

April 2025

Current Impacts Straw Poll Results

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acuho-i

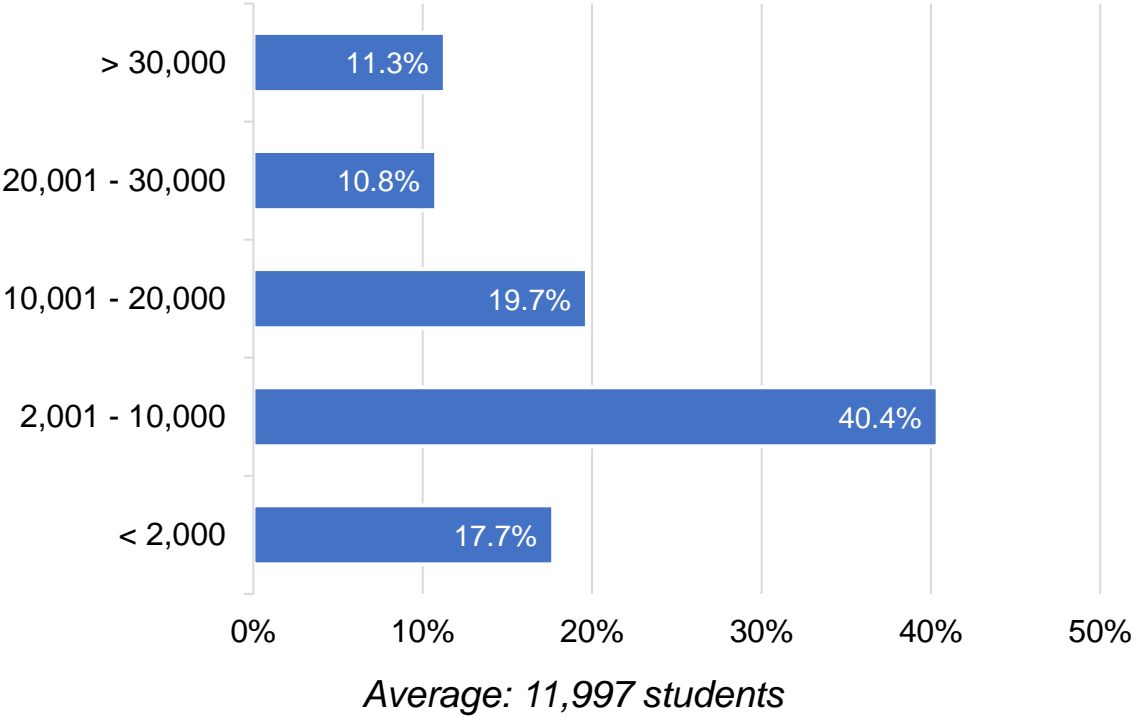
Introduction

The straw poll was administered between April 17-21, 2025. The survey invitation was sent to Senior Housing Officers at U.S. institutions.

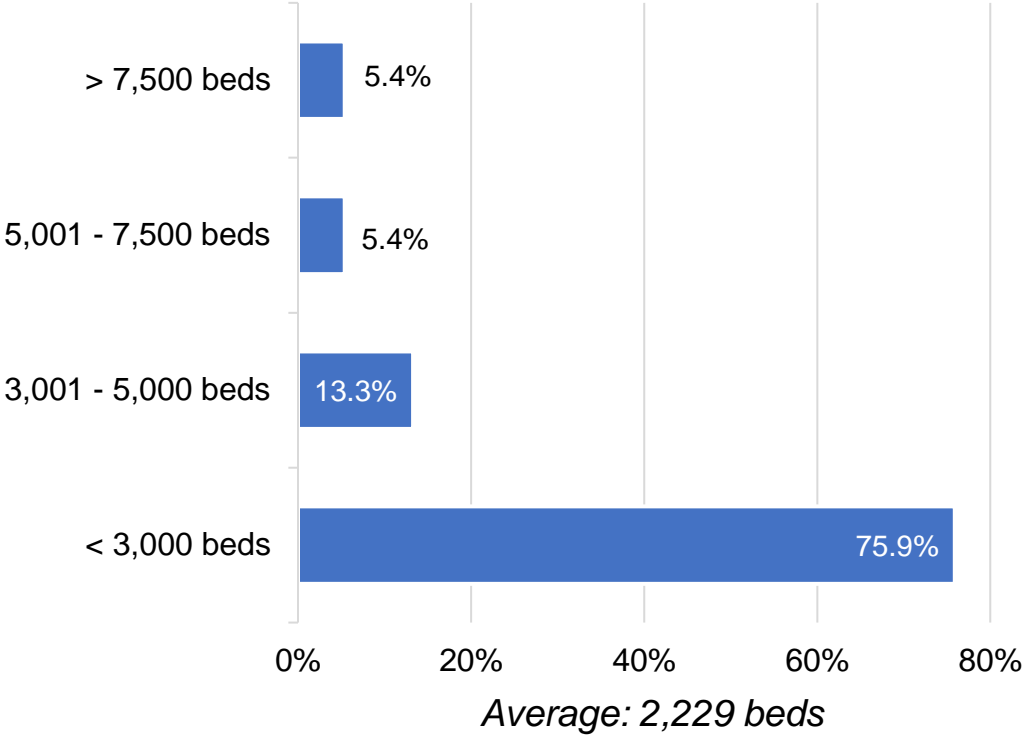
A total of 203 institutions participated, representing a 15% response rate.

