

OFFICE OF INSTITUTIONAL DIVERSITY 2007 - 2008

ANNUAL REPORT

08.31.08

COMMITTED TO DIVERSITY



**Advancing Academic and
Inclusive Excellence**

Office of Institutional Diversity

Dr. Juan S. Muñoz Special Assistant for Institutional Diversity, Associate Vice Provost, Associate Professor, Director of Center for Research in Leadership and Education, Program Coordinator for Bilingual Education and Diversity Studies



As Texas Tech University embarks on a new period of academic leadership, it is vital that we recognize the activities across campus that underscore the diversity at Texas Tech and strengthen our continued commitment to advancing inclusive excellence.

Texas Tech University believes in investing in its faculty, staff, and students to achieve the strategic diversity goals of the university. By empowering our campus community, the Office of Institutional Diversity provides a foundation of cross cultural explorations that provide resources and opportunities for faculty, staff, students, and off campus communities to realize the full personal and academic promise of diversity.

Texas Tech witnessed a spectrum of events such as: How to Recruit Minority Faculty Workshop, Culture Clash in AmeriCCa, the African American Education Summit, and the Lone Star Graduate Diversity Colloquium that provided Texas Tech a sophisticated examination of the complex range of diversity issues. From cultural performances to higher education workshops, Texas Tech communicated to its faculty, staff, students, and local, state, and regional communities that diversity is key to the overall academic success of the campus.

The commitment of our students to diversity is also evidenced

by our multicultural student organizations. These student organizations organized cultural activities that celebrated the inclusive excellence of Texas Tech. From scholarship galas to the first celebration of the Hindu festival *Holi*, students were at the forefront of creating opportunities to celebrate diversity.

Additionally, Texas Tech faculty dedicated their time and resources to the advancement of diversity in scholarship, research, and the academic advancement of our students.

These activities individually and collectively highlight Texas Tech's commitment to diversity in its pursuit of academic excellence.

Office of Institutional Diversity

The Office of Institutional Diversity supports the strategic diversity goals of Texas Tech University by leading the university in providing programs, services, and resources to enhance the presence of inclusive excellence at Texas Tech University. Working with academic and auxiliary support units, the Office of Institutional Diversity seeks to create an environment of inclusive excellence for the faculty, staff, and students who are members of the Texas Tech community.

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"It is important to this university to see what all the people connected to this place have to offer."

Andy Wilkinson, artist in residence at the Texas Tech Southwest Collection



16



10

10 AFFIRMING IDENTITY : CULTURAL PROGRAMMING

The diversity of Texas Tech University is highlighted through cultural programming.

16 BUILDING COMMUNITY : COMMUNITY ENGAGEMENT

Community engagement initiatives support the recruitment and retention of minority students.

2I ACADEMIC EXCELLENCE : CULTIVATING ACADEMIC ACHIEVEMENT

Programs, resources, and support services promote the University's diversity goals.

Advancing Academic & Inclusive Excellence

The commitment of valuing diversity and providing programs and resources that advance academic and inclusive excellence, is deeply rooted in Texas Tech's culture. Over the years, several initiatives have been launched and nurtured; some include and involve the entire campus, while others flourish in individual campus units and student organizations. In Texas Tech's inclusive environment, we engage faculty, staff, students and other participants at the regional, state, and national level in academic and diversity programs. Through the Office of Institutional Diversity, Texas Tech fosters and promotes programs and activities that highlight the academic relevance of diversity.

The Office of Institutional Diversity collaborates with individual faculty, academic colleges, campus units, student organizations, and faculty and staff organizations to leverage each other's resources and build upon each other's ideas to maximize the influence of diversity at Texas Tech. Events such as the African American Education Summit, Diversity Dialogues, and the Chancellor's Hispanic and African American Enrollment Task Forces exemplify the standard of excellence and Texas Tech's commitment to exploring issues that impact our campus. Activities such as these assist Texas Tech to identify and respond to critical issues that underrepresented student populations encounter while pursuing a higher education. As Texas Tech continues to grow, the need to engage more students, faculty, and staff in activities that foster inclusive excellence is evident. The Office of Institutional Diversity and the Office of the President created the President's Diversity and Equity Council to assist the university in sustaining and advancing an inclusive environment.



The Cross Cultural Academic Advancement Center serves as the programmatic unit for the Office of Institutional Diversity. Together, these office set a standard for academic and inclusive excellence. The Center has been instrumental in presenting campus-wide cultural performances that highlight, celebrate, and engage others in the diversity at Texas Tech. One such event, Culture Clash in AmeriCCa, witnessed the largest audience of Texas Tech faculty, staff, students, and community members for a diversity performance. The Cross Cultural Academic Advancement Center continues to celebrate the diverse cultures at Texas Tech by working with groups such as the South Asian Student Association to host the first Holi, a traditional Hindu festival, celebration on campus.

The Cross Cultural Academic Advancement Center and its mentoring program, Mentor Tech, also leads the University in awarding student scholarships and faculty and staff stipends which contributes to the inclusive excellence at Texas Tech.

The Office of Institutional Diversity, through strategic collaborations, leads the way in achieving the university's diversity strategic goals: From Here, It's Possible.

Excellence in Diversity & Equity



(L-R) President Jon Whitmore; Karla Carlo, Finance and Accounting; Ricky Sherfield, Architecture; Loretta Bradley, College of Education Horn Professor; Kerry Hooks, Assistant Director for University Housing

Excellence in Diversity and Equity Award

The President's Excellence in Diversity and Equity Award was created through the Special Assistant for Institutional Diversity to annually recognize the efforts of faculty, staff, and students that engage in activities on and off campus that promote the value of diversity and the importance of equity in the university. The awards are based on contributions to Texas Tech that are "beyond the call of duty," in relation to academic activities and programs that advance the academic and professional climate of diversity and equity.

The Office of Institutional Diversity has awarded six faculty, four staff, and ten students for outstanding contributions to the advancement of diversity and equity since 2004.

The winners of the 2007-2008 Excellence in Diversity and Equity Award are Loretta Bradley, Horn Professor in the College of Education; Kerry Hooks, Unit Assistant Director for University Student Housing; and students Karla Carlo and Ricky Sherfield.

Award recipients receive a stipend in the amount of \$2,500 for faculty, a \$1,500 for staff, and a \$500 scholarship for students.

Diversity Development Awards

The Office of Institutional Diversity provides academic colleges and Texas Tech faculty with financial resources that support academics and research. The Office of Institutional Diversity assists colleges and faculty through the Faculty Diversity Development Award and the College Diversity Development Grant that support and enhance the diversity strategic goals of individual colleges and Texas Tech University.

