

By: Shaheen

H.B. No. 1830

A BILL TO BE ENTITLED

AN ACT

relating to tenure and employment status at public institutions of higher education in this state.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

SECTION 1. Section 21.801(d), Education Code, is amended to read as follows:

(d) The public institution of higher education shall:

(1) reward faculty instructing in the teacher residency program;

(2) identify faculty who can prepare teachers to impact student achievement in high-need schools;

(3) provide institutional support of faculty who work with the teacher residency program by providing time to teach the courses ~~[and valuing the faculty's contributions with rewards in the university tenure process]~~; and

(4) develop and implement a program that acknowledges and elevates the significance and professional nature of teaching at the primary and secondary levels.

SECTION 2. Subchapter 2, Chapter 51, Education Code, is amended by adding Section 51.9415 to read as follows:

Sec. 51.9415. TENURE AND FACULTY EMPLOYMENT STATUS. (a) In this section, "institution of higher education" has the meaning assigned by Section 61.003.

(b) An institution of higher education may not grant an

1 employee of the institution tenure or any type of permanent  
2 employment status.

3 (c) Subsection (b) does not apply to a faculty member or  
4 other employee of the institution of higher education who is  
5 employed by or under contract for employment with the institution  
6 on September 1, 2025, and who was awarded tenure or any type of  
7 permanent employment status by the institution before September 1,  
8 2025, provided that the person remains continuously employed or  
9 continuously under a contract of employment beginning September 1,  
10 2025.

11 (d) This section does not prohibit the board of regents of  
12 an institution of higher education from establishing an alternate  
13 system of tiered employment status for faculty members provided  
14 that the system clearly defines each position and requires each  
15 faculty member to undergo an annual performance evaluation.

16 SECTION 3. Section 51.942(c-1), Education Code, is amended  
17 to read as follows:

18 (c-1) Each governing board of an institution of higher  
19 education shall adopt policies and procedures regarding  
20 tenure. The policies and procedures must:

21 (1) ~~[address the granting of tenure,~~  
22 ~~(2)]~~ allow for the dismissal of a tenured faculty  
23 member at any time after providing the faculty member with  
24 appropriate due process, on a determination that:

25 (A) the faculty member has:  
26 (i) exhibited professional incompetence;  
27 (ii) continually or repeatedly failed to

1 perform duties or meet professional responsibilities of the faculty  
2 member's position;

3 (iii) failed to successfully complete any  
4 post-tenure review professional development program;

5 (iv) engaged in conduct involving moral  
6 turpitude that adversely affects the institution or the faculty  
7 member's performance of duties or meeting of responsibilities;

8 (v) violated laws or university system or  
9 institution policies substantially related to the performance of  
10 the faculty member's duties;

11 (vi) been convicted of a crime affecting  
12 the fitness of the faculty member to engage in teaching, research,  
13 service, outreach, or administration;

14 (vii) engaged in unprofessional conduct  
15 that adversely affects the institution or the faculty member's  
16 performance of duties or meeting of responsibilities; or

17 (viii) falsified the faculty member's  
18 academic credentials;

19 (B) there is actual financial exigency or the  
20 phasing out of the institution's programs requiring elimination of  
21 the faculty member's position; or

22 (C) there is other good cause as defined in the  
23 institution's policies; and

24 (2) [~~3~~] provide for a periodic performance  
25 evaluation process for all tenured faculty at the institution.

26 SECTION 4. Section 51.943(c), Education Code, is amended to  
27 read as follows:

1 (c) For the purposes of this section, an institution of  
2 higher education is not required to provide an annual contract to  
3 tenured [~~tenure or tenure-track~~] faculty, but must provide tenured  
4 [~~tenure and tenure-track~~] faculty with [~~any~~] written notification  
5 [~~required in the institution's tenure policy~~] of any [~~a~~] change in a  
6 term of employment according to the policies of the institution,  
7 but no later than the 30th day prior to the change.

