AFFIRMATIVE ACTION PLAN (AAP)

EXECUTIVE ORDER 11246

Texas A&M University - Corpus Christi

January 1, 2017 - December 31, 2017

EIN: 74-1760663

PART I: AAP FOR MINORITIES AND WOMEN

PART II: AAP FOR PROTECTED VETERANS
AND INDIVIDUALS WITH DISABILITIES

Dr. Kelly Quintanilla
President/CEO
Texas A&M University- Corpus Christi

EEO/AA Contact:
Mr. Samuel Ramirez, SPHR, SHRM-SCP, Sr. Certified Affirmative Action Professional
Director, Employee Development & Compliance Services Department, Title IX Coordinator, ADA/504
Coordinator, Affirmative Action Representative, State Agency Veteran’s Liaison
Texas A&M University - Corpus Christi
6300 Ocean Drive
Corpus Christi Hall Room 130
Corpus Christi, Texas 78412
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Texas A&M University - Corpus Christi wishes to make it clear that it does not consent to the release of any information whatsoever contained in this AAP under the Freedom of Information Act or otherwise. If the U.S. Government, or any agency or subdivision thereof, is considering breaching the conditions under which this AAP was loaned to such Government, or is considering a request for release of this AAP under the Freedom of Information Act, a request is hereby made that the Government immediately notify Dr. Kelly Quintanilla, President of Texas A&M University - Corpus Christi of any and all Freedom of Information Act requests received by the Government or any other contemplated release of this AAP by the Government which relates to information obtained by the Government from the University. We further request that everyone who has any contact with this AAP or its supporting data treat such information as totally confidential and that such information not be released to any person whatsoever. Retention or disclosure of information relating to identifiable individuals may also violate the Privacy Act of 1974.
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**AFFIRMATIVE ACTION PLAN**  
**TEXAS A&M UNIVERSITY - CORPUS CHRISTI**

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INTRODUCTION TO PARTS I AND II

BACKGROUND

Texas A&M University - Corpus Christi is a federal government supply and service contractor subject to the affirmative action requirements of Executive Order 11246, the Rehabilitation Act of 1973 as amended, and the Vietnam Veterans’ Readjustment Assistance Act of 1974, Section 4212. Because Texas A&M University - Corpus Christi has $50,000 or more in annual contracts with the federal government and employs 50 or more employees, we are required to prepare annual written Affirmative Action Plans (AAP’s) for minorities and women, for protected veterans, and for individuals with disabilities for our organization. Failure to comply with these laws and their implementing regulations, which are enforced by the Office of Federal Contract Compliance Programs (OFCCP), can result in debarment of the University from future contracts and subcontracts.

Affirmative action is a term that encompasses any measure adopted by an employer to correct or to compensate for past or present discrimination or to prevent discrimination from occurring in the future. Affirmative action goes beyond the simple termination of a discriminatory practice.

As stipulated in federal regulations, a prerequisite to the development of a satisfactory affirmative action plan is the evaluation of opportunities for protected group members, as well as an identification and analysis of problem areas inherent in their employment. Also, where a statistical analysis reveals a numeric disparity between incumbency and availability, an adequate AAP details specific affirmative action steps to guarantee equal employment opportunity. These steps are keyed to the problems and needs of protected group members. For minorities and women, such steps include the development of hiring and promotion goals to rectify the disparity between incumbency and availability. For protected veterans and individuals with disabilities, such steps will include a thorough review of the Texas A&M University – Corpus Christi’s outreach efforts to determine the effectiveness of such efforts in closing the utilization gaps.

APPLICABLE AFFIRMATIVE ACTION LAWS AND REGULATIONS

Texas A&M University - Corpus Christi’s AAP for minorities and women (Part I) has been prepared according to Executive Order No. 11246, as amended, and Title 41, Code of Federal Regulations, Part 60-1 (Equal Employment Opportunity Duties of Government Contractors), Part 60-2 (Affirmative Action Programs of Government Non-Construction Contractors; also known as ”Revised Order No. 4”), and Part 60-20 (Sex Discrimination Guidelines for Government Contractors).

Texas A&M University – Corpus Christi has developed separately an affirmation action plan for protected veterans and individuals with disabilities (Part II) prepared in accordance with the Rehabilitation Act of 1973, Section 503, as amended; Title 41, Code of Federal Regulations, Part 60-741 (Affirmative Action Program for Individuals with Disabilities); the Vietnam Era Veterans’ Readjustment Assistance Act of 1974, Section 4212, as amended, and Title 41, Code of Federal Regulations, Part 60-300 (Affirmative Action Program for Protected Veterans).

The Veterans Employment Opportunities Act of 1998 (VEOIA), Public Law 105-339, effective October 31, 1998, increased the threshold for coverage under VEVRAA from a contract of $10,000, or more to a contract of $25,000 or more; extended the law’s protections to “veterans who served on active duty during a war or in a campaign for which a campaign badge was authorized; and, provides temporary (up
to one year) protection to veterans who do not have a service connected disability, did not see action in a foreign war and did not serve during the Vietnam era.

The Jobs for Veterans Act (JFVA), Public Law 107-228, effective December 1, 2003 increased the threshold for coverage under 38 U.S.C. §4212 from $25,000 to $100,000 grants VEVRAA protection to those veterans who, while serving on active duty in the Armed Forces, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985 (62 Fed. Reg. 1209); changes the definition of "recently separated veteran" to include any veteran during the three-year period beginning on the date of such veteran’s discharge or release from active duty"; changes ("Special Disabled Veterans" to "Disabled Veterans," expanding the coverage to conform to 38 U.S.C. §4211 (3); and, following publication of the final regulations, requires contractors to post job listings with their local employment service delivery system.

**PROTECTED GROUPS**

Coverage under affirmative action laws and regulations applies to:

- Women of all race and/or ethnic groups. Minorities who are recognized as belonging to or identifying with the following race or ethnic groups: Blacks/African Americans, Hispanics/Latinos, Asians/Pacific Islanders, and American Indians/Alaskan Natives.

- Any veteran who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs, or who was discharged or released from active duty because of a service-connected disability.

- Recently separately veterans; any veteran currently within three-years of discharge or release from active duty.

- Veterans who served on active duty in the U.S. military during a war or campaign or expedition for which a campaign badge is awarded.

- Veterans who, while serving on active duty in the Armed Forces, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985.

- An individual with a disability: a person who has a physical or mental impairment that substantially limits one or more of his/her major life activities; (2) has a record of such impairment, or (3) is regarded as having such an impairment.

