

12/04/2023



BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

December 7-8, 2023

Gordon Dining & Event Center
770 W. Dayton Street
Madison, Wisconsin
& via Zoom Videoconferences

Thursday, December 7, 2023

- 7:30 a.m. – 8:30 a.m. **Board of Regents – Closed Session**
Symphony Room, 2nd Floor
- 8:45 a.m. – 10:15 a.m. **Business & Finance Committee**
Overture Room, 2nd Floor
- 8:45 a.m. – 10:15 a.m. **Education Committee**
Symphony Room, 2nd Floor
- 10:45 a.m. – 12:00 p.m. **Audit Committee**
Overture Room, 2nd Floor
- 10:45 a.m. – 12:00 p.m. **Capital Planning & Budget Committee**
Symphony Room, 2nd Floor
- 12:00 p.m. **Lunch***
Concerto Room, 2nd Floor
- 1:00 p.m. **I. Board of Regents**
Symphony Room, 2nd Floor
- Closed Session**
Symphony Room, 2nd Floor

6:00 p.m. – 8:00 p.m. **Reception at Brittingham House***
6010 Old Sauk Road, Madison, Wisconsin

By invitation only. Please contact mwasley@uwsa.edu for more information.

Friday, December 8, 2023

8:45 a.m. **II. Board of Regents**
Symphony Room, 2nd Floor

**A quorum of the Board of Regents may be present; no Board business will be conducted.*

Zoom videoconference information and meeting materials can be accessed at <https://www.wisconsin.edu/regents/meetingmaterials>. If you need accommodation to attend, please contact Office of the Board of Regents at (608) 262-2324 or board@uwsa.edu.

12/04/2023

BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

I. Board of Regents

Thursday, December 7, 2023

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

7:30 a.m. – 8:30 a.m.

1. Calling of the Roll
2. Closed Session
Move into closed session to:
 - A. Consider personal histories related to UW-Madison, UW-Milwaukee, and UW-Eau Claire honorary degree nominations, as permitted by s. 19.85(1)(f), Wis. Stats.;
 - B. Consider a student request for review of a UW-Madison disciplinary decision, as permitted by s. 19.85(1)(a), (f), and (g), Wis. Stats.;
 - C. Confer with legal counsel regarding pending (Tony Evers v. Howard Marklein, Appeal Number 2023AP0002020 – OA) and potential litigation, as permitted by s. 19.85(1)(g), Wis. Stats.;
 - D. Deliberate and negotiate funding proposals and matters that require a closed session for competitive or bargaining reasons, as permitted by s. 19.85(1)(e), Wis. Stats.; and
 - E. Consider personnel evaluation of the UW System President, as permitted by s. 19.85(1)(c), Wis. Stats.

The closed session agenda also may be considered at subsequent closed sessions on Thursday, December 7, 2023, and on Friday, December 8, 2023, as the Board's needs may dictate. In addition, the Board may reconvene in open session regarding matters taken up in the closed session, including voting, where applicable.

1:00 p.m.

1. Calling of the Roll
2. Declaration of Conflicts
3. Updates and Introductions

4. Approval of the records of the November 9, 2023 regular meeting and the December 1, 2023 special meeting of the UW System Board of Regents
5. Report of the Board President
 - A. Report(s) of the Wisconsin Technical College System Board
 - B. Update on the UW-La Crosse Chancellor Search Process
 - C. Regents Business Partnership Award Update
 - D. UW School of Veterinary Medicine Ribbon-cutting
 - E. Winter Commencement
6. Report of the System President
 - A. Legislative and Other Updates
 - B. OpportUWnity Tour Update
 - C. Universities of Wisconsin Accomplishments
 - D. Strategic Plan Update
7. Promoting Civil Discourse & Freedom of Expression
 - 2023 Annual Academic Freedom & Freedom of Expression Report
 - Wisconsin Institute for Citizenship and Civil Dialogue
 - University Perspectives: UW-Superior and UW-Madison
8. Closed Session

Move into closed session to:

 - A. Consider personal histories related to UW-Madison, UW-Milwaukee, and UW-Eau Claire honorary degree nominations, as permitted by s. 19.85(1)(f), Wis. Stats.;
 - B. Consider a student request for review of a UW-Madison disciplinary decision, as permitted by s. 19.85(1)(a), (f), and (g), Wis. Stats.;
 - C. Confer with legal counsel regarding pending (*Tony Evers v. Howard Marklein, Appeal Number 2023AP0002020 – OA*) and potential litigation, as permitted by s. 19.85(1)(g), Wis. Stats.;
 - D. Deliberate and negotiate funding proposals and matters that require a closed session for competitive or bargaining reasons, as permitted by s. 19.85(1)(e), Wis. Stats.; and
 - E. Consider personnel evaluation of the UW System President, as permitted by s. 19.85(1)(c), Wis. Stats.

The closed session agenda for Thursday, December 7, 2023, may also be considered on Friday, December 8, 2023, as the Board's needs may dictate. In addition, the Board may reconvene in open session regarding matters taken up in the closed session, including voting, where applicable.

PROMOTING CIVIL DISCOURSE & FREEDOM OF EXPRESSION

REQUESTED ACTION

Item for information and discussion.

SUMMARY

The Universities of Wisconsin take pride in their commitment to academic freedom and freedom of expression. Each university works throughout the academic year to cultivate an atmosphere on campus where these freedoms are protected and cherished. Our campuses host a number of events throughout the year where speakers with different viewpoints can be heard, where robust and civil dialogue is both modeled and taught, and where the true value of these freedoms beyond the classroom is on display.

This presentation will include a discussion of these efforts as detailed in the 2022-2023 Annual Freedom of Expression and Academic Freedom Report. It will also include a presentation by the UW's Vice President for University Relations as well as the leadership of the newly created Wisconsin Institute for Citizenship and Civil Dialogue (WICCD) on the efforts occurring on the Universities of Wisconsin campuses to promote freedom of expression and civil dialogue. Finally, the Chancellors of UW-Madison and UW-Superior will also present on the activities happening on their individual campuses. In addition, several legislators will be invited to participate.

Presenter(s)

- Jeff Buhrandt, Vice President for University Relations
- Eric Giordano, Executive Director, Wisconsin Institute for Public Policy and Service
- Tim Shiell, Director, Wisconsin Institute for Citizenship and Civil Dialogue
- Jennifer Mnookin, Chancellor, University of Wisconsin-Madison
- Renee Wachter, Chancellor, University of Wisconsin-Superior

BACKGROUND

Regent Policy Document 4-21, "Commitment to Academic Freedom and Freedom of Expression," requires the University of Wisconsin System to prepare an annual report for

the Board of Regents describing implementation of the policy, including a description of efforts to support academic freedom and freedom of expression and a report of policy violations.

The 2023-28 Strategic Plan adopted by the Board of Regents on Dec. 8, 2022, also includes a commitment to expanding efforts on freedom of expression and civil dialogue, including the formation of WICCD.

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) 2023 Annual Academic Freedom and Freedom of Expression Report

DATE: December 7, 2023

TO: Karen Walsh, President
UW System Board of Regents

FROM: Jay Rothman, President
UW System

SUBJECT: 2022-23 Annual Report of RPD 4-21, "Commitment to Academic Freedom and Freedom of Expression"

Regent Policy Document (RPD) 4-21, "Commitment to Academic Freedom and Freedom of Expression" affirms the UW System Board of Regents' longstanding support of academic freedom and freedom of expression. RPD 4-21 recognizes that each of the Universities of Wisconsin 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." Each chancellor is responsible for implementing the provisions of this policy.

In accordance with RPD 4-21, UW Administration has prepared its annual report describing system-wide methods, activities and events which inform and support campus communities in their efforts to protect the academic freedom and freedom of expression rights of students and employees. This report provides a sample of events and activities that occurred between July 1, 2022 and June 30, 2023. To collect information for this report, the Office of Compliance and Integrity surveyed the universities via a questionnaire¹.

Efforts to Support & Affirm Commitment to Academic Freedom and Freedom of Expression

The Universities of Wisconsin were asked to describe any activity endorsed on their campus affirming a commitment to and support of academic freedom and freedom of expression principles. This report is intended to share some high-level examples of such activities. As set forth in Attachment A, universities have engaged in a wide variety of activities consistent with RPD 4-21 (See Attachment A, Section I).

¹ The information contained in this report was collected through the use of a survey questionnaire completed by all thirteen Universities of Wisconsin.

Public Presentations on Academic Freedom and Freedom of Expression

A number of universities reported hosting presentations and discussions open to the campus community addressing topics related to academic freedom and freedom of expression. For example:

- The Menard Center for Constitutional Studies (MCCS) at UW-Eau Claire (UWEC) incorporates programming that focuses on the First Amendment. The center hosted multiple events over the past year including the following examples:
 - Constitution Day Address at UW-Eau Claire – Barron County, featuring Dr. Eric Kasper.
 - “Censorship, Free Speech, and the Constitution” panel at UW-Eau Claire, with co-sponsorship from the student Pre-Law Club. The discussion was led by Nadine Strossen, former president of the American Civil Liberties Union, in dialogue with a UWEC panel featuring Dr. Teresa O’Halloran; Dr. David Shih; Dr. Selika Ducksworth-Lawton; and student Josh E.
 - “Free Speech, the Supreme Court, and John Stuart Mill” with presenters Drs. Eric Kasper and Troy Kozma.
 - Author Wilfred Reilly for a presentation titled “Taboo, Free Speech, and Facts We Can’t Talk About” with an introduction by UWEC’s Dr. Peter Myers.
- UW-Green Bay offered a series of events for Constitution Day including circulation of the “Freedom of Expression FAQ;” a speaker panel discussing freedom of expression and academic freedom; and education regarding resources to address concerns.
- UW-Green Bay hosted a panel discussion, “Democracy Matters” with Professor Aaron Weinschenk; Reid Ribble, former U.S. Representative (WI); and Dick Gephardt, former U.S. House Majority Leader discussing the current state of democracy in the United States.
- UW-La Crosse hosted a session for all faculty, staff, students, and community members titled “Free Speech & Campus Discourse.” Presenters responded to questions from the host regarding various aspects of free speech and academic freedom.
- UW-Madison held a “Forum on Campus Speech” sponsored by PROFS and ASPRO (non-profit professional organizations for faculty and academic staff), featuring the UW System President, a state senator, and two UW-Madison faculty members.
- UW-Milwaukee (UWM) hosted Wisconsin Lt. Gov. Debates with Michael Best Strategies and Spectrum 1 News, moderated by WisPolitics. The debates were a unique opportunity to reinforce UWM’s larger RPD 4-21 efforts in promoting diverse viewpoints in a public venue on campus to model civil dialogue. This event was sponsored by UWM Marketing and Communications.
- UW Oshkosh hosted a panel discussion on the results of the UW System Survey on Free Speech and Civil Dialogue.

- UW-Parkside presented “An Evening with James Carville & Mary Matalin: Thriving in Times of Political Polarization.”
- UW-Platteville offered an informational presentation followed by a Q&A by UW System Legal entitled “Freedom of Speech and Discrimination Issues.”
- UW-River Falls Chalmer Davee Library hosted a Constitution Day Display and celebrated 60 years as a member of the Federal Depository Library Program. The library hosted a historical display highlighting materials provided by the US Government Publishing Office, as well as a display on the US Constitution, and distributed free copies of the Constitution. The event also included a virtual book display.
- In a Free Speech Week event hosted by the Menards Center for the Study of Institutions and Innovation, main speaker Chris Finan (National Coalition Against Censorship) discussed his new book “How Free Speech Saved Democracy.”
- UW-Superior’s Jackets Vote held a two-part event around Monica Guzman’s book “I Never Thought of it That Way: to Have Fearlessly Curious Conversations in Dangerously Divided Times.” The two activities included a panel titled “I Never Thought of it That Way,” as well as a small group book club.

