Chief Executive Officer Report

TO: Midland College Board of Trustees

FROM: Dr. Damon Kennedy, Chief Executive Officer

DATE: October 12, 2026

RE: Chief Executive Officer Reporting Requirements under Texas Education Code § 51.253(c)

Purpose

Texas Education Code (TEC) § 51.253(c) requires the Chief Executive Officer to report to the governing body, and post on the institution's website, information about reports that employees received under TEC § 51.252 concerning "sexual harassment," "sexual assault," "dating violence," or "stalking," as those terms are defined in TEC § 51.251. The report must also cover any disciplinary actions taken under TEC § 51.255. The report is due at least once during each fall or spring semester.

Reporting period and data

The attached summary data report covers **August 1, 2025 through July 31, 2026**. It contains all the information required by TEC § 51.253(c), organized by the categories in that section. A single report can fall into more than one category, so the category totals may not add up to the totals of other categories.

Public posting

The summary data report is also posted on the Midland College website, as TEC § 51.253(c) requires: https://www.midland.edu/about/tix/

Note: Other reports received by the Title IX Coordinator that do not meet the criteria in the Texas Education Code are not included in this report.

CEO Summary Data Report

August 1, 2025 through July 31, 2026

Texas Education Code § 51.252	
Number of reports received under § 51.252	**17**
Number of confidential reports (included in the total above)[1]	0
Number of investigations conducted under § 51.252	**3**
Disposition of disciplinary processes for reports under § 51.252[2]	
a. Concluded, no finding of policy violation	0
b. Concluded, with employee disciplinary sanction	0
c. Concluded, with student disciplinary sanction	0
d. Subtotal	**0**
Number of reports for which the institution determined not to initiate a disciplinary process	**17**
Texas Education Code § 51.255	
Number of reports alleging that an employee failed to report, or submitted a false report to the institution, under § 51.255(a)	**0**
Disciplinary action taken for failure to report or false reports under § 51.255(c)	
a. Employee termination	0
b. Institutional intent to terminate, in lieu of employee resignation	0

Notes

[1] "Number of confidential reports" is the portion of the total reports received under § 51.252 that went to a confidential employee or office (for example, the Counseling Center, Student Health Center, Victim Advocate for Students, or Student Ombuds).

[2] "Disposition" means the final result of the institution's disciplinary process, as defined in the Texas Higher Education Coordinating Board (THECB) rules for TEC § 51.259 (see 19 Texas Administrative Code § 3.6(3) (2019). Pending disciplinary processes are not listed until a final result is reached.

Chief Executive Officer Annual Certification to THECB

Midland College

August 1, 2025 through July 31, 2026

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

By signing below, I certify that Midland College is in substantial compliance with TEC, Title 3, Subtitle A, Chapter 51, Subchapter E-2.

Evidence of compliance:

1. The annual Chief Executive Officer Report was submitted to the institution's governing board on October 20, 2026.
2. A summary data report is posted on the institution's website at https://www.midland.edu/about/tix/.

CEO Signature: 

Printed Name: Dr. Damon Kennedy

Date: 24 Oct 2024