



**AGENDA
FOR MEETING
OF
THE UNIVERSITY OF TEXAS SYSTEM
BOARD OF REGENTS**

**May 20-21, 2026
Austin, Texas**

Wednesday, May 20, 2026

CONVENE THE BOARD IN OPEN SESSION TO RECESS TO EXECUTIVE SESSION PURSUANT TO *TEXAS GOVERNMENT CODE*, CHAPTER 551 1:00 p.m.

1. Individual Personnel Matters Relating to Officers or Employees – Section 551.074

- a. **U.T. System: Discussion and appropriate action regarding individual personnel matters relating to appointment, employment, evaluation, compensation, assignment, and duties of presidents (academic and health institutions); U.T. System Administration officers (Executive Vice Chancellors and Vice Chancellors); other officers reporting directly to the Board (Chancellor, General Counsel to the Board, and Chief Audit Executive); Board members; and U.T. System and institutional employees; including any interim appointments**
- b. **Stephen F. Austin State University: Consideration, discussion, and appropriate action regarding recommendation of Faculty Hearing Tribunal concerning termination of Ronald Petti, DM, a tenured faculty member**

2. Negotiated Contracts for Prospective Gifts or Donations – Section 551.073

U.T. System Institutions: Discussion and appropriate action regarding proposed negotiated gifts, including potential naming features

3. Consultation with Attorney Regarding Legal Matters or Pending and/or Contemplated Litigation or Settlement Offers – Section 551.071

- a. **U.T. System Board of Regents: Discussion with Counsel on pending legal issues**
- b. **U.T. System Board of Regents: Discussion and appropriate action regarding legal issues concerning pending legal claims by and against U.T. System**

4. Deliberations Regarding the Purchase, Exchange, Lease, Sale, or Value of Real Property – Section 551.072

5. Deliberation Regarding Security Devices, Security Audits, or Cybersecurity Measures – Sections 551.076, 551.0761, and 551.089

U.T. System Board of Regents: Discussion and appropriate action regarding safety and security issues, including security audits and the deployment of security personnel and devices, and cybersecurity measures, policies, or contracts intended to protect critical infrastructure facilities

RECONVENE THE BOARD IN OPEN SESSION TO CONSIDER ACTION, IF ANY, ON EXECUTIVE SESSION ITEMS 2:00 p.m.

COMMITTEE MEETINGS 2:15 p.m. - 4:45 p.m.

RECESS 4:45 p.m.

<u>Thursday, May 21, 2026</u>		Page
RECONVENE THE BOARD IN OPEN SESSION TO CONSIDER AGENDA ITEMS	9:00 a.m.	
STANDING COMMITTEE RECOMMENDATIONS AND REPORTS TO THE BOARD	9:05 a.m.	
1. U.T. System Board of Regents: Approval of Consent Agenda and consideration of any item referred to the full Board		5
2. U.T. System Board of Regents: Discussion and appropriate action regarding proposed revisions to rules within Regents' Rules and Regulations, Series 30000: Personnel, Rules 30401-31102 and Regents' Rule 40101 (Faculty Advisory Bodies)		6
3. U.T. System: Discussion and appropriate action regarding authorization of non-academic mandatory fees beginning in Academic Years 2026-2027 and 2027-2028 for academic institutions		61
4. U.T. System: Discussion and appropriate action regarding allocation of Permanent University Fund (PUF) Bond Proceeds to address technology deferred maintenance capital needs		64
5. U.T. System: Discussion and appropriate action regarding allocation of \$300 million of Available University Funds to address deferred maintenance needs at U.T. Austin		66
6. U.T. System: Annual Meeting with Officers of the U. T. System Student Advisory Council		67
7. U.T. System Board of Regents: Presentation of Certificate of Appreciation to Student Regent Luke Schwartz		72
8. U.T. System Board of Regents: Discussion and appropriate action regarding amendments to Regents' Rules and Regulations, Rule 10501 (Delegation to Act on Behalf of the Board), regarding use of institution names, trademarks, or logos		227
RECESS TO EXECUTIVE SESSION PURSUANT TO <i>TEXAS GOVERNMENT CODE</i> , CHAPTER 551	10:00 a.m.	
1. Individual Personnel Matters Relating to Officers or Employees – Section 551.074		
a. U.T. System: Discussion and appropriate action regarding individual personnel matters relating to appointment, employment, evaluation, compensation, assignment, and duties of presidents (academic and health institutions); U.T. System Administration officers (Executive Vice Chancellors and Vice Chancellors); other officers reporting directly to the Board (Chancellor, General Counsel to the Board, and Chief Audit Executive); Board members; and U.T. System and institutional employees; including any interim appointments		
b. U.T.M.D. Anderson Cancer Center: Discussion with President and with Chief Financial Officer regarding assignment and duties, including individual responsibilities regarding the institution's pediatric oncology program		

Thursday, May 21, 2026 (cont.)

2. Negotiated Contracts for Prospective Gifts or Donations – Section 551.073

U.T. System Institutions: Discussion and appropriate action regarding proposed negotiated gifts, including potential naming features

3. Consultation with Attorney Regarding Legal Matters or Pending and/or Contemplated Litigation or Settlement Offers – Section 551.071
- a. **U.T. System Board of Regents: Discussion with Counsel on pending legal issues**
 - b. **U.T. System Board of Regents: Discussion and appropriate action regarding legal issues concerning pending legal claims by and against U.T. System**
 - c. **U.T.M.D. Anderson Cancer Center: Discussion and appropriate action regarding legal issues associated with a) financial terms for the joint pediatric oncology program with Texas Children’s Hospital; b) delegation of authority to the President to execute related documents and take other actions necessary to consummate the foregoing; and c) reaffirmation of finding of public purpose**
4. Deliberations Regarding the Purchase, Exchange, Lease, Sale, or Value of Real Property – Section 551.072
- a. **U.T. System: Discussion regarding the conveyance of approximately 429.70 acres of land to the Parks and Wildlife Department of the State of Texas out of approximately 714.62 acres of property located at 1808 Park Road 1C adjacent to Buescher State Park in Smithville, Bastrop County, Texas**
 - b. **Stephen F. Austin State University: Discussion and appropriate action regarding authorization to purchase one or more tracts of land for purchase prices not to exceed fair market value as determined by independent appraisal/s in an area adjacent to the north of the Stephen F. Austin State University campus and generally bound by Hayter Street, Raguet Street, East College Street, and North Street, and an area adjacent to the south of the Stephen F. Austin State University campus and generally bound by Carolyn Street, Baker Street, East Starr Avenue, the edges of Pecan Acres Park, Bailey Avenue, and North Street, in Nacogdoches, Nacogdoches County, Texas, for future campus expansion**

5. Deliberation Regarding Security Devices, Security Audits, or Cybersecurity Measures – Sections 551.076, 551.0761, and 551.089

U.T. System Board of Regents: Discussion and appropriate action regarding safety and security issues, including security audits and the deployment of security personnel and devices, and cybersecurity measures, policies, or contracts intended to protect critical infrastructure facilities

RECONVENE THE BOARD IN OPEN SESSION TO CONSIDER ACTION, IF ANY, ON EXECUTIVE SESSION ITEMS

*11:45 a.m.
approximately*

ADJOURN

*12:00 p.m.
approximately*

1. **U.T. System Board of Regents: Discussion and appropriate action regarding Consent Agenda items, if any, assigned for Committee consideration**

RECOMMENDATION

The Board will be asked to approve the Consent Agenda beginning on [Page 175](#).

2. U. T. System Board of Regents: Discussion and appropriate action regarding proposed revisions to rules within Regents' Rules and Regulations, Series 30000: Personnel, Rules 30401-31102 and Regents' Rule 40101 (Faculty Advisory Bodies)

RECOMMENDATION

The Chancellor and the General Counsel to the Board recommend that the U.T. System Board of Regents approve revisions to rules within Regents' *Rules and Regulations*, Series 30000: Personnel, Rules 30401-31102 and to Regents' Rule 40101 (Faculty Advisory Bodies), as they appear on the following pages and effective immediately, except that implementation of Rule 31002, Sec. 4.2(a), regarding notice timing requirements for non-tenure track faculty, be effective beginning with appointments expiring after December 31, 2026. Additional proposed revisions to the 30000 series will be presented at a future meeting.

BACKGROUND INFORMATION

The U.T. System Board of Regents' Office is charged with maintaining the Regents' *Rules and Regulations*, including periodically reviewing the Rules for opportunities to improve efficiency and usability.

The proposed revised Regents' Rules Series 30000 were developed in collaboration with stakeholders throughout the U.T. System and are drafted to clarify and update policies and simplify and modernize language.

Significant proposed revisions to the Rules include:

- Rule 30401: Employee Advisory Council and Rule 40101: Faculty Advisory Bodies
 - Converts Faculty Advisory Council to Faculty Advisory Body structure to mirror institutional faculty stakeholder groups.
- Rule 30601: Discipline and Dismissal of Classified Employees
 - Changes appeal process so that escalation goes to decision-maker's supervisor or other designated administrator instead of institutional vice president.
 - Provides that dismissal due to inability to lawfully work in the United States is not subject to appeal.
- Rule 30602: Employee Grievance
 - Removes prescribed review process and defers to institutions to develop an appropriate review process.
- Rule 31001: Faculty Titles
 - Organizational change to move material regarding appointments to Regents' Rule 31002.
- Rule 31002: Non-tenured and Term-Tenure Faculty
 - Incorporates material regarding appointments from Regents' Rule 31001.

- Adds authorization for institutions to make appointments contingent on external funding and/or maintaining required credentials, privileges, or licenses.
- Establishes clearer notice of reappointment or nonrenewal timing requirements for nontenure-track faculty members.
- Rule 31003: Elimination of Faculty Positions or Programs
 - Streamlines overall process so that it may be completed more efficiently while still providing for faculty engagement and procedural due process.
 - Allows for expedited process in limited extraordinary circumstances when needed due to regulatory requirements.
- Rule 31005: Faculty or Staff Absence
 - Deletes Rule. Material is included and covered more comprehensively in Regents' Rule 30201, *Leave Policies*.

**The University of Texas System
Rules and Regulations of the Board of Regents**

Rule: 30401

1. Title

Employee Advisory Council

2. Rule and Regulation

Sec. 1 Employee Advisory Council. A staff Employee Advisory Council represents institutions in the U.T. System to facilitate the flow of ideas and information between and among the Board of Regents, the System Administration, and the institutions of the System. The Executive Vice Chancellor for Business Affairs serves as System liaison to the Council. Representatives of the Employee Advisory Council are encouraged to address the Board of Regents at meetings of the Board, including meetings of the Standing Committees, and may recommend action to the Board through the Chancellor. At least once each year, a meeting will be arranged between the Employee Advisory Council Executive Committee and the Board of Regents.

3. Definitions

None

4. Relevant Federal and State Statutes

None

5. Relevant System Policies, Procedures, and Forms

Regents' *Rules and Regulations*, [Rule 50201](#) – Student Advisory Council

6. System Administration Office(s) Responsible for Rule

Office of Business Affairs

7. Dates Approved or Amended

[Regents' Rules Revision History](#)

**The University of Texas System
Rules and Regulations of the Board of Regents**

Rule: 40101

1. Title

Faculty Advisory Bodies

2. Rule and Regulation

Sec. 1 Applicability of Rule. Institutional faculty advisory bodies that facilitate the provision of faculty input to institutional leadership to promote decision-making aligned with the requirements of *Texas Education Code Chapter 51.3523* must be created and operate in accordance with this Rule. The provisions of this Rule do not apply to committees created to advise institutional leadership on clinical operations.

Sec. 2 Authority to Establish Institutional Faculty Advisory Bodies.

2.1 The Board authorizes presidents to establish faculty advisory bodies to advise institutional leadership on issues and opportunities concerning different aspects of the institution, as deemed appropriate by the president. These bodies are not faculty councils or senates and are not otherwise considered representative faculty organizations. Faculty Advisory Bodies are comprised to provide advice and expertise to institutional leadership to further the institution's mission.

