committed to diversity
FORWARD FROM THE

President

Texas Tech University is committed to enhancing the educational experiences of a diverse student body in order to increase the knowledge, skills, and experiences necessary to navigate in a complex society of cultural differences. Not only can diverse efforts be seen in how we recruit, but also in the classroom and across campus. The value of a diverse student body is evident within each Texas Tech student. We cultivate this vibrant and representative community by actively engaging in efforts that promote recruitment, retention, and academic and personal success of all students.

I am excited to introduce the 2010 Diversity Viewbook, which highlights the significant growth of institutional diversity, equity, and community engagement at Texas Tech University. This work is central to the university’s mission and is a key component in enabling the university to achieve many of its strategic priorities. The establishment of the Division of Institutional Diversity, Equity, and Community Engagement, the President’s Diversity and Equity Council, and the strategic priorities set by the Texas Tech University Board of Regents all signal a period of significant institutional growth and advancement. During the last two years, Texas Tech University has implemented unprecedented initiatives to recruit and retain diverse faculty, students, and staff through programs such as the Faculty Excellence Fund, the Presidents Excellence in Diversity and Equity Awards and the Celebrate Diversity Scholarship Program.

Our sustained investment in offices such as the Cross-Cultural Academic Advancement Center, the Office of Institutional Diversity, and the Office of Community Engagement and newly formed Military and Veteran’s Program demonstrates the university’s continued commitment to serving Texas Tech students, faculty, staff, and broader communities. As this viewbook will clearly demonstrate, Texas Tech University is committed to advancing equality and access through programs that also advance academic excellence.

- Guy Bailey, Ph.D.,
Texas Tech University
A Message from the President

Division of Institutional Diversity, Equity, & Community Engagement

Academic Colleges
- Agricultural Sciences & Natural Sciences
- Architecture
- Arts & Sciences
- Business Administration
- Education
- Engineering
- Honors
- Human Sciences
- Mass Communications
- Visual & Performing Arts
- University College
- Graduate School
- Law School

International Elements
- International Cultural Center (ICC)
- International Students
- International Scholars
- Study Abroad Programs
- Faculty Opportunities
- Texas Tech Abroad
- European Settings
- K-12 International Education Outreach

Faculty & Staff Programs and Organizations
- Arab American Faculty Forum
- Black Faculty and Staff Association
- Chinese Faculty & Staff Association
- Latino/Hispanic Faculty & Staff Association
- Student Government Association
- The Women’s Studies Program

Athletics & Recreation
- Student-Athlete Academic Successes
- Recreational Sports

Resources
- Division of Enrollment Management & Student Affairs
- Center for Campus Life
- Multicultural Student Organizations
- Career Services
- Student Counseling Center
- Student Disability Services/Techniques Center
- Parent & Family Relations
- Student Union & Activities
- Equal Employment Office
- National Ranching Heritage Center
- Multicultural Core Committee
- University Libraries
- Ombudsman Office
- TTU Pegasus Program
- TTU Pegasus Program Hope Chest for Foster Care Graduates

A Message from the Vice President of the Division of Institutional Diversity, Equity, and Community Engagement

Texas Tech University
committed to diversity
“The Division of Institutional Diversity, Equity, and Community Engagement was formed in February 2009 to provide structure and momentum to the academic, diversity, and community engagement goals of the university. The creation of the new division communicated to Texas Tech and the broader community that diversity, equity, and community engagement are high strategic priorities for the university and the Texas Tech University System. At Texas Tech University, we provide you with more than an exceptional interdisciplinary education; we offer diverse and engaging opportunities as you give shape to your intellectual and professional aspirations. I invite you to read on and witness examples of our university’s greatest asset—its community of diverse people and ideas.”

- Juan Sanchez Muñoz, Ph.D.
 Vice President

The Office of Institutional Diversity, Equity, and Community Engagement (OIDECE) advances the work of the division by serving as the leader in programs, activities, and resources that promote diversity, equity, community outreach and engagement, and academic excellence. The OIDECE is responsible for the university’s comprehensive diversity, equity, and community engagement initiatives and programs, and for infusing these core values into the teaching, learning, research, service, and outreach at Texas Tech. The OIDECE envisions the University as a place where equity and diversity are woven into the very fabric of the University’s operations, and where colleges, administrative units, and external communities are partners in advancing access, diversity, and engagement. The office’s responsibilities and programming include:

• Faculty Excellence Fund: The Faculty Excellence Fund provides additional dollars to the recruitment and retention of faculty identified as adding to the academic diversity of the university. The fund assists colleges in identifying faculty who will assist the academic and diversity mission of the university.

• Inclusive Excellence Institute: The Inclusive Excellence Institute is a series of trainings for participating faculty who assist the Division of
Institutional Diversity, Equity, and Community Engagement in the development of activities and programs that advance the academic and professional climate for faculty within the university.

- **College and Faculty Diversity Development Grants**: The Diversity Development Grants are available to faculty and colleges who advance the work of the division in their colleges, research, or classrooms.

- **Celebrate Diversity Scholarships**: Student scholarships are awarded on an annual basis to students advancing diversity, equity, social justice, and community service and outreach.

- **President’s Excellence in Diversity and Equity Awards**: The OIDECE assists the Office of the President in recognizing Texas Tech faculty, staff, and students who excel in pursuing and advancing diversity and equity at Texas Tech. Recipients of this outstanding recognition receive research stipends and student scholarships.

**THE CROSS-CULTURAL ACADEMIC ADVANCEMENT CENTER**

The Cross-Cultural Academic Advancement Center (CCAAC), in support of Texas Tech University’s mission, is committed to promoting student learning, cross-cultural awareness, and inclusive excellence. The Center is committed to maintaining a campus environment of mutual respect for people of all backgrounds and cultures. The Center strives to assist Texas Tech students to be prepared to thrive in a diverse and global society. Our efforts are grounded in cultivating awareness, inclusion and engagement through intentional experiences, events and programs.

The Cross-Cultural Center’s programs and services are designed to provide co-curricular and educational experiences that seek to broaden knowledge of diversity, multiculturalism, social justice, and inclusive excellence. They include but are not limited to:

- Mentoring Programs
- Student Scholarships
- First-Generation College Student Support Services
- Diversity & Inclusion Workshops
- Heritage Month Celebrations
- Diversity Curricular Collaborations
- Performance and Speaker Series

With a commitment to increasing cross-cultural awareness, we offer a wide variety of programs and services that explore both the shared and unique experiences, histories, and heritages of our diverse community. Our signature programs include:

- El Dia de Los Muertos Celebration
- Teaching, Learning and Connecting to Diversity
- Celebrate Diversity Speaker and Performance Series
- Hispanic Scholarship Fund Student Scholar Chapter

**http://www.depts.ttu.edu/diversity/ccaac.**

**MENTOR TECH**

The Lauro Cavazos & Ophelia Powell-Malone Mentoring Program, also known as Mentor Tech, was initiated in 2002 in an attempt to address the retention rates of African American and Hispanic students at Texas Tech University. The program honors the names and legacies of Dr. Lauro Cavazos, the first alumnus and Hispanic to serve as President of Texas Tech University and Ophelia Powell-Malone, the first African American to graduate from Texas Tech University. Mentor Tech supported over 330 students in 2009-2010 through positive mentoring relationships and academic workshops. The program seeks to provide:

- Student Advocacy
- Leadership Training
- Academic Support
- Cross-Cultural Learning

**http://www.depts.ttu.edu/mentortech.**

**OFFICE OF COMMUNITY ENGAGEMENT**

The Office of Community Engagement (OCE) serves as the cornerstone unit for the division to lead, organize, and develop outreach and engagement activities. The OCE connects the intellectual properties of the university with communities in need. Through innovative collaborations and partnerships, the OCE offers activities and services to K-12 students, TTU faculty, and families in West Texas. OCE cultivates diversity, access, and equity primarily through programs, activities, and resources for communities who may face additional challenges to accessing higher education.