Engaging Campus Leadership

Leadership across the Universities of Wisconsin 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. From year to year, leadership across the Universities of Wisconsin continue to invest in education, resources, and support on this topic. For example:

- UW-Eau Claire welcomed the Wisconsin State Assembly Committee on Colleges and Universities for a public hearing to discuss the state of free expression on university campuses and hear detailed analysis of the 2022 UW System Student Free Expression Survey. Chancellor Jim Schmidt’s testimony addressed the university’s enduring commitment to free expression and viewpoint diversity.
- UW-Madison’s Student Affairs has a team of staff who help manage protests. They are trained by the Office of Student Conduct and Community Standards to be aware of how to preserve free expression. Individual training meetings are held throughout the year.
- UW-Madison’s “Challenging Conversations” by the Center for Teaching Learning & Mentoring, Division for Teaching & Learning, offers professional development for instructors to learn strategies to engage with students on controversial topics in learning spaces.
- UW-Milwaukee reported that many course syllabi include statements on class conduct such as “being respectful of others’ opinions, experiences, perspectives, and identities that are expressed in the classroom setting” or “A note on discussion: some of the issues raised are personal, important, and contentious. We will not

overlook the contentious aspects of the debates, but in this class – more than in most – you will be expected to be considerate, responsive, and mature....; only by treating one another with respect can we discuss such potentially fraught issues.” Sponsored by various UWM Colleges.

- UW-Whitewater’s LEARN Center offered book clubs on *Becoming a Student-Ready College* and *The Empowered University*.
- UW-Stevens Point hosted a “Free Speech Forum” sponsored by Student Government Association, College Democrats and College Republicans. Experts and students participated in a round-table discussion about the UW System free speech survey, campus expression, and how to best engage in civil dialogue in an academic setting.

The UW System President has also led the effort system-wide to create more opportunities for all UW System students and employees to engage in civil dialogue and promote freedom of expression and academic freedom. Specifically, in June of 2022, President Jay Rothman initiated a new project called the “Civil Dialogue Project” intended to advance the UW System’s efforts under RPD 4-21 and minimize barriers to education, resources, and support in freedom of expression and academic freedom protections. President Rothman charged a small UW System working group to develop a plan for enhancing student and employee education, resources and events surrounding civil discourse and free speech protections throughout the UW System. Four main working groups comprised of system-wide leadership and stakeholders worked on the project through the FY22-23 calendar year, leading to the creation of a UW System website dedicated to Civil Dialogue as well as a variety of events held at campus locations to promote civil discourse and engagement among students. In addition to this Project, President Rothman has personally been engaging in this initiative by meeting privately with student leaders across the Universities of Wisconsin to discuss the importance of civil dialogue and hear from students regarding their own experiences.

Training and Workshops

Several institutions reported training programs and/or courses on topics of free speech and freedom of expression. Some highlights include:

- The Menard Center for Constitutional Studies and the UW-Eau Claire Center for Excellence in Teaching and Learning co-sponsored a panel for faculty titled “Teach with Free Speech: Academic Freedom, Public Employee Speech, and Controversial Topics.” The panel was moderated by Phil Reчек and featured Dr. Damir Kovačević, Dr. Adam Kunz, Dr. Eric Kasper, and Dr. Teresa O’Halloran.
- The Joint Committee on Free Speech Promotion and Center for Transformative Justice at UW-La Crosse hosted various training sessions during National Free Speech Week including the following examples:

- ADL Free Speech Training on “Free Speech in Policy and Practice.” Self-paced online workshop provided faculty and staff participants with knowledge on free speech, counter speech, and academic freedom to build an inclusive campus climate that promotes the free exchange of ideas.
- ADL Free Speech Training on “Free Speech in Campus Discourse.” Self-paced online workshop for students focused on the importance of free speech and academic freedom on a college campus; dispel myths concerning what is protected speech (and what is not); and tips for managing prominent speakers, political protests, and hate speech.
- UW-Madison’s Office of Legal Affairs offered First Amendment and Social Media training for UW-Madison communicators, including training for students enrolled in a Social Work course.
- UW-Stout offered a Student Free Speech Workshop sponsored by MCSII and facilitated by Tim Shiell. Students discussed how RPD 4-21 applies to a variety of real-life cases from UW campuses.
- UW-Whitewater offered training on the Constitution to the Whitewater Student Government, which was publicly posted on Facebook and Instagram.

Policies and Resources

In addition to RPD 4-21 and System Administration policies, several universities have university-level policies and/or specific published resources that inform students and employees on academic freedom and freedom of expression rights and responsibilities. A great deal of information is also contained on university external and internal websites in addition to student handbooks. For example:

- UW-La Crosse’s Murphy Library provides an online resource guide on the U.S. Constitution and Constitution Day.
- UW-Madison has a website dedicated to “Free Expression at UW-Madison,” which includes general information, policies, resources and FAQs on First Amendment rights and protections.
- UW-Madison has posted protest guidelines for students and employees on the campus policy library, readily available to all campus community members. The campus protest guidelines are also permanently listed in the Center for Leadership and Involvement Student Organization Resource & Policy Guide and are frequently linked to in messages to student organizations.
- UW-Parkside is drafting a document called “UW-Parkside’s Commitment to Academic Freedom and Freedom of Expression in Teaching and Learning” to provide clarity for faculty, instructors, and co-curricular staff about how academic freedom and freedom of speech interact in a teaching context.

Barriers to Academic Freedom and Freedom of Expression

UW System universities were asked to identify any material barriers that impacted their efforts to uphold academic freedom and freedom of expression and steps taken to remove those barriers. In response to the survey and questionnaire, there were no reported barriers during this reporting period of July 1, 2022 through June 30, 2023.

Formal Complaints and 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 due to legal concerns and the lack of administrative rule governing the penalty. 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 complaints of violations of these freedoms during the reporting period and the administrative response to the complaint, including any disciplinary proceedings involving students or employees. During the 2022-23 academic year there were two formal complaints (one student and one employee).

- On October 17, 2022, a student organization at UW-Milwaukee filed a complaint stating that it had put posters out for an event and found that several posters had been damaged or destroyed. UW-Milwaukee's Dean of Students Office met with the complaining parties and worked with UWM Police Department (UWMPD) to review available camera footage. UWMPD reviewed videos of those spaces, but the responsible party was not identified.
- On December 14, 2022, an informational handout was left around a meeting room at a UW-River Falls Faculty Senate meeting, with no explanation. The author of the document and its appropriateness was challenged by another employee. The UW-River Falls Faculty Grievance Committee reviewed the situation, and the recommendation was for the supervisor to address the issue as an employee performance matter.

Notification Requirements (to Students, Employees, and in New Student Orientation)

Under RPD 4-21, universities must provide specific notifications to students and employees about the rights, protections, and responsibilities under RPD 4-21. For example, the university must provide RPD 4-21 policy information in orientation materials (including student handbooks and planners) for freshmen and transfer students entering the institution. Universities must also provide an annual notice to all students and employees on RPD 4-21. This notice is usually provided through emails, website postings, and social media. A summary of this information is provided in Attachment A Section II. A few examples of such notifications include, but are not limited to:

- At UW-Eau Claire, during the fall orientation convocation, all incoming first year and transfer students viewed the university's Freedom of Speech video that featured constitutional law experts, student and administrator voices, and excerpts from free speech-related events held on campus. The video was coordinated by the Menard Center for Constitutional Studies with support from their donors and the Institute for Humane Studies and produced by Volume One. The video was viewed by all incoming students in attendance.
- UW-Green Bay provided all incoming first year students with Freedom of Expression documentation. A Freedom of Expression frequently asked question (FAQ) document which includes information regarding demonstrations, time, place and manner restrictions, and permissible speech on college campuses was developed and distributed. The FAQ also specifically addresses religious freedom and how to effectuate a student's rights on that issue.
- UW-Green Bay ensures all students receive an email providing the University Statement on Civility, noting specifically that public institutions of higher education must provide the opportunity for all people to grow and develop as human beings, acquire knowledge, search for truth, and have the full freedom to display their values. It also noted that UW-Green Bay's commitment to engagement in civil discourse is guided by its internal policies and those established by the Board of Regents through RPD 4-21; UW-Green Bay's Civility and Inclusivity Statement; and UW-Green Bay's Harassment and Discrimination Policy. The communication contained contact information for the Office of Human Resources and Workforce Diversity.
- UW-La Crosse's New Student Orientation covers freedom of expression. All incoming students hear about and see the contents of the Freedom of Expression institutional webpages.
- UW-Madison's Center for Leadership and Involvement sent a message to the primary contacts of all Registered Student Organizations (RSO) that included campus protest guidelines.
- During the summer of 2022, many new students at UW-Milwaukee Enrollment Management/Dean of Student Office completed a required online orientation course via Canvas. Students included were among populations that were not required to attend in-person orientation programs where the content is delivered in

the presentation. In the Online Orientation, there is a Health and Safety module which includes a "Freedom of Expression & FERPA" page where the link to RPD 4-21 is listed. Students must complete the entire Online Orientation before they can enroll in courses.

- UW-Oshkosh's Vice Chancellor for Student Affairs sent an email to all students sharing important university policies, including RPD 4-21, "Commitment to Academic Freedom and Freedom of Expression."
- UW-Parkside reported sending an electronic newsletter called the Midnight Ranger weekly to all enrolled students, with the Student Handbook linked which includes the policy on Academic Freedom and Freedom of Expression.
- UW-Platteville requires any campus wide event that involves a display sign to be approved. When a display sign is posted, that indicates the event is approved. If there are concerns with the content, the hosts of the event should be contacted.
- UW-River Falls Provost David Travis emailed faculty and staff about "Supporting Your Academic Freedom in the Classroom."
- UW-Stevens Point's New Student Orientation included a presentation covering a variety of topics including RPD 4-21. Dean of Students Troy Seppelt addressed the policy in detail.
- UW-Stout's Chancellor Frank emailed faculty and staff regarding "University Compliance Reminders."
- UW-Superior ensures that a policy statement called "Academic Freedom Defined" is included in written material that is distributed to all first-year students and transfers.
- UW-Whitewater offers The Dear World Workshop during Fall Warhawk Welcome Orientation Program for all new freshmen and transfer students. During the workshop, students were able to reflect on an impactful moment that tells their story as respective individuals and allow them to break down barriers internally and with one another. Students were able to think and hear different perspectives while given the opportunity to engage in reflective conversations.

In conclusion, the Universities of Wisconsin are committed to the promotion and support of academic freedom and freedom of expression rights and principles through a variety of information, resources, activities, and events to promote academic freedom and freedom of expression in accordance with RPD 4-21. As I have publicly stated, "Our universities must be places where all students, no matter their background or world view, can express opinions and beliefs. It is this exchange of ideas that creates knowledge so critical to our future here in Wisconsin."

