

DISCUSSION & REVIEW QUESTIONS:

- At the beginning of the video, Mr. Kirk notes that, “Year after year Americans pour billions of dollars into colleges and universities... In 2017 that number was \$44 billion. \$44 billion in donations in one year from alumni and other donors. And for what? To enhance the education of America’s youth? Do you really think our college graduates are better educated, more literate, more versed in classical philosophy and American history than they were ten, twenty, or fifty years ago? If your child goes to college and spends four years partying, skipping class, and playing video games, consider yourself lucky. It’s when they actually listen to their radical professors that you’re in trouble.” When people donate money to universities, what do you think their normal, reasonable expectations are for where their money goes and what outcomes they are attempting to support? Do YOU think that ‘college graduates are better educated, more literate, more versed in classical philosophy and American history than they were ten, twenty, or fifty years ago?’ Why or why not? What do you think Mr. Kirk means when he says that if college students listen to their radical professors then donors are in trouble? Explain.
- Mr. Kirk goes on to ask, “So, what have our institutions been doing with all this money? Well, the University of Michigan’s Vice Provost of Equity and Inclusion makes \$400,000 a year. The university spends close to eleven million dollars annually on diversity and inclusion staff and programs, according to a recent report. What do you think Vice Provosts of Equity and Inclusion (and almost all schools have one now) do all day? They, and the small armies they supervise, spend all day, every day, looking for racism, sexism, classism, Islamophobia, homophobia, transphobia and any other phobias they can dream up. If they don’t find some bias somewhere, they’re out of a job. So, guess what, they find it – even where it doesn’t exist. The University of California at Santa Cruz now has an ‘activist-in-residence.’ His job is to mint new Leftist activists – as if we have a shortage.” Do you think that the salary for the University of Michigan’s Vice Provost of Equity and Inclusion is cost justified? If yes, on what basis do you think it is justified? If no, why not? Do you think that most donors want to be funding armies of people looking to restrict freedom of speech on college campuses? Why or why not? Do you think that public universities, such as U.C. Santa Cruz should be spending taxpayer dollars, student tuition funds, and donor money on political activity- especially political activity that is so one-sided? Why or why not?
- Further along in the video, Mr. Kirk explains that, “...when you donate to your average university, you’re actually hurting your society. You’re the reason kids – maybe your kids – are coming home: Loving socialism and hating free market capitalism, believing male and female don’t objectively exist, excusing rockets being shot into Israel- then blaming Israel for defending itself, romanticizing Che Guevara and reviling George Washington, and dismissing America, arguably the most decent country ever created, as racist, genocidal, imperialist, white supremacist, hate-filled, and misogynistic.” In what other ways might college students be harmed by donors continuing to subsidize the Leftist agenda propagated by universities? Explain.
- Later in the video, Mr. Kirk admonishes viewers to, “Stop supporting institutions that don’t support your values- that, in fact, despise your values. And, believe me, they despise you when you’re back is turned. The only thing they love about you is your money. Oh, you might say, I would never give money for all that diversity, equity and inclusion nonsense, I designate my donations to the business school or the medical center. If you think that, you’re fooling yourself. Money is fungible. You can designate it for anything you want, but you

can't control what the university does with it." If a college receives money from a donor that the donor designates for a specific purpose, but the college uses the money for something else instead, would you consider that act by the college to be unethical, or 'wrong' in some way? Explain. What percentage of donors would you guess are totally unaware that their donations are at least partially being used to harm students rather than to help them?

- At the end of the video, Mr. Kirk concludes that, "College has become a big business. Most indoctrinate rather than educate. The best way to force them to change is to take away their cash. Your cash. Start today." Why do you think that colleges have become so hyper-focused on indoctrinating students to a Leftist political agenda, rather than educating students with facts and encouraging students to think for themselves and to form their own opinions? Do you agree with Mr. Kirk that the only way to force colleges to change is to take away their funding? Why or why not?

EXTEND THE LEARNING:

CASE STUDY: University of Michigan

INSTRUCTIONS: Read the articles "U-M Diversity Chief Gets \$407k Annually, Oversees 12 Employees," and "\$8.4 Million Per Year for U-M Diversity Employees," then answer the questions that follow.

