



The Power of Diversity

A UNIVERSITY FOR THE 21ST CENTURY



THE UNIVERSITY OF TEXAS AT ARLINGTON



The Power of Diversity, Vol. 1, No. 1, is dedicated to highlighting The University of Texas at Arlington's commitment to diversity.

Diversity for the Real World

Some universities merely talk about diversity. At The University of Texas at Arlington, we live it every day by providing educational, research and campus life opportunities that celebrate our differences and similarities. We value diversity and recognize that it goes beyond simple acceptance of distinct backgrounds and ideologies. True diversity encompasses the exploration and discovery of the unfamiliar and encourages the understanding of others. These pages present a snapshot of how we experience and promote diversity at UT Arlington and how we prepare our students to thrive in a global society.



“I’m proud that Mavericks from all over the world choose to make UT Arlington their home. What’s more, I’m proud that at UT Arlington, we embrace and celebrate the diversity of our campus community in all of its forms. It’s a defining characteristic of our university.”

– James D. Spaniolo, President



Learning in a Global Society

As a first-class university, UT Arlington is committed to nurturing self-development and to providing an environment that delivers the highest quality academic experience for its students. An essential part of this mission is to prepare students to think clearly and critically about complex issues and to apply their knowledge in a rapidly changing and diverse world.

Driven to Overcome

Alumnae conquer challenges in male-dominated fields

Jennifer Jamison uses nanotechnology to develop improved cancer treatments. Nicole Campbell helps the government detect paramilitary groups hidden in wooded areas.

Both built their research careers on a common foundation: UT Arlington's Ronald E. McNair Postbaccalaureate Achievement Program.

The federally funded initiative helps undergraduates from low-income/first-generation or under-represented backgrounds become professors. Its premise is that neither socioeconomic nor minority status should prevent talented students from pursuing higher education careers in teaching and research.

Dr. Jamison, who graduated cum laude from UT Arlington in 2003 with a bachelor's degree in chemistry, earned her Ph.D. in chemistry at Rice University. One of her research projects centered on attaching proteins to nanomaterials and could lead to new types of noninvasive cancer treatments.

A National Institutes of Health Keck Fellowship enabled her to cross-train as a nanobiologist. She plans to become a professor.

Campbell, who earned a bachelor's degree in electrical engineering from UT Arlington in 2002, is a doctoral candidate in applied physics at the University of Michigan. Her research involves scattering models used for foliage-camouflaged target identification. "With the models, we can detect tanks, weaponry, housing—anything hidden in forest regions," she says.

Like Jamison, Campbell has lofty goals: become a laboratory research fellow, then a laboratory director within 10 years. She also plans to publish a series of science and engineering textbooks.



Dr. Jennifer Jamison ('03 BS) is among the small percentage of African-American women who have earned a Ph.D. in science or engineering.

Mastering Bilingual

Dual language education master's degree is first of its kind in Texas

With the increase of diverse students in schools today, educators are turning to new programs, such as dual language education, to cultivate multilingual, multicultural children.

In dual language education, students receive instruction in two languages. Days may be split so half the day is taught in English and half in Spanish, or one day will be taught in English with the next day in Spanish. Typical programs begin in kindergarten or first grade and continue for several years with a goal of bilingualism among students.

To help educators implement, manage and support these programs, the UT Arlington College of Education offers a Master of Education with principal certification and a dual language emphasis. The degree is the first of its kind in Texas.

"Effective teachers and instructional leaders are critical to ensure the success of dual language programs," says Luis Rosado, director of the program and the Center for Bilingual Education at UT Arlington. "This degree strengthens the ability of future administrators to support these types of programs."



UT Arlington is recognized among the top 100 four-year universities for awarding bachelor's degrees to Hispanic students. Luis Robles graduated in 2008 with a mechanical engineering degree.

A Model for Inclusion

UT Arlington among top universities for Hispanic students

Luis Robles came to UT Arlington looking for organizations he could identify with, groups that would help him be successful and productive.

According to a study by the American Association of State Colleges and Universities, he found the perfect place.

The AASCU Hispanic Student Success Study examined why some state-supported four-year colleges and universities graduate Hispanic students at much higher rates than others. UT Arlington was one of 11 universities

selected to participate based on its high graduation rates.

