

**Annual Certification Documentation
Per Texas Education Code 51.3525**

Institutions by Name (TE)

September 2024

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Date Submitted: 08/23/24
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System Ethics & Compliance Office

Annual D.E.I. Compliance

ECCO Review Checklist

Member Agency/Institution:

Texas A&M International University

Ethics & Compliance Officer:

Monica P. Robledo

Chief Executive Officer:

Dr. Pablo Arenaz

FINANCE & BUDGETING	Meets Compliance? Y/N/NA	Employee Responsible (include title and location)	Summary of Action Taken (identify documented evidence used in the process)	Date Verified
Budgets & Accounting: Determine whether the member has complied with the elimination of account and budget codes that fund diversity, equity, and inclusion initiatives in violation of DEI Law as implemented by System Policy 08.01, Civil Rights Compliance and Protections.				
<ul style="list-style-type: none"> Identified accounts and/or budget codes that fund DEI initiatives and taken action to ensure compliance. 	Y	Mr. Juan J. Castillo, VPFA TAMIU	Based on departmental reviews and System Internal Audit, confirmed only student organization accounts, and no State accounts, fund DEI initiatives.	5.16.2024
<ul style="list-style-type: none"> Eliminated accounts and/or budget codes to include titles, locations/departments, sub-accounts/sub-departments, and funding sources that violate DEI Law. 	Y	Mr. Juan J. Castillo, VPFA TAMIU	Confirmed there are no accounts or budget codes that violate the DEI law. This was verified by System Internal Audit.	5.16.2024
<ul style="list-style-type: none"> Implemented procedures for the systemic review and vetting of current and proposed accounts and budget codes to include titles, locations/departments, sub-accounts/sub-departments, and funding sources to ensure compliance. 	Y	Mr. Juan J. Castillo, VPFA TAMIU	Created "DEI Account/Budget Code Monthly Compliance Review" form which is completed and reviewed by the Associate Controller and secondarily reviewed and approved by the CFO with the monthly reconciliations.	5.16.2024
<ul style="list-style-type: none"> Implemented a record-retention process for reporting purposes. 	Y	Mr. Juan J. Castillo, VPFA TAMIU	The DEI Account/Budget Code Monthly Compliance Review form will be maintained with the monthly reconciliations and disposed of per the retention schedule for reconciliation records	5.16.2024

HUMAN RESOURCES	Meets Compliance? Y/N/NA	Employee Responsible (include title and location)	Summary of Action Taken (Identify documented evidence used in the process)	Date Verified
DEI Related Offices and Third-Party Contracts: Determine whether the member has complied with the elimination of departments, divisions, and/or offices that violate the DEI Law as implemented by System Policy 08.01, Civil Rights Compliance and Protections.				
<ul style="list-style-type: none"> Identified offices, divisions, or other units that are responsible for diversity, equity, and inclusion initiatives and took action to ensure compliance. 	Y	Jan Aspelund, HR Director TAMIU	On January 1, 2023, the position of Lorissa Cortez, was restructured and the position reclassified from Director of Equal Opportunity and Diversity to Director, Title IX, and Civil Rights Compliance.	01.01.2023
<ul style="list-style-type: none"> Identified third-party vendors performing the duties of a diversity, equity, and inclusion office and took action to ensure compliance. 	Y	Jan Aspelund, HR Director TAMIU	TAMIU does not have any third-party vendors performing diversity, equity, or inclusion duties for any office on the campus.	5.01.2024
Personnel: Determine whether the member has complied with the restriction on hiring or assigning employees to perform the duties of diversity, equity, and inclusion.				
<ul style="list-style-type: none"> Identified active personnel with responsibilities for performing diversity, equity, and inclusion functions and took action to ensure compliance. 	Y	Jan Aspelund, HR Director TAMIU	TAMIU has no active personnel that are responsible for performing diversity, equity, and inclusion functions. The Director of Equal Opportunity and Diversity position was restructured and reclassified to Director, Title IX, and Civil Rights Compliance. The change was effective January 1, 2024.	01.01.2024
<ul style="list-style-type: none"> Identified unallowable personnel duties within active and inactive job descriptions and working templates for language that violates DEI Law and took action to ensure compliance. 	Y	Jan Aspelund, HR Director TAMIU	Beginning in June 2023, the System HR Shared Services office that includes TAMUS Compensation and Compliance began a review of all System Pay Plan job descriptions for DEI language or related terms. The information regarding updates and corrections were distributed to the System CHROs based on positions used on each individual location - campus or agency. TAMIU received their position information between June and August 2023. We immediately took action to make the changes and corrections to the identified positions descriptions. The initial process was completed in August 2023.	08.07.23
<ul style="list-style-type: none"> Identified employee funding sources that violate DEI Law and took action to ensure compliance. 	Y	Jan Aspelund, HR Director TAMIU	There are no employee funding sources that support or violate DEI Law.	05.01.2024

Hiring and Employment Practices and Procedures: Determine whether member hiring and employment practices and procedures have been updated to exclude requirements for DEI statements and do not provide special benefit or promote preferential treatment on the basis of race, sex, color, ethnicity, or national origin to an applicant for employment, an employee, or a participant in any function of the institution relating to this process.				
<ul style="list-style-type: none"> Reviewed hiring and employment documents and materials, to include rubrics and matrices, and identified prohibited language, requirements, practices and/or procedures took action to ensure compliance. (See DEI Law Operations Manual under IV. Monitoring, Section B, Item 2c for a comprehensive list.) 	Y	Jan Aspelund, HR Director TAMU	All hiring and recruiting documents have been reviewed and all DEI language has been removed. This process was conducted by the TAMUS Compensation and Compliance department which is part of TAMUS HR Shared Services Offices at College Station in conjunction with the System CHROs/Human Resources offices. Angela Crosby, Pay Plan Administrator completed a review of all current position descriptions and notified the System HROs of which positions on their campus were updated. At TAMU, we in turn reviewed, updated all referenced job descriptions, and related Pins #s. This was a further review through the System Auditor's office and further corrections or changes were identified have been completed between March 2024 and May 2024	Implemented and on-going
<ul style="list-style-type: none"> Reviewed performance evaluation tools and metrics, documents and forms for promotions, merit increases, and equity adjustments, and all related procedures; identified prohibited language and/or requirements and took action to ensure compliance. 	Y	Jan Aspelund, HR Director TAMU	The performance evaluation for full-time staff and administrator positions is through Workday. On January 25, 2024, the review of the performance evaluation was completed and updated in Workday and the campus HROs were notified that all DEI language had been removed from the performance evaluation forms, job aids and instructions.	01.25.2024
<ul style="list-style-type: none"> Implemented a system of systemic evaluation and review to vet proposed positions, processes, and materials to ensure they meet compliance prior to publication. 	Y	Jan Aspelund, HR Director TAMU	TAMU has implemented a DEI Compliance tracking for all position descriptions, job requisitions, job posting, interview questions, reference check questions, position Pin #s and checklists for all active TAMU positions both filled and vacant. All components of the above areas of requirements are being reviewed and documented in an excel spreadsheet.	05.01.2024
Training Sessions and Materials: Determine whether the member has complied with the elimination of required training sessions and materials that violate the DEI Law as implemented by System Policy 08.01, Civil Rights Compliance and Protections.				
<ul style="list-style-type: none"> Reviewed required training sessions for those identified as prohibited by DEI Law and took action to ensure compliance. 	Y	Jan Aspelund, HR Director TAMU	All training for TAMU employees is through TrainTraq and includes all mandatory State of Texas and A&M System training which have been reviewed and updated by the A&M System Office. TAMU does not require or conduct any additional trainings.	05.01.2024

<ul style="list-style-type: none"> Reviewed all training sessions and materials for language and elements prohibited by DEI Law and took action to ensure compliance. 	Y	Jan Aspelund, HR Director TAMU	All training for TAMU employees is through TrainTraQ and includes all mandatory State of Texas and A&M System training which have been reviewed and updated by the A&M System Office. TAMU does not require or conduct any additional trainings.	05.01.2024
<ul style="list-style-type: none"> Implemented procedures to review proposed training sessions and materials for compliance prior to activation. 	Y	Jan Aspelund, HR Director TAMU	TAMU will be implementing a required review of all proposed future training sessions that may be implemented on the TAMU campus. The training will be reviewed, documented, and approved before going live.	05.28.2024 and on-going
FACULTY AFFAIRS	Meets Compliance? Y/N/NA	Employee Responsible (include title and location)	Summary of Action Taken (Identify documented evidence used in the process)	Date Verified
<u>Procedures, Programs and Activities:</u> Determine whether the member has discontinued procedures, programs and activities which promote differential treatment of or provide special benefits to individuals on the basis of race, color, or ethnicity.				
<ul style="list-style-type: none"> Reviewed all faculty hiring and recruiting practices and identified those that violate DEI Law and took action to ensure compliance. 	Y	Dr. Claudia San Miguel, Provost/VP of Academic Affairs TAMU	All job ads are reviewed to make sure there are no compliance issues with DEI. No action was taken at this time	04.01.2024 and on-going
<ul style="list-style-type: none"> Reviewed all procedures for tenure review, promotions, merit increases, and equity adjustments; identified those that violate DEI Law and took action to ensure compliance. 	Y	Dr. Claudia San Miguel, Provost/VP of Academic Affairs TAMU	All written documentation addressing faculty tenure and promotion issues (Faculty Handbook, T&P Policy Guide, Rules, SAPs, and FAQs) were reviewed. No action was taken as they were all in compliance with SB-17 in relation to DEI	02.01.2024
<ul style="list-style-type: none"> Reviewed all faculty organizations supported by the university to evaluate their purpose, structure, and funding. Identified those that violate DEI Law and took action to ensure compliance. 	Y	Dr. Claudia San Miguel, Provost/VP of Academic Affairs TAMU	The Division of Academic Affairs: Biology and Chemistry, College of Education, College of Nursing, Fine and Performing Arts, Graduate School, Humanities, Mathematics & Physics, Psychology & Communication, School of Business, School of Engineering, Social Sciences, and University College identified no issues that ran afoul of DEI for faculty organizations supported by the campus. Since no instances identified, no actions taken.	01.01.2024
<ul style="list-style-type: none"> Reviewed all grant proposals and accreditation certifications and identified those that violate DEI Law and took action to ensure compliance. 	Y	Dr. Claudia San Miguel, Provost/VP of Academic Affairs TAMU	DEI standards do not apply to research grants. For program grants, even if funding calls for certain groups, no one is excluded from hiring or participation in these programs. Job ads are reviewed by HR and Research and Sponsored Projects and participation calls/ads are reviewed by Research and Sponsored Projects. Both are continuous reviews based on the grant or proposal in question.	04.01.2024 and on-going

<ul style="list-style-type: none"> Reviewed all accreditation certifications and identified those that violate DEI Law and took action to ensure compliance. 	Y	Dr. Claudia San Miguel, Provost/VP of Academic Affairs TAMIU	Most accrediting bodies require a DEI component. Across all current accreditations, TAMIU is downplaying these sections and explicitly stating that the entirety of students' experiences is open to all students.	05.01.2024 and ongoing
<ul style="list-style-type: none"> Reviewed the provisions for all academic or professional opportunities extended to students, faculty, and visiting scholars to include institutional conferences and seminars and identified those that violate DEI Law and took action to ensure compliance. 	Y	Dr. Claudia San Miguel, Provost/VP of Academic Affairs TAMIU	The Division of Academic Affairs: Biology and Chemistry, College of Education, College of Nursing, Fine and Performing Arts, Graduate School, Humanities, Mathematics & Physics, Psychology & Communication, School of Business, School of Engineering, Social Sciences, and University College identified only one issue that ran afoul of DEI for academic/professional opportunities extended to students, faculty and visiting scholars. In FPA, a scholarship application was designed for male students; this scholarship is now open to all students.	01.01.2024
<ul style="list-style-type: none"> Reviewed all forms, documents, procedures, and practices related to the functions listed in this section and identified those that violate DEI Law and took action to ensure compliance. 	Y	Dr. Claudia San Miguel, Provost/VP of Academic Affairs TAMIU	The Division of Academic Affairs Biology and Chemistry, College of Education, College of Nursing, Fine and Performing Arts, Graduate School, Humanities, Mathematics & Physics, Psychology & Communication, School of Business, School of Engineering, Social Sciences, and University College identified almost no issues that ran afoul of DEI for forms, documents, procedures, and practices. Diversity statements in syllabi were identified in the COED. These were stricken from the syllabi.	05.01.2024
<ul style="list-style-type: none"> Implemented procedures for the systemic evaluation and review of all functions listed in this section to include the vetting of proposed processes, practices, organizations, funding proposals, certifications, and corresponding materials to ensure compliance. 	Y	Dr. Claudia San Miguel, Provost/VP of Academic Affairs TAMIU	A new policy was crafted for review of DEI compliance that will go into full effect in 2024-2025. This policy requires key personnel (college deans, department chairs, and program directors) to review all of the grants, accreditation, academic opportunities, and forms/documents/practices. Signed checklist certifications will be required going forward. For this initial cycle, key division of academic affairs personnel emailed issues with the above.	05.01.2024
<p>STUDENT AFFAIRS</p>	Meets Compliance? Y/N/NA	<p>Employee Responsible (include title and location)</p>	<p>Summary of Action Taken (identify documented evidence used in the process)</p>	<p>Date Verified</p>
<p>Procedures, Programs and Activities: Determine whether the member has discontinued procedures, programs and activities which promote differential treatment of or provide special benefits to individuals on the basis of race, color, or ethnicity.</p>				

<ul style="list-style-type: none"> Reviewed all departmental events including institutional conferences and seminars and identified those that violate DEI Law and took action to ensure compliance. 	Y	Rosalinda Garcia, VP of Student Engagement TAMIU	Each of the 6 offices within the Student Engagement Division reviewed all of their programing including conferences and seminars. Two changes were made: 1) an employee from the DSS office will no longer be participating in the TIDE committee and an event held by SOLE & DSS will no longer be provided.	05.24.2024
<ul style="list-style-type: none"> Reviewed all staff work and identified those that violate DEI Law and took action to ensure compliance. 	Y	Rosalinda Garcia, VP of Student Engagement TAMIU	Job descriptions for each employee within the Student Engagement Division were reviewed to ensure compliance	05.24.2024
<ul style="list-style-type: none"> Reviewed all student and staff training sessions and identified those that violate DEI Law and took action to ensure compliance. 	Y	Rosalinda Garcia, VP of Student Engagement TAMIU	Each of the 6 offices within the Student Engagement Division reviewed all student and staff training sessions. Two changes were made: 1) SOLE we will no longer offer Safe Zone and 2) SCCE will no longer be offering Safe zone as a conduct sanction.	05.24.2024
<ul style="list-style-type: none"> Reviewed all student success and outreach programs and identified those that violate DEI Law and took action to ensure compliance. 	Y	Rosalinda Garcia, VP of Student Engagement TAMIU	The majority of TAMIU's student success programs are provided by the Divisions of Academic Affairs and Enrollment Management. Those programs were reviewed by Vice Presidents with responsibility for them. The VPSE reviewed outreach activities for the 6 offices which make up the Student Engagement Office. Three changes were made: 1) Mission statement in Health Services promotional materials; 2) SOLE website was edited; and 3) SCCE website was edited.	05.24.2024
<ul style="list-style-type: none"> Implemented procedures for the systemic evaluation and review of all trainings, programs, events, and activities to ensure compliance. 	Y	Rosalinda Garcia, VP of Student Engagement TAMIU	Screening processes have been developed and implemented to screen all programming including trainings, programs, events, and activities. Each office has a process, including the VPSE's Office.	05.24.2024
STUDENT AFFAIRS	Meets Compliance? Y/N/NA	Employee Responsible <i>(include title and location)</i>	Summary of Action Taken <i>(Identify documented evidence used in the process)</i>	Date Verified
<u>Procedures, Programs and Activities:</u> Determine whether the member has discontinued procedures, programs and activities which promote differential treatment of or provide special benefits to individuals on the basis of race, color, or ethnicity.				
<ul style="list-style-type: none"> Reviewed all departmental events including institutional conferences and seminars and identified those that violate DEI Law and took action to ensure compliance. 	Y	Juan G. Garcia, Jr. VP of Student Enrollment Management TAMIU	Reviewed all departmental events ensuring that all activities adhere to the required regulations.	05.25.2024

<ul style="list-style-type: none"> Reviewed all staff work and identified those that violate DEI Law and took action to ensure compliance. 	Y	Juan G. Garcia, Jr. VP of Student Enrollment Management TAMIU	Reviewed all job descriptions to ensure compliance	05.25.2024
<ul style="list-style-type: none"> Reviewed all student and staff training sessions and identified those that violate DEI Law and took action to ensure compliance. 	Y	Juan G. Garcia, Jr. VP of Student Enrollment Management TAMIU	Reviewed all student and staff training sessions ensuring that all training content meet the required standards	05.25.2024
<ul style="list-style-type: none"> Reviewed all student success and outreach programs and identified those that violate DEI Law and took action to ensure compliance. 	Y	Juan G. Garcia, Jr. VP of Student Enrollment Management TAMIU	Reviewed all student success and outreach programs to identify and address any instances of non-compliance, ensuring that all programs adhere to the required regulations.	05.25.2024
<ul style="list-style-type: none"> Implemented procedures for the systemic evaluation and review of all trainings, programs, events, and activities to ensure compliance. 	Y	Juan G. Garcia, Jr. VP of Student Enrollment Management TAMIU	Reviewed procedures for the systemic evaluation and review of all trainings, programs, events, and activities to ensure ongoing compliance.	05.25.2024
SCHOLARSHIPS & FINANCIAL AID	Meets Compliance? Y/N/NA	Employee Responsible <i>(include title and location)</i>	Summary of Action Taken <i>(identify documented evidence used in the process)</i>	Date Verified
Scholarships & Financial Aid: Determine whether the member has discontinued the award of scholarships and financial aid that promote differential treatment of or provide special benefits to individuals on the basis of race, color, or ethnicity.				
<ul style="list-style-type: none"> Reviewed all awards administered, promoted, and/or facilitated by the member for violation of DEI Law and took action to ensure compliance. 	Y	Rosanne Palacios, VP of Institutional Advancement TAMIU	Based on departmental review and system Internal Audit, all scholarship criteria were reviewed to ensure DEI compliance	04.08.2024
<ul style="list-style-type: none"> Reviewed all outlets announcing or promoting scholarships and financial aid, to include websites and social media pages, for violation of DEI Law and took action to ensure compliance. 	Y	Rosanne Palacios, VP of Institutional Advancement TAMIU	Endowed scholarship outlets and promotional materials were reviewed as presented by scholarship committees to ensure compliance.	05.30.2024

<ul style="list-style-type: none"> Reviewed all materials including but not limited to applications, informational documents, marketing materials, guidelines, and operating documents for violations of DEI Law and took action to ensure compliance. 	Y	Rosanne Palacios, VP of Institutional Advancement TAMU	Endowed scholarship materials were reviewed as presented by scholarship committees to ensure DEI compliance.	05.30.2024
<ul style="list-style-type: none"> Implemented procedures for the systemic review of all functions listed above to ensure compliance. 	Y	Rosanne Palacios, VP of Institutional Advancement TAMU	A meeting was held on 5.16.2024 inviting all scholarship committee members to inform and educate on new SB 17 requirements. Created procedures, checklists, and best practices to ensure compliance. Yearly forms will be maintained.	05.16.202401
SCHOLARSHIPS & FINANCIAL AID	Meets Compliance? Y/N/NA	Employee Responsible (include title and location)	Summary of Action Taken (identify documented evidence used in the process)	Date Verified
Scholarships & Financial Aid: Determine whether the member has discontinued the award of scholarships and financial aid that promote differential treatment of or provide special benefits to individuals on the basis of race, color, or ethnicity.				
<ul style="list-style-type: none"> Reviewed all awards administered, promoted, and/or facilitated by the member for violation of DEI Law and took action to ensure compliance. 	Y	M. Laura Elizondo, Director, Student Financial Services TAMU	Scholarships being promoted through our Scholarship Universe platform by our department were reviewed for SB 17 requirements.	12.01.2023 – 01.01.2024
<ul style="list-style-type: none"> Reviewed all outlets announcing or promoting scholarships and financial aid, to include websites and social media pages, for violation of DEI Law and took action to ensure compliance. 	Y	M. Laura Elizondo, Director, Student Financial Services TAMU	Our website only promotes our TAMU Fund\$ Finder (Scholarship Universe) platform, no changes needed. Our Instagram page promotes scholarship availability in general. We made a note to review SB 17 requirements if external scholarship entities request promotion.	01.01.2024
<ul style="list-style-type: none"> Reviewed all materials including but not limited to applications, informational documents, marketing materials, guidelines, and operating documents for violations of DEI Law and took action to ensure compliance. 	Y	M. Laura Elizondo, Director, Student Financial Services TAMU	A review was conducted on all office flyers and website to ensure SB 17 requirements were met.	12.01.2023- 02.01.2024

<ul style="list-style-type: none"> Implemented procedures for the systemic review of all functions listed above to ensure compliance. 	Y	M. Laura Elizondo, Director, Student Financial Services TAMIU	The Scholarship Coordinator has a list of items under SB 17 to review when new scholarship accounts are requested for promotion and setup in our scholarship platform.	04.01.2024
<p>ATHLETICS</p>	<p>Meets Compliance? Y/N/NA</p>	<p>Employee Responsible (include title and location)</p>	<p>Summary of Action Taken (Identify documented evidence used in the process)</p>	<p>Date Verified</p>
<p><u>Procedures, Programs and Activities:</u> Determine whether the member has discontinued procedures, programs and activities which promote differential treatment of or provide special benefits to individuals on the basis of race, color, or ethnicity.</p>				
<ul style="list-style-type: none"> Reviewed procedures, programs, and activities for violations of DEI Law and took action to ensure compliance. 	Y	Griz Zimmermann, Director of Athletics TAMIU	Reviewed all process and procedures for SB 17 compliance and found no evidence of issues.	05.01.2024
<ul style="list-style-type: none"> Reviewed required non-athletic training sessions (internal and external) for students and staff for violations of DEI Law and took action to ensure compliance. 	Y	Griz Zimmermann, Director of Athletics TAMIU	TAMIU uses on the TrainTraq training as required by the State of Texas and the A&M System. This training system has been reviewed by the System office and all DEI compliance issues have been removed.	05.01.2024
<ul style="list-style-type: none"> Reviewed all materials developed, produced, funded, and distributed through the department to include applications, marketing materials, guidelines, operating manuals, and any other publication provided by the department for violations of DEI Law and took action to ensure compliance. 	Y	Griz Zimmermann, Director of Athletics TAMIU	The following have been reviewed and updated to comply with SB 17 requirements. 2023-2024 Department of Athletics Team Rules 2023-2024 Department of Athletics Student-Athletics Handbook 20234-2024 Athletics Compliance Manual	08.01.2023 09.21.2023 03.01.2024
<ul style="list-style-type: none"> Reviewed all co-sponsored events with outside entities for violations of DEI Law and took action to ensure compliance. 	Y	Griz Zimmermann, Director of Athletics TAMIU	All corporate sponsorship agreements have been reviewed and found no evidence of issues.	05.01.2024
<ul style="list-style-type: none"> Implemented procedures for the systemic review of all functions listed above to ensure compliance. 	Y	Griz Zimmermann, Director of Athletics TAMIU	The Athletics Director has implementation a periodic quarterly reviews to ensure continue compliance with SB 17.	05.01.2024

WEBSITES & SOCIAL MEDIA	Meets Compliance? Y/N/NA	Employee Responsible (include title and location)	Summary of Action Taken (Identify documented evidence used in the process)	Date Verified
Website and Social Media Information: Determine whether references to unallowable diversity, equity and inclusion activities on member websites and social media platforms have been identified and removed.				
<ul style="list-style-type: none"> Reviewed member websites and social media platforms for content, links, static materials, and downloadable documents for violation of DEI Law and took action to ensure compliance. 	Y	Steve Harmon, Director of PRMIS TAMU	We conducted these reviews and adjusted content to ensure compliance with DEI Law. Websites were reviewed by the Director of Public Relations, Marketing and Information Services and the Vice President for Finance and Administration independently. Following this, potentially problematic sites were concurrently agreed upon and sent to the respective web page owners for revision and/or discussion. Additionally, searches were completed for our University-affiliated social media profiles through manual Google searches using a designated list of keywords. We vetted these social media posts during this review process to ensure unallowable DEI references were identified and removed.	05.30.2024
<ul style="list-style-type: none"> Reviewed affiliate websites and social media platforms for content and affiliation language in violation of DEI Law and took action to ensure compliance. 	Y	Steve Harmon, Director of PRMIS TAMU	Notified our affiliate websites of SB 17 and its requirements and provided them with the University's expectation of their compliance, sharing our review mechanism and assessment periods for their affiliate website and social media utilization and affirming their need to comply.	05.30.2024
<ul style="list-style-type: none"> Implemented a systemic process of review of member websites, domains, and social media platforms to include keyword searches to identify references to DEI related terms that violate DEI Law and took action to ensure compliance. 	Y	Steve Harmon, Director of PRMIS TAMU	For the website, we utilize Site improve to scan www.tamtu.edu. Site improve allows us to create a Content Match Policy that matches single words, names, or phrases. Our current Policy searches for the following terms: Diversity policy; Equity policy; Inclusion policy; Diversity Accountability Plan; DEI policy; Office of Diversity; diversity plan; equity plan; inclusion plan; DEI plan; diversity equity; inclusion DEI; inclusive; gender identity; and sexual orientation. In addition, a manual search process continues to ensure social media profiles comply with DEI Law using the aforementioned keywords.	05.30.2024
<ul style="list-style-type: none"> Implemented a vetting process by which proposed information to be posted to member websites, domains, social media platforms, or any Internet or network outlet will be evaluated to ensure compliance with DEI Law. 	Y	Steve Harmon, Director of PRMIS TAMU	The Office of Public Relations, Marketing, and information systems (PRMIS) evaluates all information posted to University websites via a workflow process to ensure compliance with DEI Law. Content is submitted by University content managers for current and new web pages. If a submission does not comply with current Law, the submission is returned for revision and will not be published on the university website. Additionally, PRMIS had developed a vetting process to ensure social media profiles	05.30.2024

INTERNAL CONTROLS & MONITORING	Meets Compliance? Y/N/NA	Employee Responsible (include title and location)	Summary of Action Taken (identify documented evidence used in the process)	Date Verified
Internal Controls & Monitoring: Determine whether the member has removed prohibited diversity, equity, and inclusion related rules, developed, and implemented internal controls according to DEI Law and A&M System Policy 08.01.				
<ul style="list-style-type: none"> Reviewed and identified member rules and operating procedures in place that are not compliant with DEI Law and took action to ensure compliance. 	Y	Monica P. Robledo Director of Compliance TAMIU	TAMIU rules and operating procedures were reviewed and revised to meet SB 17 compliance. The System Internal Audit Team conducted additional review of internal controls in March of 2024.	05.29.2024
<ul style="list-style-type: none"> Developed and implemented operating procedures to ensure continued compliance with DEI Law. 	Y	Monica P. Robledo Director of Compliance TAMIU	TAMIU has in place the DEI Compliance Manual to ensure continued compliance with DEI SB 17 requirements.	05.29.2024
<ul style="list-style-type: none"> Implemented internal controls including assignment of monitoring responsibilities, procedures for training, and processes for disseminating information to stakeholders to ensure compliance with DEI Law. 	Y	Monica P. Robledo Director of Compliance TAMIU	TAMIU has in place the DEI Compliance Manual to ensure continued compliance with DEI SB 17 requirements to include identifying responsibilities, training, and disseminations of information to stakeholders.	05.29.2024
<ul style="list-style-type: none"> Developed a compliance response and reporting process to address issues of noncompliance with DEI Law. 	Y	Monica P. Robledo Director of Compliance TAMIU	TAMIU has in place mechanisms to address issues of noncompliance with SB 17.	05.29.2024
<ul style="list-style-type: none"> Identified procedures for disciplinary action/sanctioning for violations of DEI Law. 	Y	Monica P. Robledo Director of Compliance TAMIU	TAMIU has in place the DEI Compliance Manual to ensure continued compliance with DEI SB 17 requirements that address disciplinary procedures for non-compliance.	05.29.2024

SUMMARY OF FINDINGS: (to be completed by SECO/OGC)

X Meets compliance

_____ Meets compliance after implementing recommendations

_____ Factors preventing compliance as agency/institute of higher learning has not implemented recommendations on statutory/regulatory requirements

SIGNATURES

Monica P. Robledo
Compliance Officer

May 31, 2024
Date

Approved by:

Pablo Arroyo

Chief Executive Officer

3 June 2024
Date



TEXAS A&M INTERNATIONAL UNIVERSITY

A Member of The Texas A&M University System

Office of the President

DEI Law Certification of Compliance

CHIEF EXECUTIVE OFFICER ACKNOWLEDGEMENT

Member Institution/Agency: Texas A&M International University

Chief Executive Officer: Dr. Pablo Arenaz

I certify, under penalty of perjury and the loss of funding to Texas A&M International University, that Texas A&M International University has complied with the requirements in Tex. Educ. Code § 51.3525:

[X] I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), this institution does not, except as required by federal law, have any office, division or unit with the established purpose of:

- influencing hiring or employment practices at the institution with respect to race, sex, color, or ethnicity, other than through the use of color-blind and sex-neutral hiring processes in accordance with any applicable state and federal antidiscrimination laws;
- promoting differential treatment of or providing special benefits to individuals on the basis of race, color, or ethnicity;
- promoting policies or procedures designed or implemented in reference to race, color, or ethnicity, other than policies or procedures approved in writing by this institution's general counsel and the Texas Higher Education Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law; or
- conducting trainings, programs, or activities designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation, other than trainings, programs, or activities developed by an attorney and approved in writing by this institution's general counsel and the Texas Higher Education Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law.

I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(B), this institution has not, except as required by federal law, hired or assigned an employee of the institution, or contracted with a third party to perform the duties of a diversity, equity, and inclusion office as defined in Tex. Educ. Code § 51.3525(a).

I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(C), this institution does not, except as required by federal law, compel, require, induce, or solicit any person to provide a diversity, equity, and inclusion statement or give preferential consideration to any person based on the provision of a diversity, equity, and inclusion statement.

I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(D), this institution does not, except as required by federal law, give preference on the basis of race, sex, color, ethnicity, or national origin to an applicant for employment, an employee, or a participant in any function of the institution.

I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(E), this institution does not, except as required by federal law, require any person, as a condition of enrolling at the institution or performing any institution function, to participate in diversity, equity, and inclusion training, which includes a training, program, or activity designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation, unless the training meets the exception in Tex. Educ. Code § 51.3525(b)(1)(E)(ii).

I certify, in accordance with Tex. Educ. Code § 51.3525(b)(2), that this institution has adopted policies and procedures for appropriately disciplining, including by termination, an employee or contractor of the institution who engages in conduct in violation of Tex. Educ. Code § 51.3525(b)(1)(A)-(E).

I certify, in accordance with Tex. Educ. Code § 51.3525(e), that no state appropriations to this institution for 2025 have been spent prior to submission of this certification report to the Legislature and the Texas Higher Education Coordinating Board.

I understand the State Auditor's Office will conduct a compliance audit for this institution and if violations of Tex. Educ. Code § 51.3525 are found, this institution must cure the violation within 180 days or become ineligible to receive formula funding increases, institutional enhancements, or exceptional items during the state fiscal biennium immediately following the state fiscal biennium in which the determination is made.

I understand all complaints regarding any violations made by this institution will be sent to the State Auditor's Office for review.

To ensure full compliance with Tex. Educ. Code § 51.3525, in the past fiscal year Texas A&M International University has conducted the following:

- Conducted a review of all programs and activities, offices, personnel, and training sessions for potential violations of Tex. Educ. Code § 51.3525 and discontinued those found to be in violation.
- Updated *The Texas A&M University System Policy 08.01.01.L1 Civil Rights Complaint and Appeal Process* to reflect additions to Tex. Educ. Code § 51.3525 which was adopted by the Board of Regents in August 2023.
- Developed and implemented operating procedures in line with the updated System policy and The Texas A&M University System D.E.I. Compliance Operational Manual to facilitate on-going compliance with Tex. Educ. Code § 51.3525. See attached compliance checklist as supporting documentation.
- Participated in an audit review by The Texas A&M University System Department of Internal Audit with the objective of evaluating actions taken by the institution to ensure compliance with Tex. Educ. Code § 51.3525.

Failure to return a certification form to the Texas Higher Education Coordinating Board by September 1, 2024, will be considered an act of non-compliance with the law and can subject the above referenced institution to all penalties allowed by law.

Pablo Arenaz

Signature of Institution President/CEO

3 June 2024

Date

Khalid Mahmood

Signature of Board Chair

8/16/24

Date

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 INSTITUTIONS

- Texas A&M-RELLIS
- Texas A&M-Fort Worth

Board of Regents

THE TEXAS A&M UNIVERSITY SYSTEM

ELECTRONIC SIGNATURE ACKNOWLEDGEMENT AND CONSENT FORM

I, Bill Mahomes, agree and understand that by signing the Electronic Signature Acknowledgment and Consent Form, that all electronic signatures are the legal equivalent of my manual/handwritten signature and I consent to be legally bound to this agreement. I further agree my signature on this document is as valid as if I signed the document in writing. This is to be used in conjunction with the use of the electronic signature for the submission of the SB17 Annual Certification required by 51.3525(e) that I elected to have signed electronically. Under penalty of perjury, I herewith affirm that my electronic signature was signed by myself with full knowledge and consent and am legally bound to these terms and conditions.

William Mahomes
Signature

August 16, 2024
Date

Please check one:

- President
- Board Chair

Institution: Texas A&M Transportation Institute
Date Submitted: 08/23/24
Pages: 15



System Ethics & Compliance Office

Annual D.E.I. Compliance

ECO Review Checklist

Member Agency/Institution: Texas A&M Transportation Institute
 Ethics & Compliance Officer: Becky Carranza
 Chief Executive Officer: Gregory D. Winfree

FINANCE & BUDGETING	Meets Compliance? Y/N/NA	Employee Responsible <i>(include title and location)</i>	Summary of Action Taken <i>(identify documented evidence used in the process)</i>	Date Verified
<u>Budgets & Accounting:</u> Determine whether the member has complied with the elimination of account and budget codes that fund diversity, equity, and inclusion initiatives in violation of DEI Law as implemented by System Policy 08.01, Civil Rights Compliance and Protections.				
<ul style="list-style-type: none"> Identified accounts and/or budget codes that fund DEI initiatives and taken action to ensure compliance. 	Yes	Tyler Theobald, Assistant Chief Financial Officer TTI HQ - RELIIS	Financial Services generated a report in March for the 9/1/23-1/31/24 period and again in May for the 9/1/23-4/30/24 period utilizing the System's DEI keywords list to identify any accounts and/or budget codes that fund DEI initiatives. No findings during reporting period.	5/15/24
<ul style="list-style-type: none"> Eliminated accounts and/or budget codes to include titles, locations/departments, sub-accounts/sub-departments, and funding sources that violate DEI Law. 	Yes	Tyler Theobald, Assistant Chief Financial Officer TTI HQ - RELIIS	No accounts were identified during as non-compliant during reporting period (9/1/23-4/30/24).	5/15/24
<ul style="list-style-type: none"> Implemented procedures for the systemic review and vetting of current and proposed accounts and budget codes to include titles, locations/departments, sub-accounts/sub-departments, and funding sources to ensure compliance. 	Yes	Tyler Theobald, Assistant Chief Financial Officer TTI HQ - RELIIS	Bi-annually, Financial Services staff will generate a report utilizing the System's DEI keywords list to identify any accounts and/or budget codes that fund DEI initiatives. No DEI violations were identified during reporting period (9/1/23-4/30/24). The TTI "Contract Administration" website maintains a reminder to employees to review DEI prior to contracting for goods and services. The TTI "Use of Institutional Funds" website highlights items that are unallowable due to DEI law. AggieBuy requests containing keywords from the System's DEI keyword list will be flagged for additional review by Financial Services staff and are reviewed to ensure compliance with DEI law. No findings during reporting period (9/1/23-4/30/24).	5/15/24

<ul style="list-style-type: none"> Implemented a record-retention process for reporting purposes. 	<p>Yes</p>	<p>Tyler Theobald, Assistant Chief Financial Officer TTI HQ - REL LIS</p>	<p>All documentation related to DEI reporting will be maintained for seven years after completion of certification in accordance with the State of Texas Records Retention Schedule, section 01.100.10. The official copies of all documents will be maintained by the TTI Ethics and Compliance Office.</p>	<p>5/15/24</p>
<p>HUMAN RESOURCES</p>	<p>Meets Compliance? Y/N/NA</p>	<p>Employee Responsible (include title and location)</p>	<p>Summary of Action Taken (Identify documented evidence used in the process)</p>	<p>Date Verified</p>
<p>DEI Related Offices and Third-Party Contracts: Determine whether the member has complied with the elimination of departments, divisions, and/or offices that violate the DEI Law as implemented by System Policy 08.01, Civil Rights Compliance and Protections.</p>				
<ul style="list-style-type: none"> Identified offices, divisions, or other units that are responsible for diversity, equity, and inclusion initiatives and took action to ensure compliance. 	<p>Yes</p>	<p>Becky McNair, Assistant Director, Human Resources TTI HQ-RELLIS</p>	<p>TTI HR did not identify any offices, divisions, or units responsible for diversity, equity, or inclusion.</p>	<p>7/26/23</p>
<ul style="list-style-type: none"> Identified third-party vendors performing the duties of a diversity, equity, and inclusion office and took action to ensure compliance. 	<p>Yes</p>	<p>Tyler Theobald, Assistant Chief Financial Officer TTI HQ - REL LIS</p>	<p>TTI Financial Services performed a search with Business Objects using four different data universes for the period of Sept 1, 2023 – April 30, 2024. No findings during report period (Jan 1st – April 30th) The TTI HR website includes a notification to all employees that third-party contract providing HR related services or training must be vetted by the HR staff for compliance with DEI law.</p>	<p>4/1/24</p>
<p>Personnel: Determine whether the member has complied with the restriction on hiring or assigning employees to perform the duties of diversity, equity, and inclusion.</p>				
<ul style="list-style-type: none"> Identified active personnel with responsibilities for performing diversity, equity, and inclusion functions and took action to ensure compliance. 	<p>Yes</p>	<p>Becky McNair, Assistant Director, Human Resources TTI HQ-RELLIS</p>	<p>TAMUS provided a list of job titles where a DEI component was identified. TTI HR ran an employer report in Workday for job descriptions containing diversity, equity, equal and inclusion. The descriptions were manually reviewed by HR personnel for compliance with SB17. Updates were made to the IT Manager positions.</p>	<p>7/26/23</p>
<ul style="list-style-type: none"> Identified unallowable personnel duties within active and inactive job descriptions and working templates for language that violates DEI Law and took action to ensure compliance. 	<p>Yes</p>	<p>Becky McNair, Assistant Director, Human Resources TTI HQ-RELLIS</p>	<p>TAMUS provided a list of job titles where a DEI component was identified. TTI HR ran an employer report in Workday for job descriptions containing diversity, equity, equal and inclusion. The descriptions were manually reviewed by HR personnel for compliance with SB17. Updates were made to the IT Manager positions.</p>	<p>7/26/23</p>

<ul style="list-style-type: none"> Identified employee funding sources that violate DEI Law and took action to ensure compliance. 	<p>Yes</p>	<p>Tyler Theobald, Assistant Chief Financial Officer TTI HQ - RELSIS</p>	<p>TTI Financial Services performed a search with Business Objects using four different data universes for the period of Sept 1, 2023 – April 30, 2024. No findings during report period (Jan 1st – April 30th)</p>	<p>5/2024</p>
<p>Hiring and Employment Practices and Procedures: Determine whether member hiring and employment practices and procedures have been updated to exclude requirements for DEI statements and do not provide special preferential treatment on the basis of race, sex, color, ethnicity, or national origin to an applicant for employment, an employee, or a participant in any function of the institution relating to this process.</p>				
<ul style="list-style-type: none"> Reviewed hiring and employment documents and materials, to include rubrics and matrices, and identified prohibited language, requirements, practices and/or procedures took action to ensure compliance. (See DEI Law: Operations Manual under IV. Monitoring, Section B, Item 2c for a comprehensive list.) 	<p>Yes</p>	<p>Becky McNair, Assistant Director, Human Resources TTI HQ-RELLIS</p>	<p>Reviewed application questions, hiring matrix, reference check documents, and interview questions. Some interview questions referenced DEI. Those questions have been removed from the interview documents. Reviewed additional hiring forms: Dual Employment, External Employment form, Nepotism form, Non-Disclosure form, and Statement of Previous State Service form. No DEI findings.</p>	<p>03/22/24</p>
<ul style="list-style-type: none"> Reviewed performance evaluation tools and metrics, documents and forms for promotions, merit increases, and equity adjustments, and all related procedures; identified prohibited language and/or requirements and took action to ensure compliance. 	<p>Yes</p>	<p>Becky McNair, Assistant Director, Human Resources TTI HQ-RELLIS</p>	<p>Memo requests to hire a candidate, promote an employee, award merit, and request a salary equity adjustment were reviewed by HR. No DEI references were located.</p>	<p>3/22/24</p>
<ul style="list-style-type: none"> Implemented a system of systemic evaluation and review to vet proposed positions, processes, and materials to ensure they meet compliance prior to publication. 	<p>Yes</p>	<p>Becky McNair, Assistant Director, Human Resources TTI HQ-RELLIS</p>	<p>Workday reports will be run to review employee position descriptions for DEI references annually. Job descriptions will be reviewed when an appointment or promotion is requested and/or when a manager requires a vacant position to be posted.</p>	<p>3/22/24</p>
<p>Training Sessions and Materials: Determine whether the member has complied with the elimination of required training sessions and materials that violate the DEI Law as implemented by System Policy 08.01, Civil Rights Compliance and Protections.</p>				
<ul style="list-style-type: none"> Reviewed required training sessions for those identified as prohibited by DEI Law and took action to ensure compliance. 	<p>Yes</p>	<p>Becky McNair, Assistant Director, Human Resources TTI HQ-RELLIS</p>	<p>Material for training sessions offered by HR has been reviewed for use of DEI language based on the System's DEI keyword list. No findings were reporting.</p>	<p>04/2024</p>

<ul style="list-style-type: none"> Reviewed all training sessions and materials for language and elements prohibited by DEI Law and took action to ensure compliance. 	<p>Yes</p>	<p>Becky McNair, Assistant Director, Human Resources TTI HQ-RELLIS</p>	<p>All training sessions offered in TrainTraq were reviewed by members of the HR or Facilities, Services, and Safety team for use of DEI language based on the System's DEI keyword list. No findings were reporting.</p>	<p>03/2024</p>
<ul style="list-style-type: none"> Implemented procedures to review proposed training sessions and materials for compliance prior to activation. 	<p>Yes</p>	<p>Becky McNair, Assistant Director, Human Resources TTI HQ-RELLIS</p>	<p>based on the System's DEI keyword list prior to trainings being made accessible in TrainTraq.</p>	<p>03/2024</p>
<p>FACULTY AFFAIRS</p>	<p>Meets Compliance? Y/N/A</p>	<p>Employee Responsible (include title and location)</p>	<p>Summary of Action Taken (identify documented evidence used in the process)</p>	<p>Date Verified</p>
<p><u>Procedures, Programs and Activities:</u> Determine whether the member has discontinued procedures, programs and activities which promote differential treatment of or provide special benefits to individuals on the basis of race, color, or ethnicity.</p>				
<ul style="list-style-type: none"> Reviewed all faculty hiring and recruiting practices and identified those that violate DEI Law and took action to ensure compliance. 	<p>N/A</p>			
<ul style="list-style-type: none"> Reviewed all procedures for tenure review, promotions, merit increases, and equity adjustments; identified those that violate DEI Law and took action to ensure compliance. 	<p>N/A</p>			
<ul style="list-style-type: none"> Reviewed all faculty organizations supported by the university to evaluate their purpose, structure, and funding. Identified those that violate DEI Law and took action to ensure compliance. 	<p>N/A</p>			
<ul style="list-style-type: none"> Reviewed all grant proposals and accreditation certifications and identified those that violate DEI Law and took action to ensure compliance. 	<p>N/A</p>			

<ul style="list-style-type: none"> Reviewed all accreditation certifications and identified those that violate DEI Law and took action to ensure compliance. 	N/A			
<ul style="list-style-type: none"> Reviewed the provisions for all academic or professional opportunities extended to students, faculty, and visiting scholars to include institutional conferences and seminars and identified those that violate DEI Law and took action to ensure compliance. 	N/A			
<ul style="list-style-type: none"> Reviewed all forms, documents, procedures, and practices related to the functions listed in this section and identified those that violate DEI Law and took action to ensure compliance. 	N/A			
<ul style="list-style-type: none"> Implemented procedures for the systemic evaluation and review of all functions listed in this section to include the vetting of proposed processes, practices, organizations, funding proposals, certifications and corresponding materials to ensure compliance. 	N/A			
<p>STUDENT AFFAIRS</p>	Meets Compliance? Y/N/N/A	Employee Responsible (include title and location)	Summary of Action Taken (Identify documented evidence used in the process)	Date Verified
<p>Procedures, Programs and Activities: Determine whether the member has discontinued procedures, programs and activities which promote differential treatment of or provide special benefits to individuals on the basis of race, color, or ethnicity.</p>				
<ul style="list-style-type: none"> Reviewed all departmental events including institutional conferences and seminars and identified those that violate DEI Law and took action to ensure compliance. 	N/A			

	N/A			
ATHLETICS	Meets Compliance? Y/N/NA	Employee Responsible <i>(include title and location)</i>	Summary of Action Taken <i>(Identify documented evidence used in the process)</i>	Date Verified
<ul style="list-style-type: none"> Reviewed all outlets announcing or promoting scholarships and financial aid, to include websites and social media pages, for violation of DEI Law and took action to ensure compliance. 	N/A			
<ul style="list-style-type: none"> Reviewed all materials including but not limited to applications, informational documents, marketing materials, guidelines, and operating documents for violations of DEI Law and took action to ensure compliance. 	N/A			
<ul style="list-style-type: none"> Implemented procedures for the systemic review of all functions listed above to ensure compliance. 				
<p><u>Procedures, Programs and Activities:</u> <i>Determine whether the member has discontinued procedures, programs and activities which promote differential treatment of or provide special benefits to individuals on the basis of race, color, or ethnicity.</i></p>				
<ul style="list-style-type: none"> Reviewed procedures, programs, and activities for violations of DEI Law and took action to ensure compliance. 	N/A			
<ul style="list-style-type: none"> Reviewed required non-athletic training sessions (internal and external) for students and staff for violations of DEI Law and took action to ensure compliance. 	N/A			
<ul style="list-style-type: none"> Reviewed all materials developed, produced, funded, and distributed through the department to include applications, marketing materials, guidelines, operating manuals, and 	N/A			

<ul style="list-style-type: none"> any other publication provided by the department for violations of DEI Law and took action to ensure compliance. 				
<ul style="list-style-type: none"> Reviewed all co-sponsored events with outside entities for violations of DEI Law and took action to ensure compliance. 	N/A			
<ul style="list-style-type: none"> Implemented procedures for the systemic review of all functions listed above to ensure compliance. 	N/A			
<p>WEBSITES & SOCIAL MEDIA</p>	<p>Meets Compliance? Y/N/NA</p>	<p>Employee Responsible <i>(include title and location)</i></p>	<p>Summary of Action Taken <i>(identify documented evidence used in the process)</i></p>	<p>Date Verified</p>
<p><u>Website and Social Media Information:</u> Determine whether references to unallowable diversity, equity and inclusion activities on member websites and social media platforms have been identified and removed.</p>				
<ul style="list-style-type: none"> Reviewed member websites and social media platforms for content, links, static materials, and downloadable documents for violation of DEI Law and took action to ensure compliance. 	Yes	Chris Sasser, Assistant Agency Director, Communications TTI HQ-Rellis	<p>Utilizing the System’s keyword list, a query was run on all TTI social media and websites for content in violation of DEI law. The results were reviewed manually to identify non-compliance and items were address accordingly.</p> <p>Two items of non-compliance related to the website were identified during the review period and have been updated.</p> <p>TTI’s strategic plan contained a goal related to DEI initiatives and it was removed from the strategic plan and all associated web material.</p>	5/15/24
<ul style="list-style-type: none"> Reviewed affiliate websites and social media platforms for content and affiliation language in violation of DEI Law and took action to ensure compliance. 	Yes	Chris Sasser, Assistant Agency Director, Communications TTI HQ-Rellis	<p>Utilizing the System’s keyword list, a query was run on all TTI affiliated social media and websites for content in violation of DEI law. Social media profile timelines were reviewed on a post-by-post basis, along with a keyword search on TTI’s media monitoring tool, Meltwater.</p>	05/15/24
<ul style="list-style-type: none"> Implemented a systemic process of review of member websites, domains, and social media platforms to include keyword searches to identify references to DEI related terms that 	Yes	Chris Sasser, Assistant Agency Director, Communications TTI HQ-Rellis	<p>The social media team generates a report quarterly utilizing the System’s DEI keyword list to identify accounts using DEI terms and reviews for compliance.</p>	5/15/24

<p>violate DEI Law and took action to ensure compliance.</p> <ul style="list-style-type: none"> Implemented a vetting process by which proposed information to be posted to member websites, domains, social media platforms, or any Internet or network outlet will be evaluated to ensure compliance with DEI Law. 	<p>Yes</p>	<p>Chris Sasser, Assistant Agency Director, Communications TTI HQ-Rellis</p>	<p>The website team will generate a report bi-annually, in September and March, utilizing the System's DEI keyword list to identify sites using those terms. The items identified will be reviewed for compliance with DEI law.</p> <p>We plan to establish a review team comprised of the current content, web and compliance professionals at TTI. We will create guidelines and host them on our intranet outlining DEI laws and principles, along with a review workflow involving initial content creator reviews, detailed assessments and final approvals by the content team before uploading to our website(s) and social media platform(s). Training sessions will be conducted for the content team to ensure the team is aware on current and new DEI laws and compliance standards. Regular audits and continuous monitoring will be scheduled to evaluate the vetting process. A feedback system will be established for ongoing improvement, and guidelines will be updated based on new guidance from the state. Email records of all reviews and approvals will be maintained, and compliance reports will be prepared for stakeholders and any regulatory bodies.</p>	<p>5/20/24</p>
<p>INTERNAL CONTROLS & MONITORING</p> <p>Internal Controls & Monitoring: Determine whether the member has removed prohibited diversity, equity, and inclusion related rules, developed and implemented operating procedures, and implemented internal controls according to DEI Law and A&M System Policy 08.01.</p>				
<ul style="list-style-type: none"> Reviewed and identified member rules and operating procedures in place that are not compliant with DEI Law and took action to ensure compliance. 	<p>Yes</p>	<p>Becky Carranza, Assistant Agency Director, Ethics and Compliance TTI HQ - Rellis</p>	<p>All rules and procedures were included in the website review conducted by the communications team. Utilizing the System's keyword list, a query was run on all websites for content in violation of DEI law.</p>	<p>05/15/24</p>
<ul style="list-style-type: none"> Developed and implemented operating procedures to ensure continued compliance with DEI Law. 	<p>Yes</p>	<p>Becky Carranza, Assistant Agency Director, Ethics and Compliance TTI HQ - Rellis</p>	<p>DEI compliance procedures were developed in conjunction with all departments and posted to the agency internet.</p>	<p>05/2024</p>
<ul style="list-style-type: none"> Implemented internal controls including assignment of monitoring responsibilities, procedures for training, and processes for disseminating information to stakeholders to ensure compliance with DEI Law. 	<p>Yes</p>	<p>Becky Carranza, Assistant Agency Director, Ethics and Compliance TTI HQ - Rellis</p>	<p>Each department has implemented controls for ongoing monitoring to ensure compliance with DEI law as outlined in the SECO DEI Manual. Additionally, a DEI website has been created to ensure up to date information is available for the workforce.</p>	<p>05/2024</p>

<ul style="list-style-type: none"> Developed a compliance response and reporting process to address issues of noncompliance with DEI Law. 	<p>Yes</p>	<p>Becky Carranza, Assistant Agency Director, Ethics and Compliance TTI HQ - Rellis</p>	<p>TTI has an established complaint process which is posted to our employee intranet.</p>	<p>04/2024</p>
<ul style="list-style-type: none"> Identified procedures for disciplinary action/sanctioning for violations of DEI Law. 	<p>Yes</p>	<p>Becky Carranza, Assistant Agency Director, Ethics and Compliance TTI HQ - Rellis</p>	<p>Disciplinary actions related to violation of the DEI law will be processed in accordance with system regulation 32.01.02.</p>	<p>04/2024</p>

SUMMARY OF FINDINGS: (to be completed by SECO/OGC)

X Meets compliance

Meets compliance after implementing recommendations

Factors preventing compliance as agency/institute of higher learning has not implemented recommendations on statutory/regulatory requirements

SIGNATURES

DocuSigned by:
Becky Carranza
Compliance Officer

5/21/2024

Date

Approved by:

DocuSigned by:
Gregory O. Wise
Chief Executive Officer

5/21/2024

Date



Texas A&M Transportation Institute
3135 TAMU
College Station, TX 77843-3135
979-317-2730
<http://tti.tamu.edu>

DEI Law Certification of Compliance

CHIEF EXECUTIVE OFFICER ACKNOWLEDGEMENT

Member Institution/Agency: Texas A&M Transportation Institute

Chief Executive Officer: Greg Winfree

I certify, under penalty of perjury and the loss of funding to Texas A&M Transportation Institute, that Texas A&M Transportation Institute has complied with the requirements in Tex. Educ. Code § 51.3525:

I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), this institution does not, except as required by federal law, have any office, division or unit with the established purpose of:

- influencing hiring or employment practices at the institution with respect to race, sex, color, or ethnicity, other than through the use of color-blind and sex-neutral hiring processes in accordance with any applicable state and federal antidiscrimination laws;
- promoting differential treatment of or providing special benefits to individuals on the basis of race, color, or ethnicity;
- promoting policies or procedures designed or implemented in reference to race, color, or ethnicity, other than policies or procedures approved in writing by this institution's general counsel and the Texas Higher Education Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law; or
- conducting trainings, programs, or activities designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation, other than trainings, programs, or activities developed by an attorney and approved in writing by this institution's general counsel and the Texas Higher Education Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law.

I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(B), this institution has not, except as required by federal law, hired or assigned an employee of the institution, or contracted with a third party to perform the duties of a diversity, equity, and inclusion office as defined in Tex. Educ. Code § 51.3525(a).

I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(C), this institution does not, except as required by federal law, compel, require, induce, or solicit any person to provide a diversity, equity, and inclusion statement or give preferential consideration to any person based on the provision of a diversity, equity, and inclusion statement.

[X] I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(D), this institution does not, except as required by federal law, give preference on the basis of race, sex, color, ethnicity, or national origin to an applicant for employment, an employee, or a participant in any function of the institution.

[X] I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(E), this institution does not, except as required by federal law, require any person, as a condition of enrolling at the institution or performing any institution function, to participate in diversity, equity, and inclusion training, which includes a training, program, or activity designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation, unless the training meets the exception in Tex. Educ. Code § 51.3525(b)(1)(E)(ii).

[X] I certify, in accordance with Tex. Educ. Code § 51.3525(b)(2), that this institution has adopted policies and procedures for appropriately disciplining, including by termination, an employee or contractor of the institution who engages in conduct in violation of Tex. Educ. Code § 51.3525(b)(1)(A)-(E).

[X] I certify, in accordance with Tex. Educ. Code § 51.3525(e), that no state appropriations to this institution for FY2025 have been spent prior to submission of this certification report to the Legislature and the Texas Higher Education Coordinating Board.

[X] I understand the State Auditor's Office will conduct a compliance audit for this institution and if violations of Tex. Educ. Code § 51.3525 are found, this institution must cure the violation within 180 days or become ineligible to receive formula funding increases, institutional enhancements, or exceptional items during the state fiscal biennium immediately following the state fiscal biennium in which the determination is made.

[X] I understand all complaints regarding any violations made by this institution will be sent to the State Auditor's Office for review.

To ensure full compliance with Tex. Educ. Code § 51.3525, in the past fiscal year, Texas A&M Transportation Institute has conducted the following:

- Conducted a review of all programs and activities, offices, personnel, and training sessions for potential violations of Tex. Educ. Code § 51.3525 and discontinued those found to be in violation.
- Updated *The Texas A&M University System Policy 08.01 Civil Rights Protection and Compliance* to reflect additions to Tex. Educ. Code § 51.3525 which was adopted by the Board of Regents in August 2023.
- Developed and implemented operating procedures in line with the updated System policy and The Texas A&M University System D.E.I. Compliance Operational Manual to facilitate on-going compliance with Tex. Educ. Code § 51.3525. See attached compliance checklist as supporting documentation.
- Participated in an audit review by The Texas A&M University System Department of Internal Audit with the objective of evaluating actions taken by the institution to ensure compliance with Tex. Educ. Code § 51.3525.

Failure to return a certification form to the Texas Higher Education Coordinating Board by September 1, 2024, will be considered an act of non-compliance with the law and can subject the above referenced institution to all penalties allowed by law.

DocuSigned by:

Gregory D. Wierse

E1E92552A8C4AA
Signature of Institution President/CEO

6/5/2024

Date

Khalid Mahomed
Signature of Board Chair

8/16/24

Date

ELECTRONIC SIGNATURE ACKNOWLEDGEMENT AND CONSENT FORM

I, Gregory D Winfree, agree and understand that by signing the Electronic Signature Acknowledgment and Consent Form, that all electronic signatures are the legal equivalent of my manual/handwritten signature and I consent to be legally bound to this agreement. I further agree my signature on this document is as valid as if I signed the document in writing. This is to be used in conjunction with the use of the electronic signature for the submission of the SB17 Annual Certification required by 51.3525(e) that I elected to have signed electronically. Under penalty of perjury, I herewith affirm that my electronic signature was signed by myself with full knowledge and consent and am legally bound to these terms and conditions.

Digitally signed by
Gregory D Winfree
DN: cn=Gregory D Winfree, o=SB17 Annual Certification required by 51.3525(e)
Signature

8/14/2024

Date

Please check one:

- President
- Board Chair

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 INSTITUTIONS

- Texas A&M-RELLIS
- Texas A&M-Fort Worth

Board of Regents

THE TEXAS A&M UNIVERSITY SYSTEM

ELECTRONIC SIGNATURE ACKNOWLEDGEMENT AND CONSENT FORM

I, Bill Mahomes, agree and understand that by signing the Electronic Signature Acknowledgment and Consent Form, that all electronic signatures are the legal equivalent of my manual/handwritten signature and I consent to be legally bound to this agreement. I further agree my signature on this document is as valid as if I signed the document in writing. This is to be used in conjunction with the use of the electronic signature for the submission of the SB17 Annual Certification required by 51.3525(e) that I elected to have signed electronically. Under penalty of perjury, I herewith affirm that my electronic signature was signed by myself with full knowledge and consent and am legally bound to these terms and conditions.

