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**Re: Legislative Inquiry: Indirect DEI Support from Appropriated Funds**

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**From** Joshua Whitworth <jwhitworth@edu.idaho.gov>

**Date** Mon 11/25/2024 11:03 PM

**To** Kevin Campbell <kcampbell@lso.idaho.gov>

**Cc** Troy, Caroline (cntroy@uidaho.edu) <cntroy@uidaho.edu>; Wallace, Sunny (sunnywallace@uidaho.edu) <sunnywallace@uidaho.edu>; Vieux, Seth (sethv@uidaho.edu) <sethv@uidaho.edu>; Ryan Sargent <ryansargent@isu.edu>; Jennifer Steele (steejenn@isu.edu) <steejenn@isu.edu>; Jenn Forshee <jennforshee@isu.edu>; Logan J. Fowler <ljfowler@lsc.edu>; Julie Crea <jcrea@lsc.edu>; Cynthia L. Pemberton <clpemberton@lsc.edu>; Jenn White <jenniferwhite928@boisestate.edu>; Peter Risse <peterrisse@boisestate.edu>; Alicia Estey <aliciaestey@boisestate.edu>; Patrick Coulson <pcoulson@edu.idaho.gov>; Scott Greco <sgreco@edu.idaho.gov>

 1 attachment (734 KB)

OSBE - Institutional Responses to LSO Indirect Cost for DEI Inquiry 11-25-24.pdf;

Kevin,

Please find attached the consolidated responses from our four-year institutions regarding the Legislative inquiry into indirect costs associated with "DEI-related activities." The State Board of Education has taken a leadership role in coordinating these responses to ensure consistency and accuracy across our system.

To provide maximum transparency, we directed our institutions to be comprehensive in their reporting, including activities that may extend beyond what the Legislature considers "DEI-related." For example, the responses include services like veteran support centers, freely student-organized clubs, and Native American support centers – all areas of student engagement activity, but may be areas outside of the legislative intent.

It's important to note that over the past year, our institutions have been actively engaged in reviewing their organizations and where appropriate working towards structural and operational changes to transition from identity-based centers and activity to more holistic student support models. These reviews and reorganizations align with both the Board's vision and current work being completed by:

1. Ensuring equal access to support services for all students
2. Maintaining necessary compliance functions while eliminating DEI ideology programs
3. Streamlining administrative structures for greater efficiency

The Board is currently working with the institutions on these organizational changes through our normal board processes to ensure compliance across the system. Our team can provide more information on these activities if the legislature desires.

Defining what falls into "DEI-related activity" or not has not been a simple process. As we continue to work through this, we recommend developing a clear, shared definition of "DEI-related activities" that distinguishes between required compliance and support functions from what can be called DEI ideology. A clearer definition would help ensure alignment between legislative intent, Board policy, and institutional implementation. The Board and our institutions are committed to addressing the concerns of the legislature and representing the people of

Idaho's needs for education through student support models that are holistic and supportive of all students.

Thank you for your guidance on this effort. If you need additional information, please don't hesitate to contact me directly.

Joshua C Whitworth  
Executive Director  
Office of the State Board of Education

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Do DEI-related activities on your campus currently receive any indirect support from appropriated funds?

For purposes of this inquiry, indirect support may include (but not be limited to) any of the following:

- Personnel (indirectly supporting a DEI-related activity)
  - For example, clerical/admin staff; internal service providers such as building maintenance staff, printshop/publications, carpool/transportation, etc.
- Rent
- Utilities
- Housekeeping/janitorial services
- Other support services, such as copying, publications, graphic design
- Materials and supplies (e.g., cleaning supplies, paper, etc.)
- Expenses for legal services, risk management, transportation/carpool, etc.
- Any other services, materials, or costs used by a DEI-related activity which indirectly be funded from an appropriated source.

In your response to this inquiry, I suggest the following:

1. Start with the question of cost-allocation.
  - a. How do you bill internally for any of the indirect costs listed above?
    - i. Does that resource have an appropriated funding source?
      1. If so, are they billed for these costs (i.e., do they pay for these costs out of their non-appropriated funds?)
2. If necessary, make a good-faith estimate.
  - a. The allocation and billing of indirect and internal costs can be challenging.
  - b. You may not be able determine the answer precisely; a good faith estimate may be required.
3. Err on the side of including data.
  - a. If you have any doubt about whether an activity is being supported with appropriated funds, then include that support in your estimate.
4. Explain your methodology.
  - a. So, for example, if you reply that the DEI related activities on your campus do not receive *any* (\$0) appropriated funds, then be sure to fully explain the basis for this estimate.
  - b. **Write your methodological explanation so that non-accountants can understand it.**

Please return your response to this inquiry to me no later than **November 25**. But please note that this date may be moved up several days depending on holiday schedules. I will keep you informed of any changes in the deadline.

