A MESSAGE FROM THE VICE PROVOST FOR STUDENT AFFAIRS

As I reflect on the past year, I seem to be looking back and looking forward simultaneously - looking back with a sense of fulfillment due to our accomplishments in a time of great challenge and looking forward with hope for better times ahead. It goes without saying, but I will say it anyway – it’s been a year like no other year we’ve experienced. I am so proud of our Student Affairs team, as well as our entire Texas Tech community, for the innovative can-do spirit that has been displayed every day during these difficult times of the pandemic. Those characteristics that epitomize Student Affairs, such as care and concern for others, really came to light as we continued to serve our students to the very best of our ability. We were also called upon to help and support each other more than ever before, demonstrating perseverance and compassion, even when weary and strained. We’ve been able to draw upon reserves of energy and strength within ourselves and through encouragement of each other.

It has never been more apparent that the values that permeate TTU Student Affairs are truly the foundation for our work and commitment to our students. We showed our commitment to supporting, serving, and empowering our students when it mattered most, as they had to navigate the challenges and overcome the obstacles that they and their families experienced during the pandemic. Likewise, our commitment to holistic well-being has never been more needed, so we continue to invest in resources and raise awareness of those resources for our students. Our belief in honor and integrity has kept us positive and hopeful in our work, and our continued efforts to contribute to an inclusive environment for all of our students remain critical to our mission. I’m also proud that we have not lost sight of the transformative effect of higher education, even under the dire circumstances of the pandemic.

I hope this “Year in Review” offers a meaningful glimpse into the world of Student Affairs, illustrating our core beliefs, highlighting some of our accomplishments, and displaying some of the remarkable talents of our Student Affairs team members. I am certain that pandemic related challenges will continue, but I trust that we will meet them, as we have done in the past year. We have learned so much and will go forward with courage and confidence. Thank you to our Texas Tech community for being with us in our quest for excellence!

Catherine A. Duran, Ph.D.
Vice Provost for Student Affairs
VISION

Student Affairs at Texas Tech University enriches our students’ lives through active learning experiences and innovative opportunities. We empower students to become the best version of themselves and to be a positive influence in the world.

MISSION

Student Affairs challenges, inspires, and supports students through programs, services, and activities that focus on the process of lifelong learning and personal growth. We use collaborative, creative, and intentional approaches to provide transformational learning opportunities through campus and community involvement. We are committed to advancing our students’ intellectual, emotional, social, and physical wellbeing through holistic educational experiences. We are an inclusive community where individual students flourish, and we strive to create an environment that fosters a sense of belonging and connection as a Red Raider. We encourage students to positively contribute to our diverse and rapidly changing global society.

CORE VALUES

ENCOURAGE HOLISTIC WELL-BEING
FOSTER DIVERSITY WITH INCLUSION
PROMOTE TRANSFORMATIVE LEARNING
SUPPORT, SERVE, AND EMPOWER STUDENTS
UPHOLD HONOR AND INTEGRITY

SPOTLIGHT ON STAFF

This report is not only intended to show how our collective team efforts positively affect the lives of students, but also to display the professional community that exists within Student Affairs. Our people are essential to the successful delivery of our programs and services.

We measure our success in the ways we embody a culture of care and foster growth during a student’s university journey. While the numbers speak for themselves, the collective staff spirit behind each program ultimately promotes access, service, and engagement for each member of our community. Here, you will see examples of how our Student Affairs staff continually rise to meet the ever-evolving needs of our students this past year, and every year.
COVID-19 RESPONSE

This year brought the beginning of the COVID-19 pandemic. The rapidly-evolving situation required a tremendous amount of teamwork, patience, and flexibility as we continued to educate and support students virtually. Through it all, Student Affairs’ devotion to supporting students remains the same as we work together to fulfill the Texas Tech Commitment.

TIMELINE

Following Spring Break, all classes scheduled for the week of March 23 through 27 were canceled.

On March 24, the University transitioned into Phase IV Closed Campus of the Emergency Remote Work Status Operational Phases. Campus buildings were closed, and faculty and staff worked remotely, with the exception of positions that were mission critical.

Classes resumed via online instruction starting March 30 and remained at a distance throughout the summer terms.

The University moved to Phase III Restricted Operations on June 1, and Student Affairs staff began returning to campus.

By August 1, all offices reopened for Phase II Limited Operations, and staff resumed work on campus with enhanced cleaning and safety measures in place.

With the swift changes to campus life brought on by the COVID-19 pandemic, many staff from across Student Affairs served as key resources in University operational planning in relation to COVID-19 precautions and served on several key committees and task forces.

- **TTU COVID System Working Group**: M. Gregory
- **TTU COVID Response Team**: M. Gregory
- **TTU COVID-19 Management System Project Leadership Team**: C. Duran, M. Gregory
- **TTU Commitment Pledge Committee**: B. Todd
- **Campus Events Committee**: C. Duran, T. Miller, B. Todd, K. Thornton, R. Jackson
- **Provost Committee for Online Instruction and Accessibility**: L. Phillippe
- **Student Affairs Return to Work Taskforce**: C. Duran, M. Gregory, J. Randall, B. Todd, K. Thornton, D. Green
- City of Lubbock, News Conference Sign Language Interpreters: J. Whitfield, A. Abeling
As the University addressed the spread of COVID-19 and structures were put into place to move classes online, Student Affairs implemented virtual technologies to ensure students continued to receive support and access to services even at a distance. These programmatic modifications took place in a matter of weeks, sometimes days, with a tremendous amount of teamwork by the staff across the division.

