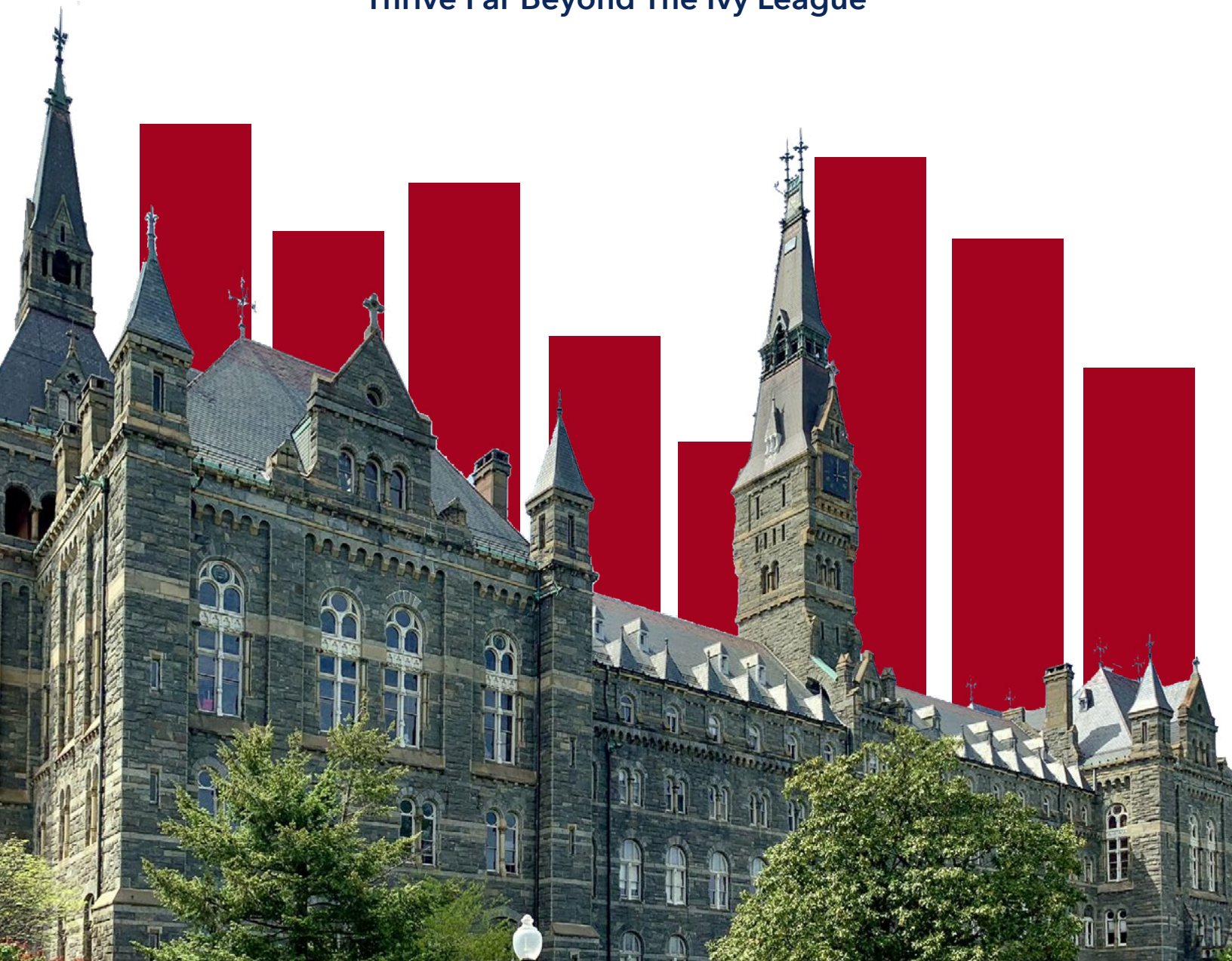




 **OPEN THE BOOKS OVERSIGHT REPORT**

STATE OF THE STATE SCHOOLS

A Look At Public University Finances
Reveals DEI, Foreign Influence & Radical Ideas
Thrive Far Beyond The Ivy League





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Reveals DEI, Foreign Influence & Radical Ideas
Thrive Far Beyond The Ivy League

Published: January 2025

**This report is dedicated to
Adam Andrzejewski
Open the Books Co-Founder & Former CEO**

"Open the Books is doing the work I envisioned when the Coburn-Obama bill became law. Their innovative app and other tools are putting sunlight through a magnifying glass."

U.S. Senator Tom Coburn, MD
Washington, D.C. | March 11, 2014

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"I know that restoring transparency is not only the surest way to achieve results, but also to earn back the trust in government..."

U.S. Sen. Barack Obama

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INTRODUCTION

The brutal terrorist attack perpetrated by Hamas against Israeli civilians on October 7, 2023 accelerated a remarkable and ongoing realignment in the Middle East. It also had the unintended consequence of drawing back the curtain on the radical culture that has taken hold of much of American academia.

As chaos erupted on “elite” campuses like Columbia and Harvard, these institutions came under intense scrutiny they hadn’t seen in decades. Through transparency efforts from Open the Books, independent journalists, donors and even a few brave employees, it became clear these universities had been ideologically captured by left-wing radicalism. Coursework, professors and programming were promoting anti-American, neo-Marxist notions under the banner of “diversity, equity and inclusion” (DEI).

“Parents who watched this spectacle are wondering where the \$80,000 a year they pay in tuition is going, and whether the “education” their children are receiving is worth the price tag. American taxpayers who can hardly afford an Ivy League education but are equally disturbed by the moral rot they’re seeing might be even more alarmed to discover that they are personally underwriting it.”



Adam Andrzejewski
[Tablet Magazine](#)

By following the money, it also became clear that these universities prospered more as awardees of government grants and special tax treatment than they did as straightforward educational institutions. In the cases of the Ivy Leagues, Northwestern and Stanford, our findings demonstrated they collected more in research grants each year than they did in undergraduate tuition. At the same time, their multibillion-dollar endowments ballooned with a favorable tax rate granted to them as “public charities.” Since 2017, these colleges are only subject to a [1.4-percent excessive endowments tax](#); not the 20 percent capital gains tax levied on wealthy Americans. Before that, the endowments weren’t taxed at all.

Those endowments grew, of course, with the help of private donations. And in many cases, those donations came from foreign entities and states; many friendly, some adversarial. Countries like Qatar, Saudi Arabia and China frequently were in the mix, making contributions in return for seats for their own nationals or influence over programming.

As Open the Books continued peeling back the layers of university finances, we uncovered yet another way federal dollars were propping up radicalism. The Department of Education offers Foreign Language and Area Studies (FLAS) grants that are meant to support the study of lesser-known languages and regions of the globe. Centers for the study of the Middle East and languages like Arabic are counted among the recipients. The supposed public benefit of the grants is to turn out professionals who understand the geopolitical terrain of a given area, can speak the language, and can represent and advance American interests abroad.

In practice, controversial professors who've already made themselves at home in academia end up benefitting from these tax dollars; as they promote extreme ideas and coursework, they advance their own academic bona fides with the help of the feds. In one example, Columbia's Dr. Joseph Massad appeared on FLAS grants applications; Massad became infamous for having written that Hamas' attack was a "stunning victory for the Palestinian resistance."

Four of the schools highlighted in this report are also among the top ten recipients of FLAS grants.

All of these factors have created a toxic campus environment indirectly fueled by our tax dollars, and with consequences far beyond graduation.

Students are free to choose the education they wish, of course; and as private universities, these wealthy institutions can teach what they like (within the bounds of the Constitution). But with hundreds of billions in grants flowing in and minimal tax revenue flowing back to the federal government, it raises the question: *are these universities always acting in the public interest?*

That question becomes even more urgent if the focus turns toward public, state-run institutions. So, Open the Books has done just that, taking a closer look at ten highly-ranked public universities that represent a diverse geographic and political sampling of the United States.



STATE OF THE STATE SCHOOLS

As with the Ivy Leagues, federal taxpayers are directly contributing to the DEI philosophy wherever it crops up. That includes all its attendant problems: a divisive, race-essentialist lens on society and individuals; anti-Western, “anti-colonial” sentiments; and a framing of most conflicts as that of oppressor versus oppressed. But with public schools, state taxpayers are explicitly investing in centers of excellence that should turn out graduates ready to grow the state and national economy, enrich their own communities and advance our free society. No one has to go to Harvard, but top public universities are an essential pathway to the middle class for hundreds of thousands of students; embedding DEI within state schools puts that at risk.

Luckily, unlike the Ivies, state schools are held to another higher standard: they are subject to public records requests just like a government agency. And state taxpayers deserve the same deep dive the Ivy Leagues received on the national stage. We set out to answer these questions about each of the ten sample schools:

- ***How much is being spent on payroll for employees who are tasked with advancing DEI goals and philosophy throughout the institution?***
- ***Which countries and foreign entities are making donations to the school? What is the sum total? What, if anything, do we know they receive in return?***
- ***How much does each school receive in federal research grants and contracts? What are examples of DEI-infused research that taxpayers are funding?***

Through public records requests, we found the DEI agenda has made its way far beyond the insulated white towers of the Ivy League and into some of the most respected public schools in the nation.

The details, however, were mixed. In some cases, there was exhaustive evidence of a large DEI payroll with detailed salaries and titles. In other cases, records were incomplete but anecdotal evidence demonstrated the schools’ commitment to these equity principles. And in at least one case, it seemed clear that administrators had seen the fallout from this research elsewhere and were stonewalling our requests. In every case, though, taxpayers are owed a full accounting; and Open the Books will continue pressing for adequate answers. At public schools, transparency is not a request – it’s an order from the boss, the taxpayer.

If some schools are playing defense, the upside is they may also be starting to make changes to preempt new laws and accountability from public officials. Indeed, some legislatures are already pushing back: According to the [Chronicles of Higher Education](#), DEI offices are now banned in seven public state systems. More states have taken smaller steps to rein in DEI, like banning the use of diversity statements in hiring and admission decisions in state universities. Others have pending related legislation.

Still, most states continue to pour taxpayer funds and student tuition dollars into salaries for people who push DEI.

At the same time, no change appears imminent when it comes to foreign funders contributing billions of dollars into American universities. Insight into how adversarial countries influence research and student life will remain limited to what schools must disclose by law.



SECTION 2

A FULL ACCOUNTING

DEI SPENDING, FEDERAL AND FOREIGN FUNDING

Nine public universities responded to Open the Books' public records requests in full, providing their entire payrolls - including names, titles, compensation and departments or other positions held. By living up to their obligation to be transparent to state and federal taxpayers, these schools are allowing the public to get the best possible accounting for their investments. For each school, we've tallied up the money spent compensating employees who push DEI, the annual grants and contracts each university receives from the federal government, and all disclosed foreign funding under the Higher Education Act.



OHIO STATE UNIVERSITY

DEI Blitz Reaches Buckeye Nation: OSU Spending Tens of Millions on Diversity, Equity and Inclusion

Ohio State University is a Big 10 school, home of the Buckeyes. It operates in what’s now a reliably red state when it comes to politics. Among its famed alumni are conservative actress Patricia Heaton (Everybody Loves Raymond) and Vice President-elect JD Vance, the author of *Hillbilly Elegy*.

It’s not exactly where you’d expect to find a hub of DEI-related activity. And yet, after studying ten public institutions, Ohio State is spending the most on payroll for DEI-related employees!

THE BIG NUMBERS

Ohio State University spent \$13.3 million on pay for 201 employees with DEI-related roles in 2023. That’s the equivalent of [full tuition for over 1,000 in-state students](#) at its main Columbus campus.

The highest paid DEI officials are James L. More, [vice provost for diversity and inclusion and chief diversity officer](#) at OSU, and Keesha Mitchell, [associate vice president](#) for the [Office of Institutional Equity](#), practically tied at just under \$300,000 each.

Another 29 people make between \$100,000 and \$269,000, with titles such as associate dean for diversity, inclusion, and outreach (\$269,260), another associate vice president for the Office of Institutional Equity (\$226,644), assistant vice provost for diversity and inclusion (\$171,889), academic director for diversity and inclusion (\$170,435), and assistant dean and director of diversity, equity and inclusion (\$145,923) – among many more.

TOP 10 HIGHEST PAID DEI EMPLOYEES			
OHIO STATE UNIVERSITY			
NAME	TITLE	DEPARTMENT	GROSS PAY
JAMES MOORE	Academic Exec Director	Diversity & Inclusion	\$299,996
KEESHA MITCHELL	Associate Vice President	Office of Institutional Equity	\$298,346
NOELLE ARNOLD	Associate Dean	Diversity, Inclusion, & Outreach	\$269,260
MELISSA MAYHAN	Associate Vice President	Office of Institutional Equity	\$226,644
SHANNON WINNUBST	Professor	Womens Gender & Sexuality Studies	\$173,054
YOLANDA ZEPEDA	Assistant Vice Provost	Diversity & Inclusion	\$171,889
ANDREA WILLIAMS	Academic Director	Diversity & Inclusion	\$170,435
NADIA HAQUE	Manager 4, Compliance	Institutional Equity	\$160,726
TREVA LINDSEY	Professor	Womens Gender & Sexuality Studies	\$157,227
TERRA BRANSTOOL	Compliance Specialist	Office of Institutional Equity	\$149,378

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Various departments have one or a handful of DEI-related staff, while the vast majority of such staff are concentrated in several larger DEI offices.

Ninety people work in the Office of Diversity and Inclusion – 14 of whom work on the [Young Scholars Program](#) for high school and college students, and another 14 who receive small stipends for the [Upward Bound program](#) for high school students.

Thirty-two people work in the Office of Institutional Equity, including Mitchell, the second highest paid of the 201 DEI employees.

Twenty-six professors, lecturers, instructors and academic program services specialists are employed in the area of women’s gender and sexuality studies, with the two highest paid earning \$173,054 and \$157,227.

COURSEWORK GOES OFF COURSE

While women’s studies may sound like nothing new, OSU’s current program includes, in their own words, study of “gender and sexuality as socially and culturally constructed phenomena that affect our personal lives, artistic expression, social relationships, and the ways we think about ourselves and the world.”

The department [offers courses like](#) “Sexualities and Citizenship: A survey of cultural, social, and political issues related to historical and contemporary lesbian experience in the United States” and “Queer Ecologies: Gender, Sexuality, & the Environment.” From the latter course description:

*“Queer ecologies seek to disrupt the gendered and heterosexual assumptions embedded in how we understand the environment, nature, and bodies (human and animal). From animal studies, queer and feminist social movements for environmental justice, trans*natures, and sexual politics, Queer Ecologies will articulate a commitment to new thinking about the challenges of planetary and climate change.”*

Given the funding for - and prevalence of - radical left-wing ideology on campuses, it’s no surprise that following the Oct. 7, 2023 Hamas attack on Israel, there were also [antisemitic attacks on students](#).

Pro-Palestinian OSU students and others held a series of protests and constructed a “solidarity encampment” in April, during which there were [at least 36 arrests](#).



Protestors also called for the university to [divest from Israel](#).

Protestors at Columbia University, the University of Michigan and the University of California, Los Angeles also had similar divestment demands. The demand is part of a larger movement known as BDS – those who support Boycott, Divestment and Sanctions for Israel.

FOREIGN FUNDING SOURCES

Foreign funders and state governments try to buy influence in higher education, with some of the largest donations coming from Qatar, Saudi Arabia and China. Billions of dollars flow from each to American universities nationwide.

All three countries have a track record of human rights abuses and their agendas are often at odds with American interests.

China has come under fire for its lack of transparency surrounding the COVID-19 outbreak, repressing its Uyghur minority population, and stealing American intellectual property through bribery and espionage.

On their own, universities aren't always transparent about their foreign funders, necessitating [federal law to require](#) colleges to report foreign-sourced gifts and contracts worth at least \$250,000 in a calendar year.

OSU has reported \$203.5 million from foreign sources since 2013.

Most of the foreign donations come from countries friendly to the United States, but **China gave \$15.8 million** to the university.

Ohio State runs a "[China Gateway](#)" program that helps connect students and alumni with career opportunities in East Asia. The university holds a China Career Fair each year, and the Fisher College of Business helps students secure Chinese internships.

In 2021, Ohio State researcher Song Guo Zheng [pleaded guilty](#) in Ohio to fraud for spending a \$4.1 million grant from the National Institutes of Health on immunology research for China. Zheng – a member of the Thousand Talents Program, through which China recruits foreign researchers – never disclosed his Chinese affiliations to Ohio State when he was hired in 2013.

He was sentenced to 37 months in prison and fined \$3.8 million for lying on applications and misusing the grants to develop China's own expertise in the areas of rheumatology and immunology.

"For years the defendant concealed his participation in Chinese government talent recruitment programs, hiding his affiliations with at least five research institutions in China. Zheng greedily took federal research dollars and prevented others from receiving funding for critical research in support of medical advances."

- Alan E. Kohler Jr., Assistant Director,
FBI Counterintelligence Division

Zheng's case demonstrates the potential benefit for foreign states and entities when they're able to access and leverage American wealth and intellectual resources. All the more reason they might be interested in making direct donations to further insinuate themselves and grow their influence.

Ohio State has also accepted **\$7.7 million from Saudi Arabian sources**. The school has its own [Alumni Club of Saudi Arabia](#), which gathered for a celebration in Riyadh in 2023.

Japan gave \$24.6 million, Switzerland gave \$17.7 million, The Netherlands gave \$17.4 million, Germany gave \$14.1 million, and the United Kingdom gave \$27.1 million, among other countries.

ROCK CLIMBING, BUG EATING & MISINFO FIGHTING

Since 2020, OSU has received almost \$3.5 billion in federal tax dollars from grants and contracts. Funds average about \$700 million a year.

Most funding – around \$2.6 billion – came in the form of research grants.



The Department of Health and Human Services is by far the top spender at \$1.3 billion. Department of Education is a distant second with \$447 million.

While the list goes on and on, these are a few examples of federal funds run amok at OSU:

- **\$445,600** from National Science Foundation for the Girls* on Rock program, which seeks to make the geosciences more diverse by providing “16-18-year-old girls and nonbinary individuals with immersive, hands-on experiences in the geosciences, combined with elements of artistic expression and technical rock climbing in the Rocky Mountains, Colorado.”
- **\$717,000** from Department of Agriculture to solve “cultural resistance in the USA and Europe [that] impedes the acceptance of insect proteins as food sources.” The grant states that “to overcome cultural barriers, a multidisciplinary research initiative seeks to develop sustainable extraction methods for obtaining protein, lipids, and valuable components from insect meal.”
- **\$749,999** from National Science Foundation for “actionable sensemaking tools for curating and authenticating information in the presence of misinformation during crises”
- **\$885,000** from Department of Health and Human Services for a project titled “Vaccine Hesitancy: Exploring the Role of Temporal and Cross-country Variation in Covid Rules, Vaccine Media Coverage, and Public Health Policy Consistency”

Other grants came from the National Science Foundation (over \$323 million), Department of Defense (\$197 million), and Department of Agriculture (\$155 million).