Faculty Diversity Development Awards

The Office of Institutional Diversity awarded \$10,000 to Texas Tech faculty advancing diversity through their research and scholarship activities. The 2008-2009 recipients include:

- Dr. Miguel Levario, History, College of Arts and Sciences
- Dr. Claudia Cogliser, Management, Rawls College of Business
- Dr. Mary Frances Agnello, Secondary Education, Department of Curriculum and Instruction, College of Education
- Dr. Sarah Kulkofsky, Human Development and Family Studies, College of Human Sciences
- Dr. Sylvia Niehuis, Human Development and Family Studies, College of Human Sciences.

College Diversity Development Grant

The Office of Institutional Diversity also supports academic colleges in their advancement of academic and inclusive excellence. Through the College Diversity Development Grant, the Office of Institutional Diversity provides colleges with a \$5,000 grant to pursue diversity enhancement initiatives.

The Office of Institutional Diversity awarded the College of Engineering \$5,000 to support the recruitment and retention efforts of the Diversity Alliance. The Diversity Alliance is made up of minority engineering student organizations, faculty, and staff interested in encouraging minority students to pursue degrees in the areas of engineering, math, science, and technology.

The College of Mass Communications also received \$5,000 award for their continued contributions to advancing diversity in their college. The award to the College of Mass Communications will support the development of a recruitment program that targets high school students from underrepresented groups in West Texas interested in pursuing Mass Communication majors.

Promoting Faculty & Staff Excellence



(L-R) Dr. Dora Salzar, Dr. Zenaida Aguirre-Muñoz, Bradford Leali, Dr. Sankar Chatterjee, Dr. Juan Muñoz, Dr. Thomas Longoria

Minority Faculty/Staff Associations

The Office of Institutional Diversity supports the professional, social, and cultural needs of Texas Tech faculty and staff. Each year, the Office of Institutional Diversity funds minority faculty and staff associations with \$5,000 each to provide programs and services to help their members excel as faculty and staff. Each association is committed to building an inclusive environment that supports the academic and professional development of Texas Tech faculty and staff.

Arab American Faculty Forum

The Arab American Faculty Forum is designed to promote an understanding of Arab culture through activities that promote academic scholarship, creativity, and cooperation among Arab-American faculty and the wider academic community.

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 African 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.

Latino(a)/Hispanic Faculty Staff Association

LHFSA strives to proportionally increase the presence and improve the opportunities for Latino(a)/Hispanics at Texas Tech University and the Texas Tech University Health Sciences Center.

Faculty Excellence Fund

The Faculty Excellence Fund is designed to attract distinguished faculty that will advance a strategic priority for an academic department or college. Faculty Excellence Funds are used to support hires of opportunity that surface through traditional search procedures. Working with college deans and academic departments, the Faculty Excellence Fund assists in the recruitment and retention of exceptional faculty members that enhance the diversity of Texas Tech University.

Faculty Working Toward Inclusive Excellence

Diverse Texas Tech University faculty gain national recognition. Dr. Dora Salazar and Dr. Zenaida Aguirre-Muñoz were awarded a \$1.5 million grant from the U.S. Department of Education to train bilingual teachers. Bradford Leali, assistant professor in the School

The Office of Institutional Diversity contributed over \$300,000 to support faculty excellence initiatives during the 2007 – 2008 academic year.

of Music, is a Grammy award-winning musician and is the Director of Texas Tech's acclaimed Jazz Studies Program. Dr. Sankar Chatterjee, curator of paleontology, is internationally known for his research on prehistoric birds, dinosaurs and dinosaur extinction theories. As a Horn professor of geosciences, he holds

Texas Tech's highest honor bestowed upon a faculty member. Dr. Juan Muñoz, not only leads the university's diversity efforts in the Office of the President, but also is Associate Vice Provost for Academic Development. Dr. Thomas Longoria is the Director of The Center for Public Service and an associate professor of political science. Their careers as scholars and faculty of color have blossomed at Texas Tech University.

Prioritizing Minority Faculty Recruitment



Sonel Shropshire, The Academic Network

How to Recruit Minority Faculty Workshop

As the fall semester ended and faculty members were preparing for final exams, Texas Tech faculty, staff, and administrators were preparing to help increase the diversity of our faculty. In December 2007, the Office of Institutional Diversity hosted the “How to Recruit Minority Faculty Workshop” at the Texas Tech Library.

The professional development workshop was led by The Academic Network, one of the country’s most recognized firms for advancing diversity in academics. Mr. Sonel Shropshire, president of The Academic Network, led the five hour workshop that focused on:

- Establishing feeder programs with HBCUs, HSIs and Tribal Colleges
- Developing relationships with minority academic and professional associations
- Coordinating outreach with community college faculty
- Analyzing minority databases and Internet resources
- Streamlining" the faculty application and selection process
- Creating effective publications and web-based presence

Mr. Shropshire has gained national acclaim for his dynamic and personalized lecturing ability. After his tenure at Washington College as a recruiter, Shropshire received his Juris Doctor from the University of Florida College of Law in 1997. There he became the university’s Director of Graduate Minority Recruitment. While there, he was instrumental in increasing the number of African-American, Latino, and Native American professors within the university’s 135 departments. He became the minority affairs liaison to the Vice Provost of Graduate Education and the University President.

Interestingly, Mr. Shropshire is one of the only administrators in the country who has served as Assistant Dean and Director of Admissions in all four-tiers of law schools ranked by *U.S. News & World Report*. At Loyola, his effective recruitment measures produced one of the highest enrollments from Ivy League candidates. While there, he also served on the Dean’s Cabinet. During his tenure at UCLA, Mr. Shropshire developed the diversity recruitment strategy which dramatically increased the number of enrolled African-American students from fall 2005 to fall 2006.

Mr. Shropshire continues working with state and congressional leaders on measures of improving educational diversity. He has been a long standing member of a number of professional organizations, including the American Bar Association’s Presidential Council on Diversity, American Association of Affirmative Action, Legal Opportunity Scholarship Fund Selection Commission, American Association of Law Schools, and the National Association of Graduate Admissions Professionals.

Diversity Dialogues



Diversity Dialogue

di-ver-si-ty di-a·logue

(də-'vər-sə-tē) (dī-ə-'lɔg, -'lāg)

Diversity and Dialogue aims to build trust, address stereotypes, promote community cohesion and facilitate dialogue about controversial and timely issues between young people from diverse backgrounds.

The Office of Institutional Diversity created the Diversity Dialogue series to provide a town-hall setting for faculty, staff, and students to discuss activities that assist in developing a welcoming campus climate for all Texas Tech faculty, staff, and students.

Dr. Juan S. Muñoz, Special Assistant for Institutional Diversity, assisted students in organizing the first Diversity Dialogue in collaboration with the Office of the President.

Over 70 Texas Tech faculty, staff, and students attended the first Diversity Dialogue to discuss campus climate issues.

The Diversity Dialogue led to the development of a series of activities by other campus units that explored programs, resources, and services that assist minority student populations.

The Office of Institutional Diversity created the Diversity Dialogue series during the 2007 spring semester after students expressed the need to have a voice to advocate for more programs and resources for minority students.

