WELCOME,

I am delighted to introduce this year’s Annual Report for the Division of Institutional Diversity, Equity & Community Engagement. The recent progress of Texas Tech University remains unprecedented, as do the achievements of the Division. In spring 2016, Texas Tech was recognized as one of only ten institutions nationally, and the only university in Texas, as a Diversity Champion by INSIGHT Into Diversity magazine. Texas Tech was again a recipient of the INSIGHT Into Diversity Higher Education Excellence in Diversity (HEED) Award in 2016. The HEED Award is the only national recognition honoring colleges and universities that demonstrate outstanding efforts and success in the area of diversity and inclusion across their campuses. Texas Tech University is one of only twenty institutions in the nation to have received the HEED award in all five years of its existence.

Over the last year, the units within the Division have impacted more K-12 students, Texas Tech students and faculty, and the overall climate of the University than ever before. Increased focus on first-generation college students’ persistence and retention has yielded significant results. Our Office of Community Engagement has worked tirelessly to introduce a college-going culture into households for whom higher education has remained an illusive aspiration. The number of military veterans and military dependent students at Texas Tech continues to increase, as does the office and staff in Military & Veterans Programs that serve these populations. The Texas Tech University Chess Program continues to bring national and international attention to our University, as does our Women’s Studies Program through the caliber of speakers that it brings annually to its Women’s Studies Conference. Whether it is through our University Interscholastic League or Upward Bound Programs, the Division of Institutional Diversity, Equity & Community Engagement is helping Texas Tech reach its goal of becoming a world-class research University where access and excellence are common place.

Please read on and learn more about the remarkable achievements, awards, and outcomes of the outstanding staff, programs, and departments that constitute the nationally recognized Division of Institutional Diversity, Equity & Community Engagement at Texas Tech.

Wreck ‘Em.

Juan S. Muñoz, Ph.D.
Senior Vice President & Vice Provost
# TABLE OF CONTENTS

2  HONORS AND AWARDS
3  CHESS PROGRAM
4  CROSS-CULTURAL ACADEMIC ADVANCEMENT CENTER
5  DIVISION EVENTS
7  FIRST GENERATION TRANSITION & MENTORING PROGRAMS
8  IDEAL
9  MENTOR TECH
10  MILITARY & VETERANS PROGRAMS
11  OFFICE OF ACADEMIC ENRICHMENT
12  OFFICE OF COMMUNITY ENGAGEMENT
13  STUDENT SUPPORT SERVICES
14  UNIVERSITY INTERSCHOLASTIC LEAGUE
15  UPWARD BOUND
16  WOMEN’S STUDIES PROGRAM
Honors and Awards

- Commitment to Diversity Award, Minority Access, Inc.
- Texas Diversity Council, Diversity First Award
- Diversity Champion Award, INSIGHT Into Diversity magazine
  - One of 10 schools in the United States to receive this award
  - Only school in Texas to receive this recognition
- INSIGHT Into Diversity’s Higher Education Excellence in Diversity (HEED) Award
- Qualified for Final Four of College Chess, the National Collegiate Championship Playoff
- Chess won the Pan-American Chess Championship for the first time at TTU
- PEGASUS: Selected as a Bright Spot in Hispanic Education by the White House Initiative on Education Excellence for academic outreach to Hispanic students
- 2016 Best for Vets Colleges, Military Times
- 2016 Best for Vets Business School, Military Times
- Military Advanced Education: Top Colleges & Universities
- GI Jobs: Military Friendly School
- Upward Bound: Selected as a Bright Spot in Hispanic Education by the White House Initiative on Education Excellence for academic outreach to Hispanic students
- Mentor Tech received national recognition in the Education Trust’s report on graduation rates among black students
- Women’s Studies awarded TECAID, an award granted for facilitation and collaborative work with the College of Mechanical Engineering
- Hispanic Outlook magazine listed Texas Tech University on its annual list of the Top 100 Institutions for Hispanics based on degrees awarded
Chess Program

The TTU Chess Program recruits and trains outstanding students from all over the world to represent Texas Tech in national chess tournaments, as well as to provide outreach to the Lubbock and West Texas community.

The Texas Tech University chess team has won a number of prestigious collegiate chess events including the Final Four and the Pan-American championships.

