
AGENDA

UNIVERSITY OF HOUSTON SYSTEM BOARD OF REGENTS MEETING

DATE: Wednesday, May 14, 2025
TIME: 12:45 PM
PLACE: Hilton University of Houston Hotel
Conrad Hilton Ballroom, Second Floor
4450 University Drive
Houston, Texas 77204

Vice Chair: John A. McCall Jr.
Secretary: Greg King

I. **Board of Regents Meeting**

A. Call to Order
Presenter: Vice Chair John A. McCall

B. Open Forum
Presenter: Vice Chair John A. McCall

C. Approval of Minutes

-February 19, 2025, Board of Regents Meeting

Action: Approval
Presenter: Vice Chair John A. McCall

II. **Board of Regents Items**

A. Presentation by University of Houston Faculty Senate President on "A Reaffirmation of Shared Governance" 7

Action: Information
Presenter: Dr. Holley Love, President of the Faculty Senate

III. **Committee Reports Listing Consent Docket Items for Board Approval**

All action items considered and unanimously approved by the Endowment Management Committee, Item A; the Audit and Compliance Committee, Item B;

the Academic and Student Success Committee, Item C; the Finance, Facilities, and Administration Committee, Item D, held on Wednesday, May 14, 2025, are listed under each Committee Report as Consent Docket Agenda items requiring final Board approval unless otherwise noted. Pursuant to Board By-Law 6.9, any regent may request that an individual item be removed from the Consent Docket Agenda and be considered by the full Board.

A. **Endowment Management Committee Report - May 14, 2025**

Presenter: Chair Durga Agrawal

1. Approval is requested to rebalance the portfolio of the University of Houston System Endowment Fund to align with policy targets, which will include the investment in new Private Equity Funds and increased investments in existing Global Public Equity Funds

Action: Approval

2. Approval is requested to modify the UH System Endowment Fund Statement of Objectives and Policies

Action: Approval

3. Approval is requested to modify the UH System Investment Policy for Non-Endowed Funds

Action: Approval

B. **Audit and Compliance Committee Report - May 14, 2025**

[No items were brought forward that would require further board approval]

Presenter: Chair Greg C. King

C. **Academic, Research, and Student Success Committee Report - May 14, 2025**

Presenter: Vice Chair Durga Agrawal

1. Approval of Faculty Promotion and Tenure in Academic Rank – University of Houston System

Action: Approval

2. Approval of Faculty Emeritus Appointments – University of Houston System

Action: Approval

3. Approval of Faculty Development Leave – University of Houston System

Action: Approval

4. Approval to delegate authority to the Chancellor to modify Test Optional Admissions standards for the University of Houston

Action: Approval

5. Approval of New Degree Program(s) – University of Houston System

Action: Approval

6. Request for Approval of Program Closures – University of Houston System

Action: Approval

D. **Finance, Facilities, and Administration Committee Report - May 14, 2025**

Presenter: Chair Alonzo Cantu

1. Approval is requested to delegate authority to the Chancellor to negotiate and execute contracts exceeding \$1 million for the purchase of goods or services, excluding construction contracts, at the University of Houston System

Action: Approval

2. Approval is requested for the University of Houston System Professional Medical Liability Benefit Plan

Action: Approval

3. Approval is requested for changes to optional charges at the University of Houston System beginning Fall 2025

Action: Approval

4. Approval is requested for the annual update to the University of Houston Master Plan

Action: Approval

5. Approval is requested for the annual update to the University of Houston-Clear Lake Master Plan

Action: Approval

IV. **Committee Report Item(s) not Addressed in the Consent Docket but requiring Final Board Approval**

[No items were brought forward from the Committees requiring final Board approval]

Presenter: Vice Chair John A. McCall

V. **Board of Regents Item(s) cont'd**

- A. Men's Basketball Final Four Presentation – University of Houston 8

Action: Approval

Presenter: Eddie Nunez, Vice President for Intercollegiate Athletics

- B. Update on the 89th Texas Legislative Session - University of Houston System 9

Action: Information

Presenter: Jason Smith, Vice Chancellor for Government and Community Relations

- C. Approval is requested for reduction of Faculty due to the discontinuance of all or part of an academic program at University of Houston-Victoria 10

