2018 - 2019 ANNUAL REPORT
Office of Institutional Diversity
Division of Diversity, Equity & Inclusion
Gratitude. Collective responsibility. Service through education and engagement. Celebration and exploration. Humility and deep pride. Community established through traditions - both old and new. Identity. Diversity. Equity. Inclusion. These words are the backbone of the work we witnessed through the efforts of the Division of Diversity, Equity & Inclusion (the Division) along with the reestablished Office of Institutional Diversity (Institutional Diversity) as well as our students, faculty, staff, alumni, community partners, and contributing groups and organizations. It was an incredible year.

We experienced record university enrollment with one of the most diverse student bodies in the history of the university. It was the year Texas Tech University received full designation as a Hispanic Serving Institution. The win is knowing that HSI designation represents the work of a dedicated community to increase opportunities for low-income and under-represented populations while laying the foundation for the growth in our Hispanic student population. The RAISE TTU committee continues to work across the university to build awareness of what HSI designation represents and the additional opportunities it provides. We also began working to reestablish the President’s Diversity and Equity Advisory Council and implemented a new fellow’s program for staff known as the LEAD Fellows Program.

For the first time, Institutional Diversity and the Division partnered with TTU Athletics for several pre- and post-home football game events. The events included hosting the annual El Grito celebration at the location of the official tailgate venue, giving away eye-patches for the Blackout football game, and supporting various programs and events during several of the heritage celebration months. These were opportunities to celebrate and explore traditions, diversity, equity, and inclusion in both longstanding and new ways.

Additionally, Institutional Diversity and the Office of the Provost launched a new Faculty Search Committee training. Simultaneously, the Division began laying the groundwork for the newly formed Student Intersectional Leadership Council (SILC). We also stretched beyond the bounds of the university by establishing TTU as an inaugural member of the NASPA First Forward Initiative. TTU joined the Excelencia in Action Network, and President Schovanec joined the select group Presidents for Latino Student Success. We were again (since 2013) recognized as a Best for Vets College, and, for the seventh year in a row, Texas Tech University received the Higher Education Excellence in Diversity (HEED) Award and was named a Diversity Champion by INSIGHT into Diversity Magazine.

I probably should have begun my message with the words “driven” and “focused.” Every report from this office should more than likely begin or end with these words because we understand our “Why” and for whom we do this work. We are educators who serve, celebrate, engage, and support. We are catalysts and change agents, accountability partners, a university resource, colleagues, and cheerleaders. Our work is rooted and grounded in the fundamental recognition that people who are affirmed, supported, and engaged feel a better sense of belonging and that they matter. It does not matter where they come from or what they look like or how much money they have or do not have. It’s how you make a person feel that matters. They may be different from us, but they are crucial to helping us learn about and understand others. It is through the acknowledgment of our differences that we become better global citizens. It is through our shared experiences, traditions, and ways of being that we strengthen as a community. And we, through the Office of Institutional Diversity and the Division of Diversity, Equity & Inclusion, are committed to it all. Onward to the work that is ahead!!

Carol A. Sumner, EdD
Chief Diversity Officer
Vice President, Division of Diversity, Equity & Inclusion

Message from the Chief Diversity Officer and Vice President

Division of Diversity, Equity & Inclusion

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As a Division, we foster, affirm, celebrate, engage, and strengthen inclusive communities through diversity, equity, and inclusion as a foundation of who we serve. We implement transformative opportunities that lead to success in an interconnected world through engaging and educating a diverse student body and enabling research and creative activities while reaching out and engaging communities.

We foster growth by collaborating and celebrating who we are as a Texas Tech community. We educate and inspire the future generation of scholars engaging communities. We serve. We implement transformative opportunities that lead to success in an interconnected world. Our value and commitment is to create inclusive communities of engaged faculty, staff, students, and citizens in whom are embedded the values of Diversity, Equity, and Inclusion.

