

11/28/2022

BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

Audit Committee

Thursday, December 8, 2022
10:45 a.m.-12:00 p.m.

Overture Room, 2nd Floor
Gordon Dining & Event Center
770 W. Dayton Street
Madison, Wisconsin
& via Zoom Videoconference

- A. Calling of the Roll
- B. Declaration of Conflicts
- C. Approval of the Minutes of the September 29, 2022 Meeting of the Audit Committee
- D. Internal Audit
 - 1. Fiscal Year 2023 Audit Plan Progress Report
 - 2. Summarized Results of Audits Recently Issued
- E. Internal Controls and Risk Management
 - 1. UW System Emergency Planning and Management
 - 2. ShopUW+ Internal Controls and Hazardous Materials Management
- F. Compliance
 - 1. Annual Report of Regent Policy Document 4-21, "Commitment to Academic Freedom and Freedom of Expression"

FISCAL YEAR 2023 AUDIT PLAN PROGRESS REPORT

REQUESTED ACTION

For information and discussion only.

SUMMARY

One of the responsibilities of the Audit Committee, as outlined in the committee charter, is to review and approve the annual internal audit plan and receive interim progress reports at least quarterly.

The attached chart provides a summary of audit progress for the Fiscal Year 2023 Audit Plan.

Presenter(s)

- Lori Stortz, Chief Audit Executive

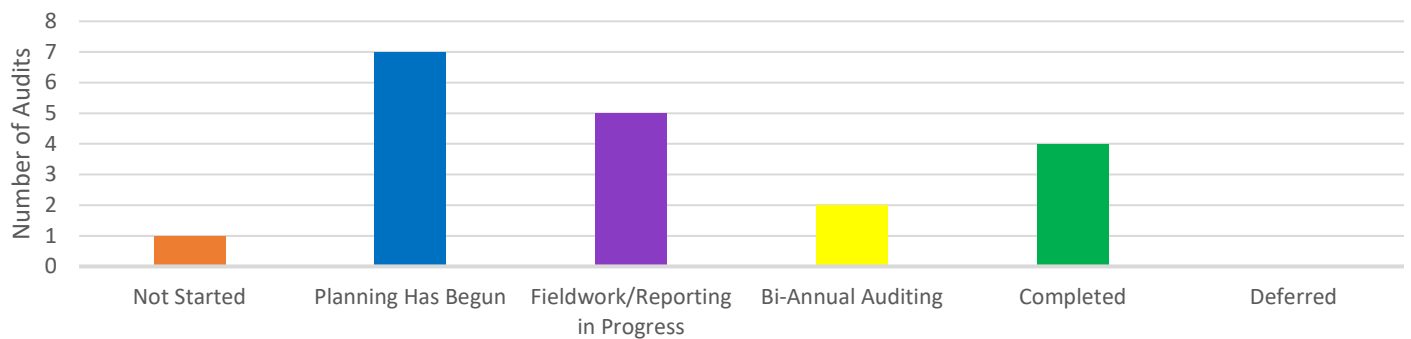
ATTACHMENTS

- A) UW System Administration Office of Internal Audit Fiscal Year 2023 Audit Plan Progress Chart.

UW SYSTEM ADMINISTRATION

**OFFICE OF INTERNAL AUDIT
FISCAL YEAR 2023
AUDIT PLAN PROGRESS**

	Title	Risks
1	Payroll (Bi-Annual Auditing)	Fraud, Data Accuracy, Compliance with Policy
2	Purchasing Cards (Bi-Annual Auditing)	Fraud, Embezzlement, Compliance with Policy
3	Criminal Background Checks	Reputational, Conflicts of Interest, Regulatory Compliance, Compliance with Policy
4	Information Technology Remote Access (Phase Two)	Data Security, Reputational, Operational, Financial
5	Behavioral Health	Student Health and Safety, Compliance
6	Child Care Centers	Compliance with Policy, Financial, Operational
7	Controlled Substances in Research	Compliance, Fraud, Reputation, Public Safety
8	Export Controls	Compliance with Laws, Reputational
9	General Ledger Clearing Accounts	Fraud, Financial
10	Information Technology Asset Management	Compliance with Policy, Data Security, Data Availability, Operational, Financial, Fraud
11	Information Technology Bi-Monthly Compliance Reports	Compliance with Policy
12	Internal Assessment	Conformance with IIA <i>Standards</i> and Code of Ethics
13	Madison NCAA Athletics Compliance Audit	Compliance
14	NCAA Athletics Division I Consulting Engagements	Data Accuracy
15	Nepotism and Conflicts of Interest	Conflicts of Interest, Fraud, Financial
16	Recruitment and Admission of International Students	Fraud, Compliance with Laws and Policy, Reputational
17	Research Integrity	Compliance, Fraud, Reputation
18	ShopUW+ Internal Controls	Fraud, Financial, Operational
19	Working in Isolation	Human Safety, Regulatory Compliance



SUMMARIZED RESULTS OF AUDITS RECENTLY ISSUED

REQUESTED ACTION

For information and discussion only.

SUMMARY

Since the September 29, 2022 meeting of the Audit Committee, the Office of Internal Audit has issued the following reports:

- Madison NCAA Athletics Compliance
- Payroll Continuous - Executive Summary
- Purchasing Card Continuous – Executive Summary

Presenter(s)

- Lori Stortz, Chief Audit Executive

BACKGROUND

One of the responsibilities of the Audit Committee, as outlined in the committee charter, is to summarize results of audits recently issued.

UW SYSTEM EMERGENCY PLANNING AND MANAGEMENT

REQUESTED ACTION

For information and discussion.

SUMMARY

The presentation will provide updates on the status of emergency management efforts across the UW-System. It will also cover the current focus and upcoming initiatives.

Presenters

- Kristen Roman, Chief of Police, UW-Madison Police Department
- Suzanne Brandt, Director of Emergency Management, UW-Madison Police Department

BACKGROUND

In 2007, UWSA started providing funding to/contracting with the UW-Madison Police Department, Emergency Management Unit to support system wide development of COOP plans. The agreement has grown to incorporate a comprehensive view of emergency management in order to ensure UWSA is prepared to properly and consistently respond to emergencies of any level.

ATTACHMENTS

- A) 2021-22 UW System Emergency Management Report. (The presentation will also cover updates since the date of the report)



DATE: July 1, 2022
TO: Audit Committee
FROM: Suzanne Brandt, Director of Emergency Management, UWPD
CC: Chief Kristen Roman, Assistant Chief Kari Sasso, and Captain Jason Whitney
SUBJECT: 2021 – 2022 UW System Emergency Management Report

This is a year-end report UW System emergency management report for fiscal year 2021-2022. This report covers Continuity of Operation Planning, Emergency Operations Plans, and general emergency management efforts.

The COVID-19 pandemic continued to impact emergency management efforts within the UW System. It caused the redirect of many resources to direct pandemic response or alternate duties for emergency management staff due to staffing shortages. This year, we started to see a return to normal emergency planning including updating plans, training and exercises. We look forward to this continuing in the next year. We will also be re-evaluating the timing of updates to increase feasibility and compliance.

An area of focus for this year was the resumption of on-campus site visits for the first time since the start of the pandemic. These visits proved to be valuable for collaboration and increasing understanding of the current needs of clients across the UW System.

