

**House File 2327 - Introduced**

HOUSE FILE 2327

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**A BILL FOR**

1 An Act relating to higher education, including diversity,  
2 equity, and inclusion policies, tuition, and administrator  
3 hiring at state universities, membership of the state board  
4 of regents, and student-employer work and tuition programs  
5 at state universities and community colleges.  
6 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. Section 260C.14, Code 2024, is amended by adding  
2 the following new subsection:

3 NEW SUBSECTION. 25. Establish a program that satisfies all  
4 of the following requirements:

5 a. Allows students admitted to the community college to  
6 complete the community college's associate's degree program  
7 while working part-time for an employer registered under the  
8 program.

9 b. Requires the student and a representative of the  
10 student's employer to execute an agreement that requires the  
11 student to work part-time for the student's employer for at  
12 least one calendar year and that describes the rights and  
13 responsibilities of the student and the employer under the  
14 program.

15 c. Requires the student's employer to pay all of the tuition  
16 and mandatory fees associated with the student's participation  
17 in the associate's degree program during the fall and spring  
18 semesters.

19 d. Requires the student's employer to pay the student a rate  
20 of compensation that shall not be less than the higher of the  
21 applicable federal or state minimum wage.

22 Sec. 2. Section 262.1, Code 2024, is amended to read as  
23 follows:

24 **262.1 Membership.**

25 1. The state board of regents consists of nine voting  
26 members, eight of whom shall be selected from the state at  
27 large solely with regard to their qualifications and fitness  
28 to discharge the duties of the office. The ninth member shall  
29 be a student enrolled on a full-time basis in good standing  
30 at either the graduate or undergraduate level at one of the  
31 institutions listed in section 262.7, subsection 1, 2, or 3,  
32 at the time of the member's appointment. Not more than five  
33 members shall be of the same political party.

34 2. In addition to the nine voting members, the membership  
35 of the state board of regents shall include two ex officio,

1 nonvoting members of the general assembly, with one member  
2 designated by the majority leader of the senate and one member  
3 designated by the speaker of the house of representatives. A  
4 legislative member serves for a term as provided in section  
5 69.16B.

6 Sec. 3. Section 262.2, Code 2024, is amended to read as  
7 follows:

8 **262.2 Appointment — term of office.**

9 The voting members shall be appointed by the governor  
10 subject to confirmation by the senate. Prior to appointing  
11 the ninth member as specified in [section 262.1, subsection 1,](#)  
12 the governor shall consult with the appropriate student body  
13 government at the institution at which the proposed appointee  
14 is enrolled. The term of each voting member of the board  
15 shall be for six years, unless the ninth member, appointed  
16 in accordance with [section 262.1, subsection 1,](#) graduates or  
17 is no longer enrolled at an institution of higher education  
18 under the board's control, at which time the term of the  
19 ninth member shall expire one year from the date on which the  
20 member graduates or is no longer enrolled in an institution  
21 of higher education under the board's control. However, if  
22 within that year the ninth member reenrolls in any institution  
23 of higher education under the board's control on a full-time  
24 basis and is a student in good standing at either the graduate  
25 or undergraduate level, the term of the ninth member shall  
26 continue in effect. The terms of three voting members of the  
27 board shall begin and expire in each odd-numbered year as  
28 provided in [section 69.19.](#)

29 Sec. 4. Section 262.4, Code 2024, is amended to read as  
30 follows:

31 **262.4 Removals.**

32 The governor, with the approval of a majority of the senate  
33 during a session of the general assembly, may remove any voting  
34 member of the board for malfeasance in office, or for any cause  
35 which would render the voting member ineligible for appointment

1 or incapable or unfit to discharge the duties of office, and  
2 the voting member's removal, when so made, shall be final.

3 Sec. 5. Section 262.5, Code 2024, is amended to read as  
4 follows:

5 **262.5 Suspension.**

6 When the general assembly is not in session, the governor  
7 may suspend any voting member so disqualified and shall appoint  
8 another to fill the vacancy thus created, subject to the  
9 approval of the senate when next in session.

