

THE CHRONICLE OF HIGHER EDUCATION

DATA

Tracking Higher Ed's Dismantling of DEI

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The Chronicle is tracking higher ed's dismantling of diversity, equity, and inclusion efforts. As colleges make changes in response to anti-DEI legislation and mounting political pressure, an [inconsistent and confusing landscape](#) has emerged. This resource aims to document the changes and help readers better understand how the campaign against DEI has actually reshaped campuses.

This tracker collects changes that public colleges have made to offices, jobs, training, diversity statements, and other DEI-related activities as the result of bills, executive orders, system mandates, and other state-level actions since January 2023, when *The Chronicle* began [reporting on anti-DEI legislation](#). The information comes from a *Chronicle* survey, media reports, and tips from readers.

***The Chronicle* has tracked changes at 116 college campuses.**

View more details by state and individual institution below.

Help The Chronicle track how DEI laws are affecting colleges

Do you know about a change that's not listed here? Tell us by filling out [this form](#) or by emailing deitracker@chronicle.com.

Colleges Affected by DEI Legislation

[Arizona](#) | [Florida](#) | [Georgia](#) | [Idaho](#) | [Iowa](#) | [Missouri](#) | [North Carolina](#) | [North Dakota](#) | [Oklahoma](#) | [South Carolina](#) | [Tennessee](#) | [Texas](#) | [Utah](#) | [Wisconsin](#)

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Arizona

Legislation has been proposed. [Here's](#) the latest.

Arizona University system (four campuses)

Summary of changes: Diversity statements

Details: The Arizona University system eliminated the use of diversity statements for hiring in August 2023, following a directive from the Arizona Board of Regents.

Source: [The Chronicle of Higher Education](#)

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Florida

In 2023, Gov. Ron DeSantis, a Republican, signed Senate Bill 266 and House Bill 931 into law, banning DEI offices, the use of diversity statements, and identity-based preferences in hiring at public colleges. The laws went into effect on July 1, 2023. Other legislation has been proposed. [Here's](#) the latest.

College of Central Florida

Summary of changes: Jobs; other DEI-related activities

Details: The College of Central Florida eliminated its diversity and inclusion committee and changed the title of the director of diversity and inclusion/Title IX coordinator/equity officer to the director of compliance and planning/Title IX coordinator.

Source: [The Chronicle of Higher Education](#)

Florida International University

Summary of changes: Offices

Details: Florida International University eliminated its Division of Diversity, Equity,

and Inclusion.

Source: [*Florida's Voice*](#)

Florida State University

Summary of changes: Jobs; offices; other DEI-related activities

Details: Florida State University eliminated its Equity, Diversity, and Inclusion Office; changed three roles in its human-resources department; eliminated a DEI mini-grant program; and eliminated funding for memberships to “DEI organizations” and subscriptions to “DEI publications.”

Source: [*The Chronicle of Higher Education*](#)

New College of Florida

Summary of changes: Other DEI-related activities

Details: New College of Florida has shut down its gender-studies program, following a directive from its Board of Trustees.

Source: [*The Chronicle of Higher Education*](#)

Seminole State College

Summary of changes: Jobs

Details: Seminole State College changed the title of the associate vice president for diversity, equity, and inclusion to the associate vice president for organizational culture and strategy/Title IX coordinator.

Source: [*The Chronicle of Higher Education*](#)

University of Florida

Summary of changes: Jobs; offices; other DEI-related activities

Details: The University of Florida eliminated its Office of the Chief Diversity Officer; terminated 13 full-time DEI employees; eliminated all DEI-related roles; and reallocated \$5 million in DEI-related funds.

Source: [*The Chronicle of Higher Education*](#)

University of North Florida

Summary of changes: Jobs; offices

Details: The University of North Florida eliminated its Office of Diversity and Inclusion; eliminated all centers under the Office of Diversity and Inclusion, including the Intercultural, Interfaith, LGBTQ, and Women's Centers; and reassigned any DEI-related jobs.

Source: [*The Chronicle of Higher Education*](#)

University of South Florida

Summary of changes: Jobs; offices

Details: The University of South Florida eliminated its Office of Diversity and Inclusion.

