Introduction
Texas A&M University College of Medicine was founded in 1977 with a mission to improve the health and well-being of the people of Texas and beyond, through excellence in education, research, and health care delivery. The college has five campuses and multiple sites throughout the state. The Bryan-College Station (BCS) and Houston campuses offer pre-clerkship-first year curriculum; regular and engineering medicine (S小额), respectively; the remaining pre-clerkship and clerkship curricula are run across all campuses: BCS, Dallas, Houston, Round Rock, and Temple.

The college remains committed to promoting diversity, equity, and inclusion in all its operations.

College Demographics AY 2020-2021*

*Excludes in excess 4% faculty, 6% staff, and 7% students.

Recruitment

Recruitment efforts for faculty, staff and students include:
- Five medical student early assurance programs (EAP) aimed at recruiting students within our listed diversity categories, specifically minority service and URMs.
- Addition of EAP staff to support the medical student EAP programs.
- The college has hosted recruitment booths at national conferences on URMs in STEM.
- New search committee guidelines for faculty and staff recruitment.
- Increased advertisements for faculty and administrative positions in minority-targeted media.

Retention

Retention efforts for students include:
- Pre-matriculation MedCamp Program.
- Academic success workshops with the assistance of academic navigators to enhance student performance/retention.
- ODI administrative and financial support of student DEI activities and organizations.
- Monthly DEI Educational Grand Rounds.
- Anne R. Kimball Diversity in Research Conference.
- DEI Summer Book Club.
- College-wide celebrations of diversity-related holidays.
- Faculty mentoring program for junior faculty to assist with transition and advancement.
- Faculty Development Program (FDP) with workshops and seminars focused on DEI.
- DEI Education and Outreach.
- ODI Educational Grand Rounds.
- ODI National Diversity in Research Conference.
- ODI SMDiR Faculty Mentor Program.
- DEI Summer Book Club.
- College-wide celebrations of diversity-related holidays.

Equity

Equity efforts include:
- Anti-Bias Curriculum Task Force work to oversee the inclusion of course content and discussion of social and minority-based lifestyle characteristics aligned with what is currently taught.
- Student Promotions Committee ensures a fair and unbiased process for student progression from matriculation to graduation.
- Faculty mentoring for scholarly activities, promotion and tenure through seminars with additional development opportunities for junior faculty members.
- College Post-Doctoral Fellow Gender Equity Survey.
- New Chief of Staff position to assist with retention of current faculty members and students.
- ODI-funded financial support for away electives for third-year URMs students in demonstrable need.

Campus Climate

In the past two years (including the COVID years), our students have consistently experienced above national levels of overall satisfaction based on the Association of American Medical Colleges (AAMC) Graduate Questionnaire. This can be attributed to the following actions:
- New DEI scholarship program.
- Learning Environment Enrichment Program (LEEP) initiative has gained attention by other Texas A&M colleges and outside programs for implementation, along with a successful “Cup of Coffee” program.
- Transparency with campus-related data on the learning environment, with monthly communications that include reporting metrics centered on identified small sample sizes/fields.
- Faculty Staff Ombuds program.

Comparisons with Other Texas Programs

Source: Online Resume for Prospective Students, Parents, and the Public; THECB; https://www.highered.texas.gov/apps/resumes/