In Spring 2008, Texas Tech faculty, staff and students gathered at the second annual Diversity Dialogue to engage in a discussion about diversity and inclusive enhancement initiatives for Texas Tech University. The dialogue engaged attendees in a discussion on how to realize inclusive excellence in curricular and co-curricular activities.

The Diversity Dialogue visited topics such as academic integrity, campus climate, cultural programming, enhancement initiatives, and student support programs and resources. The attendees of the Diversity Dialogue included tenured and tenure track faculty, academic deans, staff from various campus units engaged in diversity programming, and minority student leaders.

The dialogue brought forward ideas such as joint programs and enhancement initiatives, a task force to lead Texas Tech University in developing a comprehensive diversity plan and the recommendation for a President's Diversity and Equity Council.



TEXAS TECH UNIVERSITY

Cross-Cultural Academic Advancement Center™

The Center for Diversity

The Cross Cultural Academic Advancement Center serves as the programmatic unit to the Office of Institutional Diversity and oversees the Lauro Cavazos & Ophelia Powell- Malone Mentoring Program, also known as Mentor Tech. The Center promotes academic, social, leadership, and cultural enhancement initiatives that connect diversity to the experiences of faculty, staff, and students. The Center serves as a resource nexus for Texas Tech through programs, resources, scholarships, and other activities that advance the academic and diversity mission of the university.

Organizational Partnerships

The Cross Cultural Academic Advancement Center is able to meet the diversity needs of faculty, staff, and students by strategically partnering with student services, academic units, student organizations, and off-campus partners. The Center focuses on partnerships that celebrate the diverse student populations at Texas Tech and foster academic excellence.

The Center began the academic year by collaborating with the Center for Campus Life for the Texas Tech University Raider Welcome Event *The Jump Off: Growing in Diversity*. The Center continued to partner with over thirty on-campus units, eighteen student organizations, and over twenty off-campus partners to advance inclusive excellence and academic success of all Texas Tech students, faculty, and staff.

Fall marked the beginning of the academic year and also the beginning of the Center's calendar that celebrates student, faculty, and staff diversity. The fall semester began with the Center's first Student Leadership Symposium that focused on diversity and civic engagement and ended with the third annual American Indian Event that welcomed members of Comanche Nation and students from Comanche Nation College.

Spring brought about a sense of renewal and resurgence for the Center. The Center began spring 2008 with the appointment of the Cross Cultural Center's first full time director, Ms. Jobi Martinez. The spring launched the Center into a series of spring activities that brought Texas Tech faculty, staff, and student's new opportunities for academic and cultural explorations.

The Cross Cultural Academic Advancement Center celebrated the arrival of spring by collaborating with the South Asian Student Association to host the spring celebration *Holi*. The spring semester continued with cultural celebrations including Hispanic Culture Awareness Week and the Mentor Tech scholarship banquet.

The spring semester also marked the beginning of new collaborations with on-campus academic units, local, state, and regional organizations. The Cross Cultural Center partnered with Texas Tech faculty and colleges to launch programs such as the Teaching, Learning, and Connecting (TLC) through Diversity program, the Texas Higher Education Coordinating Board G-Force Mentoring Program, and the Hispanic Scholarship Fund Student Scholar Chapter.

Summer continued to foster cross cultural collaborations with the first Native American Summer Bridge Institute (NASBI) hosted on the Texas Tech campus. NASBI invited faculty and staff to lead classes and workshops for Native American high school students from the southwest. The Center ended its summer by supporting the highest attended diversity outreach program at Texas Tech, the Back to School Fiesta. The Back to School Fiesta witnesses over 4,000 Hispanic families participating in back to school preparation activities.

Fall Diversity Welcome Event



Members of the Lee's Gold Dragon Dance Troupe performed a traditional Chinese Lion Dance.

The Cross Cultural Academic Advancement Center and the Center for Campus Life sponsored a welcome event during Raider Welcome Week that highlighted the diversity of Texas Tech University.

The Jump Off: Growing in Diversity, the diversity welcome event, was a part of Texas Tech's Raider Welcome Week held the week before classes start to introduce students to activities and resources at Texas Tech. *The Jump Off* was organized by the Multicultural Student Coalition to promote the cultural celebrations at Texas Tech and resources that support diverse students.

The Jump Off entertained students with a traditional Chinese Lion Dance, a traditional Mexican dance performed by Ballet Folklorico Nuestra Herencia, a Bollywood performance by the Indian Student Association, a step show led by African American Greek sororities and fraternities, and dueling D.J.'s who showcased their mixing talents by playing Spanish and hip hop music.

The Jump Off also featured a multicultural resource fair that included student service departments, multicultural student organizations, and off campus organizations. Over 700 students attended the event and received free food and free t-shirts.

The Jump Off was organized by the Multicultural Student Coalition that consists of student representatives from minority student organizations. Students in the coalition met over the summer to plan the event and held a poster contest for the marketing campaign. The Cross Cultural Academic Advancement Center sponsored the contest and awarded a \$500 student scholarship to the winning entry. Chris Flores, marketing major and member of the Alpha Phi Alpha Fraternity, Inc., received the \$500 student scholarship for his design entry.

The Jump Off was a part of Raider Welcome, organized by the Division of Student Affairs. Raider Welcome is designed to introduce students to Texas Tech through a variety of social, cultural, and academic activities for first year and returning students.

Día De Los Muertos {Day of the Dead} Dinner



Unidos Por Un Mismo Idioma officers pose with the Ballet Folklórico Nuestra Herencia at the annual Day of the Dead Dinner.

Every year, on November 1st (All Saints Day) and 2nd (All Souls Day), something unique takes place in many areas of Mexico: Day of the Dead festivities. While it is strange for most of us to accept the fact that "death" and "festivities" can go hand-in-hand, for most Mexicans, the two are intricately entwined. This all stems from the ancient indigenous peoples of Mexico (Purepecha, Nahuatl, Totonac and Otomi) who believed that the souls of the dead return each year to visit with their living relatives to eat, drink and be merry as they did when they were living.

The annual Texas Tech Day of the Dead Dinner was held on November 1, 2007 at the Merket Alumni Center and organized by the Unidos Por Un Mismo Idioma (UMI): Spanish Speaking

**The Day of the Dead,
Día de los Muertos,
a festival celebrating
the reunion of dead
relatives with their
living families,
November 1st and 2nd.**

Society. The student organization coordinated the third annual dinner that featured guest speaker Patricia Lopez. The speaker presented the rich and complex history of the holiday and celebration. The presentation was made in Spanish and English; advancing the mission of the student organization to promote the Spanish language. Ms. Lopez was introduced by Texas Tech faculty member Dr. Priscilla Ybarra who teaches and conducts research in Chicano/a literature.

Dinner concluded with a dance performance by Lubbock's Ballet Folklórico Nuestra Herencia who donned skeletal masks as they performed traditional folkloric dances. The dance performance was followed by a musical performance by Mariachi Amistad to "liven the spirits" of guests attending the dinner.