Members of the chess team and staff teach chess lessons in more than a dozen local schools. The chess program organizes scholastic and collegiate chess tournaments and chess camps.

ACCOMPLISHMENTS:

- Won the State Championship
- Won the Pan-American Championship for the first time in Texas Tech history
- Placed 3rd at the Final Four, the National Collegiate Championship playoff
- Texas Tech chess coach Alex Onischuk received the prestigious Frank J. Marshall award for promoting chess in the U.S.
- More than 20,000 students participated in the Chess Puzzle UIL event, taking the test written by the Texas Tech Chess Program; This is an increase in 20% from the previous year (2013-2014)
Cross-Cultural Academic Advancement Center

The Cross-Cultural Academic Advancement Center (CCAAC) offers co-curricular and curricular programs and services to faculty, staff, students, and the community to provide educational experiences that seek to broaden knowledge of diversity, multiculturalism, social justice, and inclusive excellence.

**Student Programming**

- Diversity U welcomed 3,585 students, faculty, staff, and community members.
- Fifty Years on Social Justice, Latinos Shaping a Nation: a performance on race, religion, gender, and sexual orientation welcomed over 200 audience members at this event.
- Difficult Dialogue Series: The 2015-2016 series drew in nearly 150 faculty, staff, students, and community members.
- Holi: In celebration of spring, the CCAAC hosted the 9th Annual Holi Festival of Colors, with 1,400 faculty, staff, students, and community members.
- Native American Celebration: The CCAAC was pleased to welcome 300 faculty, staff, students, and community members at our inaugural Native American Celebration.
- Established the CCAAC Resource Center, where students are able to access materials that reflect their different cultural, racial, social, and political interests or identities.
As students returned to campus from Spring Break, the University held its third annual Diversity Week. The weeklong celebration started off with a kickoff mixer hosted by the Division of Institutional Diversity, Equity & Community Engagement to celebrate the importance of diversity among the Lubbock and University communities. Over 620 faculty, staff, and students had the chance to celebrate their roots while engaging in conversations and networking in a setting that fostered inclusion and understanding across the various cultures that thrive at Texas Tech University.
Celebrate Diversity Awards Banquet

The Division of Institutional Diversity, Equity & Community Engagement hosted its annual Celebrate Diversity Awards Banquet on Monday, October 5th in the McKenzie - Merket Alumni Center. United States Poet Laureate Juan Felipe Herrera served as the keynote speaker. Mr. Herrera is the first Mexican American to serve as the nation’s poet laureate. The event’s Title Sponsor was the Texas Tech College of Arts & Sciences.

During the banquet, Mr. & Mrs. Marciano Morales, owners of Caprock Home Health Services, Inc., were recognized as the recipients of the Senator Robert L. Duncan Community Champion Award for their dedication to further education and their service to the Lubbock community. Kent Meredith, Assistant Vice President of Auxiliary Services and Director of the United Supermarkets Arena, and Chris Snead, Associate Vice President of the Texas Tech Alumni Association, were also recognized as recipients of the 2015 Inclusive Excellence Award for their contributions to diversity at Texas Tech.
First Generation Transition & Mentoring Programs

First Generation Transition & Mentoring Programs is a successful recruiting and retention program on the Texas Tech University campus that provides academic advising and peer mentoring to support First-Generation College (FGC) students by facilitating a successful transition into the university community. Our programs are designed to assist FGC students as they manage the variety of challenges unique to students without a family history that is knowledgeable in higher education. These challenges include academic progress, social involvement, and personal growth.

ACCOMPLISHMENTS:

• Recruited the largest number of program participants at 937 FGC students, an increase of 33% from last year
• Retained PEGASUS first-year students at 86% from fall 2015 to spring 2016
• Offered 135 workshops and activities designed to support the academic and student life successes of first-year, FGC students
• Awarded 20 student scholarships for first- and second-year FGC students
• Increased community service opportunities; Participants completed a total of 1,819 community service hours

PROGRAM ENROLLMENT GROWTH BY YEAR SINCE 2010
Institute for the Development and Enrichment of Advanced Learners

The Institute for the Development and Enrichment of Advanced Learners (IDEAL) provides curriculum-based programming designed to challenge and engage K-12 students in fields such as science, technology, engineering, art, and math.

