



# A Time for Fulfillment

*The 21st Century Commitment  
to Equal Opportunity  
in The University of Texas System*



The University of Texas System  
Special Regental Committee on Minorities and Women  
601 Colorado Street  
Austin, Texas 78701-2982  
512/499-4777  
512/499-4782 (fax)  
[www.utsystem.edu](http://www.utsystem.edu)

# A Time for Fulfillment



## *The 21st Century Commitment to Equal Opportunity in The University of Texas System*

### A MESSAGE FROM REGENT RAUL R. ROMERO

#### CHAIRMAN OF THE U. T. SYSTEM SPECIAL REGENTAL COMMITTEE ON MINORITIES AND WOMEN

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**A**cross the nation, the legal underpinning of many affirmative action programs has been in flux since the mid-1990s, whether because of changes in voter opinion as in California, government initiatives as in Florida, or court decisions as in Texas. Given the shifting legal sands in our time, it is more important than ever for public institutions, including great university systems, to reaffirm their commitment to the unchanging principles of **equal opportunity, access, and affordability.**

The University of Texas System is engaged in a forward-thinking and creative effort to give daily reality to these fundamental principles. This effort is multifaceted and broad, strongly integrated with the needs of the state's K-12 educational system, and involves partnerships with public and private organizations across the state.

I am pleased to share, in the following report, some of the "good news" about our progress in several areas of academia: minority student enrollment, degrees awarded to minorities, faculty, and administration. For example:

- ◆ U. T. Austin ranks number one in the nation in doctoral degrees awarded to Hispanics;
- ◆ U. T. Health Science Center at San Antonio ranks number one in the nation in medical degrees awarded to Hispanics;
- ◆ Four U. T. institutions rank in the top five in the number of Hispanics graduating with bachelor's degrees: U. T. Pan American (No. 2), U. T. El Paso (No. 3), U. T. Austin (No. 4), and U. T. San Antonio (No. 5);
- ◆ Hispanic students comprise a greater percentage of total enrollment at The University of

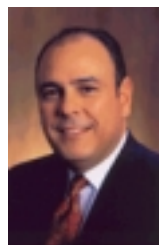
Texas System than either the University of California or California State University Systems;

- ◆ U. T. Health Science Center at San Antonio ranks number two in the nation in dental degrees awarded to Hispanics;
- ◆ 21 percent of U. T. academic faculty are minorities, as compared to 19.2 percent minority faculty in all Texas public post-secondary institutions and 17 percent in all U.S. public postsecondary institutions;
- ◆ Four U. T. institutions rank in the top 10 in Hispanic administrators and faculty.

Throughout these efforts, the U. T. System is building on the positive work of the last decades of the 20th century – continuing and expanding programs that have proven their merit, adapting programs where necessary to meet the needs of a new era, and searching continually for innovative approaches. We seek immediate as well as long-term results.

We take pride in the progress that has been achieved, yet we know there is much left to do. Indeed, the work will not be done until every Texan is nurtured toward the fulfillment of his or her potential.

This is our commitment – to make the 21st century **a time for fulfillment** for all of the people of Texas.



**RAUL R. ROMERO, CHAIRMAN**

# Student Participation and Educational Attainment

**T**he institutions of The University of Texas System are committed to equal educational opportunity for every student in Texas. Our goal is to increase educational success rates of all, as well as to help close the gap in the rate at which minority students participate in and succeed in higher education.

This commitment is manifested in a vigorous outreach effort across the state to assist the public schools in fulfilling their complex mission, to encourage students to aspire to a university education, and to help prepare them for success at the university level. To achieve these ends, U. T. institutions operate more than 450 collaborative programs with the public schools – programs for tutoring, motivation, academic and financial aid counseling, and cultural enrichment.

A host of proactive recruitment programs connect high school students to educational opportunities at the nine academic universities in the System. The institutions operate extensive financial aid programs, including innovative approaches to meeting the needs of socially and economically disadvantaged students. Retention and “bridge” programs serve students at every U. T. academic campus, to make sure that the university experience is rewarding and successful. Similar outreach, recruitment, and retention efforts are maintained by the six health science centers in the U. T. System.

