step down as chancellor Aug. 25 to spend more time with family members facing health-related concerns. She will join the faculty of the CU Denver Business School as a professor.

"I have treasured my time leading this institution because of the students we serve and because of the incredible faculty, staff and administration, alumni, donors, partners and supporters that I've gotten to know during my time as chancellor," Marks stated in her communication to the CU Denver community.

Following Marks' announcement, CU President Todd Saliman named Dr. Ann Schmiesing interim chancellor of the Denver campus effective Aug. 26. Schmiesing, a faculty member and vice chancellor for academic resource management at CU Boulder, will return to the Boulder campus when a new CU Denver chancellor is on board, and will not be a candidate for the permanent position.

"I am grateful for all Chancellor Marks has done for CU Denver and higher education," Saliman said. "She has been an excellent leader who has put CU Denver in a strong position for the future. She has worked tirelessly to help ensure our students' success and has worked collaboratively with the campus to create thoughtful and sustainable efforts in enrollment, diversity, advancement, academics, budget and research.

"I am pleased Dr. Schmiesing will serve as interim chancellor and will work closely with Chancellor Marks to ensure an effective transition as we conduct a national search for the next chancellor of our Denver campus. I know Dr. Schmiesing will provide the strong interim leadership that will keep the campus on its upward trajectory."

Said Schmiesing, "I am honored to undertake this temporary role at a vital time for CU Denver. I look forward to

working with faculty, staff and students to help advance their success at one of the nation's premier public urban research universities."

Marks was appointed chancellor in July 2020, joining CU from George Mason University in Virginia, where she served as vice president for academic innovation and new ventures. During her time as CU Denver chancellor, Marks has led the campus through significant events and achievements, including the COVID pandemic, the development of a 2030 strategic plan and an increase in sponsored research awards by 50%. Additionally, under Marks' leadership, CU Denver regained its status as a Hispanic-Serving Institution and was designated an Asian American and Native American Pacific Islander-Serving Institution.

Schmiesing leads multiple strategic projects at CU Boulder and oversees the graduate school, continuing education, CU Boulder Online and the campus's research infrastructure. In addition to her faculty role, she has served as a department chair, director of a residential academic community and dean of the graduate school. Schmiesing earned a Ph.D. from Cambridge University, an M.A. from the University of Washington, and a B.A. from Willamette University.

Saliman has announced the national search for the next CU Denver chancellor will begin soon, with a focus on identifying a highly qualified pool of diverse candidates. The search process will be guided by CU Regent Policy and assisted by AGB Search, the firm engaged in the recent successful CU Boulder chancellor search.

Dr. Judi Diaz Bonacquisti, CU's senior diversity officer, will chair the search committee. Diaz Bonacquisti will soon communicate the next steps in the search process.

Staff Council selects Executive Committee members for 2024-25[9]
[10]

The University of Colorado Staff Council[11] (UCSC) has completed the 2024 election process and is excited to introduce our Executive Committee for the upcoming year.

Ja'Net Hurt, CU Denver, and Kimberly Slavsky, CU Anschutz, who previously served as co-chair and vice chair respectively, will be sharing the responsibilities of leading UCSC as co-chairs.

The UCSC serves not only staff at the four campuses but also at system administration and the CU Foundation office. Our staff representatives share a common goal of helping the entire university community, especially fellow staff, and being a voice that resonates across the University of Colorado system.

Joining Hurt and Slavsky as leaders of UCSC is Vice Chair Deann Barrett from UCCS. She is the HR director for the College of Letters, Arts & Sciences and president of the UCCS Staff Council. Barrett previously worked in HR for K-12 and has lived in Colorado Springs for nearly 20 years. She has two grown boys, a daughter-in-law and a giant hound dog. In her spare time, she enjoys reading, cooking, hiking, and traveling with her husband of 30 years.

