



TEXAS TECH UNIVERSITY™



COMMITTED TO DIVERSITY

From here, it's possible.

COMMITTED TO DIVERSITY

“Diversity must be more than mere admission of underrepresented groups to the university community. True diversity must engender respect for others different from ourselves, their viewpoints, their culture and their contributions.” – *William M. Marcy, PhD, PE, Provost and Senior Vice President for Academic Affairs*



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KNOWLEDGE BELONGS TO EVERYONE. A university is a gathering of diverse minds. At Texas Tech, our commitment to diversity extends to our students, faculty and staff—and runs throughout our curriculum. We believe knowledge is best shared with all people and strive to create an environment reflective of an increasingly diverse global landscape.

We believe everyone has a contribution to make to this gathering of minds.



“A core principle of the administration at Texas Tech University is that a college education should be available to every willing and qualified student. A second principle is that this university is committed to the creation of a multicultural community where diversity is encouraged and inclusion is the norm. We aim to expand diversity in our student population. Likewise, we will seek qualified minority candidates for faculty and staff positions so that our students find a diversity of role models in the classroom and on campus.”

Equally important to increasing our minority populations is ensuring a climate on campus where diversity is celebrated and a variety of multicultural experiences are available. To do less would rob our students of the educational experience they will need to flourish in this new century.”

– Jon Whitmore, PhD, Texas Tech University President

“It feels good to be in the midst of a community of people embracing diversity—diversity of thoughts and ideas, and diverse people locally, nationally and globally.” – *Aretha Marbley, PhD, Associate Professor, Director of Community Counseling in Counselor Education*



“Community college pre-architecture programs promise to increase our underrepresented populations from 18% to 30%. This can happen, and the profession of architecture needs it desperately. Texas Tech can make a difference nationally, and I intend to see that it does.”
– *Andrew Vernooy, AIA, Dean, Architecture, board member Texas Society of Architects*

“I love getting kids inspired—to have them come in and say, ‘I can’t do it,’ and then later say that even though the class was hard, it was their favorite. Success is taking students beyond where they thought they could go.”
– *Ellen Peffley, PhD, Professor of Horticulture, 2005 Chancellor’s Council Award for Distinguished Teaching*

ACADEMIC COLLEGES. Diversity + Academics = Opportunity. With 10 colleges, 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.

THE AGRICULTURAL SCIENCES & NATURAL RESOURCES. To increase minority enrollment, the College actively showcases its programs through activities with Raiders Rojos and with schools identified as having a high percentage of ethnic students. www.casnr.ttu.edu

MINORITIES IN AGRICULTURE, NATURAL RESOURCES AND RELATED SCIENCES PROGRAM. Staff encourage students to get involved in extracurricular activities, which have proven to positively influence retention.

RECRUITMENT AND RETENTION RESEARCH. Master’s thesis research into recruitment and retention of minority students helps us identify and refine effective methods.

ARCHITECTURE. The College has made support of pre-architecture programs a significant part of its strategic plan—the commitment to develop a four-year program in El Paso is already generating applications from local community college students. Additional programs further demonstrate our commitment to diversify our student body and fulfill the multiple roles architecture plays in our culture. www.arch.ttu.edu

COMMUNITY DESIGN. Since 1995, the Community Design Laboratory has completed more than 50 projects to assist local communities, including affordable housing, downtown redevelopment initiatives, educational and governmental facilities and community centers.

HABITAT FOR HUMANITY TEXAS TECH CHAPTER. Tech Habitat assists in the construction of new homes for Lubbock area families in need, providing students, faculty and staff an enriching and character-building experience.

STUDY ABROAD. Students participating in one of our many study abroad programs submitted an urban renewal proposal to Panama’s Ministry of Housing. The El Chorrillo Nuevo plan will unclog traffic corridors and provide resident-friendly housing while cleaning up fragmented block structures. www.iaff.ttu.edu



Valerie Martinez, a McNair Scholar and History major, conducted research on the experiences of World War II veterans who served in the Pacific Theater. As a first-generation college student from a limited income background, Valerie had to face many obstacles to her success. Through it all she maintained her focus and dedication, graduating with a BA in three years. Valerie began her doctoral work in history at Texas Tech University in Fall 2006.