William Mahomes
Signature

August 16, 2024
Date

Please check one:

- President
- Board Chair

Institution: Texas A&M University
Date Submitted: 08/23/24
Pages: 31



System Ethics & Compliance Office

Annual D.E.I. Compliance

ECO Review Checklist

Member Agency/Institution:

Texas A&M University

Ethics & Compliance Officer:

Lisa Akin, Chief Compliance Officer

Chief Executive Officer:

General (Ret.) Mark A. Welsh III, President

FINANCE & BUDGETING	Meets Compliance? Y/N/NA	Employee Responsible (Include title and location)	Summary of Action Taken (Identify documented evidence used in the process)	Date Verified
<u>Budgets & Accounting:</u> Determine whether the member has complied with the elimination of account and budget codes that fund diversity, equity, and inclusion initiatives in violation of DEI Law as implemented by System Policy 08.01, Civil Rights Compliance and Protections.				
<ul style="list-style-type: none"> Identified accounts and/or budget codes that fund DEI initiatives and taken action to ensure compliance. 	Y	<p>John Crawford Vice President for Finance and Chief Financial Officer</p> <p>Deborah Wright Associate Vice President for Budget and Planning</p> <p>JK Williams Administration Building 400 Bizzell Street College Station, TX 77840</p>	Identified, moved, and repurposed central funds to other accounts that will be used for strategic university purposes. Contacted other departments across campus to do the same.	Began Fall of 2023. Completed in May of 2024
<ul style="list-style-type: none"> Eliminated accounts and/or budget codes to include titles, locations/departments, sub-accounts/sub-departments, and funding sources that violate DEI Law. 	Y	Same as above	Froze/Deleted accounts that are no longer being used.	Began Fall of 2023. Completed in May of 2024
<ul style="list-style-type: none"> Implemented procedures for the systemic review and vetting of current and proposed accounts and budget codes to include titles, locations/departments, sub-accounts/sub-departments, and 	Y	Same as above	Communicated with Assistant Deans for Finance and Assistant/Associate Vice Presidents in the Fall Of 2023. Communicated with account/departments setup and maintenance within University Accounting Services regarding appropriate account attributes. Reports will be run twice per year to monitor continued compliance.	Began Fall of 2023. Ongoing

<p>funding sources to ensure compliance.</p>				
<ul style="list-style-type: none"> Implemented a record-retention process for reporting purposes. 	<p>Y</p>	<p>Same as above</p>	<p>Documentation related to deleted and renamed accounts with DEI wording has been submitted to University Accounting Services and will be retained in the account setup and maintenance records.</p>	<p>Spring 2024 Ongoing</p>
<p>HUMAN RESOURCES</p>	<p>Meets Compliance? Y/N/NA</p>	<p>Employee Responsible (Include title and location)</p>	<p>Summary of Action Taken (Identify documented evidence used in the process)</p>	<p>Date Verified</p>
<p>DEI Related Offices and Third-Party Contracts: Determine whether the member has complied with the elimination of departments, divisions, and/or offices that violate the DEI Law as implemented by System Policy 08.01, Civil Rights Compliance and Protections.</p>				
<ul style="list-style-type: none"> Identified offices, divisions, or other units that are responsible for diversity, equity, and inclusion initiatives and took action to ensure compliance. 	<p>Y</p>	<p>Damon Slaydon Vice President for Human Resources and Organizational Effectiveness 750 Agronomy Road General Services Complex, Suite 1201 College Station, TX 77843-1255</p> <p>Alan Sams Executive VP and Provost JK Williams Administration Building 400 Bizzell Street College Station, TX 77840</p>	<p>Office of Diversity- was identified as an Office responsible for DEI. The office of Diversity was disbanded in August 2023, or were reassigned to new roles with new responsibilities based on their qualifications.</p> <p>School/College level units with DEI functions were sunsetted during Summer/Fall 2023. Staff either voluntarily resigned or were reassigned to new roles with qualifications-based responsibilities.</p>	<p>8/31/2023</p>
<ul style="list-style-type: none"> Identified third-party vendors performing the duties of a diversity, equity, and inclusion office and took action to ensure compliance. 	<p>Y</p>	<p>Damon Slaydon Vice President for Human Resources and Organizational Effectiveness</p>	<p>None were identified</p>	<p>8/31/2023</p>

Personnel: Determine whether the member has complied with the restriction on hiring or assigning employees to perform the duties of diversity, equity, and inclusion.					
<ul style="list-style-type: none"> Identified active personnel with responsibilities for performing diversity, equity, and inclusion functions and took action to ensure compliance. 	Y	<p>Damon Slaydon Vice President for Human Resources and Organizational Effectiveness</p>	<p>In the fall of 2023, HROE identified 177 active positions that potentially were performing DEI related duties or functions. Those positions were then sent by the VP of HROE to the Deans and VPs of the units for review. The Deans and VPs were asked to review the PDs on their lists and update the PDs as appropriate.</p> <p>Changes to assigned job duties were required if needed, and reflected in the revised language of the PD.</p>	08/16/2023	
<ul style="list-style-type: none"> Identified unallowable personnel duties within active and inactive job descriptions and working templates for language that violates DEI Law and took action to ensure compliance. 	Y	<p>Brian Payne Director of Classification and Compensation</p> <p>Nicola Franklin Director of Talent Management</p> <p>750 Agronomy Road General Services Complex, Suite 1201 College Station, TX 77843-1255</p>	<p>Of the 30,500 PDs reviewed, the Division of HROE initially identified 4,996 PDs that needed to be examined.</p> <p>Through the efforts of Class & Comp and Talent Management team members, as well as assistance from the Hub HRGs, we identified 1694 PDs that required editing to be compliant with SB 17.</p> <p>By February 1, 2024, all 1694 PDs were SB 17 compliant.</p>	2/1/2024	
<ul style="list-style-type: none"> Identified employee funding sources that violate DEI Law and took action to ensure compliance. 	Y	<p>Deborah Wright Associate Vice President for Budget and Planning</p> <p>JK Williams Administration Building 400 Bizzell Street College Station, TX 77840</p>	<p>None were identified</p>	8/31/2023	

<p>Hiring and Employment Practices and Procedures: Determine whether member hiring and employment practices and procedures have been updated to exclude requirements for DEI statements and do not provide special benefit or promote preferential treatment on the basis of race, sex, color, ethnicity, or national origin to an applicant for employment, an employee, or a participant in any function of the institution relating to this process.</p>				
<ul style="list-style-type: none"> Reviewed hiring and employment documents and materials, to include rubrics and matrices, and identified prohibited language, requirements, practices and/or procedures took action to ensure compliance. (See DEI Law Operations Manual under IV. Monitoring, Section B, Item 2c for a comprehensive list.) 	Y	<p>Nicola Franklin Director of Talent Management</p>	<p>Talent Management reviewed the following: Screening Matrix; Interview Question Template; Sample Interview Question Guide; Xref reference questionnaire to ensure compliance with SB 17.</p> <p>The Management team also reviewed its webpages and links to ensure compliance with SB 17.</p>	12/1/2023
<ul style="list-style-type: none"> Reviewed performance evaluation tools and metrics, documents and forms for promotions, merit increases, and equity adjustments, and all related procedures; identified prohibited language and/or requirements and took action to ensure compliance. 	Y	<p>Nicola Franklin Director of Talent Management</p> <p>Brian Payne Director of Classification and Compensation</p>	<p>In the Competencies section of the Performance Evaluation for Staff, which uses a Workday template, there was a competency called Diversity and Respect. That competency was changed to Support of A&M System Core Values and was approved and put into effect for the 2023 Performance Review Period (conducted between 4/1/2023 and 5/31/2023).</p> <p>There is also a <i>Performance Feedback Form for Non-Faculty Employees</i> with the same set of competencies.</p> <p>The Diversity and Respect competency was replaced with Support of A&M System Core Values competency at the same time the Workday template was updated.</p> <p>The Class and Compensation Team reviewed all internal procedures, documents, and forms used to ensure everything was SB 17 compliant.</p>	3/31/2023
<ul style="list-style-type: none"> Implemented a system of systemic evaluation and review to vet proposed positions, processes, and materials to ensure they meet compliance prior to publication. 	Y	<p>Nicola Franklin Director of Talent Management</p>	<p>Note: The following process is intended to ensure the context of words used in a Position Description are considered when determining whether edits are required. Words have different meanings and may, on first blush, suggest a potential violation of SB 17 but upon closer examination are determined to be suitable (e.g. “diverse plant ecosystems” vs. “hiring for diversity”).</p>	4/1/2024

			<p>The HR Professional who is entering the position description text into Workday performs a word search for the provided list of key words. Review the use of the word.</p> <ul style="list-style-type: none"> - If "key word" is used, and <ul style="list-style-type: none"> • The duty is unallowable, it will be replaced or removed from the job duties. • The duty is allowable, it will be replaced with a synonym or alternate term that will not change the intent of the sentence. - Upon agreement, continue the submission in Workday. - If the use of the word seems to be appropriate and a synonym is not available, add a comment at the bottom of the submission in Workday indicating which word was reviewed, the section it is in, and why it could not be changed and submit. <p>These submissions will be flagged by Classification and Compensation to seek an approval for an exemption or determine alternative wording.</p> <p>The Review Committee for all exemptions will consist of a representative from ER, Classification and Compensation, HROE Senior Leadership, and University Risk, Ethics and Compliance.</p> <p>The outcome of the review will be shared in writing with the appropriate HR Professional(s). All positions that have been granted an exception will be documented internally by HROE.</p> <p>At the beginning of each quarter, a report of all position descriptions found to contain any combination of key words will be provided to the Director of Classification and Compensation from the HROE Data Analytics Team.</p> <p>An action plan for addressing positions in this report will be developed and shared with the VP-HROE no later than two weeks after receiving the report.</p>
<ul style="list-style-type: none"> • Reviewed required training sessions for those identified as prohibited by DEI Law and took action to ensure compliance. 	Y	Regan Durham Director of Organizational Development	<p>Training Sessions and Materials: <i>Determine whether the member has complied with the elimination of required training sessions and materials that violate the DEI Law as implemented by System Policy 08.01, Civil Rights Compliance and Protections.</i></p> <p>In April of 2023, in order to be proactive pursuant to Senate Bill 17 (SB 17), the entire TrainTraq course catalog was searched for key words that suggested a connection with Diversity, Equity, and Inclusion (DEI). All course listings were searched including titles, descriptions, categories, and tags for words commonly</p>

		<p>associated with DEI initiatives including <i>diversity, equity, and inclusion</i>.</p> <p>From this search, a spreadsheet was created of 79 flagged courses which included the Course number, Course name, Course owner, owning workstation, Course type, Slide # or where found, Term/Concept, and Notes and/or Course category/tags.</p> <p>The data was reviewed by a team of Instructional Designers from the Organizational Development (OD) department within the Division of Human Resources and Organizational Effectiveness (HROE). HROE-OD Instructional Designers began contacting course owners in Fall 2023 in conjunction with our annual TrainTraq course catalog cleanup project to determine whether the course is current, needs updates, or should no longer be offered. If the course was identified as current, it remained active in TrainTraq. Those needing updates were added to our Web Based Training project queue. Courses identified as no longer needed were put in review in TrainTraq, meaning they are no longer accessible by users. HROE-OD Instructional Designers also identified new course owners for orphaned courses, and confirmed if the course category and tags were relevant.</p> <p>For the 79 courses that were flagged as potentially containing DEI-related content, after review and/or course owner input, 18 remain active in TrainTraq and 61 were put in review in TrainTraq. Of the 18 that remain active, 10 of those were unchanged, and 8 of those were updated with course tags more reflective of their content. The 61 that were put in review were done so based on considerations such as the time elapsed since completions were last recorded and/or after discussion with the course owner.</p> <p>During these efforts, in late November 2023, SECO/OGC requested a report on all courses listed in TrainTraq under the category <i>Leadership Development – Diversity & Inclusion</i>. HROE-OD Instructional Designers reviewed this data and as part of the catalog cleanup project determined the majority of courses on the D&I sheet in the report had not been offered in over a year, and so were put in review.</p> <p>Subsequently, the <i>Diversity and Inclusion</i> course category, which had been used only for classroom courses, was no longer relevant and was therefore eliminated in December 2023.</p>
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<ul style="list-style-type: none"> Reviewed all training sessions and materials for language and elements prohibited by DEI Law and took action to ensure compliance. 	<p style="text-align: center;">Y</p>	<p style="text-align: center;">Regan Durham Director of Organizational Development</p>	<p>On 4/4/24, System Internal Audit identified 17 courses that were flagged to be reviewed to ensure compliance with SB17. The following steps are underway: On 4/5/24, identified course owners, completions, assignments, and relevant notes and added to the spreadsheet from System Internal Audit to track status and actions. On 4/8/24, reached out to course owners to have them review and certify whether their course is in compliance with SB17.</p> <p>On 4/10/23, the course spreadsheet was submitted to System Internal Audit showing the following: 10 courses remaining in active status after being certified as compliant by the respective course owner. 6 courses placed in review due to poor utilization or out-of-date content. 1 course remained active while awaiting responses from course owners or until new course owners could be identified.</p> <p>On 4/19/24, the remaining course was placed in review after a new course owner could not be identified. It will remain inaccessible to users until a new course owner has certified the course is in compliance with SB17.</p>	<p style="text-align: right;">4/19/2024</p>
<ul style="list-style-type: none"> Implemented procedures to review proposed training sessions and materials for compliance prior to activation. 	<p style="text-align: center;">Y</p>	<p style="text-align: center;">Regan Durham Director of Organizational Development</p>	<p>For courses that HROE-OD Instructional Designers add to TrainTraq, the instructional designer entering the course will watch for key words that suggest a connection with DEI.</p> <p>If a course includes these key words, the instructional designer will ask the course owner to certify it is in compliance with SB17.</p> <p>Please note, HROE-OD doesn't add all courses to TrainTraq. The TrainTraq course catalog cleanup process happens every 1-2 years, as it can take several months to complete. In addition to current questions the course owner is asked, HROE-OD will ask them to certify their course is in compliance with SB17.</p>	<p style="text-align: right;">4/1/2024</p>
<p style="text-align: center;">FACULTY AFFAIRS</p>	<p style="text-align: center;">Meets Compliance? Y/N/NA</p>	<p style="text-align: center;">Employee Responsible <i>(Include title and location)</i></p>	<p style="text-align: center;">Summary of Action Taken <i>(Identify documented evidence used in the process)</i></p>	<p style="text-align: center;">Date Verified</p>
<p><u>Procedures, Programs and Activities:</u> Determine whether the member has discontinued procedures, programs and activities which promote differential treatment of or provide special benefits to individuals on the basis of race, color, or ethnicity.</p>				

<ul style="list-style-type: none"> Reviewed all faculty hiring and recruiting practices and identified those that violate DEI Law and took action to ensure compliance. 	<p style="text-align: center;">Y</p>	<p style="text-align: center;">NK Anand Vice Provost for Faculty Affairs Jack K. Williams Administration Building 400 Bizzell Street, Ste. 112 College Station, TX 77840</p>	<p>Reviewed all existing position postings for references to diversity and inclusion and removed any reference. All new postings do not include references to diversity and inclusion. The EEOC statement is locked based on the date the position was created, and therefore some older positions have previous versions of this statement.</p> <p>All positions that are being opened are reviewed to ensure only the application materials described in Chancellor’s Sharp’s memo regarding faculty hiring are included.</p>	<p style="text-align: right;">5/7/2024</p>
<ul style="list-style-type: none"> Reviewed all procedures for tenure review, promotions, merit increases, and equity adjustments; identified those that violate DEI Law and took action to ensure compliance. 	<p style="text-align: center;">Y</p>	<p style="text-align: center;">NK Anand Vice Provost for Faculty Affairs Jack K. Williams Administration Building 400 Bizzell Street, Ste. 112 College Station, TX 77840</p>	<p>University – level guidelines were reviewed and reference to DEI related activities as part of the criteria used for evaluation or promotion or merit were removed.</p> <p>College or department level guidelines were reviewed and those with reference to DEI related activities have been unapproved to be revised by the units</p>	<p style="text-align: right;">5/17/2024</p>
<ul style="list-style-type: none"> Reviewed all faculty organizations supported by the university to evaluate their purpose, structure, and funding. Identified those that violate DEI Law and took action to ensure compliance. 	<p style="text-align: center;">Y</p>	<p style="text-align: center;">NK Anand Vice Provost for Faculty Affairs Jack K. Williams Administration Building 400 Bizzell Street, Ste. 112 College Station, TX 77840</p> <p style="text-align: center;">Chrissy Stratta Associate Executive Director Sponsored Research Services 400 Harvey Mitchell Parkway South Suite 300 College Station, TX 77845</p> <p style="text-align: center;">Alicia Dorsey Associate Vice President for Academic Effectiveness & Planning, and SACSCOC Accreditation Liaison</p>	<p>Per University SAP 09.02.99.M0.01, <i>Procedures to Establish a University Recognized Faculty and Staff Group</i>. Faculty and staff groups that are recognized by the university must certify that their mission is consistent with that of the university, that the group is inclusive for any member of the university community, and that the group will comply with all university rules, and state and federal laws. The same funding and structure are used for all faculty and faculty/staff organizations</p>	<p style="text-align: right;">5/17/2024</p>
<ul style="list-style-type: none"> Reviewed all grant proposals and accreditation certifications and identified those that violate DEI Law and took action to ensure compliance. 	<p style="text-align: center;">Y</p>	<p style="text-align: center;">Chrissy Stratta Associate Executive Director Sponsored Research Services 400 Harvey Mitchell Parkway South Suite 300 College Station, TX 77845</p> <p style="text-align: center;">Alicia Dorsey Associate Vice President for Academic Effectiveness & Planning, and SACSCOC Accreditation Liaison</p>	<p>Grant proposals are reviewed by Sponsored Research Services through the Office of the Vice President for Research. They are working with OGC on items and issues that arise during review.</p> <p>All accreditation standards across all professional bodies that accredit programs across the university have been audited. Standards with potentially non-compliant language were documented in an inventory spreadsheet and reviewed with OGC.</p>	<p style="text-align: right;">5/17/2024</p>

		Office of the Provost			
<ul style="list-style-type: none"> Reviewed all accreditation certifications and identified those that violate DEI Law and took action to ensure compliance. 	Y	Alicia Dorsey Associate Vice President for Academic Effectiveness & Planning, and SACSCOC Accreditation Liaison Office of the Provost	All accreditation standards across all professional bodies that accredit programs across the university have been audited. Standards with potentially non-compliant language were documented in an inventory spreadsheet and reviewed with OGC. Guidance for maintain accreditation and meeting non-discrimination standards was provided	5/17/2024	
<ul style="list-style-type: none"> Reviewed the provisions for all academic or professional opportunities extended to students, faculty, and visiting scholars to include institutional conferences and seminars and identified those that violate DEI Law and took action to ensure compliance. 	Y	NK Anand Vice Provost for Faculty Affairs Jack K. Williams Administration Building 400 Bizzell Street, Ste. 112 College Station, TX 77840	Messaging to unit supervisors, including deans and department heads, issued from the university and office of general counsel, to make clear that opportunities should be extended for all conferences and seminars in a consistent manner. Unit supervisors are expected to request review by counsel for any meetings that are of potential concern. LAUNCH and Academic Success Center have reviewed their training and opportunities to comply with SB17. Training has been revised to focus on status of first-gen students, rural/urban, veterans. Implicit bias training is listed as optional, and students have a choice of several different trainings or implicit bias tests to complete.	5/17/2024	
<ul style="list-style-type: none"> Reviewed all forms, documents, procedures, and practices related to the functions listed in this section and identified those that violate DEI Law and took action to ensure compliance. 	Y	NK Anand Vice Provost for Faculty Affairs Jack K. Williams Administration Building 400 Bizzell Street, Ste. 112 College Station, TX 77840	Reviewed all faculty affairs hiring forms, documents, procedures, and practices for references to diversity and inclusion and removed any reference to diversity and inclusion. All new documents created do not include references to diversity and inclusion. Reviewed all promotion and tenure materials for references to diversity and inclusion and removed. Updated faculty search committee training to comply with DEI law and removed all reference to implicit bias or diversity.	5/17/2024	
<ul style="list-style-type: none"> Implemented procedures for the systemic evaluation and review of all functions listed in this section to include the vetting of proposed processes, practices, organizations, funding proposals, certifications and 	Y	NK Anand Vice Provost for Faculty Affairs Jack K. Williams Administration Building 400 Bizzell Street,	Procedures and processes are updated annually and will continue to monitor compliance and take action to resolve any issues identified.	5/17/2024	

<p>corresponding materials to ensure compliance.</p>		<p>Ste. 112 College Station, TX 77840</p>	
<p>STUDENT AFFAIRS</p>	<p>Meets Compliance? Y/N/NA</p>	<p>Employee Responsible <i>(Include title and location)</i></p>	<p>Summary of Action Taken <i>(Identify documented evidence used in the process)</i></p>
<p>Procedures, Programs and Activities: <i>Determine whether the member has discontinued procedures, programs and activities which promote differential treatment of or provide special benefits to individuals on the basis of race, color, or ethnicity.</i></p>			
<ul style="list-style-type: none"> Reviewed all departmental events including institutional conferences and seminars and identified those that violate DEI Law and took action to ensure compliance. 	<p>Y</p>	<p>TAMU BG Joe Ramirez Jr. Vice President for Student Affairs Division of Student Affairs John J. Koldus Bldg. Suite 117 College Station, TX 77840</p> <p>TAMU Galveston Todd Sutherland Assoc. VP for Student Affairs</p> <p>TAMU – School of Law Terence Cook Assistant Dean for Student Affairs</p> <p>TAMU Higher Education Center - McAllen Rick Margo, Executive Director</p> <p>TAMU Health Medicine Van Wilson Interim Assistant Dean of Grad Studies</p>	<p>Student Affairs staff, department directors and staff were educated on SB17 expectations via review of the legislation and FAQ documents provided by the Office of General Council.</p> <p>Activities, events, programs, conferences, or seminars were reviewed.</p> <p>Potentially non-compliance programs and activities were either modified to remove non-compliant elements or discontinued.</p> <p>Documentation of actions taken is maintained by the offices responsible.</p> <p>12/18/2023</p>

		<p>Gary McCord Sr. Assoc. Dean of SA and Admissions <u>Nursing</u> Todd Stricherz Assist. Dean for Student Affairs <u>Pharmacy</u> Amanda Galindo Assist. Dean for SA <u>Dentistry</u> Ernestine Lacy Associate Dean for Student Affairs</p>	
<ul style="list-style-type: none"> Reviewed all staff work and identified those that violate DEI Law and took action to ensure compliance. 	<p>Y</p>	<p>Same as above</p>	<p>Human Resources reviewed position descriptions removing any DEI-related work.</p> <p>Internal diversity committees were discontinued.</p> <p>Staff in offices that had primary responsibilities for DEI related topics (areas that were discontinued) took opportunities to apply for positions in non-DEI work areas or left the institution.</p> <p>12/18/2023</p>
<ul style="list-style-type: none"> Reviewed all student and staff training sessions and identified those that violate DEI Law and took action to ensure compliance. 	<p>Y</p>	<p>Same as above</p>	<p>Student Affairs staff, department directors and staff were educated on SB17 expectations via review of the legislation and FAQ documents provided by the Office of General Council.</p> <p>Student and Staff training were reviewed for potential non-compliance with SB17.</p> <p>Potentially non-compliance trainings were either modified to remove non-compliant elements or discontinued.</p> <p>Documentation of actions taken is maintained by the offices responsible.</p> <p>12/18/2023</p>
<ul style="list-style-type: none"> Reviewed all student success and outreach programs and identified those that violate DEI Law and took action to ensure compliance. 	<p>Y</p>	<p>Same as above</p>	<p>Student Affairs staff, department directors and staff were educated on SB17 expectations via review of the legislation and FAQ documents provided by the Office of General Council.</p> <p>Student Success and outreach programs were reviewed for potential non-compliance with SB17.</p> <p>Programs in specific areas that were non-compliant with SB 17 were either discontinued or non-compliant elements were</p> <p>12/18/2023</p>

				removed. Documentation of action taken is maintained by the offices responsible. Most student success and outreach programs were already in compliance.	
<ul style="list-style-type: none"> Implemented procedures for the systemic evaluation and review of all trainings, programs, events, and activities to ensure compliance. 	Y	Same as above	Student Affairs staff, department directors and staff were educated on SB17 expectations via review of the legislation and FAQ documents provided by the Office of General Council. Points of Contact were established to review any new programs, events, and activities that may implicate SB 17 in order to ensure ongoing compliance.	12/18/2023	
SCHOLARSHIPS & FINANCIAL AID	Meets Compliance? Y/N/NA	Employee Responsible (Include title and location)	Summary of Action Taken (Identify documented evidence used in the process)	Date Verified	
Scholarships & Financial Aid: Determine whether the member has discontinued the award of scholarships and financial aid that promote differential treatment of or provide special benefits to individuals on the basis of race, color, or ethnicity.					
<ul style="list-style-type: none"> Reviewed all awards administered, promoted, and/or facilitated by the member for violation of DEI Law and took action to ensure compliance. 	Y	Delisa Falks Assistant Vice President Scholarship and Financial Aid Nora Cargo Director, Student Financial Assistance 750 Agronomy Road General Services Complex, College Station, TX 77843-1252 40 scholarship administrators within school, colleges, divisions, and departments.	Reviewed all scholarships administered by SFAID - Worked with OGC on clarification of compliance for several recruitment scholarship funds administered by FAID. One program has been discontinued as a result: National Recognition Scholarship (current recipients will be grandfathered, no new awards were offered for the 23-24 academic year). - References were removed from https://aggie.tamu.edu/financial-aid/types-of-aid/scholarships/undergraduate-scholarships/national-scholars Conducted searches in university repository of scholarship funds, SOLAR (Scholarship On-Line Account Review), for funds with 'diversity' in the fund name or as fund criteria. - Found 28 active funds- departments were contacted and informed/reminded that protected classes i.e., race, gender, sex cannot be considered scholarship selection criteria; all units replied and either requested revision to fund criteria or requested that fund be inactivated.	June 2023 Fall 2023 Nov 2023 June 2023	

		<p>Conducted searches in University repository of scholarship funds, SOLAR (Scholarship On-Line Account Review), for funds with the following in the fund name or as fund criteria: Minority- 1 active (open), Minorities- 7 active (all are FEA), Female- 77 active (38 are FEA), Women- 51 (3 are FEA), Hispanic- 37 (active 24 are FEA), Mexican- 6 active or Latin- 4 active (1 is an FEA), Black- 14 (7 are FEA), Africa(n)- 37 active (33 are FEA), Asian- 1 active, Gay- 1 active, Lesbian- 1 active</p> <ul style="list-style-type: none"> - If scholarship qualified as open, no revisions were made to the fund in SOLAR. - If scholarships appear to be closed the following statement was added to Award Criteria as a reminder for the fund administrator: <i>** Texas A&M University prohibits selection criteria based on race, sex, color, or ethnicity. ** (excluding Foundation Excellence Awards)</i> <ul style="list-style-type: none"> ▪ 44 remaining awards with closed preferential criteria were put on hold until a gift agreement has been amended/appended, and Correction form submitted to SFAID. These scholarships will not be reactivated/awarded until this has been resolved. <p>Engaged in discussions with Texas A&M Foundation in relation to Foundation Excellence Awards (FEA) and TAMU FEA Matching funds, which may require criteria that would be in violation of SB 17</p> <p>Removed Country of Residence (national origin) as criteria option from Request for New Scholarship FAMIS Account and/or Compass Fund Code Form https://financialaid.tamu.edu/getmedia/239a5925-f47f-4d93-97df-fbca27b2b685/Department-New-Account-Set-Up-Form23.pdf</p> <p>Received clarification from OGC on permissible verbiage for residency requirements in gift agreements that in lieu of U.S. citizen: U.S. resident, U.S. Permanent resident, and eligible noncitizen (this more closely aligns with verbiage used on the FAFSA)</p> <p>Discussed SB 17 and scholarship administration at length during University Scholarship Committee meeting.</p>
Fall 2023	June 2024	Sept 2023
	Sept 2023	Oct 2023
		Nov 2023

			<p>Decisions made in relation to TAMF Foundation Excellence Awards Program</p> <ul style="list-style-type: none"> - Current scholarships recipients would retain both TAMF-FEA and TAMU-FEA Matching fund eligibility as offered. - SFAID will share application data for 24-25 awarding (application period August 1-December 1, 2023) with TAMF - TAMU will no longer provide matching funds to new FEA recipients beginning with awards for 24-25 - References to FEA program <i>removed</i> from website https://aggie.tamu.edu/financial-aid/types-of-aid/scholarships/undergraduate-scholarships/foundationexcellence-awards (now shows “page not found”) and https://aggie.tamu.edu/financial-aid/types-of-aid/scholarships/undergraduate-scholarships. - Redefined FEA account administration process to mirror that of all other external scholarship donors (pass-through funds) - Scholarship Admin Systems Utilization & Data Sharing Agreement signed by SFAID and TAMF as a stopgap for the 24-25 application cycle data and to include timing for deactivation of TAMF access to SFAID scholarship tools/systems. 	Nov/Dec 2023
<ul style="list-style-type: none"> • Reviewed all outlets announcing or promoting scholarships and financial aid, to include websites and social media pages, for violation of DEI Law and took action to ensure compliance. 	Y	Same as above	<p>Notification sent to SFAID staff to ensure that we are not posting any external scholarship opportunities in violation of SB 17</p> <p>Reviewed all funds listed on https://aggie.tamu.edu/financial-aid/types-of-aid/scholarships/additional-scholarships</p> <p>Drafted and sent SB 17 scholarship FAQ to OGC and Risk, Ethics & Compliance for review and posting to https://financialaid.tamu.edu/policies/scholarship-university-administrators/sb-17-scholarship-administration</p> <p>Marketing and Communication teams from school, colleges, divisions and departments with scholarships/fellowships reviewed their respective websites and social media platforms removing scholarship content non-compliant with SB17.</p>	Sept 2023 Sept 2023 Jan/Feb 2023 Various dates
<ul style="list-style-type: none"> • Reviewed all materials including but not limited to applications, informational documents, marketing materials, guidelines, and operating 	Y	Same as above	Sent email to Director of Undergraduate Recruitment about discontinuation of National Recognition Scholarship Program and FEA Matching in compliance with SB 17 to share with recruiters.	Nov 2023

<p>documents for violations of DEI Law and took action to ensure compliance.</p>			<p>SFAID Sent SB 17 notifications to scholarship-administrators Listserv: Jan 5, 2024, Feb 14, 2024 (provided link to FAQ), April 16, 2024, May 6, 2024</p> <p>Revised Guidelines for Establishing Scholarship Criteria (Document shared with development officers) to incorporate information about SB 17 and acceptable residency language.</p> <p>Received clarification from OGC on posting scholarship opportunities for international students- permissible as long as scholarships are focused on the unique needs students face by their international status, and not based on any particular national origin.</p> <p>Removed references to SIA WE and Begum Akram International Scholarship from https://aggie.tamu.edu/financial-aid/types-of-aid/scholarships/international-student-scholarships as these are closed scholarships.</p>	<p>Jan 2024</p> <p>April 2024</p> <p>April 2024</p>
<ul style="list-style-type: none"> Implemented procedures for the systemic review of all functions listed above to ensure compliance. 	<p>Y</p>	<p>Same as above</p>	<p>Removed ethnicity from applications in SPARTA repository for both College Station and Galveston modules:</p> <p><u>Freshman Scholarship Search</u></p> <ul style="list-style-type: none"> Removed Hispanic or Latino, Race Category Code from App/Bio Info section. Removed sex/gender, ethnicity, and US or country of residency from all application Downloads including, Standard, Donor elect, Easterwood, Finis Welch, Terry Freshman, and Terry Finalist <p><u>Transfer Scholarship Search</u></p> <ul style="list-style-type: none"> Removed Hispanic or Latino, Race Category Code from App/Bio Info section. Removed sex/gender, ethnicity, and US or country of residency from all application Downloads including, Standard, Donor Select, (we can sunset Terry Transfer) Continuing Scholarship Search Removed Ethnicity and Residency/Country of Residency from App/Bio Info section. Removed sex/gender, ethnicity, and US or country of residency from all application Downloads including, Standard, Donor Select (Southerland Aggie Leader and Special Circumstances will not need editing) Removed ethnicity from internal ad hoc scholarship reports. 	<p>Oct 2023</p> <p>Feb 2024</p> <p>March 2024</p> <p>April 2024</p>

<p>ATHLETICS</p>	<p>Meets Compliance? Y/N/NA</p>	<p>Employee Responsible (Include title and location)</p>	<ul style="list-style-type: none"> - Added information about SB 17 to mandatory New Scholarship Administrator Training - Added to SB 17 FAQ - Developed a certification process for posting scholarships to ensure compliance with SB 17 before being added to https://aggie.tamu.edu/financial-aid/types-of-aid/scholarships/additional-scholarships 	<p>Date Verified</p>
<p><u>Procedures, Programs and Activities:</u> Determine whether the member has discontinued procedures, programs and activities which promote differential treatment of or provide special benefits to individuals on the basis of race, color, or ethnicity.</p>				
<ul style="list-style-type: none"> • Reviewed procedures, programs, and activities for violations of DEI Law and took action to ensure compliance. 	<p>Y</p>	<p>Trev Alberts Athletics Director</p> <p>Brad Barnes Executive Associate AD - Compliance and Risk Management</p> <p>Kristi Mejias Executive Senior Associate Athletic Director – Strategic Planning</p> <p>Kyle Field 161 Wellborn Rd, 2nd Floor College Station, TX 77840</p>	<p>Two initial reviews were completed to ensure that Athletics is complying with SB 17. The first review took place in Fall 2023 under previous athletics leadership who are no longer employed at TAMU. The 2nd and more exhaustive review took place in Summer 2024 by new points of contact for Athletics Leadership. Review 1: Initial steps The Aggie Commitment Leadership Group worked alongside the Associate Athletics Director for Engagement to complete a thorough review of all procedures, programs and activities sanctioned by the Athletics Department to ensure compliance. This review was completed throughout the 23-24 academic year. The Aggie Commitment Mission and Vision were updated in October 2023 to remove any language/functions that was in violation of SB 17. From October 2023 until April 2024, it operated under the revised mission and vision (provided to DREC). All recognized student groups within athletics were transitioned to recognized TAMU Student Organizations starting in March 2023. Human Resources completed a review of all staff positions and descriptions and adjusted to ensure compliance with SB 17. This is documented with the campus HR assessment. Review 2: In April 2024 the Aggie Commitment was inactivated during the Athletics Department Leadership change and restructuring. A thorough inventory of all departmental policies was completed (including review of 80+ policies) by Brad Barnes and Kristi Mejias and no evidence of violation of SB 17 was found. Education will be put in place to assist the Department's Policy committee on best</p>	<p>7/9/2024</p>

			<p>practices for review of policies including steps to ensure SB 17 compliance is met. 7.9.24: A thorough review of all team specific policies and rules was completed by Brad Barnes and Kristi Mejias and inventory provided to DREC. Action was taken to correct one team manual (created in Summer 2023) and subsequent education was provided to Head Coaches and Sports Administrators to ensure future compliance with SB 17. Team Rules must be submitted to Sports Administrators by the 1st day of fall classes. All Sport Administrators have been directed to submit team rules to Executive Associate AD for Strategic Planning (Kristi Mejias) for additional SB 17 compliance review.</p>	
<ul style="list-style-type: none"> Reviewed required non-athletic training sessions (internal and external) for students and staff for violations of DEI Law and took action to ensure compliance. 	Y	Same as above	<p>Holistic review of all mandatory student-athlete and staff training(s) was completed and found no violation of SB 17. A full inventory of training, their purpose/educational outcome and audience were provided to the DREC. One potential flag was reported to the DREC for additional review—SEC Bylaw 23. The Southeastern Conference 2023-2024 Bylaws required training in DEIB, however, there was no recorded training that was implemented by Texas A&M Athletics in the 2023-2024 academic year. The SEC Conference has noted that their bylaws are currently being updated and will not include language that provides potential conflicts with member institution’s state laws. Updated SEC bylaws will be provided to the DREC when made available to member institutions</p>	07/09/2024
<ul style="list-style-type: none"> Reviewed all materials developed, produced, funded, and distributed through the department to include applications, marketing materials, guidelines, operating manuals, and any other publication provided by the department for violations of DEI Law and took action to ensure compliance. 	Y	Same as above	<p>Two initial reviews were completed to ensure that Athletics is complying with SB 17. The first review took place in Fall 2023 under previous athletics leadership who are no longer employed at TAMU. The 2nd and more exhaustive review took place in Summer 2024 by new points of contact for Athletics Leadership. A full inventory of materials was provided to the DREC. Violations that were found and subsequent actions taken to correct them were included in the inventory provided. Education will be put in place to assist the Department’s efforts with all materials developed, produced, funded and distributed through the department to ensure SB 17 compliance is met.</p>	07/9/2024
<ul style="list-style-type: none"> Reviewed all co-sponsored events with outside entities for violations of DEI Law and took action to ensure compliance. 	Y	Same as above	<p>A complete review of all events that occurred in Athletics Facilities since January 1, 2024, with “outside entities” was completed and no violations were noted. A full inventory of events was provided to the DREC. Athletics competitions are not defined as co-sponsored events and not included in the inventory.</p>	07/9/2024

<ul style="list-style-type: none"> Implemented procedures for the systemic review of all functions listed above to ensure compliance. 	<p style="text-align: center;">Y</p>	<p style="text-align: center;">Brad Barnes Executive Associate AD - Compliance and Risk Management</p> <p style="text-align: center;">Kristi Mejias Executive Senior Associate Athletic Director – Strategic Planning</p> <p style="text-align: center;">Alan Cannon Executive Associate AD - External Operations</p> <p style="text-align: center;">Matt Simon Manager of Digital Strategy</p> <p style="text-align: center;">Craig Bisacre Director of Photography</p> <p style="text-align: center;">Kyle Field 161 Wellborn Rd, 2nd Floor College Station, TX 77840</p>	<p>The TAMU Athletics Department has identified two Executive Staff Members (Brad Barnes and Kristi Mejias) as the staff members responsible for staying abreast and/or working with DREC for continued education on SB 17. The Athletics Department commits to instituting the following actions:</p> <ul style="list-style-type: none"> · Recommendation for a quarterly meeting with identified Athletics Executive Staff Members and members of DREC to ensure that proper dissemination of information and education on all matters related to SB 17 occurs in a timely and correct manner. · Primary Stakeholders Identified to assist the DREC in efforts to comply with SB 17: Brad Barnes, Kristi Mejias; Athletics Executive Staff; Sport Administrators, Student-Athlete Engagement Staff; and Athletics Communication Leadership (Alan Cannon, Matt Simon and Craig Bisacre)—updates of members of each listed group are included in the Athletics Staff Directory. · Athletics Scholarship/Financial Aid will be reviewed by Brad Barnes and Mona Osborne to ensure compliance with SB 17. The Athletics Department has a designated staff liaison in the SFAID office, and that individual will be briefed on assisting with SB 17 compliance review in their current scholarships audit that they complete for Athletics. Each year and as new scholarships are established the selection criteria will be reviewed for compliance with SB17 (this is for when scholarship recipient is selected by a unit/department outside of TAMU Scholarships). Athletics Communication and External Relations: The Athletics Staff member who oversees all web channels (Matt Simon) will run periodic checks of the website and social media relative to TAMU accounts for forbidden terms. · Education for individuals who oversee social media sites will be documented and include direction on SB 17. · The Athletics Policy committee will include in its process a screening for any SB17-forbidden words or activities. · Sport Administrators and Unit Heads will complete periodic review of team rules, staff and student-athlete handbook (s) for review for any SB17-forbidden words or activities. 	<p>07/9/2024</p>
<p>WEBSITES & SOCIAL MEDIA</p>	<p>Meets Compliance? Y/N/NA</p>	<p>Employee Responsible <i>(Include title and location)</i></p>	<p>Summary of Action Taken <i>(Identify documented evidence used in the process)</i></p>	<p>Date Verified</p>

<p>Website and Social Media Information: Determine whether references to unallowable diversity, equity and inclusion activities on member websites and social media platforms have been identified and removed.</p>	<ul style="list-style-type: none"> Reviewed member websites and social media platforms for content, links, static materials, and downloadable documents for violation of DEI Law and took action to ensure compliance. 	<p style="text-align: center;">R. Ethan Braden Vice President Chief Marketing and Communications Officer</p> <p>JK Williams Administration Building 400 Bizzell Street College Station, TX 77840</p> <p style="text-align: center;">Y</p> <p>Embedded Unit Team leads in each college and school, branch campus, and division.</p>	<p>Texas A&M's Division of Marketing and Communications (MarComm) worked with the Texas A&M System Office of General Council (OGC) to develop an inventory of potential SB17- related items to give OGC an idea about the magnitude of changes needed to comply with SB17. The inventory can be found at https://tx.ag/MarCommSB17ComplianceData (authentication required) including web and social media mentions. This inventory was collected by MarComm team members throughout the Division of Marketing and Communication.</p> <p>Search terms collected by the division included, but were not limited to: <i>(People of) Color, (Person of) Color, African American, Alaskan Native, Ally/ies, Asexual, Asian American, BIPOC, Biracial, Bisexual, Black History Month, C-IDEA, Caucasian, Christianity/Christian, Culture/al, D&I, DE&I, DEI, Disability/ies, Diverse, Diversity, Equality, Equitable, Equity, Ethnicity, First-generation/first-gen, Gay, Gender, Hawaiian Native, Hispanic, IAMCVM or I am CVM, Identity/identify/identifies, Inclusion, Inclusive, Indigenous, Intersex, Islam/Muslim/Islamic, Judaism/Jewish, Lesbian, LGBTQ, LGBTQIA+, Mexican American, Minority, Multicultural, multiracial, Native American, Neurodiversity/neurodiverse/neurodivergent, Orientation, Pacific Islander, Pansexual, Pride, Queer, Race, Religion, Religious, Sexuality, Trans, Underrepresented, Underserved, Veteran, VOICE, and White.</i></p>	<p style="text-align: right;">June-September 2023</p> <p style="text-align: right;">Sept. – Dec. 2023</p>
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				<ul style="list-style-type: none"> - Links that redirect viewers to diversity.tamu.edu were identified and removed. - Unallowable language was amended or removed with detailed actions noted in a tracking document. 	
<ul style="list-style-type: none"> • Reviewed affiliate websites and social media platforms for content and affiliation language in violation of DEI Law and took action to ensure compliance. 	Y	Same as above	<p>The review of affiliate websites and social media platforms was completed between June and December 2023 using the same review steps as stated above.</p>	June – Dec. 2023	
<ul style="list-style-type: none"> • Implemented a systemic process of review of member websites, domains, and social media platforms to include keyword searches to identify references to DEI related terms that violate DEI Law and took action to ensure compliance. 	Y	Same as above	<p>A keyword filter in the university’s website monitoring tool, <i>SiteImprove</i>, was implemented in December 2023 to identify pages on the tamu.edu website with DEI-related language such as “<i>diversity and inclusion</i>”, “<i>DEI</i>”, “<i>equity</i>”, “<i>equitable</i>” and others.</p> <p>Google keyword searches for web and manual checks for social media are also performed.</p> <p>The search is performed periodically to manage the website content and ensure S.B. 17 compliance and is part of the annual website audit.</p> <p>Changes are to be documented at https://tx.ag/webchangelog (authentication required).</p>	December 2023	
<ul style="list-style-type: none"> • Implemented a vetting process by which proposed information to be posted to member websites, domains, social media platforms, or any Internet or network outlet will be evaluated to ensure compliance with DEI Law. 	Y	Same as above	<p>Information (reference link on the Division of MarComm intranet for the SBI7 FAQs) and education was provided to marketing and communication personnel across various schools/colleges/departments and divisions about SB 17 compliance.</p> <p>Published content on tamu.edu, affiliated websites, and official social media pages is reviewed by communications professionals in each office/unit prior to posting.</p>	Spring 2024 and ongoing	
INTERNAL CONTROLS & MONITORING	Meets Compliance? Y/N/NA	Employee Responsible <i>(Include title and location)</i>	Summary of Action Taken <i>(Identify documented evidence used in the process)</i>	Date Verified	

<p>Internal Controls & Monitoring: Determine whether the member has removed prohibited diversity, equity, and inclusion related rules, developed and implemented operating procedures, and implemented internal controls according to DEI Law and A&M System Policy 08.01.</p>		<p>Lisa Akin Chief Compliance Officer YMCA Building 365 Houston St. 101A College Station, TX 77843</p>	<p>Y</p>	<p>TAMU Rules and SAPs</p> <p>All Published TAMU Rules and SAPs were manually searched for the keyword or word root associated with DEI (DEI, diversity, “divers”, equity, “equit”, inclusion, “inclus”, underrepresented, “underr”, minority, race, ethnicity, color, national origin, social justice, intersectionality, marginalized, sexual, “sex”, gender).</p> <ul style="list-style-type: none"> - None were found to include the terms “DEI, diversity, equity, inclusion, underrepresent, minority, social justice, intersectionality, marginalized”. - The words “race, ethnicity, color, national origin, sex, sexual, and/or gender” were found in five Rules/SAPs (08.01.01.M1 Civil Rights Compliance, 19.99.99.M0.04 Faculty Hiring Practices, 25.06.01.M1.01 Historically Underutilized Business, 33.99.14.M1 Criminal History Record Information, and 51.99.99.M0.01 Audiovisual Surveillance). In each instance the use of the words is within the context of federal and state antidiscrimination law. <p>Faculty Affairs procedural guidelines were reviewed for compliance with the anti DEI law:</p> <ul style="list-style-type: none"> - University-level guidelines were reviewed and reference to DEI related activities as part of the criteria used for evaluation or promotion or merit were removed. - College or Department level guidelines were reviewed and those with reference to DEI related activities have been unapproved to be revised by the units. <p>Other procedural information:</p> <ul style="list-style-type: none"> - Other procedural information published on TAMU websites or as printed material were also reviewed during the systematic review of published material on all university websites and material inventory, using similar keyword search and analysis. - When keywords were found, a contextual analysis was performed. <ul style="list-style-type: none"> ▪ If the procedural information was found to be non-compliant with the anti DEI law, it was decommissioned or revised.
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5/31/2024

			<p>Documentation of the reviews and analysis can be found in the review of Websites and Material Inventory.</p>	
<ul style="list-style-type: none"> Developed and implemented operating procedures to ensure continued compliance with DEI Law. 	<p style="text-align: center;">Y</p>	<p>Lisa Akin Chief Compliance Officer YMCA Building 365 Houston St. 101A College Station, TX 77843</p> <p>Responsible Employees identified in each area of compliance listed above.</p>	<p>The following procedural documents were revised or created to ensure continued compliance with DEI Law:</p> <ul style="list-style-type: none"> TAMUS Policy 08.01 Civil Rights Protections and Compliance was updated 08/16/2023 to include definitions, prohibitions, exceptions, and annual certification requirements related to Texas Education Code sec. 51.3525. TAMUS OGC Guidance Regarding the Implementation of SB 17 Relating to Diversity, Equity and Inclusion was published 09/06/2023 and is posted on the TAMU Division of Ethics & Compliance website. DEI Compliance Operational Manuals were developed to facilitate compliance with Texas Education Code 51.3525. <ul style="list-style-type: none"> The TAMUS manual outlines the procedures to be followed by members of The Texas A&M University System (System) The TAMU manual outlines the procedures to be followed by Texas A&M University, Texas A&M Galveston, and Texas A&M Health. Both manuals describe procedures for governance and responsibilities, education and training, monitoring compliance, reporting of potential non-compliance, handling of substantiated non-compliance and annual certification. <p>Responsible Offices have also implemented guidance specific to their areas:</p> <ul style="list-style-type: none"> Scholarships and Financial Aid published SB17 FAQ for University Scholarship Administration and Guidelines for Establishing Scholarship Criteria was disseminated Jan 2024 Marketing and Communication (MarComm) <ul style="list-style-type: none"> Newly created content complies with S.B. 17 in all external and internal-facing communications, including but not limited to websites, social media platforms, organic and paid advertising campaigns, e-newsletters and digital signage display is monitored for compliance. 	<p>8/16/2023</p> <p>09/06/2023</p> <p>April 2024</p> <p>January 2024</p>

<ul style="list-style-type: none"> Implemented internal controls including assignment of monitoring responsibilities, procedures for training, and processes for disseminating information to stakeholders to ensure compliance with DEI Law. 			<ul style="list-style-type: none"> Central MarComm and other units with marketing and communication duties maintain a log of all changes made to published material. At the beginning and middle of each semester, MarComm holds an Office Hours meeting to remind and address any occurrences. At the beginning of each semester, send a reminder about SB17 compliance in the Division newsletter. 	September 2023
	Y	<p>Lisa Akin Chief Compliance Officer YMCA Building 365 Houston St. 101A College Station, TX 77843</p> <p>Responsible Employees identified in each area of compliance listed above.</p>	<p>Monitoring responsibilities are assigned as follow and monitoring activities are outlined in the DEI operational Manual:</p> <ul style="list-style-type: none"> - Finance and Budgeting <ul style="list-style-type: none"> ▪ Chief Financial Officer ▪ Associate Vice Presidents of Finance - Human Resources <ul style="list-style-type: none"> ▪ Chief Human Resource Officer - Responsible individuals in Talent Acquisition, Classification & Compensation, Employee Relations, Organizational Development - Faculty Affairs <ul style="list-style-type: none"> ▪ Vice Provost for Faculty Affairs ▪ Chief of Staff – Provost Office ▪ Associate Vice President for Academic Effectiveness & Planning, and SACSCOC Accreditation Liaison - Student Affairs <ul style="list-style-type: none"> ▪ Vice President for Student Affairs ▪ Student Affairs offices TAMU Health, TAMU Galveston and branch campuses - Scholarships and Financial Aid <ul style="list-style-type: none"> ▪ Assistant Vice President Scholarships & Financial Aid ▪ Scholarship Administrators in schools/colleges and divisions (e.g.) - Athletics <ul style="list-style-type: none"> ▪ The Athletic Director ▪ Athletics Compliance ▪ Academic Services - Website and Social Media Information <ul style="list-style-type: none"> ▪ Vice President and Chief Marketing and Communications Officer - Marketing and Communication units in branch campuses, schools/colleges, and divisions - Policies and Procedures 	April 2024

			<ul style="list-style-type: none"> ▪ Chief Compliance Officer ▪ Associate VP and compliance officer in Office of Risk, Compliance and Advisory Services <p>Training Procedures and dissemination of information include:</p> <ul style="list-style-type: none"> - DREC will provide the SECO DEI Law Compliance Training to appropriate stakeholders on an annual basis. - In coordination with the System, DREC will provide guidance and updates on matters of compliance with the DEI Law to the campus community. <p>Information and resources about the DEI Law are posted on the DREC website and may be posted on divisional webpages as it pertains to the division's specific area of compliance. Guidance and information may be updated periodically as changes occur or the need arises.</p>
<ul style="list-style-type: none"> • Developed a compliance response and reporting process to address issues of noncompliance with DEI Law. 	Y	<p>Henry Judah Division of Risk, Ethics and Compliance Associate Vice President University Risk and Compliance</p> <p>General Services Complex Suite 2101 750 Agronomy Rd College Station, TX 77843</p>	<p>All reports of a potential violation are directed to the Risk, Fraud, and Misconduct Hotline at: https://secure.ethicspoint.com/domain/media/en/gui/19681/index.html</p> <p>Reports received via other means, such as emails, calls, text messages or other forms of communication, including articles and media reports of violations, are forwarded to report-sb17violation@tamu.edu. The Chief Compliance Officer or designee (Associate VP or assistant to the Chief Compliance Officer) then reports the communication <i>via</i> the Risk, Fraud, and Misconduct Hotline as indicated above.</p> <p>For all communications concerning DEI Law violations an acknowledgment of receipt is sent from DREC to the person filing the complaint. The acknowledgment copies the CEO and OGC mailto:SB17@tamus.edu and includes confirmation of Texas A&M's commitment to following the law, a description of the process for handling the complaint, affirmation that DREC will review the alleged deficiencies.</p>
<ul style="list-style-type: none"> • Identified procedures for disciplinary action/sanctioning for violations of DEI Law. 	Y	<p>Jennifer Smith Associate VP and Title IX Coordinator Civil Rights and Equity Investigations</p>	<p>In cases where a determination of noncompliance suggests willful violations by an employee, the complaint will be processed through the applicable disciplinary or civil rights process, including those outlined in System Regulations: 08.01.01, <i>Civil Rights Compliance</i>, 16.01.01, <i>Ethics and Compliance Programs</i>, 32.01.01, <i>Complaint and Appeal Process for Faculty Members</i>, 32.01.02, <i>Complaint and Appeal Process for</i></p>

		<p>YMCA Building 365 Houston St. 108 College Station, TX 77843</p> <p>Lisa Akin Chief Compliance Officer</p> <p>YMCA Building 365 Houston St. 101A College Station, TX 77843</p> <p>Andrew Barna Jr Director of Employee Relations Human Resources and Organizational Effectiveness</p> <p>750 Agronomy Road General Services Complex, Suite 1201 College Station, TX 77843</p> <p>NK Anand Vice Provost for Faculty Affairs</p> <p>Jack K. Williams Administration Building 400 Bizzell Street, Ste. 112 College Station, TX 77840</p>	<p><i>Nonfaculty Employees, or 32.02.02 Disciplinary and Dismissal of Nonfaculty Employees, and corresponding university standard administrative procedures.</i></p>	
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SUMMARY OF FINDINGS: (to be completed by SECO/OGC)

 X Meets compliance

Meets compliance after implementing recommendations

Factors preventing compliance as agency/institute of higher learning has not implemented recommendations on statutory/regulatory requirements

SIGNATURES

Lisa Akin

Compliance Officer

07.11.24

Date

Approved by:

Ann A. Walsh III

Chief Executive Officer

7/12/2024

Date



DEI Law Certification of Compliance

CHIEF EXECUTIVE OFFICER ACKNOWLEDGEMENT

Member Institution/Agency: Texas A&M University

Chief Executive Officer: General (Ret.) Mark A. Welsh III, President

I certify, under penalty of perjury and the loss of funding to Texas A&M University, that Texas A&M University has complied with the requirements in Tex. Educ. Code § 51.3525:

[X] I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), this institution does not, except as required by federal law, have any office, division or unit with the established purpose of:

- influencing hiring or employment practices at the institution with respect to race, sex, color, or ethnicity, other than through the use of color-blind and sex-neutral hiring processes in accordance with any applicable state and federal antidiscrimination laws;
- promoting differential treatment of or providing special benefits to individuals on the basis of race, color, or ethnicity;
- promoting policies or procedures designed or implemented in reference to race, color, or ethnicity, other than policies or procedures approved in writing by this institution's general counsel and the Texas Higher Education Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law; or
- conducting trainings, programs, or activities designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation, other than trainings, programs, or activities developed by an attorney and approved in writing by this institution's general counsel and the Texas Higher Education Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law.



[X] I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(B), this institution has not, except as required by federal law, hired or assigned an employee of the institution, or contracted with a third party to perform the duties of a diversity, equity, and inclusion office as defined in Tex. Educ. Code § 51.3525(a).

[X] I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(C), this institution does not, except as required by federal law, compel, require, induce, or solicit any person to provide a diversity, equity, and inclusion statement or give preferential consideration to any person based on the provision of a diversity, equity, and inclusion statement.

[X] I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(D), this institution does not, except as required by federal law, give preference on the basis of race, sex, color, ethnicity, or national origin to an applicant for employment, an employee, or a participant in any function of the institution.

[X] I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(E), this institution does not, except as required by federal law, require any person, as a condition of enrolling at the institution or performing any institution function, to participate in diversity, equity, and inclusion training, which includes a training, program, or activity designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation, unless the training meets the exception in Tex. Educ. Code § 51.3525(b)(1)(E)(ii).

[X] I certify, in accordance with Tex. Educ. Code § 51.3525(b)(2), that this institution has adopted policies and procedures for appropriately disciplining, including by termination, an employee or contractor of the institution who engages in conduct in violation of Tex. Educ. Code § 51.3525(b)(1)(A)-(E).

[X] I certify, in accordance with Tex. Educ. Code § 51.3525(e), that no state appropriations to this institution for Fiscal Year 2025 have been spent prior to submission of this certification report to the Legislature and the Texas Higher Education Coordinating Board.

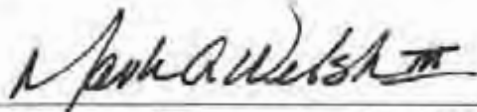
[X] I understand the State Auditor's Office will conduct a compliance audit for this institution and if violations of Tex. Educ. Code § 51.3525 are found, this institution must cure the violation within 180 days or become ineligible to receive formula funding increases, institutional enhancements, or exceptional items during the state fiscal biennium immediately following the state fiscal biennium in which the determination is made.

[X] I understand all complaints regarding any violations made by this institution will be sent to the State Auditor's Office for review.

To ensure full compliance with Tex. Educ. Code § 51.3525, in the past fiscal year Texas A&M University has conducted the following:

- Conducted a review of all programs and activities, offices, personnel, and training sessions for potential violations of Tex. Educ. Code § 51.3525 and discontinued those found to be in violation.
- Updated *The Texas A&M University System Policy 08.01 Civil Rights Protection and Compliance* to reflect additions to Tex. Educ. Code § 51.3525 which was adopted by the Board of Regents in August 2023.
- Developed and implemented operating procedures in line with the updated System policy and The Texas A&M University System D.E.I. Compliance Operational Manual to facilitate on-going compliance with Tex. Educ. Code § 51.3525. See attached compliance checklist as supporting documentation.
- Participated in an audit review by The Texas A&M University System Department of Internal Audit with the objective of evaluating actions taken by the institution to ensure compliance with Tex. Educ. Code § 51.3525.

Failure to return a certification form to the Texas Higher Education Coordinating Board by September 1, 2024, will be considered an act of non-compliance with the law and can subject the above referenced institution to all penalties allowed by law.



Signature of Institution President/CEO

7/12/2024

Date



Signature of Board Chair

8/16/24

Date

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 INSTITUTIONS

- Texas A&M-RELLIS
- Texas A&M-Fort Worth

Board of Regents

THE TEXAS A&M UNIVERSITY SYSTEM

ELECTRONIC SIGNATURE ACKNOWLEDGEMENT AND CONSENT FORM

I, Bill Mahomes, agree and understand that by signing the Electronic Signature Acknowledgment and Consent Form, that all electronic signatures are the legal equivalent of my manual/handwritten signature and I consent to be legally bound to this agreement. I further agree my signature on this document is as valid as if I signed the document in writing. This is to be used in conjunction with the use of the electronic signature for the submission of the SB17 Annual Certification required by 51.3525(e) that I elected to have signed electronically. Under penalty of perjury, I herewith affirm that my electronic signature was signed by myself with full knowledge and consent and am legally bound to these terms and conditions.

Bill Mahomes
Signature

August 16, 2024
Date

Please check one:

- President
- Board Chair



ELECTRONIC SIGNATURE ACKNOWLEDGEMENT AND CONSENT FORM

I, Mark A. Welsh III, agree and understand that by signing the Electronic Signature Acknowledgment and Consent Form, that all electronic signatures are the legal equivalent of my manual/handwritten signature and I consent to be legally bound to this agreement. I further agree my signature on this document is as valid as if I signed the document in writing. This is to be used in conjunction with the use of the electronic signature for the submission of the SB17 Annual Certification required by 51.3525(e) that I elected to have signed electronically. Under penalty of perjury, I herewith affirm that my electronic signature was signed by myself with full knowledge and consent and am legally bound to these terms and conditions.

A handwritten signature in black ink that reads 'Mark A. Welsh III'. The signature is written in a cursive style and is positioned above a horizontal line.