### HONORS & ACHIEVEMENTS

**TITLE III & TITLE V**
Designation as an Eligible Institution - 2019

**BEST FOR VETS**
2019 College List by Military Times

**TOP 10**
Military Friendly School designation from Victory Media & G.I. Jobs - 2018-2019

**NASPA FIRST**
FORWARD PROGRAM
2019 selection — Inaugural year

**U.S. CHESS HALL OF FAME**
2018 TTU Chess Director and Head Coach Inducted into the U.S. Chess Hall of Fame for his contributions to the game as both a player and coach

### DIVERSITY CHAMPION

**2018 INSIGHT into Diversity**
**2019 INSIGHT into Diversity**

**HEED AWARD**
2018 Higher Education Excellence in Diversity
2019 Higher Education Excellence in Diversity

**4.5 OUT OF 5 STARS**
2018 Campus Pride Index

**1ST PLACE**
TTU Chess placed 1st in the 2018 SW Collegiate Championship

**3RD PLACE**
TTU Chess placed 3rd in the 2018 President’s Cup (Chess Final Four)

### OFFICE OF INSTITUTIONAL DIVERSITY

**FACULTY & STAFF**
The Office of Institutional Diversity creates space for authentic engagement and enriches the cultural proficiency of faculty, staff, and students to ensure that every member of the Texas Tech community is respected, successful, and thrives.

As part of this endeavor, the Office of Institutional Diversity has created the LEAD Fellows Program to empower and educate staff on diversity-related issues so that LEAD Fellows can use this knowledge to spark change by fostering cultural awareness within their own areas of the university. LEAD Fellows assist in bolstering curriculum, facilitating communal engagement, implementing diversity action plans, encouraging professional development, collaborating with professionals, incorporating service learning in classrooms, and developing support networks for faculty and staff from culturally diverse backgrounds.

**PRESIDENT’S EXCELLENCE IN DIVERSITY & EQUITY AWARDS**

Wendy-Adele Humphrey, J.D.
- Tenured Faculty Recipient
- Tenure-Track Faculty Recipient

Brandy Pita-Watson, Ph.D.
- Tenure-Track Faculty Recipient

Jasmine D. Parker, Ph.D.
- Staff Recipient

Kabi Wilkerson
- Student Recipient
- Undergraduate Student

Tashika Burke
- Student Recipient
- Graduate – Doctoral

Viet Nguyen
- Student Recipient
- Undergraduate Student

Dana Welser, Ph.D.
- President’s Excellence in Gender Equity Award – Faculty Recipient

Kristin Mazzari, Ph.D.
- President’s Excellence in Gender Equity Award - Staff Recipient

**FACULTY SEARCH COMMITTEE CHAIR TRAINING**
Through this one-hour training required of all Faculty Search Committee Chairs, Texas Tech ensures that all searches are compliant with federal law and Texas Tech affirmative action and EEO policy. Further, Texas Tech’s emphasis on hiring a diverse and inclusive faculty is highlighted, and Faculty Search Committee Chairs are provided with strategies and resources for recruiting and hiring faculty of color.

**THE NATIONAL REGISTRY OF DIVERSE & STRATEGIC FACULTY**
The REGISTRY is Texas Tech’s own national faculty jobs board and candidate database of higher education candidates where members can advertise open faculty positions and recruit diverse faculty candidates. At Texas Tech, faculty search committee chairs are trained in how to use the REGISTRY’s website for posting jobs and finding candidates.

### CELEBRATE DIVERSITY BANQUET

Each fall, the Office of Institutional Diversity hosts the Celebrate Diversity Awards Banquet to generate scholarship funds for deserving students, while also recognizing those within the Texas Tech and Lubbock communities who exemplify inclusive excellence. Additionally, the recipient(s) of the Senator Robert L. Duncan Community Champion Award and the Inclusive Excellence Award are recognized. This past year, Dr. Scott Ridley, Dr. Judy Henry, and Mr. T.J. Patterson received the afore-mentioned awards.

### OFFICE OF INSTITUTIONAL DIVERSITY SCHOLARS

The Office of Institutional Diversity supervises the awarding of three diversity scholarships: the Multicultural Faculty and Staff Association Endowed Scholarship, the Bidal Aguero Endowed Scholarship; and the Diversity Success Scholarship, which are awarded each academic fall semester.

### FACULTY EXCELLENCE FUNDS

Along with funding from the Office of the President, the Office of the Provost, and the Office of Institutional Diversity, funding is available to recruit and hire faculty who contribute to the diversity of the University. Funding contributes to new faculty hires, research, and professional development opportunities.

### INCLUSIVE EXCELLENCE ORGANIZATION SUPPORT

The Office of Institutional Diversity provides faculty, staff, and student organizations with resources and funding to support a campus climate that celebrates the many cultures, populations that make up Texas Tech. The program has assisted in the development of organizations such as the Arab-American Faculty Forum, the Chinese Faculty and Staff Association, and the Latino/Hispanic Faculty Staff Association.

