
2025 Chief Executive Officer Report

TO: U.T. System Board of Regents
FROM: Melina R. Kibbe, MD
DATE: October 1, 2025
RE: Chief Executive Officer Reporting Requirements Under Tex. Educ. Code § 51.253(c)

Texas Education Code (TEC), Section 51.253(c) and Texas Administrative Code, Title 19, Sections 3.6(c) and 3.19(a) require institutions of higher education to submit a Chief Executive Officer Report (“CEO Report”) to the institution’s governing body and post the report on the institution’s internet website “at least once annually,” by October of each year.

The CEO Report must contain (1) all reports received by employees under the TEC, Section 51.252 that constitutes “sexual harassment,” “sexual assault,” “dating violence,” or “stalking” (as defined in the TEC, Section 51.251), and (2) any disciplinary actions taken under TEC, Section 51.255 regarding allegations of an employee’s failure to report or submitting a false report to the institution for alleged incidents of sexual harassment, sexual assault, dating violence, or stalking. The reports received may be applicable in multiple reporting categories, and therefore, the CEO summary data reflected in the categories may not add up to the totals of other categories.

In compliance with the Chief Executive Officer’s TEC reporting requirements, the enclosed CEO Report includes all of the required reporting to the U.T. System Board of Regents for the 2024-2025 academic year (Appendix A), status updates to the 2023-2024 academic year (Appendix B) and 2022-2023 academic year (Appendix C) as of August 31, 2025. The CEO Report is based on the reporting requirements under TEC, Section 51.253(c) along with supplemental category breakdowns, when applicable.

The CEO Report will be posted on www.uth.edu/titleix, as required by TEC, Section 51.253(c), and a copy of this CEO Report (along with an annual certification of compliance) will be submitted to the Texas Higher Education Coordinating Board (THECB) by October 31, as required annually by 19 Tex. Admin. Code Section 3.19(a).

Appendix A
2025 CEO Report
2024-2025 Academic Year: September 01, 2024 – August 31, 2025

Texas Education Code, Section 51.252: Employee Reporting Requirements	
Number of reports received under Section 51.252¹	85
a. Employee submitted reports under Section 51.252	64
b. Confidential reports ² under Section 51.252	21
Number of investigations conducted under Section 51.252	2
a. Formal investigation ongoing	0
b. Formal investigation completed (Non-Title IX Regs) – Preliminary Determination (Preponderance of evidence <u>not</u> met) and no disciplinary referral	2
c. Formal investigation completed (Non-Title IX Regs) – Preliminary Determination (Preponderance of evidence met) and referred to a disciplinary process	0
d. Formal investigation completed – No Preliminary Determination and referred to a disciplinary process ³	0
Disposition of disciplinary processes for reports under Section 51.252:	0
a. Disciplinary process pending	0
b. Disciplinary process completed – No Finding of Policy Violation ⁴	0
c. Disciplinary process completed – Employee Disciplinary Sanction	0
d. Disciplinary process completed – Student Disciplinary Sanction	0

Number of reports under Section 51.252 for which the institution determined <u>not</u> to initiate a disciplinary process	83
a. Confidential reports under Section 51.252	21
b. Respondent’s identity is unknown	11

¹ Not all reports of alleged sexual harassment, sexual assault, dating violence, or stalking perpetrated against a student or employee are reflected in the CEO Report. The CEO report excludes employee **self**-reports of alleged sexual harassment, sexual assault, dating violence, or stalking; and reports made by students regardless if a self-report or otherwise. The CEO Report excludes reports of alleged sexual harassment, sexual assault, dating violence, or stalking perpetrated against a student **prior** to their enrollment or against an employee **prior** to their employment with the institution. Additionally, if a Title IX Coordinator or Deputy Coordinator determines that the type of incident described in a report, as alleged, does not constitute “sexual harassment,” “sexual assault,” “dating violence,” or “stalking” as defined in the TEC, Section 51.251, the report is excluded. Duplicate reports, where identifiable, were consolidated and counted as one report in the summary data.

² A confidential report is a report made by a Confidential Employee. Examples of confidential employees may include victim advocates for students, student ombuds, or those who work in a counseling center or student health center. A confidential report consists only of the “type of incident,” and no personally identifiable information.

³ Some investigation reports contain an investigator’s “preliminary determination” regarding the respondent’s responsibility. But in other instances, such as, investigations classified as “Title IX,” the Title IX investigation report will not have an investigator’s “preliminary determination” because the Title IX regulations, effective August 14, 2020, prohibit investigator “preliminary determinations” regarding responsibility. In these investigations, sole and final determination is made by a hearing panel.