“I have never felt more excited to go to class every day. I have never left a class with such a feeling of accomplishment and hope.”
 – *Kristen Jones, English as a Second Language/Literacy Service Learning intern*

ARTS & SCIENCES. www.as.ttu.edu

ENGLISH. The Department is made up of diverse, talented faculty including Stephen Jones, a widely published, award-winning Native American novelist. www.english.ttu.edu

HEALTH, EXERCISE AND SPORT SCIENCES.

In the Fun and Fit program, students create positive physical activity experiences and promote healthy lifestyle choices among overweight minority children from low socioeconomic backgrounds. www.hess.ttu.edu

MATHEMATICS & STATISTICS. TexPREP

encourages high school students to enter careers in mathematics, science and engineering and is tuition-free, so people from all economic groups can attend. Minority students completing Lubbock’s program have high school graduation rates as high as 98 percent. www.math.ttu.edu

PSYCHOLOGY. While in the Counseling

Psychology Doctoral program, Amy Hershberger conducted a dissertation on participation in breast and cervical cancer screenings, generating important implications for promoting cancer screening in the Latina community. www.psychology.ttu.edu

SOCIAL WORK. Required service learning and internships provide more than 11,000 volunteer hours to a variety of community agencies including Child Protective Services, Garrison Geriatric and Educational Center and Hospice of Lubbock. www.socialwork.ttu.edu

BUSINESS ADMINISTRATION. 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. www.rawlsbusiness.ba.ttu.edu

MOTHER-DAUGHTER PROGRAM.

Co-implemented with the colleges of Education and Human Sciences and the Lubbock Independent School District, the program strives to increase the number of college-bound youth, especially among Hispanic and African American populations.

FORUM FOR LEADERSHIP EXCELLENCE.

While open to all academically ambitious business undergraduates, the program focuses on students from underrepresented populations. The program 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.

“I never thought I could attend Texas Tech. This program has helped me to achieve my dream. I could not have done it without the support of STEP₂.” – *Yesana Castro, Early Childhood-4th Grade, English as a Second Language*



Jesse Reyes, '81, BS in Agricultural Economics and '83, MBA in Finance and Statistics, worked as a research assistant in the Department of Finance where he developed financial analysis skills and knowledge in research software applications. Today, he has his own firm providing services in tracking and analyzing private equities investments. Accolades include the Distinguished Alumnus Award, Texas Tech's Economics Association Outstanding Professor of the Year and Harvard's Minority Prize Fellowship.

“The professors are extremely welcoming and eager to share their knowledge. Not once have I ever felt out of place or uneasy. Texas Tech not only welcomes diversity, it encourages it.”
– *Sribhagyam Srinivasan, EdD in Educational and Instructional Technology*

EDUCATION. The College of Education was awarded the Agency/Institution/Corporation Award for 2006 by the National Association for Multicultural Education. The College is the first college to win this award because it strives to attract underrepresented populations to careers in education through a variety of specific programs. www.educ.ttu.edu

These programs include:

- **Project FUTURE.** The College of Education, with funding from the Greater Texas Foundation, directs Project FUTURE, a program designed to recruit underrepresented groups into teacher education at Texas Tech University. The program is serving fifteen school districts, representing 49 Title 1 schools and more than 500 students on the South Plains. More than 90 percent of these students are Hispanic and African American.
- **College of Education Partners with South Plains College.** The College of Education and South Plains College (SPC), officially designated as an Hispanic Serving Institution, share a degree plan that allows South Plains students who complete the Associate of Arts Degree in Teaching Program (AAT) to transfer from SPC to the College of Education without loss of semester credit hours.
- **STEP₂ (Successful Transfer to Educator Preparation Program),** provides mentoring and financial support for all students majoring in bilingual education, English as a second language and special education. All students who successfully complete the AAT and meet Texas Tech guidelines are accepted into the teacher education program.