Source: [*The Chronicle of Higher Education*](#)

Valencia College

Summary of changes: Offices; training

Details: Valencia College separated its Peace and Justice Institute from the college and halted certain faculty-development workshops indefinitely.

Source: [*The Chronicle of Higher Education*](#)

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Georgia

Legislation has been proposed. [Here's](#) the latest.

University System of Georgia (27 campuses)

Summary of changes: Diversity statements; training

Details: The University System of Georgia eliminated the use of diversity statements in hiring and mandatory diversity training in July 2023.

Source: [WJCL](#)

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Idaho

In 2024, Gov. Brad Little, a Republican, signed Senate Bill 1274 into law, banning the use of diversity statements in hiring and admissions at public colleges. The law will take effect on July 1, 2024.

All four-year public colleges in Idaho (five campuses)

Summary of changes: Diversity statements

Details: All four-year public colleges in Idaho eliminated the use of diversity statements in hiring in May 2023 following a directive from the Idaho State Board of Education.

Source: [Higher Ed Dive](#)

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Iowa

Legislation has been proposed. [Here's](#) the latest.

Iowa State University

Summary of changes: Other DEI-related activities

Details: Iowa State University renamed a curricular requirement from “U.S. Diversity” to “U.S. Cultures and Communities.”

Source: [Iowa State Daily](#)

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Missouri

Legislation has been proposed. [Here's](#) the latest.

University of Missouri system (four campuses)

Summary of changes: Diversity statements

Details: The University of Missouri system eliminated the use of diversity statements in hiring in March 2023.

Source: [The Kansas City Star](#)

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North Carolina

In 2023, Gov. Roy Cooper, a Democrat, vetoed Senate Bill 364, but the North Carolina General Assembly overrode the governor's veto, banning the use of diversity statements and mandatory DEI training. It went into effect in December 2023.

University of North Carolina system (16 campuses)

Summary of changes: Diversity statements

Details: The University of North Carolina system eliminated the use of diversity statements in hiring and admissions in February 2023, following a directive from the university system's Board of Governors.

Source: [The News & Observer](#)

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North Dakota

In 2023, Gov. Doug Burgum, a Republican, signed Senate Bill 2247 into law, banning mandatory DEI training and the use of diversity statements in hiring at public colleges. It went into effect on August 1, 2023.

University of North Dakota

Summary of changes: Training

Details: The university eliminated one optional course offered to employees on implicit bias and awareness of microaggressions.

Source: [The Chronicle of Higher Education](#)

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Oklahoma

Legislation has been proposed. [Here's](#) the latest.

University of Oklahoma at Norman

Summary of changes: Offices

Details: The University of Oklahoma at Norman eliminated its Diversity, Equity, and Inclusion Office.

Source: [*The Chronicle of Higher Education*](#)

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South Carolina

Legislation has been proposed. [Here's](#) the latest.

University of South Carolina

Summary of changes: Jobs; offices

Details: The University of South Carolina renamed its Office of Diversity, Equity, and Inclusion to the Division of Access, Civil Rights, and Community Engagement, and changed the title of the vice president for diversity, equity, and inclusion to vice president for access, civil rights, and community engagement.

Source: [*The Chronicle of Higher Education*](#)

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Tennessee

In 2023, Gov. William B. Lee, a Republican, signed SB 102 into law, banning mandatory DEI training. It went into effect in May 2023. Other legislation has been proposed. [Here's](#) the latest.

Austin Peay State University

Summary of changes: Other DEI-related activities

Details: Austin Peay State University created a divisive-concepts complaint form.

Source: [Austin Peay State University statement](#)

East Tennessee State University

Summary of changes: Diversity training

Details: East Tennessee State University changed a “training about identifying and preventing discrimination and harassment in the work place” from mandatory to optional.

Source: Statement to *The Chronicle* from a university official

University of Tennessee system (five campuses)

Summary of changes: Offices

Details: The University of Tennessee system renamed its Division of Diversity and Engagement to the Division of Access and Engagement.