The mission of IDEAL is to provide unique academic enrichment programs that promote academic excellence, citizenship/leadership, diversity, and an appreciation of the arts and sciences for students in grades K-12. IDEAL serves approximately 1,200 students annually.

Accomplishments:

• Hosted 200 students in academic Super Saturdays program
• Designed and hosted new summer programming camps: Sports Media, Summer College Experience, and Minecrafter
• Hosted a record number of students in summer camp programming including a cohort of international students from Brazil
• In partnership with the East Lubbock Promise Neighborhood Grant, provided summer programming for 200 area students

Grants/Funding:

Received more than $380,000 in funding

The J. F Maddox Foundation granted IDEAL two grants totaling more than $380,000 to fund two summer camps hosted by the department – the Texas Tech Summer Institute and Science: It’s a Girl Thing. Both camps provide academic opportunities for students from Lea County, New Mexico. The grant given to the Texas Tech Summer Institute spans two years and the grant for Science: It’s a Girl Thing camp is for three years.
Mentor Tech

The purpose of the Lauro Cavazos & Ophelia Powell-Malone Mentoring Program is to enhance the quality of the educational experience of students from underrepresented populations through programs, services, advocacy, and campus and community involvement. The program honors the names and legacies of Dr. Lauro Cavazos, the first alumnus to serve as President of Texas Tech University, and Ophelia Powell-Malone, the first African American undergraduate to enroll at Texas Tech University.

The program was piloted in November of 2002 with 46 students and more than 100 mentors but has since grown to more than 1000 total participants annually. Since the program’s inception, more than 3,200 students have received services through Mentor Tech. In the last ten years, more than 1,000 participating students have earned degrees from TTU and the TTUHSC.

ACCOMPLISHMENTS:

- Program enrollment grew beyond 1,000 for the first time since inception, (717 protégés and 324 mentors). Protégé enrollment increased 26.7% over the ’14-’15 academic year. Mentor enrollment increased 37.4% over the same period. Protégé enrollment has increased 97.5% since the 2011-2012 academic year, while Mentor enrollment has increased 90.1% over the same period.

- Offered more than 60 academic, career development, cultural, and social events during the academic year. New spring events included the Engineering & Architecture Networking Reception, the TTUHSC Tour & Informational, and The Diversity of Arts event.

- Broadway-trained actress, singer, producer, activist, and Harvard graduate Tatyana Ali served as the keynote speaker for the 14th annual Mentor Tech Celebration Banquet. Ms. Ali is best known to millions worldwide for her role as “Ashley Banks” on the iconic television series, The Fresh Prince of Bel Air. During the event, graduating protégés and mentors were recognized. Proceeds from the event benefit student scholarships.

GRANTS RECEIVED:

- $2,500 Target Foundation
- $2,500 ConocoPhillips
- $5,000 Phillips 66
Military & Veterans Programs

Military & Veterans Programs (MVP) assists veterans, service members, and their families at Texas Tech. MVP’s vision is to make Texas Tech University the University of Choice for military personnel, veterans, and their families. The program currently serves over 2000 veterans, dependents, and service members who are using federal or state education benefits. The state of Texas and the federal government through the Veterans Administration audit MVP records yearly.

In addition to MVP’s primary state and federal education benefits mission, MVP focuses its efforts on providing a responsive veteran support system on campus. Over 600 TTU faculty and staff have been through Green Zone Training designed to help educate faculty and staff concerning the population of military-related students at Texas Tech. This training provides greater insight into the transition challenges our military and students face and where they may access campus and community resources.

MVP assists students in a seamless transition from military to school and civilian life by supporting and encouraging campus and community engagement and by helping to provide a positive experience through degree completion to a successful future.

