



NCAIR 2025
WILMINGTON, NC

“Change is Here”

Do you have a plan?

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What can you do?

As a person ... support your resiliency

Follow the 90:10 rule

- Make sure you take real breaks during the workday (fresh air & sunshine – vitamin D!)
- Schedule at least one full lunch away from the office every two weeks (no work talk!)
- Do your best not to “doom scroll” – set time limits on social media like TikTok or Instagram
- Some isolation is fine (we all need a break) but stay connected with others
- What is meaningful to you? Don't give it up, do more if possible
- Smile, laugh, hope, practice optimism
- Resiliency is a muscle – use it, don't lose it
- Struggling? Reach out, let others help



As an IR/IE professional ...

- Continue to provide quality data analysis and interpretation to leadership and others
- Clarify your own understanding of “controversial” key terms, especially as they are used at your institution
- Keep up with latest information (watch out for rumors)
- Do what you can; recognize your limits
- When in doubt, ask (don't assume)
- Struggling? Reach out, let others help
- Hope for the best; prepare for the worst (when did you last update your resume?)





Thank you!
Please reach out with
questions, thoughts, ideas ...
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Download the article
“Many Paths, One Field”
based on the career survey
at last year’s conference.
aewasconsulting.com



Department of Education

Re-established 1979 (Section 102, Public Law 96-88)

- strengthen Federal commitment to ensuring access to equal educational opportunity;
- supplement and complement efforts to improve quality of education;
- encourage increased involvement in Federal education programs;
- promote improvements in quality and usefulness of education;
- improve coordination of Federal education programs;
- improve management and efficiency of Federal education activities; and
- increase accountability of Federal education programs



Early Administration Actions

Executive Orders (cannot be overturned by Congress)

- Ending Radical and Wasteful Government DEI Programs and Preferencing (Jan 20, EO 14151)
 - Federal funding likely to disappear
 - Specific terms may be targeted
- Defending Women from Gender Ideology Extremism and Restoring Biological Truth to the Federal Government (Jan 20, EO 14168)
 - Male/Female only recognized sexes, gender identify not accepted
 - Title IX protections may be impacted
 - Data systems may require adjustment

Memo “pauses” financial assistance programs (Jan 27)

- Federal financial aid, Pell grants not currently included
- Federal judge has temporarily blocked this effort



More Recently

Executive Orders (up to 83 as of 03/03)

- [Ending Illegal Discrimination and Restoring Merit-Based Opportunity](#)
(Jan 21, EO 14173)
- Ending Radical Indoctrination in K-12 Schooling (Jan 29, EO 14190)
- [Expanding Educational Freedom and Opportunity for Families](#)
(Jan 29, EO 14191)
- Keeping Education Accessible and Ending COVID-19 Vaccine Mandates in Schools (Feb 14, EO 14214)
- [Designating English as the Official Language of the United States](#)
(Mar 1, EO 14224)

Useful Tracking Sources

- Federal Register <https://www.federalregister.gov/presidential-documents/executive-orders/donald-trump/2025>
- [Holland & Knight](#) <https://www.hklaw.com/en/general-pages/trumps-2025-executive-orders-chart>



Waiting for more on ...

“Dear Colleague” Letter (02/14)

- Initial letter expanded SCOTUS 2023 decision to cover all aspects of “student, academic, and campus life”
- Lawsuit by American Federation of Teachers and American Sociological Association (02/25)
- American Council on Education response letter (02/25)
- Guidance Document provides additional clarification on administration expectations (03/02)

Waiting for more on ...

Department of Education

- Secretary McMahon: Our Department's Final Mission* (03/03)

“These are our convictions:

1. Parents are the primary decision makers in their children’s education.
2. Taxpayer-funded education should refocus on meaningful learning in math, reading, science, and history—not divisive DEI programs and gender ideology.
3. Postsecondary education should be a path to a well-paying career aligned with workforce needs. ”

- Draft executive order directs Secretary “ ‘to take all necessary steps’ to return authority over education to states and facilitate closure of the Department of Education” (Inside Higher Ed, 03/06)
- Congress has ultimate authority to eliminate Department
- Currently no timeline for next steps (Chronicle of Higher Education, 03/06)