INSTITUTIONAL OVERVIEW (Updated as of 6/30/2022)

	Updated COOP	Updated EOP	Exercise or Drill COOP and/or EOP
UW-Eau Claire			
UW-Green Bay			
UW-La Crosse			
UW-Milwaukee			
UW-Oshkosh			
UW-Parkside			
UW-Platteville			
UW-River Falls			
UW-Stevens Point			
UW-Stout			
UW-Superior			
UW-Whitewater			
UW-Madison			
UW System Administration			

Key	
	Completed and/or up-to-date
	In progress or being updated
	Outdated
	Postponed or not required

Highlighted Activities:

Below is a breakdown of our activity in relation to the deliverables in the contract:

- **Tabletop Exercise Templates:** Completed and distributed a tabletop exercise template in fall 2021 and spring 2022.
- **Compliance by all institutions of the UW System Emergency Management Standard:** All UW System schools are in compliance with the UW System Emergency Management standard.
- **Wisconsin Collegiate Conference on Emergency Management in July 2021:** Successfully delivered the conference via WebEx in July 2021 to 168 registered attendees. Overall feedback was positive, attendees were thankful for the ability to attend the conference remotely. The conference registration is live for an in-person version in July of 2022.
- **Emergency Operations Plan and Annexes:** The UW-Madison EOP base plan, functional annexes and hazard specific annexes were updated. This was a large undertaking that required a great deal of work and time from the team. It also required collaboration with campus and community partners to complete the annexes. The annex templates were made available to UW System schools.
- **UW System Emergency Management Video Calls:** Continue to facilitate UW System emergency management video call meetings. The focus of the meetings is information sharing, coordinating development of shared resources, and support with plan compliance and requirements. These are done on a quarterly basis.
- **Listserv:** We facilitate an email group for easy communication and collaboration for all campus emergency management personnel as a group to address questions, collaborate and share information and ideas. Address: uwem@g-groups.wisc.edu
- **Smartsheets:** Maintain an online platform to store and track all emergency plans, dates and comments related to compliance.
- **Personnel:** Ran a hiring process to hire three additional Emergency Management Specialists and a permanent Emergency Management Director. The positions were hired the last week of June 2022. Onboarding will begin shortly dependent on start date.

Campus Specific Updates:

Here is a breakdown of campus specific updates with a focus on the resumption of on-campus site visits.

- **UW-Platteville:** Held a student death/active shooter tabletop in coordination with multiple groups on campus in November of 2021.
- **UW-Stevens Point:** The emergency management team continues to take the lead on the COVID-19 pandemic response and has been pulled from their primary emergency management duties. They facilitated a tabletop for the campus executive committee and UW-Madison staff attended to act as the exercise evaluator. Planning is underway for trainings in July and August of 2022.
- **UW-Whitewater:** The staff continues to be heavily involved in the COVID-19 pandemic response. Campus visit to consult on current emergency management needs as well as COOP and EOP status. Facilitated a tornado tabletop for their EOC in June 2022.
- **UW-La Crosse:** Facilitated a tabletop with the emergency management team and provided guidance regarding formalizing the EOC structure and team members. Implemented an “EM 101” and workshop for key members of the EOC.
- **UW-Eau Claire:** Campus visits to review current status of EOP, COOP and development of functional and hazard specific annexes. Also assisted with COOP exercise template.
- **UW-Stout:** Provided on-campus training to the campus EOC. Reviewed current status of COOP and EOP. Created and facilitated cybersecurity tabletop.
- **UW-River Falls:** Campus visits to review current status of COOP, hazard analysis, and review process for updating EOP and annexes. Facilitated a cybersecurity tabletop.
- **UW-Oshkosh:** Campus visit to tour the new facility, reviewed the EOP, exercises and the upcoming conference.
- **UW-Parkside:** Campus visit to review the EOP standard and their plan for exercises over the next year.
- **UW-Milwaukee:** Campus visits to review their EOP and COOP as well as their plan for exercises for the year.
- **UW-Green Bay:** Campus visit to review the EOP standard and consult on numerous emergency management questions with the new EM point of contact.
- **UW-Superior:** Campus visits to review current status of EOP, COOP and development of functional and hazard specific annexes.

Deliverables:

- The EM unit will begin the process of updating the Emergency Management Standard and will include feedback from the UW System schools.
- An area of focus for the coming year will be increasing compliance with updates of COOP and EOPs.
- The EM unit will continue with site visits and increase training and exercise opportunities.
- The EM unit will re-evaluate tracking and timelines to ensure compliance is feasible for UW System schools and meets higher education emergency management standards.
- A high priority for the year in the successful onboarding of 3 additional Emergency Management Specialists to support the needs of the UW System

SHOP UW+ INTERNAL CONTROLS AND HAZARDOUS MATERIALS MANAGEMENT

REQUESTED ACTION

For information and discussion.

SUMMARY

The Procure to Pay (P2P) project was approved by the Board of Regents as a large, high-risk IT project tasked with transform and modernize our purchasing and accounts payable systems and business processes. Key objectives included:

- Simplifying and improving the end-user experience by making it easier to place and track orders, including one-stop shopping experiences
- Improve the quantity and quality of data, process tracking, and strategic sourcing
- Eliminate laborious paper processes by standardizing and adopting more efficient business processes available with the technology
- Inventory, track, and manage hazardous materials across all universities.

P2P is a joint project sponsored by UW System Administration and UW-Madison. The team is staffed by employees across our universities who have managed each phase of implementation while performing their normal duties and completed the first phase during the fully remote part of the pandemic. The team has successfully implemented the planned modules on-time and within budget. Representatives of the team are providing the Committee with a brief overview of the new functionality focusing on standardized processes, improved internal controls, and data and information now available and readily accessible.

Presenter:

- Brent Tilton, Director of Procurement (Strategic Sourcing Services), UW-Shared Services

**ANNUAL REPORT OF REGENT POLICY DOCUMENT 4-21,
“COMMITMENT TO ACADEMIC FREEDOM AND FREEDOM OF
EXPRESSION”**

REQUESTED ACTION

Item for information and discussion only.

SUMMARY

The protection and promotion of freedom of expression and academic freedom is considered an essential component of higher education. UW System and its universities engage in and offer a wide variety of activities and events throughout the year that educate, inform and discuss the topic of freedom of expression and academic freedom for their campus communities and beyond.

In accordance with Regent Policy Document 4-21, “Commitment to Academic Freedom and Freedom of Expression,” this presentation will include a high-level overview of the 2022 Annual Report on Freedom of Expression and Academic Freedom and additional ongoing efforts to promote and encourage civil discourse and freedom of expression for UW System students, faculty and staff as well as their local communities.

Presenter(s)

- Paige Smith, Chief Compliance Officer, UW System

BACKGROUND

On October 6, 2017, the UW System Board of Regents adopted Regent Policy Document (RPD) 4-21, “Commitment to Academic Freedom and Freedom of Expression.” RPD 4-21 reaffirms the UW System Board of Regents’ longstanding support of academic freedom and freedom of expression. The policy recognizes that each institution in the University of Wisconsin System has a “solemn responsibility not only to promote lively and fearless

exploration, deliberation, and debate of ideas, but also to protect those freedoms when others attempt to restrict them.”

The policy requires UW System to prepare an annual report for the Board of Regents describing the implementation of RPD 4-21, including a description of efforts to support academic freedom and freedom of expression and a report of policy violations. This annual report describes activities implemented by UW System institutions between July 1, 2021 and June 30, 2022. To collect information for this report, the Office of Compliance & Integrity surveyed UW System institutions and summarized their general responses in the attached report.

Previous Action or Discussion

On October 6, 2017, the Board approved Regent Policy Document 4-21, “Commitment to Academic Freedom and Freedom of Expression.”

Related Policies

- Regent Policy Document 4-21, “Commitment to Academic Freedom and Freedom of Expression”

ATTACHMENTS

A) 2022 Annual Academic Freedom and Freedom of Expression Report

**Office of the President**

1700 Van Hise Hall

1220 Linden Drive

Madison, WI 53706

608-262-2321

jrothman@uwsa.eduwisconsin.edu

Date: November 8, 2022

TO: Karen Walsh, President
UW System Board of Regents

FROM: Jay Rothman, President
UW System

SUBJECT: Annual Academic Freedom and Freedom of Expression Report

On October 6, 2017, the UW System Board of Regents adopted Regent Policy Document (RPD) 4-21, "Commitment to Academic Freedom and Freedom of Expression." RPD 4-21 reaffirms the UW System Board of Regents' longstanding support of academic freedom and freedom of expression. The policy recognizes that each institution in the University of Wisconsin System has a "solemn responsibility not only to promote lively and fearless exploration, deliberation, and debate of ideas, but also to protect those freedoms when others attempt to restrict them."