8/14/2024

Signature

Date

Please check one:

- President
- Board Chair

Institution: Texas A&M University Central Texas
Date Submitted: 08/23/24
Pages: 16



System Ethics & Compliance Office

Annual D.E.I. Compliance

ECO Review Checklist

Member Agency/Institution:

Texas A&M University - Central Texas

Ethics & Compliance Officer:

Deserie Mensch

Chief Executive Officer:

Dr. Richard Rhodes

FINANCE & BUDGETING	Meets Compliance? Y/N/NA	Employee Responsible <i>(include title and location)</i>	Summary of Action Taken <i>(identify documented evidence used in the process)</i>	Date Verified
<u>Budgets & Accounting:</u> Determine whether the member has complied with the elimination of account and budget codes that fund diversity, equity, and inclusion initiatives in violation of DEI Law as implemented by System Policy 08.01, Civil Rights Compliance and Protections.				
<ul style="list-style-type: none"> Identified accounts and/or budget codes that fund DEI initiatives and taken action to ensure compliance. 	Y	Assistant Vice President, Business Affairs & Controller	Email from SIAD to Chief Ethics & Compliance Officer	03.15.2024
<ul style="list-style-type: none"> Eliminated accounts and/or budget codes to include titles, locations/departments, sub-accounts/sub-departments, and funding sources that violate DEI Law. 	Y	Assistant Vice President, Business Affairs & Controller	<ul style="list-style-type: none"> *revised Access & Inclusion to Access & Accommodations *Email from Chief Ethics & Compliance Officer to SIAD 	03.15.2024 03.21.2024
<ul style="list-style-type: none"> Implemented procedures for the systemic review and vetting of current and proposed accounts and budget codes to include titles, locations/departments, sub-accounts/sub-departments, and funding sources to ensure compliance. 	Y	Assistant Vice President, Business Affairs & Controller	Bi-annually, in September and March, Accounting Services staff will generate a report within FAMIS and/or Canopy for the terms diversity, equity, inclusion, diverse, DEI, DEIA, accessibility, engagement, inclusivity, advocacy, bias, belongingness, marginalize, race, religion, sex, gender, gender identity, color, ethnicity, accountability, climate, and anti (herein after referred to as "key search terms"). Prior to opening any new account(s), Accounting Services will review the account title(s), location(s), department(s), and funding source(s) to ensure compliance. Any items flagged as potentially non-compliant will be reviewed by the VPFA and CECO. Documentation of these efforts must be retained and identified in the annual report of compliance through the Compliance Review Checklist. DEI Compliance Operational Manual	04.12.2024

<ul style="list-style-type: none"> Implemented a record-retention process for reporting purposes. 	Y	Manager, Compliance	Following System's Records Retention schedule	04.12.2024
HUMAN RESOURCES	Meets Compliance? Y/N/NA	Employee Responsible (include title and location)	Summary of Action Taken (identify documented evidence used in the process)	Date Verified
<u>DEI Related Offices and Third-Party Contracts:</u> Determine whether the member has complied with the elimination of departments, divisions, and/or offices that violate the DEI Law as implemented by System Policy 08.01, Civil Rights Compliance and Protections.				
<ul style="list-style-type: none"> Identified offices, divisions, or other units that are responsible for diversity, equity, and inclusion initiatives and took action to ensure compliance. 	Y	Executive Director of Human Resources	Revised one office name. Referenced in Workday screenshot.	07.31.2023
<ul style="list-style-type: none"> Identified third-party vendors performing the duties of a diversity, equity, and inclusion office and took action to ensure compliance. 	Y	Executive Director of Human Resources	No action necessary.	07.31.2023
<u>Personnel:</u> Determine whether the member has complied with the restriction on hiring or assigning employees to perform the duties of diversity, equity, and inclusion.				
<ul style="list-style-type: none"> Identified active personnel with responsibilities for performing diversity, equity, and inclusion functions and took action to ensure compliance. 	Y	Executive Director of Human Resources	Revised job descriptions to remove DEI related responsibilities. Referenced in emails from AVP/Dean of Students.	07.31.2023
<ul style="list-style-type: none"> Identified unallowable personnel duties within active and inactive job descriptions and working templates for language that violates DEI Law and took action to ensure compliance. 	Y	Executive Director of Human Resources	Revised job descriptions to remove DEI related responsibilities. Referenced in emails from AVP/Dean of Students.	07.31.2023

<ul style="list-style-type: none"> Identified employee funding sources that violate DEI Law and took action to ensure compliance. 	Y	Assistant Vice President, Business Affairs & Controller	Revised accounts referenced in email from Controller to ECO.	03.15.2023
<p>Hiring and Employment Practices and Procedures: Determine whether member hiring and employment practices and procedures have been updated to exclude requirements for DEI statements and do not provide special preferential treatment on the basis of race, sex, color, ethnicity, or national origin to an applicant for employment, an employee, or a participant in any function of the institution relating to this process.</p>				
<ul style="list-style-type: none"> Reviewed hiring and employment documents and materials, to include rubrics and matrices, and identified prohibited language, and requirements, practices and/or procedures to ensure compliance. (See DEI Law Operations Manual under IV. Monitoring, Section B, Item 2c for a comprehensive list.) 	Y	Executive Director of Human Resources	Revised and removed prohibited language.	04.22.2024
<ul style="list-style-type: none"> Reviewed performance evaluation tools and metrics, documents and forms for promotions, merit increases, and equity adjustments, and all related procedures; identified prohibited language and/or requirements and took action to ensure compliance. 	Y	Executive Director of Human Resources	No action necessary.	02.26.2024
<ul style="list-style-type: none"> Implemented a system of systemic evaluation and review to vet proposed positions, processes, and materials to ensure they meet compliance prior to publication. 	Y	Executive Director of Human Resources	The HRD, or designee, will review all Position Review Forms for compliance prior to approval. Human Resources will review the hiring materials prior to commencement of a search, during the search, and at the end of the search.	04.12.2024
<p>Training Sessions and Materials: Determine whether the member has complied with the elimination of required training sessions and materials that violate the DEI Law as implemented by System Policy 08.01, Civil Rights Compliance and Protections.</p>				
<ul style="list-style-type: none"> Reviewed required training sessions for those identified as prohibited by DEI Law and took action to ensure compliance. 	Y	Executive Director of Human Resources	No action necessary.	06.30.2023

<ul style="list-style-type: none"> Reviewed all training sessions and materials for language and elements prohibited by DEI Law and took action to ensure compliance. 	Y	Executive Director of Human Resources	No action necessary.	06.30.2023
<ul style="list-style-type: none"> Implemented procedures to review proposed training sessions and materials for compliance prior to activation. 	Y	Executive Director of Human Resources	The HRD, or designee, will perform an annual scan of all TrainTraq trainings. In addition, the HRD, or designee, will review all new trainings prior to placement in TrainTraq. The CECO will also review, in coordination with the Contract Administrator, all training provided by third parties.	04.12.2024
FACULTY AFFAIRS	Meets Compliance? Y/N/NA	Employee Responsible <i>(include title and location)</i>	Summary of Action Taken <i>(identify documented evidence used in the process)</i>	Date Verified
<u>Procedures, Programs and Activities:</u> Determine whether the member has discontinued procedures, programs and activities which promote differential treatment of or provide special benefits to individuals on the basis of race, color, or ethnicity.				
<ul style="list-style-type: none"> Reviewed all faculty hiring and recruiting practices and identified those that violate DEI Law and took action to ensure compliance. 	Y	Dr. Kellie Cude	Updated protocol and risk assessment for SB 17. Referenced in email sent from Dr. Gray-Vickrey to all deans and chairs.	01.02.2024
<ul style="list-style-type: none"> Reviewed all procedures for tenure review, promotions, merit increases, and equity adjustments; identified those that violate DEI Law and took action to ensure compliance. 	Y	Dr. Kellie Cude	No action necessary.	12.06.2023
<ul style="list-style-type: none"> Reviewed all faculty organizations supported by the university to evaluate their purpose, structure, and funding. Identified those that violate DEI Law and took action to ensure compliance. 	Y	Dr. Kellie Cude	No action necessary.	09.14.2023
<ul style="list-style-type: none"> Reviewed all grant proposals and accreditation certifications and identified those that violate DEI Law and took action to ensure compliance. 	Y	Dr. Kellie Cude	No action necessary.	09.14.2023

<ul style="list-style-type: none"> Reviewed all accreditation certifications and identified those that violate DEI Law and took action to ensure compliance. 	Y	Dr. Kellie Cude	No action necessary. Currently revising strategic plan.	12.06.2023
<ul style="list-style-type: none"> Reviewed the provisions for all academic or professional opportunities extended to students, faculty, and visiting scholars to include institutional conferences and seminars and identified those that violate DEI Law and took action to ensure compliance. 	Y	Dr. Kellie Cude	No action necessary.	12.06.2023
<ul style="list-style-type: none"> Reviewed all forms, documents, procedures, and practices related to the functions listed in this section and identified those that violate DEI Law and took action to ensure compliance. 	Y	Dr. Kellie Cude	Must route through AA for review and approval.	12.06.2023
<ul style="list-style-type: none"> Implemented procedures for the systemic evaluation and review of all functions listed in this section to include the vetting of proposed processes, practices, organizations, funding proposals, certifications and corresponding materials to ensure compliance. 	Y	Dr. Kellie Cude	<p>The Provost will review all faculty hiring, pre-tenure review, and post-tenure review packets, along with the annual faculty evaluation tool, prior to approval. The Provost will ensure compliance in all tenure review and faculty hiring procedures. Research grant proposals will be reviewed by the Office of Sponsored Research Administration. For non-research grants, each Vice President is responsible for ensuring any proposals submitted from within their division are compliant. The Associate Provost and Senior Associate Vice President for Academic Affairs will review all accreditation documentation. The Dean of Academic Research will review visiting scholar procedures annually. Each Vice President is responsible for ensuring compliance for all professional development opportunities within their division. Any items flagged for potential non-compliance will be reviewed by the Provost and CECO. Documentation of these efforts must be retained and identified in the annual report of compliance through the Compliance Review Checklist.</p>	04.12.2024

STUDENT AFFAIRS	Meets Compliance? Y/N/NA	Employee Responsible (include title and location)	Summary of Action Taken (Identify documented evidence used in the process)	Date Verified
Procedures, Programs and Activities: Determine whether the member has discontinued procedures, programs and activities which promote differential treatment of or provide special benefits to individuals on the basis of race, color, or ethnicity.				
<ul style="list-style-type: none"> Reviewed all departmental events including institutional conferences and seminars and identified those that violate DEI Law and took action to ensure compliance. 	Y	Dr. <u>Brandon Griggs</u>	Commitment to Diversity Award is on hold and will be revised to reflect changes in the strategic plan, mission statement and core values. Referenced in email to ECO.	04.16.2024
<ul style="list-style-type: none"> Reviewed all staff work and identified those that violate DEI Law and took action to ensure compliance. 	Y	Dr. Brandon Griggs	Revised office name, job titles, and corresponding job descriptions. Referenced in email from HRD.	08.12.2023
<ul style="list-style-type: none"> Reviewed all student and staff training sessions and identified those that violate DEI Law and took action to ensure compliance. 	Y	Dr. Brandon Griggs	No action necessary.	06.28.2024
<ul style="list-style-type: none"> Reviewed all student success and outreach programs and identified those that violate DEI Law and took action to ensure compliance. 	Y	Dr. Brandon Griggs	Revised office name, job titles, and corresponding job descriptions. Referenced in email from HRD.	06.28.2024
<ul style="list-style-type: none"> Implemented procedures for the systemic evaluation and review of all trainings, programs, events, and activities to ensure compliance. 	Y	Dr. Brandon Griggs	The Assistant Vice President and Dean of Student Affairs will review, on an ongoing basis, of all departmental events and work performed by Student and Civic Engagement and Student Success staff. Trainings will be reviewed by the EDCS administrator as outlined in #2 above. The Associate Vice President for SEAS and Dean of Students will ensure adherence to requirements regarding content and viewpoint neutral awarding of funds to student organizations. Any items flagged for potential non-compliance will be reviewed by the Assistant Vice President and Dean of Student Affairs and CECO. Documentation of these efforts must be retained and identified in the annual report of compliance through the Compliance Review Checklist.	04.12.2024

SCHOLARSHIPS & FINANCIAL AID	Meets Compliance? Y/N/NA	Employee Responsible (include title and location)	Summary of Action Taken (identify documented evidence used in the process)	Date Verified
Scholarships & Financial Aid: Determine whether the member has discontinued the award of scholarships and financial aid that promote differential treatment of or provide special benefits to individuals on the basis of race, color, or ethnicity.				
<ul style="list-style-type: none"> Reviewed all awards administered, promoted, and/or facilitated by the member for violation of DEI Law and took action to ensure compliance. 	Y	Director, Student Financial Assistance	Removed race as a qualification for the FWIS Ruth Hooper Memorial Endowed Scholarship.	04.01.2024
<ul style="list-style-type: none"> Reviewed all outlets announcing or promoting scholarships and financial aid, to include websites and social media pages, for violation of DEI Law and took action to ensure compliance. 	Y	Director, Student Financial Assistance	Removed one external link from the scholarship's webpage	04.01.2024
<ul style="list-style-type: none"> Reviewed all materials including but not limited to applications, informational documents, marketing materials, guidelines, and operating documents for violations of DEI Law and took action to ensure compliance. 	Y	Director, Student Financial Assistance	No action necessary.	04.29.2024
<ul style="list-style-type: none"> Implemented procedures for the systemic review of all functions listed above to ensure compliance. 	Y	Director, Student Financial Assistance	The Director of Student Financial Assistance will review all scholarships awarded by the university for compliance. The Director of Student Financial Assistance, or designee, will review all external awards promoted and/or facilitated by the university. The Director of Student Financial Assistance, or designee, will ensure all new website and social media content regarding these awards are compliant. Any items flagged for potential non-compliance will be reviewed by the Associate Vice President for Enrollment Management and University Relations and CEEO. Documentation of these efforts must be retained and identified in the annual report of compliance through the Compliance Review Checklist.	04.12.2024

ATHLETICS	Meets Compliance? Y/N/NA	Employee Responsible (include title and location)	Summary of Action Taken (identify documented evidence used in the process)	Date Verified
Procedures, Programs and Activities: Determine whether the member has discontinued procedures, programs and activities which promote differential treatment of or provide special benefits to individuals on the basis of race, color, or ethnicity.				
<ul style="list-style-type: none"> Reviewed procedures, programs, and activities for violations of DEI Law and took action to ensure compliance. 	NA			
<ul style="list-style-type: none"> Reviewed required non-athletic training sessions (internal and external) for students and staff for violations of DEI Law and took action to ensure compliance. 	NA			
<ul style="list-style-type: none"> Reviewed all materials developed, produced, funded, and distributed through the department to include applications, marketing materials, guidelines, operating manuals, and any other publication provided by the department for violations of DEI Law and took action to ensure compliance. 	NA			
<ul style="list-style-type: none"> Reviewed all co-sponsored events with outside entities for violations of DEI Law and took action to ensure compliance. 	NA			
<ul style="list-style-type: none"> Implemented procedures for the systemic review of all functions listed above to ensure compliance. 	NA			

WEBSITES & SOCIAL MEDIA	Meets Compliance? Y/N/NA	Employee Responsible (include title and location)	Summary of Action Taken (Identify documented evidence used in the process)	Date Verified
Website and Social Media Information: Determine whether references to unallowable diversity, equity and inclusion activities on member websites and social media platforms have been identified and removed.				
<ul style="list-style-type: none"> Reviewed member websites and social media platforms for content, links, static materials, and downloadable documents for violation of DEI Law and took action to ensure compliance. 	Y	Associate Vice President for Enrollment Management and University Relations	Initial web review by CECO Second web review completed by CECO Audit web follow-up completed by AVP EMUR Social media review completed by CECO Unallowable content removed from the website and social media postings.	06/29/23 03/20/24 04/08/24 03/25/24
<ul style="list-style-type: none"> Reviewed affiliate websites and social media platforms for content and affiliation language in violation of DEI Law and took action to ensure compliance. 	Y	Associate Vice President for Enrollment Management and University Relations	Initial web review by CECO Second web review completed by CECO Audit web follow-up completed by AVP EMUR Social media review completed by CECO Unallowable content removed from the website and social media postings.	06/29/23 03/20/24 04/08/24 03/25/24
<ul style="list-style-type: none"> Implemented a systemic process of review of member websites, domains, and social media platforms to include keyword searches to identify references to DEI related terms that violate DEI Law and took action to ensure compliance. 	Y	Associate Vice President for Enrollment Management and University Relations	On a quarterly basis, the Director of Enrollment Management and Marketing, or designee, will generate a report of all A&M-Central Texas and affiliate websites and social media and affiliate sites using the key search terms for Compliance with DEI Law. Any items flagged for potential non-compliance in either quarterly scan will be reviewed by the Associate Vice President for Enrollment Management and University Relations and CECO. Documentation of these efforts must be retained and identified in the annual report of compliance through the Compliance Review Checklist.	04.12.2024
<ul style="list-style-type: none"> Implemented a vetting process by which proposed information to be posted to member websites, domains, social media platforms, or any Internet or network outlet will be evaluated to ensure compliance with DEI Law. 	Y	Associate Vice President for Enrollment Management and University Relations	On a quarterly basis, the Director of Enrollment Management and Marketing, or designee, will generate a report of all A&M-Central Texas and affiliate websites and social media and affiliate sites using the key search terms for Compliance with DEI Law. Any items flagged for potential non-compliance in either quarterly scan will be reviewed by the Associate Vice President for Enrollment Management and University Relations and CECO. Documentation of these efforts must be retained and identified in the annual report of compliance through the Compliance Review Checklist.	04.12.2024

INTERNAL CONTROLS & MONITORING	Meets Compliance? Y/N/NA	Employee Responsible (include title and location)	Summary of Action Taken (Identify documented evidence used in the process)	Date Verified
Internal Controls & Monitoring: Determine whether the member has removed prohibited diversity, equity, and inclusion related rules, developed and implemented operating procedures, and implemented internal controls according to DEI Law and A&M System Policy 08.01.				
<ul style="list-style-type: none"> Reviewed and identified member rules and operating procedures in place that are not compliant with DEI Law and took action to ensure compliance. 	Y	Chief Ethics & Compliance Officer	No action necessary.	06.30.2023
<ul style="list-style-type: none"> Developed and implemented operating procedures to ensure continued compliance with DEI Law. 	Y	Chief Ethics & Compliance Officer	DEI Law Operations Manual	04.12.2024
<ul style="list-style-type: none"> Implemented internal controls including assignment of monitoring responsibilities, procedures for training, and processes for disseminating information to stakeholders to ensure compliance with DEI Law. 	Y	Chief Ethics & Compliance Officer	The CECO will monitor and review all A&M-Central Texas rules, internal procedures, and guidelines on an ongoing basis. The CECO will review this DEI Compliance Operational Manual at least annually to ensure it is compliant, up-to-date, and reflects current A&M-Central Texas practices. Annually, the CECO will collect certifications of compliance from each VP/AVP as outlined in #1-8 above. The CECO will review each certification to ensure it is complete. The CECO may, at any time, conduct a review of any of the areas above to ensure compliance with this manual, System policies and regulations, and state law. After completion of review of the certifications, the CECO will submit the Statement of Assurance / Certification of Compliance with the DEI Law to SECO annually in May. Documentation of these efforts must be retained and identified in the annual report of compliance through the Compliance Review Checklist.	04.12.2024
<ul style="list-style-type: none"> Developed a compliance response and reporting process to address issues of noncompliance with DEI Law. 	Y	Chief Ethics & Compliance Officer	Any emails, calls, text messages, or communications of any kind, including articles and media reports of violations, should be forwarded to the CECO who will report the communication via EthicsPoint	04.12.2024

<ul style="list-style-type: none"> Identified procedures for disciplinary action/sanctioning for violations of DEI Law. 	Y	Chief Ethics & Compliance Officer	<p>In cases where a determination of noncompliance suggests willful violations by an employee, the matter will be referred to the appropriate A&M-Central Texas procedure to process the complaint through the applicable disciplinary or civil rights process, including those outlined in System Regulations: 08.01.01, 16.01.01, 32.01.01, 32.01.02, or 32.02.02. There may be instances where noncompliance also implicates other violations of a community member's civil rights, which will be similarly adjudicated.</p>	04.12.2024
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SUMMARY OF FINDINGS: (to be completed by SECO/OGC)

— Meets compliance

— Meets compliance after implementing recommendations

— Factors preventing compliance as agency/institute of higher learning has not implemented recommendations on statutory/regulatory requirements

SIGNATURES



Compliance Officer

06/03/2024

Date

Approved by:



Chief Executive Officer

6/3/24
Date



ELECTRONIC SIGNATURE ACKNOWLEDGEMENT AND CONSENT FORM

I, Richard M. Rhodes, agree and understand that by signing the Electronic Signature Acknowledgment and Consent Form, that all electronic signatures are the legal equivalent of my manual/handwritten signature and I consent to be legally bound to this agreement. I further agree my signature on this document is as valid as if I signed the document in writing. This is to be used in conjunction with the use of the electronic signature for the submission of the SB17 Annual Certification required by 51.3525(e) that I elected to have signed electronically. Under penalty of perjury, I herewith affirm that my electronic signature was signed by myself with full knowledge and consent and am legally bound to these terms and conditions.

Signature

August 15, 2024

Date

Please check one:

- President
 Board Chair

OFFICE OF THE PRESIDENT



DEI Law Certification of Compliance

CHIEF EXECUTIVE OFFICER ACKNOWLEDGEMENT

Member Institution/Agency: Texas A&M University - Central Texas

Chief Executive Officer: Dr. Richard Rhodes

I certify, under penalty of perjury and the loss of funding to Texas A&M University - Central Texas, that Texas A&M University - Central Texas has complied with the requirements in Tex. Educ. Code § 51.3525:

I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), this institution does not, except as required by federal law, have any office, division or unit with the established purpose of:

- influencing hiring or employment practices at the institution with respect to race, sex, color, or ethnicity, other than through the use of color-blind and sex-neutral hiring processes in accordance with any applicable state and federal antidiscrimination laws;
- promoting differential treatment of or providing special benefits to individuals on the basis of race, color, or ethnicity;
- promoting policies or procedures designed or implemented in reference to race, color, or ethnicity, other than policies or procedures approved in writing by this institution's general counsel and the Texas Higher Education Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law; or
- conducting trainings, programs, or activities designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation, other than trainings, programs, or activities developed by an attorney and approved in writing by this institution's general counsel and the Texas Higher Education Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law.

I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(B), this institution has not, except as required by federal law, hired or assigned an employee of the institution, or contracted with a third party to perform the duties of a diversity, equity, and inclusion office as defined in Tex. Educ. Code § 51.3525(a).

OFFICE OF THE PRESIDENT



I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(C), this institution does not, except as required by federal law, compel, require, induce, or solicit any person to provide a diversity, equity, and inclusion statement or give preferential consideration to any person based on the provision of a diversity, equity, and inclusion statement.

I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(D), this institution does not, except as required by federal law, give preference on the basis of race, sex, color, ethnicity, or national origin to an applicant for employment, an employee, or a participant in any function of the institution.

I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(E), this institution does not, except as required by federal law, require any person, as a condition of enrolling at the institution or performing any institution function, to participate in diversity, equity, and inclusion training, which includes a training, program, or activity designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation, unless the training meets the exception in Tex. Educ. Code § 51.3525(b)(1)(E)(ii).

I certify, in accordance with Tex. Educ. Code § 51.3525(b)(2), that this institution has adopted policies and procedures for appropriately disciplining, including by termination, an employee or contractor of the institution who engages in conduct in violation of Tex. Educ. Code § 51.3525(b)(1)(A)-(E).

I certify, in accordance with Tex. Educ. Code § 51.3525(e), that no state appropriations to this institution for FY 2025 have been spent prior to submission of this certification report to the Legislature and the Texas Higher Education Coordinating Board.

I understand the State Auditor's Office will conduct a compliance audit for this institution and if violations of Tex. Educ. Code § 51.3525 are found, this institution must cure the violation within 180 days or become ineligible to receive formula funding increases, institutional enhancements, or exceptional items during the state fiscal biennium immediately following the state fiscal biennium in which the determination is made.

I understand all complaints regarding any violations made by this institution will be sent to the State Auditor's Office for review.



To ensure full compliance with Tex. Educ. Code § 51.3525, in the past fiscal year Texas A&M University - Central Texas has conducted the following:

- Conducted a review of all programs and activities, offices, personnel, and training sessions for potential violations of Tex. Educ. Code § 51.3525 and discontinued those found to be in violation.
- Updated *The Texas A&M University System Policy 08.01 Civil Rights Protection and Compliance* to reflect additions to Tex. Educ. Code § 51.3525 which was adopted by the Board of Regents in August 2023
- Developed and implemented operating procedures in line with the updated System policy and The Texas A&M University System D.E.I. Compliance Operational Manual to facilitate on-going compliance with Tex. Educ. Code § 51.3525. See attached compliance checklist as supporting documentation
- Participated in an audit review by The Texas A&M University System Department of Internal Audit with the objective of evaluating actions taken by the institution to ensure compliance with Tex. Educ. Code § 51.3525

Failure to return a certification form to the Texas Higher Education Coordinating Board by September 1, 2024, will be considered an act of non-compliance with the law and can subject the above referenced institution to all penalties allowed by law.

Signature of Institution President/CEO

Date

Signature of Board Chair

Date

OFFICE OF THE PRESIDENT

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 INSTITUTIONS

- Texas A&M-RELLIS
- Texas A&M-Fort Worth

Board of Regents

THE TEXAS A&M UNIVERSITY SYSTEM

ELECTRONIC SIGNATURE ACKNOWLEDGEMENT AND CONSENT FORM

I, Bill Mahomes, agree and understand that by signing the Electronic Signature Acknowledgment and Consent Form, that all electronic signatures are the legal equivalent of my manual/handwritten signature and I consent to be legally bound to this agreement. I further agree my signature on this document is as valid as if I signed the document in writing. This is to be used in conjunction with the use of the electronic signature for the submission of the SB17 Annual Certification required by 51.3525(e) that I elected to have signed electronically. Under penalty of perjury, I herewith affirm that my electronic signature was signed by myself with full knowledge and consent and am legally bound to these terms and conditions.

William Mahomes
 Signature

August 16, 2024
 Date

Please check one:

- President
- Board Chair

Institution: Texas A&M University Commerce
Date Submitted: 08/23/24
Pages: 17



System Ethics & Compliance Office

Annual D.E.I. Compliance

ECCO Review Checklist

Member Agency/Institution: Texas A&M University-Commerce

Ethics & Compliance Officer: Katelyn Severance

Chief Executive Officer: Dr. Mark Rudin

FINANCE & BUDGETING	Meets Compliance? Y/N/NA	Employee Responsible <i>(include title and location)</i>	Summary of Action Taken <i>(Identify documented evidence used in the process)</i>	Date Verified
<p>Budgets & Accounting: Determine whether the member has complied with the elimination of account and budget codes that fund diversity, equity, and inclusion initiatives in violation of DEI Law as implemented by System Policy 08.01, Civil Rights Compliance and Protections.</p>				
<ul style="list-style-type: none"> Identified accounts and/or budget codes that fund DEI initiatives and taken action to ensure compliance. 	Y	<p>Misty Boyd, Executive Assistant, Assisted by Sarah Baker, Assoc. VP & Controller and Ariana Martin, Budget Director, Division of Finance & Administration.</p>	<p>To identify any accounts, we searched for word and partial word matches in account titles, and reviewed specific departments for possible matches. Action taken consisted of creation of a new department code (Hispanic Outreach changed to Student Access & Success), and changed the name on those accounts. Through appropriate channels we received permission to move funding from Mujeres De Accion Scholarship, a development/foundation account to a student org account. Moved funds from the Chancellor Summit for DEI to student scholarships (with System approval) and marked the summit account freeze and delete. Changed the name on a TABPPE account to Faculty Awards, funds will go to Faculty and Junior Faculty Awards. All other accounts in violation of SB17 have been frozen and marked for deletion. Any funding in the accounts was returned to the original funding source.</p>	5/20/2024
<ul style="list-style-type: none"> Eliminated accounts and/or budget codes to include titles, locations/departments, sub-accounts/sub-departments, and funding sources that violate DEI Law. 	Y	<p>Misty Boyd, Executive Assistant, Assisted by Sarah Baker, Assoc. VP & Controller and Ariana Martin, Budget Director, Division of Finance & Administration.</p>	<p>To identify any accounts, we searched for word and partial word matches in account titles, and reviewed specific departments for possible matches. Action taken consisted of creation of a new department code (Hispanic Outreach changed to Student Access & Success), and changed the name on those accounts. Through appropriate channels we received permission to move funding from Mujeres De Accion Scholarship, a development/foundation account to a student org account. Moved funds from the Chancellor Summit for DEI to student scholarships (with System approval) and marked the summit account freeze and delete. Changed the name on a TABPPE account to Faculty Awards, funds will go to Faculty and Junior Faculty Awards. All other accounts in violation of SB17 have been frozen and marked for deletion. Any funding in the accounts was returned to the original funding source.</p>	5/20/2024

<ul style="list-style-type: none"> Implemented procedures for the systemic review and vetting of current and proposed accounts and budget codes to include titles, locations/departments, sub-accounts/sub-departments, and funding sources to ensure compliance. 	Y	Misty Boyd, Executive Assistant, Division of Finance & Administration.	In response to the TAMUS DEI Operations Manual, procedures were drafted and implemented to formalize the review process of all functions listed in this section.	4/1/2024
<ul style="list-style-type: none"> Implemented a record-retention process for reporting purposes. 	Y	Misty Boyd, Executive Assistant, Division of Finance & Administration.	Maintaining files within TAMUS records retention rules	4/1/2024
<p>HUMAN RESOURCES</p>	Meets Compliance? Y/N/NA	Employee Responsible <i>(include title and location)</i>	Summary of Action Taken <i>(Identify documented evidence used in the process)</i>	Date Verified
<p>DEI Related Offices and Third-Party Contracts: Determine whether the member has complied with the elimination of departments, divisions, and/or offices that violate the DEI Law as implemented by System Policy 08.01, Civil Rights Compliance and Protections.</p>				
<ul style="list-style-type: none"> Identified offices, divisions, or other units that are responsible for diversity, equity, and inclusion initiatives and took action to ensure compliance. 	Y	Sharissa Berry, Assistant Director, Human Resources, Division of Finance & Administration	Two offices were identified as unallowable: Office of the Vice President for Inclusion and Latinx Engagement and Outreach. The VPI office was closed by August 1, 2023. The Latinx Engagement and Outreach Executive Director position was vacant since March 2023 and was never filled. The only remaining employee was a Graduate Assistant, who resigned as of September 1, 2023. The office closed with the resignation of the Graduate Assistant and funds were reallocated back to the VP of Student Affairs.	9/1/2023
<ul style="list-style-type: none"> Identified third-party vendors performing the duties of a diversity, equity, and inclusion office and took action to ensure compliance. 	Y	Travis Ball, Executive Director, Business Services & Chief Procurement Officer, Division of Finance & Administration.	The Procurement Office reviews the majority of contracts for the university. All employees responsible for this duty is aware of the rules related to SB17 and on 3 rd party provided agreements, if there is verbiage related to Diversity, Equity, and Inclusion, we specifically require the 3 rd party to strike this language from the agreement.	5/18/2024
<p>Personnel: Determine whether the member has complied with the restriction on hiring or assigning employees to perform the duties of diversity, equity, and inclusion.</p>				
<ul style="list-style-type: none"> Identified active personnel with responsibilities for performing diversity, equity, and inclusion functions and took action to ensure compliance. 	Y	Sharissa Berry, Assistant Director, Human Resources, Arthur Lumzy, Director of Student Career Preparedness	HR reviewed all job responsibilities in Workday for DEI language and updated as needed. Ongoing weekly review for any new or updated responsibilities. The Office of Student Career Preparedness diligently reviewed all on-campus job postings in Handshake, ensuring that any instances of diversity, equity, and inclusion (DEI) language were removed.	5/20/2024

<ul style="list-style-type: none"> Identified unallowable personnel duties within active and inactive job descriptions and working templates for language that violates DEI Law and took action to ensure compliance. 	Y	<p>Sharissa Berry, Assistant Director, Human Resources, Arthur Lumzy, Director of Student Career Preparedness</p>	<p>HR: Unfilled positions – removing language, closing unfunded positions, deleted as needed. The Office of Student Career Preparedness reviews and assess vacant student worker positions and provide guidance to departments regarding potential modifications to their job descriptions as needed.</p>	5/21/2024	<p>Additionally, we conducted a thorough review of each department's profile, promptly addressing any DEI language found by contacting non-compliant departments and requesting necessary updates. These actions demonstrate our commitment to maintaining DEI compliance.</p>
<ul style="list-style-type: none"> Identified employee funding sources that violate DEI Law and took action to ensure compliance. 	Y	<p>Misty Boyd, Executive Assistant, Assisted by Sarah Baker, Assoc. VP & Controller and Arlana Martin, Budget Director, Division of Finance & Administration.</p>	<p>To identify any accounts, we searched for word and partial word matches in account titles, and reviewed specific departments for possible matches. Action taken consisted of creation of a new department code (Hispanic Outreach changed to Student Access & Success), and changed the name on those accounts. Through appropriate channels we received permission to move funding from Mujeres De Accion Scholarship, a development/foundation account to a student org account. Moved funds from the Chancellor Summit for DEI to student scholarships (with System approval) and marked the summit account freeze and delete. Changed the name on a TABPHE account to Faculty Awards, funds will go to Faculty and Junior Faculty Awards. All other accounts in violation of SB17 have been frozen and marked for deletion. Any funding in the accounts was returned to the original funding source. --</p>	5/21/2024	
<p><u>Hiring and Employment Practices and Procedures:</u> Determine whether member hiring and employment practices and procedures have been updated to exclude requirements for DEI statements and do not provide special benefit or promote preferential treatment on the basis of race, sex, color, ethnicity, or national origin to an applicant for employment, an employee, or a participant in any function of the institution relating to this process.</p>					
<ul style="list-style-type: none"> Reviewed hiring and employment documents and materials, to include rubrics and matrices, and identified prohibited language, requirements, practices and/or procedures took action to ensure compliance. (See DEI Law Operations Manual under IV. Monitoring. Section B, Item 2c for a comprehensive list.) 	Y	<p>Sharissa Berry, Assistant Director, Human Resources, Division of Finance & Administration</p>	<p>HR reviewed all hiring practices and materials – Hiring Procedures and Guidelines, Interview Guidelines, and Glossary for Hiring Guidelines. Review Employment documents – checklists, sample interview questions, reference check sample questions, hiring matrices, and candidate rubrics. Reviewed all for unallowable language and removed.</p>	5/20/2024	
<ul style="list-style-type: none"> Reviewed performance evaluation tools and metrics, documents and forms for promotions, merit increases, and equity adjustments, and all related procedures; identified prohibited language and/or 	Y	<p>Sharissa Berry, Assistant Director, Human Resources, Division of Finance & Administration</p>	<p>HR reviewed all Staff performance evaluations tools and metrics, documents and forms for promotions, merit increases, and equity adjustments for unallowable language and removed.</p>	5/20/2024	

requirements and took action to ensure compliance.					
<ul style="list-style-type: none"> Implemented a system of systemic evaluation and review to vet proposed positions, processes, and materials to ensure they meet compliance prior to publication. 	Y	Sharissa Berry, Assistant Director, Human Resources, Division of Finance & Administration	HR: Staff evaluation template was reviewed and updated by Workday Support.	5/20/2024	
<p>Training Sessions and Materials: Determine whether the member has complied with the elimination of required training sessions and materials that violate the DEI Law as implemented by System Policy 08.01, Civil Rights Compliance and Protections.</p>					
<ul style="list-style-type: none"> Reviewed required training sessions for those identified as prohibited by DEI Law and took action to ensure compliance. 	Y	Sharissa Berry, Assistant Director, Human Resources, Division of Finance & Administration	HR reviewed all descriptions and content of the required TAMUC trainings to remove any prohibited DEI language.	5/20/2024	
<ul style="list-style-type: none"> Reviewed all training sessions and materials for language and elements prohibited by DEI Law and took action to ensure compliance. 	Y	Sharissa Berry, Assistant Director, Human Resources, Division of Finance & Administration	HR reviewed all descriptions and content of available trainings and removed prohibited DEI language from any found instances. Some trainings have been deleted as necessary due to DEI language.	5/20/2024	
<ul style="list-style-type: none"> Implemented procedures to review proposed training sessions and materials for compliance prior to activation. 	Y	Sharissa Berry, Assistant Director, Human Resources, Division of Finance & Administration	HR: Each submission is reviewed by members of the Training & Development Department for clarity and grammatical errors. Any content deemed inappropriate would be denied. Any content that mentions SB17 language will be sent to the Chief Fabric & Compliance Officer for review. The CEO will determine if the training may be approved, denied, or approved with changes.	5/20/2024	
FACULTY AFFAIRS	Meets Compliance? Y/N/NA	Employee Responsible <i>(include title and location)</i>	Summary of Action Taken <i>(Identify documented evidence used in the process)</i>	Date Verified	
<p>Procedures, Programs and Activities: Determine whether the member has discontinued procedures, programs and activities which promote differential treatment of or provide special benefits to individuals on the basis of race, color, or ethnicity.</p>					
<ul style="list-style-type: none"> Reviewed all faculty hiring and recruiting practices and identified those that violate DEI Law and took action to ensure compliance. 	Y	Cynthia Rhodes, Executive Assistant to the Provost and VP for Academic Affairs	Appropriate department heads and academic deans working together with Human Resources reviewed faculty hiring and recruiting practices to ensure compliance with DEI Law. Necessary wording has been made.	5/30/2024	

<ul style="list-style-type: none"> Reviewed all procedures for tenure review, promotions, merit increases, and equity adjustments; identified those that violate DEI Law and took action to ensure compliance. 	Y	Cynthia Rhodes, Executive Assistant to the Provost and VP for Academic Affairs	As appropriate throughout the academic year, department heads, academic deans, tenured department faculty, and college tenure and promotion committee members reviewed the procedures for tenure review, promotions, merit increase, and equity adjusts to ensure compliance with DEI Law.	5/30/2024
<ul style="list-style-type: none"> Reviewed all faculty organizations supported by the university to evaluate their purpose, structure, and funding. Identified those that violate DEI Law and took action to ensure compliance. 	Y	Cynthia Rhodes, Executive Assistant to the Provost and VP for Academic Affairs	<p>Working together with the Chief Ethics Compliance Officer, reviews have been conducted regarding the following faculty organizations and necessary updates were made to ensure compliance with DEI Law.</p> <ul style="list-style-type: none"> Texas Associate of Black Personnel in Higher Education (TABPHE) Latino Staff and Faculty Association (LSFA) 	5/30/2024
<ul style="list-style-type: none"> Reviewed all grant proposals and accreditation certifications and identified those that violate DEI Law and took action to ensure compliance. 	Y	Cynthia Rhodes, Executive Assistant to the Provost and VP for Academic Affairs	As appropriate, academic deans, department heads and faculty reviewed grant proposals and accreditation certifications to ensure compliance with DEI Law. When necessary, actions were taken to ensure compliance.	5/30/2024
<ul style="list-style-type: none"> Reviewed all accreditation certifications and identified those that violate DEI Law and took action to ensure compliance. 	Y	Cynthia Rhodes, Executive Assistant to the Provost and VP for Academic Affairs	Deans, department heads and faculty worked with Chief Ethics and Compliance Officer (CECO) to review and ensure accreditation certification followed DEI Law. When identified, updates were made to ensure compliance.	5/30/2024
<ul style="list-style-type: none"> Reviewed the provisions for all academic or professional opportunities extended to students, faculty, and visiting scholars to include institutional conferences and seminars and identified those that violate DEI Law and took action to ensure compliance. 	Y	Cynthia Rhodes, Executive Assistant to the Provost and VP for Academic Affairs	To ensure compliance with DEI Law, deans reviewed the provision for all academic and/or professional opportunities to attend conferences and seminars that were extended to students, staff, faculty, and visiting scholars. When necessary, updates were made to ensure compliance.	5/30/2024
<ul style="list-style-type: none"> Reviewed all forms, documents, procedures, and practices related to the functions listed in this section and identified those that violate DEI Law and took action to ensure compliance. 	Y	Cynthia Rhodes, Executive Assistant to the Provost and VP for Academic Affairs	All forms, documents, procedures, and practices outlined in this report were reviewed by Academic Affairs faculty and staff and necessary changes were made to ensure compliance with DEI Law.	5/30/2024

<ul style="list-style-type: none"> Implemented procedures for the systemic evaluation and review of all functions listed in this section to include the vetting of proposed processes, practices, organizations, funding proposals, certifications and corresponding materials to ensure compliance. 	Y	Cynthia Rhodes, Executive Assistant to the Provost and VP for Academic Affairs	Procedures were drafted and implemented to formalize the review process of all functions listed in this section.	
<p>STUDENT AFFAIRS</p>	Meets Compliance? Y/N/NA	Employee Responsible <i>(include title and location)</i>	Summary of Action Taken <i>(Identify documented evidence used in the process)</i>	Date Verified
<p>Procedures, Programs and Activities: Determine whether the member has discontinued procedures, programs and activities which promote differential treatment of or provide special benefits to individuals on the basis of race, color, or ethnicity.</p>				
<ul style="list-style-type: none"> Reviewed all departmental events including institutional conferences and seminars and identified those that violate DEI Law and took action to ensure compliance. 	Y	Amanda Horne, Executive Director Engagement & Operations, Division of Student Affairs	Beginning June 2023, compiled all planned events for DEI compliance review. Any events that were unallowable were discontinued or updated to be in compliance with DEI laws. Bi-weekly meetings to discuss upcoming events and marketing with student affairs designees and CECCO, OGC consulted as necessary. Any DEI content identified by internal audit has been updated as needed. Quarterly compliance reports are utilized as a method to track benchmarks in time where review was necessary.	Fall 2023 through Spring 2024
<ul style="list-style-type: none"> Reviewed all staff work and identified those that violate DEI Law and took action to ensure compliance. 	Y	Amanda Horne, Executive Director Engagement & Operations, Division of Student Affairs	Reviewed new job descriptions (in collaboration with HR), department mission and activities, onboarding materials, and marketing materials. All unallowable work was discontinued prior to September 1, 2023.	September 1, 2023
<ul style="list-style-type: none"> Reviewed all student and staff training sessions and identified those that violate DEI Law and took action to ensure compliance. 	Y	Amanda Horne, Executive Director Engagement & Operations, Division of Student Affairs	Reviewed all trainings and discontinued any that had DEI content or were no longer permissible to be taught by university employees.	September 1, 2023
<ul style="list-style-type: none"> Reviewed all student success and outreach programs and identified those that violate DEI Law and took action to ensure compliance. 	Y	Amanda Horne, Executive Director Engagement & Operations, Division of Student Affairs	Disbanded the Office of Latinx Engagement and Outreach Office. Disbanded four living & learning communities that were unallowable prior to the start of the academic year.	September 1, 2023

<ul style="list-style-type: none"> Implemented procedures for the systemic evaluation and review of all trainings, programs, events, and activities to ensure compliance. 	Y	Amanda Horne, Executive Director Engagement & Operations, Division of Student Affairs	In response to the TAMUS DEI Operations Manual, procedures were drafted and implemented to formalize the review process for trainings, programs, events, and activities.	April 1, 2024
<p>SCHOLARSHIPS & FINANCIAL AID</p>	Meets Compliance? Y/N/NA	Employee Responsible <i>(include title and location)</i>	Summary of Action Taken <i>(Identify documented evidence used in the process)</i>	Date Verified
<p>Scholarships & Financial Aid: Determine whether the member has discontinued the award of scholarships and financial aid that promote differential treatment of or provide special benefits to individuals on the basis of race, color, or ethnicity.</p>				
<ul style="list-style-type: none"> Reviewed all awards administered, promoted, and/or facilitated by the member for violation of DEI Law and took action to ensure compliance. 	Y	Jordan Stevenson, Assist. VP for Enrollment Management; Gina Lowe, Assoc. VP for Philanthropy and Engagement.	All awards administered, promoted, and/or facilitated by TAMUC have been key word search reviewed and intent reviewed to ensure compliance with DEI Law and appropriate changes made or awards discontinued to remain in compliance with DEI Law. Current awards were reviewed by the Assistant Director for Scholarships and future awards will be reviewed prior to going into effect. The senior scholarships and financial aid officer has documented review procedures to repeat at the start of each calendar year.	April 1, 2024
<ul style="list-style-type: none"> Reviewed all outlets announcing or promoting scholarships and financial aid, to include websites and social media pages, for violation of DEI Law and took action to ensure compliance. 	Y	Jordan Stevenson, Assist. VP for Enrollment Management; Gina Lowe, Assoc. VP for Philanthropy and Engagement.	All outlets announcing or promoting scholarships and financial aid, including websites and social media pages, have been key word search reviewed and intent reviewed to ensure compliance with DEI Law and appropriate changes made or awards discontinued to remain in compliance with DEI Law. Reviews were led by the Assistant Director for Scholarships and carried out by Financial Aid and Scholarship Counselors. The senior scholarships and financial aid officer has documented review procedures to repeat at the start of each calendar year. Philanthropy & Engagement has reviewed all donor-funded awards and have worked with donors and award contacts to be in compliance with DEI laws.	May 20, 2024
<ul style="list-style-type: none"> Reviewed all materials including but not limited to applications, informational documents, marketing materials, guidelines, and operating documents for violations of DEI Law and took action to ensure compliance. 	Y	Jordan Stevenson, Assist. VP for Enrollment Management; Gina Lowe, Assoc. VP for	All materials funded, developed, and distributed by TAMUC for the purpose of scholarships and financial aid were reviewed with key word searches and for overall intent to ensure compliance with DEI Law. Reviews were led by the Assistant Director for Scholarships and carried out by Financial Aid and Scholarship Counselors. The senior scholarships and financial aid officer has	April 1, 2024

		Philanthropy and Engagement.	document review procedures to repeat at the start of each calendar year.	
<ul style="list-style-type: none"> Implemented procedures for the systemic review of all functions listed above to ensure compliance. 	Y	Jordan Stevenson, Assist. VP for Enrollment Management; Gina Lowe, Assoc. VP for Philanthropy and Engagement.	In response to the TAMUS DEI Operations manual, procedures were drafted and implemented to formalize the review process of all functions listed in this section.	April 1, 2024
ATHLETICS	Meets Compliance? Y/N/NA	Employee Responsible <i>(include title and location)</i>	Summary of Action Taken <i>(Identify documented evidence used in the process)</i>	Date Verified
Procedures, Programs and Activities: Determine whether the member has discontinued procedures, programs and activities which promote differential treatment of or provide special benefits to individuals on the basis of race, color, or ethnicity.				
<ul style="list-style-type: none"> Reviewed procedures, programs, and activities for violations of DEI Law and took action to ensure compliance. 	Y	Dale Brown, Senior Associate AD, Athletics Department	Reviewed the Student-Athlete Handbook, the Compliance Manual, and the Athletics Policies and Procedures Manual. The student-handbook and Athletics Policies and Procedures manuals have been removed from the website and are undergoing annual review.	March 2024
<ul style="list-style-type: none"> Reviewed required non-athletic training sessions (internal and external) for students and staff for violations of DEI Law and took action to ensure compliance. 	Y	Dale Brown, Senior Associate AD, Athletics Department	There are no required non-athletic training sessions.	5/7/2024
<ul style="list-style-type: none"> Reviewed all materials developed, produced, funded, and distributed through the department to include applications, marketing materials, guidelines, operating manuals, and any other publication provided by the department for violations of DEI Law and took action to ensure compliance. 	Y	Dale Brown, Senior Associate AD, Athletics Department	Sarah Aly has worked through HR for student worker positions and coaching jobs. No operations manuals, Recruiting publications and social media are reviewed on an ongoing basis by Avi Mehin and Steve Schaeck. All DEI language on Facilities will be taken down and reviewed before new projects by Haven Cox.	Spring 2024

<ul style="list-style-type: none"> Reviewed all co-sponsored events with outside entities for violations of DEI Law and took action to ensure compliance. 	Y	Dale Brown, Senior Associate AD, Athletics Department	Reviewed in January. All co-sponsored events have been reviewed. Heritage month activities have been reviewed by the CFCI.	January 2024
<ul style="list-style-type: none"> Implemented procedures for the systemic review of all functions listed above to ensure compliance. 	Y	Dale Brown, Senior Associate AD, Athletics Department	Implemented April 1, 2024	April 1, 2024
<p>WEBSITES & SOCIAL MEDIA</p>	Meets Compliance? Y/N/NA	Employee Responsible <i>(include title and location)</i>	Summary of Action Taken <i>(Identify documented evidence used in the process)</i>	Date Verified
<p><u>Website and Social Media Information:</u> Determine whether references to unallowable diversity, equity and inclusion activities on member websites and social media platforms have been identified and removed.</p>				
<ul style="list-style-type: none"> Reviewed member websites and social media platforms for content, links, static materials, and downloadable documents for violation of DEI Law and took action to ensure compliance. 	Y	Stephen Harwell, Manager of Digital Strategy and Experience Analytics, Marketing and Communications.	<p>WEB</p> <p>Scanned for keyword matches across 2 web platforms including www.tamuc.edu, inside.tamuc.edu and lionathletics.com by scanning entire website including pages and documents. Produced scans along with decisions in document titled "2023 SBI7 Scans and Actions.xlsx"</p> <p>Also, developed a more comprehensive scan covering www.tamuc.edu, inside.tamuc.edu, coursescatalog.tamuc.edu, lionathletics.com and a few legacy domains has been implemented and is actively being monitored going into the new audit year.</p> <p>Manually reviewed all posts on Marcom owned social media posted after June 30, 2023. Meltwater, our post management system, houses all future affirmations that our posts have been checked by the Communications Specialist.</p>	2024-05-29
<ul style="list-style-type: none"> Reviewed affiliate websites and social media platforms for content and affiliation language in violation of DEI Law and took action to ensure compliance. 	Y	Stephen Harwell, Manager of Digital Strategy and Experience Analytics, Marketing and Communications.	No TAMUC websites are currently edited by third parties.	2024-05-29

<ul style="list-style-type: none"> Implemented a systemic process of review of member websites, domains, and social media platforms to include keyword searches to identify references to DEI related terms that violate DEI Law and took action to ensure compliance. 	Y	Stephen Harwell, Manager of Digital Strategy and Experience Analytics, Marketing and Communications.	Process was established and is outlined in document titled "2023 SBI17 Compliance Policies.docx"	2024-05-29
<ul style="list-style-type: none"> Implemented a vetting process by which proposed information to be posted to member websites, domains, social media platforms, or any Internet or network outlet will be evaluated to ensure compliance with DEI Law. 	Y	Stephen Harwell, Manager of Digital Strategy and Experience Analytics, Marketing and Communications.	Process was established and is outlined in document titled "2023 SBI17 Compliance Policies.docx"	2024-05-29
<p>INTERNAL CONTROLS & MONITORING</p>	Meets Compliance? Y/N/A	Employee Responsible <i>(include title and location)</i>	Summary of Action Taken <i>(Identify documented evidence used in the process)</i>	Date Verified
<p>Internal Controls & Monitoring: Determine whether the member has removed prohibited diversity, equity, and inclusion related rules, developed and implemented operating procedures, and implemented internal controls according to DEI Law and A&M System Policy 08.01.</p>				
<ul style="list-style-type: none"> Reviewed and identified member rules and operating procedures in place that are not compliant with DEI Law and took action to ensure compliance. 	Y	Katelyn Severance, Chief Ethics & Compliance Officer	All rules and procedures were reviewed with key word searches to identify and update as needed under DEI Law and A&M System Policy 08.01.	April 1, 2024
<ul style="list-style-type: none"> Developed and implemented operating procedures to ensure continued compliance with DEI Law. 	Y	Katelyn Severance, Chief Ethics & Compliance Officer	In accordance with TAMUS DEI Operations Manual, all identified areas have created operations processes to review and identify any potential DEI law concern.	April 1, 2024
<ul style="list-style-type: none"> Implemented internal controls including assignment of monitoring responsibilities, procedures for training, and processes for disseminating information to stakeholders to ensure compliance with DEI Law. 	Y	Katelyn Severance, Chief Ethics & Compliance Officer	In accordance with TAMUS DEI Operations Manual, all identified areas have created operations processes to review and identify any potential DEI law concern. DEI Operations Manuals have been created and distributed to stakeholders. Ongoing meetings with stakeholders have and will continue to occur to disseminate information and review potential concerns.	

<ul style="list-style-type: none"> Developed a compliance response and reporting process to address issues of noncompliance with DEI Law. 	Y	Katelyn Severance, Chief Ethics & Compliance Officer	The compliance response and reporting process, utilizing the Navex Hotline reporting portal, has been developed in accordance with A&M System guidance.	January 4, 2024
<ul style="list-style-type: none"> Identified procedures for disciplinary action/sanctioning for violations of DEI Law. 	Y	Katelyn Severance, Chief Ethics & Compliance Officer	Disciplinary actions/sanctions will be implemented according to the A&M System guidance, outlined in the DEI Operations Manual.	March, 2024

SUMMARY OF FINDINGS: (to be completed by SECO/OGC)

_____ Meets compliance

_____ Meets compliance after implementing recommendations

_____ Factors preventing compliance as agency/institute of higher learning has not implemented recommendations on statutory/regulatory requirements

SIGNATURES


Compliance Officer

5/30/24
Date

Approved by:



Chief Executive Officer

5/30/24

Date



DEI Law Certification of Compliance

CHIEF EXECUTIVE OFFICER ACKNOWLEDGEMENT

Member Institution/Agency: Texas A&M University Commerce
Chief Executive Officer: Dr. Mark Rudin

I certify, under penalty of perjury and the loss of funding to Texas A&M University - Commerce that Texas A&M University - Commerce has complied with the requirements in Tex. Educ. Code § 51.3525:

I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), this institution does not, except as required by federal law, have any office, division or unit with the established purpose of:

- influencing hiring or employment practices at the institution with respect to race, sex, color, or ethnicity, other than through the use of color-blind and sex-neutral hiring processes in accordance with any applicable state and federal antidiscrimination laws;
- promoting differential treatment of or providing special benefits to individuals on the basis of race, color, or ethnicity;
- promoting policies or procedures designed or implemented in reference to race, color, or ethnicity, other than policies or procedures approved in writing by this institution's general counsel and the Texas Higher Education Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law; or
- conducting trainings, programs, or activities designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation, other than trainings, programs, or activities developed by an attorney and approved in writing by this institution's general counsel and the Texas Higher Education Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law.

Office of the President

P. O. Box 3011 • Commerce, TX 75429-3011 • Phone: 903.886.5014 • Fax: 903.886.5010 • www.tamuc.edu

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I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(B), this institution has not, except as required by federal law, hired or assigned an employee of the institution, or contracted with a third party to perform the duties of a diversity, equity, and inclusion office as defined in Tex. Educ. Code § 51.3525(a).

I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(C), this institution does not, except as required by federal law, compel, require, induce, or solicit any person to provide a diversity, equity, and inclusion statement or give preferential consideration to any person based on the provision of a diversity, equity, and inclusion statement.

I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(D), this institution does not, except as required by federal law, give preference on the basis of race, sex, color, ethnicity, or national origin to an applicant for employment, an employee, or a participant in any function of the institution.

I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(E), this institution does not, except as required by federal law, require any person, as a condition of enrolling at the institution or performing any institution function, to participate in diversity, equity, and inclusion training, which includes a training, program, or activity designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation, unless the training meets the exception in Tex. Educ. Code § 51.3525(b)(1)(E)(ii).

I certify, in accordance with Tex. Educ. Code § 51.3525(b)(2), that this institution has adopted policies and procedures for appropriately disciplining, including by termination, an employee or contractor of the institution who engages in conduct in violation of Tex. Educ. Code § 51.3525(b)(1)(A)-(E).

I certify, in accordance with Tex. Educ. Code § 51.3525(e), that no state appropriations to this institution for FY25 have been spent prior to submission of this certification report to the Legislature and the Texas Higher Education Coordinating Board.

I understand the State Auditor's Office will conduct a compliance audit for this institution and if violations of Tex. Educ. Code § 51.3525 are found, this institution must cure the violation within 180 days or become ineligible to receive formula funding increases, institutional enhancements, or exceptional items during the state fiscal biennium immediately following the state fiscal biennium in which the determination is made.

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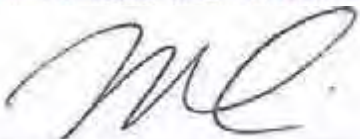
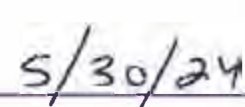

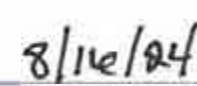


I understand all complaints regarding any violations made by this institution will be sent to the State Auditor’s Office for review.

To ensure full compliance with Tex. Educ. Code § 51.3525, in the past fiscal year Texas A&M University - Commerce has conducted the following:

- ^{aa} Conducted a review of all programs and activities, offices, personnel, and training^{aa} sessions for potential violations of Tex. Educ. Code § 51.3525 and discontinued^{aa} those found to be in violation.
- ^{aa} Updated *The Texas A&M University System Policy 08.01 Civil Rights Protection and Compliance* to reflect additions to Tex. Educ. Code § 51.3525 which was^{aa} adopted by the Board of Regents in August 2023.^{aa}
- ^{aa} Developed and implemented operating procedures in line with the updated System^{aa} policy and The Texas A&M University System D.E.I. Compliance Operational^{aa} Manual to facilitate on-going compliance with Tex. Educ. Code § 51.3525. See^{aa} attached compliance checklist as supporting documentation.^{aa}
- ^{aa} Participated in an audit review by The Texas A&M University System Department^{aa} of Internal Audit with the objective of evaluating actions taken by the institution to^{aa} ensure compliance with Tex. Educ. Code § 51.3525.^{aa}

Failure to return a certification form to the Texas Higher Education Coordinating Board by September 1, 2024, will be considered an act of non-compliance with the law and can subject the above referenced institution to all penalties allowed by law.

	
_____ Signature of Institution President/CEO	_____ Date
	
_____ Signature of Board Chair	_____ Date



ELECTRONIC SIGNATURE ACKNOWLEDGEMENT AND CONSENT FORM

I, Mark Rudin, agree and understand that by signing the Electronic Signature Acknowledgment and Consent Form, that all electronic signatures are the legal equivalent of my manual/handwritten signature and I consent to be legally bound to this agreement. I further agree my signature on this document is as valid as if I signed the document in writing. This is to be used in conjunction with the use of the electronic signature for the submission of the SB17 Annual Certification required by 51.3525(e) that I elected to have signed electronically. Under penalty of perjury, I herewith affirm that my electronic signature was signed by myself with full knowledge and consent and am legally bound to these terms and conditions.

A handwritten signature in black ink, appearing to be "Mark Rudin", written over a horizontal line.

Signature

08/13/2024

Date

Please check one:

- President
- Board Chair

Office of the President

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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 INSTITUTIONS

- Texas A&M-RELLIS
- Texas A&M-Fort Worth

Board of Regents

THE TEXAS A&M UNIVERSITY SYSTEM

ELECTRONIC SIGNATURE ACKNOWLEDGEMENT AND CONSENT FORM

I, Bill Mahomes, agree and understand that by signing the Electronic Signature Acknowledgment and Consent Form, that all electronic signatures are the legal equivalent of my manual/handwritten signature and I consent to be legally bound to this agreement. I further agree my signature on this document is as valid as if I signed the document in writing. This is to be used in conjunction with the use of the electronic signature for the submission of the SB17 Annual Certification required by 51.3525(e) that I elected to have signed electronically. Under penalty of perjury, I herewith affirm that my electronic signature was signed by myself with full knowledge and consent and am legally bound to these terms and conditions.

William Mahomes
Signature

August 16, 2024
Date

Please check one:

- President
- Board Chair

Institution: Texas A&M University Corpus Christi
Date Submitted: 08/23/24
Pages: 21



System Ethics & Compliance Office

Annual D.E.I. Compliance

ECO Review Checklist

Member Agency/Institution: Texas A&M University-Corpus Christi

Ethics & Compliance Officer: John C.B. LaRue

Chief Executive Officer: Dr. Kelly M. Miller

FINANCE & BUDGETING	Meets Compliance? Y/N/NA	Employee Responsible (include title and location)	Summary of Action Taken (Identify documented evidence used in the process)	Date Verified
Budgets & Accounting: Determine whether the member has complied with the elimination of account and budget codes that fund diversity, equity, and inclusion initiatives in violation of DEI Law as implemented by System Policy 08.01, Civil Rights Compliance and Protections.				
<ul style="list-style-type: none"> Identified accounts and/or budget codes that fund DEI initiatives and taken action to ensure compliance. 	Y	AVP for Finance & Controller, Finance & Administration	Reports completed in canopy and data warehouse to verify any accounts with non-compliant language. Verification with Chief Budget Officer that no budget codes exist regarding non-compliant initiatives or programs.	May 2024
<ul style="list-style-type: none"> Eliminated accounts and/or budget codes to include titles, locations/departments, sub-accounts/sub-departments, and funding sources that violate DEI Law. 	Y	AVP for Finance & Controller, Finance & Administration	Completed close out of all accounts and departments that existed for DEI purposes. Funds remaining in accounts were reallocated for another initiative.	January 2024
<ul style="list-style-type: none"> Implemented procedures for the systemic review and vetting of current and proposed accounts and budget codes to include titles, locations/departments, sub-accounts/sub-departments, and funding sources to ensure compliance. 	Y	AVP for Finance & Controller, Finance & Administration	Current approval processes for new account and new department set ups have been modified to include the review and vetting for DEI to ensure compliance.	May 2024
<ul style="list-style-type: none"> Implemented a record-retention process for reporting purposes. 	Y	AVP for Finance & Controller, Finance & Administration	A&M-CC has an established record retention schedule and process. Information related to this request will be retained in accordance with the retention schedule.	May 2024

HUMAN RESOURCES	Meets Compliance? Y/N/NA	Employee Responsible (include title and location)	Summary of Action Taken (identify documented evidence used in the process)	Date Verified
DEI Related Offices and Third-Party Contracts: Determine whether the member has complied with the elimination of departments, divisions, and/or offices that violate the DEI Law as implemented by System Policy 08.01, Civil Rights Compliance and Protections.				
<ul style="list-style-type: none"> Identified offices, divisions, or other units that are responsible for diversity, equity, and inclusion initiatives and took action to ensure compliance. 	Y	AVP for Finance & Controller, Finance & Administration	The Office of Diversity, Equity, and Inclusion was eliminated. Any associated positions were reassigned, and position descriptions were updated.	August 2023
<ul style="list-style-type: none"> Identified third-party vendors performing the duties of a diversity, equity, and inclusion office and took action to ensure compliance. 	Y	AVP for Finance & Controller, Finance & Administration	Only one (1) potentially non-compliant contract was located and was cancelled.	April 2024
Personnel: Determine whether the member has complied with the restriction on hiring or assigning employees to perform the duties of diversity, equity, and inclusion.				
<ul style="list-style-type: none"> Identified active personnel with responsibilities for performing diversity, equity, and inclusion functions and took action to ensure compliance. 	Y	Chief Human Resources Officer, Human Resources	Position descriptions were reviewed for non-compliant language, duties, and terms. Any language deemed non-compliant was removed and the scope of the position description was revised and re-aligned. Reviews were conducted of applications, application components, and completed documents, along with interview and hiring matrices, reference forms, and interview questions.	April 2024
<ul style="list-style-type: none"> Identified unallowable personnel duties within active and inactive job descriptions and working templates for language that violates DEI Law and took action to ensure compliance. 	Y	Chief Human Resources Officer, Human Resources	Position descriptions were reviewed for non-compliant language, duties, and terms. Any language deemed non-compliant was removed and the scope of the position description was revised and re-aligned. Reviews were conducted of applications, application components, and completed documents, along with interview and hiring matrices, reference forms, and interview questions.	April 2024
<ul style="list-style-type: none"> Identified employee funding sources that violate DEI Law and took action to ensure compliance. 	Y	Vice President for Finance & Administration and Chief Financial Officer, Finance & Administration	A review of FAMIS departments and accounts was conducted and any potentially non-compliant language was changed as appropriate.	November 2023

Hiring and Employment Practices and Procedures: Determine whether member hiring and employment practices and procedures have been updated to exclude requirements for DEI statements and do not provide special benefit or promote preferential treatment on the basis of race, sex, color, ethnicity, or national origin to an applicant for employment, an employee, or a participant in any function of the institution relating to this process.

<ul style="list-style-type: none"> Reviewed hiring and employment documents and materials, to include rubrics and matrices, and identified prohibited language, requirements, practices and/or procedures to ensure compliance. (See DEI Law Operations Manual under IV. Monitoring, Section B, Item 2c for a comprehensive list.) 	<p style="text-align: center;">Y</p>	<p style="text-align: center;">Chief Human Resources Officer, Human Resources</p>	<p>Non-compliant language was removed from the Faculty Hiring Matrix. The staff hiring matrix was already in a compliant status. Faculty and staff hiring documents including job postings, applications, and interview questions. Performance evaluations, campus merit announcements, faculty notices of appointment, and faculty tenure documents were reviewed and deemed compliant. A contract with a third-party job posting site was deemed non-compliant and cancelled.</p>	<p style="text-align: right;">April 2024</p>
<ul style="list-style-type: none"> Reviewed performance evaluation tools and metrics, documents and forms for promotions, merit increases, and equity adjustments, and all related procedures; identified prohibited language and/or requirements and took action to ensure compliance. 	<p style="text-align: center;">Y</p>	<p style="text-align: center;">Chief Human Resources Officer, Human Resources</p>	<p>All performance evaluation tools and metrics were reviewed and deemed compliant.</p>	<p style="text-align: right;">April 2024</p>
<ul style="list-style-type: none"> Implemented a system of systemic evaluation and review to vet proposed positions, processes, and materials to ensure they meet compliance prior to publication. 	<p style="text-align: center;">Y</p>	<p style="text-align: center;">Chief Human Resources Officer, Human Resources</p>	<p>All hiring materials and position requests are reviewed by Human Resources prior to posting and the start of the interview process. Human Resources will conduct an annual scan in Workday using key terms and review the university's performance evaluation standards. Positions review forms are reviewed for compliance by Human Resources prior approval.</p>	<p style="text-align: right;">April 2024</p>

Training Sessions and Materials: Determine whether the member has complied with the elimination of required training sessions and materials that violate the DEI Law as implemented by System Policy 08.01, Civil Rights Compliance and Protections.

