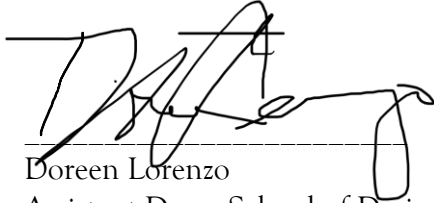


This statement is prepared in response to the Charge of Discrimination (No. 451-2024-01587) filed by Byron Wilson to the Equal Employment Opportunity Commission.

1. My name is Doreen Lorenzo, and I am an employee of The University of Texas at Austin (the “University”).
2. In August 2017, I was named the Assistant Dean of the School of Design and Creative Technologies within the College of Fine Arts.
3. In my role, I oversee the School of Design and Creative Technologies. Byron Wilson, is an Associate Professor of Practice in the School.
4. Professor Wilson was hired for a three-year fixed term appointment running from September 1, 2022, to May 31, 2025. As noted in Professor Wilson’s July 1, 2022, appointment letter, his main job duties were teaching and an administrative role of designing and leading the curriculum for the MA in Design in Health program.
5. In or around October 17, 2023, Ramón H. Rivera-Servera, Dean of the College of Fine Arts, asked me to look into complaints that he received about the MA in Design in Health program.
6. To investigate the complaints, I spoke with several students in the program. The students reported several complaints about Professor Wilson’s courses and conduct.
7. These complaints matched the scores Professor Wilson’s students gave him in our Course Evaluation System (“CES”). Typically, we expect graduate course CES scores to be in the 4-5 range. In his first year of appointment, Professor Wilson had several courses receive scores below 4.0, including a 1.75 CES instructor score in his capstone course, Design in Health Studio. In his second year, Professor Wilson once again received below average CES scores in the majority of his courses, including receiving a 1.75 CES instructor score in his Design in Health Studio course.
8. Due to these complaints and his poor CES scores, the College, in consultation with the Provost’s Office, made the decision to issue Professor Wilson a Faculty Development Plan. A Faculty Development Plan is not formal discipline and had no impact on Professor Wilson’s pay, position, or employment status. Instead, it was meant to support Professor Wilson’s professional improvement by removing extraneous assignments and providing him a structured plan to improve his teaching performance.
9. I am not aware of any faculty in the College of Fine Arts with CES scores and performance issues similar to Professor Wilson who have been treated better than he has been treated.
10. Professor Wilson has not been subjected to any action that has impacted his pay, position, or employment status. While he has been directed to focus on his teaching and prohibited

from pursuing current or new research projects, such a focus is consistent with the job duties identified in his letter of appointment, which does not reference any research responsibilities. Professor Wilson has not otherwise been denied privileges of his employment that have been extended to other similarly-situated co-workers.

11. All of the actions I and the University took in regard to Professor Wilson were made for legitimate, non-discriminatory and non-retaliatory reasons.

A handwritten signature in black ink, appearing to read 'D. Lorenzo', is written over a horizontal line.

Doreen Lorenzo

Assistant Dean, School of Design and Creative Technologies