

11/25/2024



BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

December 5-6, 2024

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

Wednesday, December 4, 2024

3:30 p.m. – 6:00 p.m. **2024 Outstanding Women of Color in Education Awards and Dr. P.B. Poorman Awards for Outstanding Achievement on Behalf of LGBTQ+ People***
Sonata/Concerto Room, 2nd Floor

Event is open to registered attendees. Please contact lindsey.lecus@wisconsin.edu for more information.

Thursday, December 5, 2024

8:15 a.m. – 10:15 a.m. **Business & Finance Committee**
Overture Room, 2nd Floor

9:15 a.m. – 10:30 a.m. **Education Committee**
Symphony Room, 2nd Floor

10:45 a.m. – 12:00 p.m. **Audit Committee**
Symphony Room, 2nd Floor

10:45 a.m. – 12:00 p.m. **Capital Planning & Budget Committee**
Overture Room, 2nd Floor

Closed Session
Overture Room, 2nd Floor

12:00 p.m. **Lunch***
Concerto Room, 2nd Floor

1:00 p.m. **I. All Regents**
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 megan.wasley@wisconsin.edu for more information.

Friday, December 6, 2024

8:00 a.m. **II. All Regents**
Symphony Room, 2nd Floor

Closed Session
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 found at <https://www.wisconsin.edu/regents/meetingmaterials> or may be obtained from Megan Wasley, Executive Director, Office of the Board of Regents, 1860 Van Hise Hall, 1220 Linden Drive, Madison, WI 53706, (608) 262-2324.

If you need accommodations to attend, please contact the Office of the Board of Regents at (608) 262-2324 or board@wisconsin.edu.

11/25/2024

BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

I. Board of Regents

Thursday, December 5, 2024

1:00 p.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. Approval of the records of the November 7-8, 2024 meeting of the UW System Board of Regents
4. Updates and Introductions
5. Report of the Board President
 - Report(s) of the Wisconsin Technical College System Board
 - Chancellor Search Updates
 - Regents Business Partnership Awards
6. Report of the System President
 - State, Federal, and Other Updates
 - Winter Commencements
7. Universities of Wisconsin Strategic Plan Progress Report
8. Universities of Wisconsin Administration Financial Assessment Review
9. Adjourn

UNIVERSITIES OF WISCONSIN STRATEGIC PLAN PROGRESS REPORT

REQUESTED ACTION

For information and discussion only.

SUMMARY

Universities of Wisconsin Administration leadership will present an update on the implementation of the 2023-2028 Strategic Plan.

President Jay Rothman will review the four strategic objectives under the plan adopted by the Board of Regents:

- Enhance the student experience and social mobility.
- Foster civic engagement and serve the public good.
- Create and disseminate knowledge that contributes to innovation and a better understanding of the human condition.
- Advance economic prosperity.

To advance these objectives, the plan identifies nine key strategies that, at the UWSA level, are being advanced through 47 tactical actions. Universities of Wisconsin Vice Presidents and Associate Vice President Jack Jablonski will each present high-level status updates for select tactics assigned to their respective units since the adoption of the UW Strategic Plan.

Presenters

- Jay Rothman, Universities of Wisconsin President
- Johannes Britz, Universities of Wisconsin Interim Senior Vice President for Academic & Student Affairs
- Julie Gordon, Universities of Wisconsin Interim Vice President for Finance & Administration
- Chris Patton, Universities of Wisconsin Interim Vice President for University Relations
- Jack Jablonski, Universities of Wisconsin Associate Vice President for Public Affairs, Communications & Branding

BACKGROUND

In May 2022, the UW System initiated a strategic planning process which included engagement and consultation with chancellors, senior leadership teams at each university and system administration, and shared governance leaders from across the Universities of Wisconsin.

Previous Action or Discussion

President Rothman presented a draft strategic plan to the Board of Regents at its meeting in September 2022. The plan was further refined following discussion and feedback provided at that session and in subsequent months.

At its December 2022 meeting, the Board of Regents approved the 2023-2028 UW System Strategic Plan with the adoption of Resolution 11944.

An update on the implementation of the plan was presented to the Board of Regents at the July 2023 meeting.

ATTACHMENT

- A) 2023-2028 Strategic Plan



2023-2028 Strategic Plan

Purpose

The University of Wisconsin System will deliver transformative educational outcomes and research that expands the boundaries of knowledge. We will work to extend the value of our universities beyond the boundaries of the campuses, seeking to enhance the quality of life for all in Wisconsin and beyond, in fulfillment of the Wisconsin Idea.

Core Values

Purpose-driven: Our purpose drives all that we do.

- **Student-centered:** A primary reason for our existence is to serve our students. We do so by fostering excellence in teaching and learning, research, scholarship, creative activity, and community service, and by supporting our students to reach their full potential.
- **Pursuit of truth:** We support the pursuit of truth that drives the core research mission and serves as a foundation for teaching and learning.
- **Advancement of knowledge:** The dissemination of knowledge, discovery of new truths and areas of inquiry, and the search for a deeper understanding of our world and our place in it are central to our work.
- **Service:** An essential aspect of the System and the universities that comprise it is to serve the State of Wisconsin and the public good.

People-focused: We value and promote all who work, live, and learn in the System, as well as those in communities we serve across the state.

- **Collaboration and teamwork:** We appreciate and understand that our best work is done working together in teams in a collaborative and supportive environment.
- **Diversity:** We are committed to diversity, equity, inclusion, and belonging. These principles are key to our long-term success.
- **Mutual respect and trust:** We support an environment of civility, trust, collegiality, open and honest communication, and mutual respect by building a sense of community and caring among faculty, staff, students, and community partners.

Commitment to Stewardship: We are accountable to each other, to the System, and to the Wisconsin Idea. The decisions we make are focused on the best interests of those who work and learn at the universities in the System and the State of Wisconsin.

- **Accountability:** We are committed to live our core values and deliver excellence every day. As a premier public university system, we are committed to providing an excellent educational experience for our students while ensuring accessibility, affordability, and cost-effectiveness.
- **Integrity:** We adhere to high standards of ethics and professionalism and safeguard the reputation of our universities and the System.
- **Innovation:** We understand the importance of adapting to changing conditions in the world by being open to new ideas and continuously seeking solutions to challenges.
- **Sustainability:** We take the long-term view to ensure we are structured and supported to serve the people of Wisconsin for generations to come. We will leave the System better than we found it.

Strategic Objectives

- Enhance the student experience and social mobility.
- Foster civic engagement and serve the public good.
- Create and disseminate knowledge that contributes to innovation and a better understanding of the human condition.
- Advance economic prosperity.

ENHANCE THE STUDENT EXPERIENCE AND SOCIAL MOBILITY

STRATEGIES	UW SYSTEM ADMINISTRATION ROLE	SUCCESS MEASURES
<p>S1. We will increase access to higher education and improve rates of success for historically underserved students.</p>	<p>1.1 Relentlessly pursue student aid resources as a means of removing financial barriers</p> <p>1.2 Coordinate with the universities to identify and support best practices in collaboration with K-12 schools, technical colleges, and other educational partners to promote transition into, and success at, our universities</p> <p>1.3 Conduct regular affordability reviews to ensure our universities remain a top value in higher education compared to their peers</p>	<p>Increase access and improve rates of success of historically underserved populations, including low-income, first generation, and underrepresented racial/ethnic minorities.</p> <ul style="list-style-type: none"> • Close gap in participation of underrepresented students after high school by 50%, increasing participation rates by 7 percentage points for Hispanics, 11 percentage points for Native Americans, and 12 percentage points for African-Americans • Increase Pell-eligible in-state students to 35,000 from 26,000 • Increase enrollment of first-generation new freshmen to 10,000 from 8,400 • Significantly reduce the retention and graduation rate gaps for underserved students, improving System-wide graduation rates for that cohort by 12 percentage points
<p>S2. We will champion student success across the higher education life cycle.</p>	<p>2.1 Support the universities in the provision of robust academic advising, career advising, and mental health support to students</p> <p>2.2 Assist the universities in expanding high-impact practices to students across the curriculum</p> <p>2.3 Enhance our focus on achieving a more diverse, equitable, and inclusive environment for our students</p> <p>2.4 Work in collaboration with the universities to develop greater online capacity to support hybrid learning for in-residence students</p> <p>2.5 Assist the universities in enhancing online educational opportunities for adult learners</p> <p>2.6 Coordinate with the universities to provide state-of-the-art facilities and digital platforms for student learning and academic excellence</p>	<p>Ensure excellence in teaching and learning through evidence-based practices and be national leaders in educating and developing lifelong learners and engaged citizens.</p> <ul style="list-style-type: none"> • Ensure that all students participate in at least two high impact practices while undergraduate students, primarily focused on educational advancement or enhancing job opportunities • Increase participation of undergraduate students in research activity to at least 25% at each institution • Double the number of proactive engagements with students through (to the extent applicable) the Navigate Student Success platform • Implement and promote use of System-provided virtual well-being services programs on all campuses

