

NEXT GENERATION TEXAS

HOW WELL ARE TEXAS PUBLIC UNIVERSITIES SERVING THEIR STUDENTS?

Ranking Free Speech, Academic Quality, ROI, and “Wokeness”
at Texas Public Universities

WRITTEN BY

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TABLE OF CONTENTS

Introduction: Making Sense of the Existing Rankings | Page 3

Limitations of this Study | Page 4

Method of Presentation | Page 5

Description of Metrics | Page 5

FIRE's Free Speech Rankings | Page 5

American Council of Trustees and Alumni (ACTA) | Page 6

The Foundation for Research on Equal Opportunity's (FREOPP) Return on Investment (ROI) | Page 6

Compliance with SB 17 (Ban on DEI) | Page 7

Best-Ranked Texas Public Universities According to Each of the Currently

Available Metrics | Page 7

Texas Schools that Received a Green Flag on Free Speech | Page 7

Texas Schools that Received a Green Flag on Academic Quality | Page 7

Texas Schools that Received a Green Flag on ROI | Page 8

Texas Schools that Received a Green Flag on Compliance with SB 17 | Page 8

Detailed List of All Texas Public Universities | Page 9-43

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WRITTEN BY Thomas K. Lindsay, Greyson Gee, Jorge Borrego (*Andrew Gillen also contributed to this report*)

KEY POINTS

- **On January 1st** of 2024, SB 17 took effect. It bans all Diversity, Equity, and Inclusion programs and staff at all Texas public universities. Are universities complying with SB 17? To find out, this paper composes the first installment of an ongoing study of Texas public universities. The current study is a review of three leading, existing ranking protocols.
- **These three sets** of rankings measure: (1) Free speech protections on campus, or the lack thereof; (2) Academic quality, as measured by core curriculum requirements, or the lack thereof; and (3) Texas colleges’ return on investment (ROI) which compares the financial costs and benefits (e.g., higher earnings) of acquiring a college education.
- **If you find** any violations of SB 17 at your public university, you can report by visiting the website for the Texas Higher Education Coordinating Board (THECB) at <https://www.txhigheredaccountability.org/CfratInquiry/Home/Create>

INTRODUCTION: MAKING SENSE OF THE EXISTING RANKINGS

TPPF’s “Woke Colleges Study” arose out of the intention to rate Texas universities based on a number of factors: academic quality, ROI by major and degree program, free speech protection, and compliance with SB 17 (2023), which banned diversity, equity, and inclusion (DEI) offices, training, and staff at Texas public universities. In monitoring university compliance with the DEI ban, we at TPPF became alarmed—as did many legislators, including SB 37’s (2025) author Senator Brandon Creighton—that some universities were not fully complying. This was corroborated by reports of continued DEI-related activities or rebranded programs.

Our efforts to ensure that SB 17 was followed in letter and spirit gave rise to SB 37, which reflects a broader push to realign higher education with state priorities, driven by frustration with faculty-led governance and ideological bias. TPPF joined Senator Creighton and Representative Shaheen in supporting the bill, arguing that it ensures that college degrees are valuable and free of political agendas, addressing SB 17’s incomplete impact.

Faculty at institutions like UT-Austin resisted SB 17 by defending critical race theory and condemning administrative actions, in turn prompting legislators to view faculty senates as obstructing reform. SB 37 was crafted to curb faculty influence and limit their governance role to ensure alignment with state priorities. SB 37, effective September 1, 2025, introduces comprehensive reforms to the governance of Texas public universities. The bill mandates periodic reviews of general education curricula and minor degree or certificate programs to ensure alignment with educational, workforce, and societal needs, while considering student costs. It establishes a faculty council or senate with advisory roles, subject to strict governance by institutional boards, and reinforces the authority of governing boards

over hiring, curriculum, and policy decisions. Additionally, it creates the Texas Higher Education Coordinating Board Office of the Ombudsman to handle complaints and ensure compliance with the bill's provisions, enhancing oversight and accountability. The legislation emphasizes shared governance, prioritizing institutional efficiency and responsiveness to state priorities while limiting faculty decision-making authority to advisory capacities.

Here's a more detailed summary of SB 37:

SB 37 establishes a state-level committee to recommend required courses for graduation, ensuring that curricula are “foundational and fundamental,” that they prepare students for civic and professional life, and that courses align with workforce needs. University boards of regents (appointed by the governor) must review and approve curricula, with authority to reject courses deemed ideologically charged or misaligned with workforce demands.

Legislators recognized that SB 17's DEI ban did not fully address ideological biases in curricula, as courses like “Racism and Antiracism” remained in some core requirements. SB 37 empowers regents to review and reform curricula to eliminate such indoctrination, building on SB 17's intent to curb activist-driven education.

SB 37's Ombudsman Office was introduced to enforce compliance with both SB 37 and SB 17, addressing concerns that universities were evading the DEI ban through loopholes or lack of oversight. This office can investigate complaints and recommend funding penalties.

The bill limits the size of faculty senates to a maximum of 60 members, with half appointed by the university president rather than elected by faculty. Faculty senates are restricted to an advisory role, with no final decision-making authority, and members can be removed for political advocacy or misconduct.

A new Office of the Ombudsman, appointed by the governor, is established under the Texas Higher

Education Coordinating Board to investigate university compliance with SB 37 and other laws, including SB 17. Non-compliant institutions risk funding cuts until compliance is verified.

Governing boards gain authority to approve hiring for senior administrative positions (e.g., provost, vice president, dean) and can overturn curriculum decisions, thus shifting power from faculty to political appointees.

Universities must review low-enrollment degree minors and certificate programs every five years for potential consolidation or elimination to ensure degrees provide economic value.

LIMITATIONS OF THIS STUDY (AND ALL ATTEMPTS AT COLLEGE RANKINGS)

Certainly, there is a plethora of organizations and publications that have produced rankings of universities. Some of the most notable include *U.S. News & World Report* (likely the most well-known), *QS World University Rankings* (international), *Times Higher Education World University Rankings* (also international), *Forbes America's Top Colleges*, *Money's Best Colleges*, *Wall Street Journal/Times Higher Education College Rankings*, *Niche Rankings*, *Princeton Review's Best Colleges*, and *Washington Monthly College Guide and Rankings*, among others.

In the face of so many preexisting lists of college rankings, why publish another?

We have two primary reasons for our report. First (and most importantly), this study is Texas-specific and, as such, adds a new criterion by which to measure and evaluate Texas public higher education institutions—their fidelity (or lack thereof) to SB 17's ban on DEI training, staff, and programs. This criterion, in common parlance, measures “wokeness,” or the Marxist-derived worldview according to which America's core principles of individual liberty, equality of opportunity, limited government, and free markets are deemed tyrannical. The FIRE rankings on free speech also are indicators of wokeness, or the lack thereof.

Secondly, all studies—including this one—that attempt to rank universities suffer ineluctably from several flaws. Among these are methodological deficiencies that skew their findings; specifically, such studies (*U.S. News* is a prime example) focus heavily on certain “inputs”—size of endowments, selectivity in admissions, alumni-giving participation rates—on the assumption that these directly correlate with educational quality. These ranking systems’ faulty assumption skews the results in favor of wealthy institutions that can attract high-achieving students, without actually telling us about the quality of teaching and learning that goes on in these institutions. Moreover, a methodological focus on inputs alone can encourage universities to “game the system” with a view to enhancing their place in the rankings, without necessarily enhancing teaching and learning.

Today’s public universities are large, complex organizations with many moving parts. Because of this, their outcomes can be more difficult to interpret than those of other organizations. For all these reasons, prospective college students and their parents need to exercise *a great degree of diligence in choosing a college*. This is not to say that lists of rankings do not offer useful information to students and their parents, but they should be understood as a needed starting-point, rather than a panacea. The college-bound should also seek out other sources of information, such as what can be gotten from others who are attending or have attended the college recently.

