Increase Enrollment and Support Student Success

- Achieve a more diverse and inclusive undergraduate and graduate student body, faculty, and staff.
- Increase the academic success of diverse, underrepresented, and first-generation students.
- Engage students, faculty, and staff in learning varied perspectives of domestic and global diversity, inclusion, and community engagement.

Expand and Enhance Research and Creative Scholarship

- Contribute to research, teaching, and scholarship by generating novel approaches that reframe our understanding of diversity, equity, and community engagement.
- Participate in innovative disciplinary and interdisciplinary initiatives and curricular and co-curricular partnerships that contribute to research, scholarship, teaching, and creative activity.

Strengthen Academic Quality and Reputation

- Create and sustain an academic organizational environment that acknowledges and advances initiatives to recruit, train, and retain faculty who contribute to the academic and inclusive excellence of the University.
- Excel in providing faculty development opportunities, resources, and services related to institutional diversity, educational equity, and community engagement.

Further Outreach and Engagement

- Foster collaboration among the University, its neighbors, and others in local, regional, state, and national communities and develop new services and outreach programs that address community needs and enrich the learning and research experience of faculty and students.
- Enhance the diversity of the University by serving as a resource nexus for Texas Tech community engagement activities that advance access and equity, student preparedness, and research.

Increase and Maximize Resources

- Increase existing external funding to support programs and activities that enhance campus diversity and community partnerships and engagement.
- Develop innovative sources of revenue that advance academic and inclusive excellence for faculty, staff, students, and communities.
- Upward Bound has received nearly $5 million in grant money from the U.S. Department of Education.
- Since its inception, the Division has been the recipient of or benefitted from more than $9 million in grants and scholarships.

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- Increase the academic success of diverse, underrepresented, and first-generation students.
- Engage students, faculty, and staff in learning varied perspectives of domestic and global diversity, inclusion, and community engagement in order to graduate globally-competent students.

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President’s Excellence in Diversity and Equity Awards

- Recognize Texas Tech faculty, staff, and students for their contributions in advancing diversity, equity, and inclusive excellence at Texas Tech.
It has been an incredible year for the Division of Institutional Diversity, Equity & Community Engagement! The division as a whole has been recognized with many accolades that are a testament to the extraordinary work that is taking place every day at Texas Tech, and I could not be more proud of the work that has been accomplished.

I am, however, equally excited about all that lies ahead. As Texas Tech continues to grow, the Division will be instrumental in helping to continue to recruit, retain, and graduate students, especially those from diverse backgrounds and experiences.

One major development was the hiring of an Assistant Vice President, Dr. Paul Frazier, who joined the Division in the Summer of 2013. Dr. Frazier brings with him a wealth of experience that will enhance the work of the Division and contribute to Texas Tech’s commitment to inclusive excellence.

The university also enjoys new leadership, which presents it with opportunities to do even greater things. Through the support of Texas Tech’s new president, M. Duane Nellis, the Division will serve as a catalyst and model for the university to continue striving for greater diversity and inclusive excellence. This will truly enhance Texas Tech’s national prominence, as is evidenced by the recognitions contained within the pages to follow, regarding first-generation college students, military veterans, and Hispanic and African American student success.

While the Division has accomplished a great deal, there is still more to be done and many opportunities on the horizon thanks to the hard work, dedication, and inspiration of the entire team in the Division and the university. It is a great pleasure to work with this team as they embody the true spirit of Texas Tech and showcase that, From Here, It’s Possible.

Guns Up!

Juan S. Muñoz
Senior Vice President

The Division of Institutional Diversity, Equity & Community Engagement’s dedication to the advancement of research, academic achievement, partnerships, and student engagement over the past year continues to be reflective of Texas Tech University’s commitment to academic and inclusive excellence. As we reflect on the work of the Division over the past year, we recognize the strides we have made in creating learning environments and experiences that not only prepare students to be college-ready but also to be college-achieving.

We take pride and celebrate these award winning, nationally and internationally recognized programs, events, and competitions that were put on display this year.