Action: Approval

Presenter: Diane Chase, Vice Chancellor for Academic Affairs

- D. Resolution of Appreciation – Tilman Fertitta - University of Houston System 13

Action: Information

Presenter: Renu Khator, Chancellor

- E. Resolution of Appreciation – Tomas Bryan - University of Houston System 14

Action: Information

Presenter: Renu Khator, Chancellor

- F. Resolution in Honor of Bob Glenn's service to the University of Houston System 15

Action: Approval
Presenter: Renu Khator, Chancellor

- G. Resolution in Honor of Eloise Brice's service to the University of Houston System 16

Action: Information
Presenter: Renu Khator, Chancellor

VI. **Chancellor's Report: System Profile and Accomplishments**

Presenter: Chancellor Renu Khator

VII. **Executive Session**

Presenter: Vice Chair John A. McCall

- A. 1. Consultation with System Attorney Regarding Legal Matters and/or Contemplated Litigation or Settlement Offers
TEXAS GOV'T CODE SECTION 551.071
- Pre-litigation and Litigation Status Update
 - Other pending legal and contract matters, potential legal claims, updates, discussion and advice from General Counsel
 - Discussion on Legislative Updates
 - Discussion on UHV Transition
2. Deliberations regarding the Purchase, Exchange, Sale or Value of Real Property
TEXAS GOV'T CODE SECTION 551.072
3. Deliberation Regarding a Prospective Gift
TEXAS GOV'T CODE SECTION 551.073
4. Personnel Matters Relating to Appointment, Employment, Evaluation, Assignment, Duties, Discipline, or Dismissal of Officers or Employees including but not limited to the Chancellor, Presidents, Vice Chancellors, in the Division of Athletics and members of the Board of Regents
TEXAS GOV'T CODE SECTION 551.074
- Discussion regarding contractual matters within the Division of Intercollegiate Athletics
 - Discussion regarding contractual matters within the University of Houston System
 - Annual Evaluation of Chief Audit Officer
5. Confidentiality of government information related to security or infrastructure

VIII. **Report and Action from Executive Session**

Presenter: Vice Chair John A. McCall

- A. Approval is requested to delegate authority to the Chancellor to negotiate and execute personnel contracts within the University of Houston Division of Athletics 17

Action: Approval

Presenter: Vice Chair John A. McCall

- B. Approval of Appointment of Vice Chancellor for Advancement and Alumni, UH System/ Vice President for Advancement and Alumni, University of Houston 18

Action: Approval

Presenter: Vice Chair John A. McCall

- C. Approval is requested to delegate authority to the Chancellor to negotiate and execute the transfer of art between the University of Houston System and the University of Houston-Victoria 20

Action: Approval

Presenter: Vice Chair John A. McCall

- D. Approval is requested to delegate authority to the Chancellor to negotiate and execute an agreement to acquire surplus TXDOT property 21

Action: Approval

Presenter: Vice Chair John A. McCall

IX. **Adjourn**

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA**

ITEM: Presentation by University of Houston Faculty Senate President on “A Reaffirmation of Shared Governance”

DATE PREVIOUSLY SUBMITTED: N/A

SUMMARY:

Dr. Holley Love, Faculty Senate President for the University of Houston will give remarks to the Board on “A Reaffirmation of Shared Governance”

SUPPORTING DOCUMENTATION: None

FISCAL NOTE: None

**RECOMMENDATION/
ACTION REQUESTED:** Information

COMPONENT: University of Houston

Renu Khator

CHANCELLOR

Renu Khator

5/7/2025

DATE

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA**

ITEM: Men's Basketball Final Four Presentation – University of Houston

DATE PREVIOUSLY SUBMITTED: N/A

SUMMARY:

Presentation on the Men's journey to the NCAA Men's Basketball Tournament to the Final Four, culminating in a trip to the Men's NCAA Division 1 Basketball Championship.

SUPPORTING DOCUMENTATION: None

FISCAL NOTE: None

**RECOMMENDATION/
ACTION REQUESTED:** Information

COMPONENT: University of Houston

Renu Khator

CHANCELLOR

Renu Khator

5/7/2025

DATE

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA**

ITEM: Update on 89th Texas Legislative Session – University of Houston System

DATE PREVIOUSLY SUBMITTED: N/A

SUMMARY:

Mr. Jason Smith, Vice Chancellor/Vice President for Governmental Relations will provide an update regarding the UHS Legislative priorities for the 89th Legislative Session.

