




POLICE DEPARTMENT
THE UNIVERSITY OF TEXAS AT AUSTIN

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TO: DON VERETT, ACTING CHIEF OF POLICE
FROM: PETER M. SCHEETS, ASSISTANT CHIEF OF POLICE 
DATE: 01 OCTOBER 2021
SUBJECT: DEPARTMENT DEMOGRAPHICS & MINORITY RECRUITMENT

It is the policy of the University of Texas at Austin Police Department to provide equal employment opportunities to all persons without regard to race, sex, religion, color, national origin, age, or disability, in accordance with Title 42 of the United States Code, Title VII of the Federal Civil Rights Act, Article 5221(k) of the Texas Revised Civil Statutes, and Article 4419(b-1) of the Texas Revised Civil Statutes.

GOAL

The goal of the University of Texas at Austin Police Department is to create a law enforcement agency which reflects the diversity of the campus community that it is sworn to protect and serve. [\(31.2.1.a\)](#)

GENDER AND ETHNIC COMPOSITION

	University Police Officers		University Police Civilian		University Police Department Total		The University of Texas at Austin	
Females	15	16.9%	25	50.0%	40	28.8%	27,257	54%
Males	74	83.1%	25	50.0%	99	71.2%	23,219	45%
White	76	85.4%	39	78.0%	115	82.7%	19,616	39%
Black	12	13.5%	9	18.0%	21	15.1%	2,190	5%
Asian	1	1.1%	2	4.0%	3	2.2%	10,186	20%
Other	0	0%	0	0%	0	0.0%	6,688	4%
Hispanic	18	20.2%	13	26.0%	31	22.3%	11,796	23%
Total	89		50		139		50,476	

An analysis of the University of Texas at Austin Police Department’s gender and ethnic composition reveals a disparity between the department’s ethnic composition and the ethnic composition of the University of Texas community. The Police Department’s sworn female population has increased to sixteen percent (16.9%) while the national law enforcement female population is approximately twelve percent (12%). The Department’s population of Black or African-American officers increased to thirteen percent (13.5%) while the University of Texas community reflects a black population of approximately five percent (5.3%). The Department’s population of Hispanic officers is at twenty percent (20.2%) and the University of Texas community reflects a twenty-three percent (23.4%) Hispanic population. The Department’s population of Asian officers remains at one percent (1.1%) while the University of Texas community reflects a twenty percent (20%) population. The “Other” category includes American Indian, Alaskan Native, Pacific Islander, Multiracial, and Unknown of

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which the Department's population is a zero percent (0%) while the University of Texas community reflects four percent (4.1%).

2022-2023 RECRUITING OBJECTIVES (31.2.1.b)

The University of Texas at Austin Police Department is organized around a current authorization of one hundred commissioned peace officer positions. Posting of vacant commissioned peace officer position announcements and test dates are coordinated and managed in partnership with the University of Texas Human Resource Division. All vacant police officer positions are recruited and staffed in accordance with The University of Texas System and Office of the Director of Police guidelines. The Department's recruiting goals for the 2022/2023 fiscal year are:

- Recruit two (2) Female applicants eligible for the commissioned peace officer entrance process;
- Recruit two (2) Black applicants eligible for the commissioned peace officer entrance process;
- Recruit one (2) Asian applicant eligible for the commissioned peace officer entrance process;
- Recruit one (2) Hispanic applicant eligible for the commissioned peace officer entrance process.

RECRUITING RESPONSIBILITIES (31.2.1.c)

The Staff Lieutenant has the following responsibilities:

- Take an active role in providing guidance and assistance in recruiting females and minorities for commissioned peace officer positions.
- Provide an annual report to the Chief of Police concerning the gender and ethnic composition of the University of Texas Police Department.
- Provide a copy of the recruiting goals to Executive Officer and each Division commander.
- Maintain open communications with local colleges, universities, personnel departments, and community leaders to develop resources for recruiting females and minorities for commissioned peace officer positions.
- Coordinate recruiting efforts that provide a satisfactory number of qualified commissioned peace officer applicants that reflect the 2022 recruiting objectives.

All Department Personnel have the following responsibilities:

- Take an active role by providing assistance in recruiting females and minorities for both civilian and commissioned peace officer positions.
- Maintain open communications with local civic groups and community leaders to develop resources for recruiting females and minorities for civilian and commissioned positions.

“A diverse law enforcement agency can better develop relationships with the community it serves, promote trust in the fairness of law enforcement and facilitate effective policing by encouraging citizen support and cooperation.”