8 SECTION 5. Section 51.948(b), Education Code, is amended to  
9 read as follows:

10 (b) A contract entered into by a governing board under this  
11 section may not:

- 12 (1) provide for employment for more than three years;  
13 (2) allow for severance or other payments on the  
14 termination of the contract to exceed an amount equal to the  
15 discounted net present cash value of the contract on termination at  
16 a market interest rate agreed upon in the contract; or  
17 (3) allow for development leave that is inconsistent  
18 with Section 51.105 [~~, or~~  
19 [~~(4) award tenure in any way that varies from the~~  
20 ~~institution's general policy on the award of tenure~~].

21 SECTION 6. Section 51.9745(a), Education Code, is amended  
22 to read as follows:

23 (a) Each general academic teaching institution, as defined  
24 by Section 61.003, shall make available to the public on the  
25 institution's Internet website the following information for the  
26 institution:

- 27 (1) the student/faculty ratio;

1           (2) the percentage of all full-time equivalent faculty  
2 members with teaching responsibility who are tenured [~~or tenure~~  
3 ~~track~~];

4           (3) the percentage of semester credit hours taken by  
5 students classified as freshmen or sophomores that are taught by  
6 tenured [~~and tenure track~~] faculty members;

7           (4) the number of faculty members in each of the  
8 following faculty ranks, including a breakdown for each rank  
9 showing the numbers of faculty members by race, ethnicity, and  
10 gender:

- 11                   (A) professor;
- 12                   (B) associate professor;
- 13                   (C) assistant professor;
- 14                   (D) instructor;
- 15                   (E) nontenured [~~or nontenure track~~]; and
- 16                   (F) teaching assistant;

17           (5) average faculty salaries by rank;

18           (6) the amount of money appropriated by the  
19 legislature per full-time equivalent faculty member and full-time  
20 equivalent student;

21           (7) the total revenue the institution spent per  
22 full-time equivalent faculty member and full-time equivalent  
23 student;

24           (8) the amount of federal and private research  
25 expenditures per tenured [~~or tenure track~~] full-time equivalent  
26 faculty member;

27           (9) the number and percentage of faculty members

1 holding extramural research grants;

2 (10) the number and names of awards to faculty members  
3 from nationally recognized entities, including those identified by  
4 The Center for Measuring University Performance; and

5 (11) the number of endowed professorships or chairs.

6 SECTION 7. Section [51A.053\(c\)](#), Education Code, is amended  
7 to read as follows:

8 (c) Except as otherwise provided by the coordinating board  
9 under Subsection (a), the resume must include the following  
10 information relating to the most recent state fiscal year for which  
11 the information is available:

12 (1) under the heading "ENROLLMENT":

13 (A) the total number of students enrolled in the  
14 institution during the fall semester that ended in the fiscal year  
15 covered by the resume;

16 (B) the percentage of undergraduate students  
17 enrolled in the institution for the first time during the fall  
18 semester that ended in the fiscal year covered by the resume who are  
19 transfer students; and

20 (C) a clearly identifiable link to the  
21 information described by Paragraph (A) disaggregated by student  
22 ethnicity;

23 (2) under the heading "DEGREES AWARDED":

24 (A) the number of bachelor's degrees, number of  
25 master's degrees, number of doctoral degrees, and number of  
26 professional degrees awarded by the institution; and

27 (B) a clearly identifiable link to the

1 information described by Paragraph (A) disaggregated by student  
2 ethnicity;

3 (3) under the heading "COSTS":

4 (A) the average annual total academic costs for a  
5 resident undergraduate student enrolled in 30 semester credit hours  
6 at the institution;

7 (B) clearly identifiable links to information  
8 regarding:

9 (i) the rate or rates of tuition per  
10 semester credit hour charged by the institution; and

11 (ii) any mandatory fees, as defined by the  
12 coordinating board, imposed by the institution;

13 (C) the average cost of on-campus room and board  
14 per student; and

15 (D) the average cost to a resident undergraduate  
16 student enrolled in 30 semester credit hours for total academic  
17 costs and on-campus room and board, excluding the cost of books,  
18 supplies, transportation, or other expenses;

19 (4) under the heading "FINANCIAL AID":

20 (A) the percentage of undergraduate students  
21 enrolled in the institution who receive need-based grants or  
22 scholarships;

23 (B) the percentage of undergraduate students  
24 enrolled in the institution who receive need-based grants,  
25 scholarships, loans, or work-study funds;

