



TEXAS TECH UNIVERSITY

Office of the President

July 5, 2018

Dear Texas Tech University Family,

I would like to provide an update on some of the actions, recommendations and ongoing processes regarding the student group chat that I addressed in my letter of June 22. Let me first emphasize that these repugnant statements do not reflect our institutional priority to promote diversity and inclusion, and betray the progress we have made. Like each of you, I am disappointed by the repulsive and racist rhetoric attributed to a small number of our students. Incidents like this demand institutional introspection to determine whether these attitudes permeate our student organizations and the general campus culture.

Although we have programs in place that promote respect and inclusion, we will take steps to enhance these programs while also developing new educational and training initiatives. We have recently hired a proven leader in Dr. Carol Sumner, as Vice President of the Division of Diversity, Equity and Inclusion, who has already begun working with our Division of Student Affairs and the Office of the Dean of Students. The leadership of these offices will be announcing several initiatives over the next few weeks.

The recent incident has been addressed by both the fraternity in question and the Interfraternity Council Judicial Board (IFC). Consistent with its policies, the IFC will release a statement of its recommendations at the appropriate time. Additionally, the Dean of Students and the Vice President for Diversity, Equity and Inclusion are continuing a review under the guidelines of the Code of Student Conduct.

I acknowledge the views of those in the Texas Tech community who have argued for more immediate action. I have conferred extensively with Dr. Sumner, Dean Gregory and general counsel and we have carefully reviewed our options for actions per our Code of Student Conduct and the law. Our Constitution protects the right to speak, even when the nature of the speech is as disturbing as what these individuals wrote in their messages.

As a university, we must strengthen our resolve to create an inclusive community and promote a respectful and supporting environment for all. Please know that you have my sincerest commitment to continue to work with everyone on campus to address these matters in a substantive way.

Sincerely,

A handwritten signature in black ink that reads "Lawrence Schovanec".

Lawrence Schovanec,
President