* <https://www.ed.gov/about/news/speech/secretary-mcmahon-our-departments-final-mission>

“Here are the words putting science in the crosshairs of Trump’s orders”

WA Post, 02/04

The following list is “a **sampling** of keywords drawing scrutiny to science at NSF”
(emphasis added)



Advocacy	Antiracist
Barrier	Biases
Cultural relevance	Disability
Diverse backgrounds	Diversity
Diversified	Ethnicity
Excluded	Exclusion
Equity	Female
Gender	Hate speech
Historically	Implicit bias
Inclusion	Inclusive
Inequities	Institutional
Intersectional	Male dominated
Marginalized	Minority
Multicultural	Oppression
Polarization	Racially
Segregation	Socioeconomic
Systemic	Trauma
Underrepresented	Underserved
Victims	Women

“These Words Are Disappearing in the New Trump Administration”

NY Times, 03/07



<https://www.nytimes.com/interactive/2025/03/07/us/trump-federal-agencies-websites-words-dei.html#>

accessible	discriminated	inclusive	privilege
activism	discrimination	inclusive leadership	privileges
activists	discriminatory	inclusiveness	promote diversity
advocacy	disparity	inclusivity	promoting diversity
advocate	diverse	increase diversity	pronoun
advocates	diverse backgrounds	increase the diversity	pronouns
affirming care	diverse communities	indigenous community	prostitute
all-inclusive	diverse community	inequalities	race
allyship	diverse group	inequality	race and ethnicity
anti-racism	diverse groups	inequitable	racial
antiracist	diversified	inequities	racial diversity
assigned at birth	diversify	inequity	racial identity
assigned female at birth	diversifying	injustice	racial inequality
assigned male at birth	diversity	institutional	racial justice
at risk	enhance the diversity	intersectional	racially
barrier	enhancing diversity	intersectionality	racism
barriers	environmental quality	key groups	segregation
belong	equal opportunity	key people	sense of belonging
bias	equality	key populations	sex
biased	equitable	Latinx	sexual preferences
biased toward	equitableness	LGBT	sexuality
biases	equity	LGBTQ	social justice
biases towards	ethnicity	marginalize	sociocultural
biologically female	excluded	marginalized	socioeconomic
biologically male	exclusion	men who have sex with men	status
BIPOC	expression	mental health	stereotype
Black	female	minorities	stereotypes
breastfeed + people	females	minority	systemic
breastfeed + person	feminism	most risk	systemically
chestfeed + people	fostering inclusivity	MSM	they/them
chestfeed + person	GBV	multicultural	trans
clean energy	gender	Mx	transgender
climate crisis	gender based	Native American	transsexual
climate science	gender based violence	non-binary	trauma
commercial sex worker	gender diversity	nonbinary	traumatic
community diversity	gender identity	oppression	tribal
community equity	gender ideology	oppressive	unconscious bias
confirmation bias	gender-affirming care	orientation	underappreciated
cultural competence	genders	people + uterus	underprivileged
cultural differences	Gulf of Mexico	people-centered care	underrepresentation
cultural heritage	hate speech	person-centered	underrepresented
cultural sensitivity	health disparity	person-centered care	underserved
culturally appropriate	health equity	polarization	undervalued
culturally responsive	hispanic minority	political	victim
DEI	historically	pollution	victims
DEIA	identity	pregnant people	vulnerable populations
DEIAB	immigrants	pregnant person	women
DEIJ	implicit bias	pregnant persons	women and underrepresented
disabilities	implicit biases	prejudice	
disability	inclusion		

Questions?



Donald Trump and Higher Ed: What's Next?

- Free virtual forum hosted by The Chronicle of Higher Education
- Available at <https://www.youtube.com/watch?v=Xhfa2I7zGWQ>

Donald Trump and Higher Ed: We Answer Your Questions

- Free virtual forum hosted by The Chronicle of Higher Education
- Available at <https://www.youtube.com/watch?v=JhqA2cHaets>



North Carolina ...

House Bill 171 (filed 02/21)

- “Equality in State Agencies/Prohibition on DEI”
- Passed first reading, 02/24
- In committee

Senate Bill 227 (filed 03/03)

- “Eliminating ‘DEI’ in Public Education”
- Passed first reading, 03/04
- In committee