Forty-six percent of the students enrolled in this program are Hispanic and African American.

ENGINEERING. The College of Engineering's graduate and undergraduate programs rank in the top 100 of America's Best Schools of Engineering by *US News & World Report*. www.coe.ttu.edu

Determined to promote engineering among women and minorities, the College offers opportunities to participate in events such as Pink Engineering Day, celebrating women in engineering, and to assist with Engineers Without Borders (EWB), a nonprofit humanitarian organization that partners with developing communities worldwide to improve their quality of life. Success stories for underrepresented students in the College are plentiful.

ELECTRICAL ENGINEERING. Mary Donahue is pursuing her master's and is also a Fulbright Scholar embarking on research at the Center of Micro and Nanotechnologies at the Technical University of Ilmanau in Germany. She credits mentor Dr. Tanja Karp for encouraging her to apply for the program. www.ee.ttu.edu

MECHANICAL ENGINEERING. Bobby Mojica is pursuing his bachelor's degree, and has made the Dean's and President's Lists, has worked with NASA and Lockheed Martin and has been involved in several student organizations and engineering honors societies, all earning him the McAuley Distinguished Engineering Student Award. www.me.ttu.edu



Bobby Mansouri, Goldwater Scholar 2006–2007 and son of Iranian immigrants, majored in Cell & Molecular Biology in the Honors College at Texas Tech. “Because of the opportunities at Texas Tech University and the Honors College, I have been able to accomplish so much as an undergraduate. I have been a researcher with the Howard Hughes Medical Institute Program for three years, I have had the opportunity to study abroad for a semester, and I have taken Honors courses that allowed me to form close bonds with professors.”

“Initially, I was apprehensive about being in this project with children because I believed I was unskilled and inexperienced in teaching children about nutrition. I like the fact that we got to practice the lessons during our Texas Tech class before we taught the children. Now I feel much more confident in my skills in teaching and managing this age group.”

– Nydia Aguirre, '06,
Nutritional Sciences major

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

www.honr.ttu.edu

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

- *Passport Program*, with emphasis on cultural events addressing such topics as “Leaders and Diversity” and “Asians and the Model Minority Myth.”
- *Curricular Initiatives* resulting in Honors courses and seminars with a focus on diversity, such as Latin American Cinema and World of Islam, the Middle East and the West.
- *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.

HUMAN SCIENCES. The only way to understand the human experience is to be open to learning about its many different facets. A focus on human interaction and invested learning is evident in the programs supporting academic growth and community involvement available through the College.

www.hs.ttu.edu

AMBASSADORS PROGRAM. The program recruits underrepresented students into the Human Development and Family Studies and Early Childhood Education programs, and provides them with the resources and encouragement needed to succeed.

COMMUNITY OUTREACH & RESEARCH. This multidisciplinary research project funded by the USDA involves faculty from the TTUHSC School of Nursing and the College of Human Sciences. The goal is to develop nutrition and physical activity programs for school children attending predominantly Hispanic schools in Lubbock and El Paso.

MASS COMMUNICATIONS. By its very nature, the College of Mass Communications is at the center of multicultural exchange— attracting a diverse mix of students and providing a resource for understanding the role media plays across different cultures.

www.mcom.ttu.edu

Recognized for its excellence among media organizations, the College is home to the Center for Communication Research (CCR), providing comprehensive research services to faculty, students and the public and private sectors. CCR houses the Survey Research Institute (SRI) and the Institute of Hispanic and International Communication, a resource for information on Hispanic and international media and communication.

