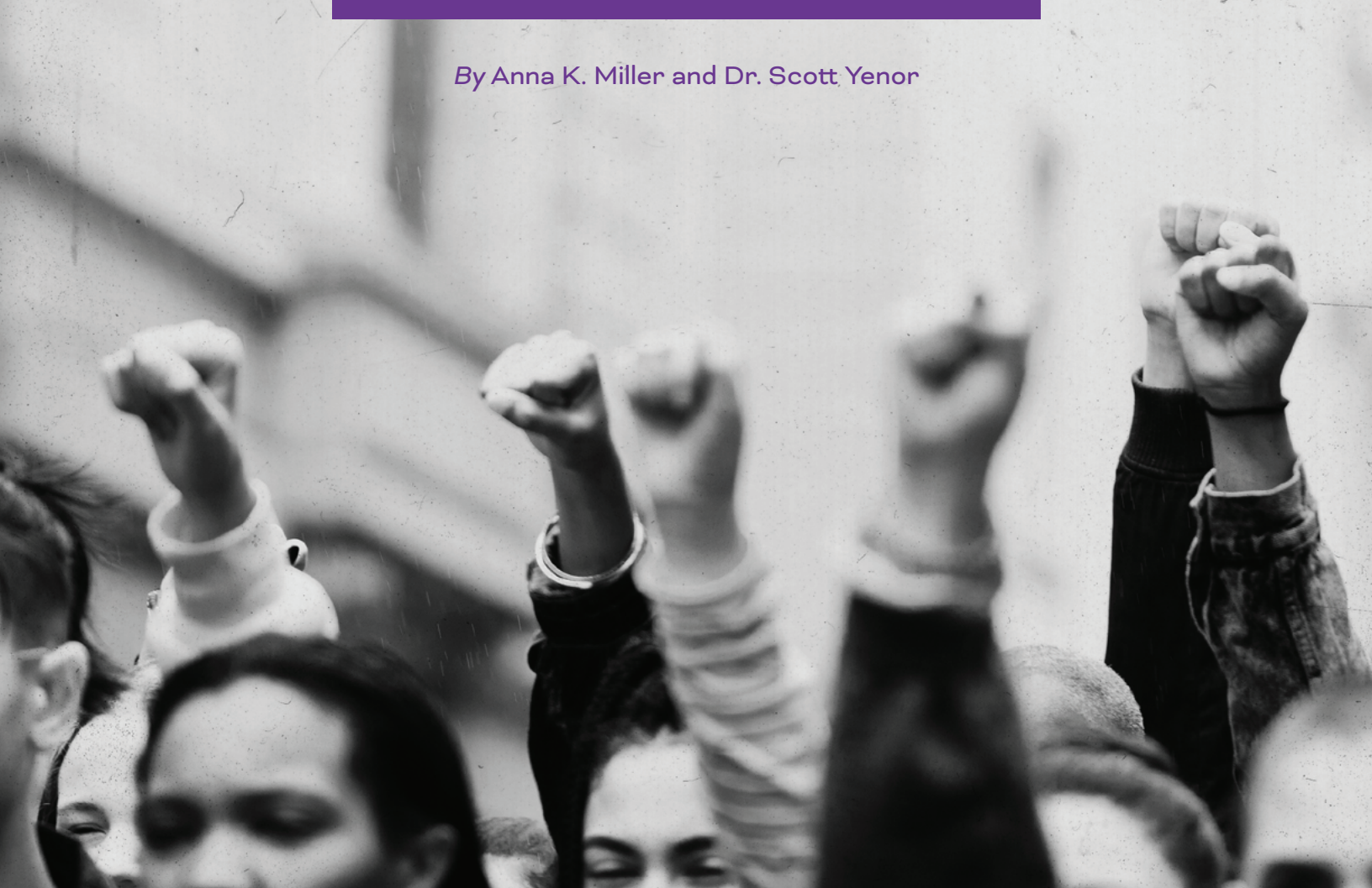


# DIVERSITY, EQUITY, AND INCLUSION IN IDAHO HIGHER EDUCATION

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## EXECUTIVE SUMMARY

**The goal of this report is to shed light on how far the Diversity, Equity, and Inclusion (DEI) complex has grown at Idaho universities in the past three to four years.**

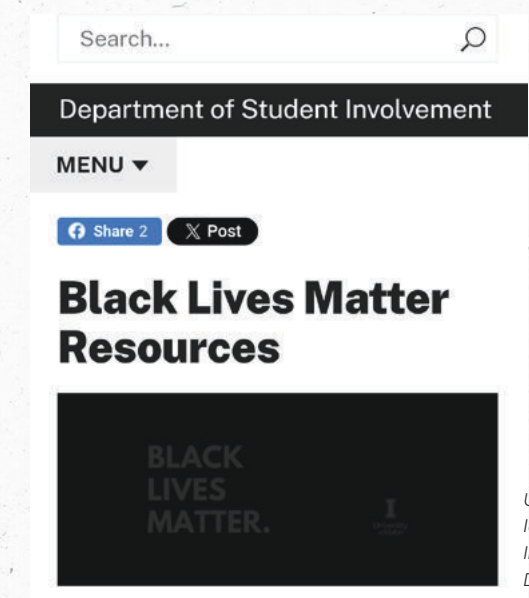
We have studied universities and university systems across the country. Interest groups, state executives, and state legislatures contact us regularly to discuss how to analyze DEI and what to do about it. We therefore bring a nationwide perspective to the study of DEI, as well as to the ways political actors can limit and regulate DEI aspirations.

Four years ago we concluded that in Idaho, "social justice culture has grown beyond its infancy and is headed toward adolescence."<sup>1</sup> The University of Idaho (UI) and Boise State University (BSU) are now in the adolescence of DEI. No single university in Idaho has a DEI infrastructure as mature as Texas A&M or the University of Texas, Austin or the University of Tennessee or the University of San Diego or the University of North Carolina. The premier universities in Idaho's system are building DEI at the central administrative level, proliferating centers on campus, changing employment practices, building out curricular changes, and hiring DEI administrators at the college level sporadically, while secondary universities have little beyond the seemingly legally required centralized DEI infrastructure (e.g., Title IX offices).

We document all descriptions extensively. We have built a timeline to show how Idaho's universities have reacted to legislative attempts to reign in DEI in Section 2. At

least \$5.8 million is being spent on DEI administrators and offices across Idaho higher education—and this ignores the money spent on programming and on disciplines where professional standards are already infused with DEI.

Both the University of Idaho and Boise State University now have provost-level chief diversity officers who are dedicated to promoting DEI throughout the university, as well as several units dedicated to promoting critical theories. We recommend that Idaho follow Florida, Texas, Tennessee, and other states in defunding offices and personnel dedicated to DEI on campus, that Idaho consider higher education budget cuts commensurate with DEI spending (at least), and that Idaho consider general education reform on the model of Florida.



University of Idaho Website, Image captured December 2023.



# SECTION I

## A RECENT HISTORY OF DEI IN IDAHO HIGHER EDUCATION

### UNIVERSITY DEFIANCE AND LEGISLATIVE WILL

**DEI has not come to Idaho higher education without controversy.** Twice the state legislature has signaled its opposition to the DEI build-out at the University of Idaho and Boise State. Each time the universities accelerated efforts to complete a DEI mission. University officials have denied that they are building a DEI mission and at the same time they have said it is good that they are building DEI infrastructure. The University of Idaho has even used taxpayer money to hire an aligned law firm to investigate themselves and to show that there was no DEI on their campus!<sup>2</sup>

The commitment to DEI at UI and BSU is real and abiding. In the beginning, UI and BSU built DEI offices, infrastructure, and curriculum under the nose of the legislature. Once this fact was revealed, they denied what they were doing. When the legislature asked them to stop, they kept on building. In 2021, for instance, every Republican in the legislature voted to cut university budgets by \$2.5 million and demanded that universities return to their core academic missions. UI responded (as we show below) by opening a Black Cultural Center, hiring an associate dean for inclusion in the College of Law and adopting a statement on Diversity and Inclusion, while BSU started an Anti-Racism Center and also advertised a job for a central administrator to head up DEI efforts. Both universities started

mandating that candidates include diversity statements in job applications in Fall 2021.