### EXPANDED FACULTY SEARCH COMMITTEE WORKSHOPS

Texas Tech’s newest faculty hiring initiative involves providing a full-day training for ALL faculty search committee members. This initiative includes deliberate participation by Texas Tech administrators in an effort to emphasize the importance the University places on recruiting and hiring a diverse and inclusive faculty and focus on areas in which the typical faculty hiring process may not favor candidates of color.

### PRESIDENT’S DIVERSITY & EQUITY ADVISORY COUNCIL

During the 2018-2019 academic year, the revitalization of this Council, which falls under the President’s Office and whose charge it is to advise President Schovanec on matters related to diversity and inclusion, was accomplished. The Council, comprised of students, faculty, and staff, is tasked with making recommendations for changes to ensure an equitable and inclusive environment for all members of the TTU community.

### OFFICE OF INSTITUTIONAL DIVERSITY

**2019 selection – Inaugural year**
**NASPA First**
**2019 College List by Military Times**
**Top 10**
Military Friendly School designation from Victory Media & G.I. Jobs - 2018-2019

**President’s Cup (Chess Final Four)**
TTU Chess placed 3rd in the 2018
3rd Place
TTU Chess placed 1st in the 2018 SW Collegiate Championship

**2018 Higher Education Excellence in Diversity**
2019 Higher Education Excellence in Diversity

**2018 INSIGHT into Diversity**
2019 INSIGHT into Diversity

**4.5 out of 5 stars**
2018 Campus Pride Index

**President’s Excellence in Gender Equity Award – Faculty Recipient**
Kristin Mazzari, Ph.D.

**President’s Excellence in Gender Equity Award - Staff Recipient**
Dana Welser, Ph.D.

**President’s Excellence in Gender Equity Award – Student Recipient**
Viet Nguyen

**President’s Excellence in Gender Equity Award – Undergraduate Student**
Tashika Burke

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Kabi Wilkerson

**Student Recipient**
Viet Nguyen

**Graduate – Doctoral**
Viet Nguyen

**Undergraduate Student**
Tashika Burke

**Chair Training**
Faculty Search Committee Chair Training

**Faculty Excellence Funds**
Funding contributes to new faculty hires, research, and professional development opportunities.

**Diversity Scholarships**
Funded by the President’s Office, the Office of Institutional Diversity, and the Office of the Provost.

**Office of Institutional Diversity**

**Office of Institutional Diversity**

**Diverse & Strategic Faculty**

**National Registry of Diverse & Strategic Faculty**

**The REGISTRY**
Texas Tech's own national faculty jobs board and candidate database of higher education candidates where members can advertise open faculty positions and recruit diverse faculty candidates.

**Expanded Faculty Search Committee Workshops**
**Texas Tech's newest faculty hiring initiative involves providing a full-day training for ALL faculty search committee members.**

**Diversity & Equity Awards**

**President’s Excellence in Gender Equity Award – Tenured Faculty Recipient**
Wendy-Adele Humphrey, J.D.

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The mission of the Texas Tech University Chess Program as a part of the Division of Diversity, Equity & Inclusion is to promote chess as a vehicle for enriching education. The chess program seeks to recruit outstanding and diverse students to the University, promote the University through collegiate competitions and exhibitions, and provide outreach to the community.

### 2nd Southwest Collegiate
Dallas

### 2nd US Rapid Collegiate
Championships
St. Louis

### 3rd US Blitz Collegiate
Championships
St. Louis

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### Check with Tech Tournaments
Local scholastic chess tournaments, throughout the year
Average attendance of 150 players

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### Demographics
- Asian, 3
- Black/African American, 1
- Hispanic/Latino, 7
- Native Hawaiian or other Pacific Islander, 1
- White, 11

- **23 Participants**

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### $1,000 Grant
The grant will be used as scholarships for students for July Summer Chess Camp.

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### Partnerships
**External Partnerships:**
- Lubbock Independent School District
- East Lubbock Promise Neighborhood

**Internal Partnerships:**
- College Connect
  - (Back to School Fiesta, camps)
- Texas Tech Museum
  - (exhibit, Museum by Night)

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### Retention
- **100%**

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### Honors
Iryna Andrenko
(1st in both Women’s U.S. Collegiate Rapid and Women’s U.S. Collegiate Blitz Championships)

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### Stories About Us
- “Texas Tech chess team aims for another successful year”, DailyToreador, dailytoreador.com, October 4, 2018
- “Carla Heredia: Changing the World, One Chess Board at a Time”, Texas Tech Today, today.ttu.edu, October 31, 2018
- “Students Play Chess At Texas Tech”, DailyToreador, dailytoreador.com, April 11, 2019
- “Texas Tech chess team earns national accolades”, DailyToreador, dailytoreador.com, May 8, 2019

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www.depts.ttu.edu/ttuchess
806.742.7742
First Generation Transition and Mentoring Programs (FGTMP) provide first-generation college (FGC) students in their first and second years with a community of support that fosters persistence and retention. FGTMP provide personal, academic, and social development through academic workshops, scholarships, service learning, peer mentorship, leadership development, and one-on-one guidance sessions with professional staff.