ACCOMPLISHMENTS:

• Texas Tech recognized by Military Times as #32 in “Best For Vets Colleges 2016”
• Texas Tech University Rawls College of Business recognized by Military Times as #23 in “Best for Vets: Business Schools 2016”
• Texas Tech recognized by Military Advanced Education as “Military Friendly College & University” in 2016
• Received a $7,000 donation from Phillips 66 to establish scholarships for student service members or veterans enrolled as full-time students in Mechanical, Chemical, Electrical, or Civil Engineering
• Awarded the Phillips 66 Military & Veteran Scholarship
• Received $2,500 donation from the Military Order of the Purple Heart South Plains Chapter to establish scholarship in honor of the memory of Steve Morin Jr.
• Awarded the Sergeant Steve Morin Scholarship

DONATIONS

• Lockheed Martin provided MVP with a gift of $16,000 to fund graduation stoles, stole ceremonies, Tech Vet Boot Camp, and two Green Zone training events
• Aurora Foundation provided grant of $1,500 for Green Zone training
Office of Academic Enrichment

Office of Academic Enrichment (OAE) supports student academic success and retention through interdisciplinary integration of proven academic strategies, co-curricular activities, and academic support services. OAE has created a network of partners, staff, instructors, and tutors who communicate and collaborate with current and future students to create strong and focused learning environments that enable students to address issues, strengthen understanding, and define and achieve educational goals.

In addition to academic pursuits, OAE is committed to assisting students in developing their professional skill set including a strong global awareness that is evident in their communication and interaction. Texas Tech’s home department for the AVID for Higher Education initiative, OAE supports the continuation of the AVID construct from secondary education to higher education by providing an AVID-based success course and tutoring.

Accomplishments:

- Texas Tech University became a certified AVID for Higher Education Institution for 2015-2016.
- “A Day in My Shoes” empowered over 332 students and established a sense of connectedness for both students and teachers to feel comfortable and confident about achieving educational goals.
- OAE is the official Lubbock TAME Chapter for the Divisional STEM Competition, designed to improve participation of women and minorities in STEM careers through innovative, hands-on science programming. The event served over 25 partners, 367 diverse students, volunteers, and faculty across Regions 16 and 17. Over 40 students advanced to the State STEM Competition in San Antonio, Texas.
Office of Community Engagement

Office of Community Engagement (OCE) fosters a college-achieving culture through programs, partnerships, and opportunities that serve the community, promote learning, encourage wellness, and inspire conversations about the benefits of higher education. Through its role in the Division of Institutional Diversity, Equity & Community Engagement, OCE supports this mission by continuing to expand, create, and grow outreach and engagement programs and activities both on campus and in the community to increase the number of K-12 student contacts made on behalf of Texas Tech University.

OCE offers numerous opportunities for Texas Tech students, faculty, and staff to participate in outreach and engagement activities that expand and enhance research and creative scholarship and assist in strengthening the academic experience. OCE offers over 30 unique and interactive experiences for participants, as well as specialty programs designed to meet the needs of all school districts.

ACCOMPLISHMENTS:

- 26,000 K-12 students, faculty, and staff served through college access programming
- 3,500 Back to School Fiesta attendees
- Received $110,000.00 in grants and donations for outreach and engagement programs
- Served a record 130 rising juniors and seniors through the 2016 RaiderLife program
- New partnerships with GEAR UP, IDEAL, and Estacado High School

Received grant funding from the following:

- $25,000 Texas Tech University Alumni Association Scholarship Grant
- $35,000 East Lubbock Promise Neighborhood Grant
- $50,000 GEAR UP Partnership (RaiderLife)
Student Support Services

Student Support Services (SSS) increases the number of first-generation college students with limited-income and/or disabilities to successfully complete a program of study at Texas Tech University. The SSS mission is to provide services to 140 eligible students within a supportive academic community that address the educational and career needs of each student. The SSS Program provides individualized academic, career and personal coaching, academic tutoring, graduate school preparation, financial literacy, workshops, and cultural events designed to support students holistically as they persist through college. Students in the SSS Program also benefit from a dedicated learning and study space equipped with computers and printers in the SSS office.

ACCOMPLISHMENTS:

- In September 2015, the U.S. Department of Education awarded Texas Tech University $1.1 million for the SSS Program.
- Within six months, the SSS Staff recruited, interviewed, and accepted the 140 funded-to-serve students into the SSS Program for the 2015-2016 academic year. There are 32 students on the waitlist for the 2016-2017 cohort.
- New programming and full services for SSS student participants began in the spring 2016 semester. The SSS Program offered a total of 23 workshops and events designed to support the academic, career, and personal development of student participants.

GRANTS:

- In September 2015, Texas Tech University was granted $1.1 million for the Student Support Services Program. The grant is to be dispersed equally over five years with
University Interscholastic League

The University Interscholastic League (UIL) was originally created to provide leadership and guidance to public school debate and athletic teachers. Since 1909, the UIL has grown into the largest inter-school organization of its kind in the world.