<ul style="list-style-type: none"> Reviewed required training sessions for those identified as prohibited by DEI Law and took action to ensure compliance. 	<p style="text-align: center;">Y</p>	<p style="text-align: center;">EDCS Administrator & Title IX Coordinator, Institutional Excellence</p>	<p>Conducted a reviewed for compliance, and revised as necessary, the new employee onboarding presentations.</p>	<p style="text-align: right;">September 2023</p>
<ul style="list-style-type: none"> Reviewed all training sessions and materials for language and elements prohibited by DEI Law and took action to ensure compliance. 	<p style="text-align: center;">Y</p>	<p style="text-align: center;">EDCS Administrator & Title IX Coordinator, Institutional Excellence</p>	<p>Conducted a reviewed for compliance, and revised as necessary, the new employee onboarding presentations.</p>	<p style="text-align: right;">September 2023</p>

<ul style="list-style-type: none"> Implemented procedures to review proposed training sessions and materials for compliance prior to activation. 	Y	EDCS Administrator & Title IX Coordinator, Institutional Excellence	<p>Conducted a reviewed for compliance, and revised as necessary, the new employee onboarding presentations.</p> <p>EDCS conducted a scan of all TrainTraq trainings, will conducted that scan annually moving forward, and will review all new trainings prior to placing them in TrainTraq.</p>	September 2023
<p>FACULTY AFFAIRS</p>	Meets Compliance? Y/N/NA	Employee Responsible (include title and location)	<p>Summary of Action Taken (Identify documented evidence used in the process)</p>	Date Verified
<p><u>Procedures, Programs and Activities:</u> Determine whether the member has discontinued procedures, programs and activities which promote differential treatment of or provide special benefits to individuals on the basis of race, color, or ethnicity.</p>				
<ul style="list-style-type: none"> Reviewed all faculty hiring and recruiting practices and identified those that violate DEI Law and took action to ensure compliance. 	Y	Provost & Vice President for Academic Affairs, Academic Affairs	<p>Colleges worked with HR representatives to review position announcements, hiring and recruitment processes. The following are examples of these activities.</p> <p>The College of Liberal Arts (CLA) reviewed and edited the CLA handbook section 11.A. "Faculty Recruiting" to ensure compliance with SBI7. The College of Business (COB) reviewed college documents 03.FAC.01 and 03.FAC.02 detailing faculty hiring and recruiting practices and procedures. The College of Science (COS) thoroughly assessed hiring and recruiting practices to ensure compliance with DEI Laws. The College of Education and Human Development (CEHD) reviewed position descriptions for new and replacement positions within their departments. The College of Nursing and Health Science (CNHS) conducted a thorough review of faculty and staff hiring and recruiting practices with a focus on DEI laws. School of Arts, Media, and Communication (SAMC) reviewed hiring and recruitment practices in coordination with HR and EEO office to ensure continued compliance.</p>	November 2023 – May 2024
<ul style="list-style-type: none"> Reviewed all procedures for tenure review, promotions, merit increases, and equity adjustments; identified those that violate DEI Law and took action to ensure compliance. 	Y	Provost & Vice President for Academic Affairs, Academic Affairs	<p>These reviews have been conducted and corresponding actions have been taken including the following examples: University rules and procedures regarding promotion, tenure, post-tenure, and merit pay were revised in March of 2024 and are now compliant with SBI7. The rules/procedures in question are: 12.01.01.C1, Tenure, 12.06.99.C1, Post-Tenure Review, 31.01.08.C1, Merit Pay, and 33.99.04.C0.02, Promotion of Full-Time Faculty Members. University procedure 31.01.01.C0.01, Employee Compensation Administration addresses equity adjustments and was revised in December of 2023 to ensure SBI7 compliance. The review</p>	December 2023 – May 2024

	<p>process includes input from faculty and administration with final on-campus approval coming from President's Cabinet. The College of Engineering and Computer Science (CECS) Dean and Associate Dean reviewed procedures for tenure review, promotions, merit increases, and equity adjustments and will continue to include SBI7 as an agenda item for the college faculty meeting of each semester to ensure compliance on procedures for tenure review, promotions, merit increases, and equity adjustments. The CNHS and COS carefully reviewed tenure procedures, promotions, merit increases, equity adjustments and documents (such as faculty handbook) to ensure compliance with the new law.</p>			
	<p>These reviews have been conducted and corresponding actions have been taken including the following examples: The webpages of the official university councils, committees, and other advisory bodies were reviewed for DEI compliance by IT, Marketing, and upper administration in the fall of 2023 and issues were addressed. The Committee on Committees also reviewed the function, purpose, and membership (including faculty involvement) for each of these groups with recommendations reported to and approved by President's Cabinet. Councils were reviewed in June of 2022; committees reviewed in May of 2023, and other bodies reviewed in April of 2024. No additional DEI issues were identified in these reviews. Funding sources are not included in these reviews but will be added to future reviews (done on a 3-year cycle).</p> <p>The CECS review did not find any faculty organizations formed by the faculty of the CECS that are supported by the university. The CNHS Dean invited the Faculty Affairs Committee in the College to review the Faculty of the Whole (FOW) organization in the College and its bylaws. The Dean evaluated its purpose and structure. No funds are associated with FOW. The COB thoroughly reviewed this item and did not identify any faculty organizations specific to the COB. The COS assessed all faculty organizations supported by the University and reported no violations found with SBI7.</p>	<p>Provost & Vice President for Academic Affairs, Academic Affairs</p>	<p>Y</p>	<ul style="list-style-type: none"> Reviewed all grant organizations supported by the university to evaluate their purpose, structure, and funding. Identified those that violate DEI Law and took action to ensure compliance.
<p>October 2023 – May 2024</p>	<p>These reviews have been conducted and corresponding actions have been taken including the following examples: For CECS, there are active and past federal grants that provide support to under-represented minority students. The TAMUCC site will not include any non-compliant items in our IAB (Industrial Advisory Board) meetings. Dean will make a note about Texas Senate Bill 17 at first College</p>	<p>Provost & Vice President for Academic Affairs, Academic Affairs</p>	<p>Y</p>	<ul style="list-style-type: none"> Reviewed all grant proposals and accreditation certifications and identified those that violate DEI Law and took action to ensure compliance.

		<p>faculty meeting of each semester to ensure compliance on grant proposals and accreditation certifications. For the CEHD, accreditation across the College do have DEI-tenants that are non-negotiable and cannot be modified. Such accreditations include CAATE, CACREP, and the TEA. The Chair of CILS and Chair of CNEP currently manage several grants with elements of service to underserved and specific populations. In each situation, these grants were awarded prior to S.B. 17, but have been reviewed with the Chief Ethics & Compliance Officer to ensure that our efforts and any resources provided do not discriminate on the basis of any protected class. All future grants will also be carefully vetted to be in compliance with SB17. The Associate Dean of Accreditation (ADA) reviewed COB document 03.FAC.18 detailing the practices and procedures regarding research enhancements funds/grants. The document is in compliance with the DEI Law, as such no changes were needed. The grant proposals funded were awarded based on merit of the research idea and amount of requested funds. The process and outcomes do not violate the DEI Law, as such no changes were needed.</p>	
<ul style="list-style-type: none"> Reviewed all accreditation certifications and identified those that violate DEI Law and took action to ensure compliance. 	<p style="text-align: center;">Y</p> <p style="text-align: center;">Provost & Vice President for Academic Affairs, Academic Affairs</p>	<p>The Provost/Associate Provost review all accreditation certifications as they occur. For example, our self-evaluation for the National Association of Schools of Music (NASM) accreditation was reviewed by the Associate Provost in January 2024 and no violations were discovered. If violation of DEI law occurs in one of these processes, it will be identified, and action, consistent with the university's DEI Law Compliance Manual, will be taken to ensure compliance. The CNHS Dean, Associate Dean and Department Chairs reviewed accreditation certification and standards from the Commission on Collegiate Nursing Education (CCNE) and the National Accrediting Agency for Clinical Laboratory Sciences (NAACLS) while preparing for accreditation site visits in spring 2023. No violations of DEI laws were identified. COB reviewed all of its accreditation documentation and requirements. AACSB requires annual reporting of faculty, staff, and student demographics including race and ethnicity. These reports are solely used for data collection and not used for decision making purposes within the COB and are only released by AACSB in aggregate with all accredited schools. This reporting does not violate the DEI Law, as such no changes were needed. Over the course of spring 2024, the</p>	<p style="text-align: right;">June 2023 – May 2024</p>

			<p>Department Chairs of the CEHD in conjunction with the Interim Dean, worked with faculty and program coordinators within the departments to identify DEI materials within accreditation edicts and grant materials (via reading and key word search). Accreditation across the College do have DEI-tenants that are non-negotiable and cannot be modified. Such accreditations include CAATE, CACREP, and the TEA. Given this requirement by the accrediting body, they remain in compliance.</p> <p>These reviews have been conducted and corresponding actions have been taken including the following examples: CECS reviewed provisions for all academic or professional opportunities extended to students, faculty, and visiting scholars and did not find any activities that violated DEI Law. Over the course of spring 2024, the CEHD department chairs in conjunction with the Interim Dean, reviewed provisions and practices for all academic or professional opportunities extended to students, faculty, and visiting scholars. The departments are compliant. Neither CLA nor the library have provisions that promote differential treatment or benefits to individuals based on race, color, ethnicity, or any other protected class. All faculty receive a flat amount of funding for professional development. Students are awarded money on a first-come, first-served basis as long as money is available. Money from endowments is restricted to departments and is not based on race, color, ethnicity, or another protected class, but rather discipline. The leadership of COB reviewed documents 03.FAC.06, 03.FAC.20, and 03.FAC.21 detailing the practices and procedures regarding faculty development, research fee reimbursement, and travel. All documents are in compliance with the DEI Law, as such no changes were needed. Decisions about resource distribution for development, fee reimbursement, and travel were made based on availability of funds in accordance with COB documented policies and procedures. The policies and outcomes did not violate the DEI Law, as such no changes were needed.</p>	<p>December 2023 – May 2024</p>
<ul style="list-style-type: none"> Reviewed the provisions for all academic or professional opportunities extended to students, faculty, and visiting scholars to include institutional conferences and seminars and identified those that violate DEI Law and took action to ensure compliance. 	<p>Y</p>	<p>Provost & Vice President for Academic Affairs, Academic Affairs</p>	<p>December 2023 – May 2024</p>	
<ul style="list-style-type: none"> Reviewed all forms, documents, procedures, and practices related to the functions listed in this section and identified those that violate DEI Law and took action to ensure compliance. 	<p>Y</p>	<p>Provost & Vice President for Academic Affairs, Academic Affairs</p>	<p>December 2023 – May 2024</p>	

<ul style="list-style-type: none"> Implemented procedures for the systemic evaluation and review of all functions listed in this section to include the vetting of proposed processes, practices, organizations, funding proposals, certifications and corresponding materials to ensure compliance. 	<p style="text-align: center;">Y</p>	<p style="text-align: center;">Provost & Vice President for Academic Affairs, Academic Affairs</p>	<p>forms can be supplied as needed. (January 2024 through May 2024). COB reviewed all forms, documents, procedures, and practices in the COB Faculty Handbook related to the functions listed in this section and are in compliance with the DEI Law, as such no changes were needed.</p> <p>These reviews have been conducted and corresponding actions have been taken including the following examples: CNHS implemented procedure in the College's Faculty Handbook for ongoing and systematic evaluation and review, at least annually, of all functions listed in this section. Functions include the vetting of proposed processes, practices, organizations, funding proposals, certifications and corresponding materials to ensure compliance. All faculty will be required to reaffirm the guidelines and procedures at the beginning of each academic year to ensure compliance. The CECS Dean will lead systemic review and evaluation of all functions, including the vetting of proposed processes, practices, organizations, funding proposals, certifications and corresponding materials. Reviews will be added as a standing College's and Chairs meeting item for the agenda. The CECS College Steering Committee is adding a statement in the Faculty Handbook noting the College policy and procedure must comply with SBI7. The COB will conduct an annual review of any changes to forms, documents, procedures, and practices related to the functions listed in this section to ensure compliance with the DEI Law. The COB will proactively ensure compliance of all future forms, documents, procedures, and practices related to the functions listed in this section.</p>	<p style="text-align: center;">January 2024 – May 2024</p>
<p style="text-align: center;">STUDENT AFFAIRS</p>	<p style="text-align: center;">Meets Compliance? Y/N/NA</p>	<p style="text-align: center;">Employee Responsible <i>(include title and location)</i></p>	<p style="text-align: center;">Summary of Action Taken <i>(Identify documented evidence used in the process)</i></p>	<p style="text-align: center;">Date Verified</p>
<p>Procedures, Programs and Activities: Determine whether the member has discontinued procedures, programs and activities which promote differential treatment of or provide special benefits to individuals on the basis of race, color, or ethnicity.</p>				
<ul style="list-style-type: none"> Reviewed all departmental events including institutional conferences and seminars and identified those that violate DEI Law and took action to ensure compliance. 	<p style="text-align: center;">Y</p>	<p style="text-align: center;">Associate Vice President for Student Engagement & Success and Dean of Students</p>	<p>In August 2023, a media review identified a list of websites and events that referenced DEI. We worked with Communications Specialist to update/remove items that were not in compliance by September 2023.</p>	<p style="text-align: center;">Fall 2023/Spring 2024</p>

<p>The Dean of Students worked with CECO, OGC, and SECO on status of our continued participation in the Texas Education Consortium.</p> <p>The Dean of Students worked with CECO on further guidance of sponsorship and funding for Juneteenth Event Black Student Union (BSU) student organization is hosting in 2024. Any funding for student organizations will not be distributed based on any protected class.</p> <p>Islander Cultural Alliance (ICA), a student organization, determines which events they provide for each of the celebration months. There may be other student organizations or academic departments that submit items to ICA for consideration to include in an online calendar of events for the heritage months. In the past student organizations like Black Student Union, Islander Feminists, Islander Spectrum of Sexuality & Gender, Brown & Proud, have submitted events.</p> <p>The website for heritage months has been updated to include the following message: <i>Islander Cultural Alliance, in cooperation with partners across campus, invites you to submit your event for inclusion on an online, collaborative calendar of events for history and heritage months. Events should be open to all students. If your event is open to faculty and staff and/or the public, please indicate so in your event description. Off-campus events can be added at our discretion. Email community events to ICA@tamucc.edu. Please complete the form below for campus events. ICA is not responsible for or associated with room reservations. Filling out this form does not guarantee space or amenities.</i></p> <p>As ICA receives requests, they determine through their organization meetings which events they will host for each month and which submissions have been submitted to include on the online calendar.</p> <p>SEAS Leadership worked with unit leaders to review position descriptions of staff members. Changes were made to position descriptions to ensure compliance. Prior to fall 2023, DEIB office was closed. Positions were realigned to fit the vision, mission, and goals for Community & Belonging Office and to ensure compliance with both the letter and the spirit of SB 17.</p>				<p>Summer 2023/Fall 2023</p>
			<p>Associate Vice President for Student Engagement & Success and Dean of Students</p>	
<ul style="list-style-type: none"> Reviewed all staff work and identified those that violate DEI Law and took action to ensure compliance. 			<p>Y</p>	

<ul style="list-style-type: none"> Reviewed all student and staff training sessions and identified those that violate DEI Law and took action to ensure compliance. 	<p style="text-align: center;">Y</p>	<p style="text-align: center;">Associate Vice President for Student Engagement & Success and Dean of Students</p>	<p>SEAS Leadership worked with unit leaders and department heads to determine which areas provided student/staff training sessions. From the list sessions were either eliminated or updated to ensure compliance. For example, the AVP & Dean of Students reviewed Anchor Camp documents and activities and made suggestions for edits to a couple of places where potentially non-compliant terms were used and also recommended the elimination of an activity, which was done. AVP Student Life discussed with staff and the changes and edits were completed. See below for the items that were reviewed, edited, and completed.</p> <ul style="list-style-type: none"> The Welcome Packet The Anchor Leader Interview Questions The Island Leader Interview Questions The Anchor Camp Student Leader Contract (Program Assistant and Island Leader version) The Anchor Camp Student Leader Contract (Anchor Leader version) <p>Training will be reviewed for compliance on a continual basis moving forward.</p> <p>Prior to enactment of SB 17, the university took part in the Student Success Equity Initiative (SSEI) in partnership with AASCU. Three main strategies were developed for the university which included (1) developing a comprehensive mentoring program for Hispanic and Black students, (2) scaling existing programs and services supporting first-generation college students, and (3) conducting a series of professional development on culturally relevant teaching and sense of belonging.</p> <p>Decision was made by leadership, to no longer participate in the first and third initiatives listed above. Programs will be reviewed for compliance on a continual basis moving forward.</p> <p>An evaluation of all existing programs, trainings, events, and activities was conducted in the fall and spring semester to ensure compliance. Moving forward reviews will be conducted prior to programs, events, activities, trainings occur. For example, summer semester will be used to review fall programs, fall semester will be for spring programs, and spring semester for summer programs.</p>	<p style="text-align: center;">Fall 2023/Spring 2024</p>
<ul style="list-style-type: none"> Reviewed all student success and outreach programs and identified those that violate DEI Law and took action to ensure compliance. 	<p style="text-align: center;">Y</p>	<p style="text-align: center;">Associate Vice President for Student Engagement & Success and Dean of Students</p>	<p>Training will be reviewed for compliance on a continual basis moving forward.</p> <p>Prior to enactment of SB 17, the university took part in the Student Success Equity Initiative (SSEI) in partnership with AASCU. Three main strategies were developed for the university which included (1) developing a comprehensive mentoring program for Hispanic and Black students, (2) scaling existing programs and services supporting first-generation college students, and (3) conducting a series of professional development on culturally relevant teaching and sense of belonging.</p> <p>Decision was made by leadership, to no longer participate in the first and third initiatives listed above. Programs will be reviewed for compliance on a continual basis moving forward.</p> <p>An evaluation of all existing programs, trainings, events, and activities was conducted in the fall and spring semester to ensure compliance. Moving forward reviews will be conducted prior to programs, events, activities, trainings occur. For example, summer semester will be used to review fall programs, fall semester will be for spring programs, and spring semester for summer programs.</p>	<p style="text-align: center;">Fall 2023</p>
<ul style="list-style-type: none"> Implemented procedures for the systemic evaluation and review of all trainings, programs, events, and activities to ensure compliance. 	<p style="text-align: center;">Y</p>	<p style="text-align: center;">Associate Vice President for Student Engagement & Success and Dean of Students</p>	<p>Training will be reviewed for compliance on a continual basis moving forward.</p> <p>Prior to enactment of SB 17, the university took part in the Student Success Equity Initiative (SSEI) in partnership with AASCU. Three main strategies were developed for the university which included (1) developing a comprehensive mentoring program for Hispanic and Black students, (2) scaling existing programs and services supporting first-generation college students, and (3) conducting a series of professional development on culturally relevant teaching and sense of belonging.</p> <p>Decision was made by leadership, to no longer participate in the first and third initiatives listed above. Programs will be reviewed for compliance on a continual basis moving forward.</p> <p>An evaluation of all existing programs, trainings, events, and activities was conducted in the fall and spring semester to ensure compliance. Moving forward reviews will be conducted prior to programs, events, activities, trainings occur. For example, summer semester will be used to review fall programs, fall semester will be for spring programs, and spring semester for summer programs.</p>	<p style="text-align: center;">Fall 2023/Spring 2024</p>

SCHOLARSHIPS & FINANCIAL AID	Meets Compliance? Y/N/NA	Employee Responsible (include title and location)	Summary of Action Taken (Identify documented evidence used in the process)	Date Verified
Scholarships & Financial Aid: Determine whether the member has discontinued the award of scholarships and financial aid that promote differential treatment of or provide special benefits to individuals on the basis of race, color, or ethnicity.				
<ul style="list-style-type: none"> Reviewed all awards administered, promoted, and/or facilitated by the member for violation of DEI Law and took action to ensure compliance. 	Y	Vice President for Institutional Advancement, Institutional Advancement	<ol style="list-style-type: none"> A master list of scholarships and non-scholarship endowments and awards was compiled and reviewed for SB-17 affected criteria. Each SB-17 affected fund was identified and a plan for remediation was created for each scholarship donor. Staff are currently working with each affected scholarship and their respective donors to remediate scholarship criteria and/or amend existing scholarship agreements for compliance. This process is still ongoing. <p>TAM-CC Foundation created a Scholarship and Awards Committee to award SB-17 impacted funds in the future.</p>	4/8/24 Initial review, Remediation ongoing
<ul style="list-style-type: none"> Reviewed all outlets announcing or promoting scholarships and financial aid, to include websites and social media pages, for violation of DEI Law and took action to ensure compliance. 	Y	Vice President for Institutional Advancement, Institutional Advancement	<ol style="list-style-type: none"> The Scholarship Office in conjunction with Marketing & Communications reviewed their university linked websites, Scholarship Universe and links to external partners for SB-17 related criteria. Affected scholarships have been removed from the University website and scholarship universe. All external scholarship databases and scholarship links have been removed from the University website. <p>Following the removal, a plan was made to create a new website hosted by the Texas A&M-Corpus Christi Foundation as a separate and external resource for students. This website is currently in the exploratory phase. More information to come on its progress.</p>	4/11/24 initial review and change implemented ; Future website plans ongoing
<ul style="list-style-type: none"> Reviewed all materials including but not limited to applications, informational documents, marketing materials, guidelines, and operating documents for violations of DEI Law and took action to ensure compliance. 	Y	Vice President for Institutional Advancement, Institutional Advancement	<ol style="list-style-type: none"> The Division of Institutional Advancement reviewed its agreement flow process for creating scholarships for staff members. No changes were needed to this document to ensure compliance with the creation of scholarships and their respective criteria. 	4/11/24

			<p>3. The Scholarship Office reviewed marketing materials and the scholarship universe application for SB-17 affected language. No changes were required.</p>	
<ul style="list-style-type: none"> Implemented procedures for the systemic review of all functions listed above to ensure compliance. 	<p>Y</p>	<p>Vice President for Institutional Advancement, Institutional Advancement</p>	<p>The Division of Institutional Advancement and the Scholarship Office will review the functions listed above in March and April of every given calendar year for the upcoming academic year.</p>	<p>5/20/24</p>
<p>ATHLETICS</p>	<p>Meets Compliance? Y/N/NA</p>	<p>Employee Responsible <i>(include title and location)</i></p>	<p>Summary of Action Taken <i>(Identify documented evidence used in the process)</i></p>	<p>Date Verified</p>
<p>Procedures, Programs and Activities: Determine whether the member has discontinued procedures, programs and activities which promote differential treatment of or provide special benefits to individuals on the basis of race, color, or ethnicity.</p>				
<ul style="list-style-type: none"> Reviewed procedures, programs, and activities for violations of DEI Law and took action to ensure compliance. 	<p>Y</p>	<p>Deputy Athletic Director for Internal Operations, Islanders Athletics</p>	<p>Athletic procedures, programs and activities were reviewed for violations of DEI Law by the Deputy Athletic Director for Internal Operations. No violations were found as all procedures, programs and activities were open to all. All procedures, programs, and activities will be reviewed on a continuous basis for compliance.</p> <p>The Deputy Athletic Director for Internal Operations reviewed all required non-athletic training (programming) for students and staff for violations of DEI Law. Upon review, there were no instances of violations of required sessions. All trainings will be reviewed on a continuous basis for compliance.</p>	<p>Fall 2023/Spring 2024</p>
<ul style="list-style-type: none"> Reviewed required non-athletic training sessions (internal and external) for students and staff for violations of DEI Law and took action to ensure compliance. 	<p>Y</p>	<p>Deputy Athletic Director for Internal Operations, Islanders Athletics</p>	<p>NCAA rules require mandatory Title IX training regarding sexual misconduct. Education on Sexual Violence Prevention is one of the most utilized and important topics in college athletics. As a subject required by the NCAA, athletic departments across the country utilize Game Plan to reach their student-athletes. Having required education accessible anytime, anywhere makes it easier for athletes to take and digest the content when it works for them. No compliance issues were noted in Game Plan.</p>	<p>Fall 2023/Spring 2024</p>

<ul style="list-style-type: none"> Reviewed all materials developed, produced, funded, and distributed through the department to include applications, marketing materials, guidelines, operating manuals, and any other publication provided by the department for violations of DEI Law and took action to ensure compliance. 	Y	Deputy Athletic Director for Internal Operations, Islanders Athletics	<p>In August 2023, a media review identified a list of materials that referenced DEI. The Deputy Athletic Director for Internal Operations worked with Athletic Media Relations to update/remove items that were not in compliance by September 2023. All materials from Islanders Athletics will be reviewed on a continuous basis for compliance.</p>	Fall 2023
<ul style="list-style-type: none"> Reviewed all co-sponsored events with outside entities for violations of DEI Law and took action to ensure compliance. 	Y	Deputy Athletic Director for Internal Operations, Islanders Athletics	<p>All Corporate Partner Sponsorship Agreements were reviewed as well as outside events. One contract was identified as having potentially non-compliant language. That giveaway was not activated this year and the Deputy Athletic Director for External Relations will be reviewing that contract before renewal occurs in subsequent years. All contracts will be reviewed prior to execution for compliance.</p>	Fall 2023/Spring 2024
<ul style="list-style-type: none"> Implemented procedures for the systemic review of all functions listed above to ensure compliance. 	Y	Deputy Athletic Director for Internal Operations, Islanders Athletics	<p>An evaluation of all existing functions was conducted in the Fall and Spring semester to ensure compliance.</p> <p>Moving forward, ongoing reviews will be conducted prior to events and functions to ensure a system of proactive compliance.</p>	Fall 2023/Spring 2024
<p>WEBSITES & SOCIAL MEDIA</p>	Meets Compliance? Y/N/NA	Employee Responsible (include title and location)	<p>Summary of Action Taken (Identify documented evidence used in the process)</p>	Date Verified
<p>Website and Social Media Information: Determine whether references to unallowable diversity, equity and inclusion activities on member websites and social media platforms have been identified and removed.</p>				
<ul style="list-style-type: none"> Reviewed member websites and social media platforms for content, links, static materials, and downloadable documents for violation of DEI Law and took action to ensure compliance. 	Y	Vice President for Institutional Advancement, Institutional Advancement	<p>For web, searches were conducted on Google site search, our main website search engine, and Cascade CMS search. URLs were collected in a spreadsheet and each URL was inspected for compliance. Any page that was found contain keywords related to DEI were either updated or unpublished.</p>	Web: 12/21/23 Social: 1/11/24
<ul style="list-style-type: none"> Reviewed affiliate websites and social media platforms for content and affiliation language in violation of DEI Law and took action to ensure compliance. 	Y	Vice President for Institutional Advancement, Institutional Advancement	<p>Email with search procedure attached for both web and social sent to admins of affiliated websites and social media channels on 4/23/24 with a deadline of 5/15/24.</p>	5/15/24

<ul style="list-style-type: none"> Implemented a systemic process of review of member websites, domains, and social media platforms to include keyword searches to identify references to DEI related terms that violate DEI Law and took action to ensure compliance. 	Y	Vice President for Institutional Advancement, Institutional Advancement	We will run searches for both web and social media quarterly starting 9/1/24. Information Technology group will develop a program to systematically search all social platforms for any instance of DEI related keywords. Web Services group will search Google using procedure developed internal and shared to all system members.	5/1/24	
<ul style="list-style-type: none"> Implemented a vetting process by which proposed information to be posted to member websites, domains, social media platforms, or any Internet or network outlet will be evaluated to ensure compliance with DEI Law. 	Y	Vice President for Institutional Advancement, Institutional Advancement	Communications have been sent to all faculty and staff about DEI related content via Campus Announcements on 12/19/23. We also shared that anyone can report compliance issues via the systems EthicsPoint portal.	12/19/23	
<p>INTERNAL CONTROLS & MONITORING</p>	Meets Compliance? Y/N/NA	Employee Responsible (include title and location)	Summary of Action Taken (identify documented evidence used in the process)	Date Verified	
<p>Internal Controls & Monitoring: Determine whether the member has removed prohibited diversity, equity, and inclusion related rules, developed and implemented operating procedures, and implemented internal controls according to DEI Law and A&M System Policy 08.01.</p>					
<ul style="list-style-type: none"> Reviewed and identified member rules and operating procedures in place that are not compliant with DEI Law and took action to ensure compliance. 	Y	Vice President for Institutional Excellence & Chief Ethics & Compliance Officer, Institutional Excellence	<ul style="list-style-type: none"> All university rules & procedures were reviewed by Academic and Administrative Compliance Manager. They are continuously reviewed moving forward for SB 17 compliance as further updates are made. College handbooks were reviewed for compliance by the dean of each college. The Chief Ethics & Compliance Officer met with President's Cabinet and Dean's Council regarding the importance of compliance with SB 17 in all operations across campus. 	7/23 – 2/23	

<ul style="list-style-type: none"> Developed and implemented operating procedures to ensure continued compliance with DEI Law. 	<p align="center">Y</p>	<p align="center">Vice President for Institutional Excellence & Chief Ethics & Compliance Officer, Institutional Excellence</p>	<p>The Chief Ethics & Compliance Officer created & promulgated the university's DEI Compliance Manual. The manual was approved by President's Cabinet and contains detailed information regarding which offices on campus are responsible for continued compliance with SB 17. The university plans to post the manual, along with OGC FAQ's, on a university website for easy reference not later than August 1, 2024.</p>	<p align="center">4/24</p>
<ul style="list-style-type: none"> Implemented internal controls including assignment of monitoring responsibilities, procedures for training, and processes for disseminating information to stakeholders to ensure compliance with DEI Law. 	<p align="center">Y</p>	<p align="center">Vice President for Institutional Excellence & Chief Ethics & Compliance Officer, Institutional Excellence</p>	<p>The university's DEI Compliance Manual contains detailed information on how the university regularly monitors for compliance across campus. These areas include finance & budgeting, human resources, faculty affairs, student affairs, scholarships & financial aid, athletics, the university's website and social media sites, and university policies and procedures. The manual identifies parties responsible for each aspect of monitoring to ensure accountability and continued compliance. The university plans to post the manual, along with OGC FAQ's, on a university website for easy reference not later than August 1, 2024.</p>	<p align="center">7/23 – 4/24</p>
<ul style="list-style-type: none"> Developed a compliance response and reporting process to address issues of noncompliance with DEI Law. 	<p align="center">Y</p>	<p align="center">Vice President for Institutional Excellence & Chief Ethics & Compliance Officer, Institutional Excellence</p>	<p>The university's response and reporting process for complaints is contained within the DEI Compliance Manual. All reports of a potential violation should be directed to the Risk, Fraud, and Misconduct Hotline, also known as EthicsPoint. The university's Chief Ethics & Compliance Officer is responsible for managing all EthicsPoint complaints.</p>	<p align="center">4/24</p>
<ul style="list-style-type: none"> Identified procedures for disciplinary action/sanctioning for violations of DEI Law. 	<p align="center">Y</p>	<p align="center">Vice President for Institutional Excellence & Chief Ethics & Compliance Officer, Institutional Excellence</p>	<p>Per the DEI Compliance Manual, "in cases where a determination of noncompliance suggests willful violations by an employee, the matter will be referred to the appropriate A&M-CC procedure to process the complaint through the applicable disciplinary or civil rights process, including those outlined in System Regulations: 8.01.01, 16.01.01, 32.01.01, 32.01.02, or 32.02.02. There may be instances where noncompliance also implicates other violations of a community member's civil rights, which will be similarly adjudicated."</p>	<p align="center">4/24</p>

SUMMARY OF FINDINGS: (to be completed by SECO/OGC)

- ___ Meets compliance
- ___ Meets compliance after implementing recommendations
- ___ Factors preventing compliance as agency/institute of higher learning has not implemented recommendations on statutory/regulatory requirements

SIGNATURES



Chief Ethics & Compliance Officer

6/4/24
Date

Approved by:



Chief Executive Officer

6/4/24
Date



DEI Law Certification of Compliance

CHIEF EXECUTIVE OFFICER ACKNOWLEDGEMENT

Member Institution/Agency: Texas A&M University-Corpus Christi

Chief Executive Officer: Dr. Kelly M. Miller

I certify, under penalty of perjury and the loss of funding to Texas A&M University-Corpus Christi, that Texas A&M University-Corpus Christi has complied with the requirements in Tex. Educ. Code § 51.3525:

I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), this institution does not, except as required by federal law, have any office, division or unit with the established purpose of:

- influencing hiring or employment practices at the institution with respect to race, sex, color, or ethnicity, other than through the use of color-blind and sex-neutral hiring processes in accordance with any applicable state and federal antidiscrimination laws;
- promoting differential treatment of or providing special benefits to individuals on the basis of race, color, or ethnicity;
- promoting policies or procedures designed or implemented in reference to race, color, or ethnicity, other than policies or procedures approved in writing by this institution's general counsel and the Texas Higher Education Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law; or
- conducting trainings, programs, or activities designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation, other than trainings, programs, or activities developed by an attorney and approved in writing by this institution's general counsel and the Texas Higher Education Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law.

I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(B), this institution has not, except as required by federal law, hired or assigned an employee of the institution, or contracted with a third party to perform the duties of a diversity, equity, and inclusion office as defined in Tex. Educ. Code § 51.3525(a).

[X] I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(C), this institution does not, except as required by federal law, compel, require, induce, or solicit any person to provide a diversity, equity, and inclusion statement or give preferential consideration to any person based on the provision of a diversity, equity, and inclusion statement.

[X] I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(D), this institution does not, except as required by federal law, give preference on the basis of race, sex, color, ethnicity, or national origin to an applicant for employment, an employee, or a participant in any function of the institution.

[X] I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(E), this institution does not, except as required by federal law, require any person, as a condition of enrolling at the institution or performing any institution function, to participate in diversity, equity, and inclusion training, which includes a training, program, or activity designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation, unless the training meets the exception in Tex. Educ. Code § 51.3525(b)(1)(E)(ii).

[X] I certify, in accordance with Tex. Educ. Code § 51.3525(b)(2), that this institution has adopted policies and procedures for appropriately disciplining, including by termination, an employee or contractor of the institution who engages in conduct in violation of Tex. Educ. Code § 51.3525(b)(1)(A)-(E).

[X] I certify, in accordance with Tex. Educ. Code § 51.3525(e), that no state appropriations to this institution for 2025 have been spent prior to submission of this certification report to the Legislature and the Texas Higher Education Coordinating Board.

[X] I understand the State Auditor's Office will conduct a compliance audit for this institution and if violations of Tex. Educ. Code § 51.3525 are found, this institution must cure the violation within 180 days or become ineligible to receive formula funding increases, institutional enhancements, or exceptional items during the state fiscal biennium immediately following the state fiscal biennium in which the determination is made.

[X] I understand all complaints regarding any violations made by this institution will be sent to the State Auditor's Office for review.



To ensure full compliance with Tex. Educ. Code § 51.3525, in the past fiscal year, Texas A&M University-Corpus Christi has conducted the following:

- Conducted a review of all programs and activities, offices, personnel, and training sessions for potential violations of Tex. Educ. Code § 51.3525 and discontinued those found to be in violation.
- Updated *The Texas A&M University System Policy 08.01 Civil Rights Protection and Compliance* to reflect additions to Tex. Educ. Code § 51.3525 which was adopted by the Board of Regents in August 2023.
- Developed and implemented operating procedures in line with the updated System policy and The Texas A&M University System D.E.I. Compliance Operational Manual to facilitate on-going compliance with Tex. Educ. Code § 51.3525. See attached compliance checklist as supporting documentation.
- Participated in an audit review by The Texas A&M University System Department of Internal Audit with the objective of evaluating actions taken by the institution to ensure compliance with Tex. Educ. Code § 51.3525.

Failure to return a certification form to the Texas Higher Education Coordinating Board by September 1, 2024, will be considered an act of non-compliance with the law and can subject the above referenced institution to all penalties allowed by law.

Dianna Taylor
Signature of Institution President/CEO

6-3-2024
Date

Khalid Mahmood
Signature of Board Chair

8/14/24
Date

ELECTRONIC SIGNATURE ACKNOWLEDGEMENT AND CONSENT FORM

I, Kelly M. Miller agree and understand that by signing the Electronic Signature Acknowledgment and Consent Form, that all electronic signatures are the legal equivalent of my manual/handwritten signature and I consent to be legally bound to this agreement. I further agree my signature on this document is as valid as if I signed the document in writing. This is to be used in conjunction with the use of the electronic signature for the submission of the SB17 Annual Certification required by 51.3525(e) that I elected to have signed electronically. Under penalty of perjury, I herewith affirm that my electronic signature was signed by myself with full knowledge and consent and am legally bound to these terms and conditions.

Kelly M. Miller
Signature

8-19-24
Date

Please check one:

- President
 Board Chair

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 INSTITUTIONS

- Texas A&M-RELLIS
- Texas A&M-Fort Worth

Board of Regents

THE TEXAS A&M UNIVERSITY SYSTEM

ELECTRONIC SIGNATURE ACKNOWLEDGEMENT AND CONSENT FORM

I, Bill Mahomes, agree and understand that by signing the Electronic Signature Acknowledgment and Consent Form, that all electronic signatures are the legal equivalent of my manual/handwritten signature and I consent to be legally bound to this agreement. I further agree my signature on this document is as valid as if I signed the document in writing. This is to be used in conjunction with the use of the electronic signature for the submission of the SB17 Annual Certification required by 51.3525(e) that I elected to have signed electronically. Under penalty of perjury, I herewith affirm that my electronic signature was signed by myself with full knowledge and consent and am legally bound to these terms and conditions.

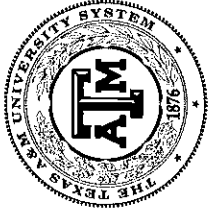
William Mahomes
Signature

August 16, 2024
Date

Please check one:

- President
- Board Chair

Institution: Texas A&M University Kingsville
Date Submitted: 08/23/24
Pages: 17



System Ethics & Compliance Office

Annual D.E.I. Compliance

ECO Review Checklist

Member Agency/Institution:

Texas A&M-Kingsville

Ethics & Compliance Officer:

Joe Henderson

Chief Executive Officer:

Dr. Robert H. Vela Jr.

FINANCE & BUDGETING	Meets Compliance? Y/N/NA	Employee Responsible (include title and location)	Summary of Action Taken (Identify documented evidence used in the process)	Date Verified
Budgets & Accounting: Determine whether the member has complied with the elimination of account and budget codes that fund diversity, equity, and inclusion initiatives in violation of DEI Law as implemented by System Policy 08.01, Civil Rights Compliance and Protections.				
<ul style="list-style-type: none"> Identified accounts and/or budget codes that fund DEI initiatives and taken action to ensure compliance. 	Y	Jacob Flournoy Chief Financial Officer	Used an account report to search for key words that identified potential initiatives in this category	May 17, 2024
<ul style="list-style-type: none"> Eliminated accounts and/or budget codes to include titles, locations/departments, sub-accounts/sub-departments, and funding sources that violate DEI Law. 	Y	Jacob Flournoy Chief Financial Officer	Verified accounts didn't violate System Policy. Few accounts remaining with donor restrictions are under further review.	May 20, 2024
<ul style="list-style-type: none"> Implemented procedures for the systemic review and vetting of current and proposed accounts and budget codes to include titles, locations/departments, sub-accounts/sub-departments, and funding sources to ensure compliance. 	Y	Jacob Flournoy Chief Financial Officer	Account establishment process will include an additional documented review for this policy to ensure compliance.	May 20, 2024
<ul style="list-style-type: none"> Implemented a record-retention process for reporting purposes. 	Y	Jacob Flournoy Chief Financial Officer	Account establishment process will include an additional documented review for this policy to ensure compliance.	May 20, 2024

HUMAN RESOURCES	Meets Compliance? Y/N/NA	Employee Responsible (include title and location)	Summary of Action Taken (Identify documented evidence used in the process)	Date Verified
DEI Related Offices and Third-Party Contracts: Determine whether the member has complied with the elimination of departments, divisions, and/or offices that violate the DEI Law as implemented by System Policy 08.01, Civil Rights Compliance and Protections.				
<ul style="list-style-type: none"> Identified offices, divisions, or other units that are responsible for diversity, equity, and inclusion initiatives and took action to ensure compliance. 	Y	Eva Lopez	Conducted a review of TAMUK's organizational structures in Workday. Generated Workday reports to assess respective terminology within division, department, and office names, position descriptions, and open job requisitions to ensure compliance with regulation	May 22, 2024
<ul style="list-style-type: none"> Identified third-party vendors performing the duties of a diversity, equity, and inclusion office and took action to ensure compliance. 	Y	Eva Lopez	Assessment conducted through Procurement Services as opposed to Employee Services	N/A
Personnel: Determine whether the member has complied with the restriction on hiring or assigning employees to perform the duties of diversity, equity, and inclusion.				
<ul style="list-style-type: none"> Identified active personnel with responsibilities for performing diversity, equity, and inclusion functions and took action to ensure compliance. 	Y	Eva Lopez	Conducted review of active personnel through Workday reports and aligned responsibilities in accordance with regulation	May 22, 2024
<ul style="list-style-type: none"> Identified unallowable personnel duties within active and inactive job descriptions and working templates for language that violates DEI Law and took action to ensure compliance. 	Y	Eva Lopez	Conducted review of active and inactive job descriptions and working templates through Workday reports and departmental repository assessments and ensured compliance with respective regulation	May 22, 2024
<ul style="list-style-type: none"> Identified employee funding sources that violate DEI Law and took action to ensure compliance. 	Y	Eva Lopez	Assessment conducted through the Division of Finance as opposed to Employee Services	N/A

Hiring and Employment Practices and Procedures: Determine whether member hiring and employment practices and procedures have been updated to exclude requirements for DEI statements and do not provide special benefit or promote preferential treatment on the basis of race, sex, color, ethnicity, or national origin to an applicant for employment, an employee, or a participant in any function of the institution relating to this process.

<ul style="list-style-type: none"> Reviewed hiring and employment documents and materials, to include rubrics and matrices, and identified prohibited language, requirements, practices and/or procedures took action to ensure compliance. (See DEI Law Operations Manual under IV. Monitoring, Section B, Item 2c for a comprehensive list.) 	Y	Eva Lopez	Conducted assessment of all hiring and employment documents and materials and updated documents in accordance with regulation	May 22, 2024
<ul style="list-style-type: none"> Reviewed performance evaluation tools and metrics, documents and forms for promotions, merit increases, and equity adjustments, and all related procedures; identified prohibited language and/or requirements and took action to ensure compliance. 	Y	Eva Lopez	Conducted assessment of all performance evaluation tools and metrics, documents and forms for promotions, merit increases, and equity adjustments, and all related procedures and updated documents in accordance with regulation	May 22, 2024
<ul style="list-style-type: none"> Implemented a system of systemic evaluation and review to vet proposed positions, processes, and materials to ensure they meet compliance prior to publication. 	Y	Eva Lopez	Documented systematic evaluation and review on department's master calendar of events to ensure proactive compliance with regulation	May 22, 2024

Training Sessions and Materials: Determine whether the member has complied with the elimination of required training sessions and materials that violate the DEI Law as implemented by System Policy 08.01, Civil Rights Compliance and Protections.

<ul style="list-style-type: none"> Reviewed required training sessions for those identified as prohibited by DEI Law and took action to ensure compliance. 	Y	Eva Lopez	Conducted assessment of Human Resources required training sessions and updated as required to ensure compliance with regulation	May 22, 2024
<ul style="list-style-type: none"> Reviewed all training sessions and materials for language and elements prohibited by DEI Law and took action to ensure compliance. 	Y	Eva Lopez	Conducted assessment of Human Resources required training sessions and updated as required to ensure compliance with regulation	

<ul style="list-style-type: none"> Implemented procedures to review proposed training sessions and materials for compliance prior to activation. 	Y	Eva Lopez	<p>Implemented steps to assess training materials through additional reviewers and word search compliance, in accordance with the DEI Law Operations Manual IV. Monitoring, Section B, Item 2c, to ensure compliance with regulation</p>	May 22, 2024
<p>FACULTY AFFAIRS</p>	Meets Compliance? Y/N/NA	<p>Employee Responsible <i>(include title and location)</i></p>	<p>Summary of Action Taken <i>(Identify documented evidence used in the process)</i></p>	<p>Date Verified</p>
<p>Procedures, Programs and Activities: Determine whether the member has discontinued procedures, programs and activities which promote differential treatment of or provide special benefits to individuals on the basis of race, color, or ethnicity.</p>				
<ul style="list-style-type: none"> Reviewed all faculty hiring and recruiting practices and identified those that violate DEI Law and took action to ensure compliance. 	Y	Dr. James M Palmer	<p>HR practices were reviewed regarding departmental requests to post vacant or newly approved positions. The review included the routing process from Chair to Dean to Academic Affairs and through the HR process, and no practices were discovered to violate DEI law. Diversity statements are not part of the hiring requirements. The process is monitored by the Provost who initially approves all hiring requests in Microsoft Power Automate (document called "Request to Post/Fill"). The form includes a rationale for the position and a general position description. Prior to posting, HR also routes a Job Requisition form through the hiring authority for the position as well as the Provost. The form includes the position description and other requirements which are reviewed carefully. The 2021 Strategic Plan did have as Goal 2, Objective 6 that it would work to "better reflect the student profile with at least 33% Hispanic full time faculty members," but this was discontinued in late 2022 following President Vela's arrival, and a Strategic Plan spanning the years 2022-2027 is now in place without any reference to this original goal. The former Plan has been removed from the Web.</p>	September 2023 and again on May 9, 2024
<ul style="list-style-type: none"> Reviewed all procedures for tenure review, promotions, merit increases, and equity adjustments; identified those that violate DEI Law and took action to ensure compliance. 	Y	Dr. James M Palmer	<p>All processes and procedures for tenure and promotions were reviewed with the Associate Vice President for Academic Affairs. Documents included the 1) Checklist for Promotion/Tenure, 2) Faculty E-Portfolio Guide, 3) Faculty E-Portfolio Guide for Continuation, 4) Reviewers Guides, E-Portfolio Tutoring Recordings, and various Handouts by College, all of which are on the website. No statements or requirements for dossier reviews require anything prohibited by DEI Law. The entire process and dossier may be viewed in Blackboard, along with letters by committees, chairs, deans, provost and president. Merit increases follow a regular path indicated by HR and requires faculty and staff to have a specific score during the previous review cycle. Equity adjustments are currently being addressed through a commissioned salary study conducted by Evergreen. Increases are tied to length of time in roles. The study includes Chapter 3 on Equity Analysis, which was in draft stage beginning on January 23, 2024.</p>	November and December 2023 and again on May 9, 2024

<ul style="list-style-type: none"> Reviewed all faculty organizations supported by the university to evaluate their purpose, structure, and funding. Identified those that violate DEI Law and took action to ensure compliance. 	Y	Dr. James M Palmer	<p>The Faculty Handbook issued by the Faculty Senate and Academic Affairs last in April 2022, the Council and Committee Handbook for 2023-2024, and the website were examined for faculty organizations, their purpose, structure, and funding. A Faculty Hispanic Council was informally convened by President Mark Hussey in 2020, but was not an official organization supported by the University. Their draft goals and procedures from 2022 were examined and the Provost met with them on October 18, 2023, to share directions under new DEI Law. On October 19, 2023, the Provost shared their information with Vice Chancellor James R. Hallmark who responded on November 18, 2023, that this since this is not an official university council and is a council of their own without any university sponsorship, they could act within their free speech/free assembly rights. They have been making their meetings open to everyone.</p> <p>A review was done in May and June of 2023. Through guidance from the System, including Dr. Clarendia Phillips and Dr. James Hallmark, grants such as the RISE UPP award that supports underserved post-docs moving into tenure track roles, was broadened to ensure that all post-docs could be supported. Further ongoing consultation on more recent and future proposals is needed with the Vice President for Research and Innovation to which this is delegated.</p>	<p>October and November 2023, and again on May 9 and May 13, 2024.</p> <p>May 2023</p>
<ul style="list-style-type: none"> Reviewed all grant proposals and accreditation certifications and identified those that violate DEI Law and took action to ensure compliance. 	Y	Dr. James M Palmer	<p>A list of all accreditation certifications and requirements was assembled and reviewed by the Associate Vice President for Academic Affairs in June of 2023 and forwarded to the System on June 15, 2023, with clarifying statements regarding acronyms sent on July 6, 2023. Further reviews have taken place as a result of the System audit with websites and accreditation self-studies and reports examined. The report from 2021-2022 for the Council for Accreditation of Counseling and Related Educational Program (CACREP) on the website was pulled from view. The Principal Certification Handbook was further examined, but Standard 6 on Ethics, Equity and Diversity is required under Texas TAC 241.15 until modified. It asks that a principal be able to meet the needs of diverse student populations. This was verified on April 23, 2024. Language regarding the Communication Sciences Disorders' vision statement was reviewed again on April 8, internally and a slight revision by the Accrediting Body on April 22, 2024, and an update was made as approved by the accreditor to make the vision statement broader and supportive of all students, faculty, staff, and curricular matters. These were not deemed to be in violation of DEI Law, but the broader statement was determined as the best approach.</p>	<p>June 15, 2023, and again in March and April of 2024. Latest review was May 16, 2024.</p>
<ul style="list-style-type: none"> Reviewed the provisions for all academic or professional opportunities extended to students, faculty, and visiting scholars to include institutional conferences and seminars and identified those that violate DEI Law and took action to ensure compliance. 	Y	Dr. James M Palmer	<p>The Faculty Handbook issued by the Faculty Senate and Academic Affairs last in April 2022, the Council and Committee Handbook for 2023-2024, the Center for Teaching Effectiveness, the New Faculty Investment Program, the Faculty Reinvestment Program, Student Success Initiatives, and the website for conferences and seminars were examined. Identified for closer review was the Mexican American Studies Institute approved by the Board of Regents in 2022, but all events and activities are open to all populations per the Director, Dr.</p>	<p>October 2023, May 2024</p>

				Alberto Rodriguez. Stole ceremony documentation was examined on May 19, 2024.	
<ul style="list-style-type: none"> Reviewed all forms, documents, procedures, and practices related to the functions listed in this section and identified those that violate DEI Law and took action to ensure compliance. 	Y	Dr. James M Palmer	A full website review has been conducted in conjunction with Marketing and Communication. The Council on Social Work Education (CSWE) requires Competency 2 on Engaging Diversity and Difference in Practice. The admissions process for graduate enrollment and admission form originally required a diversity statement but this was change to be "about what experiences have you had and how did those change you." This was at the suggestion of Dr. James Hallmark on April 1, 2024.	April and May 2024	
<ul style="list-style-type: none"> Implemented procedures for the systemic evaluation and review of all functions listed in this section to include the vetting of proposed processes, practices, organizations, funding proposals, certifications and corresponding materials to ensure compliance. 	Y	Dr. James M Palmer	The University invited and hosted OGC representative Jacob Becker for DEI/SBI7 training on April 11, 2024, to which all deans, AVPs, and department chairs in the Division of Academic Affairs were invited. Subsequently the PowerPoint presentation made that day was shared. Furthermore, System issued a DEI Compliance Operational Manual, and it was distributed to Executive Administration on March 26, 2024.	April 11, 2024 training but further procedures can be written and documented moving forward.	
STUDENT AFFAIRS	Meets Compliance? Y/N/NA	Employee Responsible <i>(include title and location)</i>	Summary of Action Taken <i>(Identify documented evidence used in the process)</i>	Date Verified	
<u>Procedures, Programs and Activities:</u> Determine whether the member has discontinued procedures, programs and activities which promote differential treatment of or provide special benefits to individuals on the basis of race, color, or ethnicity.					
<ul style="list-style-type: none"> Reviewed all departmental events including institutional conferences and seminars and identified those that violate DEI Law and took action to ensure compliance. 	Y	Dr. Rito Silva	All events under the Student Affairs departments were reviewed for DEI Compliance. Any events or programs that were questionable were discontinued, per the tracking sheets compiled with the Office of Compliance and the System Audit	May 15, 2024	
<ul style="list-style-type: none"> Reviewed all staff work and identified those that violate DEI Law and took action to ensure compliance. 	Y	Dr. Rito Silva	All staff work has been verified for compliance with DEI Law with no action needed	May 15, 2024	

<ul style="list-style-type: none"> Reviewed all student and staff training sessions and identified those that violate DEI Law and took action to ensure compliance. 	Y	Dr. Rito Silva	All training and training sessions have been reviewed for compliance with DEI Law. Any DEI language had previously been removed	May 15, 2024
<ul style="list-style-type: none"> Reviewed all student success and outreach programs and identified those that violate DEI Law and took action to ensure compliance. 	Y	Dr. Rito Silva	All student success and outreach programs were reviewed for compliance with DEI Law. No programs violated the law.	May 15, 2024
<ul style="list-style-type: none"> Implemented procedures for the systemic evaluation and review of all trainings, programs, events, and activities to ensure compliance. 	Y	Dr. Rito Silva	Procedures have been implemented to ensure any questionable trainings, programs or activities are properly vetted, and only those in compliance with the DEI Law are allowed to continue	May 15, 2024
SCHOLARSHIPS & FINANCIAL AID	Meets Compliance? Y/N/NA	Employee Responsible <i>(include title and location)</i>	Summary of Action Taken <i>(Identify documented evidence used in the process)</i>	Date Verified
Scholarships & Financial Aid: Determine whether the member has discontinued the award of scholarships and financial aid that promote differential treatment or provide special benefits to individuals on the basis of race, color, or ethnicity.				
<ul style="list-style-type: none"> Reviewed all awards administered, promoted, and/or facilitated by the member for violation of DEI Law and took action to ensure compliance. 	Y	Dr. Rosalind V. Alderman	All awards were reviewed and those that were not in compliance were frozen and will not be awarded until they are in compliance. Excel documents with all scholarships and identifying them as allowable or not allowable were submitted to System offices via our Compliance office.	May 17, 2024
<ul style="list-style-type: none"> Reviewed all outlets announcing or promoting scholarships and financial aid, to include websites and social media pages, for violation of DEI Law and took action to ensure compliance. 	Y	Dr. Rosalind V. Alderman	Reviewed, along with the Office of Marketing and Communications, and removed announcements of scholarships and financial aid not in compliance	May 17, 2024
<ul style="list-style-type: none"> Reviewed all materials including but not limited to applications, informational documents, marketing materials, guidelines, and operating documents for violations of DEI Law and took action to ensure compliance. 	Y	Dr. Rosalind V. Alderman	In our scholarship portal, Scholarship Universe (SU), we archived any non-allowable scholarships and turned off access to all external scholarships to avoid leading students to any scholarships not in compliance by external entities. Screen shots of the archived scholarships were provided	May 17, 2024

	<ul style="list-style-type: none"> Implemented procedures for the systemic review of all functions listed above to ensure compliance. 	<p>Y</p>	<p>Dr. Rosalind V. Alderman</p>	<p>University Advancement will continue to review scholarship agreements with unallowable criteria and work with funders to make changes. For any new scholarship, the criteria will be reviewed with the Office of Student Financial Aid (OSFA) prior to finalizing any agreement. The Office of Marketing and Communications has implemented a process to review the website and all related social media pages on a continuous basis. The OSFA will review all scholarship criteria prior to posting them in the SU portal.</p>	<p>May 17, 2024</p>
<p>ATHLETICS</p>		<p>Meets Compliance? Y/N/NA</p>	<p>Employee Responsible <i>(include title and location)</i></p>	<p>Summary of Action Taken <i>(identify documented evidence used in the process)</i></p>	<p>Date Verified</p>
<p>Procedures, Programs and Activities: Determine whether the member has discontinued procedures, programs and activities which promote differential treatment of or provide special benefits to individuals on the basis of race, color, or ethnicity.</p>					
<ul style="list-style-type: none"> Reviewed procedures, programs, and activities for violations of DEI Law and took action to ensure compliance. 	<p>Y</p>	<p>Stephen P. Roach</p>	<p>This item was reviewed with the athletic administrative team and it was confirmed that no procedures, programs, or activities violate DEI Law.</p>	<p>May 13, 2024</p>	
<ul style="list-style-type: none"> Reviewed required non-athletic training sessions (internal and external) for students and staff for violations of DEI Law and took action to ensure compliance. 	<p>Y</p>	<p>Stephen P. Roach</p>	<p>This item was reviewed with the athletic administrative team and there are no non-athletic training sessions for students or staff that violate DEI Law</p>	<p>May 13, 2024</p>	
<ul style="list-style-type: none"> Reviewed all materials developed, produced, funded, and distributed through the department to include applications, marketing materials, guidelines, operating manuals, and any other publication provided by the department for violations of DEI Law and took action to ensure compliance. 	<p>Y</p>	<p>Stephen P. Roach</p>	<p>The website and other materials have been reviewed by the administrative team and no violations of DEI Law were discovered</p>	<p>May 13, 2024</p>	

<ul style="list-style-type: none"> Reviewed all co-sponsored events with outside entities for violations of DEI Law and took action to ensure compliance. 	Y	Stephen P. Roach	<p>All co-sponsored events with outside entities have been reviewed and no violations of DEI Law were discovered</p>	May 13, 2024
<ul style="list-style-type: none"> Implemented procedures for the systemic review of all functions listed above to ensure compliance. 	Y	Stephen P. Roach	<p>The administrative staff and all head coaches were educated on DEI Law during departmental meetings and any possible/suspected violations of DEI Law will be reported to the Director of Athletics who will then consult with the Chief Ethics and Compliance Officer</p>	May 13, 2024
<p>WEBSITES & SOCIAL MEDIA</p>	Meets Compliance? Y/N/NA	<p>Employee Responsible <i>(include title and location)</i></p>	<p>Summary of Action Taken <i>(Identify documented evidence used in the process)</i></p>	<p>Date Verified</p>
<p><u>Website and Social Media Information:</u> Determine whether references to unallowable diversity, equity and inclusion activities on member websites and social media platforms have been identified and removed.</p>				
<ul style="list-style-type: none"> Reviewed member websites and social media platforms for content, links, static materials, and downloadable documents for violation of DEI Law and took action to ensure compliance. 	Y	Adriana Garza-Flores	<p>The Marketing and Communication team employed a multi-faceted approach to identifying Diversity, Equity, Inclusion, (DEI) keyword matches across the Texas A&M University-Kingsville website and affiliate sites.</p> <p>A manual review of webpages and documents was conducted to assess for language and context not compliant with SB 17. A similar search was conducted of approximately 60 University-related social media channels. The searches were conducted natively on the following platforms where channels are present: Facebook, Instagram, X, YouTube, and LinkedIn.</p> <p>References to diversity, equity and/or inclusion were permissible if they were related to one of the following criteria:</p> <ul style="list-style-type: none"> Academic Instruction Accreditation Creative scholarly work Data Collection Federal Compliance General word usage Research/Grants Student Organization Invited speaker 	May 21, 2024

	<p>Outdated content was removed from the website and server, and approximately 40 pages and documents referencing "DEI" were removed. Another 5 were edited to revise content for SB17 compliance. The social audit identified XX posts for removal. Items identified for removal related to:</p> <ul style="list-style-type: none"> • Hiring • Training • Award programing <p>Past news stories relating to DEI events, awards, etc.</p>			
<ul style="list-style-type: none"> • Reviewed affiliate websites and social media platforms for content and affiliation language in violation of DEI Law and took action to ensure compliance. 	<p>Y</p>	<p>Adriana Garza-Flores</p>	<p>May 14, 2024</p>	
<ul style="list-style-type: none"> • Implemented a systemic process of review of member websites, domains, and social media platforms to include keyword searches to identify references to DEI related terms that violate DEI Law and took action to ensure compliance. 	<p>Y</p>	<p>Adriana Garza-Flores</p>	<p>May 20, 2024</p>	<p>WEB: To search the flagship TAMUK website, the team queried the relevant terms "DEI" both collectively and individually across Cascade Content Management System (CMS). We employed SiteImprove, a software as a service web optimization tool to search all html pages. Limitations associated with the native search tools on SiteImprove and Cascade CMS necessitated the creation of a custom script to scan for content of files on the web server with the following extensions: .doc, .docx, .pptx, .pdf, and .txt. The custom script has been updated and will be used going forward as the main source to scan all text-based file formats on www.TAMUK.edu (pdf, docx, doc, txt, xls, xlsx, csv, pptx, ppt, html) to find SB17 non-compliant keywords or phrases. SiteImprove will be used to monitor new content that matches keyword policies for affiliated websites.</p> <p>The following individuals were consulted about sites and documents within their division:</p> <ul style="list-style-type: none"> • Provost • Dean of Students • Chief Compliance Officer • Deans • Chief of Performance Excellence and Strategy <p>SOCIAL: More than 65 University social media channels have been folded into the flagship (TAMUK) Meta Business Suite to allow for enhanced content monitoring. The Marketing and Communications Team will conduct monthly checks of content across channels.</p>

	Y	Adriana Garza-Flores	<p>Web and social media administrators will participate in regular training to ensure SB 17 compliance. Individuals responsible for content not in compliance will have their administrative access to the website and/or social media channels revoked</p> <p>University official messaging policy, social media and web administrator guidelines will be amended to include language requiring University-affiliated websites and social media channels to ensure all content on their pages and platforms be compliant with SB 17. Each website and social media channel will have at least one full-time employee with administrative access to the account.</p> <p>The Marketing and Communications team will be in regular contact with known administrators to reaffirm policy and protocols around SB compliance.</p>	May 21, 2024
<ul style="list-style-type: none"> Implemented a vetting process by which proposed information to be posted to member websites, domains, social media platforms, or any Internet or network outlet will be evaluated to ensure compliance with DEI Law. 	Y	Adriana Garza-Flores	<p>University official messaging policy, social media and web administrator guidelines will be amended to include language requiring University-affiliated websites and social media channels to ensure all content on their pages and platforms be compliant with SB 17. Each website and social media channel will have at least one full-time employee with administrative access to the account.</p> <p>The Marketing and Communications team will be in regular contact with known administrators to reaffirm policy and protocols around SB compliance.</p>	May 21, 2024
<p>INTERNAL CONTROLS & MONITORING</p>	Meets Compliance? Y/N/NA	Employee Responsible (include title and location)	<p>Summary of Action Taken (Identify documented evidence used in the process)</p>	Date Verified
<p>Internal Controls & Monitoring: Determine whether the member has removed prohibited diversity, equity, and inclusion related rules, developed and implemented operating procedures, and implemented internal controls according to DEI Law and A&M System Policy 08.01.</p>				
<ul style="list-style-type: none"> Reviewed and identified member rules and operating procedures in place that are not compliant with DEI Law and took action to ensure compliance. 	Y	Joe Henderson	<p>A review of member rules showed 2 rules that had prohibited diversity, equity, and inclusion language. The prohibited language was removed and the rules revised to comply with DEI Law and A&M System Policy 08.01.</p>	May 14, 2024
<ul style="list-style-type: none"> Developed and implemented operating procedures to ensure continued compliance with DEI Law. 	Y	Joe Henderson	<p>The TAMUK Diversity, Equity, and Inclusion Operational Manual (Operational Manual) was developed and implemented to ensure TAMUK continued compliance with DEI Law and A&M System Policy 08.01.</p>	May 14, 2024
<ul style="list-style-type: none"> Implemented internal controls including assignment of monitoring responsibilities, procedures for training, and processes for disseminating information to stakeholders to ensure compliance with DEI Law. 	Y	Joe Henderson	<p>In the Operational Manual, Section III (Education and Training) and Section IV (Monitoring) outlines the procedures TAMUK will take to ensure compliance with the DEI Law and A&M System Policy 08.01.</p>	May 14, 2024

<ul style="list-style-type: none"> Developed a compliance response and reporting process to address issues of noncompliance with DEI Law. 	Y	Joe Henderson	In the Operational Manual, Section VI.A., (Internal Enforcement and Discipline – Response Procedures) addresses issues of noncompliance with the DEI Law and A&M System Policy 08.01.	May 14, 2024
<ul style="list-style-type: none"> Identified procedures for disciplinary action/sanctioning for violations of DEI Law. 	Y	Joe Henderson	In the Operational Manual, Section VI. B., (Discipline Process) addresses disciplinary action/sanctions for violations of DEI Law and A&M System Policy 08.01.	May 14, 2024

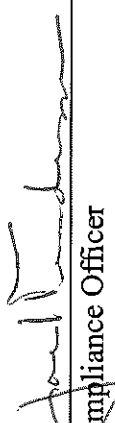
SUMMARY OF FINDINGS: (to be completed by SECO/OGC)

X Meets compliance

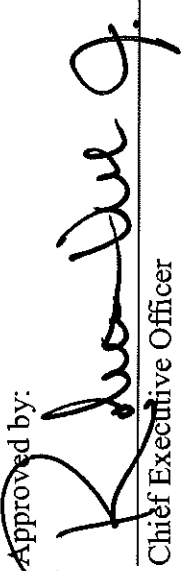
Meets compliance after implementing recommendations

Factors preventing compliance as agency/institute of higher learning has not implemented recommendations on statutory/regulatory requirements

SIGNATURES


 Compliance Officer

6.3.2024
 Date

Approved by:

 Chief Executive Officer

6/4/24
 Date



Office of the President

DEI Law Certification of Compliance

CHIEF EXECUTIVE OFFICER ACKNOWLEDGEMENT

Member Institution/Agency: Texas A&M University-Kingsville

Chief Executive Officer: Dr. Robert H. Vela Jr.