10 Sec. 6. Section 262.6, Code 2024, is amended to read as  
11 follows:

12 **262.6 Vacancies.**

13 Vacancies shall be filled in the same manner in which  
14 regular appointments are required to be made. If the ninth  
15 voting member resigns prior to the expiration of the term,  
16 the individual appointed to fill the vacancy shall meet the  
17 requirements for the ninth voting member specified in section  
18 262.1, subsection 1. Other vacancies in the voting members  
19 occurring prior to the expiration of the ninth voting member's  
20 term shall be filled in the same manner as the original  
21 appointments for those vacancies.

22 Sec. 7. Section 262.8, Code 2024, is amended to read as  
23 follows:

24 **262.8 Meetings.**

25 The board shall meet four times a year. Special meetings  
26 may be called by the board, by the president of the board, or  
27 by the executive director of the board upon written request of  
28 any five voting members thereof.

29 Sec. 8. Section 262.9, subsections 2 and 22, Code 2024, are  
30 amended to read as follows:

31 2. a. Elect a president of each of the institutions of  
32 higher learning; a treasurer and a secretarial officer for each  
33 institution annually; professors, instructors, officers, and  
34 employees; and fix their compensation.

35 b. (1) When electing a president of an institution of

1 higher learning, the board shall use a presidential selection  
2 committee that shall provide the board with recommendations  
3 related to the best candidate for the position. The board  
4 shall not elect a president of an institution of higher  
5 learning unless the presidential selection committee  
6 recommended the election of the president to the board.

7 (2) Only members of the board shall serve as members of the  
8 presidential selection committee.

9 (3) In carrying out its duties under this paragraph, the  
10 presidential selection committee may do any of the following:

11 (a) Contract for and use the services of any person engaged  
12 in the business of placing highly qualified job candidates in  
13 leadership positions.

14 (b) Use moneys allocated to the committee by the board.

15 (4) The identity of a candidate for president of an  
16 institution of higher learning being considered by the  
17 presidential selection committee shall be confidential and  
18 shall not be a public record subject to disclosure under  
19 chapter 22.

20 22. a. Develop a policy and adopt rules relating to the  
21 establishment of tuition rates which provide a predictable  
22 basis for assessing and anticipating changes in tuition rates.

23 b. (1) The rules shall provide that an institution of  
24 higher education under the board's control shall not increase  
25 the total amount of tuition and mandatory fees associated with  
26 the baccalaureate degree program by more than three percent of  
27 the total amount of tuition and mandatory fees the institution  
28 charged during the immediately preceding academic year.

29 Sec. 9. Section 262.9, Code 2024, is amended by adding the  
30 following new subsections:

31 NEW SUBSECTION. 39. a. Direct the institutions of higher  
32 education under its control to adopt policies and procedures  
33 that prohibit the institution from hiring any new employee to  
34 serve as an administrator unless the board approves the hiring  
35 of the new employee.

1     *b.* The policies and procedures adopted pursuant to paragraph  
2     *"a"* shall not prohibit an institution of higher education under  
3     the control of the state board of regents from filling an open  
4     administrator position with an administrator who is currently  
5     employed by the institution of higher education.

6     *c.* For purposes of this subsection, *"administrator"*  
7     means an employee whose primary job duties include planning,  
8     directing, coordinating student instruction, administration,  
9     and services, as well as other research and educational  
10    activities. *"Administrator"* does not include the president of  
11    the institution of higher education.

12    NEW SUBSECTION. 40. Direct the institutions of higher  
13    education under its control to establish a program at each  
14    institution that satisfies all of the following requirements:

15    *a.* Allows students admitted to the baccalaureate degree  
16    program at the institution to complete the baccalaureate degree  
17    program while working part-time for an employer registered  
18    under the program.

19    *b.* Requires the student and a representative of the  
20    student's employer to execute an agreement that requires the  
21    student to work part-time for the student's employer for at  
22    least one calendar year and that describes the rights and  
23    responsibilities of the student and the employer under the  
24    program.