As the legislature's interest in trimming DEI waned in 2022 and 2023, universities have gone further. BSU has hired Lisa Phillips as the VP of Inclusion and Belonging, for instance, while both universities have established race-based and other discriminatory recruitment efforts.





## DETAILED TIMELINE OF DEI IN IDAHO HIGHER EDUCATION

**July 2015.** UI hires Yolanda Bisbee as chief diversity officer. The President’s Council on Diversity and Inclusion is established. It is made up of five committees, all of which endorse and seek to advance DEI objectives.

- ▶ Student Recruitment & Retention.
- ▶ Faculty, Staff, and Administrator Recruitment and Retention.
- ▶ Curricular and Cocurricular Development.
- ▶ Campus Culture and Climate Assessment and Continuous Improvement.
- ▶ Community and State-Wide Engagement.

**2016.** BSU establishes the Gender Equity Center.<sup>3</sup>

**July 2017.** BSU President Bob Kustra’s Commission on Diversity and Inclusion issues a report recommending that BSU begin “building a comprehensive institution-wide strategic plan for diversity and inclusion.”<sup>4</sup>

Pres. Kustra’s commission thought the university must spearhead transformative change in Idaho. Defeating oppression and victimhood would become central to BSU’s mission. “Our institution and those that lead it have reinforced cultural, structural, and personal norms of what success looks like in Idaho and rural America.” This was supposedly a bad thing. The “true success” of a new university and a new Idaho would center on “inclusive excellence—achieved through a self-reflective and uncompromised commitment to the practice of inclusivity, which seeks to break from implicit and limiting biases that reify exclusionary practices.” The university would “replace dominant cultural norms” of rural Idaho with a more “welcoming culture” by devising concrete steps to promote social justice.

**February 2017.** BSU adopts a university-wide statement of Diversity and Inclusion.<sup>5</sup>

**August 2017.** Francisco Salinas is hired as director of Student Diversity and Inclusion at BSU with a budget funded through student fees.

**2018.** UI invigorates the Office of Equity and Diversity, and the President’s Council on Diversity and Inclusion heads up plans to revise it. The council presents the revised plan to the Provost’s Council and the President’s Council for feedback.<sup>6</sup>

**June 2019.** BSU Interim President Martin Schimpf releases an email to faculty and staff lauding accomplishments in promoting social justice and announcing new initiatives to begin under the new president, Marlene Tromp.<sup>7</sup>

Accomplishments included the following: establishing scholarships for illegal immigrants; establishing implicit bias training for faculty on search committees; having job searches undergo “statistical analysis for assessing number of underrepresented candidates in the pool”; and setting aside scholarships specifically for “underrepresented minority students.” Future plans include hiring an associate vice president for Diversity and Inclusion and implementing a mandatory preferred pronoun system with faculty training. Schimpf expressed “every confidence that Dr. Marlene Tromp has the background, experience and drive to take BSU to new levels of diversity and inclusive excellence.”

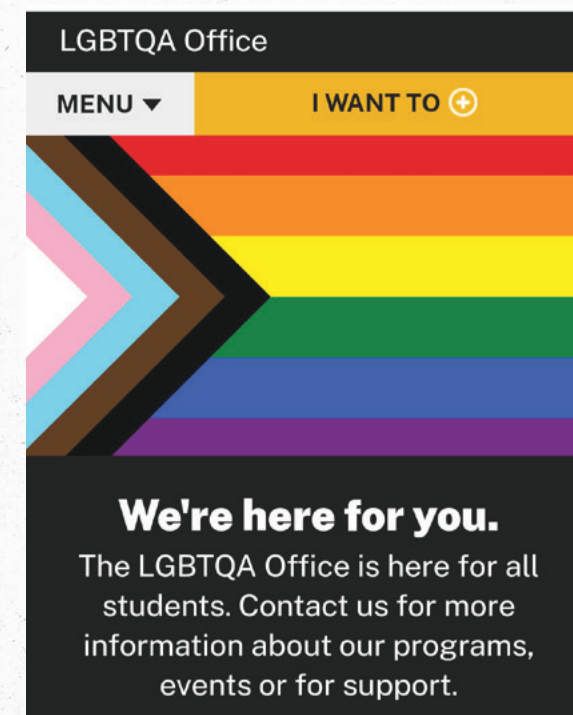
**Fall 2019.** BSU’s job search for vice provost for Equity and Inclusion begins.

**Fall 2019.** A group of twenty-eight Idaho legislators send a letter to BSU President Marlene Tromp urging her to seek and support academic excellence and eschew

DEI programs and political agendas that incur additional costs for Idahoans.<sup>8</sup>

**Fall 2019.** The State Board of Education announces its first tuition freeze in forty-three years.

**Spring 2020.** The legislature cuts the higher education budget by \$750,000, requiring universities to undertake budget reduction and cost containment. The legislature required schools to prioritize reducing “administrative overhead” and to eliminate spending that is “not integral to each institution’s core instructional mission.”<sup>9</sup>



University of Idaho Website, Image captured December 2023

**Summer 2020.** UI creates a Black Lives Matter resource page for students and faculty. The page includes materials on subjects such as white fragility, critical race theory, and intersectionality.

**Summer 2020.** BSU ends its contract with Big City Coffee for supporting the police.

**Fall 2020.** The BUILD program is established as “an independent entity in service to [the] campus” and to “address important needs that extend beyond the classroom.” The BUILD program is tasked with contributing to “an inclusive climate campus wide,” supporting “inclusive faculty hiring,” and creating “inclusive departmental environments.” The BUILD program will be under the new vice provost for Equity and Inclusion when that job search is complete.<sup>10</sup>

**2020–21.** UI creates new offices and committees dedicated to issues related to DEI:

- ▶ Office of Equity and Diversity.
- ▶ President’s Council on Diversity and Inclusion.
- ▶ Office of Civil Rights and Investigations (the goal of this five-person office is to “embed diversity practices systematically”).
- ▶ Office of Workforce Diversity.

**Spring 2021.** The legislature cuts the budget of Idaho universities by \$2.5 million for pursuing social justice and diversity, equity and inclusion. Universities are directed to return to their core missions.<sup>11</sup>

**April 2021.** UI hires an associate dean for Inclusion in the College of Law.<sup>12</sup>

**July 2021.** UI adopts a statement on Diversity and Inclusion.<sup>13</sup>



**Summer 2021.** UI and BSU mandate that job candidates include diversity statements in applications.<sup>14</sup>

**Fall 2021.** BSU Sociology Department creates Anti-Racism Center.<sup>15</sup>

**February 2022.** UI establishes Black Cultural Center to provide a “safe space for black students.”<sup>16</sup> UI hires a dedicated director, Mario Pile, who has claimed he will “reach out to more potential Black students. To enroll at the university.”<sup>17</sup>

**Spring 2022.** Legislative efforts to cut the higher education budget fails. A budget proposal to cut \$1.3 million from Boise State University, Idaho State University, and the University of Idaho dies in JFAC.<sup>18</sup> The legislature passes a \$338 million general fund budget for the state’s public four-year universities. Ultimately, the higher education budget increase passes by a 46–22 vote in Idaho’s house.

**Summer 2022.** BSU begins a job search for vice provost of Inclusion and Belonging.

**2022.** BSU establishes a scholarship program known as the Women in STEM, Medicine, and Law scholarship, for which only female students are eligible. BSU is investigated by the U.S. Office of Civil Rights for this discriminatory program, since Title IX of the Education Amendments of 1972 prohibits any discrimination on the basis of sex in all institutions that receive federal financial assistance.<sup>19</sup>

**2022.** Micron gives over \$1 million to UI and BSU to promote DEI in engineering.<sup>20</sup>

**July 2022.** UI readopts the university-wide Diversity and Inclusion statement.<sup>21</sup>

**Spring 2023.** The legislature approves a 4.7 percent increase in the higher education budget.<sup>22</sup> The budget bill includes language prohibiting the universities from using appropriated funds to support Diversity, Equity, and Inclusion or social justice ideology as a part of any student activities, events, or organizations on campus.