	<p>2.7 Review and modify or eliminate any System policies that have a negative impact on the ability of the universities to meet the academic and career advising and student mental health needs</p>	<ul style="list-style-type: none"> • Increase the number of adult learners enrolled through exclusively online programs across all universities from 5,700 to 10,000
<p>S3. We will promote excellence in teaching and prioritize the recruitment, development, and retention of high-quality, diverse faculty and staff.</p>	<p>3.1 Advance an inclusive and engaging workplace</p> <p>3.2 Secure the resources to provide competitive compensation packages</p> <p>3.3 Coordinate with universities to enhance professional development that fosters career progression</p> <p>3.4 Assist the universities in recruiting, developing, and retaining a high-quality, diverse, and innovative faculty and staff</p>	<ul style="list-style-type: none"> • Periodically measure employee engagement levels and take appropriate actions to enhance engagement • Increase overall compensation delivered by System institutions to be competitive with peers, through enhancing benefit offerings and salary increases • Distribute \$300,000 in competitive grants annually to the universities to enhance faculty and instructional staff professional development • Identify areas of priority staffing needs across the System and develop and implement plans to address those needs • Improve retention, progress to tenure and time- at- institution of individuals from under- represented groups

FOSTER CIVIC ENGAGEMENT AND SERVE THE PUBLIC GOOD

STRATEGIES	UW SYSTEM ADMINISTRATION ROLE	SUCCESS MEASURES
<p>S4. We will champion the democratic principles of free expression, academic freedom, and civil discourse.</p>	<p>4.1 Amplify the efforts of the universities to be public advocates and a resource for K-12 schools around free expression, academic freedom, and civil discourse</p> <p>4.2 Measure student understanding of the First Amendment and principles of civil discourse</p> <p>4.3 Develop resources for our universities to utilize to preserve and promote these values</p> <p>4.4 Work with the universities to identify priority areas for strengthening or clarifying policies on cultivating critical thinking, civil discourse, freedom of expression, and academic freedom on all campuses and for all communities</p>	<p>Demonstrate success through survey results reflecting:</p> <ul style="list-style-type: none"> • Heightened awareness of critical thinking, civil discourse, freedom of expression, and academic freedom • Robust instructional climate of open inquiry and critical thinking
<p>S5. We will ensure our universities are financially and environmentally sustainable so that they are positioned to fulfill their strategic missions.</p>	<p>5.1 Build strong relationships with key stakeholders, including the legislature and business community</p> <p>5.2 Implement shared services in a cost-effective manner that preserves benefits for our universities</p> <p>5.3 Assess a campus-flexible approach for periodic tuition adjustments and expanding differential tuition opportunities to fund higher-cost programs</p> <p>5.4 Provide support to the universities to grow philanthropic giving, including leveraging national foundation requests and System specific grants to support System-wide initiatives</p> <p>5.5 Champion the effort to allow universities to retain the full benefit of the Wisconsin/Minnesota reciprocity arrangement</p>	<p>Seek to position university budgets to support the objectives of the strategic plan</p> <ul style="list-style-type: none"> • Increase actions focused on driving cost efficiencies, including increasing the level of shared services offered to the universities, with the goal of achieving cost savings of 10% to 15% • Secure PR bonding authority • Ensure that all capital projects incorporate sustainability and resiliency measures • Increase returns on current resources through prudent management and commonly accepted investment practices <p>Maintain a CFI of 1.1 or greater at all universities, as a general marker of financial health</p> <p>Eliminate structural financial deficits at all universities</p> <p>Improve cybersecurity across the System to protect sensitive and confidential information</p>

	<ul style="list-style-type: none">5.6 Advocate for resources for the university, helping stakeholders understand the significant positive economic impact of our institutions and positive consequences for the state of a strong system of higher education5.7 Identify sound financial vehicles and revenue-securing opportunities for the universities5.8 Employ zero-based budgeting principles at the UW System Administration level5.9 Work with applicable universities to develop action/sustainability plans for the two-year campuses to ensure that they are financially viable5.10 Apply principles of environmental sustainability with respect to the built environment	
--	---	--

CREATE AND DISSEMINATE KNOWLEDGE THAT CONTRIBUTES TO INNOVATION AND A BETTER UNDERSTANDING OF THE HUMAN CONDITION

STRATEGIES	UW SYSTEM ADMINISTRATION ROLE	SUCCESS MEASURES
<p>S6. We will focus on being a global leader in research, scholarship, and creative activity, as well as knowledge dissemination that benefits society.</p>	<p>6.1 Champion the production of knowledge and world-class research within the System, with particular emphasis on support and enhanced funding for the two R1 universities</p> <p>6.2 Assist our comprehensive universities in identifying and securing enhanced funding for research and creative activities, which are important across all of our campuses</p> <p>6.3 Work with the universities to expand the focus on environmental sustainability across both the curriculum and the research enterprise</p> <p>6.4 Coordinate with the universities to respond to state and local challenges with research and policy support</p> <p>6.5 Assist the universities in increasing research collaborations with industry partners</p>	<p>Ensure a strong research infrastructure</p> <ul style="list-style-type: none"> • Increase research expenditures throughout the System, including by 15% at UW-Milwaukee and by 10% at comprehensive institutions • Increase the national HERD ranking of UW-Madison to no. 6 • Strengthen UW-Madison’s status as a top 10 public university and UW-Milwaukee’s R1 status
<p>S7. We will foster a culture of innovation in support of advancing human knowledge and economic prosperity.</p>	<p>7.1 Establish and convene, periodically, a System-wide “think tank” to identify and evaluate innovative concepts</p> <p>7.2 Create an innovation fund to support new, pilot initiatives at the universities</p> <p>7.3 Modify Regent and System policies, and advocate for changes in state and federal regulations and statutes, that unnecessarily impede innovation</p> <p>7.4 Encourage a culture that recognizes that failure is a necessary by-product of an innovative process</p>	<p>Award \$1 million annually to support new university-driven initiatives</p>

ADVANCE ECONOMIC PROSPERITY

STRATEGIES	UW SYSTEM ADMINISTRATION ROLE	SUCCESS MEASURES
<p>S8. We will provide support for the universities to drive enrollment to meet the needs of the state and the knowledge economy.</p>	<p>8.1 Coordinate with the universities to support pilot innovative enrollment and transfer initiatives, and create policy flexibility to facilitate innovation</p> <p>8.2 Leverage the UW brand through an umbrella marketing campaign to drive enrollment</p> <p>8.3 Work with the universities to develop and evaluate, as appropriate, distance learning resources to complement the needs of adult learners</p> <p>8.4 Assist the universities in differentiating themselves in the marketplace and establishing centers of excellence</p>	<p>Grow the talent pipeline by graduating 41,000 students annually across the universities.</p> <ul style="list-style-type: none"> • Increase participation rates of high school graduates from 27% to 34% • Increase the number of transfer students from outside the System from 7,000 to 10,000 per year • Improve overall graduation rates by five percentage points from 70% to 75% • Recruit back and graduate 1,000 former students per year who opted out prior to degree completion
<p>S9. We will engage thoughtfully with the employer community to identify and address employer talent, support, and research needs.</p>	<p>9.1 Encourage and celebrate efforts to provide an exceptional, effective, high-quality education to students that leaves graduates able to succeed professionally and personally</p> <p>9.2 Work (in consultation with state government agencies) to understand present and future workforce needs for Wisconsin and how our universities can provide a strong talent pipeline</p> <p>9.3 Seek input from Wisconsin employers regarding curriculum development and program array approvals in light of existing and anticipated talent needs</p> <p>9.4 Expand access for entrepreneurs and businesses to System consulting resources, networks, and educational resources</p> <p>9.5 Collaborate with the technical colleges and other institutions of higher education in Wisconsin to address educational opportunities and program array</p> <p>9.6 Develop, as appropriate, micro-credentials and certificates and professional development activities</p>	<p>Engage 500,000 state residents per year in Workforce/ Career Education/Professional Development, Community Engagement, and other high-demand programs.</p> <ul style="list-style-type: none"> • Ensure professional development activities remain 75% of total of all activity • Increase non-credit students served by each institution by a specific percentage per year • Develop and document a broad-based array of micro-credential programs to support specific workforce demand areas <p>Increase the percentage of new System graduates who remain in Wisconsin three years after graduation from 72% to 80%</p> <p>Periodically survey Wisconsin employers and provide resulting data to the universities to inform their academic planning and career advising</p>

**UNIVERSITIES OF WISCONSIN ADMINISTRATION
FINANCIAL ASSESSMENT REVIEW**

REQUESTED ACTION

For information and discussion.