## Where We Stand

### National rankings of U. T. institutions in minority degree production

#### Bachelor’s degrees awarded to Hispanics:

- UT Pan American, No. 2
- UT El Paso, No. 3
- UT Austin, No. 4
- UT San Antonio, No. 5

#### Total minority bachelor’s degrees:

- UT Austin, No. 6
- UT El Paso, No. 26
- UT San Antonio, No. 32
- UT Pan American, No. 33

#### Master’s degrees awarded to Hispanics:

- UT Austin, No. 5
- UT El Paso, No. 12
- UT Pan American, No. 15
- UT San Antonio, No. 30

#### Doctoral degrees awarded to Hispanics:

- UT Austin, No. 1

#### Medical degrees awarded to Hispanics:

- UT Health Science Center - San Antonio, No. 1
- UT Medical Branch - Galveston, No. 2
- UT Health Science Center - Houston, No. 6
- UT Southwestern Medical Center - Dallas, No. 7

#### Dental degrees awarded to Hispanics:

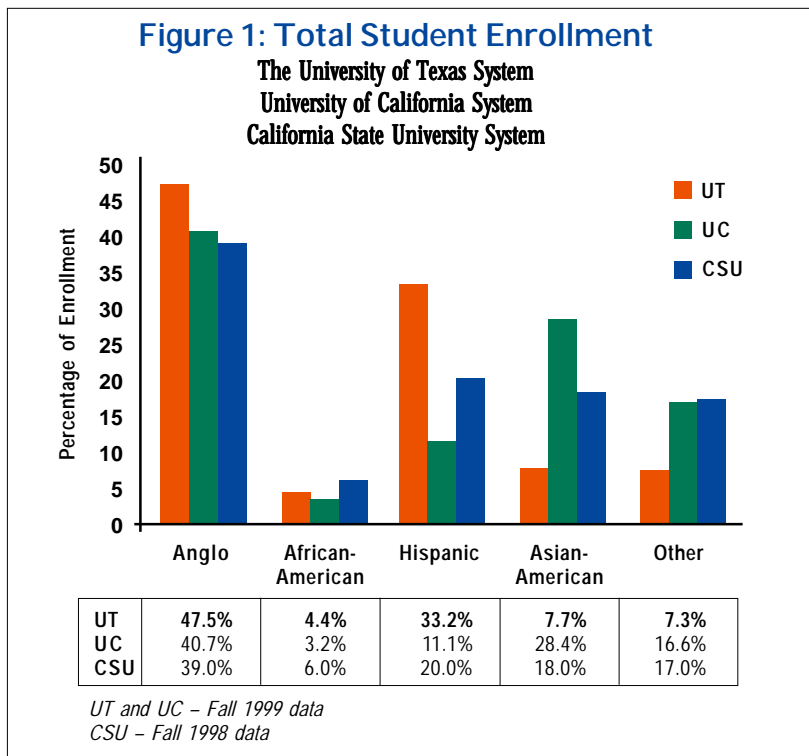
- UT Health Science Center - San Antonio, No. 2

*Sources: The Hispanic Outlook in Higher Education and Black Issues in Higher Education*