But the university also contracted with the federal government to provide services – it got almost \$29 million from the Department of Labor, almost \$16 million from DoD, \$8.4 million from HHS, \$3 million from Veterans Affairs and \$1.4 million from National Aeronautics and Space Administration (NASA).

These funds don't include government-backed student loans or tax breaks on OSU's [\\$7.9 billion endowment](#).

Despite OSU's extreme wealth, the university also took nearly \$225 million in federal Higher Education Emergency Relief Funds to offset expenses incurred by COVID-19 lockdowns and related economic uncertainties.

Other wealthy universities including Harvard, Yale, Stanford, Princeton and Northwestern, turned down COVID-related congressional funds.

DEI: PAY IT FORWARD?

We've demonstrated how OSU uses its cash reserves on an internal DEI infrastructure, but capturing the culture requires a give and take.

The university spent over \$46,000 last year on organizations with a DEI purpose, according to its vendor spending records.

It gave \$25,000 to [National Center for Faculty Development & Diversity](#), and \$4,500 to the [National Diversity Council](#) for workshops and other programs, even as the company is preparing to shutter.

Trenton-based [Salvation and Social Justice](#), "the leading organization in New Jersey for racial justice issues," also received \$16,500.

Records do not reflect whether services were provided or if these were simple grants for aligning with OSU's values.

CONCLUSION

All told, OSU has a mountain of public and private funds at its disposal. As a public institution, taxpayers are investing with the expectation that OSU turns out graduates ready to contribute to their state and nation, growing our economy and advancing our society. But Buckeye Nation has seemingly become beholden to DEI, with tens of millions spent on payroll to explicitly advance the cause.

But this worldview has proven divisive and costly in the real world outside academia, as private companies find themselves tangled in lawsuits over discrimination. For the sake of state and federal taxpayers, Ohio should get with the new program and step away from the DEI craze.

UNIVERSITY OF WISCONSIN-MADISON

While the Badger State is a mixed bag politically, and often hard to analyze, the capitol city of Madison is by all measures a haven for progressive youth and young professionals.



By [Michael Barera](#), CC BY-SA 4.0 | Alterations: brightness & contrast adjusted with Adobe Photoshop

BY THE NUMBERS

The University of Wisconsin-Madison spent \$5.2 million on pay for 73 employees with DEI-related roles in 2023. That's the equivalent of [full tuition and fees for 448 in-state students](#).

The highest paid is LaVar J. Charleston, Deputy Vice Chancellor for Diversity & Inclusion, earning \$308,824 in salary in 2023.

He serves as vice provost and chief diversity officer for the university, as well as the Elzie Higginbottom director of the Division of Diversity, Equity & Educational Achievement, [according to his bio](#).

Below him are four diversity and inclusion directors, earning between \$110,000 and \$146,000. Thirty more diversity and inclusion managers and specialists earned up to \$132,000.

A dozen DEI student services director and coordinators earned up to \$91,000.

Finally, 26 multicultural initiatives directors, managers and specialists made up to \$105,000.

In December 2023, the university system's Board of Regents [voted to freeze](#) the number of DEI positions and "realign" at least 43 DEI jobs over the next two years through "restructuring and reimagining of the DEI function."

NAME	TITLE	PAY
LAVAR CHARLESTON	Chief Diversity Officer	\$308,824
LOUIS MACIAS	Diversity & Inclusion Director	\$147,338
VANDHANA HILL	Diversity & Inclusion Director	\$142,792
CHRISTIAN CASTRO	Diversity & Inclusion Director	\$142,572
LUIS PINERO	Diversity & Inclusion Specialist	\$131,621
DOMINIC LEDESMA	Diversity & Inclusion Director	\$109,962
WARREN SCHERER	Multicultural Initiative Director	\$104,894
CLAUDIA GUZMAN	Multicultural Initiative Director	\$101,799
CAITLYN LOMONTE	Multicultural Initiative Director	\$100,648
DONALD GILLIAN-DANIEL	Diversity & Inclusion Manager	\$99,235

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Given the funding, and prevalence of radical left-wing ideology on campuses, it’s no surprise that following the Oct. 7, 2023 Hamas attack on Israel, students at UW-Madison clamored to [set up pro-Palestinian encampments](#). They also demanded the administration [divest from Israel](#) and cut ties with Israeli institutions, again in keeping with the BDS movement.

The student association chairwoman held a vote on the *second night of Passover* – despite protests from the Jewish community – attempting to create a committee with the power to pass divestment legislation without oversight. [She later apologized](#) after a contrary ruling from the student judiciary.

FUNDING FROM FOREIGN SOURCES

UW-Madison has reported receiving \$170.5 million from foreign sources since 2013.

Most of the foreign donations come from countries friendly to the United States, but Saudi Arabia gave **\$17.7 million** to the university. China gave \$5.6 million and Hong Kong added an additional \$4.9 million.

Japan gave \$27 million, England gave \$18.5 million, Switzerland gave almost \$14 million, Australia and The Bahamas each gave around \$7.4 million, among other countries.

The funds may pay for tuition for students from those nations, but also go toward fellowships, research and faculty positions. Those deals can allow foreign governments to buy influence at American universities.

Hong Kong, for example, gave the university \$500,000 to fund a professorship in computer science. The University of Wisconsin also runs a [student exchange program](#) with Hong Kong University of Science and Technology and with Tsinghua University School of Economics and Management in China.

BILLIONS IN FEDERAL FUNDING

Since 2020, UW-Madison has received over \$4.7 billion in federal tax dollars from grants and contracts. Funds average about \$950 million a year.

Most funding – around \$4 billion – came in the form of grants.

The Department of Health and Human Services is by far the top spender at \$2 billion. National Science Foundation is a distant second with \$518 million.

Some grants include:

- [\\$849,761](#) from National Science Foundation for “Digitally Inoculating Viewers Against Visual Misinformation with a Perceptual Training.” The abstract states that “misinformation poses a severe risk to society.” Researchers will develop a browser plugin that uses psychological concepts and machine learning to “vaccinate” themselves against “misinformation.”
- [\\$634,856](#) from National Science Foundation to explore “urgent yet underexplored dimensions of equity-minded pedagogical change work in higher education” which includes “an 8-hour short course, where participants will learn about and identify how racial exploitation and settler colonialism have shaped not only the history of the geosciences, but also its current practices and disciplinary culture.”
- [\\$628,235](#) from Department of Agriculture “to develop community-guided social justice strategies, values, and principles for climate-smart agriculture within Wisconsin's Tribal food systems as well as dairy and vegetable production.”
- [\\$352,799](#) from the Institute of Museum and Library Services to investigate “play-based programs and spaces” at museums and develop a “diversity audit tool for practitioners to examine their play programs and spaces for diversity, equity, inclusion, accessibility, and belonging considerations.”

Other grants came from the Department of Energy (over \$343 million), Department of Education (over \$337 million), Department of Agriculture (over \$303 million) and Department of Defense (over \$228 million).

But the university also contracted with the federal government to provide services – it got almost \$37 million from HHS, almost \$18.5 million from Administration, \$8 million from DoD, \$4.2 million from Agriculture and \$3.5 million from Commerce.

These funds don't include the value of government-backed student loans or tax breaks on UW-Madison's [\\$3.8 billion endowment](#).

Despite UW-Madison's multibillion dollar endowment, the university took over \$102 million in federal Higher Education Emergency Relief Funds to offset expenses incurred by COVID-19 lockdowns and related economic uncertainties.

Other wealthy universities including Harvard, Yale, Stanford, Princeton and Northwestern, turned down COVID-related congressional funds.

UNIVERSITY OF NORTH CAROLINA-CHAPEL HILL

In May 2023, an investigation by our auditors at Open the Books found that the University of North Carolina system of 16 campuses was spending [at least \\$90 million per year](#) in pay and benefits on no fewer than 686 staffers under the “diversity, equity and inclusion” umbrella.

A few months prior, in February, the UNC system dropped its DEI hiring requirements, stating: [The UNC System can no longer] “solicit nor require an employee or applicant for academic admission or employment to affirmatively ascribe to or opine about beliefs, affiliations, ideals, or principles regarding matters of contemporary political debate or social action as a condition to admission, employment, or professional advancement.”

Then, just the week before our report, UNC Chapel Hill’s Board of Trustees diverted \$2.3 million away from DEI efforts and to Public Safety. It came in response to the campus becoming embroiled in pro-Palestinian protests and encampments.

The stage was set for our bombshell findings, and ultimately accelerated DEI’s demise in the Tarheel State’s crown jewel university system.

Shortly after those events and our report, [UNC banned all DEI offices](#), make it one of a handful of state university systems beginning to pare back its “diversity, equity and inclusion” infrastructure.

While the UNC system formally [dropped its 2019 DEI policy](#) – eliminating 20 DEI positions campuswide at Chapel Hill –and seeking “institutional neutrality,” most DEI staff were reassigned including “to focus on student success, employee well-being or community building.”

DEI politics and practices are so embedded in the university culture that eliminating it, especially from classroom studies, is unlikely.

DEI-Related Payroll

UNC Chapel Hill, the system’s flagship campus, held the largest number of DEI-related employees by far, and spent the most money on them in 2023.

That university campus had 231 DEI positions last year – 88 dedicated DEI staff and 143 people in appointed roles, often part-time in addition to their other academic or administrative roles. That second group held DEI-related roles not shown in the payroll records. Found through an extensive audit of public-facing university websites, these employees are members of DEI committees, commissions and councils.

Chapel Hill spent \$29.2 million on salaries for these 231 people.

That’s the equivalent of tuition and fees for 6,500 [in-state undergraduate students](#).

TOP 10 HIGHEST PAID DEI STAFF		
UNC CHAPEL HILL		
NAME	TITLE	PAY
LEAH COX	Chief Diversity Officer	\$317,538
CLAUDE CLEGG	Professor, Dept. Chair African Afrl-Amer & Diaspora	\$230,673
CARRIE HALL	Equal Opportunity / Diversity Professional	\$222,034
KIM RAMSEY-WHITE	Assoc/Asst Dean, Public Health, Inclusive Excellence	\$177,714
KATHERINE NOLAN	Equal Opportunity / Diversity Professional	\$177,230
LERHONDA MANIGAULT-BRYANT	Professor, African Afrl-Amer & Diaspora	\$168,480
ARIANA VIGIL	Professor Dept. Chair Women's & Gender Studies	\$145,193
STEPHANIE BROWN	Equal Opportunity/Diversity Professional	\$138,840
KENNETH JANKEN	Professor, African Afrl-Amer & Diaspora	\$136,739
TIFFANY BAILEY	Equal Opportunity/Diversity Professional	\$130,979

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The highest paid DEI official was Leah Cox, chief diversity officer/vice provost for equity and inclusion, who made \$317,538 last year. The [UNC Chapel Hill website](#) now lists her title as Vice Provost for the Office of the Provost.

Carrie Hall, Equal Opportunity / Diversity Professional, made \$222,034.

Seven people in the women and gender studies department made between \$62,000 and \$145,000.

This program focuses on LGBTQ studies and social justice, [offering courses like](#) "Intersectionality: Race, Gender, Sexuality, and Social Justice," "Introduction to Transgender Studies," and "Women Mystics."

The graduate level course "Gender, Race, and Class Issues in Education," according to its description, "provides an understanding of (and remedies for) the racism, sexism, and class divisions that schools can perpetuate. Examines curriculum, counseling, and interaction in classrooms; structure and leadership; and fundamental assumptions."

Another grad-level course "Theorizing Black Feminisms" discusses the "theoretical and practical contributions of African American feminists who maintain that issues of race, gender, sexuality, and social class are central, rather than peripheral, to any history or strategy for bringing about social justice in the United States."

Finally, “Queering China” explores “queer expressions in Chinese literature and visual culture from 1949 through the twenty-first century. It surveys a combination of all-time classics and lesser-known cultural texts featuring non-heteronormative sexual desire and gender-bending performance. We mobilize queer as a broad site of critique beyond Western models of the concept, asking not only how queer challenges normative bodyminds [sic], but also how it negotiates notions of age, family, race, and the neoliberal order.”

Thirty-eight of the 88 dedicated DEI staff listed on the payroll made \$100,000 or more last year.

The university also spent over \$50,000 last year on organizations with a DEI purpose, according to its vendor spending records.

\$45,000 went to the [Equity Collaborative](#), a national consulting firm providing equity coaching for schools. Its staff is “made up of lifelong educators dedicated to educational equity, antiracism, and DEI initiatives,” it states.

Another \$5,000 was spent on training for Chapel Hill’s [Equity Fellows program](#), which pays full tuition and fees for selected graduate students. It also provides them with a graduate assistantship and a two-year \$15,000 stipend. The fellows provide coaching and advising to underrepresented students.

Following the nation-wide trend, UNC students [held protests](#) in support of Palestinians, vandalizing buildings last fall. In the spring, [40 people were arrested](#).

Most were charged with trespassing after refusing police orders to end a four-day “Gaza solidarity encampment” outside UNC Chapel Hill’s South Building. Six had additional charges, including assault on a law enforcement officer and resist, delay and obstruct, according to The News & Observer.

FUNDING FROM FOREIGN SOURCES

Chapel Hill has reported \$84.7 million from foreign sources since 2013. The funds are comprised of 405 foreign contracts and gifts, but the university has not provided a description for any of them.

Roughly half of money came from Canada and the United Kingdom, while other countries – including Switzerland, Japan, France and Sweden – gave between \$2.5 million and \$6.5 million.

On the other hand, the university signed a \$252,000 contract with an unnamed source in Qatar in 2017. It also accepted \$1.4 million from Chinese sources, plus another \$650,000 in gifts from Hong Kong and over \$2 million from Taiwan.

In December 2023, the China Medical Board announced it would award a [\\$340,000 grant](#) to UNC, Yale University and Michigan University for American students to complete their PhD research in China.

The grant is part of [UNC Project-China](#), a mission to “work collaboratively through research, teaching and service to improve the health of China and promote the University’s presence in China.”

UNC's business school also offers an [exchange program](#) with the Chinese University of Hong Kong Business School. The Hong Kong school's [master's program](#) was found to have at least 30 students who forged their undergraduate degrees and pretended to have attended American or other universities.

The project was funded by an initial five-year grant in 2013 for [\\$213,822](#) through the [National Institutes of Health Fogarty International Center](#). The NIH has given around [\\$1 million](#) more to the project since then.

Chapel Hill professor Ralph Baric's work on gain-of-function research in China came under [scrutiny](#) recently in the wake of the COVID pandemic, although such research was not a part of the UNC Project-China grant. According to documents from a recent lawsuit to release information about Baric's gain-of-function research activities related, Baric's lab had received [over \\$200 million in federal research funding](#).

BILLIONS IN FEDERAL FUNDING

Since 2020 UNC Chapel Hill has received over \$4.5 billion in federal tax dollars, averaging around \$1 billion a year. Most funding – \$3.6 billion – came in the form of grants.

The Department of Health and Human Services awarded by far the most grants at \$2.8 billion, with Department of Education and National Science Foundation a distant second and third at \$324 million and \$183 million, respectively.

Some grants include:

- [\\$2.35 million](#) from National Science Foundation to support “racially and ethnically diverse youth in learning about climate resilience in informal settings, including community centers, afterschool programs, and museums.”
- [\\$1.5 million](#) from National Science Foundation to support restructuring “middle school science education around grand challenges such as pandemics, climate events, and diminishing biodiversity.”
- [\\$964,736](#) from Department of Health and Human Services to “address vaccine hesitancy and increase COVID-19 vaccine uptake among African American young adults in the South” because, according to the grant “given their high rate of asymptomatic infection compounded by transmission rates that are being fueled by behaviors that run contrary to physical distancing and face covering regulations, [young adults] represent a priority population upon which to focus efforts to ensure high levels of COVID vaccine uptake.”
- [\\$54,981](#) from National Endowment for the Humanities to support a “Critical Game Studies” minor at UNC Chapel Hill that would bring “rhetorical and literary theories together with feminist studies, queer studies and ethnic studies to investigate how game narratives shape and are shaped by power structures and cultural representations.”

These funds do not include government-backed student loans or tax breaks on UNC Chapel Hill's \$5.1 billion endowment.

Despite UNC Chapel Hill's extreme wealth, the university took over \$88 million in federal Higher Education Emergency Relief Funds to offset expenses incurred by COVID-19 lockdowns and related economic uncertainties.

UNIVERSITY OF TEXAS AT AUSTIN

A 2023 law passed by the Texas state legislature requires state universities [to close their DEI offices](#), end mandatory diversity training and ban companies from asking job candidates to pledge their commitment to diversity as a condition of employment, effective Jan. 1, 2024.

In April 2024, UT Austin announced it was “discontinuing programs and activities within the Division of Campus and Community Engagement (DCCE) that now overlap with our efforts elsewhere” as well as closing DCCE and redistributing the remaining programs, such as disability services, University Interscholastic League, the UT charter schools, and volunteer and community programs.

Funding that had been used to support the DEI apparatus “will be redeployed to support teaching and research,” [the university president announced](#).

After the announcement, UT Austin laid off at least 60 staff members who previously worked in related roles, [the Austin American-Statesman reported](#).

The Division of Campus and Community Engagement was previously known as the [Division of Diversity and Community Engagement](#) (DDCE), with employees still listed under DDCE in the 2023 payroll.

OpentheBooks.com requested the 2023 payroll in September 2024, and received it in January 2025. The records show 93 people working in the DDCE, with salaries totaling \$8 million.

Another 23 people in other DEI roles made \$1.8 million, totaling almost \$9.8 million in pay.

That’s the equivalent of [tuition for over 1,800 in-state](#) liberal arts majors.

The highest paid DEI official in 2023 was Charles Breithaupt, associate vice president, Office of the Vice President for Campus, Community Engagement, making \$439,320.

Octavio Martinez, senior associate vice president in the same office, took home \$394,148.

Another 27 people make between \$100,000 and \$255,000, working for the Division of Campus and Community Engagement, Office of the Vice President for Diversity and Community Engagement, Center for Women's and Gender Studies, Academic Diversity Initiatives, Equity, Community Engagement and Outreach and Campus Life and Belonging.

It’s unclear how many of the 116 people working in DEI roles in 2023 remained at UT Austin and in what roles.

The university also spent over \$381,000 last year on organizations with a DEI purpose, according to its vendor spending records. The records don’t specify what the spending is for – whether a grant, payment for a service or goods.

[National Center for Faculty Development and Diversity](#) received the largest figure from UT Austin of any DEI-related organization – \$125,000.