I certify, under penalty of perjury and the loss of funding to *Texas A&M University-Kingsville* that *Texas A&M University-Kingsville* has complied with the requirements in Tex. Educ. Code § 51.3525:

I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), this institution does not, except as required by federal law, have any office, division or unit with the established purpose of:

- influencing hiring or employment practices at the institution with respect to race, sex, color, or ethnicity, other than through the use of color-blind and sex-neutral hiring processes in accordance with any applicable state and federal antidiscrimination laws;
- promoting differential treatment of or providing special benefits to individuals on the basis of race, color, or ethnicity;
- promoting policies or procedures designed or implemented in reference to race, color, or ethnicity, other than policies or procedures approved in writing by this institution's general counsel and the Texas Higher Education Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law; or
- conducting trainings, programs, or activities designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation, other than trainings, programs, or activities developed by an attorney and approved in writing by this institution's general counsel and the Texas Higher Education Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law.

I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(B), this institution has not, except as required by federal law, hired or assigned an employee of the institution, or contracted with a third party to perform the duties of a diversity, equity, and inclusion office as defined in Tex. Educ. Code § 51.3525(a).

I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(C), this institution does not, except as required by federal law, compel, require, induce, or solicit any person to provide a diversity, equity, and inclusion statement or give preferential consideration to any person based on the provision of a diversity, equity, and inclusion statement.

I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(D), this institution does not, except as required by federal law, give preference on the basis of race, sex, color, ethnicity, or national origin to an applicant for employment, an employee, or a participant in any function of the institution.

I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(E), this institution does not, except as required by federal law, require any person, as a condition of enrolling at the institution or performing any institution function, to participate in diversity, equity, and inclusion training, which includes a training, program, or activity designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation, unless the training meets the exception in Tex. Educ. Code § 51.3525(b)(1)(E)(ii).

I certify, in accordance with Tex. Educ. Code § 51.3525(b)(2), that this institution has adopted policies and procedures for appropriately disciplining, including by termination, an employee or contractor of the institution who engages in conduct in violation of Tex. Educ. Code § 51.3525(b)(1)(A)-(E).

I certify, in accordance with Tex. Educ. Code § 51.3525(e), that no state appropriations to this institution for 2025 have been spent prior to submission of this certification report to the Legislature and the Texas Higher Education Coordinating Board.

I understand the State Auditor's Office will conduct a compliance audit for this institution and if violations of Tex. Educ. Code § 51.3525 are found, this institution must cure the violation within 180 days or become ineligible to receive formula funding increases, institutional enhancements, or exceptional items during the state fiscal biennium immediately following the state fiscal biennium in which the determination is made.

I understand all complaints regarding any violations made by this institution will be sent to the State Auditor's Office for review.

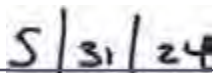
To ensure full compliance with Tex. Educ. Code § 51.3525, in the past fiscal year *Texas A&M University-Kingsville* has conducted the following:

- Conducted a review of all programs and activities, offices, personnel, and training sessions for potential violations of Tex. Educ. Code § 51.3525 and discontinued those found to be in violation.
- Updated *The Texas A&M University System Policy 08.01 Civil Rights Protection and Compliance* to reflect additions to Tex. Educ. Code § 51.3525 which was adopted by the Board of Regents in August 2023.
- Developed and implemented operating procedures in line with the updated System policy and The Texas A&M University System D.E.I. Compliance Operational Manual to facilitate on-going compliance with Tex. Educ. Code § 51.3525. See attached compliance checklist as supporting documentation.
- Participated in an audit review by The Texas A&M University System Department of Internal Audit with the objective of evaluating actions taken by the institution to ensure compliance with Tex. Educ. Code § 51.3525.

Failure to return a certification form to the Texas Higher Education Coordinating Board by September 1, 2024, will be considered an act of non-compliance with the law and can subject the above referenced institution to all penalties allowed by law.



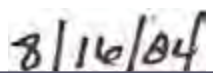
Signature of Institution President/CEO



Date



Signature of Board Chair



Date



OFFICE OF THE PRESIDENT

ELECTRONIC SIGNATURE ACKNOWLEDGEMENT AND CONSENT FORM

I, Robert Vela Jr., agree and understand that by signing the Electronic Signature Acknowledgment and Consent Form, that all electronic signatures are the legal equivalent of my manual/handwritten signature and I consent to be legally bound to this agreement. I further agree my signature on this document is as valid as if I signed the document in writing. This is to be used in conjunction with the use of the electronic signature for the submission of the SB17 Annual Certification required by 51.3525(e) that I elected to have signed electronically. Under penalty of perjury, I herewith affirm that my electronic signature was signed by myself with full knowledge and consent and am legally bound to these terms and conditions.

A handwritten signature in black ink, appearing to read "Robert Vela Jr.", written over a horizontal line.

Signature

A handwritten date "8/15/24" written in black ink over a horizontal line.

Date

Please check one:

- President
- Board Chair

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 INSTITUTIONS

- Texas A&M-RELLIS
- Texas A&M-Fort Worth

Board of Regents

THE TEXAS A&M UNIVERSITY SYSTEM

ELECTRONIC SIGNATURE ACKNOWLEDGEMENT AND CONSENT FORM

I, Bill Mahomes, agree and understand that by signing the Electronic Signature Acknowledgment and Consent Form, that all electronic signatures are the legal equivalent of my manual/handwritten signature and I consent to be legally bound to this agreement. I further agree my signature on this document is as valid as if I signed the document in writing. This is to be used in conjunction with the use of the electronic signature for the submission of the SB17 Annual Certification required by 51.3525(e) that I elected to have signed electronically. Under penalty of perjury, I herewith affirm that my electronic signature was signed by myself with full knowledge and consent and am legally bound to these terms and conditions.

William Mahomes
Signature

August 16, 2024
Date

Please check one:

- President
- Board Chair

Institution: Texas A&M University San Antonio
Date Submitted: 08/23/24
Pages: 16



System Ethics & Compliance Office

Annual D.E.I. Compliance

ECO Review Checklist

Member Agency/Institution:

Texas A&M University- San Antonio

Ethics & Compliance Officer:

John Wickline

Chief Executive Officer:

Dr. Salvador Hector Ochoa

FINANCE & BUDGETING	Meets Compliance? Y/N/NA	Employee Responsible <i>(include title and location)</i>	Summary of Action Taken <i>(Identify documented evidence used in the process)</i>	Date Verified
<p>Budgets & Accounting: Determine whether the member has complied with the elimination of account and budget codes that fund diversity, equity, and inclusion initiatives in violation of DEI Law as implemented by System Policy 08.01, Civil Rights Compliance and Protections.</p>				
<ul style="list-style-type: none"> Identified accounts and/or budget codes that fund DEI initiatives and taken action to ensure compliance. 	Y	<p>Carlos Martinez, Jr. Exec. Dir. of Budget and Student Business Services</p>	<p>Identified unallowable DEI programs such as President's Commission on Equity and Inclusive Excellence and the JagSEAL of Inclusive Excellence DEI training project. Verified by email staff closed and inactivated these accounts. Staff will also continue to monitor any attempts to post payment to or access these accounts and then promptly report such activity to the A&M-San Antonio Chief Financial Officer and Compliance officer.</p>	May 2024
<ul style="list-style-type: none"> Eliminated accounts and/or budget codes to include titles, locations/departments, sub-accounts/sub-departments, and funding sources that violate DEI Law. 	Y	<p>Carlos Martinez, Jr. Exec. Dir. of Budget and Student Business Services</p>	<p>Eliminated the following budget codes:</p> <ul style="list-style-type: none"> 218056-3000 - DT-Strategic Initiatives-PCOE 218056-30010 - DT-Strategic Initiatives 225150-00000 - IDC-HEERF II-Office of the President 450001-50050-HEERF II-ACAD Workforce President 454000-50050 - HEERF III- OPER EXP-OFC of the President 225250-00000 - HEERF III Office of the President 	May 2024
<ul style="list-style-type: none"> Implemented procedures for the systemic review and vetting of current and proposed accounts and budget codes to include titles, locations/departments, sub-accounts/sub-departments, and funding sources to ensure compliance. 	Y	<p>Carlos Martinez, Jr. Exec. Dir. of Budget and Student Business Services</p>	<p>Staff members in Budgeting and Student Business Services will continuously monitor information within FAMIS/Canopy for the presence of DEI key search terms including DEI, diversity, equity, inclusion, racism, anti-racist, bias, advocacy, belongingness, marginalize, religion, privilege, LatinX, sex, and gender.</p> <p>Prior to opening any new account, Business Services will review proposed account/budget titles, locations, departments, and funding sources for these key search terms. Any items flagged as potentially noncompliant will be reviewed by the (VPBA/CFO) and Compliance officer.</p>	May 2024

				Contracts Administration will continue to conduct diversity, equity, and/or inclusion keywords searches on all contracts submitted for their review to help ensure any funding requests for unallowable DEI activities are identified and addressed by the University.	
<ul style="list-style-type: none"> Implemented a record-retention process for reporting purposes. 	Y	Carlos Martinez, Jr. Exec. Dir. of Budget and Student Business Services	Documentation showing this work will be generated on an ongoing basis, then retained and identified as described in the annual report of compliance through the Campus Compliance Operational Manual.	May 2024	
HUMAN RESOURCES	Meets Compliance? Y/N/NA	Employee Responsible (include title and location)	Summary of Action Taken (Identify documented evidence used in the process)	Date Verified	
DEI Related Offices and Third-Party Contracts: Determine whether the member has complied with the elimination of departments, divisions, and/or offices that violate the DEI Law as implemented by System Policy 08.01, Civil Rights Compliance and Protections.					
<ul style="list-style-type: none"> Identified offices, divisions, or other units that are responsible for diversity, equity, and inclusion initiatives and took action to ensure compliance. 	Y	Martha Olivos-Gonzalez Associate Vice President and Chief Human Resources Officer	Identified the President's Commission on Equity and Inclusive Excellence (PCOE2). Projects and activities with this commission were suspended in summer of 2023.	September 2023	
<ul style="list-style-type: none"> Identified third-party vendors performing the duties of a diversity, equity, and inclusion office and took action to ensure compliance. 	Y	Martha Olivos-Gonzalez Associate Vice President and Chief Human Resources Officer	No action taken; there were no third party vendors identified.	September 2023	
Personnel: Determine whether the member has complied with the restriction on hiring or assigning employees to perform the duties of diversity, equity, and inclusion.					
<ul style="list-style-type: none"> Identified active personnel with responsibilities for performing diversity, equity, and inclusion functions and took action to ensure compliance. 	Y	Martha Olivos-Gonzalez Associate Vice President and Chief Human Resources Officer	The PCOE had one employee, Special Assistant to the President, assigned to the commission. This was a term limited position which was eliminated in October 2023.	October 2023	
<ul style="list-style-type: none"> Identified unallowable personnel duties within active and inactive job descriptions and working templates for language that violates DEI Law and took action to ensure compliance. 	Y	Martha Olivos-Gonzalez Associate Vice President and Chief Human Resources Officer	Position descriptions were reviewed for language that violates DEI law. Corrections were made to any identified position descriptions to ensure compliance.	May 2024	

<ul style="list-style-type: none"> Identified employee funding sources that violate DEI Law and took action to ensure compliance. 	<p style="text-align: center;">Y</p>	<p style="text-align: center;">Martha Olivos-Gonzalez Associate Vice President and Chief Human Resources Officer</p>	<p>A review of employee funding sources showed there were not any funding sources that violated DEI law.</p>	<p style="text-align: right;">May 2024</p>
<p>Hiring and Employment Practices and Procedures: Determine whether member hiring and employment practices and procedures have been updated to exclude requirements for DEI statements and do not provide special preferential treatment on the basis of race, sex, color, ethnicity, or national origin to an applicant for employment, an employee, or a participant in any function of the institution relating to this process.</p>				
<ul style="list-style-type: none"> Reviewed hiring and employment documents and materials, to include rubrics and matrices, and identified prohibited language, requirements, practices and/or procedures took action to ensure compliance. (See DEI Law Operations Manual under IV. Monitoring, Section A, Item 2 for a comprehensive list.) 	<p style="text-align: center;">Y</p>	<p style="text-align: center;">Martha Olivos-Gonzalez Associate Vice President and Chief Human Resources Officer</p>	<p>Hiring and employment practices and materials were reviewed to identify any prohibited requirements. Took action to review all interview questions and hiring matrices for new and replacement positions before initiating interviews or hiring.</p>	<p style="text-align: right;">December 2023</p>
<ul style="list-style-type: none"> Reviewed performance evaluation tools and metrics, documents and forms for promotions, merit increases, and equity adjustments, and all related procedures; identified prohibited language and/or requirements and took action to ensure compliance. 	<p style="text-align: center;">Y</p>	<p style="text-align: center;">Martha Olivos-Gonzalez Associate Vice President and Chief Human Resources Officer</p>	<p>Staff performance reviews are completed in the Workday system. Any prohibited language was updated by TAMU System, Faculty performance evaluations were reviewed, and any prohibited language was removed.</p>	<p style="text-align: right;">December 2023</p>
<ul style="list-style-type: none"> Implemented a system of systemic evaluation and review to vet proposed positions, processes, and materials to ensure they meet compliance prior to publication. 	<p style="text-align: center;">Y</p>	<p style="text-align: center;">Martha Olivos-Gonzalez Associate Vice President and Chief Human Resources Officer</p>	<p>All position descriptions are reviewed for prohibited language before posting. All interview questions are reviewed by HR prior to initiating interviews. All hiring matrices are reviewed by HR.</p>	<p style="text-align: right;">May 2024</p>
<p>Training Sessions and Materials: Determine whether the member has complied with the elimination of required training sessions and materials that violate the DEI Law as implemented by System Policy 08.01, Civil Rights Compliance and Protections.</p>				

<ul style="list-style-type: none"> Reviewed required training sessions for those identified as prohibited by DEI Law and took action to ensure compliance. 	Y	Martha Olivos-Gonzalez Associate Vice President and Chief Human Resources Officer	Required trainings for our campus are all part of the A&M System training platform. Additional training developed on our campus associated with DEI was not required training. There were two training courses that have been deactivated.	May 2024
<ul style="list-style-type: none"> Reviewed all training sessions and materials for language and elements prohibited by DEI Law and took action to ensure compliance. 	Y	Martha Olivos-Gonzalez Associate Vice President and Chief Human Resources Officer	The trainings that were identified, JagSeal and Military Cultural Competency, were voluntary trainings which were deactivated and had not been assigned.	May 2024
<ul style="list-style-type: none"> Implemented procedures to review proposed training sessions and materials for compliance prior to activation. 	Y	Martha Olivos-Gonzalez Associate Vice President and Chief Human Resources Officer	Any proposed training will be reviewed for DEI language.	May 2024
FACULTY AFFAIRS	Meets Compliance? Y/N/NA	Employee Responsible (include title and location)	Summary of Action Taken (identify documented evidence used in the process)	Date Verified
Procedures, Programs and Activities: Determine whether the member has discontinued procedures, programs and activities which promote differential treatment of or provide special benefits to individuals on the basis of race, color, or ethnicity.				
<ul style="list-style-type: none"> Reviewed all faculty hiring and recruiting practices and identified those that violate DEI Law and took action to ensure compliance. 	Y	Mohamed Abdelrahman, Ph.D. Provost and Vice President	The provost, along with his direct reports, worked with HR to review and identify violations regarding all faculty hiring and recruiting practices. All identified DEI language was removed. During the December 6, 2023 Deans and Chairs meeting HR presented on the new process and provided an updated Search Committee Guide.	December 2023
<ul style="list-style-type: none"> Reviewed all procedures for tenure review, promotions, merit increases, and equity adjustments; identified those that violate DEI Law and took action to ensure compliance. 	Y	Mohamed Abdelrahman, Ph.D. Provost and Vice President	The provost, along with Dr. Mirley Balasubramanya, worked with the college deans and department chairs to review the tenure and promotion process to identify any violations and ensure compliance. No violations were identified. During the review of faculty hiring and recruiting practices, HR reviewed all procedures for faculty merit increases, and equity adjustments to identify any violations and ensure compliance. No violations were identified.	November 2023
<ul style="list-style-type: none"> Reviewed all faculty organizations supported by the university to evaluate their purpose, structure, and funding. Identified those that 	Y	Mohamed Abdelrahman, Ph.D. Provost and Vice President	The college deans and the department chairs reviewed all faculty organizations supported by the University to evaluate their purpose, structure, and funding. Upon review, one committee was restructured, and DEI language was removed to ensure compliance.	November 2023

<p>violate DEI Law and took action to ensure compliance.</p>			
<ul style="list-style-type: none"> Reviewed all grant proposals and accreditation certifications and identified those that violate DEI Law and took action to ensure compliance. 	<p>Y</p>	<p>Mohamed Abdelrahman, Ph.D. Provost and Vice President</p> <p>The Vice Provost, along with the Director of Sponsored Research and the college deans, reviewed all grant proposals to identify any violations to ensure compliance. Upon final review no violations were identified.</p>	<p>November 2023</p>
<ul style="list-style-type: none"> Reviewed all accreditation certifications and identified those that violate DEI Law and took action to ensure compliance. 	<p>Y</p>	<p>Mohamed Abdelrahman, Ph.D. Provost and Vice President</p> <p>The Provost, along with the Assistant Vice Provost for Institutional Effectiveness and the college Deans, reviewed all accreditation certifications to ensure compliance with the DEI law. No violations were identified.</p>	<p>November 2023</p>
<ul style="list-style-type: none"> Reviewed the provisions for all academic or professional opportunities extended to students, faculty, and visiting scholars to include institutional conferences and seminars and identified those that violate DEI Law and took action to ensure compliance. 	<p>Y</p>	<p>Mohamed Abdelrahman, Ph.D. Provost and Vice President</p> <p>The Provost and his direct reports reviewed all academic or professional development opportunities to ensure DEI law compliance.</p>	<p>November 2023</p>
<ul style="list-style-type: none"> Reviewed all forms, documents, procedures, and practices related to the functions listed in this section and identified those that violate DEI Law and took action to ensure compliance. 	<p>Y</p>	<p>Mohamed Abdelrahman, Ph.D. Provost and Vice President</p> <p>The Provost met with the academic council to review all forms documents, procedures, and practices to identify any violations. Upon review DEI language was removed to ensure compliance.</p>	<p>October 2023</p>
<ul style="list-style-type: none"> Implemented procedures for the systemic evaluation and review of all functions listed in this section to include the vetting of proposed processes, practices, organizations, funding proposals, certifications and corresponding materials to ensure compliance. 	<p>Y</p>	<p>Mohamed Abdelrahman, Ph.D. Provost and Vice President</p> <p>Academic Affairs will follow the procedures as written in the SB17 Campus Compliance Operations Manual to ensure continued compliance with DEI law.</p>	<p>April 2024</p>

STUDENT AFFAIRS	Meets Compliance? Y/N/NA	Employee Responsible (include title and location)	Summary of Action Taken (Identify documented evidence used in the process)	Date Verified
Procedures, Programs and Activities: Determine whether the member has discontinued procedures, programs and activities which promote differential treatment of or provide special benefits to individuals on the basis of race, color, or ethnicity.				
<ul style="list-style-type: none"> Reviewed all departmental events including institutional conferences and seminars and identified those that violate DEI Law and took action to ensure compliance. 	Y	Charles Fey Interim Vice President for Student Success and Engagement	An initial and revised list of Student Affairs sponsored or generated events was compiled and shared with the A&M-San Antonio compliance office for campus and OGC review during the summer 2023, fall 2023, and spring 2024 semesters. If an event was deemed not to comply it was discontinued or updated to meet requirements.	May 2024
<ul style="list-style-type: none"> Reviewed all staff work and identified those that violate DEI Law and took action to ensure compliance. 	Y	Charles Fey Interim Vice President for Student Success and Engagement	Student Affairs worked with the Office of Human Resources to review all job descriptions for SB17 compliance. Human Resources now reviews any position descriptions for compliance prior to posting.	May 2024
<ul style="list-style-type: none"> Reviewed all student and staff training sessions and identified those that violate DEI Law and took action to ensure compliance. 	Y	Charles Fey Interim Vice President for Student Success and Engagement	Student Affairs held multiple SB17 reviews and training courses with division leadership and all staff members. The A&M-San Antonio Compliance office assisted with training in fall 2023 directors and spring 2024 all staff meetings. A&M System OGC also presented at an all staff meeting. Regular training updates will be scheduled annually.	May 2024
<ul style="list-style-type: none"> Reviewed all student success and outreach programs and identified those that violated DEI Law and took action to ensure compliance. 	Y	Charles Fey Interim Vice President for Student Success and Engagement	An initial and a revised list of student affairs sponsored or generated programs was compiled and shared with the A&M-San Antonio compliance office during the summer 2023, fall 2023 and spring 2024 semesters. If a program was designed not to comply it was discontinued or updated to meet the requirements	May 2024
<ul style="list-style-type: none"> Implemented procedures for the systemic evaluation and review of all training, programs, events, and activities to ensure compliance. 	Y	Charles Fey Interim Vice President for Student Success and Engagement	Student Affairs will regularly conduct scheduled comprehensive reviews of planned programs and events for each upcoming academic year to ensure continued SB17 compliance.	May 2024

SCHOLARSHIPS & FINANCIAL AID	Meets Compliance? Y/N/NA	Employee Responsible (Include title and location)	Summary of Action Taken (Identify documented evidence used in the process)	Date Verified
Scholarships & Financial Aid: Determine whether the member has discontinued the award of scholarships and financial aid that promote differential treatment of or provide special benefits to individuals on the basis of race, color, or ethnicity.				
<ul style="list-style-type: none"> Reviewed all awards administered, promoted, and/or facilitated by the member for violation of DEI Law and took action to ensure compliance. 	Y	Leanne Johnson Executive Director of Student Financial Aid and Scholarships	All financial awards promoted and administered by the University have been reviewed to ensure they are in SB17 compliance.	May 2024
<ul style="list-style-type: none"> Reviewed all outlets announcing or promoting scholarships and financial aid, to include websites and social media pages, for violation of DEI Law and took action to ensure compliance. 	Y	Leanne Johnson Executive Director of Student Financial Aid and Scholarships	All Financial Aid outlet announcements including websites have been reviewed to ensure compliance. Financial Aid currently does not have a dedicated social media page. University Advancement also carried out a similar review of all associated scholarships and financial aid promotion outlets.	May 2024
<ul style="list-style-type: none"> Reviewed all materials including but not limited to applications, informational documents, marketing materials, guidelines, and operating documents for violations of DEI Law and took action to ensure compliance. 	Y	Leanne Johnson Executive Director of Student Financial Aid and Scholarships	All Financial Aid and University Advancement materials have been reviewed to ensure the university does not promote differential treatment for prospective or current A&M-San Antonio students seeking financial assistance.	May 2024
<ul style="list-style-type: none"> Implemented procedures for the systemic review of all functions listed above to ensure compliance. 	Y	Leanne Johnson Executive Director of Student Financial Aid and Scholarships	Financial Aid has implemented the systemic scholarships and financial aid review procedures found in the Campus Compliance Operations Manual as part of our efforts to ensure ongoing compliance with SB17. University Advancement will additionally conduct continuous reviews of any gifts, scholarships, and other means of support for students received by the Texas A&M - San Antonio foundation to ensure these items are solicited and awarded in compliance with SB 17.	May 2024

ATHLETICS	Meets Compliance? Y/N/NA	Employee Responsible (include title and location)	Summary of Action Taken (Identify documented evidence used in the process)	Date Verified
<u>Procedures, Programs and Activities:</u> Determine whether the member has discontinued procedures, programs and activities which promote differential treatment of or provide special benefits to individuals on the basis of race, color, or ethnicity.				
<ul style="list-style-type: none"> Reviewed procedures, programs, and activities for violations of DEI Law and took action to ensure compliance. 	Y	Stephen Sherman Deputy Athletic Director	Athletics reviewed all procedures, programs, and activities but did not find any instances where unallowable DEI content or other differential treatment or provision of special benefits was provided to Texas A&M-San Antonio student athletes.	May 2024
<ul style="list-style-type: none"> Reviewed required non-athletic training sessions (internal and external) for students and staff for violations of DEI Law and took action to ensure compliance. 	Y	Stephen Sherman Deputy Athletic Director	Both internal and external non-athletic training sessions for students and staff were reviewed; no unallowable DEI content was found.	May 2024
<ul style="list-style-type: none"> Reviewed all materials developed, produced, funded, and distributed through the department to include applications, marketing materials, guidelines, operating manuals, and any other publication provided by the department for violations of DEI Law and took action to ensure compliance. 	Y	Stephen Sherman Deputy Athletic Director	Athletics reviewed all marketing guidelines, operating manuals, and other publication materials developed, produced, funded, and distributed through Athletics and did not find any unallowable DEI content. Content referencing the university's mission statement that included specific references to diversity and inclusion was noted and removed where it was found.	May 2024
<ul style="list-style-type: none"> Reviewed all co-sponsored events with outside entities for violations of DEI Law and took action to ensure compliance. 	Y	Stephen Sherman Deputy Athletic Director	Athletics does not have any events co-sponsored with outside entities to review.	May 2024
<ul style="list-style-type: none"> Implemented procedures for the systemic review of all functions listed above to ensure compliance. 	Y	Stephen Sherman Deputy Athletic Director	Athletics will regularly review checklist components from this document and the SB17 Campus Compliance Operations Manual to ensure ongoing compliance.	May 2024

WEBSITES & SOCIAL MEDIA	Meets Compliance? Y/N/NA	Employee Responsible <i>(Include title and location)</i>	Summary of Action Taken <i>(Identify documented evidence used in the process)</i>	Date Verified
Website and Social Media Information: Determine whether references to unallowable diversity, equity and inclusion activities on member websites and social media platforms have been identified and removed.				
<ul style="list-style-type: none"> Reviewed member websites and social media platforms for content, links, static materials, and downloadable documents for violation of DEI Law and took action to ensure compliance. 	Y	James Meyer Assistant Director, Web Services	The Web team monitored and evaluated university websites and social media platforms to ensure compliance with DEI laws by reviewing content, links, static materials, and downloadable documents. Took necessary actions to rectify any violations.	May 2024
<ul style="list-style-type: none"> Reviewed affiliate websites and social media platforms for content and affiliation language in violation of DEI Law and took action to ensure compliance. 	Y	James Meyer Assistant Director, Web Services	The Web team, in cooperation with MarComm, have assessed affiliate websites and social media platforms for content and language that violates DEI laws and implemented corrective measures to ensure compliance.	May 2024
<ul style="list-style-type: none"> Implemented a systemic process of review of member websites, domains, and social media platforms to include keyword searches to identify references to DEI related terms that violate DEI Law and took action to ensure compliance. 	Y	James Meyer Assistant Director, Web Services	The Web team will continuously review member websites, domains, and social media platforms prior to publishing. This review includes conducting keyword searches to identify DEI-related terms that violated DEI laws and taking corrective actions with the content owner to ensure compliance. The Web team will continue to implement the DEI file removal instructions from System Information Security to ensure unallowable webpage files are removed from our Content Management System and media files from CMS file storage or other static locations.	May 2024
<ul style="list-style-type: none"> Implemented a vetting process by which proposed information to be posted to member websites, domains, social media platforms, or any Internet or network outlet will be evaluated to ensure compliance with DEI Law. 	Y	James Meyer Assistant Director, Web Services	The Web team implemented a vetting process by which proposed information to be posted on member websites, domains, social media platforms, or any Internet or network outlets will be evaluated to ensure compliance with DEI law. All current known websites have been added to SiteImprove, which will conduct weekly DEI keyword searches. All future changes to the University Website will go through MarCom for approval prior to posting to the live site and will be vetted for compliance with DEI law prior to approval.	May 2024

	Meets Compliance? Y/N/NA	Employee Responsible (include title and location)	Summary of Action Taken (Identify documented evidence used in the process)	Date Verified
<p>INTERNAL CONTROLS & MONITORING</p> <p>Internal Controls & Monitoring: Determine whether the member has removed prohibited diversity, equity, and inclusion related rules, developed and implemented operating procedures, and implemented internal controls according to DEI Law and A&M System Policy 08.01.</p>				
<ul style="list-style-type: none"> Reviewed and identified member rules and operating procedures in place that are not compliant with DEI Law and took action to ensure compliance. 	Y	John Wickline Compliance Officer III	All current member rules and operation procedures were reviewed for DEI compliance using the same DEI keyword search used by the Web team. All future proposed campus rules, regulations and Standard Administrative Procedures and updates to existing rules, regulations and Standard Administrative Procedures will be checked using the same DEI keyword search parameters to ensure ongoing SB 17 compliance.	May, 2024
<ul style="list-style-type: none"> Developed and implemented operating procedures to ensure continued compliance with DEI Law. 	Y	John Wickline Compliance Officer III	Texas A&M-San Antonio will follow the internal operating procedures outlined in the DEI Campus Compliance Operational Manual to ensure continued compliance with DEI law.	May, 2024
<ul style="list-style-type: none"> Implemented internal controls including assignment of monitoring responsibilities, procedures for training, and processes for disseminating information to stakeholders to ensure compliance with DEI Law. 	Y	John Wickline Compliance Officer III	Texas A&M-San Antonio will follow the internal controls procedures including assignment of monitoring responsibilities, procedures for training, and processes for disseminating information to stakeholders in the DEI Campus Compliance Operational Manual to ensure continued compliance with DEI law.	May, 2024
<ul style="list-style-type: none"> Developed a compliance response and reporting process to address issues of noncompliance with DEI Law. 	Y	John Wickline Compliance Officer III	Texas A&M-San Antonio will follow the compliance and response procedures for reports of potential DEI law violations outlined in the DEI Campus Compliance Operational Manual to ensure continued compliance with DEI law.	May, 2024
<ul style="list-style-type: none"> Identified procedures for disciplinary action/sanctioning for violations of DEI Law. 	Y	John Wickline Compliance Officer III	Texas A&M-San Antonio will follow the internal enforcement and discipline procedures outlined in the DEI Campus Compliance Operational Manual to ensure continued compliance with DEI law.	May, 2024

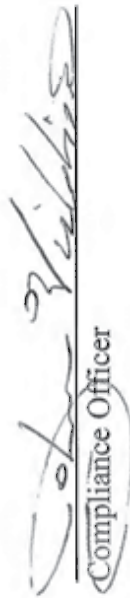
SUMMARY OF FINDINGS: (to be completed by SECO/OGC)

_____ Meets compliance

_____ Meets compliance after implementing recommendations

_____ Factors preventing compliance as agency/institute of higher learning has not implemented recommendations on statutory/regulatory requirements

SIGNATURES



Compliance Officer

May 30, 2024
Date

Approved by:



Chief Executive Officer

May 30, 2024
Date

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 INSTITUTIONS

- Texas A&M-RELLIS
- Texas A&M-Fort Worth

Board of Regents

THE TEXAS A&M UNIVERSITY SYSTEM

ELECTRONIC SIGNATURE ACKNOWLEDGEMENT AND CONSENT FORM

I, Bill Mahomes, agree and understand that by signing the Electronic Signature Acknowledgment and Consent Form, that all electronic signatures are the legal equivalent of my manual/handwritten signature and I consent to be legally bound to this agreement. I further agree my signature on this document is as valid as if I signed the document in writing. This is to be used in conjunction with the use of the electronic signature for the submission of the SB17 Annual Certification required by 51.3525(e) that I elected to have signed electronically. Under penalty of perjury, I herewith affirm that my electronic signature was signed by myself with full knowledge and consent and am legally bound to these terms and conditions.

William Mahomes
Signature

August 16, 2024
Date

Please check one:

- President
- Board Chair



OFFICE OF THE PRESIDENT
SALVADOR HECTOR OCHOA, PH.D.

DEI Law Certification of Compliance

CHIEF EXECUTIVE OFFICER ACKNOWLEDGEMENT

Member Institution/Agency: Texas A&M University-San Antonio

Chief Executive Officer: Dr. Salvador Hector Ochoa

I certify, under penalty of perjury and the loss of funding to Texas A&M University-San Antonio, that Texas A&M University-San Antonio has complied with the requirements in Tex. Educ. Code § 51.3525:

I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), this institution does not, except as required by federal law, have any office, division or unit with the established purpose of:

- influencing hiring or employment practices at the institution with respect to race, sex, color, or ethnicity, other than through the use of color-blind and sex-neutral hiring processes in accordance with any applicable state and federal antidiscrimination laws;
- promoting differential treatment of or providing special benefits to individuals on the basis of race, color, or ethnicity;
- promoting policies or procedures designed or implemented in reference to race, color, or ethnicity, other than policies or procedures approved in writing by this institution's general counsel and the Texas Higher Education Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law; or
- conducting trainings, programs, or activities designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation, other than trainings, programs, or activities developed by an attorney and approved in writing by this institution's general counsel and the Texas Higher Education Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law.



OFFICE OF THE PRESIDENT
SALVADOR HECTOR OCHOA, PH.D.

I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(B), this institution has not, except as required by federal law, hired or assigned an employee of the institution, or contracted with a third party to perform the duties of a diversity, equity, and inclusion office as defined in Tex. Educ. Code § 51.3525(a).

I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(C), this institution does not, except as required by federal law, compel, require, induce, or solicit any person to provide a diversity, equity, and inclusion statement or give preferential consideration to any person based on the provision of a diversity, equity, and inclusion statement.

I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(D), this institution does not, except as required by federal law, give preference on the basis of race, sex, color, ethnicity, or national origin to an applicant for employment, an employee, or a participant in any function of the institution.

I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(E), this institution does not, except as required by federal law, require any person, as a condition of enrolling at the institution or performing any institution function, to participate in diversity, equity, and inclusion training, which includes a training, program, or activity designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation, unless the training meets the exception in Tex. Educ. Code § 51.3525(b)(1)(E)(ii).

I certify, in accordance with Tex. Educ. Code § 51.3525(b)(2), that this institution has adopted policies and procedures for appropriately disciplining, including by termination, an employee or contractor of the institution who engages in conduct in violation of Tex. Educ. Code § 51.3525(b)(1)(A)-(E).

I certify, in accordance with Tex. Educ. Code § 51.3525(e), that no state appropriations to this institution for Fiscal Year 2025 have been spent prior to submission of this certification report to the Legislature and the Texas Higher Education Coordinating Board.

I understand the State Auditor's Office will conduct a compliance audit for this institution and if violations of Tex. Educ. Code § 51.3525 are found, this institution must cure the violation within 180 days or become ineligible to receive formula funding increases, institutional enhancements, or exceptional items during the state fiscal biennium immediately following the state fiscal biennium in which the determination is made.



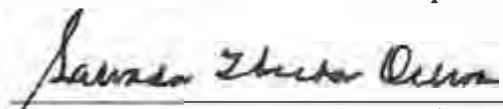
OFFICE OF THE PRESIDENT
SALVADOR HECTOR OCHOA, PH.D.

I understand all complaints regarding any violations made by this institution will be sent to the State Auditor's Office for review.

To ensure full compliance with Tex. Educ. Code § 51.3525, in the past fiscal year, Texas A&M University-San Antonio has conducted the following:

- Conducted a review of all programs and activities, offices, personnel, and training sessions for potential violations of Tex. Educ. Code § 51.3525 and discontinued those found to be in violation.
- Updated *The Texas A&M University System Policy 08.01 Civil Rights Protection and Compliance* to reflect additions to Tex. Educ. Code § 51.3525 which was adopted by the Board of Regents in August 2023.
- Developed and implemented operating procedures in line with the updated System policy and the Texas A&M University System D.E.I. Compliance Operational Manual to facilitate on-going compliance with Tex. Educ. Code § 51.3525. See attached compliance checklist as supporting documentation.
- Participated in an audit review by The Texas A&M University System Department of Internal Audit with the objective of evaluating actions taken by the institution to ensure compliance with Tex. Educ. Code § 51.3525.

Failure to return a certification form to the Texas Higher Education Coordinating Board by September 1, 2024, will be considered an act of non-compliance with the law and can subject the above referenced institution to all penalties allowed by law.



Signature of Institution President/CEO

5-31-2024

Date



Signature of Board Chair

8/10/24

Date



OFFICE OF THE PRESIDENT
SALVADOR HECTOR OCHOA, PH.D.

ELECTRONIC SIGNATURE ACKNOWLEDGEMENT AND CONSENT FORM

I, SALVADOR HECTOR OCHOA, agree and understand that by signing the Electronic Signature Acknowledgment and Consent Form, that all electronic signatures are the legal equivalent of my manual/handwritten signature and I consent to be legally bound to this agreement. I further agree my signature on this document is as valid as if I signed the document in writing. This is to be used in conjunction with the use of the electronic signature for the submission of the SB17 Annual Certification required by 51.3525(e) that I elected to have signed electronically. Under penalty of perjury, I herewith affirm that my electronic signature was signed by myself with full knowledge and consent and am legally bound to these terms and conditions.

Salvador Hector Ochoa

Signature

8/14/24

Date

Please check one:

- President
 Board Chair

Institution: Texas A&M University System Offices
Date Submitted: 08/23/24
Pages: 15



System Ethics & Compliance Office

Annual D.E.I. Compliance

ECCO Review Checklist

Member Agency/Institution: The Texas A&M University System

Ethics & Compliance Officer: Janet Gordon

Chief Executive Officer: John Sharp

FINANCE & BUDGETING	Meets Compliance? Y/N/NA	Employee Responsible (include title and location)	Summary of Action Taken (identify documented evidence used in the process)	Date Verified
<u>Budgets & Accounting:</u> <i>Determine whether the member has complied with the elimination of account and budget codes that fund diversity, equity, and inclusion initiatives in violation of DEI Law as implemented by System Policy 08.01, Civil Rights Compliance and Protections.</i>				
<ul style="list-style-type: none"> Identified accounts and/or budget codes that fund DEI initiatives and taken action to ensure compliance. 	Yes	Joseph Duron, Chief Administrative Officer	Reviewed all budget codes and accounts for System Offices and had no findings of non-compliance with DEI Law.	September, 2023
<ul style="list-style-type: none"> Eliminated accounts and/or budget codes to include titles, locations/departments, sub-accounts/sub-departments, and funding sources that violate DEI Law. 	Yes	Joseph Duron, Chief Administrative Officer	Reviewed all budget codes and accounts for System Offices and had no findings of non-compliance with DEI Law.	September, 2023
<ul style="list-style-type: none"> Implemented procedures for the systemic review and vetting of current and proposed accounts and budget codes to include titles, locations/departments, sub-accounts/sub-departments, and funding sources to ensure compliance. 	Yes	Joseph Duron, Chief Administrative Officer	Implemented procedures for vetting of current and proposed accounts and budget codes as identified in the System Offices DEI Law Operations Manual to ensure compliance with DEI Law.	February, 2024
<ul style="list-style-type: none"> Implemented a record-retention process for reporting purposes. 	Yes	Joseph Duron, Chief Administrative Officer	Implemented a process as identified in the System Offices DEI Law Operations Manual.	February, 2024

HUMAN RESOURCES	Meets Compliance? Y/N/NA	Employee Responsible (include title and location)	Summary of Action Taken (Identify documented evidence used in the process)	Date Verified
DEI Related Offices and Third-Party Contracts: Determine whether the member has complied with the elimination of departments, divisions, and/or offices that violate the DEI Law as implemented by System Policy 08.01, Civil Rights Compliance and Protections.				
<ul style="list-style-type: none"> Identified offices, divisions, or other units that are responsible for diversity, equity, and inclusion initiatives and took action to ensure compliance. 	Yes	Adam Davidson, Executive Director for Human Resources	Reviewed all departments within System Offices and had no findings of DEI Offices.	July, 2023
<ul style="list-style-type: none"> Identified third-party vendors performing the duties of a diversity, equity, and inclusion office and took action to ensure compliance. 	Yes	Adam Davidson, Executive Director for Human Resources	Reviewed third-party vendors for System Offices and had no findings of any performing DEI duties.	July, 2023
Personnel: Determine whether the member has complied with the restriction on hiring or assigning employees to perform the duties of diversity, equity, and inclusion.				
<ul style="list-style-type: none"> Identified active personnel with responsibilities for performing diversity, equity, and inclusion functions and took action to ensure compliance. 	Yes	Adam Davidson, Executive Director for Human Resources	Ran a query in Workday for all position titles, business titles, job profiles, position descriptions, and position restrictions using keyword search of diversity, diverse, equity, inclusion, DEI, and had no findings.	August, 2023
<ul style="list-style-type: none"> Identified unallowable personnel duties within active and inactive job descriptions and working templates for language that violates DEI Law and took action to ensure compliance. 	Yes	Adam Davidson, Executive Director for Human Resources	No positions identified with unallowable personnel duties within active and inactive job descriptions that violate DEI Law.	August, 2023
<ul style="list-style-type: none"> Identified employee funding sources that violate DEI Law and took action to ensure compliance. 	Yes	Adam Davidson, Executive Director for Human Resources	No funding sources identified that violated DEI Law.	August, 2023

Hiring and Employment Practices and Procedures: Determine whether member hiring and employment practices and procedures have been updated to exclude requirements for DEI statements and do not provide special benefit or promote preferential treatment on the basis of race, sex, color, ethnicity, or national origin to an applicant for employment, an employee, or a participant in any function of the institution relating to this process.					
<ul style="list-style-type: none"> Reviewed hiring and employment documents and materials, to include rubrics and matrices, and identified prohibited language, requirements, practices and/or procedures took action to ensure compliance. (See DEI Law Operations Manual under IV. Monitoring, Section B, Item 2c for a comprehensive list.) 	Yes	Adam Davidson, Executive Director for Human Resources	Reviewed all hiring and employment documents and materials and did not find any in violation of DEI Law.	August, 2023	
<ul style="list-style-type: none"> Reviewed performance evaluation tools and metrics, documents and forms for promotions, merit increases, and equity adjustments, and all related procedures; identified prohibited language and/or requirements and took action to ensure compliance. 	Yes	Adam Davidson, Executive Director for Human Resources	Reviewed all performance evaluation tools and documents and updated to remove all metrics of diversity, equity and inclusion.	November, 2023	
<ul style="list-style-type: none"> Implemented a system of systemic evaluation and review to vet proposed positions, processes, and materials to ensure they meet compliance prior to publication. 	Yes	Adam Davidson, Executive Director for Human Resources	Implemented a system of evaluation to ensure all positions, processes, and materials moving forward meet compliance with DEI Law.	November, 2023	
Training Sessions and Materials: Determine whether the member has complied with the elimination of required training sessions and materials that violate the DEI Law as implemented by System Policy 08.01, Civil Rights Compliance and Protections.					
<ul style="list-style-type: none"> Reviewed required training sessions for those identified as prohibited by DEI Law and took action to ensure compliance. 	Yes	Adam Davidson, Executive Director for Human Resources	Reviewed all training sessions and did not find any that did not meet compliance with DEI Law.	December, 2023	
<ul style="list-style-type: none"> Reviewed all training sessions and materials for language and elements prohibited by DEI Law and took action to ensure compliance. 	Yes	Adam Davidson, Executive Director for Human Resources	Reviewed all training sessions and removed any that did not meet compliance with DEI Law.	December, 2023	

<ul style="list-style-type: none"> Implemented procedures to review proposed training sessions and materials for compliance prior to activation. 	Yes	Adam Davidson, Executive Director for Human Resources	Implemented review procedures for proposed training sessions and materials for System Offices to ensure compliance with DEI Law moving forward.	December, 2023
<p>FACULTY AFFAIRS</p>	Meets Compliance? Y/N/NA	Employee Responsible (include title and location)	Summary of Action Taken (identify documented evidence used in the process)	Date Verified
<p>Procedures, Programs and Activities: Determine whether the member has discontinued procedures, programs and activities which promote differential treatment of or provide special benefits to individuals on the basis of race, color, or ethnicity.</p>				
<ul style="list-style-type: none"> Reviewed all faculty hiring and recruiting practices and identified those that violate DEI Law and took action to ensure compliance. 			Not applicable to System Offices.	
<ul style="list-style-type: none"> Reviewed all procedures for tenure review, promotions, merit increases, and equity adjustments; identified those that violate DEI Law and took action to ensure compliance. 				
<ul style="list-style-type: none"> Reviewed all faculty organizations supported by the university to evaluate their purpose, structure, and funding. Identified those that violate DEI Law and took action to ensure compliance. 				
<ul style="list-style-type: none"> Reviewed all grant proposals and accreditation certifications and identified those that violate DEI Law and took action to ensure compliance. 				
<ul style="list-style-type: none"> Reviewed all accreditation certifications and identified those that violate DEI Law and took action to ensure compliance. 				

<ul style="list-style-type: none"> Reviewed the provisions for all academic or professional opportunities extended to students, faculty, and visiting scholars to include institutional conferences and seminars and identified those that violate DEI Law and took action to ensure compliance. 			
<ul style="list-style-type: none"> Reviewed all forms, documents, procedures, and practices related to the functions listed in this section and identified those that violate DEI Law and took action to ensure compliance. 			
<ul style="list-style-type: none"> Implemented procedures for the systemic evaluation and review of all functions listed in this section to include the vetting of proposed processes, practices, organizations, funding proposals, certifications and corresponding materials to ensure compliance. 			
<p>STUDENT AFFAIRS</p>	<p>Meets Compliance? Y/N/NA</p>	<p>Employee Responsible (include title and location)</p>	<p>Summary of Action Taken (identify documented evidence used in the process)</p>
<p>Procedures, Programs and Activities: Determine whether the member has discontinued procedures, programs and activities which promote differential treatment of or provide special benefits to individuals on the basis of race, color, or ethnicity.</p>			
<ul style="list-style-type: none"> Reviewed all departmental events including institutional conferences and seminars and identified those that violate DEI Law and took action to ensure compliance. 	<p>N/A</p>		<p>May, 2024</p>

<ul style="list-style-type: none"> Reviewed all staff work and identified those that violate DEI Law and took action to ensure compliance. 	Yes	Dr. Nancy Shankle Provost RELLIS Academic Alliance	Reviewed all job descriptions of staff and duties to ensure compliance.	May, 2024
<ul style="list-style-type: none"> Reviewed all student and staff training sessions and identified those that violate DEI Law and took action to ensure compliance. 	Yes	Dr. Nancy Shankle Provost RELLIS Academic Alliance	Reviewed all documentation and training materials to ensure compliance.	May, 2024
<ul style="list-style-type: none"> Reviewed all student success and outreach programs and identified those that violate DEI Law and took action to ensure compliance. 			N/A	
<ul style="list-style-type: none"> Implemented procedures for the systemic evaluation and review of all trainings, programs, events, and activities to ensure compliance. 	Yes	Dr. Nancy Shankle Provost RELLIS Academic Alliance	Added checklist items to necessary documents to ensure compliance.	May, 2024
SCHOLARSHIPS & FINANCIAL AID	Meets Compliance? Y/N/NA	Employee Responsible <i>(include title and location)</i>	Summary of Action Taken <i>(identify documented evidence used in the process)</i>	Date Verified
Scholarships & Financial Aid: <i>Determine whether the member has discontinued the award of scholarships and financial aid that promote differential treatment of or provide special benefits to individuals on the basis of race, color, or ethnicity.</i>				
<ul style="list-style-type: none"> Reviewed all awards administered, promoted, and/or facilitated by the member for violation of DEI Law and took action to ensure compliance. 	Yes	Dr. Nancy Shankle Provost RELLIS Academic Alliance	Reviewed criteria to ensure compliance.	May, 2024
<ul style="list-style-type: none"> Reviewed all outlets announcing or promoting scholarships and financial aid, to include websites and social media pages, for violation of DEI Law and took action to ensure compliance. 	Yes	Dr. Nancy Shankle Provost RELLIS Academic Alliance	Reviewed web page and social media postings that advertises the scholarships to ensure compliance.	May, 2024

<ul style="list-style-type: none"> Reviewed all materials including but not limited to applications, informational documents, marketing materials, guidelines, and operating documents for violations of DEI Law and took action to ensure compliance. 	Yes	Dr. Nancy Shankle Provost RELLIS Academic Alliance	Reviewed materials associated to scholarships to ensure compliance.	May, 2024
<ul style="list-style-type: none"> Implemented procedures for the systemic review of all functions listed above to ensure compliance. 	Yes	Dr. Nancy Shankle Provost RELLIS Academic Alliance	Procedures ensure compliance.	May, 2024
<p>ATHLETICS</p>	Meets Compliance? Y/N/NA	<p>Employee Responsible <i>(include title and location)</i></p>	<p>Summary of Action Taken <i>(identify documented evidence used in the process)</i></p>	<p>Date Verified</p>
<p>Procedures, Programs and Activities: <i>Determine whether the member has discontinued procedures, programs and activities which promote differential treatment of or provide special benefits to individuals on the basis of race, color, or ethnicity.</i></p>				
<ul style="list-style-type: none"> Reviewed procedures, programs, and activities for violations of DEI Law and took action to ensure compliance. 			Not Applicable to System Offices.	
<ul style="list-style-type: none"> Reviewed required non-athletic training sessions (internal and external) for students and staff for violations of DEI Law and took action to ensure compliance. 				
<ul style="list-style-type: none"> Reviewed all materials developed, produced, funded, and distributed through the department to include applications, marketing materials, guidelines, operating manuals, and any other publication provided by the department for violations of DEI Law and took action to ensure compliance. 				

<ul style="list-style-type: none"> Reviewed all co-sponsored events with outside entities for violations of DEI Law and took action to ensure compliance. 			
<ul style="list-style-type: none"> Implemented procedures for the systemic review of all functions listed above to ensure compliance. 			
<p>WEBSITES & SOCIAL MEDIA</p>	<p>Meets Compliance? Y/N/NA</p>	<p>Employee Responsible <i>(include title and location)</i></p>	<p>Summary of Action Taken <i>(identify documented evidence used in the process)</i></p>
<p><u>Website and Social Media Information:</u> Determine whether references to unallowable diversity, equity and inclusion activities on member websites and social media platforms have been identified and removed.</p>			
<ul style="list-style-type: none"> Reviewed member websites and social media platforms for content, links, static materials, and downloadable documents for violation of DEI Law and took action to ensure compliance. 	<p>Yes</p>	<p>Mark Stone, Chief Information Officer</p>	<p>Conducted a search of System Offices websites and social media sites for content or language that violates compliance and removed any findings of non-compliance.</p> <p>April, 2024</p>
<ul style="list-style-type: none"> Reviewed affiliate websites and social media platforms for content and affiliation language in violation of DEI Law and took action to ensure compliance. 	<p>Yes</p>	<p>Mark Stone, Chief Information Officer</p>	<p>Reviewed affiliate websites and social media sites for content or language that violates compliance and had no findings of non-compliance.</p> <p>April, 2024</p>
<ul style="list-style-type: none"> Implemented a systemic process of review of member websites, domains, and social media platforms to include keyword searches to identify references to DEI related terms that violate DEI Law and took action to ensure compliance. 	<p>Yes</p>	<p>Mark Stone, Chief Information Officer</p>	<p>Implemented a systemic process to review member websites, domains and social media platforms as outlined in the System Offices DEI Law Operations Manual.</p> <p>April, 2024</p>

<ul style="list-style-type: none"> Implemented a vetting process by which proposed information to be posted to member websites, domains, social media platforms, or any Internet or network outlet will be evaluated to ensure compliance with DEI Law. 	Yes	Mark Stone, Chief Information Officer	Implemented a vetting process as outlined in the System Offices DEI Law Operations Manual.	April, 2024
INTERNAL CONTROLS & MONITORING	Meets Compliance? Y/N/NA	Employee Responsible (include title and location)	Summary of Action Taken (identify documented evidence used in the process)	Date Verified
<u>Internal Controls & Monitoring:</u> Determine whether the member has removed prohibited diversity, equity, and inclusion related rules, developed and implemented operating procedures, and implemented internal controls according to DEI Law and A&M System Policy 08.01.				
<ul style="list-style-type: none"> Reviewed and identified member rules and operating procedures in place that are not compliant with DEI Law and took action to ensure compliance. 	Yes	Janet Gordon, System Ethics and Compliance Officer	Reviewed System rules and operating procedures and had no findings of any that violate DEI Law.	December, 2023
<ul style="list-style-type: none"> Developed and implemented operating procedures to ensure continued compliance with DEI Law. 	Yes	Janet Gordon, System Ethics and Compliance Officer	Developed and disseminated DEI Law Operations Manual for System Offices outlining procedures by which compliance will be reviewed and certified on an annual basis.	February, 2024
<ul style="list-style-type: none"> Implemented internal controls including assignment of monitoring responsibilities, procedures for training, and processes for disseminating information to stakeholders to ensure compliance with DEI Law. 	Yes	Janet Gordon, System Ethics and Compliance Officer	Developed and disseminated DEI Law Operations Manual for System Offices outlining procedures by which compliance will be reviewed and certified on an annual basis.	February, 2024
<ul style="list-style-type: none"> Developed a compliance response and reporting process to address issues of noncompliance with DEI Law. 	Yes	Janet Gordon, System Ethics and Compliance Officer	Developed and implemented DEI reporting procedures for reporting of potential issues of compliance through the EthicsPoint Hotline.	January, 2024

<ul style="list-style-type: none"> Identified procedures for disciplinary action/sanctioning for violations of DEI Law. 	Yes	Janet Gordon, System Ethics and Compliance Officer	Developed procedures for disciplinary action/sanctioning for violations of DEI Law through the DEI Law Operations Manual.	February, 2024
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SUMMARY OF FINDINGS: *(to be completed by SECO/OGC)*

X Meets compliance

_____ Meets compliance after implementing recommendations

_____ Factors preventing compliance as agency/institute of higher learning has not implemented recommendations on statutory/regulatory requirements

SIGNATURES


Compliance Officer

July 10, 2024
Date

Approved by:

Chief Executive Officer

Date



Office of the Chancellor

THE TEXAS A&M UNIVERSITY SYSTEM

ELECTRONIC SIGNATURE ACKNOWLEDGEMENT AND CONSENT FORM

I, John Sharp, agree and understand that by signing the Electronic Signature Acknowledgment and Consent Form, that all electronic signatures are the legal equivalent of my manual/handwritten signature and I consent to be legally bound to this agreement. I further agree my signature on this document is as valid as if I signed the document in writing. This is to be used in conjunction with the use of the electronic signature for the submission of the SB17 Annual Certification required by 51.3525(e) that I elected to have signed electronically. Under penalty of perjury, I herewith affirm that my electronic signature was signed by myself with full knowledge and consent and am legally bound to these terms and conditions.

Signature

8/21/2024

Date

Please check one:

- President
- Board Chair



Office of the Chancellor

THE TEXAS A&M UNIVERSITY SYSTEM

DEI Law Certification of Compliance

CHIEF EXECUTIVE OFFICER ACKNOWLEDGEMENT

Member Institution/Agency: The Texas A&M University System Offices

Chief Executive Officer: Chancellor John Sharp

I certify, under penalty of perjury and the loss of funding to *The Texas A&M University System* that *The Texas A&M University System* has complied with the requirements in Tex. Educ. Code § 51.3525:

I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), this institution does not, except as required by federal law, have any office, division or unit with the established purpose of:

- influencing hiring or employment practices at the institution with respect to race, sex, color, or ethnicity, other than through the use of color-blind and sex-neutral hiring processes in accordance with any applicable state and federal antidiscrimination laws;
- promoting differential treatment of or providing special benefits to individuals on the basis of race, color, or ethnicity;
- promoting policies or procedures designed or implemented in reference to race, color, or ethnicity, other than policies or procedures approved in writing by this institution's general counsel and the Texas Higher Education Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law; or
- conducting trainings, programs, or activities designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation, other than trainings, programs, or activities developed by an attorney and approved in writing by this institution's general counsel and the Texas Higher Education Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law.

I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(B), this institution has not, except as required by federal law, hired or assigned an employee of the institution, or contracted with a third party to perform the duties of a diversity, equity, and inclusion office as defined in Tex. Educ. Code § 51.3525(a).

I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(C), this institution does not, except as required by federal law, compel, require, induce, or solicit any person to provide a diversity, equity, and inclusion statement or give preferential consideration to any person based on the provision of a diversity, equity, and inclusion statement.

I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(D), this institution does not, except as required by federal law, give preference on the basis of race, sex, color, ethnicity, or national origin to an applicant for employment, an employee, or a participant in any function of the institution.

I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(E), this institution does not, except as required by federal law, require any person, as a condition of enrolling at the institution or performing any institution function, to participate in diversity, equity, and inclusion training, which includes a training, program, or activity designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation, unless the training meets the exception in Tex. Educ. Code § 51.3525(b)(1)(E)(ii).

I certify, in accordance with Tex. Educ. Code § 51.3525(b)(2), that this institution has adopted policies and procedures for appropriately disciplining, including by termination, an employee or contractor of the institution who engages in conduct in violation of Tex. Educ. Code § 51.3525(b)(1)(A)-(E).

I certify, in accordance with Tex. Educ. Code § 51.3525(e), that no state appropriations to this institution for 2025 have been spent prior to submission of this certification report to the Legislature and the Texas Higher Education Coordinating Board.

I understand the State Auditor's Office will conduct a compliance audit for this institution and if violations of Tex. Educ. Code § 51.3525 are found, this institution must cure the violation within 180 days or become ineligible to receive formula funding increases, institutional enhancements, or exceptional items during the state fiscal biennium immediately following the state fiscal biennium in which the determination is made.

I understand all complaints regarding any violations made by this institution will be sent to the State Auditor's Office for review.

To ensure full compliance with Tex. Educ. Code § 51.3525, in the past fiscal year *The Texas A&M University System* has conducted the following:

- Conducted a review of all programs and activities, offices, personnel, and training sessions for potential violations of Tex. Educ. Code § 51.3525 and discontinued those found to be in violation.
- Updated *The Texas A&M University System Policy 08.01 Civil Rights Protection and Compliance* to reflect additions to Tex. Educ. Code § 51.3525 which was adopted by the Board of Regents in August 2023.
- Developed and implemented operating procedures in line with the updated System policy and The Texas A&M University System D.E.I. Compliance Operational Manual to facilitate on-going compliance with Tex. Educ. Code § 51.3525. See attached compliance checklist as supporting documentation.
- Participated in an audit review by The Texas A&M University System Department of Internal Audit with the objective of evaluating actions taken by the institution to ensure compliance with Tex. Educ. Code § 51.3525.