**Grants**

- Coca-Cola Grant for the Coca-Cola First Generation College Scholarship Program - $100,000
  - $5,000 per year for four years to five students
- NASPA-First Forward institution designee travel and program grant - $300

**Honor**

- NASPA First Forward Inaugural Institution
- Nominated for the 2019 Examples of Excelencia in Education Award

**Partnerships**

- NASPA-Student Affairs Professionals
- Division of Diversity, Equity & Inclusion Units:
  - Mentor Tech
  - TRIO Student Support Services
  - McNair Scholars Program
  - Office of LGBTQIA Education and Engagement
  - Office of Academic Enrichment/AVID
  - University InterScholastic League
- Office of Admissions
- College of Education
- School of Law
- Student Counseling Center
- Office of Financial Aid & Scholarships
- Career Center
- TTU Athletics
- TTU Housing
- Breakthrough Central Texas
- Arizona State University, Marisel Herrera, FYS Director of Training & Development
- TTU University Advising, Dr. Catherine Nutter, Senior Director
- TTU Multicultural Greek Council
- Lubbock Impact
- South Plains Food Bank – Grub Farm
- Ronald McDonald House

**Stories About Us**

- "First gen students find support at Tech", DailyToreador, dailytoreador.com, Sept. 9, 2018
- "Ashlyn Kildow Has Taken a Unique Path To College Success", Texas Tech Today, today.ttu.edu, November 20, 2018
- "Texas Tech to Host Second Annual 'I'm First-Gen' Summit", Texas Tech Today, today.ttu.edu, March 4, 2019
- "Texas Tech to host 2nd annual 'I'm a First-Gen' Summit", DailyToreador, dailytoreador.com, March 5, 2019
- "Two Emerging Hispanic-Serving Institutions Aim to Serve Growing Latinx Communities", INSIGHT Into Diversity, insightintodiversity.com, April 16, 2019
- "Texas Tech University receives First Forward designation", KLBJ, everythinglubbock.com, May 1, 2019

**First Gen Summit Attendees**

220 (high school students, high school educators and professionals, college students, higher education professionals), with 13 breakout sessions

**Demographics**

First Year Success

- Hispanic, 544
- White, 354
- Multiple, 57
- Asian, 55
- Unknown, 6
- American Indian/Alaskan Native, 4
- Native Hawaiian/Pacific Islander, 4
- International, 2
- Black/African American, 118

Second Year Success

- Hispanic, 104
- White, 19
- Asian, 11
- Multiple, 4
- American Indian/Alaskan Native, 3
- Black/African American, 36

**Retention**

- 2017-2018: 81%

**$8,000 Awarded in Scholarships**

To FGC Education majors, a partnership with the College of Education made possible by the CH Foundation Grant

**220 First Gen Summit Attendees**

(high school students, high school educators and professionals, college students, higher education professionals), with 13 breakout sessions

**www.depts.ttu.edu/diversity/FGTMP**

806.742.7060
GOALS

• Increase enrollment and attendance for summer programs. Strengthen quality of outreach campus programs
• Expand scholarship funding through grants/gifts
• Create camp alumni network and support system

3,323 Students participated /attended College Connect programs in 2018/2019

PARTNERSHIPS

• Talkington Leadership Academy specialty camp for young women leaders
• San Antonio ISD – RaiderLife camp
• Galena Park ISD – RaiderLife camp
• IDEA Public Schools – Partnership for summer programs
• Internal – Mentor Tech and First Gen – employment and outreach/volunteer opportunities for students
• Back to School Fiesta – community outreach event

GOALS

• Growth in participation in the region for academic events
• Increase profit from academic events and acquire more grant funding
• Continue to provide exceptional athletic facilities and event management
• Increase awareness of what UIL is and how UIL benefits students and teachers/coaches in the region

Funds/Grants

2018
• One Act Play Director’s Workshop: $3,575
• Regional One Act Play: $6,500
• Summer Camps: $8,500