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## MEMORANDUM

November 25, 2024

**TO:** Legislative Services Office

**FROM:** University of Idaho

**SUBJECT:** Overview of Indirect Cost Recovery Model – Office of Equity and Diversity

The Office of State Board of Education instructed the Universities to provide information on the following categories: (a) Diversity or inclusion offices, or the equivalent; (b) Faculty and staff diversity offices, or the equivalent; (c) Multicultural or cultural centers; (d) Student resource or services centers devoted to identity-based characteristics, such as race, nationality, gender or sexual orientation; (e) Experiential diversity service centers, such as for veterans or disability services; and (f) Student clubs and organizations.

Over the past two years, the University of Idaho has reported to the Legislature regarding funding of our DEI-related programs that include:

1. The Office of Equity and Diversity,
2. The Office of Multi-Cultural Affairs,
3. The Diversity Center,
4. The Women's Center,
5. The Black African American Cultural Center,
6. The LGBTQA Office and Lounge.

**PLEASE NOTE:** each of the above programs/services will be closed and the physical locations repurposed by December 31, 2024. **Due to these closures, starting in 2025 the current G&A fees** collected from the Office of Equity and Diversity affiliated with these programs and spaces **will no longer be paid by the Office of Equity and Diversity and will be assigned to other programs.**

The Office of the State Board has asked that we report on programs that are not included in our DEI-related programing reports to LSO, including:

1. The Office of Tribal Relations and the Native American Student Center
2. The Center for Disability Access and Resources
3. Military and Veteran Services
4. Student Clubs

The University has over 300 Recognized Student Clubs, including University Recognized Student Organizations (RSO), ASUI Affiliated Student Organizations (ASO) and 34 Greek fraternities and sororities.

- All student-led organizations must be registered to receive official university recognition. To establish a recognized club, a minimum of four (4) students must be members of the proposed organization and they must adopt a “student organization constitution.”
- Only undergraduate and non-sport club student organizations are eligible to seek ASUI affiliation – which allows them to apply for funding through the student governments opt-out student activity fee.
- Like all members of the public, all student organizations can reserve university space for meetings and events. You can review a complete listing here: [Organizations - Engage Uldaho](#).
- Student-led organizations manage their finances in many ways including through non-university bank accounts. If additional information is required, we will research and provide the appropriate update.

*LSO QUESTION: This memo explains how the Office of Equity and Diversity at the University of Idaho currently contributes to central university costs.*

#### Summary of General University Costs - Key Points:

##### 1. General Education Funding Use

- o The University of Idaho uses General Education funds (state-appropriated) to support university-wide services, such as Human Resources, Accounting, Facilities, and the President’s Office.
- o These services are categorized into:
  - **Institutional Support** (e.g., HR, accounting)
  - **Operation and Maintenance of Facilities** (e.g., campus upkeep).
- o Of the units included in this report, only Disability Support Services and Military and Veteran Services receive a portion of their funding from General Education (state-appropriated funding).

##### 2. Who Pays for Central Services?

- o Revenue-generating units (non-state-funded) like the Office of Equity and Diversity pay a **General and Administrative (G&A) fee** to the central university
- o Units with externally sponsored research pay a portion of their **Facilities and Administrative (F&A) fees to the central university.**

##### 3. Equity and Diversity's Contribution

- o Equity and Diversity uses central services, so this model is applied, and the unit is charged G&A for its fair share of General Education-funded services.
- o This memo compares:
  - The **indirect cost allocation methodology** for services used by Equity and Diversity.
  - The **actual fees paid** by Equity and Diversity (G&A fees) to the university.
  - The comparison shows that DEI has paid more in **actual costs.**

# FY 2024 Indirect Cost Allocation – DEI (Equity and Diversity)

<u>FY 2024 General Education (appropriated) funds used for university-wide services:</u>	
Institutional Support	\$41,327,415
Operation and Maintenance of Plant	\$27,391,153
<u>Allocate Institutional Support based on total FY2024 actual expenses excluding General and Administrative Fee:</u>	
Total expenses	\$583,475,711
Equity and Diversity expenses	\$1,250,781
Equity and Diversity % of total	0.21%
Equity and Diversity Allocation of Institutional Support	\$88,592
<u>Allocate Operation and Maintenance of Plant based on square footage:</u>	
Total square footage - Moscow Campus	4,215,369
Equity and Diversity square footage	4,762
Equity and Diversity % of total	0.11%
Equity and Diversity Allocation of Operating and Maintenance of Plant	\$30,943
<u>Total General Education indirect cost allocation for Equity and Diversity:</u>	\$119,536
General and Administrative Fee paid by Equity and Diversity (FY 2024):	\$130,956
Facilities and Administrative Fee paid by Equity and Diversity (FY 2024):	\$23,994
<b>Total Payments by Equity and Diversity for Overhead:</b>	<b>\$154,950</b>
<b>Payments by Equity and Diversity for Overhead in Excess of Indirect Cost Allocation:</b>	<b>\$35,414</b>

