



The University of Texas at Austin
Moody College of Communication

Office of the Dean

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June 15, 2026

Ms. Debbie Hiott
E.D. and General Manager

Re: Notice of Termination of Employment

Via: Hand delivery and email

Dear Debbie,

Your position as Executive Director of Media Operations in the Moody College of Communication and general manager overseeing KUT 90.5 FM and KUTX 98.9 FM is an administrative officer position under the University's policies. As such, you are an at-will employee who serves without fixed term. University policy provides that I have the authority and responsibility to both appoint and dismiss an employee from this role.

Based on my review and assessment, I find your recent oversight and management of planning for the KUT festival, as well as your related approach once I directed cancellation and relocation of some of the events because of safety concerns, demonstrated a lack of responsible leadership and poor management of personnel. At this time, I have lost confidence in your ability to effectively serve in this position in a manner that meets my expectations. After serious reflection about the appropriate course of action, I have decided to terminate your employment, effective immediately.

Sincerely,

Anita Vangelisti
Dean, Moody College of Communication

cc: Employee Personnel File