SUMMARY

The UW 2023-28 Strategic Plan includes as one of its objectives the elimination of any structural deficits at each university by 2028. In support of that objective, in July 2023, Universities of Wisconsin Administration (UWSA) engaged Deloitte Consulting to conduct a financial assessment and operational review of each of UW universities, excepting UW-Madison, to assist the universities in financial planning, forecasting, benchmarking, and addressing revenue diversification opportunities. After completion of the assessments of the universities, the project concluded with an analysis of UWSA operations.

Representatives from Deloitte will provide a presentation on the insights and opportunities identified in its assessment of UWSA, which will be followed by a response from UWSA leadership.

Presenters

- Megan Cluver, Deloitte Consulting
- Gabe Yancho, Deloitte Consulting
- Julie Gordon, Interim Vice President for Finance & Administration, UW Administration
- Johannes Britz, Interim Senior Vice President for Academic and Student Affairs, UW Administration

ATTACHMENTS

- A) Universities of Wisconsin Administration Assessment



UNIVERSITIES OF WISCONSIN

*THE ROLE OF UW ADMINISTRATION IN
CHARTING THE PATH TOWARD A MORE
STABLE FUTURE FOR UW UNIVERSITIES*

Presentation to the UW Board of Regents

December 2024

SETTING THE STAGE – SUMMARY OVERVIEW OF THE UW UNIVERSITY ASSESSMENTS



The current state review of finances, enrollment, and operations across the Universities of Wisconsin¹ suggests the universities may need to strive to adopt more stringent cost control and revenue growth measures to stabilize their financial health.

The UW mission is to develop human resources to discover and disseminate knowledge beyond the boundaries of its campuses...



Through a constellation of 13 universities statewide, including R1s, regional comprehensives and a polytechnic university, the Universities of Wisconsin are a vital partner to Wisconsin, **offering accessible education, research, and public service** opportunities in every corner of the state.



With more than 164,000 students enrolled as of Fall 2024, nearly 37,000 degrees conferred annually, and **academic portfolios that are well-aligned to the state and regional workforce**, the 13 UW institutions **fuel the state's talent pipeline** and contribute to the richness of Wisconsin's culture and economy.

...but challenges, including declining UG enrollment and increasing expenses, threaten many universities' financial sustainability



Declining UG enrollment FTE (-20%¹² from Fall 2011-2023) and a shrinking pool of HS graduates **threaten UW's traditional student base**, while declining UG conferrals and SCH production, coupled with retention challenges, pose additional risk.



Limited state appropriations challenge university budgets while future state budget uncertainty and regulatory complexity add further risk. According to SHEEO, **WI ranks 43rd in the nation in public funding per student FTE.**



UG enrollment declines, growing expenses, a 10-year tuition freeze (until FY24), and expiration of HEERF Aid have compounded pressure on several universities and contributed to an overall -\$63M² UW tuition fund deficit in FY23.

...therefore, the universities should continue to make strategic choices to right size operations and continue fulfilling their mission



Several universities are in the process of implementing institutional realignment plans to align operational expenses with revenues, while other universities had already proactively taken measures to curb expense growth over the last decade.



To secure the future for the Universities of Wisconsin, it is critical that the Board of Regents **consider what it means to operate as a System and develop a culture that leverages the scale and capabilities that exist across institutions** to enable the Universities of Wisconsin to meet their statewide mission.

SETTING THE STAGE – PERSISTENT CHALLENGES IDENTIFIED AT UW UNIVERSITIES



The challenges below were identified at multiple universities during the individual university assessments, suggesting an opportunity for UW Administration to play a more active role in guiding the Universities of Wisconsin through this challenging period.

ENROLLMENT | Declines in undergraduate enrollment, especially at branch campuses, have created strong revenue pressure, compressing net tuition and auxiliaries. Additionally, a disconnect exists between campus and system enrollment forecasting.

STUDENT SUCCESS | A fresh look at student support strategies may be needed as retention rates^{2,3} declined across 7 campuses from Fall 2016 to Fall 2022; although retention rates at several campuses have been recovering since COVID, they have yet to return to pre-COVID levels.

ACADEMIC PROGRAM MANAGEMENT | While some 4-year degree programs align strongly with demand, as of Fall 2023, there were 194 low-enrolled programs across UW^{1,4} out of 646 programs analyzed. Though some universities have existing or emerging policies and processes for program monitoring, they are often not strongly applied, while many campuses lack a formal policy or process.

TALENT, COMPENSATION, AND BENEFITS | Nearly all stakeholders noted relatively low salaries as a key challenge to attracting and retaining talent – evidenced by UW faculty being paid on average 16% less than peers at non-UW institutions^{3,5}. There has also been significant leadership turnover at select campuses.

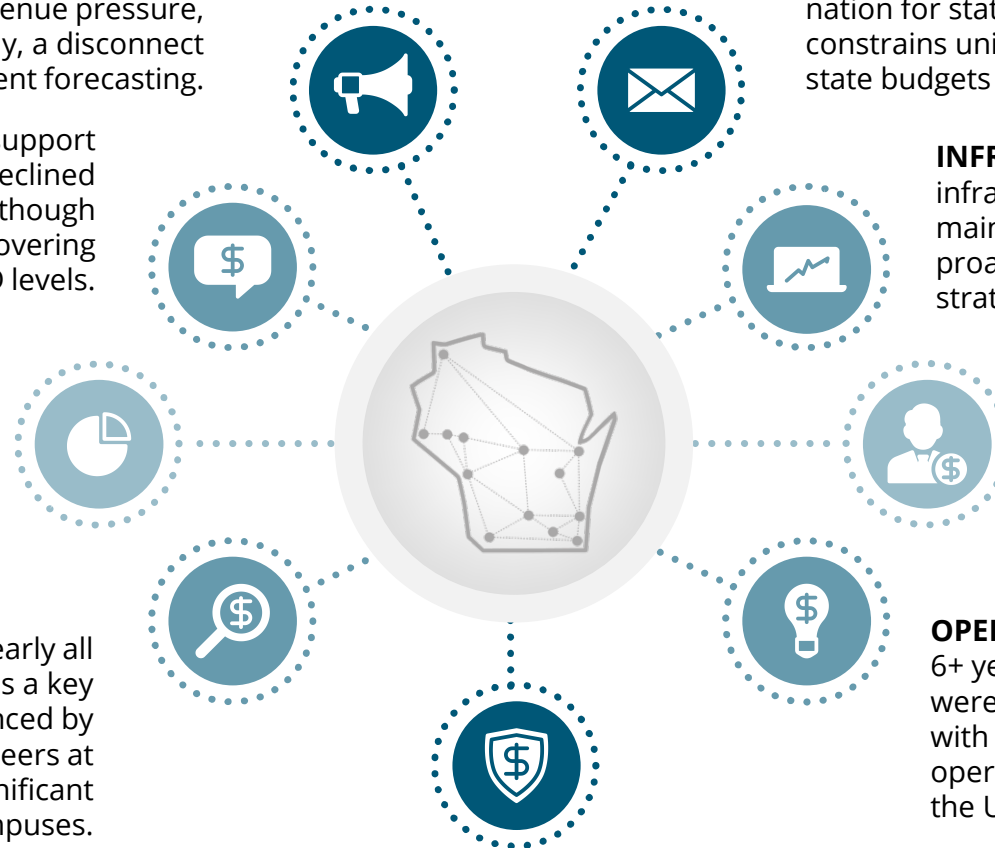
LEADERSHIP TURNOVER | The role of campus leaders has become increasingly challenging in the context of broader pressures on higher education and operating deficits that existed at 10 of the 12 UW^{3,6} campuses. High turnover rates among leadership positions can interrupt decisive action needed to correct course.

STATE FUNDING | According to SHEEO, WI ranks 43rd in the nation for state funding per student FTE. As a direct result, this constrains university budgets, while uncertainty around future state budgets and regulatory complexity pose further risk.

INFRASTRUCTURE | Many university facilities and infrastructure are aged, and capital planning and maintenance efforts are often reactive rather than proactive, limiting some universities' ability to execute a strategic approach to space and capital planning.

DATA & TECHNOLOGY | Use of data, analytics, and technology to make data-informed decisions varies widely across the universities, with a number of universities lacking the organizational culture and operations necessary to use data to drive accountability and strategic decision-making.