Source: [The Daily Beacon](#)

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Texas

In 2023, Gov. Greg Abbott, a Republican, signed SB 17 and the state's 2024-25 budget, banning DEI offices, mandatory DEI training, identity-based preferences, the use of diversity statements, and funding for DEI efforts at public colleges. The laws went into effect in January 2024 and September 2023, respectively.

Alamo Community College District

Summary of changes: Jobs; training; other DEI-related activities

Details: The Alamo Colleges District reassigned one employee; adopted some new

policies; and made changes to training related to hiring and for managers.

Source: [*The Chronicle of Higher Education*](#)

Central Texas College

Summary of changes: Jobs

Details: Central Texas College removed a “DEI officer assignment” from an existing role.

Source: [*The Chronicle of Higher Education*](#)

Collin College

Summary of changes: Other DEI-related activities

Details: Collin College renamed and changed the focus of its Collin Culture Council.

Source: [*The Chronicle of Higher Education*](#)

Dallas College

Summary of changes: Jobs; offices; other DEI-related activities

Details: Dallas College eliminated its DEI office; reassigned employees from the office to other departments; and updated any multicultural programs to be “open to everyone.”

Source: [*The Chronicle of Higher Education*](#)

Del Mar College

Summary of changes: Other DEI-related activities

Details: Del Mar College updated policies, statements, and procedures that referred to “affirmative action.”

Source: [*The Chronicle of Higher Education*](#)

El Paso Community College

Summary of changes: Jobs; offices; other DEI-related activities

Details: The El Paso Community College District eliminated its Diversity Programs

Office; reassigned employees from the office to other departments in the college; and updated various programs and policies.

Source: [*The Chronicle of Higher Education*](#)

Grayson College

Summary of changes: Other DEI-related activities

Details: Grayson College eliminated its equity statement.

Source: [*The Chronicle of Higher Education*](#)

Lamar University

Summary of changes: Jobs; offices; training

Details: Lamar University eliminated its Division of Diversity, Inclusion, and Community Relations; created a Division of Strategic Initiatives and Community Relations; reassigned a “small number” of employees to other positions in the university; and eliminated a third-party training module that was previously required for human-resources employees.

Source: [*The Chronicle of Higher Education*](#)

Lone Star College system

Summary of changes: Offices; training

Details: The Lone Star College system renamed its Office of Diversity, Equity, and Inclusion to the Office of Culture and Engagement and eliminated mandatory diversity training.

Source: [*The Chronicle of Higher Education*](#)

Midwestern State University

Summary of changes: Offices

Details: Midwestern State University renamed its Mosaic Cross Cultural Center to the Mosaic Center for Community and Belonging and changed the center’s focus in the fall of 2023 from providing services to underrepresented and first-generation students

to “all students.”

Source: [*The Chronicle of Higher Education*](#)

Ranger College

Summary of changes: Offices

Details: Ranger College eliminated its Equity, Diversity, and Inclusion department.

Source: [*The Chronicle of Higher Education*](#)

Sam Houston State University

Summary of changes: Jobs; offices

Details: Sam Houston State University eliminated its Center for Diversity and Intercultural Affairs; created an Office of Community and Civic Responsibility; and moved one employee to another position.

Source: [*The Chronicle of Higher Education*](#)

San Jacinto College

Summary of changes: Jobs; offices

Details: San Jacinto College's central campus eliminated its Office of Diversity, Equity, and Inclusion and moved the office's employees to other positions at the college.

Source: [*The Chronicle of Higher Education*](#)

Stephen F. Austin State University

Summary of changes: Jobs; offices

Details: Stephen F. Austin State University eliminated its Division of Diversity, Equity, and Inclusion; created a Division of Student Development and Access Services to house its disability services, veterans-resource center, and peer-mentor programs; and reassigned its chief diversity officer to serve as a special adviser to the president.

Source: [*The Chronicle of Higher Education*](#)

Sul Ross State University

Summary of changes: Jobs; offices

Details: Sul Ross State University eliminated its Office of Diversity, Equity, and Inclusion; created an Office of Multicultural Affairs; and reassigned one employee to another position.