The university gave \$69,000 to the [Equal Justice Center](#), which provides free legal services to undocumented immigrant, and \$74,250 to the [Austin Justice Coalition](#), which “serves people who are historically and systematically impacted by gentrification, segregation, over policing, a lack of educational and employment opportunities, and other institutional forms of racism in Austin.

The San Antonio-based Refugee and Immigrant Center for Education and Legal Services, Inc. got \$37,500, the Austin chapter of NAACP got \$10,000.

[DAWA](#) – Diversity Awareness and Wellness in Action – collected \$25,000 from the university.

Brooklyn-based [Transgender Equity Consulting Inc](#) was paid \$15,000, while Ann Arbor-based consulting firm [Inclusion Nation](#) received almost \$21,000.

[The Institute for Democratic Education and Culture](#), “a non-profit organization dedicated to the advancement of education, racial and social justice, cultural literacy, leadership development and activism” received \$2,500.

The Wichita-based abortion provider, [Trust Women Foundation](#), got \$1,200, and Austin Latino/a Lesbian & Gay Organization got \$1,000.

Given the funding, and prevalence of radical left-wing ideology on campuses, it’s no surprise that following the Oct. 7, 2023 Hamas attack on Israel, there were antisemitic acts, including [vulgar antisemitic graffiti](#) on a building that houses UT Austin’s Jewish student organization Hillel.

Pro-Palestinian UT Austin students and others held protests, as was the case all over American campuses. In April, [79 people were arrested](#) as a result.

Protestors also called for the university to [divest from Israel](#).

Columbia University, the University of Michigan and the University of California, Los Angeles had similar divestment demands.

NAME	TITLE	PAY
CHARLES BREITHAUPT	Associate VP, DDCE Office of the VP for Campus, Community Engagement	\$439,320
OCTAVIO MARTINEZ	Senior Associate VP, DDCE Office of the VP for Campus, Community Engagement	\$394,148
JENNIFER MAEDGEN	Senior Associate VP, DDCE Office of the VP for Campus, Community Engagement	\$254,711
RYAN SUTTON	Director I, DDCE Division of Campus & Community Engagement	\$234,720
ANTHONY BROWN	Summer Non-Teaching Activities, DDCE Office of the VP for Diversity, Community Engagement	\$212,907
MARQUITA BOOKER	Associate VP, DDCE Office of the VP for Campus, Community Engagement	\$210,966
DARREN DAVID KELLY	Associate VP, DDCE Office of the VP for Campus, Community Engagement	\$172,831
LISA MOORE	Summer Non-Teaching Activities, Center for Women's & Gender Studies	\$169,813
TIFFANY TILLIS LEWIS	Assistant VP, DDCE Academic Diversity Initiatives	\$160,045
ALISON KAFER	Summer Non-Teaching Activities, Center for Women's & Gender Studies	\$158,181

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FEDERAL GRANTS AND CONTRACTS

Since 2020 University of Texas at Austin has received over \$3.5 billion in federal tax dollars from grants and contracts. Funds average around \$700 million a year.

Most funding—\$2.5 billion—came in the form of grants.

YEAR	GRANTS	CONTRACTS	SUB-GRANTS	SUB-CONTRACTS	TOTAL BY YEAR
2020	\$396,268,176	\$141,007,583	\$54,374,735	\$5,626,000	\$597,276,494
2021	\$527,925,193	\$134,924,970	\$68,028,851	\$12,426,555	\$743,305,569
2022	\$409,252,278	\$131,437,741	\$151,901,076	\$3,331,061	\$695,922,155
2023	\$503,064,845	\$129,548,161	\$70,226,361	\$7,271,759	\$710,111,126
2024	\$672,772,794	\$90,352,882	\$62,041,290	\$3,709,346	\$828,876,312
	\$2,509,283,287	\$627,271,336	\$406,572,313	\$32,364,721	\$3,575,491,656

Three have awarded UT Austin around \$600 million since 2020: The National Science Foundation gave the most at \$615 million, followed by the Department of Education (\$598 million), and the Department of Health and Human Services (\$590 million).

Some grants include:

- [\\$1.19 million](#) from National Science Foundation to support “the initial steps to create a center for equity in engineering with a centering vision that diversity, equity, and inclusion are the responsibility of everyone within the university’s engineering community.”
- [\\$792,443](#) from Health and Human Services to test the hypothesis that “it is cisheteronormativity, the societal belief that everyone is cisgender and heterosexual, that increases risk for exposure to general ACEs [adverse childhood experiences], that cisheteronormativity leads to cisheterosexism, or SGM [social and gender minority]-identity based discrimination, mistreat and violence exposure, and that exposure to cisheterosexism in early life should be considered a unique ACE experienced by SGM populations.” (“Cisgender” means someone who identifies with their own sex.)
- [\\$473,913](#) from National Science Foundation for a project titled “Empowering Engineering Scholar-activists Through Community-Driven Research Experiences.” The abstract states that “students will read and discuss relevant engineering education and sociology literature, reflect on their own experiences and actions, engage with activists across campus, conduct their own research on engineers from marginalized groups, and lead future community outreach and organization efforts.”

Notably, the Department of Defense gave UT Austin \$368 million in grants and nearly \$600 million in contracts, mostly for various defense-related research. UT Austin hosts the Defense Research Advancement team, a Department of Defense University-Affiliated Research Center.

TOP 5 FEDERAL AGENCIES (GRANTS)	AMOUNT
National Science Foundation	\$615,176,374
Department of Education	\$598,044,814
Department of Health and Human Services	\$590,275,861
Department of Defense	\$368,572,945
Department of Energy	\$208,440,513

TOP 5 FEDERAL AGENCIES (CONTRACTS)	AMOUNT
Department of Defense	\$592,881,509
National Archives and Records Administration	\$15,216,582
National Aeronautics and Space Administration	\$9,148,944
Department of Health and Human Services	\$3,927,470

These billions in taxpayer funds do not include government-backed student loans or tax breaks on the university's [\\$18.8 billion](#) endowment. Such endowments are not subject to taxation.

Despite UT Austin's multibillion dollar endowment, the university took over \$166 million in federal Higher Education Emergency Relief Funds to offset expenses incurred by COVID-19 lockdowns and related economic uncertainties.

FUNDING FROM FOREIGN SOURCES

The University of Texas at Austin has accepted \$380.5 million from foreign sources since 2013.

The university has accepted money from sources in 51 different countries, but China (\$25.3 million) and Saudi Arabia (\$19.7 million) are both among the 10 largest benefactors.

[UT Austin](#) runs the Empowering Saudi Women Through Entrepreneurship program, which aims to “introduce selected Saudi women entrepreneurs” to the Austin market to compete with American workers. It’s operated in partnership with the King Abdullah University of Science and Technology, named after the former monarch who authorized torture and public beheadings during his reign.

Roughly 25% of all Saudi funding to Texas universities in the last 10 years went to UT Austin.

The university also has [its own chapter](#) of the Chinese Students and Scholars Association. The [U.S. State Department](#) says the organization exists to “monitor Chinese students and mobilize them against views that dissent from the Chinese Community Party’s stance.”

UT Austin once had a China Public Policy Center, though it appears to no longer be active.

The college has also been masquerading as an oil baron around the world: all three of China’s major state-owned oil companies have [signed contracts](#) of \$100,000 or more for what the university described only as “research activities.” The college signed another four \$50,000 contracts with the Kuwait Oil Company and accepted \$800,000 in contracts from the Abu Dhabi Oil Company in the United Arab Emirates.

UNIVERSITY OF VIRGINIA

The University of Virginia has planted a flag very publicly when it comes to DEI. As part of a decade-long strategic plan for the university, leadership have pledged to dedicate over \$900 million toward DEI staffers, coursework, research, programming and even community outreach in Charlottesville and its environs.

Despite the loud and proud approach taken, UVA has also been exceptionally aggressive in denying Open the Books data since our research team began investigating.

235 DEI STAFFERS AND COUNTING

The University of Virginia spends an estimated \$20 million annually on 235 part-time and full-time employees with DEI-related roles, [OpenTheBooks.com reported in 2023](#) – that’s the equivalent of 1,000 first-year-student tuition payments.

This includes staff identified in 2023 UVA-provided payroll records who work for the Office for Diversity, Equity and Inclusion, Office of Diversity & Engagement, Center for Diversity, Equity Center and Multicultural Student Services, among others.

TOP 10 HIGHEST PAID DEI STAFF		
UNIVERSITY OF VIRGINIA		
NAME	TITLE	PAY
MARTIN N. DAVIDSON	Senior Associate Dean & Global Chief Diversity Officer	\$451,800
KEVIN G. MCDONALD	Vice President for DEI & Community Partnerships	\$401,465
TRACY M. DOWNS	Chief Diversity and Community Engagement Officer & Professor of Urology	\$312,000
MARK STEVEN CARTWRIGHT	Senior Director of Procurement & Supplier Diversity Services	\$224,375
MEARA M. HABASHI	Associate Dean for DEI for the School of Engineering & Applied Science	\$212,749
KEISHA JOHN	Associate Dean for Diversity & Inclusion	\$202,674
RACHEL SPRAKER	Assistant Vice President for Equity and Inclusive Excellence	\$186,800
CHRISTIE JULIEN	Senior Assistant Dean, DEI	\$177,700
KIERAH BARNES	Director of Advanced Practice Diversity & Development	\$172,000
MARK C. JEFFERSON	Assistant Dean for Community Engagement & Equity	\$166,260

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The university also spent at least \$137,000 on DEI-related vendors, according to the UVA checkbook and credit card spending records from 2023.

Among others, National Center for Faculty Development & Diversity, LLC got \$20,000; various organizations encouraging diversity in higher education received over \$18,000; Equity Literacy Institute got \$8,500; Racial Equity Institute collected \$7,000; and Partners for Racial Equity received \$4,038.

UVA has been yet another hotspot for student and faculty activity amidst the conflict in the Middle East, with students subjected to [antisemitic attacks](#).

UVA President Jim Ryan [released a statement](#) on Oct. 11, calling out Hamas' "brutal terrorist attacks on Israel" and condemning the "horrific violence."

Shortly after, about 100 UVA faculty [signed a letter](#) supporting Palestinians.

While students [voted on a referendum](#) sponsored by Students for Justice in Palestine to divest UVA's endowment funds from Israel, the vote was purely symbolic, as students have no power to determine how UVA invests its funds. Once again, the BDS sentiments were crosswise with the realities of such a complex demand.

FUNDING FROM FOREIGN SOURCES

UVA has reported receiving \$347 million from foreign sources since 2013.

Most top foreign donations came from countries friendly to the United States, but remarkably little is disclosed by the university about the nature of any of its transactions.

While Saudi Arabia only gave the university \$1.4 million since 2013, it gave a remarkable \$29 million in 1995.

The majority of foreign funds come from Switzerland – \$46 million – but only one donation, for \$462,000, includes a recorded transaction description.

The big check from an anonymous donor was marked for various scholarships, and \$360,000 went to the "Dean's Fund for Democracy Initiative," which was launched in 2018. [Melody Barnes](#), former director of the Domestic Policy Council under President Obama, was selected to lead the initiative.

While China gave over **\$11 million to the university since 2013**, only one payment has a description: \$250,000 for "secunded faculty" [sic]. Secunded faculty are those on rotation from a different department or a different institute.

These two examples demonstrate how such funding can both support the ideological underpinnings of a university, and place faculty chosen by foreign funders into American universities.

Other countries giving over \$10 million each included Ireland, Japan, Germany, England, Denmark, Israel, France and Swaziland, now known as Eswatini.

BILLIONS IN FEDERAL FUNDING

Since 2020, UVA has received \$1.8 billion in federal tax dollars. Federal funding averages around \$370 million a year.

YEAR	GRANTS	CONTRACTS	SUB-GRANTS	SUB-CONTRACTS	TOTAL BY YEAR
2020	\$287,564,588	\$7,720,056	\$83,741,804	\$1,527,449	\$380,553,897
2021	\$313,021,592	\$8,595,485	\$39,848,759	\$20,637,785	\$382,103,621
2022	\$301,059,887	\$6,712,951	\$50,450,626	\$2,843,038	\$361,066,501
2023	\$314,528,881	\$9,876,627	\$73,825,764	\$1,319,113	\$399,550,385
2024	\$279,917,709	\$3,192,600	\$44,489,919	\$659,346	\$328,259,574
	\$1,496,092,656	\$36,097,720	\$292,356,871	\$26,986,731	\$1,851,533,978

Federal spending at UVA from 2020-2024. The chart does not include a \$1.2 billion subgrant in spending data that we believe is an accounting error.

Almost \$1 billion of the federal funds are grants from Health and Human Services. Some grants include:

- **\$1.8 million** for “erasing racism and violence through collaborative intervention with teachers and youth.” [The grant abstract](#) cited urban, under-resourced schools being concentrated in racial and ethnic minority communities, including students in Baltimore, who are suffering in part from “teacher implicit bias.”
- **\$600,000** to “identif[y] and measur[e] domains of structural ableism” which “parallels foundational work across other forms of structural oppression, such as structural racism, classism, ageism, sexism, and heterosexism.”
- **\$332,315** to study the “epidemiological impact of non-uniform uptake of the newly approved SARS-CoV-2 vaccine for children in the U.S.” because, according to the grant abstract, “with the recent approval of vaccinations for young children, we now have a real opportunity for controlling COVID-19.”

Other grants came from the Department of Education (almost \$200 million), National Science Foundation (\$185 million), Department of Defense (\$77 million) and Department of Energy (\$46 million).

But UVA also contracted with the federal government to provide services – it got almost \$21 million from the Department of Defense, around \$11 million from the Department of Transportation, almost \$2 million from National Science Foundation, and under a million dollars each from Department of Veterans Affairs and National Aeronautics and Space Administration (NASA).

These funds don’t include government-backed student loans or tax breaks on UVA’s [\\$7 billion endowment](#), as of January 2024.

Despite UVA's extreme wealth, the university took nearly \$59 million in federal Higher Education Emergency Relief Funds to offset expenses incurred by COVID-19 lockdowns and related economic uncertainties.

NOTE: *Following the initial reporting from Open the Books, the University of Virginia made a sustained effort to counter our findings and downplay their spending on DEI. UVA leadership utilized the campus newsletter, alumni communication, friendly letters to the editor and fact checks in an ostensibly organized effort to debunk the findings, which they called "highly inflated." Our investigative journalists used payroll data provided by their own staff, were transparent about our methodology, and then posted the entire file online. That way, any taxpayer could draw their own conclusions.*

This blowback was a leading indicator that campus administrators might be aware there would be a reckoning for financial, cultural and pedagogical commitments to DEI. Those concerns would prove warranted in the ensuing months as criticism of the philosophy remained front and center in the national policy discussion, culminating in a brutal New York Times report on the University of Michigan's DEI efforts ([see page 36](#)).

Open the Books' exhaustive response to UVA is included in **Appendix A**.



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RUTGERS UNIVERSITY

HUNDREDS OF DEI-RELATED STAFF

Rutgers, the State University of New Jersey, spent \$10 million on pay for 136 employees with DEI-related roles last year. *That's the equivalent of [tuition and fees for 558 in-state students](#) attending the main New Brunswick campus.*



TOP 10 HIGHEST PAID DEI STAFF		
RUTGERS UNIVERSITY		
NAME	TITLE	PAY
ENOBONG BRANCH	Senior VP, Univ Equity & Inclusion	\$341,746
MICHELLE A. STEPHENS	Executive Director, Institute for Global Racial Justice	\$341,746
NYEEMA C. WATSON	Senior Vice Chancellor, Diversity, Inclusion & Community Engagement	\$245,472
JASBIR K. PUAR	Professor, Women's, Gender, Sexuality	\$217,386
CAROLYN M. DELLATORE	Associate VP, Employment Equity	\$209,250
BRITTNEY COOPER	Professor, Women's, Gender, Sexuality	\$208,753
ETHEL BROOKS	Professor, Women's, Gender, Sexuality	\$203,190
MARTIN F. MANALANSAN	Professor, Women's, Gender, Sexuality	\$200,000
CHARLOTTE A. BUNCH	Professor, Women's, Gender, Sexuality	\$179,414
JOAN COLLIER	Associate Vice President, University Equity & Inclusion	\$172,640
MARY K. TRIGG	Professor, Women's, Gender, Sexuality	\$169,095

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The highest paid DEI officials are [Enobong Branch](#), senior vice president for equity and inclusion, and Michelle Stephens, executive director for the Institute for Global Racial Justice. Both earned \$341,746 in their main roles last year.

Stephens also earned another \$30,000 in her secondary assignment in a non-teaching position. The payroll is unclear about exactly what the role is, saying only "[coadjutant-nonteaching.](#)"

Nyeema C. Watson, senior vice chancellor for Diversity, Inclusion & Community Engagement, earned \$245,472, while Jasbir K. Puar, a professor of Women's, Gender, and Sexuality, earned \$217,386.

Three more Women's, Gender, and Sexuality professors earned over \$200,000. Sixty-six people in total work for that department as professors, lecturers, program coordinators, teaching assistants and more.

As is the case at some of the other schools investigated, this program has sexuality studies and social justice at its focus, [offering courses like](#) "Social Justice Movements" and "Poverty, Inequality, and Gender."

Besides the Women's, Gender, and Sexuality Studies major, students can choose from the department's following four minors: Women's, Gender, and Sexuality Studies, Critical Sexualities, Social Justice, and Gender and Media.

Twenty-five people on the Rutgers payroll with DEI-related roles made between \$100,000 and \$200,000.

There are others that don't appear on the payroll in a DEI-related capacity but do hold such positions.

For instance, Dr. Haejin In, a surgical oncologist earning \$533,353, is also inaugural Associate Director of DEI and Chief Diversity Officer on the Diversity, Equity and Inclusion team [for Rutgers Cancer Institute](#).

Rachel Born, PhD, earns \$124,085 as the DEI team's program director, and LaShawna Edmond earns \$73,232 as DEI programming assistant. Both are included in the payroll in those capacities.

There are 11 people working in the [Faculty Diversity Collaborative Team](#), including Corinne Castro, [senior director](#) for faculty diversity and institutional transformation, making \$142,394.

Sangeeta Lamba, whose department on the Rutgers payroll is "emergency medicine," has a listed job title of "vice pres-prof." Thus his \$437,233 salary isn't counted in our DEI-related payroll tally. However, he's also listed on the Faculty Diversity Collaborative Team with two titles: vice president for faculty development and diversity, and vice chancellor for diversity and inclusion.

There are another 11 people – making up to \$134,000 – in the Rutgers Graduate School of Applied and Professional Psychology's [Inclusive Schools Project](#), which works with K-12 schools on the "school climate transformation project ... to promote systems-level change and inclusive and positive school climates."

[The Institute for the Study of Global Racial Justice](#) is a "conduit for new knowledge and ideas, providing opportunities for Rutgers faculty whose inquiries address racism and social inequality to work collaboratively and effect meaningful action and positive change."