2019
• One Act Play Director’s Workshop: $3,575
• Regional One Act Play: $6,163
• Summer Camps: $8,100

5,718 Students participated in athletic UIL events/competitions in 2018/2019

2,324 Students participated in academic meets in 2018/2019

Grants

• JF Maddox Foundation
  2018 - $70,950
  2019 - $72,000
• Halliburton
  2018 - $20,000
  2019 - $20,000
• CH Foundation
  2018 - $20,000
  2019 - $20,000

JF Maddox Foundation
2018 - $70,950
2019 - $72,000

Halliburton
2018 - $20,000
2019 - $20,000

CH Foundation
2018 - $20,000
2019 - $20,000

Grants

• One Act Play Director’s Workshop: $3,575
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• One Act Play Director’s Workshop: $3,575
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www.depts.ttu.edu/diversity/idéal
806.742.2420

www.depts.ttu.edu/uil
806.742.2330

Texas Tech UIL works with the State UIL offices to administer and run district and regional events for high school athletics and academics throughout the year. In addition to those events, the Texas Tech UIL office coordinates other events on campus designed to bring students from all over Texas to the University and experience the campus. UIL hosts various teachers, students and parents with camps, conferences and competitions. In addition, UIL works with various departments and colleges to provide scholarships to the winners of those competitions. UIL’s main goal is to provide a positive experience for all attendees of our events and stimulate interest in students attending Texas Tech University in the future.

College Connect’s goal is to provide the K-12 community with access points into higher education through programming and scholarship. Programming includes coordinating on- and off-campus visits for schools and non-affiliated Texas Tech University organizations (Campus Tours/Bring TTU to You), participating in Lubbock community events, hosting the Texas Alliance for Minorities in Engineering (TAME) Area event, following up with summer participants and their interest in TTU, planning Back to School Fiesta, and organizing residential summer camps.

www.depts.ttu.edu/diversity/idéal
806.742.2420

www.depts.ttu.edu/uil
806.742.2330
The Lauro Cavazos & Ophelia Powell-Malone Mentoring Program (Mentor Tech) was introduced during the fall semester of 2002. Named for Dr. Lauro F. Cavazos, the first undergraduate to serve as President of Texas Tech University, and Ophelia Powell-Malone, the first African American to graduate from Texas Tech University, the program seeks to enhance the quality of the educational experiences of all students (with a special focus on those from underrepresented groups) through programs, services, advocacy, and campus and community involvement.

**Demographics**

- 260 Mentors
- 466 Protégés
- 2,275 Mentoring hours

**College/School/Campus**

- College of Agricultural Sciences & Natural Resources: 3 Mentors
- College of Architecture: 1
- College of Arts & Sciences: 52
- College of Education: 20
- College of Human Sciences: 19
- College of Media & Communication: 10
- Edward E. Whitacre College of Engineering: 17
- Graduate School: 4
- Honors College: 4
- J.T. & Margaret Talkington College of Visual & Performing Arts: 5
- Jerry S. Rawls College of Business Administration: 20
- TTU School of Law: 4
- University Libraries: 8
- Not Affiliated with a College or School: 35

**Retention**

- 3.0 - 3.49 GPA: 260
- 3.50+ GPA: 12

**Grants**

- Atmos Energy: $2,275
- ConocoPhillips: $1,500
- Phillips 66: $9,000
- Networking Reception Sponsor

**Honors**

- Nominated for the 2019 Examples of Excellence in Education Award

**Academic, Career Development, Cultural, and Social Events**

- 52 during the academic year

**Partnerships**

- Aqua One
- Black Graduate Student Association
- Center for the Study of Addiction
- Fuddruckers
- Lubbock Chamber of Commerce
- R.I.S.E.
- Texas Tech Alumni Association
- TTU Admissions
- TTU Athletics
- TTU Career Center
- TTU College of Arts & Sciences
- TTU College of Media & Communication
- TTU Financial Aid & Scholarships
- TTU Graduate School
- TTU Police Department
- TTU SOAR Center
- TTU Student Government Association
- TTU Student Recreation Center
- TTU University Libraries
- TTU Writing Center
- TTUHSC School of Nursing
- U.S. Marines

**Philippines 66**

- Sponsored the annual Networking Reception hosted in November

**First Generation Students (44%)**

**Mentor Cluster Leaders**

- 32%

**Mentors were faculty members**

- 35%

**Veteran mentors & 1 Reserve mentor**

- 15

**Website**

- www.depts.ttu.edu/mentortech
- 806.742.8692

www.depts.ttu.edu/mentortech
Although Texas Tech University has had a long tradition of serving veterans and families, Military & Veterans Programs (MVP) was created in 2010 as a department dedicated solely to helping veteran and family member students succeed. MVP currently serves more than 2,100 undergraduate, graduate, and law student veterans and family members on the Texas Tech University campus, online, and at regional site locations. MVP has instituted a support structure and culture that is oriented toward maximizing the opportunity for those who have served to earn their degree so that these individuals know they matter and belong. MVP proudly assists students in transitioning from military to academic life, in establishing federal and state benefits, in connecting them to our campus and community resources, and in preparing them to graduate, enter the workforce, and become proud Texas Tech alumni.