2.2 The decision to establish or dissolve a faculty advisory body is within the discretion of each president. A president maintains the authority to make changes, consistent with this rule, to any faculty advisory body, based on his or her best judgment. A president shall report the establishment or dissolution of a faculty advisory body under this Rule to the Executive Vice Chancellor of Academic or Health Affairs, as appropriate.

Sec. 3 Operation of Institutional Faculty Advisory Body. A faculty advisory body established under this Rule serves as a resource for the institution's leadership and shall function at the direction of the president. Its function is to facilitate advisory faculty input, as requested or assigned, and it shall not have final decision-making authority on any matter.

**The University of Texas System
Rules and Regulations of the Board of Regents**

Rule: 40101

- Sec. 4 Composition of Institutional Faculty Advisory Bodies.
- 4.1 Faculty who are eligible to serve on an institution’s faculty advisory body must be (a) full-time faculty members of any rank or tenure status; and (b) in good standing and not subject to temporary or permanent adjustments to work/academic responsibilities because of a disciplinary measure. Non-faculty employees or part-time faculty members are not eligible to serve as members. The president will appoint faculty members from this pool to serve on any faculty advisory body. The membership of a Faculty Advisory Body must include faculty members who do not also hold administrative appointments.
- 4.2 The president will determine the number of faculty advisory bodies at the institution and the respective number of members who will serve on a faculty advisory body, but the membership of a single faculty advisory body may not exceed 60 members.
- Sec. 5 System-wide Faculty Advisory Body: To facilitate faculty input on System-wide faculty matters (e.g., Regents’ Rule revisions), the Executive Vice Chancellor for Academic Affairs may convene a System-wide faculty advisory body. A System-wide faculty advisory body will be composed of one faculty member from each institution, selected by the institution’s president from faculty members who serve on an institutional faculty advisory body. A System-wide faculty advisory body operates at the direction of the Executive Vice Chancellor for Academic Affairs.

3. Definitions

None

4. Relevant Federal and State Statutes

Texas Education Code [Chapter 51](#)

5. Relevant System Policies, Procedures, and Forms

None

The University of Texas System
Rules and Regulations of the Board of Regents **Rule: 40101**

6. System Administration Office(s) Responsible for Rule

Office of Academic Affairs
Office of Health Affairs

7. Dates Approved or Amended

[Regents' Rules Revision History](#)

**The University of Texas System
Rules and Regulations of the Board of Regents**

Rule: 30501

1. Title

Employee Evaluations

2. Rule and Regulation

- Sec.1 Annual Evaluation. An annual evaluation program for all employees (administrative, faculty, and classified) within The University of Texas System or any of the institutions is to be used for the improvement of performance, promotion consideration, and merit salary review.
- Sec. 2 Evaluation Policies. System Administration and each institution of the U.T. System will maintain policies and procedures regarding evaluations in the *Handbook of Operating Procedures*.
- Sec. 3 Probationary Policies. System Administration and each institution of the U.T. System shall establish a probationary period not to exceed six months of actual service for all new classified employees. Probationary employees will be evaluated pursuant to procedures and criteria included in the *Handbook of Operating Procedures*.
- Sec. 4 Faculty Evaluations. Faculty will be evaluated pursuant to criteria contained in these *Rules and Regulations* and procedures and criteria included in the institutional *Handbook of Operating Procedures*.

3. Definitions

None

4. Relevant Federal and State Statutes

None

5. Relevant System Policies, Procedures, and Forms

Regents' *Rules and Regulations*, [Rule 30103](#) – Standards of Conduct

Regents' *Rules and Regulations*, [Rule 30601](#) – Discipline and Dismissal of Classified Employees

**The University of Texas System
Rules and Regulations of the Board of Regents**

Rule: 30501

Regents' *Rules and Regulations*, [Rule 31101](#) – Evaluation of Administrators

Regents' *Rules and Regulations*, [Rule 31102](#) – Evaluation of Tenured Faculty

The University of Texas System [HOP 3.5.1](#), Probationary Period for Classified Employees

6. System Administration Office(s) Responsible for Rule

Office of Human Resources

7. Dates Approved or Amended

[Regents' Rules Revision History](#)

**The University of Texas System
Rules and Regulations of the Board of Regents**

Rule: 30601

1. Title

Discipline and Dismissal of Classified Employees

2. Rule and Regulation

- Sec. 1 Policy. It is the policy of The University of Texas System to encourage fair and efficient processes to resolve disputes arising out of the employment relationship and to meet the requirements of State and federal law for the discipline and dismissal of Classified Employees.
- Sec. 2 Establishment of Policies. System Administration and each U.T. System institution shall maintain a policy governing discipline and dismissal of Classified Employees. Such a policy, at the minimum, shall comply with the provisions below.
- Sec. 3 At-Will Employees. Classified Employees are at-will employees who serve without tenure. No provision of this policy or any policy adopted by System Administration or any U.T. System institution shall confer rights to Classified Employees that are contrary to the employment-at-will doctrine.
- Sec. 4 Required Provisions. The policy adopted by System Administration and each U.T. System institution shall address the following elements:
- 4.1 Applicability. The policy shall be applicable to conduct or job performance of a Classified Employee that results in a decision to impose a disciplinary penalty of demotion, suspension without pay, or dismissal. The policy shall not apply to:
- (a) Faculty or Police. Institutional police or faculty who are subject to other approved discipline or dismissal procedures;
 - (b) Administrative Leave with Pay. Administrative leave with pay pending investigation of allegations relating to an employee;
 - (c) Appointed Positions. Persons not offered reappointment after the expiration of an appointment for a stated period of one year or less;

**The University of Texas System
Rules and Regulations of the Board of Regents**

Rule: 30601

- (d) Positions without Fixed Term. Employees who are appointed to positions without fixed term and serve at the pleasure of a specific administrative officer;
 - (e) Student Status. Persons who are employed in positions that require student status as a condition of employment; or
 - (f) Dismissal. Dismissal of employees:
 - (1) who occupy positions that are dependent upon funding from a specific source and such funding is not received;
 - (2) as a result of a reduction in force;
 - (3) due to Financial exigency;
 - (4) during any probationary period of employment;
 - (5) who are appointed for a stated period that is less than 180 days;
 - (6) who are appointed at a per diem or hourly rate and work on an as needed basis;
 - (7) who have not attained or maintained the necessary clearance, certification, or licensure for their positions;
 - (8) who have not returned to work after exhausting applicable leave entitlements; or
 - (9) due to inability to lawfully work in the United States.
- 4.2 Conduct Subject to Disciplinary Action. The policy shall include provisions pertaining to requisite standards of conduct for employees, work performance, and unacceptable conduct that can subject an employee to disciplinary action.

**The University of Texas System
Rules and Regulations of the Board of Regents**

Rule: 30601

- 4.3 Procedures. The policy shall include disciplinary and appeal procedures consistent with the following provisions:
- (a) Notice and Opportunity to Respond. The employee shall be informed in writing of the reasons for the proposed disciplinary action and the facts upon which the proposed discipline is based. The employee shall be provided with a reasonable opportunity to respond in writing to the proposed disciplinary action before a final decision is made to take disciplinary action.
 - (b) Appeals. The employee shall be provided a process to appeal a disciplinary demotion, suspension without pay, or dismissal to the supervisor of the initial decision-maker who implemented the discipline or other designated administrator.
 - (1) The decision of the supervisor of the decision-maker or other administrator is final.
 - (2) The employee has the right to be represented during the appeal by an attorney or other advisor. The institution may be represented by an attorney from the institution or the Office of General Counsel of The University of Texas System.

3. Definitions

Classified Employee – any employee in a position that has been designated as a classified employee in the Classified Personnel Pay Plan of the employing U.T. System institution.

Financial Exigency – a state in which financial demands call for budget cuts.

4. Relevant Federal and State Statutes

Texas Government Code [Section 554.002](#) – Retaliation Prohibited for Reporting Violation of Law

Texas Government Code [Section 617 et seq.](#) – Collective Bargaining and Strikes

**The University of Texas System
Rules and Regulations of the Board of Regents**

Rule: 30601

Texas Government Code [Section 661.923](#) – Leave During Agency Investigation

5. Relevant System Policies, Procedures, and Forms

Regents' Rules and Regulations, [Rule 30101](#) – Classified Personnel Pay Plan

Regents' Rules and Regulations, [Rule 30103](#) – Standards of Conduct

Regents' Rules and Regulations, [Rule 30501](#) – Employee Evaluations

Regents' Rules and Regulations, [Rule 30602](#) – Employee Grievance

The University of Texas Systemwide Policy [UTS 133](#), Classified Pay Plan

Office of General Counsel - [Model Policy for Discipline and Dismissal of Classified Employees](#)

6. System Administration Office(s) Responsible for Rule

Office of Human Resources
Office of General Counsel

7. Dates Approved or Amended

[Regents' Rules Revision History](#)

**The University of Texas System
Rules and Regulations of the Board of Regents**

Rule: 30602

1. Title

Employee Grievance

2. Rule and Regulation

Sec. 1 Policy. It is the policy of The University of Texas System to encourage fair, efficient, and equitable solutions for problems arising out of the employment relationship and to meet the requirements of State and federal law.

Sec. 2 Scope of Policy. This policy shall be applicable to complaints concerning wages, hours of work, working conditions, performance evaluations, merit raises, job assignments, reprimands, the interpretation or application of a rule, regulation or policy, or allegations that the termination of a probationary or temporary employee or an hourly or per diem employee who works on an as needed basis was for an unlawfully discriminatory reason. Such complaints shall not be processed through the Discipline and Dismissal Appeal Procedure. Such complaints will be considered on an informal basis in order to allow prompt correction or explanation of the subject of the complaint. Complaints alleging unlawful discrimination should be handled through the institution's specific applicable anti-discrimination policies.

Sec. 3 Who is Covered. The complaint of all employees (except employees subject to another approved grievance procedure), including probationary and temporary employees and those hourly or per diem employees who work on an as needed basis, will be considered pursuant to the procedure provided below.

Sec. 4 Retaliation Prohibited. *Texas Government Code* [Section 554.002](#) states that "a state or local governmental entity may not suspend or terminate the employment of, or take other adverse personnel action against, a public employee who in good faith reports a violation of law by the employing governmental entity or another public employee to an appropriate law enforcement authority." Therefore, employees shall not be penalized, disciplined, or prejudiced for exercising the right to make such a good-faith complaint or for aiding another employee in the presentation of that complaint.

**The University of Texas System
Rules and Regulations of the Board of Regents**

Rule: 30602

Sec. 5 Resolution Process.

5.1 Presentation to Supervisor. To initiate the grievance process, the employee shall present the complaint in the format required by institutional policy to his or her supervisor within five working days from the date of the action that is the subject of the complaint. This timeframe to initiate a grievance may be reasonably extended in the institution's discretion due to employee unavailability or other unavoidable interruptions, in which case the employee will be notified of the delay and the anticipated decision date. If the supervisor is the subject of the complaint, the employee may address the complaint to the appropriate department head or administrative equivalent.

5.2 Review of Supervisor Decisions. The institution shall develop a process for determining what complaints may be elevated for further review and the related process for an employee to do so including who is authorized to make the final decision.

Sec.6 Employee's File. The written complaint and all decisions or responses regarding such complaint shall be a part of the employee's personnel file.

