

Chief Executive Officer Annual Certification to THECB



for the time period of **academic year 2024** through **2025**.
This includes information for all UT San Antonio campuses.

Under Tex. Educ. Code (TEC), §51.258, the institution's Chief Executive Officer is required to annually certify in writing to the Coordinating Board that the institution is in substantial compliance with TEC, Title 3, Subtitle A, Chapter 51, Subchapter E-2. Per THECB Rule 3.19, this certification is made annually in October of each year.

By signing this statement, I certify that **The University of Texas at San Antonio** is in substantial compliance with TEC, Title 3, Subtitle A, Chapter 51, Subchapter E-2.

As evidence of the institution's compliance with Subchapter E-2:

1. The annual Chief Executive Officer Report was submitted to the institution's governing board on **October 1, 2025**.
2. A summary data report is posted on the institution's websites at <https://www.utsa.edu/eos/title-ix/> and at <https://wp.uthscsa.edu/oess/>.

Signature of CEO:

DocuSigned by:
Taylor Eighmy
F1FD7BA650F34F2...

Printed Name:

Taylor Eighmy, President

Date:

10/02/2025 | 1:57 AM CDT



Chief Executive Officer Report

TO: The University of Texas System Board of Regents
FROM: Taylor Eighmy, President and Chief Executive Officer
DATE: **October 1, 2025**
RE: Chief Executive Officer Reporting Requirement Under §51.253(c), Tex. Educ. Code for the UT San Antonio Legacy Campus and Health Science Center

Section 51.253 (c), Tex. Educ. Code and 19 Tex. Admin. Code §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 §51.252, Tex. Educ. Code that constitutes “sexual harassment,” “sexual assault,” “dating violence,” or “stalking” (as defined in the §51.251, Tex. Educ. Code), and (2) any disciplinary actions taken under §51.255, Tex. Educ. Code regarding allegations of an employee’s failure to report or submit 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 for the UT San Antonio Legacy Campus 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 **September 30, 2025**. The CEO Report is based on the reporting requirements under §51.253(c), Tex. Educ. Code, along with supplemental category breakdowns, when applicable.

In compliance with the Chief Executive Officer’s TEC reporting requirements, the enclosed CEO Report for the Health Science Center 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 §51.253(c), Tex. Educ. Code, along with supplemental category breakdowns, when applicable.

In accordance with the law, this CEO report will be posted on the [UT San Antonio Equal Opportunity Services and Title IX \(EOS\) website](#), and respectively on the [UT San Antonio Health Science Center Office of Educational Support Services \(OESS\) website](#) as required by §51.253(c), Tex. Educ. Code, 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 by §3.19(a), 19. Tex. Admin. Code.

Appendix A

UT San Antonio (Legacy Campus) 2025 CEO Summary Data

2024-2025 Academic Year: August 26, 2024 – August 24, 2025

§51.252, Tex. Educ. Code: Employee Reporting Requirements	
Number of reports received under §51.252¹	538
a. Employee submitted reports under §51.252	287
b. Confidential reports ² under §51.252	251
Number of investigations conducted under §51.252	20
a. Formal investigation ongoing	2
b. Formal investigation completed (Non-Title IX) – Preliminary Determination (Preponderance of evidence <u>not</u> met) and no disciplinary referral	4
c. Formal investigation completed (Non-Title IX) – Preliminary Determination (Preponderance of evidence met) and referred to a disciplinary process	4
d. Formal investigation completed – No Preliminary Determination and referred to a disciplinary process ³	10
Disposition of disciplinary processes for reports under §51.252:	14
a. Disciplinary process pending	2
b. Disciplinary process completed – No Finding of Policy Violation ⁴	3
c. Disciplinary process completed – Employee Disciplinary Sanction	2
d. Disciplinary process completed – Student Disciplinary Sanction	7
e. Disciplinary process not applicable – Employee Resigned/Retired	--
Number of reports under §51.252 for which the institution determined <u>not</u> to initiate a disciplinary process	518
a. Confidential reports under §51.252	251
b. Respondent's identity is unknown	65
c. Administrative closure due to insufficient information to investigate	72
d. Determined matter was previously investigated or alleged conduct did not meet the definition of sexual harassment, sexual assault, dating violence or stalking	28
e. Complainant requested the institution not investigate	29
f. Respondent was identified as not affiliated with the university	63
g. Informal resolution process ongoing	--
h. Informal resolution process completed	1
i. Report Received in preliminary review status	9