**PROGRAM TERMINOLOGY**

The terms, "comparison of incumbency to availability," "deficiency," and "problem area," appearing in this AAP, are terms Texas A&M University - Corpus Christi is required by government regulations to use. The criteria used in relation to these terms are those specified by the government. These terms have no independent legal or factual significance whatsoever. Although Texas A&M University - Corpus Christi will use the terms in total good faith in connection with its AAP, such use does not necessarily signify that the University agrees that these terms are properly applied to any particular factual situation and is not an admission of non-compliance with EEO laws, regulations, and objectives.
The comparison of incumbency to availability contained herein is required by Government regulations to be based on certain statistical comparisons. Geographic areas and sources of statistics used herein for these comparisons were used in compliance with Government regulations, as interpreted by Government representatives. The use of certain geographic areas and sources of statistics does not indicate Texas A&M University - Corpus Christi's agreement that the geographic areas are appropriate in all instances of use or that the sources of statistics are the most relevant. The use of such geographic areas and statistics may have no significance outside the context of this AAP. Such statistics and geographic areas will be used, however, in total good faith with respect to this AAP.

The grouping of job titles into a given job group does not suggest that Texas A&M University - Corpus Christi believes the jobs so grouped are of comparable worth.

Whenever the term "goal" is used, it is expressly intended that it does "not provide the contractor with a justification to extend a preference to any individual, select an individual, or adversely affect an individual’s employment stats, on the basis of that person’s race, color, religion, sex, or national origin”, as stated in Title 41 Code of Federal Regulations, Part 60-2.16(e)(2).

This AAP is not intended to create any contractual or other rights in any person or entity.

RELIANCE ON EEOC’S GUIDELINES

Although Texas A&M University - Corpus Christi does not believe any violation of Title VII of the Civil Rights Act exists, it has developed this AAP in accordance with and in reliance upon the EEOC’s Guidelines on Affirmative Action, Title 29 Code of Federal Regulations, Part 1608.

REPORTING PERIOD

This AAP is designed to cover the following reporting periods:

- Transaction period: 1/1/2016 – 12/31/2016
- AAP implementation period: 1/1/2017 – 12/31/2017
STATEMENT OF PURPOSE

This AAP has been designed to bring women and men, members of minority groups, protected veterans, and individuals with disabilities into all levels and segments of Texas A&M University - Corpus Christi’s workforce in proportion to their representation in the qualified, relevant labor market.

The AAP, therefore, is a detailed, results-oriented set of procedures which, when carried out, results in full compliance with equal employment opportunity requirements through the equal treatment of all people.

The manner in which this is to be accomplished becomes technical and somewhat complicated. There are several reasons for this. First, Texas A&M University - Corpus Christi is subject to and must address a variety of State and Federal laws and guidelines dealing with equal employment opportunity and affirmative action. These guidelines and requirements are in themselves somewhat technical and complex. In addition, relevant court decisions, which are often useful in interpreting, but sometimes conflict with, these requirements and guidelines, must be considered when developing and implementing the AAP. Furthermore, in determining Texas A&M University - Corpus Christi’s current equal employment opportunity and affirmative action position and its desired future achievements, numbers, percentages, statistics, and numerous calculations and computations must come into play.

The technical, legal, and mathematical aspects of the AAP, however, all have one common purpose—to allow us to properly identify three key concepts:

1. What is our current utilization status,

2. What are our goals,

3. What actions will assist us in achieving our goals.

These three concepts are the framework of the Affirmative Action Plan.
PART I: AFFIRMATIVE ACTION PLAN FOR MINORITIES AND WOMEN

FOR

January 1, 2017 – December 31, 2017
PART I
AAP FOR MINORITIES AND WOMEN

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AAP FOR MINORITIES AND WOMEN

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PART I: AAP FOR MINORITIES AND WOMEN

CHAPTER 1: ORGANIZATIONAL PROFILE
41 C.F.R. § 60-2.11

Workforce Analysis

Texas A&M University - Corpus Christi conducted a workforce analysis to identify employees by sex and race/ethnicity in each job title. The data was collected from payroll records dated 12/31/2016.

Job titles are listed by organizational unit. Job titles are listed from lowest to highest paid. The list includes all job titles, including departmental supervision, exempt, and nonexempt titles. For each job title, the lower threshold of the salary range is provided.

For each job title, Texas A&M University - Corpus Christi identified the total number of employees, the number of male and female employees, the total number of minority employees, the male and female minority employees, the total number of employees who are White, Black, Hispanic, Asian, American Indian or Alaskan Native, Native Hawaiian or Pacific Islander, and Two or More races, and the male and female employees within each of these race/ethnic groups.

Texas A&M University - Corpus Christi carefully analyzed the workforce analysis to identify problem areas needing correction, such as concentrations or segregation of minorities or women by organizational unit, job, or pay. Problems, if any, are identified in Chapter 8: Identification of Problem Areas; programs to correct the identified problems are identified in Chapter 9: Action-Oriented Programs.

Lines of Progression

Lines of progression (career ladders/career paths) identify the job titles through which an employee can move to the top of a line. For each line of progression, applicable departments are identified. These are the departments, which employ persons in the job titles in the specified line of progression. Some lines of progression are limited to only one department, while others are found throughout several departments.

The lines of progression provide useful information regarding patterns of vertical and horizontal movement throughout our workforce. These patterns will be evaluated to ascertain whether they provide to our employees the optimum career mobility and opportunities for advancement.

EXHIBIT 1 contains the workforce analysis / lines of progression for each organizational unit.
CHAPTER 2: JOB GROUP ANALYSIS

41 C.F.R. § 60-2.12

Although the workforce analysis was conducted individually for every job title, after it was completed, job titles were grouped for the comparison of incumbency to availability and for setting goals. There were several reasons for grouping jobs.

Many job titles are so similar in content that handling them individually in the AAP is not necessary. Grouping together these very similar titles is appropriate for the comparison of incumbency to availability. For many job titles, the availability data that can be collected is limited, and the same data must be used for several related jobs. Therefore, grouping these related titles together is logical. Also, many job titles have so few incumbents in them that identifying disparities between incumbency and availability by job title is meaningless—as problem areas would be identified in terms of fractions of people. By grouping several similar titles and increasing the number of employees involved, a meaningful comparison can be conducted; any identified problem areas are more likely to be in terms of whole people. Consequently, goals established to correct problem areas are also more likely to be in terms of whole people.