Source: [*The Chronicle of Higher Education*](#)

Texas A&M University at College Station

Summary of changes: Jobs; offices; training; other DEI-related activities

Details: Texas A&M University at College Station eliminated its Office for Diversity, which served all of the system's campuses, and its LGBTQ+ Pride Center; created a Student Life Center that will continue some Pride Center programs that are open to all students; transferred employees to other positions; updated some hiring practices; and changed some required training.

Source: [*The Chronicle of Higher Education*](#)

Texas Southern University

Summary of changes: Unspecified

Details: Texas Southern University made changes but did not specify them.

Source: [*The Chronicle of Higher Education*](#)

Texas State University

Summary of changes: Jobs; offices; training

Details: Texas State University eliminated its Division of Inclusive Excellence; created the Office of Student Involvement and Engagement; moved a "small number" of employees to other positions; and eliminated mandatory DEI training for new students and employees.

Source: [*The Chronicle of Higher Education*](#)

Texas Tech University

Summary of changes: Jobs; offices; other DEI-related activities

Details: Texas Tech University eliminated its Division of Diversity, Equity, and Inclusion; renamed its Black Cultural Center to the Student Enrichment Center; created a Campus Access & Engagement Office to “house other programs” for faculty, staff, and students; moved some programs from the eliminated office into other divisions like Enrollment Management, Student Life, and Academic Innovation and Student Success; and transitioned employees to other positions at the university.

Source: [*The Chronicle of Higher Education*](#); [*Fox34*](#)

Texas Woman's University

Summary of changes: Jobs; offices; training; other DEI-related activities

Details: Texas Woman's University closed its Office of Diversity, Inclusion, and Outreach; created the Center for Belonging and First-Generation Students; moved two employees to other positions; eliminated DEI modules for employee training; paused the activities of the Chancellor's Diversity, Equity, and Inclusion Council; and modified language on digital platforms and print publications.

Source: [*The Chronicle of Higher Education*](#)

University of Houston

Summary of changes: Jobs; offices; training; other DEI-related activities

Details: The University of Houston eliminated its Center for Diversity, Equity, and Inclusion and its LGBTQ Resource Center; created a Center for Student Advocacy and Community; moved five employees to other positions; and eliminated more than 40 DEI-related programs within identity-based hubs, Student Housing and Residential Life, Counseling and Psychological Services, and University Career Services.

Source: [*The Chronicle of Higher Education*](#)

University of Houston-Downtown

Summary of changes: Jobs; offices; training; other DEI-related activities

Details: The University of Houston-Downtown eliminated its Student Center for

Diversity and Inclusion; created a Center for Student Advocacy and Community; transitioned employees to other positions; eliminated training on topics like inclusive language, microaggressions, and "Trans 101" for its leader certificate program; and reorganized services for pregnant and working students, student organizations, and a mentoring program under the new office.

Source: [*The Chronicle of Higher Education*](#)

University of North Texas

Summary of changes: Jobs; offices

Details: The University of North Texas eliminated its Division of Inclusion, Diversity, Equity, and Access; created the Center for Belonging and Engagement; and moved eight employees to other positions at the university.

Source: [*The Chronicle of Higher Education*](#)

University of Texas at Austin

Summary of changes: Jobs; offices; other DEI-related activities

Details: The University of Texas at Austin changed the name of its Office for Institutional Equity to the Center for Access and Restorative Engagement; eliminated its Multicultural Engagement Center and Gender and Sexuality Center; created the Division of Campus and Community Engagement and the Women's Community Center, but then closed them in April; fired at least 60 employees with DEI-related roles; eliminated funding and removed online and physical resources for registered student organizations, including identity-based student groups; required student organizations and faculty groups to conduct activities off campus and on their personal time; eliminated multicultural graduation ceremonies and welcome programs for underrepresented groups; and eliminated a scholarship program for undocumented students.

Source: [*The Chronicle of Higher Education*](#); [*Austin-American Statesman*](#)

University of Texas at San Antonio

Summary of changes: Jobs; offices; other DEI-related activities

Details: The University of Texas at San Antonio eliminated its Office of Inclusive Excellence; halted plans to create an Office of Campus and Community Belonging; dispersed disability, campus-climate, and community-engagement services across other divisions; transitioned employees through “voluntary changes in staffing” and reassignment; and eliminated 10 percent of more than 300 DEI-related programs.