## Summary of DEI Indirect Costs

### Payments Made by Equity and Diversity

- General and Administrative Fees: \$130,956
- Facilities and Administrative Fees: \$23,994
- Total Payments: \$154,950

### Net Contribution to the University's central fund:

- Equity and Diversity pays **\$35,414 more** than their indirect cost allocation.

### Why This Matters

- Eliminating the Office of Equity and Diversity will not reduce central service costs (as they are spread across all units).
- Instead, it will result in a **net loss of \$154,950 in overhead payments** that support central services. These payments will need to be allocated to another unit on campus after the elimination of The Office of Equity and Diversity.

# FY 2024 Indirect Cost Allocation – Non-DEI Group

**FY 2024 General Education (appropriated) funds used for university-wide services:**

Institutional Support	\$41,327,415
Operation and Maintenance of Plant	\$27,391,153

**Allocate Institutional Support based on total FY2024 actual expenses excluding General and Administrative Fee:**

Total expenses	\$583,475,711
Group 2 Expenses	\$1,166,245
Group 2 % of total	0.20%
Group 2 Allocation of Institutional Support	\$82,605

**Allocate Operation and Maintenance of Plant based on square footage:**

Total square footage - Moscow Campus	4,215,369
Group 2 square footage	7,105
Group 2 % of total	0.17%
Group 2 Allocation of Operating and Maintenance of Plant	\$46,168

**Total General Education indirect cost allocation for Group 2:** \$128,773

General and Administrative Fee paid by Group 2 (FY 2024): \$55,243

Facilities and Administrative Fee paid by Group 2 (FY 2024): \$29,732

**Total Payments by the Non-DEI Group:** \$84,975

**Group Indirect Cost Allocation in Excess of Payments:** (\$43,798)

These programs are partially funded by General Education which is not assessed the G&A fee and to which F&A does not apply, therefore these units do not pay fees sufficiently to fully cover the above indirect cost allocation amount.



November 25, 2024

To: Kevin Campbell, Analyst, Idaho Legislative Services Office

CC: Joshua Whitworth, Executive Director, OSBE

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**1. Do DEI-related activities on your campus currently receive any indirect support from appropriated funds?**

NO, except for items (5), (6), and (7).

Boise State University identified the following “DEI-related activities” as defined by the Office of the State Board of Education<sup>1</sup>:

1. Student Equity Center (*closure in process, in coordination with OSBE*)
2. Gender Equity Center (*closure in process, in coordination with OSBE*)
3. Blue Sky Institute (*closed effective July 1, 2024*)
4. BUILD Program (*closed effective October 8, 2024*)
5. Educational Access Center
6. Veteran Services Center
7. Student clubs and organizations

The University has ended the first four programs, which had been funded by local – not appropriated – dollars:

- **For the better part of the calendar year, the University has been working toward closure of the Student Equity Center and Gender Equity Center, intended for November 29, 2024. The University is coordinating with OSBE on the effective date of those closures.** In 2025, the University will open a new Student Connections and Success Center (SCSC), focused on the support, retention, and graduation of students who experience achievement and retention gaps, especially students identified in Boise State’s Strategic Enrollment and Retention Plan (SERP) (i.e., rural, first-generation, Pell-grant eligible, Hispanic). Services available to all students will include campus navigation support, community-building space, peer-mentor cohorts, violence prevention, basic needs support, and referrals to support services across campus.

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<sup>1</sup> The phrase “DEI-related activities” was not defined in the LSO request. Accordingly, the Office of State Board of Education instructed us to provide information on the following categories: (a) Diversity or inclusion offices, or the equivalent; (b) Faculty and staff diversity offices, or the equivalent; (c) Multicultural or cultural centers; (d) Student resource or services centers devoted to identity-based characteristics, such as race, nationality, gender or sexual orientation; (e) Experiential diversity service centers, such as for veterans or disability services; and (f) Student clubs and organizations.

