

**Chief Executive Officer Report (2025)**

TO: U.T. System Board of Regents
FROM: **Dr. Heather Wilson**, UTEP President and 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) as of September 15, 2025 and final status updates for the 2023-2024 academic year (Appendix B). 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 UTEP webpage <https://www.utep.edu/titleix/sb-212.html>, 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 Tex. Admin. Code Title 19, Section 3.19(a).

Appendix A
2025 CEO Report¹
2024-2025 Academic Year: August 26, 2024 – August 24, 2025

Texas Education Code, Section 51.252: Employee Reporting Requirements	
Number of reports received under Section 51.252²	242
a. Employee submitted reports under Section 51.252	184
b. Confidential reports under Section 51.252 ³	58
Number of investigations conducted under Section 51.252	38
a. Formal investigation ongoing	12
b. Formal complaint dismissed	12
c. Formal investigation completed (Non-Title IX Regs) – Preliminary Determination (Preponderance of evidence <u>not</u> met) and no disciplinary referral	--
d. Formal investigation completed (Non-Title IX Regs) – Preliminary Determination (Preponderance of evidence met) and referred to a disciplinary process	--
e. Formal investigation completed – No Preliminary Determination and referred to a disciplinary process ⁴	14
Disposition of disciplinary processes for reports under Section 51.252:	14
a. Disciplinary process pending	3
b. Disciplinary process completed – No Finding of Policy Violation	9
c. Disciplinary process completed – Employee Disciplinary Sanction	2
d. Disciplinary process completed – Student Disciplinary Sanction	--
Number of reports under Section 51.252 for which the institution determined <u>not</u> to initiate a disciplinary process⁵	216

¹ The data provided in Appendices A and B encompass all UTEP employee reports, including reports made by employees of the Centennial Museum, if any.

² Not all reports of alleged sexual harassment, sexual assault, dating violence, and stalking against a student or employee are reflected in the CEO Report. Reports made by students and all other non-employees (including incidents under 19 Tex. Admin. Code Section 3.5(d)(3)) directly to the Title IX Coordinator are excluded. Further, if the Title IX Coordinator receives a report that a student or employee was a victim of sexual harassment, sexual assault, dating violence, or stalking prior to being enrolled at or employed by the institution, the report is excluded. 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. When identifiable, duplicate reports were consolidated and counted as one report in the summary data. For example, two employees may witness the same incident of sexual harassment and then report it to the Title IX Coordinator. If the Title IX Coordinator can identify the two reports as being the same incident, then the incident will be counted once. It is the responsibility of the Title IX Coordinator or Deputy Title IX Coordinator to assess each report received and determine whether it is properly included in this report, and if so, to correctly identify the type of incident.

³ A confidential report consists only of the “type of incident” from a confidential employee to the Title IX Coordinator; therefore, personally identifiable information is excluded under these circumstances. Examples of confidential employees may include victim advocates for students, student ombuds, or those who work in a counseling center or student health center.

⁴ Some investigation reports contain an investigator’s preliminary determination regarding the respondent’s responsibility. But in other instances, for example, those classified as “Title IX” investigations, the investigation report will not contain a preliminary determination because the Title IX regulations, effective August 14, 2020, prohibit investigator determinations regarding responsibility.

⁵ A matter can be administratively closed or not sent through a disciplinary process including, but not limited to: insufficient information to investigate; it was determined that the matter was previously investigated or alleged conduct did not meet

a. Determined matter was previously investigated or alleged conduct did not meet the definition of sexual harassment, sexual assault, dating violence or stalking	14
b. Complainant requested the institution not investigate	0
c. Administrative closure due to insufficient information to investigate	17
d. Respondent's identity is unknown	18
e. Respondent employee resigned during investigation	3
f. Potential complainant non-responsive	44
g. No formal complaint filed post-intake meeting	34
h. Investigation outside scope of policy	25
i. Report/intake review	3
j. Confidential reports under Section 51.257	58