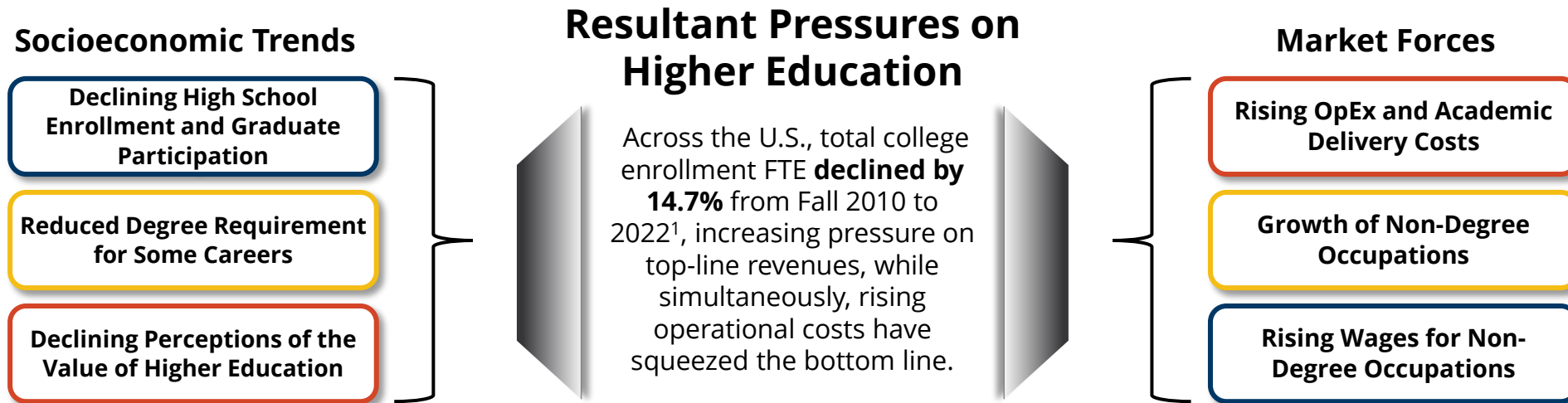
OPERATIONAL EFFICIENCY | As enrollment declined for 6+ years across 9 UW campuses, operations and expenses were not scaled back (with notable exceptions) to align with enrollment trends, resulting in decreased efficiency of operations, administration, and academic delivery across the Universities of Wisconsin.



Note: 1) Analysis excludes UW-Madison (and UW Extension) as well as all branch campuses; 2) 1st – 2nd year student retention; 3) [UW Education Reports & Statistics](#); 4) 'Low-enrolled' defined as a minimum total of 52 students majoring in a degree program annually, which represents the minimum students needed to meet the current program monitoring target of 25 degrees conferred over the prior 5-year period; 5) [UW Accountability Dashboard – Faculty & Staff](#); 6) [WPR](#)

ENTERING UNCHARTED WATERS

Although the Universities of Wisconsin are seeing an uptick in enrollment in the current academic year, the system operates in the broader context of strong pressures on higher education.



Key to note: The Universities of Wisconsin are not unique in terms of the financial constraints and operational deficits in recent years – for example, within the last two years alone, noteworthy universities, including three Big Ten members, also reported operational deficits.

As a result of these pressures, boards are taking on more active roles in driving governance, transparency, and accountability.



LEVERAGING UW ADMIN STRENGTHS TO HELP ADDRESS UNIVERSITY CHALLENGES

While UW Administration may not have the ability to help the universities tackle *all* challenges identified, it does have several areas of strength to help the UW universities navigate these challenges and thrive into the future.

1 Driven Teams Dedicated to Serving Wisconsin

Throughout the project, UW university stakeholders repeatedly observed that UW Administration is comprised of dedicated employees who care about the mission of the UW universities and are committed to serving the state of Wisconsin and its citizens.

2 Trusted Advisor on Legal, Compliance, and Policy Matters

From providing guidance on new Title IX compliance matters to crafting new HR policies or serving as legal counsel on university-specific issues, UW Admin drives value to the UW universities in its capacity as a legal, compliance, and policy advisor.

3 Critical Service Provider for University Operations

Whether providing back-up support for unforeseen vacancies at the universities or functioning as a service provider through centralized operations, university stakeholders noted that UW Admin also provides a host of valuable services, particularly in areas related to operational and transactional support.

4 Appetite for Change (Even When Change May be Painful)

UW Administration has demonstrated the ability to make tough decisions (such as increased attention to financial deficits or deciding to close some branch campuses) to position UW universities for long-term sustainability and meet the mission of UW Admin “as a champion of higher education and a responsible steward of resources.”

HOWEVER, CHALLENGES LIMIT THE FULL POTENTIAL IMPACT OF UW ADMINISTRATION



Despite UW's strengths, this assessment identified several underlying challenges through focus group discussions with university leaders, engagement with UW Admin personnel, and analysis of UW Admin current state operations and available quantitative data.

Foundational Challenge: A lack of clarity around the UW Administration's role, responsibilities, and decision-making authority impacts the ability of UW leaders to fulfill the Administration's stated purpose as a champion of higher education and a responsible steward of resources across the Universities of Wisconsin.

1

There is a Clear Need to Improve Processes to Ensure Accountability Across UW

The existing culture across the Universities of Wisconsin defers to a high degree of campus autonomy across academic and administrative activities. There is a need to improve system-wide accountability, while leaving space for the unique identity and culture of each campus, as the Universities of Wisconsin are the sum of its parts, ultimately rolling up to singular financial statements.

2

Assessment Indicates a Need for More Robust Academic Program Management

While Wisconsin statute² clearly delineates the Board's authority over programs, the policy and processes outlining how universities report on degree programs include few incentives or disincentives and limited guardrails or accountability standards to hold university leadership accountable for a suitable array of programs that meets the needs of the state.

3

Services and Support Do Not Consistently Demonstrate a Clear Value Proposition

In a time of limited resources, centralized services must offer a clear value proposition. Inconsistent approaches to defining Key Performance Indicators and Service Level Agreements, issues such as fractional FTEs and variances between forecasts and actual financial impacts of UW Admin services on university budgets, cloud the actual and perceived value of UW Admin services.

4

UW Admin Support for the Universities Can be More Customer-Oriented

Universities reported a lack of a consistent, structured approach to engaging them in discussion on policies or initiatives. Concerns included inputs being collected through inconsistent means and sometimes at unpredictable times. This limits visibility into university needs and the extent to which UW Admin services and support are efficiently addressing the challenges the universities face.

5

A Clear Tactical Vision is Needed to Guide Campus Operational Decision-Making

Without a clear tactical vision and roadmap for the future of UW operations, it is difficult for university leaders to make informed decisions about investing in operations and/or strategic priorities. UW universities would benefit from a strategic roadmap across administrative, operations, technology, programmatic, and enrollment initiatives.

THE QUESTION IS...

WHAT ROLE AND RESPONSIBILITIES SHOULD THE UW ADMINISTRATION EXERCISE TO BEST HELP UW UNIVERSITIES ADDRESS THESE CHALLENGES IN SERVICE TO THE MISSION TO EDUCATE STUDENTS AND SERVE THE STATE OF WISCONSIN?




FIRST AND FOREMOST, THE ROLE OF UW ADMINISTRATION MUST BE CLARIFIED

The role and responsibilities of UW Admin should be clearly defined, communicated, and consistently exercised to enable leaders across UW universities to understand their own responsibilities and how those relate to UW Administration's.

*At a high level, UW Administration can embrace **4 types of leadership roles***



Though the roles and responsibilities of UW Admin may need to vary by functional area to best meet university needs, these roles and responsibilities should be exercised consistently within each functional area. The question is...what is the *right* balance of the 4 types of leadership roles for UW Admin in key functional areas?

A photograph of a busy university campus walkway. In the foreground, a young woman in a bright orange t-shirt with the word "STRONG" and blue shorts walks towards the camera. Behind her, a large group of students in various casual attire, many with backpacks, are walking in both directions. The path is lined with lush green trees, some with white blossoms. A semi-transparent white rectangular box is overlaid on the middle of the image, containing the text "1. Academic Array Management".

1. Academic Array Management

THE BUSINESS CASE FOR MORE ROBUST ACADEMIC ARRAY MANAGEMENT

Assessment of available information indicates a need to refine the current approach to management of the academic array, including clarification of roles, responsibilities, and authority of UW Admin and the Board of Regents.