Rather than curse the darkness that inevitably surrounds such efforts, this study shines a light on three valuable metrics (as provided by FIRE, ACTA, and FREOPP) currently used to rank institutions of higher education. Our ranking will combine the insights of these three studies.

METHOD OF PRESENTATION

In the pages that follow, we provide both a macro and micro presentation of the data. At the macro level, we provide a one-page summary of our findings for each Texas public university. Each summary lists that school’s **FIRE**, **ACTA**, and **FREOPP** score.

For those looking for more granular data, we provide, upon request, links to this information (for example, FREOPP has analyzed the ROI of 30,000 majors across the country). We make this more-detailed information available because students do not major *in a university*, but in a particular discipline; therefore, it is not enough to know the average ROI for West Texas A&M University (to use an example), but rather, the average ROI for the particular major that the student intends to study at West Texas.

Concurrently, we hope the following one-page summaries for each school provide easy reference for our pressed-for-time readers.

DESCRIPTION OF METRICS

FIRE’s Free Speech Rankings

(from www.thefire.org)

About FIRE

“FIRE’s mission is to defend and sustain the individual rights of all Americans to free speech and free thought—the most essential qualities of liberty. FIRE educates Americans about the importance of these inalienable rights, promotes a culture of respect for these rights, and provides the means to preserve them.”

Methodology

“The College Free Speech Rankings are based on a composite score of 13 components, six of which assess student perceptions of different aspects of the speech climate on their campus. The other seven assess behavior by administrators, faculty, and students regarding free expression on campus. Higher scores indicate a better campus climate for free speech and expression.” For further details and information on FIRE’s methodology, visit rankings.thefire.org/rank/methodology.

Our report will cite three indicators from FIRE, which are three “color” ratings. These ratings (“**red**,” “**yellow**,” and “**green**”) are described as follows:

- A “**red**” rating indicates that the institution has at least one policy that both clearly and substantially restricts freedom of speech.

- A “**yellow**” rating indicates that an institution maintains policies that restrict a more limited amount of protected expression, or that, by virtue of their vague wording, such policies could easily be used to restrict protected expression.
- A “**green**” rating indicates that an institution maintains no policies that seriously threaten speech, although this rating does not indicate whether a college actively supports free expression.

American Council of Trustees and Alumni (ACTA) Rankings of Academic Quality (from www.goacta.org/about/)

About ACTA

“The American Council of Trustees and Alumni (ACTA) is an independent, nonprofit organization dedicated to promoting academic excellence, academic freedom, and accountability at America’s colleges and universities.”

Methodology

“What Will They Learn?® rates institutions with a stated liberal arts mission on how many of seven core subjects are required in their general education programs. The subjects are Composition, Literature, (intermediate level) Foreign Language, U.S. Government or History, Economics, Mathematics, and Natural Science. The grade is based on a detailed examination of the latest publicly available online course catalogs or college websites at the time of review.” For further details and information on ACTA’s methodology, visit <https://www.whatwilltheylearn.com/rating-criteria>.

“If a subject is merely one of several options (as is often the case with “distribution requirements”), or if a subject is optional for students in either the B.A. or B.S. program, the college or university does not receive credit. The intent is always to determine what institutions require of all their students in liberal arts programs, and not what they merely offer or suggest. What Will They Learn?® also does not grant credit for a subject if the institution uses SAT or ACT scores to exempt students from coursework, since

an examination of high school-level skills should not be used to fulfill collegiate requirements.

Our report will cite the grading criteria from ACTA which are determined, according to ACTA, “based on how many of [the] seven subjects [listed above] students are required to complete. If a core course is an option among other courses that did not meet the What Will They Learn?® criteria for a certain subject, the institution does not receive credit for that subject. Credit is given only for what an institution requires of its students, not what it merely recommends ... [if] a requirement exists from which students choose between otherwise qualifying courses within two What Will They Learn® subject areas (e.g., math or science; history or economics, etc.), one-half credit is given for both subjects (with both halves totaling one whole subject).”

Their grading system is as follows: A: 6–7 core subjects required; B: 4–5 core subjects required; C: 3 core subjects required; D: 2 core subjects required; F: fewer than 2 core subjects required.

Under our coding, an A or B overall grade carries a “Green Flag,” an overall grade of C or D carries a “Yellow Flag,” and an F carries a “Red Flag.”

The Foundation for Research on Equal Opportunity’s (FREOPP) Return on Investment (ROI) (from www.freopp.org)

About FREOPP

The Foundation for Research on Equal Opportunity (FREOPP) “seeks to expand economic opportunity to those who least have it, using the tools of individual liberty, free enterprise, technological innovation, and pluralism”

Methodology

FREOPP used U.S. Department of Education data on college costs and on earnings of new graduates to calculate the return on investment (ROI) for tens of thousands of different college programs. ROI is “the amount that a student can expect to see his or her earnings increase thanks to the college degree,

subtracting the direct and indirect costs of college, and accounting for the risk that the student will drop out before finishing the degree” (<https://freopp.org/we-calculated-return-on-investment-for-30-000-bachelors-degrees-find-yours-1f2f3c5e6dac>).

We focus on the ROI metric that accounts for completion, meaning that ROI is estimated for all new students, not just for those that successfully graduate. Since ROI is calculated by program, we determined the college-wide ROI by taking a weighted average of the program ROI values, with the number of graduates from each program used as weights.

Flags for Return on Investment (ROI):

- **RED FLAG:** Colleges with a negative ROI. The typical student would be financially better off not enrolling in this college due to some combination of high costs, low completion rates, or low post-graduation earnings.
- **YELLOW FLAG:** Colleges with a positive ROI, but less than the median ROI among Texas public colleges.
- **GREEN FLAG:** Colleges with an ROI that is both positive and above the median ROI among Texas public colleges.

Note: For a more granular analysis of each school (ROI by major), visit <https://public.flourish.studio/visualisation/7583742/>.

COMPLIANCE WITH SB 17 (BAN ON DEI)

As noted above, last fall, the Texas Public Policy Foundation began submitting Public Information Requests (PIRs) to all universities covered by SB 17; that is, all Texas public, four-year universities. When we receive full responses from all Texas schools, we will, in our second installment of this study, place each school into one of three categories:

- **Full compliance (Green Flag)**, with accompanying explanatory prose.

- **Questionable (Yellow Flag)**, with accompanying explanatory prose.
- **Poor compliance (Red Flag)**, with accompanying explanatory prose.

BEST-RANKED TEXAS PUBLIC UNIVERSITIES ACCORDING TO EACH OF THE CURRENTLY AVAILABLE METRICS

Texas Schools that Received a Green Flag on Free Speech

Only one Texas public university received FIRE’s highest ranking on free speech:

1. Texas A&M University-College Station

Texas Schools that Received a Green Flag on Academic Quality (A or B overall grades)

Note: All of these schools received overall grades of B on academic quality. No Texas public university received an A.

