Organizational Structure for New University Planning

By its very nature, change brings uncertainty and raises concerns about how each of us will personally be affected. While there are many decisions still to be made, I’d like to share with you what we do know at this time about two areas of personal importance and our overall planning process.

UTRGV Organizational Structure

UTRGV’s structure and operations will reflect the vision and guiding principles of the Board of Regents to create a university of the 21st century that will transform the Rio Grande Valley.

What this means is that the new UTRGV president will design an organizational structure that supports the creation of an innovative, emerging research university that is truly responsive to the needs of the Rio Grande Valley and the State of Texas.

Our new president will rely heavily on recommendations from our Academic Working Groups, UT System leadership, and other internal and external advisors including faculty, administrators and consultants to ensure the structure allows UTRGV to fulfill this mission.

While we do not know at this time exactly what that will look like in terms of colleges and schools – how the Brownsville, Harlingen and Edinburg campuses will operate or the balance of existing and new programs of study – we do know that these decisions will be informed by the input provided by you and your colleagues.


We anticipate announcing a new president for UTRGV by the end of May and sharing the new academic and operational organizational structure in late summer 2014.

Transition of Tenured and Tenure-track Faculty Members to UTRGV
We are fortunate to have many talented faculty members at UTB and UTPA and recognize that the success of UTRGV relies heavily on their commitment to the vision for this new university and their continuing ability to create environments that enable students to achieve their goals.

Our faculty members deserve to know more about their future and we (UT System leadership, the Board of Regents and the Chancellor) are working diligently to provide more details.

In the coming weeks we will share specific processes for how UTB and UTPA tenured and tenure-track faculty may choose to transition to faculty positions at UTRGV. We seek your patience as we work through the final details of this plan.

The UTRGV Planning Process
Our April 24 Symposium marks the end of Phase I of our planning process and we are on schedule to begin Phase II (see graphic below).

In addition to the outstanding reports completed by our Working Groups, other aspects of the project such as Project Management, Curriculum Consolidation, Student Life Cycle Management and the Inaugural Class Task Force are proceeding on parallel tracks.

In Phase II we will finalize and communicate the Tenure and Tenure-track Transition Policy as well as the new organizational structure and staff transition plans for UTRGV.

Change can bring anxiety, but it also fuels excitement. Throughout this process we may not always know the answers you seek at the time that you seek them, but I hope the knowledge of this plan and my commitment to provide regular updates on our progress will keep you excited about our future together at UTRGV.

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### University of Texas Rio Grande Valley

**Planning Process**

**Phase I:**
Organize / Initial Conceptual Design (Sept 2013 to April 2014)
- BOR approval of Guiding Principles
- Campus working groups – big ideas
- Develop transition structure
- Early planning work on ways to differentiate UTRGV
- BOR initial PUF allocations
- Hiring of Founding Dean of new School of Medicine
- Initiate early implementation activities [e.g., IT]
- UTRGV Spring Symposium to share ideas
- BOR decision on founding president

**Phase II:**
Blueprinting / Strategic Planning (April 2014 to Sept. 2014)
- Initiate work on strategic plan (vision, mission, goals, strategies)
- Initiate work on master plan
- Continue work on curricular design and academic programs
- Develop options for new academic and administrative structures
- Finalize and initiate process of transitioning faculty and staff
- Initiate work on branding, marketing, and communications
- Review business model and resource prioritization
- Develop new admissions process and re-design of student lifecycle management process

**Phase III:**
Accreditation & Implementation (Sept. 2014 to Aug. 2015)
- Implementation of new institutional blueprint
- Continue master planning work
- Secure accreditation
- Implement talent development strategy for faculty and staff
- Launch aggressive marketing and communications campaign
- Enroll inaugural class
- Transition currently enrolled students into new university
Respectfully submitted,

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