The three reasons for grouping job titles all discuss "similar" or "related" jobs. That is the most critical guideline in creating job groups. Above all, the job titles placed into a job group must be more similar or related to each other than the job titles in other job groups.

Job groups must have enough incumbents to permit meaningful comparisons of incumbency to availability and goal setting. No minimum size has been established for this purpose, however, since it is dependent not only on the size of the job group, but also on the size of the availability percentage and the number of minorities or women already employed in the job group.

Texas A&M University - Corpus Christi did not combine job titles with different content, wages, or opportunities if doing so would have obscured problem areas (e.g., job groups which combine jobs in which minorities or women are concentrated with jobs in which they are underrepresented).

CHAPTER 3: PLACEMENT OF INCUMBENTS IN JOB GROUPS

41 C.F.R. § 60-2.13

Each job group appears on a Job Group Report with a job group name and number. The report lists each job title in the job group. For each job title, the worksheet provides the following information: EEO reporting category, job title, employee headcounts for each job title, and overall percentages by sex and race/ethnicity as of 12/31/2016.

Exhibit 2 contains the combined titles in job group analysis format.
CHAPTER 4: DETERMINING AVAILABILITY
41 C.F.R. § 60-2.14

"Availability" is an estimate of the proportion of each sex and race/ethnic group available and qualified for employment at Texas A&M University - Corpus Christi for a given job group in the relevant labor market during the life of the AAP. Availability indicates the approximate level at which each race/ethnic and sex group could reasonably be expected to be represented in a job group if Texas A&M University - Corpus Christi's employment decisions are being made without regard to sex, race, or ethnic origin. Availability estimates, therefore, are a way of translating equal employment opportunity into concrete numerical terms. Correct comparisons of incumbency to availability, worthwhile and attainable goals, and real increases in employment for problem area groups depend on competent and accurate availability analyses. With valid availability data, we can compare the percentages of those who could reasonably be expected to be employed versus our current employment (from the workforce analysis), identify problem areas, and establish goals to correct the problems.

Steps in Comparison of Incumbency to Availability

1. Develop the Availability Factors:

The following two availability factors (External and Internal) are required of federal government contractors for consideration when developing availability estimates for each job group:

a. External Factor: The external requisite skills data for staff is derived from the US Census Equal Employment Opportunity (EEO) Tabulation (2006-2010 5-year ACS data). Faculty external availability factors are determined by discipline from the 2000-2012 National Science Foundation Surveys of Earned Doctorates for Faculty. Reasonable labor areas include: Corpus Christi Metropolitan Statistical Area (MSA), State of Texas, and National data, as relevant for the respective job group. As such, United States data is used primarily for Faculty, Professional, and Sr. Administration job groups. State data is utilized for various staff job groups, and MSA data is used primarily for junior staff job groups.

b. Internal Factor: The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.

2. Assign Internal and External Factor Weights:

Weights were assigned to each factor for each job group. A combination of historical data and experience were used to determine the weights. Weights were never assigned to hide or reduce problem areas.

3. Identify Final Availability:

Weights were multiplied by the component-specific data to produce weighted data for each component. Weighted data for each component was summed. This produced a final availability estimate for each sex and race/ethnic group, as well as for minorities in the aggregate.¹

Exhibit 3 contains the Availability analysis reports for each job group.

¹In most cases, the final availability report (and most other technical reports in this AAP) only includes data/information for females and minorities in the aggregate.
CHAPTER 5: COMPARING INCUMBENCY TO AVAILABILITY
41 C.F.R. § 60-2.15

Once final availability estimates were made for each job group, Texas A&M University - Corpus Christi compared the percentage of women and minority incumbents in each job group to their corresponding availability. A comparison was made between the percentage employed as of 12/31/2016 and that group's final availability.

**Exhibit 4** contains the percentage Goals for each job group.
CHAPTER 6: PLACEMENT GOALS
41 C.F.R. § 60-2.16

Texas A&M University - Corpus Christi has established a percentage annual placement goal whenever it found that minority or female representation within a job group was less than would reasonably be expected given their availability using the 80% rule. In each case, the goal was set at the availability figure derived for women and/or minorities, as appropriate for that job group. These goals consider the availability of basically qualified persons in the relevant labor area. They also consider anticipated employment opportunities with our organization. Goals are not rigid and inflexible quotas which must be met, but are instead targets reasonably attainable by means of applying good faith effort to make all aspects of the entire AAP work. These goals will be reached primarily through recruiting and advertising to increase the pool of qualified minority and female applicants and through implementation of our action-oriented programs (see Chapter 9). Selections will occur only from among qualified applicants. Goals do not require the hiring of persons when there are no vacancies or the hiring of a person who is less likely to do well on the job ("less qualified") over a person more likely to do well on the job ("better qualified"), under valid selection procedures. Goals do not require that Texas A&M University - Corpus Christi hire a specified number of minorities or women.

A goal is a guidepost against which Texas A&M University - Corpus Christi, a community group, or a compliance agency can measure progress in remedying identified underutilization in Texas A&M University - Corpus Christi’s workforce. By setting realistic goals, Texas A&M University - Corpus Christi should be able to meet the goals, assuming we conduct effective recruitment and advertising efforts to ensure an adequate pool of qualified minority and/or female qualified applicants.

In establishing goals, Texas A&M University - Corpus Christi considered the results that could reasonably be expected from putting forth good faith efforts to make our overall AAP work. Goals were not established that would exclude any gender or race/ethnic group.
CHAPTER 7: DESIGNATION OF RESPONSIBILITY
41 C.F.R. § 60-2.17(a)

As part of its efforts to ensure equal employment opportunity to all individuals, Texas A&M University - Corpus Christi has designated specific responsibilities to various staff to ensure the AAP focuses on all components of the employment system. To that end, the President, the Director, Employee Development & Compliance Services and those employed as supervisors and managers have undertaken the responsibilities described below.

President

The primary responsibility and accountability for implementing the AAP rests with the President. President, Dr. Kelly Quintanilla, is responsible, through the Director, Employee Development and Compliance Services, for adherence to Texas A&M University - Corpus Christi’s policy of equal employment opportunity and affirmative action. This role includes, but is not limited to, the following duties:

1. Designate appropriate personnel with the responsibility for overseeing, administering, implementing, and monitoring Texas A&M University - Corpus Christi’s AAP. Ensure that these personnel are identified in writing by name and job title. See Exhibit 5 for a copy of President’s Annual Reaffirmation of Commitment to Equal Opportunity, Affirmative Action, and Diversity Letter.

2. Ensure that those designated personnel responsible for all AAP components are given the necessary authority and top management support and staffing to successfully implement them assigned responsibilities.