The OCE provides activities and resources to Texas Tech faculty serving and engaging local, regional, and national communities. Connecting faculty and college students with K-12 students is a part of the university’s mission as it extends our service and resources to benefit to younger students, improve their academic preparation and aspirations by connecting them with positive role models and the university. The OCE’s most notable event is the Texas Tech Back to School Fiesta that welcomes over 6,000 families to the Texas Tech campus who receive free school supplies, community wellness screenings,
and many resources for families to prepare for back-to-school. The event is designed to encourage parents to attend workshops that promote and prepare families for higher education. Other signature programs and collaborations include:

- Red Raider Tours
- Engaged and Integrated Scholar Series
- Reality Check
- National Hispanic Institute Great Debate

http://depts.ttu.edu/students/militaryfriendly

MILITARY VETERAN’S PROGRAMS OFFICE

The Military and Veteran’s Programs Office is committed to student military and veteran academic success. The Military and Veterans Program assists military and veteran students in locating information about veterans’ services, military education, benefits and financial resources, scholarships, veteran and family support activities and other items of interest to veterans, family members, and community members. Military and veteran programs and resources include:

- Veteran to Veteran Mentoring
- Post-deployment issues and adjustment
- Tutoring and Learning Techniques
- Career Services
- GI Bill
- Hazlewood Act

http://mvp.ttu.edu

INSTITUTE FOR THE DEVELOPMENT AND ENRICHMENT OF ADVANCED LEARNERS

The mission of the Institute for the Development and Enrichment of Advanced Learners (IDEAL) is to provide unique academic enrichment programs that promote academic excellence, citizenship/leadership, diversity, and an appreciation of the arts for children in grades K-12. Longstanding academic programs include Super Saturdays, Science: It’s A Girl Thing, Shake Hands With Your Future, Run on the Wind, and the Building a College-Going Community (BCGC) initiative. Within the BCGC initiative are academic clubs in an array of Lubbock schools to recognize and reward academic achievement and instill the belief that going to college is within reach.

http://www.depts.ttu.edu/diversity/ideal

FEDERAL TRIO PROGRAM, UPWARD BOUND

Upward Bound is a dynamic college preparatory program designed to recruit and assist students from first-generation families with limited financial resources. Upward Bound has a proven track record of program graduates succeeding in college. Students from thirty-eight different high schools and nine different counties participate in the program each year. Parents of students in the Upward Bound Program also participate in workshops and activities designed to assist families in preparing for higher education. All services are provided at no cost to the student.

http://www.depts.ttu.edu/upwardbound
UNIVERSITY INTERSCHOLASTIC LEAGUE

The University Interscholastic League (UIL) at Texas Tech University organizes and supervises contests that assist in preparing students for citizenship. It aims to provide healthy, character building, educational activities carried out under rules providing for good sportsmanship and fair play for all participants. The UIL exists to provide educational extracurricular academic, athletic, and music contests. The initials UIL have come to represent quality educational competition administered by school people on an equitable basis.

The Texas Tech UIL office provides the following resources and services:

• Trained event staff, state-of-the-art facilities, and community support.

• An organizational support team that is not only competent in organizing and managing UIL events but also accessible and accountable to regional participants, coaches and parents.

• Good governance that acts responsibly and insightfully to the complexities of UIL competitive events.

http://www.texastechuil.com

SUSAN POLGAR INSTITUTE FOR CHESS EXCELLENCE

The Susan Polgar Institute for Chess Excellence (SPICE) promotes chess, education, research, and outreach for all learners. The program seeks to promote chess as a vehicle for enriching the education of all children. In addition to coaching members of the Texas Tech Knight Raider Chess teams, SPICE offers workshops, camps, competitions, and other activities designed to promote and support competitive chess. The program is led by world-champion chess player Susan Polgar.

http://www.depts.ttu.edu/spice
With 11 colleges, over 150 programs and students from more than 93 nations, Texas Tech is a place where diversity and academics meet and generate amazing results. It is evident in our distinguished faculty, comprehensive coursework, expansive research, community outreach programs and successful students. Every college embraces diversity.

Here are just a few highlights:
Never in our lifetime have the values of higher education - to promote learning for life, to improve human knowledge and understanding - been more important to society. It’s also why we’re committed to increasing and leveraging diversity across the College of Agricultural Sciences and Natural Resources (CASNR).

In CASNR, the world is always within reach. Various programs and opportunities are in place to help students understand and appreciate other countries and cultures, and prepare them for success in today’s global economy. CASNR is the school of choice for more than 60 non-immigrant students from more than 22 countries including Australia, France and China. CASNR has planned action-oriented programs as a part of the Strategic Plan to recruit an excellent and diverse faculty, staff and student body, which include:

- Increase recruiting efforts of faculty and staff that target selected minority institutions.
- Provide support and resources to retain excellent and diverse faculty and staff.
- Develop collaborative programs with high schools and junior/community and four-year colleges with historical enrollments of minority students.
- Develop cooperative recruiting plan with Admissions representatives in Texas Tech University Regional Centers that target prospective students and their families in South Texas and Houston areas.
- Participate in activities geared toward prospective students that are hosted by Raiders Rojos, the Texas Tech University Hispanic Alumni Chapter.
- Recruit at area “House Bill 400 schools” (schools that traditionally have a low rate of college-bound graduates/high percentage of ethnic students.)
- Increase involvement of CASNR alumni in recruiting minorities.
- Develop and track minority students who have successful scientific and professional careers in order to develop role models.
- Recruit ethnically under-represented faculty to act as role models for students.

Students have the opportunity to study in more than 50 countries, earning credit toward their Texas Tech degree. In addition, two of the University’s most popular programs take place at Tech’s own centers in Quedlinburg, Germany and Sevilla, Spain. CASNR offers many of its own faculty-led programs during the summer, including an innovative program in China.

CASNR recognizes scholastic capability as well as qualities of leadership, citizenship, and character. Scholarships are available for all students. The deadline for entering freshmen is February 1st of each year, while the deadline for transfer students is March 1st. A university-wide application must be completed and will be distributed to CASNR and to the department within CASNR that your major falls into, enabling you to apply for scholarships at all three levels (university, college and department) with only one application.

www.casnr.ttu.edu

Dr. Sukant Misra, Professor & Associate Dean for Research in the College of Agricultural Sciences & Natural Resources, conducts research activities that include cotton price analysis and economics of food safety and quality. Dr. Misra also teaches the honors section of the fundamentals of agricultural and applied economics & research methodology.
Architecture is a small community within the larger community of Texas Tech University. This home away from home for students becomes a place where everyone gets to know each other and develop relationships that continue throughout their lifetimes.

Texas Tech University is committed to the inherent dignity of all individuals and the celebration of diversity. We foster an environment of mutual respect, appreciation, and tolerance for differing values, beliefs, and backgrounds. We encourage the application of ethical practices and policies that ensure that all are welcome on the campus and are extended all of the privileges of academic life. We value the cultural and intellectual diversity of our university because it enriches our lives and the community as a whole, promoting access, equity, and excellence.