3. Definitions

None

4. Relevant Federal and State Statutes

Texas Government Code, [Chapter 554](#) – Protection for Reporting Violations of Law

Texas Government Code [Section 617.005](#) – Collective Bargaining and Strikes

5. Relevant System Policies, Procedures, and Forms

The University of Texas System [HOP 3.5.3](#), Grievance

**The University of Texas System
Rules and Regulations of the Board of Regents**

Rule: 30602

6. System Administration Office(s) Responsible for Rule

Office of Human Resources
Office of General Counsel

7. Dates Approved or Amended

[Regents' Rules Revision History](#)

**The University of Texas System
Rules and Regulations of the Board of Regents**

Rule: 31001

1. Title

Faculty Titles

2. Rule and Regulation

Sec. 1 Applicability of Rules and Policies.

This Rule addresses faculty titles.

Appointment, reappointment, nonrenewal, notice, and other requirements for non-tenured faculty, regardless of tenure track status, and term-tenure faculty are addressed in Regents' [Rule 31002](#).

The granting of and requirements related to tenure and term-tenure are addressed in Regents' [Rule 31007](#).

Sec. 2 Academic Titles. To ensure consistency in the use of Academic Titles among the institutions of The University of Texas System, institutions shall use only the following approved Academic Titles.

2.1 Tenure Titles. Professor, Associate Professor, and Assistant Professor are the only titles to be used for faculty members who hold tenure or are on the tenure track. Faculty members with these titles may also hold honorific titles in accordance with Section 2.3.

2.2 Nontenure-Track Titles. The academic titles listed in this subsection may also be used by U.T. institutions. Tenure may not be awarded to an individual appointed to one of these titles. Faculty members with these titles may also hold honorific titles in accordance with Section 2.3.

Academic service with these titles, except for the title of Instructor, does not allow for the accrual of time toward tenure.

(a) Instructor. This title denotes a probationary appointment and may allow for the accrual of time toward tenure.

(b) Lecturer, Senior Lecturer, and Distinguished Senior Lecturer. These titles may be used for individuals who

**The University of Texas System
Rules and Regulations of the Board of Regents**

Rule: 31001

will augment and complement regular teaching faculty. Upon approval by the president, an institution may identify up to three divisions within the rank of Lecturer to be designated Lecturer I, Lecturer II, and Lecturer III.

- (c) Faculty Associate. This title may be used for an individual who is participating in nonteaching clinical practices or for an individual assigned to a research or nonteaching center, institute, or other unit or interdisciplinary program of an institution.
- (d) Specialist. This title may be used for professional individuals who will serve as practitioners in specific areas of instruction, training, or supervision. In accordance with institutional policy, the title may carry appropriate descriptors to indicate the specific areas of proficiency, such as Practice Teaching Specialist, Physical Activity Specialist, or Social Work Field Training Specialist.
- (e) Professor of (title of specialty), Associate Professor of (title of specialty), Assistant Professor of (title of specialty), and Instructor of (title of specialty). These titles may be used for individuals appointed to full-time or part-time positions for the primary purpose of patient care and other service activities and/or to full-time or part-time positions for the primary purpose of research activities, even though the individuals may be assigned teaching responsibilities. Institutions may vary the order of the wording in the titles (e.g., Research Professor, Research Associate Professor are permissible).
- (f) Visiting Professor, Visiting Associate Professor, and Visiting Assistant Professor. These titles are used only for temporary appointments of individuals either visiting from other institutions where they hold similar ranks or who are brought to the institution on a trial basis.
- (g) Adjunct Professor, Adjunct Associate Professor, Adjunct Assistant Professor, and Adjunct Instructor. One of these titles may be used when a qualified individual from business, industry, government,

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Rules and Regulations of the Board of Regents**

Rule: 31001

private practice, and/or another institution of higher education may be participating in teaching, research, or clinical care at an institution of the U.T. System.

- (h) Clinical Professor, Clinical Associate Professor, Clinical Assistant Professor, Clinical Instructor, Senior Clinical Instructor, Distinguished Clinical Instructor. These titles may be used by the institutions of the U.T. System to designate regular part-time or full-time service on the faculty while involved in research and/or a professional clinical experience program.
- (i) Adjoint Professor, Adjoint Associate Professor, and Adjoint Assistant Professor. These titles may be used by the institutions of the U.T. System to designate faculty who serve the institution in cooperative or joint programs pursuant to a memorandum of understanding, cooperative research and development agreement, or similar partnership instrument. These titles may also be used by an institution of the U.T. System to designate faculty of another U.T. System institution for the purpose of providing clinical health care services, including telehealth services and in-person health services, pursuant to an agreement. Individuals holding these titles will be employees of the partnership organization or partner U.T. System institution. They will not be deemed employees of the institution. They will, however, have the same obligations, responsibilities, and authority as regular faculty employed directly by the institution when performing faculty functions pursuant to the agreement.
- (j) Professor of Practice, Associate Professor of Practice, and Assistant Professor of Practice. These titles may be used by the institutions of the U.T. System to designate regular part-time or full-time service for faculty qualified to teach or conduct research by virtue of professional experience in lieu of typical academic credentials.

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Rule: 31001

(k) Professor of Instruction, Associate Professor of Instruction, and Assistant Professor of Instruction. These titles may be used by the institutions of the U.T. System to designate nontenure-track faculty primarily engaged in instruction.

2.3 Honorific Titles. Faculty members may hold multiple honorific titles at the same time. The conferring of an honorific title does not change a faculty member's tenure, tenure-track, or nontenured status, except as specifically provided by this Rule.

(a) Honorific Titles That May Be Awarded to Tenured or Tenure-Track Faculty Members.

(1) Regental Professor. Any faculty member who is awarded the Nobel Prize or who has in the past been awarded the Nobel Prize may, upon recommendation of the president of the institution, the appropriate Executive Vice Chancellor, and the Chancellor, be given the title Regental Professor by the Board. Because of the great honor associated with the award of a Nobel Prize, institutional tenure is awarded to Regental Professors by virtue of the appointment to this rank.

(2) Regents' Research Scholar. The Regents' Research Scholar program ended in 2017, and this title is no longer offered; however, faculty members with the title may retain it at U.T. institutions. Under the program, any tenure-track faculty recruit was eligible for the title.

(3) Distinguished University Professor. In recognition of their significant contributions through membership in the National Academies (e.g., Medicine, Engineering, Science, Humanities) or an equivalent recognition, faculty may use the honorific title Distinguished University Professor. This title may be conferred or removed only upon approval in accordance with procedures included in the institutional *Handbook of Operating Procedures*.

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Rule: 31001

- (b) Honorific Titles That May Be Awarded to Faculty Members Regardless of Tenure Status.
- (1) Distinguished Teaching Professor. In recognition of their significant contributions to education, members of an institutional or systemwide academy of distinguished teachers may use the honorific title Distinguished Teaching Professor. The use of this title may be conferred or removed only upon approval in accordance with procedures included in the institutional *Handbook of Operating Procedures*.
 - (2) Distinguished Research Professor. In recognition of their significant contributions to research, members of an institutional academy of distinguished researchers may use the honorific title Distinguished Research Professor. This title may be conferred or removed only upon approval in accordance with procedures included in the institutional *Handbook of Operating Procedures*.
 - (3) Distinguished Service Professor. In recognition of their significant contributions through service to their institution or U.T. System; the profession; and/or the community, state, or nation, faculty may use the honorific title Distinguished Service Professor. This title may be conferred or removed only upon approval in accordance with procedures included in the institutional *Handbook of Operating Procedures*.
 - (4) Emeritus Titles. Titles such as Dean Emeritus, Chair Emeritus, Professor Emeritus, and similar honorary designations may be given to an institution's retired faculty member or in anticipation of the retirement of a faculty member, effective upon retirement. The conferring of one of these titles is not automatic upon retirement and may be conferred only upon approval in accordance with procedures included in the institutional *Handbook of Operating Procedures*.

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Rule: 31001

2.4 Student, Trainee and Other Non-Faculty Titles

(a) Assistant Instructor and Graduate Teaching Associate. These titles may be used for:

- Enrolled graduate students or other post-graduate trainees (e.g., chief residents or fellows); or
- Individuals who, because of the nature of their duties, do not qualify for one of the usual academic titles.

(b) Graduate Teaching Assistant. This title may be used for graduate students who are not the instructor of record for a course but are employed on a part-time basis and assist faculty.

Sec. 3 Departure from an Administrative Position. Administrative and academic (faculty) titles, duties, and pay rates for individuals who hold both administrative and academic appointments are distinct and severable. Departure or removal from an administrative position does not impair the individual's rights and responsibilities as a faculty member.

3. Definitions

None

4. Relevant Federal and State Statutes

None

5. Relevant System Policies, Procedures, and Forms

None

6. System Administration Office(s) Responsible for Rule

Office of Academic
Affairs Office of Health Affairs

7. Dates Approved or Amended

[Regents' Rules Revision History](#)

**The University of Texas System
Rules and Regulations of the Board of Regents**

Rule: 31002

1. Title

Nontenured, Tenure-Track, and Term-Tenure Faculty Members:
Appointment, Reappointment, and Nonrenewal

2. Rule and Regulation

Sec. 1 Applicability of Rules and Policies.

Nontenure-track, tenure-track and term-tenure faculty members are appointed for a specified term. This Rule addresses the notice requirements institutions must follow to appoint, reappoint, or nonrenew the appointment of nontenure-track, tenure-track and term-tenure faculty members. Nontenure-track and tenure-track faculty may be collectively referred to as “nontenured.”

When a faculty member’s employment may be terminated due to an institution’s decision to eliminate occupied academic positions or abandon academic programs, the procedures in [Rule 31003](#) apply.

Termination for good cause and summary dismissal of a faculty member are addressed in Regents’ [Rule 31008](#) and the corresponding [UTS 198](#).

Sec. 2 Appointment Letter Upon Hire.

When an institution hires a nontenured or term-tenure faculty member, it shall provide an appointment letter, generally referred to as a Memorandum of Appointment, and include the term of appointment in accordance with Section 3 of this Rule. Nontenured and term-tenure faculty members shall have no expectation of continued employment beyond the period of their current appointment as stated in the Memorandum of Appointment.

Sec. 3 Term of Faculty Appointments.

3.1 Nontenure-Track Faculty Appointments.

(a) Appointment Term for Specified Time Period.

Except as specified below faculty appointed to nontenure-track titles may be appointed or

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reappointed to their positions with or without pay for a period of time not to exceed three academic years.

- (1) Visiting Professor, Visiting Associate Professor, and Visiting Assistant Professor. Such appointments are limited to two years and are not renewable.
- (2) Adjunct Professor, Adjunct Associate Professor, Adjunct Assistant Professor, and Adjunct Instructor. Appointments to the faculty with an adjunct title shall be for a stated period of time not to exceed one academic year.
- (3) Adjoint Professor, Adjoint Associate Professor, and Adjoint Assistant Professor. Appointments will usually be part-time. The term of the appointment shall be specified in the agreement with the partner organization or partner U.T. System institution.

(b) Appointment Term Contingent Upon External Funding.

Appointments to nontenure-track titles may be made contingent upon securing and sustaining external funding such that the appointment term expires upon the termination or loss of that external funding.

(c) Appointment Term Contingent Upon Maintaining Required Credentials, Privileges, or Licenses.

Appointments to nontenure-track faculty positions in which the primary duties involve providing clinical healthcare services may be made contingent upon the faculty member maintaining all credentials, privileges, and licenses required to perform those duties, such that the appointment term expires automatically upon the probation, suspension, termination, or loss of any such required credential, privilege, or license.

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3.2 Tenure-Track Faculty Appointments.

Tenure-track faculty may be appointed or reappointed to their positions for a term in accordance with the institution's policies and procedures.

3.3 Term-Tenure Faculty Appointments.

The University of Texas M. D. Anderson Cancer Center and the Health Science Center at The University of Texas at Tyler are authorized to award a seven-year term appointment that will denote a status of continuing appointment at that institution as a member of the faculty for a period of seven years, as outlined in Regents' [Rule 31007](#).

Sec. 4 Reappointment or Nonrenewal of Appointment.