3. Impart the personal direction that insures total involvement and commitment to equal employment opportunity programs through Texas A&M University - Corpus Christi’s AAP.

Director, Employee Development & Compliance Services:

The former Director, Employee Relations & Equal Opportunity position was expanded to the Director, Employee Development & Compliance Services in January 2013. The Director, Employee Development & Compliance Services is responsible for overall supervision of the AAP and for ensuring the guidance of the President’s Cabinet are implemented. The Director, Employee Development & Compliance Services ensures, through the Vice Presidents, Administrators, Deans, Managers and Supervisors, that all relevant policies and procedures are adhered to. Successful implementation of this program is a basis for evaluating the Director's effective work performance. The Director’s responsibilities include, but are not limited to, the following:

Ensure that Texas A&M University - Corpus Christi adheres to the stated policy of equal employment opportunity, and monitor the application of equal employment opportunity policies.

1. Ensure that the AAP is reviewed and updated annually in accordance with Federal, State, and TAMUS regulations and policies.

2. Participate in periodic discussions with management, supervision, and all other employed personnel to ensure AAP and equal employment opportunity policies are being followed.

3. Review and monitor all hiring actions to ensure equal opportunity and hiring decisions are based on sound and fair employment practices.
6. Review the qualifications of all employees to ensure equitable opportunity, based on job-related employment practices, is given to all for transfers and promotions.

8. Conduct periodic audits of: 1) training programs and hiring and promotion patterns to remove impediments to the attainment of AAP goals and objectives, 2) facilities to ensure they are maintained for the use and benefit of all employees and integrated both in policy and practice, and 3) sponsored educational, training, recreational, and social activities to ensure that all employees are encouraged to participate in accordance with policies on non-discrimination.

10. Ensure that all new employees receive orientation to Texas A&M University - Corpus Christi equal employment opportunity policy and are thoroughly informed about the AAP and its objectives.

11. Periodically analyze applicant flow to determine the mix of persons applying for employment by race/ethnic origin and sex.

12. Ensure that recruitment advertising is placed in minority and female-oriented publications, as applicable.

14. Review all job descriptions and specifications to ensure they are free of discriminatory provisions and artificial barriers. Ensure that all requirements are job-related, that they are realistic, and that they reflect the actual work requirements of the essential job duties.

16. Provide direction to Texas A&M University - Corpus Christi’s employees, as necessary, to carry out all actions required to meet the University's equal employment opportunity and affirmative action commitments.

17. Develop, implement, and maintain audit and reporting systems for faculty and staff employment to measure effectiveness of equal employment opportunity programs, including those that will indicate the need for remedial action and determine the degree to which goals and objectives have been obtained.

19. Advise management in the modification and development of Texas A&M University - Corpus Christi’s policies to ensure the enhancement of equal employment opportunity for all employees and potential employees within existing equal employment opportunity guidelines.

20. Conduct periodic audits to ensure all required posters and those advertising Texas A&M University - Corpus Christi’s equal employment opportunity policies and AAP are displayed and that Texas A&M University - Corpus Christi’s equal employment opportunity and AAP policies are being thoroughly communicated.

22. Assist in review and revision of all policies, procedures, and rules to ensure they are not in violation of federal or state laws and regulations.

23. Ensure that the following must appear in BOLD TEXT in all system member covered Government contracts or subcontracts (and modifications, renewals, or extensions thereof if not included in the original contract):
i. "This contractor and subcontractor shall abide by the requirements of 41 CFR §§ 60-1.4(a), 60-300.5(a) and 60-741.5(a). These regulations prohibit discrimination against qualified individuals based on their status as protected veterans or individuals with disabilities, and prohibit discrimination against all individuals based on their race, color, religion, sex, or national origin. Moreover, these regulations require that covered prime contractors and subcontractors take affirmative action to employ and advance in employment individuals without regard to race, color, religion, sex, national origin, protected veteran status or disability."

Administrators, Deans, Managers and Supervisors

In their direct day-to-day contact with Texas A&M University - Corpus Christi’s employees, Administrators, Deans, Managers and Supervisors have assumed certain responsibilities to help the University ensure compliance with equal employment opportunity programs and effective implementation of the AAP. These include, but are not limited to, the following:

1. Support and promote Texas A&M University - Corpus Christi’s equal employment opportunity and affirmative action policy.
   a. Support and assist the Director, Employee Development & Compliance Services in developing, maintaining, and successfully implementing the AAP.
   b. Act to prevent harassment of employees, to prevent any retaliation against employees who avail themselves of their respective complaint and appeal procedures, and prevent retaliation against employees who file a complaint with a federal, state, or local compliance agency.

2. Assign employees to significant jobs that might lead to greater personal growth and value, and counsel them with respect to what is needed for upward mobility within the employment structure.

3. Ensure that all interviews, offers of employment and/or wage commitments are consistent with Texas A&M University - Corpus Christi’s policy.

4. Implement the internal promotion and transfer of all employees under their supervision consistent with AAP goals and objectives.

5. Assist in identifying problem areas and provide needed information for establishing and meeting department affirmative action goals and objectives.
CHAPTER 8: IDENTIFICATION OF PROBLEM AREAS  
41 C.F.R. § 60-2.17(b)  

Terminology  

The phrases “comparison of incumbency to availability,” and “problem area” appearing in this chapter are terms Texas A&M University – Corpus Christi is required by government regulations to use. The criteria used in relation to these terms are those specified by the government. These terms have no independent legal or factual significance. Although Texas A&M University – Corpus Christi will use the terms in good faith in connection with its AAP, such use does not necessarily signify the University agrees that these terms are properly applied to any particular factual situation and is not an admission of non-compliance with EEO laws, regulations, and objectives. Whenever the term “goal” is used, it is expressly intended that it “should not be used to discriminate against any applicant or employee because of race, color, religion, gender, or national origin,” as stated in Title 41 Code of Federal Regulations, Part 60-2.16(e).

In addition to comparing incumbency to availability within job groups, Texas A&M University - Corpus Christi has conducted studies to identify problem areas in each of its selection procedures (i.e., hires, promotions, and terminations). Texas A&M University - Corpus Christi will continue to monitor and update these studies during each AAP year. In each case where potential problem areas have been identified, affirmative actions, as appropriate, will be taken consistent with any of the action-oriented programs described in Chapter 9 of this AAP.

Goals are established within each of the job groups at no less than the current availability data for the job group.