Mentor Tech, PEGASUS, the Cross-Cultural Advancement Center, Military and Veterans Programs, Women’s Studies, and the Texas Tech Chess Program were instrumental this year in providing Texas Tech students with opportunities that encouraged exploration of diverse subjects and created methods for students to become involved with outreach and engagement activities across campus and the community. Each of these programs saw substantial growth and an increased recognition of their efforts regionally, statewide, and nationally, including earning distinctions for Texas Tech University as a military friendly institution, a top gainer in Hispanic and Black student graduation rates, and as a winner of the Higher Education Excellence in Diversity award.

The Office of Community Engagement, Upward Bound, the Institute for the Development and Enrichment of Advanced Learners, and University Interscholastic League continued to expand their involvement with the K-12 community regionally and across the state. These programs combined engaged over 20,000 K-12 students and their families, as well as faculty and staff during the year. In addition, these programs brought both funding and recognition to the university through awards such as the Upward Bound grant, the Texas Tech Summer Institute Grant, and the Title I Family and Community Engagement Seminar.

As we look forward to the coming year, we anticipate a continued expansion of our efforts and a strengthening of our commitment to creating an environment of inclusive excellence.

Paul Frazier, Ed.D.
Assistant Vice President
The Cross-Cultural Academic Advancement Center (CCAAC) offers multicultural programming, student leadership development, faculty development, and community outreach activities and programs. Each year, the CCAAC serves over 7,000 students through curricular and co-curricular programming, student scholarships, and community outreach initiatives. The CCAAC strives to provide students cross-cultural learning experiences and assist with developing and enhancing global competencies and leadership skills. Through the CCAAC’s activities, faculty, staff, and students can engage in globally diverse learning experiences while at Texas Tech.

**Mission**

The Cross-Cultural Academic Advancement Center is a resource-nexus for issues and activities pertaining to the implementation of an inclusive and excellent learning environment for all Texas Tech students and faculty.

- **Affirm identity** by promoting cultural and educational programs that celebrate, embrace, and enhance students’ learning experiences.
- **Build community** by establishing links among students, faculty, and staff in organizing, developing, and participating in programs and services that promote the intellectual, cultural, and social development of students.
- **Cultivate academic achievement** by creating coordinated services and programs for students that increase their academic success and that support their retention and graduation from TTU.

**Events & Programs**

- **El Grito 2012** recognized Mexico’s Independence Day and evaluated its impact on today’s Hispanic student population at Texas Tech. The event welcomed Hispanic/Latino student organizations to lead workshops and/or academic explorations of the celebration and culminated in the festival held annually on September 15th. In 2012, events included “Women of the Revolution,” “El Grito, at Home and Across the Globe,” and “Hidalgo, La historia jamás contada.” $2,500 in grants were awarded to Texas Tech faculty to conduct creative scholarly activities that engaged students in research.

- **Holi: Festival of Color** annual celebration welcomed over 800 student participants to participate in the South Asian/Indian traditional festival. Holi celebrates the arrival of spring and fertility and equity within societies. Participants showered each other with colored powder in a symbolic gesture of friendship and social equity.

- **Stand Up for Diversity** engaged over 300 students in activities celebrating and recognizing the many cultures that make up TTU. Texas Tech University Stand Up for Diversity featured con-christian Viet Hoyn who shared his experiences growing up as an Asian in the southern U.S.

- **Difficult Dialogues** was a part of the national Difficult Dialogues initiative across college campuses. The Difficult Dialogues Program provided training and other resources to enable faculty, staff, and students to more effectively address these issues in the classroom and across the campus. Eighty-two faculty, staff, and graduate students attended the program.

- **Open Teaching Concept (OTC) Politics, People and the Popular**—invited eleven Texas Tech faculty members to lead classroom discussions that explored diversity, social justice, and equity as it related to the national elections of 2012. The classroom activities were coupled with co-curricular explorations of the many topics presented during OTC, which engaged over 2,000 students.

- **Texas Tech Asian Cultures and Societies Seminar** invited Texas Tech scholars and participants to explore the contributions that generations of Asian, Pacific Islanders, and Asian Americans have made to American history, society, and culture and at Texas Tech. Sixty-seven participants attended the event.

- **The Hispanic Scholarship Fund Student Scholar Chapter** was once again recognized by the National Hispanic Scholarship Fund organization as an exemplary program for mentoring young students. HSF served over 350 high school students in the 2012-2013 academic year.

