

From: **Douglas Little** [REDACTED]
Date: Tue, Feb 10, 2026 at 11:49AM
Subject: Evolving UIS for Georgetown's Future - Next Steps and Support Resources
To: Douglas Little [REDACTED]

Dear UIS Team,

Thank you for your attendance and your candid questions during today's All-Hands meeting. I recognize the significance of the information shared today. I want to reiterate the reasoning behind this decision and, more importantly, our commitment to supporting our team through this transition.

Reason for Change

A significant portion of UIS has traditionally been structured to maintain physical hardware, on-premise servers and systems, and back-end technology. At the same time, the needs of our community are changing, and subsequently, UIS must continue to evolve our technological capabilities. With the successful shift to cloud-based platforms like Workday, Salesforce, Banner, and Canvas, our work now requires a different mindset, experiences, and set of skills - focused on customer service, end-user partnership, and strategic collaboration.

To meet the needs of the Georgetown community today and into the future, we must align our positions and workforce with the technologies, capabilities, and processes that drive the university forward. This reorganization is not about reducing our team; it will actually result in a net increase of positions within the division.

What This Means For You

Everyone in UIS will receive an email today outlining how their position is affected by the reorganization. Your position will fall into one of the three categories below, with a majority of UIS positions falling into the first two groups:

- **No Changes to Position:** Employees with no changes to their current role or position description will receive confirmation of this status via email.
- **Updated Positions:** Some team members will receive emails informing them of title, reporting, or position description changes that do not exceed 50% of their current position descriptions. These team members will remain in their current positions and these changes will take effect between today and June 1, 2026.

- **Repurposed Positions:** Some team members will have duties and strategic requirement changes to their Position Descriptions. When the duties of a position change by over 50%, this is considered a new position under our HR processes which necessitates a search. These team members will remain in their current positions until June 1, 2026 and are encouraged to apply for new positions which will be posted on February 10, 2026 to the careers.georgetown.edu website.

Team members who are in the repurposed position category will have a meeting placed on their calendars this afternoon to meet with their AVP and HR Business Partners. Team members who are in the updated position category will be able to sign up for meetings with their AVP and HR Business Partner later in the week.

Prioritizing Our Talent

Members of our team who received notification that their position is in the Repurposed Positions category will be invited to apply for new positions that have been created within UIS. Internal applicants who meet the required qualifications for a posted UIS position will be granted an interview for up to three positions, and if an internal and external candidate are equal in evaluation at the completion of an interview process, preference will be given to our internal team member.

All new UIS positions will be posted on careers.georgetown.edu on **Tuesday, February 10**, by the end of the day. These postings will include position details and required and preferred qualifications. All new positions will have a start date of June 1, 2026.

Support for UIS Team Members

UIS team members will be supported throughout this organizational transition. The Department of Human Resources Talent and Acquisition team has prepared a [Georgetown University Employment Transition Resource Guide](#) and will provide:

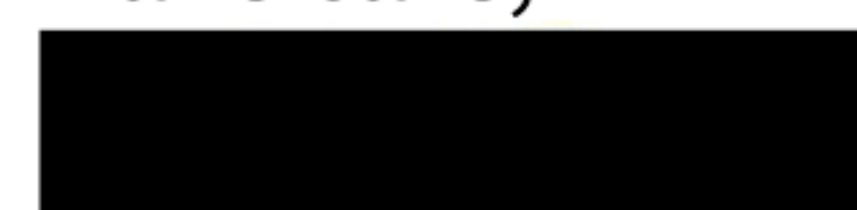
- Resume writing workshops
- Interview preparation
- Guidance on navigating the internal application process

Moving Forward

As shared during the All-Hands meeting, this reorganization is intended to better align UIS with the technologies we support today and the university's needs in the future. The goal of this restructuring is to move away from an internal-system focus and toward being a multifaceted partner for our students, faculty, staff, and alumni. While enabling us to do our best work, this new structure will also provide improved career paths for our team members within a modernized IT organization. UIS leadership will continue to follow up with individuals and teams to answer questions and provide clarity as we move forward.

Thank you for your continued professionalism, respectful dialogue, service to the university and engagement in this process.

Take care,



Douglas R. Little
Chief Information Officer
Georgetown University Information Services