4.1 Written Notice Required.

Prior to the expiration of a nontenured or term-tenure faculty member's term of appointment and in accordance with the timing requirements in Subsection 4.2 of this Rule, the institution shall notify the faculty member in writing of its decision (1) to continue the faculty member's employment through reappointment or (2) to discontinue employment through a nonrenewal. The notice of reappointment may be communicated in a Memorandum of Appointment. The notice required by this subsection is not applicable when an institution dismisses a nontenured or term-tenure faculty member during the faculty member's term of appointment under [Rule 31003](#) or [Rule 31008](#).

A commitment to employ a nontenured or term-tenure faculty member beyond the period of current employment shall have no force and effect until approved in writing by an institution president through a Memorandum of Appointment.

4.2 Notice Timing Requirements.

No nontenured or term-tenure faculty member shall be deemed to have been reappointed or awarded a seven-year term-tenure appointment because notice is not

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given or received by the timelines prescribed in this Rule.

If the institution does not offer the faculty member a written letter of appointment before the 61st day after the first day of the institution's academic year and the institution retains the faculty member for that academic year, the institution must retain the faculty member for that academic year under terms and conditions, including terms governing the faculty member's compensation, that are at least as favorable to the faculty member's employment for the preceding academic year, unless the institution and the faculty member subsequently enter into a different agreement.

If an institution does not deliver reappointment notice pursuant to the notice timelines in this Rule, it is the duty of the faculty member concerned to make inquiry to determine the decision of the president of an institution, who shall without delay give the required notice to the faculty member.

(a) Nontenure-Track Faculty.

Nontenure-track faculty at general academic institutions who are primarily engaged in instruction shall receive written notice of reappointment or nonrenewal not later than June 1 of the current academic year.

All other nontenure-track faculty members shall receive written notice of reappointment or nonrenewal not later than 60 days prior to the expiration of the term in their current Memorandum of Appointment.

(b) Tenure-Track Faculty.

When an institution decides to reappoint or nonrenew a tenure-track faculty member, the institution shall present the faculty member with written notice of the decision in accordance with the institution's policies and procedures and the timelines in the table below.

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Timing of Reappointment or Nonrenewal Decision	Written Notice Deadline	If Nonrenewal, Timing of Appointment End
First academic year of probationary service	March 1 of first academic year	End of first academic year
Second academic year of probationary service	December 15 of the second academic year	End of second academic year
Third or later academic year of probationary service	30 days prior to the end of the current academic year	End of subsequent academic year

Faculty members notified of nonrenewal in the third or later year of probationary service must be provided with a Memorandum of Appointment covering the subsequent academic year, the faculty member's terminal year.

(c) Faculty on Seven-Year Term Appointment.

Subject to the approval of the Board of Regents, if The University of Texas M. D. Anderson Cancer Center or The Health Science Center at The University of Texas at Tyler decides to reappoint a term-tenure faculty member to another seven-year term, the applicable institution's president must provide written notice of the reappointment decision in accordance with the institution's policies and procedures and the timeline in the table below.

If an institution decides not to reappoint a term-tenure faculty member, the institution shall present the faculty member with written notice of the decision in accordance with the institution's policies and procedures and the timeline in the table below.

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Timing of Reappointment or Nonrenewal Decision	Written Notice Requirement	If Nonrenewal, Timing of Appointment End
Prior to seventh academic year	30 days prior to the end of the sixth academic year	End of seventh academic year

Faculty members notified of nonrenewal of a term-tenure appointment must be provided with a Memorandum of Appointment covering the subsequent academic year, their terminal year.

4.3 Nonrenewal: Notification of Reasons Not Required.

When an institution decides not to renew a nontenured or term-tenure faculty member, the institution is not required to provide a statement of the reasons for the nonrenewal decision. A decision not to reappoint, however, shall not be based on reasons that are unlawful.

Sec. 5 Grievance of Nonrenewal of Appointment for Tenure-Track, Term-Tenure, and Full-Time Nontenure-Track Faculty Members.

Tenure-track, term-tenure, and full-time nontenure-track faculty members may present a grievance in person or virtually on an issue related to the nonrenewal of the faculty member's appointment in accordance with the institution's faculty grievance procedures.

3. Definitions

"Faculty Member" means a person employed part-time or full-time by an institution as a member of the institution's faculty whose duties include teaching, research, administration, or the performance of professional services, including clinical services. The term does not include a person who holds faculty rank but who spends the majority of the person's time for the institution engaged in managerial or supervisory activities, including a chancellor, vice chancellor, president, vice president, provost, associate or assistant provost, dean, or associate or assistant dean.

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4. Relevant Federal and State Statutes

Texas Education Code [Section 51.943](#) – Renewal of Faculty Employment Contracts

Texas Education Code [Section 51.960](#) – Grievance Rights on Certain Personnel Issues

5. Relevant System Policies, Procedures, and Forms

Regents' Rules and Regulations, [Rule 31001](#) – Faculty Appointments and Titles

Regents' Rules and Regulations, [Rule 31003](#) – Abandonment of Academic Positions or Programs

Regents' Rules and Regulations, [Rule 31007](#) – Tenure

Regents' Rules and Regulations, [Rule 31008](#) – Termination for Good Cause of a Faculty Member

6. System Administration Office(s) Responsible for Rule

Office of Academic Affairs
Office of Health Affairs
Office of General Counsel

7. Dates Approved or Amended

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**The University of Texas System
Rules and Regulations of the Board of Regents**

Rule: 31003

1. Title

Elimination of Faculty Positions or Academic Programs

2. Rule and Regulation

Sec. 1 Applicability of Rules and Policies.

This Rule provides the processes for an institution to follow when it is considering whether to abandon an Academic Program and when a faculty member's employment may be terminated due to an institution's decision to eliminate occupied academic positions or abandon Academic Programs.

Appointment, reappointment, nonrenewal, notice, and other requirements for non-tenured faculty, regardless of tenure track status, and term-tenure faculty are addressed in Regents' [Rule 31002](#), *Nontenured, Tenure-track, and Term-Tenure Faculty Members: Appointment, Reappointment, and Nonrenewal*. This Rule does not apply to faculty members whose appointments expire due to termination or loss of external funding as described in Regents' [Rule 31002](#).

Termination for good cause and summary dismissal of a faculty member are addressed in Regents' [Rule 31008](#), *Termination of a Faculty Member*, and the corresponding UTS Policy 198, *Termination of a Faculty Member (UTS 198)*.

Sec. 2 President's Responsibility. The president of an institution of The University of Texas System is responsible for determining when to eliminate occupied academic positions, the titles of which are given in the Regents' *Rules and Regulations*, [Rule 31001](#), or abandon Academic Programs or both. The decision of the president shall fulfill the requirements under Texas law for appropriate management of the institution, including its degree programs and curriculum.

Sec. 3 Elimination for Academic Reasons. An Academic Program under consideration for abandonment or an academic position that is under consideration for elimination for Bona Fide Academic Reasons should be reviewed in depth through a procedure determined by the president that includes the elements specified below and in the institution's *Handbook of Operating Procedures*. Other rule provisions regarding termination procedures and notice requirements shall not apply

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in circumstances where this Rule applies.

- 3.1 Assessment of Academic Program and Positions. At the president's direction, the institution's chief academic officer will conduct a review of the programs and positions under consideration for abandonment or elimination. The president will direct the scope of the review and its considerations. The review may consider, among other things: cost; the appropriate prioritization of degree and supporting degree programs; student demand for programs and enrollment; completion rates; identification of academic positions essential to the institution's mission and those that may be eliminated with minimum effect upon degree programs; and distinguishing positions delivering other critical components of the institution's mission.
- 3.2 Notification and Faculty Input.
 - 3.2.1 Faculty in a program that is under consideration for abandonment or in an academic position that is under consideration for elimination will be notified, and faculty with a protected property interest in continued employment beyond the anticipated date of possible abandonment or elimination will be afforded a meaningful opportunity to submit information regarding the potential closure of the program and the potential elimination of their position for consideration before a final decision is made.
 - 3.2.2 Information provided regarding the elimination of the program and any positions will be considered by a review panel, the majority of which must be faculty members, to make recommendations to the chief academic officer. This ensures procedural due process is provided before the institution reaches a decision.
- 3.3 Supporting Rationale. Upon completion of the review process, the chief academic officer will provide a recommendation with supporting rationale, whether orally or in writing, to the president for consideration and decision.

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- 3.4 Executive Vice Chancellor Approval. If the president determines that an Academic Program should be abandoned or academic positions be eliminated, such decision must be approved by the appropriate Executive Vice Chancellor.
- 3.5 Establishment of Date. The date for abandoning or phasing out an Academic Program should take into consideration the time required for anticipated completion by students currently enrolled or for facilitation of their placement in acceptable alternative programs.
- 3.6 Reassignment Consideration. The administration will notify tenured faculty in a program to be abandoned if reassignment to another Academic Program may be possible due to an institutional need in such programs. Interested tenured faculty may submit details of their qualifications for appointment to such Academic Programs for the administration's consideration.
 - 3.6.1 Employment Alternatives. When the administration determines the faculty member may be a good candidate for reassignment based on institutional needs, the president or designee will meet individually with tenured faculty to discuss the available possible employment alternatives to termination and the faculty member's qualifications for the position(s).
 - 3.6.2 Displacement. If retention of a tenured faculty member results in displacement of a faculty member in another program with a protected property interest in continued employment, the displaced faculty member is entitled to the procedures set forth in Sections 3.6-3.11.
- 3.7 Termination Notice. If the decision is to terminate the faculty member's appointment, the president or designee will send a written notice conveying that decision.
- 3.8 Appealable Determination. A president's decision to abandon an academic program and the positions within that program is not subject to appeal. A president's decision to eliminate one or more, but not all, academic positions within an academic program that will continue is

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subject to limited appeal by an individual faculty member whose position is eliminated, but only when that faculty member had a protected property interest in continued employment in the position beyond the date the position will be eliminated. The sole issue for appeal is whether the decision to terminate the faculty member rather than another individual in the same discipline or teaching specialty was arbitrary and unreasonable.

- 3.9 Appeal Procedures. The president of an institution shall appoint a review panel, the majority of which must be faculty members, to consider any appeals for reconsideration of termination decisions. Within 15 days after the date of notice of termination, a faculty member shall have the right to request an appeal for reconsideration of the decision. The appeal for reconsideration shall be in writing, addressed to the president of the institution, and indicate whether the faculty member requests a review panel meeting or requests a review by submission.

The institution shall provide the appealing faculty member a written statement and supporting information of the basis for the elimination of the faculty member's academic position. The review panel shall consider the faculty member's request for reconsideration in accordance with the following conditions and procedures:

- 3.9.1 The review panel will provide a reasonable deadline for the faculty member to prepare and submit written materials to the panel for their consideration and recommendation. The review panel will share these materials with the chief academic officer to facilitate the institution's response to that submission. If the faculty member requested review by submission, no meeting between the faculty member and the review panel is necessary. Regardless of whether the faculty member requested review by submission or requested a meeting, the faculty member may provide a written submission as described here.
- 3.9.2 If the faculty member requests a meeting as part of the reconsideration, the review panel will promptly offer the appealing faculty member

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available meeting options and indicate whether the meeting will be in-person or via an electronic platform. If possible, this meeting should be held no later than 30 days from the faculty member's written request for appeal. An appealing faculty member's failure to make themselves available for the meeting may result in their forfeiture of the right to the meeting.

- 3.9.3 The review meeting will be closed to the public, but the faculty member may have an advisor or representative accompany them.
- 3.9.4 The institution may be represented by an administrator, an attorney from the institution, and/or an attorney from U.T. System's Office of General Counsel.
- 3.9.5 During the meeting, the faculty member and the institution will each be provided the opportunity to make oral submissions material to the issue. The panel should set reasonable time limits for the oral submissions.
- 3.9.6 The burden of proof shall be upon the faculty member to establish by the greater weight of the credible evidence that the decision to terminate the faculty member as compared to another individual in the same discipline or teaching specialty was arbitrary and unreasonable based upon the evidence presented.
- 3.9.7 After consideration of the submissions on the relevant issues, and in a prompt manner, the review panel will provide its recommendation to the president. The president will make the final determination on the recommendation. This decision is final and unappealable and concludes the review process.
- 3.10 Benefit Information. Any faculty member whose employment is terminated pursuant to this Subsection shall be informed of applicable benefits available upon termination, such as retirement, accrued leave, and opportunity to continue insurance coverage.

