

2025 Chief Executive Officer Report

TO: U.T. System Board of Regents
FROM: Dr. Daniel Podolsky, President
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 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 the <https://www.utsouthwestern.edu/legal/required-documents.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 19 Tex. Admin. Code Section 3.19(a).

Appendix A

2025 CEO Report

2024-2025 Academic Year: September 1, 2024 – August 31, 2025

Texas Education Code, Section 51.252: Employee Reporting Requirements			
	2024-2025 Reports Involving Employees	2024-2025 Reports Involving Students	2024-2025 Total Reports
Number of reports received under Section 51.252¹:	294	29	323
a. Submitted reports involving an Employee as a Complainant	168	--	168
b. Patient Concerns referred to Medical Risk Management	20	--	20
c. Patient Conduct Concerns with no complaint filed ²	106	--	106
d. Submitted reports involving a Student/Learner as a Complainant	--	12	12
e. Confidential reports involving a Student/Learner as a Complainant under Section 51.252 ³	--	17	17
Number of investigations conducted under Section 51.252:	29	3	32
a. Formal investigation ongoing (Title IX ETH-153)	--	--	--
b. Formal investigation completed (Title IX ETH-153) - <u>no finding</u> of a policy violation	--	--	--
c. Formal investigation completed (Title IX ETH-153)– finding of a policy violation ⁴	--	--	--

¹ 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 may be 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 may be 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. Additionally, while Texas Senate Bill 212 (SB 212) is limited to allegations of “sexual harassment,” “sexual assault,” “dating violence,” or “stalking” as defined, UTSW has also included conduct of a sexual nature that does not rise to the level of sexual harassment, but is unprofessional or inappropriate for the workplace or educational environment to provide a more comprehensive overview of the institution’s response to concerns related to sexual misconduct.

² This report includes patient conduct concerns where no complaint was filed against a UTSW patient. The inclusion of these concerns accounts for nearly one-third of all reported incidents.

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.

d. Formal investigation ongoing (Non-Title IX ETH-154)	--	--	--
e. Formal investigation completed (Non-Title IX ETH-154) – <u>no finding</u> of a policy violation and no disciplinary referral	16	2	18
f. Formal investigation completed (Non-Title IX ETH-154) – <u>finding</u> of a policy violation for “sexual harassment,” “sexual assault,” “dating violation,” or “stalking” and referred to a disciplinary process	--	--	--
g. Formal investigation completed (Non-Title IX ETH-154) – <u>finding</u> of a policy violation for “other sexual misconduct” ⁵ and referred to a disciplinary process	13	1	14
Disposition of disciplinary processes for reports under Section 51.252:	13	1	14
a. Disciplinary process pending	3	--	3
b. Disciplinary process completed – No Finding of Policy Violation ⁶	--	--	--
c. Disciplinary process completed – Employee Disciplinary Sanction	10	1	11
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 process:	265	26	291
a. Confidential reports under Section 51.252	--	17	17
b. Intake/review process ongoing	--	--	--
c. Administrative closure due to insufficient information to investigate	2	--	2
d. Determined matter was previously investigated, or alleged conduct did not meet the definition of sexual harassment, sexual assault, dating violence, stalking, or other sexual misconduct	12	1	13
e. Respondent’s identity was unknown or not reported at this time	2	1	3
f. Respondent was not university-affiliated	2	--	2
g. Patient Concerns referred to Medical Risk Management	20	--	20
h. Confidential Domestic Violence Reports outside of UTSW/Clery-defined geography ⁷	47	--	47
i. Withdrawn at the Complainant’s request or non-participation	32	5	37
j. Informal or other administrative resolution process ongoing	--	--	--
k. Informal or other administrative resolution completed	33	2	35
l. Employee concern against a patient with no complaint filed	106	--	106
m. No complaint filed; Only resources and support requested	9	0	9

⁵ Other Sexual Misconduct – means conduct of a sexual nature that does not rise to the level of Sexual Harassment as defined by UTSW policies, but is unprofessional, inappropriate for the workplace or educational environment, and is not protected speech. Common examples include gratuitous comments, jokes, or questions of a sexual nature. Sexual misconduct that is consensual (e.g., telling sexual jokes or stories between willing participants who are not offended) may violate this policy if such behavior is inappropriate in the academic medical center setting. While reporting these cases is not required by Texas Senate Bill 212 (SB 212), they are included to provide a more comprehensive overview of the institution’s response to concerns related to sexual misconduct.

