

To: Members of the Interim Joint Budget Review Subcommittee on Education

Re: Request for Information - Efforts to Comply with House Bill 4 (2025)

Date: July 8, 2025

1. Measures taken or planned to achieve compliance

The University of Kentucky took several proactive steps to comply with federal and state directives following the U.S. Supreme Court decision in *Students for Fair Admissions v. Harvard* in June 2023. President Capilouto directed the elimination of the university's DEI policies and programs.

President Capilouto communicated these policy changes to the campus last August. This has included, among other actions, a comprehensive review of policies, job descriptions, programming, websites and unit operations.

We continue to conduct regular reviews to ensure consistent implementation across an institution as expansive as the university.

Specific actions include:

- Revising job descriptions and position responsibilities
- Eliminating mandatory DEI-related training sessions and required diversity statements
- Dissolving offices, units, programs and activities that are not compliant with HB4
- Removing race as a factor in scholarship applications
- Updating materials and programming to reflect compliance and eliminating DEI terminology or practices
- Issuing compliance guidance to university leadership – including that university resources may not be expended to host or attend any diversity, equity and inclusion training as well as identity-based events

2. Status of compliance and anticipated timeline

The university is compliant with House Bill 4 as well as federal directives and continues to monitor any additional guidance that may emerge. Minor adjustments to documentation and communications, such as outdated websites, are ongoing as part of our standard administrative processes across a large institution, but we do not anticipate any material compliance gaps at this time. We are also working with the other institutions and the Council on Postsecondary Education with respect to the required survey regarding viewpoint and intellectual diversity.

3. Personnel actions related to compliance

No personnel were terminated as a result of House Bill 4. Based on the policy changes initiated last fall at the direction of President Capilouto, all roles that previously included DEI-related titles or language in major job responsibilities were reassigned or adjusted to reflect anticipated changes that would be required under legislation. Importantly, some 2,000 jobs are open on any given day at the institution on an employee base of nearly 30,000 (including the academic and health campuses, dozens of clinics and two community hospitals). Review of these changes after the passage of House Bill 4 confirm compliance while preserving operational continuity.

4. Program or department closures

The university closed its Office for Institutional Diversity in August 2024. Functions previously housed in the office were reviewed

and, where appropriate, disbanded or reworked to make clear their resources are available to all students and community members consistent with the law.

Additionally, and in line with federal directives, identity-based graduations were eliminated, and university employees no longer host or attend DEI or identity-based conferences.

5. Cost savings resulting from compliance

The university has not tracked savings but has made material changes in expenditures such as:

- Scholarships are now based on economic background or other factors, rather than race or identity
- Contracts and membership agreements with external agencies associated with DEI initiatives have been terminated
- University funds cannot be expended to participate in DEI events

6. Continuation of DEI-related measures under different names

No. The University of Kentucky has not continued DEI-related measures under different names or programs. Programming has been reviewed and revised to ensure full compliance with House Bill 4.