The policy requires UW System to prepare an annual report for the Board of Regents describing the implementation of RPD 4-21, including a description of efforts to support academic freedom and freedom of expression and a report of policy violations. This annual report describes activities implemented by UW System institutions between July 1, 2021 and June 30, 2022. To collect information for this report, the Office of Compliance & Integrity surveyed UW System institutions.

Efforts to Support Academic Freedom and Freedom of Expression

UW System institutions were asked to describe any activity endorsed by the institution to affirm a commitment to academic freedom and freedom of expression. The following report highlights examples of activities implemented by UW System institutions in support of academic freedom and freedom of expression. Institutions reported a wide variety of activities. (See Attachment A Section I).

Public Presentations on Academic Freedom and Freedom of Expression

Several institutions reported hosting presentations and discussions open to the campus community addressing topics related to academic freedom and freedom of expression.

- The Menard Center for Constitutional Studies (MCCS) at UW-Eau Claire incorporates programming that focuses on the First Amendment. The center hosted multiple events over the past year including:
 - "The Constitution of Knowledge: A Defense of Truth" with keynote speaker Jonathan Rauch for its 2021 Constitution Day event. Rauch is a senior fellow at the Brookings Institute and a national bestselling author, whose most recent book shares a title with this presentation.

- “Free Speech in the Workplace.” The panel featured: Dr. Franciska Coleman, University of Wisconsin Law School; Dr. Melissa Emerson, UWEC lecturer of management and marketing; and Dr. Eric Kasper, UWEC professor of political science.
 - Following a semester-long reading group covering the book “The Fight for Free Speech: Ten Cases that Define Our First Amendment Freedoms,” author Ian Rosenberg joined the reading group and additional attendees for a virtual discussion.
- On October 27, 2021, UW-La Crosse’s Joint Committee on Free Speech Promotion hosted “Fellows in the Field,” a discussion of “Administrator Balancing Acts: Free Speech, Diversity, and Identity.” Two Center fellows, Dr. Cerri Banks, Vice President for Student Success and Deputy to the Senior Vice President, Student Experience at Syracuse University and Dr. Jennifer Lambe, Associate Professor of Communication at University of Delaware, spent their fellowship year studying different aspects of this issue and led the online discussion.
- UW-Oshkosh hosted a Constitution Day event on September 16, 2021. Dr. Sara Benesh, UW-Milwaukee Professor of Political Science, lectured on “The Constitution and Freedom (During a Pandemic).”
- Students at UW-River Falls participated in a debate competition about Freedom of Expression. Three teams debated as to whether UW-River Falls should adopt the “Chicago Statement” asserting a commitment to uninhibited freedom of expression for the campus community. The debate was reported in the Student Voice, “Students Compete in Debate on Freedom of Expression.”
- Each October UW-Stout hosts various events during Free Speech Week. In 2021, The Menard Center for the Study of Institutions and Innovation (MSCII), convened events for students and employees, many of which were co-sponsored by offices across campus. Events included:
 - “Free Speech and Hate Speech” co-sponsored by MCSII, EDI Office, and Center for Applied Ethics.
 - “Free Speech and the Labor Movement” featuring author Jon Shelton with moderator Tim Shiell and responses by Tim Shiell and Robert Zeidel
 - “Can Universities Punish Student Social Media Expression?” moderated by Dominique Vargas with panelists Adam Kissel, Howard Schweber, and Sandi Scott.
- UW-Superior hosted a speaker series sponsored by the Tommy G. Thompson Center for Public Leadership. Presentations included Dorothea Salo, Distinguished Faculty Associate at UW-Madison, who lectured on “School of Information: How Do We Not Be Facebook?” which addressed data and privacy in the digital age.

Engaging Campus Leadership

Leadership across the UW System demonstrated a commitment to promoting lively and fearless exploration, deliberation, and debate of ideas, while also protecting those freedoms when others attempt to restrict them. Last year leadership across System invested in resources in support of advancing activities that educate their campuses.

- At UW-Eau Claire the Dean of Students Office hosted a tabling event in the student center on Constitution Day to hand out pocket constitutions and informational resources to students over the lunch hour. Informational resources referred students to the new Student Expression, Rights and Responsibilities webpage.

- Since 2019, the UW-La Crosse's Joint Commission on Free Speech Promotion (JCFSP) works to promote and celebrate national Free Speech Week on Campus. The book "The First Amendment on Campus: A Handbook for College and University Administrators" was provided to each member of the UW-Platteville Incident Bias Team.

Training and Workshops

Several institutions reported they provided training or coursework about free speech issues. Some highlights include:

- UW-Madison's department of Student Affairs held training for staff that commonly help manage protests.
- UW-Platteville invited UW System attorney Wade Harrison to provide training regarding the First Amendment/Freedom of Speech pertaining to bias speech, microaggressions, hate speech, etc., and responding to reports of bias or hate.
- UW-River Falls held workshops throughout the year for students and employees, such as:
 - "Freedom of Speech - Understanding Your Rights & Responsibilities," with Office of General Counsel attorney Tom Stafford. This training session was open to in-person and virtual attendance for all employees. Recordings of the trainings were also made available.
 - "Speakers on Campus and Facilities Use Update," Training for senior leadership on freedom of expression and campus facilities use policies.
- The UW-Stevens Point Political Science department offered a semester-long course on the First Amendment and Free Speech.
- UW-Whitewater held several workshops throughout the year for students and employees, such as:
 - The Dean of Students Office offered "Free Speech and Peaceful Assembly Training." The training involved a review of policies, protesting, counter-protesting, peaceful assembly, and third-party speakers. Student organizations that received training:
 - College Republicans – Executive board
 - IMPACT – LGBTQ+IA student organization
 - College Democrats – Executive board
 - Active Minds Student Organization
 - Whitewater Student Government
 - The Graduate College hosted training on "Free Speech in the Classroom." The Dean of Students Office completed training with Graduate Council in September 2021 regarding students' free speech in the classroom, disruptive behavior, and other conduct.

Policies

Several institutions include policies related to academic freedom and freedom of expression on their websites in addition to having the full policy in student handbooks.

- The UW-Madison campus guidelines are listed in the Center for Leadership and Involvement Student Organization Resource & Policy Guide. These guidelines are frequently linked to in messages to student organizations.

- UW-Milwaukee Student Involvement updated protocols and processes for its student event grant processes to ensure that students planning events and/or requesting grants are provided information on Freedom of Expression, rights and responsibilities, etc.
- UW-River Falls made updates to Campus Facilities Use policy. The University updated its Facilities Use policy to provide additional information about freedom of speech/expression within the policy.

Barriers to Academic Freedom and Freedom of Expression

World events often spur divisive conversations in various settings and higher education is not immune to these conversations. In fact, the UW System has a long-standing commitment to encouraging civil dialogue to learn and grow from differing viewpoints. As a result of Covid-19, UW System institutions were challenged with new approaches to teaching including upholding academic freedom and freedom of expression considering the new “normal” on campuses. Under RPD 4-21, UW System institutions were asked to report any material barriers to upholding academic freedom and freedom of expression and the steps taken to remove those barriers. Examples of the barriers facing institutions were highlighted by UW-Eau Claire and UW-Parkside.

UW Eau Claire leaders recognized that one barrier to greater student comprehension of their free expression rights and responsibilities was the absence of university Internet resources suitable for an undergraduate student audience. The development of a new web resource was a top priority for the late summer of 2021.

The resultant “[Student Expression, Rights and Responsibilities at UW-Eau Claire](#)” webpage includes in-depth information about: the First Amendment; Interacting with Law Enforcement; Bias/Hate Incident Reporting; and Protest and Demonstration Procedures. While the First Amendment page was new, the other pages were simply updated and co-located to enhance the user experience.

UW-Eau Claire’s web page was highlighted during the November 4, 2021 UW System Board of Regents meeting under Agenda Item 7 “Presentation: Freedom of Expression Compliance and Education.” This resource influenced the development of new and updated Freedom of Expression webpages at other UW System institutions.