Failure to return a certification form to the Texas Higher Education Coordinating Board by September 1, 2024, will be considered an act of non-compliance with the law and can subject the above referenced institution to all penalties allowed by law.

Signature of Institution President/CEO

11 July 24

Date

Signature of Board Chair

8/16/24

Date

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 INSTITUTIONS

- Texas A&M-RELLIS
- Texas A&M-Fort Worth

Board of Regents

THE TEXAS A&M UNIVERSITY SYSTEM

ELECTRONIC SIGNATURE ACKNOWLEDGEMENT AND CONSENT FORM

I, Bill Mahomes, agree and understand that by signing the Electronic Signature Acknowledgment and Consent Form, that all electronic signatures are the legal equivalent of my manual/handwritten signature and I consent to be legally bound to this agreement. I further agree my signature on this document is as valid as if I signed the document in writing. This is to be used in conjunction with the use of the electronic signature for the submission of the SB17 Annual Certification required by 51.3525(e) that I elected to have signed electronically. Under penalty of perjury, I herewith affirm that my electronic signature was signed by myself with full knowledge and consent and am legally bound to these terms and conditions.

William Mahomes
Signature

August 16, 2024
Date

Please check one:

- President
- Board Chair

Institution: Texas A&M University Texarkana
Date Submitted: 08/23/24
Pages: 16



DEI Law Certification of Compliance

CHIEF EXECUTIVE OFFICER ACKNOWLEDGEMENT

Member Institution/Agency: Texas A&M University - Texarkana
 Chief Executive Officer: Ross Alexander

I certify, under penalty of perjury and the loss of funding to Texas A&M University - Texarkana, that Texas A&M University - Texarkana has complied with the requirements in Tex. Educ. Code § 51.3525:

^{DS}
 [RA] I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), this institution does not, except as required by federal law, have any office, division or unit with the established purpose of:

- influencing hiring or employment practices at the institution with respect to race, sex, color, or ethnicity, other than through the use of color-blind and sex-neutral hiring processes in accordance with any applicable state and federal antidiscrimination laws;
- promoting differential treatment of or providing special benefits to individuals on the basis of race, color, or ethnicity;
- promoting policies or procedures designed or implemented in reference to race, color, or ethnicity, other than policies or procedures approved in writing by this institution’s general counsel and the Texas Higher Education Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law; or
- conducting trainings, programs, or activities designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation, other than trainings, programs, or activities developed by an attorney and approved in writing by this institution’s general counsel and the Texas Higher Education Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law.

^{DS}
 [RA] I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(B), this institution has not, except as required by federal law, hired or assigned an employee of the institution, or contracted with a third party to perform the duties of a diversity, equity, and inclusion office as defined in Tex. Educ. Code § 51.3525(a).

^{DS}
[*RA*] I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(C), this institution does not, except as required by federal law, compel, require, induce, or solicit any person to provide a diversity, equity, and inclusion statement or give preferential consideration to any person based on the provision of a diversity, equity, and inclusion statement.

^{DS}
[*RA*] I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(D), this institution does not, except as required by federal law, give preference on the basis of race, sex, color, ethnicity, or national origin to an applicant for employment, an employee, or a participant in any function of the institution.

^{DS}
[*RA*] I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(E), this institution does not, except as required by federal law, require any person, as a condition of enrolling at the institution or performing any institution function, to participate in diversity, equity, and inclusion training, which includes a training, program, or activity designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation, unless the training meets the exception in Tex. Educ. Code § 51.3525(b)(1)(E)(ii).

^{DS}
[*RA*] I certify, in accordance with Tex. Educ. Code § 51.3525(b)(2), that this institution has adopted policies and procedures for appropriately disciplining, including by termination, an employee or contractor of the institution who engages in conduct in violation of Tex. Educ. Code § 51.3525(b)(1)(A)-(E).

^{DS}
[*RA*] I certify, in accordance with Tex. Educ. Code § 51.3525(e), that no state appropriations to this institution for Fiscal Year 2025 have been spent prior to submission of this certification report to the Legislature and the Texas Higher Education Coordinating Board.

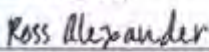
^{DS}
[*RA*] I understand the State Auditor's Office will conduct a compliance audit for this institution and if violations of Tex. Educ. Code § 51.3525 are found, this institution must cure the violation within 180 days or become ineligible to receive formula funding increases, institutional enhancements, or exceptional items during the state fiscal biennium immediately following the state fiscal biennium in which the determination is made.

[*RA*] I understand all complaints regarding any violations made by this institution will be sent to the State Auditor's Office for review.

To ensure full compliance with Tex. Educ. Code § 51.3525, in the past fiscal year Texas A&M University - Texarkana has conducted the following:

- Conducted a review of all programs and activities, offices, personnel, and training sessions for potential violations of Tex. Educ. Code § 51.3525 and discontinued those found to be in violation.
- Updated *The Texas A&M University System Policy 08.01 Civil Rights Protection and Compliance* to reflect additions to Tex. Educ. Code § 51.3525 which was adopted by the Board of Regents in August 2023.
- Developed and implemented operating procedures in line with the updated System policy and The Texas A&M University System D.E.I. Compliance Operational Manual to facilitate on-going compliance with Tex. Educ. Code § 51.3525. See attached compliance checklist as supporting documentation.
- Participated in an audit review by The Texas A&M University System Department of Internal Audit with the objective of evaluating actions taken by the institution to ensure compliance with Tex. Educ. Code § 51.3525.

Failure to return a certification form to the Texas Higher Education Coordinating Board by September 1, 2024, will be considered an act of non-compliance with the law and can subject the above referenced institution to all penalties allowed by law.

DocuSigned by:


Signature of Institution President/CEO

5/30/2024

Date



Signature of Board Chair

8/16/24

Date



System Ethics & Compliance Office

Annual D.E.I. Compliance

ECO Review Checklist

Member Agency/Institution:

Texas A&M University – Texarkana

Ethics & Compliance Officer:

Jill Whittington

Chief Executive Officer:

Dr. Ross C. Alexander

FINANCE & BUDGETING	Meets Compliance? Y/N/NA	Employee Responsible <i>(include title and location)</i>	Summary of Action Taken <i>(identify documented evidence used in the process)</i>	Date Verified
<u>Budgets & Accounting:</u> <i>Determine whether the member has complied with the elimination of account and budget codes that fund diversity, equity, and inclusion initiatives in violation of DEI Law as implemented by System Policy 08.01, Civil Rights Compliance and Protections.</i>				
<ul style="list-style-type: none"> Identified accounts and/or budget codes that fund DEI initiatives and taken action to ensure compliance. 	Y	Ramona Knighton, AVP and Chief Budget Officer	Account 203240 was identified as for Campus Climate and Engagement/Office of DEI.	5/7/24
<ul style="list-style-type: none"> Eliminated accounts and/or budget codes to include titles, locations/departments, sub-accounts/sub-departments, and funding sources that violate DEI Law. 	Y	Ramona Knighton, AVP and Chief Budget Officer	It was reassigned to HR Student Resolution Mgmt under Human Resources to reflect reassignment of DEIP Personnel to new role of HR Services.	5/7/24
<ul style="list-style-type: none"> Implemented procedures for the systemic review and vetting of current and proposed accounts and budget codes to include titles, locations/departments, sub-accounts/sub-departments, and funding sources to ensure compliance. 	Y	Ramona Knighton, AVP and Chief Budget Officer	Under the direction of CFO, no funds are allocated for the purpose of DEI initiatives. The budget office verifies that no funds are allocated, or accounts are established for this purpose.	5/7/24
<ul style="list-style-type: none"> Implemented a record-retention process for reporting purposes. 	Y	Ramona Knighton, AVP and Chief Budget Officer	Records of Finance and Budget activities are in accordance with System Reg 61.99.01 and the TAMU System Record Retention Schedule	5/7/24

HUMAN RESOURCES	Meets Compliance? Y/N/NA	Employee Responsible (include title and location)	Summary of Action Taken (Identify documented evidence used in the process)	Date Verified
DEI Related Offices and Third-Party Contracts: Determine whether the member has complied with the elimination of departments, divisions, and/or offices that violate the DEI Law as implemented by System Policy 08.01, Civil Rights Compliance and Protections.				
<ul style="list-style-type: none"> Identified offices, divisions, or other units that are responsible for diversity, equity, and inclusion initiatives and took action to ensure compliance. 	Y	Charlotte Banks, AVP and CHRO	Office of DEIB was disbanded as of 9/1/23. The graduate assistant role was eliminated, the Director was transferred to HR as Director of HR Services.	5/29/24
<ul style="list-style-type: none"> Identified third-party vendors performing the duties of a diversity, equity, and inclusion office and took action to ensure compliance. 	Y	Charlotte Banks, AVP and CHRO	There were no third-party vendors identified who were performing duties of the Office of DEIB	5/29/24
Personnel: Determine whether the member has complied with the restriction on hiring or assigning employees to perform the duties of diversity, equity, and inclusion.				
<ul style="list-style-type: none"> Identified active personnel with responsibilities for performing diversity, equity, and inclusion functions and took action to ensure compliance. 	Y	Charlotte Banks, AVP and CHRO	The Director of DEIB and the Graduate Assistant position in that office were eliminated as of 9/1/23.	5/29/24
<ul style="list-style-type: none"> Identified unallowable personnel duties within active and inactive job descriptions and working templates for language that violates DEI Law and took action to ensure compliance. 	Y	Charlotte Banks, AVP and CHRO	Job Descriptions and Job postings were updated to eliminate reference to DEIB statements. HR reviewed and revised all open/active job postings to remove reference to DEI related terms. All job descriptions, active and inactive, were removed to remove language that was potentially in violation of DEI Law. Revised templates were distributed to hiring managers	5/29/24
<ul style="list-style-type: none"> Identified employee funding sources that violate DEI Law and took action to ensure compliance. 	Y	Charlotte Banks, AVP and CHRO	The Office of Diversity, Equity, Inclusion and Belonging was eliminated and defunded as of September 1, 2023. There were no other institutional funding sources for DEI related functions or activities on campus. Costing allocations/payroll accounts for DEIB staff were transferred to compliant funding sources/managed by the budgeting department.	5/29/24

<p>Hiring and Employment Practices and Procedures: Determine whether member hiring and employment practices and procedures have been updated to exclude requirements for DEI statements and do not provide special benefit or promote preferential treatment on the basis of race, sex, color, ethnicity, or national origin to an applicant for employment, an employee, or a participant in any function of the institution relating to this process.</p>	<ul style="list-style-type: none"> Reviewed hiring and employment documents and materials, to include rubrics and matrices, and identified prohibited language, requirements, practices and/or procedures took action to ensure compliance. (See DEI Law Operations Manual under IV. Monitoring, Section B, Item 2c for a comprehensive list.) 	<p style="text-align: center;">Y</p> <p>Charlotte Banks, AVP and CHRO</p>	<p>In response to the requirements of the DEI Law, Human Resources modified the following documents to assure compliance:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Search Committee Suggested Interview Matrix – Reviewed; no revision required <input type="checkbox"/> Search Committee Duties – Revised to eliminate reference to diverse candidates <input type="checkbox"/> Search Committee Sample Questions – Removed sample question related to DEI <input type="checkbox"/> Telephone Reference Form- Removed question and language regarding DEI <input type="checkbox"/> Salary Offer Checklist – Reviewed; no changes required <input type="checkbox"/> Position Description Template – Revised to eliminate references to DEI requirements <input type="checkbox"/> Position Descriptions – All descriptions (active and inactive) were reviewed and revised to eliminate requirements or preferred qualifications regarding DEI <input type="checkbox"/> Request to Fill New/Vacant Position – Reviewed; no revision required. 	<p style="text-align: right;">5/29/24</p>
<ul style="list-style-type: none"> Reviewed performance evaluation tools and metrics, documents and forms for promotions, merit increases, and equity adjustments, and all related procedures; identified prohibited language and/or requirements and took action to ensure compliance. 	<p style="text-align: center;">Y</p> <p>Charlotte Banks, AVP and CHRO</p>	<p>The competency regarding Diversity and Respect was eliminated from the Performance Evaluation forms through Workday at the System level. Other performance evaluation tools and resources are maintained through Workday as well. The Annual Faculty Performance Review Form and related documents that are available on the TAMUT website were reviewed by Human Resources and do not contain language or requirements prohibited by DEI Law. Local/member-level initiatives regarding DEIB were not incorporated into the performance review/evaluation process. To comply with DEI Law, Human Resources has added a DEIB review to existing internal procedures, including a system of checks and balances to review and evaluate TAMUT position requests, position descriptions, search committee documents, forms, and procedures to assure compliance with DEI Law and TAMUS 08.01 prior to publication or distribution.</p>	<p style="text-align: right;">5/29/24</p>	

Training Sessions and Materials: Determine whether the member has complied with the elimination of required training sessions and materials that violate the DEI Law as implemented by System Policy 08.01, Civil Rights Compliance and Protections.				
<ul style="list-style-type: none"> Reviewed required training sessions for those identified as prohibited by DEI Law and took action to ensure compliance. 	Y	Charlotte Banks, AVP and CHRO	A&M-Texarkana has never offered or implemented required training courses for faculty and staff on topics related to DEIB	5/29/24
<ul style="list-style-type: none"> Reviewed all training sessions and materials for language and elements prohibited by DEI Law and took action to ensure compliance. 	Y	Charlotte Banks, AVP and CHRO	A&M-Texarkana has never offered or implemented required training courses for faculty and staff on topics related to DEIB Training sessions developed under the Office of DEIB have been discontinued.	5/29/24
<ul style="list-style-type: none"> Implemented procedures to review proposed training sessions and materials for compliance prior to activation. 	Y	Charlotte Banks, AVP and CHRO	A&M-Texarkana delivers required faculty and staff training through TrainTraq. TrainTraq content is approved at the System level before it is delivered to faculty and staff. A&M-Texarkana also provides LinkedIn Learning for faculty and staff professional development. The courses in LinkedIn Learning are not required training modules and participation is voluntary and self-selected by the employee. Any proposed required training modules that may be assigned directly to employees via LinkedIn Learning will be vetted through Human Resources to eliminate content or references that may violate DEI Law.	5/29/24
FACULTY AFFAIRS	Meets Compliance? Y/N/NA	Employee Responsible (include title and location)	Summary of Action Taken (Identify documented evidence used in the process)	Date Verified
Procedures, Programs and Activities: Determine whether the member has discontinued procedures, programs and activities which promote differential treatment of or provide special benefits to individuals on the basis of race, color, or ethnicity.				
<ul style="list-style-type: none"> Reviewed all faculty hiring and recruiting practices and identified those that violate DEI Law and took action to ensure compliance. 	Y	Charlotte Banks, AVP and CHRO Melinda Arnold, Provost	Most faculty hiring and recruiting practices are overseen by Human Resources, see above for specific actions taken to ensure compliance for the processes managed by Human Resources. The faculty specific offer letters were reviewed and found to comply with DEI Law	5/30/24
<ul style="list-style-type: none"> Reviewed all procedures for tenure review, promotions, merit increases, and equity adjustments; identified those that violate DEI Law and took action to ensure compliance. 	Y	Charlotte Banks, AVP and CHRO Melinda Arnold, Provost	All procedures for tenure review, promotions, merit increases, and equity adjustments were reviewed and no potential violations of DEI Law were identified	5/30/24

<ul style="list-style-type: none"> Reviewed all faculty organizations supported by the university to evaluate their purpose, structure, and funding. Identified those that violate DEI Law and took action to ensure compliance. 	Y	Melinda Arnold, Provost	There are no faculty organizations supported by the university that violate DEI Law, both the Office for Teaching and Faculty Advancement and the Faculty Senate were found to be compliant	5/30/24
<ul style="list-style-type: none"> Reviewed all grant proposals and accreditation certifications and identified those that violate DEI Law and took action to ensure compliance. 	Y	Mandy Davis, Grants Administrator	All grant proposals were reviewed and none were found to violate DEI Law	5/30/24
<ul style="list-style-type: none"> Reviewed all accreditation certifications and identified those that violate DEI Law and took action to ensure compliance. 	Y	Jennifer Willis, Assoc Director of Institutional Effectiveness	All accreditation certifications were reviewed with no DEI Law violations identified. CACREP (Counseling) and CSWE (Social Work) have standards that require curriculum addressing topics of DEI but neither requires programmatic activities that provide benefit to any particular class or violation of DEI Law.	5/30/24
<ul style="list-style-type: none"> Reviewed the provisions for all academic or professional opportunities extended to students, faculty, and visiting scholars to include institutional conferences and seminars and identified those that violate DEI Law and took action to ensure compliance. 	Y	Melinda Arnold, Provost	No institutional conferences or seminars violated DEI Law. Participation in the National Conference on Race and Ethnicity and the AAC&U Conference on Diversity, Equity, and Student Success were discontinued.	5/30/24
<ul style="list-style-type: none"> Reviewed all forms, documents, procedures, and practices related to the functions listed in this section and identified those that violate DEI Law and took action to ensure compliance. 	Y	Melinda Arnold, Provost	All forms, documents, procedures, and practices related to the functions listed in this section were found to be compliant	5/30/24
<ul style="list-style-type: none"> Implemented procedures for the systemic evaluation and review of all functions listed in this section to include the vetting of proposed processes, practices, organizations, funding proposals, certifications and corresponding materials to ensure compliance. 	Y	Melinda Arnold, Provost	Processes to review any functions in this section have been developed. Any items that have components that may not comply will result in the involvement of the Office of Compliance	5/30/24

STUDENT AFFAIRS	Meets Compliance? Y/N/NA	Employee Responsible <i>(include title and location)</i>	Summary of Action Taken <i>(Identify documented evidence used in the process)</i>	Date Verified
Procedures, Programs and Activities: <i>Determine whether the member has discontinued procedures, programs and activities which promote differential treatment of or provide special benefits to individuals on the basis of race, color, or ethnicity.</i>				
<ul style="list-style-type: none"> Reviewed all departmental events including institutional conferences and seminars and identified those that violate DEI Law and took action to ensure compliance. 	Y	Celeste McNiel, Director of Student Life, Melinda Arnold, Provost	All departmental events in Student Life, Housing, and Student Success were reviewed. Student Life discontinued the Women's Conference and adjusted the International Student Cultural Excursions to be compliant with DEI Law.	5/21/24
<ul style="list-style-type: none"> Reviewed all staff work and identified those that violate DEI Law and took action to ensure compliance. 	Y	Melanie Nelson, Program Manager Melinda Arnold, Provost	The Staff position coordinating CROWNed Jewels and PATH was changed to now coordinate the PATHWAYS program as the previous two programs were eliminated as noncompliant and the grantor allowed the grant to be used to create PATHWAYS.	5/21/24
<ul style="list-style-type: none"> Reviewed all student and staff training sessions and identified those that violate DEI Law and took action to ensure compliance. 	Y	Celeste McNiel, Director of Student Life, Melinda Arnold, Provost	All trainings were reviewed. The Student Org Boot Camp was revised to remove Inclusive Language Training as it was found to be noncompliant with DEI law. All others were determined to be compliant.	5/21/24
<ul style="list-style-type: none"> Reviewed all student success and outreach programs and identified those that violate DEI Law and took action to ensure compliance. 	Y	Melanie Nelson, Program Manager Melinda Arnold, Provost	The CROWNed Jewels and PATH programs were identified as being noncompliant. The grantor funding these programs was engaged and consented to the creation of a PATHWAYS program, no longer providing benefits to a protected population.	5/21/24
<ul style="list-style-type: none"> Implemented procedures for the systemic evaluation and review of all trainings, programs, events, and activities to ensure compliance. 	Y	Celeste McNiel, Director of Student Life, Melinda Arnold, Provost	Processes are in place for Student Affairs staff to review all new trainings, programs, events and activities to ensure compliance with DEI Laws. Any activities, etc found to be questionable or noncompliant will be referred to the Director of Compliance for review and advice.	5/21/24
SCHOLARSHIPS & FINANCIAL AID	Meets Compliance? Y/N/NA	Employee Responsible <i>(include title and location)</i>	Summary of Action Taken <i>(Identify documented evidence used in the process)</i>	Date Verified

Scholarships & Financial Aid: <i>Determine whether the member has discontinued the award of scholarships and financial aid that promote differential treatment of or provide special benefits to individuals on the basis of race, color, or ethnicity.</i>					
<ul style="list-style-type: none"> Reviewed all awards administered, promoted, and/or facilitated by the member for violation of DEI Law and took action to ensure compliance. 	Y	Michael Fuller, Director of Student Financial Assistance	TAMUT Financial Aid staff reviewed all scholarships awarded by TAMUT. One had a small change necessary to become fully compliant – making one scholarship previously restricted to US Citizens now available to US Citizens and Legal Residents	5/21/24	
<ul style="list-style-type: none"> Reviewed all outlets announcing or promoting scholarships and financial aid, to include websites and social media pages, for violation of DEI Law and took action to ensure compliance. 	Y	Michael Fuller, Director of Student Financial Assistance	All TAMUT web and social media posts were reviewed for DEI compliance, including any announcement regarding scholarships and financial aid, and no posts were identified with potential violations of DEI compliance	5/21/24	
<ul style="list-style-type: none"> Reviewed all materials including but not limited to applications, informational documents, marketing materials, guidelines, and operating documents for violations of DEI Law and took action to ensure compliance. 	Y	Michael Fuller, Director of Student Financial Assistance	TAMUT Financial Aid staff reviewed all scholarship materials. One operating document had a small change necessary to become fully compliant, editing the citizenship requirement.	5/21/24	
<ul style="list-style-type: none"> Implemented procedures for the systemic review of all functions listed above to ensure compliance. 	Y	Michael Fuller, Director of Student Financial Assistance	All new TAMUT Scholarships will be reviewed for compliance with DEI laws upon creation with any questionable language reviewed by Compliance before finalization.	5/21/24	
ATHLETICS	Meets Compliance? Y/N/NA	Employee Responsible <i>(include title and location)</i>	Summary of Action Taken <i>(Identify documented evidence used in the process)</i>	Date Verified	
Procedures, Programs and Activities: <i>Determine whether the member has discontinued procedures, programs and activities which promote differential treatment of or provide special benefits to individuals on the basis of race, color, or ethnicity.</i>					
<ul style="list-style-type: none"> Reviewed procedures, programs, and activities for violations of DEI Law and took action to ensure compliance. 	Y	Michael Galvan, Athletic Director	All procedures, programs, and activities within the Athletics Department were reviewed with no items of noncompliance identified.	5/29/24	

<ul style="list-style-type: none"> Reviewed required non-athletic training sessions (internal and external) for students and staff for violations of DEI Law and took action to ensure compliance. 	Y	Michael Galvan, Athletic Director	All non-athletic training sessions for employees were reviewed through the HR reviews and no items of noncompliances were identified. Non-athletic training sessions for students were reviewed with no findings.	5/29/24
<ul style="list-style-type: none"> Reviewed all materials developed, produced, funded, and distributed through the department to include applications, marketing materials, guidelines, operating manuals, and any other publication provided by the department for violations of DEI Law and took action to ensure compliance. 	Y	Michael Galvan, Athletic Director	Student Athlete Handbook and individual team expectations, codes of conduct, and similar were reviewed, where they existed, with no items of nonconformance identified. All marketing materials and publications are compliant. All communications including press releases and social media communications were reviewed and found compliant.	5/29/24
<ul style="list-style-type: none"> Reviewed all co-sponsored events with outside entities for violations of DEI Law and took action to ensure compliance. 	Y	Michael Galvan, Athletic Director	There were no co-sponsored events with outside entities identified for review.	5/29/24
<ul style="list-style-type: none"> Implemented procedures for the systemic review of all functions listed above to ensure compliance. 	Y	Michael Galvan, Athletic Director	Annual review of documents will be conducted with Athletic Director and Director of Compliance each summer prior to team on-boarding.	5/29/24
WEBSITES & SOCIAL MEDIA	Meets Compliance? Y/N/NA	Employee Responsible <i>(include title and location)</i>	Summary of Action Taken <i>(identify documented evidence used in the process)</i>	Date Verified
Website and Social Media Information: Determine whether references to unallowable diversity, equity and inclusion activities on member websites and social media platforms have been identified and removed.				
<ul style="list-style-type: none"> Reviewed member websites and social media platforms for content, links, static materials, and downloadable documents for violation of DEI Law and took action to ensure compliance. 	Y	John Bunch, Communications Mgr Burns Bar, Web Master	Social Media: All social media accounts connected to the university were examined to make sure there was no content present that would conflict with the requirements under TEC 51.3525. Web Site: A&M-Texarkana has launched a new website (July 2023) and was aware when building and developing content of the SB17 requirements. All content developed was reviewed from the ground up versus a blanket copy/paste approach to populating new site content. This reduces the risk of legacy pages lingering in the background. The institution has also audited its website with keyword/phrase searches.	2/20/24

<ul style="list-style-type: none"> Reviewed affiliate websites and social media platforms for content and affiliation language in violation of DEI Law and took action to ensure compliance. 	<p>Y</p>	<p>John Bunch, Communications Mgr Burns Bar, Web Master</p>	<p>All instances that were identified were evaluated and deemed in compliance of SB17 or removed.</p>	<p>2/20/24</p>
<ul style="list-style-type: none"> Implemented a systemic process of review of member websites, domains, and social media platforms to include keyword searches to identify references to DEI related terms that violate DEI Law and took action to ensure compliance. 	<p>Y</p>	<p>John Bunch, Communications Mgr Burns Bar, Web Master</p>	<p>Social Media: All social media accounts connected to the university were examined to make sure there was no content present that would conflict with the requirements under TEC 51.3525. The audit included 42 officially associated Facebook pages/accounts, 27 Instagram accounts, 13 X (Twitter) accounts, as well as one YouTube and one VIMEO account. Four posts were identified that may be at risk of noncompliance.</p> <p>All university sponsored or affiliated social media accounts are required to grant full administrative privileges to the Communications Manager who routinely monitors the account activity and can remove posts or activity that is not compliant with TEC 51.3525 or other University communications protocols. There are some accounts which are dormant and the access cannot be granted due to loss of the account owner.</p> <p>Social Media: All university sponsored or affiliated social media accounts are required to grant full administrative privileges to the Communications Manager who routinely monitors the account activity and can remove posts or activity that is not compliant with TEC 51.3525 or other University communications protocols. Note: some accounts which are dormant and the access cannot be granted due to loss of the account owner.</p> <p>Web Site: A&M-Texarkana has established mechanisms for monitoring and enforcement. The institution will monitor SB17 policies by using software that scans the website in its entirety every three days and provides a report. Key word/phrase triggers have been identified and will regularly evaluate and update to changing circumstances to insure its effectiveness. When possible instances arise, the information in question will be sent to the Office of Compliance for review.</p> <p>With a limited number of end-users, A&M-Texarkana is able to monitor for any SB17 issues that might arise. The Webmaster, Marketing, Compliance and Information Technology Offices are the only end-users with access to edit the site. Workflows are established within the CMS system for all end-users. The Webmaster must approve before any updates are made and published on the website.</p>	<p>2/20/24</p>
<ul style="list-style-type: none"> Implemented a vetting process by which proposed information to be posted to member websites, domains, social media platforms, or any Internet or network outlet will be 	<p>Y</p>	<p>John Bunch, Communications Mgr Burns Bar, Web Master</p>	<p>Social Media: All university sponsored or affiliated social media accounts are required to grant full administrative privileges to the Communications Manager who routinely monitors the account activity and can remove posts or activity that is not compliant with TEC 51.3525 or other University communications protocols</p>	<p>2/20/24</p>

INTERNAL CONTROLS & MONITORING	Meets Compliance? Y/N/NA	Employee Responsible (include title and location)	Summary of Action Taken (Identify documented evidence used in the process)	Date Verified
evaluated to ensure compliance with DEI Law.			Website: With a limited number of end-users, A&M-Texarkana is able to monitor for any SBI7 issues that might arise. The Webmaster, Marketing, Compliance and Information Technology Offices are the only end-users with access to edit the site. Workflows are established within the CMS system for all end-users. The Webmaster must approve before any updates are made and published on the website.	
Internal Controls & Monitoring: Determine whether the member has removed prohibited diversity, equity, and inclusion related rules, developed and implemented operating procedures, and implemented internal controls according to DEI Law and A&M System Policy 08.01.				
<ul style="list-style-type: none"> Reviewed and identified member rules and operating procedures in place that are not compliant with DEI Law and took action to ensure compliance. 	Y	Jill Whittington, Director of Compliance	TAMUT Rules and Operating Procedures were reviewed. One Procedure – 33.99.01.H0.01 Employment Practices – was found with language that may be non-compliant with DEI Law. The Procedure was reviewed to be in compliance Dec 21, 2023 with additional operational revisions, unrelated to DEI Law compliance, made February 28, 2024.	5/21/24
<ul style="list-style-type: none"> Developed and implemented operating procedures to ensure continued compliance with DEI Law. 	Y	Jill Whittington, Director of Compliance	DEI Compliance Operational Manual for TAMUT was written April 2024.	5/21/24
<ul style="list-style-type: none"> Implemented internal controls including assignment of monitoring responsibilities, procedures for training, and processes for disseminating information to stakeholders to ensure compliance with DEI Law. 	Y	Jill Whittington, Director of Compliance	Internal Controls activities such as, but not limited to, Monitoring Responsibilities, Training Procedures, and processes for disseminating information to stakeholders to ensure compliance with DEI Law, are outlined in the DEI Compliance Operational Manual.	5/21/24
<ul style="list-style-type: none"> Developed a compliance response and reporting process to address issues of noncompliance with DEI Law. 	Y	Jill Whittington, Director of Compliance	The Compliance Response and Reporting Processes to address issues of noncompliance with DEI are outlined in the DEI Compliance Operational Manual.	5/21/24
<ul style="list-style-type: none"> Identified procedures for disciplinary action/sanctioning for violations of DEI Law. 	Y	Jill Whittington, Director of Compliance	Procedures for disciplinary action/sanctioning for violations of DEI Law are outlined in the DEI Compliance Operational Manual.	5/21/24

SUMMARY OF FINDINGS: (to be completed by SECO/OGC)

_____ Meets compliance

_____ Meets compliance after implementing recommendations

_____ Factors preventing compliance as agency/institute of higher learning has not implemented recommendations on statutory/regulatory requirements

SIGNATURES

 _____

Compliance Officer

5/30/2024

_____ Date

Approved by:

 _____

Chief Executive Officer

5/30/2024

_____ Date

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 INSTITUTIONS

- Texas A&M-RELLIS
- Texas A&M-Fort Worth

Board of Regents

THE TEXAS A&M UNIVERSITY SYSTEM

ELECTRONIC SIGNATURE ACKNOWLEDGEMENT AND CONSENT FORM

I, Bill Mahomes, agree and understand that by signing the Electronic Signature Acknowledgment and Consent Form, that all electronic signatures are the legal equivalent of my manual/handwritten signature and I consent to be legally bound to this agreement. I further agree my signature on this document is as valid as if I signed the document in writing. This is to be used in conjunction with the use of the electronic signature for the submission of the SB17 Annual Certification required by 51.3525(e) that I elected to have signed electronically. Under penalty of perjury, I herewith affirm that my electronic signature was signed by myself with full knowledge and consent and am legally bound to these terms and conditions.

William Mahomes
Signature

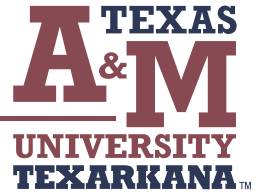
August 16, 2024
Date

Please check one:

- President
- Board Chair

OFFICE OF THE PRESIDENT

WWW.TAMUT.EDU



I, Ross Alexander, agree and understand that by signing the Electronic Signature Acknowledgment and Consent Form, that all electronic signatures are the legal equivalent of my manual/handwritten signature and I consent to be legally bound to this agreement. I further agree my signature on this document is as valid as if I signed the document in writing. This is to be used in conjunction with the use of the electronic signature for the submission of the SB17 Annual Certification required by 51.3525(e) that I elected to have signed electronically. Under penalty of perjury, I herewith affirm that my electronic signature was signed by myself with full knowledge and consent and am legally bound to these terms and conditions.

Signed by:
Ross Alexander
80CAB4E0F 603416...

Signature

8/14/2024

Date

Please check one:

- President
- Board Chair

Institution: Texas A&M Veterinary Medical Diagnostic
Laboratory
Date Submitted: 08/23/24
Pages: 13

DEI Law Certification of Compliance

CHIEF EXECUTIVE OFFICER ACKNOWLEDGEMENT

Member Institution/Agency: Texas A&M Veterinary Medical Diagnostic Laboratory
Chief Executive Officer: Amy Swinford, PhD

I certify, under penalty of perjury and the loss of funding to Texas A&M Veterinary Medical Diagnostic Laboratory, that Texas A&M Veterinary Medical Diagnostic Laboratory has complied with the requirements in Tex. Educ. Code § 51.3525:

I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), this institution does not, except as required by federal law, have any office, division or unit with the established purpose of:

- influencing hiring or employment practices at the institution with respect to race, sex, color, or ethnicity, other than through the use of color-blind and sex-neutral hiring processes in accordance with any applicable state and federal antidiscrimination laws;
- promoting differential treatment of or providing special benefits to individuals on the basis of race, color, or ethnicity;
- promoting policies or procedures designed or implemented in reference to race, color, or ethnicity, other than policies or procedures approved in writing by this institution's general counsel and the Texas Higher Education Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law; or
- conducting trainings, programs, or activities designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation, other than trainings, programs, or activities developed by an attorney and approved in writing by this institution's general counsel and the Texas Higher Education Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law.

PO Drawer 3040
College Station, TX 77841-3040

483 Agronomy Rd, TAMU 4471
College Station, TX 77843-4471

Tel. 979.845.3414
Fax. 979.458.3260
<http://tvmdl.tamu.edu>

I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(B), this institution has not, except as required by federal law, hired or assigned an employee of the institution, or contracted with a third party to perform the duties of a diversity, equity, and inclusion office as defined in Tex. Educ. Code § 51.3525(a).

I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(C), this institution does not, except as required by federal law, compel, require, induce, or solicit any person to provide a diversity, equity, and inclusion statement or give preferential consideration to any person based on the provision of a diversity, equity, and inclusion statement.

I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(D), this institution does not, except as required by federal law, give preference on the basis of race, sex, color, ethnicity, or national origin to an applicant for employment, an employee, or a participant in any function of the institution.

I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(E), this institution does not, except as required by federal law, require any person, as a condition of enrolling at the institution or performing any institution function, to participate in diversity, equity, and inclusion training, which includes a training, program, or activity designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation, unless the training meets the exception in Tex. Educ. Code § 51.3525(b)(1)(E)(ii).

I certify, in accordance with Tex. Educ. Code § 51.3525(b)(2), that this institution has adopted policies and procedures for appropriately disciplining, including by termination, an employee or contractor of the institution who engages in conduct in violation of Tex. Educ. Code § 51.3525(b)(1)(A)-(E).

I certify, in accordance with Tex. Educ. Code § 51.3525(e), that no state appropriations to this institution for fiscal year 2025 have been spent prior to submission of this certification report to the Legislature and the Texas Higher Education Coordinating Board.

I understand the State Auditor's Office will conduct a compliance audit for this institution and if violations of Tex. Educ. Code § 51.3525 are found, this institution must cure the violation within 180 days or become ineligible to receive formula funding increases, institutional enhancements, or exceptional items during the state fiscal biennium immediately following the state fiscal biennium in which the determination is made.

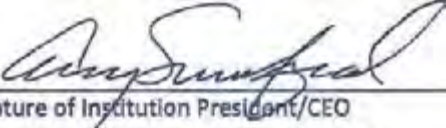


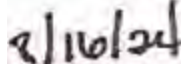
I understand all complaints regarding any violations made by this institution will be sent to the State Auditor's Office for review.

To ensure full compliance with Tex. Educ. Code § 51.3525, in the past fiscal year Texas A&M Veterinary Medical Diagnostic Laboratory has conducted the following:

- Conducted a review of all programs and activities, offices, personnel, and training sessions for potential violations of Tex. Educ. Code § 51.3525 and discontinued those found to be in violation.

- Updated *The Texas A&M University System Policy 08.01 Civil Rights Protection and Compliance* to reflect additions to Tex. Educ. Code § 51.3525 which was adopted by the Board of Regents in August 2023.
- Developed and implemented operating procedures in line with the updated System policy and The Texas A&M University System D.E.I. Compliance Operational Manual to facilitate on-going compliance with Tex. Educ. Code § 51.3525. See attached compliance checklist as supporting documentation.
- Participated in an audit review by The Texas A&M University System Department of Internal Audit with the objective of evaluating actions taken by the institution to ensure compliance with Tex. Educ. Code § 51.3525.

Failure to return a certification form to the Texas Higher Education Coordinating Board by September 1, 2024, will be considered an act of non-compliance with the law and can subject the above referenced institution to all penalties allowed by law.

 _____ Signature of Institution President/CEO	 _____ Date
 _____ Signature of Board Chair	 _____ Date



System Ethics & Compliance Office

Annual D.E.I. Compliance

ECO Review Checklist

Member Agency/Institution: TVMDL

Ethics & Compliance Officer: Brian Halfman

Chief Executive Officer: Amy Swinford

FINANCE & BUDGETING	Meets Compliance? Y/N/NA	Employee Responsible (include title and location)	Summary of Action Taken (identify documented evidence used in the process)	Date Verified
<u>Budgets & Accounting:</u> Determine whether the member has complied with the elimination of account and budget codes that fund diversity, equity, and inclusion initiatives in violation of DEI Law as implemented by System Policy 08.01, Civil Rights Compliance and Protections.				
<ul style="list-style-type: none"> Identified accounts and/or budget codes that fund DEI initiatives and taken action to ensure compliance. 	Y	Matthew Durham Asst. Director & CFO C.S.	Created a business objects report to check Account Description, Support Account Description, Support Account Long Account Description, Project Long Title, and Project Short Title using key words provided by System and specific to TVMDL to search for any accounts with these words. No results found.	5/30/24
<ul style="list-style-type: none"> Eliminated accounts and/or budget codes to include titles, locations/departments, sub-accounts/sub-departments, and funding sources that violate DEI Law. 	Y	Matthew Durham Asst. Director & CFO C.S.	No results found.	5/30/24
<ul style="list-style-type: none"> Implemented procedures for the systemic review and vetting of current and proposed accounts and budget codes to include titles, locations/departments, sub-accounts/sub-departments, and funding sources to ensure compliance. 	Y	Matthew Durham Asst. Director & CFO C.S.	Run Business Objects Report annually to catch new accounts.	5/30/24
<ul style="list-style-type: none"> Implemented a record-retention process for reporting purposes. 	Y	Matthew Durham Asst. Director & CFO C.S.	Save these annual reports under DEI compliance folder. TVMDL will retain documents related to DEI Law compliance in accordance with the Texas A&M System retention schedule.	5/30/24

HUMAN RESOURCES	Meets Compliance? Y/N/NA	Employee Responsible (include title and location)	Summary of Action Taken (Identify documented evidence used in the process)	Date Verified
DEI Related Offices and Third-Party Contracts: Determine whether the member has complied with the elimination of departments, divisions, and/or offices that violate the DEI Law as implemented by System Policy 08.01, Civil Rights Compliance and Protections.				
<ul style="list-style-type: none"> Identified offices, divisions, or other units that are responsible for diversity, equity, and inclusion initiatives and took action to ensure compliance. 	Y	Elizabeth Schwartz Chief Human Resources Officer C.S.	No DEI offices reside within Texas A&M AgriLife Research. This was determined in a Vice Chancellor's Executive Meeting based on the experience and knowledge of the agency director.	5/24/24
<ul style="list-style-type: none"> Identified third-party vendors performing the duties of a diversity, equity, and inclusion office and took action to ensure compliance. 	Y	Elizabeth Schwartz Chief Human Resources Officer C.S.	The Executive director of AgriLife contracts searched all active non-sponsored agreements using the keyword search list. DEI related hits were reviewed by AgriLife Research leadership to determine if the content was appropriate. Presently all contracts are deemed allowable after review.	5/24/24
Personnel: Determine whether the member has complied with the restriction on hiring or assigning employees to perform the duties of diversity, equity, and inclusion.				
<ul style="list-style-type: none"> Identified active personnel with responsibilities for performing diversity, equity, and inclusion functions and took action to ensure compliance. 	Y	Elizabeth Schwartz Chief Human Resources Officer C.S.	After reviewing titles by using reports in Workday there are no personnel in unallowable job titles.	5/24/24
<ul style="list-style-type: none"> Identified unallowable personnel duties within active and inactive job descriptions and working templates for language that violates DEI Law and took action to ensure compliance. 	Y	Elizabeth Schwartz Chief Human Resources Officer C.S.	No changes in duties were necessary.	5/24/24
<ul style="list-style-type: none"> Identified employee funding sources that violate DEI Law and took action to ensure compliance. 	Y	Elizabeth Schwartz Chief Human Resources Officer C.S.	No employee funding sources violate DEI Law.	5/24/24

Hiring and Employment Practices and Procedures: Determine whether member hiring and employment practices and procedures have been updated to exclude requirements for DEI statements and do not provide special benefit or promote preferential treatment on the basis of race, sex, color, ethnicity, or national origin to an applicant for employment, an employee, or a participant in any function of the institution relating to this process.

<ul style="list-style-type: none"> Reviewed hiring and employment documents and materials, to include rubrics and matrices, and identified prohibited language, requirements, practices and/or procedures took action to ensure compliance. (See DEI Law Operations Manual under IV. Monitoring, Section B, Item 2c for a comprehensive list.) 	Y	Elizabeth Schwartz Chief Human Resources Officer C.S.	None of AgriLife's hiring practices and procedures are noncompliant with the DEI Law.	5/24/24
<ul style="list-style-type: none"> Reviewed performance evaluation tools and metrics, documents and forms for promotions, merit increases, and equity adjustments, and all related procedures; identified prohibited language and/or requirements and took action to ensure compliance. 	Y	Elizabeth Schwartz Chief Human Resources Officer C.S.	Tools and procedures have been reviewed to ensure compliance with the DEI Law, there were no findings.	5/24/24
<ul style="list-style-type: none"> Implemented a system of systemic evaluation and review to vet proposed positions, processes, and materials to ensure they meet compliance prior to publication. 	Y	Elizabeth Schwartz Chief Human Resources Officer C.S.	All staff positions will route to human resources to review for DEI compliance prior to recruitment. Faculty positions will be reviewed semi-annually by human resources by performing key word searches.	5/24/24

Training Sessions and Materials: Determine whether the member has complied with the elimination of required training sessions and materials that violate the DEI Law as implemented by System Policy 08.01, Civil Rights Compliance and Protections.

<ul style="list-style-type: none"> Reviewed required training sessions for those identified as prohibited by DEI Law and took action to ensure compliance. 	Y	Elizabeth Schwartz Chief Human Resources Officer C.S.	No training sessions were determined to be prohibited by DEI Law.	5/24/24
<ul style="list-style-type: none"> Reviewed all training sessions and materials for language and elements prohibited by DEI Law and took action to ensure compliance. 	Y	Elizabeth Schwartz Chief Human Resources Officer C.S.	We reviewed TrainTraq course materials along with other training PowerPoints and removed language to ensure compliance with the DEI Law.	5/24/24

<ul style="list-style-type: none"> Implemented procedures to review proposed training sessions and materials for compliance prior to activation. 	Y	Elizabeth Schwartz Chief Human Resources Officer C.S.	According to our new procedure reviews will take place for compliance with the DEI Law prior to activation of new trainings by the appropriate leader. Specifically, AgriLife Aspire courses will be reviewed for compliance prior to activation by the Vice Chancellor for Educational Development and Engagement.	5/24/24
<p>WEBSITES & SOCIAL MEDIA</p> <p>Website and Social Media Information: Determine whether references to unallowable diversity, equity and inclusion activities on member websites and social media platforms have been identified and removed.</p>				
<ul style="list-style-type: none"> Reviewed member websites and social media platforms for content, links, static materials, and downloadable documents for violation of DEI Law and took action to ensure compliance. 	Y	Katherine Hancock Asst. Vice Chancellor C.S.	Please see the attached document, "TEXAS A&M AGRILIFE SB17 INTERNAL CONTROLS AND COMPLIANCE PROGRAM"	5/24/24
<ul style="list-style-type: none"> Reviewed affiliate websites and social media platforms for content and affiliation language in violation of DEI Law and took action to ensure compliance. 	Y	Katherine Hancock Asst. Vice Chancellor C.S.	Please see the attached document, "TEXAS A&M AGRILIFE SB17 INTERNAL CONTROLS AND COMPLIANCE PROGRAM" under the section for Tier III and IV websites.	5/24/24
<ul style="list-style-type: none"> Implemented a systemic process of review of member websites, domains, and social media platforms to include keyword searches to identify references to DEI related terms that violate DEI Law and took action to ensure compliance. 	Y	Katherine Hancock Asst. Vice Chancellor C.S.	Please see the attached document, "TEXAS A&M AGRILIFE SB17 INTERNAL CONTROLS AND COMPLIANCE PROGRAM"	5/24/24
<ul style="list-style-type: none"> Implemented a vetting process by which proposed information to be posted to member websites, domains, social media platforms, or any Internet or network outlet will be evaluated to ensure compliance with DEI Law. 	Y	Katherine Hancock Asst. Vice Chancellor C.S.	All our proposed information goes through several edits, and all our editors have been made aware to look for SB-17-related issues. We have also created a group chat for SB-17 issues.	5/24/24

INTERNAL CONTROLS & MONITORING	Meets Compliance? Y/N/NA	Employee Responsible (include title and location)	Summary of Action Taken (identify documented evidence used in the process)	Date Verified
Internal Controls & Monitoring: Determine whether the member has removed prohibited diversity, equity, and inclusion related rules, developed and implemented operating procedures, and implemented internal controls according to DEI Law and A&M System Policy 08.01.				
<ul style="list-style-type: none"> Reviewed and identified member rules and operating procedures in place that are not compliant with DEI Law and took action to ensure compliance. 	Y	Brian Halfman Director, Ethics & Compliance C.S.	AgriLife rules and procedures were reviewed and are in compliance.	5/24/24
<ul style="list-style-type: none"> Developed and implemented operating procedures to ensure continued compliance with DEI Law. 	Y	Brian Halfman Director, Ethics & Compliance C.S.	An AgriLife draft procedure has been created. A final version will be approved following the adoption of the System policy and regulation.	5/24/24
<ul style="list-style-type: none"> Implemented internal controls including assignment of monitoring responsibilities, procedures for training, and processes for disseminating information to stakeholders to ensure compliance with DEI Law. 	Y	Brian Halfman Director, Ethics & Compliance C.S.	SME's have been identified and have created desk manuals to supplement the procedure for implementation of the monitoring activities.	5/24/24
<ul style="list-style-type: none"> Developed a compliance response and reporting process to address issues of noncompliance with DEI Law. 	Y	Brian Halfman Director, Ethics & Compliance C.S.	Potential DEI Law violations are reported through the ECO for determination. A centralized file folder system has been established to store monitoring reports and documentation related to potential violations and mitigation.	5/24/24
<ul style="list-style-type: none"> Identified procedures for disciplinary action/sanctioning for violations of DEI Law. 	Y	Brian Halfman Director, Ethics & Compliance C.S.	Procedures for disciplinary action related to violations have been established in the AgriLife DEI procedure.	5/24/24

SUMMARY OF FINDINGS: (to be completed by SECO/OGC)

X Meets compliance

Meets compliance after implementing recommendations

Factors preventing compliance as agency/institute of higher learning has not implemented recommendations on statutory/regulatory requirements

SIGNATURES

Erin Haffner

Compliance Officer

May 31, 2024

Date

Approved by:

Amy Swinford

Chief Executive Officer

May 31, 2024

Date









DEI Compliance ECO Review Checklist | TVMDL

Final Audit Report

2024-05-31

Created:	2024-05-31
By:	Stephanie Payton (stephanie.payton@ag.tamu.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAA3nHwRRw_QGnjc31dXw9pg_V4zYgBuTQx

"DEI Compliance ECO Review Checklist | TVMDL" History

-  Document created by Stephanie Payton (stephanie.payton@ag.tamu.edu)
2024-05-31 - 6:10:01 PM GMT- IP address: 128.194.2.172
-  Document emailed to Brian Halfman (brian.halfman@ag.tamu.edu) for signature
2024-05-31 - 6:10:05 PM GMT
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2024-05-31 - 6:45:32 PM GMT- IP address: 104.47.55.126
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Signature Date: 2024-05-31 - 6:45:45 PM GMT - Time Source: server- IP address: 128.194.2.155
-  Document emailed to Amy Swinford (amy.swinford@tvmdl.tamu.edu) for signature
2024-05-31 - 6:45:46 PM GMT
-  Email viewed by Amy Swinford (amy.swinford@tvmdl.tamu.edu)
2024-05-31 - 6:57:55 PM GMT- IP address: 104.47.55.126
-  Document e-signed by Amy Swinford (amy.swinford@tvmdl.tamu.edu)
Signature Date: 2024-05-31 - 6:59:00 PM GMT - Time Source: server- IP address: 128.194.32.199
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2024-05-31 - 6:59:00 PM GMT

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 INSTITUTIONS

- Texas A&M-RELLIS
- Texas A&M-Fort Worth

Board of Regents

THE TEXAS A&M UNIVERSITY SYSTEM

ELECTRONIC SIGNATURE ACKNOWLEDGEMENT AND CONSENT FORM

I, Bill Mahomes, agree and understand that by signing the Electronic Signature Acknowledgment and Consent Form, that all electronic signatures are the legal equivalent of my manual/handwritten signature and I consent to be legally bound to this agreement. I further agree my signature on this document is as valid as if I signed the document in writing. This is to be used in conjunction with the use of the electronic signature for the submission of the SB17 Annual Certification required by 51.3525(e) that I elected to have signed electronically. Under penalty of perjury, I herewith affirm that my electronic signature was signed by myself with full knowledge and consent and am legally bound to these terms and conditions.

William Mahomes
Signature

August 16, 2024
Date

Please check one:

- President
- Board Chair

ELECTRONIC SIGNATURE ACKNOWLEDGEMENT AND CONSENT FORM

I, Amy Swinford _____, agree and understand that by signing the Electronic Signature Acknowledgment and Consent Form, that all electronic signatures are the legal equivalent of my manual/handwritten signature and I consent to be legally bound to this agreement. I further agree my signature on this document is as valid as if I signed the document in writing. This is to be used in conjunction with the use of the electronic signature for the submission of the SB17 Annual Certification required by 51.3525(e) that I elected to have signed electronically. Under penalty of perjury, I herewith affirm that my electronic signature was signed by myself with full knowledge and consent and am legally bound to these terms and conditions.

Amy Swinford

Signature

Aug 15, 2024

Date

Please check one:

- President / Director
- Board Chair






electronicsign_consentform (002)

Final Audit Report

2024-08-15

Created:	2024-08-15
By:	Brian Halfman (brian.halfman@ag.tamu.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAAJA36BQRXEvJjSvZslz6T9GGWkNZpUeZD

"electronicsign_consentform (002)" History

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-  Document emailed to Amy Swinford (amy.swinford@tvmidl.tamu.edu) for signature
2024-08-15 - 2:34:55 PM GMT
-  Email viewed by Amy Swinford (amy.swinford@tvmidl.tamu.edu)
2024-08-15 - 6:52:20 PM GMT- IP address: 104.47.55.126
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Signature Date: 2024-08-15 - 6:52:55 PM GMT - Time Source: server- IP address: 128.194.32.83
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2024-08-15 - 6:52:55 PM GMT

Institution: Texas Division of Emergency Management
Date Submitted: 08/23/24
Pages: 18



System Ethics & Compliance Office
 Annual D.E.I. Compliance
 ECO Review Checklist

Member Agency/Institution: TDEM
 Ethics & Compliance Officer: Jeremiah Weatherman
 Chief Executive Officer: Nim Kidd

FINANCE & BUDGETING	Meets Compliance? Y/N/NA	Employee Responsible <i>(include title and location)</i>	Summary of Action Taken <i>(Identify documented evidence used in the process)</i>	Date Verified
<p>Budgets & Accounting: Determine whether the member has complied with the elimination of account and budget codes that fund diversity, equity, and inclusion initiatives in violation of DEI Law as implemented by System Policy 08.01, Civil Rights Compliance and Protections.</p>				
<ul style="list-style-type: none"> Identified accounts and/or budget codes that fund DEI initiatives and taken action to ensure compliance. 	Y	Lou Blinn Assistant Manager for Business Analytics	A search of both the TDEM Chart of Accounts and the TAMUS Object Code website were conducted using the terms 'DEI', 'Diversity', 'Equity', and 'Inclusion'. No accounts, sub-accounts, or object codes were found with these terms in their titles.	5/23/2024
<ul style="list-style-type: none"> Eliminated accounts and/or budget codes to include titles, locations/departments, sub-accounts/sub-departments, and funding sources that violate DEI Law. 	Y	Lou Blinn Assistant Manager for Business Analytics	None found.	5/23/2024
<ul style="list-style-type: none"> Implemented procedures for the systemic review and vetting of current and proposed accounts and budget codes to include titles, locations/departments, sub-accounts/sub-departments, and funding sources to ensure compliance. 	Y	Lou Blinn Assistant Manager for Business Analytics	TDEM conducts a quarterly review of the TDEM Chart of Accounts and the TAMUS Object Code website using the terms 'DEI', 'Diversity', 'Equity', and 'Inclusion' to ensure the terms do not occur in the titles of TDEM accounts or sub-accounts or TAMUS object codes.	05/23/2024
<ul style="list-style-type: none"> Implemented a record-retention process for reporting purposes. 	Y	Lou Blinn Assistant Manager for Business Analytics	Records retention will be in accordance with the requirements as identified in System Regulation 61.99.01 Retention of State Records.	05/21/2024

HUMAN RESOURCES	Meets Compliance? Y/N/NA	Employee Responsible (include title and location)	Summary of Action Taken (identify documented evidence used in the process)	Date Verified
DEI Related Offices and Third-Party Contracts: Determine whether the member has complied with the elimination of departments, divisions, and/or offices that violate the DEI Law as implemented by System Policy 08.01, Civil Rights Compliance and Protections.				
<ul style="list-style-type: none"> Identified offices, divisions, or other units that are responsible for diversity, equity, and inclusion initiatives and took action to ensure compliance. 	Y	Jeremiah Weatherman Section Chief, Administration	Given the size of TDEM, a physical review of each Division was conducted. No DEI-realized offices were identified.	05/21/2024
<ul style="list-style-type: none"> Identified third-party vendors performing the duties of a diversity, equity, and inclusion office and took action to ensure compliance. 	Y	Jeremiah Weatherman Section Chief, Administration	A search was conducted in Aggiebuy on both TDEM Contracts and POs using the key terms "DEI", "Diversity", "Equity", and "Inclusion" returned no results.	05/21/2024
Personnel: Determine whether the member has complied with the restriction on hiring or assigning employees to perform the duties of diversity, equity, and inclusion.				
<ul style="list-style-type: none"> Identified active personnel with responsibilities for performing diversity, equity, and inclusion functions and took action to ensure compliance. 	Y	Maggie Freeman Chief Human Resources Officer	A review of current active job descriptions was conducted by search for terms "DEI", "diversity", "equity" and "inclusion". There were no unallowable instances of these terms identified or active employees with DEI responsibilities identified.	05/23/2024
<ul style="list-style-type: none"> Identified unallowable personnel duties within active and inactive job descriptions and working templates for language that violates DEI Law and took action to ensure compliance. 	Y	Maggie Freeman Chief Human Resources Officer	A review of active/inactive job descriptions was conducted by searching for terms "DEI", "diversity", "equity" and "inclusion". There were no unallowable instances of these terms identified.	05/23/2024
<ul style="list-style-type: none"> Identified employee funding sources that violate DEI Law and took action to ensure compliance. 	Y	Lou Blinn Assistant Manager for Business Analytics	A search of both the TDEM Chart of Accounts and the TAMUS Object Code website were conducted using the terms "DEI", "diversity", "equity" and "inclusion". No accounts, sub accounts, or object codes were found with these terms in their titles. There were no unallowable funding sources identified.	05/23/2024

Hiring and Employment Practices and Procedures: Determine whether member hiring and employment practices and procedures have been updated to exclude requirements for DEI statements and do not provide special preferential treatment on the basis of race, sex, color, ethnicity, or national origin to an applicant for employment, an employee, or a participant in any function of the institution relating to this process.				
<ul style="list-style-type: none"> Reviewed hiring and employment documents and materials, to include rubrics and matrices, and identified prohibited language, requirements, practices and/or procedures took action to ensure compliance. (See DEI Law Operations Manual under IV. Monitoring, Section B, Item 2c for a comprehensive list.) 	Y	Maggie Freeman Chief Human Resources Officer	A review of hiring and employment documents and materials, including matrices, was conducted and there was not any identified prohibited language, requirements, practices and/or procedures.	05/23/2024
<ul style="list-style-type: none"> Reviewed performance evaluation tools and metrics, documents and forms for promotions, merit increases, and equity adjustments, and all related procedures; identified prohibited language and/or requirements and took action to ensure compliance. 	Y	Maggie Freeman Chief Human Resources Officer	A review or performance evaluation tools and metrics, documents and forms for promotions, merit increases, and equity adjustments, and all related procedures was conducted and there was not any identified prohibited language and/or requirements.	05/23/2024
<ul style="list-style-type: none"> Implemented a system of systemic evaluation and review to vet proposed positions, processes, and materials to ensure they meet compliance prior to publication. 	Y	Maggie Freeman Chief Human Resources Officer	A systematic evaluation requiring review of new job descriptions, matrices, PAFs, HR related processes, etc. was already established were it requires HR staff review and consulting with Ethics and Compliance Officer when needed.	05/23/2024
Training Sessions and Materials: Determine whether the member has complied with the elimination of required training sessions and materials that violate the DEI Law as implemented by System Policy 08.01, Civil Rights Compliance and Protections.				
<ul style="list-style-type: none"> Reviewed required training sessions for those identified as prohibited by DEI Law and took action to ensure compliance. 	Y	Jeremiah Weatherman Section Chief, Administration	All required training through TrainTraq was reviewed by the System Office.	05/21/2024
<ul style="list-style-type: none"> Reviewed all training sessions and materials for language and elements prohibited by DEI Law and took action to ensure compliance. 	Y	Jeremiah Weatherman Section Chief, Administration	A review of all training courses that is owned and/or provided by TDEM was conducted. Each training document was searched for the terms "DEI" "diversity" "equity" and "inclusion". There were no allowable instances of these terms identified.	05/21/2024

<ul style="list-style-type: none"> Implemented procedures to review proposed training sessions and materials for compliance prior to activation. 	Y	Jeremiah Weatherman Section Chief, Administration	In accordance with the TAMUS DEI Compliance Operational Manual, all new training material will be vetted for unallowable instances of DEI before being provided.	05/21/2024
<p>FACULTY AFFAIRS</p>	Meets Compliance? Y/N/NA	Employee Responsible <i>(include title and location)</i>	Summary of Action Taken <i>(identify documented evidence used in the process)</i>	Date Verified
<p><u>Procedures, Programs and Activities:</u> Determine whether the member has discontinued procedures, programs and activities which promote differential treatment of or provide special benefits to individuals on the basis of race, color, or ethnicity.</p>				
<ul style="list-style-type: none"> Reviewed all faculty hiring and recruiting practices and identified those that violate DEI Law and took action to ensure compliance. 	N/A	N/A	N/A	N/A
<ul style="list-style-type: none"> Reviewed all procedures for tenure review, promotions, merit increases, and equity adjustments; identified those that violate DEI Law and took action to ensure compliance. 	N/A	N/A	N/A	N/A
<ul style="list-style-type: none"> Reviewed all faculty organizations supported by the university to evaluate their purpose, structure, and funding. Identified those that violate DEI Law and took action to ensure compliance. 	N/A	N/A	N/A	N/A
<ul style="list-style-type: none"> Reviewed all grant proposals and accreditation certifications and identified those that violate DEI Law and took action to ensure compliance. 	N/A	N/A	N/A	N/A
<ul style="list-style-type: none"> Reviewed all accreditation certifications and identified those that violate DEI Law and took action to ensure compliance. 	N/A	N/A	N/A	N/A

<ul style="list-style-type: none"> Reviewed the provisions for all academic or professional opportunities extended to students, faculty, and visiting scholars to include institutional conferences and seminars and identified those that violate DEI Law and took action to ensure compliance. 	N/A	N/A	N/A	N/A
<ul style="list-style-type: none"> Reviewed all forms, documents, procedures, and practices related to the functions listed in this section and identified those that violate DEI Law and took action to ensure compliance. 	N/A	N/A	N/A	N/A
<ul style="list-style-type: none"> Implemented procedures for the systemic evaluation and review of all functions listed in this section to include the vetting of proposed processes, practices, organizations, funding proposals, certifications and corresponding materials to ensure compliance. 	N/A	N/A	N/A	N/A
<p>STUDENT AFFAIRS</p>	Meets Compliance? Y/N/NA	Employee Responsible <i>(include title and location)</i>	Summary of Action Taken <i>(Identify documented evidence used in the process)</i>	Date Verified
<p><u>Procedures, Programs and Activities:</u> Determine whether the member has discontinued procedures, programs and activities which promote differential treatment of or provide special benefits to individuals on the basis of race, color, or ethnicity.</p>				
<ul style="list-style-type: none"> Reviewed all departmental events including institutional conferences and seminars and identified those that violate DEI Law and took action to ensure compliance. 	N/A	N/A	N/A	N/A

<ul style="list-style-type: none"> Reviewed all staff work and identified those that violate DEI Law and took action to ensure compliance. 	N/A	N/A	N/A	N/A	N/A
<ul style="list-style-type: none"> Reviewed all student and staff training sessions and identified those that violate DEI Law and took action to ensure compliance. 	N/A	N/A	N/A	N/A	N/A
<ul style="list-style-type: none"> Reviewed all student success and outreach programs and identified those that violate DEI Law and took action to ensure compliance. 	N/A	N/A	N/A	N/A	N/A
<ul style="list-style-type: none"> Implemented procedures for the systemic evaluation and review of all trainings, programs, events, and activities to ensure compliance. 	N/A	N/A	N/A	N/A	N/A
SCHOLARSHIPS & FINANCIAL AID	Meets Compliance? Y/N/A	Employee Responsible <i>(include title and location)</i>	Summary of Action Taken <i>(Identify documented evidence used in the process)</i>	Date Verified	
Scholarships & Financial Aid: Determine whether the member has discontinued the award of scholarships and financial aid that promote differential treatment of or provide special benefits to individuals on the basis of race, color, or ethnicity.					
<ul style="list-style-type: none"> Reviewed all awards administered, promoted, and/or facilitated by the member for violation of DEI Law and took action to ensure compliance. 	N/A	N/A	N/A	N/A	N/A
<ul style="list-style-type: none"> Reviewed all outlets announcing or promoting scholarships and financial aid, to include websites and social media pages, for violation of DEI Law and took action to ensure compliance. 	N/A	N/A	N/A	N/A	N/A

<ul style="list-style-type: none"> Reviewed all materials including but not limited to applications, informational documents, marketing materials, guidelines, and operating documents for violations of DEI Law and took action to ensure compliance. 	N/A	N/A	N/A	N/A
<ul style="list-style-type: none"> Implemented procedures for the systemic review of all functions listed above to ensure compliance. 	N/A	N/A	N/A	N/A
<p>ATHLETICS</p>	Meets Compliance? Y/N/NA	Employee Responsible (include title and location)	Summary of Action Taken (identify documented evidence used in the process)	Date Verified
<p>Procedures, Programs and Activities: Determine whether the member has discontinued procedures, programs and activities which promote differential treatment of or provide special benefits to individuals on the basis of race, color, or ethnicity.</p>				
<ul style="list-style-type: none"> Reviewed procedures, programs, and activities for violations of DEI Law and took action to ensure compliance. 	N/A	N/A	N/A	N/A
<ul style="list-style-type: none"> Reviewed required non-athletic training sessions (internal and external) for students and staff for violations of DEI Law and took action to ensure compliance. 	N/A	N/A	N/A	N/A
<ul style="list-style-type: none"> Reviewed all materials developed, produced, funded, and distributed through the department to include applications, marketing materials, guidelines, operating manuals, and any other publication provided by the department for violations of DEI Law and took action to ensure compliance. 	N/A	N/A	N/A	N/A

<ul style="list-style-type: none"> Reviewed all co-sponsored events with outside entities for violations of DEI Law and took action to ensure compliance. 	N/A	N/A	N/A	N/A
<ul style="list-style-type: none"> Implemented procedures for the systemic review of all functions listed above to ensure compliance. 	N/A	N/A	N/A	N/A
<p>WEBSITES & SOCIAL MEDIA</p>	Meets Compliance? Y/N/NA	Employee Responsible <i>(include title and location)</i>	Summary of Action Taken <i>(Identify documented evidence used in the process)</i>	Date Verified
<p>Website and Social Media Information: Determine whether references to unallowable diversity, equity and inclusion activities on member websites and social media platforms have been identified and removed.</p>				
<ul style="list-style-type: none"> Reviewed member websites and social media platforms for content, links, static materials, and downloadable documents for violation of DEI Law and took action to ensure compliance. 	Y	Jeremiah Weatherman Section Chief, Administration	Each TDEM owned website and social media account was searched utilizing the key words "DEI" "diversity" "equity" and "inclusion". These searches resulted in no occurrences of unallowable usages of these terms.	05/21/2024
<ul style="list-style-type: none"> Reviewed affiliate websites and social media platforms for content and affiliation language in violation of DEI Law and took action to ensure compliance. 	Y	Jeremiah Weatherman Section Chief, Administration	Each TDEM owned website and social media account was searched utilizing the key words "DEI" "diversity" "equity" and "inclusion". These searches resulted in no occurrences of unallowable usages of these terms.	05/21/2024
<ul style="list-style-type: none"> Implemented a systemic process of review of member websites, domains, and social media platforms to include keyword searches to identify references to DEI related terms that violate DEI Law and took action to ensure compliance. 	Y	Jeremiah Weatherman Section Chief, Administration	Annually, Media and Communications will perform a search of all TDEM owned websites and social media accounts. These searches will utilize DEI related key terms in order to identify any unallowable items under DEI Law.	05/21/2024

<ul style="list-style-type: none"> Implemented a vetting process by which proposed information to be posted to member websites, domains, social media platforms, or any Internet or network outlet will be evaluated to ensure compliance with DEI Law. 	Y	Jeremiah Weatherman Section Chief, Administration	All website and social media posting must follow the procedures identified in TDEM SAP 09.02.01.B1.01 Official Messaging. As part of this approval process, a review for unallowable DEI material will be conducted.	05/21/2024
<p>INTERNAL CONTROLS & MONITORING</p>	Meets Compliance? Y/N/NA	Employee Responsible (include title and location)	Summary of Action Taken (identify documented evidence used in the process)	Date Verified
<p>Internal Controls & Monitoring: Determine whether the member has removed prohibited diversity, equity, and inclusion related rules, developed and implemented operating procedures, and implemented internal controls according to DEI Law and A&M System Policy 08.01.</p>				
<ul style="list-style-type: none"> Reviewed and identified member rules and operating procedures in place that are not compliant with DEI Law and took action to ensure compliance. 	Y	Jeremiah Weatherman Section Chief, Administration	A search was conducted on TDEM rules and operating procedures utilizing the terms "DEI", "Diversity", "Equity", and "Inclusion". These queries resulted in no instances of unallowable information.	5/23/2024
<ul style="list-style-type: none"> Developed and implemented operating procedures to ensure continued compliance with DEI Law. 	Y	Jeremiah Weatherman Section Chief, Administration	TDEM will follow the procedures outlined in the TAMUS D.E.I. Compliance OPERATIONAL MANUAL. These procedures include an annual review of all areas and activities of TDEM to ensure compliance with DEI Law.	5/23/2024
<ul style="list-style-type: none"> Implemented internal controls including assignment of monitoring responsibilities, procedures for training, and processes for disseminating information to stakeholders to ensure compliance with DEI Law. 	Y	Jeremiah Weatherman Section Chief, Administration	TDEM's ECO will review, annually, all areas and activities of TDEM to ensure compliance with the DEI Law. These areas include: <ul style="list-style-type: none"> i. Finance and Budgeting ii. Human Resources iii. Website and Social Media Information iv. Policies and Procedures v. All Staff 	5/23/2024
<ul style="list-style-type: none"> Developed a compliance response and reporting process to address issues of noncompliance with DEI Law. 	Y	Jeremiah Weatherman Section Chief, Administration	TDEM's ECO will provide quarterly reports on progress of the annually monitoring process.	5/23/2024

<ul style="list-style-type: none"> Identified procedures for disciplinary action/sanctioning for violations of DEI Law. 	Y	Jeremiah Weatherman Section Chief, Administration	TDEM will respond to all reports of violations in accordance with the TAMUS D.E.I Compliance OPERATIONAL MANUAL.	05/23/2024
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SUMMARY OF FINDINGS: (to be completed by SECO/OGC)

X Meets compliance

 Meets compliance after implementing recommendations

 Factors preventing compliance as agency/institute of higher learning has not implemented recommendations on statutory/regulatory requirements

SIGNATURES



Compliance Officer

06/13/24
Date

Approved by:


Chief Executive Officer

6/13/24
Date



DEI Law Certification of Compliance

CHIEF EXECUTIVE OFFICER ACKNOWLEDGEMENT

Member Institution/Agency: Texas Division of Emergency Management

Chief Executive Officer: Nim Kidd

I certify, under penalty of perjury and the loss of funding to *The Texas Division of Emergency Management*, that *the Texas Division of Emergency Management* has complied with the requirements in Tex. Educ. Code § 51.3525:

[X] I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), this institution does not, except as required by federal law, have any office, division or unit with the established purpose of:

- influencing hiring or employment practices at the institution with respect to race, sex, color, or ethnicity, other than through the use of color-blind and sex-neutral hiring processes in accordance with any applicable state and federal antidiscrimination laws;
- promoting differential treatment of or providing special benefits to individuals on the basis of race, color, or ethnicity;
- promoting policies or procedures designed or implemented in reference to race, color, or ethnicity, other than policies or procedures approved in writing by this institution's general counsel and the Texas Higher Education Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law; or
- conducting trainings, programs, or activities designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation, other than trainings, programs, or activities developed by an attorney and approved in writing by this institution's general counsel and the Texas Higher Education Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law.

