




TEXAS TECH UNIVERSITY SYSTEM™

MEMORANDUM

Sept. 25, 2025

TO: Component University Presidents, Texas Tech University System
President Lawrence Schovanec, Ph.D., Texas Tech University
President Lori Rice-Spearman, Ph.D., Texas Tech University Health Sciences Center
President Ronnie D. Hawkins Jr., Angelo State University
President Richard Lange, M.D., M.B.A., Texas Tech University Health Sciences Center El Paso
President Stacia Haynie, Ph.D., Midwestern State University

FROM: Chancellor Tedd L. Mitchell, M.D. 

RE: Message to University Presidents Regarding Compliance

The purpose of this communication is to address the instruction of students in compliance with applicable law.

The Texas Tech University System and each of our universities are required to comply with both state and federal law, executive orders, and directives issued by the President of the United States and the Governor of Texas. As a public university system, our adherence to these requirements is fundamental to our responsibilities as stewards of public trust.

Current state and federal law recognize only two human sexes: male and female, as outlined in [House Bill 229](#), [Governor's Letter](#), and [Executive Order](#). Therefore, while recognizing the First Amendment rights of employees in their personal capacity, faculty must comply with these laws in the instruction of students, within the course and scope of their employment.

As a system, our role is to provide clarity and guidance to administration, ensuring that each university fulfills its legal obligations. I appreciate your continued diligence in reviewing course materials, curricula, syllabi, and other instructional documents and following established procedures to make timely adjustments where needed.

I recognize that members of our community may hold differing personal views on these matters. Regardless, in your role as a state employee, compliance with the law is required, and I trust in your professionalism to carry out these responsibilities in a manner that reflects well on our universities.

This is a developing area of law, and we acknowledge that questions remain and adjustments may be necessary as new guidance is issued at both the state and federal levels. We fully expect discussions will be ongoing. Various accrediting organizations—including the [American Psychological Association](#) and the [Council for Accreditation of Counseling and Related Educational Programs](#)—have recognized these changes and are working with programs and institutions of higher education to balance educational commitments with legal compliance.

Recent developments at universities across Texas have highlighted the importance of understanding these compliance obligations. We are providing this guidance to ensure all faculty have the information needed to navigate these requirements successfully. Our goal is to support you in maintaining compliance while continuing to fulfill our educational mission.

Faculty with questions should direct them to their deans and provosts. We will continue to monitor developments closely in coordination with General Counsel and provide timely updates. Thank you for your continued attention, patience, and commitment to ensuring that the Texas Tech University System and our universities remain in full compliance with the law.