The Office of Institutional Diversity and the Cross Cultural Academic Advancement Center supported the Day of the Dead Dinner. The Dinner engages Texas Tech faculty, staff, students, and community members in a spirited exploration of the celebration

American Indian Event



Comanche Nation Tribe member performs a Native American dance.

The Cross Cultural Academic Advancement Center and the American Indian Event Committee organized the third-annual American Indian Event to celebrate American Indian Heritage Month in November.

Events were designed to introduce Texas Tech faculty, staff, students and Lubbock community members to the history, culture, and traditions of American Indians that once occupied West Texas.

The week-long celebration included lectures, presentations, films, and an exhibition dance led by Comanche Nation tribe members. The Comanche Nation tribe once resided in West Texas. Texas Tech invited students from Comanche Nation College and their parents and elders to participate in American Indian Event to celebrate their rich history on the South Plains.

"The southern plains is where the Comanche used to live, so we feel a sense of, not obligation, but connection with the Comanche people," Wilkinson said. "It is important to this university to see what all the people connected to this place have to offer. We have much we can learn from the Comanche's, just as they can learn from us."

Andy Wilkinson, artist in residence at the Tech Southwest Collection involved with the planning of the drive.

Comanche Nation expressed their gratitude with a friendship dance that invited attendees of the exhibition dance to learn the steps to the traditional dance and join in the celebration of new friendships.

The Cross Cultural Academic Advancement Center also organized a campus wide book drive to benefit the Comanche Nation College Library. The Center shipped over 6,000 books to Comanche Nation College at the conclusion of the drive.

American Indian Event was sponsored by the Cross Cultural Academic Advancement Center, Office of Institutional Diversity, Student Diversity Relations, Office of the Provost, Office of Admissions, Southwest Collections/Special Collections, and the Department of Sociology, Anthropology, and Social Work.

Culture Clash in AmeriCCa Collides with Texas Tech



Culture Clash in AmeriCCa hit the stage at Texas Tech's Allen Theatre on January 17, 2008 and engaged audience members in a cultural dialogue (and lots of laughter) that challenged their interpretation of diverse members of our society.

Culture Clash theater group members Richard Montoya, Ric Salinas, and Herbert Siguenza combine social observation, mocking humor, and political satire that fosters empathy for the disenfranchised. "I think it's a little stepping stone for more conversation on race and culture," said Salinas. "It's not just about making people laugh, the group is trying to show the voices that normally are not represented," he added.

The diverse characters presented in Culture Clash included a Muslim taxi driver in Washington, D.C. trying to decipher the differences between his own culture and that of being an American, a bitter but clear-eyed Vietnam veteran who trades American life for life in a Mexican border town, a young Asian man part of the hip-hop generation who embraces the gang-thug life as a fashion statement, a transgender sex educator, and two white lesbians experiencing isolation among their new suburban neighbors.

The result of the juxtaposed scenes is a continually fresh examination of a unique group of people that make up a society in flux that seems shocked and bored at the same time by sex and sexuality, and equally proud of and perturbed by the country's reputation as a great melting pot. The cultural commentary in Culture Clash in AmeriCCa provided a platform for audience members to explore their own interpretation of cultural and social differences. The characters presented in Culture Clash in AmeriCCA were developed over several years and based on material drawn from in-depth interviews with people from every region in the United States.

Cross Cultural Conversation

Prior to their performance, members of Culture Clash interviewed Texas Tech faculty and staff at a hospitality dinner, hosted by the Cross Cultural Academic Advancement Center, for materials for the show. The performers also participated in a theatre workshop that afternoon for theatre majors organized by the College of Visual and Performing

Arts Theatre Department. Following the performance, guests were invited to attend a reception where they could continue their cultural conversation with the performers.

Culture Clash in AmeriCCA was sponsored by the Office of Institutional Diversity and the College of Visual and Performing Arts Theatre Department. Tickets sales for the performance supported the Hispanic Student Society and Unidos Por Un Mismo Idioma-Spanish Speaking Society scholarships.

Holi Celebration Invites Greetings



Texas Tech celebrated the arrival of spring with a colorful celebration that invited students, friends, and families to greet each other with bright colored powder and water.

The spring festival of India, *Holi*, is a festival of colors spread out over two days that marks the arrival of spring and is designed to bridge social gaps and bring people together. The holiday is associated with the loosening of social restrictions normally associated with caste, sex, status, age, and other social barriers. The Hindu festival is based on many interesting legends but was originally meant to welcome the spring and win the blessings of Gods for good harvests and fertility of the land.

Holi is celebrated on the day after the full moon in the Hindu month of Phalgun, typically early March.

Texas Tech began the two day celebration with an opening ceremony on Friday, March 28th in the Student Union Building Escondido Theater. The opening ceremony featured members of the South Asian Student Association (SASA) singing the Hindu national anthem and special remarks from Dr. Juan Muñoz, Special Assistant to the President for Institutional Diversity.

The Festival of Colors was held on Saturday, March 29th at the Texas Tech Soccer Fields. Participants received free, white *Holi* t-shirts as they prepared to begin the celebration. Anyone attending the celebration was bound to be covered in bright colored water and powders. Members of the South Asian Student Association began the celebration with cheers of “Happy Holi” and engaged participants in a chase to cover as many participants in brightly colored powders and colored water.

SASA is dedicated to celebrating and creating awareness of the South Asian cultures of Bangladesh, Bhutan, India, Maldives, Nepal, Pakistan, and Sri Lanka at Texas Tech.

Holi was organized by the South Asian Student Association and funded by the Office of Institutional Diversity and Cross Cultural Academic Advancement Center.

MacArthur Fellow Visits Texas Tech



Rueben Martinez has as many stories about celebrities who frequented his barber shop as he does books in his bookstore. Martinez made a name for himself cutting hair for famous clients such as Anthony Quinn. He later transformed himself into a literacy advocate after realizing that many children and families were not reading as much as he felt they should.

His passion for books led to the opening of Libreria Martinez in 1993. The idea of opening his own bookstore also came from his realization that many of his customers were repeatedly borrowing from his collection of 200 books. It is his passion for literacy that has him crisscrossing the country addressing students and families on the importance of reading books – not Facebook. That passion led Martinez to Texas Tech University to address the Hispanic Student Society (HSS) during their Hispanic Culture Awareness Week April 7-11, 2008. The week promotes Hispanic culture, traditions, and the importance of education amongst the Hispanic community.

Former barber, Rueben Martinez, started his own library after growing tired from lending customers books from his collection.

Martinez was the featured speaker for the week and spoke to HSS members and migrant families from the region on the importance of literacy amongst Hispanics. Martinez also addressed students in Dr. Ybarra's Chicano/a Literature courses at Texas Tech.