It lists 26 employees on the Rutgers payroll, including the highly-paid executive director, Michelle Stephens (\$341,746).

The University Equity and Inclusion Department, headed by the senior vice president for equity and inclusion, Enobong Branch (\$341,746), has another eight people on its payroll, including its assistant vice president, [Joan Collier](#), who earns \$172,640.

Once again, we found that following the Oct. 7 attacks, students [held protests](#) in support of Palestinians.

The university [announced a one-year suspension](#) of the New Brunswick chapter of Students for Justice in Palestine, which led to the spring protests and created a four-day encampment on its main campus.

University officials caved to [eight of the 10 demands](#) made by the protestors, balking only at the call to divest its financial holdings from companies with ties to Israel or benefitting from the war, and to sever its partnership with Tel Aviv University.

The university [recently announced](#) the creation of a “[Democracy Lab](#)” to battle disinformation and promote civil discourse and political participation. “Students will be at the heart of this lab, not just studying the global challenges to democracy, but putting democracy into action,” then-Rutgers President Jonathan Holloway said.

He cited the November election underscoring “the need for more engaged and informed voters. That is especially important after social media and podcasts, some of which spread misinformation, had an outsized influence in November’s election.”

FUNDING FROM FOREIGN SOURCES

Rutgers has reported \$285.5 million from foreign sources since 2013, most of it coming from allies the United Kingdom, Japan, Greece, Switzerland, and other European countries.

But more than \$26 million has come from China and an additional \$3.8 million from Hong Kong, with Rutgers offering grants and scholarships through its [Beijing Center](#) and its [China Office](#).

The partnership exists even as Rutgers’ own faculty continues to produce alarming research about China.

Molecular biologist Richard Ebright said earlier this year he had found a “[smoking gun](#)” proving Covid-19 was intentionally created in a Chinese laboratory. Another [Rutgers study](#) suggests the Chinese government controls content on the social media platform TikTok to “psychologically manipulate” users into supporting China.

Rutgers has also partnered with entities in the Middle East, accepting **\$630,000 from Saudi Arabia and \$327,000 from Qatar** in the last decade.

The school’s [Center for Middle Eastern Studies](#) offers 70 rotating courses including “Comics in the Middle East.” The class “Media in the Arab World” teaches students about Qatar-based news outlet Al-Jazeera. The Israeli government [accused](#) the broadcaster of “actively participating in the October 7 massacre and inciting violence against IDF soldiers.”

[In 2022](#), a group of Rutgers faculty visited the Middle East to “explore new partnerships in the region, as well as opportunities for student recruitment and alumni engagement.”

Spending on the Middle East will only increase, even if it’s not directly funded by Arab nations. Rutgers gave in to student protestors [earlier this year](#) by agreeing to build a new “Arab Cultural Center” and to give out scholarships so Gazan students can study at Rutgers.

Rutgers also signed a contract with Russia in 2021, but it was only worth \$1, at least according to federal disclosures.

BILLIONS IN FEDERAL FUNDING

Since 2020, Rutgers has received nearly \$3 billion in federal tax dollars, averaging around \$570 million a year, with most funds – \$2.6 billion – coming from grants.

Nearly half of the grants to Rutgers are awarded by the Department of Health and Human Services (about \$1.2 billion), with other substantial sums coming from the Department of Education (\$775 million) and National Science Foundation (\$271 million).

Some examples include:

- [\\$849,935](#) from National Science Foundation to develop an artificial intelligence application for teachers in high poverty schools to practice “behavioral management” in a virtual classroom.
- [\\$297,475](#) from the Department of Agriculture to convince Americans to eat more farmed seafood because, according to the grant description, “most Americans do not eat the recommended amount of seafood each week” and “consumer preference for wild over farmed fish limits the production and profitability of the aquaculture industry.”
- [\\$112,949](#) from National Science Foundation to develop “theory around processes of social control, state practices and human agency” about the deportation of “immigrants with criminal records.” The study will deepen the “understanding of the relationship between citizenship, the law, and policing practices that have so impacted racialized immigrant communities.”
- [\\$60,000](#) from National Endowment for the Arts to “support an ethnographic case study of the role of hip-hop-based arts education in facilitating youth community-building, agency, and activism.”

Other grants came from the Department of Agriculture (over \$59.9 million) and Department of Defense (\$53 million).

But the university also contracted with the federal government to provide services – it got \$49 million from HHS, \$17.6 million from DoD, \$6.6 million from Veterans Affairs, and \$2.7 million from the Department of Transportation.

These funds don’t include the value of government-backed student loans or tax breaks on Rutgers’ [almost \\$2 billion endowment](#).

Despite Rutgers’ extreme wealth, the university took nearly \$290.5 million in federal Higher Education Emergency Relief Funds to offset expenses incurred by COVID-19 lockdowns and related economic uncertainties.

UNIVERSITY OF ILLINOIS URBANA-CHAMPAIGN

OVER 100 DEI STAFFERS

University of Illinois Urbana-Champaign spent almost \$7 million on pay for 112 employees with DEI-related roles last year. *That's the equivalent of [tuition and fees for almost 400 in-state students](#).*

NAME	TITLE	PAY
NICOLE SUZANNE DEL CASTILLO	Chief Diversity and Inclusion Officer	\$420,000
SEAN C. GARRICK	Vice Chancellor for DEI	\$228,000
NIZAM ARAIN	Associate Vice Chancellor for Access & Equity	\$190,692
GIOCONDA GUERRA PEREZ	Executive Associate Vice Chancellor for Diversity	\$187,248
SONYA L. CHAMBERS	Executive Director Strategic Initiatives, in Vice Chancellor for Diversity	\$169,500
CHANTAL NADEAU	Professor, Gender and Women's Studies	\$161,196
ADAM JAREB VANDUYNE	Executive Director, in Vice Chancellor for Diversity	\$147,192
DOMONIC R. COBB	Assistant Vice Chancellor in Inclusion & Intercultural Relations	\$144,996
MELANIE ASHLEY MCCOY	Professor, Gender and Women's Studies	\$136,992
KAREN FLYNN	Professor, Gender and Women's Studies	\$133,164

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The highest paid DEI official is Nicole Suzanne del Castillo, the chief diversity and inclusion officer, who made a stunning \$420,000 last year – more than the President of the United States.

Sean C. Garrick, vice chancellor for diversity, equity and inclusion, made \$228,000, the highest paid among the 14 people working in the Office of Vice Chancellor for Diversity.

The Office for Access and Equity employs 22 people, including Nizam Arain, associate vice chancellor for access and equity, who made \$190,692 last year, as the third highest paid DEI official.

Gioconda Guerra Perez, executive associate vice chancellor for diversity, was the fourth highest paid, making \$187,248.

The [Department of Inclusion and Intercultural Relations](#) employs 35 people, giving its highest paid employee, Domonic R. Cobb, assistant vice chancellor for student success, inclusion, and belonging, \$145,000.

Sixteen people work in the Gender and Women's Studies department, most of them professors, earning up to \$161,000.

By its own description, the Women’s Studies department has become “well-equipped to illustrate and investigate gender and other relations of power, such as sexuality, race, indigeneity, class, nationality, religion, and ability, as these form and inform discourses and practices in historical and contemporary arrangements.”

It [offers courses like](#): “Gender in Gaming;” “The Politics of Fashion;” “Queer Theory;” “Fairy Tales and Gender Formation;” and “Transnational Sexualities.”

The university also spent over \$135,000 last year on organizations with a DEI purpose, according to its vendor spending records.

The Greensboro, NC-based [Racial Equity Institute](#) received \$72,000 over six payments in 2023.

It offers workshops, organizational assessments and “an analysis of the organization’s stage of development in becoming an anti-racist organization.”

It says the process to “proactively understand and address racism, both in their organization and in the community where the organization is working” is an 18-month to two-year process.

It offers workshops, organizational assessments and “an analysis of the organization’s stage of development in becoming an anti-racist organization.”

It says the process to “proactively understand and address racism, both in their organization and in the community where the organization is working” is an 18-month to two-year process.

Richmond, CA-based Reimagine Gender got \$4,400 to help the university [“understand gender.”](#)

[Practical Diversity Associates](#) in College Park, GA, got \$7,000 to teach courses like “Becoming Anti-Racist,” “Overcoming Microaggressions,” and “Multicultural Competence.”

The National Center for Faculty Development & Diversity LLC received \$34,000 from the university’s Education Administration Research office and its Campus Wide Programs office.

In 2020, Jewish students filed a Title VI discrimination complaint with U.S. Department of Education’s Office for Civil Rights, alleging [“anti-Semitism masked in a cloak of social justice.”](#)

In September, a resolution was announced “that re-affirms the University’s commitment to the principles set out in its November 2020 [joint statement on antisemitism](#) and contains specific commitments for the safety and inclusion of Jewish students in Urbana-Champaign that go well beyond the terms of the OCR settlement.” Hillel, a Jewish campus organization, reported the development.

Just as they did at other public schools, Rutgers students [held protests](#) in support of Palestinians, and they didn’t quite do it calmly; some were [charged with mob action](#).

FUNDING FROM FOREIGN SOURCES

University of Illinois Urbana-Champaign has reported \$226.3 million from foreign sources since 2013.

China was by far the largest contributor, giving \$80.6 million to the university. Chinese funds represent more than one-third of the foreign money, including two contracts worth over \$19 million each. The two contracts are the 17th and 18th largest payments from China that any American university has reported in the last 10 years.

In 2019, the university's business school announced Chinese enrollment was so high that it needed to [buy insurance](#) to protect against a sudden loss of Chinese students in the event of a breakdown in diplomatic relations between the countries.

Several University of Illinois campuses participate in the [Wanxiang Fellows Program](#), where American students “study environmental issues and renewable energy in China while gaining exposure to the Chinese language and culture.” [Three American businesses](#) pulled out of billion-dollar deals with the Wanxiang Group because of national security concerns, but the University of Illinois has not done the same.

The school also has its own [Shanghai Office](#).

The University of Illinois Urbana Champaign also accepted \$2.7 million from Saudi Arabian sources.

In 2022, Provost Andreas Cangellaris left Illinois to serve as the founding president of NEOM University in Saudi Arabia.

The school also has a [Saudi Student Association](#) that celebrates Saudi National Day each year.

Some of the Chinese and Saudi Arabian contracts have an “indefinite quantity,” meaning they could end up being worth more money than the university has reported – without limit.



Funding from other countries includes \$23.8 million from Singapore, \$22.4 million from the United Kingdom, \$21.6 million from Taiwan, \$18.1 million from Japan and \$12.4 million from Malaysia.

BILLIONS IN FEDERAL FUNDING

Since 2020 University of Illinois Urbana-Champaign has received over \$3.4 billion in federal tax dollars, averaging around \$780 million a year. Most funding – \$2.5 billion – came in the form of grants.

Six agencies have awarded the university over \$100 million each since 2020. The National Science Foundation gave the most at \$650 million, followed by the Department of Education, Department of Energy, and Department of Health and Human Services with \$400-\$440 million each.

Some grants include:

- [\\$2.4 million](#) from Department of Health and Human Services to 1) “optimize an adaptive intervention that will increase rates of testing and adherence to New Jersey COVID-19 recommendations (testing, social distancing, quarantine, hospitalization, contact tracing and acceptance of COVID-19 vaccination) among high-risk populations” and 2) “to identify predictors of testing completion and adherence to New Jersey recommendations.”
- [\\$653,723](#) from National Science Foundation to bring together “education researchers, high school science teachers, research scientists, and community-based organizations as co-design teams to modify science curriculum materials to be justice- and community-oriented.”
- [\\$149,858](#) from National Science Foundation for “tracking and network analysis of the spread of misinformation regarding COVID-19.”

Other grants came from the National Science Foundation (over \$323 million), Department of Defense (\$197 million), Department of Agriculture (\$155 million).

But the university also contracted with the federal government to provide services – it got almost \$29 million from the Department of Labor, almost \$16 million from DoD, \$8.4 million from HHS, \$3 million from Veterans Affairs and \$1.4 million from National Aeronautics and Space Administration.

These funds don’t include the value of government-backed student loans or tax breaks on OSU’s [\\$7.9 billion endowment](#).

Despite OSU’s extreme wealth, the university took nearly \$225 million in federal Higher Education Emergency Relief Funds to offset expenses incurred by COVID-19 lockdowns and related economic uncertainties.

UNIVERSITY OF MICHIGAN - ANN ARBOR



NEARLY 200 DEI-RELATED STAFF ON PAYROLL

The University of Michigan-Ann Arbor spends roughly \$17 million annually on 191 part-time and full-time employees with DEI-related roles. That's the equivalent of tuition and fees for over 950 first-year, in-state students.

NAME	TITLE	PAY
TABBYE CHAVOUS SELLERS	Vice Provost, DEI	\$402,800
ALEXANDRA ACHEN KILLEWALD	Research Professor, Center for Inequality	\$366,666
CARLA O'CONNOR	Director, Academic Program, Office of DEI	\$262,000
MELYNDA JANE PRICE	Director, Institute for Research on Women, Gender	\$230,000
ELIZABETH RUTH	Cole Program Director, National Center for Inst Diversity	\$221,414
KATRINA C. WADE-GOLDEN	Deputy Chief Diversity Officer	\$220,500
KATHERINE NICOLE WALSH	Executive Director, DEI, Office of University Development	\$215,281
RACHEL DAWSON	Director, Office of Academic Multicultural Initiatives	\$185,000
JAMES W. COOK JR	Director, National Center for Inst Diversity	\$184,590
ELLEN WATERSON MEADER	Vice Provost, Office of DEI	\$176,655

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Staff were identified through 2023 payroll records provided by UM-Ann Arbor. The list includes staff who work in various DEI-related departments, such as:

- **Office of Diversity, Equity, and Inclusion (ODEI)**, which, among other things, guides the implementation of the university's extensive [DEI Strategic Plan](#). The website says of the strategic plan: "it is compatible and aligned with the values and goals of anti-racism" which is "an active process and commitment to analyzing self, systems, ideologies, practices, and policies that produce and reinforce inequalities in access, opportunity, legitimacy, safety, and life outcomes based on race." ODEI has four programming units and four additional teams used to push its vision forward. Records show 85 employees across these divisions collectively earned \$8.3 million in 2023. DEI Vice Provost Tabbye Chavous earned \$402,800. Chavous is the wife of the most recent former DEI Vice Provost, Robert Sellers.
- **The Center for the Education of Women+**, which supports "women+" and "underserved students." CEW+ has advocacy initiatives, conducts research, and sponsors events, like an [upcoming](#) "all ages" drag show. Records show 15 employees earned a collective \$1.24 million in 2023. Top executive Tiffany Marra took home \$175,752.
- **The William Monroe Trotter Multicultural Center**, which is "committed to centering the experiences of Black, Indigenous, and People of Color in our efforts to achieve intersectional liberation and promote healing-centered engagement for all members of our community," according to its [website](#). The Center has five employees who collectively earned \$387,446 in 2023.

One of the highly paid DEI staff, Rachel Dawson, director of the university's Office of Academic Multicultural Initiatives, was accused of making antisemitic comments and [was fired in December](#).

She allegedly said, "The university is controlled by wealthy Jews."

Dawson was also accused of saying, "We don't work with Jews. They are wealthy and privileged and take care of themselves" and that "Jewish people have 'no genetic DNA' that would connect them to the land of Israel," CNN reported.

While Open the Books was quantifying spending on the DEI infrastructure, New York Times investigative reporter Nicholas Confessore was putting together an [exhaustive magazine report](#) on the outcomes of all these investments - on the campus environment, minority enrollment, and perceptions of race relations. The news was bleak:

"...On Michigan's largely left-leaning campus, few of the people I met questioned the broad ideals of diversity or social justice. Yet the most common attitude I encountered about D.E.I. during my visits to Ann Arbor was a kind of wary disdain...."

"On campus, I met students with a wide range of backgrounds and perspectives. Not one expressed any particular enthusiasm for Michigan's D.E.I. initiative. Where some found it shallow, others found it stifling. They rolled their eyes at the profusion of course offerings that revolve around identity and oppression, the D.E.I.-themed emails they frequently received but rarely read."

- New York Times Magazine

In fact, it seemed DEI had begun fostering the exact opposite of its intended effect. Confessore noted that in a 2022 survey, "students and faculty members reported a less positive campus climate than at the program's start and less of a sense of belonging. Students were less likely to interact with people of a different race or religion or with different politics - the exact kind of engagement D.E.I. programs, in theory, are meant to foster."

So, DEI is not just a waste of taxpayer money on the intellectual, moral grounds; by the university's own rubrics for success, DEI is anything but.

In the wake of the New York Times story, the UM Board of Regents removed diversity statement requirements from its hiring decisions. Still, it is unclear how this relatively modest reform will affect the broader institutional environment.

Like other campuses nationwide, UM-Ann Arbor was roiled with student activism against Israel in response to the Hamas attack on October 7.

Students erected an encampment on campus that was finally dismantled in May, and they elected the "Shut It Down Party" to lead the student government on a platform of divesting university resources from Israeli companies. Efforts to hold student government funding hostage have been [unsuccessful](#). As a Plan B, student government president Alifa Chowdhury and fellow activists threw support behind an initiative to send nearly \$500,000 in university funds to Gaza. That measure also failed.

Chowdhury and student government vice president Elias Atkinson were both impeached in November amid accusations they had:

- incited violence against students who were against the Gaza aid measure
- used the official student government Instagram account to call their critics “Zionists,” and
- failed to perform sufficient work on behalf of the student government

FEDERAL GRANTS AND CONTRACTS

Since 2020 UM Ann Arbor has received over \$4.3 billion in federal tax dollars, averaging around \$860 million a year. The vast majority of funding—\$3.2 billion—came in the form of grants.

YEAR	GRANTS	CONTRACTS	SUB-GRANTS	SUB-CONTRACTS	TOTAL BY YEAR
2020	\$940,042,837	\$42,655,694	\$163,073,632	\$21,005,723	\$1,166,777,886
2021	\$946,570,757	\$22,709,695	\$148,239,686	\$5,392,245	\$1,122,912,382
2022	\$269,225,625	\$26,208,565	\$159,568,466	\$2,303,208	\$457,305,863
2023	\$367,681,076	\$30,374,972	\$178,355,132	\$5,380,126	\$581,791,306
2024	\$771,830,782	\$37,714,784	\$164,023,582	\$8,656,521	\$982,225,669
	\$3,295,351,076	\$159,663,710	\$813,260,497	\$42,737,323	\$4,311,013,106

Over half of the funds (\$1.7 billion) came from Health and Human Services grants specifically, with National Science Foundation a distant second at \$619 million. Some grants include:

- [\\$1.8 million](#) from Health and Human Services to inject middle school curricula with Southern Poverty Law Center’s “Teaching Tolerance” material, also known as “[Learning for Justice](#),” to create an “anti-racist” student body. Previous [reporting](#) has shown SPLC’s curricula are designed to provoke strong emotions in children during discussions about race, class, and “privilege.”
 - Open the Books previously found the same material being pushed on children of servicemembers at K-12 schools run by the Department of Defense. [\[READ MORE\]](#)
- [\\$492,838](#) from National Science Foundation to train “critically-conscious aerospace engineers through macro-ethics curricula.” The abstract states “this project aims to serve the national interest by significantly sharpening student critical consciousness and sensitivity to injustices within social systems through integration of macro-ethics (ethics of large-scale issues as opposed to individual ethics) into aerospace engineering science curricula.”
- [\\$153,285](#) from National Science Foundation for “broadening epistemic foundations in engineering education to empower black students and faculty,” because, according to the grant abstract, merely saying that black people are “underrepresented” in engineering “preserves whiteness.” The abstract continues: “A discourse centered on who can be physically included without engaging the implications of power in knowledge production neglects the ways black people are forced to give meaning to their experiences through the lens of whiteness.”