Robles credits the University's Center for Mexican American Studies with providing Hispanic students a place to work on projects or homework or simply share ideas.

"I met many new people who are now great friends," he says. "CMAS gave me the opportunity to get involved in community service, and I've enjoyed that."

The AASCU report noted that Hispanic students do not need to have their own groups to feel like part of the campus.

"The University of Texas at Arlington has an institutional culture that affirms diversity, promotes student success and enables Latino/

Hispanic students to maintain a sense of identity with their ethnic heritage while achieving a sense of belonging with the larger campus community," the report says. It commends CMAS, noting that such organizations foster campus leaders.

"I'm tremendously proud of the praise and recognition the report confers upon UT Arlington," CMAS Director Susan González Baker says. "I'm also pleased that it identifies concrete practices—things that we do right—that can be implemented at other universities."

Robles benefited from these practices. He graduated in 2008 with a mechanical engineering degree and works as a mechanical designer for Meza Engineering in Dallas.

Education Pipeline

Fellowships bring minority educators to UT Arlington

The University has introduced two new programs to increase the number of potential faculty members from under-represented minority groups.

The first is the faculty fellowships program established by the Committee on the Status of Women and Minorities. The program provides opportunities for post-doctoral and doctoral candidates to complete their dissertation writing phase at the University.

The second initiative is being conducted in partnership with Howard University's elite graduate student development program. Up to six doctoral-level students will teach one course, conduct research, participate actively within their departments and provide mentoring outside the classroom to UT Arlington students.

"The programs work to establish relationships with scholars from other institutions and to enhance UT Arlington's climate of inclusion," says Jean Hood, vice president for Human Resources. "The hope is that once they complete their degrees, they will come back to join the UT Arlington faculty."





Exploring Common Ground

A commitment to diversity is central to our mission of discovery at UT Arlington. We promote and support research on historically underserved, understudied and under-represented communities to gain a greater understanding of our differences. We believe that asking new and innovative questions using a multicultural perspective leads to a more positive and equitable future for all.

Diversity at Work

Researcher recognized as workplace diversity leader

Myrtle Bell's expertise in diversity is, well, quite diverse.

An associate professor of human resource management, her research includes understudied aspects of diversity, including disability, age and appearance. She also has investigated the effects of battering and violence on women's employment, merging diversity and human resources research.

"As the world becomes more globally connected, discrimination, harassment and exclusion based on race, ethnicity, religion, age, appearance and other factors will be increasingly expensive for organizations," Dr. Bell says.

She has considered ways in which women executives act as change agents to reduce discrimination, harassment and the glass ceiling in organizations while increasing employment of women and minorities and work/family programs.

Recognized as one of the world's renowned leaders in workplace diversity, Bell believes that allowing everyone the opportunities and privileges formerly afforded only to



Dr. Myrtle Bell's book, *Diversity in Organizations*, broke ground for teaching organizational diversity.

subsets of the population is one way to benefit individuals, organizations and society.

She has received the Janet Chusmir Service Award from the Academy of Management for outstanding contributions to gender and diversity and for mentoring others in the field. She also was selected as one of 100 distinguished global thought leaders from business, education and government to participate in the Society for Human Resource Management's first Global Leadership Summit on Diversity and Inclusion.

Adopting Tradition

Adoptive parents incorporate culture into family life

Heather Jacobson, assistant professor of sociology, is exploring how parents are addressing the cultural differences between internationally born children and their adoptive American parents.

"Culture keeping partially replicates the cultural education that internationally adopted children would receive if they were being raised within a family of their own ethnic heritage," says Dr. Jacobson in her book, *Culture Keeping: White Mothers, International Adoption, and the Negotiation of Family Difference*. "It is meant to help mitigate some of the challenges of living in an ethnically diverse family formed across national borders."

Since the 1990s, U.S. families have adopted approximately 250,000 children born abroad. Her book is the first comparative examination of the recent wave of Chinese and Russian adoptions, which account for about half of U.S./international adoptions. Jacobson focuses on the relatively new social phenomenon of international adoptive parents—particularly mothers—incorporating their children's cultures of origin into their families' lives.

Changing Medicine

Research identifies barriers for Hispanics in nursing education

Texas is one of the fastest-growing states in the nation. Since 2000, the population has increased at nearly twice the national average, with Hispanics being the fastest-growing group. In fact, by 2040, the Hispanic population is projected to exceed any other ethnic group in the state.

