Welcome

It is my pleasure to present the accomplishments and highlights from the 2013-2014 academic year for the Division of Institutional Diversity, Equity & Community. The Division has achieved many remarkable milestones, now in our fifth year. Our Military and Veterans Programs continue to gain national attention. Most recently, Texas Tech was named a Purple Heart Institution, the first in Texas, and one of only a handful in the nation. Texas Tech was also recognized as a Champion of Diversity by the American Association for Affirmative Action. In addition, Texas Tech was applauded by the American Association of University Women for empowering women thanks to the work of our Women’s Studies program and others. Texas Tech has been highlighted one of the sixth best colleges in the nation for first generation college students thanks to the efforts of our PEGASUS program.

This year, the Division also created the Office of Academic Enrichment to help increase the college completion rate of students from alternative schooling programs. The Division has also been instrumental in assisting the university make progress towards fulfilling the Making It Possible 2010-2020 Strategic Plan. The university enrolled a record number of Hispanic and African-American students in Fall 2013. As we enroll a more diverse student population, we are well on our way to becoming a Hispanic-Serving Institution. This increase in diversity also helps to elevate our academic quality and overall student experience. All of these accomplishments are made possible through the support of President M. Duane Nellis and Provost Lawrence Schovanec, as well as the leadership of Dr. Paul Frazier, Assistant Vice President for Institutional Diversity, Equity & Community Engagement.

On the pages to follow, you will see in greater detail the progress that the Division has made towards taking Texas Tech to unparalleled heights. I am incredibly proud of the accomplishments of the Division of Institutional Diversity, Equity & Community Engagement, and thank each and every one of my colleagues for their hard work over the past year.

Guns Up!

Juan S. Muñoz, Ph.D.
Senior Vice President
The Cross-Cultural Academic Advancement Center (CCAAC) is committed to promoting cross-cultural awareness and cultivating a culturally competent university environment. The CCAAC works across campus to advance a learning environment that contributes to the academic success of all students. The CCAAC is specifically focused on working with faculty, staff, and students in designing and supporting meaningful cross-cultural explorations intended to inculcate well-informed global understandings and cross-cultural competencies. Research strongly indicates that interactions with diverse peers, participation in well-informed and research-inspired diversity-related course work, and substantive co-curricular activities animate students to challenge their personal cross-cultural understandings. By providing high engagement activities, cultural programming, curricular engagement, and creative scholarship, the CCAAC aims to broaden student learning and life-long success.

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ACCOMPLISHMENTS:

- Hosted the Open Teaching Concept (OTC): Teaching Diversity Across the Curriculum. Brought together 25 faculty members to lead discussions and workshops.
- The three-week program included the first live social media symposium focused on diversity.
- TTU Hispanic Scholarship Fund (HSF) was recognized by the national organization, and secured the Outreach Chapter of the Year for their work in the Hispanic community.
- Launched the Global Leadership Academy: a six-week exploration of domestic and global diversity issues. Students who completed the pilot program received continuing education credit units and a $250 scholarship.
- Organized a three-week workshop series to explore stereotypes. A total of 27 faculty members participated in topic panels and engaged 108 students in dialogue on ethnic, cultural, and global identities.
- Hosted the 7th Annual Holi Festival of Colors, which attracted a diverse and large population of more than 600.
- Hosted the Difficult Dialogues program which creates and institutionalize models of dialogue based on mutual respect, tolerance, and an informed exchange of ideas and beliefs.
- TTU’s Angela Barrera was one of 12 students from around the country selected to participate in the National Hispanic College Quiz, where she secured 2nd place in her bracket.
- Received the 2014 Assessment Spotlight Champion Award from TTU Assessment Network.
Chess Program

The TTU Chess Program works to promote chess as a vehicle for enriching education, to serve as a unit for the development of advanced chess education, to support and promote competitive collegiate chess, and to recruit outstanding undergraduate and graduate students to the university. The Texas Tech Chess Program has produced three grandmasters, the highest designation in chess. In collaboration with the university’s student chess club, the Texas Tech Chess Program offers a variety of services and opportunities related to chess, including regular meetings, tournaments, after-school programs, workshops for teachers and chess camps for kids.