“We have seen firsthand how the universal language of music brings people together. We are inspired by the musicians’ unwavering dedication to their art in an environment full of tremendous financial and social challenges.” – *Kirsten Yon, Assistant Professor, School of Music*



Terry Cook, Bass. A School of Music alumnus, he has appeared with most major opera companies and symphony orchestras around the world. Best known for his portrayal of the title role in Gershwin’s *Porgy and Bess*, Cook performed in productions around the world.

Institute of Hispanic and International Communication highlights include:

- *Regents Endowed Professorship.* The endowment offers a scholar with a national reputation in Spanish language media or Hispanic communication the opportunity to join an accomplished faculty member in ongoing research development.
- *Notable Research.* In addition to media use among Hispanics in the Southwest, research topics cover Hispanics and the use of media among different generations, influences on attention toward advertising and Internet usage.

VISUAL & PERFORMING ARTS. The College of Visual and Performing Arts embraces and promotes diversity in individuals and perspectives and is committed to 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 cultural enrichment and enhances an understanding of the arts worldwide. www.vpa.ttu.edu

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 the language is the same when instruments are playing. 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. www.music.ttu.edu

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 which takes graduate students to Tegucigalpa, Honduras, illustrates this commitment to equity and diversity by providing much-needed instruction and instruments to Honduran students.

SCHOOL OF ART. Diversity is explored and celebrated at the School of Art with annual events such as Dia de los Muertos, the annual Bike Parade and Lowrider Bicycle Exhibition. In addition, the Landmark Arts Speaker Series presents the work of a variety of scholars and artists from a cross culture of our society. www.art.ttu.edu

THEATRE AND DANCE. The Department consistently demonstrates its dedication to diversity through its performance program and its commitment to non-traditional 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. A 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



Brad Leali, Director of Jazz Studies in the School of Music, is also a Grammy-nominated saxophonist. “Having collaborated with colleagues and students in many departments within this university, I have found that the ideas and goals of these distinct individuals have created an atmosphere of growth that truly nurtures the ideas that are necessary in forming a zenith for true creativity.”



GRADUATE SCHOOL. The Graduate School aggressively recruits students from underrepresented populations by recruiting at numerous Historically Black Colleges and Universities (HBCU) and Hispanic Serving Institutions.

“The Graduate School response to diversity includes initiatives that serve the interests of the global community. To have graduate programs that connect Texas Tech University to Denmark, Vietnam, Mexico and other nations speaks well to our commitment to enrich our learning community with a diverse population.”
– Ralph Ferguson, PhD,
Associate Dean,
Graduate School

The Graduate School regularly attends and recruits at the Lone Star Diversity Colloquium, the California Forum for Diversity, the National Black Graduate Students Conference and other similar forums. The School works with several national organizations such as the Council of Historically Black Graduate Schools, the American Indian Graduate Center and Society for the Advancement of Chicanos and Native Americans to develop proactive recruiting and retention programs.

www.gradschool.ttu.edu

The 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 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. Our 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 advance 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 HBCUs and Hispanic Serving Institutions are presenting to their students information about the Wind Science program. Students in every discipline may select from a variety of certificate programs to complement their academic credential to enhance employability.

The 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 that cannot be excluded from higher education. The Graduate School is driven by its interest to promote inclusion.

FOSTERING COMPASSION

“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 Professor of Law*





"I wanted to practice in Texas. Even though Texas Tech is one of the younger law schools in the state, it has a solid reputation for producing great attorneys."
 – Gemayel Haynes, '07, Hometown: New Orleans, Louisiana, Undergrad: Morehouse College

LAW SCHOOL. The practice of law is about people. The law school experience should be the same.

Our commitment to diversity is reflected in our 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 our school. Students are engaged with multicultural experiences, and we prepare them to practice on an increasingly global scale. www.law.ttu.edu

COMMUNITY OUTREACH. Though not required, an overwhelming number of our 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. Moreover, Texas farm workers attend our clinics to seek advice regarding their legal rights under the Equal Employment Opportunity and Agricultural Workers Protection Acts.