Providing culturally and linguistically appropriate health care to this group is a major challenge. Research shows that while the number of ethnic minorities increases, the health care workforce remains largely homogenous. This disparity is partly attributable to perceived barriers and a perceived lack of support felt by undergraduate and graduate nursing and public health students throughout the state.

A recent study led by School of Nursing Professor Mary Lou Bond, co-director of the Center for Hispanic Studies in Nursing and Health, and Professor Carolyn Cason, director of the Center for Nursing Scholarship and Technology, identified these barriers. They included a lack of financial support, lack of family support, misinformation about health care careers from academic counselors, absence of Hispanic role models and sociocultural-related obstacles.

The study was funded through the Texas Higher Education Coordinating Board and included researchers from the University of North Texas Health Science Center at Fort Worth and the University of the Incarnate Word.

One top practice is UT Arlington's Stars for Nursing program, which works to recruit



UT Arlington's Stars for Nursing program introduces under-represented minority students to the nursing profession through high school summer camps and then supports their academic efforts once they've enrolled in the School of Nursing.

traditionally under-represented minorities into nursing education programs and, eventually, the nursing work force.

"We are striving to bring a more diverse group of students into our program and assist them in their education so they will eventually graduate," says Elizabeth Poster, dean of the School of Nursing. "Our hope is to achieve a nursing work force whose ethnic and racial distribution approximates that of the community served."

The project provides mentoring and

support programs, student organizational opportunities and scholarships to students like Ana Jimenez, a nursing senior who emigrated from Mexico at age 11. Jimenez recalls a childhood visit to a doctor who didn't speak Spanish.

"I was scared because we didn't speak English well," she said. "But there was a bilingual nurse who helped my parents communicate with the doctor."

Jimenez hopes to do the same for immigrant families after she graduates.

Out of Africa

Professor works to energize African communities

Affordable and reliable energy is perhaps the most crucial requirement for developing countries. History Associate Professor Alusine Jalloh says this is particularly true in Africa, where less than 15 percent of the population has access to electricity.

Dr. Jalloh and Wei-Jen Lee, electrical engineering professor, have proposed a system using a combination of solar energy, biomass and

hydroelectricity to develop a sustainable micro-grid for African villages in Jalloh's native Sierra Leone. They also have investigated the skills, technology and funding needed to keep such systems running with the goal of complete local control in five years.

"When you look at the future of Africa, my view is that the private sector is key to revamping the African economy, to creating jobs, to increasing incomes, to expanding prosperity," Jalloh says. "So my work in terms of African entrepreneurship is very important. People are the key to the future, not just of Sierra Leone, but to Africa in general."



Dr. Alusine Jalloh helped establish a Center for Energy Science and Technology in Sierra Leone.

Celebrating a Living Mosaic

Vast opportunities exist at UT Arlington to explore multiple dimensions of diversity. That's not surprising, considering we are one of the 15 most diverse universities in the nation, according to a recent edition of *U.S. News & World Report*. UT Arlington is a majority-minority campus (50.7 percent minorities), and our demographics mirror those of Texas and the nation. We have a higher percentage of African-American students than any other University of Texas System institution, and the American Association of State Colleges and Universities named us a national model for Hispanic student success. "At UT Arlington, we celebrate our diversity through an array of academic and co-curricular activities," Vice President for Student Affairs Frank Lamas says. "Diversity defines who we are, and we're stronger for it."



The Value of Diversity

Diversity Week embraces the many cultures of Maverick Country. Events address issues of disability, race, sexual orientation, gender and religious diversity while seeking to cultivate common ground among participating students, faculty and staff.



The Richness of Asian Cultures

UT Arlington celebrates its thriving Asian community with cultural and entertainment opportunities during Asian Heritage Month. Activities include the colorful Lion and Dragon Festival, martial arts demonstrations and Bollywood film festival.



The Legacy of African Americans

Black History Month highlights the impact of African Americans on society. Speakers like Maya Angelou (above) and Spike Lee, step shows and the Black Leadership Institute are among the events that educate and entertain during this annual observance.