- Who is Robert Sellers and what does he do? What does Dr. Sellers' research focus on, exactly, and how is it used, specifically? How many staffers does Dr. Sellers oversee, and what is his office's payroll budget? What did the Trotter Multicultural Center's stakeholders provide? How much did the University of Michigan receive in taxpayer dollars in 2018? How many full time 'diversity-related staffers' does the University of Michigan employ, and how much does it cost per year? What is a 'diversicrat? How much is budgeted for the university's five-year 'diversity plan?'
- What do you think a 'diversity plan' is? What do you think makes diversity of race, ethnicity, etc... more valuable to universities and some of their students than diversity of thought- i.e. what exactly is so special and beneficial about superficial diversity in and of itself, as opposed to the obvious merits of diversity of thought? Explain. In the first article, the University of Michigan states, "...that its diversity efforts strive to 'cultivate a campus community where everyone feels welcomed and can succeed, develop capacities of students, staff and faculty to live and work in a diverse and global society, positively impact communities through service and research.'" What exactly does that mean? Explain. Haven't students been able to succeed for a long time without diversity efforts? Dr. Sellers' wife works on campus for the National Center for Institutional Diversity- whose stated mission is: to create a more equitable and inclusive society, we produce, catalyze, and elevate diversity research and scholarship. What do you think the term 'equitable' means in this context? Should society necessarily be 'equitable' to be better? Why or why not? Three of the overpaid employees that work under Dr. Sellers are directed, "...

to sustain an environment that encourages and supports academic excellence through diversity and inclusion.” Do you think that superficial diversity and inclusion necessarily promote and support academic excellence? If yes, how? If no, why not? The second article also mentioned that, “The university’s diversity plan also includes expanded resources for bias-related incidents, like the Bias Response Team...” What do you think a ‘bias-related incident’ could be, and what do you think a paid response team could or should do per incident? Do you think that using financial resources for a bias response team is cost-justified for a university? Why or why not?

- Do you think that universities need diversity and inclusion administrators and programs? Why or why not?

1. The university spends close to _____ million dollars annually on diversity and inclusion staff and programs, according to a recent report.

- a. 1
- b. 5
- c. 9
- d. 11

2. When you donate to your average university _____.

- a. you're making a wise investment
- b. you're actually hurting your society
- c. you're ensuring students get the superb education they're paying for
- d. you're throwing your money into a bonfire

3. Kids come home from college believing which of the following:

- a. Loving socialism and hating free market capitalism.
- b. Believing male and female don't objectively exist.
- c. Excusing rockets being shot into Israel.
- d. All of the above.

4. _____ is where the Leftist deal is sealed.

- a. Grade school
- b. Middle school
- c. High school
- d. College

5. The best way to force colleges to change is to give them more money.

- a. True
- b. False



QUIZ - ANSWER KEY

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<https://www.michigancapitolconfidential.com/u-m-diversity-chief-gets-407k-annually-oversees-12-employees>

U-M Diversity Chief Gets \$407k Annually, Oversees 12 Employees

Office budget is \$2 million, but that's not all

By Tom Gantert | Jan. 8, 2019

The head of the University of Michigan's wide-ranging diversity programs and enforcement activities is collecting an annual salary of \$407,653, following a \$11,100 raise in 2018. The university employs more than 48,000 people, of which 51 collect a base salary of \$400,000 or above.

Robert Sellers, chief diversity officer and vice provost for equity and inclusion, has seen his income skyrocket since being appointed to the position in October 2016. According to U-M records, Sellers was paid \$190,000 as a professor of psychology in 2012-13.

U-M President Mark Schlissel was paid \$852,346 in 2018.

Sellers' wife is also part of the diversity bureaucracy at the university. Tabbye Chavous Sellers is program director for the National Center for Institutional Diversity on the Ann Arbor campus. She made \$181,404 in 2018. Robert Sellers and Tabbye Chavous Sellers came to U-M separately in different years long before they were married, according to the university. They report to different departments.

U-M describes Sellers' academic background as this: "Dr. Sellers' primary research activities have focused on the role of race in the psychological lives of African Americans. He and his students have developed a conceptual and empirical model of African American racial identity. The model has been used by a number of researchers in the field to understand the heterogeneity in the significance and meaning that African Americans place on race in defining themselves."

University of Michigan-Flint economics professor Mark Perry has tracked U-M's efforts at diversity. Perry said Sellers' office now has a staff of 12 employees with a payroll cost of \$2 million.

However, the university's activities related to diversity cross many departments. An October 2018 document called the "Diversity, Equity & Inclusion Strategic Plan Progress Report" gives some sense of this. It includes items like, "LSA Collegiate Fellows Program: The program added nine new scholars in year two, bringing the total cohort to 16." It also mentions, "Trotter Multicultural Center: In year two, construction on the new student facility entered its final phase, and a cross-unit team of stakeholders provided recommendations on best practice programs in cultural competency, heritage and traditions for consideration by the center's newly appointed director."