When COVID-19 affected employment, food security for students became more unstable. Raider Red’s Food Pantry stayed open until the University went into Phase IV of the Emergency Operational Phases (Closed Campus). During this period, Raider Red’s Food Pantry and the Office of the Dean of Students worked with the Office of International Affairs to provide food donated by the community to a small number of students still on campus who were unable to return home. The Office of the Dean of Students also connected students with off-campus resources for basic needs during the spring and summer months of the pandemic.

In addition, the Raider Relief Fund, administered through the Office of the Dean of Students, is a resource available for students in financial crisis, including expenses such as food, housing, course materials, technology, healthcare and child-care. The program helps meet students’ basic needs and connect them to other resources available across campus. In the Spring and Summer of 2020, more than $44,000 was awarded. Raider Relief Funds are made possible through donations through Institutional Advancement, and, in August, the Student Government Association spearheaded a student-led fundraiser to support this program and to highlight the needs of Red Raiders during the pandemic. This campaign to reach $5,000 in support is ongoing.

Challenges with students’ access to basic needs and services were intertwined with concerns about accessibility needs in a virtual environment. As classes resumed, Student Disability Services ensured students with disabilities had equal access in the quick shift from in-person to online instruction. Student Disability Services processed more than 200 applications for Alternative Classroom Delivery accommodations and worked with various departments, faculty and staff in planning to provide continuous services for students.

The change to remote work also made staff access to computers and the internet at home critical to our ability to increase capacity and deliver programs remotely. Transition & Engagement worked with Information Technology Division to ensure that staff across campus had access to computing equipment, such as laptops, headphones, and webcams, as well as acceptable internet speeds necessary to successfully implement a virtual Red Raider Orientation for summer 2020. Transition & Engagement also provided resources to assist campus partners in converting materials to an accessible digital format, and hosted trainings for best practices for video conferencing and streaming platforms to increase efforts to serve our students.

The Student Counseling Center added video counseling and Therapy Assistance Online (TAO) to its available services in Spring 2020. Therapy Assistance Online is an interactive, web-based program that provides well-researched and highly effective strategies to help students overcome anxiety, depression and other common concerns. With TAO, students have access to highly effective therapy modules 24/7 and a dedicated time to meet online with a counselor each week for a 20-30 minute appointment. The introduction of telecounseling was important as it helped minimize contact between well people and those who were potentially ill while still providing quality services.

As we continue to adapt and increase capacity of remote services, student health and wellness is the number one priority for everyone involved in the Texas Tech community. We deeply appreciate the work of so many in Student Affairs and the Texas Tech community who have responded thoughtfully to this public health emergency, taking every precaution and remaining agile. Moving forward, we, in Student Affairs, remain committed to achieving our core mission to provide outstanding support to all our students, in a safe and healthy environment.

Whether virtual or in-person, the work of Student Affairs is defined by our Core Values that provide the underlying structure for our work. Within the following pages you will find examples of how our diverse teams support the educational mission of Student Affairs and Texas Tech University by helping students navigate critical elements of their college experience.
ENCOURAGE HOLISTIC WELL-BEING

Texas Tech Student Affairs takes a holistic approach to supporting students’ wellness. We are ensuring that resources for students’ basic needs are increased, and our community’s physical and mental wellness needs are addressed, while guiding students to develop qualities of collaboration, openness, curiosity, creativity, and resilience.

SUPPORTING FINANCIAL NEEDS

To improve our students’ financial wellness, we offer the Red to Black® Peer Financial Coaching to empower students to set and achieve financial goals. Red to Black allows students the opportunity to schedule free workshops or one-on-one appointments with peer mentors to help them better navigate personal finances, manage budgets, and develop spending plans. This program complements other services that help students finance their full cost of attendance, but what makes Red to Black unique is its services in financial coaching are provided by students from the department of Personal Financial Planning rather than a group of hired professionals. This not only benefits students in need of financial guidance but also provides financial planning experience to the students who work with the organization. This past year, Red to Black saw a 126% increase in individual financial coaching sessions and a 120% increase in financial education presentations.

The Student Legal Services caseload grows every year and continues to be a vital part of the fabric of student services that assist, educate, and empower students — in particular underrepresented minority and lower-income students, who often have less social capital than their peers. Student Legal Services helps students navigate difficult circumstances that can directly affect their well-being, such as uninhabitable housing, threats from landlords, serious credit problems, divorce, child custody questions, name changes, bicycle and car collisions, injuries, expunctions, harassment and fear for safety, and denials of insurance coverage. In the past year, Student Legal Services helped students recover or avoid losses in excess of $96,500.
**ACCESSING FOOD NEEDS**

To help with immediate needs, Student Affairs created **Raider Red’s Food Pantry** to provide students with short-term access to supplemental food and to help reduce the number of students on campus who go hungry. In the first three years of operation, the pantry’s services have expanded thanks to support from individual food and monetary donations, food drives and off-campus partnerships. Raider Red’s Food Pantry became a shareholder for the 2019 Share of the Harvest with the South Plains Food Bank GRUB Farm. Through the share, students can enjoy the variety that fresh produce can offer to supplement the non-perishable staples that they normally get. With the addition of fresh produce, the pantry obtained a much-needed refrigerator and staff completed ServSafe training. While providing food is the primary focus of the pantry, connecting students to additional resources also is an important part of the mission.

**SUPPORTING MENTAL HEALTH AND WELLNESS**

Students continue to articulate that their number one health concern is stress and mental health. **Student Counseling Center** provides a wide variety of counseling services designed for students including group, individual therapy, or couples therapy. Additionally, students may often face overwhelming concerns that can be quickly addressed with resources available outside of individual therapy. The educational workshops offered by the Student Counseling Center are open to all students, faculty, staff and distance learners who might benefit from learning how to overcome some simple challenges we all face in our daily lives. Counseling center staff provided approximately 80 hours of educational outreach services to 2,720 individuals, including workshops on Stress Management, Sexual Assault, and QPR Suicide Prevention bystander intervention training.