### Demographics

- Veterans: 2391
- Dependents: 1395

- Black/African American, 172
- Hispanic, 746
- Multiple, 72
- African American Multiracial, 46

50 total participants make up:
- Asian
- American Indian/Alaskan Native
- Unknown
- International
- Native Hawaiian/Pacific Islander

### Retention

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<th>Veterans Dependent</th>
<th>Enrolled Fall 2018</th>
<th>Persisted</th>
<th>Persisted Count</th>
<th>Persisted %</th>
<th>Persisted Fall 2018</th>
<th>Persisted</th>
<th>Persisted Count</th>
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<td>35</td>
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<td>Non-Resident Alien</td>
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<td>4</td>
<td>4</td>
<td>100%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unknown</td>
<td>4</td>
<td>3</td>
<td>75%</td>
<td>4</td>
<td>4</td>
<td>100%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>White</td>
<td>310</td>
<td>257</td>
<td>83%</td>
<td>866</td>
<td>786</td>
<td>91%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>493</td>
<td>407</td>
<td>83%</td>
<td>1693</td>
<td>1513</td>
<td>89%</td>
<td></td>
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</tr>
</tbody>
</table>

### Honors

- Acknowledged by the Military Order of the Purple Heart as the First Purple Heart University in Texas and 3rd in the country (since 2013)
- Military Advanced Education & Transition Top Colleges & Universities '18 - '19 (since 2012)
  - Top Ten for Graduate School (#6) (2018)
- Military Times Best for Vets Colleges 2019 (since 2014)
- G.I. Jobs Military Friendly Schools '18 - '19 Gold (since 2010)
- SR Group Military Friendly Best Online Colleges (2019)

### Grants

- Lockheed Martin: $16,000
  - Stole & Recognition reception sponsor:
    - TechVet Boot Camp catering and padfolios sponsor
  - Welcome Event catering & T-shirt sponsor
- Phillips 66 - $17,000
  - $7000 for Veterans Scholarships
  - $10,000 for Camo to Corporate with any residual for Green Zone
- Captain Alan Joseph Pryor Memorial Scholarship Endowment $26,000 (will start awards in 2019-2020)

### Stories About Us

- “Texas Tech Hosts Wall of Honor Induction Ceremony”, Texas Tech Today, today.ttu.edu, May 23, 2018
- “Texas Tech Names New Military & Veterans Programs Director”, Texas Tech Today, today.ttu.edu, September 11, 2018

### Reports

- 589 Veterans
- 1035 Female
- 1802 Dependents (Family Members = Children or Spouses)
- 51 are Reserve/ National Guard/ Active Duty
- 59 are disabled veterans
The Student Intersectional Leadership Council (SILC) was a brand-new initiative for the 2018/2019 academic year. SILC provided students opportunities for growth focusing on intersectionality, interpersonal, and intercultural leadership development. This was accomplished through specialized personal plans meeting the students’ individual needs, along with workshops and trainings concentrating on areas such as advocacy, social justice, heritage celebrations, cultural competence, and global engagement. Involvement with the Student Intersectional Leadership Council assists students in fostering a long-term sense of community and collaboration lending itself to sustained engagement and retention.

**Partnerships**

Internal collaborations with SILC include the following units: Center for Student Involvement, University Student Housing, University Libraries, Fraternity & Sorority Life, Student Activities Board, Top Tier, along with the Center for Addiction and Recovery. For its inaugural year, the SILC program focused primarily on building relationships with internal stakeholders.