PATHWAYS TO COMMUNITY COLLEGES

The College of Architecture at Texas Tech University has an aggressive program with state and regional community colleges. The College of Architecture has established articulation agreements with El Paso Community College, San Antonio College, the Doña Ana Branch of New Mexico State University and University of Texas in Brownsville. The college continues to develop relationships with community colleges around the State.

EL PASO

The Texas Tech University College of Architecture has a four-year undergraduate program in El Paso that expands the pathways for El Paso students. The partnership between the schools allows El Paso students to complete their first two years of the degree program at El Paso Community College and then transfer to Texas Tech University to continue their final two years with classes taught in facilities on the EPCC campus.

www.arch.ttu.edu

STUDY ABROAD

Off-Campus Programs. Each undergraduate student will complete the final undergraduate architectural design studio with a choice of international study abroad programs. These programs are organized by the College of Architecture and led by College of Architecture faculty. They are located in several different locations, including Europe, Canada, Mexico, and Central America.

www.arch.ttu.edu

CURTIS W. CLERKLEY, JR. ARCHITECTURE ACADEMY

The Curtis W. Clerkley, Jr. Architecture Academy is a two-week summer experience designed for students who are rising juniors and seniors in high school as well as students from underrepresented groups. Students will gain an insight into the profession of architecture, its culture and education. The first week is a day program based in Houston where students are responsible for their own housing. The second week is based at Texas Tech University with residence housing provided by the Academy.

HUCKABEE’S NEXT GENERATION DESIGN INSTITUTE

Huckabee, a Fort Worth-based architecture firm, hosts a summer internship program for high school students known as the Next Generation Design Institute. Students compete to get in.

During the program, student interns have workstations set up in Huckabee’s production department where they live and work for 10 days. Students are assigned a project to complete in teams, and, at the end of the program, each team presents their final project to a panel of judges, their families and friends and the Huckabee team.

CELEBRATING PINK

In March 2009 and 2010, the College of Architecture hosted Pink Day as a way of acknowledging and showing appreciation for women in the college. The celebration was intended to engage all architecture students that, while they are all unique, women being a unique quality and valued perspective to the program. It is the message the College intends to recognize and encourage going forward.

GENDER WORKSHOP

The Gender Equity Workshop was facilitated by Dr. Ed Check from the Art Department. His pedagogy focuses on freedom, equality, and being on the side of students utilizing autobiography. He teaches students and teachers alike how to fall back in love again with learning as opposed to controlling classroom and schooling behaviors. Dr. Check’s recent writings and art explore issues of gender.
As the world becomes more complex, specialized skills change to meet rapidly changing needs. The College of Arts and Sciences offers a great breadth and depth of diverse opportunities to prepare students to address societal and career needs through programs like those below.

**BIOLOGICAL SCIENCES**

The Department of Biological Sciences and El Centro College (ECC) in Dallas are utilizing a $4.9 million grant from the U.S. Department of Education to establish a new partnership that will provide degree and career opportunities in environmental science for students from underrepresented groups.

**ENVIRONMENTAL TOXICOLOGY**

The Departments of Environmental Toxicology and Biological Sciences have formed a partnership with South Plains College (SPC), a Hispanic Serving Institution, to implement the Plains Bridges to the Baccalaureate program (funded by the National Institutes of Health, $1.08 million for five years). The program aims to increase the number of underrepresented minority students in science by helping students (1) succeed in college, (2) explore careers in science, (3) make a smooth and successful transition from a two-year to a four-year institution, and (4) graduate with a baccalaureate degree in the biomedical sciences.

**CLASSICAL & MODERN LANGUAGES AND LITERATURES**

The Department of Classical & Modern Languages & Literatures is the gateway to other languages and cultures from all over the globe, offering instruction in 16 languages, with exciting opportunities to major, minor, and build professional credentials for the academic or corporate workplace. The CMLL provides a number of quality study abroad programs offering once-in-a-lifetime academic opportunities and cultural exposure. Our programs include study abroad opportunities in France, Germany, Brazil, Mexico, Russia, and Spain.

www.depts.ttu.edu/classic_modern/undrgrad/undergrad.php
www.depts.ttu.edu/classic_modern/undrgrad/minor.php

**COMMUNICATION STUDIES**

Dr. Amy Heuman offers a public speaking program for children at Guadalupe Parkway Neighborhood Centers in her Gender & Communication and Intellectual Communication courses. This is a social advocacy program aimed at teaching a public speaking curriculum to children from underserved and underrepresented populations (preK-6th grade).

**HEALTH, EXERCISE, AND SPORT SCIENCES**

Health, Exercise, and Sport Sciences has several initiatives involving minority populations in academic settings (e.g., service learning), service activities (e.g., afterschool programs), and research projects. Activities include:

- A number of faculty and students participate in service learning programs with LISD elementary and middle schools located in the area identified as Quadrant IV, which are classified as low socioeconomic minority schools. The faculty and students (Tech Coaches) travel to the schools and provide learning opportunities within the physical education classes. The school children have an opportunity to participate in activities with Texas Tech physical education teacher candidates (NCATE/NASPE term) providing the instruction.

- In another service activity, faculty and students from the Department travel to Tahoka, a rural school with a large Hispanic population, to assist in the FITNESSGRAM data collection. The gathering of data is a state requirement and requires testing every student (3rd-12th) on the components of fitness.

**MATHEMATICS AND STATISTICS**

The Department of Mathematics and Statistics is involved in several initiatives that support the participation of diverse and underrepresented student groups in mathematics and science.

- The Summer Math Academy is a two to three-week program for talented high school students and their teachers. In 2008 and 2009, the program was extended to two rural locations, with 80% minority participation.

- The Joy of Thinking Math Clubs are designed to increase interest and enthusiasm for scientific reasoning and mathematical activities among pre-adolescent and adolescent girls. These represent
a diverse range of public and private schools, including one that is 97% Hispanic.

• The Emmy Noether High School Mathematics Day focuses on attracting young minority women toward mathematical and scientific disciplines. It is a one-day event for approximately 200 female students (ages 10-18) and their teachers. The event has been held annually since 2003.

• Since 1986, TexPREP-Lubbock at Texas Tech University has provided a non-residential mathematics and science-based summer enrichment program for middle and high school students from cultural and economic backgrounds traditionally underrepresented in STEM disciplines. Seventy-four percent of the senior college graduates are members of underrepresented groups, and 93% of the college students and graduates attended or graduated from Texas colleges.

• The South Plains Math Scholars (SPMS) program provides scholarships to academically talented students from low-income families for undergraduate study leading to a degree in mathematics. One of the primary objectives of the SPMS is to increase the population of students from low-income families at TTU. Currently, 16 students are enrolled in the program, with 60% from underrepresented groups.

• The Texas Tech Noyce Scholars (TTNS) program recruits math and science majors for a two-year K-12 experience leading to teaching certification. Scholarship recipients will teach for four years following completion of their certification in high-needs school in the Lubbock Independent School District (LISD), a district with large populations of students from underrepresented groups. The program recruits with a strong emphasis on underrepresented groups. The first cohort has 60% female representation.

• GK-12: Building Bridges: Integrating Math, Science, and Engineering Education on the South Plains prepares 40 doctoral-level STEM graduate students and 40 secondary STEM teachers to work in an interdisciplinary environment. The first two cohorts of 14 graduate students include 10 from underrepresented groups, and nine of the 14 teachers are from underrepresented groups.

• The West Texas Middle School Math Partnership provides summer courses, academic year support, and training modules for 150 math teachers from across West Texas.

