### 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.

- 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.
- Committee on Climate and Inclusion reconfigured to include all division heads & department chairs; took on a 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 Louchouarn.
- 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**
- TAMUG: 614
- CAL Maritime: 53
- U Delaware: 16
- U Texas Geosciences: 2
- Multi racial: 12

**African Amer./Black**
- TAMUG: 125
- CAL Maritime: 2
- U Delaware: 13
- U Texas Geosciences: 5
- Multi racial: 9

**Hispanic/Latino**
- TAMUG: 409
- CAL Maritime: 146
- U Delaware: 72
- Multi racial: 55

**TAMUG**
- Sense of Belonging: 814
- Positive Cross-Racial Interactions: 53
- Conversations Across Differences: 490
- Co-curricular Diversity Activities Facilitated by Campus: 55

### 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.
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.