UT San Antonio (Legacy Campus)
2025 CEO Summary Data
2024-2025 Academic Year: August 26, 2024 – August 24, 2025
Failure to Report or False Reports

§51.255, Tex. Educ. Code: 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 §51.255(a)	10
Number of reports under §51.252 for which the institution determined <u>not</u> to initiate a disciplinary process	10
a. Report Received in preliminary review status	--
b. Determined matter was previously investigated or alleged conduct did not meet the definition of failure to report to the institution	10
Number of investigations conducted regarding §51.255	0
a. Formal investigation ongoing	--
b. Formal investigation completed (Non-Title IX) – Preliminary Determination (Preponderance of evidence <u>not</u> met) and no disciplinary referral	--
c. Formal investigation completed (Non-Title IX) – 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 §51.255(c):	0
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	--

UT San Antonio (Health Science Center)
2025 CEO Summary Data
2024-2025 Academic Year: September 1, 2024 – August 31, 2025

§51.252, Tex. Educ. Code: Employee Reporting Requirements	
Number of reports received under §51.252⁵	75
a. Employee submitted reports under §51.252	63
b. Confidential reports ⁶ under §51.252	12
Number of investigations conducted under §51.252	2
a. Formal investigation ongoing	1
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	1
d. Formal investigation completed – No Preliminary Determination and referred to a disciplinary process ⁷	--
Disposition of disciplinary processes for reports under §51.252:	1
a. Disciplinary process pending	--
b. Disciplinary process completed – No Finding of Policy Violation ⁸	--
c. Disciplinary process completed – Employee Disciplinary Sanction	1
d. Disciplinary process completed – Student Disciplinary Sanction	--
Number of reports under §51.252 for which the institution determined <u>not</u> to initiate a disciplinary process	73
a. Confidential reports under §51.252	12
b. Respondent was not University affiliated at the time of the alleged incident	26
c. Administrative closure due to insufficient information to investigate	10
d. Determined matter was previously investigated or alleged conduct did not meet the definition of sexual harassment, sexual assault, dating violence or stalking	24
e. Complainant requested the institution not investigate	0
f. Report received in preliminary review status	1

UT San Antonio (Health Science Center)
2025 CEO Summary Data
2024-2025 Academic Year: September 1, 2024 – August 31, 2025
Failure to Report or False Reports

§51.255, Tex. Educ. Code: 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 §51.255(a)	0
Number of investigations conducted regarding §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 §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	--

Appendix B

UT San Antonio (Legacy Campus) 2024 CEO Summary Data

2024-2025 Academic Year: August 21, 2023 – August 25, 2024

§51.252, Tex. Educ. Code: Employee Reporting Requirements	
Number of reports received under §51.252⁹	601
a. Employee submitted reports under §51.252	363
b. Confidential reports ¹⁰ under §51.252	238
Number of investigations conducted under §51.252	28
a. Formal investigation ongoing	0
b. Formal investigation completed (Non-Title IX) – Preliminary Determination (Preponderance of evidence <u>not</u> met) and no disciplinary referral	8
c. Formal investigation completed (Non-Title IX) – Preliminary Determination (Preponderance of evidence met) and referred to a disciplinary process	10
d. Formal investigation completed – No Preliminary Determination and referred to a disciplinary process ¹¹	10
Disposition of disciplinary processes for reports under §51.252:	20
a. Disciplinary process pending	0
b. Disciplinary process completed – No Finding of Policy Violation ¹²	2
c. Disciplinary process completed – Employee Disciplinary Sanction	2
d. Disciplinary process completed – Student Disciplinary Sanction	12
e. Disciplinary process not applicable – Employee Resigned/Retired	4
Number of reports under §51.252 for which the institution determined <u>not</u> to initiate a disciplinary process	573
a. Confidential reports under §51.252	238
b. Respondent's identity is unknown	105
c. Administrative closure due to insufficient information to investigate	91
d. Determined matter was previously investigated or alleged conduct did not meet the definition of sexual harassment, sexual assault, dating violence or stalking	36
e. Complainant requested the institution not investigate	25
f. Respondent was identified as not affiliated with the university	76
g. Informal resolution process ongoing	0
h. Informal resolution process completed	2
i. Report Received in preliminary review status	0