**2023.** BSU hires Lisa Phillips as the VP of Inclusion and Belonging.<sup>23</sup>

**2023.** BSU Strategic Enrollment and Retention plan 2023–2028 (SERP) makes diversity rather than merit mandatory in student recruitment and faculty hiring.

**April 2023.** The State Board of Education prohibits requiring or requesting diversity statements in hiring.

**Conclusion:** Idaho’s two largest universities have consistently signaled their intention to build out a DEI infrastructure in the face of legislative opposition.

# SECTION II





## METHODOLOGY

*In two years, the cost of DEI administrators in Idaho universities almost tripled from \$2.2 million to nearly \$6 million.*

**We have described in detail what DEI is and why it is problematic for America and Idaho.**

Please see the Texas A&M report, listed in the footnotes, for an in-depth description and critique of DEI. This report sticks to a simple question: How far has the DEI agenda advanced across the Idaho higher education system?

We have looked at publicly available documents at all four public universities in Idaho. These include strategic plans, records of high-level administrators dedicated to DEI, total numbers of administrators dedicated to DEI, policies like bias training, offices focused on aggrieved minorities, and other factors that reveal DEI on campuses. We provide a summary and then a detailed treatment of

each Idaho university. First, we examine the number of administrators at each school in the system and the total cost to employ them. Second, we summarize what each school is doing on the DEI front.

The chart below contains the raw numbers of administrators at the university and college levels dedicated to promoting DEI missions. We total the raw salary figures and estimated benefits for each university. This is a very conservative—painfully naive, really—estimate for DEI personnel and spending. It does not account for course buyouts for those who serve on committees, department support, people who contribute to DEI efforts but have other job responsibilities, and for the opportunity cost of promoting DEI efforts instead of efforts aimed at excellence, competence, and other supreme values that universities could pursue.

In 2023, total spending on seventy-five Diversity, Equity, and Inclusion (DEI) administrator salaries across the Idaho higher education system was at least \$5.8 million. At least seven DEI administrators in the system earn more than \$100,000 and 19 administrators earn more than seventy thousand dollars. A previous estimate in February 2022, found that spending on DEI administrators across Idaho's higher education system was around \$2.2 million.<sup>25</sup>

In two years, the cost of DEI administrators in Idaho universities almost tripled from \$2.2 million to nearly \$6 million.

**Chart 1. Diversity, Equity, and Inclusion administrators at Idaho's four-year public universities**

University	Office	Total number of administrators	Salaries over \$70,000	Total salaries
BSU	Academic affairs	1	1	\$150,000
BSU	Student equity	2	0	\$72,289
BSU	Blue Sky Institute	2	1	\$127,920
BSU	Gender Equity Center	9	0	\$385,185
BSU	BUILD Program	4	1	\$278,657
BSU	Center for Teaching and Learning	16	5	\$1,071,956
UI	Office of Equity and Diversity, College Assistant Migrant Program (CAMP)	5	0	\$245,290.80
UI	Office of Equity and Inclusion, Black and African American Cultural Center	2	0	\$108,721
UI	Office of Equity and Inclusion, LGBTQA Office	2	0	\$89,044.80
UI	Office of Equity and Diversity, Native American Student Center	4	3	\$370,198
UI	Office of Equity and Inclusion, Office of Multicultural Affairs	6	1	\$181,022.40
UI	Office of Equity and Diversity, Women's Center	4	1	\$212,980.80
UI	College of Education	1	1	\$79,992
UI	College of Law	1	1	\$112,840
UI	College of Education, Health and Human Sciences	1	1	\$92,492.40
LCSC	Center for Teaching and Learning	1	1	\$86,105
LCSC	CAMP	3	0	\$132,937
ISU	Office of Equity and Inclusion	7	2	\$456,205
ISU	CAMP	4	0	\$166,907
	<b>Total</b>	<b>75</b>	<b>19</b>	<b>\$4,420,744</b>



Chart 2. Total DEI staff at Idaho's four institutions of higher Education

University	Total number of DEI administrators	Total spending on DEI administrators
Boise State University	34	\$2,762,917
University of Idaho	26	\$1,910,307
Idaho State University	11	\$841,113
Lewis Clark State College	4	\$290,121
<b>Total Administrators in Idaho's Higher Education System</b>	<b>75</b>	
	<b>Total payroll for salaries</b>	<b>\$4,420,744</b>
	<b>Fringe benefits at 32.45%</b>	<b>\$1,434,531</b>
	<b>Total compensation</b>	<b>\$5,855,275</b>

# SECTION III





## POLICY RECOMMENDATIONS

**In order to decrease the influence of critical social justice across the Idaho higher education system, policy reform is necessary.** The Manhattan Institute has four model laws designed to (1) abolish DEI bureaucracies; (2) forbid diversity training; (3) curtail use of diversity statements; and (4) end racial preferences.<sup>26</sup> We recommend that universities and the Idaho legislature follow other states like Florida, Texas, Tennessee, and North Carolina and implement the following reforms.

**Abolish DEI Offices.** The legislature should follow Florida's, Texas's, or Iowa's models to require universities to abolish DEI and identity-based centers and institutes and fire all associated employees dedicated to them. An independent auditor should track efforts to rollback DEI at Idaho universities. All public four-year universities should be prohibited from spending public or private funds from any source on DEI. A third-party independent entity should be hired to conduct an annual study into the impact of banning DEI offices, inducing university efforts to return to their core mission and cost containment.

**Ban DEI Training.** Students and faculty should never be required or pressured to take DEI training in order to participate in university activities. The legislature should take preventative measures, like Florida and Tennessee have done, to prohibit subjecting any individual to mandatory DEI training as a condition of employment or in order to participate in any campus activity.

**General Education.** Universities should stop requiring students to take diversity courses as part of the general education curriculum and undertake a serious effort to state what the legislature wants to accomplish through the general education, as Florida has done.

**Hiring practices.** Universities of the sort that we have discussed here are public entities. Excellence, professionalism, and contributions to the core educational mission of the university should be the only considerations in hiring. The legislature should make permanent the State Board of Education's resolution to ban requiring or even requesting diversity statements in order to be considered for employment or promotion.

**Transparency.** All faculty members and administrators should post their CV's online. All course syllabi should be available to the public online. The public has a right to know what its universities are teaching.

**Restrict University Budgets.** The legislature controls the purse strings. It should consider cutting budgets throughout the Idaho higher education system by amounts of money spent on Diversity, Equity, and Inclusion, with the aim of getting universities to change direction. This budget-cutting has not worked in the past, however, so other measures must be considered.

## SECTION IV





## DIVERSITY, EQUITY, AND INCLUSION IN AMERICAN HIGHER EDUCATION

**America's colleges and universities have become increasingly radical over the past fifty years.**<sup>27</sup> Academics and administrators are no longer merely pushing progressive politics but transforming universities into institutions dedicated to political activism and indoctrinating students into a hateful ideology. We call this ideological Critical Social Justice (CSJ).<sup>28</sup>

Many today are worried about critical race theory (CRT), critical theory, cultural Marxism,<sup>30</sup> identity politics, or multiculturalism.<sup>31</sup> These are all basically the same ways of thinking. They each generally hold that all disparities in group outcomes are traceable to discrimination and would disappear through genuine liberation.<sup>32</sup>

CSJ begins with a form of criticism or critical analysis, whereby activists unmask the supposed hidden realities of the world. America seems to be a place of equal opportunity or fair admissions, but through the lens of CSJ, it is viewed as merely a series of various structures of oppression built by the privileged to keep victim groups weak and unequal. Under this ideology, America is said to have a patriarchal, racist, homophobic, cisgendered, and ableist culture. The “advantaged” America tries to impose its ways on disadvantaged Americans. The supposed oppressors do this in sneaky ways, such as passing seemingly colorblind laws that are really designed to put more minorities in jail or having colorblind admission standards at universities that really exclude minority students.<sup>33</sup> America and in fact the West as a whole are everywhere and always racist,

sexist, and so on. That is the conclusion of the CSJ activists.