UW-Parkside highlighted two barriers to academic freedom and freedom of expression facing their campus. A lack of shared language and process(es) for engaging in difficult conversations both in and outside the classroom was identified. Historically, the campus has not taught students, faculty, or staff how to have these conversations in a respectful and thoughtful manner or recognize when it is appropriate to or how to cease discussions to avoid causing further harm. To address the barrier, UW-Parkside utilized focus groups and campus conversations to create shared, Parkside-specific definitions of, and aspirational goals for, free speech that includes an equity, diversity, and inclusion lens. This has laid the foundation of shared language for further work. While early in the planning stages, student peer-to-peer mentoring on this issue has begun through MOSAIC (Motivating Our Students to Advocate for an Inclusive Campus) and small cohort training for faculty and staff through professional development programs.,

In addition, UW- Parkside noted faculty and instructors' apprehension to bring up challenging topics or engage in the spontaneous dialogue in the classroom. . UW-Parkside is discussing the crafting of guidelines to assist in best practices for working through divisive topics, defining the line between freedom of expression and hate speech, and the process to address complainants about course content or pedagogical approach. UW-Parkside looks forward to further guidance and collaboration with UW System to address this barrier.

Violations of RPD 4-21

Under RPD 4-21, any student who has twice been found responsible for misconduct that materially and substantially disrupted the free expression of others shall be suspended for a minimum of one semester. Any student found responsible a third time is required to be expelled. However, these specific provisions of the policy are not currently in force. Instead, the current version of the policy requires the chancellor of a UW System institution to report directly to the Board any instance where the institution does not suspend or expel a student whom the institution has found responsible on two or more occasions of disrupting the expressive rights of others. Employees charged with disrupting the freedom of expression of others are subject to procedures under Ch. UWS 18, Wis. Admin. Code and UW System institution policies.

As part of the annual academic freedom and freedom of expression report, RPD 4-21 requires UW System to include a description of any formal complaint of violations of academic freedom or freedom of expression and the administrative response to the complaint . During the 2021-22 academic year there were two formal complaints. On April 28, 2022 a non-student distributing religious materials on UW-Milwaukee's campus was threatened by a student which prompted a complaint against the student. UW-Milwaukee administrators processed the complaint following the nonacademic misconduct process via UWS Chapter 17. The student' was found responsible and placed on probation. This was the student's first offense. On February 27, 2022 there was a workplace conduct violation reported because of the installation of a light display by an employee at UW-Stout. The violation was reviewed by the UW-Stout Freedom of Expression Steering Committee, investigated by UW System, and resulted in UW-Stout issuing a written reprimand to the individual.

Notification Requirements

The Office of Compliance & Integrity also requested information from UW System institutions regarding the status of efforts to meet the notification requirements of RPD 4-21 (See Attachment A Section II). RPD 4-21 requires each UW institution to include information regarding freedom of expression in orientation materials for freshmen and transfer students entering the institution. All institutions reported providing information about RPD 4-21 as part of their orientation sessions for new and transfer students. Information regarding RPD 4-21 was provided in various formats, for example:

- UW-La Crosse distributed pamphlets during move-in and the Student Affairs Division held a video presentation.
- UW-Milwaukee's Divisions of Diversity, Equity, and Inclusion and Student Affairs hosted a "Dialogues Across Difference" series. Vice Chancellor Chia Youyee Vang and Vice Chancellor Kelly Haag sponsored the series. Events were moderated by DEI special assistant, Dr. Liz Drame, and Student Affairs Director of Advocacy and Engagement, Michael Rogers.

- UW Oshkosh's Interim Vice Chancellor for Student Affairs sent an email to all students sharing important university policies and included a link to, and information about, Regent Policy 4-21.
- UW-Parkside included information on the Freedom of Expression policy in the Midnight Ranger, a weekly electronic newsletter to all enrolled students. The policy information was also discussed during Ranger Welcome sessions.
- UW-Platteville provided an online module recorded via Canvas, viewed by all incoming students, to explain RPD 4-21 and the Academic Freedom and Freedom of Expression Policy, including potential ramifications for violations.
- UW-Stout participated in a face-to-face session as part of their Week One Orientation. The presentation included information on hate/bias reporting and slides on RPD 4-21.
- UW-Whitewater provided a copy of the policy during student orientation and followed-up with mailing a copy of the orientation booklet to each student.

Regent Policy Document 4-21 requires institutions to notify all enrolled students and employees of the requirements of the policy on an annual basis. Institutions across UW System reported notifying students and employees through emails, posting on their websites, and including the information in student handbooks and planners to meet this requirement.

Attachment A
UW System Institution Initiatives in Support of
RPD 4-21, “Commitment to Academic Freedom and Freedom of Expression”
July 1, 2021 to June 30, 2022

Institution	Description of Activity	Date of Activity	Target Audience	Estimated Number of Students or Employees
UW-Eau Claire	The Menard Center for Constitutional Studies hosted “Free Speech: A Contested History,” a session as part of a virtual summer symposium for high school and middle school teachers. .	July 29, 2021	High School & Middle School Teachers	15
UW-Eau Claire	The Menard Center for Constitutional Studies hosted “The Constitution of Knowledge: A Defense of Truth,” with keynote speaker Jonathan Rauch as its 2021 Constitution Day event. Rauch is a senior fellow at the Brookings Institute and a national bestselling author, whose most recent book shares a title with this presentation. Following his presentation, Rauch accepted questions from in-person and virtual attendees.	September 16, 2021	Employees, Students & General Public	55 (31 in -person; 24 virtual)
UW-Eau Claire	The Dean of Students Office hosted a tabling event in the student center on Constitution Day to hand out pocket constitutions and informational resources to students over the lunch hour. Informational resources referred students to the new Student Expression, Rights and Responsibilities webpage. The Davies Center regularly serves more than 3,000 students for lunch each day, and the table was located just inside the main entrance.	September 17, 2021	Students	3,000+

UW-Eau Claire	The Menard Center for Constitutional Studies hosted "Fostering Inclusion and Free Inquiry," a panel featuring nationally recognized scholars Amna Khalid and Jeff Snyder. Dr. Khalid is an associate professor of history at Carleton College, and Dr. Snyder is an associate professor and chair of education studies at Carleton College. The panel also included: UW-Eau Claire Director of Affirmative Action and Title IX Teresa O'Halloran; former Vice Chancellor for Equity, Diversity, and Inclusion and Student Affairs Olga Diaz; and Professor of Psychology April Bleske-Rechek.	October 18, 2021	Employees, Students & General Public	46 (24 in-person, 22 virtual)
UW-Eau Claire	Following the "Fostering Inclusion and Free Inquiry" panel, Drs. Amna Khalid and Jeff Snyder facilitated a workshop on freedom of expression for students. The Menard Center for Constitutional Studies organized the workshop.	October 18, 2021	Students	10
UW-Eau Claire	"Critical Race Theory and Free Speech," a panel discussion, was hosted by the Menard Center for Constitutional Studies (MCCS) and two co-sponsors: the UW-Eau Claire Aspiring Educators student organization and the UW-Eau Claire Department of History. The event featured three panelists from UW-Eau Claire: Dr. Roderick Jones, assistant professor of special education and inclusive practices; Dr. Selika Ducksworth-Lawton, professor of history; and Dr. Eric Kasper, professor of political science and director of the MCCS. The event was held in person and geared toward current UW-Eau Claire students planning to become educators, as well as other faculty and administration.	October 20, 2021	Students	XXX