SUPPORTING DOCUMENTATION: None

FISCAL NOTE: None

**RECOMMENDATION/
ACTION REQUESTED:** Information

COMPONENT: University of Houston System

Renu Khator

CHANCELLOR

Renu Khator

5/7/2025

DATE

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA**

ITEM: Approval is requested for reduction of Faculty due to the discontinuance of all or part of an academic program at University of Houston-Victoria

DATE PREVIOUSLY SUBMITTED: N/A

SUMMARY:

Per University of Houston Board Bylaw 21.07.2.E - Discontinuance of Academic Programs, the University of Houston-Victoria is requesting approval for reduction of four tenured faculty due to the discontinuance of all or part of an academic program. Tenured faculty will be given a minimum of twelve months' notice prior to termination of employment due to discontinuance of part of an academic program. Untenured faculty will be given notice consistent with University of Houston-Victoria's non-reappointment guidelines. All faculty affected are eligible for rehire within the University of Houston System.

SUPPORTING

DOCUMENTATION: Background Information

FISCAL NOTE:

The reduction of the four tenured faculty results in a net savings (salary +30% fringe) of \$560,016. This action is in concert with other faculty reductions (voluntary, retirements, and non-renewal of non-tenure track faculty) totaling \$1,982,068 by the beginning of FY 27.

**RECOMMENDATION/
ACTION REQUESTED:**

Approval

COMPONENT:

University of Houston-Victoria

Renu Khator

CHANCELLOR

Renu Khator

DATE

5/7/2025

Reductions based on closing all or part of a program**\$560,016¹****Reductions of Four Tenured Faculty (budget impact effective FY 27)**

*Program closure: MS Publishing; **Faculty Reduction: Kyle Schlessinger** (\$93,502)*

College of Liberal Arts and Social Sciences; Professor

The MS in Publishing has been dwindling in enrollment and completions for several years. While not on yet meeting the Coordinating Board threshold for “low-producing programs,” (18 graduates over the past five years), it is close, and the trend suggests it will be there soon. There were a total of 30 SCH produced (10 enrollments; 5 students—four listed as publishing majors) for Spring 2025.

Graduates Produced	2019	2020	2021	2022	2023
MS, Publishing	6	2	4	5	1

The faculty in the College of Liberal Arts and Social Sciences have voted to close the program, and it is making its way through the regular curricular process.

Dr. Schlessinger’s initial appointment was in Communications. Since 2009, he has taught 218 classes: 130 Publishing (62%), 12 Design (5.5%), 38 in Communication (17.43%, primarily New Media Theory and Visual Communication), 25 in English (11.5%; Professional Writing, History of the Book in America, and The Business of Books) and 7 with other prefixes.

Dr. Schlessinger is the only faculty person assigned to the Publishing program. Dr. Schlessinger has taught English and Communication classes when necessary to meet his teaching load. An analysis by the English department of their course offerings and staffing needs identified a need for 6 tenure-track faculty (carrying a load of 3/3) and two lecturers (carrying a load of 4/4). The department currently has 5 tenured and one tenure-track faculty person and three lecturers. One lecturer’s contract was not renewed for the 2025-206 academic year (identified above). Moving Dr. Schlessinger to the English department would create excess capacity in that department.

Reduction of Faculty in Programs areas that are not being closed

Rationale: Each Dean looked at historical course offerings for subject areas, set a threshold of adjunct usage, generally in the 25-35% range (varies based on program accreditation requirements), and calculated the number of full-time faculty would be needed, based on that ratio, for each program area. Based on this analysis, the following subject areas/programs were identified as having some margin to sustain a faculty reduction (beyond the above retirements and program closures): Accounting, Economics, Marketing, and Teacher Education/Curriculum and Instruction. Excess capacity in Marketing and Teacher Education/Curriculum and Instruction was alleviated via individuals who elected retirement/VMOE (Voluntary Modification of Employment).