- **The Blue Sky Institute closed effective July 1, 2024.** The Institute was originally established to create partnerships between research and industry. Over the past decade, it was known for hosting a DEI Summit funded by Idaho industry.
- **The BUILD program closed effective October 8, 2024.** The BUILD program once offered a DEI certificate for employees, along with certain DEI programming.

### Estimated Indirect Support

The Educational Access Center and Veteran Services Center receive direct General Fund support.

- The **Veteran Services Center** provides a range of services to veterans, service members and their families. Support includes assistance with education benefits, GI Bill® benefits, federal tuition assistance, federal financial aid, and scholarships.
- The **Educational Access Center** provides legally-required services, support, and accommodations for Boise State prospective and enrolled students, including sign language interpreting, Braille transcription, and ADA-accessible housing and meals.

Boise State calculated indirect costs using the methodology applied to the University's self-supporting units.<sup>2</sup>

More than a decade ago, Boise State established an administrative service charge to recover indirect costs incurred to provide space and services (e.g., HR, legal, Title IX<sup>3</sup>, security, rent, utilities) to self-supporting and auxiliary units. Total personnel and operating expenses in these units are used as the basis for the calculation of the amount that is charged, which ranges from 9-12% of that total. While the Education Access Center and Veteran Services Center are not self-supporting or auxiliary units, that methodology was used to approximate the indirect support cost for these units.

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<sup>2</sup> A self-supporting unit is an entity on campus that is expected to cover all expenses with revenues generated by fees, charges, and sales of goods and/or services. At Boise State University, an example of a self-supporting program is our Department of Extended Studies, which facilitates online education and degrees.

<sup>3</sup> Boise State's *Title IX and Institutional Equity Office* is responsible for ensuring compliance with federal laws and regulations including Title IX, Title VI, Title VII, ADA, 504, ADEA, VEVRAA, USERRA, FMLA, and all other state and federal protected class harassment and discrimination laws. It serves the campus at-large and has a reporting line to the President.



	Veterans Services Center	Educational Access Center	Total
Personnel Costs	\$265,812 (3.5 FTP)	\$484,862 (6 FTP)	\$750,674
Direct Operating Costs	\$25,584	\$6,245	\$31,829
Total Costs	\$291,396	\$491,107	\$782,503
Est. Indirect Support Rate	12%		
Est. Appropriated Portion of Indirect Costs (65%) <sup>4</sup>	\$22,729	\$38,306	\$61,035
Est. Local Portion of Indirect Costs (35%)	\$12,239	\$20,626	\$32,865
Total Indirect Costs (estimated)	\$34,968	\$58,932	\$93,900

**Recognized student organizations and clubs** require at least three (3) current students who share a common interest and a written constitution. They may request funds for projects or club initiatives through the student government (ASBSU) funding board process. If approved, ASBSU allocates funding from opt-out student activity fees.

Boise State University is home to over 180 student organizations formed by academic, social, or recreational interests, plus 25 fraternities and sororities. *See Ex. A.* All student organizations are able to reserve university space (as can members of the public); may receive support from student advising staff (who serve students at-large); and are eligible to apply for funding through student government’s opt-out student activity fee.

Because student clubs are student-led and student-funded, and their use of university resources may vary greatly year-to-year depending on membership and activities, the University cannot make a good-faith estimate of indirect support they may receive.

\* \* \*

NOTE: Last legislative session, LSO asked for information about the University’s Vice Provost for Community Engagement and Belonging. This position reports to the Provost and is funded by local funds. The role is responsible for programming related to Title II of the Higher Education Act (focused on faculty recruitment, training, and development); employee retention; and programs related to undergraduate research opportunities and learner-designed curriculum. We do not believe this work qualifies as “DEI-activities” as defined in this response or as commonly understood.

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<sup>4</sup> Overhead support units (e.g., HR, legal, Title IX, security, rent, utilities) are funded using approximately 65% appropriated funds and 35% local funds.