UW-Eau Claire	the Menard Center for Constitutional Studies and the UW-Eau Claire College of Business hosted a panel discussion entitled "Free Speech in the Workplace" The panel featured: Dr. Franciska Coleman, University of Wisconsin Law School; Dr. Melissa Emerson, UWEC lecturer of management and marketing; and Dr. Eric Kasper, UWEC professor of political science and director of the MCCS.	November 18, 2021	Employees & Students	42 (26 in-person, 16 virtually)
UW-Eau Claire	The Menard Center for Constitutional Studies hosted a reading group throughout the fall of 2021 to discuss Ian Rosenberg's "The Fight for Free Speech: Ten Cases that Define Our First Amendment Freedoms." The meetings were held virtually and targeted students, many of whom were studying pre-law.	Fall Semester 2021; multiple meetings	Students	14
UW-Eau Claire	Following a semester-long reading group covering his book "The Fight for Free Speech: Ten Cases that Define Our First Amendment Freedoms," author Ian Rosenberg joined the reading group and additional attendees for a virtual discussion of the book.	Nov. 29, 2021	Students	26
UW-Eau Claire	The Menard Center for Constitutional Studies and UW-Eau Claire Student Senate co-sponsored "Promoting Free Expression on Campus and the Role of Student Organizations," a virtual keynote address and student discussion featuring attorney and journalist Alex Morey of the Foundation for Individual Rights in Education (FIRE). Morey's presentation and Q&A focused on current threats to free expression on university campuses and the role of student governments and organizations in preserving students' rights.	Feb. 8, 2022	Students	32

UW-Eau Claire	The Menard Center for Constitutional Studies hosted an in-person workshop for students looking to deepen their understanding of free expression rights titled "Free Speech on Campus," facilitated by Drs. Eric Kasper and Adam Kunz, professors of political science.	April 13, 2022	Students	19
UW-Eau Claire	The UW-Eau Claire Menard Center for Constitutional Studies and UW-Stout Menard Center for the Study of Institutions and Innovation hosted Drs. Cornel West and Robert George for an interview-style discussion titled "Freedom of Expression and Civil Discourse." Dr. West is an American public intellectual and author, currently serving as the Dietrich Bonhoeffer chair at Union Theological Seminary. Dr. George is a scholar, author, and public intellectual currently serving as professor of jurisprudence and director of the James Madison Program in American Ideals and Institutions at Princeton University. He is also a visiting professor at Harvard Law School. The discussion was moderated by Dr. Eric Kasper, UW-Eau Claire professor of political science and director of the Menard Center for Constitutional Studies. The event was held in person and was attended by a mix of community members, students, faculty, and administrators. A pre-event dinner with the speakers was held for select faculty, students, administrators, and community members prior to the free public event.	May 8, 2022	Employees, Students & General Public	300+
UW-Eau Claire	The Menard Center for Constitutional Studies held a Spring 2022 semester reading group to discuss Erwin Chemerinsky and Howard Gilman's book "Free Speech on Campus" over several meetings through the	Spring Semester 2022; multiple dates	Students	12

	semester. The target audience was students, with discussions convened and organized by MCCS faculty and staff.			
UW-Eau Claire	When UW-Eau Claire hosted Badger Boys State in June 2022, the Menard Center for Constitutional Studies presented several sessions focused on free expression to Boys State participants. Sessions included "What is tolerance?," "Student Free Speech Rights in Public Schools," and "Freedom of the Press in the Age of the Fake News."	June 2022	Badger Boys State participants	100+
UW-Eau Claire	<p>The Menard Center for Constitutional Studies sponsored four student-faculty collaborative research projects in the 2021-22 academic year that focused on freedom of speech. Titles included:</p> <ul style="list-style-type: none"> • "Freedom of Speech on University Premises in the Wake of the COVID-19 Pandemic" • "The Constitutionality of Window Display Bans on Public University Campuses" • "The Past, Present, and Future of the First Amendment and Hate Speech: An Analysis of the Fighting Words Doctrine and Incitement" • "Public University Student Newspapers and the First Amendment" 	2021-2022 Academic Year	Student researchers, attendees at research symposia	50+
UW-Eau Claire	The Menard Center for Constitutional Studies was proud to host a virtual keynote address and student discussion entitled " <i>Tinker v. Des Moines</i> : 1969 Landmark First Amendment Decision" featuring Mary Beth Tinker. Tinker was one of several students sent home from school in 1965 for wearing a black arm band to protest the Vietnam War. This decision was	October 21, 2021	Employees, Student & General Public	49

	challenged in court, and the resultant Supreme Court case bearing her name further defined the significant free expression rights of students in public educational institutions.			
UW-La Crosse	UWL Constitution Day (Library)	September 17, 2021	Employees & Students	Unknown
UW-La Crosse	Administrator Balancing Acts: Free Speech, Diversity, and Identity https://www.uwlax.edu/calendar/?e=25173	October 27, 2021	Employees, Student & General Public	Online
UW-La Crosse	Free Speech Week (Library) https://www.uwlax.edu/murphylibrary/news/free-speech-week/	December 1, 2021	Employees, Student & General Public	N/A – Passive Program
UW-Madison	The campus guidelines are permanently listed in the Center for Leadership and Involvement Student Organization Resource & Policy Guide https://guide.cfli.wisc.edu/policies/ (Protest Guidelines & Information accordion panel). These guidelines are frequently linked to in messages to student organizations.	July 1, 2021 – June 30, 2022	Students	Estimated 30,000 student members of over 1000 Registered Student Organizations
UW-Madison	Training held by Student Affairs for staff that commonly help manage protests.	August 24, 2021	Employees	All
UW-Madison	Review of the Emergency Operations Center's standard operating procedures surrounding protests.	August 27, 2021	Employees	All
UW-Madison	The university has a shared governance campus Protest Administrative Review Team that reviews campus protest guidelines and activities.	July 1, 2021 – June 30, 2022	Employees & Students	All

UW-Madison	Campus news release on protest guidelines https://news.wisc.edu/protest-guidelines-help-students-employees-exercise-right-to-free-speech/	October 7, 2021	Campus Community	Approximately 70,000
UW-Madison	Tommy G. Thompson Center – Virtual Seminar: The First Amendment On College Campuses https://thompsoncenter.wisc.edu/event/the-first-amendment-on-college-campuses/	November 9, 2021 and March 29, 2022	Employees, Students, & General public	207
UW-Milwaukee	UWM launched its Free Speech, Rights, and Responsibilities website, which includes information on Campus Speech, rules, laws and regulations, and rights and responsibilities of students, amongst other items: https://uwm.edu/free-speech-rights-responsibilities/	March 2022	Employees, Students, & General public	Unknown
UW-Milwaukee	The Office of Student Involvement updated its student organization resource guide, which now includes UWM's statement on Freedom of Expression. In Spring 2022, Student Involvement e-mailed the new organization guide to all student leaders and included the new organization guide prominently on the Student Involvement website: https://uwm.edu/studentinvolvement/student-organizations-2/forms-documents/ . The guide will be sent to new student organization leaders as they are trained and onboarded by Student Involvement staff.	Spring 2022	Students	1001
UW-Milwaukee	Student Involvement updated protocols and processes for its student event grant processes to ensure that students planning events and/or	Spring 2022	Students	Unknown

	requesting grants are provided information on Freedom of Expression, rights and responsibilities, etc.			
UW Oshkosh	Constitution Day Event Speaker: Dr. Sara Benesh, UW-Milwaukee. Presentation Title: "The Constitution and Freedom (During a Pandemic)"	September 16, 2021	Students	50
UW-Platteville	The book The First Amendment on Campus: A Handbook for College and University Administrators was given to all University Bias Incident Team members.	July 1, 2021 - June 30, 2022	University Bias Incident Team members	5 Employees
UW-Platteville	UW System Attorney Wade Harrison provided 1-hour training regarding the First Amendment/Freedom of Speech pertaining to bias speech, microaggressions, hate speech, etc., and how University Bias Incident Team (UBIT) may or may not respond to reports of bias or hate.	December 13, 2021	University Bias Incident Team members	15 Employees
UW-River Falls	"Debate Competition," Student team debate contest. Topic: Chicago Statement on Freedom of Expression ; "Debate Orientation," Provided by faculty organizer of debate, to students .	Apr. 7, 2022	Students	30
UW-River Falls	"Students Compete in Debate on Freedom of Expression," Student Voice article.	Apr. 22, 2022	Employees, Students & General public	Available to all students and broader community
UW-River Falls	"Fahrenheit 451 Reading to Raise Awareness of Banned Books." .	April 13, 2022	Employees, Students & General public	20 volunteers participated; 40 additional people attended; open to