Out of 646 undergraduate degree programs analyzed¹, 102 programs had no substantial program changes reported to UW Admin (per SYS 102*) since Fall 2018, yet have declined in enrollment by 5x or more than the average overall enrollment contraction¹ across UWs.²



UW universities (excluding Madison) have grown the number of undergraduate majors offered by 6.8% despite bachelor's degree conferrals declining by 9.2%.



Though the Universities of Wisconsin Board of Regents has clear authority over academic array, current UW policies do not delineate the approach by which the Board can fully exercise this authority.

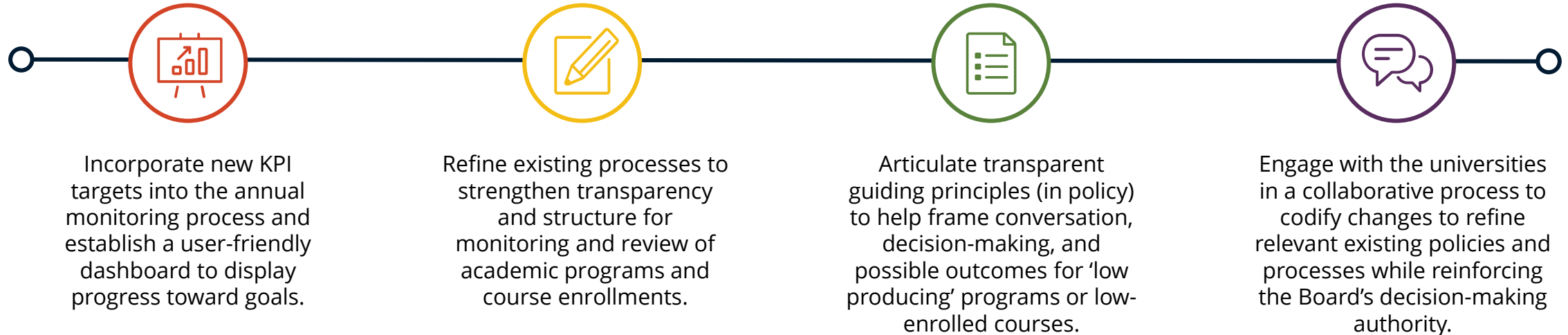
Notes: 1) Analysis excludes the University of Wisconsin-Madison and includes only 4-year degree programs at 4-year campuses; 2) Average UW wide overall enrollment contraction (excluding UW-Madison) calculated as the average YoY decline in total 4-year UW campus undergraduate headcount from Fall 2014 to Fall 2023. Time period chosen for average rate of enrollment decline calculation to 'smooth' data skewing in recent years from COVID.

*[UW System Administrative Policy 102: Policy on University of Wisconsin System Array Management: Program Planning, Delivery, Review, and Reporting](#)

STRENGTHENING MONITORING AND MANAGEMENT OF THE UW ACADEMIC ARRAY



UW Administration and the Board of Regents would benefit from aligning on roles and responsibilities of the academic array and taking action to ensure the monitoring and management process is more robust and transparent.



Opportunity to realign UW Admin role toward:



Primary role: Oversight

While creating and curating academic programs should fall within the purview of faculty governance at each university, UW Admin should be accountable for creating transparent policies and processes to provide the data necessary for the Board of Regents to fulfill its role in approving and monitoring programs.

POSSIBLE OUTCOMES OF ANNUAL BOARD PROGRAM REVIEWS

For programs flagged in UW Administration's annual program report, once a university has presented its action plan to the Board of Regents Education Committee, the range of possible decisions and outcomes should also be transparently articulated in policy.

Possible Outcomes

Ultimately, Board decisions should be based on the full range of available information – quantitative KPI and trends as well as qualitative factors, such as impact on the community or Wisconsinites' access to education.



Monitoring - No Action Needed

The information presented by the university sufficiently justifies continuing the program with no need for intervention



Optimize

Available information sufficiently justifies continuing the program **but** demonstrates a need to optimize delivery (for example, increase section sizes)



Invest

Available information demonstrates a need to invest in growing a program as outlined in a submitted Action Plan inclusive of specific KPI targets and timelines



Collaborate

Data presented by the university shows an opportunity to shift single-university-dedicated programs to a multiple university collaborative program offering



Close

Information presented unfortunately demonstrates the best path forward for a specific program is to suspend courses or altogether eliminate the offering

Though Board decisions regarding program review outcomes may not always be uniform in approach, all rationale and decisions must be transparently communicated to relevant stakeholders.



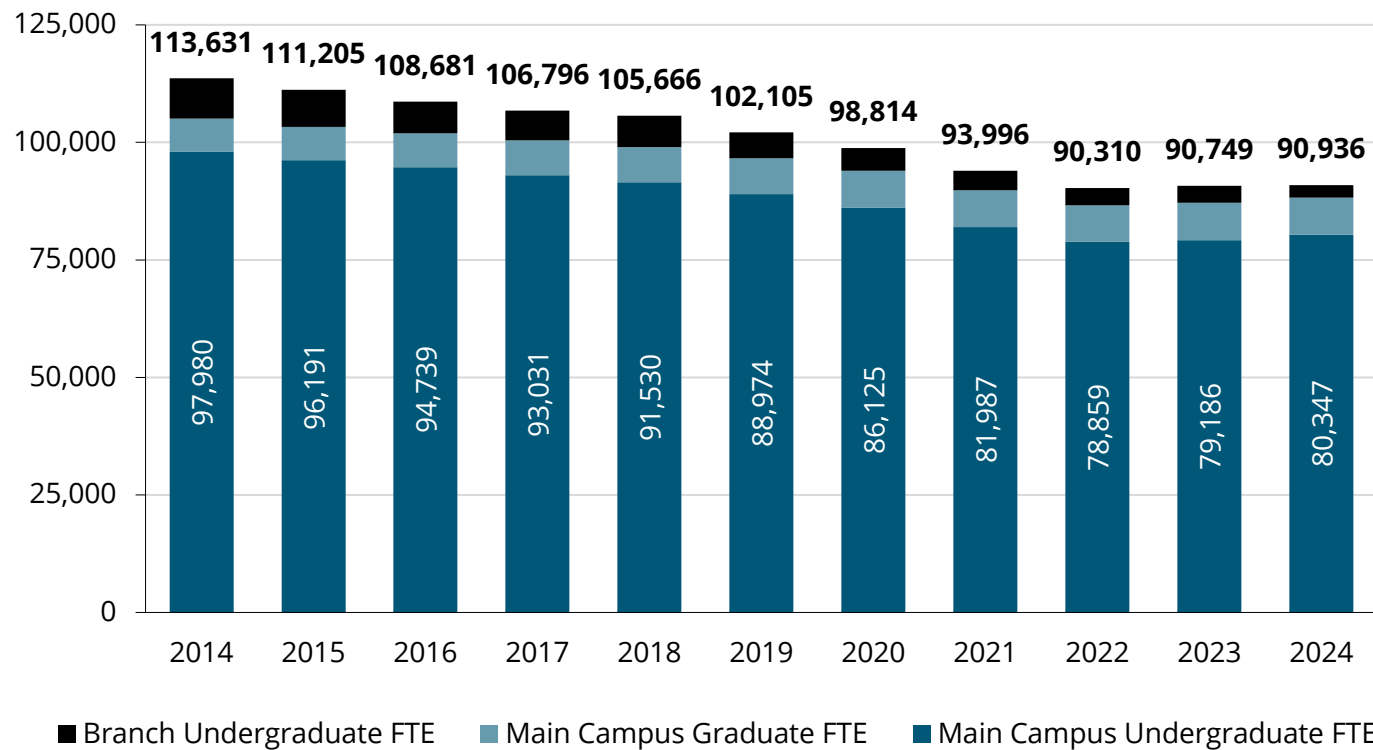
2. Enrollment and Financial Management



THE CASE FOR ACCOUNTABILITY IN ENROLLMENT & FINANCIAL MANAGEMENT

As Wisconsin ranks 43rd in the nation for public funding per student FTE, UW universities face a challenging financial and operational environment. Nonetheless, assessment of available information suggests a need to adopt stronger oversight processes for university budgeting and financial management as well as enrollment planning to position the Universities of Wisconsin for longer-term financial sustainability.

UW^{1,2,3} Total Fall FTE Enrollments at 4-Year Universities (2014–2024)



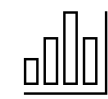
KEY FINDINGS



Seven universities had negative operating margins in 4+ of the last seven fiscal years⁴, indicating challenges began prior to COVID-19.



Enrollment at 9 of 12 UW² universities peaked in 2014 or earlier.