41 C.F.R. § 60-2.17(b)(1): Workforce by Organizational Unit and Job Group  

An analysis of minority and female distribution within each organizational unit was accomplished by a thorough investigation of the Workforce analysis (Exhibit 1).

An analysis of minority and female utilization within each job group was accomplished by a thorough investigation of the Comparison of Incumbency to Availability reports (Exhibit 2).

41 C.F.R. § 60-2.17(b)(2): Personnel Activity  

Applicant flow, hires, promotions, and terminations were analyzed by job group. An analysis of selection disparities in personnel activity between men/women and whites/minorities was accomplished by a thorough examination of transaction data. To avoid meaningless results, Impact Ratio Analyses were conducted only if there are at least 5+ transactions that occurred in a job group.

41 C.F.R. § 60-2.17(b)(3): Compensation Systems  

Compensation analyses were conducted by comparing the salaries for men v. women, and whites v. minorities in each job group. Exhibit 6 (Compensation Analyses)
CHAPTER 9: ACTION-ORIENTED PROGRAMS
41 C.F.R. § 60-2.17(c)

Texas A&M University - Corpus Christi tailors our action-oriented programs each year to ensure they are specific to the problem identified.

Action-Oriented Program:

The Action-Oriented Programs designed to address the underutilization of women and minorities are listed below. These Action-Oriented Programs will be carried-out throughout the AAP year. The Director, Employee Development & Compliance Services, with the help of the managers, will be responsible in ensuring that the following are implemented.

Recruitment:

1. Texas A&M University - Corpus Christi will continue to place advertisements of job opportunities through the local Texas Workforce Commission (TWC) office. The TWC's service office will be notified concurrent with the placement of a newspaper ad. The Provost and Vice President for Academic Affairs will also post faculty and senior level positions on http://www.higheredjobs.com and the Chronicle of Higher Education.

Due to the extensive technical education and experience required for some positions, Texas A&M University - Corpus Christi will also continue to place job opportunity announcements in the University website, https://islanderjobs.tamucc.edu/. Employees or applicants may review and/or apply for any openings. Human Resources staff who regularly assist applicants are bilingual and are available to assist Spanish speaking applicants on-site or by phone.

2. Texas A&M University - Corpus Christi will continue to place an ad on our University website https://islanderjobs.tamucc.edu and post notice on newsletters for internal postings.

3. Advertisements and newsletters will always carry the Equal Employment Opportunity clause, "Texas A&M University - Corpus Christi is an Equal Opportunity/Affirmative Action/Veterans/Disability Employer." In paid limited space advertisements, this may be shortened to: "EO/AA/Vet/Disabled Employer"

4. Minority and female applicants will be considered for all positions for which they are qualified. The HR staff participates in university sponsored diversity workshops and programs.

5. Online and on-site training programs are available for hiring managers, on subjects including how to conduct effective interviews.

6. Texas A&M University - Corpus Christi will continue to recruit by email to several colleges and universities, and placing advertisements with Hispanic Serving Institutions, Historically Black Colleges and Universities, the Chronicle of Higher Education, professional discipline-specific journals, and the Texas Workforce Commission, etc.

7. The University will continue to employ work-study students who work during the summer and part-time during the school year. Many of these students are referred by the Financial Aid Office and Career Services Office.
8. Texas A&M University - Corpus Christi will continue to publish recruiting brochures where minority and female members of the workforce are included, as well as in other University literature, and websites.

**Job Specifications/Selection Process:**

1. Develop position descriptions that accurately reflect position functions, and are consistent for the same position from one location to another.

2. Develop job or worker specifications that contain academic, experience, and skill requirements that do not constitute inadvertent discrimination. Develop specifications that are free from bias regarding age, race, color, religion, national origin, disability or veteran status.

3. Approved position specifications and worker specifications will be made available to all members of management involved in the recruiting, screening, selection, and promotion process. Copies may also be made available to recruiting sources.

4. Texas A&M University - Corpus Christi will continue to use only worker specifications that include job-related criteria.

5. Texas A&M University - Corpus Christi will continue to carefully select and counsel all personnel involved in the recruiting, screening, selection, promotion, disciplinary, and related processes to eliminate bias in all personnel actions.

**Job Advancement:**

1. Texas A&M University - Corpus Christi will continue to post or announce job opportunities. TAMUS Job Posting Policy requires postings of all positions up to the Senior Management level, except in the case of internal promotions and TAMUS only postings.

2. Texas A&M University - Corpus Christi will continue to make use of the inventory of our current employee skills, when completed, to determine academic, skill, and experience level of individual employees.

3. Require supervisory personnel to submit justification when apparently qualified minority or female employees are passed over for upgrading.

4. All employees are actively encouraged to participate in facilities and University-sponsored social and recreational activities.

5. Texas A&M University - Corpus Christi will continue to use our formal employee evaluation program. The performance appraisal is used for annual reviews for all employees.

6. Employees can take online training courses, and request off-campus classroom training, and are provided with an annual employee development day.

7. Tuition Assistance Scholarship is offered to all full-time budgeted employees who have completed an initial 3-month employment period who are interested in pursuing an undergraduate degree or an advance degree, with certain limitations.
CHAPTER 10: INTERNAL AUDIT AND REPORTING
41 C.F.R. § 60-2.17(d)

Inherent in the AAP is the need for periodic self-assessment of problems encountered, corrective action taken, and progress made. Self-evaluation requires complex record keeping systems on applicants, employees, and components of the AAP itself.

The objective of all record keeping systems is to assess the results of past actions and identify trends, the appropriateness of goals and objectives, the appropriateness and relevancy of identified solutions to problems, and the adequacy of the plan. In addition, a further objective is to identify the proper corrective actions to be made to appropriate components.

To fully achieve the objectives of such a record keeping system, the results of it must lead to follow-up through feedback to managers, supervisors, and staff; through reallocation of resources; through modifications to plans and the record keeping system itself; and/or through appropriate recognition of personal achievements as well as punitive actions for discriminatory acts. For any identified deficiencies, appropriate corrective action will be identified and implemented.

The records that are maintained are the basis for updating the affirmative action plan, including revising the availability data and establishing annual numerical goals. The internal audit and reporting system is used as the basis for evaluating systemic, results-oriented programs and affirmative action efforts.