PSYCHOLOGY

To assist in increasing diversity efforts, the Department of Psychology created a Director of Diversity Enhancement position in fall 2009. This position is currently held by Dr. Joaquin Borrego, Jr. As part of this new initiative, the department is addressing several efforts to enhance diversity. The Department of Psychology will award its first Diversity in Science research award to a doctoral student. This yearly award will recognize a graduate student whose high quality research work has a diversity focus.

PHYSICS

The department of physics is active in the community and supports outreach services with the help of volunteers who participate in activities such as Science Day, Local Science Fairs, and the South Plains Regional Science and Engineering Fair that occurs each spring on the Texas Tech Campus.

“As our society becomes increasingly diverse with an emphasis on globalization, it is even more crucial for psychology and other related disciplines to train students and professionals to develop competencies to effectively serve, work, and communicate with individuals and groups from diverse backgrounds.”

-Joaquin P. Borrego, Jr., Ph.D.
Associate Professor, Associate Director of Clinical Training, and Director of Diversity Enhancement, Department of Psychology
The Jerry S. Rawls College of Business Administration is committed to the success and retention of diverse students and encourages diversity within our academic community. Approximately 25 percent of graduate students and 15 percent of undergraduates come from diverse backgrounds. Our commitment is illustrated through innovative programs.

**FORUM FOR LEADERSHIP EXCELLENCE**

While open to all academically ambitious business undergraduates, the program focuses on students from underrepresented populations. It pairs undergrads with MBA students to develop a service-based community activity. Program partners include Rawls Career Management Center, Institute for Leadership Research and Texas Tech’s Cross-Cultural Academic Advancement Center, with financial support from Target Corporation.

**ACCOUNTING CAREER AWARENESS PROGRAM**

The mission of ACAP is to provide minority students with educational enrichment experiences to help prepare them for the rigors of higher education and the accounting and business fields. It is also designed to increase awareness of what professions await those students who pursue an education in accounting.

**INTERNATIONAL BUSINESS EDUCATION RESOURCE CENTER**

The mission of the center is to offer opportunities to develop experience-based global awareness through innovative academic programs and services by providing value-added service through collaboration to enrich international academic experience. The main goal of the International Business Education Resource Center is to equip students in the global economy by facilitating numerous study abroad programs.

[www.rawlsbusiness.battu.edu](http://www.rawlsbusiness.battu.edu)
The College of Education strives to attract students from underrepresented populations to careers in education through a variety of specific programs. With today’s increasingly diverse population and continued technology advances, the education environment brings more challenges and opportunities than ever before.

**STEP2 (SUCCESSFUL TRANSFER TO EDUCATOR PREPARATION PROGRAM)**

The College of Education was awarded the Star Award in 2008 by the Texas Higher Education Coordinating Board for its collaboration with the Associates of Arts Degree in Teaching Program at South Plains College, officially designated as an Hispanic Serving Institution. About 40% of the students in this recognized program are from underrepresented populations.

This award-winning program provides mentoring and financial support for all AAT transfer students from South Plains College. These students generally major in bilingual education, English as a second language, math, science, social studies, English language arts, and special education—all high-need teaching areas. Students who successfully complete the AAT and meet Texas Tech guidelines are accepted into the teacher education program.

**PROJECT FUTURE**

The College of Education also directs Project FUTURE, a program designed to recruit high school students from underrepresented groups into teacher education at Texas Tech University. The program is currently serving 8 school districts, representing 18 Title I schools and more than 400 students on the South Plains. More than 75% of these students are Hispanic and African American. These students are served from the sixth grade through the twelfth grades with academic conferences on campus that stress math and science and college-readiness skills.

http://www.educ.ttu.edu

“Diverse backgrounds of educators bring broader perspectives and equity for students.”

- Alime Sadikova
  Doctoral Student of Educational Leadership Program
The graduate and undergraduate programs in the Edward E. Whitacre Jr. College of Engineering’s consistently rank in the top 100 of America’s Best Schools of Engineering by U.S. News & World Report. Hispanic Business Magazine named the college the 14th best engineering program in the United States for Hispanics.

Determined to promote engineering among women and minorities, the college offers the ConocoPhillips Academic Success Bridge Program, an intensive program for freshmen that helps to provide study skills training, academic preparation, tutoring, mentoring, and other academic support services through the entire freshman year. Additionally, opportunities exist through events such as Pink Engineering Day, Celebrating Women in Engineering, and programs through Engineers Without Borders (EWB), a nonprofit humanitarian organization that partners with developing communities worldwide to improve their quality of life. Success stories for underrepresented groups in the college are plentiful.

James Casias is working on a bachelor’s degree in mechanical engineering. He has served as the president of the student section of Engineers Without Borders and as a mentor and coordinator for the ConocoPhillips Academic Success Bridge Program. After graduation, James will work for Dow Chemical Company.

Amber Lubbers is pursuing a bachelor’s degree and has made the Dean’s and President’s Lists. She has worked with ConocoPhillips and has held leadership positions in several student organizations and engineering honor societies, all earning her the highest student honor in the college, the McAuley Distinguished Engineering Student Award.

www.coe.ttu.edu

“Texas Tech engineers apply the basic principles of science and mathematics to solve problems in our everyday lives. The fabric of engineering innovation is directly related to the diversity of ideas that are generated by the graduates of the Whitacre College of Engineering.”

- John Rivera
  Assistant Academic Dean, Whitacre College of Engineering
Honors College at Texas Tech University is a special place for students. We are dedicated to providing students with a broad education that prepares them for a lifetime of learning. The Honors College offers students a small college experience in the context of a large research university, with a diverse student population.

The Honors College encourages students from all backgrounds to explore, grow and achieve while enriching their minds with multicultural experiences.

In addition to national and international scholarship advising, enhanced study abroad opportunities and classes designed to foster student-faculty connection, programs include:

- First-Year Experience Program, with emphasis on cultural and community service events. Participants work with groups such as the Muslim Students Association and CASA of Lubbock.
- Curricular Initiatives resulting in Honors courses and seminars with a focus on diversity, such as “Latin American Cinema” and “Africa’s Role in the Contemporary World.”
- Extra-curricular opportunities such as Friday Lunch Discussion, in which diverse topics such as “Race and Politics” and “U.S. Immigration Policy and Practice” are introduced for academic dialogue.
- Undergraduate Research Fellowship Program, with opportunities for students to work with faculty mentors whose scholarship explores issues involving gender, race, ethnicity, class, geography, ability, age and sexuality.

www.honr.ttu.edu
The College of Human Sciences provides multidisciplinary education, research, and service focused on individuals, families, and their environments for the purpose of improving and enhancing the human condition. A focus on human interaction and invested learning is evident in the programs supporting academic growth and community involvement available through the College.