Following enrollment growth from Fall 2022 to Fall 2023, Fall 2024 numbers show continued growth at 8 out of the 12 universities' main campuses.³

Nevertheless, combined enrollment on an FTE basis, inclusive of the branch campuses, increased just 0.2% from Fall 2023 to Fall 2024 as branch campus enrollments declined by 23.8% and offset most main campus gains.

Note: 1) [UW Education Reports & Statistics - Enrollments](#); 2) Excludes UW-Madison; 3) UW 10th Day Fall 2024 Enrollment Tables; 4) Latest year of available data was FY 2023



DRIVING TOWARDS ACCOUNTABILITY IN ENROLLMENT & FINANCIAL MANAGEMENT

Several actions can be taken by UW Administration to help university leaders strengthen enrollment and financial management practices while also striving to improve accountability through definition of clear metrics and guidelines.



Opportunity to realign UW Admin role toward:



Primary role: Oversight

Due to the critical nature of financial and enrollment management in providing statewide access to education, UW Administration could consider an oversight role, under which it defines clear expectations, including accountability measures related to projections and/or targets for forecasting, financial monitoring, enrollment, retention, and graduation.

A photograph of a busy university campus walkway. In the foreground, a young woman in a bright orange t-shirt with the word "STRONG" and blue shorts walks towards the camera. Behind her, a large group of students in various casual attire, many with backpacks, are walking away from the camera. The walkway is paved and flanked by lush green grass and large, mature trees with dense foliage. The scene is brightly lit, suggesting a sunny day. A semi-transparent white rectangular box is overlaid on the left side of the image, containing the text "3. Operational Support Services: Human Resources, IT, Shared Services, and Student Affairs" in a bold, black, sans-serif font.

3. Operational Support Services: Human Resources, IT, Shared Services, and Student Affairs

UW ADMINISTRATION PROVIDES A HOST OF SERVICES AND SUPPORT TO UNIVERSITIES



The following list of centralized and shared services demonstrates how UW Administration is a widely adopted operational support and service provider for universities across IT, HR, payroll, and procurement.



Enterprise Resource Planning Data Warehouse and Reporting



Central HR Functions



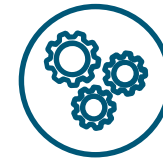
General Customer Support¹



HR Service Delivery



Central Payroll Functions



Business Services



Central Benefits Functions



Purchasing Services



Indicates one or more services offered in this category is in use by all UW universities

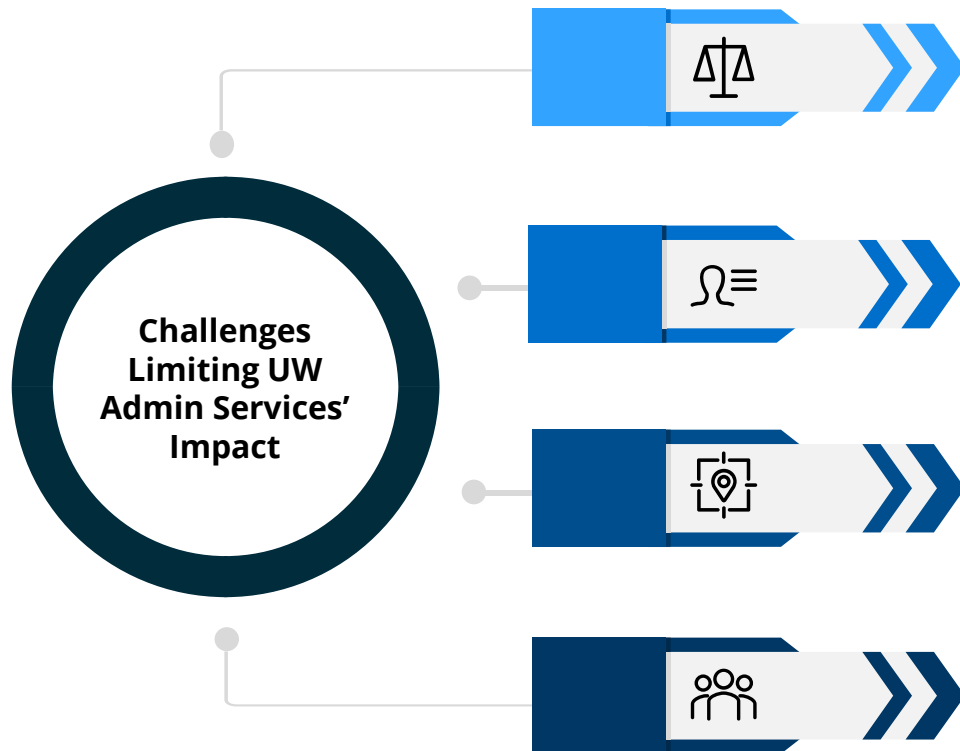


Indicates one or more services offered in this category is in use by some, but not all, universities

UW Admin provides a variety of critical services to the universities, and most are widely adopted. Additional communication with the universities around service needs, service value, and potential opportunities to minimize overlap in roles/responsibilities can improve service uptake and satisfaction even further.

THE CASE FOR ENHANCING THE IMPACT OF UW ADMIN SERVICES AND SUPPORT

Challenges to operational and student support services impact UW Admin's ability to identify, develop, and successfully implement centralized support services and pose barriers to realizing its full impact as a supportive thought partner and service provider.



Fractional FTEs a Barrier to Centralization

Stakeholders within both UW Admin and the universities revealed partial FTEs (a single individual performing multiple roles or responsible for multiple distinct areas) as a barrier to realizing cost efficiencies.

Limited Planning Related to Incoming/Outgoing Employees

There does not appear to be a systematic approach to onboarding, retention or career pathways/leadership transition, and employee hiring and retention is frequently cited as a key concern.

Disconnects Around Perceived Value

Perceived disconnects exist between UW Admin and the universities related to the extent to which value and efficacy of central initiatives, support, and services are clearly demonstrated.

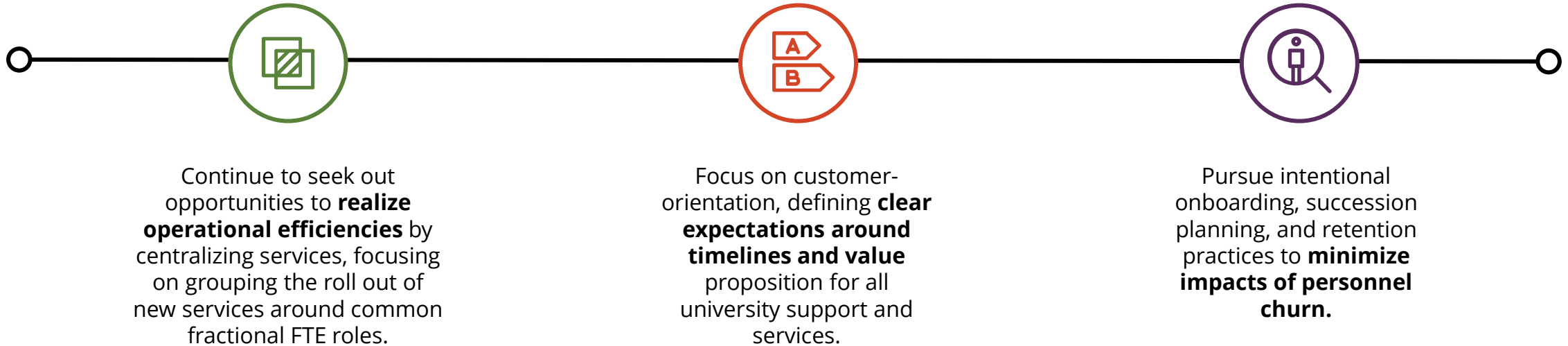
Customer-Service Mindset Could be Further Embraced

There is a lack of a consistent, structured approach to engaging the universities to discuss policies or initiatives, which limits visibility of university needs, both in service design and delivery.

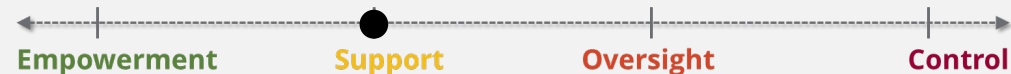
SUPPORTING UNIVERSITY OPERATIONS AS SERVICE PROVIDER AND THOUGHT PARTNER



Current-state analysis suggests opportunities for UW Admin Human Resources, Information Technology, and Shared Services to each serve as a trusted thought partner, policy advisor, and service provider to the universities via a support role.



Opportunity to realign UW Admin role toward:



Primary role: **Support**

A support role enables UW Admin to serve as a trusted thought partner, policy advisor, and service provider to the universities. HR, IT, and Shared Services are areas where **standardization can help the universities to realize efficiencies** from centralization of transactional, cyclical, and/or widespread services.