Institutional Characteristics

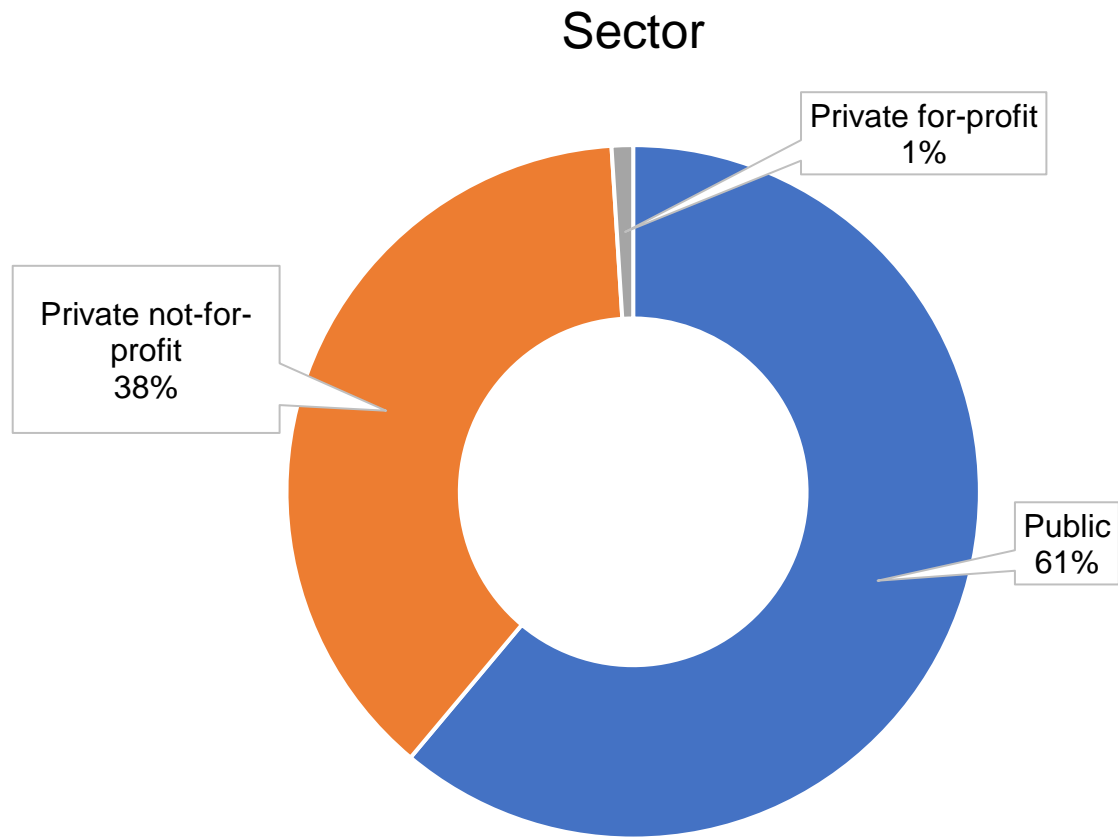
Undergraduate Enrollment



Bed Capacity

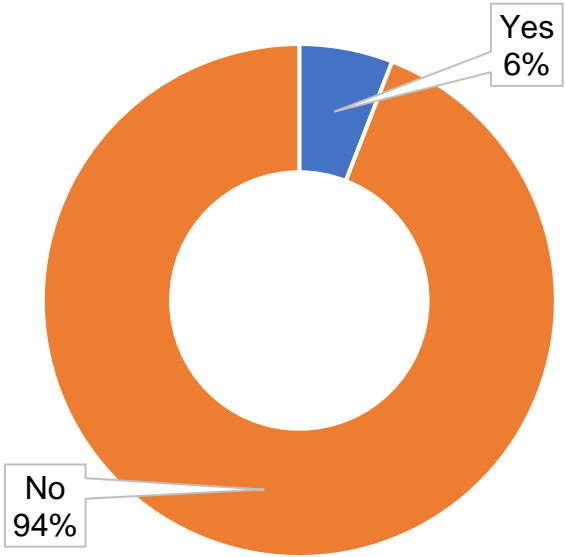


Institutional Characteristics

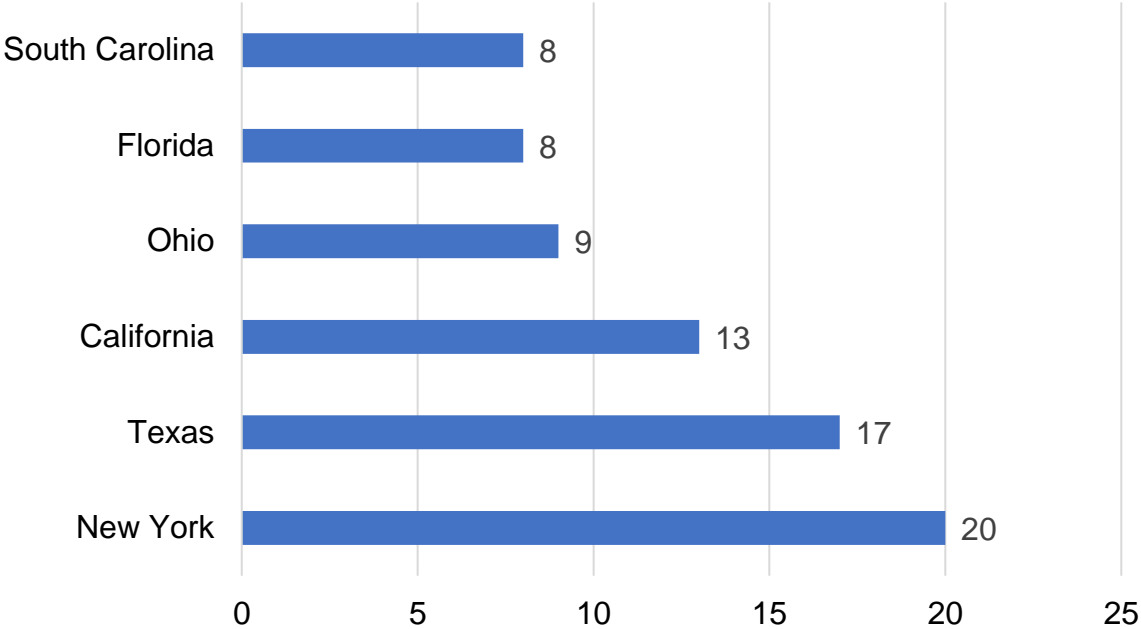


Institutional Characteristics

Land Grant Institution



Most Represented States



Staffing Impacts

- Has the current campus environment impacted your hiring plans?
 - No:** 55.6%
 - Yes:** 44.4%

Impact by Sector

	No	Yes
Private for-profit	50.0%	50.0%
Private not-for-profit	47.3%	52.7%
Public	60.7%	39.3%

Impact by Bed Capacity

	No	Yes
< 3,000 beds	54.7%	45.3%
3,001 - 5,000	65.4%	34.6%
5,001-7,500	54.5%	45.5%
> 7,500	45.5%	54.5%

Impact by Undergrad Enrollment

	No	Yes
< 2,000	47.1%	52.9%
10,001-20,000	71.8%	28.2%
2,001-10,000	53.1%	46.9%
20,001-30,000	50.0%	50.0%
> 30,000	54.5%	45.5%

Staffing Impacts

- In which of the following ways is staffing on your campus impacted?
Select all that apply.