**BODYMIND INITIATIVE**

The BodyMind Initiative is a partnership between Covenant Health System and the Center for Prevention and Resiliency at Texas Tech University with a staff that includes Texas Tech University faculty members, graduate and doctoral students, licensed professional counselors, a registered nurse and a registered dietitian. The BodyMind Initiative is committed to developing and improving resilience, promoting and empowering self-care, and educating and supporting wellness in youth by providing experiential school activities, family resources, and community involvement.

www.depts.ttu.edu/hs/bmi

**TTU EARLY HEAD START PROGRAM**

A federally funded outreach program of the Department of Human Development and Family Studies in the College of Human Sciences, Early Head Start provides child care and home visits to families with low incomes in the Cherry Point/Parkway neighborhood in Lubbock. Students in the Early Childhood program gain valuable experience from their interaction with the staff and families at this center.

www.earlyheadstart.ttu.edu

**THE DIVISION OF PERSONAL FINANCIAL PLANNING HISPANIC RECRUITMENT INITIATIVE.**

The Division of Personal Financial Planning, which is administered by the Department of Applied and Professional Studies, launched an initiative in 2009 to recruit students from Hispanic Serving Institutions in the State of Texas.

http://www.depts.ttu.edu/pfp/

**TTU MUSLIM STUDENT ASSOCIATION ISLAMIC STUDENT CENTER**

Designed and constructed by Dr. Armor Cherif, Interim Chair & Associate Professor of Design, the Islamic Student Center is a real celebration of diversity. The Center was recently inaugurated at 3419 LaSalle Ave and is accessible to all Texas Tech University students at a walking distance from the Lubbock main campus.

www.hs.ttu.edu

**GREAT PLAINS INTERACTIVE DISTANCE EDUCATION ALLIANCE (GREAT PLAINS IDEA)**

GP-IDEA is an inter-institutional program leading to a Masters in Gerontology in Human Development and Family Studies (HDFS), a Certificate in Gerontology, or a Masters in Family and Consumer Sciences Education (FCSE) delivered through distance education. College programs are accredited by the American Association of Family and Consumer Sciences and several other national accrediting agencies.

**DIVERSITY & HUMAN SCIENCES CURRICULA**

Diversity is a primary component of Human Sciences curricula. The faculty participates in Interdisciplinary, Cross-Cultural, and Cross-National scholarly collaborations in a variety of fields including a variety of populations (e.g., Indian, Chinese, Vietnamese, Latino, Mexican-American, GLBTQ, etc). Human sciences faculty also mentor, advise, and chair a wide range of campus-based associations focused on diversity and multiculturalism such as the Feminist Majority Leadership Alliance, V-Day Lubbock Coalition, Interior Design Saudi Family Program, and Festival of Nations among others. In addition, students benefit from multiple programs and organizations that foster and sponsor diversity activities and initiatives such as Human Sciences Recruiters Program, International Interior Design Association, Tech Council on Family Relations (TechCFR), Eta Sigma Delta International Honor Society, and Hospitality, Sales & Marketing Association International-Texas Chapter.

**CROSS-CULTURAL STUDIES PROGRAM (CCS)**

The College of Human Sciences is currently developing a new program in Cross-Cultural Studies that will be an interdisciplinary and interdepartmental degree aiming to provide fundamental competences on multicultural issues and core principles of human and socio-political development and change from a global perspective. The CCS program will be supported by a multidisciplinary curriculum geared toward enhancing cross-cultural knowledge, skills, leadership and lifetime professional success in a broad variety of traditional and non-traditional career paths.

www.hs.ttu.edu
The demographic and media-related changes that society is experiencing in the 21st century require that faculty and students in the College of Mass Communications understand and appreciate cultural diversity. To this end, increasing the diversity of faculty, staff and students is a key strategic goal of the college, and diversity is intrinsic to three core activities.

**Teaching:** Two undergraduate courses, Ethnicity, Race, Gender in Media and International Electronic Media, focus on diversity issues while many other courses examine various elements of multiculturalism. Graduate seminars on diversity-related topics are offered every year. The college’s M.A. and Ph.D programs attract a growing number of non-traditional and international students.

**Research:** Faculty and graduate students in the college conduct and publish research connected to diversity issues in advertising, electronic media, journalism, public relations and sports media. An emerging area of research interest, and source of grant funding, is health communication among diverse populations in West Texas.

**Service:** Many community outreach projects undertaken by college faculty and student organizations involve multicultural populations. Collaborating organizations include the Native American Summer Bridge Institute, South Plains Career Expo, Lubbock ISD, summer video workshop for junior and senior high school students, and student Expo Fair.

Most of the college’s diversity-related events and research initiatives are administered through its Institute for Hispanic and International Communications, and many faculty and student research projects are supported by the Center for Communication Research.

http://www.depts.ttu.edu/masscom/programs/ihic/index.php

---

**THE GLOBAL FILM INITIATIVE**

The Global Film Initiative supports the distribution of highly acclaimed cinematic works from around the world. Through a grant from the GFI, Dr. Rob Peaslee of the Department of Electronic Media and Communications directs the Global Lens series at Texas Tech University. These outstanding international films are screened and followed by a discussion panel of academic experts, many of them with international backgrounds. These screenings are well attended by students interested in film, study abroad, foreign language minors, and international students from the countries of the filmmakers. This mix of personal and academic experience provides a unique film experience for all involved.

**RECRUITING IN WEST TEXAS**

The College of Mass Communications has a special relationship with many junior and community colleges in West Texas, allowing 21 hours of transfer work to count toward COMC majors. Recruiting fairs in Abilene, Amarillo, El Paso, Midland/Odessa, San Angelo, and other West Texas locations allow the faculty and staff to meet diverse groups of prospective students and guide them in their academic endeavors.

http://www.depts.ttu.edu/masscom

---

“To me, diversity is like a periodic table in our daily lives. Each element has certain characteristics; however, only when the elements interact is their full potential realized.”

- Hyo Jin Kim,
  Doctoral student, College of Mass Communications from South Korea
The College of Visual and Performing Arts embraces and promotes diversity in individuals and perspectives and is committed to meeting the educational and cultural needs of multiple populations. Faculty and students from different colleges and departments work together on a variety of arts events, resulting in an annual performance and exhibition schedule rich in both diversity and collaboration.

As a result, the College contributes to the cultural enrichment of students and enhances an understanding of the arts worldwide. The College of Visual & Performing Arts now houses the prestigious Presidential Lecture & Performance Series.

http://www.depts.ttu.edu/cvpa

SCHOOL OF MUSIC

The School of Music integrates diversity into every aspect of learning. It draws students from the far reaches of the world, who may have difficulty with the spoken word, but can communicate fluently through the language of music. Students are exposed to music of diverse cultures with performances by guest artists from all over the world and also by participating in performances celebrating customs and musical styles from other places and times.

Musical talent also can be the key that opens doors of opportunity for the socially or economically disadvantaged.

Cuerdas de Enlace, or String Connection, a School of Music program that takes graduate students to Tegucigalpa, Honduras, illustrates this commitment to equity and diversity by providing much needed instruction and instruments to Latin American students.

www.music.ttu.edu

SCHOOL OF ART

Recognition of diversity is integral to the mission of the program. This is reflected in the make-up of our highly diverse faculty and the breadth and depth of our academic programs. Landmark Arts Exhibitions and the annual Speaker Series cultivate the discourses in diversity by presenting a roster of artists and scholars embodying the manifold races, ethnicities, cultures, genders, and ideologies from around the United States and the world. In addition, outreach into the Lubbock community’s ethnic minorities includes participating in the annual, city-wide Day of the Dead Exhibition and Procession and the annual Lowrider Dream Bike/Art Bike project and parade.

THEATRE AND DANCE

The Department consistently demonstrates its dedication to diversity through its performance program and its commitment to nontraditional casting. Roles in all twelve productions are open to any student, regardless of classification, ethnicity or gender. Freshmen consistently appear on the Mainstage, alongside master’s and doctoral students. “The best actor for the role,” is a prevailing belief among all faculty and student directors.

www.depts.ttu.edu/theatreanddance

FINE ARTS DOCTORAL PROGRAM

The college offers one-of-a-kind program where students from 33 states and eight countries gain multidisciplinary knowledge in art, music, theatre and philosophy, then specialize in a specific area of visual or performing arts.

www.fadp.vpa.ttu.edu

“As we challenge the norm of creative expressions, we invite the expansion of diverse dialogues to our literary, visual, and performing fine art experience.”