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3.11 Employment Assistance. U.T. System institutions shall provide appropriate assistance to affected faculty members concerning available alternative employment opportunities.

Sec. 4 Elimination Due to an Institutional Financial Exigency. An Academic Program or academic position under consideration for abandonment or elimination due to a demonstrably bona fide financial crisis that adversely affects an institution as a whole and that, after considering other cost-reducing measures, including ways to cut faculty costs, requires consideration of terminating faculty appointments, should be reviewed in depth through a procedure determined by the president that includes the elements specified below and in the institution's *Handbook of Operating Procedures*. Other rule provisions regarding termination procedures and notice requirements shall not apply in circumstances where this Rule applies.

4.1 Assessment of Academic Program and Positions. At the president's direction, the institution's chief academic officer will conduct a review of the programs and positions under consideration for abandonment or elimination. The president will direct the scope of the review and its considerations. The review may consider, among other things: an examination of the course offerings, degree programs, supporting degree programs, teaching specialties, and semester credit hour production; an evaluation of the quality, centrality, and funding of research activities; and/or an assessment of the productivity, community service, and quality of clinical services (in relation to teaching, health care delivery, and scholarly activity).

4.2 Notification and Faculty Input.

4.2.1 Faculty in a program that is under consideration for abandonment or in an academic position that is under consideration for elimination will be notified, and faculty with a protected property interest in continued employment beyond the anticipated date of possible abandonment or elimination will be afforded a meaningful opportunity to submit information regarding the potential closure of the program and the potential elimination of their

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position for consideration before a final decision is made.

- 4.2.2 Information provided regarding the elimination of the program and any positions will be considered by a review panel, the majority of which must be faculty members, to make recommendations to the chief academic officer. This ensures procedural due process is provided before the institution reaches a decision.
- 4.3 Supporting Rationale. Upon completion of the review process, the chief academic officer will provide a recommendation with supporting rationale, whether orally or in writing, to the president for consideration and decision.
- 4.4 Executive Vice Chancellor Approval. If the president determines that an Academic Program should be abandoned or academic positions be eliminated, such decision must be approved by the appropriate Executive Vice Chancellor of Academic or Health Affairs and the Executive Vice Chancellor of Business Affairs.
- 4.5 Appealable Determination. A president's decision to abandon an academic program and the positions within that program is not subject to appeal. A president's decision to eliminate one or more, but not all, academic positions within an academic program that will continue is subject to limited appeal by an individual faculty member whose position is eliminated, but only when that faculty member had a protected property interest in continued employment in the position beyond the date the position will be eliminated. The sole issue for appeal is whether the decision to terminate the faculty member rather than another individual in the same discipline or teaching specialty was arbitrary and unreasonable.
- 4.6 Appeal Procedures. The president of an institution shall appoint a review panel, the majority of which must be faculty members, to consider any appeals for reconsideration of termination decisions. Within 15 days after the date of notice of termination, a faculty member shall have the right to request an appeal for reconsideration of the decision. The appeal for

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reconsideration shall be in writing, addressed to the president of the institution, and indicate whether the faculty member requests a review panel meeting or requests a review by submission. The institution shall provide the appealing faculty member a written statement and supporting information of the basis for the elimination of the faculty member's academic position. The review panel shall consider the faculty member's request for reconsideration in accordance with the following conditions and procedures:

- 4.6.1 The review panel will provide a reasonable deadline for the faculty member to prepare and submit written materials to the panel for their consideration and recommendation. The review panel will share these materials with the chief academic officer to facilitate the institution's response to that submission. If the faculty member requested review by submission, no meeting between the faculty member and the review panel is necessary. Regardless of whether the faculty member requested review by submission or requested a meeting, the faculty member may provide a written submission as described here.
- 4.6.2 If the faculty member requests a meeting as part of the reconsideration, the review panel will promptly offer the appealing faculty member available meeting options and indicate whether the meeting will be in-person or via an electronic platform. If possible, this meeting should be held no later than 30 days from the faculty member's written request for appeal. An appealing faculty member's failure to make themselves available for the meeting may result in their forfeiture of the right to the meeting.
- 4.6.3 The review meeting will be closed to the public, but the faculty member may have an advisor or representative accompany them.
- 4.6.4 The institution may be represented by an administrator, an attorney from the institution, and/or an attorney from U.T. System's Office of General Counsel.

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- 4.6.5 During the meeting, the faculty member and the institution will each be provided the opportunity to make oral submissions material to the issue. The panel should set reasonable time limits for the oral submissions.
 - 4.6.6 The burden of proof shall be upon the faculty member to establish by the greater weight of the credible evidence that the decision to terminate the faculty member as compared to another individual in the same discipline or teaching specialty was arbitrary and unreasonable based upon the evidence presented.
 - 4.6.7 After consideration of the submissions on the relevant issues, and in a prompt manner, the review panel will provide its recommendation to the president. The president will make the final determination on the recommendation. This decision is final and unappealable and concludes the review process.
- Sec. 5 Extraordinary Circumstances – Accelerated Program Closure Due to Regulatory Requirements. Upon advance approval by the appropriate Executive Vice Chancellor, a president may initiate an accelerated program closure in rare, extraordinary, and time-sensitive circumstances when standard review procedures are not viable – such as the implementation of federal or state regulatory requirements that pose a material risk to institutional compliance with such regulations or student eligibility for federal aid for students enrolled in the program.
- 5.1 Use of this process must be exceptional, not routine, and documented in writing, demonstrating why the standard timeline is either not feasible or contrary to students' best interests.
 - 5.2 At a minimum, the accelerated process must include required teach-out and communication plans for affected students and faculty and procedural due process for faculty whose positions are being eliminated and who have a protected property interest in continued employment beyond the date the position will be eliminated.

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5.3 Financial pressures or enrollment declines alone do not justify this exception without a documented regulatory or compliance deadline.

Sec. 6 Institutional policies and procedures implementing this Rule shall be approved in accordance with applicable Regents' Rules (including [Rule 20201, Sec. 4.9](#)) and placed in each institution's Handbook of Operating Procedures.

3. Definitions

Academic Program – an instructional program leading toward a bachelor's, master's, doctoral, or professional degree.

Bona Fide Academic Reasons – These are reasons related to the long-term educational mission and strategy of the institution. The reasons may include poor program quality or effectiveness, misalignment with the institution's mission, failure to meet student or societal needs, low enrollment and demand, and redundancy with other existing more effective programs. This list of examples is not exhaustive.

4. Relevant Federal and State Statutes

None

5. Relevant System Policies, Procedures, and Forms

Regents' *Rules and Regulations*, [Rule 31001](#) – Faculty Appointments and Titles

6. System Administration Office(s) Responsible for Rule

Office of Academic Affairs
Office of Health Affairs

7. Dates Approved or Amended

[Regents' Rules Revision History](#)

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Rule: 31005

[Deleted]

**The University of Texas System
Rules and Regulations of the Board of Regents**

Rule: 31006

1. Title

Faculty Workload and Reporting Requirements

2. Rule and Regulation

Sec. 1 Purpose. Pursuant to *Texas Education Code* [Section 51.402](#), this Rule establishes the general workload policy for faculty employed at an academic institution of higher education in The University of Texas System. The Rule also establishes the reporting requirements associated with faculty workload.

Sec. 2 Importance of Faculty. Faculty play a fundamental role in advancing an institution of higher education and in fostering student success. The quality and value of a university education are in large part defined by the faculty. The curricula the faculty design, the programs they offer, the learning environment they create, the instructional methods they employ, the research they conduct, the creative works they produce, the service they provide, and their professional engagement with students inside and outside of the classroom, including advising, are important components of the educational experience. As such, institutions of higher education supported by public funds have the responsibility to fully utilize their faculty resources in ways that achieve the greatest possible educational benefit.

Sec. 3 General Provisions for Faculty Workload. Each academic institution shall establish a faculty workload policy that adheres to the following general provisions:

3.1 The institution's workload policy shall set forth equitable and fair guidelines that permit each department chair (or head of a comparable academic unit), under the supervision of the dean, to best deploy departmental faculty to foster student success and advance the department's mission.

3.2 A chair may assign differential teaching loads for circumstances such as graduate instruction, research activities, time bought out by external grants, administrative assignments, large class sizes, team-taught courses, significant advising responsibilities, or other activities aligned with the institution's mission and/or critical to student success.

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- 3.3 A chair may assign differential teaching loads based on the expectations of tenured and tenure-track faculty who have active and productive research/scholarly/creative programs, tenured faculty who are less active in research/scholarly/creative work, and nontenure-track faculty.
- 3.4 An institution's faculty workload policy shall recognize that classroom teaching, basic and applied research, service, and professional development are important elements of faculty workloads by giving appropriate weight to each activity when determining the standards for faculty workload.
- 3.5 Each institution may give the same or different weight to each activity and to other activities recognized by the institution as important elements of faculty workloads.
- 3.6 The president of each academic institution shall submit the initial faculty workload policy for review and approval by the Executive Vice Chancellor for Academic Affairs.

Sec. 4 Reporting Requirements

- 4.1 The president shall designate an officer to monitor workloads, prepare and review appropriate workload reports, and submit the reports to the institutional head for certification or approval and comments as may be appropriate.
- 4.2 Each institution shall submit the Faculty Reports (CBM-008) required by the Texas Higher Education Coordinating Board.
- 4.3 Within 30 days of the end of each academic year, each institution shall file with the Board of Regents a report, by department, of the academic duties and services performed by each member of the faculty during the nine-month academic year, showing evidence of compliance with requirements established by the Board.
- 4.4 The report of academic duties and services performed by each member of the faculty, based on data submitted in the CBM-008, shall indicate all appointments held by the faculty member in the employing institution, the salary

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paid to each appointment, the percent of time of each appointment, and the source of funds from which salary payments were made.

4.5 For a faculty member paid partially from a source of funds other than state appropriations, the teaching load shall be proportioned to the percentage of salary paid from state appropriations.

4.6 Upon the request of an institution, if additional time is needed to prepare the report to the Board of Regents, the Executive Vice Chancellor for Academic Affairs is authorized to extend the deadline for submission.

3. Definitions

None

4. Relevant Federal and State Statutes

Texas Education Code [Section 51.402](#) – Report of Institutional and Academic Duties

5. Relevant System Policies, Procedures, and Forms

None

6. System Administration Office(s) Responsible for Rule

Office of Academic Affairs

7. Dates Approved or Amended

[Regents' Rules Revision History](#)

**The University of Texas System
Rules and Regulations of the Board of Regents**

Rule: 31007

1. Title

Tenure

2. Rule and Regulation

Sec. 1 Applicability of Rules and Policies.

This Rule addresses the granting of and requirements related to faculty tenure.

Faculty titles and descriptions are covered in Regents' [Rule 31001](#).

Appointment, reappointment, nonrenewal, notice, and other requirements for non-tenured faculty, regardless of tenure track status, and term-tenure faculty are addressed in [Rule 31002](#).

Sec. 2 Granting of Tenure. Tenure denotes a status of continuing appointment as a member of the faculty at an institution of The University of Texas System. The granting of tenure means the entitlement of a faculty member of an institution of higher education to continue in the faculty member's academic position unless terminated by the institution for good cause or summarily dismissed in accordance with [Rule 31008](#). The granting of tenure may not be construed to create a property interest in any attribute of a faculty position beyond a faculty member's continuing employment, including the faculty member's regular annual salary and any privileges incident to the faculty member's status as a tenured professor.