25    *c.* Requires the student's employer to pay all of the tuition  
26    and mandatory fees associated with the student's participation  
27    in the baccalaureate degree program during the fall and spring  
28    semesters.

29    *d.* Requires the student's employer to pay the student a rate  
30    of compensation that shall not be less than the higher of the  
31    applicable federal or state minimum wage.

32    NEW SUBSECTION. 41. Direct the institutions of higher  
33    education under its control to structure university-wide  
34    diversity, equity, and inclusion offices to eliminate any  
35    diversity, equity, and inclusion function that is not necessary

1 for compliance with federal or state laws or accreditation.  
2 The institutions of higher education shall make the support  
3 services that were provided by such offices broadly available  
4 to all students and employees, subject to applicable federal  
5 and state eligibility requirements.

6 NEW SUBSECTION. 42. Direct the institutions of higher  
7 education under its control to regularly do all of the  
8 following:

9 *a.* Review the services provided by offices that support  
10 diversity or multicultural affairs in other divisions of the  
11 institution to ensure that such services are available to all  
12 students, subject to applicable federal or state eligibility  
13 requirements.

14 *b.* Update promotional and informational materials and  
15 internet sites to clarify that the mission of offices that  
16 support diversity or multicultural affairs in other divisions  
17 of the institution is to support success broadly.

18 NEW SUBSECTION. 43. Direct the institutions of higher  
19 education under its control to take reasonable steps to assure  
20 all of the following:

21 *a.* That an employee, student, applicant, or campus visitor  
22 is not required to submit a diversity, equity, and inclusion  
23 statement, or be evaluated based on participation in a  
24 diversity, equity, and inclusion initiative, unless required  
25 for compliance or accreditation related to diversity, equity,  
26 and inclusion.

27 *b.* That an employee, student, applicant, or campus visitor  
28 is not compelled to disclose the employee's, student's,  
29 applicant's, or campus visitor's preferred pronouns.

30 NEW SUBSECTION. 44. Develop a policy that each  
31 institution of higher education under the control of the board  
32 shall approve, institute, and enforce, that prohibits the  
33 consideration of race and other protected class characteristics  
34 during the admissions process that is consistent with current  
35 federal and state law.

1     NEW SUBSECTION. 45. Develop a policy that each institution  
2 of higher education under the control of the board shall  
3 approve, institute, and enforce, that contains guidance for  
4 employees of each institution related to the separation of  
5 personal political advocacy from the employee's job duties and  
6 the business of the institution.

7     NEW SUBSECTION. 46. Direct the institutions of higher  
8 education under its control to adopt policies and procedures  
9 that are designed to explore potential recruitment strategies  
10 to advance the diversity of intellectual and philosophical  
11 perspectives in faculty and staff applicant pools.

12    NEW SUBSECTION. 47. Provide an annual notice to the  
13 institutions of higher education under its control concerning  
14 the board's policy related to institution statements on matters  
15 of public concern.

16    Sec. 10. INSTITUTIONS OF HIGHER EDUCATION GOVERNED BY THE  
17 STATE BOARD OF REGENTS — REQUIRED REVIEWS.

18    1. On or before December 31, 2024, each institution of  
19 higher education governed by the state board of regents shall  
20 do all of the following:

21    a. Review all college, department, and unit-level  
22 diversity, equity, and inclusion positions to determine whether  
23 diversity, equity, and inclusion-specific job responsibilities  
24 are necessary for compliance with federal or state law,  
25 accreditation, or for the provision of student or employee  
26 support services.

27    b. Adjust or eliminate any diversity, equity, and inclusion  
28 position that is not necessary for those purposes described in  
29 paragraph "a".

30    c. Review all employee position names and working titles to  
31 ensure that the position names and working titles appropriately  
32 reflect the employee's responsibilities.

33    2. Each institution of higher education governed by the  
34 state board of regents shall initiate and conduct a review of  
35 general education categories related to diversity, equity, and



1 regents by adding two ex officio, nonvoting members of the  
2 general assembly. The bill provides that one of these members  
3 shall be designated by the majority leader of the senate and  
4 the other member shall be designated by the speaker of the  
5 house of representatives. The bill makes conforming changes.