26 (C) the percentage of undergraduate students  
27 enrolled in the institution who receive student loans;

1 (D) the average amount of an undergraduate  
2 student's need-based grant and scholarship package;

3 (E) the average amount of an undergraduate  
4 student's need-based grant, scholarship, loan, and work-study  
5 package; and

6 (F) the average amount of an undergraduate  
7 student's student loans;

8 (5) under the heading "ADMISSIONS":

9 (A) the middle 50 percent test score range of  
10 first-time undergraduate students at the institution whose  
11 Scholastic Assessment Test (SAT) scores were in the 25th to 75th  
12 percentile of students' scores at that institution;

13 (B) the middle 50 percent test score range of  
14 first-time undergraduate students at the institution whose  
15 American College Test (ACT) scores were in the 25th to 75th  
16 percentile of students' scores at that institution; and

17 (C) the percentage of the students who applied  
18 for first-time undergraduate admission to the institution who were  
19 offered admission to the institution;

20 (6) under the heading "INSTRUCTION":

21 (A) the student/faculty ratio at the  
22 institution;

23 (B) the percentage of organized undergraduate  
24 classes offered by the institution in which fewer than 20 students  
25 are enrolled;

26 (C) the percentage of organized undergraduate  
27 classes offered by the institution in which more than 50 students



1 are enrolled; and

2 (D) the percentage of teaching faculty members of  
3 the institution who are tenured [~~or tenure-track~~];

4 (7) under the heading "BACCALAUREATE SUCCESS":

5 (A) four-year, five-year, and six-year  
6 graduation rates for full-time bachelor's degree-seeking students  
7 at the institution, and links to that information disaggregated by  
8 student ethnicity;

9 (B) the average number of fall and spring  
10 semesters of enrollment attempted by a student to obtain a  
11 bachelor's degree; and

12 (C) the retention rate of first-time, full-time,  
13 degree-seeking entering undergraduate students enrolled in the  
14 institution after one academic year and after two academic years;

15 (8) under the heading "FIRST-TIME LICENSURE OR  
16 CERTIFICATION EXAMINATION PASS RATES," the first-time licensure or  
17 certification examination pass rates in the fields of education,  
18 law, pharmacy, nursing, and engineering of students enrolled in the  
19 institution or who have graduated from the institution; and

20 (9) under the heading "FUNDING":

21 (A) the total amount of money appropriated by the  
22 legislature to the institution, including money appropriated for  
23 faculty and staff health coverage and retirement benefits, for that  
24 state fiscal year and the corresponding percentage of the  
25 institution's operating budget for that state fiscal year that the  
26 total amount of money appropriated by the legislature represents;

27 (B) the total amount of federal funds from all

1 federal sources, including grants and research funds, received by  
2 the institution in that state fiscal year and the corresponding  
3 percentage of the institution's operating budget for that state  
4 fiscal year that the total amount of federal funds represents;

5 (C) the total academic costs charged to students  
6 by the institution in that state fiscal year and the corresponding  
7 percentage of the institution's operating budget for that state  
8 fiscal year that the total academic costs represent; and

9 (D) the total amount of money from any source  
10 available to the institution in that state fiscal year.

11 SECTION 8. Section 61.057, Education Code, is amended to  
12 read as follows:

13 Sec. 61.057. PROMOTION OF TEACHING EXCELLENCE. To achieve  
14 excellence in the teaching of students at institutions and agencies  
15 of higher education, the board shall:

16 (1) develop and recommend:

17 (A) minimum faculty compensation plans, basic  
18 increment programs, and incentive salary increases;

19 (B) minimum standards for faculty appointment,  
20 advancement, promotion, and retirement;

21 (C) general policies for faculty teaching loads,  
22 and division of faculty time between teaching, research,  
23 administrative duties, and special assignments;

24 (D) faculty improvement programs, including a  
25 plan for sabbatical leaves, appropriate for the junior and senior  
26 colleges and universities, respectively; and

27 (E) minimum standards for academic freedom[7]

1 and academic responsibility[~~, and tenure~~];