The report includes a description of challenges faced by the initiatives, including this: "It was also a year rife with challenge. As political strife escalated, the national conversation around diversity, equity and inclusion became increasingly heated. A series of hateful incidents on campus made for an emotionally challenging year. These events pointed up the dual reality that exists within our community and our country as a rising tide of progress is, at times, met with waves of opposition."

U-M states that its diversity efforts strive to "cultivate a campus community where everyone feels welcomed and can succeed, develop capacities of students, staff and faculty to live and work in a diverse and global society, positively impact communities through service and research."

The University of Michigan received \$370.4 million in state taxpayer dollars through the Michigan higher education budget for the current fiscal year. The university's total operating revenues for its fiscal year that ended on June 30, 2018, were \$3.028 billion, not including patient care revenue collected by its hospital system. Of this, \$1.310 billion was collected from net student tuition and fees.

<https://www.michigancapitolconfidential.com/84-million-per-year-for-u-m-diversity-employees>

\$8.4 Million Per Year for U-M Diversity Employees

Of nearly 100 full-time 'diversicrats,' 26 get more than \$100,000

By Derek Draplin | June 12, 2018

The University of Michigan employs nearly 100 full-time diversity-related administrative staffers, costing almost \$8.4 million a year, according to a recent analysis. Over a quarter of the staff (26) collect annual salaries of over \$100,000.

The numbers come from an analysis done by Mark Perry, an adjunct scholar for the Mackinac Center for Public Policy and the American Enterprise Institute. Perry is also a finance professor at the University of Michigan-Flint.

The 93 diversity-related administrators — or “diversicrats,” as Perry calls them — cost the university \$11 million annually in total compensation, which includes salaries and estimated fringe benefits. The positions range from the chief diversity officer to program managers and administrative assistants in various offices and centers. Many of the positions are paid for through the university’s general fund, while diversity-related administrative positions in the health system are paid for by patient care revenues.

Perry calculated that “the \$11 million payrolls for the 93 U-M ‘diversicrats’ could support 765 in-state students per year with full tuition scholarships” in the College of Literature, Science & the Arts, where tuition is \$14,500 a year.

The highest-paid employee is Robert Sellers, vice provost for equity and inclusion and chief diversity officer, who makes \$396,550 annually. He is also a professor of psychology and education. Michigan Capitol Confidential previously reported that Sellers’ position was created as part of the university’s five-year, \$85 million diversity plan. In 2016, Sellers made \$385,000.

David Brown, associate dean in the Office for Health Equity & Inclusion, or OHEI, makes \$220,000 annually, and Gary Freed, faculty lead in the same office, makes over \$218,000. OHEI “develops mechanisms for inclusion, diversity and cultural sensitivity among faculty, students and staff, and staff at Michigan Medicine.”

Perry noted that OHEI has at least 19 full-time staffers whose salaries, with fringe benefits, total \$2.1 million a year.

University spokesman Rick Fitzgerald said OHEI is funded through patient care revenues.

“The office serves both the Medical School and the university’s health system (hospitals) by promoting inclusion, diversity and cultural sensitivity among faculty, students and staff,” he said.

Tabbye Chavous, director of the university's National Center for Institutional Diversity, makes \$175,950 annually. (Chavous is married to Robert Sellers.) The center's mission is "to create a more equitable and inclusive society, we produce, catalyze, and elevate diversity research and scholarship."

Other administrators involved in implementing the university's \$85 million diversity plan, like Katrina Wade-Golden and Judy Lawson, make \$167,000 and \$164,800, respectively.

Three employees who work under Robert Sellers — Mary Boyce, Dilip Das, and Ellen Meader — have the job title "Assistant Vice Provost for Equity, Inclusion and Academic Affairs," and each makes over \$134,000 annually, according to university records.

"As assistant vice provosts for diversity, equity and inclusion for academic affairs, Meader, Das, and Boyce each provide leadership in the areas of academic and faculty affairs," Fitzgerald said. "Each oversees different academic programs, policies and priorities that are designed to ensure the quality of the educational experience for U-M students and to sustain an environment that encourages and supports academic excellence through diversity and inclusion. Their individual responsibilities range from [Diversity, Equity and Inclusion] specific to other university-wide initiatives."

The university's diversity plan also includes expanded resources for bias-related incidents, like the Bias Response Team, as Michigan Capitol Confidential previously reported. The nonprofit civil rights group Speech First has filed a lawsuit, alleging that the team and the university's disciplinary codes violate some students' First Amendment rights.

The university received \$314,589,100 in state appropriations in fiscal year 2017-18, the most for any college in Michigan. Under a House-Senate conference report budget currently pending before the two bodies, U-M will get \$320,782,400 in the next fiscal year, which begins Oct. 1, 2018.