LEGAL EDUCATION PARTNERSHIP WITH ESTACADO HIGH SCHOOL CRIMINAL JUSTICE MAGNATE 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 school to attend a summer camp and a conference at the Law School. Law faculty and students also visit the school to participate in classes and coach 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 for the bar exam. The program also conducts weekly tutoring sessions.

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

BROADENING PERSPECTIVES

“Studying abroad in Sevilla, I was immersed in a culture different from my own. This enabled me to see myself from a wider perspective as a citizen of the world. This way of thinking has changed all aspects of my life. I think more about my actions in the context of humanity as a whole. I’ve become a more motivated student, and I now know that there are opportunities for me, not just in the United States, but around the world.”

— Roberto Santos, '06, Spanish major





INTERNATIONAL ELEMENTS. Texas Tech, World Campus.

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.

www.iaff.ttu.edu

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.

INTERNATIONAL CULTURAL CENTER (ICC).

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

Our annual Dia 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 on reciprocal exchange programs.

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 own centers in Quedlinburg, Germany and Sevilla, Spain. Each provides a unique and enriching opportunity in picturesque and stimulating 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.

"Texas Tech offers various opportunities for cultural and intellectual exchanges. At every turn, a person can meet and work with a diverse group of people from different backgrounds and disciplines. Numerous activities and programs provide a wide range of experiences from playing cricket, celebrating Dia De Los Muertos and viewing foreign films to learning about the history of the Southwest and attending presentations sponsored by the Intercultural Dialog Association. As a person who grew up in a multicultural home and city, I believe that such experiences enrich our personal and professional lives."

— Susan Saab Fortney,
BA, LL.M., JSD,
George Herman Mahon
Professor of Law

“My experience abroad and the language skills I acquired played a key role in landing my current position in Human Resources at JP MorganChase in Dallas. Now, when seeking applicants fluent in Spanish, I find those who have studied abroad to be prepared and qualified applicants.” – *Melissa Lopez, '96, BS, International Economics, participated in the Rawls College of Business joint degree program at Universidad Anahuac, Mexico City.*



“I remember one mother from the Valley, 14 hours away from Texas Tech, telling me in Spanish, ‘Te entrego a mi hijo’ which means ‘I give you my son to take care of and watch for me.’ Diversity is a way of life. My life’s work is planting the seed of education and helping students to help themselves!”

– *Marlene Hernandez,*
Associate Director,
K-10 Outreach Program
(Office of Admissions)

STUDENT PROGRAMS & ORGANIZATIONS. A community of achievement. 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.

CENTER FOR CAMPUS LIFE. The Center for Campus Life’s programs, activities and services contribute to a rewarding student experience while more than 400 registered student organizations provide plenty of opportunities to get involved. Opportunities include the Women’s Leadership Program, Civic Engagement Programs, First Year Raider Experience, Greek Life and Student Organizations.

www.campuslife.ttu.edu

Organizations are classified by categories:

- Academic/Professional
- Religious
- Fraternity/Sorority
- Honorary
- International and Multicultural
- Recreation
- Service
- Special Interest
- Spirit
- Residence Hall

The Center fosters an inclusive environment, coordinating multicultural services, programs and events, including activities that celebrate and support the various cultures that make up the community through the Diversity Awareness Team.

Organization services include:

- Celebrating Hispanic Heritage Month, Women’s History Month, Gay, Lesbian, Bisexual and Transgender (GLBT) Month and Native American Heritage Month.
- Supporting multicultural student organizations in their programming for campus cultural awareness events such as the Intercultural Gathering Dinner and Dia de Los Muertos.
- Presenting diverse speakers and programs such as Coach Carter, Finesse Mitchell, Orchestra Africa, Ballet Hispanico, Whirling Dervishes and Chinese Golden Dragon Acrobats.

CROSS-CULTURAL ACADEMIC ADVANCEMENT CENTER.