Mental Health First Aid is another kind of training — like regular First Aid or CPR — designed to give people the skills to help someone who is developing a mental health problem or experiencing a mental health crisis. The **Office of the Dean of Students, Risk Intervention and Safety Education (RISE)**, and the **Student Counseling Center** partnered with the Texas Tech Mental Health Institute (TTMHI) to bring this training to the Texas Tech community. The course uses role-playing and simulations to demonstrate how to recognize and respond to the warning signs of specific illnesses. Two staff members are certified as trainers and 30 students and staff successfully earned a certification in Mental Health First Aid that is recognized nationally and internationally.

**PROMOTING CAMPUS SAFETY**

Student Affairs works through a range of ways to keep students safe on campus as they move around studying late at the library, attending an evening event on campus, or even need a safe ride home from an off-campus social event. We provide a range of programs that share a common goal: fill a gap in campus transit and assuage the fears of students (and their parents) about getting home late at night.

With the rise of transportation needs in Lubbock, **Student Government Association** worked with Transportation and Parking Services to update night services to offer free rides to and from campus for students. Raider Ride is a ride-sharing service provided through Student Transportation Fees for pickup.
anywhere within the Lubbock City Limits and delivery to one’s residence. Students can request a ride through the TapRide app from 6 p.m. to 3 a.m. Last year, the program provided safe transportation to 38,198 passengers via 32,451 trips.

Additionally, Risk Intervention and Safety Education (RISE) offered Rape Aggression Defense (R.A.D.) System to Texas Tech students. The R.A.D. System is dedicated to teaching women defensive concepts and techniques against various types of assault by using easy, effective and proven self-defense tactics. The 12-hour workshop is a comprehensive course that begins with awareness, prevention, risk reduction and avoidance, while progressing to the basics of hands-on defense training. Fifty-four women completed the workshop last year.
Veronica Camarillo, Coordinator

*Parent & Family Relations*

13 years at Texas Tech University | 4 years in Parent & Family Relations

Veronica has been instrumental in providing support for the Raider Relief Fund. This year, the fund was transferred to an on campus account and the funds increased 900% and the applications increased by 1100%. Veronica ensured the transfer of funds and new management of the account processes were seamless enabling us to award $44,000 to more than 125 students. Her ability to implement new practices in a short timeframe were crucial in providing the funds to students in need. Her role was critical throughout and the University would not have been able to provide financial support to students in need without her leadership and involvement. The financial support provided to students enabled the students to remain enrolled at TTU and continue the pursuit of their degrees.

Greg Johnston, Counseling Psychologist

*Student Counseling Center*

15 years at Texas Tech University | 5 years in the Student Counseling Center

Dr. Johnston coordinates the Student Counseling Center’s Manage Your Mood program, which provides students with practical skills to effectively manage mild to moderate anxiety and depression symptoms. He was instrumental in designing the 4-week course of modules, and offers this service to students weekly throughout the calendar year. Students find Dr. Johnston to be highly knowledgeable and engaging in helping them develop new life skills. The development of this program has also assisted the Student Counseling Center in being able to better manage demand for services, as Manage Your Mood is designed for students that may not necessarily require one-on-one counseling intervention. Dr. Johnston also serves as a very effective and articulate representative for the Student Counseling Center in providing other workshops and presentations to the campus community, including workshops designed specifically for the staff of Student Affairs.

Always live life to the fullest with no regret.

I love the energy and excitement of the college campus. Texas Tech is a place where dreams become reality.
FOSTER DIVERSITY WITH INCLUSION

Once basic physiological and safety needs are addressed, students need a sense of community and belonging. Student Affairs at Texas Tech is committed to promoting respect and appreciation of individual differences and perspectives, and recognizing these as strengths. We aim to create services and programs to ensure our community members feel they belong on our campus. We help students grow in their sense of self and understand their responsibility to live in community with others, through respectful dialogue and authentic connection. We also build communities of staff to help align our work and reinforce a sense of common purpose.

OUR COMMITMENT

Texas Tech University wants each and every student to feel welcome and to feel they belong as a member of the Red Raider family. In the United States and around the world we are experiencing an unprecedented social movement toward equality for Black, Indigenous, and People of Color (BIPOC) communities. We have also been in the midst of a global health crisis that has necessitated a new normal for campus life. Student Affairs actively promotes a diverse, inclusive, healthy, and vibrant campus community. We in Student Affairs recognize that our students are of the upmost importance and we strive to support students by helping to ensure access to an excellent education experience at Texas Tech University.

Moving forward, we recommit to supporting students during challenging times, providing resources to those in need, seeking to proactively inform and educate our community, and to promoting dialogue in the spirit of healthy academic discourse.
CREATING A WELCOMING ENVIRONMENT

At Texas Tech, we are committed to an open and diverse society where each member of the Texas Tech community has the right to be treated with respect and dignity. The Campus Inclusion Resource Team (CIRT) serves to connect students affected by acts of bias to appropriate University resources and support, and to inform education and outreach efforts that promote a safe, inclusive learning environment for all Red Raiders. Student Affairs staff from Risk Intervention and Safety Education (RISE), Office of the Dean of Students, and Office of LGBTQIA Education & Engagement, along with other campus partners, work tirelessly to respond to reported incidents in a way that supports and provides resources to those affected, seeks to inform and educate our community, and promotes ongoing dialogue.

Over the years, the Office of LGBTQIA Education & Engagement has been instrumental in encouraging and creating a more inclusive campus culture, protecting sexual orientation and gender identity through non-discrimination policies, and recognizing LGBTQIA organizations and individuals as important campus partners. The Office made noteworthy steps as it entered year three. Campus Pride again recognized Texas Tech University with a 4.5-star ranking and premier campus designation on the Campus Pride Index, while increasing the institution’s overall score by 4 points (86/100). Additionally, Athlete Ally recognized Texas Tech University as a leader for equality on the Athletic Equality Index with an overall score surpassing the Big XII Conference average and the average of all 5 power conferences combined.