During his visit, Martinez also addressed the Chancellor's Hispanic Enrollment Task Force and expressed his support of the organization on their goal of enrolling Hispanic students at Texas Tech University. His visit could not have reached a broader segment of advocates for education and literacy. Martinez also spoke to children and parents at LISD Chris Harwell elementary during his visit, and spoke to members of the Texas Tech University Latino(a)/Hispanic Faculty Staff Association.

Rueben Martinez has been recognized as one of the 26 Most Fascinating Entrepreneurs for simultaneously building a business and nurturing Latino culture. Martinez is also the recipient of the prestigious MacArthur fellowship and the Pathfinders Peace Award.

Rueben Martinez was sponsored by the Cross Cultural Academic Advancement Center.

African American Education Summit



The African American Education Summit was held at Texas Tech University on February 14, 2008 and led education representatives and community members from the region in an exploration of the educational plight of African American students.

The Summit was divided into two parts: Saving Ourselves and Saving our Students (SOS) and the Meeting of the Minds Conference. The SOS session engaged Lubbock ISD students in a training that examined the opportunities and challenges African American students face. The SOS session also provided LISD students with the opportunity to visit with current college students about how they are pursuing a college degree. Over 400 Lubbock Independent School District children from grades 6 through 12 participated in the SOS session.

The Meeting of the Minds Conference invited local, regional, and national education representatives to explore the needs of African American students in high school and higher education. The Superintendents Panel included Lubbock ISD Superintendent Wayne Havens, Garland ISD Superintendent John Washington, and Uvalde ISD Superintendent Wendell J. Brown who discussed the challenges African American students face in their school districts.

The Higher Education Panel included Texas Tech University President Jon Whitmore, Angelo State University President Joseph Rallo, and Abilene Christian University Vice President and Dean for Student Life Jean-Noel Thompson who discussed the challenges and opportunities African American students face on their campuses.

The Summit was designed to examine best practices that lead African American students to a pathway of academic success and to educate, empower and enable participants of the Summit to support the higher education pursuits of African American students.

The African American Education Summit was sponsored by Lubbock Independent School District, the African American Leadership Forum, TTU Libraries, and the Office of Institutional Diversity.

African American
Educational Summit
Participants Included:

Texas Tech University
President
John T. Whitmore
Texas Tech University
Chancellor
Kent Hance
Angelo State University
President
Joseph Rallo
Abilene Christian
University
Vice President and Dean
for Student Life
Jean-Noel Thompson
University of Texas
Vice President for
Diversity and Community
Engagement
Dr. Gregory Vincent
Lubbock ISD
Superintendent
Wayne Havens
Jawanza Kunjufu
Nikki Giovanni
Clara Spriggs Adams
Texas Senator
Royce West
Hip Hip Handbook
Texas Tech University
Mentor Tech
Lubbock City Councilman
Floyd Price

The Equal Access Charge

The Chancellor's Hispanic and African American Enrollment Task Forces

The Office of Institutional Diversity assists the university in activities that promote the equal access of a higher education for all students interested in attending Texas Tech.

The collaboration between the Office of Institutional Diversity and Chancellor Kent Hance resulted in the organization of the Hispanic and African American Enrollment Task Forces designed to assist Texas Tech in recruitment initiatives for Hispanic and African American students. Both task forces are charged with assisting Texas Tech University in recruitment initiatives targeting prospective Hispanic and African American students.

Members of the task forces engage in regular meetings to discuss university-wide and community initiatives that assist in creating a pipeline for prospective Hispanic and African American students to ease the transition process from high school to Texas Tech.

Members of the task forces include community members, Texas Tech faculty, staff, and students that assist Texas Tech with its diversity strategic goals.

The Office of Institutional Diversity Welcomes Kelly Overley

Texas Tech University Chancellor Kent Hance appointed Kelly Overley to serve as the Vice Chancellor for Institutional Development in October 2007. The Office of Institutional Diversity held a welcome reception for Overley at the Lubbock Club on December 14, 2007. The reception was an opportunity for Overley to meet members of the Chancellor's Hispanic Enrollment Task Force and community leaders that support the enhancement initiatives of the Office of Institutional Diversity.



Calvin Davis

African American Enrollment Task Force Chair District Counsel U.S. Small Business Administration



Sam Medina

The Honorable 237th Judicial District Court Hispanic Enrollment Task Force Chair



Kelly Overley

Vice Chancellor for Institutional Development

In her new position, Dr. Overley will strategically focus on the recruitment and retention initiatives designed to increase our enrollment to 40,000 students by 2020. Dr. Overley will also focus on raising scholarship funds for the Equal Access Scholarship Initiative (EASI) to assist students in need and create unique scholarship opportunities for Texas Tech students.

Dr. Overley is one of the highest ranking Latina's in the Texas Tech University System and her accomplishments include obtaining the largest-ever gift to Texas Tech during her service as the Senior Director of Development for the Paul L. Foster School of Medicine at Texas Tech University Health Sciences Center at El Paso. Dr. Overley secured more than \$80 million for the Infinity Capital Campaign in El Paso. She was also instrumental in recently obtaining the largest-ever gift to the Texas Tech University System, a \$50 million pledge from Paul L. Foster, President and CEO of Western Refining, Inc.

Over thirty guests attended the reception that included City Councilwoman Linda DeLeon, the Honorable Judge Sam Medina, NewChanell 11 Abner Euresti, Texas Tech faculty and staff, and other invited community members.

Overley earned her doctorate in 2006 from the University of Texas at El Paso. She holds a master's degree in educational administration from UTEP and a bachelor of arts in public relations from Texas Tech University.

Community Engagement

The activities listed below are examples of community collaborations the Office of Institutional Diversity engages in:

- **The Chancellor's Hispanic and African American Task Force**
- **City of Lubbock and Texas Tech Center for Public Service Boards and Commissions Training Program**
- **Literacy Lubbock**
- **Fiestas Del Llano Celebration**
- **National Association of Diversity Officers in Higher Education**
- **African American Education Summit**
- **Hispanic Association of Women**
- **Texas Leadership Council**
- **Texas Lyceum**
- **Raiders Rojos Back to School Fiesta**
- **Lubbock County Juvenile Justice Center**
- **Native American Summer Bridge Institute**
- **Lubbock Juneteenth Celebration**



Dr. Miguel Levario addressing migrant families at the Cross Cultural Academic Advancement Center Migrant Family Program

Texas Tech University received the Carnegie Classification for Community Engagement for its active engagement and collaboration between institutions of higher education and their larger communities (local, regional/state, national, global) for the mutually beneficial exchange of knowledge and resources in a context of partnership and reciprocity.

The Office of Institutional Diversity advances the University's classification and goals of community engagement by supporting programs and activities that engage members of our local, regional, and national communities in examining and celebrating the diverse faculty, staff, and student population at Texas Tech.

The combined engagement initiatives of the Office of Institutional Diversity, the Cross Cultural Academic Advancement Center, and Mentor Tech, provide Texas Tech University with collaborations that advance and foster academic and inclusive excellence.