Copies provided to:

- Chancellors, Universities of Wisconsin
- Paige Smith, System Chief Compliance Officer, UWSA Office of Compliance and Risk Management
- Amy Missinne, Ethics & Compliance Specialist, UWSA Office of Compliance and Risk Management

Attachments:

- Attachment A Section I: Universities of Wisconsin Initiatives
- Attachment A Section II: Notifications

Attachment A Section I: Universities of Wisconsin Initiatives
RPD 4-21, “Commitment to Academic Freedom and Freedom of Expression”
July 1, 2022 to June 30, 2023

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 a “Free Pizza and Free Speech” evening program to introduce students to their free speech rights. The event was facilitated by Political Science faculty members Drs. Eric Kasper and Adam Kunz.	Sept. 7, 2022	Students	14
UW-Eau Claire	The Menard Center for Constitutional Studies hosted a Constitution Day Address at UW-Eau Claire – Barron County, featuring Dr. Eric Kasper.	Sept. 16, 2022	Students Employees Members of the public	28
UW-Eau Claire	The Menard Center for Constitutional Studies hosted the “Censorship, Free Speech, and the Constitution” panel at UW-Eau Claire, with co-sponsorship from the student Pre-Law Club. The discussion was led by Nadine Strossen, former president of the American Civil Liberties Union, in dialogue with a UWEC panel featuring Dr. Teresa O’Halloran; Dr. David Shih; Dr. Selika Ducksworth-Lawton; and student Josh E.	Sept. 19, 2022	Students Employees Members of the public	114 (84 in-person, 30 virtually)
UW-Eau Claire	The Menard Center for Constitutional Studies hosted a fall semester book group for students to read and discuss Ian Rosenberg’s <i>The Fight for Free Speech: Ten Cases that Define our First Amendment Freedoms</i> .	Sept. 26, Oct. 26, Nov. 16, and Dec. 7, 2022	Students	12
UW-Eau Claire	The Menard Center for Constitutional Studies hosted a presentation titled “Free Speech, the Supreme Court, and John Stuart Mill” with presenters Drs. Eric Kasper and Troy Kozma.	Oct. 17, 2022	Students Employees Members of the public	42 (30 in-person, 12 virtually)
UW-Eau Claire	In partnership with the UW-Eau Claire Q-Fest Film Festival, the Menard Center for Constitutional Studies presented the film “A Run for More”	Oct. 19, 2022	Students Employees	90

	followed by a question-and-answer session with Frankie Gonzalez-Wolfe, the first openly transgender elected official in Texas.		Members of the public	
UW-Eau Claire	The Menard Center for Constitutional Studies hosted author Wilfred Reilly for a presentation titled “Taboo, Free Speech, and Facts We Can’t Talk About” with an introduction by UWEC’s Dr. Peter Myers.	Oct. 20, 2022	Students Employees Members of the public	44 (38 in-person, 4 virtually)
UW-Eau Claire	The Menard Center for Constitutional Studies and the UW-Eau Claire Center for Excellence in Teaching and Learning co-sponsored a panel titled “Teach with Free Speech: Academic Freedom, Public Employee Speech, and Controversial Topics.” The panel was moderated by Phil Rechek and featured Dr. Damir Kovačević, Dr. Adam Kunz, Dr. Eric Kasper, and Dr. Teresa O’Halloran.	Oct. 24, 2022	Faculty	25
UW-Eau Claire	The UW-Eau Claire Forum Series hosted Monica Lewinsky for a talk entitled “The Price of Shame” moderated by UWEC Criminal Justice professor and internationally recognized cyberbullying expert Dr. Justin Patchin. The talk explored the societal, legal, and technological factors that contribute to cyberbullying and polarized discourses. The Menard Center for Constitutional Studies hosted a post-event meet-and-greet session and coordinated Lewinsky speaking with two Political Science classes earlier in the day.	Oct. 26, 2022	Students Employees Members of the public	1,000 (The Forum) 75 (post-event meet-and-greet)
UW-Eau Claire	The Menard Center for Constitutional Studies (UWEC) and the Menard Center for the Study of Institutions and Innovation (UW-Stout) co-sponsored a day-long in-person free expression workshop facilitated by James Szymalak, Phil Rechek, Dr. Eric Kasper, and Dr. Adam Kunz.	Oct. 29, 2022	Students	21
UW-Eau Claire	The Menard Center for Constitutional Studies hosted a “Free Speech for Student Government” workshop for UW-Eau Claire Student Senate members; the Student Senate co-sponsored the event. Facilitated by Alex Morey, the workshop was designed to inform student government members of how their decisions on student activity fee funding and other actions must protect the First Amendment rights of all students on campus.	Feb. 8, 2023	Students (members of Student Senate)	13

UW-Eau Claire	The UW-Eau Claire Forum Series hosted a talk titled “The Half-Life of Freedom, Race and Justice in America Today” featuring Columbia University professor, dean and author Dr. Jelani Cobb. Due to inclement weather, the event was switched to virtual-only. Co-sponsors of this Forum include: History Enthusiasts; UWEC Center for Racial and Restorative Justice; UWEC Gender & Sexuality Resource Center; UWEC Multicultural Student Services; Visiting Minority Scholars Grant; UWEC Center for EDI Training, Development, and Education; Pablo Foundation; UWEC Menard Center for Constitutional Studies; UW-Eau Claire Foundation; UWEC College of Education & Human Sciences; UWEC Department of Education for Equity and Justice.	Feb. 22, 2023	Students Employees Members of the public	447 (virtual)
UW-Eau Claire	The Menard Center for Constitutional Studies hosted a spring semester student book group to read and discuss Erwin Chemerinsky and Howard Gillman’s <i>Free Speech on Campus</i> .	March 6, April 3, and May 8, 2023	Students	12
UW-Eau Claire	The Menard Center for Constitutional Studies, with support from the Tommy G. Thompson Center on Public Leadership, hosted a presentation titled “Speech is Powerful: A Conversation with Megan Phelps-Roper.” Phelps-Roper is a former member of the Westboro Baptist Church who became deradicalized through conversations with people she thought were her “enemies” online. She is an advocate for speaking to people with whom we disagree and remaining open to the possibility of redemption.	March 8, 2023	Students Employees Members of the public	172 (122 in-person, 55 virtually)
UW-Eau Claire	The Menard Center for Constitutional Studies sponsored a student workshop titled “Free Speech on Campus” to explore hypothetical examples of restrictions on free expression at public universities in small and large group discussions.	March 29, 2023	Students	24
UW-Eau Claire	The Wisconsin State Assembly Committee on Colleges and Universities held a public hearing at UW-Eau Claire to discuss the state of free expression on university campuses and hear detailed analysis of the 2022 UW System Student Free Expression Survey. Invited testimony and dialogue with the committee was presented by: Chancellor Jim Schmidt, UWEC; Joe Cohn, Director of the Legislative and Policy Department, Foundation for Individual	April 20, 2023	Students Employees Members of the public	25 (in-person; virtual audience via WisEye.org unknown)

	<p>Rights & Expression (FIRE); Dr. George Cravins, professor emeritus, UW-La Crosse; Dr. Timothy Schiell, UW-Stout; Dr. April Bleske-Rechek, UW-Eau Claire; Dr. Eric Kasper, UW-Eau Claire; Dr. Geoff Peterson, UW-Eau Claire. Chancellor Schmidt’s testimony addressed the university’s enduring commitment to free expression and viewpoint diversity. He also showed the committee the Menard Center for Constitutional Studies’ video that is shown to all incoming students during orientation. UWEC professors Bleske-Rechek, Kasper, and Peterson all spoke to their roles as researchers involved with preparation, administration, and analysis of the 2022 UW System Student Free Expression Survey. The hearing ran for ~ 5.5 hours. The hearing was open to the public and simulcast on the Wisconsin Eye state public affairs network.</p>			
UW-Eau Claire	<p>The University of Wisconsin System President’s Office hosted a “Marketplace of Ideas” panel at UW-Eau Claire to discuss results of the 2022 UW System Student Free Expression survey. The event was moderated by UW System President Jay Rothman with panelists: State Representative Jodi Emerson; Dr. Eric Kasper, UWEC professor, Dept. of Political Science; Dr. April Bleske-Rechek, UWEC professor, Dept. of Psychology.</p>	April 24, 2023	Students Employees Members of the public	155 (60 in-person, 95 online)
UW-Eau Claire	<p>The Menard Center for Constitutional Studies, with co-sponsorship from the UWEC Pre-Law Club and the UWEC Criminal Justice Association, hosted a panel discussion titled “The Future of Free Speech on Campus.” Panelists were: Greg Lukianoff, President and CEO of the Foundation for Individual Rights & Expression (FIRE); Dr. Donald Downs, professor emeritus, UW-Madison; Dr. Amna Khalid, associate professor, Carleton College. The panel was facilitated by UWEC’s Dr. Eric Kasper.</p>	May 1, 2023	Students Employees Members of the public	122 (91 in-person, 31 virtually)
UW-Green Bay	<p>Academic Freedom Roundtable (while the Academic Freedom Roundtable did not include students as part of the audience, it is believed that the info provided during this event impacted all of the students of UW-Green Bay).</p>	Aug. 22, 2022	Faculty Instructional staff	0

UW-Green Bay	Constitution Day; a series of events including circulation of the “Freedom of Expression FAQ”, a speaker panel discussing freedom of expression and academic freedom; and education regarding resources to address concerns.	Sept. 19, 2022	Students	5,700
UW-Green Bay	All Rise Civil Liberty Series: A series of lectures hosted by Democracy and Justice Studies addressing topics such as transparency in government, immigration policy, and international law.	Oct. 11 and Nov. 2, 2022, March 9, 14, 28, and April 11, 2023	Community Students	250
UW-Green Bay	Marianne Williamson; <i>America: Where We Are Today</i> addressing the way Americans think about Democracy. Part of the Harvey Kaye Speaker Series hosted by the College of Arts, Humanities and Social Science.	Oct. 18, 2022	Community Students	100
UW-Green Bay	Midterm Elections: Manitowoc Chamber; David Helpap and Aaron Weinschenk recently delivered a presentation on the midterm elections to the Chamber of Manitowoc County. Their presentation discussed the current political landscape, campaign issues and strategies, and polls and forecasts.	Oct. 27, 2022	Manitowoc Chamber of Commerce	0
UW-Green Bay	Democracy Matters; Panel discussion with Professor Aaron Weinschenk; Reid Ribble, Former U.S. Representative (WI); Dick Gephardt, Former U.S. House Majority Leader discussing the current state of Democracy in the United States.	Feb. 25, 2023	Community Students	100
UW-Green Bay	David Rubin; Lecture by conservative political commentator. He is the creator and host of The Rubin Report.	March 23, 2023	Community Students	100
UW-Green Bay	Keep Our Republic; an educational event focused on the democratic process hosted by a nonprofit, non-partisan civic education organization.	March 21, 2023	Community Students	100
UW-La Crosse	Constitution Day Website Sponsor of Activity: UWL Academic Affairs; UWL Murphy Library Summary of Activity: Murphy Library provides an online resource guide on the U.S. Constitution and Constitution Day is also available.	All Year	Students Faculty Staff	Unknown