## **EXHIBIT A – List of Student Organizations and Clubs**

Advertising Club; Aerospace Club; Alpha Chi Omega; Alpha Gamma Delta; Alpha Kappa Psi; Alpha Omicron Pi; Alpha Phi Sigma; Alpha Sigma Alpha; Alpha Tau Omega; Alpha Xi Delta; Alpine Club; American Institute of Steel Construction Student Chapter; American Red Cross Club; American Sign Language Club; American Society of Civil Engineers Student Chapter; American Water Resources Association; Anime Club; Art History Club; Art Jewelry and Metalsmithing Club (formerly Art Metals Club); Artificial Intelligence Club; Athletic Training Student Association; BAJA Racing Club; Bangladeshi Students Association; Bee Team; Belegarth Medieval Combat Society; Best Buddies; Beta Alpha Psi (Accounting); Beta Gamma Sigma; Beta Theta Pi; Biology Club; Biomolecular Sciences Graduate Student Association; Black Student Association; Boise Sculptors Guild; Boise Urban Community Club (BUCC); Bowling Club; Bronco Catholic Association; Bronco Dance Club; Bronco Drifters Go-Kart Club; Bronco Improv Team; Bronco Tournament Gaming Club; Business Professionals of America Chapter; Capital Young Adults; CEO Club; CHAARG Club (Changing Health, Attitudes and Actions to Recreate Girls); Chemistry Club; Chess Club; Chi Epsilon (Civil Engineering Honor Society); Chi Sigma Iota (Counseling Honor Society); Chinese Club; Christ Worldwide; Cinema Club; Civic Awareness and Participation Club; CNMI Club; College Republicans at Boise State University; Community Garden Club; Competitive Programming Club; Computer Science Professionals; Conservative Leadership Society; Construction Management Association; Cornerstone Bible Study; Country Swing Dance Club; Cozy Gaming Club; Cru Dance Marathon; Delta Delta Delta; Delta Sigma Phi; Delta Upsilon; Dungeons & Broncos Club; Ecological Research(formerly Events and Research); Economics Association; English Literature Majors Organization; Environmental Club; Environmental Design; Environmental Engineering (formerly Sustainable Solutions Club); Eta Sigma Gamma (Health Education); Fishing Club; Foundation College Ministry; French Club; Game Dev and Design Club; GeoScience Club; Geosciences Graduate Organization; German Club; Girl Jazz Society; GIVE at Boise State; Gymnastics Club; Hillel (formerly Jewish Student Union); Honors Student Association; Human Resources Association; Humanities & Cultural Studies Student Association; Idaho Music Teacher's Association; Impact; Indian Student Association; Institute of Electrical and Electronics Engineers; International Student Association; Intertribal Native Council; Intervarsity Christian Fellowship; Investment Banking Club; Iranian Student Association; IT Club (formerly C<sup>4</sup> Club: Competitive Cybersecurity and Cyber-Physical Club); Japanese Club; Just Idaho Things; Kappa Kappa Psi - Iota Kappa; Kappa Sigma; Ki Daiko; Kinesiology Club; Korean Club; Lambda Alpha Epsilon; Lambda Nu; Lambda Theta Alpha; Language Exploration Club; Latter Day Saint Student Association; Lightsaber Society formerly Jedi Academy Association; Literary Translation Society; Magic the Gathering Club; Masters of Public Administration Association; Materials Science Club; Mechanical Engineering Club; Mock Trial Association; Multilingual Student Alliance; Muslim Student Association; Muslimah Women Association; Narrative 4; National Society of Collegiate Scholars;

Nepalese Student Association; Neurodivergent Student Society; Nuclear Energy Club; Omega Delta Phi; Organizacion de Estudiantes Latino-Americanos; Organization of Student Social Workers; Orthodox Christian Club; Outdoor & City Explorers; Patent Club; Payment for Placements; Pentecost Students and Associates (PENSA); Phi Alpha Honor; Society of Social Work, Theta Psi Chapter; Phi Delta Theta; Phi Gamma Delta; Phi Mu; Phi Sigma Rho; Philosophy Club; Photography Club; Physics Club; Pi Kappa Alpha; Pi Kappa Delta; Pi Kappa Phi; Pi Lambda Chi; Pickleball Club at Boise State; Poker Club; Political Science Association; Pre-Dental Club of Boise State University; Pre-Law Society; Pre-Medical Studies Club; Pre-PA club; Pride Alliance; Professional Selling Club at Boise State University; Psi Chi Chapter of Boise State University; Puzzlers Anonymous; Queer STEM Club; Quiz Bowl Club at Boise State; Ratio Christi Student Organization; Reformed University Fellowship; Resonate Student Organization; Rocketry Club; Scabbard and Blade Student Organization; Sigma Chi; Sigma Lambda Beta; Sigma Lambda Chi; Sigma Lambda Gamma; Sigma Phi Epsilon; Ski and Board Club; SkillsUSA College/Postsecondary Division; Society for Industrial and Applied Mathematics Chapter Boise State; Society of Hispanic Professional Engineers; Society of Women Engineers; Spanish Club; Special Olympics Boise State University College Club; Student Association for Respiratory Care; Student Association of Graphic Arts (SAGA); Student Association of Radiologic Technologists; Student Liberation Collective; Student Nurses' Association; Student Outdoor Society; Student Veterans of America; Students for Life at Boise State; Students' Association of Anthropology and Archaeology; Taekwondo Club; Tau Beta Pi Engineering Society; Tau Kappa Epsilon; Teacher Education Ambassadors; The Book Worms; The Corral Student Organization; The Zoo at B.S.U.; Theatre Majors Association; Timber-Strong; TRIO club; Trombone Society; Tuba Euphonium Musicians Organization; Turning Point USA Student Organization; Upstander Nation; Warhammer 40,000 Broncos; Women in Business Association; Women in Construction, Engineering and Development Club; Young Democratic Socialists of America; Young Democrats; Young Life Club; Zeta Tau Alpha; Zine Club