Community engagement initiatives support the recruitment and retention of minority students, leadership and professional development of Texas Tech members and/or Lubbock citizens, and cultural examinations and celebrations. Staff members of the Office of Institutional Diversity also participate in local, regional, and national boards and committees that engage Texas Tech in activities that examine diversity and issues affecting minority student populations.

The Office of Institutional Diversity provides over \$70,000 to off-campus organizations and Texas Tech units and colleges that engage in activities that foster the engagement of Texas Tech faculty, staff, and students in diversity and cross cultural topics.

Enhancing Diversity



Texas Tech Celebrates Juneteenth

The Lubbock Juneteenth Celebration Committee hosted their annual Juneteenth Celebration Banquet at Texas Tech University on Saturday, June 14, 2008. The Juneteenth Banquet commemorated the ending of slavery and honored the academic accomplishments of Lubbock students.

Reg Weaver, National Education Association President, addressed the banquet attendees and stressed the importance of educating our youth and academically preparing them for higher education. Proceeds from the Juneteenth Banquet support the Mister and Miss Juneteenth Scholarship Fund.

Juneteenth, observed June 19th in Texas - and in nearby states by association - commemorates the end of the Civil War when Gen. Gordon Granger came ashore at Galveston to announce slaves were free in Texas. The Juneteenth Celebration Banquet was sponsored by the Texas Tech University Office of Institutional Diversity and organized by the Lubbock Juneteenth Celebration Committee.

Raiders Rojos Hispanic Graduation Convocation

Since its inception, the Raiders Rojos Hispanic Graduation Convocation has become a signature event that honors the accomplishments and commitment of Hispanic students pursuing higher education. This spring, Raiders Rojos recognized over 90 Hispanic graduates from Texas Tech with a cultural stole and Raiders Rojos pin. Graduates received their stoles and pins as they walked across the stage at the Market Alumni Center on May 8, 2008.

Family, friends, Hispanic faculty and staff, and TTU administrators joined Raiders Rojos in celebrating the academic success of the graduates and honoring distinguished Texas Tech Hispanic alumni. Raiders Rojos selected TTU graduate Hector Armendariz to present the graduation charge to the class. "I just finished my master's degree and the hardest part was trying to figure out how the tail on this graduation gown works, does it go up or down?"

The Raiders Rojos Hispanic Graduation Convocation was sponsored by Raiders Rojos, the TTUHSC Office of Diversity and Multicultural Affairs, the Office of Institutional Diversity and the Cross Cultural Academic Advancement Center. The Raiders Rojos National Alumni Chapter seeks to promote the retention and graduation attainment of Hispanic students within the Texas Tech University System.

Academic Outreach



NASBI students tour the Lubbock Lake Landmark.

Texas Tech University hosted the first Native American Summer Bridge Institute (NASBI) July 20-25, 2008. The Institute invited over 22 Native American students to participate in the bridge program that will introduce them to academic courses, campus activities, cultural explorations, and college life. Students for the program selected and represented the Wichita, Zuni, Navajo, Jemez Pueblo, Mescalero, Cochiti Pueblo, and Kiowa Native American tribes.

Students began the week with a self-leadership exploration course led by the Student Rec Outdoor Pursuits Center and a goals workshop to help identify the interests of the students in the program. During the five day experience, students attended college level courses such as Native American History, Native American Literature, Introduction to Math, Gaming Law, and Race and Relations in the Media. Students also toured several academic departments including the new Experimental Sciences building, the Art department, the Health Sciences Center, the Texas Tech Museum and Lubbock Lake Landmark.

Students in the Native American Summer Bridge Institute also participated in workshops that helped identify majors and potential career choices. On Tuesday evening, NASBI students attended a student panel discussion and Cultural Awareness Seminar

led by Mentor Tech and the Student Counseling Center. Current Texas Tech students participated in both sessions and discussed challenges of being a minority student and opportunities of a higher education.

The following day, NASBI students were treated to a Community Dinner at the Ranching Heritage that invited TTU faculty, students, and staff as well as Lubbock community members. Brian Duncan, TTU Red Raider linebacker, encouraged the Native American Students to seek out as many resources as possible to help them on their journey to college. Students ended their week with a tour of Jones Stadium and a closing ceremony that highlighted their accomplishments.

The Native American Summer Bridge Institute was sponsored by the Office of Institutional Diversity and the Cross Cultural Academic Advancement Center.

The Office of Institutional Diversity was recently awarded \$100,000 by the J.F Maddox Foundation to host additional summer institutes for Hispanic students from Lea County New Mexico.

Student Leadership Symposium

Dr. Williams is the Vice Provost for Diversity & Climate and Chief Officer for Diversity at the University of Wisconsin Madison and a research faculty member in the Department of Educational Leadership and Policy Analyses (ELPA). As chief diversity officer, he plays a point leadership role in the enterprise wide activation of strategic diversity and inclusion initiatives spanning a number of areas including recruitment and retention, teaching and learning, marketing and communication, training and leadership development, research and scholarship, and other areas of priority intersecting with the universities diversity and excellence interests.



The Cross Cultural Academic Advancement Center hosted the first Student Leadership Symposium in September of 2007 and engaged students in seminars, workshops, and hands-on activities designed to help them explore their personal potential for leadership.

The day and a half symposium offered students a variety of speakers who focused on leadership skills needed for a globally diverse society. Speakers included keynote speaker Damon A. Williams, Ph.D., Vincent Perez of Leadership Toolbox, and Helen VerDuin Palit founder of City Harvest.

The Student Leadership Symposium included a group project component where students were asked to produce a marketing plan for local non-profit organizations. Each team was asked to address a specific challenge that their assigned non-profit organization faces. Teams were competing for the Student Leadership Symposium Scholarships to be awarded to each individual member of the top three teams who presented unique and solution-oriented marketing plans.

Each group developed and presented a marketing plan to representatives from non-profit groups such as Lubbock Rape Crisis Center and civic leaders.

Three teams were selected to receive the Student Leadership Symposium Scholarship. Each student member of those teams received a \$250 scholarship.

All students attending the Symposium received a scholarship. Students who participated in the Symposium, whose team did not place, received a \$150 scholarship.

The Student Leadership Symposium was funded through a grant from the Helen Jones Foundation. The Symposium was organized and sponsored by the Cross Cultural Academic Advancement Center.

Conflict in the Borderland



Villista Soldier at Ojinaga, January, 1914

which revolutionary leader Francisco “Pancho” Villa forced federal Mexican forces and their families to flee across the Rio Grande River to Presidio, where they were interned behind barbed wire at Marfa by the U.S. Army.

The exhibit “The Battle of Ojinaga,” was a special show featuring 40 linear feet of text, maps and photographs of the famous battle. The famous 1914 battle pitted the División del Norte, under the leadership of General Francisco “Pancho” Villa, against Mexican federal forces led by Generals Salvador Mercado and Pascual Orozco. Villa’s troops routed the federales overnight, forcing them and their families to retreat across the Rio Grande to Presidio. At Presidio, the U.S. Army under the command of Major John McNamee took the refugees into custody and transferred them to Marfa, Texas, where they were interned behind barbed wire.