UW-La Crosse	Constitution Day Display Sponsor of Activity: UWL Academic Affairs. UWL Murphy Library Summary of Activity: Every Fall, on or near Constitution Day, and in honor of the founders of the USA, UWL hosts a Constitution Day exhibit in the Murphy Library.	Sept. 17, 2022	Students Faculty Staff	Unknown
UW-La Crosse	ADL Free Speech Training for National Free Speech Week – “Free Speech in Policy and Practice”. Sponsor of Activity: The Joint Committee on Free Speech Promotion; Center for Transformative Justice. Summary of Activity: This 40-minute, self-paced, online workshop provided participants with knowledge on free speech, counter speech, and academic freedom to build an inclusive campus climate that promotes the free exchange of ideas.	Oct. 17, 2022 – Nov. 30, 2022	Faculty Staff	Combined 51 persons with activity noted below
UW-La Crosse	ADL Free Speech Training for National Free Speech Week – “Free Speech in Campus Discourse”. Sponsor of Activity: The Joint Committee on Free Speech Promotion; Center for Transformative Justice. Summary of Activity: This 40-minute, self-paced, online workshop focused on the importance of free speech and academic freedom on a college campus; dispel myths concerning what is protected speech (and what is not); and tips for managing prominent speakers, political protests, and hate speech.	Oct. 17, 2022 – Nov. 30, 2022	Students	Combined 51 persons with activity noted above
UW-La Crosse	Presentation to Student Association on First Amendment. Sponsor of Activity: Center for Transformative Justice. Summary of Activity: During one of the Student Association meetings, Dr. Tara Nelson, Director of the Center for Transformative Justice, and Dr. Lara Trubowitz, Education Director for the Anti-Defamation League Midwest, presented on information related to the First Amendment. They also answered questions individuals may have had.	Nov. 9, 2022	Students	50
UW-La Crosse	#SpeechMatters 2023 Conference Viewing Party hosted by the National Center for Free Speech and Civic Engagement. Sponsor of Activity: The Joint Committee on Free Speech Promotion; Center for Transformative Justice. Summary of Activity: UWL hosted a viewing party for students, faculty, and staff so they could attend sessions during the #SpeechMatters 2023 Conference. Sessions included: Opening Remarks; “Is Social Media Helping or Harming Democracy?”; “Lightning Talk: What’s on the Docket?”; “Are Attacks	March 23, 2023	Students Faculty Staff	35

	on Academic Freedom a Threat to Democracy?"; "Armchair Discussion: Democracy Demands Dialogue?"; "Purpose of the Press: The Role of Student Media in Navigating Campus Speech Challenges"; "Lightning Talk: Looking Ahead"; Closing Remarks.			
UW-La Crosse	<p>Social Justice Week Session titled: "Free Speech & Campus Discourse." Sponsor of Activity: Host of Social Justice Week: Division of Diversity & Inclusion; Institute for Social Justice Presenters: Dr. Joe Gow, Chancellor; Dr. Kara Ostlund, Dean of Students; Dr. Tara Nelson, Director of the Center for Transformative Justice; Dr. Lara Trubowitz, Education Director for the Anti-Defamation League Midwest. Summary of Activity: Presenters responded to questions from the host regarding various aspects of free speech and academic freedom. Questions included: Within your role on campus, how would you describe rights and responsibilities of the first amendment as it pertains to the populations you work with at UWL (students/faculty/staff)? When and where does academic freedom come to play on a college campus? In what ways does academic freedom become a discussion with the populations you work with on campus (students/faculty/staff)? What advice do you have on navigating classroom management while still upholding freedom of speech? What is the difference, if any, between academic freedom and opinion? When do you think free speech becomes "dangerous?" What "red flags" or "warnings" should instructors be thoughtful about when directing dialogue in the classroom (legitimate threats/harassment/Incitement to riot). How do you think UWL balances protecting free speech versus silencing viewpoints? Where and how do you think campus administrators can assist with the first amendment including promotion and response, if necessary? What can UWL do in terms of creating a culture of ongoing dialogue?</p>	April 4, 2023	Faculty Staff Students Community members	15
UW-Madison	The campus protest 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, 2022 and June 30, 2023	Students	Estimated 30,000 students in

				1,000 Student Orgs
UW-Madison	Student Affairs has a team of staff who help manage protests. They are trained by the Office of Student Conduct and Community Standards to be aware of how to preserve free expression.	Individual training meetings throughout the year	Employees	15-20
UW-Madison	The Protest Administrative Review Team is a shared governance group. It meets twice a year, and more if needed, to review campus protest guidelines and activities involving free expression.	Nov. 3, 2022 and May 18, 2023	Students Employees	100%
UW-Madison	The protest guidelines were placed in the campus policy library, readily available to all campus community members.	July 1, 2022 and June 30, 2023	Students Employees	100%
UW-Madison	Student Affairs Staff members attended a training by the Office of Legal Affairs on "Social Media and the First Amendment". The training explained the underlying principles of the First Amendment and what is and is not unprotected speech.	Sept. 16, 2022	Student Affairs employees	12
UW-Madison	The Our Wisconsin program, required of all freshman students, is an inclusion education program with content that specifically addresses the importance of an environment in which students are free to share their experiences and identities. This content was developed in collaboration with the Office of Legal Affairs.	Aug. 1 and Oct. 1, 2022	First-year Students	8,500
UW-Madison	College of L&S Honors Program (in collaboration with Chadbourne Residence Hall) hosted panel on the First Amendment.	Oct. 12, 2022	Students	50+
UW-Madison	Challenging Conversations, Center for Teaching Learning & Mentoring, Division for Teaching & Learning, professional development for instructors to	Oct. 19, 2022	Faculty Instructional	20

	learn strategies to engage with students on controversial topics in learning spaces.		staff	
UW-Madison	Law School Dean Daniel Tokaji spoke to a middle school class about the Constitution, including free speech and free exercise of religion (Velma Hamilton Middle School, class taught by Jessica Zappia)	April 28, 2023	Middle School Students	50
UW-Madison	LAW940: First Amendment course: Sp2023 Thur/Fri 8:40-10AM; Instructor: Dean Daniel Tokaji.	Jan. 19 – April 27, 2023	Students	29
UW-Madison	Dean Daniel Tokaji gave a keynote “Freedom of Speech and Other Values” at an event “The Shape of Speech” (sponsored by UW Madison Senior Class Office).	April 12, 2023	Students General Public	150+
UW-Madison	Discussion on how to foster civil discourse among students (“Bridging the Divide” co-sponsored by Law School and Tommy G. Thompson Center on Public Leadership.)	March 6, 2023	Students	20+
UW-Madison	Lecture by Prof. Lucas Morel “What is an America worth Saving,” a Constitution Day event (sponsored by Law School & Center for the Study of Liberal Democracy).	Sept. 22, 2022	Faculty Students Staff	80+
UW-Madison	The Law School as part of its fall and spring orientations does a presentation on professional identity and includes discussion regarding freedom of expression as a First Amendment right, and the importance of understanding and respecting other points of view as a part of developing your professional identity	Aug. 31, 2022 and Jan. 20, 2023	Students	242
UW-Madison	Professor Franciska Coleman participated in a panel discussion at the annual State Bar of Wisconsin conference, entitled “Cancel Culture: Threat to Free Speech or Vital Accountability Measure?”	June 15, 2023	Lawyers Judges Others	Hundreds; precise number unknown

UW-Madison	Launched "Free Expression at UW-Madison" website including FAQs on First Amendment, and policies and resources.	Feb. 2023	Faculty Staff Students General Public	60,000+
UW-Madison	Forum on Campus Speech sponsored by PROFS and ASPRO (non-profit professional organizations for faculty and academic staff). Featured UW System President, state senator, and two UW-Madison faculty members.	Feb. 22, 2023	Faculty Staff Students General Public	30
UW-Madison	Campus statement referencing First Amendment and free expression commitment in response to chalking event.	Sept. 8, 2022	Faculty Staff Students	100 %, ~60,000
UW-Madison	Campus statement referencing First Amendment and free expression commitment in response to Matt Walsh speaker event.	Oct. 25, 2022	Faculty Staff Students	100 %, ~60,000
UW-Madison	Campus statement referencing First Amendment and free expression commitment in response to UW System survey of students regarding free expression.	Feb. 1, 2023	Faculty Staff Students	100 %, ~60,000
UW-Madison	Campus statement referencing First Amendment and free expression commitment in response to social media video incident.	May 2, 2023	Faculty Staff Students	100 %, ~60,000
UW-Madison	First Amendment and Social Media training by the Office of Legal Affairs for UW-Madison communicators	July 26, 2022	UW-Madison communicators	150
UW-Madison	First Amendment and Social Media training by the Office of Legal Affairs for Social Work class	March 22, 2023	Graduate Students	20
UW-Milwaukee	Maintenance of UWM website on Free Speech, Rights and Responsibilities. Sponsored by UWM Marketing and Communications.	Ongoing	Students Faculty Staff Members of the public	48,000 views

UW-Milwaukee	Courageous Conversations: monthly event series on range of topics for students to engage, share perspectives and leave from each other. Sponsored by the Division of Student Affairs.	Ongoing	Students	Hundreds
UW-Milwaukee	Several disciplines offer courses which address Freedom of Expression and First Amendment rights, including the following. These are examples and not an exhaustive list of offerings: Journalism courses JAMS 113 (Internet Culture), 336 (Media Graphics), 559 (Freedom of Expression in the Digital Age), Communication courses COMM 103 (Public Speaking), 440 (Contemporary Problems in Free Speech), Political Science POL SCI 412 (Civil Rights and Civil Liberties), POL SCI 471 (Problems in Law Studies: Obscenity and 1st amendment), Information Studies INFOST 861 (Seminar in Intellectual Freedom). Sponsored by various UWM Colleges.	Ongoing	Students	<1,000
UW-Milwaukee	Many course syllabi include statements on class conduct such as “being respectful of others’ opinions, experiences, perspectives, and identities that are expressed in the classroom setting” or “A note on discussion: some of the issues raised are personal, important, and contentious. We will not overlook the contentious aspects of the debates, but in this class – more than in most – you will be expected to be considerate, responsive, and mature....; only by treating one another with respect can we discuss such potentially fraught issues.” Sponsored by various UWM Colleges.	Ongoing	Students	~5,000
UW-Milwaukee	In addition to UWS and UWM employee code of conduct, many academic units have code of conduct policy supporting freedom of expression, for example the Lubar College of Business Code of Conduct, authored and ratified by the faculty, and distributed each fall by the Dean, explicitly addresses free inquiry as follows: “Obligations and Responsibilities to Academic Colleagues: To strive to work together in an atmosphere of mutual respect and fairness, taking into account the diversity of our community. To respect and defend free inquiry. To show courtesy and respect for the professional opinions and aspirations of others in all interactions and communications. To strive to be objective and unbiased during professional	Ongoing	Employees	~500

	<p>judgment of colleagues. To encourage and promote the professional development and activities of colleagues. To be responsible for our own behavior, fully accountable for our actions, and to conduct ourselves with integrity, dignity, and restraint. To represent ourselves honestly in all interactions, intellectual activities, communications, and correspondence. To engage in intellectual exchanges without personalizing differences of opinions. To value dissent and to acknowledge the right of others to express differing opinions. To be cognizant of the power differences that may exist in our interactions with academic colleagues and particularly considerate to those who occupy positions of lesser power.</p>			
UW-Milwaukee	<p>Participation in UWS Committee on Free Speech- Civil Dialogue Materials and Site Creation: UWM Marketing Communications team members were part of a committee that developed a webpage for one-stop-shop for individuals seeking information, toolkits, training videos, guidance, best practices, checklists, and other resources on topics related to free speech, freedom of expression, civil discourse, and diversity and inclusivity in the higher education environment. https://www.wisconsin.edu/civil-dialogue/</p>	Late Summer/ Fall 2022	Viewable by students, faculty, staff and available to the public	UWS Data
UW-Milwaukee	<p>Hosted Wisconsin Lt. Gov. Debates with Michael Best Strategies and Spectrum 1 News, moderated by WisPolitics. https://uwm.edu/news/michael-best-strategies-spectrum-news-1-uw-milwaukee-and-wispolitics-partner-to-present-wisconsin-lieutenant-governor-primary-debates-2/. The debates were a unique opportunity to reinforce UWM's larger RPD 4-21 efforts. By hosting diverse viewpoints in a public venue on campus, we model support of free speech and freedom of expression. Sponsored by UWM Marketing and Communications.</p>	July 21, 2022	Attended by UWM leadership, open to public	~50 in person. Live coverage on Spectrum News.
UW-Milwaukee	<p>The Golda Meir Library at UWM hosted an informational display related to the US Constitution. It was situated in the main lobby of the library in a location that would maximize exposure to student traffic visiting the library or the Student Learning Commons. The event highlighted the educational materials available at UWM with respect to the Constitution and provided information about the Constitution and the historical era. The display brought</p>	Sept. 18, 2022	Students	~4,700

	awareness of Constitution Day to students. Sponsored by UWM College of Letters & Science and the Golda Meir Library			
UW-Milwaukee	Annual FOCUS program: FBI Outreach to College and University Students is a series of monthly presentations to UWM students. The September 2022 presentation focused on Civil Rights. Sponsored by the UWM Helen Bader School of Social Welfare's Department of Criminal Justice & Criminology and the UWM Criminal Justice Student Association.	Sept. 20, 2022	Students	~85 students
UW-Milwaukee	Guest Lecture event: The Rise of Right-Wing Comedy presented by Dr. Nick Marx of Colorado State University. A reading and critical discussion on Dr. Marx' new work, That's Not Funny: How the Right Makes Comedy Work for Them. Selected as a 2022 Best Comedy Book by Vulture, the book taps interviews with conservative comedians and observations of them in action. Dr. Marx presented key arguments from and hosted discussion of this recent work. Sponsored by UWM Academic Affairs.	Oct. 12, 2022	Students Faculty Staff	Attendance not taken
UW-Milwaukee	All Voting is Local event: A faculty-facilitated presentation including a discussion on freedom to vote. Sponsored by UWM Helen Bader School of Social Welfare.	Oct. 20, 2022	Students Faculty Staff	<10 attended
UW-Milwaukee	UWM News Report Story: "Initiative tackles the issue of hate speech on campus" and shared on social media. Sponsored by UWM Marketing and Communications.	Oct. 18, 2022	585 views of story; 2,952 social media impressions; 395,000 views of UWM Report	Viewable by UWM and the public
UW-Milwaukee	UWM In Session Story (student newsletter): "Initiative tackles the issue of hate speech on campus." Sponsored by UWM Marketing and Communications.	Oct. 20, 2022	Students	Delivered to 25,572 students