But activists promise a CSJ remedy to this problem. Victims should be elevated and the supposedly privileged pushed down. This remedy is realized differently in different institutional settings. At universities specifically, students' minds will be retrained. They will be taught to identify, shame, and destroy “oppressors.” Activists will teach oppressors to identify with the plight of victims and remediate activism on victims' behalf, while they encourage supposed oppressors to feel shame for their “whiteness” or “toxic masculinity.” Two sets of standards—one for the supposed oppressors and one for the supposed victims—emerge.

The result of such training will be a happier, more diverse student and an environment defined by perceived inclusion. Or so we are told. But this happy vision never comes about because the CSJ activists always identify another lingering inequality that must be removed before the promised land arrives. CSJ therefore sets about a rolling revolution in university life, where one reform always demands another. Resentment, hatred, and self-hatred reign in the meantime.

Diversity, equity, and inclusion (DEI) is the mechanism whereby CSJ is applied to institutions like universities. DEI is CSJ made more palatable using sweet-sounding civic language, but, as an ideology, it represents represent the same critical analysis and remedy. Both CSJ and DEI emphasize how

institutions like universities are irredeemably racist or sexist. Both CSJ and DEI hope for policies that might overturn the victim-oppressor framework, making the former victims the new rulers and the former oppressors the new victims.

As the famous critical race theorist Ibram X. Kendi writes, “the only remedy for past discrimination is present discrimination. The only remedy for present discrimination is future discrimination.”<sup>34</sup> DEI is that present and future discrimination.

**Diversity:** Diversity used to mean difference or plurality but not anymore. Diversity means more members of victim groups and fewer members of the supposedly oppressive groups. When men make up 80 percent of engineering students, that is a lack of diversity that must be remedied. When women make up more than 80 percent of elementary education majors, that is diversity that should be celebrated. And in curricula, diversity means replacing books written by white males with authors from “historically underrepresented” groups. The achievement of diversity requires retribution to be taken against former oppressors. It requires that aggrieved minorities be held to lower standards than those who are privileged. The formerly marginalized get privilege and the formerly privileged get marginalized.

**Equity:** Equity used to mean fairness before the law but not anymore. Equity stands for the idea that universities must aim at something like statistical group parity (e.g., since blacks make up 13 percent of the population, they should be 13 percent of engineers). Failure to achieve parity is sufficient evidence of systematic discrimination. Therefore, we must dismantle the old culture (no matter how well it seems to work) and build a new one that will achieve parity. In short, equity is equal group outcomes.

**Inclusion:** Inclusion used to mean everyone was welcome but not anymore. Today's inclusion demands an institutional climate that elevates and supports the well-being of aggrieved minorities instead of or at the expense of the supposedly privileged. Sometimes that means the creation of discriminatory departments like a women's or multicultural center or excluding ideas and things that some members of underrepresented groups find objectionable like thin blue line flags (supporting the police). LGBT- or blacks-only graduations are done in the name of inclusion. Speech codes and safe spaces arise in order to accomplish this new inclusion. In short, inclusion means excluding all that makes supposedly aggrieved minorities uncomfortable.

The ideas behind DEI require people to believe that America is on an endless treadmill of oppression and victimhood. Accordingly, all efforts to transcend group identity are thought to be lies that rationalize “privilege.” Advocates for CSJ demand ideological conformity—victims can only be seen as members of an oppressed class rather than individuals, and nonvictims are stigmatized and blamed for the evils victims suffer.

CSJ education undermines freedom under equal laws and social harmony.<sup>35</sup> It is inconsistent with the idea that individual rights should help organize political life. It is inconsistent with a dedication to scientific inquiry. There is no way to get from CSJ to a peaceful, unified, and happy nation. It also compromises family life. It promises to tarnish and alienate productive, law-abiding citizens. It denies there is a standard outside group identity to which people can be held. It denies the reality that inequality and privilege are complex social phenomena that come about in many different ways, not just from oppression. CSJ is unprovable and pernicious.



# SECTION V



## BOISE STATE UNIVERSITY: IDAHO'S LEADING DEI INSTITUTION

**The DEI apparatus at Boise State University (BSU) has matured since 2020.** BSU has hired the highest-ranking DEI officer in Idaho, a vice provost for Inclusion and Belonging who earns a six-figure salary. BSU has more staff dedicated to promoting the DEI cause (thirty-four employees) than any other Idaho universities. The university's DEI officers also reach deeper into university operations than other Idaho universities do. Administrators have continued to push policies in hiring and student recruitment, targeting certain identity groups and offering more DEI training, events, and workshops for faculty and students every year.

### DEI in Boise State University Strategic Plan

In June 2019, Interim President Martin Schimpf announced a series of initiatives beginning under the new president, Marlene Tromp. Future plans included hiring an associate vice president for Diversity and Inclusion and faculty training in a preferred pronoun system. These plans, and many other DEI initiatives and programs, have all come to fruition in 2023 under Pres. Tromp's leadership. Pres. Tromp's 2021-2026 Strategic Plan, "Blueprint for Success," was written during a year in which legislators cut funding for DEI and social justice programs at BSU by \$2.5 million. The plan sought to promote a "fair and equitable" environment dedicated to creating a "sense of belonging and freedom of expression." DEI had gone underground for a while but, with this plan, it came into the sunlight again, having

essentially been rebranded. The process of implementing a DEI program is ongoing at BSU. When the university began requiring that job candidates include DEI statements in their job applications, adherence to DEI effectively became a prerequisite for getting a job there. The DEI movement accelerated in 2023 with the hiring of a new vice provost for Inclusion and Belonging, Lisa P. Phillips, and the implementation of a Strategic Enrollment and Retention plan 2023-2028 (SERP), which made diversity rather than merit mandatory in student recruitment and faculty hiring.<sup>36</sup>

### Hiring

The SERP establishes the principle that the university will "increase faculty diversity and equity-minded faculty." Equity-minded? This means political hiring, in that the university aims to find faculty that agree with the proposition that all disparities are traceable to discrimination. Sometimes SERP simply claims that the university is concerned about the interview experience: "Faculty of Color and faculty from other marginalized groups will have more positive interviewing experiences and see the ways in which they can find and build community and networks of support. There will be processes to inform candidates and new hires of affinity groups, a spousal hire policy, more training for mentors, support for FOC to mentor, equity advocates on searches, DEI cluster hires, and better search committee preparation. This strategy will be forwarded to the Provost's



Office, BUILD, and Human Resources.”<sup>37</sup> The university has also boasted for years about offering its faculty “implicit bias training” as part of its recruitment efforts for new faculty. How does the university identify the “equity-minded” consistent with the State Board’s ban on DEI statements? It does not say.

### Student Recruitment and Training

SERP aims to close equity gaps in access and attainment for underrepresented minorities. Pursuant to Goal 1 of the “Blueprint for Success,” the university will seek to reduce achievement gaps and increase the enrollment of Latinx and other student groups, target Latinx students in recruitment, and hire a bilingual recruitment administrator. The plan states that students from other identity groups, including “students with minoritized status,” will also require attention. The plan blames the need for this focus on the Northwest Commission of Colleges and Universities (NWCCU), the state’s accrediting organization.

The SERP declares that “embodied diversity should be a priority in hiring for all peer educator roles, and engaging students across diversity a core component of training.” “Embodied diversity” means skin-color hiring or sex-based hiring.