The Connections for Academic Success and Employment (CASE) program through the Burkhart Center for Autism Education & Research assists students with Autism and other developmental disabilities to navigate college and empower them to reach their postsecondary academic goals and to find competitive employment after graduation. Student Involvement in the Center for Campus Life partnered with the Burkhart Center to provide workshops on how students can get involved on campus each semester, and the Office of the Dean of Students led a panel for parents. This innovative partnership helps CASE program students find ways to balance the academic and social complexities that are fundamental to college life.

BUILDING COMMUNITY

Student Affairs wants to meet students where they are—to remind them that, no matter where they come from or where they’re headed, this is home. Texas Tech welcomes every student, and wants every student to feel like they are a part of the Red Raider family.

The Student Counseling Center is dedicated to providing culturally-sensitive services to the Texas Tech community. Staff members have expertise in providing therapy and consultation, campus outreach, training, and assessment that celebrates all aspects of human diversity. Many of our therapy groups are designed specifically to provide an opportunity for students of certain identities and backgrounds to support and grow with each other in a safe space. Students can come to discuss and explore gender identity concerns, disordered eating (of any form) and/or body image concerns, posttraumatic stress, and mood disorders. Additionally, in recognizing that many Texas Tech students are being affected by historical and recent events, Student Counseling Center staff help students navigate these times with mental health resources related to race and personal identity. Last year, counselors provided 9,866 hours of counseling services (via individual, couples and/or group format) to 2,326 student clients.

The community-building activities through Center for Campus Life create a sense of belonging and achievement for all students. Fraternity and Sorority Life programs put students on the road to success through participation in local, state and national leadership opportunities. The Association of Fraternal Leadership & Values (AFLV) exists to accelerate progress in frater-
nity/sorority communities through change-enabling experiences. The National Black Greek Leadership Conference (NBGLC) gives undergraduate members of Black Greek-Lettered Organizations the opportunity to network and dialogue on issues that faced them on predominately white campuses and to celebrate the fellowship among the Divine Nine. Each year, more than 3,000 participants from more than 200 campuses come together for the largest, most diverse gathering of fraternal stakeholders in the country. Fraternity & Sorority Life took a delegation of three staff members and 32 student leaders representing Texas Tech’s College Pan-Hellenic Council, Interfraternity Council and National Pan-Hellenic Council. These students connected with and learned from other leaders across the country, and brought their knowledge back to the Texas Tech community to create new, collaborative solutions to critical problems.

In order to kick off Women’s History Month, the Student Government Association, along with Women’s & Gender Studies and the Office of the President, hosted “Red Raider Talks: Framing Leadership From Her Vision.” This come-and-go conference was designed to foster an environment of inclusivity, empowerment, and dedication to ensure the current and future success of our Red Raiders, with the understanding that every woman’s experience is different and shaped by the unique lenses of family, background, race, sexuality, culture, socioeconomic background, religion and professional path. The more than 150 attendees at the conference sought not to define one overarching feminine paradigm, but to celebrate and empower each woman’s unique experience. The aim is not exclusive to women, but also to the men, essential to the pursuit of equity, who seek to celebrate and empower women.

SPOTLIGHT ON STAFF

Stephen Chao, Administrator
Office of LGBTQIA Education & Engagement

1 year at Texas Tech University | 1 year in LGBTQIA

Since joining the Office of LGBTQIA Education & Engagement in 2019, Stephen has demonstrated a sincere commitment to effective advising and mentorship of LGBTQIA students that affirms their many identities. Stephen’s direct engagement with students and the faculty, staff, and community partners who support them shows his collaborative approach to student success. Stephen has been instrumental in the design and facilitation of student affinity spaces to lift up the experiences of students around shared identities and interests. These spaces include Queer and Trans Students of Color Affinity Space (QTSOC) and First-Year and Queer/Trans Space (FAQTS).

“Remember you are loved.”
PROMOTE
TRANSFORMATIVE LEARNING

In Student Affairs, we have made student learning a top priority. We believe in fostering a culture that prioritizes consent and respect. We do this by helping students think critically and learn about themselves, others, and the global community. We connect students to services they need during difficult times and times of crisis. We hold the University and students accountable for their conduct. We create and implement programs that enable students to be their best, stand up to peer pressure, and do what’s right.

FACILITATING REFLECTIVE LEARNING

The Office of Student Conduct positively contributes to students’ learning as they challenge students to consider how their decisions and actions affect others in our community. The Office of Student Conduct strives to help create community and mutual respect, while providing opportunities for students to learn about resources and tools to assist in their personal development at Texas Tech. This past year, the Office of Student Conduct worked collaboratively with Office for Student Civil Rights and Sexual Misconduct to enhance the hearing panel training for approximately 30 panelists. The enhanced training has contributed to a better understanding of University policies and procedures to better address student behavior. At the same time, the Office of Student Conduct successfully utilized the referral meeting process to address concerns presented that might not be code violations.

In addition to referral meetings, the Office of the Dean of Students reserves time each month to meet with students during informal, student-initiated conversations. This initiative with Dean Matt launched last fall as a way to increase visibility and make the Office more accessible to students. The small group meetings help students feel comfortable approaching the Dean of Students to talk about issues facing college students and the chats allow the Dean to keep consistent lines of communication with the student body. Through the chats, and other services, the Office of the Dean of Students connects students to resources and helps create policies that improve everyone’s experience at Texas Tech, and helps students deal with heavy issues, so they can focus on learning, growing, and graduating.
Students and faculty each have responsibility for maintaining an appropriate learning environment. Disruptive classroom behavior or failing to meet reasonable behavioral expectations set forth by instructors has the potential to harm the learning environment for other students and to create unsafe conditions for all involved. It is important for instructors to address concerning behavior early on and to solicit assistance when necessary. The Office of Student Conduct worked collaboratively with academic partners to address preventative classroom management strategies to ensure a productive, safe classroom for all students and instructors. The Student Code of Conduct guides this process, helping to maintain a civil and safe community for all Red Raiders.