				all students and broader community
UW-River Falls	"Freedom of Speech - Understanding Your Rights & Responsibilities," with Office of General Counsel, Tom Stafford. This training session was open to in-person and virtual attendance for all employees. Recordings of the trainings were also made available.	Sept. 15, 2021	Employees	20 to 30 in person; Approximately 10 virtually. Also available on demand.
UW-River Falls	"Speakers on Campus and Facilities Use Update," Training for senior leadership on Freedom of Expression and campus facilities use policies.	Feb. 8, 2022	Cabinet-level leadership	20
UW-River Falls	Updates to Campus Facilities Use policy. The university updated its Facilities Use policy to provide additional information about freedom of speech/expression within the policy itself and to include certain procedural information within the policy around reservations to ensure that First Amendment rights were protected. https://www.uwrf.edu/Administration/Policy/upload/Use-of-University-Facilities-AP-01-103.pdf	Fall to Spring 2022	Employees, Students & General public	Available online to all
UW-River Falls	"Teaching Difficult and Controversial Topics Community of Practice," Center for Excellence in Teaching and Learning. Do you teach something that inspires resistance and emotion on the part of students? How do you deal with that and what would help you work with it more effectively? These are some of the questions we will dig into as part of an initial listening and discussion session.	October 6, 2021	Faculty	3
UW-Stevens Point	Political Science department offered a semester-long course on the First Amendment and Free Speech.	Fall 2021	Students	25

UW-Stevens Point	UWSP hosted Constitution Day programming. A video display on the Constitution was broadcast on the monitors in the common areas of academic buildings. The video included common clauses from the Constitution (like the First Amendment) as well as trivia about the Constitution.	September 17, 2021	Students	Unknown
UW-Stevens Point	Department of Political Science developed a series of online (YouTube) lectures for UWSP alumni on Constitutional topics, including free speech.	Summer 2021	UWSP Alumni	191 Views
UW-Stout	Banned Books Week event. "Words Have Power" hosted by Menard CSII with co-sponsors Center for Applied Ethics; Women, Gender, and Sexuality Studies; Literature Committee; University Library; the Qube. Featuring author Alex Sanchez with moderator Rickie-Ann Legleitner and Jacob Reid introduction.	September 28, 2021	Employees, Students & General public	Unknown
UW-Stout	MCSII Student Workshop. "Campus Free Speech" facilitated by MCSII Director Tim Shiell.	Oct. 12, 2021	Students	16
UW-Stout	MCSII Free Speech Week. "Free Speech and the Labor Movement" featuring author Jon Shelton with moderator Tim Shiell and responses by Tim Shiell and Robert Zeidel	Oct. 18, 2021	Employees, Students & General public	20
UW-Stout	Free Speech Week. "Can Universities Punish Student Social Media Expression?" MCSII with co-sponsors Dean of Students Office with moderator Dominique Vargas and panelists Adam Kissel, Howard Schweber, and Sandi Scott.	Oct. 19, 2021	Employees, Students & General public	20

UW-Stout	Free Speech Week. "Free Speech and Hate Speech" co-sponsored by MCSII, EDI Office, and Center for Applied Ethics with moderator Kate Edenborg and panelists Jane Kirtley and Tim Dale.	Oct. 20, 2021	Employees, Students & General public	20
UW-Stout	MCSII Student Workshop. "Queer Art." Facilitated by Cynthia Bland.	Nov. 8, 2021	Students	16
UW-Stout	MCSII Black History Month. "The Right to Protest." Moderated by MCSII Director Tim Shiell with panelists Franciska Coleman and Jim Szymalak.	Feb. 8, 2022	Employees, Students & General public	30
UW-Stout	MCSII Student Workshop: "Campus Free Speech." Facilitated by MCSII director Tim Shiell.	October 12, 2021; Mar. 8, 2022	Students	16
UW-Stout	MCSII Student Workshop. "Protest Art." Facilitated by Cynthia Bland.	Apr. 4, 2022	Students	16
UW-Stout	MCSII Civil Liberty Symposium <ul style="list-style-type: none"> • "I Fought the Law and the First Amendment Won: Rulings from the U.S. Supreme Court Protect Musical Expression," with . Eric Kasper. Kasper discussed Supreme Court Rulings on legal controversies and censorship involving musical expression. • "Anti- Orthodoxy, Inclusion, and the Advocacy of Violence" with MCSII Director Tim Shiell. Sheill discussed the role of anti-orthodoxy and inclusion in expressive legal rights. • "A Survey of Anti-Protest Laws Enacted in the Past Two Years" with Azhar Majeed, Civil Liberties Attorney Majeed discussed recent laws that increase restrictions and penalties 	Apr. 18, 2022	Employees, Students & General public	Each Session 25

	for certain form of protest in wake of George Floyd and Black Lives Matter protests.			
UW-Stout	MCSII Statewide Student Free Speech Workshop The eight-hour workshop organized and funded by MCSII hosted at UW-La Crosse offered introductory sessions on the history of free speech presented by Eric Kasper, major doctrines with Jim Szymalak, and justifications with Tim Shiell	Apr. 23, 2022	Students	25
UW-Superior	Constitution Day with the CLIC at JDHL; Stop by the Jim Dan Hill Library (JDHL) any time this week to learn more from our Constitution display and pick up your own pocket copy of the Constitution; Center for Learning, Innovation and Collaboration (CLIC).	September 17, 2021	Students	30
UW-Superior	Constitution Day Tabling and handing out Constitution pamphlets, water bottles, and pens in Swenson Hall; Pre-Law Society and Political Science Club.	September 17, 2021	Students	60 Students
UW-Superior	Speaker Series Sponsored by the Tommy G. Thompson Center for Public Leadership, Part 1 with Dorothea Salo, Distinguished Faculty Associate at UW-Madison School of Information: How Do We Not Be Facebook? (data and privacy in the digital age); attend at the Jim Dan Hill Library (JDHL) or tune in online via YouTube streaming; Center for Learning, Innovation and Collaboration (CLIC).	September 17, 2021	Employees & Students	64 Employees & Students 1216 Views on YouTube
UW-Superior	Banned Books Week Curated Collection; Jim Dan Hill Library (JDHL); The American Library Association's Office for Intellectual Freedom tracked 1,597 book challenges or removals from libraries in 2021; Center for Learning, Innovation and Collaboration.	September 13 - 17, 2021	Employees & Students	40 Employees & Students

UW-Superior	Section on Civil Rights and Social Justice Free Webinar; watch ABA President Reginald M. Turner's 2021 Constitution Day statement including the importance of the Constitution, the Bill of Rights, and the rights of the American people.	September 13 - 17, 2021	Employees & Students	Unknown
UW-Whitewater	<p>Dean of Students Office: Free Speech and Peaceful Assembly Training. The training involved a review of policies, protesting, counter-protesting, peaceful assembly, and third-party speakers. Student organizations that received training:</p> <ol style="list-style-type: none"> 1. College Republicans – E-board, 6 members (Fall 21/Spring22) 2. IMPACT – LGBTQ+IA student org – 4 members (Fall 21) 3. College Democrats – E-board, 4 members (Spring 22) 4. Active Minds Student Organization – 2 members (Spring 22) <p>Whitewater Student Government – 1 member (Fall 21)</p>	Fall 2021/ Spring 2022	Student Organizations and Whitewater Student Government	17 students
UW-Whitewater	Graduate Council - Free Speech in the Classroom, Dean of Students Office. Completed training with Graduate Council, hosted by the Graduate College in September 2021 regarding students' free speech in the classroom verse disruptive behavior and other conduct.	September 2021	Graduate faculty/ instructional staff	15

Attachment A, Section II
RPD 4-21, Notification Requirements
July 1, 2021 to June 30, 2022