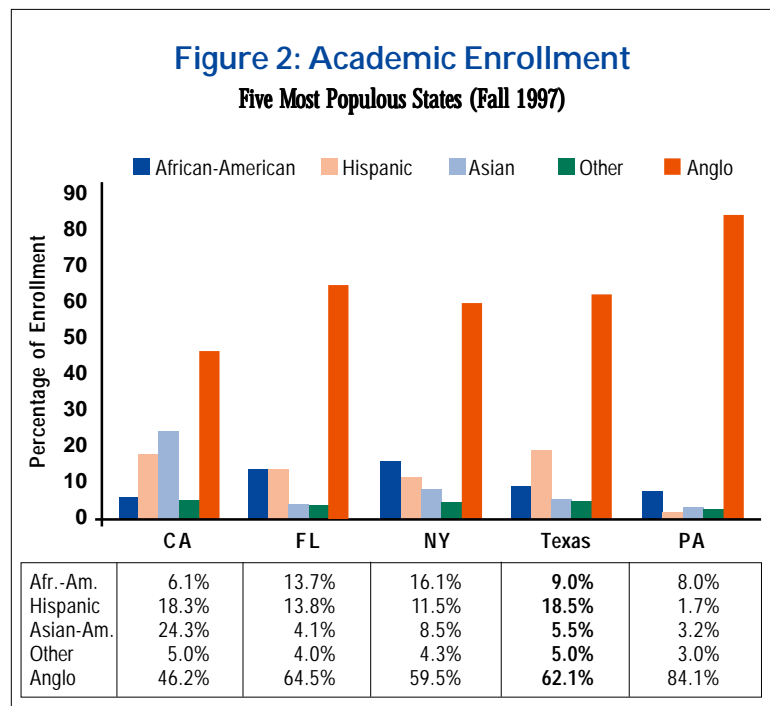
All of these efforts have contributed to the U. T. System's position of national leadership in providing educational opportunity for ethnic minority students. The U.S. Department of Education's annual report on minority degree production consistently ranks U. T. institutions at or near the top among the nation's universities and health science centers. Our achievements have been greatest among Hispanics, the fastest growing segment of the state's population, but the U. T. System is committed to significant improvement across all groups.

The most recent Education Department report, summarized on page 2, was published in 2000 by the publications *Hispanic Outlook in Education* and *Black Issues in Higher Education*.

Texas and California are often compared as states with similar racial and ethnic populations. While

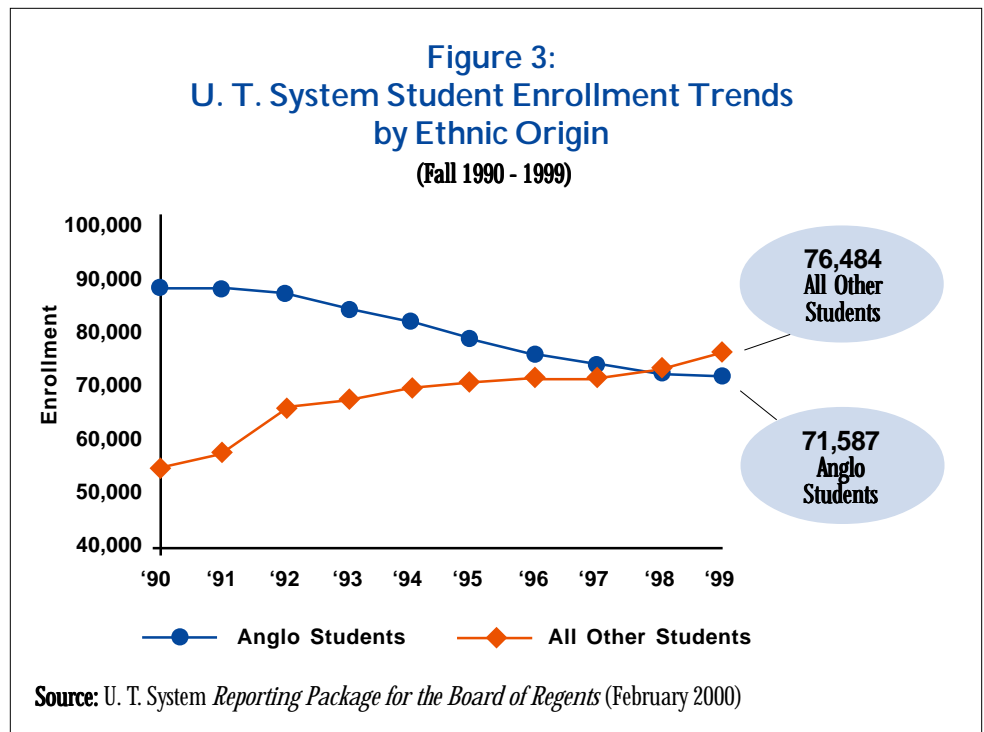


there are differences between the higher education systems of the two states, a comparison between the U. T. System and the University of California System and the California State University System is helpful. The U. T. System enrolls a significantly greater percentage of Hispanics than either of the two California systems. The California systems conversely enroll a greater percentage of Asian-Americans. These differences reflect the populations of the two states. (See Figure 1)