- Tina Fuentes,
Professor & Interim Director, School of Art
Through partnerships with other Texas Tech colleges and local Texas communities, University College is committed to increasing access to Texas Tech’s educational programs through online and off-campus delivery methods. The College’s support of these programs affords non-traditional students, many of whom are from underrepresented populations, access to educational opportunities offered by Texas Tech.

**TEXAS TECH UNIVERSITY INDEPENDENT SCHOOL DISTRICT (TTUISD)**

TTUISD’s accredited elementary, middle and high school operates entirely at a distance and serves over 1,800 full-time students from 32 states and 7 countries. Students from 42 states and 11 countries use TTUISD to supplement their school or homeschool curriculum. TTUISD also partners with public, private and charter schools nationally and internationally. Through a 10-year partnership with Centro Educacional Leonardo Da Vinci and 11 other Brazilian schools, 200 Brazilian students have earned a Texas high school diploma from TTUISD. Additionally, TTUISD serves students in boarding schools and other educational organizations such as Heartlight Ministries, Educere Tutoring, Cal Farley’s Girlstown and others that work with struggling teens.

http://www.depts.ttu.edu/uc/k-12/

**ONLINE AND OFF-CAMPUS PROGRAMS**

Although online and off-campus programs are open to all qualified place-bound students, these programs afford diverse populations the opportunity to earn a degree from Texas Tech. Two notable programs are the online Teacher Education Program and the Bachelor of Science in Architecture offered through TTU at El Paso.

- Texas Tech and the College of Education implemented a partnership with Dallas County Community College District and the Dallas Independent School District to offer an online undergraduate teaching degree with endorsements in English as a Second Language and Bilingual Education. For the academic year 2009 – 2010, Mountain View Community College in Dallas serves as the point of contact and provides support services to students.
- A partnership between the College of Architecture and El Paso Community College allows students to complete a Bachelor of Science in Architecture through TTU at El Paso. More than 90% of the students in the program are Hispanic.

www.depts.ttu.edu/uc
The Graduate School supports programs that showcase research completed by graduate students under the mentorship of highly talented professors. The annual research poster competition presents achievements in applied and social sciences for the learning community to review the diversity of interest on our campus.

In distance learning, the Graduate School serves as a team member to position programs to achieve their objectives with graduate students unable to participate in traditional campus studies. Texas Tech reaches out to serve non-traditional students through professional, community, and corporate organizations. The Doc-at-a-Distance Agriculture Education program is an academic partnership between Texas Tech and Texas A&M, breaking new ground on shared scholarships to benefit graduate students and advanced research training.

Graduate students have an opportunity to participate in numerous competitive fields of study. Wind Science Engineering is an emerging field rooted in our College of Engineering. Graduate programs at Historical Black Colleges and Universities and Hispanic Serving Institutions present information about the Wind Science program to their students. Students in every discipline may select from a variety of certificate programs to complement their academic credentials and enhance post-graduate employability.

The Graduate School is driven by its interest to promote inclusion. The Graduate School trusts that diversity of race, culture, linguistics, economics, age, gender, and discipline enriches the strength of local, state, and national communities. Diversity requires an understanding of the variety of people who cannot be excluded from higher education.

www.gradschool.ttu.edu

Texas Tech representatives through the Graduate School regularly participate in the Lone Star Diversity Colloquium, the Society for the Advancement of Chicanos and Native Americans, the National Black Graduate Students Conference, Hispanic Association of Colleges and Universities, and other national and area forums. The Graduate School works with several national organizations, including the Council of Historically Black Graduate Schools, the American Indian Graduate Center and, the McNair Scholars Program and other TRIO programs to develop proactive recruiting and retention programs.

“Diversity has been a constant theme in my life. I have had the unique opportunity to experience many cultures. I am of Indian origin, but was born in the Philippines, raised in Thailand, and educated in an international school under an American curriculum. My background and experience led to my acceptance into the Human Development and Family Studies graduate program at Texas Tech University.”

-Rachna S. Mutreja
M.S. Human Development and Family Studies
The law school’s commitment to diversity is reflected in smaller-sized school, creating an atmosphere where students from all backgrounds can get to know each other and where a low student-to-faculty ratio encourages personal attention. Diversity is vital to the practice of law and prevalent throughout the school. Students are engaged with multicultural experiences, and their time spent here prepare them to practice on an increasingly global scale.

COMMUNITY OUTREACH

Though not required, an overwhelming number of students participate in public service programs. They gain valuable, practical experience, but more importantly, they embrace the role of the lawyer as a community servant. Through various legal clinics, faculty and students provide low-income members of the community with assistance in the preparation of wills, the preparation of tax returns, landlord-tenant issues and other civil matters. Additionally, students work in conjunction with the Innocence Project of Texas to investigate claims of actual innocence and have helped exonerate persons who have been wrongfully convicted.

LEGAL EDUCATION PARTNERSHIP WITH ESTACADO HIGH SCHOOL LAW AND JUSTICE MAGNET PROGRAM

High school students in the Law and Justice Program, one of three in Texas, have the opportunity to take courses such as courts and criminal procedure and fundamentals of criminal law. Senior-level students also participate in internships through the law school legal clinics and the Lubbock legal community. The partnership allows students from the largely minority high schools to attend mini-classes and events at the Law School.

Law faculty also visit the high school to participate in classes. Additionally, the Dean’s Community Teaching Fellows, a group of upper division law students selected to work directly with the high school students, assist in teaching class and coaching the moot court team.

ACADEMIC SUCCESS PROGRAM

Dedicated to helping students achieve their full academic potential, the program provides workshops on a variety of topics, including taking notes, outlining, managing time and preparing exams. The program also conducts weekly tutoring sessions. A faculty member assists students with bar preparation.

STUDENT ORGANIZATIONS

From multicultural law associations to professional and academic societies, more than four dozen student groups address the needs of our diverse student body and their array of professional interests.

http://www.law.ttu.edu

“The faculty has an ‘open door’ policy, promoting significant student-faculty interaction. This is especially important for minority students, allowing them to learn, grow and refine their knowledge and skills in a genuinely welcoming environment that pays attention to a student’s individual needs.”

-Calvin Lewis, JD
Associate Dean for Student Affairs and Diversity
international cultural center (ICC)

At Texas Tech, the world is always within reach. Various programs and opportunities are in place to help students understand and appreciate other countries and cultures and prepare them for success in today’s global economy. At the same time, students and scholars from around the world come to Texas Tech for opportunities in education and research and the invaluable exchange of ideas.

INTERNATIONAL STUDENTS

Texas Tech is the school of choice for close to 1,100 non-immigrant students from nearly 100 countries, including India, China, Korea, Taiwan, Mexico, Turkey and Nigeria. Engineering, business, biological sciences and the physical sciences are among the most common fields of study.

Counselors assist international students with immigration questions, academics, cultural adjustments and understanding, as well as fostering connections with fellow students.

The Center engages faculty, speakers, students and the Lubbock community through art exhibits, cultural programming and international mixers.

The annual Día de los Muertos exhibition and procession, done in collaboration with the School of Art, Underwood Center for the Arts and Buddy Holly Center, is eagerly anticipated by hundreds of celebrants each year.

INTERNATIONAL SCHOLARS

The University hosts approximately 200 international scholars annually for research and teaching opportunities mostly in physical sciences, engineering, life sciences and computer and information sciences.