The first documentation known to reflect Texas Technological College’s hosting of UIL competitions in 1938. TTU-UIL provides high school extracurricular opportunities in academic, one-act play, athletic, and music competitions regardless of race, religion, sex, or economic status of competitors.

Accomplishments:

Summer camps had a 45% increase in campers over the prior year’s camps.

Grants:

- Secured 24 $500 scholarships from the Texas Tech Department of Math and Statistics for Number Sense and Math winners
- Secured twelve $2,000 scholarships from the Texas Tech Whitacre College of Engineering for calculator winners
- Secured a Civic Lubbock Grant of $7,900 to support the Regional One-Act Play competitions
- Secured a Civic Lubbock Grant of $9,000 to support the Summer Theatre Camp
- Secured a Civic Lubbock Grant of $5,000 to support the One-Act Play Director’s Workshop
Upward Bound

The Upward Bound Program at Texas Tech is an academic enrichment and campus immersion program for high school students in West Texas who are from families with limited financial resources and whose parents have not obtained a bachelor’s degree. Federal TRIO Programs such as Upward Bound assist in breaking the cycle of poverty and increasing the overall educational achievement Texas. The goal of Upward Bound is to increase the rate at which participants complete secondary education and enroll in and graduate from postsecondary education. Students from within a 75-mile radius of Lubbock are recruited to participate in the year-long program. Students and their parents travel to Lubbock every other weekend to participate in academic enrichment and college readiness activities. Summer instruction and programming is also offered in the month of June.

ACCOMPLISHMENTS:

• Collaborated with TTU HSC Medical School
• Welcomed 42 Bridge students for the Summer I instruction session hosted by Upward Bound at Texas Tech which included tuition, housing & meals in the amount of $152,311
• Over 3,404 hours of instruction, advising, standardized test preparation, admissions assistance, transportation services, iPad/technology use, & financial aid assistance provided to 220 students
• 78 hours of face-to-face tutoring in Math, Science, English, and Foreign Language subjects
• 112 Online tutoring hours in Math, Science, and English
Women’s Studies Program

The Women’s Study program is an interdisciplinary academic unit that offers courses which examine the cultural and social construction of gender, explores the history, experiences and contributions of women to society, and studies the influences of gender on the lives of women and men.

Accomplishments:

- Carrie Hessler-Radelet, Peace Corps Director, served as the keynote Speaker at the Annual Conference on the Advancement of Women on April 15, 2016.

- Launched the on-line minor in Women’s Studies. Students now have the opportunity to take the entire minor as distance students or face-to-face in the classroom.

- WS 2305- Intersectionality: Race, Class, and Gender in a Global World, has now been accepted as fulfilling the TTU multicultural requirement and/or the social and behavioral core requirement.

- Received national attention with a write-up in Inside Higher Education. www.insidehighered.com/news/2016/07/01/encouraging-female-faculty-publish-research
Diversity and Success in Numbers

FALL 2015 UNDERGRADUATE ETHNICITY

- WHITE: 60%
- AFRICAN AMERICAN: 23%
- MULTIRACIAL: 5%
- AMERICAN INDIAN/ALASKAN: 2%
- ASIAN: 6%
- BLACK, NOT OF HISPANIC ORIGIN: 2%
- HISPANIC: 1%
- MULTIPLE: 1%
- NON-RESIDENT ALIEN: 1%
- UNKNOWN: 1%

Record Outcomes for Fall 2016

- Total Students: 36,551
  - Undergraduate: 29,963
  - Graduate: 6,058
  - Law: 530

Soaring Retention rates

One-year retention rate is the highest in over 10 years, while second-year rates are a record for the university.

- 84% Retention Rate

Two-Year Retention Rate
- IPEDS Metric from IR Factbook

Educating a Diverse Population

- Hispanic enrollment keeps trending towards our goal of H.S.I. Status. Reaching this goal will open the door to more federal funding availability for the university.

- 73.9% Retention Rate

One-Year Retention Rate
- IPEDS Metric from IR Factbook

- African-American enrollment is on the rise, adding to our efforts to educate a diverse Texas population.