2           (2) pursue vigorously and continuously a goal of  
3 having all college and university academic classes taught by  
4 persons holding the minimum of an earned master's degree or its  
5 equivalent in academic training, creative work, or professional  
6 accomplishment;

7           (3) explore, promote, and coordinate the use of  
8 educational television among institutions of higher education and  
9 encourage participation by public and private schools and private  
10 institutions of higher education in educational television;

11           (4) conduct, and encourage the institutions of higher  
12 education to conduct, research into new methods, materials, and  
13 techniques for improving the quality of instruction and for the  
14 maximum utilization of all available teaching techniques, devices,  
15 and resources, including but not limited to large classes, team  
16 teaching, programmed instruction, interlibrary exchanges, joint  
17 libraries, specially-designed facilities, visual aids, and other  
18 innovations that offer promise for superior teaching or for meeting  
19 the need for new faculty members to teach anticipated larger  
20 numbers of students; and

21           (5) assume initiative and leadership in providing  
22 through the institutions of higher education in the state those  
23 programs and offerings which will achieve the objectives set forth  
24 in Section 61.002 of this code.

25           SECTION 9. Section 61.0902(b), Education Code, is amended  
26 to read as follows:

27           (b) Not later than the next November 1 following the

1 completion of an academic year, each general academic teaching  
2 institution shall provide to the board one or more reports  
3 containing data related to:

4 (1) the qualifications of the entering freshman class  
5 for the academic year covered by the report, including:

6 (A) the average Texas Academic Skills Program  
7 Test scores of the class;

8 (B) the average scores of the class on each  
9 generally recognized test or assessment used in college and  
10 university undergraduate admissions, including the Scholastic  
11 Assessment Test and the American College Test;

12 (C) the range of scores of the class from the 25th  
13 to the 75th percentile on each generally recognized test or  
14 assessment used in college and university undergraduate  
15 admissions, including the Scholastic Assessment Test and the  
16 American College Test;

17 (D) the overall grade point average of the class  
18 for the academic year covered by the report;

19 (E) the number of students in the class who  
20 graduated in the top 10 percent of the student's high school  
21 graduating class; and

22 (F) enrollment percentages by ethnicity; and

23 (2) student performance and institution efficiency,  
24 including:

25 (A) the retention rate of full-time students  
26 after the completion of one academic year at the institution;

27 (B) the percentage of full-time degree-seeking

1 undergraduate students who earn a baccalaureate degree before the  
2 sixth anniversary of the date of the student's first enrollment at  
3 the institution;

4 (C) the percentage of lower-division semester  
5 credit hours taught by tenured [~~or tenure-track~~] faculty;

6 (D) the percentage of undergraduate classes with  
7 fewer than 20 students;

8 (E) the percentage of undergraduate classes with  
9 more than 50 students;

10 (F) the student-to-faculty ratio for  
11 undergraduate students;

12 (G) the percentage of students receiving  
13 financial aid;

14 (H) the average cost of tuition and fees for an  
15 undergraduate student enrolled for 12 semester credit hours;

16 (I) the average cost of on-campus room and board  
17 for an academic year, excluding summer sessions;

18 (J) the number of disciplines in which master's  
19 degrees are offered;

20 (K) the number of disciplines in which doctoral  
21 degrees are offered;

22 (L) a description of any departments, schools, or  
23 certificate or degree programs of the institution that have a  
24 statewide or national reputation for excellence; and

25 (M) statistics regarding job placement rates for  
26 students awarded certificates or degrees by the institution.

27 SECTION 10. Section [141.001\(3\)](#), Education Code, is amended

1 to read as follows:

2 (3) "Faculty member" means a person who is tenured [~~or~~  
3 ~~is in a tenure track position~~] and [~~is~~] employed by a public senior  
4 college or university.

5 SECTION 11. Section 142.001(5), Education Code, is amended  
6 to read as follows:

7 (5) "Faculty member" means a person who is tenured by  
8 an eligible institution [~~or is in a tenure track position~~] or who is  
9 a research professional employed by an eligible institution.

10 SECTION 12. Sections 51.942(b) and (f), Education Code, are  
11 repealed.

12 SECTION 13. This Act takes effect September 1, 2025.