	% of Institutions
Elimination of positions	42.4%
Freeze/hold on raises	45.9%
Hiring freeze	63.5%
Job consolidation	40.0%
Salary adjustments	12.9%
Other	20.0%

Staffing Impacts - Themes

- “Other” impacts:

- 1. Approval Delays:**

- Slow approval of proposed new staff positions
- Additional steps and approvals required before positions can be filled
- Additional hiring approval hurdles

- 2. Role and Responsibility Changes:**

- Elimination of duties within roles
- Changes in job descriptions and responsibilities
- Reorganization

- 3. Hiring Process Adjustments:**

- Changes in the hiring process
- Recruitment questions and applicant responses
- Failed searches turning into new positions within the division

Staffing Impacts - Themes

4. Financial Considerations:

- Reallocation of money for staffing outside of housing
- Annual raises being decreased, though not eliminated

5. Timing and Efficiency:

- 6+ month holds on filling position vacancies and evaluating staffing efficiencies
- Hurrying with hiring in anticipation of a hiring freeze

6. Legislative and External Factors:

- State legislature impacts
- Consideration of international hires
- Unclear impacts yet

Staffing Impacts - Themes

Anything else you would like to share about the current climate of your office and/or concerns you have about your current staffing.

1. Hiring and Approval Processes:

- Conservative approval of new staffing and raises.
- Extra approval processes before posting jobs.
- Campus-wide hiring freeze with positions reviewed by the Chancellor.

2. Financial Constraints:

- Multi-million-dollar budget shortfall impacting various areas.
- Reduction in travel and professional development funding.
- Budget alignment process leading to position and program eliminations.

3. Role and Responsibility Adjustments:

- Elimination of duties related to DEI.
- Tweaking tasks and programs to meet administrative expectations.
- Difficulty reinstating eliminated positions despite increased enrollment.

Staffing Impacts - Themes

4. **Staff Morale and Retention:**

- Low staff morale due to various factors.
- Current professionals feeling the negative impact of staffing levels.
- Staff considering other professional options due to unclear timelines for filling vacancies.

5. **Legislative and External Influences:**

- Impact of state legislature on job appeal.
- Mild impact of current administration decisions on budget issues.

6. **Operational Challenges:**

- Work passed on to graduate students with lack of support for travel.
- On-call housing staff feeling the strain due to limited resources and stipends.

7. **Positive Aspects:**

- Positive campus culture despite budget alignment challenges.

Budget Adjustments

	FY25		FY26	
	No	Yes	No	Yes
College/University	44.1%	55.9%	25.8%	74.2%
Department	61.3%	38.7%	42.4%	57.6%

- FY25
 - College/university budget changes: 60.9% of private not-for-profit institutions vs. 52.1% of public institutions
 - Departmental budget changes: 50% of private not-for-profit institutions vs. 31% of public institutions
- FY26
 - College/university budget changes: 77.9% of private not-for-profit institutions vs. 71.6% of public institutions
 - Departmental budget changes: 71.6% of private not-for-profit institutions vs. 48.7% of public institutions

Budget Adjustments – FY25 Detail

	College/University		Department	
	No	Yes	No	Yes
< 3,000 beds	44.4%	55.6%	59.7%	40.3%
3,001-5,000 beds	64.0%	36.0%	76.9%	23.1%
5,001-7,500 beds	20.0%	80.0%	50.0%	50.0%
>7,500 beds	18.2%	81.8%	54.5%	45.5%

	College/University		Department	
	No	Yes	No	Yes
< 2,000 students	40.6%	59.4%	53.1%	46.9%
2,000-10,000 students	40.0%	60.0%	54.7%	45.3%
10,000-20,000 students	47.4%	52.6%	69.4%	30.6%
20,000-30,000 students	38.1%	61.9%	61.9%	38.1%
>30,000 students	63.6%	36.4%	81.8%	18.2%