In a comparison of the five most populous states, Texas enrolls slightly more Hispanics than the other four states. In overall minority participation in higher education, Texas is comparable to Florida and New York. (See Figure 2) Since the late 1980s, national data indicates that the college enrollment of minority students has grown by 57 percent.

For the last ten years, the U. T. System has seen a marked increase in minority student enrollment. In 1998, the number of minority students exceeded Anglo students in total enrollment for the first time. This trend is expected to continue as the population of college-age Anglo students remains constant or declines, and minority college-age populations continue to grow. (See Figure 3)



**Figure 4:  
Total Bachelor's Degrees Awarded  
v. Bachelor's Degrees  
Awarded to Hispanics**

Institution	Total Awarded	Awarded to Hispanics	Percent
1. Florida International Univ.	3,937	2,004	50.9%
2. <b>UT Pan American</b>	<b>1,283</b>	<b>1,114</b>	<b>86.8%</b>
3. <b>UT El Paso</b>	<b>1,589</b>	<b>1,069</b>	<b>67.3%</b>
4. <b>UT Austin</b>	<b>7,648</b>	<b>1,060</b>	<b>13.9%</b>
5. <b>UT San Antonio</b>	<b>2,222</b>	<b>889</b>	<b>40.0%</b>
6. San Diego State University	4,783	867	18.1%
7. CSU Los Angeles	2,371	858	36.2%
8. UCLA	5,750	808	14.1%
9. CSU Fullerton	4,312	735	17.0%
10. CSU Northridge	3,783	714	18.9%

Source: *The Hispanic Outlook in Higher Education*, May 5, 2000

Reflecting the growth in the U.S. population, the number of Hispanics enrolled in higher education increased 79 percent from 1988 to 1997. This is the highest enrollment growth rate among the four major ethnic groups. The U. T. System, with five South Texas/Border institutions, reflects this trend, as illustrated in Figure 4. Based on national rankings, the U. T. System has four of the top five producers of bachelor's degrees awarded to Hispanics. (See Figure 4)

# A Distinguished Faculty:

## *Focus on Equal Opportunity*

The U. T. System is committed to providing superior, accessible, affordable instruction and learning opportunities through the efforts of a faculty of the highest quality. Concurrently, the System is dedicated to the fundamental principle of equal opportunity in hiring, retention, and promotion.

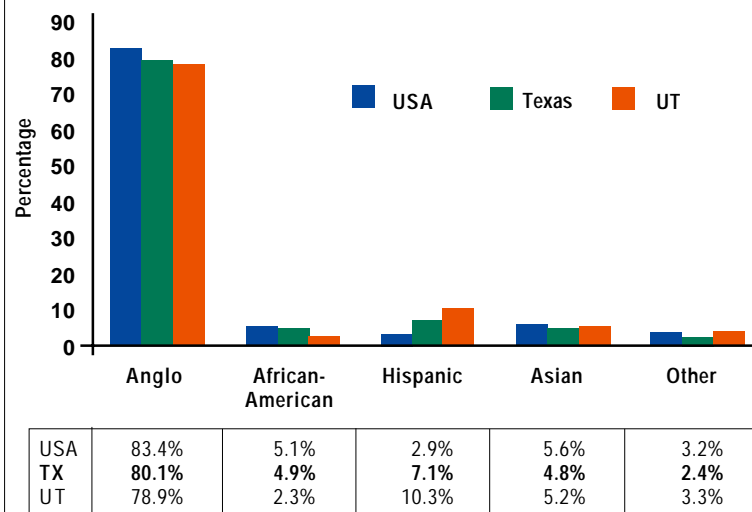
Since 1997, all U. T. institutions have initiated core committees for the support of advancement of minorities and women, which report to each institution's president. These committees are responsible for advising on plans, priorities, policies, and actions to facilitate the careers of

The U. T. System's Special Regental Committee on Minorities and Women reviews detailed data on the ethnicity and gender of System faculty and staff. While under the *Hopwood* and *Messer* decisions, employment decisions (such as hiring, promotion, or salary determinations) based on race are prohibited, a wide range of permissible activities that advance equal opportunity are in place at U. T. institutions.