11/26/2024

BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

II. Board of Regents

Friday, December 6, 2024
8:00 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 Business & Finance Committee
4. Report and approval of actions taken by the Capital Planning & Budget Committee
5. Report and approval of actions taken by the Education Committee
6. Report and approval of actions taken by the Audit Committee
7. Promoting Civil Discourse & Freedom of Expression
 - 2024 Annual Academic Freedom & Freedom of Expression Report
8. Resolution of Appreciation for Regent Evan Brenkus's Service on the University of Wisconsin System Board of Regents
9. Regent communications, petitions, and memorials
10. Closed Session

Move into closed session to:

 - A. Consider personal histories related to the naming of facilities at UW-Madison and UW-Stevens Point, as permitted by s. 19.85(1)(f), Wis. Stats.;
 - B. Consider personal histories related to UW-Madison and UW-Milwaukee honorary degree nominations, as permitted by s. 19.85(1)(f), Wis. Stats.;
 - C. Consider two student requests for review of UW-Madison decisions, as permitted by s. 19.85(1)(a), (f), and (g), Wis. Stats.;
 - D. Confer with legal counsel regarding pending litigation (*Carber v. UW-La Crosse, E.D. Pa., 24-cv-01898-JDW; Abbotsford Education Association, et al, v. Wisconsin Employment Relations Commission, et al, Dane County Circuit Court, Case # 2024-cv-3152; Vukotich, George v. Board of Regents Dane County Circuit Court, Case # 24-CV-1119*), as permitted by s. 19.85 (1)(g), Wis. Stats.; and
 - E. Consider personnel evaluations of chancellors, as permitted by s. 19.85(1)(c), Wis. Stats.

11. Adjourn

The Board may reconvene in open session regarding matters taken up in the closed session, including voting where applicable.

Friday, December 6, 2024

PROMOTING CIVIL DISCOURSE & FREEDOM OF EXPRESSION

REQUESTED ACTION

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. The UW 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 in and beyond the classroom is on display.

This presentation will include a brief report of these efforts as detailed in the 2023-2024 Annual Freedom of Expression and Academic Freedom Report. It will also include a presentation from leadership of the 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. The presentation will also include a brief report from representatives of three universities: UW-River Falls, UW-Madison, and UW-Oshkosh on the activities happening on their individual campuses.

Presenters

- Eric Giordano, Executive Director, Wisconsin Institute for Public Policy and Service
- Mike Lueder, Director, Center for Civic and Community Engagement at UW-Oshkosh
- Susan Webb Yackee, Director, La Follette School of Public Affairs and Collins-Bascom Professor of Public Affairs at UW-Madison
- Michael Gilmer, Interim Vice Chancellor for Student Affairs & Strategic Enrollment and Dean of Students, Student Affairs and Strategic Enrollment at UW-River Falls

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 adopted Resolution 10952, which created 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) 2023-24 Annual Academic Freedom and Freedom of Expression Report



President Jay Rothman

Van Hise Hall, 1220 Linden Drive, Madison, WI 53706
wisconsin.edu • facebook.com/uwsystem • twitter.com/uwsystem

DATE: December 6, 2024

TO: Amy Bogost, President, UW System Board of Regents

FROM: Jay Rothman, President, Universities of Wisconsin

SUBJECT: 2023-24 Annual Report of RPD 4-21, "Commitment to Academic Freedom and Freedom of Expression"

I. Introduction

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 institution in the University of Wisconsin System has a "solemn responsibility not only to promote lively and fearless exploration, deliberation, and debate of ideas, but also to protect those freedoms when others attempt to restrict them." Each chancellor is responsible for implementing the provisions of this policy.

In accordance with RPD 4-21, the Wisconsin Institute for Citizenship and Civil Dialogue (WICCD), a unit of the Universities of Wisconsin, has prepared an annual report describing system-wide methods, activities and events which inform and support campus communities in their rights and responsibilities to protect the academic freedom and freedom of expression rights of students and employees. This report provides a list of events and activities that occurred at UW System universities between July 1, 2023, and June 30, 2024. To collect information for this report, WICCD surveyed Universities of Wisconsin campuses via a questionnaire.¹

II. Support & Affirm Commitment to Academic Freedom and Freedom of Expression

UW System universities 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 UW System universities.

A. Public Presentations on Academic Freedom and Freedom of Expression

Several universities reported hosting presentations and discussions open to the campus community addressing topics related to academic freedom and freedom of expression. A representative list is presented below.

- **UW-Eau Claire** and the Menard Center for Constitutional Studies (MCCS), with co-sponsorship from the Tommy G. Thompson Center on Public Leadership, presented the Constitution Day public speaker event “The Freedom of the Press and the Role of New Media with Special Guest Bari Weiss.” The event was free and open to the public with both in-person and virtual attendance options. MCCS also offered several free speech programs throughout the fall 2023 and spring 2024 semesters.
- **UW-La Crosse** hosted a Free Speech Week and offered several different self-paced online programs for students covering topics in free speech.
- **UW-Madison** hosted a Federalist Society Speaker Panel that discussed attorney Anthony Sanders’ new book *Baby Ninth Amendments*. Commentary on Sanders’ book was provided by UW Law Professor Miriam Seifter and attorney Lucas Vebber (Wisconsin Institute for Law and Liberty).
- **UW-Madison** sponsored Deliberation Dinners as part of its ongoing Discussion Project. The Deliberation Dinners pilot is designed to help undergraduate students learn how to talk about challenging public issues. The pilot brings together ideologically diverse groups of undergraduates for seven dinners and deliberations throughout the academic year that are facilitated by faculty from across campus who have participated in The Discussion Project. The pilot addresses feedback received from students that they recognize the importance of learning how to talk with peers who have a wide range of views about some of the most important public issues of our time.
- **UW-Milwaukee** hosted a lecture by Bob Woodward at the UWM- Waukesha campus. The lecture, titled “The Past, Present and Future of the American Presidency,” was sponsored by the Tommy G. Thompson Center on Public Leadership.
- **UW-Milwaukee** held “It’s Just Coffee” round-table discussions to discuss the Universities of Wisconsin Student Freedom of Expression Survey and how students perceive free speech on campus. UWS President Jay Rothman and UWM Chancellor Mark Mone attended.
- **UW Oshkosh** created a new public administration course, PUB ADMIN 102: Freedom of Expression in a Democratic Society (taught by Dr. Michael Ford, Public Administration), for Fall 2023.
- **UW-Stevens Point** hosted a lecture by Prof. Nancy Thomas, Director of the Institute for Democracy and Higher Education at the American Association of Colleges and Universities. Her lecture was titled “Discourse, Speech, Inclusion and the Future of Our Democracy.”
- **UW-Stout** hosted a workshop called “Campus Free Speech: You Decide” sponsored by the Menard Center. This 2-hour interactive workshop addressed free speech doctrines and cases at public universities.

- **UW-Superior** hosted several tabling events over the course of the fall and spring semesters, covering topics on Constitution Day, voter registration, career and civic readiness, and voter education.
- **UW-Whitewater** held a faculty forum, “Faculty Respond to Hate,” that was organized in response to a hate demonstration on campus. The forum featured a panel of faculty members discussing various topics related to the incident, such as LGBTQ+ student belonging and safety, critical understandings of Latinx immigration and racialization, free speech and hate speech on U.S. college campuses, Nazism in America, and resisting anti-Black narratives in literature and culture.

B. Engaging Campus Leadership

During the 2024 academic year, leadership across the Universities of Wisconsin demonstrated a commitment to promoting the exploration, deliberation, and debate of ideas, while also protecting those freedoms when others attempt to restrict them. A few examples of how our universities invested in education, resources, and support are provided below.

- The Chancellor’s Office of **UW-Eau Claire** and the UW-Eau Claire Foundation partnered with Dr. April Bleske-Rechek, professor of psychology, to explore the efficacy of Unify America’s *College Bowl* as an experiential learning opportunity for students. The study, entitled “Promoting Students’ Engagement in Civil Dialogue: A Pilot Study and Randomized Control Trial,” investigated whether participating in a guided political conversation could positively influence students’ attitudes toward politically different others.
- The Chancellor’s Office at **UW-Stevens Point** created the Chancellor’s Free Speech Commission, charged with developing programming on free speech and civil dialogue for the campus community. The Commission consists of faculty, staff, and student government leaders.
- Sponsored by Chancellor Frank, **UW-Stout** maintained a Freedom of Expression Steering Committee that meets monthly to coordinate events and activities, maintain a website, review policy, address relevant questions and issues on campus, and coordinate with Demonstration Response Team and Bias Incident Response Team.