STUDY ABROAD PROGRAMS

Students have the opportunity to study in more than 50 countries, earning credit toward their degree. Texas Tech also welcomes students from international partner institutions through reciprocal exchange programs.

http://www.studyabroad.ttu.edu/

FACULTY OPPORTUNITIES

Many departments offer their own faculty-led programs during the summer. In 2006, for example, there were 23 faculty-led programs spanning 17 countries, including Canada, Mexico, Vietnam and Italy.

TEXAS TECH ABROAD

Two of the University’s most innovative and increasingly popular programs take place at our Texas Tech University’s centers in Quedlinburg, Germany and Sevilla, Spain. Each provides a unique and enriching opportunity in picturesque and stimulating environments.

http://www.studyabroad.ttu.edu/

EUROPEAN SETTINGS

In Sevilla, in addition to earning two years of Spanish credit in one semester, students travel to cultural and historical sites. In Quedlinburg, students can complete two years of German course work in a single semester.

K-12 INTERNATIONAL EDUCATION OUTREACH

K-12 International Education Outreach provides educational opportunities that expose children to multicultural awareness. It provides programs that enhance the International educational experiences available to K-12 students in public and private schools and home-schooled classes throughout the South Plains. The ICC offers several programs that will help enrich a student’s learning. The K-12 International Education Outreach also provides training and workshops for teachers across the South Plains.

www.iaff.ttu.edu

"The Office of International Affairs welcomes students and scholars from over 100 countries to our campus, and can send our own students to hundreds of exchange programs in over 70 countries. My team and I are enthusiastic proponents for TTU’s global diversification so that our students are provided the skills and competencies they’ll need to thrive personally and professionally in a vastly more diverse and multicultural environment. As more and more professions are “internationalized,” diversity will be even more valued than it is today and we want TTU to be among the leading institutions in promoting this concept.”

- Ambassador Tibor P. Nagy, Jr.
Vice Provost for International Affairs
Countless opportunities for student involvement create a sense of belonging and community. From academic support to abundant social activities, Texas Tech is a place where everyone can feel at home.

faculty & staff
programs & organizations
ARAB AMERICAN FACULTY FORUM

The Arab American Faculty Forum, or AAFF, created in 2008 with the help of the TTU Cross-Cultural Academic Advancement Center, aims to:

• promote an understanding and intercultural awareness
• assist and celebrate TTU cultural diversity efforts
• recruit and retain the best Arab-American students
• attract best Arab and Arab American scholars to TTU
• develop an intellectual forum for Arabic Studies

http://www.orgs.ttu.edu/aaff

BLACK FACULTY AND STAFF ASSOCIATION

The Black Faculty and Staff Association is an advocacy organization committed to assuming a leadership role and setting a tone for building a sense of community among Africana people (the collective of African descendants of the Continent and in the Diaspora), which includes black faculty, staff, and students in the university community and within the larger African American community in Lubbock.

http://www.orgs.ttu.edu/bfsa

CHINESE FACULTY & STAFF ASSOCIATION

The Texas Tech Chinese Faculty and Staff Association is an organization that cultivates a sense of community among its members and promotes intellectual and cultural exchanges between its members.

The CFSA strives to facilitate communication among its members at the university, promote cultural understanding between the organization and other faculty and staff and student organizations at the university. The CFSA encourage exchanges between the organization and the university administration, and foster collaboration between Texas Tech University and institutions of higher education in China.

LATINO/HISPANIC FACULTY & STAFF ASSOCIATION

Established in 2003 to proportionally increase the presence and improve the opportunities for Latinos/Hispanics at Texas Tech, LHFSAs goals aim at enhancing the academic workplace and social experience include increasing its involvement within the university structure, promoting professional relations, advocating for accountability and partnering with Latino/Hispanic organizations in the Lubbock and Tech communities.

http://www.orgs.ttu.edu/lhfsa

STUDENT GOVERNMENT ASSOCIATION

The SGA is responsible for distributing $400,000 a year to fund various student organizations, including honorary, military, multicultural, religious, service and special interest groups. The SGA has a Student Senate comprised of a diverse student population from all colleges.

www.sga.ttu.edu

THE WOMEN’S STUDIES PROGRAM

Students in the Women’s Studies undergraduate and graduate programs examine the cultural construction of gender, explore the history, experiences and contributions of women to society, and study the influences of gender, gender roles, race, class, sexual orientation, and age on the lives of women and men.

Women’s Studies also houses a resource library of books and films on women and gender issues for use in research and teaching, while offering scholarships and internship information.

The Program also sponsors an annual research conference, film series, and specialized colloquia and co-curricular events, and partners with other units across Texas Tech to co-sponsor events and speakers and to support Women’s Studies Affiliated Faculty members’ teaching and research.

http://www.ttu.edu/departments/womensstudies.php

President of the Arab American Faculty Forum

- Lahib Jaddo,
  Associate Professor and Assistant Dean for Admissions in the College of Architecture.
Nothing brings people together quite like a sporting event. On the field, they engage in teamwork. Off the field, they band together in support. Whether a Big 12 game or intramural match, Texas Tech offers an atmosphere of community spirit where everyone is invited to play.

athletics & recreation
The Department of Athletics is committed to ensuring that its coaches, staff, and student-athletes achieve the highest level of success while working to create an inclusive environment where all members of the department realize individual and collective excellence. The Department will encourage the engagement of equity issues while enriching coaches, staff, and student-athletes’ understanding of the benefits of diversity and inclusion to their immediate and long-term success.

STUDENT-ATHLETE ACADEMIC SUCCESSES

Texas Tech consistently has many student-athletes selected to Academic All-Big Twelve Teams and represented on the Big Twelve Conference Commissioner’s Honor Roll. Annually, more than 200 student-athletes are recognized for institutional, conference and national academic honors. Texas Tech student-athletes have been recognized with the following:

- NCAA Ethnic Minority and Women Postgraduate Scholarships
- NCAA Degree Completion and Post-Graduate scholarships
- Verizon Academic All-American of the Year awards
- Academic All American
- Academic All District VI
- National Football Foundation and College Football Hall of Fame post-graduate scholarships
- National recognition by the American Football Coaches Association

The 2009 Graduation Success Rates (GSR) was 70% or better for seven Lady Raider sports teams which included: women’s basketball, women’s cross county/women’s track & field, women’s volleyball, women’s tennis, women’s golf, women’s soccer and softball. The 2009 Federal Graduation Rates of all student athletes who exhaust eligibility is 93% which is the 2nd highest in the Big 12 Conference.

The 2009 Graduation Success Rates (GSR) was 70% or better for seven Lady Raider sports teams which included: women’s basketball, women’s cross county/women’s track & field, women’s volleyball, women’s tennis, women’s golf, women’s soccer and softball.

For the past nine years, Texas Tech football has been recognized among Division I programs across the country for having one of the highest graduation rates.

Texas Tech student-athletes are certainly known for their outstanding performances in Big 12 sports. During the 2008-2009 academic year, Texas Tech student-athletes completed more than 1200 hours of community service. Student-athletes participate in a variety of community service projects, including building homes with Habitat for Humanity, speaking at elementary and junior high schools, and supporting Susan G. Komen and Special Olympics.

Since the inception of the Program of Excellence Award in 1997, Texas Tech is now one of only 42 schools in the country to receive this lifetime award from the Division 1A Athletic Directors’ Association. Overall student-athlete well being, academics, life skills campus partnerships, facilities, coaches and administration are all evaluated in granting the award.

http://www.texastech.com

RECREATIONAL SPORTS

Campus recreation provides a variety of competitive, healthy, original, instructional, fun and unique programs that allow students to get involved and interact with other students. Intramurals and Sport Clubs offer students the opportunity to compete on campus in many team and individual activities as well as off campus against other colleges and universities. Group fitness classes will keep students fit, while personal training will assist in developing individual goals. Outdoor pursuits will give students a chance to experience the great outdoors while learning new activities such as kayaking, canoeing and caving.