BSU has begun to adopt a preferred pronoun system, allowing students to use a “chosen” name instead of their legal name on campus records and documents, such as course rosters and campus ID cards. The logical next step is to enable students to indicate the pronouns they use for themselves on course rosters. BSU Email Signature Standards state that sharing personal pronouns and asking others what pronouns and names they prefer to go by are “ways of showing respect.”<sup>38</sup>

The Gender Equity Center advocates for such changes, pressuring departments and classrooms to make their classrooms “inclusive” by sending questionnaires, class surveys, or emails to students containing questions about names and preferred pronouns and “normalizing pronoun sharing” by putting pronouns in a syllabus, email signature, or sharing them in class.<sup>39</sup>

### Faculty Training

The BUILD program provides DEI workshops and training focused on subjects like systemic racism, white privilege, intersectionality, and oppression.<sup>40</sup> The SERP seeks to leverage several DEI-focused programs on campus, TRIO, a federally funded program for “disadvantaged students, the College Assistance Migrant Program (CAMP), a federally funded program for assisting migrant students, and Advancement Via Individual Determination (AVID), a group dedicated to antiracism that provides academic services and peer tutors to facilitate the training and support of “higher education advocates” who are already embedded in schools throughout the states.<sup>41</sup>

### Diversity, Equity, and Inclusion Staff

BSU currently employs at least thirty-four people dedicated to DEI and has established five DEI offices. The DEI movement accelerated in 2023, when BSU hired a vice provost for Inclusion and Belonging who earns a six-figure salary and has been tasked with leading Academic Affairs so that DEI is even more systematically embedded into campus culture. Each of the thirty-four staff members is assigned to a DEI office whose central mission is advancing DEI in some aspect or another of campus life. Overall, BSU spends at

least \$2,762,917 on DEI position salaries and benefits (appendix A).

### General Education

BSU requires that students take a course called Foundations of Ethics and Diversity (University Foundations 200 courses) as a general education requirement to graduate.

## DEI BUREAUCRACIES

### Student Equity Center

BSU’s Student Equity Center is dedicated to raising awareness about “oppression” and “institutional or systemic racism” and the relationship of these things to group identity.<sup>43</sup> The center has previously directed students to Diversity and Inclusion training.<sup>44</sup> These student trainings included materials such as a “Racial Inventory” quiz that aims to measure participants’ level of privilege based on their race or skin color. The center hosts numerous racially discriminatory graduation ceremonies, including the “Black Excellence,” “Asian/Pacific Islander,” “Indigenous,” and “Latinx” stole celebrations.<sup>45</sup> The center hosts seemingly racially segregated affinity groups, including the “Broncos of Color Lounge.”<sup>46</sup> The center currently has at least one dedicated administrator.

### Blue Sky Institute

The stated mission of the Blue Sky Institute is to focus their efforts and resources on “diversity, equity and inclusion,” and “student basic needs.” The institute hosts an annual “DEI Summit,” which includes various panels with titles like “Let’s Not Talk About Privilege: A Role-Playing Experience.”<sup>47</sup> The institute connects community members with “DEI experts” who conduct training in subjects

like cultural competency, bias, racism, and oppression, and equity and inclusion.<sup>48</sup> This DEI Pillar of BSU is supposedly funded through support from private companies, including Micron, St. Luke’s, Simplot, and Boise Cascade. The office has at least two dedicated administrators.

### Gender Equity Center

The Gender Equity Center is an “environment for people of all gender identities to explore, celebrate and educate the campus community about gender equity.”<sup>49</sup> The center provides “trans-friendly” and LGBTQIA+ resources, and it encourages students to engage in advocacy for the LGBTQIA+ cause. The website explains that becoming an LGBTQIA+ advocate requires ongoing reflection on one’s privilege and recommends resources on white privilege for students.<sup>50</sup> The center has at least three dedicated administrators. The center’s web page platforms critical race theorist Kimberle Crenshaw, known for her work on intersectionality.<sup>51</sup>

The center provides training, events, and workshops to students, professors, and other staff on campus in the subjects of LGBTQIA identities, intersectional feminism, body image, masculinity, healthy relationships, bystander intervention and issues related to privilege, oppression, and equity. For example, the center offers a ninety-minute “Trans Identities” training session that teaches attendants how to “build an action plan for how to be more inclusive of people who are trans” and a sixty-minute training session on “Introduction to LGBTQIA+ Identities.”<sup>52</sup>

### Center for Teaching and Learning

The Center for Teaching and Learning seeks to create “diverse, inclusive and equitable learning



environments for students, both in and out of the classroom.”<sup>53</sup> The center encourages faculty members to undergo DEI training through the BUILD Certificate Program, which includes analyzing identity, cultural groups, and systems of oppression.<sup>54</sup> The Center has at least seventeen dedicated administrators, one with a six-figure salary.

### **BUILD Program**

The BUILD (Boise State Uniting for Inclusion and Leadership in Diversity) program was originally established as “an independent entity in service to [the] campus” and to “address important needs that extend beyond the classroom.” The BUILD program is tasked with contributing to “an inclusive climate campus wide,” supporting “inclusive faculty hiring” and creating “inclusive departmental environments.” Now, the mission of the BUILD program is to “help all Boise State employees become leaders who are better prepared to foster a diverse, inclusive, and equitable campus environment.” The BUILD program claims to be “committed to creating and fostering diverse, inclusive, and equitable

learning environments for students, both in and out of the classroom.” The BUILD program partners with the Center for Teaching and Learning “to design and facilitate workshops, intergroup dialogues, book circles, 1-on-1 consultations, and other programs” intended to train BSU employees in DEI. For example, BUILD offers events such as the “White Immunity: Working through Pitfalls of Privilege,” which addresses how even poor white people can be privileged and the “social inoculation that white people experience as a result of being white in a systemically-racist [sic] society,” and the “Racial Equity and Liberation Series,” which includes “levels of racism” and the seemingly pressing question of how colorblindness perpetuates racism.<sup>55</sup> Other examples include “White People Talking to White People About Racism,” “Intersectionality, International Faculty and Inclusive Excellence,” and “Building Anti-Oppressive Communities.” The BUILD program encourages faculty to complete ten DEI workshops to obtain a BUILD certificate. The BUILD program has hired three new administrators since 2020.

## **SECTION VI**





## UNIVERSITY OF IDAHO

### The University of Idaho (UI) is committed to advancing DEI on campus.

The president has established a Council on Diversity and Inclusion with fifty members of six subcommittees to carry out the universities DEI goals and diversity plan.<sup>56</sup> The UI president has repeatedly signed a diversity statement declaring that Diversity and Inclusion are “the core” of the university.<sup>57</sup> It has at least twenty-three university-level administrators dedicated to implementing its DEI mission. UI employs the highest-paid DEI administrator of all Idaho’s public four-year universities, the chief diversity officer, Yolanda Bisbee, who earns a six-figure salary of \$170,706. UI has one college-level administrator dedicated to DEI, the director of Diversity, Inclusion and Outreach at the College of Engineering and two deans of Inclusion at the College of Law and the College of Education, respectively. UI offers extensive DEI training to students and faculty. Training appears to be optional but universities with mature DEI infrastructures tend to mandate DEI training eventually.

### DEI in the University of Idaho’s Strategic Plan

The UI’s administration still follows the twenty-five-page Diversity Plan first established in 2004 and reinstated in 2018. The plan was reviewed and revised by the Office of Equity and Diversity and the President’s Council on Diversity and Inclusion. According to UI’s website, the Office of Equity and Diversity and the President’s Council are “currently developing an implementation plan to strategically move forward in accomplishing

the 8 goals as an institution.” The plan includes objectives for each academic unit, including:

- ▶ Ensure adequate support for . . . Feminists at the University of Idaho, and the Women’s, Gender & Sexuality Studies program.”
- ▶ “Increase diversity scholarships for undergraduate and graduate students, and create diversity fellowships for graduate students.”
- ▶ “Develop an effective infrastructure to sustain and fund identity-based programs (Africana Studies minor . . . Women’s, Gender & Sexuality Studies minor) and Diversity & Stratification Certificate Program.”
- ▶ “Develop and implement a Chicana Studies Major.”

### Staff and Student Training

The Office of Equity and Inclusion offers many DEI trainings to faculty and students to “address social justice barriers and stereotypes” and “promote the University’s commitment to a more inclusive climate.”<sup>58</sup> Training includes programs like the Safe Zone training, which promotes “understanding and inclusion of lesbian, gay, bisexual, transgender, queer, questioning, asexual, and ally people on campuses nationwide.”<sup>59</sup> Another example is the Stop the Hate training, which is focused on reducing so-called “hate crimes” and acquiring “social justice tools for recognizing, preventing and combating acts of bias and hate on campus.” Other forms of training available to faculty and students include “Examining Masculinities,” “Themes of Oppressions: Exploring Power and Privilege,” and “Transgender 101.”<sup>60</sup>

### Staff and Student Recruitment

Goal 4, Objective A of UI’s strategic plan requires increasing multicultural student enrollment and the percentage of multicultural faculty and staff. In 2014–15 multicultural student enrollment was 2,415. UI had sought to increase multicultural student enrollment to four thousand by 2022 but has not reported whether or not the university has achieved its goal.<sup>61</sup> Numbers reported by UI in 2020 and 2021 suggest that multicultural student enrollment had been declining for three years (since 2018).