Working with the Dean, we looked at annual performance evaluations for the past three years (2021-2023, as the 2024 evaluations were not completed at the time of this analysis). Within the workgroup convened to look at overall programming and next steps, the group discussed the importance of teaching as a metric, given the overall mission of UHV. Evaluation scores for “overall” and “teaching” were evaluated and ranked and a composite score calculated for each area for each faculty member.

¹ All amounts include salary and 30% fringe.

Accounting (Current: 7—all tenured; Required: 5): Using the method outlined above, **Jianjun Du** (\$160,085) received the lowest composite “overall” evaluations, and **Xiaobo Dong** (\$184,411) received the lowest composite “teaching” evaluations over the three-year period. We know two Accounting faculty are finalists for positions elsewhere. Should either of those faculty leave, we would adjust the list.

	Teaching 2023	Overall 2023	Teaching 2022	Overall 2022	Teaching 2021	Overall 2021
Du, Jianjun	4.5	3.8	4.50	3.98	4	3.65
Dong, Xiaobo	4.5	3.75	4.25	4.60	4.5	3.85
	4.5	4.1	4.25	3.33	4.5	4.45
	4.25	4.4	4.25	4.18	4.5	4.13
	5	4.88	4.50	3.80	4.5	4.4
	4.5	4.73	4.75	4.73	4.5	4.55
	4.5	4.8	4.75	4.40	4.5	4.7

Economics (Current: 5—all tenured; Required: 3/4): Following a similar method as with Accounting, **Vera Adamchik** (\$122,016) received the lowest composite “overall” evaluations over the three years.

	Teaching 2023	Overall 2023	Teaching 2022	Overall 2022	Teaching 2021	Overall 2021
Adamchik, Vera A	4.5	3.95	4.5	3.48	4.5	3.13
	3	3.43	4	4.00	3.5	3.8
	4.5	4.5	4.75	4.78	4.5	4.33
	4.25	4.45	4	4.30	4.5	4.38
	4.5	4.55	4	4.18	4.5	4.5

Other Reductions to Faculty Headcount (\$1,422,052)

Faculty reductions, budget impact effective FY 25

Faculty who left employment (3), as of 12/31/24	\$377,029
Vacant Line (Criminal Justice), closed/not filled	\$72,800

Faculty reductions, budget impact effective FY 26

Faculty (4) with stated intention to leave as of 8/31/2025	\$376,051
Non-Tenure Track positions (2), not renewed for FY26	\$121,550
Pending Retirements (2)	\$214,451

Faculty reductions, budget impact effective FY 27

Pending Retirements (2)	\$260,171
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**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA**

ITEM: Resolution of Appreciation – Tilman Fertitta - University of Houston System

DATE PREVIOUSLY SUBMITTED: N/A

SUMMARY:

Approval is requested for a Resolution in Appreciation for Tilman Fertitta who was first appointed to the University of Houston System Board of Regents by Governor Rick Perry in 2009 and was subsequently reappointed again in 2015 and 2021, both by Governor Greg Abbott; and has served with distinction as a regent.

SUPPORTING DOCUMENTATION: None

FISCAL NOTE: None

**RECOMMENDATION/
ACTION REQUESTED:** Approval

COMPONENT: University of Houston System

Renu Khator

CHANCELLOR

Renu Khator

DATE

5/7/2025

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA**

ITEM: Resolution of Appreciation – Tomas Bryan - University of Houston System

DATE PREVIOUSLY SUBMITTED: N/A

SUMMARY:

Approval is requested for a Resolution in Appreciation for Tomas Bryan who was appointed for a one-year term to the University of Houston System Board of Regents by Governor Greg Abbott on June 1, 2024; and has served with distinction as a regent.

SUPPORTING DOCUMENTATION: None

FISCAL NOTE: None

**RECOMMENDATION/
ACTION REQUESTED:** Approval

COMPONENT: University of Houston System

Renu Khator

CHANCELLOR

Renu Khator

5/7/2025

DATE

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA**

ITEM: Resolution in Honor of Bob Glenn's service to the University of Houston System

DATE PREVIOUSLY SUBMITTED:

SUMMARY:

Approval is requested for a Resolution in Honor of Bob Glenn's service to the University of Houston System.