- **Diversity Ambassadors** was launched as a pilot program and engaged 12 campus leaders in the CCAAC’s diversity program planning and other activities. The students attended events, greeted guests, served as program leaders, and provided activities designed to make Texas Tech a welcoming campus climate.

**Accomplishments**

- **In July 2012**, the Texas Tech Chess Program rebuilt a nationally ranked team recruiting top grandmaster and graduate student Hedin Steingrimsson from Iceland, as well as a U.S. FIDE Master Steven Breedenridge from Oregon. For the spring semester, the Program recruited one of the top junior players in the world, grandmaster Yaroslav Zereikub, from Ukraine.

- **Staffed the vacant Head Coach position with former U.S. Champion Grandmaster Alex Onischuk, one of the top players and trainers in the world.**

- **Began regular training for all team members.**

- **Won three national team division titles and the Southwest Team Championship.**

- **Individual students acquired new national and international titles.**

- **Outreach increased the number of local in-school chess programs from two to 13.**

- **Our regular “Check with Tech!” scholastic tournaments in local schools set a new standard at 175 students-players at a single Saturday event at Estacado HS.**

- **Wrote UIL tests and was named the official producer of puzzle contest materials, which were used state-wide by more than 20,000 students.**

- **Texas Tech, through the chess program, gained frequent recognition in the media, both local and national.**

- **Promoted program with unique on-campus events, such as the “Beat the Greek” exhibition, blindfold exhibition, and Foundation Dinner presentation.**

- **Partnered with other divisions, Military & Veterans Program, and the Office of Community Engagement at their outreach events.**

- **For the first time, TTU has been chosen by the United States Chess Federation to host the 2013 Pan-American Collegiate Championship in Lubbock.**

- **Held the largest-ever TTU summer chess camp, with 43 students from seven to 17 years old.**
The purpose of the Lauro Caramas & Ophelia Powell-Malines Mentoring Program is to enhance the quality of the educational experiences of students through programs, services, advocacy, campus initiatives, and community involvement. Through faculty and staff mentoring and support group networking, the Program endeavors to improve the retention and eventual graduation rates of all students from Texas Tech University, with a special focus of those from underrepresented groups, by fostering a campus climate that is conducive to their academic, social, and cultural needs and interests.

During the 2012-2013 academic year, 54 percent of the students in the Program were First-Generation College Students. Since its inception, more than 2,500 students have been provided services through Mentor Tech. The Program’s average retention rate (86.42 percent) is consistently higher than the University’s average.

**SUMMER CAMPS**

- **Science: It’s a Girl Thing (SIGT)**
  According to a recent study conducted by Girl Scouts of America, women account for only 20% of bachelor’s degrees in engineering, physics, and computer science. Furthermore, women hold only 15% of the positions in the above-mentioned fields. It is Texas Tech University’s goal and responsibility to continue providing access to and spurring interest in what will be tomorrow’s scientists and mathematicians. SIGT addresses the shortage and need for women scientists and introduces girls to a university experience. Due to its increasing popularity, SIGT is offered in two separate sessions, June (grades 5-6) and July (grades 7-10). The students live on campus for four days and receive a first-class introduction to science, technology, engineering, and mathematics and the careers within these fields. The faculty is comprised of public school educators, Texas Tech faculty, and representatives from NASA.

- **Shake Hands with Your Future (SHWYF)**
  The SHWYF summer camp introduces students in grades 4-11 to a college experience while allowing them to participate in advanced academic programs in art, science, architecture, engineering, theater, and law. Students live on campus for five days and receive a first-class introduction into these fields of study. When not in class, the students enjoy summer camp activities such as swimming at the Texas Tech Recreation Center, a trip to Main Event, and traditional summer fun.

- **Run on The Wind**
  The University is clearly a profit center for wind power production. Maintenance CREATE will provide much of the electricity for the world's population. In the not too distant future, clean renewable energy sources will provide much of the electricity for the world’s population. Wind power production is rapidly expanding, dotting the landscape with spinning turbines that promise the delivery of clean energy. Wind power is indeed a growth industry of the 21st Century and with it comes an emerging body of knowledge. Ensuring the growth of this clean energy source is largely dependent upon creating a competent well-educated workforce.