TOP 5 FEDERAL AGENCIES (GRANTS)	AMOUNT
Department of Health and Human Services	\$1,784,924,182
National Science Foundation	\$619,645,352
Department of Education	\$379,774,663
Department of Defense	\$165,557,422
Department of Energy	\$162,067,356











TOP 5 FEDERAL AGENCIES (CONTRACTS)	AMOUNT
Department of Health and Human Services	\$58,816,721
Department of Defense	\$32,463,613
National Aeronautics and Space Administration	\$29,372,529
Department of Veterans Affairs	\$16,905,749
Department of Transportation	\$13,446,347

These funds do not include the value of government-backed student loans or tax breaks on UM's \$17.9-billion endowment. UM's endowment is one of the three largest among all public universities.

Despite UM's extreme wealth, the university took over \$126 million in federal Higher Education Emergency Relief Funds to offset expenses incurred by COVID-19 lockdowns and related economic uncertainties.

FUNDING FROM FOREIGN SOURCES

The University of Michigan Ann Arbor has reported \$481.3 million from foreign sources since 2013, though no gifts have been reported since 2022.

TOP TEN FOREIGN FUNDING SOURCES TO UNIVERSITY OF MICHIGAN	AMOUNT
 ENGLAND	\$63,399,672
 SWITZERLAND	\$54,763,224
 JAPAN	\$47,061,774
 CHINA	\$42,034,317
 FRANCE	\$27,730,070
 SOUTH KOREA	\$26,239,143
 DENMARK	\$25,811,469
 CANADA	\$25,061,725
 SWEDEN	\$22,873,986
 GERMANY	\$21,842,142

China is one of the University of Michigan's top foreign funders, with 120 separate payments totaling \$42 million between 2016 and 2021. Another \$19.4 million came from sources in Hong Kong in the same time span.

The Chinese funding includes medical research, scholarships and \$450,000 in tuition fees for Chinese medical students from Xiangya School of Medicine to complete their PhD work in Michigan. There are also payments to appoint "specific faculty" as members of an "oversight committee" and a "management committee."

Michigan collaborated with Shanghai Jiao Tong University, which conducts research for the Chinese military, since 2005, at one point [calling it](#) "U-M's biggest global partnership." In 2025 university leadership ended that partnership, months after five Chinese nationals studying at UM's Joint Institute with Shanghai Jiao Tong University were charged for concealing their activities at a nearby U.S. military training facility.

In 2018, Michigan [ended](#) its partnership with the controversial Confucius Institute, which U.S. officials have accused of exerting a "[malign influence](#)" on American education.

The university has also accepted funding from the Middle East: \$2.9 million from Qatar, \$1.3 million from the United Arab Emirates and \$400,000 from Lebanon.

Michigan's Ross School of Business has offered training courses for Qatari companies in its capital city Doha and says they are "committed to [working closely](#) with Doha businesses." The university [also partnered](#) with the University of Qatar's Social and Economic Survey Research Institute to help it become the "leading contributor to social science research in the broader arena of the Arab Gulf."

In the UAE, Michigan is [collaborating](#) with the Mohamed bin Zayed University of Artificial Intelligence. It's part of the country's \$1 trillion AI partnership with the U.S.

Canada, Australia and the United Kingdom helped the University of Michigan found the [Global Center for Understanding Climate Change Impacts on Transboundary Waters](#) in 2023.



By [AndrewHorne](#) - Own work, CC BY 3.0

GEORGIA INSTITUTE OF TECHNOLOGY

DEI-RELATED PAYROLL

42 DEI Staffers... and Counting

Georgia Institute of Technology's payroll only shows 42 people working on DEI roles, costing a total \$3.6 million in 2023 – the equivalent of [tuition and fees for 342 in-state students](#).

That same year, Georgia Tech announced in 2023 it was restructuring its DEI apparatus to “embed” it in academic and administrative units rather than being run out of a separate, central office.

“By weaving these programs into the fabric of the Institute, we will be more effective at increasing representation and building a more inclusive culture,” President Ángel Cabrera [said in October 2023](#). “Rather than having programs concentrated in one separate office, we will empower the units closest to the work that can have a more direct impact in the life of the Institute.”

Programs and staff shifted from the office of the Vice President of Diversity, Equity, and Inclusion into other departments: the Office of the Provost, Student Engagement and Well-Being, Institute Communications, and Administration and Finance. The office of the VP of DEI was discontinued when head Archie Ervin retired at the end of December.

He was the highest paid DEI official, at \$283,085.

NAME	TITLE	PAY
Archie Ervin	VP-Institute Diversity	\$283,085
Pearl Alexander	Ex Dir-Organizational Culture	\$230,293
Emily Monago	Dir-Diversity Strategy	\$192,074
Alexis Martinez	Exec Dir-Equity & Compl Progs	\$183,219
Diley Hernandez	Senior Academic Professional, DEI Institute	\$159,250
S. Gordon Moore	Exec Dir-Stu Diversity & Incl	\$145,939
Sybrina Atwaters	Academic Professional, DEI Institute	\$121,377
Jacqueline Johnson-Marshall	Dir-Equ & Compl Prog ADA Coord	\$106,343
Katherine Martinez	Dir-Empl Development & Culture	\$103,000
Preeti Sagar	Asst Dir-Financial Ops, DEI Institute	\$102,024

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Of the 42 DEI staffers, 29 were in office of the VP for DEI, including Alexis Martinez, an executive director, making \$183,219; Diley Hernandez, a senior academic professional, making \$159,250; and S. Gordon Moore, another executive director, making \$145,939.

Whether the DEI headcount has grown or shrunk is now impossible to know given the “embedding” within the payrolls of the other academic and administrative units.

The few other DEI officials that remained listed on the 2023 payroll include Pearl Alexander, identified there as executive director of organizational culture in the HR department, but whose title on [her bio page](#) is executive director of staff DEI. Her salary was \$230,293 in 2023.

[Emily Monago](#), listed on the payroll as director of diversity strategy in the Inclusive Excellence Unit, earned \$192,074.

FEDERAL GRANTS AND CONTRACTS

Since 2020 Georgia Institute of Technology has received over \$4.5 billion in federal tax dollars from grants and contracts.

Georgia Tech is one of the rare universities that receives more contracts than grants from the federal government: \$2.8 billion in contracts versus \$1.3 billion in grants. That’s likely the result of its focus on technical areas of study, like aerospace engineering, over liberal arts and humanities.

Total funds average about \$900 million a year. Only \$600 million in spending has been recorded thus far for 2024. That’s likely because Department of Defense reports spending on a longer delay than other agencies, according to the [Government Accountability Office](#). The Defense Department accounts for nearly all of Georgia Tech’s contract funding.

YEAR	GRANTS	CONTRACTS	SUB-GRANTS	SUB-CONTRACTS	TOTAL BY YEAR
2020	\$249,304,933	\$614,301,780	\$44,982,808	\$10,700,132	\$919,289,652
2021	\$284,597,722	\$594,223,002	\$48,009,935	\$34,147,429	\$960,978,088
2022	\$290,384,157	\$671,695,240	\$57,370,287	\$12,740,539	\$1,032,190,223
2023	\$261,137,432	\$696,565,681	\$44,833,743	\$9,227,132	\$1,011,763,988
2024	\$256,981,962	\$301,838,761	\$33,918,498	\$7,948,469	\$600,687,689
	\$1,342,406,206	\$2,878,624,464	\$229,115,269	\$74,763,701	\$4,524,909,640

DoD contracts are highly technical in nature. The top transaction is [\\$73 million](#) for an “advanced radar threat system” for the Air Force. \$57 million in spending is described only as “research and development.”

Top agencies awarding grants to Georgia Tech are the National Science Foundation (\$415 million), Department of Health and Human Services (\$268 million) and Department of Defense (\$180 million).

Grant descriptions are often more expansive than contract descriptions. Some include:

- [\\$2,079,570](#) from National Science Foundation for “broadening participation of Latinx students in computer science by integrating culturally relevant computational music practices.” The grant abstract says that “Latinx” students will be more interested in computer science if it’s “culturally relevant.” It explains “the culturally relevant educational practices of the curriculum, as a model for informal STEM learning, will enable students to code and reprogram music, including sounds relevant to their own cultures, community narratives, and cultural storytelling.”
- [\\$1,144,110](#) from National Science Foundation for “Understanding Persistence Through the Lens of Interruption: A Framework for Transformation.” The awardees will study “the impact of interruptions on black women’s collegiate STEM experiences...” In the application, “interruptions” are defined as “overt and subtle external acts and internal dialogues and decisions that result in a loss of focus, momentum, and confidence and require time to rebound.” The abstract argues that “each interruption requires resources to rebound, but continual interruptions impact black women’s ability to rebound and persist in STEM over time.”
- [\\$2,019,023](#) from National Science Foundation to “investigate the direct harms to science wrought by structural racism and the benefits derived by the inclusion of people of color and other historically marginalized groups in the scientific workforce.”
- [\\$99,791](#) from the National Science Foundation for “Disrupting Racialized Privilege in the STEM Classroom.” The grant abstract says, “understanding whiteness and white supremacy as deeply ingrained in the past, present and future of U.S. higher education and, therefore, subverting these toxic systems is essential to creating a more equitable educational system.” The project will “develop a series of STEM justice online workshops to foster engagement and facilitate the building of an engineering community of practice committed to disrupting racialized privilege, and subsequently better prepared to challenge unequal access to resources.”

TOP 5 FEDERAL AGENCIES (GRANTS)	AMOUNT
National Science Foundation	\$415,167,413
Department of Health and Human Services	\$268,576,652
Department of Defense	\$180,867,535
Department of Energy	\$153,367,807
Department of Education	\$140,049,565

TOP 5 FEDERAL AGENCIES (CONTRACTS)	AMOUNT
Department of Defense	\$2,860,244,452
Department of Health and Human Services	\$9,962,632
Department of Transportation	\$2,983,584
National Aeronautics and Space Administration	\$1,812,890
Department of Homeland Security	\$1,546,912

These billions in taxpayer funds do not include the value of government-backed student loans or tax breaks on the university's [\\$2.93 billion](#) endowment. Such endowments are not subject to taxation.

Despite Georgia Tech's multibillion dollar endowment, the university took over \$55 million in federal Higher Education Emergency Relief Funds to offset expenses incurred by COVID-19 lockdowns and related economic uncertainties.

FOREIGN FUNDING

The Georgia Institute of Technology has accepted \$162.8 million from foreign sources since 2013.

South Korea sent the most money with \$46.1 million, followed by China (\$32.3 million) and Saudi Arabia (\$24.4 million).

At least \$18.3 million of the Chinese contracts helped fund the Georgia Tech Shenzhen Institute (GTSI), a partnership with Tsinghua University that has campuses in Georgia and Shenzhen, China.

In September 2024, an [investigation](#) from the House Select Committee on the Chinese Communist Party concluded that GTSI and similar programs “serve as conduits for transferring critical U.S. technologies and expertise to China, including to entities linked to China’s defense machine and the security apparatus it uses to facilitate human rights abuses.”

Georgia Tech also partnered with the Tianjin International Center for Nanoparticles and Nanosystems to create the world’s first semiconductor made of graphene in January 2024, which could help military computers run faster. The Tianjin center was founded in 2015 by an American scientist who fled to China after receiving \$5 million from the Department of Defense to research graphene’s applications to the military, according to the House committee.

The actual amount of Chinese funding flowing into Georgia Tech is potentially much higher than \$32.3 million. The Committee “uncovered significant failures in the reporting of foreign funding by UC Berkeley and Georgia Tech under section 117 of the Higher Education Act” and projected there are “likely hundreds of millions, if not billions in total,” of unreported Chinese gifts sent to American universities.

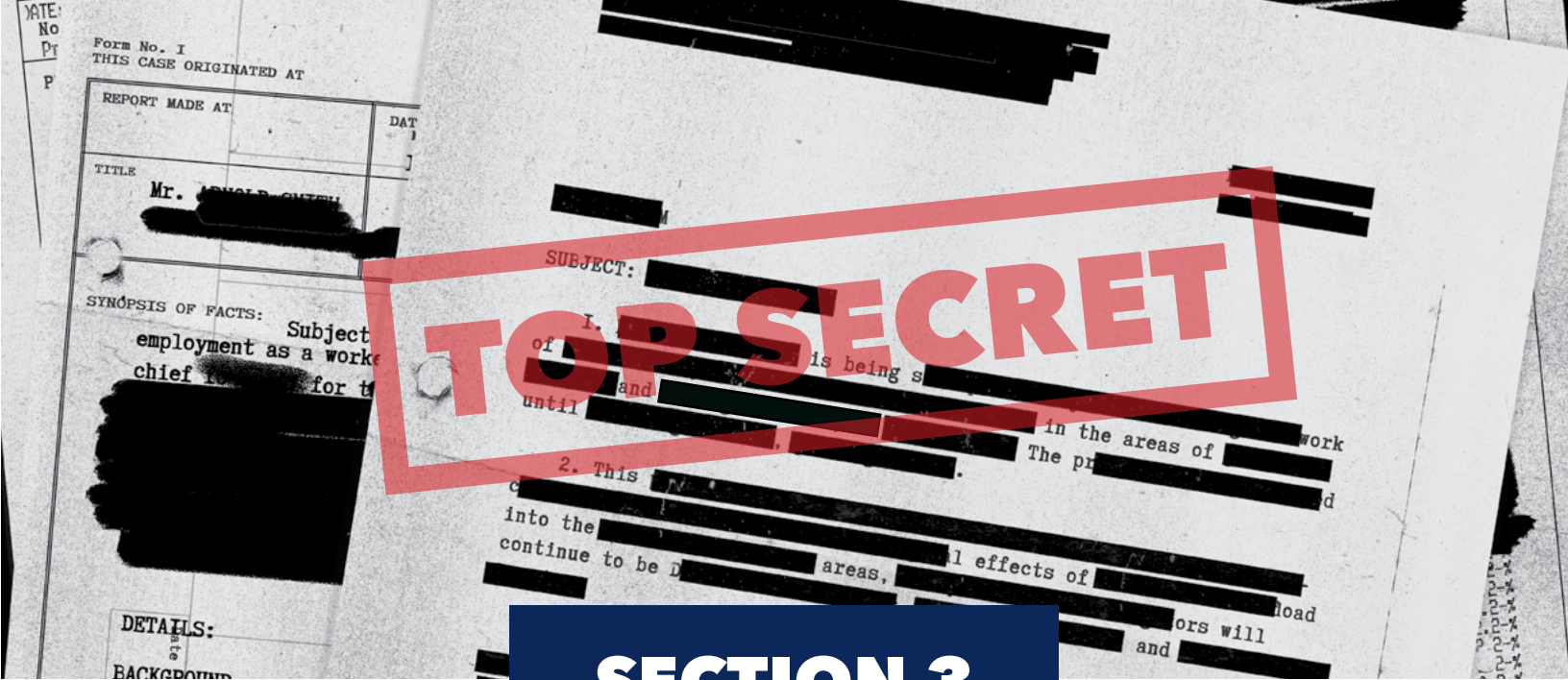
Days before the House report was released, Georgia Tech [announced](#) it was ending its partnership with the Shenzhen Institute. The 300 current students will still be allowed to finish their degrees.

Georgia Tech's contracts with Saudi Arabia have covered information security training, solar gas turbine systems, partnerships with the state-owned gas company Saudi Aramco and payments from King Saud University to use technology invented by Georgia Tech.

In [2019](#), when Saudi Arabian funding became more controversial following the death of journalist Jamal Khashoggi, the school said in a statement that "Georgia Tech places a high value on ethical and moral conduct and participates in research collaborations that adhere to those values." Two months later, Georgia Tech accepted another \$2.4 million from Saudi Arabia.

Georgia Tech has also received \$7.9 million from the United Arab Emirates and smaller payments from Kuwait and Qatar.





MORE SUNLIGHT IS OWED TO TAXPAYERS

Two schools provided payrolls with too little detail to adequately assess the university's spending on DEI-related salaries - or they provided no payroll at all. Again, public universities have a uniquely high bar to clear when it comes to transparency. While most private universities also receive grants and contracts from the federal government, at public schools the taxpayer is truly the boss. State residents are owed full transparency.

Luckily, every school must comply with the Higher Education Act in reporting their foreign funding; and all federal spending is reported online thanks to the 2006 Federal Funding Accountability and Transparency Act. That data still allows taxpayers to understand the potential foreign influence at each of these schools, quantify federal spending and analyze the grants and contracts for radical ideology.



UNIVERSITY OF CALIFORNIA, BERKELEY NAMES, PAY OF DEI STAFFERS INCOMPLETE

UC Berkeley, a darling of the progressive movement, only shows 13 people working in a DEI role on their payroll records.

That’s right, 13, among a payroll of 35,500. Surely there are more DEI-related employees than that.

NAME	TITLE	PAY
DANIA MATOS	Vice Chancellor, Diversity, Equity, and Inclusion	\$346,146
MARTHA CHAVEZ	DEI Manager	\$154,718
CHE ABRAM	DEI Professional	\$152,206
TRACY PASCUA DEA	DEI Professional	\$139,193
BRITT MCCLINTOCK	DEI Professional	\$122,600
AUDREY SILLERS	DEI Professional	\$118,883
ANTHONY WHITTEN	DEI Professional	\$118,799
KATRINA KOSKI	DEI Professional	\$118,208
TIFFANY MELENDEZ	DEI Professional	\$107,934
MARCO LINDSEY	DEI Professional	\$102,13

*Opaque payroll records hide most of the DEI positions, showing only 13

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Their payroll records don’t provide what department people work in, so potentially hundreds of people in DEI roles can’t be counted, including those who work in the [Othering and Belonging Institute](#), the new lexicon for diversity, equity and inclusion that avoids those keywords. Berkeley, a popular symbol of a progressive Shangri La, seems it’s also been on the cutting edge of DEI’s strategic rebranding.