The Center helps prepare all students for a pluralistic society and functions as a multipurpose unit, offering culturally relevant programming that reflects an academic commitment. Through collaborative efforts the Center seeks to leverage resources to maximize effectiveness and is focused on retention activities and referral services. It is accessible to all members of the university community with the initial target being students who are underperforming academically and those from various underrepresented groups.



“I believe the single most important thing we can do in our lifetime is encourage others. There is truly nothing more rewarding than helping someone else see their true potential. The most powerful piece of education is ENCOURAGEMENT!”

– John D. Steinmetz,
Vice President,
Plains Capital Bank,
President, Alumni & Student
Government Association
President, 2001-2002

ENSURING SUCCESS. The University’s commitment to the needs of a diverse student body, faculty and staff is reflected in many programs and services.

MCNAIR SCHOLARS PROGRAM. Texas Tech was awarded the Ronald E. McNair Post-Baccalaureate Achievement Program by the U.S. Department of Education in 1995. The program prepares First Generation College (FGC) students from low-income backgrounds for doctoral study.

www.depts.ttu.edu/mcnair

MENTOR TECH. Through programs, services, advocacy and campus and community involvement, Mentor Tech endeavors to improve the retention and eventual graduation rates of students from underrepresented groups.

www.mentortech.ttu.edu

PEGASUS (PIONEERS IN EDUCATION: GENERATIONS ACHIEVING SCHOLARSHIP & UNPRECEDENTED SUCCESS). This academic advising program supports FGC students in making a successful transition to college.

www.fgc.ttu.edu

STUDENT GOVERNMENT ASSOCIATION (SGA). The SGA is responsible for distributing \$360,000 a year to fund various student organizations, including honorary, military, multicultural, religious, service and special interests groups. The SGA has a Student Senate comprised of a diverse student population from all colleges.

www.sga.ttu.edu

UPWARD BOUND. This academic enrichment program is designed to recruit and assist high school students showing academic potential who come from families with limited financial resources and whose parents do not have a bachelor’s degree.

www.upwardbound.ttu.edu

TTU/TTUHSC BLACK FACULTY AND STAFF ASSOCIATION. This advocacy organization is 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 the Diaspora), including black faculty, staff and students in the university community and within the larger African American community.

www.orgs.ttu.edu/bfsa

LATINO(A)/HISPANIC FACULTY AND STAFF ASSOCIATION (LHFSA). Established in 2003 to proportionally increase the presence and improve the opportunities for Latino(a)s/Hispanics at Texas Tech. LHFSA’s goals, aimed 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 community.

www.orgs.ttu.edu/lhfsa

DISABILITY PROGRAMS. www.studentaffairs.ttu.edu/sds

- *Access TECH* 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 disorder.

Alumni Engagement
The Texas Tech Alumni Association supports and encourages diversity within all of its 85 alumni chapters in Texas and across the nation. The association promotes two multicultural national chapters, the Black Alumni Council and the Raiders Rojas National Hispanic Chapter. Each chapter promotes and advances opportunities for all of our alumni.

CULTIVATING SPIRIT

"In conjunction with the University's commitment to the values of higher education, the Athletics Department is uniquely suited to creating both opportunities for diversity to succeed and a public forum in which to showcase those successes. Specifically, athletic programs that triumph are those that blend the benefits of diversity and inclusion of staff and student-athletes, with the power of the team's common goal."

— Steve Downing, Associate Athletic Director





“The objective of the Department of Athletics’ Committee on Equity and Diversity is to enrich the coaches, staff and student athletes understanding of the various dimensions and value of equity and diversity in the pursuit of excellence.”
 – Judi Henry, EDD,
 Senior Associate
 Athletics Director

ATHLETICS & RECREATION. It’s how we play the game. 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. A member of the Big 12 Conference, Red Raider athletics is a source of great pride and tradition. Texas Tech hosts 24 club sports teams, including baseball, football, softball, cross-country and track, men’s and women’s basketball, tennis and golf and women’s soccer and volleyball. www.texastech.com

DIVERSITY INITIATIVES. The Marsha Sharp Center for Student Athletes supports the academic achievement and success of more than 500 Texas Tech student athletes.