### **Introduction:**

This report is provided by Lewis-Clark State College (LC State) in response to the following legislative inquiry: "Do DEI-related activities on your campus currently receive any indirect support from appropriated funds?" The phrase "DEI-related activities" was not defined in the LSO request. Accordingly, the Office of the State Board of Education instructed us to provide information on the following categories: diversity or inclusion offices, or the equivalent; faculty and staff diversity offices, or the equivalent; multicultural or cultural centers; student resource or services centers devoted to identity-based characteristics, such as race, nationality, gender or sexual orientation; experiential diversity service centers, such as for veterans or disability services; and student clubs and organizations. Areas relevant to LC State are listed in the following review.

### **Review of LC State:**

- **Student Clubs** – All student clubs receive time and effort support from staff (faculty and support staff) and therefore could be considered partially and indirectly supported by appropriated dollars. As per HB387 (2021), students can opt out of a portion of fees that support student organizations. No direct appropriated funds are allocated to the operation of these clubs. Faculty advisor stipends are not provided, except for the Pathfinder (student newspaper), trap shooting, and web casting clubs. Faculty have the option to include club advising as service (service is a non-compensated portion of faculty evaluation criteria) or simply choose to volunteer their time. Clubs typically meet in the Student Union Building/Center for Student Leadership (SUB/CSL). This facility is not funded by appropriated dollars. Print shop services and materials that clubs might utilize are billed directly to the clubs. The First Year Experience and Center for Student Leadership staff contribute time and effort in support of clubs, events, and programming. Personnel expenditures associated with the SUB/CSL and the First Year Experience programs supported by appropriated funds total 1.58 FTE (\$129,643) with only a fraction of that FTE directed toward clubs, organizations, and activities.
  - Active student-led clubs at LC State: Accounting/Business Student Organization, Art Club, Associated Students Of Lewis-Clark State College, Auto Mechanics Club, Communication Board, Fire Club, Gender & Sexuality Alliance, Geology club, HVAC Club, Justice Studies Club, Latin American Culture Club, LC Gaming Club, LC Graphic Communications Club, LC Manufacturing, LC Volleyball Club, LCSC Collision Club, LCSC Diesel Club, LCSC Soccer Club, LCWR (Student Radio), Lewis-Clark State College Club Baseball, Lewis-Clark State College Shooting Sports Club: Trap and Skeet, Millwright Club, Native American Club, Paralegal Club of Lewis-Clark state College, Peer Mentors, Poli Sci, Psychology Club, Speech & Debate, Talking River Review Literary Journal, The Pathfinder, The Wildlife Society, Warrior Entertainment Board, Warrior History Club (Phi Alpha Theta), Young Democrats of Lewis-Clark State College.

- **Offices** – LC State’s offices of Native American, Minority & Veterans Services; and Accessibility Services are the only two that might be considered DEI-related. LC State’s Center for Teaching & Learning (CTL) has been included in previous responses to LSO inquiries. Its reaffirmed function and purpose is to support teaching and learning excellence.
  - **Native American, Minority & Veterans Services (NAMVS)** is a part of LC State’s overall advising unit and provides services to all students, including expertise in recruitment and advising of Native American and veteran students. It receives direct support from appropriated funds of \$312,657 in personnel and operations. Positions in this office are director, Veteran Services coordinator, retention specialist, and a part-time administrative assistant. The office was formerly called “Native American Advising” but was renamed to its current title in 2018 in attempt to better reflect a broader service mission to all students and areas of expertise. A future name change is under consideration to, again, more accurately communicate that all students are served by this office. Recruiting activities that might be construed as DEI-related include outreach on reservations and veterans’ events as well as attendance at Hispanic Youth Leadership Summits. Indirect support this program provides for what may be considered DEI related events (e.g., Native American Awareness Week) includes aspects such as recruitment flyers, giveaway items, recognition materials, and event flyers. NAMVS supports several events, such as the North Idaho Hispanic Youth Leadership Summit, Native American Awareness Week and a Native American Golf Scramble. The events collectively cost a total of less than \$3,000 annually in appropriated funds to participate and cover expenses like LC State staff travel and lodging, as well as limited supplies and materials.
  - The **Center for Teaching & Learning (CTL)** was established in 2014. As reflected in its original charter, the CTL serves to provide teaching and learning support for faculty. LC State’s September 2023 LSO response regarding DEI-related FTE listed this department. As was made clear at that time, CTL purpose and programming was reviewed and considered. CTL leadership considered three course of action options: closing the CTL, reaffirming programming to focus on its original charter, or identifying and securing grant support for DEI-related programming the CTL might desire to address. In consultation with faculty, CTL leadership elected to focus on its original charter, which does not include DEI programming. The CTL has one part-time position, a director who also serves as an English professor.
  - **Accessibility Services** provides services for students with disabilities. This department has two FTE and receives direct support from appropriated funds in the amount of \$193,910 in personnel and operations
- **Grant-Funded Activities and Indirect Costs** – Externally funded programs, such as the College Assistance Migrant Program (CAMP), utilize college resources and are subject to a 35% indirect cost rate. This rate covers operational expenses (utilities, security, custodial services) and administrative functions, thereby indirectly supporting the operational costs of grant-funded activities. The indirect cost recovery mechanism inherently covers the use of college resources by all grant-funded campus activities.