DEVELOPING A CULTURE OF SUPPORT AND ACCOUNTABILITY

Student Affairs believes a college student’s ability to learn and strive for honor is enhanced when they are part of a safe and healthy community. Part of creating such a community means providing campus-wide education. In order to effectively reach all students, new Texas Tech students must take online trainings on alcohol safety, and sexual assault and harassment. In addition, our professional staff in Risk Intervention & Safety Education (RISE) work closely with student leaders throughout the University, including the residence halls, and student organizations, fraternities, and sororities in the Center for Campus Life, to host more than 95 educational sessions on these and other issues.

Our commitment to creating a transformational learning environment is enhanced whenever we can collaborate with colleagues from other institutions around the country. Texas Tech, led by Risk Intervention & Safety Education (RISE), has joined 112 colleges and universities from across North America to participate in NASPA’s “Culture of Respect” Collective program. This ambitious two-year program guides institutions through a rigorous process of self-assessment and targeted organizational change to proac-

tively address the issue of campus sexual violence. In calling students, staff, faculty and administrators together, the program works to facilitate a university-wide culture shift to end sexual misconduct.

Frataternity & Sorority Life in the Center for Campus Life is committed to supporting our chapters through consistent, intentional conversations about their growth. The Standards of Excellence program enables chapters to identify the best pathways to their success while maintaining expectations of compliance and efficiency. This is a process in which chapters continually explore and develop better ways to serve their own purposes and those of the greater community through planning, goal setting and general chapter operations. The Standard of Excellence Awards celebrate each chapter’s accomplishments and development.

Culture of Respect®
Ending Campus Sexual Violence
A NASPA Initiative

A YEAR IN REVIEW
Student Affairs Staff

The Student Affairs staff engage students both outside and inside the classroom. Serving as instructors maximizes our roles as educators, and helps to bridge gaps between student affairs and academic affairs. Many courses taught by Student Affairs staff focus on developing skills in communication, critical thinking, community building, and encouraging students to become more comfortable with campus resources.

COURSES TAUGHT

DAN 1108 Hip Hop, DAN 3203 Jazz III, DT 1306 Movement for the Performer (E. Alvarado)
EDSP 5300 Exceptional Children & Youth, EDSP 5320 Children & Youth with Low Incidence Disabilities (L. Philippe)
HRDV 3307 Employment Law (J. Stangl)
HUSC 4350 Capstone in Human Sciences (J. Killough)
MGT 4380 Strategic Management (C. Duran)
PFP 3330 Communication and Counseling Skills for Financial Planners (T. Murray)
IS 1100 RaiderReady: First Year Seminar (M. Brannon, C. Duran, J. Hays, R. Jackson, Z. Manning, E. Massengale, T. Miller, A. Penner)
IS 4100 RaiderReady: Experience and Professional Skills Seminar (J. Killough)
WGS 2300 Intro to Women’s & Gender Studies (M. Gregory, K. Thornton, J. Randall, C. Self)

SPOTLIGHT ON STAFF

Jess Sanchez, Administrator
Transition & Engagement

2 years at Texas Tech University | 2 years in Transition & Engagement

Jess Sanchez was instrumental in the successful implementation of Red Raider Camp in Lubbock prior to the Fall 2020 semester. When the call came to move Red Raider Camp to Lubbock, Jess had to act quickly. Her ability to work efficiently and effectively was crucial to developing a Red Raider Camp program that helped new students learn more about Texas Tech and meet other incoming students. In the midst of the constantly changing circumstances, she demonstrated an ability to balance a dedication to student success with a commitment to upholding the physical safety of the campers and staff members. Thanks to her hard work, many incoming students got to experience what it means to be a Red Raider and to be a part of the history and tradition of this great university. Jess’s positivity, adaptability, and unwavering enthusiasm for student success were instrumental in helping her campers navigate the transition back to campus and to feel comfortable with their choice to make Texas Tech their new home.

Show up, work hard, and surround yourself with people who will make you laugh and support your growth.
SUPPORT, SERVE, AND EMPOWER STUDENTS

Student Affairs is dedicated to supporting and challenging students so they can experience and accomplish more during their journey at Texas Tech and beyond. We demonstrate a student-centric approach by listening, empathizing, and understanding students’ experiences and needs. We encourage students to engage in activities that promote individual growth, knowledge acquisition, skill building, identity development, and emotional competency.

ENHANCING COMMUNICATION CHANNELS

Transition & Engagement values the importance of reaching students on the right communication channels, so we made an investment in our social media outreach efforts and in improving our websites. Transition & Engagement also uses YouTube to build a bridge between our programs and the students we want to reach. With the addition of a Vlog Squad, student vloggers share their experiences of being a Texas Tech student with weekly videos on personal topics like studying for finals, first year struggles, and life on campus. Each vlogger brings a unique perspective to their school experience which resonates with students’ need to feel a connectedness as they glimpse into another student’s daily practices. More importantly, it shows actual students connecting with campus resources in a candid and personal way and can help other students envision themselves utilizing the same tools.
Still, creating dialogue with students can be challenging, and there is no denying the importance of parents’ and families’ role in helping a student get plugged in on campus. The Parent and Family Relations eNewsletter is sent out monthly to more than 20,500 subscribers. This email publication features important upcoming deadlines, as well as fun and interesting news and notes from across the campus that are useful in supporting their student. News from the Lubbock community is also included to help keep parents and family members informed about events and opportunities for them and their student. Additionally, a newly-established, 10-member “Think Tank” provides feedback for Parent & Family Relations to enhance its communication strategies and program offerings for Red Raider families.