The Institute published an [“inclusiveness index”](#) that ranks countries on how inclusive they are.

New Zealand was ranked the most inclusive country, while Hawaii was ranked the most inclusive U.S. state.

This year the US ranked 79th in the world, two positions lower than in 2023.

No fewer than 109 people are listed in the Institute’s [“expert database.”](#) They are professors, senior fellows, lecturers, senior researchers, endowed chairs, program directors and senior social scientists. None are listed on UC Berkeley’s payroll with their DEI affiliations.



By [brainchildvn](#) on Flickr - Flickr, CC BY 2.0

Without departments, among the 13 staffers with DEI-related titles, the highest paid is Dania Matos, Vice Chancellor for the Division of Equity & Inclusion, earning \$346,146.

The 12 other people all are squeezed into vague roles titled “Div Equity Incl Profil.”

Those dozen people include [Martha Chavez](#), Assistant Dean of Graduate Diversity, making \$154,718. Chavez manages the Office of Graduate Diversity – but that office doesn’t show up anywhere on the payroll.

[Che Abram](#), Chief of Diversity, Equity, Inclusion, and Belonging at the UC Berkeley School of Public Health, makes \$152,206.

She’s followed in pay by [Tracy Pascua Dea](#), Academic Climate Program Director, Office for Faculty Equity & Welfare at UC Berkeley (she was formerly the Chief Diversity Officer and Executive Director of Student Services at Berkeley Journalism), making \$139,193.

[Britt McClintock](#) “has been working as a diversity, equity, and inclusion educator, consultant, and strategist as well as an Ethnic Studies high school educator. She has helped create curriculums and training surrounding BIPOC and LGBTQ2+ inclusion and equity in collegiate programming. In 2015, she created a short documentary on the negative impacts of gender (binary) socialization. McClintock has done consulting work with universities on inclusion and equity initiatives, as well as working with parents, and educating them on race and gender conversations.” She made \$122,600 last year.

[Audrey Sillers](#), Director for Student Diversity, made \$118,883, while [Tiffany Melendez](#), Director of Diversity, Equity, Inclusion, Belonging & Justice for University Health Services, made \$107,934.

Katrina Koski is the Director of Inclusion and Belonging, and made \$118,208. She’s on the [UC Berkeley Haas School of Business Diversity Equity Inclusion Team](#) along with [Anthony Whitten](#), Director of Diversity Admission, who made \$118,799; Marco Lindsey, Associate Director of Diversity Equity and Inclusion, who made \$102,34; and Queen Jaks, making \$75,749, is diversity instructional support consultant.

[The head of the DEI team](#), Elida Bautista, Chief Diversity, Equity & Inclusion Officer, making \$202,362, is listed on UC Berkeley payroll as “Acad Prg Mgt Ofcr 5” and thus isn’t counted among the 13.

Likewise, Clemika Young, an administrative assistant to the DEI Team, makes \$75,440 and is listed in payroll as “blank asst 3.”

Molecular and Cell Biology Department’s Diversity, Equity, Inclusion, and Belonging Program Manager, [Aubrey Green](#), made \$33,730.

A small sample of DEI departments at UC Berkeley found online – but not delineated on the payroll – include the [Division of Equity & Inclusion](#), which lists [20 employees](#); and the university’s [Staff Engagement & Belonging](#), with six employees [listed](#).

The [Office for Faculty Equity & Welfare](#) states, “All Berkeley faculty have the opportunity, and the responsibility, to ensure equity and inclusion in their research, teaching, and service, so that the diverse community of students and colleagues they work with will feel a sense of belonging and thrive.”

The [staff page](#) for that office shows seven employees.

The university also spent almost \$400,000 last year on organizations with a DEI purpose, according to its vendor spending records.

Chicago-based [Workers Center for Racial Justice](#) received \$58,083, while the Buffalo, NY-based organization [Showing Up for Racial Justice Education](#) collected \$81,125.

The [Equal Justice Society](#) in Oakland, CA received \$37,625. That organization “is transforming the nation’s consciousness on race through law, social science, and the arts. Our legal strategy broadens conceptions of present-day discrimination to include unconscious and structural bias.”

Also in Oakland, [Justice Outside](#) “advances racial justice and equity in the outdoor and environmental movement.” It received \$123,907 from the university.

Another Oakland organization, [The Sarah Webster Fabio Center for Justice](#), “create[s] opportunity as a form of social justice” and received \$18,000.

[Honeycomb Justice LLC](#) in Hoover, AL received \$10,000. Honeycomb “is committed to guiding communities in creating and implementing ethical, anti-racist practices that embody equity.”

Several immigrant groups also got funding.

[Illinois Coalition for Immigrant & Refugee Rights](#) in Chicago collected \$41,000. [The Multicultural Institute](#), a nonprofit in the city of Berkeley received \$28,970. It offers programs that increase access to opportunities for immigrant families so they may reach economic stability.

FUNDING FROM FOREIGN SOURCES

UC Berkeley has accepted \$790.8 million from foreign sources since 2013, including a staggering amount of Chinese funding.

China sent \$87.5 million to UC Berkeley, more than any other country. The figure doesn't include \$59.4 million from Hong Kong and \$57.5 million from Taiwan, which are reported separately.

The two largest Chinese contracts – worth \$19 million and \$15 million – were to help fund the Tsinghua-Berkeley Shenzhen Institute, a partnership with Tsinghua University that has campuses at Berkeley and in Shenzhen, China.

In September 2024, an investigation from the House Select Committee on the Chinese Communist Party concluded that the institute and similar programs “serve as conduits for transferring critical U.S. technologies and expertise to China, including to entities linked to China’s defense machine and the security apparatus it uses to facilitate human rights abuses.”

The actual amount of Chinese funding flowing into UC Berkeley is potentially much higher than \$87.5 million. The Committee “uncovered significant failures in the reporting of foreign funding by UC Berkeley...under section 117 of the Higher Education Act” and [projected](#) there are “likely hundreds of millions, if not billions in total” of unreported Chinese gifts sent to American universities.



“The Chinese Communist Party is driving its military advancements through US taxpayer-funded research and through joint US-[People's Republic of China] institutes in China. Georgia Tech did the right thing for US national security by shutting down its PRC-based joint institute, and UC Berkeley and other universities should follow suit,” Rep. John Moolenaar (R-MI) said at the time.

As of September, UC Berkeley leadership said they had “started the process of relinquishing all ownership in TBSI.”

Besides the large amount of Chinese money, UC Berkeley also accepted \$39.1 million from Saudi Arabian sources. The largest contract was with the King Abdulaziz City for Science and Technology for “collaborative projects” focused on artificial intelligence, carbon capture and more. (Carbon capture technology has often been touted as a tool to fight climate change by keeping fossil fuel emissions out of the atmosphere.)

Another \$19.1 million came from the United Arab Emirates, and \$4.8 million came from Kuwait.

BILLIONS IN FEDERAL GRANTS & CONTRACTS

Since 2020, UC Berkeley has received over \$2.8 billion in federal tax dollars, averaging around \$570 million a year. Most funding – \$2.2 billion – came in the form of grants.

The Department of Health and Human Services gave the most at \$775 million, followed by the Department of Education and National Science Foundation, roughly tied at \$496 million. Some grants include:

- [\\$1.7 million](#) from National Science Foundation for “building capacity to institutionalize equity in outdoor and environmental science education” by “co-developing, implementing, and studying a replicable model for organizational capacity building and transformation. This project will increase the capacity of organizations to build more racially just and equitable work environments for professionals of color in [outdoor and environmental science education].”
- [\\$697,555](#) from Department of Health and Human Services to evaluate the “California Abundant Birth Project” which gave “guaranteed income to black pregnant people” to “advance perinatal health equity through the reduction of adverse pregnancy outcomes and stress”
- [\\$149,500](#) from National Science Foundation for “Justice-centered climate change pedagogy through place-based, student-driven action projects.” The grant description explains “‘justice-centered science pedagogy’ serves as an opportunity for students to become ‘transformative intellectuals,’ learning about both the science and social context surrounding the climate change issues impacting their communities.”

But the university also contracted with the federal government to provide services – it got \$230 million from the National Aeronautics and Space Administration. The university and NASA have a close working relationship and are currently collaborating on a joint space center held at a NASA campus.

The university also received \$22 million in contracts from the Department of Defense, and between \$1.5 million and \$3.5 million each from the Departments of Health and Human Services, Transportation, Interior, and an obscure governmental entity called the Millenium Challenge Corporation. That entity partners with poor countries to improve economic freedom and democratic governance.

These funds do not include the value of government-backed student loans or tax breaks on the university’s [\\$7.4 billion](#) endowment.

Despite UC Berkeley's multibillion dollar endowment, the university took over \$156 million in federal Higher Education Emergency Relief Funds to offset expenses incurred by COVID-19 lockdowns and related economic uncertainties.



UNIVERSITY OF FLORIDA
DEI-RELATED PAYROLL

University of Florida has failed to respond to requests from Open the Books for their complete payroll – names, positions, departments and salary information. We requested this information on Sept. 10, 2024 and as of Jan. 14, 2025, the status was the same as it has been for months: “forwarded request for processing.”

This information is owed to members of the public and Open the Books will continue pressing for a response.

In May 2023, Florida Gov. Ron DeSantis [signed a bill](#) to ban DEI initiatives in public colleges and universities.

BILLIONS IN FEDERAL GRANTS AND CONTRACTS

Since 2020 UF has received over \$3 billion in federal tax dollars—an average of around \$640 million a year. Most funds (\$2.6 billion) come from grants.

YEAR	GRANTS	CONTRACTS	SUB-GRANTS	SUB-CONTRACTS	TOTAL BY YEAR
2020	\$448,025,003	\$10,627,303	\$89,056,268	\$7,759,448	\$555,468,021
2021	\$571,980,258	\$9,449,818	\$123,507,020	\$2,804,434	\$707,741,530
2022	\$542,176,700	\$10,536,325	\$116,957,070	\$2,369,707	\$672,039,802
2023	\$577,461,704	\$8,472,225	\$112,491,159	\$1,511,927	\$699,937,015
2024	\$466,655,877	\$5,364,359	\$74,662,298	\$2,028,837	\$548,711,370
	\$2,606,299,540	\$44,450,030	\$516,673,816	\$16,474,352	\$3,183,897,739

The bulk of grants to UF are awarded by the Department of Health and Human Services (about \$1.25 billion), with other substantial sums coming from the Department of Education and National Science Foundation. Some examples include:

- [\\$580,916](#) from National Science Foundation to combat “misinformation” through a “focus on user-centric interventions that integrates psychological and socio-cultural constructs, computational theories, and machine learning algorithms to prototype interventions for testing.”
- [\\$299,990](#) from National Science Foundation for a project on “using poetry-writing and poetry-analysis to enhance student learning in engineering education”
- [\\$277,619](#) from National Science Foundation for a project that would “design immersive, culturally relevant, and active learning experiences in Minecraft” for “Latinx” elementary students to introduce them to engineering.
- [\\$297,955](#) from National Science Foundation for a project titled “inclusiveness and diversity as building blocks of resilient international research teams in the age of COVID-19”

TOP 5 FEDERAL AGENCIES (GRANTS)	AMOUNT
Department of Health and Human Services	\$1,251,462,858
Department of Education	\$494,046,114
National Science Foundation	\$262,574,613
Department of Agriculture	\$225,989,593
Department of Defense	\$152,092,995

TOP 5 FEDERAL AGENCIES (CONTRACTS)	AMOUNT
Department of Defense	\$19,537,842
National Aeronautics and Space Administration	\$14,070,600
Department of Health and Human Services	\$5,002,130
Department of Veterans Affairs	\$2,734,775
Department of Homeland Security	\$1,634,152











These funds do not include the value of government-backed student loans or tax breaks on UF's \$2.3-billion endowment.

Despite UF's multibillion-dollar stash, the university took nearly \$168 million in federal Higher Education Emergency Relief Funds to offset expenses incurred by COVID-19 lockdowns and related economic uncertainties.



FUNDING FROM FOREIGN SOURCES

The University of Florida has reported \$125.5 million from foreign sources since 2013. Almost half of the funding came from Bermuda, Japan and Saudi Arabia.

TOP TEN FOREIGN FUNDING SOURCES TO UNIVERSITY OF FLORIDA 2013-2023		AMOUNT
 BERMUDA		\$28,000,000
 JAPAN		\$17,392,344
 SAUDI ARABIA		\$11,919,392
 ITALY		\$9,873,687
 SWITZERLAND		\$7,545,531
 GERMANY		\$6,063,918
 SAINT KITTS AND NEVIS		\$4,921,499
 CANADA		\$4,113,846
 FRANCE		\$3,666,475
 CHILE		\$3,538,753

Source: [U.S. Department of Education Foreign Gift and Contract Data](#).

Nearly all of the \$11.9 million from Saudi Arabian sources was attached to restricted contracts sent directly from the Royal Embassy of Saudi Arabia. That includes \$7.2 million in tuition fees for Saudi Arabian students to attend the University of Florida.

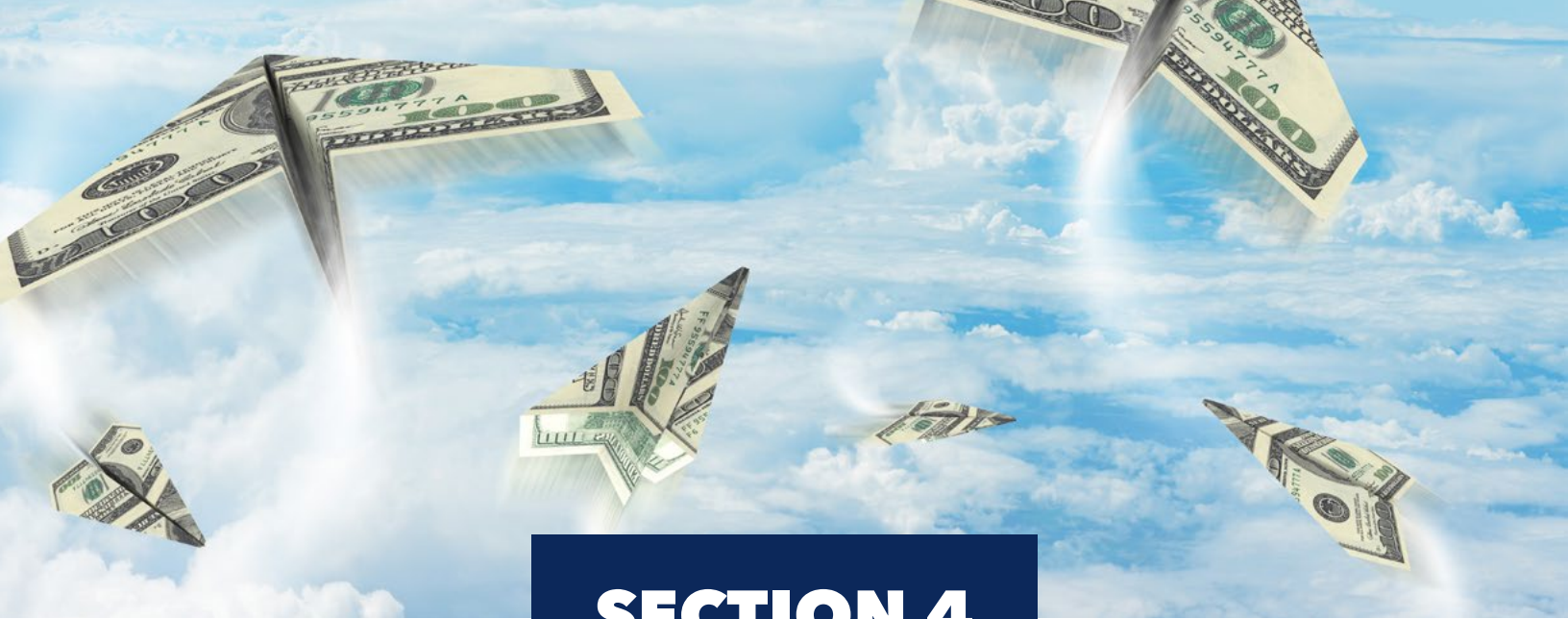
In 2023, the university sent [a delegation](#) to the Times Higher Education Global Sustainable Development Congress in Saudi Arabia.

Florida accepted almost \$650,000 from sources in China and Hong Kong and almost \$300,000 from the Embassy of Kuwait.

The university has not reported any funding from the United Arab Emirates, but it does offer a "[Global Immersion Experience](#)" program that sends students to tour mosques and "experience cultural activities" in the U.A.E.

The University of Florida has a sizable cohort of Chinese nationals on campus. [As of 2023](#), the university had 1,553 students from China, more than those from all but one other country (India, at 1,943). There were 121 students from Iran and 108 from Saudi Arabia.

In May 2024, a 21-year-old student was [banned from campus](#) after the Justice Department accused her of taking drugs such as cocaine and methamphetamine from a school laboratory and illegally shipping them to China. The student, who was president of UF's Chinese Students and Scholars Association, has not been formally charged with a crime.



SECTION 4

FOREIGN LANGUAGE AND AREA STUDIES GRANTS

As covered in the report thus far, taxpayers fund universities, both public and private, in numerous ways. There are the hundreds of billions worth of research grants that flow their way, often outstripping the money these institutions earn on actual tuition. Open the Books has also reported the preferential tax treatment they receive on those massive endowments. And, against their will, taxpayers are helping them keep tuitions sky high as President Biden continues forgiving certain people's student loans – [\\$168.5 billion and counting!](#)

Agencies and departments across the federal government also spend huge sums of money on grants that are meant to advance our national interests in various ways.

In the case of the Department of Education, that includes – again – funding universities to support the study of foreign countries and regions around the globe.

Our public interest in that? It's meant to help turn out more professionals in foreign policy, foreign aid and national security roles. These would be young professionals qualified to understand regional geopolitics and represent America's interests.

Just one little problem....

At some of the best-funded programs, radical professors have been touted on their grant applications and have repeated some of the same anti-Israel, anti-Western views we hear from student protestors.