Budget Adjustments – FY26 Detail

	College/University		Department	
	No	Yes	No	Yes
< 3,000 beds	24.3%	75.7%	37.2%	62.8%
3,001-5,000 beds	52.0%	48.0%	69.2%	30.8%
5,001-7,500 beds	0.0%	100.0%	40.0%	60.0%
>7,500 beds	9.1%	90.9%	45.5%	54.5%

	College/University		Department	
	No	Yes	No	Yes
< 2,000 students	22.6%	77.4%	29.0%	71.0%
2,000-10,000 students	23.0%	77.0%	33.8%	66.2%
10,000-20,000 students	28.9%	71.1%	58.3%	41.7%
20,000-30,000 students	23.8%	76.2%	38.1%	61.9%
>30,000 students	36.4%	63.6%	68.2%	31.8%

Budget Adjustments

Changes to funding for professional association memberships, volunteering, and training

	Memberships	PD – Volunteering	PD – Training
No change	64.8%	47.2%	31.0%
Slightly less	20.4%	28.2%	23.9%
Significantly less	13.4%	16.2%	36.6%
No funds	1.4%	8.5%	8.5%

Professional Association Memberships				
	No Change	Slightly Less	Significantly Less	No Funds
Private for-profit	0.0%	50.0%	50.0%	0.0%
Private not-for-profit	54.6%	23.6%	20.0%	1.8%
Public	72.9%	17.7%	8.2%	1.2%

Professional Development - Volunteering				
	No Change	Slightly Less	Significantly Less	No Funds
Private for-profit	0.0%	50.0%	0.0%	50.0%
Private not-for-profit	34.5%	32.7%	18.2%	14.5%
Public	56.5%	24.7%	15.3%	3.5%

Professional Development - Training				
	No Change	Slightly Less	Significantly Less	No Funds
Private for-profit	0.0%	50.0%	0.0%	50.0%
Private not-for-profit	21.8%	21.8%	41.8%	14.5%
Public	37.6%	24.7%	34.1%	3.5%

Preferred Engagement

In the current environment, which engagement modality would be most accessible to you and your teams?

	% of Institutions
In-person only	10.4%
Virtual only	55.2%
Both in-person & virtual	29.5%
Both virtual & other	2.7%
Other	2.7%

- *Responses to “other, please specify”*
 - Hybrid options
 - Regional events
 - Driving distance (minimal travel costs)
 - Asynchronous certifications and programs
 - Self-paced course work
 - Both in-person and virtual

Engagement & Budget – Qualitative Themes

1. Travel and Budget Constraints:

- Greater scrutiny on travel, though no official freeze
- Anticipation of a "travel chill" impacting entry-level and younger professionals
- In-person conferences limited due to budget constraints
- Decrease in conference/travel/professional development funding over the past three years
- Hold on purchasing and unnecessary travel for state-funded departments

2. Impact of Legislative and Administrative Decisions:

- Measures levied on state-funded departments affecting non-state funded auxiliaries
- Scrutiny on diversity-related events due to federal and state administration
- All travel needing approval at the Vice Chancellor level

3. Preference for In-Person vs. Virtual Engagements:

- Desire for funding for in-person events
- Virtual events seen as possibly less beneficial but more accessible due to funding constraints
- Blend of both in-person and virtual engagements preferred
- Regional in-person events favored to reduce travel costs

Engagement & Budget – Qualitative Themes

4. Equity and Optics:

- Housing units have larger budgets and more flexibility compared to other units
- Political issues arising from unequal financial support across different areas

5. Professional Development Opportunities:

- Focused virtual events lasting about half a day with limited sessions
- Concern about participation in DEI-related professional development
- Need for free or low-cost professional development options
- Sending new professionals to regional activities while limiting costly experiences

6. Uncertainty and Adaptation:

- Current state of flux with potential budget cuts
- Attempting to maintain programming and activities despite budget constraints
- Anticipation of changes based on federal and state dollar allocations and enrollment projections

Changes to Training for Staff/Student Leaders - Themes

As a result of the executive orders and state legislation, how have you adjusted or changed training for staff and student leaders (e.g., RAs)?