The Student Recreation Center, aquatic center, leisure pool, tennis courts, softball fields and many outdoor play fields makes it easy for everyone to enjoy the physical activity of their choice while staying engaged with other students.

http://www.depts.ttu.edu/recsports
Texas Tech is home to a diverse range of resources and institutes, inviting students and faculty to explore the past, examine the present and shape the future.
DIVISION OF ENROLLMENT MANAGEMENT & STUDENT AFFAIRS

A community of achievement through intended learning. Countless opportunities for student involvement create a sense of belonging and community. From academic support to abundant social and learning activities, Texas Tech is a place where everyone can feel at home.

CENTER FOR CAMPUS LIFE

The Center for Campus Life focuses on student transitions, engaging students in programs and activities through services designed to provide learning opportunities and leadership development to establish positive relationships in a shared learning community that enriches your Red Raider experience while acquiring knowledge and skills that last a lifetime.

Service opportunities include transition assistance for first-year and transfer students, nontraditional student services and resources, orientation leadership programs, the social inclusiveness of Greek Life, and the support of University traditions through spirit squad programs.

Integrative services related to the following areas are offered:

- Red Raider Orientation
- First-Year and Sophomore Year Experience
- Transfer Connection
- Greek Life
- Raiders Off-Campus Student Services
- Spirit and Traditions
- Raiders Who Rock
- General Student Services

MULTICULTURAL STUDENT ORGANIZATIONS

Multicultural student organizations have a variety of groups whose interests are quite diverse. Participation in these groups enriches the campus community and provides information on and opportunities with students of a variety of ethnic and religious backgrounds. Registered multicultural student organizations offered include:

- African Student Organization
- Black Student Organization
- Filipino Student Organization
- Hispanic Scholarship Fund
- Hispanic Student Society
- Intercultural Dialogue Association
- Interested Ladies Of Lambda Theta Alpha Latin Sorority, Incorporated
- Lambda Theta Alpha Latin Sorority, Inc.
- League Of United Latin American Citizens
- Minority Association Of Pre-Medical Students
- National Pan-Hellenic Council
- Silent Raiders
- South Asian Student Association
- Students For Global Connections
- Unidos Por Un Mismo Idioma
- Upward Bound Union

For a complete list of student organizations, visit www.so.ttu.edu.

The Center for Campus Life fosters an inclusive environment, coordinating services and purposeful learning opportunities to develop critical thinking skills that increase the potential for learning.

www.campuslife.ttu.edu

CAREER SERVICES

University Career Services supports diversity efforts and provides programs and services to promote student success. As a strengths-based campus, University Career Services supports Texas Tech University’s efforts in helping each student identify their unique strengths and offers advising and programming to assist in implementing those strengths in students’ lives both while a student and beyond.

All services including career assessments, job postings, on-campus interviews with corporate employers, Career Fairs, Job Choices guide- Diversity Edition, and individual appointments with career professionals are available to all students. We embrace the gifts and talents of each student.

STUDENT COUNSELING CENTER

The Student Counseling Center embraces a definition of diversity that includes ethnic/racial identity, sexual orientation, age, sex, religious beliefs, socioeconomic status, gender identity, nationality, body shape/size and differences in physical ability. Commitment to serve students and the campus community is built on the framework of values as a multicultural agency that affirms the uniqueness and potential of individuals and that strives toward promoting social justice for all persons.

www.depts.ttu.edu/scc
STUDENT DISABILITY SERVICES/TECHNIQUES CENTER

Student Disability Services provides service, support and education to all students with disabilities including full access to and participation in the academic environment, as well as reasonable accommodations in the classroom.

TECHniques Center provides supplemental academic support services to meet the needs of and to promote the retention of undergraduate students with documented evidence of learning disabilities and Attention Deficit/Hyperactivity Disorder. This is a fee-for-service program for students.

www.studentaffairs.ttu.edu/sds

PARENT & FAMILY RELATIONS

Parent and Family Relations, in collaboration with the Texas Tech Parents Association, recognizes the importance of family support in the success and retention
of student’s by providing information and connective interaction between the university, parents, family members, and students. Programs and services provided by Parent and Family Relations and the Texas Tech Parents Association include: Road Raiders Safe Travel Network, Raider Relief Fund, Family Weekend, Student Scholarships, Sibling Weekend, Parent and Family Guide (English and Spanish versions), and monthly electronic newsletter and e-lerts.

www.parent.ttu.edu

STUDENT UNION & ACTIVITIES

Student Union & Activities actively strives to be a unifying force that honors each individual and values diversity. The Tech Activities Board provides a diverse array of comedians, concerts, daytime entertainment, movies, speakers, and novelties. Texas Tech’s 400 registered student organizations impact who a student meets at college, the skills they learn, the confidence they build and the leadership positions they take. Research shows that most successful students join student organizations, in their freshman year, where they make friends and start to develop support networks. A complete list of student organizations is available on our Web site with contact names and organization descriptions.

www.depts.ttu.edu/sub/StudOrg/index.php

EQUAL EMPLOYMENT OFFICE

In the Office of Equal Employment Opportunity, we strive to achieve fairness, equality, opportunity and respect within the University System which includes Texas Tech University and Texas Tech University Health Sciences Center.

The Equal Employment Office is here to make sure you know that the institutions of the Texas Tech University System are Equal Employment/Affirmative Action employers. Women, minorities and individuals with disabilities are encouraged to apply for any employment opportunity offered at Texas Tech. In 2009, Charlotte Bingham, was appointed as Vice Chancellor and Managing Director of the Office of Equal Employment Opportunity. Richard Baker, Associate Managing Director, was appointed in 2005.

http://www.texastech.edu/equalemployment

Dr. Hansel Burley
Professor, College of Education

MULTICULTURAL CORE COMMITTEE

At Texas Tech University, all undergraduate students have to take at least one multicultural core curriculum course. Galvanized by calls to follow the diversity recruitment efforts with improvements in the curriculum, the Multicultural Core Committee has steadfastly laid the foundation for the assessment and rethinking of the multicultural core requirement. These assessments include testing and planning-embedded assessments for all multicultural core courses. The findings from these assessments will provide evidence of
“For a First Generation College (FGC) student, being the first comes with a unique set of challenges. As part of the Texas Tech family, you won’t face these alone! Texas Tech is committed to your success. Now that you have courageously taken the first step, we are eager to introduce you to the support programs the university has created specifically with you in mind. A great place to begin is the TTU PEGASUS Program. From academic coaching to connecting with other FGC students, PEGASUS will guide you on the journey to success.”

-Jodi Gonzalez,
Assistant Director, University Advising and Director of TTU PEGASUS Program
CONCLUSION FROM THE

Vice President

At Texas Tech University, our commitment to diversity includes working with the most distinguished faculty and students from around the world. Our university is a community of scholars who believe and invest in people and the diverse talents, insights and experiences they introduce to the intellectual and social enterprise of the institution. From academic to support services, Texas Tech is a world-class university that strives to make the idea of excellence and equity a daily reality for faculty, staff, and students. You have just read a sample of the variety and depth of activities underway on our campus that are intended to ensure that all members of our community are supported in the realization of their personal and professional aspirations. Join us at Texas Tech, and you will see that, from here, it’s possible.

- Juan Sanchez Muñoz, Ph.D.
Division of Institutional Diversity, Equity, and Community Engagement