

**MEMORANDUM**

**TO:** University of Texas System Audit Office  
Governor's Office of Budget, Planning and  
Policy/Legislative Budget Board

**FROM:** David Price  
Chief Audit Executive



**DATE:** April 20, 2026

**SUBJECT:** Talent, Culture and Engagement - Onboarding and General Controls

The University of Texas at Arlington (UTA) Office of Audit and Consulting Services conducted an assurance audit of the recruiting, hiring, and onboarding processes within Talent, Culture, and Engagement (TCE). This engagement was part of the annual audit plan and focused on evaluating the efficiency and effectiveness of controls that support staff recruiting, compensation offer review, hiring documentation, onboarding processes, and related system integrations across PeopleAdmin, UTShare, and supporting HR systems.

The report contains confidential information that relates to the University's security controls and, therefore, is not subject to the disclosure requirements of the Texas Public Information Act, based on the exception found in Texas Government Code § 552.139: *Exception: Confidentiality of Government Information Related to Security or Infrastructure Issues for Computers*. Specific results were communicated to appropriate management members.