SUPPORTING DOCUMENTATION: Resolution in Honor of Bob Glenn

FISCAL NOTE: None

**RECOMMENDATION/
ACTION REQUESTED:** Approval

COMPONENT: University of Houston System

Renu Khator

CHANCELLOR

Renu Khator

5/7/2025

DATE

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA**

ITEM: Resolution in Honor of Eloise Brice's service to the University of Houston System

DATE PREVIOUSLY SUBMITTED:

SUMMARY:

Approval is requested for a Resolution in Honor of Eloise Brice's service to the University of Houston System.

SUPPORTING DOCUMENTATION: Resolution in Honor of Eloise Brice

FISCAL NOTE: None

**RECOMMENDATION/
ACTION REQUESTED:** Approval

COMPONENT: University of Houston System

Renu Khator

CHANCELLOR

Renu Khator

5/7/2025

DATE

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA**

ITEM: Approval is requested to delegate authority to the Chancellor to negotiate and execute personnel contracts within the University of Houston Division of Athletics

DATE PREVIOUSLY SUBMITTED:

SUMMARY:

Approval is requested to delegate authority to the Chancellor to negotiate and execute personnel contracts within the University of Houston Division of Athletics.

SUPPORTING DOCUMENTATION: None

FISCAL NOTE: None

**RECOMMENDATION/
ACTION REQUESTED:** Approval

COMPONENT: University of Houston System

Renu Khator

CHANCELLOR

Renu Khator

5/17/2025

DATE

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA**

ITEM: Approval of Appointment of Vice Chancellor for Advancement and Alumni,
UH System/ Vice President for Advancement and Alumni, University of Houston

DATE PREVIOUSLY SUBMITTED:

SUMMARY:

Approval is requested for the appointment of Russell Dunlavy Appointment of Vice Chancellor for Advancement and Alumni, UH System/ Vice President for Advancement and Alumni, University of Houston.

SUPPORTING DOCUMENTATION: Russell Dunlavy Biography

FISCAL NOTE: None

**RECOMMENDATION/
ACTION REQUESTED:** Approval

COMPONENT: University of Houston System

Renu Khator

CHANCELLOR

Renu Khator

DATE

5/7/2025

Russell Dunlavy

A proud native Texan, Russell Dunlavy was born in Houston before his family relocated to Midland, Texas during his early childhood. Though his roots stretched across the Lone Star State, Houston remained a meaningful cornerstone, both as his birthplace and as the home of the University of Houston, a family tradition that spans generations. He is the proud son of two UH alumni, brother to a UH alumna, and nephew and cousin to many more Cougar graduates. After graduating from high school in Midland, Russell returned to Houston to begin his college career at the University of Houston, living in Moody Towers during his freshman year. He eventually transferred to Texas Tech University, where he would complete both his bachelor's and master's degrees.

Russell launched his career in higher education advancement with Texas Tech University. In 2008, he joined the advancement team at the University of Houston, where he has served in various roles of increasing responsibility. Over the years, Russell has helped lead major fundraising initiatives while cultivating transformational support that is helping shape the university's future.

Russell is married to Kelley, and together they are the proud parents of their daughter, Ellie.

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA**

ITEM: Approval is requested to delegate authority to the Chancellor to negotiate and execute the transfer of art between the University of Houston System and the University of Houston-Victoria

DATE PREVIOUSLY SUBMITTED:

SUMMARY:

Approval is requested to delegate authority to the Chancellor to negotiate and execute the transfer of art between the University of Houston System and the University of Houston-Victoria.

SUPPORTING DOCUMENTATION: None

FISCAL NOTE: None

**RECOMMENDATION/
ACTION REQUESTED:** Approval

COMPONENT: University of Houston System

Renu Khator

CHANCELLOR

Renu Khator

5/7/2025

DATE

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA**

ITEM: Approval is requested to delegate authority to the Chancellor to negotiate and execute an agreement to acquire surplus TXDOT property

DATE PREVIOUSLY SUBMITTED:

SUMMARY:

Approval is requested to delegate authority to the Chancellor to negotiate and execute an agreement for University of Houston System to acquire surplus TXDOT property.

SUPPORTING DOCUMENTATION: None

FISCAL NOTE: None

**RECOMMENDATION/
ACTION REQUESTED:** Approval

COMPONENT: University of Houston System

Renu Khator

CHANCELLOR

Renu Khator

5/7/2025

DATE