**Conclusion:**

Lewis-Clark State College respectfully submits the above report and yields to the discretion of the requestors as to whether it has DEI-related activities that are receiving indirect support from appropriated funds. It stands ready to provide additional information as requested. The board office and the institution do not believe all of these areas presented are what the legislature is interested in regarding DEI ideology at the institutions, however, in an effort to fully participate in the dialogue we followed the advice to be broad in our inclusion of information.



**Idaho State  
University**

## **LSO Inquiry**

Do DEI-related activities on your campus currently receive any indirect support from appropriated funds?

## **ISU Response**

Idaho State University has realigned resources and reorganized support structures to better serve all students in accordance with the institution's mission to promote student success in a responsible and impactful way. Effective November 15, 2024, ISU dissolved the Diversity Resource Center and Gender Resource Center, redirecting resources to broader student support services to ensure all programming is both aligned with our goals and responsive to legislative direction. This restructuring led to the formation of the Bengal Success Center, an academic hub that delivers support without engaging in DEI programming. The Bengal Success Center supports all students and focuses on tutoring, advising and providing resources necessary for academic success and achievement.

As part of ISU's new Budget Model, implemented in FY2024, ISU addresses indirect support costs as follows:

- All programs and services at the University on general fund appropriations, local, and auxiliary funds are charged an **Administrative Recovery Assessment** against qualified expenses to acknowledge indirect costs associated with custodial, utilities, facilities, and other central services and support.
- In addition to Administrative Recovery Assessment, all programs and services on auxiliary funds are charged directly for custodial, rent, utilities, maintenance, and related expenses in compliance with State Board of Education policy V.B.4.a.

These assessments and charges are reflected in the budget figures reported below.

Following is an overview of Idaho State University's programs and services and budgets that relate to questions of Diversity, Equity, and Inclusion. The only activities receiving direct General Fund support are Disability Services and the Veterans Student Service Center. All other programs and services are funded on local, auxiliary, and or grant funds and pay an Administrative Recovery Fee for any indirect support.

**Office of the President**

921 South 8th Avenue, Stop 8310| Pocatello, ID 83209 | (208) 282-3440



# Idaho State University

## Office of Equal Opportunity and Title IX

The Office of Equal Opportunity and Title IX is responsible for ensuring compliance with Federal laws and regulations to include Title IX, Title VI, Title VII, ADA, 504, ADEA, VEVRAA, USERRA, FMLA, IHRA and all other state and federal protected class harassment and discrimination laws.

Reports To: Office of the President

FTP: 7.0

Annual Appropriated Budget: \$ 0

Local/Auxiliary/Grant Budget: \$ 772,352

## Disability Services

The Disability Services office provides legally-required services, support, and accommodations for ISU students, prospective students, and staff to include sign language interpreting, Braille transcription, and related services.

Reports To: Student Affairs

FTP: 10.9

Annual Appropriated Budget: \$1,137,788

Local/Auxiliary/Grant Budget: \$ 193,201

## Veterans Student Service Center

The Veterans Student Service Center provides a range of services for Veterans, Service Members, Military-connected students, and their families. Support includes assistance with VA Education Benefits, VA GI Bill, Federal Tuition Assistance, Federal Financial Aid, and Scholarships.

