

UNIVERSITIES

Texas A&M University
Texas A&M University at Galveston
Texas A&M Health Science Center
Prairie View A&M University
Texas A&M University-Commerce
Tarleton State University
West Texas A&M University
Texas A&M University-Kingsville
Texas A&M University-Corpus Christi
Texas A&M International University
Texas A&M University-Texarkana
Texas A&M University-Central Texas
Texas A&M University-San Antonio



AGENCIES

Texas A&M AgriLife Research
Texas A&M Engineering Experiment Station
Texas A&M Forest Service
Texas A&M AgriLife Extension Service
Texas A&M Engineering Extension Service
Texas A&M Transportation Institute
Texas A&M Veterinary Medical Diagnostic Laboratory
Texas Division of Emergency Management

OTHER MEMBER INSTITUTION

The RELIS Campus

Board of Regents

THE TEXAS A&M UNIVERSITY SYSTEM

January 25, 2021

Regents' Statement on Diversity, Equity and Inclusion

As leaders of the Texas A&M University System, we take great pride in the extraordinary achievement of our flagship institution. Texas A&M University (TAMU) is ranked among the top research universities in the nation, and our visibility and prestige continue to grow around the world. Every student and graduate has benefited from the heightened quality and increased degree of respect for our university's prowess.

As recent events demonstrate, our country is starkly divided, and public institutions across the nation face a challenge in ensuring that persons of all racial, ethnic and socioeconomic backgrounds have the opportunities they deserve. As we have in the past, Texas A&M will be among the forward-looking institutions firmly engaged in and committed to advancing opportunities for all Texans. We will be a leader in this effort, just as we have been the leader in many other endeavors. We will continue to be visible and dedicated to this goal; and we know our employees and students will match our commitment.

We are grateful for the important work of TAMU's Commission on Diversity, Equity and Inclusion (CDEI). Its report highlights the need for us to continue applying energy and focus on making sure all Aggies share in the extraordinary bond that makes us special and our university unique. We will not tolerate disrespect of any Aggie by any member of our family, nor will we tolerate the disrespect of Aggie traditions that bind us together.

In a compelling manner, the Commission states TAMU's work to create a hospitable and respectful environment for all Aggies remains unfinished. Animated by our six core values – Respect, Excellence, Leadership, Loyalty, Integrity and Selfless Service – our aim is to achieve a unity of pride and purpose that all Aggies share. The Commission also draws attention to the need to better serve the African American and Hispanic populations in Texas, as those groups are underrepresented on our campus. We must and will do better, and in doing so we will advance our core land grant mission.

Based on what we have learned from the Commission's report, we believe we cannot achieve unity of pride and purpose for all Aggies unless we strive to ensure no Aggie is disrespected, mistreated, or excluded. If there are students, faculty, staff and former students who believe we fail to include them in the Aggie family, we are not yet what we aspire to be.

We are pleased the report pointed out significant steps Texas A&M and The Texas A&M University System have already taken. In many respects, TAMU has been a leader in innovative ways to attract Texans of all types. The Commission notes most people are not aware of these commitments. Its findings point to outreach campaigns that may benefit Aggies and prospective Aggies we seek to welcome. We concur.

So, where do we begin?

- First, by uniformly voicing that we stand firmly against the mistreatment, exclusion or disrespect of any member of the Aggie community.
- Second, by identifying specific ways to address practices that have alienated certain groups.
- Third, by protecting and defending Aggies who come under attack simply because of who they are and ensuring those persons are treated with empathy.
- Finally, by committing to challenging, sanctioning, or, if necessary, expelling anyone who threatens, harasses or deliberately undermines the safety of another member of the Aggie community on the basis of their identity.

The Commission points out significant steps Texas A&M and The Texas A&M University System have already taken and milestones that have been achieved.

For example:

- Texas A&M has been recognized twice in the last two years with the prestigious Higher Education Excellence in Diversity (HEED) award from “Insight Into Diversity” for the university’s commitment to broadening diversity and inclusion on campus.
- Texas A&M ranks 3rd out of 59 land grant universities in its percentage of Hispanic students.
- U.S. News and World Report’s diversity index ranks Texas A&M higher than the average of 111 comparable universities.
- The Regents’ Scholars program provides scholarships each year to 850 new students, 89% of whom are minorities.
- The Texas A&M University System recently enacted a \$100 million scholarship program to address diversity issues among students.
- As of December 2019, the Faculty ACES program has received applications from 435 faculty members for 20 available slots at Texas A&M, which is a clear indication that minority faculty want to come here.
- The Texas A&M System is an active participant in the Louis Stokes Alliance for Minority Participation (LSAMP) program, which is designed to increase minority participation in STEM fields. In the first eight years, the program increased the number of degrees awarded to minority students by a factor of five, to more than 20,000. Four System schools are involved.
- Texas A&M is the only university in Texas to be recognized by the Foundation for Individual Rights in Education for protection of free speech. Only 45 universities in America have received this designation.

Interim President John L. Junkins has developed action items for the University in response to the work of the Commission, and the Chancellor has accepted those items. The Board of Regents is instructing the Chancellor to oversee the implementation of these recommendations by TAMU leadership. The funding to be expended by Texas A&M University to ensure responsive and timely actions to the CDEI report, as detailed below, is authorized by the Texas A&M System Board of Regents.