[X] I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(B), this institution has not, except as required by federal law, hired or assigned an employee of the institution, or contracted with a third party to perform the duties of a diversity, equity, and inclusion office as defined in Tex. Educ. Code § 51.3525(a).

[X] I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(C), this institution does not, except as required by federal law, compel, require, induce, or solicit any person to provide a diversity, equity, and inclusion statement or give preferential consideration to any person based on the provision of a diversity, equity, and inclusion statement.

[X] I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(D), this institution does not, except as required by federal law, give preference on the basis of race, sex, color, ethnicity, or national origin to an applicant for employment, an employee, or a participant in any function of the institution.

[X] I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(E), this institution does not, except as required by federal law, require any person, as a condition of enrolling at the institution or performing any institution function, to participate in diversity, equity, and inclusion training, which includes a training, program, or activity designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation, unless the training meets the exception in Tex. Educ. Code § 51.3525(b)(1)(E)(ii).

[X] I certify, in accordance with Tex. Educ. Code § 51.3525(b)(2), that this institution has adopted policies and procedures for appropriately disciplining, including by termination, an employee or contractor of the institution who engages in conduct in violation of Tex. Educ. Code § 51.3525(b)(1)(A)-(E).

[X] I certify, in accordance with Tex. Educ. Code § 51.3525(e), that no state appropriations to this institution for 2025 have been spent prior to submission of this certification report to the Legislature and the Texas Higher Education Coordinating Board.

[X] I understand the State Auditor's Office will conduct a compliance audit for this institution and if violations of Tex. Educ. Code § 51.3525 are found, this institution must cure the violation within 180 days or become ineligible to receive formula funding increases, institutional enhancements, or exceptional items during the state fiscal biennium immediately following the state fiscal biennium in which the determination is made.

[X] I understand all complaints regarding any violations made by this institution will be sent to the State Auditor's Office for review.

To ensure full compliance with Tex. Educ. Code § 51.3525, in the past fiscal year the *Texas Division of Emergency Management* has conducted the following:

- Conducted a review of all programs and activities, offices, personnel, and training sessions for potential violations of Tex. Educ. Code § 51.3525 and discontinued those found to be in violation.

- Updated *The Texas A&M University System Policy 08.01 Civil Rights Protection and Compliance* to reflect additions to Tex. Educ. Code § 51.3525 which was adopted by the Board of Regents in August 2023.
- Developed and implemented operating procedures in line with the updated System policy and The Texas A&M University System D.E.I. Compliance Operational Manual to facilitate on-going compliance with Tex. Educ. Code § 51.3525. See attached compliance checklist as supporting documentation.
- Participated in an audit review by The Texas A&M University System Department of Internal Audit with the objective of evaluating actions taken by the institution to ensure compliance with Tex. Educ. Code § 51.3525.

Failure to return a certification form to the Texas Higher Education Coordinating Board by September 1, 2024, will be considered an act of non-compliance with the law and can subject the above referenced institution to all penalties allowed by law.



Signature of Institution President/CEO



Date



Signature of Board Chair



Date



ELECTRONIC SIGNATURE ACKNOWLEDGEMENT AND CONSENT FORM

I, Nim Kidd, agree and understand that by signing the Electronic Signature Acknowledgment and Consent Form, that all electronic signatures are the legal equivalent of my manual/handwritten signature and I consent to be legally bound to this agreement. I further agree my signature on this document is as valid as if I signed the document in writing. This is to be used in conjunction with the use of the electronic signature for the submission of the SB17 Annual Certification required by 51.3525(e) that I elected to have signed electronically. Under penalty of perjury, I herewith affirm that my electronic signature was signed by myself with full knowledge and consent and am legally bound to these terms and conditions.



Signature

08/16/2024

Date

Please check one:

- President
- Board Chair

FW: [Texas A&M University System Compliance Officers] Certification Form for SB 17 Submission

Jeremiah Weatherman <Jeremiah.Weatherman@tdem.texas.gov>

Wed 8/14/2024 10:32 AM

To: Melinda Ho <Melinda.Ho@tdem.texas.gov>

📎 1 attachments (238 KB)

TDEM - electronicsign_consentform.pdf;

Melinda,

Here is the document in question. It just needs to go directly to Chief as he is the only one that needs to sign.

Thank you for your help
Jeremy

From: Jared Miller <Jared.Miller@tdem.texas.gov>

Sent: Wednesday, August 14, 2024 10:25 AM

To: Nim Kidd <Nim.Kidd@tdem.texas.gov>

Cc: Blair Walsh <Blair.Walsh@tdem.texas.gov>; Jillian Myles <Jillian.Myles@tdem.texas.gov>; Jeremiah Weatherman <Jeremiah.Weatherman@tdem.texas.gov>

Subject: FW: [Texas A&M University System Compliance Officers] Certification Form for SB 17 Submission

Chief,

TAMUS ECO has reached out to all system ECOs to get CEO signatures on the attached Electronic Signature and Consent Form, which is a component of the SB 17 certification that will be submitted to Texas Higher Education Coordinating Board (THECB) and the Texas Legislature. This is a very short fuse request, sent to us late yesterday afternoon, where they have asked that we have this signed and submitted for Chairman Mahomes review by Friday. If possible, can you please sign the attached form and return it to me and Jeremy Weatherman and we will submit it to TAMUS ECO upon receipt.

Thank you,

Jared Miller

Chief Operating Officer

Texas Division of Emergency Management

817-602-1388



From: Jeremiah Weatherman <Jeremiah.Weatherman@tdem.texas.gov>

Sent: Wednesday, August 14, 2024 9:34 AM

To: Jared Miller <Jared.Miller@tdem.texas.gov>

Cc: Gabriela Stermolle <Gabriela.Stermolle@tdem.texas.gov>

Subject: FW: [Texas A&M University System Compliance Officers] Certification Form for SB 17 Submission

Jared,

The THECB is requiring everyone to sign the attached **ELECTRONIC SIGNATURE ACKNOWLEDGEMENT AND CONSENT FORM.**

Regent Mahomes is reviewing all documents that are going to be submitted to the THECB for SB 17 certification, so they need Chief Kidd's electronic signature on this document by Friday.

Thanks
Jeremy

From: Janet Gordon (SECO) via Texas A&M University System Compliance Officers <system-compliance-officers+janetgordon_at_tamus.edu@gaggle.email>
Sent: Tuesday, August 13, 2024 4:38 PM
To: Texas A&M University System Compliance Officers <system-compliance-officers@gaggle.email>
Cc: Zavala, Dora <dzavala@tamus.edu>
Subject: [Texas A&M University System Compliance Officers] Certification Form for SB 17 Submission

Compliance Officers,

First, THANK YOU for all the time and effort you put into reaching this point in the S.B. 17 certification process. Your hard work was recognized when the Board of Regents approved the request to proceed with certification to the Texas Higher Education Coordinating Board (THECB) a couple of weeks ago! We are now working with Chairman Mahomes to submit your certification forms and checklists to the Coordinating Board and the State Legislature. However, we need your assistance once more.

Recently, THECB updated their portal for S.B. 17 Certification submission to include an acknowledgement for the electronic signature of CEOs and the Board Chair. We must include this form with our submission, and we are working against a hard deadline. We are meeting with Chairman Mahomes on Friday where he will be reviewing all documents in preparation for our submission. We would like to have your signed form for his review if at all possible. I know that this is a busy time for you and your CEOs, so if it is not possible to have the form by Friday, then as soon as possible. We must certify to the THECB before September 1st, so we only have a couple of weeks to get this done.

I want to acknowledge Dora Lisa again for her hard work on this process. She has been the steady hand in this and I greatly appreciate her guidance and expertise with each step!

Please reach out if there are any questions or concerns about the form or the timeline. And.....thank you again for your help!!

Janet

Janet Gordon '03, CCEP | System Ethics and Compliance Officer

Office of General Counsel

janetgordon@tamus.edu

1230 TAMU | College Station, TX 77840-7896

Tel. 979.458.6008 | Cell: 979.450.1242 | www.tamus.edu

Moore/Connally Building

301 Tarrow

College Station, TX 77840-7896

THE TEXAS A&M UNIVERSITY SYSTEM

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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 INSTITUTIONS

- Texas A&M-RELLIS
- Texas A&M-Fort Worth

Board of Regents

THE TEXAS A&M UNIVERSITY SYSTEM

ELECTRONIC SIGNATURE ACKNOWLEDGEMENT AND CONSENT FORM

I, Bill Mahomes, agree and understand that by signing the Electronic Signature Acknowledgment and Consent Form, that all electronic signatures are the legal equivalent of my manual/handwritten signature and I consent to be legally bound to this agreement. I further agree my signature on this document is as valid as if I signed the document in writing. This is to be used in conjunction with the use of the electronic signature for the submission of the SB17 Annual Certification required by 51.3525(e) that I elected to have signed electronically. Under penalty of perjury, I herewith affirm that my electronic signature was signed by myself with full knowledge and consent and am legally bound to these terms and conditions.

William Mahomes
Signature

August 16, 2024
Date

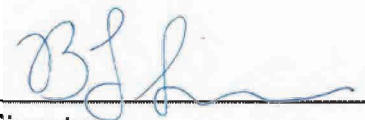
Please check one:

- President
- Board Chair

Institution: Texas Southern University
Date Submitted: 08/27/24
Pages: 9

ELECTRONIC SIGNATURE ACKNOWLEDGEMENT AND CONSENT FORM

I, MR. BRANDON L. SIMMONS, agree and understand that by signing the Electronic Signature Acknowledgment and Consent Form, that all electronic signatures are the legal equivalent of my manual/handwritten signature and I consent to be legally bound to this agreement. I further agree my signature on this document is as valid as if I signed the document in writing. This is to be used in conjunction with the use of the electronic signature for the submission of the SB17 Annual Certification required by 51.3525(e) that I elected to have signed electronically. Under penalty of perjury, I herewith affirm that my electronic signature was signed by myself with full knowledge and consent and am legally bound to these terms and conditions.



Signature

8/26/2024

Date

Please check one:

- President
- Board Chair

Certification Submission for SB17

DIRECTIONS

Institutions shall use this form to submit the annual certification required by 51.3525(e) to the Texas Higher Education Coordinating Board and the Legislature **no later than September 1 of each year.**

The certification submission window will only be available August 1 through August 31, 2024.

REQUIRED DOCUMENTATION

Certification and documentation submitted to the Texas Higher Education Coordinating Board will also be shared with the Texas Legislature.

CONTACT

The institutional contact (and form submitter, if applicable) will receive confirmation upon submission. THECB staff will reach out to the institution if there are questions regarding the submission.

Additional questions about compliance with this statute can be directed to Compliance@highered.texas.gov

SEC. 51.3525. RESPONSIBILITY OF GOVERNING BOARDS REGARDING DIVERSITY, EQUITY, AND INCLUSION INITIATIVES

(e) An institution of higher education may not spend money appropriated to the institution for a state fiscal year until the governing board of the institution submits to the legislature and the Texas Higher Education Coordinating Board a report certifying the board's compliance with this section during the preceding state fiscal year.

[SB17 Bill Text](#)

Institution Contact Name *

Institution Contact Email Address *

I certify, under penalty of perjury and the loss of funding to my institution (listed below), that my institution has complied with the requirements in Tex. Educ. Code § 51.3525: (insert institutional name below) *

- I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), this institution does not, except as required by federal law, have any office, division or unit with the established purpose of influencing hiring or employment practices at the institution with respect to race, sex, color, or ethnicity, other than through the use of color-blind and sex-neutral hiring processes in accordance with any applicable state and federal antidiscrimination laws.
- I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), this institution does not, except as required by federal law, have any office, division or unit with the established purpose of promoting differential treatment of or providing special benefits to individuals on the basis of race, color, or ethnicity.
- I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), this institution does not, except as required by federal law, have any office, division or unit with the established purpose of promoting policies or procedures designed or implemented in reference to race, color, or ethnicity, other than policies or procedures approved in writing by this institution's general counsel and the Texas Higher Education Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law; or
- I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), this institution does not, except as required by federal law, have any office, division or unit with the established purpose of conducting trainings, programs, or activities designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation, other than trainings, programs, or activities developed by an attorney and approved in writing by this institution's general counsel and the Texas Higher Education Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law.
- I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(B), this institution has not, except as required by federal law, hired or assigned an employee of the institution, or contracted with a third party to perform the duties of a diversity, equity, and inclusion office as defined in Tex. Educ. Code § 51.3525(a).
- I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(C), this institution does not, except as required by federal law, compel, require, induce, or solicit any person to provide a diversity, equity, and inclusion statement or give preferential consideration to any person based on the provision of a diversity, equity, and inclusion statement.

- I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(E), this institution does not, except as required by federal law, require any person, as a condition of enrolling at the institution or performing any institution function, to participate in diversity, equity, and inclusion training, which includes a training, program, or activity designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation, unless the training meets the exception in Tex. Educ. Code § 51.3525(b)(1)(E)(ii).
- I certify, in accordance with Tex. Educ. Code § 51.3525(b)(2), that this institution has adopted policies and procedures for appropriately disciplining, including by termination, an employee or contractor of the institution who engages in conduct in violation of Tex. Educ. Code § 51.3525(b)(1)(A)-(E).
- I certify, in accordance with Tex. Educ. Code § 51.3525(e), that no state appropriations to this institution for FY25 have been spent prior to submission of this certification report for FY24 to the Legislature and the Texas Higher Education Coordinating Board.
- I understand the State Auditor's Office will conduct a compliance audit for this institution and if violations of Tex. Educ. Code § 51.3525 are found, this institution must cure the violation within 180 days or become ineligible to receive formula funding increases, institutional enhancements, or exceptional items during the state fiscal biennium immediately following the state fiscal biennium in which the determination is made.
- I understand the Coordinating Board will forward all complaints regarding an institution's violation of Tex. Educ. Code § 51.3525 to the State Auditor's Office for review.

Institutional Actions to Comply with Tex Educ. Code § 51.3525 *

To ensure full compliance with Tex. Educ. Code § 51.3525, in the past fiscal year my institution has conducted the following actions to comply with the statute (insert a summary below).

Supporting Documentation to this Certification *

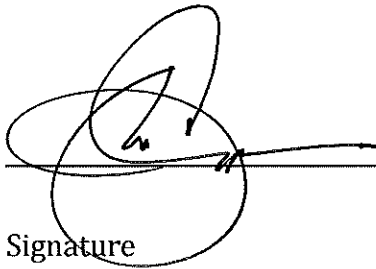
Please upload a signed Electronic Signature Acknowledgment and Consent Form ([found here](#)) for the institution's President and Board Chair. Also to ensure full compliance with Tex Educ. Code § 51.3525, attach any supporting documentation to this certification necessary to establish compliance.

Drag and drop files here or browse files

- I certify that all information in this submission is true, accurate, and complete *

ELECTRONIC SIGNATURE ACKNOWLEDGEMENT AND CONSENT FORM

I, JAMES W. CRAWFORD, III, agree and understand that by signing the Electronic Signature Acknowledgment and Consent Form, that all electronic signatures are the legal equivalent of my manual/handwritten signature and I consent to be legally bound to this agreement. I further agree my signature on this document is as valid as if I signed the document in writing. This is to be used in conjunction with the use of the electronic signature for the submission of the SB17 Annual Certification required by 51.3525(e) that I elected to have signed electronically. Under penalty of perjury, I herewith affirm that my electronic signature was signed by myself with full knowledge and consent and am legally bound to these terms and conditions.


Signature

8.27.2024
Date

Please check one:

- President
- Board Chair



TEXAS SOUTHERN UNIVERSITY

MEMORANDUM

TO: Admiral James W. Crawford III, President
Charlie Nhan, General Counsel

FROM: Melissa Flores, Esq., TSU Compliance

DATE: June 11, 2024, *Revised August 13, 2024*

RE: Senate Bill 17 (SB17) Plan of Action Implementation Plan

Background Information

In 2023, Governor Greg Abbot signed Senate Bill 17 (SB17) into law, *"Responsibility of Governing Boards Regarding Diversity, Equity, and Inclusion Initiatives,"* which amends Texas Education Code §51.3525 effective January 1, 2024. Under this law, public institutions of higher education cannot engage in diversity, equity, and inclusion activities.

On or about May 20, 2024, General Counsel Charlie Nhan developed an ad hoc committee (re-named an interdisciplinary committee) that will have stewardship regarding the implementation of SB17. This committee comprises a multidisciplinary team intended to leverage diverse expertise and perspectives to address compliance with legislation upon which state funds are predicated. The committee membership is identified below.

On May 21, 2024, General Counsel Charlie Nhan circulated a draft policy related to SB17. This policy addresses definitions of prohibited conduct, exclusions for compliance with federal and state anti-discrimination laws, and outlines institution compliance and certification of compliance.

Counsel Nhan's policy accompanied a Memorandum identifying the plan of action for full implementation of the policy. The plan of action consists of four steps, specifically,

1. Draft and implement a MAPP policy to address requirements and compliance with SB17;
2. Assimilate an interdisciplinary group to review and provide working guidance to execute the TSU MAPP on SB17;
3. Roll-out execution of guidance, training, and monitoring of compliance with SB17; and
4. Launch internal audit and review schedule for compliance with SB17.

This Memorandum identifies the implementation plan moving forward. Following the plan, is a summary of the due dates regarding implementation.

Implementation Plan

Policy

The draft policy was presented to the Board of Regents in its June 2024 meeting. This is a new policy developed in compliance with SB17. An implementation plan has also been developed to ensure compliance with the law. To that end, the following steps are now in process:

1. A Memorandum from Dr. Cynthia Buckley (Human Resources) and Charlie Nhan (General Counsel) will be distributed broadly to the university community, introducing the new policy and its reach, which includes procurement, hiring, training, and auditing. This memorandum should be distributed on or before June 18, 2024. *This has been revised to reflect the new due date of August 19, 2024.*



TEXAS SOUTHERN UNIVERSITY

2. Melissa Flores and the HEC Compliance team will prepare and deliver training to the Human Resources (HR) personnel regarding SB17 and HR-related compliance requirements. This training will occur on or before June 19, 2024. **This has been revised to reflect the new due date of August 23, 2024**
3. An Acknowledgment should be distributed on or before June 21, 2024 **(revised to August 16, 2024)**, among all HR personnel wherein they acknowledge, in writing, that they must follow the provisions of the policy specifically
 - a. Hiring/employment practices consistent with SB17
 - b. Adopting policies and procedures for disciplining, including termination, any employee or contractor who violates the policy
 - c. Providing recommendations for any employee in good standing whose position is eliminated due to compliance with SB17
 - d. Training prohibitions and permitted training to comply with Title VI, Title VII, and Title IX.

HR professionals should sign the Human Resources acknowledgment each calendar year, and all signed acknowledgments should be maintained in an electronic file in the HR office.

Interdisciplinary Committee

The interdisciplinary committee will develop Frequently Asked Questions (FAQ) about SB17 and the various offices across the university implicated by the provisions therein. This FAQ will specifically address an explanation of the right of action identified in SB17 and the corresponding TSU policy and should be geared towards the campus employee community. This FAQ should be published on the TSU website in the appropriate place (to be identified by the committee). This FAQ will be developed and published on the TSU website on or before June 28, 2024. **This has been revised to reflect the new due date of August 16, 2024.**

The committee will also develop a strategy to comply with the biennial study required to be submitted to the legislature by the Board of Regents on or before December 1st of every even numbered year (starting with December 1, 2024). The committee shall incorporate any guidance provided by the Texas Higher Education Coordinating Board. This strategy will be developed and published on the TSU, with the understanding that any guidance provided by the Texas Higher Education Coordinating Board may alter the strategy.

Interdisciplinary Committee Members:

Office of General Counsel – Charlie Nhan (Chair)
Academic Affairs – Carl Goodman (Co-Chair)
Office of Governmental Affairs – James White
Office of Human Resources – Cynthia Buckley
Compliance – Melissa Flores
Procurement – Melanie Jackson
Internal Audit – Darlene Brown
Information & Technology – Benjamin Green
Student Life and Engagement – Yvette Barker

The Committee will have its first meeting to develop the strategy by September 16, 2024.

Guidance, training, monitoring of compliance

The following is identified as part of the SB17 implementation plan.



TEXAS SOUTHERN UNIVERSITY

1. *Guidance Document:* General Counsel Nhan and Melissa Flores, HEC Compliance, will develop a guidance document specific to the policy requirement for monitoring compliance:
 - a. The requirements of Texas Education Code §51.3525 and permitted and prohibited activities, which will include a point of contact for any questions/concerns, and
 - b. The written findings to the President and Board of Regents from the Audit and Compliance departments concerning the institution's compliance with Section 51.3525 of the Texas Education Code and this policy. Developing a guidance document for policy implementation promotes clarity, compliance, efficiency, risk management, stakeholder engagement, and adaptability, ultimately contributing to the successful implementation and outcomes of the policy.

This guidance document will be developed on or before June 17, 2024. **This has been revised to reflect the new due date of August 23, 2024.**

2. *Monitoring of Compliance:* General Counsel Nhan and Dr. Cynthia Buckley, HR, shall review offices, departments, divisions, or units (academic or administrative) to ensure none maintain a Diversity, Equity, and Inclusion (DEI) office or DEI duties. If such duties are in place, they must be terminated by virtue of SB17. Moreover, General Counsel Nhan and Dr. Cynthia Buckley shall ensure no university department, office division, or unit hires or otherwise contracts with a third party to perform DEI duties. This review shall take place on or before July 1, 2024. **This has been revised to reflect the new due date of August 21, 2024.**

Internal Audit

Melissa Flores, HEC Compliance will prepare and deliver training to the Procurement personnel regarding SB17 and the requirement that no state appropriations may be spent until a certifying report is filed by the Board of Regents to the legislature. This training will occur on or before June 24, 2024. **This has been revised to reflect the new due date of August 23, 2024.**

General Counsel Nhan will prepare guidance for Internal Audit regarding the (state auditor) compliance audit requirement in SB17. This guidance shall be developed on or before June 24, 2024. **This has been revised to reflect the new due date of August 23, 2024.**

By following these steps and integrating the information identified in this implementation plan, TSU will add value to the organization by promoting accountability, transparency, and continuous improvement.




TEXAS SOUTHERN UNIVERSITY

DUE DATE	REVISED DUE DATE	ITEM DUE	RESPONSIBLE PARTY
June 17, 2024		Guidance document requirements of Texas Education Code §51.3525 and permitted and prohibited activities and findings to the President and Board of Regents from the Audit and Compliance departments concerning the institution's compliance	Melissa Flores, HEC Compliance and General Counsel, Nhan
June 18, 2024	August 19, 2024	Memorandum from Dr. Cynthia Buckley (Human Resources) and Charlie Nhan (General Counsel) introducing the new policy and its reach	Dr. Cynthia Buckley and General Counsel, Nhan
June 19, 2024	August 23, 2024	Training to the Human Resources (HR) personnel regarding SB17 and HR-related compliance requirements	Melissa Flores, HEC Compliance
June 21, 2024	August 16, 2024	Acknowledgment distributed and signed by HR personnel	Melissa Flores, HEC Compliance and General Counsel, Nhan
June 24, 2024	August 23, 2024	Training to the Procurement personnel regarding SB17, specifically report to legislature by the Board of Regents certifying compliance before state appropriations are spent	Melissa Flores, HEC Compliance
June 24, 2024	August 23, 2024	Guidance for Internal Audit regarding the state auditor compliance audit requirement in SB17	General Counsel, Nhan
June 28, 2024	August 16, 2024	Frequently Asked Questions (FAQ) about SB17 and the various offices across the university implicated by the provisions therein	Interdisciplinary Committee
June 28, 2024	September 16, 2024	Strategy to comply with the biennial study required to be submitted to the legislature by the Board of Regents	Interdisciplinary Committee
July 1, 2024	August 26, 2024	Review of university offices, departments, divisions, or units (academic or administrative) to ensure none maintain a Diversity, Equity, and Inclusion (DEI) office or DEI duties and review to ensure no contractors are hired to engage in DEI duties	General Counsel Nhan and Dr. Cynthia Buckley, HR

Institution: Texas State University
Date Submitted: 08/08/24
Pages: 11

ELECTRONIC SIGNATURE ACKNOWLEDGEMENT AND CONSENT FORM

I, Dr. Kelly Dampousse, Texas State University, agree and understand that by signing the Electronic Signature Acknowledgment and Consent Form, that all electronic signatures are the legal equivalent of my manual/handwritten signature and I consent to be legally bound to this agreement. I further agree my signature on this document is as valid as if I signed the document in writing. This is to be used in conjunction with the use of the electronic signature for the submission of the SB17 Annual Certification required by 51.3525(e) that I elected to have signed electronically. Under penalty of perjury, I herewith affirm that my electronic signature was signed by myself with full knowledge and consent and am legally bound to these terms and conditions.



Signature

8/8/2024

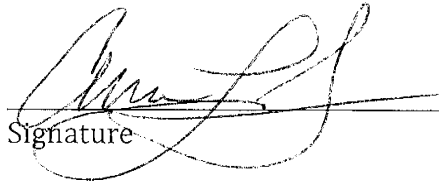
Date

Please check one:

- President
- Board Chair

ELECTRONIC SIGNATURE ACKNOWLEDGEMENT AND CONSENT FORM

I, Alan L. Tinsley, Texas State University System, agree and understand that by signing the Electronic Signature Acknowledgment and Consent Form, that all electronic signatures are the legal equivalent of my manual/handwritten signature and I consent to be legally bound to this agreement. I further agree my signature on this document is as valid as if I signed the document in writing. This is to be used in conjunction with the use of the electronic signature for the submission of the SB17 Annual Certification required by 51.3525(e) that I elected to have signed electronically. Under penalty of perjury, I herewith affirm that my electronic signature was signed by myself with full knowledge and consent and am legally bound to these terms and conditions.


Signature

8/8/2024
Date

Please check one:

- President
- Board Chair



Office of the President
phone 512.245.2121
fax 512.245.8088
601 University Drive
San Marcos, Texas 78666-4684
www.txst.edu

Kelly Dampousse
President

I certify, under penalty of perjury and the loss of funding to my institution (listed below) that my institution has complied with the requirements in Tex. Educ. Code § 51.3525:

Texas State University

- I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), this institution does not, except as required by federal law, have any office, division or unit with the established purpose of influencing hiring or employment practices at the institution with respect to race, sex, color, or ethnicity, other than through the use of color-blind and sex-neutral hiring processes in accordance with any applicable state and federal antidiscrimination laws.
- I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), this institution does not, except as required by federal law, have any office, division or unit with the established purpose of promoting differential treatment of or providing special benefits to individuals on the basis of race, color, or ethnicity.
- I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), this institution does not, except as required by federal law, have any office, division or unit with the established purpose of promoting policies or procedures designed or implemented in reference to race, color, or ethnicity, other than policies or procedures approved in writing by this institution's general counsel and the Texas Higher Education Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law; or
- I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), this institution does not, except as required by federal law, have any office, division or unit with the established purpose of conducting trainings, programs, or activities designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation, other than trainings, programs, or activities developed by an attorney and approved in writing by this institution's general counsel and the Texas Higher Education Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law.
- I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(B), this institution has not, except as required by federal law, hired or assigned an employee of the institution, or contracted with a third party to perform the duties of a diversity, equity, and inclusion office as defined in Tex. Educ. Code § 51.3525(a).
- I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(C), this institution does not, except as required by federal law, compel, require, induce, or solicit any person to provide a diversity, equity, and inclusion statement or give preferential consideration to any person based on the provision of a diversity, equity, and inclusion statement.
- I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(D), this institution does not, except as required by federal law, give preference on the basis of race, sex, color, ethnicity, or national origin to an applicant for employment, an employee, or a participant in any function of the institution.

- [X] I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(E), this institution does not, except as required by federal law, require any person, as a condition of enrolling at the institution or performing any institution function, to participate in diversity, equity, and inclusion training, which includes a training, program, or activity designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation, unless the training meets the exception in Tex. Educ. Code § 51.3525(b)(1)(E)(ii).
- [X] I certify, in accordance with Tex. Educ. Code § 51.3525(b)(2), that this institution has adopted policies and procedures for appropriately disciplining, including by termination, an employee or contractor of the institution who engages in conduct in violation of Tex. Educ. Code § 51.3525(b)(1)(A)-(E).
- [X] I certify, in accordance with Tex. Educ. Code § 51.3525(e), that no state appropriations to this institution for FY25 have been spent prior to submission of this certification report for FY24 to the Legislature and the Texas Higher Education Coordinating Board.
- [X] I understand the State Auditor's Office will conduct a compliance audit for this institution and if violations of Tex. Educ. Code § 51.3525 are found, this institution must cure the violation within 180 days or become ineligible to receive formula funding increases, institutional enhancements, or exceptional items during the state fiscal biennium immediately following the state fiscal biennium in which the determination is made.
- [X] I understand the Coordinating Board will forward all complaints regarding an institution's violation of Tex. Educ. Code § 51.3525 to the State Auditor's Office for review.

To ensure full compliance with Tex. Educ. Code § 51.3525, in the past fiscal year my institution has conducted the following actions to comply with the statute:

- Leadership notified students, faculty and staff regarding SB 17 and the elimination of DEI initiatives in accordance with the restrictions of SB 17.
- Leadership met with various University stakeholders to raise awareness of and discuss SB 17 compliance.
- Conducted a self-assessment of its departments to identify any DEI programs, activities, initiatives, departments, offices, and positions.
- Eliminated prohibited programs, activities, initiatives, jobs, and offices including the Division of Inclusive Excellence.
- Reviewed vacant job postings to remove DEI duties.
- Eliminated job duties prohibited by SB 17.
- Reviewed Texas State University policies to eliminate DEI-related content.
- Adopted a University policy that prohibits DEI offices, officers, programs, initiatives, and provides for disciplinary action, up to and including termination, against anyone who violates the policy.
- Performed, and continues to perform, quarterly reviews of websites to ensure SB 17 compliance.
- Reviewed mandatory training materials to confirm that such training does not contain prohibited DEI components.
- Imposed a high-level review and approval at the Vice President level for any mandatory training for students and employees.
- Texas State University adheres to its non-discrimination policies, which are based on state and federal law, and which prohibit consideration of race, sex, color, ethnicity, or national origin in employment decisions.
- Texas State University employees are required to complete EEO/Civil Rights training upon hire and every two years thereafter.

- As part of the hiring process, Texas State University's Talent Acquisition team completes a review of the screening and evaluation tool (matrix) to verify the qualifications of all candidates and to ensure that the candidates were evaluated based on their qualifications, regardless of race, sex, color, ethnicity, or national origin. Offers to faculty and staff candidates may not be extended unless and until this review is completed.
- Complied with the directive issued by Chancellor McCall on March 2, 2023, to immediately eliminate the use or consideration of a diversity statement in all hiring practices and to review campus policies and, if necessary, modify policies to ensure compliance. University leadership, including leadership within the Office of Human Resources, were notified of the prohibition on the use of diversity statements. Staff and faculty job postings are reviewed by Texas State University's Talent Acquisition Team in the Human Resources Office and faculty promotions are reviewed by the Faculty and Academic Resources in the Office of the Provost. Together, these offices ensure that hiring and promotion materials do not require diversity statements. The hiring matrix for every job vacancy does not allow for consideration of a diversity statement.
- Reviewed scholarships and grants to ensure eligibility/award criteria did not give preference on the basis of race, sex, color, ethnicity, or national origin, and worked with donors/grantors to modify criteria or suspend awards until modifications were in place for those scholarships/grants where criteria did not comply with SB 17.
- Actively participated in the system-wide internal audit, which included:
 - reviewing policies designed to ensure compliance with SB 17,
 - determining what actions were taken to eliminate/close DEI-related programs/offices (where applicable) and analyzing resultant personnel actions,
 - reviewing the position descriptions/job duties of and interviewing personnel who transitioned from performing DEI-related activities to new roles,
 - reviewing hiring protocols, job postings, and trainings,
 - observing campus signage,
 - performing searches of websites for potential non-compliant information,
 - reviewing departmental and program operations, and
 - testing expenditures.
- Texas State University remains committed to ensuring continued compliance with provisions of SB 17.

[X] I certify that all information in this submission is true, accurate, and complete.

Failure to return a certification form to the Texas Higher Education Coordinating Board by September 1, 2024, will be considered an act of non-compliance with the law and can subject the above referenced institution to all penalties allowed by law.

Signature of Institution President:

Date: 8/8/24



Signature of Board Chair:

Date: 8/8/24



Alan L. Tinsley

Office of Internal Audit

Senate Bill 17 Audit Report

August 2, 2024



Carole M. Fox, CPA
Chief Audit Executive, Texas State University System

Ramona Stricklan, CIA, CFE
System Director

Kelly Blissett, CPA, MBA
Director

Mike Miller, CIA, CGAP
Director

Marylyn Byrd, CPA, CIA, MBA
Associate Director

EXECUTIVE SUMMARY

The Office of Internal Audit has completed an audit of The Texas State University System's (TSUS) compliance with Sections 51.3525 (b)(1) and (2) of Chapter 51, Education Code, *Responsibility of Governing Boards Regarding Diversity, Equity, and Inclusion Initiatives*. These sections were added to the Education Code as the result of Senate Bill 17 (SB 17), passed in the 88th Legislature, Regular Session, effective January 1, 2024. TSUS leadership began developing strategies to comply with SB 17 under the guidance of the Office of General Counsel in June 2023.

The audit determined that as of the date of this report, the TSUS and its member institutions have taken action and implemented procedures to comply with requirements outlined in Sections 51.3525(b)(1) and (2) of the Education Code. However, the audit noted that one member institution had unintentional errors in a limited number of private scholarships.

No evidence was identified or brought to our attention during the audit that would indicate systemic, deliberate non-compliance.

BACKGROUND INFORMATION

Section 51.3525(b)(1) of the Education Code requires governing boards to ensure that institutions of higher education do not, except as required by federal law:

- (A) establish or maintain a diversity, equity, and inclusion (DEI) office;
- (B) hire or assign an employee of the institution or contract with a third party to perform the duties of a diversity, equity, and inclusion office;
- (C) compel, require, induce, or solicit any person to provide a diversity, equity, and inclusion statement or give preferential consideration to any person based on the provision of a diversity, equity, and inclusion statement;
- (D) give preference on the basis of race, sex, color, ethnicity, or national origin to an applicant for employment, an employee, or a participant in any function of the institution; or
- (E) require as a condition of enrolling at the institution or performing any institution function any person to participate in diversity, equity, and inclusion training, which:
 - (i) includes a training, program, or activity designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation; and
 - (ii) does not include a training, program, or activity developed by an attorney and approved in writing by the institution's general counsel and the Texas Higher Education Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law.

Section 51.3525(b)(2) requires governing boards to ensure that institutions adopt policies and procedures for appropriately disciplining, including by termination, an employee or contractor of the institution who engages in conduct in violation of Section 51.3525(b)(1).

OBSERVATIONS

The audit determined:

- Policies required by SB 17 have been adopted by the TSUS Board of Regents and its member institutions.
- Appropriate actions were taken to eliminate/close DEI-related programs/offices at member institutions where such offices/programs existed prior to January 1, 2024.

- Except for one employee who resigned, employees affected by the elimination of DEI-related programs/offices transitioned to other positions that do not involve DEI-related activities. In cases where DEI-related duties were assigned to individuals in addition to their regular duties, DEI-related duties were eliminated and removed from job descriptions.
- Management at member institutions reviewed hiring protocols, job postings, and training courses and took appropriate actions where applicable to ensure compliance.
- Campus signage reflecting DEI offices/programs/activities was removed.
- Scholarships, grants, and donor agreements with eligibility criteria based in whole or in part on race, sex, color, ethnicity, or national origin have been modified, suspended, or opened to anyone who meets other non-prohibited eligibility criteria except as noted in this report.
- Processes were established and action taken where deemed necessary to remove references to DEI-related activities/programs from websites (unless clearly archival or related to academic course instruction, scholarly research/creative work, guest speakers/performers on short-term engagements, programs/activities to enhance student academic achievement or postgraduate outcomes, data collection, or student recruitment/admissions).
- No exceptions were noted in tests of expenditures.
- Each of the direct reports to the Presidents initiated reviews of departmental accounts to determine if scholarships, grants, and enrichment programs/stipends contained selection criteria based on (or included references to) race, sex, color, ethnicity, or national origin.
- In support of the Presidents' attestations to the Texas Higher Education Coordinating Board, executive management (Vice Presidents/direct reports to the Presidents) provided attestations (under penalty of perjury) regarding compliance with SB 17 in operations under their purview. In many instances, executive management required certain subordinates to provide similar attestations internally.

Throughout the audit, management was fully engaged, cooperative, and immediately corrected identified errors with the exception of unintentional errors occurring at one member institution relating to the award of certain private scholarships where the eligibility criteria for such awards was based on race, sex, color, ethnicity or national origin. The member institution awarded and paid eight private scholarships totaling \$12,050 for the Spring 2024 semester. This was the result of not only a lack of communication but miscommunication, as well as limitations in the member institution's automated system for disbursing aid. Management has taken corrective action to ensure future non-compliance does not occur.

We would like to thank and acknowledge leadership at System Administration and the Presidents and executive leadership at the member institutions for their assistance and the unprecedented degree of direct involvement and interaction during the audit.

APPENDIX A

OBJECTIVES & SCOPE

The overall objective of the audit was to determine if The Texas State University System (TSUS) and its member institutions are complying with Sections 51.3525 (b)(1) and (2) of Chapter 51, Education Code, *Responsibility of Governing Boards Regarding Diversity, Equity, and Inclusion Initiatives*.

The audit focused on activities that occurred at member institutions to ensure compliance with Sections 51.3525 (b)(1) and (2) of Chapter 51, Education Code. The following activities were not reviewed because they are specifically excluded by statute:

- academic course instruction,
- scholarly research/creative work,
- guest speakers/performers on short-term engagements,
- programs/activities to enhance student academic achievement or postgraduate outcomes,
- data collection, and
- student recruitment/admissions.

The audit period encompassed May 23, 2023 through August 2, 2024.

The audit was conducted in accordance with the *International Standards for the Professional Practice of Internal Auditing*.

METHODOLOGY

Generally, the audit included, but was not limited to, reviewing institutional responses to self-assessment rubrics developed by the Office of General Counsel; administering and evaluating responses to questionnaires developed specifically for the audit; conducting interviews; observing processes and data contained in automated systems; reviewing donor agreements, grants, and scholarship criteria; reviewing supporting documents and other evidentiary matter; reviewing applicable policies and procedures; evaluating processes related to monitoring websites and social media; and performing keyword searches on websites for non-compliant information.

Specifically, a standard audit program that could be tailored to circumstances at each member institution was developed and deployed; the program included, but was not limited to, gathering sufficient evidence to:

- Determine the instructions provided to institutional executive leadership, faculty, and staff regarding implementation of SB 17 and the communication(s) to departments regarding their responsibilities for ensuring full compliance with SB 17.
- Determine the steps taken to identify and discontinue the activities of any DEI office or contracts with third-party vendors that previously performed the duties of a DEI office.
- Determine the steps taken to reassign or eliminate employee positions that were responsible for performing DEI duties or services. For employee positions that were reassigned (or in cases where DEI-related duties were added to employees' area of responsibility and then removed), determine whether job duties or job descriptions were updated accordingly.

- Determine whether member institutions were not compelling, requiring, inducing, or soliciting individuals to provide a DEI statement and to confirm that member institutions were not giving preferential consideration to any person based on the person's (unsolicited) provision of a DEI statement.
- Determine whether preference was not being given on the basis of race, sex, color, ethnicity, or national origin to an applicant for employment, an employee, or a participant (including students) in any function of the member institutions, including receipt of scholarships, grants, and/or stipends or other benefits.
- Determine whether individuals were required to participate in DEI training as a condition of enrolling at the member institutions or performing any institutional function except training developed and approved by the TSUS Office of General Counsel in accordance with a court order or state or federal law.
- Determine whether documented policies and procedures were reviewed and updated as necessary to remove references to prohibited activities and that they aligned with Education Code 51.3525 requirements.
- Determine whether member institutions adopted a policy and implemented a procedure to ensure compliance with provisions in the TSUS *Rules and Regulations*, Chapter VII, Paragraph 5, including procedures for disciplining, including by termination, employees or contractors who violate Education Code 51.3525 requirements.
- Determine the procedures/activities performed to remove references related to prohibited activities on institutional websites (including documents) and social media accounts and to verify that remaining website content is compliant.
- Determine whether action was taken to ensure signage (office titles, building/elevator directories, printed materials such as flyers) referencing prohibited activities has been removed.
- Determine whether the expenditures tested were compliant with applicable provisions of the statute.
- Determine that no instances of non-compliance were reported by executive management in attestations provided during the audit.

DISTRIBUTION LIST

Presidents:

Dr. Jaime Taylor, Lamar University
Dr. Alisa White, Sam Houston State University
Dr. Carlos Hernandez, Sul Ross State University
Dr. Kelly Damphousse, Texas State University
Dr. Sidney Valentine, Lamar Institute of Technology
Dr. Thomas Johnson, Lamar State College Orange
Dr. Betty Reynard, Lamar State College Port Arthur

Texas State University System:

Dr. Brian McCall, Chancellor
Nelly Herrera, Vice Chancellor and General Counsel
Ramona Stricklan, System Audit Director
Kelly Blissett, Audit Director
Mike Miller, Audit Director
Marylyn Byrd, Associate Audit Director

Texas State University System Board of Regents:

Alan L. Tinsley, Chairman
Stephen Lee, Chair of the Finance & Audit Committee
Duke Austin, Member of the Finance & Audit Committee
Tom Long, Member of the Finance & Audit Committee
William F. Scott, Member of the Finance & Audit Committee

State of Texas:

Governor's Office
Legislative Budget Board
State Auditor's Office

Institution: Texas State University System
Date Submitted: 08/29/24
Pages: 11

ELECTRONIC SIGNATURE ACKNOWLEDGEMENT AND CONSENT FORM

I, Brian McCall, agree and understand that by signing the Electronic Signature Acknowledgment and Consent Form, that all electronic signatures are the legal equivalent of my manual/handwritten signature and I consent to be legally bound to this agreement. I further agree my signature on this document is as valid as if I signed the document in writing. This is to be used in conjunction with the use of the electronic signature for the submission of the SB17 Annual Certification required by 51.3525(e) that I elected to have signed electronically. Under penalty of perjury, I herewith affirm that my electronic signature was signed by myself with full knowledge and consent and am legally bound to these terms and conditions.



Signature

8/29/2024

Date

Please check one:

- Chancellor
- Board Chair

ELECTRONIC SIGNATURE ACKNOWLEDGEMENT AND CONSENT FORM

I, Alan L. Tinsley, agree and understand that by signing the Electronic Signature Acknowledgment and Consent Form, that all electronic signatures are the legal equivalent of my manual/handwritten signature and I consent to be legally bound to this agreement. I further agree my signature on this document is as valid as if I signed the document in writing. This is to be used in conjunction with the use of the electronic signature for the submission of the SB17 Annual Certification required by 51.3525(e) that I elected to have signed electronically. Under penalty of perjury, I herewith affirm that my electronic signature was signed by myself with full knowledge and consent and am legally bound to these terms and conditions.


Signature

8.29.24
Date

Please check one:

- President
- Board Chair

I certify, under penalty of perjury and the loss of funding to my institution (listed below) that my institution has complied with the requirements in Tex. Educ. Code § 51.3525:

Texas State University System Administration

- I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), this institution does not, except as required by federal law, have any office, division or unit with the established purpose of influencing hiring or employment practices at the institution with respect to race, sex, color, or ethnicity, other than through the use of color-blind and sex-neutral hiring processes in accordance with any applicable state and federal antidiscrimination laws.
- I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), this institution does not, except as required by federal law, have any office, division or unit with the established purpose of promoting differential treatment of or providing special benefits to individuals on the basis of race, color, or ethnicity.
- I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), this institution does not, except as required by federal law, have any office, division or unit with the established purpose of promoting policies or procedures designed or implemented in reference to race, color, or ethnicity, other than policies or procedures approved in writing by this institution's general counsel and the Texas Higher Education Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law; or
- I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), this institution does not, except as required by federal law, have any office, division or unit with the established purpose of conducting trainings, programs, or activities designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation, other than trainings, programs, or activities developed by an attorney and approved in writing by this institution's general counsel and the Texas Higher Education Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law.
- I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(B), this institution has not, except as required by federal law, hired or assigned an employee of the institution, or contracted with a third party to perform the duties of a diversity, equity, and inclusion office as defined in Tex. Educ. Code § 51.3525(a).
- I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(C), this institution does not, except as required by federal law, compel, require, induce, or solicit any person to provide a diversity, equity, and inclusion statement or give preferential consideration to any person based on the provision of a diversity, equity, and inclusion statement.
- I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(D), this institution does not, except as required by federal law, give preference on the basis of race, sex, color, ethnicity, or national origin to an applicant for employment, an employee, or a participant in any function of the institution.
- I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(E), this institution does not, except as required by federal law, require any person, as a condition of enrolling at the institution or performing any institution function, to participate in diversity, equity, and inclusion training, which includes a training, program, or activity designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation, unless the training meets the exception in Tex. Educ. Code § 51.3525(b)(1)(E)(ii).

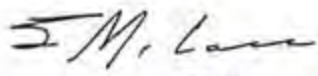
- [X] I certify, in accordance with Tex. Educ. Code § 51.3525(b)(2), that this institution has adopted policies and procedures for appropriately disciplining, including by termination, an employee or contractor of the institution who engages in conduct in violation of Tex. Educ. Code § 51.3525(b)(1)(A)-(E).
- [X] I certify, in accordance with Tex. Educ. Code § 51.3525(e), that no state appropriations to this institution for FY25 have been spent prior to submission of this certification report for FY24 to the Legislature and the Texas Higher Education Coordinating Board.
- [X] I understand the State Auditor's Office will conduct a compliance audit for this institution and if violations of Tex. Educ. Code § 51.3525 are found, this institution must cure the violation within 180 days or become ineligible to receive formula funding increases, institutional enhancements, or exceptional items during the state fiscal biennium immediately following the state fiscal biennium in which the determination is made.
- [X] I understand the Coordinating Board will forward all complaints regarding an institution's violation of Tex. Educ. Code § 51.3525 to the State Auditor's Office for review.

To ensure full compliance with Tex. Educ. Code § 51.3525, in the past fiscal year my institution has conducted the following actions to comply with the statute:

- Issued a directive on March 2, 2023, to all Texas State University Member Institutions, to immediately eliminate the use or consideration of a diversity statement in all hiring practices and to review campus policies and, if necessary, modify policies to ensure compliance.
- Updated the Texas State University System *Rules and Regulations* to establish formal policies regarding prohibited activities in support of SB 17.
- As the Texas State University System Administration did not have a DEI office or DEI-related positions, nor an individual or organization performing the duties of a DEI office or officer prior to the passage of SB 17, there have been no displaced or reassigned employees or departments.
- Actively participated in the system-wide internal audit, which included:
 - reviewing policies designed to ensure compliance with SB 17,
 - determining what actions were taken to eliminate/close DEI-related programs/offices (where applicable) and analyzing resultant personnel actions,
 - reviewing the position descriptions/job duties of and interviewing personnel who transitioned from performing DEI-related activities to new roles,
 - reviewing hiring protocols, job postings, and trainings,
 - observing campus signage,
 - performing searches of websites for potential non-compliant information,
 - reviewing departmental and program operations, and
 - testing expenditures.
- Texas State University System remains committed to ensuring continued compliance with provisions of SB 17.

[X] I certify that all information in this submission is true, accurate, and complete.

Failure to return a certification form to the Texas Higher Education Coordinating Board by September 1, 2024, will be considered an act of non-compliance with the law and can subject the above referenced institution to all penalties allowed by law.

Signature of Chancellor: 
Date: 8/29/24

Signature of Board Chair: 
Date: 8/29/24

Office of Internal Audit

Senate Bill 17 Audit Report

August 2, 2024



Carole M. Fox, CPA
Chief Audit Executive, Texas State University System

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System Director

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EXECUTIVE SUMMARY

The Office of Internal Audit has completed an audit of The Texas State University System's (TSUS) compliance with Sections 51.3525 (b)(1) and (2) of Chapter 51, Education Code, *Responsibility of Governing Boards Regarding Diversity, Equity, and Inclusion Initiatives*. These sections were added to the Education Code as the result of Senate Bill 17 (SB 17), passed in the 88th Legislature, Regular Session, effective January 1, 2024. TSUS leadership began developing strategies to comply with SB 17 under the guidance of the Office of General Counsel in June 2023.

The audit determined that as of the date of this report, the TSUS and its member institutions have taken action and implemented procedures to comply with requirements outlined in Sections 51.3525(b)(1) and (2) of the Education Code. However, the audit noted that one member institution had unintentional errors in a limited number of private scholarships.

No evidence was identified or brought to our attention during the audit that would indicate systemic, deliberate non-compliance.

BACKGROUND INFORMATION

Section 51.3525(b)(1) of the Education Code requires governing boards to ensure that institutions of higher education do not, except as required by federal law:

- (A) establish or maintain a diversity, equity, and inclusion (DEI) office;
- (B) hire or assign an employee of the institution or contract with a third party to perform the duties of a diversity, equity, and inclusion office;
- (C) compel, require, induce, or solicit any person to provide a diversity, equity, and inclusion statement or give preferential consideration to any person based on the provision of a diversity, equity, and inclusion statement;
- (D) give preference on the basis of race, sex, color, ethnicity, or national origin to an applicant for employment, an employee, or a participant in any function of the institution; or
- (E) require as a condition of enrolling at the institution or performing any institution function any person to participate in diversity, equity, and inclusion training, which:
 - (i) includes a training, program, or activity designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation; and
 - (ii) does not include a training, program, or activity developed by an attorney and approved in writing by the institution's general counsel and the Texas Higher Education Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law.

Section 51.3525(b)(2) requires governing boards to ensure that institutions adopt policies and procedures for appropriately disciplining, including by termination, an employee or contractor of the institution who engages in conduct in violation of Section 51.3525(b)(1).

OBSERVATIONS

The audit determined:

- Policies required by SB 17 have been adopted by the TSUS Board of Regents and its member institutions.
- Appropriate actions were taken to eliminate/close DEI-related programs/offices at member institutions where such offices/programs existed prior to January 1, 2024.

- Except for one employee who resigned, employees affected by the elimination of DEI-related programs/offices transitioned to other positions that do not involve DEI-related activities. In cases where DEI-related duties were assigned to individuals in addition to their regular duties, DEI-related duties were eliminated and removed from job descriptions.
- Management at member institutions reviewed hiring protocols, job postings, and training courses and took appropriate actions where applicable to ensure compliance.
- Campus signage reflecting DEI offices/programs/activities was removed.
- Scholarships, grants, and donor agreements with eligibility criteria based in whole or in part on race, sex, color, ethnicity, or national origin have been modified, suspended, or opened to anyone who meets other non-prohibited eligibility criteria except as noted in this report.
- Processes were established and action taken where deemed necessary to remove references to DEI-related activities/programs from websites (unless clearly archival or related to academic course instruction, scholarly research/creative work, guest speakers/performers on short-term engagements, programs/activities to enhance student academic achievement or postgraduate outcomes, data collection, or student recruitment/admissions).
- No exceptions were noted in tests of expenditures.
- Each of the direct reports to the Presidents initiated reviews of departmental accounts to determine if scholarships, grants, and enrichment programs/stipends contained selection criteria based on (or included references to) race, sex, color, ethnicity, or national origin.
- In support of the Presidents' attestations to the Texas Higher Education Coordinating Board, executive management (Vice Presidents/direct reports to the Presidents) provided attestations (under penalty of perjury) regarding compliance with SB 17 in operations under their purview. In many instances, executive management required certain subordinates to provide similar attestations internally.

Throughout the audit, management was fully engaged, cooperative, and immediately corrected identified errors with the exception of unintentional errors occurring at one member institution relating to the award of certain private scholarships where the eligibility criteria for such awards was based on race, sex, color, ethnicity or national origin. The member institution awarded and paid eight private scholarships totaling \$12,050 for the Spring 2024 semester. This was the result of not only a lack of communication but miscommunication, as well as limitations in the member institution's automated system for disbursing aid. Management has taken corrective action to ensure future non-compliance does not occur.

We would like to thank and acknowledge leadership at System Administration and the Presidents and executive leadership at the member institutions for their assistance and the unprecedented degree of direct involvement and interaction during the audit.

APPENDIX A

OBJECTIVES & SCOPE

The overall objective of the audit was to determine if The Texas State University System (TSUS) and its member institutions are complying with Sections 51.3525 (b)(1) and (2) of Chapter 51, Education Code, *Responsibility of Governing Boards Regarding Diversity, Equity, and Inclusion Initiatives*.