When compared with state and national data, 21 percent of U. T. academic faculty are minorities, as compared to 19.2 percent minority faculty in all Texas public postsecondary institutions and 17 percent in all U.S. public postsecondary institutions. (See Figure 5, right)

In comparison to four-year colleges enrolling the most Hispanic students, four U. T. institutions are in the Top 10 rankings as indicated by *Hispanic Outlook in Education*: U. T. Pan American (No. 2), U. T. El Paso (No. 3), U. T. San Antonio (No. 5), and U. T. Austin (No. 8) (See Figure 6 on page 6)

Figure 5: Total Faculty by Ethnicity (Fall 1997)



minorities and women. Reports on the activities of these committees and the institutions are reviewed annually by the Board of Regents. A few examples are highlighted:

- ◆ U. T. Arlington developed a university-wide faculty orientation program for new faculty and graduate teaching assistants that is designed to help faculty set goals related to teaching, research, and service and to further career development.

- ◆ U. T. Arlington has recently adopted a family/medical leave policy that includes a pool of funds for replacement pay for faculty members taking family leave.
- ◆ U. T. Austin's core committee for the support of minorities has focused its efforts on enhancing the recruitment, advancement, and retention of minority faculty and senior staff.
- ◆ U. T. Dallas adopted recommendations by the core committee for the support of women and minorities that are designed to enhance the faculty review process. Mentoring and orientation programs for faculty and staff have also been developed.
- ◆ U. T. El Paso has developed training and leadership seminars that have been very well received by faculty and staff.
- ◆ U. T. San Antonio has a professional development committee that advises the president on faculty and staff educational needs and opportunities. Women and minorities are encouraged to participate in leadership development, including mentoring and internship programs.
- ◆ U. T. Health Science Center at Houston has a mentoring program within each college and school, conducts an annual institutional workshop on mentoring, and presents awards to faculty members for exemplary mentoring activities.
- ◆ U. T. Southwestern Medical Center at Dallas has a specific committee focusing on mentoring junior faculty and graduate students.
- ◆ U. T. Medical Branch at Galveston has initiated, through the Minority Faculty Council, a mentoring program that has been helpful to minority faculty.

**Figure 6:  
Hispanic Administrators and Faculty  
in Top 10 Four-Year Colleges  
Enrolling the Most Hispanics**

- 1 Florida International University
- 2 **The University of Texas-Pan American**
- 3 **The University of Texas at El Paso**
- 4 California State University - Los Angeles
- 5 **The University of Texas at San Antonio**
- 6 California State University - Northridge
- 7 San Diego State University
- 8 **The University of Texas at Austin**
- 9 University of New Mexico - Main Campus
- 10 California State University - Long Beach

**Source:** *The Hispanic Outlook in Higher Education*, May 5, 2000

# Fulfilling the Dream. . .

## *Good News Across the U. T. System*

All 15 components of The University of Texas System provide special programs and partnerships which encourage the educational goals of all students. A sampling of programs follows.

### A pre-med gateway

For six years, the Premedical Honors College at U. T. Pan American has been creating new opportunities for outstanding students from the Lower Rio Grande Valley who aspire to become medical doctors. Started as a partnership between



UTPA and Baylor College of Medicine in Houston, it serves as a way to nurture students toward a medical career from

the freshman year. Students face a rigorous curriculum, but are rewarded with conditional acceptance into Baylor College of Medicine, and tuition and fee waivers at both UTPA and Baylor. The program's success has led to a similar partnership between UTPA and the U. T. Medical Branch at Galveston.

