



Marshall University
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July 1st, 2025

Dear Chair Grady and Chair Ellington,

Marshall University is committed to complying with all state and federal laws and regulations. The purpose of this letter is to officially update the West Virginia Legislature, and more specifically the Joint Committee on Education, on the University's efforts to comply with the law prohibiting diversity, equity and inclusion (DEI). West Virginia Code 18B-1G-4 requires state higher education institutions to submit a report on actions taken to ensure adherence to the law.

Following the issuance of Governor Morrissey's Executive Order 3-25, I directed my team to meet and conduct an inventory of all services, practices and activities offered on our campuses. We maintained consistent communication with both the campus community and the Governor's Office throughout the process to ensure transparency and alignment as we worked toward full compliance.

To ensure compliance with Executive Order 3-25 and with passage of Senate Bill 474, the following adjustments were taken at Marshall University:

- Changes were made to remove DEI language from the university's websites, publications and policies.
- Departments, centers and programs that offer special benefits based on race, color, sex, ethnicity or national origin were refocused and expanded to provide support and resources to additional student populations, including first-generation, low-income, transfer/commuter, neurodivergent and non-traditional students.
 - The Division of Intercultural and Student Affairs was renamed to the Division of Student Affairs.
 - The Women's and Gender Center was renamed to the Women's Center.
 - The Center for African American Studies, LGBTQ+ Office and International Student Office merged into a single entity: the Access, Connections, and Engagement (ACE) Center. The ACE Center is dedicated to helping students navigate their academic journey, develop independence, and form lasting connections through innovative programs, strategic partnerships, and personalized support. This Center serves all students including first-generation, low-income students, transfer and commuter, international students and non-traditional students. The Center offers a resource space, an environment for networking,

support and connection-building and opportunities for student-led workshops and discussions.

- Staff titles updated to remove DEI-related terms, and the duties adjusted accordingly.
- All DEI-related training programs were discontinued.
- All graduation celebrations to recognize special segments of the student population will be held off campus and funded privately or sponsored by registered student organizations.

Marshall University does not require DEI statements as part of its hiring or promotion processes. Additionally, the University does not use race, sex, color, ethnicity or national origin as criteria in employment decisions or in student admissions. We do not engage third-party vendors or consultants to promote DEI initiatives.

We remain committed to the ongoing review of institutional activities, practices and services to ensure full compliance with all laws and regulations. Please feel free to contact me or a member of our government relations or legal teams with any questions or for further information.

Sincerely,

A handwritten signature in blue ink, appearing to read "Brad D. Smith", with a stylized flourish extending to the right.

Brad D. Smith
President, Marshall University