UW-Milwaukee	UWM Faculty/Staff Update newsletter: Promotion of the UWS Civil Dialogue site launch, including promo of UWM's Free Speech, Rights, & Responsibilities site. Sponsored by UWM Marketing and Communications.	Nov. 8, 2022	Faculty Staff	4,267
UW-Milwaukee	UWM Distinguished Lectures Series: Speaker Paul Ryan Link to event page & shared on social media as sponsored ad and organic posts. Speakers featured on the UWM Distinguished Lectures are chosen by a student-led committee. Students gain valuable insights into enforcing freedom of expression by inviting speakers with diverse viewpoints in a public venue on campus. Sponsored by UWM Marketing and Communications	Feb. 23, 2023	Attended by UWM leadership, open to public	~300 attendees; 69,468 social media impressions
UW-Milwaukee	It's Just Coffee event: Round-table discussion to discuss the UWS Freedom of Expression Survey and how students perceive free speech on campus, featuring UWS President Jay Rothman, UWM Chancellor Mark Mone. Sponsored by UWM Marketing and Communications	April 4, 2023	UWS and UWM leadership; UWM students	10 students
UW-Milwaukee	UWM Distinguished Lecture Series: Speaker George Takei. Link to event page & shared on social media as sponsored ad and organic posts. Speakers featured in the UWM Distinguished Lectures are chosen by a student-led committee. Students gain valuable insights into enforcing freedom of expression by inviting speakers with diverse viewpoints in a public venue on campus. Sponsored by UWM Marketing and Communication	April 18, 2023	Attended by UWM leadership, open to public	19,601 social media impressions
UW-Milwaukee	"Breaking the News: Understanding Media Bias" event at UW-Waukesha: A Tommy Thompson Center on Public Leadership event featuring Greta Van Susteren. Shared on social media. Sponsored by UWM Marketing and Communications.	April 20, 2023	Faculty and Staff, open to the public	~50 attendees; 291 social media impressions
UW-Milwaukee	"Fostering a Marketplace of Ideas" event: Hosted UWS panel on free speech at Waukesha Campus with UW System's Wisconsin Institute for Citizenship and Civil Dialogue. Sponsored by UWM Marketing and Communications.	April 21, 2023	Attended by UWM and UWS leadership, open to public	~15 attendees; was broadcast on WisEye

UW-Milwaukee	WisPolitics luncheon and discussion: Topics included state budget, featuring state Rep. Jesse Rodriguez (R-Oak Creek) and state Rep. Evan Goyke (D-Milwaukee). This event reinforces UWM's larger RPD 4-21 efforts in support of free speech and freedom of expression, by presenting speakers with diverse viewpoints in a public venue. Sponsored by UWM Marketing and Communications.	May 12, 2023	Attended by UWM leadership, open to public	~20 attendees; Broadcast on WisEye
UW-Oshkosh	Constitution Day Event: Speaker: Tricia Zunker, Associate Justice of the Ho Chunk Nation Supreme Court. Presentation Title: "Reproductive Health Care, the Right to Bodily Autonomy and the Future of the Right to Privacy after Dobbs."	Sept. 14, 2022	Students Staff Community Members	243
UW-Oshkosh	Constitution Day Carnival	Sept. 16, 2022	Students	169
UW-Oshkosh	Email sent to entire university community with information on how to vote and how to register to vote. The email included links to online resources with additional information on how to vote and how to register, and with information on candidates in the upcoming election.	Sept. 20, 2022; re-sent on Oct. 5, 2022	Employees Students	Info sent to all UWO faculty, staff, and students.
UW-Oshkosh	"The Future of Education." On-stage conversation between former U.S. Sec. of Education Betsy DeVos and Dr. Howard Fuller, former MPS superintendent and school choice advocate.	Oct. 11, 2022	Students Faculty Staff Community Members	Unknown
UW-Oshkosh	Former Governor Tommy Thompson: Gov. Thompson discussed his long history of public service, in politics and as UW System President. Sponsored by Learning in Retirement.	Nov. 10, 2022	Staff Community Members	Unknown
UW-Oshkosh	No More Stolen Children: A History of the Indian Child Welfare Act (ICWA) and the Fight to Save It.	Nov. 30, 2022	Students Faculty Staff Community Members	Unknown

UW-Oshkosh	Panel Discussion: Results of UW System Survey on Free Speech and Civil Dialogue.	Feb. 1, 2023	Faculty Staff Students	Unknown
UW-Oshkosh	Talk hosted by Titan Catholics: "A Woman's View on Bodily Autonomy and Abortion"	Feb. 8, 2023	Students Staff Community Members	Unknown
UW-Oshkosh	Trusted Elections Forum: discussion of the elections process	March 27, 2023	Students Staff	Unknown
UW-Oshkosh	Local Elections: Meet the Candidates (all local candidates invited)	March 30, 2023	Students Staff Community Members	Unknown
UW-Oshkosh	Panel discussion: "Climate Change: Crisis or Not? What is the solution?" Sponsored by UW Oshkosh Foundation Freedom of Expression Fund.	April 26, 2023	Students Staff Community Members	Unknown
UW-Parkside	Student Equity, Diversity and Inclusivity Council (SEDI) – student advocacy group tasked with reviewing existing practices/policies, advocating for change, and providing a platform for students to voice concerns about campus culture and climate.	Ongoing	Students	Unknown
UW-Parkside	After anecdotal evidence of concern among our faculty and instructors, a document called "UW-Parkside's Commitment to Academic Freedom and Freedom of Expression in Teaching and Learning" was drafted to provide clarity for faculty, instructors, and co-curricular staff about how academic freedom and freedom of speech interact in a teaching context. The document was circulated on campus and discussed during regularly scheduled meetings of the following groups during the second half of the spring semester: Academic Cabinet, Provost's Leadership Group, University Committee (leadership of Faculty Senate), Department Chairs and Directors, and college meetings for the Colleges of Social Sciences and Professional Studies, College of Arts and Humanities, and College of Natural and Health Sciences. Feedback was also requested via an anonymous survey that was open for two weeks in	March - May 2023, and ongoing	Faculty Instructional Academic Staff Co-curricular Staff	250, though not all to the same degree

	May. The document is still being revised and the work will continue in the new academic year.			
UW-Parkside	An Evening with James Carville & Mary Matalin: Thriving in Times of Political Polarization. (description: https://www.uwp.edu/learn/colleges/socialsciencesprofessionalstudies/carvillematalin1.cfm)	Sept. 30, 2022	Students Employees	Unknown
UW-Parkside	MOSAIC Workshop (OMSA) - Is Bad Bunny an Activist? - MOSAIC Educators present and lead a discussion about activism, Bad Bunny, and what activism could look like for you.	Sept. 26, 2022	Open to campus community	Unknown
UW-Parkside	Office of Multicultural Student Affairs event - Native Wellness & Nutrition - Hear from specialists on Native Health and Wellness about the value of natural resources within the Native community. Speakers will share essentials to living healthily and lead an interactive activity to creating your own natural health resource.	Nov. 14, 2022	Open to campus community	Unknown
UW-Parkside	Office of Multicultural Student Affairs event – Movie and Discussion: Milwaukee 53206 . Post-film discussion about the documentary surrounding the topic of mass incarceration.	Feb. 15, 2023	Open to campus community	Unknown
UW-Parkside	MOSAIC Workshop (OMSA) - Cultural Assimilation - Discuss the process of cultural assimilation and the experiences of those who must balance their home/native culture with the host/new culture and highlighting what it means to feel marginalized and the stereotypes that go alongside cultural assimilation.	April 17, 2023	Open to campus community	Unknown
UW-Platteville	Presentation by UW-System Legal entitled “Freedom of Speech and Discrimination Issues”. Informational presentation with time for Q&A.	March 15, 2023	DEI Staff Members	25
UW-River Falls	Chalmer Davee Library hosted a Constitution Day Display and celebrated 60 years as a member of the Federal Depository Library Program. The library hosted a historical display highlighting materials provided by the US	Aug.-Sept. 2022	Students Employees Community	Unknown

	Government Publishing Office, as well as a display on the US Constitution, and distributed free copies of the Constitution. The event also included a virtual book display.			
UW-River Falls	We Are Falcons & We Vote: Voter Registration Booth: Hosted by Student Involvement; "Register to vote and learn about what you need to bring to polls on election day!"	Oct. 11, 2022	Employees Students	Unknown
UW-River Falls	Wisconsin Governor Debate Watching Event	Oct. 14, 2022	Students	Unknown
UW-River Falls	Contemporary Political Issues Roundtable: Academic Freedom in Context: Austerity, Political Interference, and the Needs of Our Students; Hosted by CETL and the Dept. of Politics, Geography, and International Studies; "Please join us for a short presentation and discussion about academic freedom in the current moment. We will first set the table by defining and describing academic freedom and how it differs from freedom of speech. We will then move beyond these descriptions to examine how other contextual factors such as austerity, political polarization and the pressures facing our students are affecting our ability to help students learn."	March 8, 2023	Employees	Unknown
UW-Stevens Point	"Free Speech Forum" sponsored by Student Government Association, College Democrats and College Republicans. Experts and students participated in a round-table discussion about the UW System free speech survey, campus expression, and how to best have a civil dialogue in academia.	May 11, 2023	Students Faculty Staff Community	40
UW-Stout	Banned Books Week. Sponsored by Menard Center for the Study of Institutions and Innovation (MCSII) with co-sponsors University Library, Literature Committee, Center for Applied Ethics, and Women, Gender and Sexuality Studies Program. Main speaker Jonathan Friedman (PEN America) described contemporary attempts to ban books. Lopa Basu (UW-Stout) and Rickie-Ann Legleitner (UW-Stout) provided additional comments. Event concluded with audience Q&A.	Oct. 3, 2022	Campus and Community	60
UW-Stout	Free Speech Week. Sponsored by MCSII. Main speaker Chris Finan (National	Oct. 17, 2022	Campus and	25