Institution	Description of Notification	Date of Notification	Target Audience
UW-Eau Claire	All-student e-mail from the Dean of Students.	September 15, 2021	Students
UW-Eau Claire	Prominent inclusion in the weekly all-employee newsletter. "Blugold FYI: Tuesday, Feb. 8, 2022" from nwsbur59@uwec.edu.	February 28, 2022	Employees
UW-Eau Claire	During the Opening Day Academic Session of Fall 2021 Orientation, facilitators in the Academic Meet & Greet sessions all students attend covered the UW-Eau Claire and UW System commitments to free expression, open discussion, and academic freedom. These facilitators, who are faculty or staff of UW-Eau Claire, drew distinctions between protected speech and unprotected speech (true threats, etc.) and encouraged students to participate in this discussion. The PowerPoint slides linked to the RPD 4-21 Free Expression Document.	September 1, 2021	Incoming first year students and transfer students
UW-Eau Claire	The same information covered in the fall orientation session is included in the online orientation course that all students entering UW-Eau Claire in the spring 2022 semester are required to complete before courses begin. The module conveys UW-Eau Claire and UW System's support for free expression, open discussion, and academic freedom, and links to Regent Policy Document 4-21.	Jan. 24-28, 2022	Incoming first-year students and transfer students
UW-Green Bay	Presentation at Green Bay Orientation.	July 10-July 15, 2021	Incoming Students first-year students and transfer students
UW-Green Bay	Distribution of Annual Policy Notification to Students and Employees (includes reference and link to RPD 4-21)		Employees & Students

UW-La Crosse	Distribution of pamphlets to students during move-in.	September 2-5, 2021	Students ~ 3000
UW-La Crosse	Chancellor's email regarding UW System Board of Regents' Commitment to Academic Freedom and Freedom of Expression. This was a non-opt out email, meaning all students and employees received it.	October 18, 2021	Employees & Students
UW-La Crosse	Statement on Commitment to Academic Freedom.	November 24, 2021	Employees & Students
UW-La Crosse	Email – Free Speech Promotion.	April 15, 2022	Employees & Students
UW-La Crosse	Email – Chalking and Free Speech.	April 29, 2022	Employees & Students
UW-La Crosse	Video Presentation by Student Affairs Division.	September 2-5, 2021	All new students
UW-La Crosse	<p>New Student Orientation- Freedom of Expression</p> <ul style="list-style-type: none"> • UWL supports Freedom of Expression as a core part of the University's mission. • The educational process includes encountering different perspectives, thinking, critically, and evaluating competing ideas based on their merits. • Being part of the UWL community means that you have a voice, and we want to empower you to use your voice effectively and constructively. • We don't censor viewpoints that are unpopular or even offensive, but we do hold people accountable under our code of conduct for behaviors that violate the rights of others. <p>• Pull up Freedom of Expression website at: https://www.uwlax.edu/chancellor/civil-discourse-and-free-speech/ </p>	June 2022	All new students

UW-Madison	The campus protest guidelines were included in the “out of classroom involvement” chapter of the 21-22 student planner.	August 15, 2021	All students living in residence halls (approximately 8500), transfers, and non-housing freshmen are invited to pick up a copy of the planner from the CFYE office.
UW-Madison	The topic of free expression was addressed during the orientation session “Life in the Badger Community.” It was presented every day of orientation, five days a week.	5/1/2022-7/30/2022	All new students attending orientation (approximately 8500).
UW-Madison	Campus freedom of expression guidelines shared in employee newsletter https://insideuw.wisc.edu/newsletters/09-02-21/?webview=true	September 2, 2021	Employees – approx. 21,000
UW-Madison	Campus freedom of expression guidelines shared in student newsletter (email) https://theweekly.wisc.edu/newsletters/the-weekly-october-13/?webview=true	October 13, 2021	Students – approx. 49,000
UW-Madison	Message containing information about freedom of expression was emailed, placed on social media, and included in the weekly campus student newsletter https://students.wisc.edu/news/welcome-to-spring-semester-badgers-were-so-glad-youre-back	January 14, 2021	Students – approx. 49,000
UW-Madison	Center for Leadership and Involvement sent a message to the 4 primary contacts of all Registered Student Organizations (RSO) that included campus protest guidelines. In addition, protest guidelines appeared in the Buzz Newsletter.	August 16, - November 15, 2021	Approximately 1,000 student leaders and 2,689 students

UW-Milwaukee	Email: "Our Values in Action" Campus Update from Chancellor Mark Mone. Provided a welcome message to students which included important reminders/resources about foremost UWM/UWS/State policies by which UWM abides; Freedom of Expression and RPD 4-21 is expressly addressed with a link to the policy via UWS included.	September 9, 2021	100% employees and students at all campuses; Milwaukee, Washington, and Waukesha.
UW-Milwaukee	Email: "Stellar Accomplishments in a Dynamic Year" Campus Update from Chancellor Mark Mone. Reviewed the year's progress and provided information about ongoing initiatives including the Chancellor's Care, Respect and Expression Task Force. In this section, encouraged all to visit UWM's Free Speech, Rights and Responsibilities website	May 12, 2022	100% employees and students at all campuses; Milwaukee, Washington, and Waukesha.
UW-Milwaukee	Email: "The Impact of Today's Supreme Court Ruling" Campus Update from Chancellor Mark Mone. Commented on the overturning of Roe v. Wade; asked campus community to respect each other's viewpoints and reinforced his belief that universities, including and especially UWM, must be a place where civil discourse can lead up to and follow decisions that impact our lives.	June 24, 2022	100% employees and students at all campuses; Milwaukee, Washington, and Waukesha.
UW-Milwaukee	All new students completed a required Online Orientation course via Canvas. Every student received access to the course via email at time of Orientation registrations. In the Online Orientation, there is a Health & Safety module. Included in that module is a "Freedom of Expression & FERPA" page where the link to Regent Policy 4-21 is listed. Students are required to complete each page before they can advance to the next page and pass a quiz at the end of each module to demonstrate knowledge gained before they can move on to the next. All students completing Online New Student Orientation and Transfer and Adult Student Orientation received a physical card with a QR code on it. The QR code links to specific areas that have RP 4-21 listed in it. These cards are sent via mail.	July 1 – September 17, 2021	New freshmen, Main Campus (1,560) New transfer students, Main Campus, (519) All New Branch Campus students (373)

UW-Milwaukee	<p>Freshmen Under 21 years old, Main Campus:</p> <p>There were two options for traditionally-aged freshmen students in the Spring of 2022 – they could join for an in-person program, or they could complete the online orientation. If students chose to join for an in-person experience, they did not need to complete the Canvas course. They instead received Freedom of Expression content, including information on the RP 4-21 and UWM's Care, Respect, and Expression website, during a Health & Safety presentation in the portion facilitated by Dean of Students staff.</p>	Students attended the program on January 11, 2022, or completed the course from October 1, 2021, to February 4, 2022	1/11/22 program (47) Online Orientation (55)
UW-Milwaukee	<p>Spring 2022 Transfers and Freshmen over 21 years old, Main Campus:</p> <p>This population of students continued to be required to complete the online Canvas course, using the exact same process as summer 2021. UWM also hosted an optional in-person program on January 13, 2022, where students also had the same presentation as traditionally aged freshmen, including information on RP 4-21 and UWM's Care, Respect and Expression website. During the program, the Dean of Students shared this information. This was in addition to the required course, so even if students attended this in-person program, they were required to attend the Canvas course.</p>	Students completed the course from October 1, 2021, to February 4, 2022	Online Orientation (447)
UW-Milwaukee	<p>Spring 2022 Branch Campuses:</p> <p>Similar to Main Campus transfers and freshmen over 21, Branch Campus students were required to complete the Canvas course and had the option to join for an in-person program.</p>	Students completed the course from November 1, 2021, to February 4, 2022	Online Orientation (70)
UW-Milwaukee	<p>Summer 2022: Freshmen Under 21 years old, Main Campus.</p> <p>In summer 2022, we returned to requiring students to participate in in-person, on-campus orientation programs. This experience replaced the required course. In lieu of the course, we facilitate presentations. The content relevant to this report is covered in the same Health & Safety presentation mentioned above, during the portion facilitated by the Dean of Students Office. We did, as always, continue offering the Online</p>	<p>Programs were held twice or three times a week during June 2022.</p> <p>Students completed the course from</p>	<p>In-Person programs (1,329)</p> <p>Online Orientation (30)</p>

