



TEXAS TECH UNIVERSITY  
Office of the President™

## MEMORANDUM

DATE: July 19, 2023

TO: Faculty, Staff & Students

FROM: President Lawrence Schovanec

RE: Texas Legislation Impacting Our Campus

The Texas State Legislature recently passed two bills that immediately impact our campus community.

Senate Bill 17 prohibits institutions from maintaining diversity, equity and inclusion offices, and related activities. Changes that are made as a result of this legislation are being done with the guidance of the Texas Tech University System's Office of General Counsel.

Some units previously housed under the Division of Diversity, Equity & Inclusion have been moved to better align with the audiences they serve, including:

- Programs for K-12 students moved to Enrollment Management
- Student success-focused units moved to Academic Innovation and Student Success
- Faculty recruitment and hiring moved to Faculty Success
- Student activities moved to Student Life
- Communications moved to Communications & Marketing

As we [shared with the campus community last week](#), a newly formed [Campus Access & Engagement office](#), under the leadership of Dr. Jorge Iber, will house other programs that support our faculty, staff and students.

Senate Bill 18, which will become law effective September 1, 2023, amends the Texas Education Code § 51.942 and will require public institutions of higher education in the State of Texas to adopt certain policies and procedures regarding faculty tenure.

While most of the requirements in Senate Bill 18 are already met in existing Operating Policies, the bill also authorizes an institution to include a provision in its tenure policy for summary dismissal of a tenured faculty member who has engaged in "serious misconduct." Such a summary dismissal procedure must provide for appropriate due process.

Our operating policies do not currently include language around summary dismissal. We are working with the Faculty Senate and the Office of General Counsel to update the appropriate operating policies as necessary. Following existing procedures for review and approval, updated operating policies will be shared with the university community from the Offices of the President and Provost.

As a state institution, we will obey the letter and the spirit of these laws as we remain steadfast in our support of students, faculty and staff. We have a duty to make a difference for Texas and Texans. We take these responsibilities very seriously and know that Red Raiders, as they've done for 100 years, will continue to positively impact the people of this state, nation and the world.



**FROM HERE, IT'S POSSIBLE**