### Hiring

UI’s diversity plan requires the creation of strategic hiring initiatives that target women and underrepresented and diverse groups in all units.<sup>62</sup> In accordance with Goal 4, Objective A of UI’s strategic plan, the university sought to increase the percentage of multicultural faculty and staff to 23 percent in 2022 and 25 percent in 2025. The strategic hiring of minorities at UI has increased from 19 percent in 2014–15 to 20.6 percent in 2021. UI has not reported data for 2022–23.<sup>63</sup>

### General Education

UI requires students to take an American Diversity Course as a general education requirement to graduate.<sup>64</sup>

### University of Idaho Diversity, Equity, and Inclusion Staff

UI employs at least twenty-six administrators dedicated to DEI and it has established an expansive Office of Equity and Diversity with six subsidiary centers—for example, the Black and African American Cultural Center and the LGBTQA Office. UI’s DEI regime is

led by Chief Diversity Office and Executive Director of the Office of Equity and Diversity Yolanda Bisbee, who earns a six figure salary of \$170,706. UI has three college-level administrators dedicated to advancing DEI, including a director of Diversity in the College of Engineering, an associate dean for Inclusion in the College of Education, and an associate dean for Inclusion in the College of Education, Health and Human Sciences. Overall, UI spends at least \$1,910,307 on DEI position salaries and benefits (appendix B).

### Office of Equity and Diversity

The Office of Equity and Diversity focuses on cultural responsiveness and DEI, and in 2018 it reinstated the university’s extensive twenty-five-page diversity plan. The office hosts many left-wing events on campus such as the Black Lives Matter speakers series and “Towards a More Critical Consciousness: Geographics of Exclusion in Higher Education Institutions,” the third part of a four-piece series focusing on “critical analysis” (critical theory) of systems of oppressions. At least twenty-three administrators are dedicated to the office and its subsidiaries, including the chief diversity officer.

### LGBTQA Office

The LGBTQA office is dedicated to exposing students to the exploration of sexual orientation and gender identity and eliminating “homophobia, heterosexism and gender identity oppression.”<sup>66</sup> The office sponsors a variety of leftist events, such as “Queering Sex Ed,” “Safe Zone Training,” and “Gender and Sexuality Alliance Meetings.”

### Black/African American Cultural Center

The Black/African American Cultural Center



(BAACC) claims to “mainly” serve black students “in an environment that is affirming, welcoming, equitable, inclusive and diverse.”<sup>67</sup> The BAACC seeks to increase the “level of Black consciousness” on campus.<sup>68</sup> The BAACC hosts many black-focused events on campus, such as the Black Lives Matter Speaker series.<sup>69</sup> The BAACC targets black students with the aim of getting them to enroll at the university. As Mario Pile, the dedicated director, has claimed, he will “reach out to more potential Black students . . . to enroll at the university.”<sup>70</sup> The BAACC has a dedicated director and an administrative assistant.

#### Office of Multicultural Affairs

The Office of Multicultural Affairs seeks to maintain an environment that “supports multiculturalism and promotes inclusion.”<sup>71</sup> The office is dedicated to advancing diversity

and inclusion and promoted the Black Lives Matter speaker series.<sup>72</sup> The office offers various student programs, such as the PACE Peer Mentor Program, whose objectives include creating ambassadors for diversity and “multicultural awareness.”

#### Women’s Center

The Women’s Center promotes and advocates for gender equity and social justice, and it encourages students to participate in activism.<sup>73</sup> The center has at least four administrators.



**Gender-Inclusive Restrooms**

View a map of single occupancy, gender-neutral restrooms on campus that can be used by any gender.

[LEARN MORE](#)

*University of Idaho Website, Image captured December 2023.*

# SECTION VII





## IDAHO STATE UNIVERSITY

**Idaho State University (ISU) has little DEI on its campus.** The university's strategic plans mention diversity and inclusion over the last five years but they have not set DEI benchmarks. The university has an Equity and Inclusion Committee and a dedicated director for the Office of Equity and Inclusion. However, there appear to be few DEI efforts at the college level. ISU does not have any college-level DEI committees or administrators yet. If patterns seen elsewhere repeat themselves, though, ISU will continue to build its small DEI office by hiring more personnel at the university level before building DEI infrastructure at the college level.

### Strategic Plans

In 2018, building a "culture of diversity" became a component of the ISU strategic plan.<sup>74</sup> Plans since 2018 all mention diversity or inclusion but lack enforcement mechanisms and measurement tools to promote the growth of DEI. The 2023–2027 Strategic Plan focuses on increasing student enrollment and graduation rates, and, among other goals, improving ISU's offerings and student experience. The plan does not target any identity groups for recruitment in the student body or faculty, or mention diversity or implicit bias training of any kind for faculty members.

### Idaho State University Diversity, Equity, and Inclusion Staff

Overall, ISU spends \$841,113 on eleven DEI administrators. The university's highest paid DEI officer is the director of the Office of

Equity and Inclusion, who earns a six figure salary of \$123,701 (appendix C).

### Office of Equity and Inclusion

Idaho State University's Office of Equity and Inclusion houses the Diversity Resource Center and the Gender Resource Center. The office has an Equity and Inclusion Commission that serves as an advisory body to the Office of the President and as liaison to departments across the university with the goal of increasing DEI initiatives. The commission evaluates the campus climate and promotes campus-wide participation in DEI efforts.<sup>75</sup> The university has at least five administrators dedicated to the office, including a director of equity and inclusion who earns a six-figure salary.

# SECTION VIII





## LEWIS CLARK STATE COLLEGE

### **Lewis Clark State College (LCSC) is beginning to commit to DEI according to its strategic plans of the last three years.**

The university is just getting started building its DEI infrastructure with a four-person administrative team that includes a director of the Center for Teaching and Learning and three administrators dedicated to a minority recruitment office. The president of LCSC has a President's Diversity Commission whose goal, among other plans, is to support the diversity vision statement by promoting diversity in STEM fields, create diversity requirements in general education courses, establish more diversity professional development training, and recruit "racially and ethnically diverse students and faculty."<sup>76</sup> LCSC has established a twenty-eight-member DEI initiative and an antiracism faculty ambassadors program across campus.<sup>77</sup>

### **Strategic Plans**

LCSC began implementing DEI into its strategic planning in 2020. The 2020 Strategic Plan establishes inclusive practices programming as a key objective.<sup>78</sup> This has two "performance measures": (1) the "number of faculty and staff participating in inclusive programming annually"; and (2) the "number of participants in community enrichment activities." The plan states that benchmarks would be established once baseline inventory and tracking were complete. At the time of this strategic plan, diversity programs were simply being worked out or drafted. In LCSC's 2023–2027 Strategic Plan there are benchmarks and

delegations of DEI programming for and to particular departments. Primary objectives include increasing faculty participation in DEI programming and the number of DEI events on campus. For instance, the later strategic plan established this as "Goal 3": Foster Inclusion throughout Campus and Community Culture, which includes the performance measure, "Number of faculty and staff participating in inclusive practices programming annually." This DEI programming is led by the Center for Teaching and Learning and the President's Diversity Commission. The plan does not include benchmarks for minority student recruitment or faculty hiring.

### **Lewis Clark State College Diversity, Equity, and Inclusion Staff**

LCSC has a small DEI infrastructure made up of four administrators, including a director of the Center for Teaching and Learning who earns \$86,105. Total spending on DEI administrators is just \$290,121. One can expect LCSC to hire more DEI officers after goals for increasing diversity training and events are realized, and more faculty and staff are prepared to start promoting DEI activism on campus (appendix D).