- SILC students coordinated the first Indigenous People’s Month celebration in November highlighting indigenous culture through crafts, a lecture series, and a celebration of food.
- SILC collaborated with University Student Housing to bring about the first official Martin Luther King Day Celebration on campus that included a march, keynote speaker, workshops, and a public health fair.
- Phenomenal Women of Texas Tech - 111 women across the Texas Tech community were nominated and received the Women’s HERstory month shirt, and 15 notable women received invitations to a private awards ceremony.
- SILC hosted Asian, Pacific Islander, & Desi American Heritage Month Celebration (120 attendees)

**1ST**

SILC celebrated many firsts during the 2018/2019 academic year

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**Seven Students**

Attended the National Diversity & Leadership Conference in Dallas, TX

They had the opportunity to hear Colin Powell, former President Barak Obama, and America Ferrera as keynotes.

**Four Students**

Attended the National Conference on Race & Ethnicity in Portland, OR

They were able to glean strategies for uniting marginalized and minoritized communities on campus, learn the history of higher education, race and politics, and network with other students around the country doing similar work, along with self-care strategies.

**Demographics**

- Black/African American, 6
- Hispanic, 12
- International Students, 2
- Asian, 4
- White, 5
- American Indian, 1

**30 Participants**
The McNair Scholars Program prepares undergraduate students for doctoral studies through involvement in research and other scholarly activities. McNair participants are either first-generation college students with financial need or members of a group that is historically underrepresented in graduate education and have demonstrated strong academic potential. McNair provides a series of workshops on research methods, data collection, research writing, and maintaining research budgets. These workshops culminate in an eight-week research summer program where students, along with their Faculty Mentors, complete a research project that simulates graduate school level work. The goal of the McNair Scholars Program is to increase graduate degrees awarded to students from underrepresented segments of society by helping them experience graduate level research and providing them with focused advising on how to best prepare for applying to and attending graduate school.

$253,032 in Grants
For the academic year as part of 2018 - 2023 continuous McNair Scholars grant.

HONORS
TRIO Achievers Award: 2019 given to Dr. Michael Gomez

STORIES ABOUT US
“Ashlyn Kildow Has Taken a Unique Path To College Success”, Texas Tech Today, today.ttu.edu, November 20, 2018
“Support available for potential graduate students”, DailyToreador, dailytoreador.com, February 13, 2019

11 Scholars
Presented at the University of Maryland McNair Scholars Research Conference

73% of Seniors
Admitted to Graduate School for Fall 2019

14 New Scholars
Successfully recruited for the 2019-2020 academic year

4 Seniors
Presented at Professional National Conferences

PARTNERSHIPS
- Center for Transformative Undergraduate Experiences
- Center for Active Learning and Graduate Engagement
- Graduate Center
- Graduate School
- University Library
- Career Center
- Communications Training Center
- University Writing Center
- TRIO SSS
- First Gen Transition and Mentoring Programs

11 Scholars
73% of Seniors
$253,032 in Grants
HONORS
STORIES ABOUT US
www.depts.ttu.edu/diversity/mcnair
806.742.2987
TRIO Student Support Services (TRIO SSS) is an academic support program for first-generation, low-income, and students with disabilities. It is federally grant-funded to provide services and resources to 140 students. TRIO SSS offers academic advising, academic coaching, tutoring, career development education, financial literacy education, and more. Students who enter the program are assigned a TRIO SSS advisor and remain in the program through graduation.

**Demographics**

- **Hispanic**: 81
- **American Indian or Alaskan Native**: 4
- **Asian**: 4
- **Black/African American**: 18
- **White**: 43
- **Some students reported more than one race**

**Retention**

- **First generation students**: 120/121 = 99.1%
- **Military dependents**: 4/4 = 100%
- **Veterans**: 2/3 = 66.6%
- **Hispanic**: 62/81 = 76.5%
- **American Indian or Alaskan Native**: 4/4 = 100%
- **Asian**: 4/4 = 100%
- **Black/African American**: 16/18 = 88.8%
- **White**: 28/43 = 65.1%

**Accomplishments**

**$242,137 in Grants**

For the academic year as part of 2015-2020 continuing TRIO SSS grant.

The annual South Plains TRIO Achievers Recognition Ceremony was hosted at Texas Tech on April 18, 2019. TTU and TRIO SSS alumnus Teresa Rodriguez was recognized as the 2019 TRIO Achiever for TRIO SSS. The event is a collaboration between the six TRIO programs in Lubbock and Levelland – TTU TRIO SSS, TTU McNair Scholars Program, SPC Upward Bound, SPC STAR Center (TRIO SSS), LEARN Inc. Talent Search and LEARN Inc. Educational Opportunity Center.

Marcus Graham, TRIO SSS Director, and Chelsea Adams, TRIO SSS Academic Advisor, attended the Texas TRIO statewide conference February 17-20, 2019. During the conference, Marcus Graham was appointed webmaster for the Texas TRIO Association website.