1. Lamar University
2. Midwestern State University
3. Prairie View A&M University
4. Stephen F. Austin State University
5. Tarleton State University
6. Texas A&M International University
7. Texas A&M University at Corpus Christi
8. Texas Southern University
9. Texas State University
10. Texas Tech University
11. Texas Woman’s University
12. The University of Texas Permian Basin
13. University of Houston
14. University of Houston-Victoria
15. University of North Texas
16. The University of Texas at El Paso
17. The University of Texas at San Antonio
18. The University of Texas at Austin

Texas Schools that Received a Green Flag on ROI

1. Texas A&M University–College Station
2. The University of Texas at Austin
3. The University of Texas at Dallas
4. Texas Tech University
5. Midwestern State University
6. University of Texas Permian Basin
7. Texas Woman’s University
8. University of Houston
9. Prairie View A&M University
10. University of North Texas at Dallas
11. Sam Houston State University
12. Lamar University
13. Stephen F. Austin State University
14. Tarleton State University
15. University of Houston–Downtown
16. West Texas A&M University

ANGELO STATE UNIVERSITY

FIRE SCORE: **YELLOW** ACTA SCORE: **YELLOW FLAG (D)** ROI: **YELLOW**

SB 17 Compliance (including PIR correspondence): **GREEN**

SUMMARY OF FINDINGS:

Angelo State's free speech rating of "Yellow Flag" by FIRE indicates that it "maintains policies that restrict a more limited amount of protected expression or that, by virtue of their vague wording, they could too easily be used to restrict protected expression."

Its "Yellow Flag" rating on academic quality signifies that it has received an overall grade of D by ACTA, which means that it requires two of the seven subjects listed by ACTA. Those seven subjects are: Composition, Literature, (intermediate level) Foreign Language, U.S. Government or History, Economics, Mathematics, and Natural Science.

Its "Yellow Flag" rating on ROI signifies that its ROI is positive, but less than the median ROI among Texas public colleges.

Its "Green Flag" rating on SB 17-compliance is based on its testimony to the Senate Subcommittee on Education.

LAMAR UNIVERSITY

FIRE: **YELLOW**

ACTA: **GREEN FLAG (B)**

ROI: **GREEN**

SB 17 Compliance (including PIR correspondence): **GREEN**

SUMMARY OF FINDINGS:

Lamar's free speech rating of "Yellow Flag" by FIRE indicates that it "maintains policies that restrict a more limited amount of protected expression or that, by virtue of their vague wording, they could too easily be used to restrict protected expression."

Lamar University's "Green Flag" rating on academic quality signifies that it has received an overall grade of B by ACTA, which means that it requires four to five of the seven subjects listed by ACTA. Those seven subjects are: Composition, Literature, (intermediate level) Foreign Language, U.S. Government or History, Economics, Mathematics, and Natural Science.

Its "Green Flag" rating on ROI signifies that its ROI is *both* positive *and* above the median ROI for all Texas public colleges.

Its "Green Flag" rating on SB 17-compliance is based on its testimony to the Senate Subcommittee on Education.

MIDWESTERN STATE UNIVERISTY

FIRE SCORE: **N/A**

ACTA SCORE: **GREEN FLAG** (B)

ROI: **GREEN**

SB 17 Compliance (including PIR correspondence): **GREEN**

SUMMARY OF FINDINGS:

Midwestern State University's "Green Flag" rating on academic quality signifies that it has received an overall grade of B by ACTA, which means that it requires four to five of the seven subjects listed by ACTA. Those seven subjects are: Composition, Literature, (intermediate level) Foreign Language, U.S. Government or History, Economics, Mathematics, and Natural Science.

Its "Green Flag" rating on ROI signifies that its ROI is *both* positive *and* above the median ROI for all Texas public colleges.

Its "Green Flag" rating on SB 17-compliance is based on its testimony to the Senate Subcommittee on Education.

PRAIRIE VIEW A&M UNIVERISTY

FIRE SCORE: **YELLOW**

ACTA SCORE: **GREEN FLAG** (B)

ROI: **GREEN**

SB 17 Compliance (including PIR correspondence): **GREEN**

SUMMARY OF FINDINGS:

Prairie View's free-speech rating of "Yellow Flag" by FIRE indicates that it "maintains policies that restrict a more limited amount of protected expression or that, by virtue of their vague wording, they could too easily be used to restrict protected expression."

Prairie View's "Green Flag" rating on academic quality signifies that it has received an overall grade of B by ACTA, which means that it requires four to five of the seven subjects listed by ACTA. Those seven subjects are: Composition, Literature, (intermediate level) Foreign Language, U.S. Government or History, Economics, Mathematics, and Natural Science.

Its "Green Flag" rating on ROI signifies that its ROI is *both* positive *and* above the median ROI for all Texas public colleges.

Its "Green Flag" rating on SB 17-compliance is based on its testimony to the Senate Subcommittee on Education.

SAM HOUSTON STATE UNIVERSITY

FIRE SCORE: **YELLOW** ACTA SCORE: **YELLOW FLAG (C)** ROI: **GREEN**

SB 17 Compliance (including PIR correspondence): **GREEN**

SUMMARY OF FINDINGS:

Sam Houston State University's free speech rating of "Yellow Flag" by FIRE indicates that it "maintains policies that restrict a more limited amount of protected expression or that, by virtue of their vague wording, they could too easily be used to restrict protected expression."

Its "Yellow Flag" rating on academic quality signifies that it has received an overall grade of C by ACTA, which means that it requires three of the seven subjects listed by ACTA. Those seven subjects are: Composition, Literature, (intermediate level) Foreign Language, U.S. Government or History, Economics, Mathematics, and Natural Science.

Its "Green Flag" rating on ROI signifies that its ROI is *both* positive *and* above the median ROI for all Texas public colleges.

Its "Green Flag" rating on SB 17-compliance is based on its testimony to the Senate Subcommittee on Education.

SOUTH TEXAS COLLEGE

FIRE SCORE: **N/A**

ACTA SCORE: **N/A**

ROI: **RED**

SB 17 Compliance (including PIR correspondence): **GREEN**

SUMMARY OF FINDINGS:

South Texas College's "Red Flag" rating on ROI signifies that its ROI is negative. The typical student would be financially better off not enrolling in this college due to some combination of high costs, low completion rates, or low post-graduation earnings.

Its "Green Flag" rating on SB 17-compliance is based on its testimony to the Senate Subcommittee on Education.

STEPHEN F. AUSTIN STATE UNIVERSITY

FIRE SCORE: **N/A**

ACTA SCORE: **GREEN FLAG** (B)

ROI: **GREEN**

SB 17 Compliance (including PIR correspondence): **GREEN**

SUMMARY OF FINDINGS:

Stephen F. Austin State University's "Green Flag" rating on academic quality signifies that it has received an overall grade of B by ACTA, which means that it requires four to five of the seven subjects listed by ACTA. Those seven subjects are: Composition, Literature, (intermediate level) Foreign Language, U.S. Government or History, Economics, Mathematics, and Natural Science.

Its "Green Flag" rating on ROI signifies that its ROI is *both* positive *and* above the median ROI for all Texas public colleges.

Its "Green Flag" rating on SB 17-compliance is based on its testimony to the Senate Subcommittee on Education.

SUL ROSS STATE UNIVERSITY

FIRE SCORE: **YELLOW** ACTA SCORE: **YELLOW FLAG** (C)

ROI: **N/A**

SB 17 Compliance (including PIR correspondence): **GREEN**

SUMMARY OF FINDINGS:

Sul Ross's free speech rating of "Yellow Flag" by FIRE indicates that it "maintains policies that restrict a more limited amount of protected expression or that, by virtue of their vague wording, they could too easily be used to restrict protected expression."

Its "Yellow Flag" rating on academic quality signifies that it has received an overall grade of C by ACTA, which means that it requires three of the seven subjects listed by ACTA. Those seven subjects are: Composition, Literature, (intermediate level) Foreign Language, U.S. Government or History, Economics, Mathematics, and Natural Science.

Its "Green Flag" rating on SB 17-compliance is based on its testimony to the Senate Subcommittee on Education.