Speaking of Diversity

Noted lecturers offer perspectives on cultural differences

Recent speakers on campus read like a who's who of diversity experts. Ronald Takaki, Spike Lee, Forest Whitaker, Neil deGrasse Tyson, Lani Guinier and UT Arlington's own Roland Fryer.

"Our commitment to fostering an educational environment that values different perspectives is clearly evidenced by our presentation of nationally known speakers addressing a wide range of issues related to diversity," President James D. Spaniolo says. "We will continue to embrace our differences by bringing in such notable lecturers."

One of the world's foremost ethnic studies scholars, Dr. Takaki, traced the making of multicultural America to the 1800s during his lecture as part of the Maverick Speakers Series. The grandson of immigrant Japanese plantation workers, he told the audience that the diversity of 19th-century America is what built the modern economy we enjoy today.

During Diversity Week, Guinier, the first African-American woman appointed to a tenured professorship at Harvard Law School, spoke about connecting race, class and gender as part of the Diversity Lecture Series and Women's History Month.

A 1998 magna cum laude graduate of UT Arlington, Dr. Fryer's groundbreaking research on racial inequality has thrust him into the national spotlight. He tackles head-on the influences that contribute to America's black-white economic and social divide.

"I'll put anything on the table—discrimination, racism, black behavior, genetics, everything—and come at it scientifically with data," he says. "If racism is to blame, then it will still be on the table when we're done analyzing it. If it's not, it won't."



University of California-Berkeley Professor Ronald Takaki is one of the world's leading ethnic studies scholars.



A Window to the World

The cultures and customs of more than 2,500 international students from 90 countries come to life during International Week. A 31-year tradition, this popular event features a parade, talent show, food fair and fashion show.



Sights and Sounds of Hispanic Heritage

Hispanic Heritage Month promotes awareness and preservation of the Hispanic culture. Activities include Semana de Cultura (Week of Culture), Loteria Night, Diez y Seis events, educational workshops, music and Fiesta en el Patio.



Women of Influence

Women's History Month examines the significant contributions of women who have blazed historical trails and those who make an impact today. The event features lectures from prominent role models such as best-selling author and sociologist Barbara Ehrenreich (above).



Diversity Beyond the Classroom

The college years are critical to students’ social development. During this time, they explore their identity, individually and collectively, and define their role in society. By participating in an extensive array of co-curricular activities at UT Arlington, students learn to work across differences of cultural background and experience—a process essential to intellectual growth and lifelong learning.

Multicultural Diplomats

Students connect through leadership program

Senior Stephanie Fenniri isn't your traditional nontraditional student.

Unlike most older students, she wanted to get connected when she arrived on campus. She's done just that.

Fenniri became involved with UTA Volunteers and the Honors College Council. She now serves as membership director of UTA Volunteers and secretary of the Honors College Council. She and 11 other students worked on sustainability service projects

during an alternative spring break program on Catalina Island, Calif.

She is one of the Leaders Educating About Diversity sponsored by Multicultural Affairs. In this role, she is part of Maversity, a multicultural leadership development program designed to empower students to be leaders in a diverse community. She helps educate students on what makes them unique.

Maversity offers interactive student workshops on gender, race, stereotypes, prejudice, privilege, personal identity, socio-economic class and social justice. Students explore their personal beliefs and work to discover common ground on diversity issues.

A Welcoming Place

Program aims to increase understanding of LGBT issues

UT Arlington is shedding light on issues that impact the lesbian, gay, bisexual and transgender (LGBT) community through a new initiative called Safe Zone.

“The program is a network of faculty, staff and student leaders who are LGBT affirming and want to achieve a culture on campus that celebrates diversity and equality for all,” says John Hillas, Safe Zone co-chair and Student Affairs coordinator.

The program offers training for faculty, staff and students. Those who complete it receive stickers that can be displayed in places like office windows or residence hall doors to indicate a supporting and affirming environment.

Adria Villarreal, assistant director of counseling at UT Arlington and co-chair of the Safe Zone initiative, says the goal is to help LGBT students, faculty and staff connect and find resources.

Established in 2008, the program is supported by the Office of the Provost, Human Resources and Student Affairs, with participation by members of the Gay Straight Alliance and Homage, an LGBT support and educational group.