### Pre-law partnership

The Law School Preparation Institute at U. T. El Paso has dramatically increased the law school admission rate of the university's graduates. The institute helps prospective law students to understand what studying law involves, to develop critical thinking skills, and to perform well on the Law School Admissions Test. The intensive preparation assists students with gaining law school admissions. In the institute's first year in 1998, all 10 of the program's graduates were accepted at highly prestigious law schools around the nation. Similar success rates have been recorded in subsequent years. In 1999, 27 of the nation's top

50 law schools offered admission to at least one institute graduate, and eight of the nation's top ten schools accepted at least one graduate.

### Longhorn scholars

The Longhorn Opportunity Scholarship was created in 1999 to provide major financial aid awards to students who graduate in the top 10 percent of their high school class and come from Texas high schools that have historically not had many applicants to U. T. Austin. Students from these targeted high schools receive coordinated and focused mentoring that includes academic assistance, tutoring, and guidance on making a successful transition to the college environment.



### Alliance for the future

The U. T. San Antonio Alliance for Education has worked since 1990 to encourage university collaboration with public schools, to forge partnerships with the private sector, and to promote cooperative academic programs between UTSA and other universities. The alliance helped develop cooperative science and engineering programs between UTSA and U. T. Pan American and supports the Learning Network, a teacher technology-training project funded by AT&T.

## Historically Underutilized Businesses

In accordance with state law that originated with the 71st Legislature (1989), the U. T. System actively pursues programs to assist minority- and women-owned small businesses, disadvantaged business enterprises, and historically underutilized business (HUB) firms.

The goal of the HUB program is to promote full and equal opportunity for all businesses to contract with the U. T. System and its components. The System is committed to a good faith effort to increase purchases from and contract awards to historically underutilized businesses consistent with the state's goals for HUB participation and overall economic development.

To meet that obligation, procurement procedures are nondiscriminatory with respect to race, color, religion, age, sex, national origin, or veteran status. The System's obligation also extends to procurement policies of firms that are under contract to the System.

Under this program, the U. T. System has significantly increased opportunities for HUB companies to participate in the System's business operations. For the System administration, expenditures with HUB firms have grown from \$1.9 million in FY 1991 to **\$25.4 million** (14.2 percent) in FY 1999. For the U. T. System overall, expenditures have grown from \$15.7 million (3.4 percent) in FY 1991 to **\$139.9 million** (13.5 percent) in FY 1999.

## Community Relations Initiative

The U. T. System seeks to increase its interaction with civic, professional, and community organizations across the state. The goals of the Community Relations Initiative include increased communication and collaboration with groups supporting minority-related issues. When appropriate, the initiative will explore opportunities for cooperation on legislative issues of mutual interest.

This initiative, coordinated by Associate Vice Chancellor Armando Diaz, has established links with the Texas Association of Mexican American Chambers of Commerce, the Hispanic Association of Colleges and Universities, the Texas Asian Chamber of Commerce, the National Association for the Advancement of Colored People, the Texas Association of African American Chambers of Commerce, the Mexican American Legal Defense and Education Fund, the National Urban League, as well as with other organizations and the minority caucuses in the Texas Legislature.

By strengthening ties and engaging in active dialogue with national and state organizations working on minority-related issues, the U. T. System seeks to advance the commitment to equal opportunity.



## **The University of Texas System Special Regental Committee on Minorities and Women**

Raul R. Romero, *Chairman*

Rita C. Clements

Woody L. Hunt

A. R. (Tony) Sanchez, Jr.

### **U. T. System Administrative Liaisons**

Shirley Bird Perry, *Vice Chancellor for Development and External Relations*

Barbara Breier, *Director of Development*

Homer J. Peña, *Executive Director for South Texas Program Development*

R. Michael Kerker, *Senior Research and Policy Analyst*

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For more information, please contact:

Julie Kniseley, Communications Officer

Office of the Vice Chancellor for Development and External Relations

The University of Texas System

601 Colorado Street

Austin, TX 78701

512/499-4777

512/499-4782 (fax)