TARLETON STATE UNIVERSITY

FIRE SCORE: **YELLOW**

ACTA SCORE: **GREEN FLAG** (B)

ROI: **GREEN**

SB 17 Compliance (including PIR correspondence): **GREEN**

SUMMARY OF FINDINGS:

Tarleton State University's free speech rating of "Yellow Flag" by FIRE indicates that it "maintains policies that restrict a more limited amount of protected expression or that, by virtue of their vague wording, they could too easily be used to restrict protected expression."

Its "Green Flag" rating on academic quality signifies that it has received an overall grade of B by ACTA, which means that it requires four to five of the seven subjects listed by ACTA. Those seven subjects are: Composition, Literature, (intermediate level) Foreign Language, U.S. Government or History, Economics, Mathematics, and Natural Science.

Its "Green Flag" rating on ROI signifies that its ROI is *both* positive *and* above the median ROI for all Texas public colleges.

Its "Green Flag" rating on SB 17-compliance is based on its testimony to the Senate Subcommittee on Education.

TEXAS A&M INTERNATIONAL UNIVERSITY

FIRE SCORE: **N/A**

ACTA SCORE: **GREEN FLAG** (B)

ROI: **YELLOW**

SB 17 Compliance (including PIR correspondence): **GREEN**

SUMMARY OF FINDINGS:

Texas A&M International's "Green Flag" rating on academic quality signifies that it has received an overall grade of B by ACTA, which means that it requires four to five of the seven subjects listed by ACTA. Those seven subjects are: Composition, Literature, (intermediate level) Foreign Language, U.S. Government or History, Economics, Mathematics, and Natural Science.

Its "Yellow Flag" rating on ROI signifies that its ROI is positive, but less than the median ROI among Texas public colleges.

Its "Green Flag" rating on SB 17-compliance is based on its testimony to the Senate Subcommittee on Education.

TEXAS A&M UNIVERSITY–COLLEGE STATION

FIRE SCORE: **GREEN**

ACTA SCORE: **YELLOW FLAG** (C)

ROI Score: **GREEN**

SB 17 Compliance (including PIR correspondence): **GREEN**

SUMMARY OF FINDINGS:

Texas A&M University–College Station’s free speech ranking of “Green Flag” by FIRE indicates that it maintains no policies that seriously threaten speech, although this rating does not indicate whether a college actively supports free expression.

Its “Yellow Flag” rating on academic quality signifies that it has received an overall grade of C by ACTA, which means that it requires three of the seven subjects listed by ACTA. Those seven subjects are: Composition, Literature, (intermediate level) Foreign Language, U.S. Government or History, Economics, Mathematics, and Natural Science.

Its “Green Flag” rating on ROI signifies that its ROI is *both* positive *and* above the median ROI for all Texas public colleges.

Its “Green Flag” rating on SB 17–compliance is based on its testimony to the Senate Subcommittee on Education.

TEXAS A&M UNIVERSITY-COMMERCE

FIRE SCORE: **N/A**

ACTA SCORE: **YELLOW FLAG** (C)

ROI: **YELLOW**

SB 17 Compliance (including PIR correspondence): **GREEN**

SUMMARY OF FINDINGS:

Texas A&M University-Commerce's "Yellow Flag" rating on academic quality signifies that it has received an overall grade of C by ACTA, which means that it requires three of the seven subjects listed by ACTA. Those seven subjects are: Composition, Literature, (intermediate level) Foreign Language, U.S. Government or History, Economics, Mathematics, and Natural Science.

Its "Yellow Flag" rating on ROI signifies that its ROI is positive, but less than the median ROI among Texas public colleges.

Its "Green Flag" rating on SB 17-compliance is based on its testimony to the Senate Subcommittee on Education.

TEXAS A&M UNIVERSITY-KINGSVILLE

FIRE SCORE: **N/A**

ACTA SCORE: **YELLOW FLAG** (D)

ROI: **YELLOW**

SB 17 Compliance (including PIR correspondence): **GREEN**

SUMMARY OF FINDINGS:

Texas A&M University-Kingsville's "Yellow Flag" rating on academic quality signifies that it has received an overall grade of D by ACTA, which means that it requires two of the seven subjects listed by ACTA. Those seven subjects are: Composition, Literature, (intermediate level) Foreign Language, U.S. Government or History, Economics, Mathematics, and Natural Science.

Its "Yellow Flag" rating on ROI signifies that its ROI is positive, but less than the median ROI among Texas public colleges.

Its "Green Flag" rating on SB 17-compliance is based on its testimony to the Senate Subcommittee on Education.

TEXAS A&M UNIVERSITY-TEXARKANA

FIRE SCORE: **YELLOW**

ACTA SCORE: **N/A**

ROI: **RED**

SB 17 Compliance (including PIR correspondence): **GREEN**

SUMMARY OF FINDINGS:

Texas A&M-Textarkana's free speech rating of "Yellow Flag" by FIRE indicates that it "maintains policies that restrict a more limited amount of protected expression or that, by virtue of their vague wording, they could too easily be used to restrict protected expression."

Its "Red Flag" rating on ROI signifies that its ROI is negative. The typical student would be financially better off not enrolling in this college due to some combination of high costs, low completion rates, or low post-graduation earnings.

Its "Green Flag" rating on SB 17-compliance is based on its testimony to the Senate Subcommittee on Education.

TEXAS A&M UNIVERSITY-CORPUS CHRISTI

FIRE SCORE: **YELLOW**

ACTA SCORE: **GREEN FLAG** (B)

ROI: **YELLOW**

SB 17 Compliance (including PIR correspondence): **GREEN**

SUMMARY OF FINDINGS:

Texas A&M at Corpus Christi's free speech rating of "Yellow Flag" by FIRE indicates that it "maintains policies that restrict a more limited amount of protected expression or that, by virtue of their vague wording, they could too easily be used to restrict protected expression."

Its "Green Flag" rating on academic quality signifies that it has received an overall grade of B by ACTA, which means that it requires four to five of the seven subjects listed by ACTA. Those seven subjects are: Composition, Literature, (intermediate level) Foreign Language, U.S. Government or History, Economics, Mathematics, and Natural Science.

Its "Yellow Flag" rating on ROI signifies that its ROI is positive, but less than the median ROI among Texas public colleges.

Its "Green Flag" rating on SB 17-compliance is based on its testimony to the Senate Subcommittee on Education.

TEXAS A&M UNIVERSITY AT SAN ANTONIO

FIRE SCORE: **YELLOW** ACTA SCORE: **GREEN FLAG** (B) ROI: **Full information N/A**

SB 17 Compliance (including PIR correspondence): **GREEN**

SUMMARY OF FINDINGS:

Texas A&M at San Antonio's free speech rating of "Yellow Flag" by FIRE indicates that it "maintains policies that restrict a more limited amount of protected expression or that, by virtue of their vague wording, they could too easily be used to restrict protected expression."

Its "Green Flag" rating on academic quality signifies that it has received an overall grade of B by ACTA, which means that it requires four to five of the seven subjects listed by ACTA. Those seven subjects are: Composition, Literature, (intermediate level) Foreign Language, U.S. Government or History, Economics, Mathematics, and Natural Science

Its "Green Flag" rating on SB 17-compliance is based on its testimony to the Senate Subcommittee on Education.

TEXAS SOUTHERN UNIVERSITY

FIRE SCORE: **N/A**

ACTA SCORE: **GREEN FLAG** (B)

ROI: **RED**

SB 17 Compliance (including PIR correspondence): **GREEN**

SUMMARY OF FINDINGS:

Texas Southern's "Green Flag" rating on academic quality signifies that it has received an overall grade of B by ACTA, which means that it requires four to five of the seven subjects listed by ACTA. Those seven subjects are: Composition, Literature, (intermediate level) Foreign Language, U.S. Government or History, Economics, Mathematics, and Natural Science.

