

2025 Chief Executive Officer Report

TO: U.T. System Board of Regents
FROM: Dr. Julie Philley, Chief Executive Officer
DATE: October 6, 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) and status updates to the 2023-2024 academic year (Appendix B) as of 10/01/25. 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 the UT Tyler Title IX webpage:
<https://www.uttyler.edu/offices/compliance/title-ix/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: August 19, 2024 – August 17, 2025

Texas Education Code, Section 51.252: Employee Reporting Requirements	
Number of reports received under Section 51.252¹	65
a. Employee submitted reports under Section 51.252	56
b. Confidential reports ² under Section 51.252	9
Number of investigations conducted under Section 51.252	3
a. Formal investigation ongoing	2
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	1
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:	1
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	1
Number of reports under Section 51.252 for which the institution determined <u>not</u> to initiate a disciplinary process	64
a. Confidential reports under Section 51.252	9
b. Intake/review process ongoing	0
c. Formal investigation ongoing	2
c. Respondent's identity is unknown	29
d. Administrative closure due to insufficient information to investigate	0
e. Determined matter was previously investigated or alleged conduct did not meet the definition of sexual harassment, sexual assault, dating violence or stalking	4
f. Complainant requested the institution not investigate	--
g. Informal resolution process ongoing	20
h. Informal resolution process completed	0
	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. 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	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
d. [Others – insert here]	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 failure to report or submitting a false report to the institution	0

Appendix B
2024 CEO Report Updates⁵
Academic Year: August 21, 2023 – August 18, 2024

Texas Education Code, Section 51.252: Employee Reporting Requirements	
Number of reports received under Section 51.252¹	76
a. Employee submitted reports under Section 51.252	64
b. Confidential reports ² under Section 51.252	12
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 51.255(c) for which the institution determined <u>not</u> to initiate a disciplinary process	74
a. Confidential reports under Section 51.252	12
b. Intake/review process ongoing	1
c. Respondent's identity is unknown, or Respondent is unaffiliated	31
d. Administrative closure due to insufficient information to investigate	0
e. Determined matter was previously investigated or alleged conduct did not meet the definition of sexual harassment, sexual assault, dating violence or stalking	5
f. Complainant requested the institution not investigate	26
g. Informal resolution process ongoing	0
h. Informal resolution process completed	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. 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	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