The exhibit, curated by John Eusebio Klingemann for the Museum of the Big Bend at Sul Ross State University, returns to West Texas after a worldwide tour. Stops included the National Museum of Australia. The exhibit and joint symposium were sponsored by the two history departments, the Museum of the Big Bend at Sul Ross University and by the Texas Tech Office of Institutional Diversity, Cross Cultural Academic Achievement Center and the Heritage Consortium for the Natural and Historic Southwest.

History faculties from Angelo State University, including Dr. Arnoldo De Leon, Dr. Brian McKnight, and Dr. David Dewar, and Texas Tech University, including Dr. Miguel A. Levario and Dr. Ron Milam, examined how violence, nationalism and race relations played out in borderland areas in North America, Mexico, and Southeast Asia.

A variety of topics were discussed by the featured scholars ranging from the U.S. Civil War to the development of the Canadian border and how the Cambodia-Vietnam frontier served to blunt genocide. In addition, topics addressing the impact of conflict within Texas, as well as the Mexican Revolution along the border at the dawn of the 20th century were discussed.

The event concluded with a reception honoring the speakers and a special exhibit about the 1914 Battle of Ojinaga – a famous clash in

Texas Tech Lone Star Graduate Diversity Colloquium



The Lone Star Graduate Diversity Colloquium is a collective effort by all colleges and universities in Texas to expand the pool of prospective graduate students that all graduate programs can recruit from. The primary purpose of this event is to encourage more under-represented minorities and women currently enrolled at Texas colleges and universities to stay in Texas to complete their graduate education. The two day event consisted of workshops focusing on preparing for graduate school.

Conference sessions are directed toward addressing issues related to under-represented groups and first generation college students.

Workshops for students to include topics such as:

- Applying to graduate school
- Preparing for entrance exams
- Funding graduate school
- Value of undergraduate research
- Distance education options for graduate study

The Lone Star Graduate Diversity Colloquium was established in 2006 as one means to further the statewide Closing the Gaps Initiative. Each year, a different Texas university hosts the event. Previous hosts have included Texas A&M and the University of Texas. Texas Tech University hosted the 2008 colloquium. Over 300 students from across the state attended the two day colloquium at Texas Tech.

“There were only two other Hispanic students at this school and when my brother and I moved to Odessa, we doubled the number of Hispanic students at the school from two to four.”

Brian Chavez on increasing diversity

his story of adversity and diversity in a small West Texas town and his high school football career. Chavez encouraged students attending the Colloquium to pursue higher education and “tackle” the challenges placed before them with determination and knowledge of the “game.”

The 2008 Lone Star Graduate Diversity Colloquium was hosted by the Texas Tech University Graduate School and sponsored in part by the Office of Institutional Diversity.

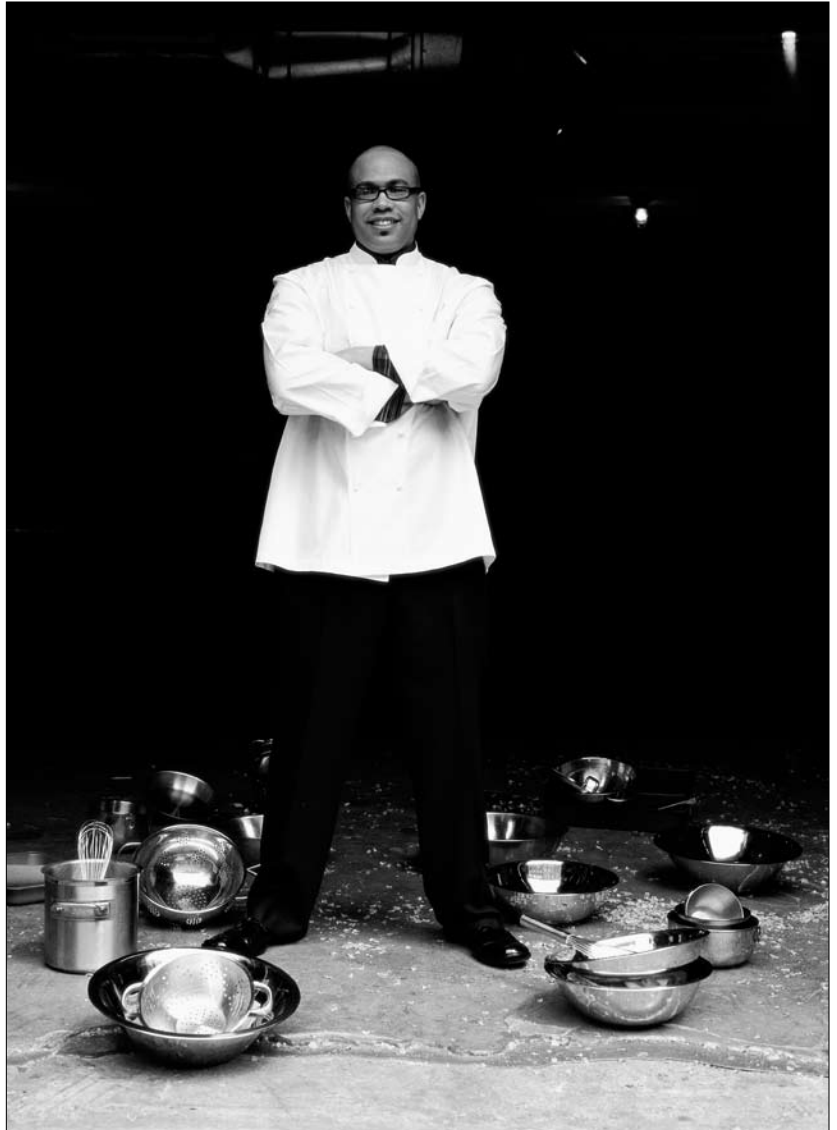
The guest speaker for the 2008 Texas Tech Lone Star Graduate Diversity Colloquium opening reception was Brian Chavez, a Texas Tech Law School Graduate, featured in the H.G. Bissinger book Friday Night Lights and was portrayed in the movie version of the book by actor Jay Hernandez. Chavez addressed the audience of students from college campuses across the state of Texas. Chavez shared

Mentor Tech Gets Cooking!

The Lauro Cavazos and Ophelia Powell-Malone Mentoring Program, Mentor Tech, ended their spring semester by recognizing students involved in the program for their academic achievements and raised scholarship funds at their end of the year banquet. The 6th Annual Mentor Tech Scholarship Banquet was held on April 25th at the Lubbock Memorial Civic Center featuring guest speaker Jeffrey Henderson also known as “Chef Jeff.”