Its "Red Flag" rating on ROI signifies that its ROI is negative. The typical student would be financially better off not enrolling in this college due to some combination of high costs, low completion rates, or low post-graduation earnings.

Its "Green Flag" rating on SB 17-compliance is based on its testimony to the Senate Subcommittee on Education.

TEXAS STATE UNIVERISTY

FIRE SCORE: **YELLOW**

ACTA SCORE: **GREEN FLAG** (B)

ROI: **YELLOW**

SB 17 Compliance (including PIR correspondence): **GREEN**

SUMMARY OF FINDINGS:

Texas State University's free speech rating of "Yellow Flag" by FIRE indicates that it "maintains policies that restrict a more limited amount of protected expression or that, by virtue of their vague wording, they could too easily be used to restrict protected expression."

Its "Green Flag" rating on academic quality signifies that it has received an overall grade of B by ACTA, which means that it requires four to five of the seven subjects listed by ACTA. Those seven subjects are: Composition, Literature, (intermediate level) Foreign Language, U.S. Government or History, Economics, Mathematics, and Natural Science.

Its "Yellow Flag" rating on ROI signifies that its ROI is positive, but less than the median ROI among Texas public colleges.

Its "Green Flag" rating on SB 17-compliance is based on its testimony to the Senate Subcommittee on Education.

TEXAS TECH UNIVERSITY

FIRE SCORE: **GREEN**

ACTA SCORE: **GREEN FLAG** (B)

ROI: **GREEN**

SB 17 Compliance (including PIR correspondence): **GREEN**

SUMMARY OF FINDINGS:

Texas Tech University's free speech rating of "Green Flag" by FIRE indicates that it maintains no policies that seriously threaten speech, although this rating does not indicate whether a college actively supports free expression.

Its "Green Flag" rating on academic quality signifies that it has received an overall grade of B by ACTA, which means that it requires four to five of the seven subjects listed by ACTA. Those seven subjects are: Composition, Literature, (intermediate level) Foreign Language, U.S. Government or History, Economics, Mathematics, and Natural Science.

Its "Green Flag" rating on ROI signifies that its ROI is *both* positive *and* above the median ROI for all Texas public colleges.

Its "Green Flag" rating on SB 17-compliance is based on its testimony to the Senate Subcommittee on Education.

TEXAS WOMAN'S UNIVERSITY

FIRE SCORE: **N/A**

ACTA SCORE: **GREEN FLAG** (B)

ROI: **GREEN**

SB 17 Compliance (including PIR correspondence): **GREEN**

SUMMARY OF FINDINGS:

Texas Woman's "Green Flag" rating on academic quality signifies that it has received an overall grade of B by ACTA, which means that it requires four to five of the seven subjects listed by ACTA. Those seven subjects are: Composition, Literature, (intermediate level) Foreign Language, U.S. Government or History, Economics, Mathematics, and Natural Science.

Its "Green Flag" rating on ROI signifies that its ROI is *both* positive *and* above the median ROI for all Texas public colleges.

Its "Green Flag" rating on SB 17-compliance is based on its testimony to the Senate Subcommittee on Education.

THE UNIVERSITY OF TEXAS PERMIAN BASIN

FIRE SCORE: **YELLOW**

ACTA SCORE: **GREEN FLAG** (B)

ROI: **GREEN**

SB 17 Compliance (including PIR correspondence): **GREEN**

SUMMARY OF FINDINGS:

The University of Texas Permian Basin's free-speech rating of "Yellow Flag" by FIRE indicates that it "maintains policies that restrict a more limited amount of protected expression or that, by virtue of their vague wording, they could too easily be used to restrict protected expression."

Its "Green Flag" rating on academic quality signifies that it has received an overall grade of B by ACTA, which means that it requires four to five of the seven subjects listed by ACTA. Those seven subjects are: Composition, Literature, (intermediate level) Foreign Language, U.S. Government or History, Economics, Mathematics, and Natural Science.

Its "Green Flag" rating on ROI signifies that its ROI is *both* positive *and* above the median ROI for all Texas public colleges.

Its "Green Flag" rating on SB 17-compliance is based on its testimony to the Senate Subcommittee on Education.

UNIVERSITY OF HOUSTON

FIRE SCORE: **YELLOW**

ACTA SCORE: **GREEN FLAG** (B)

ROI: **GREEN**

SB 17 Compliance (including PIR correspondence): **GREEN**

SUMMARY OF FINDINGS:

The University of Houston's free speech rating of "Yellow Flag" by FIRE indicates that it "maintains policies that restrict a more limited amount of protected expression or that, by virtue of their vague wording, they could too easily be used to restrict protected expression."

Its "Green Flag" rating on academic quality signifies that it has received an overall grade of B by ACTA, which means that it requires four to five of the seven subjects listed by ACTA. Those seven subjects are: Composition, Literature, (intermediate level) Foreign Language, U.S. Government or History, Economics, Mathematics, and Natural Science.

Its "Green Flag" rating on ROI signifies that its ROI is *both* positive *and* above the median ROI for all Texas public colleges.

Its "Green Flag" rating on SB 17-compliance is based on its testimony to the Senate Subcommittee on Education.

UNIVERSITY OF HOUSTON-CLEAR LAKE

FIRE SCORE: **N/A**

ACTA SCORE: **N/A**

ROI: **N/A**

SB 17 Compliance (including PIR correspondence): **GREEN**

SUMMARY OF FINDINGS:

Its “Green Flag” rating on SB 17-compliance is based on its testimony to the Senate Subcommittee on Education.

UNIVERSITY OF HOUSTON-DOWNTOWN

FIRE SCORE: **N/A**

ACTA SCORE: **YELLOW FLAG** (C)

ROI: **GREEN**

SB 17 Compliance (including PIR correspondence): **GREEN**

SUMMARY OF FINDINGS:

The University of Houston-Downtown's "Yellow Flag" rating on academic quality signifies that it has received an overall grade of C by ACTA, which means that it requires three of the seven subjects listed by ACTA. Those seven subjects are: Composition, Literature, (intermediate level) Foreign Language, U.S. Government or History, Economics, Mathematics, and Natural Science.

Its "Green Flag" rating on ROI signifies that its ROI is *both* positive *and* above the median ROI for all Texas public colleges.

Its "Green Flag" rating on SB 17-compliance is based on its testimony to the Senate Subcommittee on Education.

UNIVERSITY OF HOUSTON-VICTORIA

FIRE SCORE: **N/A**

ACTA SCORE: **GREEN FLAG** (B)

ROI: **YELLOW**

SB 17 Compliance (including PIR correspondence): **GREEN**

SUMMARY OF FINDINGS:

The University of Houston-Victoria's "Green Flag" rating on academic quality signifies that it has received an overall grade of B by ACTA, which means that it requires four to five of the seven subjects listed by ACTA. Those seven subjects are: Composition, Literature, (intermediate level) Foreign Language, U.S. Government or History, Economics, Mathematics, and Natural Science.

Its "Yellow Flag" rating on ROI signifies that its ROI is positive, but less than the median ROI among Texas public colleges.

Its "Green Flag" rating on SB 17-compliance is based on its testimony to the Senate Subcommittee on Education.

UNIVERSITY OF NORTH TEXAS

FIRE SCORE: **YELLOW**

ACTA SCORE: **GREEN FLAG** (B)

ROI: **YELLOW**

SB 17 Compliance (including PIR correspondence): **GREEN**

SUMMARY OF FINDINGS:

The University of North Texas's free speech rating of "Yellow Flag" by FIRE indicates that it "maintains policies that restrict a more limited amount of protected expression or that, by virtue of their vague wording, they could too easily be used to restrict protected expression."