Jan Owens, CU Boulder, will be serving this year as treasurer while continuing to serve on the CU Boulder Staff Council. Owens, who works as the administrative assistant for the Center for Student Involvement, believes serving on Staff Council allows her to make positive changes for the university community. Being involved in the campus community is not just something she helps students do but believes is important for herself as well. Owens earned her bachelor's in marketing from Metropolitan State University of Denver. She is a Colorado native who loves the beach, energy healing, traveling, and hanging out with her family and dogs.

Cameron Brooks, CU Boulder, will serve this year as secretary while also working as the Office of the Provost human resources coordinator. Brooks is grateful to have served on the Boulder Staff Council for the past four years, and to have this new opportunity to serve on a higher level. Her initial desire to serve on Staff Council came about because she strives to reflect through her actions, and the opinions of the hard-working, like-minded and driven individuals who surround her; all while looking to make a difference with individual problem-solving abilities in this ever-changing world.

Brooks is also a wife, stepmom, cousin, aunt and (her favorite) grandma. In her free time, she loves working in her garden, working out, being in nature with friends, going on walks, snowboarding, cooking something delicious, or exploring somewhere new and unknown.

Annie Melzer, CU Anschutz Medical Campus, will serve as our communications officer. She is a CU Denver alum who has been an engaged and active member of the UCSC for over nine years. Melzer joined Staff Council in 2015 when she started working at CU. Her university experience not only equipped her with the necessary knowledge but also instilled in her a strong work ethic and a commitment to volunteering her time on this council while representing the staff perspective. She thoroughly enjoys being a part of the Staff Council as it allows her to collaborate with a diverse group of individuals who are dedicated to improving the work environment and fostering a sense of community within the organization. She appreciates the opportunity to contribute her ideas and insights to initiatives that aim to enhance the overall employee experience and promote a positive workplace culture. Being able to actively participate in decision-making processes and make a meaningful impact on the organization is truly rewarding and fulfilling for her.

Melzer says it best when she says, “I encourage those seeking new connections and positive change to join our council.”

Please join us in welcoming our new University of Colorado Staff Council leadership. If you are interested in learning more about this talented group and the work they do, go to www.cu.edu/ucsc[12].
Co-Chairs – Ja’Net Hurt and Kimberly Slavsky (two-year term) **Vice Chair** – Deann Barrett (one-year term) **Treasurer** – Jan Owens (one-year term) **Secretary** – Cameron Brooks (one-year term) **Comms Officer** – Annie Melzer (one-year term)

Tuition Assistance Benefit enhanced for upcoming academic year[13]

Webinars on FAMLI, FMLA and Parental Leave available in coming months [14]

Tenure list: June 2024[15]

The CU Board of Regents on June 20 approved 94 tenure awards and appointments.

CU Boulder

Effective Aug. 19, 2024, unless otherwise noted

Awards of tenure:
Aun H. Ali, Associate Professor, Religious Studies, College of Arts and Sciences **Rachael Rebecca Baiduc,** Associate Professor, Speech, Language and Hearing Sciences, College of Arts and Sciences **Kyri A. Baker,** Associate Professor, Civil, Environmental and Architectural Engineering, College of Engineering and Applied Science **Stephanie Marie Bonjack,** Associate Professor, University Libraries, July 1, 2024 **Cassandra Brooks,** Associate Professor, Department of Environmental Studies, College of Arts and Sciences **Eleanor Carol Browne,** Associate Professor, Chemistry, College of Arts and Sciences **Joshua Combes,** Associate Professor, Electrical, Computer and Energy Engineering, College of Engineering and Applied Science **Laura Dee,** Associate Professor, Ecology and Evolutionary Biology, College of Arts and Sciences **Jose Jaime Samper Escobar,** Associate Professor, Environmental Design, Graduate School **Rafael M. Frongillo,** Associate Professor, Computer Science, College of Engineering and Applied Science **Andrew B. Garland,** Associate Professor, College of Music **Kathryn Elissa Goldfarb,** Associate Professor, Anthropology, College of Arts and Sciences **Joshua Abraham Grochow,** Associate Professor, Computer