Chef Jeff shared his story of perseverance, determination, and transformation from a convicted drug dealer to a world renowned chef with audience members. Chef Jeff began his cooking career in federal prison and went on to serve as Executive Chef in restaurants such as Café Belagio and was the first African American Chef de Cuisine at Caesars Palace. Chef Jeff chronicled his story in his memoir “Cooked,” a New York Times Best Seller. His against all odds story will be turned into a major motion picture by Columbia Pictures, Overbrook Entertainment and Escape Artist, the team that made “The Pursuit of Happyness.” Chef Jeff will also begin working on his own reality show on the Food Network this spring.

The banquet recognized the academic accomplishments of Mentor Tech students. Over 50 Mentor Tech students achieved grade point averages above a 3.5. The program will also graduate 29 Mentor Tech students, the largest graduating group of students since the program was founded. The banquet was also an opportunity to honor Dr. Rebecca Owens, Director of Programs for Academic Support Services and Tom Anderes, Senior Vice



Mentor Tech celebrates its students and raises scholarship funds at its annual scholarship and celebration banquet.

President of Administration and Finance, for their dedication and outstanding contributions to Mentor Tech.

Proceeds from the banquet benefit the Mentor Tech Scholarship Fund. Each year, Mentor Tech provides over \$10,000 scholarship funds to members of Mentor Tech.

Mentor Tech Scholarships

Mentor Tech awarded \$16,000 in scholarships during the 2007-2008 academic year.

Faces of Mentor Tech



Kyndra Selmon

Kyndra Selmon of Tahoka, Texas has been a Mentor Tech participant for four years. Kyndra graduated in May with a degree in Sociology and entered the Texas Tech University School of Law in July.



Marvin Lethridge

Proud Lubbock native Marvin Lethridge graduated in May with a Bachelor's of Science degree in Microbiology. Marvin plans to attend medical school.



Emy Udo

Emy graduated in May with her Bachelor's of Science degree in Biology. During her years in the program, she served as a PAC leader and helped to raise awareness about the genocide in the Darfur region through the African Student Association.



Benita Dix

Benita Dix of Lubbock has been a Mentor Tech participant for five years! Upon graduating in December with a degree in Animal Science, Benita plans to continue working at the Texas Tech University library and enroll in a Master's program.



Felix Daniel Sarabia

Felix will earn a General Business degree from Rawls College of Business Administration in August. Felix will enter the Texas Tech University School of Law this fall.

Hispanic Scholarship Fund



Founded in 1975, the vision of the Hispanic Scholarship Fund is to strengthen the country by advancing college education among Hispanic Americans, the fastest-growing segment of the U.S. population.

In support of its mission to double the rate of Hispanics earning college degrees, HSF, provides the Latino community more college scholarships and educational outreach support than any other organization in the country. HSF has awarded more than 61,000 scholarships in excess of \$115 million to Latinos from all 50 states, Puerto Rico and the U.S. Virgin Islands who have attended more than 1,700 colleges and universities.

The Hispanic Scholarship Fund Scholar Chapter was officially launched on June 27, 2008 at Texas Tech University. Valerie Onsurez of Loving, New Mexico, will take on the task of organizing and developing the Chapter to engage in activities that assist Texas Tech in recruiting and retaining Hispanic students.

Onsurez recently returned from a five day training institute at the Hispanic Scholarship Fund (HSF) in San Francisco, California where she received extensive training on developing a Scholar Chapter and providing effective leadership to the organization.

The Hispanic Scholarship Fund is the nation's leading organization supporting Hispanic higher education.

Through unprecedented programming, the Hispanic Scholarship Fund continues to establish innovative ways to build a pipeline of Latino students entering and graduating from college, while engaging Latino families to become advocates for their children's education. The HSF Scholar Chapter Network has grown to over 20 chapters on university campuses nationwide, providing students with access to mentors, leadership opportunities and skill-building workshops to help them stay in college and graduate.

Each school develops organizations and programs unique to their campus where students interact with other students who share the same experiences or interests. Texas Tech University is proud to join the Hispanic Scholarship Fund family.

The Office of Institutional Diversity received \$40,000 from the Texas Higher Education Coordinating Board to support recruitment's retention of historically under-served student population.



TEXAS TECH UNIVERSITY

Office of Institutional Diversity

Financial Statement & Accomplishments

Texas Tech University witnessed more diversity enhancement initiatives and programs that foster and support inclusive excellence during the 2007-2008 academic year than ever before. The Office of Institutional Diversity and the Cross Cultural Academic Advancement Center led Texas Tech in providing programs, workshops, resources, enhancement initiatives, engagement opportunities, and support services that promote the university's diversity goals.

From the diversity welcome event, *The Jump-Off*, to the Raiders Rojos Hispanic Graduation Convocation, Texas Tech witnessed the highest attended diversity events and collaborations than in previous years. The Office of Institutional Diversity, along with the Cross Cultural Academic Advancement Center, engaged, supported, and led Texas Tech in diversity and enhancement activities and initiatives.

The Office of Institutional Diversity provided over \$700,000 in financial resources and administrative support to the university during the 2007-2008 academic year. This unprecedented level of support for diversity related activities have been committed to sustaining a campus climate of academic and inclusive excellence.

The Office of Institutional Diversity is committed to serving Texas Tech University and its local, regional, state, and national communities by leading the University in academic and inclusive excellence.

Highlights

Excellence in Diversity and Equity

- President's Excellence in Diversity and Equity Award
- Awarded \$5,000 to faculty, staff, and students advancing academic and inclusive excellence.

Faculty and Staff Excellence

- Contributed \$260,000 to faculty and staff that support and advance diversity at Texas Tech.

Cultural Programming

- Presented seven cultural programs that witnessed a significant increase in student attendance for a campus wide diversity event.
- Led Texas Tech University in the first Holi celebration at Texas Tech University.

Community Engagement

- Partnered with the African American Leadership Forum to host the first African American Education Summit that gathered over 300 educators and community members and over 400 LISD students.
- Provided over \$70,000 to community organizations participating in activities that advance diversity and community engagement.

Academic Excellence

- Hosted the first Student Leadership Symposium.
- Awarded \$45,000 in student scholarships.
- Secured \$185,000 in funding for academic outreach activities.



TEXAS TECH UNIVERSITY

Office of Institutional Diversity

Financial Statement & Accomplishments

Office of Institutional Diversity

(Includes Cross Cultural Academic Advancement Center and Mentor Tech)

Cultural Performances	\$60,000
Campus Unit Support	\$70,000
Community Engagement Initiatives	\$45,000
Faculty and Staff Organizations	\$10,000
Student Scholarships	\$45,000
Academic Outreach	\$32,000
Faculty Excellence Fund	\$250,000
Mentoring Engagement	\$50,000

Grants Received:

Greater Texas Foundation	\$15,000
Texas Higher Education Coordinating Board	\$65,000
J.F. Maddox Foundation	\$100,000
Helen Jones Foundation	\$20,000