

Chief Executive Officer Report

TO: UMHB Board of Trustees
FROM: Dr. Randy O'Rear, President and Chief Executive Officer
DATE:
RE: Chief Executive Officer Reporting Requirements under Tex. Educ. Code § 51.253(c)
June 1, 2024 – May 31, 2025

Under the Texas Education Code (TEC), Section 51.253(c), the institution's Chief Executive Officer is required to submit a data 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 the type of incident described in the employee's report constitutes "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 report¹ (Appendix A) includes all of the required reporting information to the University of Mary Hardin-Baylor Board of Trustees from June 1, 2024 – May 31, 2025. The summary data in Appendix A 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 UMHB website [HERE](#) as per the public reporting requirements under TEC, Section 51.253(c).

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.²

¹ When identifiable, duplicate reports were consolidated and counted as one report in the summary data, and confidential employee reporting is noted as a sub-set to the total number of reports received.

² For example, reports made by students and all other non-employees (including incidents under 3.5(d)(3)) are excluded from Appendix A. 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 from Appendix A. 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.

Appendix A
CEO Summary Data Report
June 1, 2024 – May 31, 2025

Texas Education Code, Section 51.252	
Number of reports received under Section 51.252³	30
Number of confidential reports ⁴ under Section 51.252	5
Number of non-confidential reports under Section 51.252	25
Of the non-confidential reports, number of investigations conducted under Section 51.252	2
Disposition ⁵ of any disciplinary processes for reports under Section 51.252:	
a. Concluded, No Finding of Policy Violation ⁶	0
b. Concluded, with Employee Disciplinary Sanction	0
c. Concluded, with Student Disciplinary Sanction	2
TOTAL	2
Plus 0 reported last year and concluded in the category of a. above this year	
Plus 0 reported last year and concluded in the category of b. above this year	
Plus 0 reported last year and concluded in the category of c. above this year	
Number of reports under Section 51.252 for which the institution determined not to initiate a disciplinary process ⁷	28

Texas Education Code, Section 51.255	
Number of reports received that include allegations of an employee's failure to report or who submits a false report to the institution under Section 51.255(a)	0
Any disciplinary action taken, regarding failure to report or false reports to the institution under Section 51.255(c) :	
a. Employee termination	0
b. Institutional intent to termination, in lieu of employee resignation	0

³ Reports made by students and all other non-employees (including incidents under 3.5(d)(3)) are excluded from Appendix A. 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 from Appendix A. 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.

⁴ "Number of confidential reports" is a sub-set of the total number of reports that were received under Section 51.252, by a confidential employee or office (e.g., Counseling Center, Student Health Center). A confidential report consists of only the 'type of incident' reported from the confidential reporter to the Title IX Coordinator; therefore, personally identifiable information is excluded under these circumstances. No investigation or other action applies to confidential reports.

⁵ "Disposition" means "final result under the institution's disciplinary process" as defined in the Texas Higher Education Coordinating Board's (THECB) rules for TEC, Section 51.259 [See 19 Texas Administrative Code, Section 3.6(3) (2019)]; therefore, pending disciplinary processes will not be listed under Disposition until the final result is rendered.

⁶ "No Finding of a Policy Violation" in this section refers to instances where there is no finding of responsibility after a determination has been rendered and the appeal process has been exhausted.

⁷ The 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; 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.