Maversity is a multicultural leadership development program that offers interactive student workshops on gender, race, stereotypes, prejudice, privilege, personal identity, social justice and other topics. The program is designed to empower students to become leaders in a diverse community.



Former Movin' Mavs wheelchair basketball player Michael Paye is a two-time participant in the Paralympic Games. Through the Office for Students with Disabilities, UT Arlington provides counseling and referral, assistive technology and alternative media, and other services for disabled students.

Access for All

Campus programs encourage students with disabilities to flourish

UT Arlington takes great pride in the academic and personal achievements of its students and alumni with disabilities.

Former student Michael Paye has achieved the thrill of a lifetime—not once, but twice. He participated in his second Paralympic Games in 2008 as part of the U.S. Men's Wheelchair Basketball Team.

A member of the Movin' Mavs from 2001-06, he played in Athens, Greece, in 2004 when Team USA finished seventh. Most recently Paye was one of three captains for the team competing in Beijing.

Paye, 25, has arthrogryposis, a rare congenital disorder characterized by muscle weakness and fibrosis. He says it manifests itself as extreme weakness in his lower body.

He developed his love for basketball at age 5 or 6 by sitting on the court and tossing the ball up toward the basket. At age 8, he got his first wheelchair and a true passion was born.

"It just felt right," he says. "I always loved basketball for as long as I can remember, and when I got that ball in my hand, it was amazing."

Like Paye, other UT Arlington students with disabilities have the opportunity to participate in athletics as part of the Movin' Mavs team, which has won seven National Wheelchair Basketball Association championships since 1988.

He played on national championship teams in 2002 and 2006 and was the Collegiate Division Player of the Year in 2006. But nothing matches the excitement of the Paralympics.

"I could write a book about the thrill of it all," he says. "I can say that I was one of 12 people chosen to play basketball and represent the United States of America in a world event. I can say I achieved one of my life goals twice."

Sense of Belonging

Wide array of organizations helps students feel at home

Opportunities abound for students of all backgrounds to find their niche on campus. UT Arlington's 300 organizations range from cultural groups like the Native American Student Association to professional ones like the Hispanic Student Nurses Association.

These and other social, honorary, recreational, religious, international, political, service and special interest groups host speakers, events and service projects that help students grow professionally and socially.

"The number of organizations reflects the breadth of our diversity," says Jeff Sorensen, assistant vice president for student affairs.

That breadth includes more than a dozen

culturally based fraternities and sororities that offer opportunities for brotherhood and sisterhood as well as scholarship and community service.

"These culturally based organizations help the campus community celebrate our diverse heritages," Sorensen says. "They serve as a gathering place where people can find similarities among themselves."

The community service projects are what appeal to senior Timothy Brown. "The involvement is so rewarding when you see the children smile or the joy in the adults or the positive transformation you had on an entire community," says the vice president of Omega Psi Phi, one of UT Arlington's historically African-American fraternities.

Projects have included working at Mission Arlington as well as volunteering at the Boys and Girls Clubs of Arlington, the Big Event community service day and children's hospitals.



Culturally based Greek organizations like Delta Phi Omega sorority connect students with similar backgrounds. UT Arlington offers more than a dozen of these nationally recognized groups.



Opportunity for the Future

UT Arlington is committed to developing engaged global citizens with an appreciation for diverse people and experiences and concern for the welfare of others. We offer students a broad range of experiential programs that forge dynamic partnerships between the campus and community and help expand their horizons and understanding of their responsibilities to society.

Breaking Down Barriers

Administrator reaches out to remove higher education obstacles

Michele Bobadilla is on a mission to demystify the college experience. As senior associate vice president for outreach services, she targets UT Arlington's outreach initiatives to address the needs of students and parents in the preschool-14 pipeline.

Many of the young students she assists become first-generation college-goers who often find maneuvering through the college maze to be an insurmountable task. Through direct student services in Dallas and Fort Worth, she tells them how the system works and presents opportunities they can access.

Fluent in Spanish, Bobadilla knows what it's like to be a first-generation student and how it feels to struggle for an education. "It is critical to reach these students early," she says.

To create a college-going culture among sixth graders, UT Arlington has implemented the Kids2College program in three Dallas Independent School District middle schools, with plans to expand to the Fort Worth ISD.

Through the University Crossroads program co-founded by Bobadilla, students and parents receive hands-on help completing college applications, financial aid forms and scholarship searches.