Student Disability Services has continued to develop and expand the use of the Accessible Information Management System (AIM) to improve communication and service to both students and faculty. Students can now request Letters of Accommodation (LOA) be sent to faculty from any device, including their cell phone. AIM has significantly improved the efficiency of the LOA process for faculty, eliminating paper versions that can be easily altered, providing better security for both faculty and students. AIM also allows for students to customize their LOA for each class as they need, helping fulfill federal regulations prohibiting “blanket” LOA’s that all look the same for every student. Additionally, AIM allows the Student Disability Services staff to more accurately track the number of students using accommodations in a single semester, allowing staff to gather data by college, gender, race, and disability area.

PROVIDING REAL WORLD EXPERIENCE

On-campus employment provides many opportunities for undergraduates to develop skills that will make them more successful students and that they will use in their future careers. We are proud that Student Affairs employs more than 400 students across the division. Student jobs, including internships, provide our students invaluable real world experience, support the critical work of our staff, and help our students with financial wellness.

Preparing students to shift from their role as a student to an employee in the workplace is more than connecting them to job opportunities - it’s about helping them understand and highlight their skills. After a successful pilot last spring, the University Career Center launched an Artificial Intelligence, résumé reviewer and virtual mock interview tool called Quinncia. Through this new system, students get a chance to view guidance on how an Applicant Tracking System views their résumé and how well they do a virtual interview format. The software provides virtual interview feedback including, facial expressions, vocal tone, background, content based on resume information, and micro-expressions.

Over the last two years, Transition & Engagement spearheaded a program called Raiders GROW (Guided Reflection on Work). Raiders GROW helps students make connections between their learning on the job and their learning in and beyond the classroom. Through brief, guided conversations throughout the semester, undergraduate student employees are given opportunities to recognize and draw connections between the skills they are gaining at work and their learning both within and beyond the classroom.
Student Affairs is a community of professionals dedicated to our students and to the principles of honesty, fairness, respect, and accountability. We commit to reflect upon and uphold these principles in all our work, and to protect and promote a culture of integrity. We strive to be open, transparent, and accountable to the university and global community.

Our professional staff are leaders in the field of Student Affairs and share their knowledge at state, regional, and national conferences and organizations. In addition, Student Affairs personnel actively participate in professional associations and serve on committees that address key issues affecting students, staff, and educational institutions. Numerous Student Affairs team members have also been recognized by national professional organizations and on campus as innovators and leaders, receiving various awards and honors.

**PROGRAM RECOGNITION**

**4.5 Star Premier Campus Rating**
*Campus Pride Index*

**First Place, Responses**
*Universum Survey*

**3 Star Recognition, Accountability:**
*College Panhellenic Council*

**3 Star Recognition, Innovation:**
*College Panhellenic Council*

**2 Star Recognition Collaboration:**
*College Panhellenic Council*

**2 Star Recognition, Education:**
*College Panhellenic Council*

**1st Place, Marketing & Media Showcase:**
*College Panhellenic Council*
*Association of Fraternal Leadership & Values (AFLV)*

**Fan Choice Winner, Division 1A Large CoEd Cheer**
*2020 NCA College Nationals*

**Fan Choice Winner, Division 1A Jazz and Pom**
*2020 NCA College Nationals*

**1st Place Award Winner, Varsity Community Outreach: Pom Squad**
*2020 NCA College Nationals*

**Level III Tutor Training Center Certification:**
*The TECHniques Center Tutor Mentoring Training Program*
*College Reading and Learning Association*

**Student Organization of the Year:**
*Red to Black*
*TTU Student Org Awards*

**Member Institution, Culture of Respect**
*Student Affairs Administrators in Higher Education (NASPA)*
STAFF AWARDS

Tom Casey
Charles Marshall Award
American Association for Employment in Education (AAEE)

Matthew R. Hernandez
President's Excellence in Gender Equity Award
TTU Gender Equity Council

Kelsey Lueck
Outstanding Peer Education Advisor Award
Student Affairs Administrators in Higher Education (NASPA)

Elizabeth Massengale
Chancellor's Award of Excellence
TTU Distinguished Staff Awards

Dominique Massey
Top Techsan Award
Texas Tech Alumni Association

Jody C. Randall
Inclusive Excellence Award
TTU Division of Diversity, Equity and Inclusion

President's Excellence in Gender Equity Award
TTU Gender Equity Council

Miss Trans Texas USA 2020
Miss Trans USA Pageantry System

Christine Self
Award for Contribution to Research and/or Literature
Family Engagement in Higher Education (AHEPPP)

LEADERSHIP

Frae Binder
Awards & Assessment Committee
Association of Fraternal Leadership & Values (AFLV)

Morgan Brannon
Chair, Public Relations Committee
EEO Representative
TTU Staff Senate

Rusty David
Diversity Representative, Region IV
Region IV Conference Co-Host
Association for Orientation, Transition & Retention in Higher Education (NODA)

Christian Enevoldsen
Senator
TTU Staff Senate

JaWana Green
Parliamentarian
Association for Student Conduct Administration

Stephanie Harding
President-Elect
Texas Career Development Association

Ileana Hinojosa
Senator
TTU Staff Senate

Elizabeth Hansen
Senator
TTU Staff Senate

Jay Killough
NACE Ambassador
Membership Committee
National Association for College and Employers (NACE)
LEADERSHIP

Joie LeRette
Graduate Student Experience Committee
Association of Fraternity/Sorority Advisors (AFA)

