

By: Bowers

H.B. No. 3283

A BILL TO BE ENTITLED

AN ACT

relating to the mission of governing boards of public institutions of higher education.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

SECTION 1. Section 51.352, Education Code, is amended by adding Code, is amended by amending Subsection (a) and renumbering as follows:

(a) It is the policy of this state that the governing boards of institutions of higher education, being composed of lay members, shall exercise the traditional and time-honored role for such boards as their role has evolved in the United States and shall constitute the keystone of the governance structure. In this regard each governing board:

(1) is expected to preserve institutional independence and to defend its right to manage its own affairs through its chosen administrators and employees;

(2) shall enhance the public image of each institution under its governance;

(3) shall interpret the community to the campus and interpret the campus to the community;

(4) shall nurture each institution under its governance to the end that each institution achieves its full potential within its role and mission to ensure each and every student has an equal, meaningful opportunity to succeed in their

1 academic and professional development; and

2 (5) shall insist on clarity of focus and mission of  
3 each institution under its governance.

4 SECTION 2. Section 51.3525, Education Code, is amended by  
5 amending Subsection (b) to read as follows:

6 (b) The governing board of an institution of higher  
7 education shall ensure that each unit of the institution:

8 (1) does not, except as required by federal law and for  
9 the purposes of fulfilling the governing board's mission under  
10 section 51.352(a)(4):

11 (A) establish or maintain a diversity, equity,  
12 and inclusion office;

13 (B) hire or assign an employee of the institution  
14 or contract with a third party to perform the duties of a diversity,  
15 equity, and inclusion office;

16 (C) compel, require, induce, or solicit any  
17 person to provide a diversity, equity, and inclusion statement or  
18 give preferential consideration to any person based on the  
19 provision of a diversity, equity, and inclusion statement;

20 (D) give preference on the basis of race, sex,  
21 color, ethnicity, or national origin to an applicant for  
22 employment, an employee, or a participant in any function of the  
23 institution; or

24 (E) require as a condition of enrolling at the  
25 institution or performing any institution function any person to  
26 participate in diversity, equity, and inclusion training, which:

27 (i) includes a training, program, or

1 activity designed or implemented in reference to race, color,  
2 ethnicity, gender identity, or sexual orientation; and

3 (ii) does not include a training, program,  
4 or activity developed by an attorney and approved in writing by the  
5 institution's general counsel and the Texas Higher Education  
6 Coordinating Board for the sole purpose of ensuring compliance with  
7 any applicable court order or state or federal law; and

8 (2) adopts policies and procedures for appropriately  
9 disciplining, including by termination, an employee or contractor  
10 of the institution who engages in conduct in violation of  
11 Subdivision (1).

12 SECTION 3. This Act takes effect September 1, 2025.