She has developed a network of partners within the Dallas and Fort Worth school districts. UT Arlington collaborates with the Dallas ISD's college and career readiness department to expose students from pre-K to high school to the benefits of higher education.

Efforts include College Round-Ups, Las Llaves del Exito (Keys to Success), free SAT math preparation classes and various scholarship

programs. All provide services in Spanish and English to students and parents and will grow to include the Fort Worth ISD.

UT Arlington's outreach initiatives received the 2009 College Board's School-College Partners Award for the Southwestern Region. Additionally, Bobadilla received the 2009 President's Award from the Greater Dallas Chamber of Commerce and the 2009 President's Award from Hispanic 100 for her commitment to providing opportunities to higher education.



Michele Bobadilla

Access Equals Affordability

Maverick Promise offers free tuition to eligible students

UT Arlington's Maverick Promise financial aid program makes college more affordable for lower-income students.

The program, which began in 2007, grants free in-state tuition to eligible students whose household income is \$65,000 or less and who qualify for a Federal Pell Grant. Full tuition for an undergraduate student taking 12 hours or more is \$8,000 a year.

"We want to do our share to make higher education more affordable and accessible for a greater number of people in this region," Provost Don Bobbitt says. "It's an important step for a public university to make. We hope more students will be encouraged to pursue their dreams at UT Arlington because of the Maverick Promise."

Dr. Bobbitt says making higher education more affordable offers rewards beyond the students and their families.

"Society as a whole will benefit by graduating students who are prepared to help this country compete in today's global economy," he says. "And given unpredictable economic conditions, increased financial aid is certainly needed."



Inspired by Dallas middle school students, alumna Victoria McWilliams pursued a master's degree in social work to make a difference in her community. She created a curriculum that helps struggling parents meet the basic needs of their children.

Creating Change

New Connections program helps parents meet children's needs

It's an all-too-familiar story: Parents struggle to meet the basic needs of their children due to a lack of resources and education paired with drug and alcohol abuse.

Take Vanessa, a single mother battling alcohol addiction who is being investigated by Child Protective Services (CPS) for child neglect. She's trying her best to clean up her act, but it's difficult.

Enter the UT Arlington School of Social Work and its New Connections program. The initiative assists more than 120 drug-affected families in Dallas each year by teaching skills to support recovery and improve parenting.

"Most client families are referred to the

program by CPS," New Connections Director Emily West says. "Our goal is to help parents learn about nurturing healthy lifestyles and about healthy living while providing their children with care."

Parents attend four-and-a-half-hour classes twice a week for 10 weeks using a structured curriculum created by the School of Social Work and taught by its graduate student interns.

Social Work alumna Victoria McWilliams worked in program management with New Connections for two semesters as part of her graduate studies. Before graduate school, she taught middle school for three years in South Dallas. She found a number of problems facing her students—particularly home issues—and little community-level assistance to address them.

"I wanted to teach them how to better handle life and realized quickly there were not a lot of resources available to help," McWilliams says. So she chose to pursue her Master of Science in Social Work.

She integrated parenting education class syllabi and other components into a seamless curriculum that could easily be utilized by New Connections educators and serve as a model for other social service agencies with community education classes. Sections included information on parent education, health education, recovery support and child development.

"This was a great opportunity to work on a program that would benefit parents and children like my former seventh-graders and had the potential to effect community change," McWilliams says.

Prepared for Success

Program targets low-income, first-generation college students

Some high school sophomores and juniors spend six weeks at UT Arlington each summer in a program that helps prepare them for college.

Upward Bound allows eligible first-generation and low-income students an opportunity to participate in a rigorous curriculum intended to get them ready for college academics. Students take foreign language, literature, composition, laboratory science and math courses. In addition,

electives such as theater, photography, dance and journalism are available.

"Upward Bound equips students with the skills they will need to be successful in college," Upward Bound Director Lisa Thompson says. "These students are selected based on their identified need for the program and fitting the criteria."

Thompson says the program offers area low-income students the opportunity to further their education through classes at UT Arlington.

"Students get a very true picture of what college life is like," she says. "They know this is a step in the right direction toward college."



Upward Bound students are four times more likely to graduate from college than students who don't participate in the program.