⁴ In this section, “No Finding of a Policy Violation” refers to instances where there is no finding of responsibility after a hearing or an appeal process.

c. Respondent was an employee and no longer employed at the institution at the time a formal complaint was filed	3
d. Respondents not affiliated with the university	21
e. Administrative closure due to insufficient information to investigate	13
f. Determined matter was previously investigated or alleged conduct did not meet the definition of sexual harassment, sexual assault, dating violence or stalking	5
g. Complainant requested the institution not investigate	3
h. Complainant was not participating or attempting to participate in a UTH program at the time of the alleged incident or at present	0
i. Informal resolution process ongoing	0
j. Informal resolution process completed	0
k. Preliminary review ongoing	3
l. Complainant unknown	0
m. Report unfounded by UT Police-Houston	3
n. Formal investigation ongoing	0
o. Respondent was affiliated with the university and resigned during the pendency of the investigation	0

Texas Education Code, Section 51.255: Failure to Report or False Reports	
Number of reports received that include allegations of an employee's failure to report or submitting a false report to the institution under Section 51.255(a)	1
Number of investigations conducted regarding Section 51.255	1
a. Formal investigation ongoing	0
b. Formal investigation completed (Non-Title IX Regs) – Preliminary Determination (Preponderance of evidence <u>not</u> met) and no disciplinary referral	1
c. Formal investigation completed (Non-Title IX Regs) – Preliminary Determination (Preponderance of evidence met) and referred to a disciplinary process	0
Any disciplinary action taken, regarding failure to report or false reports to the institution under Section 51.255(c):	0
a. Employee termination	0
b. Institutional intent to termination, in lieu of employee resignation during disciplinary process	0
c. Employee not eligible for re-hire, in lieu of employee resignation prior to investigation	0
Number of reports under Section 51.255(c) for which the institution determined <u>not</u> to initiate a disciplinary process	0
a. Intake/review process ongoing	0
b. Administrative closure due to insufficient information to investigate	0
c. Determined matter was previously investigated or alleged conduct did not meet the definition of employee's failure to report or submitting a false report to the institution	0

Appendix B
2024 CEO Report Updates⁵
2023-2024 Academic Year: September 01, 2023 – August 31, 2024

Texas Education Code, Section 51.252: Employee Reporting Requirements	
Number of reports received under Section 51.252⁶	106
a. Employee submitted reports under Section 51.252	74
b. Confidential reports ⁷ under Section 51.252	32
Number of investigations conducted under Section 51.252	5
a. Formal investigation ongoing	0
b. Formal investigation completed (Non-Title IX Regs) – Preliminary Determination (Preponderance of evidence <u>not</u> met) and no disciplinary referral	1
c. Formal investigation completed (Non-Title IX Regs) – Preliminary Determination (Preponderance of evidence met) and referred to a disciplinary process	4
d. Formal investigation completed – No Preliminary Determination and referred to a disciplinary process ⁸	0
Disposition of disciplinary processes for reports under Section 51.252:	4
a. Disciplinary process pending	0
b. Disciplinary process completed – No Finding of Policy Violation ⁹	0
c. Disciplinary process completed – Employee Disciplinary Sanction	2
d. Disciplinary process completed – Student Disciplinary Sanction	0
e. Disciplinary process completed – Respondent became unaffiliated during the pendency of the disciplinary process.	2

Number of reports under Section 51.252 for which the institution determined <u>not</u> to initiate a disciplinary process	101
a. Confidential reports under Section 51.252	32
b. Respondent's identity is unknown	10
c. Respondent was an employee and no longer employed at the institution at the time a formal complaint was filed	1
d. Respondents not affiliated with the university	16
e. Administrative closure due to insufficient information to investigate	6
f. Determined matter was previously investigated or alleged conduct did not meet the definition of sexual harassment, sexual assault, dating violence or stalking	19
g. Complainant requested the institution not investigate	4

⁵ The 2024 CEO Report Updates consists of data from 2023-2024, with updated statuses of investigations or disciplinary processes. For example, any investigations that were ongoing or disciplinary processes that were pending as of the 2024 CEO Report (i.e., August 31, 2024) have now concluded, and their statutes or dispositions have been updated in the 2025 CEO Report.

⁶ Same as footnote 1.

⁷ Same as footnote 2.

⁸ Same as footnote 3.