### **Center for Teaching and Learning**

The Center for Teaching and Learning's primary objectives include managing the Inclusive Practices Certificate program and increasing diversity programming on campus. It offers faculty and students training and resources on

DEI and antiracism.<sup>79</sup> The center encourages faculty to align classroom practices and activities with "anti-racist skills."<sup>80</sup> The center has at least twenty-eight DEI and antiracism faculty ambassadors dedicated to the program Inclusion, Diversity, Equity and Anti-Racism (IDEA).<sup>81</sup> The center currently has only one dedicated administrator.

### **CAMP**

The College Assistance Migrant Program (CAMP) is a federally funded program dedicated to increasing minority enrollment on college campuses. CAMP offers students with a migrant and seasonal farm work background funding to attend college.<sup>82</sup> CAMP programs are present on each of Idaho's public four-year university campuses. LCSC has three administrators dedicated to CAMP. Representatives from each university with a CAMP program should be asked questions about whether the program caters to legal or illegal immigrants.



# SECTION IX

## RESPONDING TO UNIVERSITY PRESIDENT'S DEFENSE OF BUILDING DEI ON CAMPUS

**University leaders and public officials offer many excuses for their advancement of DEI and CSJ.** In a report presented to the Joint Finance Appropriations Committee by UI's president Scott Green, Green defended DEI spending by highlighting the risk of losing accreditation and federal money if the university failed to meet NWCCU's standards.<sup>83</sup> BSU President Marlene Tromp evaded questions from JFAC about the DEI programs on campus by claiming they were meant to serve rural and veteran students. Other common excuses include the claim that DEI is good for the workforce or improves student health. In reality, DEI programs are a symbol of adherence to ideological, political, and activist goals. State lawmakers should question university representatives more carefully. They must ensure that those in charge of publicly funded universities spend their time finding solutions by diminishing or abolishing DEI on campus so that all members of their institutions can be free from ideological pressure rather than being forced to defend the political agenda of DEI, which severely distorts the central purpose of higher education.

### **DEI is Privately Funded and Good for the Workforce**

Universities may claim that DEI bureaucracies, programs, and administrators are funded by big businesses and are good for the workforce. Yet research has shown that race-conscious and DEI policies are not fundamental to business success.<sup>84</sup> Instead, a woke workplace can create a hostile and

polarizing environment. As Manhattan Institute Fellow Charles Lehman has explained, the woke corporate diversity regime doesn't generate profits and permits harmful radicalism to seep into the workplace.<sup>85</sup> It must be undone.

### **DEI Improves Student Health**

University leaders sometimes argue that DEI contributes to student health, increasing enrollment, and creating a positive campus climate. But data shows that colleges' vast DEI bureaucracy has little relationship to students' satisfaction with their college or personal experiences with diversity.<sup>86</sup> These administrators offer students and faculty endless lectures, training, and programs on microaggressions, implicit bias, intersectionality and racial privilege while disrupting the university's central purpose—to pursue truth—and the university's essential function—, namely, teaching. They are dispensable. As Senior Research Fellow at the Heritage Foundation Dr. Jay P. Greene has shown, DEI bureaucracies and programs do not contribute to student well-being on campus.<sup>87</sup> In fact, universities never needed a legion of DEI administrators in the first place.

### **Accreditation Requires DEI**

University presidents often claim to be afraid of consequences from failing to meet accreditation regulations. However, neither Lewis-Clarke State College nor Idaho State University has thrown such vast amounts of money and infrastructure into DEI as the



state's flagship campuses. Their spending on DEI initiatives is significantly lower than both Boise State and the University of Idaho. Yet, both LCSC and ISU remain accredited by the NWCCU.

Administrators have the authority to put an end to this foolishness. But instead of voting against DEI in accreditation standards, university officials impose DEI on campus life to a degree that far exceeds any accreditation requirements. For example, the NWCCU, the primary accrediting body of postsecondary institutions in the Northwest, does not require but merely encourages the adoption of diversity plans. Yet the University of Idaho voluntarily implemented a twenty-five-page DEI plan.

Regardless, legislators should ask what good accreditation is if accreditors and universities work together to build an environment that is hostile to diversity of thought, undermines American competitiveness, and compromises the pursuit of truth.

## CONCLUSION

**Much growth in DEI has happened at BSU and UI during the past four years.** Nor is UI as bad as the University of Tennessee. But both are trending upward in the DEI rankings. Experience shows that universities will not usually self-correct, since they are increasingly ideologically homogenous. Administrators are among the most ideological of the people on campus, as Inside Higher Education, an establishment media outlet, shows.<sup>88</sup> Change must come from the outside. Furthermore,

### DEI programs target rural and veteran students

DEI are nice sounding words that the average person would associate with positive activities. As demonstrated in this report, however, DEI offices and programs primarily target identity groups and discriminate against students or faculty based on their race, sex or ideology. These offices declare support for anti-racist activism and gender ideology and train students and faculty members in political dogma including intersectionality, implicit bias, white privilege, transgenderism and systemic racism among other topics. These bloated DEI staffs and programs are wasteful and promote radical ideologies that are unrelated to helping rural students or veterans. If there are any student services or scholarships for rural students or veterans currently operating within a DEI office these could easily be consolidated along with positions necessary to follow federal regulations under a Title IX, civil rights or academic and student services office without continuing any identity based DEI programs.

political institutions fund higher education to accomplish public goods—and the legislature and executives in Idaho should investigate seriously whether their universities are actually accomplishing the public goods that they were designed to accomplish. We should not take the university's words for it; we should follow the facts. And the best place to start for following the facts is this well-documented report and looking at the reforms, tentative to be sure, that have been adopted in other states.

## APPENDIX A. BOISE STATE UNIVERSITY DEI ADMINISTRATION

	University	Position	Office	Estimated salary <sup>89</sup>
1	BSU	Vice Provost for Inclusion and Belonging	Academic Affairs	\$150,000
2	BSU	Director of Student Equity	Student Equity	\$32,000
3	BSU	Administrative Assistant II	Student Equity	\$40,289.60
4	BSU	Director	Blue Sky Institute	\$75,920
5	BSU	Programs and Projects Coordinator	Blue Sky Institute	\$52,000
6	BSU	Gender Equity Center Director	Gender Equity Center	\$65,520
7	BSU	Violence Prevention and Support Coordinator	Gender Equity Center	\$50,003
8	BSU	Engaging Men Project Director	Gender Equity Center	\$32,148
9	BSU	Program Manager	Gender Equity Center	\$49,566
10	BSU	Project Director Violence Prevention and Response Initiatives	Gender Equity Center	\$58,988
11	BSU	Business Operations Supervisor	Gender Equity Center	\$45,760
12	BSU	Operations Assistant	Gender Equity Center	\$27,040
13	BSU	Communications and Events Specialist	Gender Equity Center	\$29,120
14	BSU	Operations Assistant	Gender Equity Center	\$27,040
15	BSU	Interim Managing Director, BUILD program	BUILD Program, Center for Teaching and Learning	\$61,360
16	BSU	Managing Director of the Equity Advocates Program	BUILD Program	\$66,830
17	BSU	Program Assistant	BUILD Program	\$33,280



	University	Position	Office	Estimated salary
18	BSU	Director, Service-Learning Program	Center for Teaching and Learning	\$78,873
19	BSU	Director, Center for Teaching and Learning	Center for Teaching and Learning	\$147,014
20	BSU	Associate Director for Educational Development	Center for Teaching and Learning	\$94,557
21	BSU	Associate Director for Educational Development and Associate Professor of History	Center for Teaching and Learning	\$111,072
22	BSU	Business Operations Manager	Center for Teaching and Learning	\$59,987
23	BSU	Senior Educational Development Consultant	Center for Teaching and Learning	\$70,262
24	BSU	Administrative Assistant II	Center for Teaching and Learning	\$42,016
25	BSU	Program Coordinator	Center for Teaching and Learning	\$55,120
26	BSU	Educational Development Specialist	Center for Teaching and Learning	\$56,992
27	BSU	Educational Development Specialist	Center for Teaching and Learning	\$59,009
28	BSU	Educational Development Specialist	Center for Teaching and Learning	\$59,009
29	BSU	Senior Educational Development Consultant, Clinical Associate Professor of Materials Science and Engineering	Center for Teaching and Learning	\$64,500
30	BSU	Educational Development Specialist	Center for Teaching and Learning	\$63,793
31	BSU	Director, BUILD Program and Professor of Communication	Center for Teaching and Learning	\$117,187
32	BSU	Instructional Consultant for Inclusive Teaching, BUILD Program	Center for Teaching and Learning	\$63,752