Academic titles in which faculty members can hold tenure are listed in Regents' [Rule 31001](#). Tenure may be granted at the time of appointment to any of such academic ranks, or tenure may be withheld pending satisfactory completion of a probationary period of faculty service. Tenure status described in this section shall not be applicable to the faculty of The University of Texas M. D. Anderson Cancer Center or the Health Science Center at The University of Texas at Tyler.

Sec. 3 Seven-Year Term Tenure Appointment. The University of Texas M. D. Anderson Cancer Center and the Health Science Center at The University of Texas at Tyler are authorized to award a seven-year term tenure appointment that will denote a status of continuing appointment at that institution as a member of the

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faculty for a period of seven years. Only members of the faculty with academic titles of Professor, Associate Professor, or Assistant Professor may be granted a seven-year term tenure appointment. A seven-year term tenure appointment may be granted at the time of appointment to any of such academic rank or may be withheld pending satisfactory completion of a probationary period of faculty service. No institution may adopt or implement a seven-year term tenure appointment policy except The University of Texas M. D. Anderson Cancer Center and the Health Science Center at The University of Texas at Tyler.

- Sec. 4 Full-time Service Requirement Related to The Fulfillment of Required Probationary Period. Except in limited circumstances as determined by the institution, only full-time service in the academic ranks of Professor, Associate Professor, Assistant Professor, and Instructor, or any combination thereof, shall be counted toward fulfillment of a required probationary period related to the award of tenure or a seven-year term appointment. Institutions shall establish a policy that identifies the activities or circumstances that qualify as full-time service.
- Sec. 5 Prior Service. Prior service at other academic institutions, whether inside or outside the U.T. System, shall not be counted to fulfill the required probationary period unless specifically permitted under an institution's *Handbook of Operating Procedures*.
- Sec. 6 Probationary Service. Each institution shall establish policies in its *Handbook of Operating Procedures* that specify the maximum length of probationary service. The maximum period of probationary faculty service in non-tenured status with any academic title or combination of academic titles specified in Section 4 of this Rule shall not be more than seven years of full-time academic service at the general academic institutions and not more than nine years of full-time academic service at the health-related institutions and at the academic medical centers of the general academic institutions. Institution policies on maximum probationary periods shall include provisions for extension requests in accordance with Sec. 6.1(b) of this Rule.

In the final year of the maximum probationary period, all tenure-track faculty shall be given notice (1) that the subsequent academic year will be the terminal year of employment; or (2) that, subject to the approval of the Board of Regents, tenure

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or a seven-year term appointment will be granted beginning with the subsequent academic year according to the faculty members' institutional policy. If a faculty member is awarded tenure or seven-year term appointment, the institution shall provide the faculty member a Memorandum of Appointment in accordance with Regents' [Rule 31001](#).

- 6.1 Calculation of Service. For purposes of calculating the period of probationary service, an "academic year" shall be the period from September 1 through the following August 31 unless institution policy provides otherwise.
- (a) If a faculty member is initially appointed during an academic year, the period of service from the date of appointment until the beginning of the following academic year shall not be counted as academic service toward fulfillment of the maximum probationary period unless institution policy provides otherwise. After the first full year of service as calculated by the institution's policy, one year of probationary service is accrued by at least nine months full-time academic service, as provided by the institution's policy, during any academic year. A faculty member shall be considered to be on full-time academic service when in full compliance with Rules [31006](#) and [31007](#) and institution standards pertaining to minimum faculty workloads or when in compliance with the academic service standard of any health-related institution or academic medical center of any general academic institution.
- (b) Each institution with tenured faculty will establish and appropriately communicate a policy for the extension of the maximum probationary period and include the policy in the institutional *Handbook of Operating Procedures* following the standard review and approval process. In the case of The University of Texas M. D. Anderson Cancer Center or the Health Science Center at The University of Texas at Tyler, the institution may establish a policy that allows the extension of a term-tenure appointment consistent with these guidelines and the term-tenure policy. Institutional policies are to be consistent with the following guidelines:

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- (1) A faculty member who determines that certain personal or professional circumstances may impede his or her progress toward achieving demonstration of eligibility for recommendation of award of tenure may make a written request for extension specifying the reason(s) for the requested extension. Personal or professional circumstances that may justify the extension include, but are not restricted to, disability or serious illness of the faculty member; status of the faculty member as a principal caregiver of a preschool child; status of the faculty member as a principal caregiver of a disabled, elderly, or seriously ill member of the family of the faculty member; or activities that enhance the reputation of the institution and/or contribute to the faculty member's professional development. It is the responsibility of the faculty member to provide appropriate documentation to adequately demonstrate why the request should be granted.
- (2) The request for extension shall be limited to one academic year. A request for an additional academic year's extension will follow the established request process, with the maximum duration of extension, whether consecutive or nonconsecutive, to be two academic years unless otherwise required by applicable state or federal law.
- (3) Normally, requests for extension must be made in advance of the academic year or semester for which the extension is desired and may be made no later than three months prior to the deadline for initiation of the mandatory review process to determine recommended award of tenure or notice as provided under [Rule 31002](#), concerning notice of nonrenewal, that the next year will be the faculty member's terminal year of appointment.
- (4) The decision regarding the request shall be made by the chief academic officer of the institution, upon recommendation of the department chair and the dean, within a reasonable period of time and in a manner specified by institutional policy.

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- Sec. 7 Board Approval. The award of tenure may be granted only by the Board of Regents, on the recommendation of the institutional president and the Chancellor.
- Sec. 8 Prohibition. A person appointed to a tenure-track or tenured faculty position at an institution of the U.T. System may not, during the term of such appointment, hold a faculty position at another educational institution (other than a visiting professorship or other similar temporary appointment) without the express written permission of the appropriate Executive Vice Chancellor.
- 8.1 Resignation of Outside Tenure. Unless an exception is approved as authorized above, tenured faculty appointments within the U.T. System shall be conditioned upon the appointee having resigned any tenured position at any other educational institution. Such resignation must be completed and effective prior to the effective date of the appointment at the U.T. System institution; otherwise, such appointment shall be void and of no effect.
- 8.2 Acceptance Considered Resignation. After a person holds a tenured faculty appointment at a U.T. System institution, the commencement of a full-time faculty appointment at any other educational institution shall be considered a resignation of the U.T. System faculty appointment unless the appropriate Executive Vice Chancellor has granted express written permission for the holding of such a dual appointment.

3. Definitions

None

4. Relevant Federal and State Statutes

Texas Education Code [Section 65.32](#) – Removal of Officers, Etc.

5. Relevant System Policies, Procedures, and Forms

The University of Texas Systemwide Policy [UTS 198](#), *Termination of a Faculty Member*

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Rules and Regulations of the Board of Regents**

Rule: 31007

6. System Administration Office(s) Responsible for Rule

Office of Academic Affairs
Office of Health Affairs

7. Dates Approved or Amended

[Regents' Rules Revision History](#)

**The University of Texas System
Rules and Regulations of the Board of Regents**

Rule: 31102

1. Title

Evaluation of Tenured Faculty

2. Rule and Regulation

Sec. 1 Statutory Requirements. In accordance with the *Texas Education Code* [Section 51.942](#), the Board of Regents is required to adopt rules and procedures providing for a periodic performance evaluation process for all tenured faculty. The Board is required to seek advice and comment from the faculty before adopting any rules pursuant to that section. The advice and comment from the faculty on the performance evaluation of tenured faculty shall be given the utmost consideration by the Board.

Sec. 2 Importance of Tenure. The Board of Regents recognizes tenure as an essential protection for faculty, safeguarding free inquiry, open intellectual and scientific debate, and the exploration and advancement of knowledge that may challenge established ideas. This protection is vital because academic disciplines advance through the rigorous testing of assumptions, conventions, and theories in the pursuit of truth and understanding. Institutions of higher education have a distinctive need for practices that enhance and protect, not diminish, the important guarantees of tenure and academic freedom.

Sec. 3 Purpose of Evaluation. The Board of Regents supports a system of periodic evaluation of all tenured faculty. The purpose of periodic evaluation is to provide guidance for continuing and meaningful faculty development; to assist faculty to enhance professional skills and goals; to refocus academic and professional efforts, when appropriate; and to assure that faculty members are meeting their responsibilities to academia, the institution, and the State of Texas. The Board will monitor this system to ensure institutions are appropriately affirming the continuation of faculty members' tenure status. In implementing the plan, institutions shall maintain an appropriate balance of emphasis on teaching, research, service, and other faculty duties.

Sec. 4 Institutional Policies. Each institution of The University of Texas System shall have an institutional policy and plan consistent with the following guidelines for the periodic (annual and comprehensive) performance evaluation of tenured faculty.

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Rule: 31102

Institutional policies in accordance with the [model policy](#) shall be developed with appropriate faculty input, as determined by the institution's president and shall be included in each institutional *Handbook of Operating Procedures* after review and appropriate administrative approval and submission to the Board of Regents for review and final approval. Nothing in these guidelines or the application of institutional evaluation policies shall be interpreted or applied to infringe on the tenure system, academic freedom, due process, or other protected rights nor to establish new term-tenure systems or to require faculty to reestablish their credentials for tenure.

Sec. 5 Minimum Elements. Institutional *Handbook of Operating Procedures* policies should include the following minimum elements for periodic evaluation:

5.1 Annual Reviews. Annual reviews are not the comprehensive periodic evaluations required under *Texas Education Code Section 51.942*. Annual reviews should focus on individual merit relative to assigned responsibilities in accordance with Regents' [Rule 30501](#).

(a) Review Categories. Each faculty member being reviewed shall be placed in one of the following categories: a. exceeds expectations; b. meets expectations; c. does not meet expectations; or d. unsatisfactory. Expectations shall be set by institutional policy according to the faculty member's rank, discipline, and institution.

(b) Scheduled Reviews. Evaluation of tenured faculty shall be performed annually. The evaluation may not be waived for any tenured faculty member but may be deferred in rare circumstances when the review period will coincide with approved leave, comprehensive review for promotion, or appointment to an endowed position. No deferral of review of an active faculty member may extend beyond one year from the scheduled review.

(c) Responsibilities Reviewed. The evaluation shall include review of the faculty member's professional responsibilities in teaching, research, service, patient care, and administration. Institutional policies shall detail the criteria and factors to be evaluated.

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- (d) Material Submitted. The faculty member being evaluated shall submit a curriculum vitae, including a summary statement of professional accomplishments, and shall submit or arrange for the submission of teaching evaluations. The faculty member may provide copies of a statement of professional goals, a proposed professional development plan, and any other additional materials the faculty member deems appropriate.
- (e) Review of Evaluation. In accordance with institutional policy, initial evaluation of the faculty member's performance may be carried out by the department, department chair (or equivalent), dean, or peer review committee, but in any event must be reported to the chair (or equivalent) and dean for review. Evaluation shall include review of the current curriculum vitae, student and any peer evaluations of teaching for the review period, and all materials submitted by the faculty member.
- (f) Communication of Results. Results of the evaluation will be communicated in writing to the faculty member, the department chair/dean, the chief academic officer, and the president for review and appropriate action.
- (g) Uses. Possible uses of the information contained in the report include the following:
 - (1) The evaluation may be used to determine salary recommendations, nomination for awards, or other forms of performance recognition.
 - (2) For individuals whose performance indicates they would benefit from additional institutional support or a remediation plan, the evaluation shall be used to provide such support or a remediation plan (e.g., teaching effectiveness assistance, counseling, or mentoring in research issues/service expectations). Schools/colleges and/or departments, in consultation with a peer committee, shall monitor individuals receiving such support for evidence of improvement and, if there is insufficient improvement, shall take action under (4) or Section 5.3, below, if appropriate.