The Texas A&M University - Corpus Christi auditing and reporting system periodically measures the effectiveness of its total affirmative action program. The Director, Employee Development & Compliance Services:

1. Monitors records of all personnel activity, including referrals, placements, transfers, promotions, terminations, and compensation, at all levels to ensure the nondiscriminatory policy is carried out;

2. Requires internal reporting on a scheduled basis as to the degree to which equal employment opportunity and organizational objectives are attained;

3. Reviews report results with management; and

PART II: AFFIRMATIVE ACTION PLAN FOR PROTECTED VETERANS AND INDIVIDUALS WITH DISABILITIES

FOR

January 1, 2017 - December 31, 2017
PART II
AAP FOR PROTECTED VETERANS AND INDIVIDUALS WITH DISABILITIES

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CHAPTER A: POLICY STATEMENT
41 C.F.R. §§ 60-300.44(a); 60-741.44(a)

It is the policy of Texas A&M University-Corpus Christi that equal employment opportunity is provided in the employment and advancement of all persons regardless of race, religion, color, national origin, sex, age, sexual orientation, gender identity and status as a protected veteran or individual with a disability including at the executive level. Texas A&M University-Corpus Christi does not discriminate against any applicant or employee regardless of race, religion, color, national origin, sex, age, sexual orientation, gender identity and status as a protected veteran and/or individual with a disability for any position for which the applicant or employee is qualified. In addition, Texas A&M University-Corpus Christi is committed to taking affirmative action to employ employee and advance in employment qualified protected veteran employees. Such affirmative action will apply to all employment practices, including, but not limited to, hiring, upgrading, demotion or transfer, recruitment, recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship and on-the-job training. Decisions related to personnel policies and practices will be made on the basis of an individual’s capacity to perform a particular job and the feasibility of any necessary job accommodation. Texas A&M University-Corpus Christi will make every effort to provide reasonable accommodations for any physical and mental limitations of individuals with disabilities and disabled veterans.

Employees and applicants will not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any activity protected by state, federal or local anti-discrimination laws including the following activities:

1. Filing a complaint;

2. Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of the Vietnam Era Veterans’ Readjustment Assistance Act of 1974, as amended (VEVRAA), or any other federal, state or local law requiring equal opportunity for disabled veterans, recently separated veterans, active wartime or campaign badge veterans, or Armed Forces service medal veterans; Section 503 of the Rehabilitation Act of 1973, as amended (Section 503); or any other federal, state or local law requiring equal opportunity for disabled persons;

3. Opposing any act or practice made unlawful by VEVRAA or its implementing regulations or any other federal, state or local law requiring equal opportunity for disabled veterans, recently separated veterans, active wartime or campaign badge veterans, or Armed Forces service medal veterans; Section 503 or its implementing regulations; or any other federal, state or local law requiring equal opportunity for disabled persons; or

4. Exercising any other right protected by VERRAA or Section 503 or their implementing regulations.

5. Our obligations in this area stem from not only adherence to various state and federal regulations, but also from our commitment as an employer in this community to provide job opportunities to all persons regardless of race, religion, color, national origin, sex, age, sexual orientation, gender identity or status as a protected veteran or an individual with disability. Texas A&M University-Corpus Christi equal employment opportunity and affirmative action obligations are fully supported by the President, Texas A&M University-Corpus Christi
Texas A&M University-Corpus Christi will also continually implement and update audit and reporting systems that measure the effectiveness of the AAP, identify the need for remedial actions, determine if objectives were attained, and determine if opportunities to participate in employer-sponsored activities were extended to all employees and applicants.

Texas A&M University-Corpus Christi is also committed to abiding by the Pay Transparency Nondiscrimination Provisions and therefore, will not discharge or in any other manner discriminate or retaliate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. Texas A&M University-Corpus Christi employees who have access to the compensation information of other employees or applicants as part of their essential job functions are informed and trained not to disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) a response to a formal complaint or charge; (b) in furtherance of an investigation, proceeding, hearing, or other action, including an investigation conducted by the employer; or (c) consistent with Texas A&M University-Corpus Christi's legal duty to furnish the information.

If you have any questions regarding our equal employment opportunity or harassment policies or complaint procedures, you may contact Mr. Samuel Ramirez, Director, ED&CS at 361-825-5826 or samuel.ramirez@tamucc.edu.

(Signature)

Kelly Quintanilla
President/CEO
CHAPTER B: REVIEW OF PERSONNEL PROCESSES
41 C.F.R. §§ 60-300.44(b); 60-741.44(b)

To ensure that all personnel activities are conducted in a job-related manner which provides and promotes equal employment opportunity for all known protected veterans and employees and applicants with disabilities, reviews are periodically made of our examination and selection methods to identify barriers to employment, training, and promotion. We will ensure that our personnel processes do not stereotype disabled individuals, recently separated veterans, other protected veterans, and Armed Forces service medal veterans in a manner that limits their access to all jobs for which they are qualified.

Review of Policies, Practices, and Procedures

Texas A&M University – Corpus Christi:

1. periodically conducts a review of its employment processed to ensure thorough and systemic consideration of the job qualifications of 1) known protected veteran applicants and employees and 2) applicants and employees with disabilities for job vacancies filled either by external hiring or internal promotions/transfers, as well as, for all training opportunities.

2. ensures that its personnel processes do not stereotype individuals with disabilities or protected veterans in a manner which limits their access to jobs for which they are qualified.

3. ensures that applicants and employees with disabilities have equal access to its personnel processes, including those implemented through information and communication technologies.

4. ensures provides reasonable accommodations for applicants and employees with disabilities, unless such accommodations will cause undue hardship, to ensure that equal employment opportunity is extended in the operation of its personnel processes.

5. ensures that its information and communications systems are accessible to all employees and applicants with disabilities, even in the absence of a specific request for accommodation.
CHAPTER C: PHYSICAL AND MENTAL QUALIFICATIONS
41 C.F.R. §§ 60-300.44(c); 60-741.44(c)

To ensure that all physical and mental qualifications and requirements are job-related and promote equal employment opportunity for known individuals with a disability and covered veterans, reviews are periodically made of the organization's physical and mental qualifications and requirements as they relate to employment, training, and promotion.

Proper Consideration of Qualifications:

The Physical and mental job qualification requirements are reviewed to determine whether or not they are job-related and consistent with business necessity and safe performance on the job. This review is done as position descriptions are created or update.

Schedule for Review: Any previously reviewed classification will be reviewed again if there is a change in working conditions that affects the job's physical or mental requirements (e.g., new requirements, new equipment, etc.).
CHAPTER D: REASONABLE ACCOMMODATIONS TO PHYSICAL AND MENTAL IMPAIRMENTS
41 C.F.R §§ 60-300.44(d); 60-741.44(d)

Accommodations for Individuals with a Disability

All reasonable efforts will be made to accommodate the physical or mental impairments of known individuals with a disability and covered veterans unless it can be demonstrated that such an accommodation would impose an undue hardship on conducting Texas A&M University - Corpus Christi operations. In determining the extent of obligation to provide such accommodation, factors such as financial cost and organizational necessity will be considered.