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
a. Report received/intake review	--
b. Case dismissed (administrative closure), insufficient complaint information	1
Number of investigations conducted regarding Section 51.255	--
a. Formal investigation ongoing	--
b. Formal investigation completed (Non-Title IX Regs) – Preliminary Determination (Preponderance of evidence <u>not</u> met) and no disciplinary referral	--
c. Formal investigation completed (Non-Title IX Regs) – Preliminary Determination (Preponderance of evidence met) and referred to a disciplinary process	--
Any disciplinary action taken, regarding failure to report or false reports to the institution under Section 51.255(c):	--
a. Employee termination	--
b. Institutional intent to termination, in lieu of employee resignation during disciplinary process	--
c. Employee not eligible for re-hire, in lieu of employee resignation prior to investigation	--

the definition of sexual harassment, sexual assault, dating violence or stalking; the complainant requested the institution not investigate; the matter was an Informal resolution process ongoing; or the matter is an informal resolution process completed.

Appendix B
2024 CEO Report Updates⁶
2023-2024 Academic Year: August 28, 2023 – August 25, 2024

Texas Education Code, Section 51.252: Employee Reporting Requirements	
Number of reports received under Section 51.252⁷	259
a. Employee submitted reports under Section 51.252	231
b. Confidential reports under Section 51.252 ⁸	28
Number of investigations conducted under Section 51.252	50
a. Formal investigation ongoing	0
b. Formal complaint dismissed	19
c. Formal investigation completed (Non-Title IX Regs) – Preliminary Determination (Preponderance of evidence <u>not</u> met) and no disciplinary referral	--
d. Formal investigation completed (Non-Title IX Regs) – Preliminary Determination (Preponderance of evidence met) and referred to a disciplinary process	--
e. Formal investigation completed – No Preliminary Determination and referred to a disciplinary process ⁹	31
Disposition of disciplinary processes for reports under Section 51.252:	31
a. Disciplinary process pending	0
a. Disciplinary process completed – No Finding of Policy Violation	15
b. Disciplinary process completed – Employee Disciplinary Sanction	3
c. Disciplinary process completed – Student Disciplinary Sanction	13
Number of reports under Section 51.252 for which the institution determined <u>not</u> to initiate a disciplinary process¹⁰	228
a. Determined matter was previously investigated or alleged conduct did not meet the definition of sexual harassment, sexual assault, dating violence or stalking	14
b. Complainant requested the institution not investigate	9
c. Administrative closure due to insufficient information to investigate	57
d. Respondent's identity is unknown	17
e. Respondent employee resigned during investigation	0
f. Potential complainant non-responsive	37
g. No formal complaint filed post-intake meeting	37
h. Investigation outside scope of policy	29
i. Report/intake review	0
j. Confidential reports under Section 51.257	28

⁶ The 2024 CEO Report Updates consists of the cumulative data set that originated in 2023-2024 with updated statuses of investigation or disciplinary process dispositions. For example, investigations that were ongoing or disciplinary processes that were pending as of the 2024 CEO Report that have since concluded as of the 2025 CEO Report will have an updated status or disposition reflected in the table below.

⁷ See Footnote 2.

⁸ See Footnote 3.

⁹ See Footnote 4.

¹⁰ See Footnote 5.

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)	8
a. Report received/intake review	0
b. Case dismissed (administrative closure), insufficient complaint information	2
Number of investigations conducted regarding Section 51.255	6
d. Formal investigation ongoing	0
e. Formal investigation completed (Non-Title IX Regs) – Preliminary Determination (Preponderance of evidence <u>not</u> met) and no disciplinary referral	6
f. 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):	--
d. Employee termination	--
e. Institutional intent to termination, in lieu of employee resignation during disciplinary process	--
f. Employee not eligible for re-hire, in lieu of employee resignation prior to investigation	--