Its "Green Flag" rating on academic quality signifies that it has received an overall grade of B by ACTA, which means that it requires four to five of the seven subjects listed by ACTA. Those seven subjects are: Composition, Literature, (intermediate level) Foreign Language, U.S. Government or History, Economics, Mathematics, and Natural Science.

Its "Yellow Flag" rating on ROI signifies that its ROI is positive, but less than the median ROI among Texas public colleges.

Its "Green Flag" rating on SB 17-compliance is based on its testimony to the Senate Subcommittee on Education.

UNIVERSITY OF NORTH TEXAS AT DALLAS

FIRE SCORE: **N/A**

ACTA SCORE: **N/A**

ROI: **GREEN**

SB 17 Compliance (including PIR correspondence): **GREEN**

SUMMARY OF FINDINGS:

UNT at Dallas's "Green Flag" rating on ROI signifies that its ROI is both positive and above the median ROI for all Texas public colleges.

Its "Green Flag" rating on SB 17-compliance is based on its testimony to the Senate Subcommittee on Education.

UNIVERSITY OF TEXAS AT ARLINGTON

FIRE SCORE: **YELLOW**

ACTA SCORE: **GREEN FLAG** (B)

ROI: **YELLOW**

SB 17 Compliance (including PIR correspondence): **GREEN**

SUMMARY OF FINDINGS:

The University of Texas at Arlington's free speech rating of "Yellow Flag" by FIRE indicates that it "maintains policies that restrict a more limited amount of protected expression or that, by virtue of their vague wording, they could too easily be used to restrict protected expression."

Its "Green Flag" rating on academic quality signifies that it has received an overall grade of B by ACTA, which means that it requires four to five of the seven subjects listed by ACTA. Those seven subjects are: Composition, Literature, (intermediate level) Foreign Language, U.S. Government or History, Economics, Mathematics, and Natural Science.

Its "Yellow Flag" rating on ROI signifies that its ROI is positive, but less than the median ROI among Texas public colleges.

Its "Green Flag" rating on SB 17-compliance is based on its testimony to the Senate Subcommittee on Education.

UNIVERSITY OF TEXAS AT DALLAS

FIRE SCORE: **YELLOW** ACTA SCORE: **YELLOW FLAG** (C) ROI: **GREEN**

SB 17 Compliance (including PIR correspondence): **GREEN**

SUMMARY OF FINDINGS:

The University of Texas at Dallas’s free-speech rating of “Yellow Flag” by FIRE indicates that it “maintains policies that restrict a more limited amount of protected expression or that, by virtue of their vague wording, they could too easily be used to restrict protected expression.”

Its “Yellow Flag” rating on academic quality signifies that it has received an overall grade of C by ACTA, which means that it requires three of the seven subjects listed by ACTA. Those seven subjects are: Composition, Literature, (intermediate level) Foreign Language, U.S. Government or History, Economics, Mathematics, and Natural Science.

Its “Green Flag” rating on ROI signifies that its ROI is *both* positive *and* above the median ROI for all Texas public colleges.

Its “Green Flag” rating on SB 17-compliance is based on its testimony to the Senate Subcommittee on Education.

UNIVERSITY OF TEXAS AT EL PASO

FIRE SCORE: **YELLOW**

ACTA SCORE: **GREEN FLAG** (B)

ROI: **YELLOW**

SB 17 Compliance (including PIR correspondence): **GREEN**

SUMMARY OF FINDINGS:

The University of Texas at El Paso's free speech rating of "Yellow Flag" by FIRE indicates that it "maintains policies that restrict a more limited amount of protected expression or that, by virtue of their vague wording, they could too easily be used to restrict protected expression."

Its "Green Flag" rating on academic quality signifies that it has received an overall grade of B by ACTA, which means that it requires four to five of the seven subjects listed by ACTA. Those seven subjects are: Composition, Literature, (intermediate level) Foreign Language, U.S. Government or History, Economics, Mathematics, and Natural Science.

Its "Yellow Flag" rating on ROI signifies that its ROI is positive, but less than the median ROI among Texas public colleges.

Its "Green Flag" rating on SB 17-compliance is based on its testimony to the Senate Subcommittee on Education.

UNIVERSITY OF TEXAS AT SAN ANTONIO

FIRE SCORE: **YELLOW**

ACTA SCORE: **GREEN FLAG** (B)

ROI: **YELLOW**

SB 17 Compliance (including PIR correspondence): **GREEN**

SUMMARY OF FINDINGS:

The University of Texas at San Antonio's free speech rating of "Yellow Flag" by FIRE indicates that it "maintains policies that restrict a more limited amount of protected expression or that, by virtue of their vague wording, they could too easily be used to restrict protected expression."

Its "Green Flag" rating on academic quality signifies that it has received an overall grade of B by ACTA, which means that it requires four to five of the seven subjects listed by ACTA. Those seven subjects are: Composition, Literature, (intermediate level) Foreign Language, U.S. Government or History, Economics, Mathematics, and Natural Science.

Its "Yellow Flag" rating on ROI signifies that its ROI is positive, but less than the median ROI among Texas public colleges.

Its "Green Flag" rating on SB 17-compliance is based on its testimony to the Senate Subcommittee on Education.

UNIVERSITY OF TEXAS AT TYLER

FIRE SCORE: **YELLOW** ACTA SCORE: **YELLOW FLAG (C)** ROI: **YELLOW**

SB 17 Compliance (including PIR correspondence): **GREEN**

SUMMARY OF FINDINGS:

The University of Texas at Tyler’s free speech rating of “Yellow Flag” by FIRE indicates that it “maintains policies that restrict a more limited amount of protected expression or that, by virtue of their vague wording, they could too easily be used to restrict protected expression.”

Its “Yellow Flag” rating on academic quality signifies that it has received an overall grade of C by ACTA, which means that it requires three of the seven subjects listed by ACTA. Those seven subjects are: Composition, Literature, (intermediate level) Foreign Language, U.S. Government or History, Economics, Mathematics, and Natural Science.

Its “Yellow Flag” rating on ROI signifies that its ROI is positive, but less than the median ROI among Texas public colleges.

Its “Green Flag” rating on SB 17-compliance is based on its testimony to the Senate Subcommittee on Education.

UNIVERSITY OF TEXAS RIO GRANDE VALLEY

FIRE SCORE: **YELLOW**

ACTA SCORE: **N/A**

ROI: **YELLOW**

SB 17 Compliance (including PIR correspondence): **GREEN**

SUMMARY OF FINDINGS:

The University of Texas Rio Grande Valley's free speech rating of "Yellow Flag" by FIRE indicates that it "maintains policies that restrict a more limited amount of protected expression or that, by virtue of their vague wording, they could too easily be used to restrict protected expression."

Its "Yellow Flag" rating on ROI signifies that its ROI is positive, but less than the median ROI among Texas public colleges.

Its "Green Flag" rating on SB 17-compliance is based on its testimony to the Senate Subcommittee on Education.

UNIVERSITY OF TEXAS AT AUSTIN

FIRE SCORE: **YELLOW**

ACTA SCORE: **GREEN FLAG** (B)

ROI: **GREEN**

SB 17 Compliance (including PIR correspondence): **GREEN**

SUMMARY OF FINDINGS:

The University of Texas at Austin’s free speech rating of “Yellow Flag” by FIRE indicates that it “maintains policies that restrict a more limited amount of protected expression or that, by virtue of their vague wording, they could too easily be used to restrict protected expression.”

Its “Green Flag” rating on academic quality signifies that it has received an overall grade of B by ACTA, which means that it requires four to five of the seven subjects listed by ACTA. Those seven subjects are: Composition, Literature, (intermediate level) Foreign Language, U.S. Government or History, Economics, Mathematics, and Natural Science.

Its “Green Flag” rating on ROI signifies that its ROI is *both* positive *and* above the median ROI for all Texas public colleges.