Advancing Diversity for Life

Diversity and global knowledge are essential to developing students and graduates who actively engage in an interdependent world. The University has made diversity an educational priority and offers a variety of programs and resources that support intellectual development, enhance critical thinking, reduce prejudice, improve inter-group relations and contribute to students' overall academic success and satisfaction.

UT Arlington offers these and other resources to help promote a multicultural environment.

Center for Mexican American Studies (CMAS) www.uta.edu/cmas

The Center for Mexican American Studies offers an academic minor for undergraduates and assists students who want to major in interdisciplinary studies with a concentration in Latino studies. CMAS sponsors the annual Manuel Gamio scholarship prize, cultural events, expositions, public lectures, conferences and workshops on topics relating to Latinos in the United States. It facilitates research on Latino issues through its Faculty Research Associate program, offering research stipends and the opportunity to participate in monthly research seminars.

Committee on the Status of Women and Minorities www.uta.edu/diversity

The committee is an advisory group for the Faculty Senate and president to proactively address issues of concern for women and minorities on campus.

Historically Underutilized Business Program www.uta.edu/hub

The Historically Underutilized Business (HUB) program assists certified minority and women-owned businesses in bidding for contracts and open market purchases with Texas state agencies, including state universities. UT Arlington's program is recognized among the top 25 state agencies for success in generating contracts with such businesses.

Multicultural Affairs www.uta.edu/multicultural

Multicultural Affairs provides cultural programming, diversity education, recruitment

initiatives and academic retention strategies to create an environment of academic success and cultural appreciation. The aim is to empower students with the skills to become successful leaders and productive citizens in a global society.

Office of Human Resources Management and Development www.uta.edu/hr

The Office of Human Resources provides training for UT Arlington employees. Its Welcoming Diversity workshop is an experiential, interactive program designed to promote awareness and increased sensitivity to the similarities and differences among individuals and groups in our society.

Office of International Education www.uta.edu/oie

The Office of International Education promotes the education and development of non-immigrant students and scholars to enable them to achieve academic and professional goals and objectives. The office also offers socio-cultural and educational opportunities that will ease students' adjustment to life in the United States as well as foster a rich and balanced university experience.

Office of Student Governance and Organizations www.uta.edu/studentgovernance

Participation in Student Governance and any of the more than 300 student organizations on campus provides students the opportunity to learn leadership skills in an environment that reflects the diversity of today's society.

Office for Students with Disabilities www.uta.edu/disability

The Office for Students with Disabilities provides assistance for students who need academic accommodations. Since these students may encounter barriers, both in physical structures and campus environment, the office works to remove these barriers through disability counseling and referral, assistive technology and alternative media, sign language interpreters, reasonable accommodations and the sharing of pertinent information to the campus community.

UT Arlington Alumni Association www.uta.edu/alumni

The Alumni Association helps graduates reconnect and strengthen their involvement with the University and alumni of similar cultural backgrounds. Groups include the African-American Alumni Chapter, Hispanic Alumni Chapter and Native American Alumni Chapter.

Women's Studies www.uta.edu/womens_studies

The Women's Studies Program provides students the opportunity to examine issues involving gender and sexual differences. Courses typically emphasize the significance of gender and the relevance of race, ethnicity, age, class and sexual orientation for understanding the social world.

To find out more about additional offices and resources supporting and promoting diversity at UT Arlington, visit www.uta.edu/diversity.



“Our expanding ethnic diversity of this century, a time when we will all be minorities, offers us an invitation to create a larger memory of who we are as Americans and to reaffirm our founding principle of equality.”

– Ethnic Studies Scholar Ronald Takaki
Maverick Speakers Series Lecturer

UT Arlington Diversity at a Glance

Student Ethnicity

White: 47.1 percent
Hispanic: 15.2 percent
African American: 13.9 percent
Asian/Pacific Islander: 10.6 percent
International: 10.6 percent
Native American or Alaska Native: 0.5 percent
Unknown: 2.2 percent

Fast Facts

- Females account for 51.2 percent of total enrollment.
- 40 percent of students are age 25 or older; the mean age is 26.3 years.
- The top three countries of origin for international students are India, China and Taiwan.
- More than one-third of faculty members identify themselves as minorities.



The University of Texas
ARLINGTON

www.uta.edu