	Coalition Against Censorship) discussed his new book “How Free Speech Saved Democracy.” Daniel Sinkovits (UW-Stout) and Steve Hanson (League of Women Voters) provided additional comments. Event concluded with audience Q&A.		Community	
UW-Stout	UW-Stout Student Free Speech Workshop. Sponsored by MCSII. Facilitated by Tim Shiell (UW-Stout, MCSII Director). Students discuss how RPD 4-21 applies to a variety of real-life cases from UW campuses.	Oct. 11, 2022	Students	12
UW-Stout	Statewide Student Free Speech Workshop. Sponsored by MCSII with cosponsor (and host) Center for Constitutional Studies at UW-Eau Claire. Eric Kasper (UW-Eau Claire), Jim Szymalak (UW-La Crosse), and Adam Kunz (UW-Eau Claire) did introductory presentations on free speech law and history. Thereafter students discussed how RPD 4-21 applied to a variety of real-life cases from UW campuses.	Oct. 29, 2022	Students	24
UW-Stout	UW-Stout student workshop. Sponsored by MCSII. Facilitated by Cynthia Bland (UW-Stout). Students discussed historical and contemporary issues regarding expressive rights and Queer art.	Nov. 7, 2022	Students	20
UW-Stout	UW-Stout student workshop. Sponsored by MCSII. Facilitated by Cynthia Bland (UW-Stout). Students discussed contemporary issues regarding expressive rights and Black art.	Feb. 27, 2023	Students	20
UW-Stout	UW-Stout student workshop. Sponsored by MCSII. Facilitated by Jerry Hui (UW-Stout). Students discussed historical and contemporary issues regarding expressive rights and Queer music.	March 27, 2023	Students	20
UW-Stout	Protest Art Debate. Organized by Cynthia Bland (UW-Stout) with a student moderator and two students debating the pros and cons of using art in social and political protest.	April 10, 2023	Campus and Community	30
UW-Stout	I respectfully Disagree: When Debate Dies Who Loses, Congress shall make no law respecting an establishment of religion or prohibiting the free exercise	Sept. 14, 2022	Campus and Community	100

	thereof; or abridging the freedom of speech, or of the press, or the right of the people peaceably to assemble, and to petition the government for a redress of grievances. As we look at freedom of speech, in this keynote, Dr. Walter Kimbrough asks four core questions: Who decides which speech is unsuitable/permisible? Do we obsess over speech but ignore acts? Is there a value to hearing the other side? Do we infantized a college experience arguing that some voices should not be allowed on campus? Dr. Walter Kimbrough helps students navigate how to enter into a debate, respect speech and talk across differences. Sponsored by EDI Office			
UW-Stout	Make Abortion Illegal Again - Kristan Hawkins is a Christian, wife, mother, grassroots activist, author, speaker, podcast host and human rights advocate. President of Students for Life of America and Students for Life Action. Join us on October 18th for the opportunity to hear Kristan Hawkins live on campus, followed by a Q&A session. Sponsored by College Republicans	Oct. 18, 2022	Campus and Community	50
UW-Stout	What Americans Really Want...Really. Frank Luntz, a national political analyst and commentator and New York Times bestselling author, is coming to Menomonie to speak as part of a UW-Stout event. Hosted by Social Science Department	March 27, 2023	Campus and Community	100
UW-Stout	Can Civics Be Civil? Civility in the Public Arena. The League of Women Voters of Greater Chippewa Valley hosted a discussion on civility in public discourse. Speakers included Chris Freeman, Professor, UW-Stout Social Science, and Tim Nordin, President of Eau Claire School Board. Sponsored by the Center for Applied Ethics.	Feb. 27, 2023	Campus and Community	100
UW-Stout	Student Athlete Orientation. All student athletes participate in an athlete orientation that covers a variety of topics including Bystander intervention, code of conduct, Freedom of expression, mental health, and name, image, and likeness.	Sept. 1, 2022	Student-Athletes	700
UW-Stout	We also offer a first amendment scholarship: John K. and Christine M. Enger First Amendment Scholarship Restrictions: Updated 3-26-21 to restrict essay		Open to All Students	

	to 500 words and all UW Stout students and admitted students eligible to apply: Scholarship is to be need based; applicants must submit an essay on one of the five rights of the First Amendment to the U.S. Constitution.		eligible to apply (need based)	
UW-Superior	Why the WI Supreme Court Race Matters Panel – On March 8, Jackets Vote hosted a nonpartisan panel and conversation surrounding the Wisconsin Supreme Court Race. This panel was held in online and on-campus to maximize people’s attendance and participation.	March 8, 2023	Students Faculty Staff	40
UW-Superior	Cocoa, Catan & Civic Conversations On April 12, Jackets Vote collaborated with the Jim Dan Hill Library on a game night following the Spring General Election to encourage students and community members to talk with each other and engage in civic dialogue. Jackets Vote interns created ‘civic conversation’ talking points cards to spark attendees’ interest in talking about civics.	April 12, 2023	Students Faculty Staff	30
UW-Superior	“I Never Thought of it That Way” Panel and small group book club – On April 28 and May 3, Jackets Vote held a two-part event around Monica Guzman’s book “I Never Thought of it That Way: to Have Fearlessly Curious conversations in Dangerously Divided Times.”	April 12, 2023	Students Faculty Staff	15
UW-Superior	Fall Candidate Townhall – On October 17, Jackets Vote hosted their second nonpartisan Candidate Townhall for candidates running in the November Midterms. This event was held in collaboration with the Superior City Clerk’s Office and was recorded by Wisconsin Public Radio. All candidates running for Wisconsin Senate District 25, Assembly District 73, and Congressional District 7	Oct. 17, 2023	Students Faculty Staff	45
UW-Superior	Canvas course creation – One of the key tools and resources Jackets Vote used to educate students about nonpartisan voting/civic engagement was a Canvas course; Canvas is UW-Superior’s online learning management system. With technical help and direction from the Center for Leadership Innovation and Collaboration (CLIC), Jackets Vote created an online student course with voting resources designed to meet the needs of UW-Superior students. The	Aug. 7, 2022 to May 11, 2023	Students	Unknown – ~8,000 clicks and interactions

	course included Flyers detailing all the Fall and Spring events/programs. Important nonpartisan voting and registration information with helpful links to state specific resources, the local City Clerk's contact information, detailed biographies of the candidates and positions that they were campaigning for, and supporting resources about voting early and by mail for out of state students.			
UW-Whitewater	Restorative Justice training focusing on civil discourse and communication, Dean of Students Office	September - November 2022	Faculty Staff	32
UW-Whitewater	Restorative Justice Townhall: Understanding how to Engage, Dean of Students Office	Nov. 17, 2022	Faculty Staff Students	45
UW-Whitewater	Classroom disruption and free speech: Presentation to College of Letters and Sciences Department Chairs, Dean of Students Office	Fall 2022	Faculty Staff	20
UW-Whitewater	Understanding Peaceful Assembly and Protesting, Dean of Students Office	Fall 2022	Student Organizations	15
UW-Whitewater	Constitution Training during WSG meeting and posted on Facebook and Instagram	September 2022	Students	30
UW-Whitewater	LEARN center book clubs on the following: Becoming a Student-Ready College and The Empowered University	Fall 2022	Faculty Staff	30

Attachment A Section II: Notification Requirements
RPD 4-21, “Commitment to Academic Freedom and Freedom of Expression”
July 1, 2022 to June 30, 2023

Institution	Description of Notification	Date of Notification	Target Audience
UW-Eau Claire	During the fall orientation convocation in Zorn Arena, all incoming first year and transfer students viewed the university’s Freedom of Speech video. The 10-minute video features constitutional law experts, student and administrator voices, and excerpts from free speech-related events held on campus. The video was coordinated by the Menard Center for Constitutional Studies with support from its donors and the Institute for Humane Studies under grant number IHS001377 and produced by Volume One. The video was viewed by all 1,989 incoming students in attendance. The current version of the video is available here: https://youtu.be/oXx_wTG6G28?si=56YngjA4w4ioCS-w	Sept. 2, 2022	Incoming First-year and Transfer Students
UW-Eau Claire	During the spring semester orientation for first-year and transfer students, the university’s free speech video was shown for the 41 students in attendance.	Jan. 27, 2023	Incoming First-year and Transfer Students
UW-Eau Claire	All-student e-mail from the Dean of Students	Sept. 12, 2022	Students
UW-Eau Claire	Inclusion in the weekly all-employee newsletter with links to RPD 4-21 and UW-Eau Claire’s “First Amendment and the Freedom of Speech: Rights and Responsibilities” web resource. Sent from Blugold FYI, which sends a weekly publication to all employees from the university’s Integrated Marketing & Communications unit, with the subject line “Blugold FYI: Tuesday, Oct. 18, 2022”	Oct. 18, 2022	Employees
UW-Green Bay	Development and distribution of the Freedom of Expression FAQ document which includes information regarding demonstrations, time place and manner restrictions, and permissible speech on college campuses. The FAQ also specifically addresses religious freedom and how to effectuate a student’s rights on that issue.	Multiple Distributions	Incoming First-year Students

UW-Green Bay	All students and employees received an email providing the University Statement on Civility, noting specifically that public Institutions of Higher Education must provide space for all people to grow and develop as human beings, acquire knowledge, search for truth, and have the full freedom to display their values. That UW-Green Bay's commitment to the engagement in civil discourse is guided by its internal polices and those established by the Board of Regents through RPD 4-21 ; UW-Green Bay's Civility and Inclusivity Statement ; and UW-Green Bay Harassment and Discrimination Policy . The communications contained contact information for the Dean of Students Office, the Office of Human Resources and Workforce Diversity.	Sept. 14 and Sept. 21, 2022	5,700 students and 972 employees
UW-Green Bay	General policy notification to students that includes specific notification for RPD 4-21 and Bias Incident Reporting, including links for both policies and processes.	Sept. 27, 2022	5,700
UW-Green Bay	General policy notification to employees that includes specific notification for RPD 4-21, Harassment and Discrimination, Workplace Conduct, including links for both policies and processes.	Sept. 15, 2022	972
UW-La Crosse	New Student Orientation: Freedom of Expression. 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. Pull up Freedom of Expression website at https://www.uwlax.edu/chancellor/civil-discourse-and-free-speech/	September 2022	All Incoming Students
UW-La Crosse	Email to Students	Oct. 13, 2022	All Students
UW-La Crosse	Email to Students	Nov. 11, 2022	All Students

UW-La Crosse	Email to Students	Feb. 2, 2023	All Students
UW-La Crosse	Email to Employees	Oct. 13, 2022	All Employees
UW-La Crosse	Email to Employees	Nov. 11, 2022	All Employees
UW-La Crosse	Email to Employees	Feb. 2, 2023	All Employees
UW-Madison	The campus protest guidelines were included on page 20 of the student planner.	July 1, 2022 - June 30, 2023	All Students living in residence halls (~8500); Transfers and non-housing Freshmen are invited to pick up a copy of the planner from the Center for First Year Experience 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.	July 1, 2022 - June 30, 2023	All New Students Attending orientation (~8500)
UW-Madison	The campus protest guidelines were included on page 20 of the student planner.	Aug. 15, 2022	All Students living in residence halls (~8500); Transfers and non-housing Freshmen are invited to pick up a copy of the planner from the CFYE office