	University	Position	Office	Estimated salary
33	BSU	Social Media/Communications Student Assistant	Center for Teaching and Learning	\$23,000.00
34	BSU	CTL Student Assistant	Center for Teaching and Learning	\$23,000.00
<b>Total payroll for salaries</b>				<b>\$2,086,008</b>
<b>Fringe Benefits at 32.45%</b>				<b>\$676,909</b>
<b>Total compensation</b>				<b>\$2,762,917</b>

## APPENDIX B. UNIVERSITY OF IDAHO DEI ADMINISTRATION

	University	Position	Office	Estimated salary
1	UI	CAMP Director	Office of Equity and Diversity, College Assistant Migrant Program	\$66,993.60
2	UI	CAMP Recruitment Specialist	Office of Equity and Diversity, College Assistant Migrant Program	\$47,611
3	UI	CAMP Advising Specialist	Office of Equity and Diversity, College Assistant Migrant Program	\$46,072
4	UI	CAMP Retention Specialist	Office of Equity and Diversity, College Assistant Migrant Program	\$42,536
5	UI	CAMP Administrative Assistant	Office of Equity and Diversity, College Assistant Migrant Program	\$42,078



Diversity, Equity, and Inclusion in Idaho Higher Education

University	Position	Office	Estimated salary	
6	UI	Director, Black and African American Cultural Center	Office of Equity and Inclusion, Black and African American Cultural Center	\$66,414 (TI 2023)
7	UI	Administrative Assistant	Office of Equity and Inclusion, Black and African American Cultural Center	\$42,307.00
8	UI	Director, LGBTQA Office	Office of Equity and Inclusion, LGBTQA Office	\$62,004.80
9	UI	Administrative Assistant	Office of Equity and Inclusion, LGBTQA Office	\$32,000
10	UI	Director, Native American Student Center	Office of Equity and Diversity, Native American Student Center	\$72,925
11	UI	Program Coordinator	Office of Equity and Diversity, Native American Student Center	\$51,001.60
12	UI	Chief Diversity Office and Executive Director of Tribal Relations	Office of Equity and Diversity, Native American Student Center	\$170,706
13	UI	Idaho EPSCoR Diversity, Outreach and Communications Coordinator	Office of Equity and Diversity, Native American Student Center	\$75,566
14	UI	Director, Office of Multicultural Affairs	Office of Equity and Inclusion, Office of Multicultural Affairs	\$90,563.20
15	UI	Program Coordinator	Office of Equity and Inclusion, Office of Multicultural Affairs	\$50,939.20
16	UI	Academic Retention Specialist	Office of Equity and Inclusion, Office of Multicultural Affairs	\$32,000.00
17	UI	CAMP/OMA Retention Specialist	Office of Equity and Inclusion, Office of Multicultural Affairs	\$32,000.00

Diversity, Equity, and Inclusion in Idaho Higher Education

University	Position	Office	Estimated salary	
18	UI	Administrative Specialist II	Office of Equity and Inclusion, Office of Multicultural Affairs	\$32,000.00
19	UI	Administrative Specialist II	Office of Equity and Inclusion, Office of Multicultural Affairs	\$39,520.00
20	UI	Director, Women's Center; Co-director, Women's Gender and Sexuality Studies	Office of Equity and Diversity, Women's Center	\$84,843.20
21	UI	OVW Project Director	Office of Equity and Diversity, Women's Center	\$50,065.60
22	UI	Program Coordinator	Office of Equity and Diversity, Women's Center	\$46,072.00
23	UI	Office Manager	Office of Equity and Diversity, Women's Center	\$32,000.00
24	UI	Micron Director of Diversity, Inclusion, and Outreach	College of Engineering	\$79,992
25	UI	Associate Dean for Inclusion and Assistant Clinical Professor of Law	College of Law	\$112,840
26	UI	Associate Dean of Inclusion, Associate Professor, Special Education	College of Education, Health and Human Sciences	\$92,492.40
			<b>Total payroll for salaries</b>	<b>\$1,442,285</b>
			<b>Fringe benefits at 32.45%</b>	<b>\$468,022</b>
			<b>Total compensation</b>	<b>\$1,910,307</b>



## APPENDIX C. IDAHO STATE UNIVERSITY DEI ADMINISTRATION

	University	Position	Office	Estimated salary
1	Idaho State	Director	Office of Equity and Inclusion	\$123,701
2	Idaho State	Associate Director	Office of Equity and Inclusion, Diversity Resource Center	\$79,458
3	Idaho State	Coordinator/Advisor Native American Student Services (NASS)	Office of Equity and Inclusion	\$51,120
4	Idaho State	GRC Assistant Director	Office of Equity and Inclusion	\$59,569
5	Idaho State	Management Assistant	Office of Equity and Inclusion	\$57,554
6	Idaho State	Program Coordinator	Office of Equity and Inclusion	\$48,050
7	Idaho State	Administrative Assistant II	Office of Equity and Inclusion	\$36,753.60
8	Idaho State	CAMP Associate Director	CAMP	\$57,117
9	Idaho State	Administrative Assistant II	CAMP	\$41,600
10	Idaho State	CAMP Advisor/Coordinator	CAMP	\$48,120
11	Idaho State	CAMP Recruiter/Advisor	CAMP	\$32,000
			<b>Total payroll for salaries</b>	<b>\$635,042</b>
			<b>Fringe benefits at 32.45%</b>	<b>\$206,071</b>
			<b>Total compensation</b>	<b>\$841,113</b>

## APPENDIX D. LEWIS CLARK STATE COLLEGE DEI ADMINISTRATION

	University	Position	Office	Estimated salary
1	Idaho State	Director	Center for Teaching and Learning	\$86,105
2	Lewis Clark	Retention Specialist	CAMP	\$47,678
3	Lewis Clark	Recruiter/Enrollment Specialist	CAMP	\$46,051
4	Lewis Clark	Administrative Assistant II	CAMP	\$39,208
			<b>Total payroll for salaries</b>	<b>\$219,042</b>
			<b>Fringe benefits at 32.45%</b>	<b>\$71,079</b>
			<b>Total compensation</b>	<b>\$290,121</b>



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## ABOUT THE AUTHORS

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Anna Miller is a writer and policy researcher. She is an alumni of the MA Fellowship at the Mercatus Center at George Mason University. She lives in Boise, Idaho with her husband, Brock. Anna earned her M.A. in Economics from George Mason University (2020) and a B.A. in Philosophy, Religion, and Ancient Greek and Roman Studies as a Division 1 student athlete from Furman University (2017). Anna's work has been published in the Wall Street Journal, Newsweek, The Hill, RealClearPolicy, The Detroit News, The Washington Examiner, and The Daily Caller among others.



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Scott Yenor is a Washington Fellow at the Claremont Institute's Center for the American Way of Life, and a member of the National Association of Scholars. He writes extensively on marriage and family life in the contemporary world, including his most recent book *The Recovery of Family Life: Exposing the Limits of Modern Ideologies* (Baylor University Press, 2020). He also writes on higher education, American Reconstruction, David Hume, and other topics for numerous websites including Law Liberty, City Journal, First Things, and The American Mind.

A photograph of a young girl with dark hair, wearing a dark jacket, shouting into a megaphone. The image is overlaid with a purple tint.

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LAW—INTOLERANCE IS  
THE FIRST SIGN OF AN  
INADEQUATE EDUCATION.  
AN ILL-EDUCATED PERSON  
BEHAVES WITH ARROGANT  
IMPATIENCE, WHEREAS TRULY  
PROFOUND EDUCATION  
BREEDS HUMILITY.”**

*– Alexander Solzhenitsyn*





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