Source: [The Chronicle of Higher Education](#); [University of Texas at San Antonio statement](#)

University of Texas M.D. Anderson Cancer Center

Summary of changes: Unspecified

Details: The University of Texas M.D. Anderson Cancer Center made changes but did not specify them.

Source: [The Chronicle of Higher Education](#)

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Utah

In 2024, Gov. Spencer J. Fox, a Republican, signed House Bill 261 into law, banning DEI offices, mandatory DEI training, the use of diversity statements, and identity-based preferences at public colleges. The law will take effect on July 1, 2024.

University of Utah

Summary of changes: Diversity statements

Details: The University of Utah eliminated the use of “diversity questions or statements” from its hiring processes.

Source: [The Salt Lake Tribune](#)

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Wisconsin

Legislation has been proposed. [Here's](#) the latest.

University of Wisconsin at Madison

Summary of changes: Other DEI-related activities

Details: The University of Wisconsin at Madison replaced a program designed to recruit diverse faculty with one aimed at faculty who have “demonstrated the ability to mentor ‘at risk’ and/or underrepresented students.”

Source: [The Chronicle of Higher Education](#)

University of Wisconsin system (13 campuses)

Summary of changes: Diversity statements; jobs; other DEI-related activities

Details: The University of Wisconsin system stopped using mandatory diversity statements in hiring and agreed to alter at least 43 DEI-related positions as well as cease the use of diversity statements in admissions as a condition of a budget deal it struck with the state's Republican-controlled Legislature.

Source: [The Chronicle of Higher Education](#); [The Cap Times](#)

Methodology

This tracker collects changes that public colleges have made since January 2023 as a result of legislation, orders, or other state-level actions restricting diversity, equity, and inclusion efforts.

The tracker reflects *The Chronicle's* survey findings of public colleges in Texas and Florida that have enacted legislation banning DEI offices and activities, as well as changes compiled by *The Chronicle* newsroom and responses submitted through an informal survey that anyone could fill out. (In a handful of states, even though politicians have not passed laws, their criticism of DEI has driven colleges to act.)

The tracker is not meant to tally the total number of changes nationwide or at individual institutions. Rather, the aim is to help the public better understand how

attacks on diversity efforts have reshaped college campuses. In cases where changes affected institutional systems, *The Chronicle* counted each individual campus as one college. *The Chronicle* counted community colleges with multiple campuses as singular entities based on their designations in the Integrated Postsecondary Education Data System.

For public-survey responses to qualify for the tracker, respondents must list the impacted institution and provide concrete documentation of changes. *The Chronicle* accepts the following forms of evidence: media reports, university statements, screenshots of emails, and other official college communications and documents. *The Chronicle* independently vets submissions and publishes those that meet these criteria.

The Chronicle is using the following categories to classify changes: offices, jobs, training, diversity statements, and other DEI-related programming (including but not limited to funding, hiring practices, and admissions practices). The written text under each entry specifies the changes. When possible, *The Chronicle* will provide the names of programs or exact numbers, but this tracker errs on the side of caution with tallies as not to over represent the number of changes at an institution.

Read other items in this [The Assault on DEI](#) package.

We welcome your thoughts and questions about this article. Please [email the editors](#) or [submit a letter](#) for publication.