Its “Green Flag” rating on SB 17-compliance is based on its testimony to the Senate Subcommittee on Education.

WEST TEXAS A&M UNIVERSITY

FIRE SCORE: **YELLOW**

ACTA SCORE: **YELLOW FLAG** (D)

ROI: **GREEN**

SB 17 Compliance (including PIR correspondence): **GREEN**

SUMMARY OF FINDINGS:

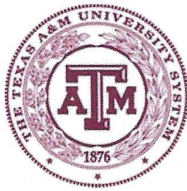
West Texas A&M University's free speech rating of "Yellow Flag" by FIRE indicates that it "maintains policies that restrict a more limited amount of protected expression or that, by virtue of their vague wording, they could too easily be used to restrict protected expression."

Its "Yellow Flag" rating on academic quality signifies that it has received an overall grade of D by ACTA, which means that it requires two of the seven subjects listed by ACTA. Those seven subjects are: Composition, Literature, (intermediate level) Foreign Language, U.S. Government or History, Economics, Mathematics, and Natural Science.

Its "Green Flag" rating on ROI signifies that its ROI is *both* positive *and* above the median ROI for all Texas public colleges.

Its "Green Flag" rating on SB 17-compliance is based on its testimony to the Senate Subcommittee on Education.

The Texas A&M University System



Senate Bill 17 Briefing Documents

TABLE OF CONTENTS

DOCUMENT	Summary Timeline
DOCUMENT	Office of General Counsel Timeline
DOCUMENT	Chancellor Sharp Memo March 2023 – System Guidance on Recruitment, Hiring and Related Practices
DOCUMENT	Ethics and Compliance Review June 2023
DOCUMENT	System Policy 8.01 – Civil Rights Protections and Compliance
DOCUMENT	FAQ – Office of General Counsel Guidance Related to Senate Bill 17
DOCUMENT	System Internal Audit Methodology
DOCUMENT	SECO/OGC Guidance on Responding to Senate Bill 17 Complaints
DOCUMENT	DEI Law Operations Manual
DOCUMENT	Audit Management Letter to A&M System Member
DOCUMENT	Certification Forms and Check Lists



May 2, 2024

The Honorable Brandon Creighton
P.O. Box 12068
Austin, Texas 78711

RE: TSUS Member Institutions' Responses Relating to Compliance with SB 17

Dear Senator Creighton:

On behalf of the Texas State University System (TSUS) Board of Regents and myself, thank you for the opportunity to inform you of the extensive measures undertaken by our Member Institutions¹ to ensure compliance with SB 17, now codified as Texas Education Code §51.3525.

The enclosed table illustrates the comprehensive actions undertaken by each of our seven Member Institutions to adhere to the requirements of SB 17. As you can see, each campus adopted a comprehensive, multi-tiered strategy to ensure compliance. It was crucial for our campuses not only to achieve legal compliance but also to maintain ongoing compliance efforts as a top priority.

For this reason, campuses also implemented systems for monitoring certain processes and procedures to identify deviations from their campus compliance framework. For example, job postings are now being reviewed by Human Resources personnel to ensure job duties do not include prohibited DEI duties. Mandatory student and employee training, not affiliated with academic course work, now requires review and approval by high-level administrators to ensure such training does not run afoul of the prohibited initiatives stated in the statute.

I am pleased to inform you that the compliance efforts of each campus are currently being tested by the TSUS's Office of Internal Audit (OIA). The OIA's audit is assessing diverse operations across multiple departments at each Member Institution, and we anticipate the audit to be complete in advance of the first compliance certification by our Board of Regents.

We acknowledge the duties and responsibilities placed upon us by the law and are fully prepared to fulfill them. And we believe the comprehensive measures taken by our campuses reflect our firm commitment to upholding the standards in Texas Education Code §51.3525.

Should you require any further information or clarification regarding our compliance efforts, please do not hesitate to contact me or Sean Cunningham at sean.cunningham@tsus.edu.

Sincerely,

Brian McCall
Chancellor

¹ The Texas State University System Member Institutions consist of Lamar University, Sam Houston State University, Sul Ross State University, Texas State University, Lamar Institute of Technology, Lamar State College Orange, and Lamar State College Port Arthur.

DEI at Texas Tech University

Total Staff in DEI Roles or DEI Offices: 59

Annual Payroll of those employees: >\$3,459,289

This document encompasses 59 employees from Diversity, Equity, and Inclusion (DEI) units within Texas Tech's Division of DEI. Salary data was not available for all of these employees, however, those employees with central administrative or leadership positions without salary data have been accounted for. It is important to note that some of these employees hold multiple roles, even across DEI units. Committee and Council members, for example, do not hold DEI-specific positions. Such employees have been highlighted.

This information does not cover program budgets, is not exhaustive, and does not account for part-time employees or the salaries of graduate assistants. However, the data provided is accurate for the listed positions as of April 3, 2023, according to texascollegesalaries.com. All position screenshots have been archived, and there is no double counting involved in this compilation.

Texas Tech Division of Diversity, Equity, & Inclusion

Total Staff in DEI Roles or DEI Offices: 19

Annual Payroll of those employees: > \$1,182,639

Administration:

3 staff, \$384,808 in annual payroll

- Chief Diversity Officer & Vice President: \$256,785
- Executive Administrative Associate: \$36,157
- Assistant Vice President: \$91,866

Institutional Diversity Office Team:

6 staff, >\$358,424 in annual payroll

- Assistant Vice President: \$94,465
- Administrative Coordinator: \$38,045
- Director, Finance and Administration: \$76,435
- Director, Office of Institutional Diversity: \$74,847
- Director, Office of Institutional Diversity: \$74,632
- Inaugural Director for HSI Initiatives: N/A

Divisional Leadership:

6 staff, >\$302,711 in annual payroll

- Senior Director - Pathways for Access, Success, & Equity: \$72,000
- Director, PASE - AVID FYE, College Connect, FGTMP, Mentor Tech: \$33,011
- Director, McNairs Scholars: \$64,260
- Director & Head Coach, Chess Program: \$102,000
- Director, Office of LGBTQ Education: N/A
- Director, Black Cultural Center: \$31,500

Business Team:

4 staff, \$172,696 in annual payroll

- Director, Finance and Administration: \$76,435
- Business Coordinator, TRIO SSS & McNair: \$8,261
- Business Manager, College Connect & TTU UIL: \$48,000
- Business Manager, Chess Program: \$40,000



Office of the Chancellor and President

TEXAS WOMAN'S
UNIVERSITY

EST 1901 | CO-ED 1994

May 3, 2024

State Senator Brandon Creighton
Chairman, Texas Senate Committee on Education
P.O. Box 12068
Capitol Station
Austin, TX 78711

RE: Enactment of SB 17

Dear Senator Creighton:

I am in receipt of your March 26, 2024, correspondence. I appreciate the invitation to provide testimony to the Senate Committee on Education regarding Texas Woman's University's progress in overseeing and implementing SB 17.

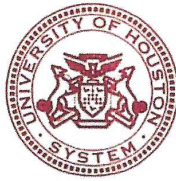
Texas Woman's University ("TWU") was founded in 1901 and is the nation's largest public institution with a focus on women. We have campuses in Denton, Dallas, and Houston, and serve a student population of 15,664. Our responses to your questions are detailed below.

1. DEI Office Prohibition: How has your institution ensured that there are no DEI offices or officers on campus, or no individual or organization performing the duties of a DEI office or officer?

In the summer of 2023, TWU's Board of Regents delegated authority to the Chancellor and President to implement compliance measures consistent with SB 17, which included ensuring the closure of any DEI offices, as defined by SB 17. Ultimately, TWU closed the Office of Diversity, Inclusion, and Outreach ("DIO"), housed in the University's Division of Student Life.