ACCOMPLISHMENTS:
- Honored as “Best College” by U.S. Chess Federation.
- Qualified for the Final Four of College Chess, the national championships.
- Received both the team and individual co-championships at the 17th Annual Texas Collegiate Tournament.
- Successfully hosted this year’s Pan-American Intercollegiate Team Chess Championships.
- Sponsored five scholastic tournaments with 770 Lubbock student players.
- Partnered with 23 local school chess programs.
- Hosted two full-day workshops for three visiting schools outside of Lubbock ISD.

Upward Bound

The Upward Bound Program at Texas Tech is an academic enrichment and campus immersion program for high school students in West Texas who are from families with limited financial resources and whose parents have not obtained a bachelor’s degree.

TRiO Programs assist in breaking the cycle of poverty and increasing the overall educational wealth of Texas. The goal of Upward Bound is to increase the rate at which participants complete secondary education and enroll in and graduate from institutions of postsecondary education.

Students from within a 75-mile radius from Lubbock are recruited to participate in the year-long program.

By the Numbers

220 students served
53 seniors who bridged (college ready)
41 enrolled at Texas Tech University immediately after high school
72% enrolled in college immediately after high school

$139,195 Awarded In Scholarships
first-time freshman bridge students 2014

$83,002 Tuition & Fees
$49,794 Housing & Meals
$6,399 Books & Supplies
The purpose of Mentor Tech (formally known as The Lauro Cavazos & Ophelia Powell-Malone Mentoring Program) is to enhance the quality of the educational experience of students through programs, services, advocacy, and campus and community involvement. Students are paired with faculty, staff or graduate students who assist them in their academic, social and cultural adjustments to the University.

The program was piloted in November of 2002 with 46 students and more than 100 mentors. The program has grown to more than 700 total participants annually. Mentor Tech’s average retention rate of 86% is consistently higher than the University’s average. Nearly 800 participating students have earned degrees from Texas Tech University and the Texas Tech University Health Sciences Center over the last eight years.

ACCOMPLISHMENTS:
• Organized more than 40 academic, personal/professional development, cultural and social events to 461 enrolled students.
• A total of 281 faculty, staff and graduate students served as mentors.
• Students received information regarding employment opportunities from more than 60 area industry leaders at the Mentor Tech Networking Reception.
• Hosted the 12th Annual Celebration Banquet with actor, author and legendary comedic icon, Bill Cosby serving as the keynote speaker.
• The Mentor Tech Student Organization served as mentors and tutors to area grade school students through their Adopt-A-Class Project to foster a college-going culture. They were recognized by The Volunteer Center of Lubbock as the 2013 Louise Cummins Organization of the Year Award recipient.
Military & Veterans Program

Military & Veterans Programs (MVP) is a one-stop resource for military members, veterans, and their families and provides support for all students from recruitment to graduation. MVP is responsible for helping students establish veteran benefits, provide transition assistance, referrals for academic support, or any other assistance necessary to ensure a successful educational experience for those who have served.

ACCOMPLISHMENTS:
- Opened first-ever Stars & Stripes Military, Veteran, and Family Lounge.
- Designated as the First Purple Heart University in Texas.
- Recognized by GI Jobs, Military Advanced Education, and Military Times as a Military and Veteran Friendly University.
- Rawls College of Business Ranked #13 in Best Business College for Veterans by Military Times.
- Established Faculty and Staff Veterans Association.
- Led the creation of the Big 12 Veteran Services Coalition.

FUNDS RAISED:
- Arthur J. Achenbach Memorial Scholarship established through private donation of $1,000 per year for the next 10 years ($10,000 total)
- Tournament for Heroes Scholarship Golf Tournament has raised nearly $10,000 for the establishment of scholarships for veterans and family members.

MVP Enrollment

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<th>Fall 2012</th>
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<td>792</td>
<td>770</td>
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IDEAL

The Institute for the Development & Enrichment of the Advanced Learner (IDEAL) was established in 1984 to open the eyes of thousands of children to the endless careers in science, technology, engineering, and mathematics. We offer K-12 programs designed to encourage students to pursue postsecondary education and increase their knowledge about potential fields of study. IDEAL provides a distinctive and unique outreach programs that promote academic excellence and diversity, specifically to underrepresented students.