UT San Antonio (Legacy Campus)
2024 CEO Summary Data
2024-2025 Academic Year: August 21, 2023 – August 25, 2024
Failure to Report or False Reports

§51.255, Tex. Educ. Code: 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 §51.255(a)	3
Number of reports under §51.252 for which the institution determined <u>not</u> to initiate a disciplinary process	2
a. Report Received in preliminary review status	0
b. Determined matter was previously investigated or alleged conduct did not meet the definition of failure to report to the institution	2
Number of investigations conducted regarding §51.255	1
a. Formal investigation ongoing	--
b. Formal investigation completed (Non-Title IX) – Preliminary Determination (Preponderance of evidence <u>not</u> met) and no disciplinary referral	1
c. Formal investigation completed (Non-Title IX) – 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 §51.255(c):	0
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	--

UT San Antonio (Health Science Center)
2024 CEO Report Updates¹³
2023-2024 Academic Year: September 1, 2023 – August 31, 2024

§51.252, Tex. Educ. Code: Employee Reporting Requirements	
Number of reports received under §51.252¹⁴	44
a. Employee submitted reports under §51.252	42
b. Confidential reports ¹⁵ under §51.252	2
Number of investigations conducted under §51.252	0
a. Formal investigation ongoing	--
b. Formal investigation completed (Non-Title IX or Pre-Title IX Regulations) – Preliminary Determination (Preponderance of evidence <u>not</u> met) and no disciplinary referral	--
c. Formal investigation completed (Non-Title IX or Pre-Title IX Regulations) – Preliminary Determination (Preponderance of evidence met) and referred to a disciplinary process	--
d. Formal investigation completed – No Preliminary Determination and referred to a disciplinary process ¹⁶	--
Disposition of any disciplinary processes for reports under §51.252:	0
a. Disciplinary process pending	--
b. Disciplinary process completed – No Finding of Policy Violation ¹⁷	--
c. Disciplinary process completed – Employee Disciplinary Sanction	--
d. Disciplinary process completed – Student Disciplinary Sanction	--
Number of reports under §51.252 for which the institution determined <u>not</u> to initiate a disciplinary process	44
a. Confidential reports under §51.252	2
b. Respondent was not University affiliated at the time of the alleged incident	17
c. Administrative closure due to insufficient information to investigate	13
d. Determined matter was previously investigated or alleged conduct did not meet the definition of sexual harassment, sexual assault, dating violence or stalking	12
e. Complainant requested the institution not investigate	--

UT San Antonio (Health Science Center)
2024 CEO Report Updates¹⁸
2023-2024 Academic Year: September 1, 2023 – August 31, 2024
Failure to Report or False Reports

§51.255, Tex. Educ. Code: 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 §51.255(a)	0
Number of investigations conducted regarding §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 §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	--
Number of reports under §51.255(c) for which the institution determined <u>not</u> to initiate a disciplinary process	--
a. Intake/review process ongoing	--
b. Administrative closure due to insufficient information to investigate	--
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	--

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 are 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 §51.251, Tex. Educ. Code 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.

² 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.

³ 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.

⁴ 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.

⁵ Same as Endnote 1.

⁶ Same as Endnote 2.

⁷ Same as Endnote 3.

⁸ Same as Endnote 4.

⁹ Same as Endnote 1.

¹⁰ Same as Endnote 2.

¹¹ Same as Endnote 3.

¹² Same as Endnote 4.

¹³ These summary data updates consist 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 (published as of October 31, 2024) that have since concluded as of the date of this document will have an updated status or disposition reflected here. There are no new status updates for the 2023-2024 reporting period.

¹⁴ Same as Endnote 1.

¹⁵ Same as Endnote 2.

¹⁶ Same as Endnote 3.

¹⁷ Same as Endnote 4.

¹⁸ Same as Endnote 13.