



## TEXAS TECH UNIVERSITY HEALTH SCIENCES CENTER™

School of Medicine

The Texas Tech University Health Sciences Center (TTUHSC) School of Medicine has developed an outstanding and diverse student body, and a teaching and learning environment emphasizing the importance of diversity for the training of physicians. These efforts have resulted in 1) a strong Student National Medical Association raising over \$300,000 for minority scholarships, and encouraging and advising minority pre-med students at Texas Tech University; 2) the TTUHSC Latino Medical Student Association chapter was honored having been chosen to host the organization's 2019 national conference in Lubbock this past March; and 3) our students, of all backgrounds, having a very high level of satisfaction based on the annual Association of American Medical Colleges (AAMC) graduating student questionnaire, ranking the School of Medicine high in their appreciation of diversity. Additionally, the School of Medicine has been ranked at the top of the country in the diversity of our student body on two other different surveys.

The School of Medicine Admission Committee has used race and ethnicity as components of a holistic strategy in choosing medical students for more than a decade. This approach helped us attain a more diverse group of students than might be expected from the population of West Texas.

The U.S. Department of Education's Office for Civil Rights (OCR) has broad authority to investigate Title VI compliance and withhold federal funding for institutions found to be in non-compliance. After a 15-year investigation of the School of Medicine admissions policies by the OCR, an investigation that began from a complaint by an anti-affirmative action group, the OCR expressed concerns about the School of Medicine's use of race as a factor in the admissions process. Although TTUHSC believes the admissions process is in compliance with the previous U.S. Supreme Court standards as decided in the *Fischer v. University of Texas at Austin* case, TTUHSC signed a resolution agreement in an effort to collaboratively work with the OCR to address their compliance concerns.

It is important to note the resolution agreement does not require the School of Medicine to permanently cease the use of race as a factor in the admissions process. However, we must carefully and completely evaluate our admissions policy and procedures in order to achieve a diverse student body. The School of Medicine will continue to use the holistic strategy available to us to attain our desired diversity. Should these measures fail and the diversity that we have worked so hard to build begins to diminish, the resolution agreement allows us to provide notice to the OCR of our intent to return to the previous successful methodology. I believe the entire academic medical school community and the AAMC, who have been champions for the importance of diversity for the future of health care in the United States, will support our efforts to attain the diversity necessary at Texas Tech University Health Sciences Center as we work with the OCR.

The School of Medicine remains committed to ensuring a diverse student population in order to effectively fulfill our core mission of providing health care for the people of West Texas and beyond.

Steven L. Berk, M.D.  
Executive Vice President and Provost  
Dean, School of Medicine