Science, College of Engineering and Applied Science **Oded Gurantz,** Associate Professor, School of Education **Bradley Hamilton Hayes,** Associate Professor, Computer Science, College of Engineering and Applied Science **Allison Paige Anderson Hayman,** Associate Professor, Aerospace Engineering Sciences, College of Engineering and Applied Science **Paul Hayne,** Associate Professor, Astrophysical and Planetary Sciences, College of Arts and Sciences **Yu-Jui Huang,** Associate Professor, Applied Mathematics, College of Arts and Sciences **Kathia Salome Ibacache,** Associate Professor, University Libraries, July 1, 2024 **Sebastian H. Kopf,** Associate Professor, Geological Sciences, College of Arts and Sciences **Sarah Jill Kurnick,** Associate Professor, Anthropology, College of Arts and Sciences **Michael Dennis Litos,** Associate Professor, Physics, College of Arts and Sciences **Andrew James Lucas,** Associate Professor, Physics, College of Arts and Sciences **Sanghamitra Neogi,** Associate Professor, Aerospace Engineering Sciences, College of Engineering and Applied Science **Marco M. Nicotra,** Associate Professor, Electrical, Computer and Energy Engineering, College of Engineering and Applied Science **Sergey K. Nigai,** Associate Professor, Economics, College of Arts and Sciences **Alexis Palmer,** Associate Professor, Linguistics, College of Arts and Sciences **Srinivas C. Parinandi,** Associate Professor, Political Science, College of Arts and Sciences **Sandra Ristovska,** Associate Professor, Media Studies, College of Media, Communication & Information **Michael Paul Saddoris,** Associate Professor, Psychology and Neuroscience, College of Arts and Sciences **Sebastian K. Schmidt,** Associate Professor, Atmospheric and Oceanic Sciences, College of Arts and Sciences **Joshua Shepperd,** Associate Professor, Media Studies, College of Media, Communication & Information **Adrian Shin,** Associate Professor, Political Science, College of Arts and Sciences **Alexandra Arons Siegel,** Associate Professor, Political Science, College of Arts and Sciences **Kristie Soares,** Associate Professor, Women and Gender Studies, College of Arts and Sciences **Annika Socolofsky,** Associate Professor, College of Music **Brian Thomas Talbot,** Associate Professor, Philosophy, College of Arts and Sciences **David Ross Taylor,** Associate Professor, Journalism, College of Media, Communication & Information **Elizabeth Jane Trower,** Associate Professor, Geological Sciences, College of Arts and Sciences **Yaffa Elane Truelove,** Associate Professor, Geography, College of Arts and Sciences **Rui Zhang,** Associate Professor, Leeds School of Business **Yida Zhang,** Associate Professor, Civil, Environmental and Architectural Engineering, College of Engineering and Applied Science

UCCS

Effective June 21, 2024

Awards of tenure:

Adham Atyabi, Computer Science, College of Engineering & Applied Science **Steven Bistricky,** Psychology, College of Letters, Arts & Sciences **Dmytro Bozhko,** Physics and Energy Science, College of Letters, Arts & Sciences **Todd Bredbenner,** Mechanical & Aerospace Engineering, College of Engineering & Applied Science **Matthew Jabaily,** Kraemer Family Library **Shannon Johnson,** Social Work, College of Public Service **Robin Kempf,** Public Administration, College of Public Service **Benjamin Kinsley,** Visual and Performing Arts, College of Letters, Arts & Sciences **Byeong Lee,** Electrical and Computer Engineering, College of Engineering & Applied Science **Joseph (Joey) Lee,** Health Sciences, Helen and Arthur E. Johnson Beth-El College of Nursing and Health Science **Colin McAllister,** Visual and Performing Arts, College of Letters, Arts & Sciences **Phillip Morris,** Leadership, Research, and Foundations, College of Education **Ji Hyun Oh,** Teaching and Learning, College of Education **Judy Scott,** Nursing, Helen and Arthur E. Johnson Beth-El College of Nursing and Health Science **Kylie Swanson,** Teaching and Learning, College of Education

