

Demographics

	Female	Asian	Black	Hispanic	International	Total
Faculty	25.1%	9.3%	1.4%	2.7%	16.4%	366
Staff	45.2%	17.5%	3.7%	6.8%	0.0%	354
Graduate Students	34.5%	9.0%	1.9%	6.0%	37.9%	1145
Undergraduate Students	52.9%	14.0%	3.3%	30.0%	1.8%	2684

Departmental Composition

	Faculty		Students	
	APT*	T/TT**	Graduate	Undergraduate
Biology	23	35	132	1474
Chemistry	27	40	296	278
Mathematics	48	75	174	526
Physics and Astronomy	6	62	165	228
Statistics	14	30	378	138

Science Leadership Scholars (flagship undergrad retention effort)

	Cohort 1*	Cohort 2*	Cohort 3*	Cohort 4*
Retained in CLSC	65.2% (28.6%)	60.0% (36%)	90.48% (33.3%)	95.5% (86.4%)
Changed Majors	26.0% (38.1%)	20.0% (32%)	9.5% (57.1%)	4.6% (13.6%)
Retained to TAMU	91.3% (66.6%)	80.0% (68%)	100% (90.4%)	100% (100%)
Female	71.43%	35.0%	66.7%	45.5%
Hispanic	52.4%	40.0%	61.9%	54.6%
Black	4.8%	0%	0%	0%
Asian	23.8%	35.0%	23.8%	27.3%

*Cohorts 1, 2, 3, 4 represent graduating students in 2020, 2021, 2022, 2023. Percentages in each cell represent Science Leadership Scholar students (Control group students)

Students are first generation in college from low-income families

Faculty Investment Hires

Chemistry, Mathematics, Statistics

COVID-19 Challenges

- International Graduate Student enrollment
- Problematic in-person course attendance
- Increased focus on virtual undergraduate research

Progress

- Awards including Leadership in Excellence
- Diversity Proposals and Conferences
- Strengths, Opportunities, Aspiration Results Plans
- Review of Evaluation Guidelines
- Mentoring Programs
- Faculty and Staff Advisory Committees
- Robust Student Organizations & Activities
- Goals in Faculty Hiring, Student Retention
- Continued Excellence in Community Outreach
- Visionary Direction Through Departmental SOARS



Program to Advance Science Scholars

This two-year program pairs early career female faculty with internal advocates and external mentors in order to help them successfully navigate work-life balance and also develop a robust network of renowned scholars from across Texas A&M and the nation.

Diversity-Related Programs and Initiatives

Diversity and Equity Grant Programs

Leadership in Equity and Diversity (LEAD) Award

Primary Care Travel Grant

Created a college-level anonymous online reporting mechanism to reward positive diversity and inclusion-related experiences and address negative ones, using feedback to create a more equitable environment for all faculty, students, and staff, independent of status, reporting structure, or affiliation