- **Run on The Wind**
  During the 2012-2013 academic year, Mentor Tech offered more than 40 academic events to 426 enrolled students, which is the largest enrollment of students in Program history.

  - The Program recruited 114 faculty & staff members and graduate students to serve as mentors within the program, which is the largest enrollment of mentors in program history.
  - In January, Mentor Tech hosted the inaugural West Texas Mentoring Summit, which was attended by area educators, non-profit organizations, and college and university personnel and was facilitated by acclaimed author and mentoring expert, Dr. Lou J. Zachary.
  - In May, Mentor Tech held the second largest Mentor Tech Celebration Banquet in program history, with Academy Award-Nominated Actress, Taraji P. Henson as keynote speaker. Seven hundred thirty-six people attended.
  - Mentor Tech received a $2,500 grant from the Bank of America Foundation and a $5,000 grant from ConocoPhillips for program enhancement and augmentation.
  - The Mentor Tech Student Organization (MTSO) served as monitors and tutors to students in schools within the Lubbock and Frenship Independent School Districts to promote a college-going culture. Additionally, the group hosted various events for area students on the Texas Tech campus. The group participated in the American Diabetes Association’s Step Diabetes Walk, The March of Dimes, and maintained highways for the Adopt A-Highway program. In April, MTSO group won the Samsung Galaxy Campus Challenge. As a result, the organization received $5,000 for their activities. Additionally, the TTU campus will receive nearly $20,000 in Samsung technology.

**STATISTICS**

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Military & Veterans Programs assist veterans and their families in achieving academic and personal success. As the enrollment of military personnel, veterans, and their dependents has continued to rise, Military & Veterans Programs continue to provide programs and services to establish Texas Tech University as one of the top universities in the nation for serving veterans and their families. Veterans and dependents received nearly 1.5 million in government funding during FY2012. Additionally, nearly 1,000 students were granted tuition and fee waivers in accordance with the Hazardous Act. Texas Tech University has been recognized as military friendly by GI Jobs, Military Advance Education, and Military Times (#29 Best for Vets). Additionally, Texas Tech University has joined the national “Got Your 6” campaign and has received a $5,000 grant from the Aurora Foundation for the education of faculty and staff. The “Green Zone” veteran’s advocacy program for faculty and staff has had nearly 400 faculty and staff that have completed the program since 2011.

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One Year Retention Rates

- 2011: 25%
- 2012: 40%
- 2013: 50%

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Government Funding

- $5,000,000

Students Granted Tuition & Fee Waivers

- 1000

Faculty & Staff Completed “Green Zone” Advocacy Program

- 400

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[About the Division]
The University Interscholastic League (UIL) was created by The University of Texas at Austin to provide leadership and guidance to public school debate and athletic teachers. Since 1909, the UIL has grown into the largest inter-school organization of its kind in the world. The UIL continues to operate as part of UT, under the auspices of the Vice President for Diversity & Community Engagement.

PEGASUS

PEGASUS (Pioneers in Education: Generations Achieving Scholarship and Unprecedented Success) is a successful recruiting and retention program on the TTU campus that provides academic advising and peer mentoring program to support First Generation College (FGC) students in their first year by facilitating a successful transition into the university community. PEGASUS is designed to assist FGC students as they manage the variety of challenges unique to students without a family background in higher education. These challenges include academic progress, social involvement, and personal growth.

NUMBERS

- Recruited the largest number of PEGASUS participants at 320 First Generation College students
- Offered 84 workshops and activities designed to support the academic and student life successes of first-year, first-generation college students
- PEGASUS was voted Volunteer of the Year Group by all three branches of Boys & Girls Club of Lubbock
- Awarded 16 FGC student scholarships to students who have gone above and beyond in the PEGASUS Program
- PEGASUS was a key ingredient for Texas Tech’s recognition as one of the six best universities in the nation for FGC student outreach by The Best Colleges website

HISTORY

The University Interscholastic League (UIL) was created by The University of Texas at Austin to provide leadership and guidance to public school debate and athletic teachers. Since 1909, the UIL has grown into the largest inter-school organization of its kind in the world. The UIL continues to operate as part of UT, under the auspices of the Vice President for Diversity & Community Engagement.