If an employee with a known disability or a known covered veteran is having significant difficulty performing his or her job and it is reasonable to conclude that the performance problem may be related to the known disability, Texas A&M University - Corpus Christi shall confidentially notify the employee of the performance problem and inquire whether the problem is related to the employee's disability; if the employee responds affirmatively, Texas A&M University - Corpus Christi shall confidentially inquire whether the employee is in need of a reasonable accommodation.

Employees may also contact the following at any time to formally request an accommodation:

Name: Samuel Ramirez, SPHR, Sr. CAAP
Title: Director, Employee Development & Compliance Services (ED&CS)
361-825-5826
Samuel.Ramirez@tamucc.edu
CHAPTER E: HARASSMENT
41 C.F.R. §§ 60-300.44(e); 60-741.44(e)

Texas A&M University - Corpus Christi has developed and implemented a set of procedures to ensure that its employees who have a disability or are covered veterans are not harassed due to those conditions. All new employees are required to complete online nondiscrimination training ("Creating a discrimination free workplace") as part of the onboarding process, and to maintain currency through biannual training requirements.
CHAPTER F: OUTREACH, POSITIVE RECRUITMENT, AND EXTERNAL POLICY
DISSEMINATION
41 C.F.R. §§ 60-300.44(f); 60-741.44(f)

Based upon the university's review of its personnel policies as described in Chapter B, the following activities will be implemented or continued to further enhance our affirmative action efforts.

1. Each advertisement for a vacant position will continue to affirm our commitment to affirmative action by including an appropriate phrase at the end of the communication “Texas A&M University - Corpus Christi is an Equal Opportunity/Affirmative Action/Veterans/Disability Employer.” In paid advertisements this may be shortened to: “EO/AA /Vet/Disabled Employer”.

2. The Texas A&M University - Corpus Christi statement on equal opportunity and affirmative action is communicated in all recruitment efforts to all prospective employees through its inclusion on job postings and the official application for employment.

3. Texas A&M University - Corpus Christi positions will continue to be listed with and communicated to appropriate organizations, agencies, and local public and private educational institutions having special interests in alignment with our policies and goals, including working with our campus Disability Services and Veteran’s Affairs Offices, and our Student Veteran Organization.

4. Texas A&M University - Corpus Christi will promote veterans and disabled individuals in consumer, promotional and recruitment, marketing and advertising.

5. Send written notification of the University’s affirmative action policy to all subcontractors, vendors, and suppliers requesting appropriate action on their part.
CHAPTER G: INTERNAL POLICY DISSEMINATION
41 C.F.R. §§ 60-300.44(g); 60-741.44(g)

In order to gain positive support and understanding for the affirmative action program for disabled individuals and covered veterans, Texas A&M University - Corpus Christi will execute and/or continue to implement the following internal dissemination procedures. The following policies and procedures are designed to foster support and understanding from Texas A&M University - Corpus Christi’s executive staff, management, supervisors, and other employees to encourage all employees to take the necessary actions to aid Texas A&M University - Corpus Christi in meeting its obligations.

1. Annual Memorandum: Each year the President will send a memorandum reaffirming the AA/EEO Policy Statement to all employees.

2. Affirmative Action Program: The University’s affirmative action program will continue to be revised annually by the Affirmative Action Officer. Periodic updates will be provided to management as appropriate. The Equal Employment Opportunity Policy and federally required EEO posters affirming our nondiscrimination policy are posted on bulletin boards in public locations. Copies will also be posted in the Spanish language.

3. Schedule training sessions for all employees involved in recruiting, selection, promotion, and other related employment issues for disabled veterans, other veterans, and individuals with disabilities.

4. Include articles and visual marketing materials that include covered veterans and disabled employees in University publications and on our website.

5. Post the discrimination and harassment policies and rules on the University website and bulletin boards.

6. Discuss the policy thoroughly in both employee orientation and management training programs. The University informs management employees about the University’s EEO/AA programs through University-sponsored training seminars, which include supervisory skills and the hiring process. Online orientation and training is available on the TAMU-CC website: http://edcs.tamucc.edu.
CHAPTER H: AUDIT AND REPORTING SYSTEM
41 C.F.R. §§ 60-300.44(h); 60-741.44(h)

Texas A&M University - Corpus Christi will execute and/or continue to implement an audit and reporting system that addresses the following:

1. Measures the effectiveness of the overall Affirmative Action Plan and whether the university is in compliance with specific obligations.
2. Indicates the need for remedial action.
3. Measures the degree to which objectives are being met.
4. Identifies hurdles for disabled individuals and covered veterans and how to correct them.
5. Where deficiencies are found, corrective action will be taken to bring our AAP into compliance.
CHAPTER I: RESPONSIBILITY FOR IMPLEMENTATION
41 C.F.R. §§ 60-300.44(i); 60-741.44(i)

The President and Chief Executive Officer of Texas A&M University - Corpus Christi has ultimate responsibility for the commitment to and success of the Affirmative Action Program for covered veterans and individuals with a disability. The President and Chief Executive Officer has delegated specific authority and overall supervision for the Affirmative Action Plan to the Director of the Employee Development & Compliance Services Department.

Director, Employee Development & Compliance Services

The Director will work with the Department Administrators, Deans, Managers and Supervisors, to ensure all relevant policies and procedures are observed and followed.

