



Campus Culture

2012

Diversity Committee made up of 5-6 members; chaired by mid-level manager

2013

Diversity Committee enlarged to include broad cross-section of campus; chaired by member of the Executive Team

2014

Diversity Committee renamed to Committee on Climate & Inclusion

2015

- Office of Student Diversity Initiatives formed with 2 full time staff and 3 student assistants
- Spousal hires are increasing to better support new staff & faculty
- The Aim Well program increased wellness events on our campus; participation went from 38% in FY14 to 61% in FY16

2016

- Committee on Climate and Inclusion reconfigured to include all division heads & department chairs; took on stronger role of leadership and accountability encompassing all members of campus community
- As Interim VP and COO, Dr. Doug Palmer brought fresh vision and commitment to diversity, coupled with the ongoing commitment of Dr. Patrick Louchouart
- Large standup signs have been placed around campus that feature community member's commitment to diversity
- Faculty leaders & Dept Heads are organizing an international conference on Inclusion & Diversity in Higher Education for April '17 means that more fully dissect, disseminate and support the many attributes associated with diversity
- The number of staff electing to participate in Aggie Allies training grew from one to two sessions
- A staff ombudsperson was appointed for the first time in campus history
- Staff climate survey results for TAMUG revealed increased levels of satisfaction with Developmental Opportunities, Perceived Organizational Support, Supervisor Satisfaction, Co-worker Satisfaction, and Diversity & Inclusion; additionally, overall Job Satisfaction was high and Turnover Intention declined
- Aggies United was formed and worked to develop programming to explore different avenues of education, training, interaction, and other means that more fully dissect, disseminate and support the many attributes associated with diversity
- Executive Team meetings now include representatives from the Faculty Senate, Staff Council, and Human Resources

Current Students

Female

African Amer./ Black

Hispanic/ Latino

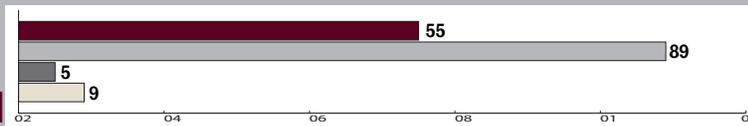
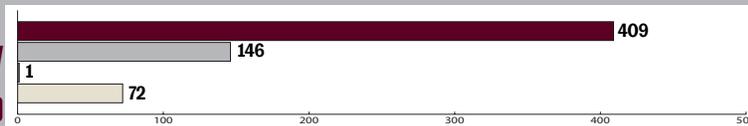
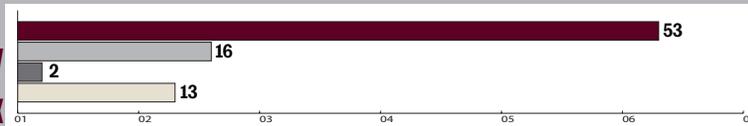
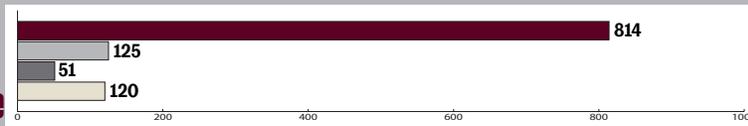
Multiracial

TAMUG n = ~2,200

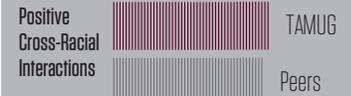
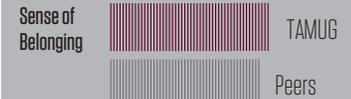
CAL Maritime n = ~850

U Delaware Marine Sciences n = ~80

U Texas Geosciences n = ~300



2016 HERI Diverse Learning Environments Student Survey



Maritime Leader Pipeline



Eddie Compass IV

Eddie came from New Orleans to earn his B.S. in Marine Transportation. After working his way up to be a leader in the offshore Oil & Gas Industry, he founded his own company, Next Generation Marine, in 2015. He is one of two minority shipping company owners in the entire industry of marine transportation and logistics.



Ilya Espino de Marotta

Ilya was an international student at TAMUG, and earned her B.S. in Marine Engineering. Back in her home country of Panama, she has worked her way up to become the Executive Vice President of the Panama Canal Expansion Project - and is the first woman to hold the highest post in the canal's history!



Cliff Ghoram

Cliff was the first student to complete Masters of Maritime Administration and Logistics with the thesis option. Cliff represented A&M at an array of international conferences and placed in the top three of students working in the International Maritime Industry. He recently had the honor of ringing the opening bell at the New York Stock Exchange.



Kim Anderson-Erisman, Ph.D.

A spinal cord injury suffered in high school left Kim with quadriplegic paralysis; this inspired her to study health science and she now serves as the Director of Education for The Miami Project, a comprehensive spinal cord injury research center working to cure paralysis, and a Research Associate Professor for the Department of Neurological Surgery at University of Miami.



Staff Distribution

	Total Staff #	Female %	Minority Total %	Asian %	Black/AA %	Hispanic %
TAMUG	250	56.8	24	6.4	5.2	-9.4
TAMU Geosciences	377	42.1	23.9	19.7	2.1	-9.4
UT Geosciences	418	37.9	32.8	10.1	1.3	-9.4

Salary Equity

• Faculty salary inequities were addressed; ~25% (24 total) faculty members received adjustments

• Staff salary inequities were a significant priority in the past year; salaries were aligned to the new System Pay Plan minimums in addition to individual equity adjustments; 39% of staff received some form of equity adjustment

Recent Hiring

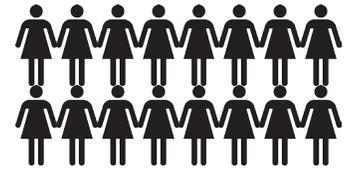
Since 2012:

55% of all faculty hired has been female



38 Faculty hired in 2012:

42% women



34% International or Minority



- A new faculty recruitment process has been developed which requires clear identification approaches to diversify the pool of qualified applicants
- In staff hiring, there is a charge to cast a wider net and ensure a neutral selection process; a push is additionally being made for a more streamlined and expedited hiring process, aided by the upcoming implementation of the Workday system
- We are meeting the benchmark of 7% in protected veteran hires, and hope to reach that number for hires with a self-disclosed disability (currently at 1.7%)

Past

Diversity Initiatives & Conversations were forced

Present

Diversity Initiatives and Conversations are organically happening

We have positively adjusted our recruiting of students to increase diversity & access

We have reached equal success rates across Hispanic and White students

Many departments have established clear guiding principles related to diversity

Future

Diversity Initiatives & Conversations will be fully integrated into all departments across campus

We will continue to expand our efforts to recruit underrepresented populations

We will continue working to reach equal success rates for Black/AA students

All departments will have clear guiding principles related to diversity



Captain Michael Rodriguez

was recently hired as the 15th superintendent of the Texas A&M Maritime Academy. While we are currently a national leader in driving diversity in the maritime industry, Capt. Rodriguez's hire will impact national leadership within this industry and take us to the next level in our mission.



Colonel Michael E. Fossum

has been named a vice president of Texas A&M and Chief Operating Officer of Texas A&M University Galveston Campus, effective March 1st. Fossum graduated from TAMU in 1980, and is a former NASA astronaut. His leadership at TAMUG will help us reach new heights within the national education landscape.