

Organizational Changes

Dear UT community,

Soon after the passage last year of Senate Bill 17 — which prohibits many activities around diversity, equity, and inclusion (DEI) — the University embarked on a multiphase process to review campus portfolios and end or redesign the policies, programs, trainings, and roles affected by the new law. Our initial focus was to ensure we made the required changes by SB 17's January 1 effective date, but we knew that more work would be required to utilize our talent and resources most effectively in support of our teaching and research missions, and ultimately, our students.

Since that date, we have been evaluating our post-SB 17 portfolio of divisions, programs, and positions. The new law has changed the scope of some programs on campus, making them broader and creating duplication with long-standing existing programs supporting students, faculty, and staff. Following those reviews, we have concluded that additional measures are necessary to reduce overlap, streamline student-facing portfolios, and optimize and redirect resources into our fundamental activities of teaching and research.

For these reasons, we are discontinuing programs and activities within the Division of Campus and Community Engagement (DCCE) that now overlap with our efforts elsewhere. Following these changes, the scale and needs of the remaining DCCE activities do not justify a stand-alone division. As a result, we are closing DCCE and redistributing the remaining programs. This means that we will continue to operate many programs with rich histories spanning decades, such as disability services, University Interscholastic League, the UT charter schools, and volunteer and community programs. Going forward, [these programs will be part of other divisions](#) where they complement existing operations. We know these programs and the dedicated staff who run them will continue to have positive impacts on our campus and community.

Additionally, funding used to support DEI across campus prior to SB 17's effective date will be redeployed to support teaching and research. As part of this reallocation, associate or assistant deans who were formerly focused on DEI will return to their full-time faculty positions. The positions that provided support for those associate and assistant deans and a small number of staff roles across campus that were formerly focused on DEI will no longer be funded.

I recognize that strong feelings have surrounded SB 17 from the beginning and will shape many Longhorns' perceptions of these measures. It is important that we respect the perspectives and experiences of our fellow Longhorns as the changes we are announcing today take effect. It is also important that this continues to be a welcoming, supportive community for all.

Respect for our students, faculty, and staff will be essential as we make these changes. The Division of Student Affairs will work to ensure that current student-facing services will continue to be available for the rest of this semester, and student workers also will retain their positions through the end of this term. Staff members whose positions are being eliminated will have the opportunity to apply and be considered for existing open positions at the University, and resources will be made available to support them.

UT Austin is a world-class public research university serving all of Texas and more than 50,000 incredible students. Our students, alumni, faculty, and staff continue to affect the world in meaningful ways each day. Other campus leaders and I appreciate your ongoing efforts as we seek to maximize the impact of our teaching and research.

Sincerely yours,

Jay Hartzell
President



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