THE BIG NUMBER

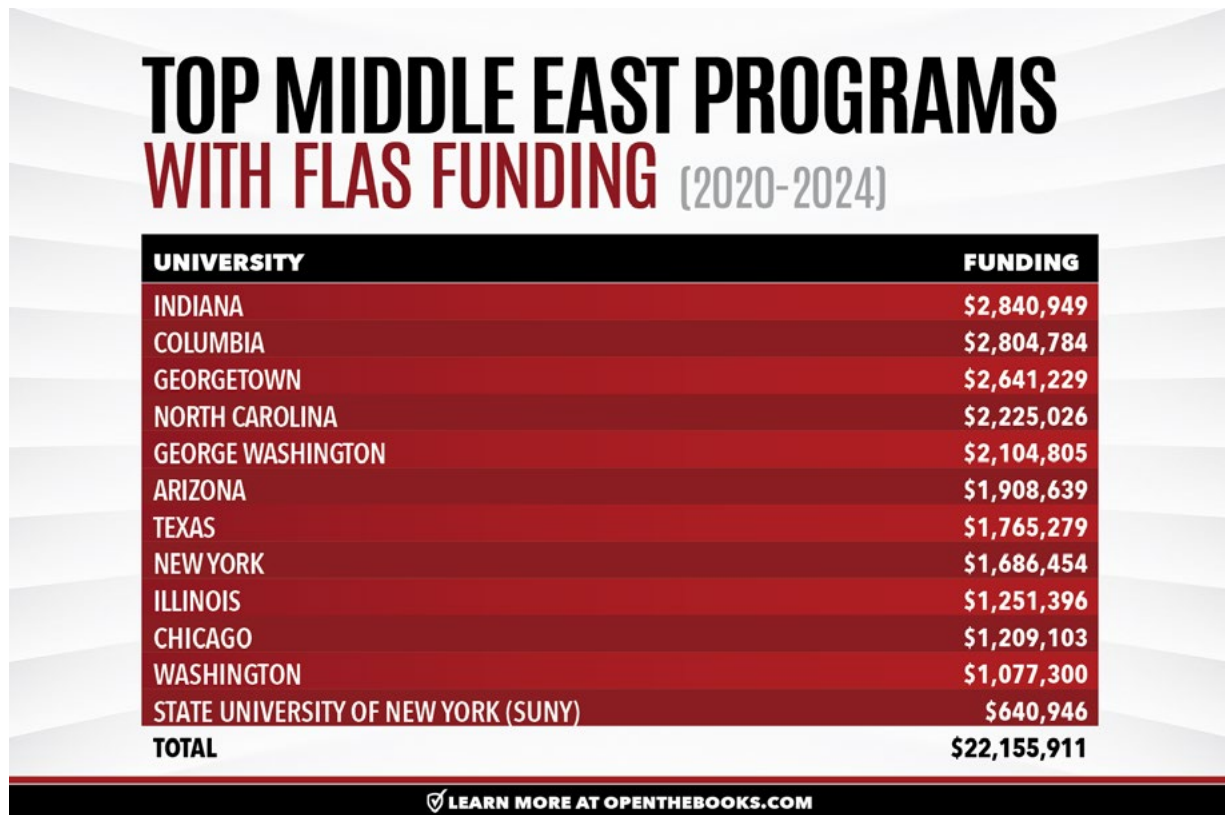


Since 2020, the Department of Education has doled out **\$283 million worth of foreign studies grants**, and there are two key types. The first are “National Resource Centers” (NRC) grants – these go directly to departmental programs. The second are called “Foreign Language and Area Studies” (FLAS) grants. Universities can use these to give students fellowships to study these foreign regions and learn less commonly taught languages.

While the grants can go to studies of any part of the world, Open the Books has focused specifically on the Middle East where Hamas committed the October 7 atrocities, the subject of all this campus unrest. **Over \$22.1 million has been given to support at least a dozen of these programs since 2020.**

TOP-FUNDED MIDDLE EAST PROGRAMS

Most of these programs received roughly \$1-2 million since 2020.



Three of the public universities or systems covered in this report also make the list of top-ten FLAS grant recipients for their Middle East Programs:

- University of North Carolina
- University of Texas
- University of Illinois

Three more state systems covered in this report – University of Wisconsin, University of California and University of Michigan – are top-ten recipients of FLAS grants when counting all regions of the world, including but not limited to the Middle East.

The top-three Middle East programs each received well more than **\$2.5M each – those of *Indiana University, Columbia University, and Georgetown University.***

SELECTED CASE STUDIES

Each of them have submitted grant applications that highlight professors with radical anti-Israel ideas, and in one case, a disinterest in their school's code of conduct. *The following case studies demonstrate the hazard of spending freely on such grants, and what kinds of faculty-related problems could indirectly receive support at UNC, U of Illinois, UT-Austin, or any other public university in America.*

COLUMBIA UNIVERSITY

For weeks and months after October 7, 2023, Columbia made headlines for particularly violent and angry protests, drawing Congressional attention at an April 2024 hearing titled "Columbia in Crisis: Columbia University's Response to Anti-Semitism."

Then-president Minouche Shafik fielded questions concerning antisemitism at the university, both during the campus protests and more broadly. She came under [intense](#) scrutiny for her reluctance to condemn chants of "from the river to the sea" on campus.

She also indicated she'd disciplined one of her professors when she, in fact, had not. The professor had declared October 7 a victory and was [previously touted](#) by Columbia on one of their Department of Education grant applications.

Dr. Joseph Massad, Professor, Middle Eastern, South Asian and African Studies (MESAAS) Department

- Published an article calling October 7 attack "a stunning victory of the Palestinian resistance. The attack killed around 1,200 people; Israelis and foreigners.
- Columbia used Massad as a selling point on its 2018 grant application: *"a significant number of faculty ... are strong on contemporary politics, with tremendous geographic range"... "Rashid Khalidi and Paul Chamberlin (History), Timothy Mitchell and Joseph Massad (MESAAS), teach courses that focus on the modern history, gender, political economy, international relations, politics and culture of the region."*
- A FLAS grant (2022-23) worth \$653,632 led at least [one student](#) to Massad's course, "Gender and Sexuality in the Arab World" where he enjoyed learning about "gender and feminist theories."
- Other students were less impressed. The [Middle East Forum](#), a nonprofit that combats radical Islam at American universities and beyond, published student critiques highlighting Massad's bias against both Israel and the West. The comments claim:
 - *"The professor (and, shockingly, many of the students) tend to turn discussion sections into 'us vs. them' blame game, where they list the West's various cultural crimes ad nauseum..."*
 - *"I worry about the people who enter the class with little to no knowledge of the topic and form their opinions based on Massad's lectures and assigned readings...The class is taught unethically, and should be renamed 'Why Palestinians Hate Israel.'"*
 - *"... he takes a categorically anti-U.S. tack at every possible opportunity, and usually succeeds only at alienating his students."*
- In 2002, Massad gave a [talk](#) at Columbia called "On Zionism and Jewish Supremacy."

Massad has taught at Columbia since 1999 and, given that he's been tenured since 2009, **he remains teaching today.**

INDIANA UNIVERSITY

Indiana University's Middle East program is the top grant-receiver (\$2.84M) from 2020-2023. The school also dealt with intense student protests, which they ultimately used the police to break up. And like Columbia, they also had a controversial professor in Abdulkader Sinno. And just like at Columbia, his name and resume appear on one of Indiana University's [applications](#) to the Department of Education for foreign studies grants.



By [Sdkg](#) - Own work, CC BY-SA 4.0

Dr. Abdulkader Sinno, Associate Professor, Political Science and Middle Eastern Studies

- Served as faculty advisor for the Palestinian Solidarity Committee (PSC), whose members went to a Hillel demonstration on October 9, 2023 and confronted them across police lines, shouting and chanting. They claimed they'd come to support "our brothers and sisters being mass-murdered, tortured, killed and raped in Israel."
- PSC later [protested for a ceasefire](#) with signs like **"Colonialism, Apartheid, Genocide [sic]" and called Israelis "occupiers."**
- Sinno reserved a room for a PSC speaking event and marked it as an academic event, despite the fact that his department chair had declined to host it. Student organizations follow a different approval process, which triggers more oversight, and Sinno subverted it. The result was security needed to be diverted as the speaker showed up to campus. The professor [maintained](#) it was an "honest mistake."
- Sinno was suspended for Spring and Summer 2024 semesters as a result – no lecturing – and no advising student groups for a full calendar year.
- Vice Provost Carrie Dochery [told Sinno](#) in a letter, "As the result of your conduct during [our] interview, your credibility deficiencies, my concerns regarding your judgment in advising the student organization, your failures to follow relevant policies and procedures...I have serious concerns about the effect your behavior may have on members of the campus community."
 - *According to the [Indiana Daily Student](#), she also "referred to **instances of 'threatening' behavior toward a colleague and 'a number of bias reports' filed against Sinno,**" but omitted finer details.*
- After his suspension, Sinno [gave a speech](#) at an "alternative" graduation for pro-Palestinian activists in May. He said attendees were part of a "proud tradition" alongside those who "stood against apartheid in South Africa."
 - *According to [NPR affiliate WFYI](#), the "ceremony concluded with faculty and students lining up in procession, saying their names and dipping their hands in green, red and black paint, and pressing them against a white sheet."*

Like Massad at Columbia, Sinno is a tenured professor and remains on staff at Indiana University.



By [APK](#) - Own work, CC BY-SA 4.0

GEORGETOWN UNIVERSITY

Georgetown University ranks #3 for these grants from 2020-2023, pulling in \$2.64M from the Dept. of Education. Its School of Foreign Service is one of the premier places to study for aspiring State Department officials. **Stop us if you've heard this before:** *again, we quickly found a prominent professor with controversial ideas and ties.*

Dr. Fida Adely, Associate Professor & Director, Center for Contemporary Arab Studies, School of Foreign Service

- Serves on the National Advisory Board of Faculty for Justice in Palestine. FJP members "support the cause of Palestinian liberation through education, advocacy and action. [FJP](#) "supports and amplifies the work of Students for Justice in Palestine along with other pro-Palestinian student groups and campus unions."
- *FJP backs the Boycott, Divestment and Sanctions (BDS) movement and want to "dismantle" Israel study abroad programs.*
- *FJP's "Back to School 2024" statement criticizes "mechanisms for suppressing speech, criminalizing protest and weaponizing fragility." They say Israel's war against Hamas exposes "the depths of settler colonial depravity."*
- *FJP works "in close collaboration with" staff from Birzeit University, a hotbed of radicalism in the West Bank. Members of the Hamas-affiliated "Islamic Bloc" have [won](#) most seats on its student council over the past two years. Birzeit's Union of Professors and Employees [said](#) 2023 would be remembered as "the year that Palestinians stood boldly in the face of colonial fascism and screamed in defense of their homes, humanity, and lives."*
- Adely [is part of Anthro Boycott](#) - a collective working to get the American Association of Anthropologists to boycott Israeli academic institutions.
- *She co-authored [a 2015 blog post](#) arguing the boycott is necessary because calls for "dialogue" only "disguise the real issues of settler-colonialism, oppression and occupation, and act as a kind of marketing tool rebranding the reality of separation and apartheid as a fantasy of 'coexistence.'"*
- *In the same piece, she makes now-stereotypical claims that Israel engaged in "ethnic cleansing" and created an "open-air prison" in Gaza.*

Adely is featured as a "select faculty expert" on the university's Middle East and North Africa studies [factsheet](#), and naturally, [appears on their grant application](#), too.

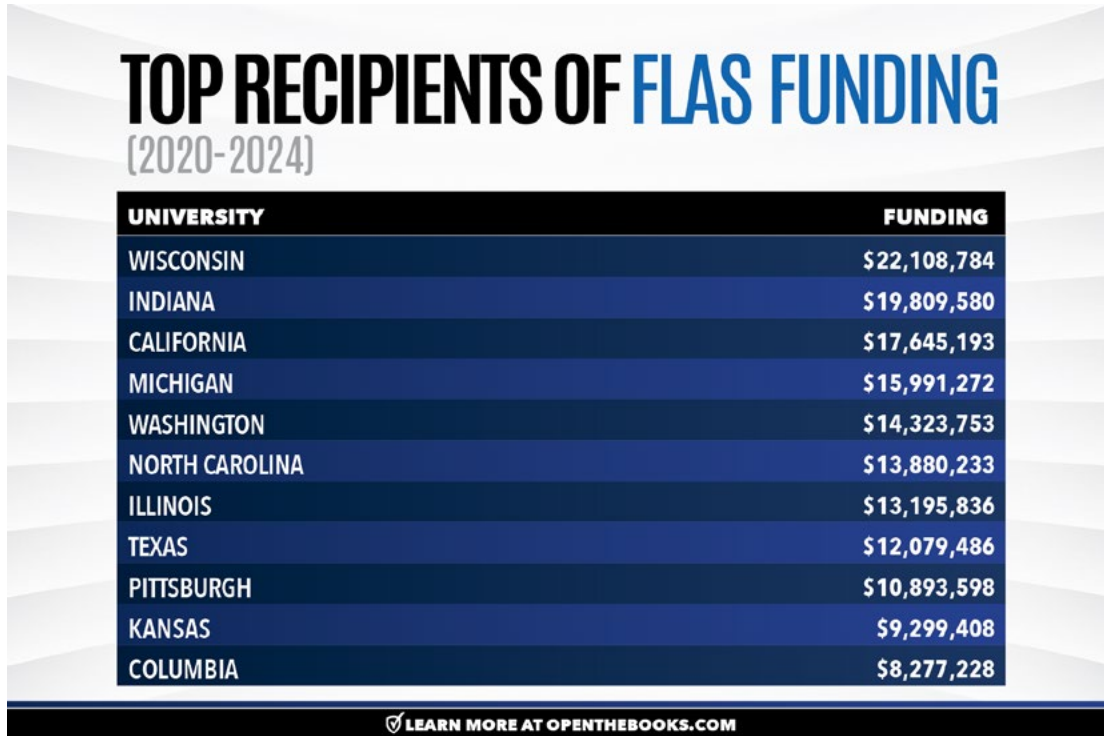
ARE THE FEDS CHECKING?

During the Trump administration, one grant recipient did get some scrutiny and pushback. A joint Duke/UNC program received a [letter](#) from the Dept. of Education criticizing it for giving "very little serious instruction preparing individuals to understand the geopolitical challenges to U.S. national security and economic needs, but quite a **considerable emphasis on advancing ideological priorities.**"

The Feds said the program was missing a balance of perspectives and used taxpayer dollars on irrelevant activities – like a concert series highlighting “Islam, music, and social change” and a conference called “Love and Desire in Modern Iran.”

The schools were to reform the program or lose their funding.

But as we’ve illustrated, programs with top funding have radical professors promoted in their literature and on grant applications. The Department of Education did not respond when asked how or if they scrutinize these applications.



And, we’ve only scratched the surface here – grants studying other areas of the world total \$283M just since 2020. Which other professors and ideas are we backing?

IN WHOSE INTEREST?

By funding schools that teach radical ideologies and practice a far-Left DEI philosophy, controversial professors and administrators are also gaining access to a vast ecosystem of tax dollars, and influence over impressionable young people. These funds can be used to advance their research, build their standing as credentialed academics, gain tenure, and impact international policy discussions.

Meanwhile, our national interest in these grants comes into considerable question. Are we encouraging more professionals who will be credible in these fields and represent U.S. interests, or more folks who are determined to “dismantle” the “settler colonialism” they see all around them?



SECTION 5

CONCLUSIONS AND FURTHER QUESTIONS

Radical ideas, ideologies and influences are flying at public university students from seemingly every direction: through equity-focused research concepts, grants from the federal government, foreign dealmaking, DEI-pushing staff and even far-Left coursework. The consequences spill back out in all directions as well: research results become part of the intellectual canon and public discourse; radical professors strengthen their bona fides with public backing; foreign countries can appropriate American-funded research and inject their own influence through funded faculty and students; and graduates enter a work-force filled with ideas about equity, racial justice, transhumanism, settler colonialism, gender theory and more.

It all becomes part of a perverse dialectic of academic research, campus environments, corporate culture, and even product marketing that can continue pushing America in the wrong direction.

DEI PAYROLL: Where the data was detailed enough, it was clear these public universities have been spending millions – sometimes tens of millions – to pay dozens or hundreds of employees to push the DEI philosophy throughout every aspect of campuses.

Some schools have provided few details or stonewalled requests for their payroll files, despite owing them to the public. Others, like University of Virginia and Ohio State University, have sought to downplay these investments as it became clear how controversial they were. In the case of Berkeley, a whole institute dedicated to DEI-style efforts is branded as “Othering and Belonging,” conveniently dodging the controversial acronym.

Taxpayers are owed full, detailed reporting from public institutions and employees. Stonewalling, poor recordkeeping, avoidant terminology, etc., are all unacceptable from state-backed systems. Open the Books will continue pressing for detailed payrolls.

Still other schools have begun - in whole or in part - unraveling elements of this divisive identity politics.

In states where new laws are curtailing or outright banning DEI, it remains to be seen how many DEI-related employees are dismissed for taxpayer savings, change roles substantively, or simply get a cosmetic new title and continue largely unchanged. More research in future years will determine whether DEI has truly ended at these universities or simply been strategically reorganized and renamed.

"Even though it feels like the tide is turning against DEI, dismantling the DEI infrastructure will not be easy. The Trump administration will roll back these programs within the federal government, so in some ways we're going to see the battleground move to the states. Dozens of governors and legislatures can use our findings to take action."

- Open the Books CEO John Hart

FOREIGN FUNDING: While American universities spent a decade shelling out for DEI, China spent on accessing STEM programs, gaining influence, and getting a hold of research findings to advance their national defense and scientific knowledge.

In at least one case, these public universities have gone where the private sector has refused to: Rutgers is partnered with the Wanxiang Group for an environmental fellowship program, despite at least three American businesses having pulled out of deals with the company over national security concerns.

Foreign influence becomes even more concerning when it's happening in plain sight without the federal government's knowledge. Both Berkeley and Georgia Tech's cooperation with China's Tsinghua University were underreported despite the Higher Education Act requiring it. This came both through oversights by the schools' internal teams and a failure of oversight by the federal government. Years went by before a Congressional investigation revealed the problem and estimated that hundreds of millions - even billions more - in similar foreign deals are going unreported to this day.

In its September 2024 report, the Select Committee on the Chinese Communist Party spelled out how the party "exercises control" over these joint programs, saying they are "designed to favor Beijing's interests." There are more than 1,500 collaborations with more than 300 U.S. universities and other entities. "Notably, 21 of these US-[China] partnerships are joint institutes that are predominantly focused on STEM fields critical to military and economic superiority."

Tsinghua and the other participating Chinese universities are "jointly administered by Ministry of Education and SASTIND [State Administration of Science, Technology and Industry for National Defense], which...is an arm of the Chinese government whose stated purposes include 'strengthening military forces with additional personnel and more advance equipment.'"

Tsinghua University also “has a documented history of serving the PRC’s national security and defense apparatus, including involvement in defense research and alleged cyberattacks targeting various international entities,” members of the committee reported.

What foreign funds are we missing through shortcomings or lack of reporting under Section 117 of the Higher Education Act? Are there additional loopholes in current law that allow adversarial nations to make deals in academia without triggering disclosure? House lawmakers have introduced the [DETERRENT Act](#) to expand oversight and disclosure requirements.