Malik Williams, TRIO SSS participant, was awarded the Matthew W. Taylor Scholarship from the Texas TRIO Association. Malik was selected through a competitive process open to all TRIO participants in Texas.

Ten TRIO SSS participants attended a graduate school trip to the University of Texas at Austin and Texas State University March 10-12, 2019. The trip was organized by Chelsea Adams, TRIO SSS Academic Advisor; and included meetings and tours with faculty and staff from both universities.

**Success Stories**

- "Ashlyn Kiblow Has Taken a Unique Path To College Success", Texas Tech Today, today.ttu.edu, November 20, 2018
- "Malik Williams’ Journey Symbolizes Texas Tech’s Impact on Students in Need", Texas Tech Today, today.ttu.edu, January 18, 2019
- "Teresa Rodriguez’s Journey Sets a Unique Example of Perseverance", Texas Tech Today, today.ttu.edu, January 25, 2019
- "67-year-old Texas Tech student proves it’s never too late", Fox34, fox34.com, April 1, 2019

**Partnerships**

- TRIO SSS partnered with the Lubbock/Levelland TRIO programs for the TRIO Achievers Ceremony - TTU TRIO SSS, TTU McNair Scholars Program, SPC Upward Bound, SPC STAR Center (TRIO SSS), LEARN Inc. Talent Search and LEARN Inc. Educational Opportunity Center
- TRIO SSS partnered with the McNair Scholars Program for a graduate school trip to the University of Texas at Austin and Texas State University
- TRIO SSS collaborated with faculty and staff at the University of Texas at Austin and Texas State University for graduate school visits
- TRIO SSS partnered with First Gen Programs, Office of Academic Enrichment, and Mentor Tech for fall semester and spring semester student workshops.
- TRIO SSS collaborated with the Office of Academic Enrichment to encourage students interviewing for the program to enroll in IS 1102. During intake interviews, students were informed of the course and asked if they were interested in registering. Students who registered for the course received support from TRIO SSS and OAE.
- TRIO SSS collaborated with Student Success and Retention to add TRIO SSS staff as a primary response team for faculty issued progress alerts for students. When a TRIO SSS student is issued a progress alert, SSR assigns the “case” to TRIO SSS staff instead of the student’s college advisor. TRIO SSS staff work with the college advisors and other academic support programs to find the best solutions for the student.

**Contact Information**

- www.depts.ttu.edu/triosss
- 806.742.3629
The Office of Academic Enrichment partners with AVID to create a First Year Experience Program geared to assist the transition of first year students at Texas Tech University. Through the required AVID IS 1102 course that is offered every fall semester, students learn AVID (WICOR) Strategies such as Writing to Learn, Inquiry and Critical Thinking, Organization, and Reading to Learn. Students are able to identify and establish goals, learn how to manage finances, learn and utilize campus resources, and engage in peer mentoring and community service. OAE provides study sessions, tutoring, academic workshops, and social engagement opportunities for students to interact and find academic and social support. OAE’s mission is to build confidence, self-efficacy, self-advocacy, and grit in first year students and to provide students with the support needed in a new environment.

**Demographics**

- **Students**
  - Hispanic, 51
  - Asian, 6
  - White, 22
  - Black/African American, 12
  - Mixed, 1
  - **92 Students**

**Retention**

- **Retention, persistence**
  - Fall 2018: 120 students
  - Spring 2019: 92 students

- **Fall 2017 - Fall 2018**
  - OAE Institutional Persistence
    - Fall 2017: 217 Students
    - Spring 2018: 149 Students

- **Fall 2017 - Fall 2018**
  - OAE First Gen Persistence
    - Fall 2017: 130/217
    - Spring 2018: 91/149

- **Fall 2017 - Fall 2018**
  - OAE Veteran Dependent Persistence
    - Fall 2017: 7/217
    - Spring 2018: 5/149

**Partnerships**

- OAE partnered with the University Career Center for career development programming.
- OAE began collaborating with the Volunteer Center of Lubbock for a proposed service learning component for the next academic year.
- OAE began collaborating with the College of Education for faculty and instructor professional development.

**Scholarships**

OAE awarded scholarships up to $500 each for four students.

**Fall 2018 OAE First Generation Students**

- **120 Students**
  - 68 First Gen
  - 52 Non-first Gen

**Fall 2019 OAE First Generation Students**

- **92 Students**
  - 54 First Gen
  - 38 Non-first Gen