ACCOMPLISHMENTS:
- Texas Tech University was selected as one of 20 universities in the country to host the 2014 ExxonMobil Bernard Harris Summer Science Camp. IDEAL received an $80,000 grant to provide this unique opportunity to students in a 75-mile radius of Lubbock.
- Partnered with the East Lubbock Promise Neighborhood Grant to provide a summer camp training program for 300 students.

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By the Numbers

358 Science: It’s A Girl Thing Attendees
103 Shake Hands with Your Future Attendees
545 Scholarships Rewarded
$384,000 in grants and donations for K-12 academic programs
272 Super Saturdays Attendees
90 Texas Tech Summer Institutes Attendees
19 Run on the Wind Attendees
147 Brazil Attendees
$67,000 in grants and donations for K-12 programs

PEGASUS

PEGASUS (Pioneers in Education: Generations Achieving Scholarship and Unprecedented Success) is a recruiting and retention program that provides an academic advising and peer mentoring program to support First Generation College (FGC) students. PEGASUS is designed to assist FGC students with a variety of challenges unique to students without a family background in higher education. Areas unfamiliar to FGC students include academic progress, social involvement, and personal growth.

ACCOMPLISHMENTS:
- Recruited the largest number of PEGASUS participants this year at 541 FGC students
- Offered 84 workshops and activities designed to support the academic and student life successes of first-year, first-generation college students.
- PEGASUS program increased community service opportunities for the academic year. Participants completed a total of 1,763 community service hours.
- Awarded 16 FGC student scholarships

Office of Community Engagement

In support of the strategic priorities of the university, OCE continually strives to strengthen academic quality and reputation by building, developing and sustaining long standing partnerships with Texas Tech University faculty, students and staff which promotes service-based learning, engages students from all backgrounds and supports the K-20 educational pipeline. Through partnerships in the local and surrounding communities, OCE delivers such key programs as the Back to School Fiesta and Red Raider Reality Check. In addition, OCE offers more than 30 unique and interactive experiences for students, faculty and staff as well as programs designed specifically to meet the needs of classes, schools and independent school districts.

By the Numbers

K-12 Faculty, Staff and Students served through college access programs
16,000

Texas Counties Served
28

$67,000 in grants and donations for K-12 programs

Back to School Fiesta Attendees
4,000

Texas Tech University Student Participants in College Access Programs and Presentations
328

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ACCOMPLISHMENTS:
- Back to School Fiesta saw approximately 4,000 attendees and consisted of an indoor informational fair, an outdoor educational and recreational fair and free backpacks and school supplies for all K-12 students.
- Received funding from the East Lubbock Promise Neighborhood to provide programs and services to students in the Lubbock area.
- Expanded the K-12 outreach and engagement by partnering with school districts across the state to deliver online and interactive programs and services.

PEGASUS Mentee Ethnicity

27% White non-Hispanic
55% Hispanic/Latino
10% Black non-Hispanic
3% Asian or Pacific Islander
2% Multiple
3% Non-resident alien
Women’s Studies

The mission of the Women’s Studies Program is to provide feminist-centered, as well as gender- and identity-aware education, which supports and expands research in Women’s Studies and related fields of scholarship. The department also seeks to promote networking, advocacy, support for women faculty, staff, and students. The Women’s Studies Program offers an interdisciplinary minor in addition to a graduate certificate for students who want to gain an in-depth understanding of the way in which gender plays a role in the lives of women and men. Women’s Studies classes examine the cultural and social construction of gender, explore the history, experiences and contributions of women to society, and learn the influences of gender on the lives of both women and men.

ACCOMPLISHMENTS:

• Recognized by AAUW National as one of seven “Schools That Empower Women for 2014” by co-hosting “Rape Culture at Texas Tech” panel.
• Founded the Gamma Nu Chapter of Iota Iota Iota (Triota), the Women’s Studies Honor Society.
• Over 400 students were reached through face-to-face and online classes.
• This year marked the 30th anniversary of the internationally recognized All University Conference on the Advancement of Women.
• Hosted multiple guest scholars including, Dr. Gayle Sulik, Sociologists for Women in Society Feminist Lecturer and author of Pink Ribbon Blues and Dr. Jennifer Glass, Barbara Bush Professor of Liberal Arts, at the University of Texas at Austin
• Collaboratively supported Dr. Michael Kimmel author of Guyland and Ms. Alyssa Abbott author of Fairyland.
• Sponsored events, such as: public film screenings, brown bag lunches, a gender colloquium, multiple awareness month observances, and student lead initiatives were also supported by our program.