	Orientation for students who were unable to attend the on-campus program for any reason. These students had the same online Canvas course content as listed above.	March 1, 2022, to June 30, 2022	
UW-Milwaukee	Summer 2022 Transfers and Freshmen over 21 years old, Main Campus: This population followed the same process as they did in Spring 2022 Required course, optional in-person programs.	Students completed the course from March 1, 2022, to June 30, 2022	Online Orientation (869)
UW-Milwaukee	Summer 2022 Branch Campuses: In Summer 2022, Branch Campuses went back to requiring attendance at the in-person, on-campus programs. During that program, professional staff facilitated a Health & Safety presentation that covered the content relevant to this report. For students who were unable to attend an in-person program, there was the same online Canvas orientation course with the same content as Spring 2022. They were required to complete that course prior to enrollment.	Programs were held roughly every other week during May and June 2022 Students completed the course from March 1, 2022, to June 30, 2022,	In-Person programs (153) Online Orientation (12)
UW Oshkosh	The Interim Vice Chancellor for Student Affairs sent an email to all students sharing important university policies and included a link to, and information about, Regent Policy 4-21.	September, 2021	100% of UWO students.
UW Oshkosh	"Annual Policy Notification Memo" sent to all UWO employees regarding relevant policies. The memo included a link to, and information about, Regent Policy 4-21.	October 20, 2021	100% of UWO employees.
UW Oshkosh	The Academic Freedom of Expression policy is printed on page 53 of the UW Oshkosh New Student Guide. The Guide is given to all new students during Titan Takeoff, the new student orientation that occurs on various Spring and Summer dates. A PDF version of the guide is also available on the UWO New Student and Family Programs website.	Summer, 2021; Summer, 2022	Incoming Students
UW Oshkosh	The Academic Freedom of Expression policy is also printed on page 20 of the Welcome Week Booklet, which is provided to all new residential	September 2021	Incoming Students

	students at move-in and sent to new commuter students at their households.		
UW Oshkosh	Information is provided to all new students on rights and responsibilities and policies related to student conduct.	Various dates in 2021-22	Incoming students
UW-Parkside	Midnight Ranger – weekly electronic newsletter to all currently enrolled students. The Student Handbook linked which includes the policy on Academic Freedom and Freedom of Expression.	September 7, 2021 – May 7, 2022	100% of enrolled Students
UW-Parkside	Policy information discussed during Ranger Welcome sessions.	September 7, 2021	680 students
UW-Parkside	Policy information is included in new student orientation.	Summer 2021 and January 2022	850 students
UW-Parkside	Email notification to all faculty and staff through the Human Resources Newsletter.	September 27, 2021	Employees
UW-Parkside	Parkside Preview Days – Fall Term and Spring Term “Being A Ranger” presentations – Title IX, Freedom of Expression, Civility, Community Expectations.	August 3 rd , 5 th , 10 th , 11 th , 12 th , and 26 th , 2021; January 25, 2022	New First year students
UW-Parkside	Ranger Welcome – “Being a Member of #RangerNation” – presentation by Tyler Lenz-Fisher, Title IX Coordinator.	September 7, 2021	New First year students
UW-Parkside	Online orientation modules for transfer students.	June – August 2021, December – January 2022	New transfer students
UW-Platteville	Annual notice regarding Academic Freedom & Freedom of Expression sent to all campus users via e-mail.	October 25, 2021	Employees & Students

UW-Platteville	Email by UWP Updates (via Paul Erickson, signed by Kate Demerse, Dean of Students) with the Student Handbook, which contains the Freedom of Expression Policy.	December 10, 2021	Students
UW-Platteville	New employee onboarding includes RPD 4-21 for all new employees to read and attest to having read.	July 1, 2021 - June 30, 2022	Employees
UW-Platteville	Online module recorded via Canvas, viewed by all incoming students, to explain RPD 4-21 and the Academic Freedom and Freedom of Expression Policy, including potential ramifications for violations.	Summer 2021	First Year students, ~1200
UW-River Falls	Student Handbook on www.uwrf.edu – contains specific reference to RPD 4-21 Student Organization Handbook on www.uwrf.edu –contains specific reference to academic freedom and freedom of expression, which includes link to RPD 4-21 .	Ongoing	Employees & Students
UW-River Falls	New Student and Family Programs outlines the Commitment to Academic Freedom and Freedom of Expression within our New Student and Family Program Handbook that is distributed to all incoming students and families who attend the required New Student Registration program .	Beginning of each semester	Students
UW-River Falls	Email from Chancellor Maria Gallo to all students, re: UWRF Commitment to Academic Freedom and Freedom of Expression .	November 2, 2022	Employees & Students
UW-Stevens Point	Message of the Day (email).	October 7, 2021	Employees & Students - 9338
UW-Stevens Point	New student orientation included a presentation covering a variety of topics including RPD 4-21. Guest speaker Dean of Students Troy Seppelt addressed the policy in detail.	Multiple dates in June/July/August, 2021	Students and Parents
UW-Stout	Face-to-Face Week One Session.	September 6, 2022	New Students

UW-Stout	Campus Life Today Announcement.	October 25, 2022	Returning Students
UW-Stout	Campus Compliance Reminders.	November 8, 2021	Employees
UW-Stout	Your Voice. Your Actions. Your Impact (891 attendees).	September 6, 2022	New Students
UW-Superior	Email; CLIC@JDHL Presents Speaker Series, Part 1 Friday, Sept 17 – Register Now! Julie Bracket.	September 6, 2021	Employee & Students
UW-Superior	Email; Constitution Day with the CLIC@JDHL; Julie Bracket.	September 15, 2021	Employee & Students
UW-Superior	Email; Constitution Day Events Tomorrow; Emily Wabik.	September 16, 2021	Employee & Students
UW-Superior	Email; Constitution Day with the CLIC@JDHL; Julie Bracket.	September 17, 2021	Employee & Students
UW-Superior	Email; Guidance on Political Campaign Activities at UW System Institutions; Renee Wachter.	September 24, 2021	Employee & Students
UW-Superior	Academic Freedom Defined; Policy statement included in written material distributed to first year students who attend Fall 2021 or Spring 2022 Weekend of Welcome (WoW).	September 7, 2021 & January 18, 2022	New and Transfer Students, 321 for Fall & 68 in Spring
UW-Superior	Academic Freedom Defined (handout enclosed); Policy statement included in online orientation for first year students who were unable to attend Fall 2021 or Spring 2022 Weekend of Welcome (WoW).	Varying Dates in September 2021 & January 2022	New and Transfer Students, 348 in Fall & 131 in Spring
UW-Whitewater	All incoming students (fall 2021 & spring 2022) received the Board of Regents Policy 4-21 during new student orientation (i.e., Warhawks SOAR: Student Orientation, Advising, & Registration).	April 2021 – January 2022	All incoming students (new freshmen & transfer students)

	Given that Warhawks SOAR was virtual during this timeframe, each student received a copy of the orientation booklet sent via U.S. postal mail.		
UW-Whitewater	<p>The policy was made available online on the First Year Experience website beginning April 2019 to present. The most current orientation booklet is linked to our website.</p> <p>New Freshmen: https://www.uww.edu/fye/freshmen/warhawks-soar/windows-and-checklist</p> <p>New Transfer Students: https://www.uww.edu/fye/transfer/warhawks-soar/windows-and-checklist</p>	April 2019 - present	All incoming students (new freshmen & transfer students)
UW-Whitewater	<p>Broadcast Email Announcement, subject line: Commitment to Academic Freedom and Freedom of Expression (RPD 4-21).</p> <p>https://announcements.uww.edu/Announcement/Details/17289</p>	08/18/2021	Employees & Students
UW-Whitewater	<p>Freedom of Expression & Protest Guidelines webpage:</p> <p>https://www.uww.edu/adminaffairs/compliance</p>	On-going	Employees & Students