UW-Madison	Campus protest guidelines appeared in Center for Leadership and Involvement's Buzz Newsletter (sent to all RSO primary contacts)	Sept. 12, 2022 - Nov. 11, 2022 (each week)	~1,000 Student Leaders
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	Sept. 9, 2022	2,963 Students
UW-Madison	Campus freedom of expression guidelines shared in student newsletter (email) https://theweekly.wisc.edu/newsletters/the-weekly-september-7/?webview=true&utm_medium=email&utm	Sept. 7, 2022	All Students
UW-Madison	Information about new campus free expression website included in student newsletter (email) https://theweekly.wisc.edu/newsletters/the-weekly-february-1/?webview=true&utm_medium=email&utm_source=wordpress_theweekly&utm_campaign=student_comms&utm_content=No+issue+date	Feb. 1, 2023	All Students
UW-Madison	Campus freedom of expression guidelines and protest guidelines shared in employee newsletter https://insideuw.wisc.edu/newsletters/09-08-22/?webview=true&utm_medium=email&utm_source=wordpress_insideuw&utm_campaign=facstaff_comms&utm_content=No+issue+date	Sept. 8, 2022	100% - about 21,000
UW-Madison	New Campus First Amendment website/FAQs promoted in employee newsletter - https://insideuw.wisc.edu/newsletters/2-2-23/?webview=true&utm_medium=email&utm_source=wordpress_insideuw&utm_campaign=facstaff_comms&utm_content=2023_02_02	Feb. 2, 2023	100% - about 21,000
UW-Milwaukee	Summer 2022: Orientation Course: During the summer of 2022, many new students completed a required Online Orientation course via Canvas. Students included here were among populations that were not required to attend in-person orientation programs where the content is delivered in the presentation, outlined below. Students in these groups received access to the course via email at time of Orientation registration. Numbers listed	Students completed the course from March 1, 2022 - September 16, 2022	New Freshmen at main campus (345), new Transfer Students at main Campus (1049); all new

	<p>represent the quantity of students that completed the course from March 1 through the end of the summer. Full list of populations completing online NSO: All new transfer students (main and branch campuses); All new international students (main and branch campuses); All new freshmen over 21 years old on first day of fall classes (main campus); Any new freshman under 21 years old on first day of fall classes that can't attend in-person program (main campus); In the Online Orientation, there is a Health & Safety module which includes 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. Students must complete the entire Online Orientation before they can enroll in courses. Students can access this course for the rest of the academic year. Students completed the course from March 1, 2022, to September 16, 2022. Sponsored by Enrollment Management/Dean of Students Office.</p>		<p>branch campus Students (398)</p>
<p>UW-Milwaukee</p>	<p>Summer 2022: Health & Safety Presentation: New Freshmen under 21 years old at the time of fall semester start are the population that are required to attend in-person orientation programming. If a student is unable to participate in an in-person program, they are enrolled in the online course outlined above. These students 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. Sponsored by Enrollment Management/Dean of Students Office.</p>	<p>Programs were held in the months of June, July, and August 2022</p>	<p>New Freshmen at main campus (2652)</p>
<p>UW-Milwaukee</p>	<p>Spring 2023: Orientation Course. Same outline as above for Orientation Course with different dates. A smaller population enrolls in Spring term. Sponsored by Enrollment Management/Dean of Students Office.</p>	<p>Students completed the course from October 1, 2022 - February 3, 2023</p>	<p>New Freshmen at main campus (135), new Transfer Students at main campus (414), all new branch campus Students (110)</p>

UW-Milwaukee	Spring 2023: Health & Safety Presentation. Same outline as above for Health & Safety Presentation with different dates. A smaller population enrolls in Spring term. Sponsored by Enrollment Management/Dean of Students Office.	Jan. 11, 2023	New Freshmen at main campus (62)
UW-Milwaukee	Email: "Panther Family Values" Campus Update from Chancellor Mark Mone. Provided a welcome message to employees 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.	Sept. 15, 2022	100% Students at all UWM campuses; Milwaukee, Washington and Waukesha.
UW-Milwaukee	Email: "Inclusion and belonging drive our values at UWM" Campus Update from Chancellor Mark Mone. Provides response to news regarding how WI universities fund DEI; breaks down System and UWM approaches to DEI efforts. The message reiterates UWM's values, stating, "Our students and employees are diverse. We come from all walks of life, political backgrounds, racial and ethnic identities, economic backgrounds, and more. And at its core, DEI is about inclusion and belonging, which means we are bringing more people to the table, not excluding or dividing people." The overall message upholds freedom of expression and work to make sure the institution is a welcome place for all. https://uwm.edu/chancellor/panther-family-values/	May 9, 2023	100% Students at all UWM campuses; Milwaukee, Washington and Waukesha.
UW-Milwaukee	Email: "Panther Family Values" Campus Update from Chancellor Mark Mone. Provided a welcome message to employees 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. https://uwm.edu/chancellor/strengthening-our-culture-of-care/	Sept. 15, 2022	100% Employees at all UWM campuses; Milwaukee, Washington and Waukesha.
UW-Milwaukee	Email: "Strengthening Our Culture of Care" Campus Update from Chancellor Mark Mone. End of year message that reinforces UWM's culture of care, highlighting work towards an ideal campus climate where "all supervisors enable and empower colleagues to discuss and	Dec. 19, 2022	100% Employees at all UWM campuses; Milwaukee,

	engage ways that they can be safe, enjoyable, positive, and rewarded for their work.” This includes diverse needs and interests. https://uwm.edu/chancellor/strengthening-our-culture-of-care/		Washington and Waukesha.
UW-Milwaukee	Email: “Refreshed Thinking for a New Semester” Campus Update from Chancellor Mark Mone. Happy new year/welcome to faculty and staff underscoring the Wisconsin Idea and new opportunities for engagement including expanding on UWM’s Culture of Care. Message links to HR site provides resources regarding the UWM employee experience, one of which is feeling welcome with a sense of belonging, purpose, value and respect, all which are baselines of FOE. https://uwm.edu/chancellor/refreshed-thinking-for-a-new-semester/	Jan. 25, 2023	100% Employees at all UWM campuses; Milwaukee, Washington and Waukesha.
UW-Milwaukee	Email: “Inclusion and belonging drive our values at UWM” Campus Update from Chancellor Mark Mone. Provides response to news regarding how WI universities fund DEI; breaks down System and UWM approaches to DEI efforts. The message reiterates UWM’s values, stating, “Our students and employees are diverse. We come from all walks of life, political backgrounds, racial and ethnic identities, economic backgrounds, and more. And at its core, DEI is about inclusion and belonging, which means we are bringing more people to the table, not excluding or dividing people.” The overall message upholds freedom of expression and work to make sure the institution is a welcome place for all. https://t.e2ma.net/webview/regpfg/edb1d7ec921fca35b829bee417d73f8a	May 9, 2023	100% Employees at all UWM campuses; Milwaukee, Washington and Waukesha.
UW-Milwaukee	Email: “A message on today’s U.S. Supreme Court ruling” Campus Update from Chancellor Mark Mone. Message to respond to ruling and the possible impact on UWM. Reiterates that “UWM is and always will be a welcoming place for all individuals from various backgrounds, experiences and beliefs, and remains committed to diversity, equity, inclusion and belonging.” This reinforces the institutions commitment to providing a welcoming climate for freedom of expression. https://uwm.edu/chancellor/a-message-on-todays-u-s-supreme-court-ruling/	June 29, 2023	100% Employees at all UWM campuses; Milwaukee, Washington and Waukesha.

UW Oshkosh	The Academic Freedom of Expression policy is printed on page 53 of the UW Oshkosh 2022 New Student Guide. The Guide was given to all students at orientation (various dates over the summer of 2022). A PDF version of the guide was also made available on the New Student and Family Programs website.	Summer 2022 (various dates)	All Incoming Students
UW Oshkosh	The Academic Freedom of Expression policy is also printed in the 2022 Welcome Week Booklet on page 20. This guide was provided to all new students at move-in and sent to commuter students at their household.	September 2022	All Incoming Students
UW Oshkosh	The Vice Chancellor for Student Affairs sent an email to all students sharing important university policies, including the UW Regents' policy, "Commitment to Academic Freedom and Freedom of Expression."	September 2022	100% of Students
UW Oshkosh	Information is provided to all new students on rights and responsibilities and policies related to student conduct.	Various dates in 2022-2023	All Incoming Students
UW Oshkosh	"Annual Policy and Compliance Notification" sent to all UWO employees regarding relevant policies. The memo included a link to, and information about, Regent Policy 4-21.	Sept. 22, 2022	100% of UWO Employees
UW-Parkside	Parkside Preview Days	June 14, 16, 22, 28, 2022; July 12, 14, 20, 28, 2022; August 9, 19, 25, 2022; September 1, 2022; December 14, 2022; January 24, 2023	New First-year Students
UW-Parkside	Ranger Welcome	Sept. 6, 2022	New First-year Students

UW-Parkside	Online Orientation	April 1, 2022 - September 1, 2022; October 15, 2022 - February 1, 2023	New Transfer 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	August 26, 2022 - December 9, 2022	100% of Students enrolled for Fall 2022 term
UW-Parkside	Ranger Welcome Face to Face	Sept. 6, 2022	New First-year 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	January 28, 2023 - May 6, 2023	100% of Students enrolled for the Spring 2023 term
UW-Parkside	Annual Notification Academic Freedom and Freedom of Expression	November 2022	500 Employees
UW-Parkside	All College Meeting	April 24, 2022	30 Employees
UW-Parkside	All College Meeting	March 27, 2022	30 Employees
UW-Platteville	RPD 4-21 was announced during an event held at New Student Orientation. The policy was described, including potential ramifications for violations, information on freedom of expression, and the commitment of UW System to provide all members of the university community the space to write, speak, listen, challenge, and learn.	Sept. 5, 2022	First-year 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	Sept. 22, 2022	100% of Students

UW-Platteville	Email sent to user group “All Campus Users (Faculty, Staff, Students)” detailing the Commitment to Academic Freedom and Freedom of Expression policy RPD 4-21.	Oct. 17, 2022	100% of Students
UW-Platteville	Any campus wide event that involves a display includes a sign that is posted that indicates the event is approved, and that if there are concerns with the content, the hosts of the event should be contacted.	July 1, 2022 - June 30, 2023	All Campus Community Members who pass the display
UW-Platteville	Students and employees who engaged in reported bias incidents are informed of the parameters of the 1 st Amendment and RPD 4-21, when applicable.	July 1, 2022 - June 30, 2023	100% of Students or employees who report bias incidences (and did not report anonymously) where the 1 st amendment or RPD 4-21 were applicable
UW-Platteville	Email sent to user group “All Campus Users (Faculty, Staff, Students)” detailing the Commitment to Academic Freedom and Freedom of Expression policy RPD 4-21.	Oct. 17, 2022	100% of Employees
UW-Platteville	New employee orientation includes RPD 4-21. All new employees read and attest to having read the policy.	July 1, 2022 - June 30, 2023	109 New Employees
UW-Platteville	Any campus wide event that involves a display a sign is posted that indicates the event is approved, and that if there are concerns with the content, the hosts of the event should be contacted.	July 1, 2022 - June 30, 2023	All Campus Community Members who pass the display

UW-Platteville	Students and employees who engaged in reported bias incidents are informed of the parameters of the 1 st Amendment and RPD 4-21, when applicable	July 1, 2022 - June 30, 2023	100% of Students or employees who report bias incidences (and did not report anonymously) where the 1 st amendment or RPD 4-21 were applicable
UW-River Falls	Description of UWRF's commitment to academic freedom and freedom of expression on page 15 of the 2022-2023 orientation handbook.	Continuous	New and Transfer Students
UW-River Falls	Student Handbook on www.uwrf.edu (Institutional Website) – contains specific reference to RPD 4-21	Continuous	100% of Students
UW-River Falls	New student orientation handbook – description of commitment to academic freedom and freedom of expression.	Beginning of each semester	All new Students
UW-River Falls	Student Organization Handbook on www.uwrf.edu (institutional website) – contains specific reference to academic freedom and freedom of expression, which includes link to RPD 4-21	Continuous	100% of students involved in Student Orgs
UW-River Falls	Student Handbook on www.uwrf.edu (Institutional Website) – contains specific reference to RPD 4-21	Continuous	100% of Employees
UW-River Falls	UWRF Faculty and Staff Handbook § 3.2.3.1 <i>Academic Freedom</i> on www.uwrf.edu (Institutional Website)	Continuous	100% of Employees
UW-River Falls	Email from Provost David Travis: "Supporting Your Academic Freedom in the Classroom"	Nov. 7, 2022	100% of Employees