Texas Tech University Interscholastic League

University Interscholastic League (UIL) seeks to advance the awareness and increasing enrollment of Texas Tech by hosting regional academic and athletic competitions so that many of the top high school students from across the state have the opportunity to visit campus. UIL is dedicated to providing high school students with unbiased competitions and quality venues, while also promoting partnerships and collaborations with local and regional educators and businesses. For many students, this is their first opportunity to be on a university campus. Hosting these events promotes higher education, while also introducing students from across the state to Texas Tech.

ACCOMPLISHMENTS:

• TTU-UIL hosted another successful year of events for surrounding elementary and high schools:
  > five general academic contests
  > two regional academic competitions
  > two regional One-Act Play performances
  > five summer academic camps
  > twenty two regional athletic competitions

These events had a total of more than 9,000 participants and attracted approximately 29,000 spectators to the Texas Tech Campus.
At the third annual Celebrate Diversity Awards Banquet, the Division of Institutional Diversity, Equity & Community Engagement recognize those within the Texas Tech and Lubbock communities who exemplify Inclusive Excellence. This year we were pleased to host Emmy-winning broadcast journalist, Soledad O’Brien as our keynote speaker. O’Brien is known for both her work as a CNN reporter, breaking news from around the globe, and her documentaries that explore topics on race, identity, and acceptance. The National Association of Black Journalists named O’Brien the Journalist of the Year and Edward R. Murrow Awards praised her with the RTDNA/UNITY award for Latino in America in 2010.

Proceeds from the banquet benefit the Celebrate Diversity Scholarship Fund.

Celebrate Diversity Awards Banquet

Senator Robert L. Duncan Community Champion Award Recipient:
Quincy White

Inclusive Excellence Award Recipients:
Dr. Aliza Wong
Eric Strong

President’s Excellence in Diversity and Equity

Annually, individuals are recognized through the President’s Excellence in Diversity and Equity Awards for their contributions in advancing diversity, equity, and inclusive excellence at Texas Tech. Recipients of these awards are chosen for their efforts to engage in academic activities and programs that advance the academic and professional climate of diversity and equity. Awards are given to those whose contributions are "beyond the call of duty" and each nominee is evaluated on their specific activities that advance diversity and equity at Texas Tech.

Award Recipients:
Junior Faculty Award
Eugenia J. Charles-Newton, J.D. (not pictured)

Senior Faculty Award
Al Sacco, Jr., Ph.D.

Staff Award
James L. Perez (not pictured)

Student Award
Charles Oliver
Gustavo A. Chavira
Ibrahim H. Yetar (not pictured)
Latino Americans

Latino Americans is a unique series that chronicles the history of Latinos in North America over the last 500 years. To accompany the national series, KTTZ-TV produced stories of the Latino experience in Lubbock and West Texas. The screening event was made possible by the support of the Division of Institutional Diversity, Equity & Community Engagement and the personal narrative of Dr. Juan Munoz.

Many Rivers to Cross

The Division of Institutional Diversity, Equity and Community Engagement hosted a panel of distinguished local African Americans to discuss the six-hour PBS series, The African Americans: Many Rivers to Cross, which was narrated by Dr. Henry Louis Gates, Director of the W.E.B. DuBois Institute for African and African American Research at Harvard University. In tune with the series, panel members discussed the evolution of the African American people, as well as the variety of cultural institutions, political strategies, and religious and social perspectives they developed. In addition to the panel, there was a screening of the series followed by a reception.

Family Weekend Tailgate

During TTU Family Weekend, the DIDECE hosted its own tailgate party to welcome visiting family members to the campus and the division. The event provided students and their family members to meet and interact with the TTU administrators, such as President Duane Nellis and other staff members within the Division, and community supporters from across the region.