Over fifty percent (50%) of incoming students at Texas Woman's are the first in their family to attend college. Therefore, to better meet the needs of our students, and in compliance with Senate Bill 17, TWU Division of Student Life opened the Center for First-Generation Students.

Additionally, TWU conducted a University-wide legal and compliance review, which included several components. In July 2023, the Office of General Counsel sent out SB 17 self-assessment questionnaires to TWU Division heads. Subsequently, Division heads were



UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS

Tilman J. Fertitta
Chairman

May 3, 2024

The Honorable Brandon Creighton
Chairman, Texas Senate Committee on Education
State Senator
Senate District 4

Dear Senator Creighton,

Please allow this letter to serve as a formal response to the Senate Bill 17 (SB 17) – Diversity, Equity, and Inclusion (DEI) prohibition communication shared with the University of Houston System and each of its institutions, on March 26, 2024. The University of Houston System (UH System) and each of its institutions, including the University of Houston, the University of Houston Downtown, the University of Houston Clear Lake and the University of Houston Victoria acted to adopt the tenants of SB 17 DEI by September 1, 2023, ahead of the effective date of January 1, 2024.

At the direction of leadership, the UH System Offices of Compliance and Ethics, General Counsel and Student Affairs in June 2023 began the process of surveying all campuses in the UH System personnel, programs, policies, and procedures to proactively prepare for the approval of SB 17, which officially passed June 17, 2023. The review, outlined below in further detail, led to the creation of the UH System website reference page entitled, "Diversity, Equity, and Inclusion - Implementation of Senate Bill 17", which houses the UH System's Frequently Asked Questions and UH System policy, SAM 01.D.18 - Diversity, Equity, and Inclusion Initiatives. These documents are attached hereto. Please find the responses to your inquiries, below.

1. DEI Office Prohibition

To ensure UH System compliance with our new DEI policies, the following steps were taken. An inventory of existing personnel, policies, practices, trainings, and any other SB 17 DEI related items were requested from vice chancellors and presidents from each institution of the UH System. We created a list of potential personnel, programs, committees, trainings, and statements relating to DEI that needed to be reviewed for compliance. The UH System Offices of Compliance and Ethics, General Counsel and Student Affairs reviewed materials to determine compliance with SB 17. Upon completion of the review, we had meetings with unit heads regarding necessary changes to staffing, programming, policies, or statements. This process occurred over several months, allowing for the dissemination of information and receiving of feedback and additional inquiries. During this time, the UH System Offices of

UNT SYSTEM™

Office of the Chancellor

May 3, 2024

Chairman Brandon Creighton
State Senator, District 4
Chairman, Texas Senate Committee on Education
P.O. Box 12068
Austin, Texas 78711

RE: Response to letter, dated March 26, 2024, requesting information regarding implementation of SB 17 and DEI prohibitions

Dear Chairman Creighton and members of the Senate Committee on Education:

The University of North Texas System provides the following information in response to the committee's request for information regarding UNT System's implementation of SB 17's prohibition on DEI trainings, programs, activities, employment practices, and policies and procedures.

1. DEI Office Prohibition

The UNT System Office of General Counsel provided guidance to all UNT System institutions and employees to facilitate and ensure compliance with SB 17's prohibition of DEI offices or officers and individuals or organizations performing the duties of a DEI office or officer:

- Announcement and Memorandum providing guidance for SB 17 legal compliance and analysis of policies, programs, trainings, and activities distributed to all UNT System and Institution administrators, faculty, and staff (Nov. 30, 2023);
- Memorandum providing guidance for SB 17 legal compliance and analysis of DEI Committees and Councils distributed to all UNT System presidents, provosts, and deans (Dec. 12, 2023);
- Memorandum providing guidance for SB 17 legal compliance and analysis of DEI related funds, fundraising, award of scholarships, and other advancement activities distributed to all UNT System Campus Advancement Offices (Dec. 15, 2023, and Jan. 4, 2024); and
- FAQs providing additional SB 17 information and guidance posted to the Office of General Counsel website (Jan. 10, 2024).

In addition, a thorough review of functions across UNT System institutions was undertaken to identify and eliminate any office, division, or unit that could meet the definition of a "diversity, equity, and inclusion office."

At the University of North Texas, the division of Inclusion, Diversity, Equity, and Access (IDEA) was eliminated October 1, 2023, and offices within that division were dissolved December 1, 2023. The federal and state required Equal Opportunity Office was transferred to the division of Finance and Administration.

1901 Main Street, Dallas, Texas 75201
TEL: 214.752.8585 | UNTSystem.edu



The University of Texas System

OFFICE OF THE CHANCELLOR
210 WEST SEVENTH STREET
AUSTIN, TX 78701
512.499.4201
UTSYSTEM.EDU

May 2, 2024

The Honorable Brandon Creighton
Texas State Senator
P.O. Box 12068
Austin, Texas 78711

Dear Senator Creighton:

In response to your letter dated March 26, 2024, The University of Texas System provides the following answers to your request for information pertaining to the implementation of SB 17.

The UT System adopted systemwide policies and published guidance to help institutions interpret and comply with Texas Education Code, Section 51.3525. The UT System Board of Regents revised Regents' Rule 10701: Compliance with Laws Related to Race, Color, National Origin, Ethnicity, Religion, Sex, Age, Veteran Status, or Disability to prohibit institutions from maintaining Diversity, Equity, and Inclusion (DEI) offices and engaging in any conduct prohibited by Section 51.3525. Further, the UT System Administration issued new systemwide policy UTS 197, "Compliance with State Law Regarding Diversity, Equity, and Inclusion in Institutions of Higher Education," which includes the same prohibitions and includes detailed provisions regarding compliance with the law.

- 1. DEI Office Prohibition. How has your institution ensured that there are no DEI offices or officers on campus, or no individual or organization performing the duties of a DEI office or officer?**

UTS 197 prohibits institutions from maintaining a DEI office or permitting, hiring, or assigning any employee or volunteer or contracting with a third party to perform any of the duties of a DEI office. Employees who violate UTS 197 are subject to discipline, up to and including termination, pursuant to their institution policies.

Each UT System institution reviewed its operations and eliminated or significantly changed functions to bring them into full compliance with Section 51.3525. Each institution closed offices devoted to DEI. There were also offices that housed some DEI functions, but other functions not impacted by Section 51.3525 (such as

THE UNIVERSITY OF TEXAS AT ARLINGTON • THE UNIVERSITY OF TEXAS AT AUSTIN • THE UNIVERSITY OF TEXAS AT DALLAS • THE UNIVERSITY OF TEXAS AT EL PASO
THE UNIVERSITY OF TEXAS PERMIAN BASIN • THE UNIVERSITY OF TEXAS RIO GRANDE VALLEY • THE UNIVERSITY OF TEXAS AT SAN ANTONIO
STEPHEN F. AUSTIN STATE UNIVERSITY • THE UNIVERSITY OF TEXAS AT TYLER • THE UNIVERSITY OF TEXAS SOUTHWESTERN MEDICAL CENTER
THE UNIVERSITY OF TEXAS MEDICAL BRANCH AT GALVESTON • THE UNIVERSITY OF TEXAS HEALTH SCIENCE CENTER AT HOUSTON
THE UNIVERSITY OF TEXAS HEALTH SCIENCE CENTER AT SAN ANTONIO • THE UNIVERSITY OF TEXAS MD ANDERSON CANCER CENTER

ABOUT THE AUTHORS

Thomas Lindsay, Ph.D., is the distinguished senior fellow for Next Generation Texas. He has more than two decades' experience in education management and instruction, including service as a dean, provost, and college president.

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