⁶ “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 since it would not have moved forward into a disciplinary process.

⁷ Domestic Violence – This section includes incidents of domestic violence that occurred outside of the institution’s Clery-defined geography. While these cases are not required to be reported under SB 212, they are included here for transparency and to reflect the broader scope of concerns addressed by the institution.

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)	4
Number of investigations conducted regarding Section 51.255	2
a. Formal investigation ongoing	--
b. Formal investigation completed (Non-Title IX ETH-154) – Preponderance of evidence <u>not</u> met and no disciplinary referral	2
c. Formal investigation completed (Non-Title IX ETH-154) – 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)	--
Number of reports under Section 51.255(c) for which the institution determined <u>not</u> to initiate a disciplinary process because the alleged conduct did not meet the definition of an employee's failure to report or submission of a false report to the institution	2

Appendix B
2024 CEO Report Updates⁸
2023-2024 Academic Year: September 1, 2023 – August 31, 2024

Texas Education Code, Section 51.252: Employee Reporting Requirements	
Number of reports received under Section 51.252⁹	338
a. Employee or Student submitted reports under Section 51.252	125
b. Patient Concerns referred to Medical Risk Management	24
c. Patient Conduct Concerns with no complaint filed ¹⁰	121
d. Confidential reports ¹¹ under Section 51.252	19
e. Domestic Violence Reports that occurred outside of UTSW/Clery-defined geography	49
Number of formal investigations conducted under Section 51.252	47
a. Formal investigation ongoing (Title IX ETH-153)	0
b. Formal investigation completed (Title IX ETH-153) - <u>no finding</u> of a policy violation	--
c. Formal investigation completed (Title IX ETH-153) – <u>finding</u> of a policy violation ¹²	--
d. Formal investigation ongoing (Non-Title IX ETH-154)	0
e. Formal investigation completed (Non-Title IX ETH-154) – <u>no finding</u> of a policy violation and no disciplinary referral	17
f. Formal investigation completed (Non-Title IX ETH-154) – <u>finding</u> of a policy violation for “sexual harassment,” “sexual assault,” “dating violation,” or “stalking” and referred to a disciplinary process	3
g. Formal investigation completed (Non-Title IX ETH-154) – <u>finding</u> of a policy violation for “other sexual misconduct” ¹³ and referred to a disciplinary process	27
Disposition of disciplinary processes for reports under Section 51.252:	30
a. Disciplinary process pending	--
b. Disciplinary process completed – No Finding of Policy Violation ¹⁴	--
c. Disciplinary process completed – Employee Disciplinary Sanction	30
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 process	291
a. Confidential reports under Section 51.252	19
b. Intake/review process ongoing	--
c. Administrative closure due to insufficient information to investigate	4
d. Determined matter was previously investigated, or alleged conduct did not meet the definition of sexual harassment, sexual assault, dating violence, stalking, or other sexual misconduct	2
e. Patient concern referred to Medical Risk Management	24
f. Confidential Domestic Violence Reports outside of UTSW/Clery-defined geography ¹⁵	49

⁸ 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 2024’s CEO Report that have since concluded as of 2025’s CEO Report will have an updated status or disposition reflected here.

⁹ Same as footnote 1.

¹⁰ Same as footnote 2.

¹¹ Same as footnote 3.

¹² Same as footnote 4.

¹³ Same as footnote 5.

¹⁴ Same as footnote 6.

¹⁵ Same as footnote 7.

g. Withdrawn at Complainant's request or non-participation	27
h. Informal or other administrative resolution completed	37
i. Employee concern against a patient in a care setting with no complaint filed	121
j. No complaint filed; only resources and support requested	8

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	--
b. Formal investigation completed (Non-Title IX ETH-154) – Preponderance of evidence <u>not</u> met and no disciplinary referral	1
c. Formal investigation completed (Non-Title IX ETH-154) – 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):	--
Number of reports under Section 51.255(c) for which the institution determined <u>not</u> to initiate a disciplinary process	--