The Director's responsibilities include, but are not limited to, the following:

1. Presenting all needed recommendations and procedural changes to Vice Presidents concerning EEO and affirmative action and ensuring that Administrators, Deans, Managers and Supervisors are kept informed of the compliance status.
2. Maintaining University-wide management support and cooperation for the AAP.
4. Assisting line management in arriving at solutions to EEO/AA problems.
5. Reviewing results of audit and reporting systems to assess the effectiveness of the AAP program and to direct corrective action where necessary.
6. Ensuring that the AAP is updated annually for all establishments.
7. Providing guidance to Administrators, Deans, Managers and Supervisors in taking proper action to prevent employees from being harassed in any way, through one-on-one contact, training, and disciplinary action.
8. Ensuring that relevant employees, (i.e., Director ED&CS, managers, and supervisors) are aware that performance is being reviewed and evaluated regarding equal employment opportunity efforts and results.
9. Ensuring the review of qualifications of all applicants and employees to ensure equitable opportunity, based on job-related employment practices; and ensuring review of qualification to ensure equitable opportunity for all transfers and promotions.
10. Conducting periodic assessments of: 1) training programs and hiring and promotion patterns to remove impediments to the attainment of AAP goals and objectives; and 2) sponsored educational, training, recreational, and social activities to ensure that all employees are encouraged to participate in accordance with policies on non-discrimination. Determine whether covered veterans and employees with disabilities have had the opportunity to participate in all University-sponsored educational, training, recreation and social activities.
11. Reviewing all job descriptions and specifications to ensure they are free of discriminatory provisions and artificial barriers. Ensuring that all requirements are job-related and realistic, and they reflect the actual requirements of the essential job duties.
12. Ensuring the VETS-100 form is filed annually with the Secretary of Labor.
13. Providing direction to the all employees, as necessary, to carry out all actions required to meet the equal employment opportunity and affirmative action commitments.
14. Designing and effectively implementing the AAP.
15. Developing, implementing, and maintaining assessment and reporting systems to measure effectiveness of equal employment opportunity programs, including those that will:
a. Indicate need for remedial action, and
b. Determine degree to which goals and objectives have been obtained.

16. Advising management in the modification and development of the University's policies to
ensure the enhancement of equal employment opportunity for all employees and
potential employees within existing equal employment opportunity guidelines.

17. Identifying AAP problem areas and establishing procedures, goals and objectives for future
use.

18. Ensuring all required posters and those advertising the University's equal employment
opportunity policies and AAP, as well as the Invitation to Self-Identify for disabled individuals and
covered veterans are displayed and that the equal employment opportunity and AAP policies are
being thoroughly communicated.

19. Developing policy statements, affirmative action programs, internal and external
communication techniques.

20. Assisting employees in arriving at solutions for issues addressed in the AAP and future
prevention.

21. Serving as the primary liaison between Texas A&M University-Corpus Christi and various
System enforcement agencies.

22. Serving as the primary liaison between Texas A&M University-Corpus Christi and organizations,
agencies and community action groups for individuals with disabilities, and covered veterans, in
addition to ensuring that representatives are involved in community service programs of local
organizations for covered veterans and persons with disabilities.

23. Keeping management informed of the developments in the equal employment opportunity area.

24. Reviewing, reporting, and updating the AAP annually in accordance with stated policy.
Informing employees and applicants of changes.

25. Working closely with the Administrators, Deans, Managers and Supervisors in coordinating the
effective implementation of all identified affirmative actions.

26. Assisting in review and revision of all policies, procedures, and rules to ensure they are not in
violation of federal or state laws and regulations.

27. Ensure that the following must appear in BOLD TEXT in all System member covered Government
contracts or subcontracts (and modifications, renewals, or extensions thereof if not included in the
original contract):

"This contractor and subcontractor shall abide by the requirements of 41 CFR §§ 60-1.4(a), 60-300.5(a) and 60-741.5(a). These regulations prohibit discrimination against qualified individuals based on their status as protected veterans or individuals with disabilities, and prohibit discrimination against all individuals based on their race, color, religion, sex, or national origin. Moreover, these regulations require that covered prime contractors and subcontractors take affirmative action to employ and advance in employment individuals without regard to race, color, religion, sex, national origin, protected veteran status or disability."

29. Responsible for ensuring the University's compliance with the AAP.

Administrators, Deans, Managers and Supervisors

In day-to-day contact with the Texas A&M University – Corpus Christi's employees, applicants and
visitors, the Administrators, Deans, Managers and Supervisors have assumed certain responsibilities to
help ensure compliance with equal employment opportunity programs and effective implementation of
the AAP. These include, but are not limited to the following:

1. Aggressively adhering to the University's equal employment opportunity policy.
2. Supporting and assisting the Director of ED&CS in developing, maintaining and successfully implementing the AAP.
3. Completing progress reports regarding the status of affirmative action programs.
4. Taking action to prevent harassment of applicants and employees through affirmative action efforts.
5. Assigning employees to significant jobs and training that might lead to greater personal growth and value, and counsel them with respect to what is needed for upward mobility within the employment structure.
6. Ensuring that all interviews, offers of employment and/or wage commitments are consistent with policy.
7. Implementing the internal promotion and transfer of all employees consistent with AAP goals and objectives.
8. Assisting in identifying problem areas and providing needed information for establishing and meeting affirmative action goals and objectives.
9. Seeking and sharing information on feasible accommodations that have been or could be made for known covered veterans and individuals with disabilities.
CHAPTER J: TRAINING
41 C.F.R. §§ 60-300.44(j); 60-741.44(j)

All Texas A&M University — Corpus Christi employees involved in the recruitment, screening, selection, promotion, discipline, training, and related processes shall be trained to ensure the commitment in the AAP program are implemented. New employees will receive training & information during their orientation programs. Additionally, each new employee will complete the Train Traq online module entitled, “Creating a discrimination free workplace.” Afterwards, employees will complete refresher training every two years in accordance with TAMUS regulations.

All Texas A&M University — Corpus Christi trains all employees involved with the recruitment, selection, promotion, discipline, training, and related personnel processes of individuals with disabilities or protected veterans to ensure compliance with affirmative action goals.
CHAPTER K: COMPENSATION
41 C.F.R. §§ 60-300.21(i); 60-741.21(i)

It is the policy of Texas A&M University – Corpus Christi that when offering employment or promotion to covered veterans or individuals with a disability, the amount of compensation offered will not be reduced because of any disability income, pension, or other benefit the applicant or employee receives from any another source.
DRAFT

AFFIRMATIVE ACTION PLAN (AAP)

EXECUTIVE ORDER 11246

Texas A&M University - Corpus Christi

January 1, 2017 - December 31, 2017

EIN: 74-1760663

PART I: AAP FOR MINORITIES AND WOMEN

PART II: AAP FOR PROTECTED VETERANS
AND INDIVIDUALS WITH DISABILITIES

Dr. Kelly Quintanilla
President/CEO
Texas A&M University-Corpus Christi

EEO/AA Contact:
Mr. Samuel Ramirez, SPHR, SHRM-SCP, Sr. Certified Affirmative Action Professional
Director, Employee Development & Compliance Services Department, Title IX Coordinator, ADA/504
Coordinator Affirmative Action Representative, State Agency Veteran’s Liaison
Texas A&M University - Corpus Christi
6300 Ocean Drive
Corpus Christi Hall Room 130
Corpus Christi, Texas 78412