The President shall report to the Chancellor and the Board of Regents on a quarterly basis to provide an update on the status of each of these action items, particularly student recruitment. This will establish a level of accountability to ensure progress is made on this important work.

Just as TAMU has done on so many issues, we intend for TAMU to be the leader in this area as well.

Immediate Proposed Actions and Investment

Informed by the *Stronger Together Report by the Commission on Diversity, Equity and Inclusion* and briefings by co-commission chairs Jimmy Williams '83 and Johnny Hurtado '91, interim president John L. Junkins provides the following recommended actions and investment over the next four years for consideration by The Texas A&M System Board of Regents to enhance diversity, equity and inclusion (DEI) at Texas A&M University.

Item	Amount
Expand the Student Pipeline (Fall 2021 and Fall 2022)	\$1.5M
Increase the Regents' Scholars Program by 93 students per year for four years	\$7.8M
Increase National Recognition Scholarships by 89 students per year for four years	\$7.5M
Establish Pathways-to-Doctorate Fellowships for 10 students per year for four years	\$1.6M
Grow the ACES (Accountability, Climate, Equity and Scholarship Fellows) Faculty Program by nine faculty per year for four years	\$5.25M
Recognize More Outstanding Aggies Leading by Example	\$100K
Establish an action-oriented task force to accurately and fully tell the story of Texas A&M's history through displays and iconography	\$1M
Document and communicate the success of our many former students of color	
TOTAL	\$24.75M

It is important to note that the initiatives listed above, which are more fully described below, are in addition to the \$10 million per year scholarship fund created by the Texas A&M University System Board of Regents in June 2020.

The actions to follow build upon DEI activities and investment underway as reflected in the annual Diversity Accountability and Responsibility Reports available on the university's website.

1. Expand the Student Pipeline

- Significantly increase the number of students from underrepresented groups by 2026.

- Identify, inform, listen to and invite prospective students from underrepresented groups to Texas A&M, focusing on how the university can help them achieve their goals.
- Create research-informed messaging in collaboration with current, former and prospective representative populations.
- Conduct targeted outreach (with listening feedback channels) via social media, in-person and advertising to generate interest and improve conversion and yield.
- Increase the number of live and virtual experiences (tours, information sessions, celebrations of Aggies and events) in multiple locations.
- Expand outreach to counselors at identified high schools to highlight scholarships, application processes, information for campus visits (face-to-face and virtual) and information on the student experience.
- Continue to benchmark TAMU's efforts in recruiting targeted students from underrepresented groups against peer institutions.
- Additional focus on retention efforts for students from underrepresented groups.
- Collaborate with firms and professionals who themselves represent underrepresented to yield best practices.
- Facilitate events to create more opportunities for fellowship among Aggies of all backgrounds.
- Identify other strategies and opportunities as they arise.

2. Increase the Regents' Scholar Program by more than 10 percent

- Increase new Regents' Scholars from 850 per year to 943 students per year.
- Adjust AGI eligibility requirement for Regents' Scholars from less than \$40,000 per year to less than \$60,000 per year.
- *Note: Regents' Scholar Program currently is available for low-income, first-generation, Texas residents who live on campus and engage in required academic success experiences. Students receive \$6,000 per year, renewable for four years, for total scholarship opportunity of \$24,000.*

3. Increase National Recognition Scholarships

- Expand National Scholars program to include the four National Recognition categories established by the College Board: African American National Recognition Program, Hispanic National Recognition Program, Indigenous National Recognition Program, and Rural and Small-Town Recognition Program.
- Grow to cohorts of 150 new students each year; \$6,000 per student, and even more when leveraging other available programs and funds, renewable for four years, for total scholarship opportunity of \$24,000.

4. Establish Pathways-to-Doctorate Fellowships

- Fulfill our land grant mission in growing the populations for matriculation to doctoral programs at TAMU.
- Add 10 new fellowships each year for four years; \$40,000 per fellowship (departments, colleges or faculty fund subsequent years and tuition and fees for fellows).

5. Grow the ACES (Accountability, Climate, Equity and Scholarship) Fellows Faculty Program

- Extend existing program to all colleges.
- Increase existing funding to 25 fellows per year (9 additional fellows); \$75,000 per fellow, two-year commitment.

6. Recognize More Outstanding Aggies Leading by Example

- Increase impact recognition awards for faculty and staff who exemplify mentoring, initiative

and/or action in bringing Aggies together.

- Recruit and support frontline staff who assist students and faculty.

7. Establish an action-oriented task force to accurately and fully tell the story of Texas A&M's history through displays and iconography.

- The task force shall deliver its recommendations to the President of Texas A&M University by summer 2021 to facilitate the President's presentation of recommendations to the Chancellor and Board of Regents at the August 2021 meeting.
- Design spaces to recognize historical figures in addition to that of Lawrence Sullivan Ross, perhaps reimagining Academic Plaza and/or identifying other additional spaces for future recognition.
- The task force shall be composed of equal numbers of student leaders, faculty, staff, and members of The Association of Former Students, The Texas A&M Foundation and 12th Man Foundation.
- Budget for and ascertain the external expertise necessary to support the task force's work.

8. Document and communicate the success of our many former students of color.

- Collect and share stories of success in the Aggie experience for all.
- Identify, interview and produce social media conveying the many Aggies from underrepresented populations with remarkable experiences at Texas A&M.

These actions, together with activities and other investments underway, will help Texas A&M University better recruit, welcome and serve more members of underrepresented groups in fulfillment of our land grant mission.