The audit focused on activities that occurred at member institutions to ensure compliance with Sections 51.3525 (b)(1) and (2) of Chapter 51, Education Code. The following activities were not reviewed because they are specifically excluded by statute:

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The audit period encompassed May 23, 2023 through August 2, 2024.

The audit was conducted in accordance with the *International Standards for the Professional Practice of Internal Auditing*.

METHODOLOGY

Generally, the audit included, but was not limited to, reviewing institutional responses to self-assessment rubrics developed by the Office of General Counsel; administering and evaluating responses to questionnaires developed specifically for the audit; conducting interviews; observing processes and data contained in automated systems; reviewing donor agreements, grants, and scholarship criteria; reviewing supporting documents and other evidentiary matter; reviewing applicable policies and procedures; evaluating processes related to monitoring websites and social media; and performing keyword searches on websites for non-compliant information.

Specifically, a standard audit program that could be tailored to circumstances at each member institution was developed and deployed; the program included, but was not limited to, gathering sufficient evidence to:

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- Determine whether member institutions were not compelling, requiring, inducing, or soliciting individuals to provide a DEI statement and to confirm that member institutions were not giving preferential consideration to any person based on the person's (unsolicited) provision of a DEI statement.
- Determine whether preference was not being given on the basis of race, sex, color, ethnicity, or national origin to an applicant for employment, an employee, or a participant (including students) in any function of the member institutions, including receipt of scholarships, grants, and/or stipends or other benefits.
- Determine whether individuals were required to participate in DEI training as a condition of enrolling at the member institutions or performing any institutional function except training developed and approved by the TSUS Office of General Counsel in accordance with a court order or state or federal law.
- Determine whether documented policies and procedures were reviewed and updated as necessary to remove references to prohibited activities and that they aligned with Education Code 51.3525 requirements.
- Determine whether member institutions adopted a policy and implemented a procedure to ensure compliance with provisions in the TSUS *Rules and Regulations*, Chapter VII, Paragraph 5, including procedures for disciplining, including by termination, employees or contractors who violate Education Code 51.3525 requirements.
- Determine the procedures/activities performed to remove references related to prohibited activities on institutional websites (including documents) and social media accounts and to verify that remaining website content is compliant.
- Determine whether action was taken to ensure signage (office titles, building/elevator directories, printed materials such as flyers) referencing prohibited activities has been removed.
- Determine whether the expenditures tested were compliant with applicable provisions of the statute.
- Determine that no instances of non-compliance were reported by executive management in attestations provided during the audit.

DISTRIBUTION LIST

Presidents:

Dr. Jaime Taylor, Lamar University
Dr. Alisa White, Sam Houston State University
Dr. Carlos Hernandez, Sul Ross State University
Dr. Kelly Damphousse, Texas State University
Dr. Sidney Valentine, Lamar Institute of Technology
Dr. Thomas Johnson, Lamar State College Orange
Dr. Betty Reynard, Lamar State College Port Arthur

Texas State University System:

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Duke Austin, Member of the Finance & Audit Committee
Tom Long, Member of the Finance & Audit Committee
William F. Scott, Member of the Finance & Audit Committee

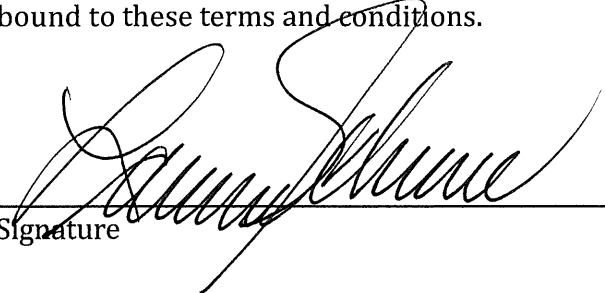
State of Texas:

Governor's Office
Legislative Budget Board
State Auditor's Office

Institution: Texas Tech University
Date Submitted: 08/22/24
Pages: 8

ELECTRONIC SIGNATURE ACKNOWLEDGEMENT AND CONSENT FORM

I, Lawrence Schovanec, agree and understand that by signing the Electronic Signature Acknowledgment and Consent Form, that all electronic signatures are the legal equivalent of my manual/handwritten signature and I consent to be legally bound to this agreement. I further agree my signature on this document is as valid as if I signed the document in writing. This is to be used in conjunction with the use of the electronic signature for the submission of the SB17 Annual Certification required by 51.3525(e) that I elected to have signed electronically. Under penalty of perjury, I herewith affirm that my electronic signature was signed by myself with full knowledge and consent and am legally bound to these terms and conditions.



Signature

08/21/24

Date

Please check one:

- President
- Board Chair
- Chancellor

ELECTRONIC SIGNATURE ACKNOWLEDGEMENT AND CONSENT FORM

I, Mark Griffin, agree and understand that by signing the Electronic Signature Acknowledgment and Consent Form, that all electronic signatures are the legal equivalent of my manual/handwritten signature and I consent to be legally bound to this agreement. I further agree my signature on this document is as valid as if I signed the document in writing. This is to be used in conjunction with the use of the electronic signature for the submission of the SB17 Annual Certification required by 51.3525(e) that I elected to have signed electronically. Under penalty of perjury, I herewith affirm that my electronic signature was signed by myself with full knowledge and consent and am legally bound to these terms and conditions.


Signature

8/22/24
Date

Please check one:

- President
- Board Chair
- Chancellor



TEXAS TECH UNIVERSITY™

Office of the President

MEMORANDUM

From: Dr. Lawrence Schovanez, President, Texas Tech University
To: Mark Griffin, Chairman of the Texas Tech University System Board of Regents
Re: SB 17 Certification Submission for Texas Tech University
Date: August 14, 2024

Institution Contact Name: Dr. Kimberly Simón, Chief Compliance Officer

Institution Contact Email Address: kimberly.simon@ttu.edu

I certify, under penalty of perjury and the loss of funding to my institution (listed below), that my institution has complied with the requirements in Tex. Educ. Code § 51.3525:

Texas Tech University

1. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), this institution does not, except as required by federal law, have any office, division or unit with the established purpose of influencing hiring or employment practices at the institution with respect to race, sex, color, or ethnicity, other than through the use of color-blind and sex-neutral hiring processes in accordance with any applicable state and federal antidiscrimination laws.
2. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), this institution does not, except as required by federal law, have any office, division or unit with the established purpose of promoting differential treatment of or providing special benefits to individuals on the basis of race, color, or ethnicity.
3. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), this institution does not, except as required by federal law, have any office, division or unit with the established purpose of promoting policies or procedures designed or implemented in reference to race, color, or ethnicity, other than policies or procedures approved in writing by this institution's general counsel and the Texas Higher Education Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law; or
4. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), this institution does not, except as required by federal law, have any office, division or unit with the established purpose of conducting trainings, programs, or activities designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation, other than trainings, programs, or activities developed by an attorney and approved in writing by this institution's general counsel and the Texas Higher Education Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law.
5. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(B), this institution has not, except as required by federal law, hired or assigned an employee of the institution, or contracted with a third party to perform the duties of a diversity, equity, and inclusion office as defined in Tex. Educ. Code § 51.3525(a).

6. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(C), this institution does not, except as required by federal law, compel, require, induce, or solicit any person to provide a diversity, equity, and inclusion statement or give preferential consideration to any person based on the provision of a diversity, equity, and inclusion statement.
7. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(D), this institution does not, except as required by federal law, give preference on the basis of race, sex, color, ethnicity, or national origin to an applicant for employment, an employee, or a participant in any function of the institution.
8. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(E), this institution does not, except as required by federal law, require any person, as a condition of enrolling at the institution or performing any institution function, to participate in diversity, equity, and inclusion training, which includes a training, program, or activity designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation, unless the training meets the exception in Tex. Educ. Code § 51.3525(b)(1)(E)(ii).
9. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(2), that this institution has adopted policies and procedures for appropriately disciplining, including by termination, an employee or contractor of the institution who engages in conduct in violation of Tex. Educ. Code § 51.3525(b)(1)(A)-(E).
10. I certify, in accordance with Tex. Educ. Code § 51.3525(e), that no state appropriations to this institution for FY25 have been spent prior to submission of this certification report for FY24 to the Legislature and the Texas Higher Education Coordinating Board.
11. I understand the State Auditor's Office will conduct a compliance audit for this institution and if violations of Tex. Educ. Code § 51.3525 are found, this institution must cure the violation within 180 days or become ineligible to receive formula funding increases, institutional enhancements, or exceptional items during the state fiscal biennium immediately following the state fiscal biennium in which the determination is made.
12. I understand the Coordinating Board will forward all complaints regarding an institution's violation of Tex. Educ. Code § 51.3525 to the State Auditor's Office for review.

Institutional Actions to Comply with Tex. Educ. Code § 51.3525

To ensure full compliance with Tex. Educ. Code § 51.3525, in the past fiscal year my institution has conducted the following actions to comply with the statute:

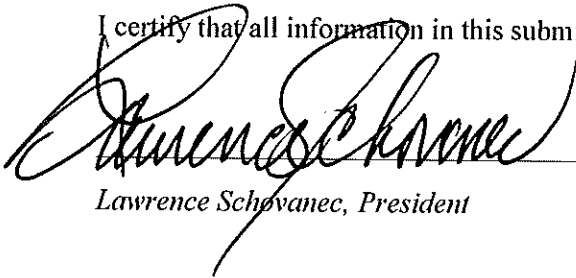
TTUS and its system components have taken comprehensive measures to ensure full compliance with the requirements and provisions set forth in SB 17. It would be impossible to describe each and every action taken to ensure compliance with SB 17; however, from a high level, our efforts have included, but are not limited to, the following:

1. Upon SB 17 being signed by Governor Abbott on June 17, 2024, the TTUS administrative team promptly reviewed the contents to understand its implications thoroughly. In fact, in anticipation of SB 17 being signed by Governor Abbott, TTUS issued a legal memorandum to all of its component institutions on June 8, 2023 outlining the provisions of SB 17 and to discuss next steps to ensure compliance with the bill's provisions. This memo is available on the TTUS Office of General Counsel website and can be accessed [here](#).
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6. The TTUS Office of General Counsel, in consultation with the TTUS Office of Equal Opportunity, and the TTUS Office of Governmental Relations, provides advice and guidance on questions that continue to arise. To this end, the TTUS Office of General Counsel has a standing weekly virtual meeting to answer any SB 17 related questions that component institutions may have to ensure compliance with the Bill's provisions.

I certify that all information in this submission is true, accurate, and complete.


Lawrence Schovanec, President

8-12-24
Date



TEXAS TECH UNIVERSITY SYSTEM
Board of Regents™

MEMORANDUM

From: Mark Griffin, Chairman of the Texas Tech University System Board of Regents
To: Texas Higher Education Coordinating Board
Re: SB 17 Certification Submission for Texas Tech University System and Component Institutions
Date: August 19, 2024

On behalf of Texas Tech University System, Texas Tech University, Texas Tech University Health Sciences Center, Texas Tech University Health Sciences Center at El Paso, Angelo State University, and Midwestern State University, as certified to me, I certify as follows for each institution:

I certify, under penalty of perjury and the loss of funding to my institutions (listed below), that each institution has complied with the requirements in Tex. Educ. Code § 51.3525:

Texas Tech University System
Texas Tech University
Texas Tech University Health Sciences Center
Texas Tech University Health Sciences Center at El Paso
Angelo State University
Midwestern State University

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5. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(B), each institution has not, except as required by federal law, hired or assigned an employee of the institution, or contracted with a third party to perform the duties of a diversity, equity, and inclusion office as defined in Tex. Educ. Code § 51.3525(a).
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11. I understand the State Auditor's Office will conduct a compliance audit for each institution and if violations of Tex. Educ. Code § 51.3525 are found, each institution must cure the violation within 180 days or become ineligible to receive formula funding increases, institutional enhancements, or exceptional items during the state fiscal biennium immediately following the state fiscal biennium in which the determination is made.
12. I understand the Coordinating Board will forward all complaints regarding an institution's violation of Tex. Educ. Code § 51.3525 to the State Auditor's Office for review.

Institutional Actions to Comply with Tex. Educ. Code § 51.3525

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I certify that all information in this submission is true, accurate, and complete.

Kind regards,

A handwritten signature in black ink that reads "Mark Griffin". The signature is written in a cursive, flowing style.

Mark Griffin, Chairman

Board of Regents, Texas Tech University System

Date Signed: August 19, 2024

cc: Tedd L. Mitchell, M.D., Chancellor

Institution: Texas Tech University Health Sciences
Center
Date Submitted: 08/23/24
Pages: 8

ELECTRONIC SIGNATURE ACKNOWLEDGEMENT AND CONSENT FORM

I, Lori Rice-Spreaman, Ph.D,

agree and understand that by signing the Electronic Signature Acknowledgment and Consent Form, that all electronic signatures are the legal equivalent of my manual/ handwritten signature and I consent to be legally bound to this agreement. I further agree my signature on this document is as valid as if I signed the document in writing. This is to be used in conjunction with the use of the electronic signature for the submission of the SB17 Annual Certification required by 51.3525(e) that I elected to have signed electronically. Under penalty of perjury, I herewith affirm that my electronic signature was signed by myself with full knowledge and consent and am legally bound to these terms and conditions.



Signature

08.23.2024

Date

Please check one:

- President
- Board Chair
- Chancellor

ELECTRONIC SIGNATURE ACKNOWLEDGEMENT AND CONSENT FORM

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Signature

8/22/24
Date

Please check one:

- President
- Board Chair
- Chancellor



TEXAS TECH UNIVERSITY
HEALTH SCIENCES CENTER

Lori Rice-Spearman, Ph.D.
President

MEMORANDUM

From: Lori Rice-Spearman, President, Texas Tech University Health Sciences Center
To: Mark Griffin, Chairman of the Texas Tech University System Board of Regents
Re: SB 17 Certification Submission for Texas Tech University Health Sciences Center
Date: August 8, 2024

Institution Contact Name: Jody C. Randall, Vice President and Chief Experience Officer
Institution Contact Email Address: jody.randall@ttuhsc.edu

I certify, under penalty of perjury and the loss of funding to my institution (listed below), that my institution has complied with the requirements in Tex. Educ. Code § 51.3525:

Texas Tech University Health Sciences Center

1. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), this institution does not, except as required by federal law, have any office, division or unit with the established purpose of influencing hiring or employment practices at the institution with respect to race, sex, color, or ethnicity, other than through the use of color-blind and sex-neutral hiring processes in accordance with any applicable state and federal antidiscrimination laws.
2. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), this institution does not, except as required by federal law, have any office, division or unit with the established purpose of promoting differential treatment of or providing special benefits to individuals on the basis of race, color, or ethnicity.
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and inclusion statement or give preferential consideration to any person based on the provision of a diversity, equity, and inclusion statement.

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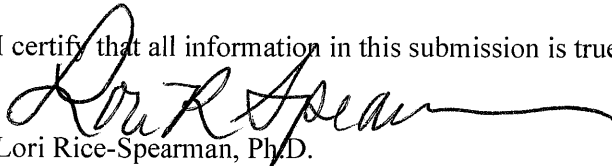
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I certify that all information in this submission is true, accurate, and complete.



Lori Rice-Spearman, Ph.D.
President and University Distinguished Professor
Texas Tech University Health Sciences Center
August 8, 2024



TEXAS TECH UNIVERSITY SYSTEM
Board of Regents™

MEMORANDUM

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6. The TTUS Office of General Counsel, in consultation with the TTUS Office of Equal Opportunity, and the TTUS Office of Governmental Relations, provides advice and guidance on questions that continue to arise. To this end, the TTUS Office of General Counsel has a standing weekly virtual meeting to answer any SB 17 related questions that component institutions may have to ensure compliance with the Bill's provisions.

I certify that all information in this submission is true, accurate, and complete.

Kind regards,

A handwritten signature in black ink that reads "Mark Griffin". The signature is written in a cursive, flowing style.

Mark Griffin, Chairman

Board of Regents, Texas Tech University System

Date Signed: August 19, 2024

cc: Tedd L. Mitchell, M.D., Chancellor

Institution: Texas Tech University Health Sciences
Center El Paso
Date Submitted: 08/22/24
Pages: 16

ELECTRONIC SIGNATURE ACKNOWLEDGEMENT AND CONSENT FORM

I, Richard Lange, agree and understand that by signing the Electronic Signature Acknowledgment and Consent Form, that all electronic signatures are the legal equivalent of my manual/handwritten signature and I consent to be legally bound to this agreement. I further agree my signature on this document is as valid as if I signed the document in writing. This is to be used in conjunction with the use of the electronic signature for the submission of the SB17 Annual Certification required by 51.3525(e) that I elected to have signed electronically. Under penalty of perjury, I herewith affirm that my electronic signature was signed by myself with full knowledge and consent and am legally bound to these terms and conditions.



Signature

8/21/24
Date

Please check one:

- President
- Board Chair
- Chancellor

ELECTRONIC SIGNATURE ACKNOWLEDGEMENT AND CONSENT FORM

I, Mark Griffin, agree and understand that by signing the Electronic Signature Acknowledgment and Consent Form, that all electronic signatures are the legal equivalent of my manual/handwritten signature and I consent to be legally bound to this agreement. I further agree my signature on this document is as valid as if I signed the document in writing. This is to be used in conjunction with the use of the electronic signature for the submission of the SB17 Annual Certification required by 51.3525(e) that I elected to have signed electronically. Under penalty of perjury, I herewith affirm that my electronic signature was signed by myself with full knowledge and consent and am legally bound to these terms and conditions.


Signature

8/22/24
Date

Please check one:

- President
- Board Chair
- Chancellor

MEMORANDUM

From: Richard A. Lange, MD, MBA, President, Texas Tech University Health Sciences Center El Paso
To: Mark Griffin, Chairman of the Texas Tech University System Board of Regents
Re: SB 17 Certification Submission for Texas Tech University Health Sciences Center El Paso
Date: August 12, 2024

Institution Contact Name: Andy Conkovich

Institution Contact Email Address: Andrew.Conkovich@ttuhsc.edu

I certify, under penalty of perjury and the loss of funding to my institution (listed below), that my institution has complied with the requirements in Tex. Educ. Code § 51.3525:

Texas Tech University Health Sciences Center El Paso

1. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), this institution does not, except as required by federal law, have any office, division or unit with the established purpose of influencing hiring or employment practices at the institution with respect to race, sex, color, or ethnicity, other than through the use of color-blind and sex-neutral hiring processes in accordance with any applicable state and federal antidiscrimination laws.
2. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), this institution does not, except as required by federal law, have any office, division or unit with the established purpose of promoting differential treatment of or providing special benefits to individuals on the basis of race, color, or ethnicity.
3. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), this institution does not, except as required by federal law, have any office, division or unit with the established purpose of promoting policies or procedures designed or implemented in reference to race, color, or ethnicity, other than policies or procedures approved in writing by this institution's general counsel and the Texas Higher Education Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law; or
4. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), this institution does not, except as required by federal law, have any office, division or unit with the established purpose of conducting trainings, programs, or activities designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation, other than trainings, programs, or activities developed by an attorney and approved in writing by this institution's general counsel and the Texas Higher Education Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law.
5. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(B), this institution has not, except as required by federal law, hired or assigned an employee of the institution, or contracted with a third

party to perform the duties of a diversity, equity, and inclusion office as defined in Tex. Educ. Code § 51.3525(a).

6. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(C), this institution does not, except as required by federal law, compel, require, induce, or solicit any person to provide a diversity, equity, and inclusion statement or give preferential consideration to any person based on the provision of a diversity, equity, and inclusion statement.
7. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(D), this institution does not, except as required by federal law, give preference on the basis of race, sex, color, ethnicity, or national origin to an applicant for employment, an employee, or a participant in any function of the institution.
8. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(E), this institution does not, except as required by federal law, require any person, as a condition of enrolling at the institution or performing any institution function, to participate in diversity, equity, and inclusion training, which includes a training, program, or activity designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation, unless the training meets the exception in Tex. Educ. Code § 51.3525(b)(1)(E)(ii).
9. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(2), that this institution has adopted policies and procedures for appropriately disciplining, including by termination, an employee or contractor of the institution who engages in conduct in violation of Tex. Educ. Code § 51.3525(b)(1)(A)-(E).
10. I certify, in accordance with Tex. Educ. Code § 51.3525(e), that no state appropriations to this institution for FY25 have been spent prior to submission of this certification report for FY24 to the Legislature and the Texas Higher Education Coordinating Board.
11. I understand the State Auditor's Office will conduct a compliance audit for this institution and if violations of Tex. Educ. Code § 51.3525 are found, this institution must cure the violation within 180 days or become ineligible to receive formula funding increases, institutional enhancements, or exceptional items during the state fiscal biennium immediately following the state fiscal biennium in which the determination is made.
12. I understand the Coordinating Board will forward all complaints regarding an institution's violation of Tex. Educ. Code § 51.3525 to the State Auditor's Office for review.

Institutional Actions to Comply with Tex. Educ. Code § 51.3525

To ensure full compliance with Tex. Educ. Code § 51.3525, in the past fiscal year my institution has conducted the following actions to comply with the statute:

TTUS and its system components have taken comprehensive measures to ensure full compliance with the requirements and provisions set forth in SB 17. It would be impossible to describe each and every action taken to ensure compliance with SB 17; however, from a high level, our efforts have included, but are not limited to, the following:

- I. Upon SB 17 being signed by Governor Abbott on June 17, 2024, the TTUS administrative team promptly reviewed the contents to understand its implications thoroughly. In fact, in anticipation of SB 17 being signed by Governor Abbott, TTUS issued a legal memorandum to all of its component institutions on June 8, 2023 outlining the provisions of SB 17 and to discuss next steps to ensure compliance with the bill's provisions. This memo is available on the TTUS Office of General Counsel website and can be accessed [here](#).

2. TTUS developed an implementation plan to review and align its policies, operations, trainings, and programs with the requirements set forth in SB 17. As part of this plan, TTUS assembled a task force with representatives from the TTUS Office of General Counsel, TTUS Office of Equal Opportunity, and the TTUS Office of Governmental Relations to assist the component institutions in reviewing their current practices and policies and provide guidance to aid institutions with implementing the bill's requirements.
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4. As part of the implementation plan, the TTUS task force reviewed and provided analysis on approximately 500 SB 17 inquiries and questions submitted by TTUS component institutions. On September 27, 2023, the task force's recommendations and analysis of these more than 500 SB 17 inquiries and questions were incorporated into a detailed spreadsheet and distributed to each component institution.
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6. The TTUS Office of General Counsel, in consultation with the TTUS Office of Equal Opportunity, and the TTUS Office of Governmental Relations, provides advice and guidance on questions that continue to arise. To this end, the TTUS Office of General Counsel has a standing weekly virtual meeting to answer any SB 17 related questions that component institutions may have to ensure compliance with the Bill's provisions.

I certify that all information in this submission is true, accurate, and complete.



Richard A. Lange, M.D., M.B.A.
Rick and Ginger Francis Endowed President
Dean, Paul L. Foster School of Medicine

8/12/2024



TEXAS TECH UNIVERSITY SYSTEM
Board of Regents™

MEMORANDUM

From: Mark Griffin, Chairman of the Texas Tech University System Board of Regents
To: Texas Higher Education Coordinating Board
Re: SB 17 Certification Submission for Texas Tech University System and Component Institutions
Date: August 19, 2024

On behalf of Texas Tech University System, Texas Tech University, Texas Tech University Health Sciences Center, Texas Tech University Health Sciences Center at El Paso, Angelo State University, and Midwestern State University, as certified to me, I certify as follows for each institution:

I certify, under penalty of perjury and the loss of funding to my institutions (listed below), that each institution has complied with the requirements in Tex. Educ. Code § 51.3525:

Texas Tech University System
Texas Tech University
Texas Tech University Health Sciences Center
Texas Tech University Health Sciences Center at El Paso
Angelo State University
Midwestern State University

1. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), each institution does not, except as required by federal law, have any office, division or unit with the established purpose of influencing hiring or employment practices at the institution with respect to race, sex, color, or ethnicity, other than through the use of color-blind and sex-neutral hiring processes in accordance with any applicable state and federal antidiscrimination laws.
2. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), each institution does not, except as required by federal law, have any office, division or unit with the established purpose of promoting differential treatment of or providing special benefits to individuals on the basis of race, color, or ethnicity.
3. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), each institution does not, except as required by federal law, have any office, division or unit with the established purpose of promoting policies or procedures designed or implemented in reference to race, color, or ethnicity, other than policies or procedures approved in writing by each institution's general counsel and the Texas Higher Education Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law.
4. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), each institution does not, except as required by federal law, have any office, division or unit with the established purpose of conducting trainings, programs, or activities designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation, other than trainings, programs, or activities developed by an attorney and approved in writing by each institution's general counsel and the Texas Higher Education Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law.

5. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(B), each institution has not, except as required by federal law, hired or assigned an employee of the institution, or contracted with a third party to perform the duties of a diversity, equity, and inclusion office as defined in Tex. Educ. Code § 51.3525(a).
6. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(C), each institution does not, except as required by federal law, compel, require, induce, or solicit any person to provide a diversity, equity, and inclusion statement or give preferential consideration to any person based on the provision of a diversity, equity, and inclusion statement.
7. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(D), each institution does not, except as required by federal law, give preference on the basis of race, sex, color, ethnicity, or national origin to an applicant for employment, an employee, or a participant in any function of the institution.
8. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(E), each institution does not, except as required by federal law, require any person, as a condition of enrolling at the institution or performing any institution function, to participate in diversity, equity, and inclusion training, which includes a training, program, or activity designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation, unless the training meets the exception in Tex. Educ. Code § 51.3525(b)(1)(E)(ii).
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10. I certify, in accordance with Tex. Educ. Code § 51.3525(e), that no state appropriations to each institution for FY25 have been spent prior to submission of this certification report for FY24 to the Legislature and the Texas Higher Education Coordinating Board.
11. I understand the State Auditor's Office will conduct a compliance audit for each institution and if violations of Tex. Educ. Code § 51.3525 are found, each institution must cure the violation within 180 days or become ineligible to receive formula funding increases, institutional enhancements, or exceptional items during the state fiscal biennium immediately following the state fiscal biennium in which the determination is made.
12. I understand the Coordinating Board will forward all complaints regarding an institution's violation of Tex. Educ. Code § 51.3525 to the State Auditor's Office for review.

Institutional Actions to Comply with Tex. Educ. Code § 51.3525

To ensure full compliance with Tex. Educ. Code § 51.3525, in the past fiscal year Texas Tech University System and its component institutions have conducted the following actions to comply with the statute:

TTUS and its system components have taken comprehensive measures to ensure full compliance with the requirements and provisions set forth in SB 17. It would be impossible to describe each and every action taken to ensure compliance with SB 17; however, from a high level, our efforts have included, but are not limited to, the following:

1. Upon SB 17 being signed by Governor Abbott on June 17, 2024, the TTUS administrative team promptly reviewed the contents to understand its implications thoroughly. In fact, in anticipation of SB 17 being signed by Governor Abbott, TTUS issued a legal memorandum to all of its component institutions on June 8, 2023 outlining the provisions of SB 17 and to discuss next steps to ensure compliance with the bill's provisions. This memo is available on the TTUS Office of General Counsel website and can be accessed [here](#).
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I certify that all information in this submission is true, accurate, and complete.

Kind regards,

A handwritten signature in black ink that reads "Mark Griffin". The signature is written in a cursive, flowing style.

Mark Griffin, Chairman

Board of Regents, Texas Tech University System

Date Signed: August 19, 2024

cc: Tedd L. Mitchell, M.D., Chancellor

ELECTRONIC SIGNATURE ACKNOWLEDGEMENT AND CONSENT FORM

I, Tedd L. Mitchell, M.D., agree and understand that by signing the Electronic Signature Acknowledgment and Consent Form, that all electronic signatures are the legal equivalent of my manual/handwritten signature and I consent to be legally bound to this agreement. I further agree my signature on this document is as valid as if I signed the document in writing. This is to be used in conjunction with the use of the electronic signature for the submission of the SB17 Annual Certification required by 51.3525(e) that I elected to have signed electronically. Under penalty of perjury, I herewith affirm that my electronic signature was signed by myself with full knowledge and consent and am legally bound to these terms and conditions.



Signature

8-21-2024
Date

Please check one:

- President
- Board Chair
- Chancellor

ELECTRONIC SIGNATURE ACKNOWLEDGEMENT AND CONSENT FORM

I, Mark Griffin, agree and understand that by signing the Electronic Signature Acknowledgment and Consent Form, that all electronic signatures are the legal equivalent of my manual/handwritten signature and I consent to be legally bound to this agreement. I further agree my signature on this document is as valid as if I signed the document in writing. This is to be used in conjunction with the use of the electronic signature for the submission of the SB17 Annual Certification required by 51.3525(e) that I elected to have signed electronically. Under penalty of perjury, I herewith affirm that my electronic signature was signed by myself with full knowledge and consent and am legally bound to these terms and conditions.


Signature

8/22/24
Date

Please check one:

- President
- Board Chair
- Chancellor



TEXAS TECH UNIVERSITY SYSTEM

MEMORANDUM

August 16, 2024

TO: Mark Griffin, Chairman
Texas Tech University System Board of Regents

FROM: Tedd L. Mitchell, M.D.
Chancellor, Texas Tech University System

RE: SB 17 Certification Submission for the Texas Tech University System

The purpose of this memorandum is to certify compliance with SB 17, as required by Tex. Educ. Code § 51.3525, on behalf of the Texas Tech University System. The President of each component institution of Texas Tech University System will submit certifications for their respective institutions as required by Tex. Educ. Code § 51.3525.

TTU System Contact Name: Dailey Fuller, Chief of Staff, TTU System

TTU System Contact Email Address: Dailey.Fuller@ttu.edu

I certify, under penalty of perjury and the loss of funding to my institution (listed below), that my institution has complied with the requirements in Tex. Educ. Code § 51.3525:

Texas Tech University System

1. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), this institution does not, except as required by federal law, have any office, division or unit with the established purpose of influencing hiring or employment practices at the institution with respect to race, sex, color, or ethnicity, other than through the use of color-blind and sex-neutral hiring processes in accordance with any applicable state and federal antidiscrimination laws.
2. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), this institution does not, except as required by federal law, have any office, division or unit with the established purpose of promoting differential treatment of or providing special benefits to individuals on the basis of race, color, or ethnicity.
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4. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), this institution does not, except as required by federal law, have any office, division or unit with the established purpose of conducting trainings, programs, or activities designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation, other than trainings, programs, or activities developed by an attorney and approved in writing by this institution's general counsel and the Texas Higher Education Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law.
5. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(B), this institution has not, except as required by federal law, hired or assigned an employee of the institution, or contracted with a third party to perform the duties of a diversity, equity, and inclusion office as defined in Tex. Educ. Code § 51.3525(a).
6. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(C), this institution does not, except as required by federal law, compel, require, induce, or solicit any person to provide a diversity, equity, and inclusion statement or give preferential consideration to any person based on the provision of a diversity, equity, and inclusion statement.
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10. I certify, in accordance with Tex. Educ. Code § 51.3525(e), that no state appropriations to this institution for FY25 have been spent prior to submission of this certification report for FY24 to the Legislature and the Texas Higher Education Coordinating Board.
11. I understand the State Auditor's Office will conduct a compliance audit for this institution and if violations of Tex. Educ. Code § 51.3525 are found, this institution must cure the violation within 180 days or become ineligible to receive formula funding increases, institutional enhancements, or exceptional items during the state fiscal biennium immediately following the state fiscal biennium in which the determination is made.
12. I understand the Coordinating Board will forward all complaints regarding an institution's violation of Tex. Educ. Code § 51.3525 to the State Auditor's Office for review.

Institutional Actions to Comply with Tex. Educ. Code § 51.3525

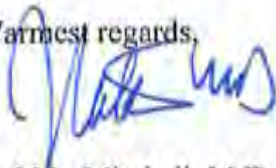
To ensure full compliance with Tex. Educ. Code § 51.3525, in the past fiscal year my institution has conducted the following actions to comply with the statute:

TTU System and its component institutions have taken comprehensive measures to ensure full compliance with the requirements and provisions set forth in SB 17. It would be impossible to describe each and every action taken to ensure compliance with SB 17; however, from a high level, our efforts have included, but are not limited to, the following:

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2. TTU System developed an implementation plan to review and align its policies, operations, trainings, and programs with the requirements set forth in SB 17. As part of this plan, TTU System assembled a task force with representatives from the TTU System Office of General Counsel, TTU System Office of Equal Opportunity, and the TTU System Office of Governmental Relations to assist the component institutions in reviewing their current practices and policies and provide guidance to aid institutions with implementing the bill's requirements.
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I certify that all information in this submission is true, accurate, and complete.

Warmest regards,



Tedd L. Mitchell, M.D.
Chancellor, TTU System

Date signed: 16 Aug 2024



TEXAS TECH UNIVERSITY SYSTEM
Board of Regents™

MEMORANDUM

From: Mark Griffin, Chairman of the Texas Tech University System Board of Regents
To: Texas Higher Education Coordinating Board
Re: SB 17 Certification Submission for Texas Tech University System and Component Institutions
Date: August 19, 2024

On behalf of Texas Tech University System, Texas Tech University, Texas Tech University Health Sciences Center, Texas Tech University Health Sciences Center at El Paso, Angelo State University, and Midwestern State University, as certified to me, I certify as follows for each institution:

I certify, under penalty of perjury and the loss of funding to my institutions (listed below), that each institution has complied with the requirements in Tex. Educ. Code § 51.3525:

Texas Tech University System
Texas Tech University
Texas Tech University Health Sciences Center
Texas Tech University Health Sciences Center at El Paso
Angelo State University
Midwestern State University

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8. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(E), each institution does not, except as required by federal law, require any person, as a condition of enrolling at the institution or performing any institution function, to participate in diversity, equity, and inclusion training, which includes a training, program, or activity designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation, unless the training meets the exception in Tex. Educ. Code § 51.3525(b)(1)(E)(ii).
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10. I certify, in accordance with Tex. Educ. Code § 51.3525(e), that no state appropriations to each institution for FY25 have been spent prior to submission of this certification report for FY24 to the Legislature and the Texas Higher Education Coordinating Board.
11. I understand the State Auditor's Office will conduct a compliance audit for each institution and if violations of Tex. Educ. Code § 51.3525 are found, each institution must cure the violation within 180 days or become ineligible to receive formula funding increases, institutional enhancements, or exceptional items during the state fiscal biennium immediately following the state fiscal biennium in which the determination is made.
12. I understand the Coordinating Board will forward all complaints regarding an institution's violation of Tex. Educ. Code § 51.3525 to the State Auditor's Office for review.

Institutional Actions to Comply with Tex. Educ. Code § 51.3525

To ensure full compliance with Tex. Educ. Code § 51.3525, in the past fiscal year Texas Tech University System and its component institutions have conducted the following actions to comply with the statute:

TTUS and its system components have taken comprehensive measures to ensure full compliance with the requirements and provisions set forth in SB 17. It would be impossible to describe each and every action taken to ensure compliance with SB 17; however, from a high level, our efforts have included, but are not limited to, the following:

1. Upon SB 17 being signed by Governor Abbott on June 17, 2024, the TTUS administrative team promptly reviewed the contents to understand its implications thoroughly. In fact, in anticipation of SB 17 being signed by Governor Abbott, TTUS issued a legal memorandum to all of its component institutions on June 8, 2023 outlining the provisions of SB 17 and to discuss next steps to ensure compliance with the bill's provisions. This memo is available on the TTUS Office of General Counsel website and can be accessed [here](#).
2. TTUS developed an implementation plan to review and align its policies, operations, trainings, and programs with the requirements set forth in SB 17. As part of this plan, TTUS assembled a task

force with representatives from the TTUS Office of General Counsel, TTUS Office of Equal Opportunity, and the TTUS Office of Governmental Relations to assist the component institutions in reviewing their current practices and policies and provide guidance to aid institutions with implementing the bill's requirements.

3. On September 14, 2023 TTUS issued a Guidance Document for faculty and staff regarding questions related to SB 17. This Guidance Document is available on the TTUS Office of General Counsel website and can be accessed [here](#).
4. As part of the implementation plan, the TTUS task force reviewed and provided analysis on approximately 500 SB 17 inquiries and questions submitted by TTUS component institutions. On September 27, 2023, the task force's recommendations and analysis of these more than 500 SB 17 inquiries and questions were incorporated into a detailed spreadsheet and distributed to each component institution.
5. Institutional SB 17 Audit Reports have been completed and issued to component institutions with auditor's recommended action plans to ensure sustained compliance.
6. The TTUS Office of General Counsel, in consultation with the TTUS Office of Equal Opportunity, and the TTUS Office of Governmental Relations, provides advice and guidance on questions that continue to arise. To this end, the TTUS Office of General Counsel has a standing weekly virtual meeting to answer any SB 17 related questions that component institutions may have to ensure compliance with the Bill's provisions.

I certify that all information in this submission is true, accurate, and complete.

Kind regards,

A handwritten signature in black ink that reads "Mark Griffin". The signature is written in a cursive, flowing style.

Mark Griffin, Chairman

Board of Regents, Texas Tech University System

Date Signed: August 19, 2024

cc: Tedd L. Mitchell, M.D., Chancellor

Institution: Texas Tech University System
Date Submitted: 08/22/24
Pages: 8

ELECTRONIC SIGNATURE ACKNOWLEDGEMENT AND CONSENT FORM

I, Tedd L. Mitchell, M.D., agree and understand that by signing the Electronic Signature Acknowledgment and Consent Form, that all electronic signatures are the legal equivalent of my manual/handwritten signature and I consent to be legally bound to this agreement. I further agree my signature on this document is as valid as if I signed the document in writing. This is to be used in conjunction with the use of the electronic signature for the submission of the SB17 Annual Certification required by 51.3525(e) that I elected to have signed electronically. Under penalty of perjury, I herewith affirm that my electronic signature was signed by myself with full knowledge and consent and am legally bound to these terms and conditions.



Signature

8-21-2024
Date

Please check one:

- President
- Board Chair
- Chancellor

ELECTRONIC SIGNATURE ACKNOWLEDGEMENT AND CONSENT FORM

I, Mark Griffin, agree and understand that by signing the Electronic Signature Acknowledgment and Consent Form, that all electronic signatures are the legal equivalent of my manual/handwritten signature and I consent to be legally bound to this agreement. I further agree my signature on this document is as valid as if I signed the document in writing. This is to be used in conjunction with the use of the electronic signature for the submission of the SB17 Annual Certification required by 51.3525(e) that I elected to have signed electronically. Under penalty of perjury, I herewith affirm that my electronic signature was signed by myself with full knowledge and consent and am legally bound to these terms and conditions.


Signature

8/22/24
Date

Please check one:

- President
- Board Chair
- Chancellor



TEXAS TECH UNIVERSITY SYSTEM

MEMORANDUM

August 16, 2024

TO: Mark Griffin, Chairman
Texas Tech University System Board of Regents

FROM: Tedd L. Mitchell, M.D.
Chancellor, Texas Tech University System

RE: SB 17 Certification Submission for the Texas Tech University System

The purpose of this memorandum is to certify compliance with SB 17, as required by Tex. Educ. Code § 51.3525, on behalf of the Texas Tech University System. The President of each component institution of Texas Tech University System will submit certifications for their respective institutions as required by Tex. Educ. Code § 51.3525.

TTU System Contact Name: Dailey Fuller, Chief of Staff, TTU System

TTU System Contact Email Address: Dailey.Fuller@ttu.edu

I certify, under penalty of perjury and the loss of funding to my institution (listed below), that my institution has complied with the requirements in Tex. Educ. Code § 51.3525:

Texas Tech University System

1. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), this institution does not, except as required by federal law, have any office, division or unit with the established purpose of influencing hiring or employment practices at the institution with respect to race, sex, color, or ethnicity, other than through the use of color-blind and sex-neutral hiring processes in accordance with any applicable state and federal antidiscrimination laws.
2. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), this institution does not, except as required by federal law, have any office, division or unit with the established purpose of promoting differential treatment of or providing special benefits to individuals on the basis of race, color, or ethnicity.
3. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), this institution does not, except as required by federal law, have any office, division or unit with the established purpose of promoting policies or procedures designed or implemented in reference to race, color, or ethnicity, other than policies or procedures approved in writing by this institution's general counsel and the Texas Higher Education Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law.

4. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), this institution does not, except as required by federal law, have any office, division or unit with the established purpose of conducting trainings, programs, or activities designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation, other than trainings, programs, or activities developed by an attorney and approved in writing by this institution's general counsel and the Texas Higher Education Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law.
5. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(B), this institution has not, except as required by federal law, hired or assigned an employee of the institution, or contracted with a third party to perform the duties of a diversity, equity, and inclusion office as defined in Tex. Educ. Code § 51.3525(a).
6. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(C), this institution does not, except as required by federal law, compel, require, induce, or solicit any person to provide a diversity, equity, and inclusion statement or give preferential consideration to any person based on the provision of a diversity, equity, and inclusion statement.
7. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(D), this institution does not, except as required by federal law, give preference on the basis of race, sex, color, ethnicity, or national origin to an applicant for employment, an employee, or a participant in any function of the institution.
8. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(E), this institution does not, except as required by federal law, require any person, as a condition of enrolling at the institution or performing any institution function, to participate in diversity, equity, and inclusion training, which includes a training, program, or activity designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation, unless the training meets the exception in Tex. Educ. Code § 51.3525(b)(1)(E)(ii).
9. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(2), that this institution has adopted policies and procedures for appropriately disciplining, including by termination, an employee or contractor of the institution who engages in conduct in violation of Tex. Educ. Code § 51.3525(b)(1)(A)-(E).
10. I certify, in accordance with Tex. Educ. Code § 51.3525(e), that no state appropriations to this institution for FY25 have been spent prior to submission of this certification report for FY24 to the Legislature and the Texas Higher Education Coordinating Board.
11. I understand the State Auditor's Office will conduct a compliance audit for this institution and if violations of Tex. Educ. Code § 51.3525 are found, this institution must cure the violation within 180 days or become ineligible to receive formula funding increases, institutional enhancements, or exceptional items during the state fiscal biennium immediately following the state fiscal biennium in which the determination is made.
12. I understand the Coordinating Board will forward all complaints regarding an institution's violation of Tex. Educ. Code § 51.3525 to the State Auditor's Office for review.

Institutional Actions to Comply with Tex. Educ. Code § 51.3525

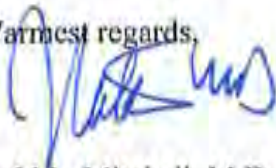
To ensure full compliance with Tex. Educ. Code § 51.3525, in the past fiscal year my institution has conducted the following actions to comply with the statute:

TTU System and its component institutions have taken comprehensive measures to ensure full compliance with the requirements and provisions set forth in SB 17. It would be impossible to describe each and every action taken to ensure compliance with SB 17; however, from a high level, our efforts have included, but are not limited to, the following:

1. Upon SB 17 being signed by Governor Abbott on June 17, 2024, the TTU System administrative team promptly reviewed the contents to understand its implications thoroughly. In fact, in anticipation of SB 17 being signed by Governor Abbott, TTU System issued a legal memorandum to all of its component institutions on June 8, 2023 outlining the provisions of SB 17 and to discuss next steps to ensure compliance with the bill's provisions. This memo is available on the TTU System Office of General Counsel website and can be accessed [here](#).
2. TTU System developed an implementation plan to review and align its policies, operations, trainings, and programs with the requirements set forth in SB 17. As part of this plan, TTU System assembled a task force with representatives from the TTU System Office of General Counsel, TTU System Office of Equal Opportunity, and the TTU System Office of Governmental Relations to assist the component institutions in reviewing their current practices and policies and provide guidance to aid institutions with implementing the bill's requirements.
3. On September 14, 2023 TTU System issued a Guidance Document for faculty and staff regarding questions related to SB 17. This Guidance Document is available on the TTU System Office of General Counsel website and can be accessed [here](#).
4. As part of the implementation plan, the TTU System task force reviewed and provided analysis on approximately 500 SB 17 inquiries and questions submitted by TTU System component institutions. On September 27, 2023, the task force's recommendations and analysis of these more than 500 SB 17 inquiries and questions were incorporated into a detailed spreadsheet and distributed to each component institution.
5. Institutional SB 17 Audit Reports have been completed and issued to component institutions with auditor's recommended action plans to ensure sustained compliance.
6. The TTU System Office of General Counsel, in consultation with the TTU System Office of Equal Opportunity, and the TTU System Office of Governmental Relations, provides advice and guidance on questions that continue to arise. To this end, the TTU System Office of General Counsel has a standing weekly virtual meeting to answer any SB 17 related questions that component institutions may have to ensure compliance with the Bill's provisions.

I certify that all information in this submission is true, accurate, and complete.

Warmest regards,



Tedd L. Mitchell, M.D.
Chancellor, TTU System

Date signed: 16 Aug 2024



TEXAS TECH UNIVERSITY SYSTEM
Board of Regents™

MEMORANDUM

From: Mark Griffin, Chairman of the Texas Tech University System Board of Regents
To: Texas Higher Education Coordinating Board
Re: SB 17 Certification Submission for Texas Tech University System and Component Institutions
Date: August 19, 2024

On behalf of Texas Tech University System, Texas Tech University, Texas Tech University Health Sciences Center, Texas Tech University Health Sciences Center at El Paso, Angelo State University, and Midwestern State University, as certified to me, I certify as follows for each institution:

I certify, under penalty of perjury and the loss of funding to my institutions (listed below), that each institution has complied with the requirements in Tex. Educ. Code § 51.3525:

Texas Tech University System
Texas Tech University
Texas Tech University Health Sciences Center
Texas Tech University Health Sciences Center at El Paso
Angelo State University
Midwestern State University

1. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), each institution does not, except as required by federal law, have any office, division or unit with the established purpose of influencing hiring or employment practices at the institution with respect to race, sex, color, or ethnicity, other than through the use of color-blind and sex-neutral hiring processes in accordance with any applicable state and federal antidiscrimination laws.
2. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), each institution does not, except as required by federal law, have any office, division or unit with the established purpose of promoting differential treatment of or providing special benefits to individuals on the basis of race, color, or ethnicity.
3. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), each institution does not, except as required by federal law, have any office, division or unit with the established purpose of promoting policies or procedures designed or implemented in reference to race, color, or ethnicity, other than policies or procedures approved in writing by each institution's general counsel and the Texas Higher Education Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law.
4. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), each institution does not, except as required by federal law, have any office, division or unit with the established purpose of conducting trainings, programs, or activities designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation, other than trainings, programs, or activities developed by an attorney and approved in writing by each institution's general counsel and the Texas Higher Education Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law.

5. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(B), each institution has not, except as required by federal law, hired or assigned an employee of the institution, or contracted with a third party to perform the duties of a diversity, equity, and inclusion office as defined in Tex. Educ. Code § 51.3525(a).
6. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(C), each institution does not, except as required by federal law, compel, require, induce, or solicit any person to provide a diversity, equity, and inclusion statement or give preferential consideration to any person based on the provision of a diversity, equity, and inclusion statement.
7. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(D), each institution does not, except as required by federal law, give preference on the basis of race, sex, color, ethnicity, or national origin to an applicant for employment, an employee, or a participant in any function of the institution.
8. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(E), each institution does not, except as required by federal law, require any person, as a condition of enrolling at the institution or performing any institution function, to participate in diversity, equity, and inclusion training, which includes a training, program, or activity designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation, unless the training meets the exception in Tex. Educ. Code § 51.3525(b)(1)(E)(ii).
9. I certify, in accordance with Tex. Educ. Code § 51.3525(b)(2), that each institution has adopted policies and procedures for appropriately disciplining, including by termination, an employee or contractor of the institution who engages in conduct in violation of Tex. Educ. Code § 51.3525(b)(1)(A)-(E).
10. I certify, in accordance with Tex. Educ. Code § 51.3525(e), that no state appropriations to each institution for FY25 have been spent prior to submission of this certification report for FY24 to the Legislature and the Texas Higher Education Coordinating Board.
11. I understand the State Auditor's Office will conduct a compliance audit for each institution and if violations of Tex. Educ. Code § 51.3525 are found, each institution must cure the violation within 180 days or become ineligible to receive formula funding increases, institutional enhancements, or exceptional items during the state fiscal biennium immediately following the state fiscal biennium in which the determination is made.
12. I understand the Coordinating Board will forward all complaints regarding an institution's violation of Tex. Educ. Code § 51.3525 to the State Auditor's Office for review.

Institutional Actions to Comply with Tex. Educ. Code § 51.3525

To ensure full compliance with Tex. Educ. Code § 51.3525, in the past fiscal year Texas Tech University System and its component institutions have conducted the following actions to comply with the statute:

TTUS and its system components have taken comprehensive measures to ensure full compliance with the requirements and provisions set forth in SB 17. It would be impossible to describe each and every action taken to ensure compliance with SB 17; however, from a high level, our efforts have included, but are not limited to, the following:

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I certify that all information in this submission is true, accurate, and complete.

Kind regards,

A handwritten signature in black ink that reads "Mark Griffin". The signature is written in a cursive, flowing style.

Mark Griffin, Chairman

Board of Regents, Texas Tech University System

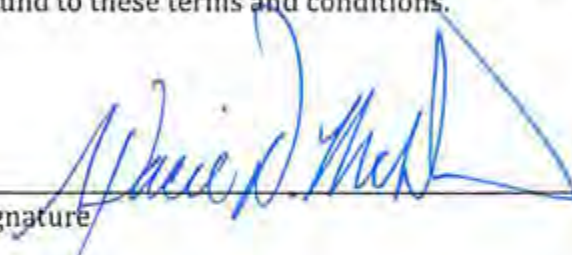
Date Signed: August 19, 2024

cc: Tedd L. Mitchell, M.D., Chancellor

Institution: Texas Woman's University
Date Submitted: 08/09/24
Pages: 9

ELECTRONIC SIGNATURE ACKNOWLEDGEMENT AND CONSENT FORM

I, Stacie D. McDavid, agree and understand that by signing the Electronic Signature Acknowledgment and Consent Form, that all electronic signatures are the legal equivalent of my manual/handwritten signature and I consent to be legally bound to this agreement. I further agree my signature on this document is as valid as if I signed the document in writing. This is to be used in conjunction with the use of the electronic signature for the submission of the SB17 Annual Certification required by 51.3525(e) that I elected to have signed electronically. Under penalty of perjury, I herewith affirm that my electronic signature was signed by myself with full knowledge and consent and am legally bound to these terms and conditions.


Signature

08/09/2024
Date

Please check one:

- President
- Board Chair

ELECTRONIC SIGNATURE ACKNOWLEDGEMENT AND CONSENT FORM

I, Carine M. Feyten, agree and understand that by signing the Electronic Signature Acknowledgment and Consent Form, that all electronic signatures are the legal equivalent of my manual/handwritten signature and I consent to be legally bound to this agreement. I further agree my signature on this document is as valid as if I signed the document in writing. This is to be used in conjunction with the use of the electronic signature for the submission of the SB17 Annual Certification required by 51.3525(e) that I elected to have signed electronically. Under penalty of perjury, I herewith affirm that my electronic signature was signed by myself with full knowledge and consent and am legally bound to these terms and conditions.

Signature 

08/09/2024
Date

Please check one:

- President
- Board Chair



CERTIFICATION

This is to certify that at the meeting of the Texas Woman's University System Board of Regents held on **August 09, 2024** the following action was taken by the Texas Woman's University System Board of Regents:

A motion was made by Regent **Mary Wilson** to recommend approval of the Texas Education Code Section 51.3525 Compliance Certification. The motion was seconded by Regent **Ellen Amirkhan** and was approved by a vote of **7-0-0**.

Signed this 9th day of August, 2024.



Katherine A. Antwi
Secretary, Board of Regents
Texas Woman's University System



Texas Higher Education Coordinating Board
Certification Submission for SB17

Institution Contact Name: Alex Yarbro, Director of Compliance

Institution Contact Email Address: ayarbro@twu.edu

I certify, under penalty of perjury and the loss of funding to my institution (listed below), that my institution has complied with the requirements in Tex. Educ. Code § 51.3525: (insert institutional name below) Texas Woman's University System

- I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), this institution does not, except as required by federal law, have any office, division or unit with the established purpose of influencing hiring or employment practices at the institution with respect to race, sex, color, or ethnicity, other than through the use of color-blind and sex-neutral hiring processes in accordance with any applicable state and federal antidiscrimination laws.
- I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), this institution does not, except as required by federal law, have any office, division or unit with the established purpose of promoting differential treatment of or providing special benefits to individuals on the basis of race, color, or ethnicity.
- I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), this institution does not, except as required by federal law, have any office, division or unit with the established purpose of promoting policies or procedures designed or implemented in reference to race, color, or ethnicity, other than policies or procedures approved in writing by this institution's general counsel and the Texas Higher Education Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law; or
- I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(A), this institution does not, except as required by federal law, have any office, division or unit with the established purpose of conducting trainings, programs, or activities designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation, other than trainings, programs, or activities developed by an attorney and approved in writing by this institution's general counsel and the Texas Higher Education Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law.
- I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(B), this institution has not, except as required by federal law, hired or assigned an employee of the institution, or contracted with a third party to perform the duties of a diversity, equity, and inclusion office as defined in Tex. Educ. Code § 51.3525(a).



- I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(C), this institution does not, except as required by federal law, compel, require, induce, or solicit any person to provide a diversity, equity, and inclusion statement or give preferential consideration to any person based on the provision of a diversity, equity, and inclusion statement.
- I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(D), this institution does not, except as required by federal law, give preference on the basis of race, sex, color, ethnicity, or national origin to an applicant for employment, an employee, or a participant in any function of the institution.
- I certify, in accordance with Tex. Educ. Code § 51.3525(b)(1)(E), this institution does not, except as required by federal law, require any person, as a condition of enrolling at the institution or performing any institution function, to participate in diversity, equity, and inclusion training, which includes a training, program, or activity designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation, unless the training meets the exception in Tex. Educ. Code § 51.3525(b)(1)(E)(ii).
- I certify, in accordance with Tex. Educ. Code § 51.3525(b)(2), that this institution has adopted policies and procedures for appropriately disciplining, including by termination, an employee or contractor of the institution who engages in conduct in violation of Tex. Educ. Code § 51.3525(b)(1)(A)-(E).
- I certify, in accordance with Tex. Educ. Code § 51.3525(e), that no state appropriations to this institution for FY25 have been spent prior to submission of this certification report for FY24 to the Legislature and the Texas Higher Education Coordinating Board.
- I understand the State Auditor's Office will conduct a compliance audit for this institution and if violations of Tex. Educ. Code § 51.3525 are found, this institution must cure the violation within 180 days or become ineligible to receive formula funding increases, institutional enhancements, or exceptional items during the state fiscal biennium immediately following the state fiscal biennium in which the determination is made.
- I understand the Coordinating Board will forward all complaints regarding an institution's violation of Tex. Educ. Code § 51.3525 to the State Auditor's Office for review.

Institutional Actions to Comply with Tex Educ. Code § 51.3525

To ensure full compliance with Tex. Educ. Code § 51.3525, in the past fiscal year my institution has conducted the following actions to comply with the statute ((insert a summary below)).

In August 2023, Texas Woman's University System's ("TWU" or "University") Board of Regents delegated authority to the Chancellor and President to implement compliance measures consistent with SB 17, which included ensuring the closure of any DEI offices, as defined by SB 17. Ultimately, out of an abundance of caution, TWU closed the Office of Diversity, Inclusion, and Outreach



("DIO"), housed in the University's Division of Student Life. Over fifty percent (50%) of incoming students at TWU are the first in their family to attend college. Therefore, to better meet the needs of our students, TWU's Division of Student Life opened the Center for First Generation Students.

Additionally, TWU conducted a University-wide legal and compliance review, which included several components. In July 2023, the Office of General Counsel sent out SB 17 self-assessment questionnaires to TWU Division heads. Subsequently, Division heads were asked to complete the self-assessments and identify any questions they had regarding implementing SB 17 within their Divisions. In Fall 2023, the Office of General Counsel reviewed the completed self-assessments and worked with the relevant divisions and offices to provide additional guidance to assist them in ensuring full compliance with SB 17.

Also, beginning in August 2023 and throughout the Fall 2023 semester, TWU held compliance information sessions to discuss compliance with the new law and to answer questions related to SB 17 from administrators and relevant faculty, staff, and student stakeholders. The compliance information sessions were held for stakeholders such as the TWU Cabinet, Academic Council, Council of Chairs, Faculty Senate, different departments, and student leaders.

To ensure continued monitoring of SB 17 compliance, the Office of General Counsel continued to provide legal advice, as appropriate, in interpreting the law and maintaining compliance throughout Fiscal Year 2024.

In June 2024, TWU's Office of Compliance initiated an institutional compliance review to further ensure TWU was in compliance with SB 17. The Office of Compliance required all Divisions and Offices that report either directly to the Board or the Chancellor and President to complete a Compliance Review Form. Additionally, all Deans under the Division of Academic Affairs were required to complete a Compliance Review Form for their unit. The Compliance Review Forms required units to provide a summary and detailed information on the actions taken by the unit for compliance related to specific requirements of SB 17. Based on a review of all Compliance Review Forms, the Office of Compliance found that TWU is in compliance with the provisions of SB 17.

The Compliance Review Executive Summary and Complete Report was reviewed by the Chancellor and President and presented to the Board of Regents for their review and approval during the August 2024 Board of Regents Meeting. The Board of Regents approved the Texas Education Code Section 51.3525 Compliance Certification unanimously. Moving forward, the Office of Compliance will complete an institutional compliance review annually to ensure continued compliance with SB 17. TWU now provides the requisite and responsive information to the Texas Higher Education Coordinating Board in its ongoing compliance with SB 17.



Supporting Documentation to this Certification

Please upload a signed Electronic Signature Acknowledgment and Consent Form ([found here](#)) for the Institution's President and Board Chair. Also to ensure full compliance with Tex. Educ. Code § 51.3525, attach any supporting documentation to this certification necessary to establish compliance.

- Electronic Signature Acknowledgement and Consent Form – Board Chair and Presiding Officer
- Electronic Signature Acknowledgement and Consent Form – Chancellor and President
- Board of Regents Certification
- TWU Compliance Review Executive Summary
- Signed Certification Submission for SB17

I certify that all information in this submission is true, accurate, and complete

Failure to return a certification form to the Texas Higher Education Coordinating Board by September 1, 2024, will be considered an act of non-compliance with the law and can subject the above referenced institution to all penalties allowed by law.

Signature of the Institution's President



Dr. Carine M. Feyten, Chancellor and President

08/07/2024

Date

Signature of the Institution's Board Chair



Ms. Stacie D. McDavid, Board Chair and Presiding Officer

08/07/2024

Date

Please provide contact information for the form submitter if different from the institution contact above.

Form Submitter Name: Not applicable.

Form Submitter Email: Not applicable.



**Texas Woman's University System
Office of Compliance
Compliance Review**

Executive Summary

To: Texas Woman's University System Board of Regents; Board Chair and Presiding Officer, Stacie D. McDavid; and Chancellor and President, Dr. Carine M. Feyten

CC: Texas Higher Education Coordinating Board

Matter: Senate Bill 17 ("SB17"); Texas Education Code Section 51.3525. Responsibility of Governing Boards Regarding Diversity, Equity, and Inclusion Initiatives

Reason for Compliance Review: Review Required for Fiscal Year 2024 Certification

Summary of Findings: In Compliance

Background Information

Texas Education Code Section 51.3525. Responsibility of Governing Boards Regarding Diversity, Equity, and Inclusion Initiatives requires Texas Woman's University System's ("TWU") Board of Regents ("Board") to submit to the legislature and the Texas Higher Education Coordinating Board a report certifying the Board's compliance with Texas Education Code Section 51.3525 during the preceding fiscal year. TWU may not spend money appropriated to the institution for the upcoming fiscal year until this report is submitted.

TWU's Office of Compliance was charged with conducting a Compliance Review to provide information to the Board in advance of their report submission to the legislature and the Texas Higher Education Coordinating Board.

Summary of Method

The Office of Compliance prepared a Compliance Review Form for all Divisions and Offices that report either directly to the Board or the Chancellor and President. Additionally, a Compliance Review Form was prepared for all Deans under the Division of Academic Affairs. The Compliance Review Forms included an Implementation Section that required a response for each provision of Texas Education Code Section 51.3525. That was followed by a Supplemental Section tailored to the specific Division or Office.

Once a Compliance Review Form was submitted, it was reviewed by the Office of Compliance for necessary clarifications and to determine if additional information was required. The Office of Compliance engaged in an interactive process with all Divisions or Offices for their respective responses prior to determining if the Division or Office was in compliance with Texas Education Code 51.3525. The Summary of Findings Section was then completed by the Director of Compliance and the Compliance Review Form signed by the Division or Office and the Director of Compliance.



Conclusion

Based on a review of all Compliance Review Forms, the Office of Compliance finds that TWU is in compliance with the provisions of Texas Education Code Section 51.3525. The following Compliance Review Forms were reviewed and no compliance concerns were found:

- Division of Academic Affairs
 - College of Arts and Sciences
 - College of Business
 - College of Health Sciences
 - College of Nursing
 - College of Professional Education
 - Graduate School
 - Libraries
- Division of Enrollment Management
- Division of Finance and Administration
- Division of Marketing and Communication
- Division of Student Life
- Division of University Advancement
- Jane Nelson Institute for Women's Leadership
- Office of Audit Services
- Office of the Chancellor and President
- Office of General Counsel
- Office of Governmental Relations and Legislative Affairs

The Office of Compliance appreciates the cooperation and efforts of all Divisions and Offices during this Compliance Review.

A handwritten signature in black ink, appearing to read 'Alex Yarbrow', written in a cursive style.

Alex Yarbrow, Director of Compliance