“The results of our joint investigation are alarming. The Chinese Communist Party is driving its military advancements through US taxpayer-funded research and through joint US-PRC institutes in China. Georgia Tech did the right thing for US national security by shutting down its PRC-based joint institute, and UC Berkeley and other universities should follow suit. We also must ban research collaboration with blacklisted entities, enact stricter guardrails on emerging technology research, and hold American universities accountable through passing the Deterrent Act.”

[Rep. John Moolenaar](#), Chairman

RESEARCH: While campus DEI investments are on life support in some states, the divisive agenda and many other radical concepts are alive and well through federal grantmaking.

At every school analyzed, hundreds of millions - usually billions - worth of grants go out the door. When taking inventory of them, it’s easy to find that they’re littered with a collection of inane, loaded terms, concepts and suppositions: Latinx, structural racism, race-based “interruptions,” decolonization, cisheteronormativity, bodyminds, “women+,” settler-colonialism, trans*natures, queer ecologies, and the list goes on.

The resulting research will make America’s intellectual canon unrecognizable from what it was in the 20th century.

APPENDIX A

WHY CAN'T THE UNIVERSITY OF VIRGINIA TELL THE TRUTH ABOUT ITS \$1 BILLION DEI PLAN?

University spokesperson Brian Coy misled national media about how much DEI was costing students and taxpayers. Why won't UVA own its \$1 billion plan?

"...a call for us to be the very best version of ourselves and to live our stated commitments to diversity, equity and inclusion to become a better university."

- Dr. James Ryan, President, [University of Virginia](#), September 11, 2020

Recently, our auditors at [OpentheBooks.com](#) found that the University of Virginia (UVA) [employed 235 people in roles related to diversity, equity and inclusion \(DEI\)](#) costing taxpayers some \$20 million for salaries and benefits last year.

Our report broke in the [Washington Examiner](#) and made national news. It hit multiple primetime shows on Fox News, the nightly news on the nearly 200 ABC, NBC, CBS, and Fox affiliates of Sinclair Broadcast Group, a retweet by Elon Musk, and a hearing by the U.S. House subcommittee on Education and the Workforce.

UVA's extravagance on the taxpayer's tab is in stark contrast to the University of Florida, which terminated 28 staffers two weeks ago to redirect \$5 million in student and taxpayer costs into needed scholarships for would-be students.

UVA's stunning headcount includes 82 student interns with many paid the equivalent of half to full tuition waivers. Every penny was parsed from university payroll produced by UVA itself - subject to our Virginia Freedom of Information Act request.

Furthermore, [OpentheBooks.com](#), an organization I lead, was [fully transparent about our methodology](#). We [released to the public on our website all the data](#) in easy-to-use format: name, position title, department, and cash compensation last year.

Not one UVA DEI employee disputed their role - despite being highlighted in the national media. We reached out to several for comment but did not hear back.

But UVA chief spokesman Brian Coy, who makes \$220,000, told national outlets like the [Daily Mail](#) and the [Washington Times](#), UVA has only 55 people in such positions. Coy [said our numbers](#) are "wildly inflated."

However, we have learned the exact opposite - it's UVA that has *continuously undercounted* DEI staffers for the last year.

In April 2023, UVA told the *New York Times* it had [only 40 DEI positions](#). In June 2023, the university told its governing body, the Board of Visitors, it has 55 DEI staffers.

UVA has 55 dedicated DEI positions, with a total annual budget of \$5.8M

	Group(s)/Area(s)	# DEI Positions	Salary Cost
Institutional Strategy/Action	Office for Diversity, Equity, Inclusion, & Community Partnerships	9	\$1,195,103
School/Area Strategy/Action	Academic	16	\$1,609,245*
	Operations & Development	4	\$467,662
	Health System	7	\$532,520*
Student Access/Affairs and Academic Affairs	Student Affairs	8	\$650,554
	Provost's Office – Academic Affairs & Access	2	\$189,190
Support Positions*	Across the University	9	\$654,054
Total		55	\$5,298,328

Central operating budget for DEI: **\$464.7K** + Total dedicated DEI budget: **\$5.8M**

* Excludes salary cost for positions held by faculty on administrative appointment who are paid based on their faculty role and market value.
 * Support positions are roles like "administrative assistant" and "director of business operations" that do not do DEI work directly but exist exclusively in support of a DEI professional or office.

The Ryan administration and their presentation in June 2023 to the UVA Board of Visitors undercounting DEI headcounts and spending.

DID UVA DO ITS HOMEWORK?

To get to the bottom of the bafflegab, [we reached out to Coy](#). We asked for his proof of the 55 DEI staff positions. Coy did not respond.

We asked his deputy, Marshall Eckblad, Senior Director of Media Relations at \$140,000 base pay last year, to explain. Nothing back from Eckblad, either.

So, we filed another [Virginia Freedom of Information Act](#) request for the University's backup for the claim of "only" 55 DEI staff positions.

UVA's reply? "[T]he University has no records responsive to your request." That is a stunning [admission](#).

After a thorough search for back-up for a report to its own governing body, its Board of Visitors, the FOIA department at UVA responded that no records exist.

UVA'S DEI PLAN TO SPEND \$1 BILLION

In the summer of 2020, after riots across the country that were blamed on the death of George Floyd, UVA President James Ryan authorized a Racial Equity Task Force to review, consult, and make recommendations regarding DEI policies and the university response.

The task force gave detailed recommendations [for spending up to \\$1 billion](#) to rectify supposed systemic and structural racism at the university, including:

- immediate investments of \$100-\$150 million on race-based equity projects over the next three to five years,
- a long-term endowed fund of \$500-\$650 million for equity projects,
- and another \$100-\$150 million for racial scholarships and faculty chairs.

The plan [was approved by the Board of Visitors on September 11, 2020](#).

BACKGROUND

Why did the university spokesman, Brian Coy, and James Ryan's administration at UVA, aggressively attack our findings and try to discredit our oversight work in the national media?

Why won't UVA own its \$1 billion DEI plan?

Why is the university misleading their governing Board of Visitors?

Why is the University founded by Thomas Jefferson misleading the national press, their students and Virginia taxpayers by understating its DEI program?

"There is little hope for reconciliation without repair, so paying our debts to the descendants of enslaved laborers who built and operated this University without compensation is a vital contribution to progress."

- Racial Equity Task Force [report](#), September 11, 2020

UVA's administration is simply not counting its DEI positions. The administration is deliberately misleading its governing board, the public, Virginia's taxpayers, and the media.

UVA's own payroll disclosures show almost 150 positions in the following departments/offices:

- Equity Center (110 positions)
- Office of Diversity Equity and Inclusion (18 positions)
- Office of Diversity and Engagement (7 positions)
- Diversity and Inclusion/Inclusion and Diversity (4 positions)
- Center for Diversity (4 positions)
- Diversity and Community Engagement (3 positions)
- Diversity Office (2 positions)

And those numbers don't tell the whole story.

We found approximately 30 other people working in DEI roles sprinkled throughout other departments, including the urology department, Occupational Programs, the School of Engineering and Applied Science, the psychology department, the medical school, the library system, and more.

Again, of our all information comes from the university payroll produced to us by UVA itself and you [can review it for yourself](#).

Then, there are another almost 50 people working in roles advancing equality for women, minorities and disabled in the Maxine Platzer Lynn Women's Center; Office of Equal Opportunity and Civil Rights; Office of African American Affairs, Multicultural Student Services and the Center for Global Health Equity.

And we even admit that [we didn't capture all the staffers](#) hidden in DEI roles throughout the university. There are more people employed in DEI roles and more spending that we didn't find.

A POLITICAL SPOKESMAN AT UVA

While OpentheBooks.com is non-partisan - we hold [both Republicans and Democrats accountable when they spend taxpayer money](#) - we found it troubling that the UVA spokesman Brian Coy has a hyper-partisan [political resume](#).

As the Associate Vice President & Chief Communications Officer for the university - a state institution - can Coy neutrally call balls and strikes so students, taxpayers, and the community can trust his statements?

- Coy came of age on one side of the aisle. Before getting the big job at UVA, he worked as:
- communications director for two Democratic governors of Virginia, Terry McAuliffe and Ralph Northam
 - communications director for the Virginia Democratic Party
 - press secretary for Connecticut Democratic Gov. Ned Lamont's failed 2010 gubernatorial campaign,
 - an aide at a Democratic political direct mail firm, and at two public relations/government relations firms, before joining the UVA communications team in 2019.

UVA'S HIGHEST PAID DEI STAFF

NAME	TITLE	PAY	EST. TAXPAYER COST PAY + BENEFITS
MARTIN N. DAVIDSON	Senior Associate Dean & Global Chief Diversity Officer	\$451,800	\$587,340
KEVIN G. McDONALD	VP For DEI & Community Partnerships	\$401,465	\$521,905
TRACY M. DOWNS	Chief Diversity & Community Engagement Officer & Prof. of Urology	\$312,000	\$405,600
MARK STEVEN CARTWRIGHT	Senior Dir. of Procurement & Supplier Diversity Services	\$224,375	\$291,688
MEARA M. HABASHI	Associate Dean For DEI School of Engineering & Applied Science	\$212,749	\$276,574
KEISHA JOHN	Associate Dean For Diversity & Inclusion	\$202,674	\$268,476
RACHEL SPRAKER	Asst. VP For Equity & Inclusive Excellence	\$186,800	\$242,840
CHRISTIE JULIEN	Senior Asst. Dean, DEI	\$177,700	\$231,010
KIERAH BARNES	Dir. of Advanced Practice Diversity & Development	\$172,000	\$223,600
MARK CHRISTOPHER JEFFERSON	Asst. Dean for Community Engagement & Equity	\$166,260	\$216,138

Source: UVA FOIA

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MORE UVA SPIN

In the national media, Coy said that some positions we highlighted at UVA are somehow not entirely DEI, so their salary shouldn't be included.

'The study seems to count individuals who have full-time positions in non-DEI posts and counts them as full time DEI staffers.'
 - Brian Coy spokesman for UVA [to the DailyMail.com](#).

As an example, Coy pointed out top-paid Martin N. Davidson who holds an executive DEI position but is also a regular professor, Coy said.

However, Martin Davidson is a perfect example of just how deeply imbedded DEI is in every facet of the university and how it's impossible to separate the man from his pay.

Davidson made \$452,000 last year (an estimated \$580,000 with benefits) and is titled in [three positions](#): senior associate dean and global chief diversity officer at the prestigious Darden School of Business, a tenured professor, and acting executive director of the Contemplative Sciences Center at UVA.

- As Senior Associate Dean and Global Chief Diversity Officer at the Darden School of Business, Davidson leads the DEI effort across every facet of the business school.
- As the Johnson & Higgins Professor of Business Administration, his "thought leadership has changed how many executives approach inclusion, diversity and equity in their organizations." Davidson [even teaches a class](#) (GBUS8706) titled after his book - a book on using DEI to leverage differences in organizations.
- As interim executive director of the Contemplative Sciences Center at UVA, Davidson [admits the position utilizes](#) his skills in "cultural diversity," "culture change," and "organizational design."
- Despite making more than the U.S. president, the university excepted Davidson from ethics policies and allowed him to keep a second job - that of a DEI-premised consultant at his own firm. His [clients include](#) the World Health Organization (WHO), Walt Disney and others.
- UVA sells Davidson's book(s) on DEI in the university bookstore and has provided many platforms for Davidson to speak about his book(s) and promote them. His next book, also promoted on UVA websites, is titled, "Embrace the Weird."
- Davidson [advocated on behalf of the fired Harvard president](#), Claudine Gay, and supported her on his social media pages while battling detractors.

Davidson is not accused of any wrongdoing. Conversely, UVA [has promoted him](#) in large part because of his DEI scholarship. First hired nearly 26 years ago, he has been afforded much acclaim. In 2014, he was awarded 'DEI Leadership of the Year Award' at UVA- as a professor.



Office of the Executive
Vice President and Provost

June 13, 2023

Professor Martin Davidson
Darden Business School Via DocuSign

Dear Martin,

I write to invite you to serve as Interim Executive Director of the Contemplative Sciences Center (CSC) effective July 1, 2023, and ending June 30, 2024.

During the time you serve in this interim capacity, your salary will be set at a 12-month, full-time rate of \$398,800. At the end of your term as Interim Executive Director, your salary will revert to its current 9-month, full-time rate of \$299,100. You will be eligible for merit during this time frame.

Other terms of this appointment include:

- You will receive an administrative supplement of \$45,000 during your term as Interim Executive Director. The supplement will be paid monthly along with your base salary.
- You will receive additional wage compensation of \$105,000, in lieu of consulting income. In accepting this offer, you agree to limit your effort to no more than 10 days of consulting while serving as Interim Executive Director.
- Annual contributions by the University to a retirement plan and University-paid insurance covering various liabilities depending on your selection across a menu of choices will continue without change. Contributions to retirement benefits are paid on your 12-month base salary and the administrative supplement (but exclude the wage compensation provided in lieu of consulting income) – this is consistent with university practice. Significant policies and procedures and a description of your faculty benefits may be found at <http://www.hrs.virginia.edu/benefits.html>.
- You will retain your appointment as Tenured Full Professor and the Johnson and Higgins Chair of Business Administration.
- You will teach one course for Darden in Fall 2023, to be determined in consultation with your department chair.
- Other than the single course that you will teach for Darden, 100% of your effort should be dedicated to your work at the CSC.

With total compensation of \$452,000 (2023), it looks like Davidson will make \$398,800 + \$45,000 + \$105,000 + the full cost of benefits for the forward 12-months of his new contract spanning 2023-2024. With cash compensation at \$548,800 plus an estimated 30-percent for the cost of benefits, Davidson's total cost to students and taxpayers could well approach \$700,000.

UVA'S SPOKESMAN FINALLY RESPONDS

We reached out to University spokesman Brian Coy a third time before publishing this article. He finally responded. His email – with our replies – is linked [here](#).

If you expect to get the University's top line number on the headcount of DEI staffers – and the annual costs of those staffers – you will be disappointed.

If you expect to see a database of staffers that Coy says are under the DEI banner, you will be disappointed.

Coy denigrates our reporting further. We think he misses the mark. Here is our analysis of his five point response:

- Coy conceded our point that Professor Martin Davidson is a DEI staffer. *You can't separate the man from his pay.*
- We noted the student workers as they were reported to us in the University's database. Coy says that a majority function as tutors in nearby K-12 schools. *Again, the University lists them as DEI, not us. It's an admission of employment funded by the university through these DEI university departments.*
- 20 staffers function as "community counselors" for a college/career readiness program supporting educational opportunity. *Again, an admission of employment funded by the university through these DEI university departments.*
- Coy says that some staffers in our database are hourly or part-time and treats them as full time employees resulting in dramatic overstatement of earnings. *However, the amount paid to each employee was produced by the university itself. There's no overstatement of earnings.*
- Coy says our database includes many positions that exist to oversee University compliance with federal law and state laws. *Again, an admission of employment funded by the university through these overlapping DEI, Equal Opportunity and Civil Rights university departments.*

[DOWNLOAD OUR DATABASE HERE](#)

We outlined and shared the full picture of the DEI efforts at UVA. Our works stands. Now, people of good will can debate the merits of each program in concert.

NOTE: The university still hasn't released a database of their DEI staffers and our work is the only comprehensive study at UVA on the topic. We released our report on March 5, 2024.

SUMMARY

UVA is in the midst of a \$1 billion DEI program. Student tuition, progressive third-party foundations, and taxpayer money fund this massive initiative.

However, the tenets of DEI are fundamentally anti-American and radical. DEI is rightly seen as divisive, cutting at the fabric of "E pluribus Unum."

DEI judges the color of one's skin, not the content – and competence – of one's character. Merit and equal opportunity are tossed aside as racist. Instead, a neo-Marxist concept of "equal outcomes" is imposed on all social relationships.

Students, taxpayers and all who care about learning can look to Florida as the beacon of a new day. One may hope that Virginia, the birthplace of our Constitutional republic, home to birth places of individual rights and freedoms in America, will emulate the model.

APPENDIX B

METHODOLOGY

TO QUANTIFY SPENDING ON DEI-RELATED STAFF, OPEN THE BOOKS AUDITORS SEARCHED FOR OVER TWO DOZEN RELEVANT KEYWORDS IN EACH UNIVERSITY PAYROLL TO FIND EMPLOYEES IN DEI ROLES.

(*Keywords:* DEI, Diversity, Equity, Inclusion, Race, Black, African American, Equality, Equal, Equitable, Inclusive, Racial, Justice, Multicultural, Immigrant/ Immigration, Latina/o/x, LGBTQ, Queer, Culture/Climate, Belonging, Women, gender and sexuality, Color, Indigenous, Bias, American Indian, and Other, as seen in the [UC Berkeley Othering and Belonging Institute.](#)) Employees were also included if their department or institute has a DEI-related name or purpose.

To quantify foreign funding, Open the Books used “Section 117 Foreign Gift and Contract Data” maintained by the [Department of Education](#).

To quantify federal grants and contracts, auditors used Open the Books’ proprietary database of federal expenditures, the largest in human history.

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IN 2023 and 2024...

Quantified the federal bureaucracy and the waste, fraud and abuse that followed Covid lockdowns. We also exposed the radical DEI ideology that had permeated the Department of Defense, National Science Foundation and the EPA.

IN 2021 and 2022...

Identified Dr. Anthony Fauci as the top paid federal employee, quantified the staggering cost of U.S. military gear left behind in Afghanistan, cracked open California's state checkbook and Big Pharma's \$1.4 billion in third-party paid royalties – leading to four televised congressional hearings in 2022.

IN 2020...

The President's Budget To Congress FY2021 included a first-ever chapter, "Stopping Wasteful and Unnecessary Spending," which was inspired by our oversight report, *Where's The Pork? A Study of \$600 Billion In Federal Grants*. Included in the President's Budget was our report, *Use-It-Or-Lose-It - How The Federal Government Spent \$97 Billion In September 2018*.

IN 2019...

Our Top 82 U.S. Non-Profit Hospitals: Quantifying Government Payments & Financial Assets report launched on FOX News' *Tucker Carlson Tonight* and USA TODAY. This report backstopped President Trump's two executive orders on healthcare price transparency by showing that wealthy charitable non-profit healthcare providers and their CEO's were making big profits. Colorado Governor Jared Polis (D) also cited this data in his state of the state address while arguing for price reforms.

IN 2018...

Open The Books' Mapping The Swamp, A Study Of The Administrative State Media report launched on FOX News' *The Ingraham Angle* and directly led to Representative Judy Hice's (R-GA) legislation on pension and bonus transparency (H.R. 2612). Furthermore, we briefed the Executive Office of the President, Office of Management & Budget regarding our policy ideas to drain the swamp.

IN 2017...

The Tax Cuts And Jobs Act 2017, passed into law and included a claw-back tax on Ivy League-style, excessive university endowments. The *Boston Globe* cited our Ivy League, Inc. oversight report as a catalyst for the legislative provision. Coverage included *The Wall Street Journal* and eight segments on Fox News.

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