MISSION

- UIL supports a mission statement for the advancement of the awareness of Texas Tech University, a comprehensive public research university providing the highest standards of excellence in higher education.
- UIL competitions and high school workshops promote community outreach by partnerships and collaborations with local organizations such as Lubbock Christian University, Lubbock ISD, Panhandle ISD, Cooper ISD, Civic Lubbock, Lubbock Convention and Visitors Bureau, Lubbock Sports, and various local businesses.
- UIL competitions and high school workshops help to increase enrollment at Texas Tech through assuring a large number (estimate 40,000+) of prospective students and spectators/parents visit the Tech campus.
- UIL events provide the second largest economic impact to the City of Lubbock, behind that of Texas Tech Athletics.

NUMBERS

- Provided 20 hours of Continuing Education Credits for participating high school teachers at summer camp
- Provided 20 hours of Gifted & Talented Certification for participating high school teachers at summer camp
- Secured four $500 scholarships for number sense and math winners from the Texas Tech Department of Mathematics and Statistics
- Secured two $2,000 scholarships from the Texas Tech Whitacre College of Engineering for calculator winners
- Secured a Civic Lubbock Grant of $4,600 to support the Regional One-Act Play competitions, $5,000 to support the Summer Theatre Camp, and $3,500 to support the One-Act Play Director’s Workshop.
The Upward Bound Program at Texas Tech University is an academic enrichment and campus immersion program for West Texas high school students who are from families with limited financial resources and whose parents have not obtained a bachelor’s degree. The program is designed to prepare high school students for college and provides opportunities for participants to succeed in their precollege performance and ultimately in their higher education pursuits. The goal of Upward Bound is to increase the rate at which students complete secondary education and enroll in and graduate from institutions of higher education. Students are exposed to a variety of professional career options and higher education settings through the program’s academic year and summer programs. Students in Upward Bound programs are also required to engage in social, cultural, civic, and leadership activities in addition to their rigorous academic experiences. Despite the economic climate and challenges on families, the Texas Tech Upward Bound Program met its goal of assisting over 230 students and families in West Texas in the current academic year. Students from within a 75-mile radius from Lubbock are recruited to participate in the year-long program. Students and their parents travel to Lubbock every other weekend to participate in academic, career, and social constructs.

### Numbers

**Academic Year Component**

- Quest: 60
- Select: 100
- Discover: 60

**Summer Component**

- Quest: 47
- Select: 66
- Discover: 24

**Faculty Leading US Workshops**

- Quest: 2
- Select: 5
- Discover: 2

**Awarded in Tuition & Fees (Bridge Only)**

- $226,574

**Awarded in Books & Supplies (Bridge)**

- $4,320

**Awarded in Room & Board (All Summer)**

- $115,915

**Highlights**

- Texas Tech recently attained National Research University Fund (NRUF) status, and as part of one of those requirements, a TRIO Program (Upward Bound) must be present on campus. In recognition for receiving three Department of Education Upward Bound Grants, totaling just under 15 million dollars over a five-year grant cycle, Upward Bound staff celebrated lunch with the TTU president and the Senior Vice President and was recognized at the TTU Board of Regents meeting.
- The University awarded $115,915 in grants to the program.
- The program celebrated the graduation of 230 students and families in West Texas in the current academic year.
- Students are exposed to a variety of professional career options and higher education settings through the program’s academic year and summer programs.
- Students in Upward Bound programs are also required to engage in social, cultural, civic, and leadership activities in addition to their rigorous academic experiences.
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**Women’s Studies**

The Women’s Studies Program is an interdisciplinary academic program that examines the cultural and social construction of gender, explores the historical, experiences and contributions of women to society, and studies the influences of gender on the lives of women and men. The program emphasizes critical thinking across disciplines vital to success during and following formal education.

The University offers an undergraduate minor in Women’s Studies, a graduate certificate in Women’s Studies, and a specialty in the interdisciplinary MA. The primary goal of the minor is to help students interpret concepts of gender and gendered identities in different social, cultural, and political contexts. The Graduate Certificate Program is intended to meet the supplemental post-baccalaureate education needs of professionals with a curriculum that provides in-depth knowledge in women’s and gender studies. The Program has certificate students who are Ph.D. and M.A. students in programs such as English, Human Development and Family Studies, Art, Sociology, and Theater.