Reports To: Student Affairs

FTP: 2.0

Annual Appropriated Budget: \$ 155,019

Local/Auxiliary/Grant Budget: \$ 49,900

## Native American Student Services and Programs Office

The Native American Student Services and Programs Office provides services and support for Native American students to include connections to campus resources, study spaces, academic guidance and coaching, and campus and community events.

Reports To: Student Affairs

FTP: 1.0

Annual Appropriated Budget: \$ 0

Local/Auxiliary/Grant Budget: \$ 74,891

### Office of the President

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# Idaho State University

## Student Clubs

Students interested in forming a student club or organization can do so by having a constitution approved through the elected members of the Associated Students of Idaho State University and by having at least eight members. Student clubs are able to reserve university space and clubs are eligible for funding through student government's opt-out student clubs and organizations fee (auxiliary funds). Students clubs (listed below) are formed by academic, social, or recreational interests.

Reports To: Student Affairs

FTP: .25

Annual Appropriated Budget: \$ 0

Local/Auxiliary/Grant Budget: \$ 45,000

*Active Student-Led Clubs at ISU: 1901 Student Alumni Association, African Students Association, Alpha Kappa Psi, Alpha Psi Omega, Alpha Xi Delta, American Advertising Federation (AAF), American Chemical Society, American Choral Directors Association, American Fisheries Society, American Nuclear Society, American Sign Language-Pocatello, American Society of Civil Engineers, American Society of Microbiology, Association for Computing Machinery, Association of Computing Machinery Women's Chapter, Autobody Club, Aviation Maintenance Club, Bangladesh Student Association, Bengal Catholics, Bengal SPASM (Bengal Student Professionals Association of Sports Medicine Club ), Beta Alpha Psi, Biology Graduate Students Association, Black Rock & Sage, Black Student Athletes of ISU, Business Professionals of America, College of Technology, Business Professionals of America- College of Education, Collegiate Family, Career and Community Leaders of America, Chess Club, Chi Alpha Christian Fellowship, Clay Club, Collegiate National Association for Music Educators (CNAfME), College Democrats, College of Education Club, College Republicans, Commercial Music Club, Compassion & Hope Club, Crossroads Christian Fellowship, Cyber Security Student Club, Delta Upsilon, Economics Club, Electronics Club, English Graduate Student Association, Financial Management Association, Fine Arts Club, First Gens Student Association, Future Healthcare Professionals of America - IF, Future Nurses, Gamerz Media Club, Gaming and Visualization Club, Geoclub, Grace, Greek Council, Grilled Cheese Club, Hispanic Awareness Leadership Organization (HALO), IEEE (Institute of Electronics and Electrical Engineers), International Society of Automation, International Student Association, ISU Movie Club, ISU Surveying Club, Kappa Sigma, KIND Community Club, Kinematica Club, Lambda Theta Alpha Latin Sorority, Inc, Lambda Theta Phi Latin Fraternity, Latter Day Saint Student Association - LDSSA, Los Estudiantes Después, Management Consulting Association, Marketing Association, Master of Occupational Therapy Student Association (MOTSA), Medical Assistant Student Organization, Medieval Club, Muslim Student Association, Native Americans Student Council, Nepalese Student Association, NSSLHA - Meridian, National Student Speech Language and Hearing Association - Pocatello, Nutrition & Wellness Club, Panhellenic Council, Paranormal Research Club, Phi Alpha Theta, Phi*

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**Idaho State  
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*Lambda Sigma, Phi Upsilon Omicron, Philosophy Club, Physical Therapy Pro Bono Student Board Meridian, Physical Therapy Pro Bono Student Board Pocatello, Physician Assistant Student Society (PASS), Planned Parenthood Generation Action, Political Science Club, Pre-Dental Association, Pre-Health Professions Association, Professional Pharmacy Student Alliance, Psychology Graduate Student Association, Public Health Student Association, Ranger Challenge Club, Respiratory Therapy Student Organization, Rho Chi Society, Robotics Club, SAHCA Student Association of Health Care Administration, Scabbard & Blade Club, Sexuality and Gender Alliance - SAGA, Sigma Lambda Gamma, Sigma Sigma Sigma, SACNAS - Society for the Advancement of Chicanos/Hispanics and Native Americans in Science at ISU (SACNAS), Student Academy of Audiology, Student American Dental Hygienists Association - SADHA, Student Anthropology Society, Student Association of Health Care Administration (SAHCA), Student Nurse Alliance - COT, Student Physical Therapy Association - Pocatello, Student Physical Therapy Association -Meridian, Student Society of Radiologic Technologists, Student United Way, Student Veterans of America (SVA), Tau Kappa Epsilon, The Jungle, Tiger Tunes, University Honors Program Club, Wesley Foundation*

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