DIVERSITY, EQUITY, & INCLUSION

LAW & POLICY

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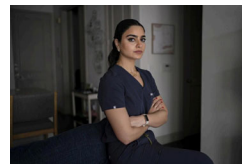
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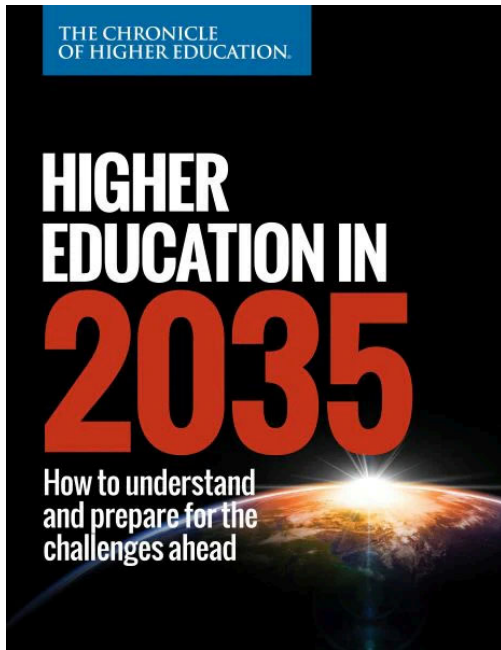


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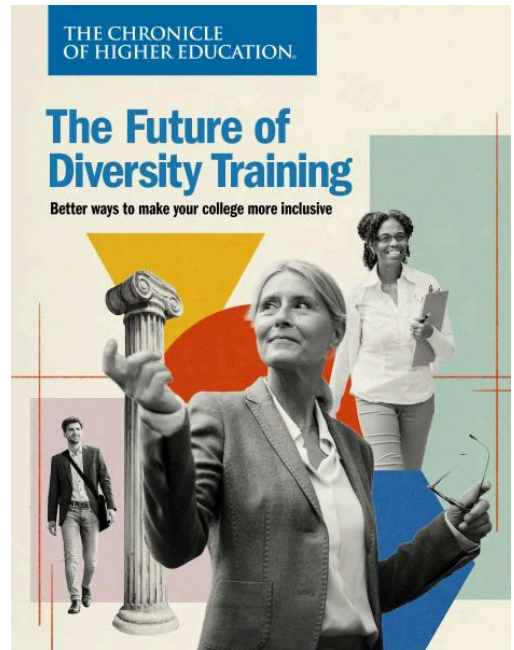


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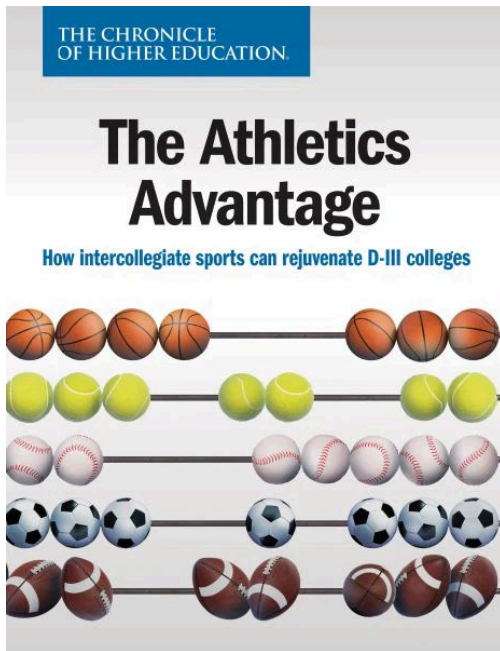
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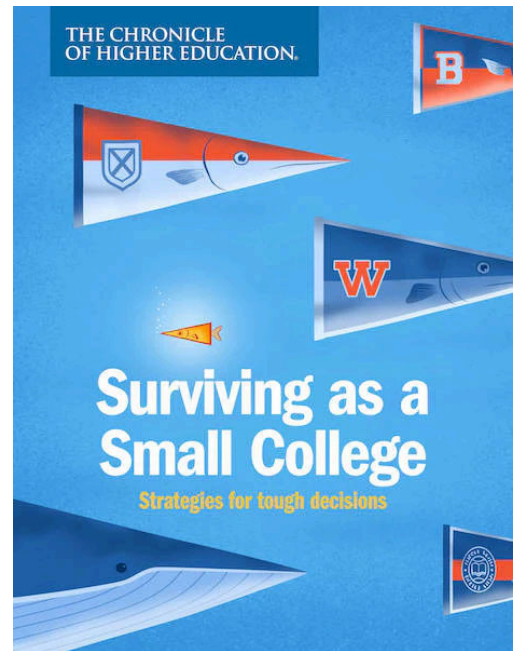
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