Women’s Studies is also home to The Edna Maynard Gott Memorial Library founded in 1995 honoring Dr. Edna Gott, the first woman at Texas Tech awarded tenure in the Department of Economics. Materials for the library are provided by the College of Human Science and Preston P. Gott (1903-2002), Professor Emeritus of Physics.

In the year 2012-2013, Women’s Studies offered the following cross-listed undergraduate courses, including Introduction to Women’s Studies, Feminist Thought and Theories, and Seminar in Women’s Studies, as well as two graduate courses (Foundations of Women’s Studies and Feminist Thought and Theories). The Program also offered the first on-line sections of Introduction to Women’s Studies in the spring and summer sessions of 2013. The Program has a number of students enrolled in courses cross-listed with Women’s Studies from programs including Human Development and Family Studies, History, Sociology, English, and Communication Studies. The Program also offered one section of Introduction to Women’s Studies in the Honors College First-Year Experience program.

Signature events include the gender and gender identity colloquium held in the fall and the All-University Conference on the Status of Women in the spring. This year’s conference, Women and Global Change: Achieving Peace Through Empowerment - Women - Part II, featured internationally known keynote speakers who are working on behalf of women’s rights in Iraq and globally.

The Women’s Studies Program awarded four $500 scholarships from the following endowments: Florence Brown En Arant Club, the Gwen Sorel Scholarship Endowment and the Bea Miller Smith Scholarship Endowment, which was established by the generosity of the Lubbock Area Lights Chapter of the American Business Women’s Association.

In addition to the curricular activities, the Women’s Studies Program implements events designed to increase awareness and address issues related to women and gender equity. Activities included programming for Sexual Assault Awareness Month and Feed Your Body and Soul Week. The Program worked with PREXUS on their program for college-bound students by providing a panel discussion about using education to choose a career. The Program also collaborated with the Military & Veterans Programs to sponsor a panel discussion on the decision to allow women to serve in combat. The Program collaborated with the Black Faculty and Staff Association to bring Mariamadhesi Ekele Tallie, a well-respected poet, to Texas Tech. Women’s Studies also collaborated with student groups to offer films of relevance to women’s issues including Misrepresentation and the Invisible War.
The Education Trust has acknowledged Texas Tech for its progress in ensuring inclusive excellence, including being a model for other universities to follow due to its Closing the Gap success, and high degree attainment by Hispanic and African-American students.

Texas Tech was recognized as one of the six best colleges for first-generation college students by The Best Colleges.

Affordable Colleges Online ranked Texas Tech as one of the most affordable colleges in the nation.

Texas Tech made the 2013 list of Military Friendly Schools by G.I. Jobs Magazine and has been on the list for the last four years.

Texas Tech University’s commitment to a diverse campus has been acknowledged with a national award by Minority Access, Inc. for two years.

Hispanic Outlook has listed Texas Tech on its annual lists of the Top 100 institutions for Hispanics based on degrees awarded the last four years.

Divisional director serves as President of the Big XII Chapter of Chief Diversity Officers.

Texas Tech University’s National Registry of Diverse & Strategic Faculty has been acknowledged as one of the nation’s premier databases for faculty searches and hires.

Texas Tech University has experienced record enrollment growth among diverse student populations during the last four academic years.

The Senior Vice President of Institutional Diversity, Equity, & Community Engagement was one of the founding members of the National Association of Diversity Officers in Higher Education (NADOHE) organization.

Upward Bound, a department within the Division of Institutional Diversity, Equity & Community Engagement, recently received $4.5 million in federal funding to continue its programs.

Texas Tech was designated a Mother-Friendly campus for its addition of mother-friendly breastfeeding rooms for faculty, staff, and student use.

Texas Tech joined the national “Got Your Six” campaign, which has started a new conversation where veterans and military families are perceived as both leaders and civic assets.

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<tr>
<th>AMERICAN INDIAN</th>
<th>HISPANIC</th>
<th>TOTAL MINORITY</th>
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<tbody>
<tr>
<td>47TH</td>
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–Diverse: Issues In Higher Education

IN BACHELOR’S DEGREES AWARDED