⁹ Same as footnote 4.

h. Complainant was not participating or attempting to participate in a UTH program at the time of the alleged incident or at present	0
i. Informal resolution process ongoing	0
j. Informal resolution process completed	1
k. Preliminary review ongoing	0
l. Complainant unknown	0
m. Report unfounded by UT Police-Houston	10
n. Formal investigation ongoing	0
o. Respondent was affiliated with the university and resigned during the pendency of the investigation	2

Texas Education Code, Section 51.255: Failure to Report or False Reports	
Number of reports received that include allegations of an employee's failure to report or submitting a false report to the institution under Section 51.255(a)	1
Number of investigations conducted regarding Section 51.255	1
a. Formal investigation ongoing	0
b. Formal investigation completed (Non-Title IX Regs) – Preliminary Determination (Preponderance of evidence <u>not</u> met) and no disciplinary referral	1
c. Formal investigation completed (Non-Title IX Regs) – Preliminary Determination (Preponderance of evidence met) and referred to a disciplinary process	0
Any disciplinary action taken, regarding failure to report or false reports to the institution under Section 51.255(c):	0
a. Employee termination	0
b. Institutional intent to termination, in lieu of employee resignation during disciplinary process	0
c. Employee not eligible for re-hire, in lieu of employee resignation prior to investigation	0
Number of reports under Section 51.255(c) for which the institution determined <u>not</u> to initiate a disciplinary process	0
a. Intake/review process ongoing	0
b. Administrative closure due to insufficient information to investigate	0
c. Determined matter was previously investigated or alleged conduct did not meet the definition of employee's failure to report or submitting a false report to the institution	0

Appendix C
2023 CEO Report Updates¹⁰
2022-2023 Academic Year: September 01, 2022 – August 31, 2023

Texas Education Code, Section 51.252: Employee Reporting Requirements	
Number of reports received under Section 51.252¹¹	102
a. Employee submitted reports under Section 51.252	54
b. Confidential reports ¹² under Section 51.252	48
Number of investigations conducted under Section 51.252	3
a. Formal investigation ongoing	0
b. Formal investigation completed (Non-Title IX Regs) – Preliminary Determination (Preponderance of evidence <u>not</u> met) and no disciplinary referral	0
c. Formal investigation completed (Non-Title IX Regs) – Preliminary Determination (Preponderance of evidence met) and referred to a disciplinary process	3
d. Formal investigation completed – No Preliminary Determination and referred to a disciplinary process ¹³	0
Disposition of disciplinary processes for reports under Section 51.252:	3
a. Disciplinary process pending	0
b. Disciplinary process completed – No Finding of Policy Violation ¹⁴	0
c. Disciplinary process completed – Employee Disciplinary Sanction	3
d. Disciplinary process completed – Student Disciplinary Sanction	0

Number of reports under Section 51.252 for which the institution determined <u>not</u> to initiate a disciplinary process	99
a. Confidential reports under Section 51.252	48
b. Respondent's identity is unknown	7
c. Respondent was an employee and no longer employed at the institution at the time a formal complaint was filed	9
d. Respondents not affiliated with the university	10
e. Administrative closure due to insufficient information to investigate	9
f. Determined matter was previously investigated or alleged conduct did not meet the definition of sexual harassment, sexual assault, dating violence or stalking	8
g. Complainant requested the institution not investigate	4
h. Complainant was not participating or attempting to participate in a UTH program at the time of the alleged incident or at present	0
i. Informal resolution process ongoing	0
j. Informal resolution process completed	1

¹⁰ The 2023 CEO Report Updates consists of data from 2022-2023, with updated statuses of investigations or disciplinary processes. For example, any investigations that were ongoing or disciplinary processes that were pending as of the 2023 CEO Report (i.e., August 31, 2023) have now concluded, and their statuses or dispositions have been updated in the 2025 CEO Report.

¹¹ Same as footnote 1.

¹² Same as footnote 2.

¹³ Same as footnote 3.

¹⁴ Same as footnote 4.

k. Preliminary review ongoing	0
l. Complainant unknown	0
m. Report unfounded by UT Police-Houston	3
n. Formal investigation ongoing	0

Texas Education Code, Section 51.255: Failure to Report or False Reports	
Number of reports received that include allegations of an employee's failure to report or submitting a false report to the institution under Section 51.255(a)	0
Number of investigations conducted regarding Section 51.255	0
a. Initial inquiry - Preliminary Determination (Preponderance of evidence not met) and no disciplinary referral	0
b. Formal investigation ongoing	0
c. Formal investigation completed (Non-Title IX) – Preliminary Determination (Preponderance of evidence not met) and no disciplinary referral	0
d. Formal investigation completed (Non-Title IX) – Preliminary Determination (Preponderance of evidence met) and referred to a disciplinary process	0
Any disciplinary action taken, regarding failure to report or false reports to the institution under Section 51.255(c):	0
a. Employee termination	0
b. Employee resignation in lieu of institutional intent to terminate, during disciplinary process	0