Awards & Assessment Committee
Program Selection Committee
Association of Fraternal Leadership and Values (AFLV)

Kelsey Lueck
Texas State Coordinator, NASPA Health, Safety and Well-being Initiatives
Student Affairs Administrators in Higher Education (NASPA)

Elizabeth Massengale
Chair-Elect, Foundation Board
Texas Association of College and University Student Personnel Administrators (TACUSPA)

Ashley Penner
President-Elect
West Texas Counseling Association

Jody C. Randall
President
Jim Collins Foundation

Shanae Salter, J.D.
Pro Bono Committee
Adoption Day Committee
Lubbock Area Bar Association

Christine Self
Mentor
Representative to the Council for the Advancement of Standards in Higher Education (CAS)
Family Engagement in Higher Education (AHEPPP)

Keri Shiplet
Chair, Diversity Committee
TTU Staff Senate

Jill Stangl, J.D.
President
University Student Legal Services Association/Western Region

Karen Thompson
Awards & Assessment Committee
Association of Fraternal Leadership and Values (AFLV)

Brittany Todd
NASPA Strategies Conference Planning Committee: Well-being and Health Promotion Leadership
Student Affairs Administrators in Higher Education (NASPA)

Carol Trigg
Honors and Awards Committee
National Association for College and Employers (NACE)

“A YEAR IN REVIEW

We express our heartfelt thanks for all your service and dedication to the profession, and for the exemplary work you do.”
On Aug. 28, 2019, H-E-B revealed they would be opening a Lubbock location, and during the announcement event, the grocery chain awarded Raider Red's Food Pantry a $25,000 grant.

Each year, the University Career Center brings hundreds of employers to campus to network with, interview and hire Texas Tech students and alumni. A signature event is the All Majors Career Fair, held Sept. 25, 2019. Students learned about opportunities with businesses, non-profits, and graduate programs, connected with recruiters, and scheduled interviews.
The Office of LGBTQIA Education & Engagement hosted the fourth annual Pride Week Oct. 14-18, 2019, starting with “The Boots, Bows & Rainbow Ties Gala,” featuring Robyn Ochs, an educator, speaker, grassroots activist and author. This year’s theme, “Introspection”, challenged the campus community to look inward – to examine our ideas, thoughts and understanding of each other’s experiences – and to pose questions.

Photo by Greatly Loved Photography

Transition & Engagement’s First Year Leadership Institute (FYLI) is an 8-week program designed to help new students develop their personal and professional skills so they can be more successful both in and out of the classroom and have a positive impact on the Texas Tech community. In its second year, 101 students graduated from the program on Nov. 5, 2020, up from 40 in its inaugural year.
The Student Affairs Connections Committee was established with the goal of providing professional development opportunities for all staff in Student Affairs. Other opportunities included social and networking events, such as the Holiday Party on Dec. 12, 2019. Staff gathered to celebrate achievements, to connect with colleagues, and to support students through donations to Raider Red’s Food Pantry and University Career Center’s Career Closet.

The Texas Techspo is a one-stop shop for information about all on-campus resources: from financial aid to student activities to academic resources to health & wellness and everything in between. The Office of the Dean of Students, along with 45 other campus resources and services, participated in the Techspo, hosted by Transition & Engagement, on Feb. 20, 2020.

Texas Tech University kicked off the Spring semester with the MLK Celebration 2020 on Jan. 21. The weeklong celebration of events concluded with the second annual MLK Legacy March, led by president of the Student Government Association, David Rivero, and president of the Texas Tech Residence Halls Association, Christopher Allen. The event started at the Student Union Building and ended at Memorial Circle where President Lawrence Schovanec gave remarks calling for equity for all and respect for human dignity, as was King’s vision.
Parent and Family Relations works with BreakShuttle to provide safe, direct, and reliable charter trips to students in need of transportation home and back to campus during academic breaks. This program has helped thousands of Texas Tech students and families save time and money and avoid the hassle of getting home on routes to Houston, Dallas, Austin, San Antonio, and El Paso. This past March 14, PRF and BreakShuttle were only able to offer outbound trips for Spring Break due to the COVID-19 precautions.

Big 12 LGBTQIA & Allies Summit, hosted March 6-8, 2020 by the Office of LGBTQIA Education & Engagement, brought together participants to network with other leaders and community organizers, engage with social justice advocates through educational programming, and learn from trailblazing professionals for LGBTQIA equality on the national stage. At the event, Dee Ranged, National Miss Comedy Queen 2015 and Universal Show Queen 2011, surprised the more than 300 attendees with a performance as the Madd Hatter, as part of the conference’s theme “This is My Life, I’ll Decide My Future,” adapted from Alice in Wonderland. Photo by Greatly Loved Photography

On Feb. 20, 2020, in the International Cultural Center Hall of Nations, the Student Government Association continued the tradition of Town Halls, where the student body gathered together to bring forth new ideas, questions and concerns. Members of the executive branch gave an update on key issues, and time dedicated to hearing from students in a roundtable-format, focusing on topics of diversity, safety and wellness, graduate student issues, and organization presidential affairs. Photo by Madeline Diffee, Daily Toreador.
Due to the on-going concerns regarding COVID-19 and in an effort to plan for the safety of our students, guests, faculty, and staff, Texas Tech University and Transition & Engagement made the difficult decision to offer a fully online, Virtual Red Raider Orientation experience throughout June, July and August 2020. In addition to online modules and virtual advising and registration sessions, weekly Networking Opportunities let incoming students connect with each other and current students through Zoom hangouts, Q&A sessions or presentations led by the RRO Crew and Transfer Ambassadors.