6 Current law requires the state board of regents to elect a  
7 president of each institution of higher learning. The bill  
8 provides that, when electing the president, the state board of  
9 regents shall utilize a presidential selection committee that  
10 is required to provide the board with recommendations related  
11 to the best candidate for the position. The bill prohibits  
12 the state board of regents from electing a president unless  
13 the presidential selection committee recommended the election  
14 of the president. The bill establishes that only members  
15 of the state board of regents shall serve as members of the  
16 presidential selection committee. The bill authorizes the  
17 presidential selection committee to utilize the services of any  
18 person engaged in the business of placing highly qualified job  
19 candidates in leadership positions and to use moneys allocated  
20 to the committee by the state board of regents. The bill  
21 establishes that the identity of a candidate for president  
22 of an institution of higher learning being considered by the  
23 presidential selection committee shall be confidential and  
24 shall not be a public record subject to disclosure.

25 Current law requires the state board of regents to develop  
26 a policy and adopt rules relating to the establishment of  
27 tuition rates. The bill requires these rules to provide that  
28 an institution of higher education shall not increase the  
29 total amount of tuition and mandatory fees associated with  
30 the baccalaureate degree program by more than 3 percent of  
31 the total amount of tuition and mandatory fees charged by the  
32 institution during the immediately preceding academic year.

33 The bill makes several modifications to the duties of  
34 the state board of regents, including requiring the board to  
35 do all of the following: direct the institutions of higher

1 education to adopt policies that prohibit the institution from  
2 hiring any new employees to serve as administrators, with the  
3 exception of the position of president of the university;  
4 direct the institutions to structure university-wide diversity,  
5 equity, and inclusion offices; direct the institutions to  
6 regularly review the services provided by offices that support  
7 diversity or multicultural affairs to ensure that such services  
8 are available to all students and update promotional and  
9 informational materials and internet sites to clarify the  
10 mission of offices that support diversity or multicultural  
11 affairs; direct the institutions to take reasonable steps  
12 to assure that an employee, student, applicant, or campus  
13 visitor is not required to submit a diversity, equity, and  
14 inclusion statement, or be evaluated based on participation  
15 in a diversity, equity, and inclusion initiative, and that  
16 an employee, student, applicant, or campus visitor is not  
17 compelled to disclose preferred pronouns; develop a policy  
18 that each institution shall institute that prohibits the  
19 consideration of race and other protected class characteristics  
20 during the admissions process that is consistent with current  
21 federal and state law; develop a policy that each institution  
22 shall institute that contains guidance for employees of each  
23 institution related to the separation of personal political  
24 advocacy from the employee's job duties and the business of  
25 the institution; direct the institutions to adopt policies and  
26 procedures that are designed to explore potential recruitment  
27 strategies to advance the diversity of intellectual and  
28 philosophical perspectives in faculty and staff applicant  
29 pools; and provide an annual notice to the institutions  
30 concerning the board's policy related to institution statements  
31 on matters of public concern.

32 The bill requires each institution of higher education  
33 governed by the state board of regents to review all college,  
34 department, and unit-level diversity, equity, and inclusion  
35 positions to determine whether diversity, equity, and

1 inclusion-specific job responsibilities are necessary for  
2 compliance with federal or state law, accreditation, or for the  
3 provision of student or employee support services, and adjust  
4 or eliminate any such position that is not necessary for those  
5 purposes, on or before December 31, 2024.

6 The bill requires each institution of higher education  
7 governed by the state board of regents to initiate and conduct  
8 a review of general education categories related to diversity,  
9 equity, and inclusion and update such categories to accurately  
10 reflect the array of options students may select in order to  
11 satisfy the requirements associated with such categories and to  
12 ensure a breadth of offerings.

13 The bill requires each institution of higher education  
14 governed by the state board of regents to develop and submit  
15 to the state board of regents a proposal related to the  
16 establishment of a center, institute, or initiative that is  
17 dedicated to expanding opportunities for education and research  
18 concerning freedom of speech and civic education.