UW-River Falls	Email from Provost David Travis: "Open Session with Office of General Counsel attorney Jennifer Lattis: Q&A on Academic Freedom"	Jan. 26, 2023	100% of Employees
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 August 2022 and June 2023	Students
UW-Stevens Point	Message of the Day to Students (email)	Sept. 28, 2022	~8,200 Students
UW-Stevens Point	Message of the Day to Employees (email)	Sept. 28, 2022	~1,372 Employees
UW-Stout	Your Voice, Your Action. Your Impact – Week One Presentation	Sept. 6, 2022	All New Students
UW-Stout	Face to Face Week One Session for Students	Sept. 6, 2022	100% New Students
UW-Stout	Campus Life Today Announcement to Students	Oct. 25, 2022	100% Returning Students
UW-Stout	Email sent by Chancellor Frank with the subject line "University Compliance Reminders"	Nov. 8, 2022	100% Employees
UW-Superior	Academic Freedom Defined; Policy statement included in written material distributed to first year students who attend Spring 2022 Weekend of Welcome (Wow)	January 2023	36 New Students
UW-Superior	Academic Freedom Defined; Policy statement included in online orientation for first year students who were unable to attend Spring 2022 Weekend of Welcome (WoW)	January 2023	12 New Students
UW-Superior	Academic Freedom Defined; Policy statement included in written material distributed to first year students who attend Fall 2022 Weekend of Welcome (Wow)	September 2022	264 New and Transfer Students
UW-Superior	Academic Freedom Defined; Policy statement included in online orientation	September 2022	58 New Students

	for first year students who were unable to attend Fall 2022 Weekend of Welcome (WoW)		
UW-Superior	Academic Freedom Defined; Policy statement included in written material distributed to first year students who attend Fall 2022 Veteran & Non-Traditional Student Orientation	September 2022	15 New Students
UW-Superior	Academic Freedom Defined; Policy statement included in online orientation for transfer students.	September 2022 and January 2023	182 Transfer Students
UW-Superior	Email from Chancellor. Subject: Guidance on Political Campaign Activity and Freedom of Expression – UW System Policies	Sept. 12, 2022	100% Students
UW-Superior	Email from Dean of Students Office. Subject: Message from the Dean of Students Office	Oct. 6, 2022	100% Students
UW-Superior	Email. Subject: Guidance on Political Campaign Activity and Freedom of Expression – UW System Policies	Sept. 12, 2022	100% Employees
UW-Whitewater	All incoming students (fall 2022 & spring 2023) received the Board of Regents Policy 4-21 during new student orientation (i.e., Warhawks SOAR: Student Orientation, Advising, & Registration). Each student received a copy of the orientation booklet at check-in on their in-person SOAR.	April 2022 - January 2023	All Incoming Students (new Freshmen & Transfer Students)
UW-Whitewater	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. (See page 8 for the Board of Regents Policy 4-21.) New Freshmen: https://www.uww.edu/fye/freshmen/warhawks-soar/windows-and-checklist and New Transfer Students: https://www.uww.edu/fye/transfer/warhawks-soar/windows-and-checklist	April 2019 - Present	All Incoming Students (new Freshmen & Transfer Students)
UW-Whitewater	The Dear World Workshop is offered twice during our Fall Warhawk Welcome orientation program. During the workshop, students are able to	August 2022	All Incoming Students (new

	reflect on an impactful moment that tells their story as an individual and allow them to break down barriers internally and with one another. Students are able to think and hear different perspectives while given the opportunity to engage in reflective conversations.		Freshmen & Transfer Students)
UW-Whitewater	Broadcast Email Announcement, subject line: Commitment to Academic Freedom and Freedom of Expression (RPD 4-21). https://announcements.uww.edu/Announcement/Details/17855	Sept. 12, 2022	100% of Faculty, Staff, and Students
UW-Whitewater	Academic Freedom website https://www.uww.edu/adminaffairs/compliance/freedom-of-expression	Always available	Always available
UW-Whitewater	For all returning students, freedom of expression policy is published in the student handbook: https://www.uww.edu/student-handbook/academic-freedom	Always available	Always available
UW-Whitewater	Freedom of Expression & Protest Guidelines webpage: https://www.uww.edu/adminaffairs/compliance/freedom-of-expression	Always available	Always available

12/04/2023

BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

II. Board of Regents

Friday, December 8, 2023

8:45 a.m.

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

1. Calling of the Roll
2. Declaration of Conflicts
3. Report and approval of actions taken by the Education Committee
4. Report and approval of actions taken by the Capital Planning & Budget Committee
5. Report and approval of actions taken by the Audit Committee
6. Report and approval of actions taken by the Business & Finance Committee
7. Presentation and Discussion: Universities of Wisconsin EAB Navigate Overview
8. Presentation and Discussion: Sustainability Across the Universities: Where We Are and Where We Are Going
9. Regent communications, petitions, and memorials
10. Optional Closed Session

The closed session agenda for Thursday, December 7, 2023, may also be considered on Friday, December 8, 2023, as the Board's needs may dictate. In addition, the Board may reconvene in open session regarding matters taken up in the closed session, including voting, where applicable.

11. Adjourn

UNIVERSITIES OF WISCONSIN EAB NAVIGATE OVERVIEW

REQUESTED ACTION

For information and discussion.

SUMMARY

The Universities of Wisconsin mission centers on student success. Our largest student success initiative is the Navigate student success management system that launched in 2019 with a multi-year contract, which has been extended through 2028. In the first several years, the Universities of Wisconsin have expanded implementation and strategic use of Navigate to help faculty and staff provide timely, evidence-based interventions; to equip students with vital tools and resources; and to help UW universities support overall student success and close equity gaps. This presentation will illustrate the overall use and impacts, as well as specific examples from UW universities.

Dr. Julie Amon, Associate Vice President for Enrollment & Student Success, will provide an overview of the EAB Navigate student success management system and its three components: a faculty and staff platform, a student app, and analytics. Additionally, Dr. Amon will explain how the use of Navigate aligns with the 2023-2028 Strategic Plan, as well as the 360 Advising initiative introduced as a system-level priority in the 2020FWD Strategic Framework. Dr. Amon will also introduce how students, staff, and faculty are using Navigate functions to support student retention and completion.

Dr. Ben Passmore, Associate Vice President for Policy Analysis & Research, will provide a brief history of our adoption of Navigate and will discuss how Navigate is a data-driven and actionable tool to help advance proactive, coordinated student support to address challenges such as stagnant retention and graduation rates and persistent achievement gaps. He will share data on student utilization of Navigate and the engagement of faculty and staff. Most importantly, he will discuss impacts and the return on investment, such as an increase in retention for students of concern who engaged with faculty and staff successfully through the Navigate platform.

The main portion of the presentation will follow, with examples of how three UW universities are using Navigate to further their retention, student success, and achievement goals. Student success professionals will talk about how they have implemented effective

intervention plans, differentiated advising, strategic communications, and a coordinated care network. In addition, two students will share what Navigate looks like from their perspective and how it is helping them on their educational journey.

Presenters

- Julie Amon, Associate Vice President for Enrollment & Student Success, Universities of Wisconsin Administration
- Ben Passmore, Associate Vice President, Office of Policy Analysis & Research, Universities of Wisconsin Administration
- DeAnn Possehl, Assistant Provost for Student Success, UW-Parkside
- Michael Lango, Director of Academic Advising, UW-Whitewater
- Jessica Stein, Assistant Director of the Academic Advising & Exploration Center and Coordinator of Early Success, UW-Whitewater
- Abbie Reiser, Student, UW-Whitewater
- Gretel Stock, Dean of University College, UW-Stevens Point
- Khailyn Schaefer, Student, UW-Stevens Point

BACKGROUND

The Universities of Wisconsin launched our largest student success initiative in 2019 with an investment in EAB's Navigate student success management system. Interest in Navigate originated with the advising community across our universities and now engages a wide array of faculty and staff to better collaborate and assist students throughout the student life cycle.

UW-Eau Claire, UW-Milwaukee, UW Oshkosh, and UW-Platteville already were using Navigate. Several other UW universities also expressed an interest in this type of technology. The Universities of Wisconsin Administration was able to negotiate a favorable contract to lower the cost to the four universities already using Navigate and to provide an affordable entry for an additional eight UW universities to adopt Navigate. UW-Madison leaders opted to continue using different student success management tools to meet their university's needs.

The University of Wisconsin System Board of Regents approved the initial investment in December 2018, and the launch followed in February 2019. As planned, implementation and use of Navigate has been phased in to align with university strategic priorities, needs, and capacity over the subsequent five years. The Navigate student success management system provides students with a strong network of timely and high-touch support to ensure their academic progression to degree completion.

Based on successes to date, the Board of Regents in June 2023 approved the renewal and extension of the EAB Navigate contract for another five years from Dec. 31, 2023, through Dec. 30, 2028. The investment aligns with the [2023-2028 Strategic Plan](#) approved by the Board of Regents in December 2022, which includes an objective to “champion student success across the higher education life cycle.” Navigate also supports advising—particularly [360 Advising strategies](#)—as well as enrollment management and provision of strategic data to administrators, faculty, and staff.

The initiative remains a collaborative effort between the Universities of Wisconsin administration and our UW universities to support student success systemwide.

**SUSTAINABILITY ACROSS THE UNIVERSITIES:
WHERE WE ARE AND WHERE WE ARE GOING**

REQUESTED ACTION

For information and discussion.

SUMMARY

In wake of the April 2022 presentation to the Board of Regents on sustainability, new staff and students will provide updates on sustainability collaboration, actions, and goals across the Universities of Wisconsin. This presentation will start with updates from Capital Planning and Budget's new Sustainability Coordinators on their work and work being done across the universities to make our campuses more sustainable. Efforts include sustainable building standards development, renewable energy projects, long term energy planning, data collection, and experiential education opportunities. A student panel will speak to the resilient leadership of students on their campuses in advancing efforts of sustainability, as well as how a strong campus commitment to sustainability contributes to student mental health and enrollment decisions.

Presenters

- Sean P. Nelson, Vice President for Finance and Administration
- Hayden Hendersen, Sustainability Coordinator, Office of Capital Planning and Budget
- Liz Davey, Sustainability Coordinator, Office of Capital Planning and Budget

See next page for information about student presenters.

Student Presenters (*in speaking order*)

Campus	Student	Title/Affiliations
UW-Stout	Bergen Haag	Student Association Sustainability Director
UW-Madison	Melina Nguyen	Office of Sustainability Student Intern, Finance Director of The People's Farm, Finance Director of ReWear It Wisconsin, Mercile J. Lee Scholar, UniverCity Alliance Scholar, Community Environmental Scholar, Associated Student of Madison Intern Coordinator
UW-Madison	Christina Treacy	Associated Students of Madison Sustainability Chair, Co-President of the Food Recovery Network - Madison Chapter, member of the Office of Sustainability Green Fund Review Committee, President of the Political Science Student Association, Community Environmental Scholar
UW-Milwaukee	Nina Hartwig	Energy & Water Stewardship Intern at UWM
UW-La Crosse	Grace Lopez Johnson	Student Association Sustainability Director
UW-Oshkosh	Sarah Kleinschmidt	Green Fund Assistant Chair, Former Chair; Sustainable Solutions for Tomorrow club member
UW-Eau Claire	Sierra Roeske	Public Health and Health Humanities; Intern to the Dean of Students; Veterans Affairs Student Worker
UW-Eau Claire	Ben Hurley	Student Office of Sustainability member
UW-Stevens Point	Lou Flores	Student Resource Coordinator, Office of Sustainability; Environmental and Sustainable Affairs Director, Student Government Association