THE ATHLETICS DEPARTMENT’S DIVERSITY COMMITTEE addresses personnel and hiring issues of the department and establishes relationships with minority organizations to further understand minority needs relative to student athletics.

Student-Athlete Academic Successes:

- Honored by the American Football Coaches Association for having one of the top 25 graduation rates in football for the 6th year in a row. The current year graduation rate is 80 percent as measured by AFCA (58 percent is the national average).

- The current graduation rate as measured by the NCAA is 77 percent (four year measurement 1995-1999), the second highest in the Big 12 Conference.
- Last year (2005-06) was one of the best years in Texas Tech’s history for the academic accomplishments for individual performance:
 - 340 awards for student-athletes on the Commissioner’s Honor Roll (3.0 semester GPA or better)—highest number ever
 - 103 awards for student-athletes on the Dean’s List (3.5 semester GPA)—highest number ever
 - 60 awards for student-athletes on the President’s List (4.0 GPA)—highest number ever
 - 60 student-athletes made their respective Academic All Big 12 Team

- Since the inception of the Program of Excellence Award in 1997, Texas Tech is now one of only 36 schools in the country to receive this lifetime award from the Division 1A Athletic Directors’ Association. Overall student-athlete welfare, academics, life skills, campus partnerships, facilities, coaches and administration are all evaluated in granting this award.

“Below is just a selection of the unique resources on our campus that add to the richness of a major university environment. In each case, these facilities are the result of an idea by an individual or group whose vision and energy were given support by the University. Texas Tech prides itself on encouraging faculty and staff to bring forth dreams to enliven and stimulate our community.” – Jim Brink, PhD, Senior Vice Provost for Academic Affairs



“I chose to minor in Women’s Studies because its unique courses are applicable to my life and career, and it allows me to develop an appreciation of diversity through an exploration of gender issues concerning both women and men.”

– Paige Miller,
Psychology major and
Women’s Studies minor

RESOURCES. Understanding the past, shaping the future. 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.

NATIONAL RANCHING HERITAGE CENTER.

This 30-acre historical park and museum in Lubbock was established to preserve the history of ranching, pioneer life and the development of the livestock industry in North America. More than 36 authentic, furnished ranch buildings and structures have been relocated here to show the evolution of ranch life from the late 1780s through the 1930s. www.depts.ttu.edu/ranchhc

SOUTHWEST COLLECTION. A center for interdisciplinary activity, the Southwest Collections Library is a valuable resource for University research and the general public. In addition to permanent displays of the Southwest Collection, our building houses the offices of University Archives, Archive of the Vietnam Conflict, the Library’s Rare Books Collection and editorial offices of the West Texas Historical Association.

www.swco.ttu.edu

VIETNAM CENTER. In addition to promoting the study of the American experience in Southeast Asia, the Vietnam Center seeks to provide a forum for all points of view and all topics relating to Indochina, particularly but not limited to the American military involvement there. Equal importance is placed on preserving records of all aspects of the Vietnam War. www.vietnam.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 on the lives of women and men.

www.depts.ttu.edu/wstudies

Women’s Studies also houses a resource library of materials on women and gender for use in research and teaching, offers scholarship and internship information and sponsors networking and co-curricular activities. These activities include a mentoring program that matches women students with area professional women, the Women’s Leadership Program, the All University Conference on Women and the Texas Tech Association for the Advancement of Women in Higher Education.



COMMITTED TO DIVERSITY. At Texas Tech University our commitment to diversity includes working with the most distinguished faculty and students from across the world. Our university is a community of scholars and students 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 student 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 to ensure that all members of our community are supported in the realization of their personal or professional aspirations. Join us at Texas Tech, and you will see that from here, it's possible.

— Juan Sanchez Muñoz, PhD,
Special Assistant to the President for Institutional Diversity,
Associate Vice Provost, Academic Development,
Associate Professor, College of Education

