January 18, 2008

MEMORANDUM

TO: Campus Community

FROM: Flavius C. Killebrew
President/CEO

SUBJECT: Reaffirmation of Commitment to Equal Employment Opportunity and Affirmative Action

Texas A&M University-Corpus Christi is committed to ensuring an environment in which diversity is a fundamental value. We believe that greater diversity will enhance the quality of A&M-Corpus Christi and enrich understanding between students, employees and the entire community.

Accordingly, we are committed to providing equal employment opportunity without regard to race, color, sex, religion, national origin, age, veteran status, or disability. Furthermore, this commitment extends beyond simply achieving numerical diversity, to that of also maximizing our diversity in the intellectual and social life of our campus. This vow to prepare students for responsible participation in a diverse global community, through excellence and engagement, is the hallmark of a great university. Therefore, every Islander is responsible and accountable for providing a work and academic environment where everyone feels included and is treated with dignity and respect.

Mr. Sam Ramirez, Director of Equal Opportunity and Employee Relations, is responsible for coordinating and monitoring the implementation of the University’s Equal Opportunity (including the Americans With Disabilities Act, Section 504 of the Rehabilitation Act, and Title IX of the Education Amendments) diversity, and affirmative action programs. Please contact him at (361) 825-5826 regarding questions and/or concerns about implementation efforts, or your rights under these programs.

Finally, our commitment to diversity requires an organizational structure that will advance and support University-wide diversity efforts. Toward that end, I have requested that Dr. Eliot Chenaux chair a committee that will coordinate, support and promote diversity programming and services. The existing Diversity Management Committee chaired by Sam Ramirez will be disbanded and its functions included in the new committee.

Flavius C. Killebrew
President/CEO