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- (3) Individuals whose performance is unsatisfactory may be subject to further review and/or to appropriate administrative action. Institutional policies shall provide procedures for appeals.
- (4) Individuals whose performance is unsatisfactory for two annual reviews in a three year period may be subject to a comprehensive review (Section 5.2, below).
- (5) If incompetence, neglect of duty, or other good cause is determined to be present, appropriate disciplinary action may be taken under Section 5.3 below.

5.2 Comprehensive Periodic Evaluations. Comprehensive periodic evaluations are required in compliance with *Texas Education Code* [Section 51.942](#).

- (a) Review Categories. Each faculty member being reviewed shall be placed in one of the following categories: a) exceeds expectations; b) meets expectations; c) does not meet expectations; or d) unsatisfactory. Expectations shall be set by institutional policy according to the faculty member's rank, discipline, and institution.
- (b) Scheduled Reviews. Comprehensive periodic evaluation of tenured faculty shall be performed no less often than every six years. The evaluation may not be waived for any tenured faculty member but may be deferred in rare circumstances when the review period will coincide with approved leave, comprehensive review for promotion, or appointment to an endowed position. No deferral of review of an active faculty member may extend beyond one year from the scheduled review. Institutional policy may specify that periods when a faculty member is on leave need not be counted in calculating when the comprehensive evaluation is required.
- (c) Responsibilities Reviewed. The evaluation shall include review of the faculty member's professional responsibilities in teaching, research, service, patient

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care, and administration. Institutional policies shall detail the criteria and factors to be evaluated.

- (d) Notice of Evaluation. Reasonable individual notice of at least six months of intent to review shall be provided to a faculty member.
- (e) Material Submitted. The faculty member being evaluated shall submit a curriculum vitae, including a summary statement of professional accomplishments, and shall submit or arrange for the submission of annual reports and teaching evaluations. The faculty member may provide copies of a statement of professional goals, a proposed professional development plan, and any other additional materials the faculty member deems appropriate.
- (f) Review of Evaluation. In accordance with institutional policy, initial evaluation of the faculty member's performance may be carried out by the department, department chair (or equivalent), dean, or peer review committee, but in any event must be reported to the chair (or equivalent) and dean for review. Evaluation shall include review of the current curriculum vitae, student and any peer evaluations of teaching for the review period, annual reports for the review period, and all materials submitted by the faculty member.
- (g) Peer Review. Comprehensive periodic evaluation of tenured faculty shall include peer review. The members of peer review committees shall include representatives of the college/school or department and will be appointed, on the basis of their objectivity and academic strength, by the dean or chair in consultation with the tenured faculty in the college/school or department or pursuant to other process as defined in institutional policies. The faculty member shall be provided with an opportunity to meet with the committee or committees.
- (h) Communication of Results. Results of the evaluation will be communicated in writing to the faculty member, the department chair/dean, the chief academic officer, and the president for review and appropriate action.

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- (i) Uses. Possible uses of the information contained in the report include the following:
 - (1) The evaluation may be used to determine salary recommendations, nomination for awards, or other forms of performance recognition.
 - (2) For individuals whose performance indicates they would benefit from additional institutional support or a remediation plan, the evaluation shall be used to provide such support or a remediation plan (e.g., teaching effectiveness assistance, counseling, or mentoring in research issues/service expectations). Schools/colleges and/or departments, in consultation with a peer committee, shall monitor individuals receiving such support for evidence of improvement and, if there is insufficient improvement, shall take action under (3) or Section 5.3, below, if appropriate, for termination or other appropriate disciplinary action.
 - (3) For individuals who receive an unsatisfactory rating in any area of any evaluation conducted under the comprehensive periodic evaluation policy, the process must provide for a short-term development plan that includes performance benchmarks for returning to satisfactory performance. Such individuals may be subject to further review and/or to appropriate administrative action. Institutional policies shall provide procedures for appeals.
 - (4) If incompetence, neglect of duty, or other good cause is determined to be present, appropriate disciplinary action may be taken under Section 5.3 below.
- 5.3 Termination or Other Appropriate Disciplinary Action. For tenured faculty members for whom incompetence, neglect of duty, or other good cause is found, review to determine if good cause exists for termination under the current Regents' *Rules and Regulations* shall be considered, in accordance with the due process procedures of the Regents' *Rules and Regulations*, [Rule 31008](#). If disciplinary action other than termination is

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considered appropriate, such faculty members shall have access to procedures that include notice of the specific charges and a hearing prior to the imposition of disciplinary action.

Sec. 6 Follow-up Review. The acceptance and success of periodic evaluation for tenured faculty will be dependent upon a well-executed, critical process and an institutional commitment to assist and support faculty development. Thus, remediation and follow-up review for faculty, who would benefit from such support, as well as the designation of an academic administrator with primary responsibility for monitoring such needed follow-up activities, are essential.

3. Definitions

None

4. Relevant Federal and State Statutes

Texas Education Code [Section 51.942](#) – Performance Evaluation of Tenured Faculty

5. Relevant System Policies, Procedures, and Forms

Regents' *Rules and Regulations*, [Rule 30501](#) – Employee Evaluations

Regents' *Rules and Regulations*, [Rule 31008](#) – Termination of a Faculty Member

[Model Policy](#) developed by U.T. System Faculty Advisory Council

The University of Texas Systemwide Policy [UTS 198](#), *Termination of a Faculty Member*

6. System Administration Office(s) Responsible for Rule

Office of Academic Affairs
Office of Health Affairs

7. Dates Approved or Amended

[Regents' Rules Revision History](#)

3. **U.T. System: Discussion and appropriate action regarding authorization of non-academic mandatory fees beginning in Academic Years 2026-2027 and 2027-2028 for academic institutions**

RECOMMENDATION

The Chancellor concurs in the recommendation of the Executive Vice Chancellor for Academic Affairs that the proposed fee increases for U.T. Arlington, U.T. Permian Basin, U.T. Rio Grande Valley, U.T. San Antonio, Stephen F. Austin State University, and U.T. Tyler, as recommended by their respective presidents, be approved beginning in Academic Years 2026-2027 and 2027-2028 as set forth on the following pages.

BACKGROUND INFORMATION

The attached fee chart details adjustments to non-academic mandatory fees at certain academic institutions beginning in Academic Years 2026-2027 and 2027-2028. These proposed increases are consistent with the State of Texas Higher Education Affordability Initiative. For all resident undergraduate students, the proposed increases do not affect current tuition, academic fees, academic-related general fees, or college course fees. At each academic institution, the total dollar amount of the proposed increases to non-academic mandatory fees would not increase the average cost of attendance by more than 3.7%, the 2025 Higher Education Price Index (HEPI).

Institution	Fee Name	Increase Information
U.T. Arlington	Athletics	Currently \$8.50/Semester Credit Hour (SCH) with a cap of \$115/semester. Increase to \$10/SCH with a cap of \$150/semester in Academic Year 2027.
U.T. Permian Basin	Advising Medical Services	Currently \$35/semester. Increase to \$42.50/semester in Academic Year 2027 Increase to \$50/semester in Academic Year 2028. Currently \$19.32/semester. Increase to \$21.25/semester in Academic Year 2027. Increase to \$23.18/semester in Academic Year 2028.
U.T. Rio Grande Valley	Athletics University Services Fee	Currently \$28.80/SCH (\$346 semester cap). Increase in Academic Year 2027 by 9.4% to \$31.50/SCH (\$378 semester cap) and in Academic Year 2028 by 9.5% to \$34.50/SCH (\$414 semester cap). Currently, the University Services Fee (USF) is \$38.10/SCH (\$457.20 semester cap). Increase to \$70/SCH (\$840 semester cap) in Academic Year 2027.
U.T. San Antonio	Student Data Management Student Services Fee	U.T. San Antonio proposes combining two fees (\$15/semester Student Data Management Fee and \$5/semester Publication Fee) into one fee - Student Data Management Fee for a total of \$20/semester. U.T. San Antonio can combine and rename fee with no increase. Increase by 2.6% in both Academic Year 2027 and Academic Year 2028, currently \$18.51/SCH (\$222.12 semester cap), increase to \$19.00/SCH (\$228 semester cap) in Academic Year 2027 and to \$19.50/SCH (\$234 semester cap) in Academic Year 2028.

	<p>Medical Services</p> <p>ID Card</p>	<p>Increase by 4.4% in both Academic Year 2027 and Academic Year 2028. Currently \$43.10/semester, increased to \$45/semester in Academic Year 2027 and \$47/semester in Academic Year 2028.</p> <p>Increase from \$3/semester to \$6/semester in Academic Year 2027.</p>
<p>Stephen F. Austin State University</p>	<p>Student Services Fee</p> <p>Registration and Records</p>	<p>Beginning in Academic Year 2028. Currently \$13.50/SCH (\$162 semester cap) to \$14.85/SCH (\$178.20 semester cap).</p> <p>Beginning in Academic Year 2028. Currently \$8/semester, increase to \$20/semester in Academic Year 2028.</p>
<p>U.T. Tyler</p>	<p>Student Services Fee</p> <p>Athletics</p>	<p>This student services fee was higher at U.T. Health Science Center - Tyler before the realignment (\$15.44/SCH). U.T. Tyler would like to increase the fee for non-HSC students by \$1.22/SCH for Fiscal Year 2027 and Fiscal Year 2028 to match the current HSC fee but keep the cap non-HSC students have at \$150/semester. By Academic Year 2028, all U.T. Tyler and HSC students would be charged a rate of \$15.44/SCH with cap of \$150/semester.</p> <p>Approved through student referendum on March 22, 2024. Increase schedule was paused for two years. Currently, \$18/SCH; \$270 semester cap (Academic Year 2025 rate). Increase to \$22/SCH (\$330 semester cap) in Academic Year 2027.</p>

4. **U.T. System: Discussion and appropriate action regarding allocation of Permanent University Fund (PUF) Bond Proceeds to address technology deferred maintenance capital needs**

RECOMMENDATION

The Chancellor concurs in the recommendation of the Executive Vice Chancellor for Academic Affairs and the Executive Vice Chancellor and Chief Operating Officer that the U.T. System Board of Regents approve the allocation of \$123.4 million of Permanent University Fund (PUF) Bond Proceeds for capital projects addressing technology deferred maintenance as follows on the next page.

BACKGROUND INFORMATION

The University of Texas System engaged Gartner Consulting to assess its infrastructure technology debt across the System's nine academic institutions and System Administration. The scope of the assessment excluded applications and datacenters, focusing instead on centralized IT-managed assets, including servers, storage, networking, and cabling infrastructure. Gartner issued its final report on September 10, 2025. Addressing infrastructure technology debt is expected to reduce each institution's exposure to security risks caused by using solutions no longer under vendor support and/or unable to be patched to address contemporary bugs and exploits.

The proposed allocation methodology would allocate PUF debt to address technology infrastructure deferred maintenance only for Educational and General space. Article VII, Sec. 18 of the *Texas Constitution* provides the PUF bond proceeds may not be used for student housing, intercollegiate athletics, or auxiliary enterprises.

Technology Infrastructure Debt¹

(\$ millions)	Estimated Infrastructure Debt	Estimated Cabling Debt	Estimated Implementation Costs	Total
UTA	0.9	6.0	2.1	9.0
UTAUS ²	1.0	14.4	4.6	20.0
UTD	11.1	4.1	4.6	19.8
UTEP	3.7	7.6	3.4	14.7
UTPB	0.5	0.9	0.5	1.9
UTRGV	2.5	5.3	2.3	10.1
UTSA ³	7.4	3.6	3.3	14.3
SFA	8.4	2.8	3.4	14.6
UTT ⁴	1.7	4.4	1.8	7.9
TACC	1.8	0.0	0.6	2.4
UT SIS ⁵	7.1	0.0	1.6	8.7
Total	\$46.1	\$49.1	\$28.2	\$123.4

¹) The proposed allocation methodology would allocate PUF debt to address technology deferred maintenance only for E&G space based on the September 10, 2025 Gartner Consulting Report.