During her time as the Masked Rider Program’s 58th Rider, Emily Brodbeck made a record 360 appearances during the 2019-2020 academic year, despite the ongoing COVID-19 pandemic. Brodbeck appeared at numerous events on and off campus, including visits to local schools and businesses, parades and sporting events coordinated by the Center for Campus Life Spirit Program. A Masked Rider’s term typically ends with the Transfer of Reins ceremony each April, after the months-long application and selection process for the new rider is completed in March. This year, when the campus shut down after spring break, the selection process was put on hold and the ceremony was eventually canceled. On Aug. 10, 2020, after 15-months, Brodbeck bid Fearless Champion farewell, and Transferred the Reins to the 59th Masked Rider, Cameron Hekkert. Photo by Ashley Rodgers
The Center for Campus Life provides students the opportunity to become involved on campus and in the community through various campus activities including student organizations, Fraternity & Sorority Life, Red to Black Peer Financial Coaching, the Raider Red Food Pantry, and spirit groups. Through a variety of different programs and activities, students are able to build positive relationships with students, faculty and staff while participating in Red Raider traditions and giving back to the campus and community.

The Office of the Dean of Students will lead an effort to focus on non-academic matters affecting student life, student success, and student learning. This is achieved through encouraging student responsibility and leadership; supporting students and families during times of crisis, including case management services; assisting faculty and staff in resolving student concerns; active involvement in issues related to student life at Texas Tech University; and support university initiatives around diversity.

The Office of LGBTQIA Education & Engagement serves the Texas Tech University community through facilitation and leadership of programming and advocacy efforts aimed at strengthening the lesbian, gay, bisexual, transgender, queer, intersex, and asexual (LGBTQIA) community. The Office also serves as a resource for members of the University community in their practice of ‘allyship.’

Red to Black® Peer Financial Coaching is a nationally recognized model program staffed by students pursuing Personal Financial Planning degrees. We provide financial education and awareness to students through individual coaching sessions, presentations, outreach booths and resource referrals. Our purpose is to empower students so that they can achieve their financial goals. We believe that no one understands the needs and concerns of students better than fellow students!

Risk Intervention & Safety Education strives to promote a campus community that values holistic wellness and informed decision-making. RISE empowers students to live vital, meaningful lives through comprehensive prevention education. RISE offers educational workshops, free events, peer education, wellness coaching, and crisis response referrals. We educate students about ways to reduce or eliminate their own high-risk behavior and to help others through bystander intervention.
Office of Student Conduct
JaWana Green, M.Ed.
211 Student Wellness Center
806.742.1714 | studentconduct@ttu.edu
www.studentconduct.ttu.edu
The Office of Student Conduct serves as a valuable resource for the university community by promoting a safe living and learning environment. The Office of Student Conduct is committed to an educational and developmental conduct process that balances the interests of individual students with the interests of the university community. The student conduct process exists in order to communicate the university’s expectations and to challenge those whose behavior is not in accordance with our policies.

Student Counseling Center
Richard Lenox, Ph.D.
201 Student Wellness Center
806.742.3674
www.depts.ttu.edu/scc/
The Student Counseling Center provides a safe environment for students to explore issues of concern, resolve psychological distress, and maximize their potential at Texas Tech University. Counseling services include individual, group and couples counseling. The Student Counseling Center also houses our MindSpa, where self-directed activities help students to manage their stress and anxiety.

Student Disability Services
Larry Phillippe, Ed.D.
335 West Hall
806.742.2405 | sds@ttu.edu
www.depts.ttu.edu/sds/
Student Disability Services (SDS) enhances each student’s learning through the provision of programs and services for students with a disability. SDS assists students in attaining academic, career, and personal goals. SDS provides reasonable in-class accommodations tailored to the individual, based on students’ documentation. SDS also offers a supplemental academic enhancement program for students with learning disabilities and Attention Deficit/ Hyperactivity Disorders (The TECHniques Center).

Student Government Association
Micheal Gunn
302 Student Union Building
806-742-3631 | sga@ttu.edu
www.sga.ttu.edu
The Student Government Association (SGA) mission is to strive for honor in the service and protection of the student body of Texas Tech University, ensuring the student voice is heard, through representing the students’ interests, developing personal relationships and networks of success. SGA is committed to preparing students to be conscientious citizens of the world and to be leaders in all fields with a focus on governance and matters which affect students locally as well as nationally and statewide. The Student Government Association also encourages student involvement and provides opportunities for students to develop a lifetime relationship with Texas Tech University.

Student Legal Services
Jill Stangl, J.D.
307 Student Union Building
806.742.3289
www.depts.ttu.edu/sls
Student Legal Services (SLS) provides legal assistance with landlord-tenant matters, criminal law, traffic citations, small claims court cases, credit and collection issues, auto accident and personal injury matters, consumer fraud, contract law, estate planning, family law, and immigration law. In addition to providing individual consultations, SLS provides proactive programming and presentations to students.

Transition and Engagement
Tara Miller, Ed.D.
201 Student Union Building
806.742.2993 | studentengagement@ttu.edu
www.studentengagement.ttu.edu
www.redraiderorientation.ttu.edu
Transition and Engagement provides a collaborative collection of programs and services that assist students in the transitions inherent to college life, and provides opportunities to engage students in the academic community and navigate successfully to graduation. Our programs create a successful experience for students during each of the major transition periods at Texas Tech University including admission to enrollment, first and second year experiences, major selection, and senior experiences.

University Career Center
Jay Killough, Ph.D.
150 Wiggins Complex
806.742.2210 | careercenter@ttu.edu
www.hireredraiders.ttu.edu
www.careercenter.ttu.edu
The University Career Center (UCC) assists in career development and education for prospective students, current students, and alumni. The UCC provides an extensive list of jobs and on-campus interviews through Hire Red Raiders (www.hireredraiders.ttu.edu), as well as career counseling for students to explore those factors influencing career decisions.