

Chief Executive Officer Report

TO: **University of the Incarnate Word Board of Trustees**
FROM: **Dr. Thomas Evans**, Chief Executive Officer
DATE: **October 9, 2026**
RE: Chief Executive Officer Reporting Requirements under Tex. Educ. Code §51.253(c)

Under the Texas Education Code (TEC), Section 51.253(c), the institution's Chief Executive Officer is required to submit a report at least once during each fall or spring semester to the institution's governing body and post on the institution's internet website a report concerning the reports received by employees under the TEC, Section 51.252, concerning "sexual harassment," "sexual assault," "dating violence," or "stalking" as defined in the TEC, Section 51.251, and any disciplinary actions taken under TEC, Section 51.255.

For the purposes of complying with the Chief Executive Officer's reporting requirements under TEC, Section 51.253(c), the attached summary data report includes all of the required reporting information to the **UIW Board of Trustees** for the time period of **June 1, 2025** through **May 31, 2026**. The summary data report is categorized based on the reporting requirements under TEC, Section 51.253(c). The reports received may be applicable in multiple reporting categories, and therefore, the summary data in the categories may not add up to the totals of other categories.

The summary data report is also posted on the institution's website as per the public reporting requirements under TEC, Section 51.253(c) at <https://my.uiw.edu/titleix/compliance-information/state-compliance-information.html>.

Note: Any additional reports received by the Title IX Coordinator that do not meet the required reporting criteria in the Texas Education Code have been omitted for the compliance purposes of this specific report.

**CEO Data Summary Report
2025-2026 Academic Year
June 1, 2025 – May 31, 2026**

Texas Education Code, §51.252: Employee Reporting Requirements	
Number of reports received under §51.252¹	181
a. Employee submitted reports under §51.252	131
b. Confidential reports under §51.252 ²	50
Number of investigations conducted under §51.252	4
a. Investigation ongoing	3
b. Investigation ended prior to conclusion	--
c. Investigation completed, referred to disciplinary process	1
Disposition of disciplinary processes for investigations conducted under §51.252	1
a. Disciplinary process pending	1
b. Disciplinary process completed – No Finding of a Policy Violation ³	--
c. Disciplinary process completed – Employee Disciplinary Sanction(s)	--
d. Disciplinary process completed – Student Disciplinary Sanction(s)	--
Number of reports under §51.252 for which the institution determined <u>not</u> to initiate a disciplinary process⁴	177
a. Confidential reports under §51.252	50
b. Complainant requested the institution not investigate	38
c. Respondent identity is unknown	6
d. Respondent identified as not affiliated with the institution	22
e. Administrative closure due to insufficient information to investigate	21
f. Matter was previously investigated or does not meet definition of prohibited conduct under §51.251	37
g. Informal resolution process ongoing	1
h. Informal resolution process completed	2
i. Report in preliminary review status	--

¹For example, reports made by students and all other non-employees (including incidents under 3.5(d)(3)) are excluded from Appendices A and B. 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 §51.251, the report is excluded from Appendices A and B. 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.

²“Number of confidential reports” is a sub-set of the total number of reports that were received under §51.252, by a confidential employee or office (e.g., Behavioral Health Services, Student Health Center, or Mission and Ministry).

³“No Finding of a Policy Violation” in this section refers to instances where there is no finding of responsibility after a hearing or an appeal process; investigations completed with a preponderance of evidence not met are excluded, because it would not have moved forward into a disciplinary process.

⁴The institution may have determined “not to initiate a disciplinary process.” The reasons for not initiating a discipline process can include, but are not limited to: case dismissal; insufficient information to investigate; confidential employee reporting (no identifiable information); the respondent’s identity was unknown or not reported; the respondent was not university-affiliated; the complainant requested the institution not investigate the report; informal resolution was completed; investigation is ongoing; or investigation was completed with a preponderance of evidence not met.

Texas Education Code, §51.255: Failure to Report or False Reports	
Number of reports received that include allegations of an employee's failure to report or who submits a false report to the institution under §51.255(a)	0
Number of investigations, including any disciplinary action taken, regarding failure to report or false reports to the institution under §51.255:	0
a. Investigation ongoing	--
b. Investigation concluded, preponderance of evidence not met	--
c. Investigation concluded, preponderance of evidence met, disciplinary referral	--
Any disciplinary action taken, regarding failure to report or false reports to the institution under §51.255(c):	0
a. Employee termination	--
b. Institutional intent to terminate, employee resigned	--