²) Excludes Texas Advanced Computing Center (TACC) reflected separately.

³) Amounts reflected for U. T. San Antonio exclude amounts related to UTSA-HSC, which was not included within the scope of the Report.

⁴) Amounts reflected for U. T. Tyler include amounts reported separately for U. T. Tyler and the UTT-HSC identified within the scope of the Report.

⁵) UT Shared Information Services (SIS)

5. **U.T. System: Discussion and appropriate action regarding allocation of \$300 million of Available University Funds to address deferred maintenance needs at U.T. Austin**

RECOMMENDATION

The Chancellor concurs in the recommendation of the Executive Vice Chancellor for Academic Affairs and the Executive Vice Chancellor and Chief Operating Officer, that the U.T. System Board of Regents approve the allocation of \$300 million of Available University Funds (AUF), in \$100 million annual installments during Fiscal Years 2026-2028, to address deferred maintenance needs at U.T. Austin.

It is further recommended that the Board of Regents delegate authority to the Executive Vice Chancellor and Chief Operating Officer to substitute Permanent University Fund (PUF) Bond Proceeds for AUF if the substitution allows for better management of AUF reserves or of PUF capacity.

BACKGROUND INFORMATION

Based on the Fiscal Year 2024 Campus Condition Report (Report), issued January 2025 and summarizing the facilities condition and deferred maintenance needs across U.T. System institutions, \$920 million in unfunded deferred maintenance needs in Education and General (E&G) space were identified at U.T. Austin as of Fiscal Year 2024. This amount excludes the deferred maintenance identified in non-E&G space, which totaled an additional \$248 million. The proposed allocation would provide AUF to U.T. Austin to address deferred maintenance for E&G space only.

The total proposed AUF allocation of \$300 million would address approximately 30% of the \$920 million of deferred maintenance needs in E&G space identified for U.T. Austin in the Report.

Aligned with requirements defined in U.T. System Policy *UTS 168 Capital Expenditure Policy* and in conjunction with the annual U.T. System campus condition reporting, U.T. Austin will provide a list of the anticipated projects to be addressed with this allocated funding and will proceed with a single Definition Phase request memo outlining its anticipated program as a single Major Project pursuant to Regents' *Rules and Regulations*, Rule 80301 (Capital Improvement Program).

On August 21, 2025, the Board allocated \$1.19 billion of PUF Bond Proceeds to address deferred maintenance needs across the other U.T. institutions. The Office of Capital Projects, on behalf of the U.T. institutions, will collect annual expense information and compile summary reporting for the Board of Regents and U.T. System executives.

6. **U.T. System: Annual Meeting with Officers of the U.T. System Student Advisory Council**

The U.T. System Student Advisory Council will provide an update to the Board of Regents on issues and priorities worked throughout the year. The Council's recommendations are set forth on the following pages.

BACKGROUND INFORMATION

The U.T. System Student Advisory Council was established in 1989 to provide input to the U.T. System Board of Regents working through and with the Chancellor and U.T. System Administration on issues of student concern. The operating guidelines of the Council require that recommendations have a multi-institutional focus and that the Council explore individual campus issues with institutional administrators prior to any consideration thereof. The Student Advisory Council consists of two student representatives from each U.T. System institution in addition to three elected officers and meets three times a year in Austin.

Council officers are:

Chair: Mr. Aydan Villarreal, U.T. San Antonio, Health, Community, and Policy

Vice Chair: Mr. Edgar Loya, Jr., U.T. El Paso, Finance

Secretary: Ms. Llaran Turner, U.T.M.D. Anderson Cancer Center, Genetics and Epigenetics

Undergraduate Committee: Ms. Giana Abraham, U.T. Dallas, Neuroscience and Psychology

Graduate Committee: Mr. Devarsh Pathak, U.T. Dallas, Computer Science



The University of Texas System



TO: The University of Texas System Board of Regents
FROM: The University of Texas System Student Advisory Council
DATE: May 20, 2026
RE: Executive Summary: 2025-26 Student Advisory Council Recommendations

The Student Advisory Council (SAC) has worked hard during the 2025-26 academic year to draft recommendations that will supercharge existing U.T. System initiatives and enhance the student experience at all thirteen academic and health institutions. SAC recommends the following regarding key subject matters that affect student success.

Affordability	<ul style="list-style-type: none"> • Student representation on the ad hoc convening group regarding food insecurity • Expand food insecurity work to include students’ basic needs • Fund and Standardize Emergency Loans
Artificial Intelligence	<ul style="list-style-type: none"> • Student representation on U.T. System’s Artificial Intelligence (AI) Working Group • Consistency in coursework and conduct procedures for artificial intelligence
Experiential Learning	<ul style="list-style-type: none"> • List Systemwide experiential learning opportunities on our U.T. System website • Increase number of students engaging in an experiential learning experience by 25% by 2030
Graduate Student Success	<ul style="list-style-type: none"> • Establish graduate student success pillars to focus on financing graduate education, career readiness, and the student experience
Open Educational Resources (OER)	<ul style="list-style-type: none"> • Increase awareness of OER to Students and Faculty • Increase funding for the development of OER

Affordability

SAC continues to put a focus on the affordability of higher education. Throughout our meetings, representatives shared the meaning of affordability to their respective constituents. Ultimately, SAC identifies “affordability” in higher education as “[t]he student’s ability to pursue an education while also maintaining a reasonable quality of life throughout their academic career,



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SAC
Student Advisory Council

ultimately graduating with low or no debt.” In this definition, representatives wanted to capture the vast number of students within the U.T. System.

The U.T. System has been able to make tremendous progress by expanding and creating food pantries at our institutions due to research conducted by The Texas Health Improvement Network (THIN). Students are incredibly grateful to the Board of Regents for giving our institutions the ability to develop private partnerships with generous businesses to strengthen the resources provided to students.

SAC is appreciative of Chancellor Zerwas’s ad hoc committee on food insecurity. We seek to have student representation on this committee and any ongoing efforts while also continuing to observe other basic needs that students have, like transportation, housing, and emergency loans. SAC sees a strong opportunity in standardizing emergency loans across institutions to assist students with food security and basic needs. As new areas are identified, students should be involved in building avenues to support them.

Artificial Intelligence

This year, representatives from both the undergraduate and graduate committees came together to address navigating an academic career in the age of artificial intelligence (AI). AI has become an increasingly significant component of higher education, research, healthcare, and workforce development. Across the U.T. System, institutions have independently developed policies, initiatives, and frameworks to guide AI use. The outcomes of our discussions were clear, and we look forward to supercharging existing work being conducted in the Office of Academic Affairs while also providing the important student perspective. The SAC is recommending student representation on U.T. System’s Artificial Intelligence (AI) Working Group so that we can identify avenues for students to develop mastery in AI.

Representatives recommend stronger consistency of AI in coursework across institutions due to the rapidly evolving capabilities surrounding generative AI and large language models. SAC also believes that greater Systemwide guidance is necessary to uphold academic integrity and prepare students for the workforce.



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SAC
Student Advisory Council

Experiential Learning

The SAC is grateful to the U.T. System for its commitment to experiential learning in degree programs across all 13 institutions. Experiential learning plays a critical role in preparing students, both undergraduate and graduate, for career success and lifelong professional development. Existing career services across the U.T. System are impactful, but often catered toward undergraduate students, resulting in a gap in specialized advising for graduate students. U.T. System institutions should work to implement intentional career centers services that better serve graduate students' needs like specialized industry pathways and research-to-industry translation.

SAC received numerous presentations this year from many different Systemwide experiential learning opportunities from the Archer Center, the Texas Legislative Fellowship Program (TLIP), and U.T. System Internship (UTSI) and Law Clerkship (LC). However, access, awareness, and preparation relating to these opportunities vary across campuses. SAC is asking that these programs be listed on the Student Affairs section of the U.T. System Academic Affairs webpage. SAC believes that an appropriate goal is to increase student participation in experiential learning experiences by 25% before 2030.

Graduate Student Success

We appreciate U.T. System's continued commitment to fostering excellence in graduate education. As the higher education landscape evolves, it is crucial to equip graduate students with the necessary resources and opportunities to successfully transition into professional careers. Data from the 2025 U.T. System Smartbook shows that graduate students make up 25% of current enrollment. Additionally, graduate students made up $\frac{1}{3}$ of the population that was awarded degrees.

For graduate students, education is perceived as an investment at the individual level, where time and tuition equate to skill development and downstream earning potential. As a result, components such as projected degree completion time, accumulated education costs, and local/regional costs are considered by graduate students in enrollment and retention decisions. Following degree acquisition, graduate students seek opportunities to compensate for incurred



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costs in settings outside of Texas due to these considerations. Recent statistics found that across Texas in 2022 there was a net loss of approximately 19,000 individuals to out-of-state postsecondary settings. SAC seeks to increase awareness of these statistics so that we stay on track with the THECB “Building a Talent Strong Texas” strategic plan. We recommend that a graduate student success initiative have the pillars of **finances**, **career readiness**, and **the student experience**.

Open Educational Resources

One major component of affordability for students is the cost of mandated course materials. In recent years, the rise of Open Educational Resources (OER) has been a monumental tool for providing students with low to no-cost options for their textbooks. In 2020, the THECB launched OERTX which is a digital OER repository available for students and institutions and facilitates the curation of OER resources that are free and available to any user. The THECB also established a grant program to support the establishment of OER at Texas higher education institutions. There is a clear need for an increase in awareness and support that could be of great benefit to our students' financial wellness, which is essential to their larger success.

Last academic year, two students were in attendance for the 2024 U.T. System Momentum on Open Educational Resources (MOER) convening in Austin. This year, student attendance increased by more than 100%. Additionally, these students took part in a panel discussion that reiterated the importance of the student voice in areas that directly affect their financial wellbeing. Outcomes from our time spent together emphasized the need for more promotion of OER to students and faculty, especially in high-impact and core curriculum courses. This is why the SAC is once again recommending that this initiative continue to be strongly supported and promoted.

7. **U.T. System Board of Regents: Presentation of Certificate of Appreciation to Student Regent Luke Schwartz**

ADDITIONAL MEETING OF THE BOARD AGENDA ITEM
MAY 20-21, 2026

8. **U.T. System Board of Regents: Discussion and appropriate action regarding amendments to Regents' *Rules and Regulations*, Rule 10501 (Delegation to Act on Behalf of the Board), regarding use of institution names, trademarks, or logos**

RECOMMENDATION

The Chancellor and the General Counsel to the Board recommend that the U.T. System Board of Regents approve the following revisions to Regents' *Rules and Regulations*, Rule 10501 (Delegation to Act on Behalf of the Board), regarding use of institution names, trademarks, or logos:

- Sec. 3 Matters Not Delegated. The following contracts or agreements, including purchase orders or vouchers and binding letters of intent or memoranda of understanding, are not delegated by the Board and must be submitted to the Board for approval or authorization, even if the matter fits the description of a matter delegated in Section 2:

...

3.4 Contracts Involving Certain Uses of Institution Names, Trademarks, or Logos. ~~Except as specifically allowed under existing contracts entered into between the Board of Regents and nonprofit entities supporting a U.T. institution,~~ Any agreements, regardless of dollar amount, that grants the right to a non-U.T. entity to use the institutional name or related trademarks or logos in association with the provision of a material medical-related service or in association with physical improvements located on property not owned or leased by the contracting U.T. institution.

BACKGROUND INFORMATION

Regents' Rule 10501 sets forth delegations of authority by the Board of Regents. The Rule also contains a list of matters not delegated by the Board, including certain uses of institution names, trademarks, or logos. The proposed revision clarifies that the Board must approve all agreements granting the right to use an institutional name or related trademarks or logos under the specified circumstances. This requirement helps ensure that institutional branding is used in a manner consistent with the Board's priorities and the mission of the U.T. System.