1. Reduction or elimination of DEI content

- Eliminating DEI training entirely, particularly due to legislation
- Making DEI training optional
- Removing specific language or ideologies considered “divisive concepts”

2. Language Adjustments and Rebranding

- Instead of directly removing content, some institutions:
 - Changed session titles and training language (e.g., “community dynamics” or “belonging”)
 - Avoided using what they termed “politically sensitive” terminology
 - Emphasized neutrality or ‘universal values’ like “community,” “skill-building,” or “inclusion” rather than DEI-specific phrasing

Changes to Training for Staff/Student Leaders - Themes

3. Minimal to No Changes (Yet)

- Several institutions:
 - Reported no current changes but are monitoring the situation.
 - Said adjustments were already made in prior years, especially conservative states
 - Indicated that internal task forces or legal reviews are still ongoing

4. Shifting Focus to Broader Community Values

- Emphasize general themes of respect, community building, and inclusion
- Continue to support undocumented and international students quietly and practically
- Focus on interpersonal development and cultural competence

Changes to Training for Staff/Student Leaders - Themes

5. Legal Compliance and Cautious Framing

- Strong awareness of the need to comply with federal/state law
- Hesitation or fear of saying the “wrong” thing
- Use of legal counsel to review/approve training material

6. Institution Type and Values Impact Approach

- Some private or religiously affiliated institutions report continuing operations as normal, citing alignment with organizational values (e.g., Catholic, Lutheran, Jesuit values)
- State institutions, particularly in conservative states, reported mandatory changes or legal reviews of training and practices

Changes to Programs or Operational Functions – Themes

As a result of the executive orders and state legislation, have there been changes to programmatic elements or operational functions?

1. Renaming & Rebranding

- Renaming LLCs, housing communities, or staff positions to remove explicit identity references (e.g., “Stonewall” → “Theme Housing”)
- Changing "Gender Inclusive Housing" to "Open Assignment" or "Mixed Gender Housing"
- Modifying program and event titles to be less identifiable as DEI-related

2. Elimination or Reduction of Identity-Based Programs

- Completely removing LLCs or programs centered around identity
- Canceling or sunseting learning communities to comply with new laws

Changes to Programs or Operational Functions – Themes

3. Increased Legal & Compliance Oversight

- Close consultation with legal counsel to avoid potential legal or political consequences
- Internal review of materials, language, and housing applications to ensure compliance

4. Language & Messaging Adjustments

- Updating websites and print materials to clearly state that programs are open to all students
- Softening language around inclusion, DEI, and identity

5. Reduced Visibility or Promotion

- Moving program details behind login portals (e.g., no longer public-facing)
- Limit public advertising to avoid political targeting

Changes to Programs or Operational Functions – Themes

6. Continued Support with Caution

- Continuing programs quietly or with adjusted frameworks (e.g., student-led rather than institution-sponsored)
- Emphasizing values of support and inclusion without labeling programs as DEI

7. In-Progress or Monitoring

- No immediate changes, but ongoing evaluation is happening
- Anticipating future changes depending on evolving laws and university leadership

8. Budget Cuts & Funding Reallocation

- Reduced or eliminated funding for formerly DEI-aligned initiatives
- Shifted responsibility to student organizations

Takeaways

- Public institutions appear to be seeing fewer impacts thus far
 - 60.7% of public institutions report no impact on hiring so far
 - FY25: 52.1% report budget adjustments at college/university level, only 31% for department level
 - FY26: 71.6% report budget adjustments at college/university level (compared to 77.9% at private), and 48.7% report budget adjustments for department level
- Impact on institutions with 3,000-5,000 beds appears limited
 - 65.4% report no impact on hiring plans
 - FY25: 64% report no budget adjustment at the college/university level and 76.9% report no budget adjustment at department level
 - FY26: 52% report no budget adjustment at college/university level and 69.2% report no budget adjustment at department level

Takeaways

- Budgets at institutions with >30,000 students seem minimally affected
 - Most institutions in this category report no budget changes at college/university or departmental level for FY25
- Desire for engagement in PD and training remains, but concerns voiced regarding funding and topics (e.g., DEI focus – real or perceived)
 - Suggestions for more asynchronous courses, virtual half-day events, and regional, in-person events, as well as free/low-cost options where possible
- Reduction/elimination/rebranding of DEI programs/training are common
- No changes (yet) to training or operations – ‘wait and see’ approach
 - Reviews still ongoing so no changes currently