Appointment with tenure:

Lawrence Plummer, Associate Professor, College of Business

CU Denver

Effective June 21, 2024

Awards of tenure:

Erin Edward Austin, Mathematical and Statistical Sciences, College of Liberal Arts and Sciences **Sara Branco,** Integrative Biology, College of Liberal Arts and Sciences **Yang Wang,** Visual Arts, College of Arts & Media

Appointment with tenure:

Lucinda Bliss, Visual Arts, College of Arts & Media

CU Anschutz Medical Campus

Effective June 21, 2024

Awards of tenure:
Edwin J. Asturias, Pediatrics, School of Medicine **Angela G. Brega,** Community and Behavioral Health, Colorado School of Public Health **Lilia Cervantes,** Medicine, School of Medicine **Heather Coats,** College of Nursing **Kate Coleman-Minahan,** College of Nursing **Shaodong Dai,** Pharmaceutical Sciences, Skaggs School of Pharmacy and Pharmaceutical Sciences **Breck A. Duerkop,** Immunology and Microbiology, School of Medicine **Fernando Holguin,** Medicine, School of Medicine **Amy G. Huebschmann,** Medicine, School of Medicine **Jordan Jacobelli,** Immunology and Microbiology, School of Medicine **Thomas Jaenisch,** Epidemiology, Colorado School of Public Health **Alexander M. Kaizer,** Biostatistics and Informatics, Colorado School of Public Health **Jessica Beth Kendrick,** Medicine, School of Medicine **Kristine A. Kuhn,** Medicine, School of Medicine **Christopher Hanyoung Lieu,** Medicine, School of Medicine **Alon Poleg-Polsky,** Physiology and Biophysics, School of Medicine **Mario L. Santiago,** Medicine, School of Medicine **Beat Rolf Vögeli,** Biochemistry and Molecular Genetics, School of Medicine **Fuyong Xing,** Biostatistics and Informatics, Colorado School of Public Health **Yuwen Zhu,** Surgery, School of Medicine
Appointments with tenure:
Amy Willis Amara, Neurology, School of Medicine **Maryam M. Asgari,** Dermatology, School of Medicine **Tracy L. Bale,** Psychiatry, School of Medicine **Jerica M. Berge,** Family Medicine, School of Medicine **Andrea Bonetto,** Pathology, School of Medicine **David DiGregorio,** Physiology and Biophysics, School of Medicine **Kevin C. Ess,** Pediatrics, School of Medicine **Ankush Gosain,** Surgery, School of Medicine **R. Blake Hill,** Pharmaceutical Sciences, Skaggs School of Pharmacy and Pharmaceutical Sciences **Sharon R. Pine,** Medicine, School of Medicine **Jesse Dylan Schold,** Surgery, School of Medicine **Scott M. Thompson,** Psychiatry, School of Medicine

CU Boulder, Elevate Quantum partners ready for $127M regional quantum boost [16]

CSFD partners with UCCS for wildfire mitigation[17]

CU Denver launches psychedelic research center in downtown Denver[18]

Simulating exercise at 14,000 feet while in a clinic at CU Anschutz[19]

Kalpathy-Cramer named director of Health Informatics [20]

Scheeres joins ESA's Hera asteroid mission [21]

Dukovic wins Brown Investigator Award [22]

'Tangible impacts': New CU Boulder chancellor outlines vision for the future [23]

A look inside CU Denver's new Outside Lab for gear testing[24]

Living near oil and gas sites in Colorado could make irregular heartbeat symptoms worse, CU study says[25]

Links
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