C. Wisconsin Institute for Citizenship and Civil Dialogue

The Universities of Wisconsin, through the Wisconsin Institute for Citizenship and Civil Dialogue (WICCD), created system-wide opportunities for all UW System students and employees to engage in civil dialogue and promote freedom of expression and academic freedom.

- In Spring 2024 WICCD initiated a grant program for faculty and staff on all UW campuses and awarded \$90,000 in funding for grants that engaged students and faculty in a wide range of programming connected with freedom of speech and civil dialogue. Funding was allocated to projects at the following UW campuses: UW-Eau

Claire, UW-Madison (and UW-Madison Extension), UW-Oshkosh, UW-River Falls, UW-Superior, UW-Whitewater.

- In May 2024, WICCD held a two-day retreat in Madison, Wisconsin that focused on the institute's role in promoting freedom of expression and civil dialogue on UW campuses. Faculty, staff, and students from all UW campuses attended, as did legislators and state and local policymakers. Representatives from several prominent national organizations also attended, including representatives from the Foundation for Individual Rights and Expression (FIRE), the Mercatus Center at George Mason University, Pen America, Center for Public Deliberation, and the Constructive Dialogue Institute. A post-meeting survey of participants indicated a desire to create a network of practitioners to continue working on these issues throughout the Universities of Wisconsin. Plans are underway to establish such a network.

D. Training and Workshops

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

- **UW-Eau Claire** and the Menard Center for Constitutional Studies (MCCS) partnered with the UW-Eau Claire Student Senate and the Foundation for Individual Rights and Expression (FIRE) for a workshop entitled "Free Speech on Campus and the Role of Student Governments." Open to members of the Student Senate and designed to help them protect the First Amendment rights of all students on campus, the workshop was presented by Alex Morey, J.D., vice president of campus advocacy for FIRE.
- **UW-Stout** held a training workshop titled "Free Speech, Citizenship, and Civil Dialogue," sponsored by the Menard Center and Jack Miller Center. The workshop was a one-day event for K-12 teachers addressing free speech rights and responsibilities and effective teaching techniques.
- **UW-Whitewater** sponsored a workshop on "Academic Freedom and Responsible Pedagogy" that explored vignettes and live cases from its campus and surrounding communities. The interactive workshop focused on the teaching approaches that promote academic freedom in university educational spaces.

E. Policies and Resources

In addition to RPD 4-21 and Universities of Wisconsin policies, several universities have developed policies and/or specific published resources that inform students and employees about 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. The examples listed below are representative of the types of resources provided by our universities.

- **UW-Madison:** Protest guidelines were published in *The Weekly*, an electronic publication sent to all UW-Madison students.

- **UW-Milwaukee:** In light of campus protests, the Dean of Students Office and UWM Police sent a communication to all faculty/staff/students entitled, "Campus protests: Rights & Responsibilities," which focused on free speech/expression and resources.
- **UW-River Falls:** The Student Handbook, Student Organization Handbook, and Faculty and Staff Handbook all reference academic freedom and freedom of expression, including RPD 4-21.

III. 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, 2023, through June 30, 2024.

IV. Formal Complaints and Violations of RPD 4-21

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 2023-24 academic year, two institutions reported formal complaints of violations of academic freedom and freedom of expression.

A. UW-Milwaukee reported 2 complaints involving students.

- The first complaint was reported on October 11, 2023. A non-affiliated person was holding a pro-life sign and reported that the sign was taken by a student. The non-affiliated person also reported that a student had knocked him down, and he declined medical attention. The student was cited by UWMPD. Through the student conduct process, the student was found responsible and was placed on probation and given an educational sanction. This was the student's first violation.
- The second complaint was reported on November 12, 2023. A registered organization hosted an on-campus speaker. Individuals affiliated with a different student organization attended the event. During the event, affiliated individuals of the non-host student organization stood up, chanted, and shouted, causing the program to halt. Of the affiliated individuals of the non-host student organization who stood up, chanted, and shouted, one was a UWM student ("identified student"), and the rest were not UWM students. The behavior was found to be coordinated. Based on this conduct, individuals affiliated were addressed by event staff during the event, however, the disruption continued resulting in individuals from the non-host student organization being escorted out of the venue by UWMPD. The "identified student" was the president of the non-host student organization. The non-host student organization was issued a written reprimand through the student conduct process, and required to meet twice with the Dean of Students Office regarding rights and responsibilities under the First

Amendment, campus policies, etc. It was deemed that the behavior of the “identified student” as an officer of the non-host student organization was adequately addressed through the violation issued to the organization. The violation was issued to the student organization, and not to an individual student.

B. UW-Stevens Point reported 1 complaint involving students.

- The complaint was reported on April 10, 2024. The student group ‘Young Americans for Freedom’ reported vandalism of posters on the student group’s office door. The vandalism consisted of Hitler-style mustaches drawn on people on posters and with the written words "No Fascists, bigots, Neo-Nazis You aren't welcome here" on whiteboard also on door. UWSP administration worked with campus police and reviewed video and identified a student who committed the vandalism. The student’s case was processed through Chapter 17 of the student misconduct process. The identified student was found responsible for violating 17.09 (07) - Unauthorized use of or damage to property. The student was found NOT responsible for violating 17.09 (15) Violation of university rules [RPD 4-21] as the behavior did not materially and substantially disrupt the free expression of the student organization.

V. 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. The following examples are representative of the types of notifications used by campuses:

- **UW-Eau Claire:** The Dean of Students sent all an email to all students with the subject line, “Welcome! 2023-24 Annual Notification.” This communication stated the vital importance of free speech and expression and linked it to RPD 4-21.
- **UW-Green Bay:** Sent an email to all students in September 2003 providing information about RPD 4-21.
- **UW-La Crosse:** New Student Orientation in Fall 2023 included a session on identity, inclusion, and free speech.
- **UW-Madison:** Emailed all students a newsletter in September 2023, including campus freedom of expression guidelines.
- **UW-Milwaukee:** Chancellor Mark Mone sent an email to all students in September 2023 with the subject line: “Campus Update: Panther Family Values,” and contained details on RPD 4-21.

- **UW Oshkosh:** In September 2023, 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."
- **UW-Stout:** All first-year students received information on RPD 4-21, bias reporting, complaint reporting, how to find resources, and how to engage in civil dialogue.
- **UW-Parkside:** Notified students in September 2023 about RPD 4-21 during face-to-face sessions of student orientation and in a weekly electronic newsletter.
- **UW-Platteville:** Announced RPD 4-21 during new student orientation in September 2023.
- **UW-River Falls:** Notified all students in an email in September 2023 titled "UW-River Falls Commitment to Academic Freedom and Freedom of Expression."
- **UW-Stevens Point:** New Student Orientation in late August 2023 included a presentation covering a variety of topics including RPD 4-21. Guest speaker Dean of Students Troy Seppelt addressed the policy in detail.
- **UW-Stout:** Chancellor Frank emailed faculty and staff in November 2023 regarding "University Compliance Reminders."
- **UW-Superior:** Chancellor Wachter sent an email to all students in early September 2023 with the following subject line: "Guidance on Political Campaign Activity and Freedom of Expression."
- **UW-Whitewater:** A broadcast email announcement went out to all students in September 2023 with the following subject line: "Academic Freedom and Freedom of Expression."

VI. Conclusion

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. 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, Chief Compliance and Risk 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: UW System Initiatives
- Attachment A Section II: Notifications

Attachment A Section I: Universities of Wisconsin Institution Initiatives

RPD-4-21, “Commitment to Academic Freedom and Freedom of Expression”

July 1, 2023, to June 30, 2024

INSTITUTION	DESCRIPTION OF ACTIVITY (ACTIVITY NAME, SPONSOR OF THE ACTIVITY, SUMMARY OF THE ACTIVITY)	INTENDED AUDIENCE	# OF STUDENTS/ EMPLOYEES IMPACTED	DATE(S) OF ACTIVITY
UW-Eau Claire	The Menard Center for Constitutional Studies (MCCS) presented “Free Speech and Free Pizza,” a workshop during the first week of classes to introduce students to their free speech rights.	Students	14	Sept. 6, 2023
UW-Eau Claire	MCCS, with co-sponsorship from the Tommy G. Thompson Center on Public Leadership, presented the Constitution Day public speaker event “The Freedom of the Press and the Role of New Media with Special Guest Bari Weiss.” The event was free and open to the public with both in-person and virtual attendance options.	Students, Employees, and General Public	166	Sept. 20, 2023
UW-Eau Claire	MCCS sponsored a student reading group for Ian Rosenberg’s <i>The Fight for Free Speech: Ten Cases that Define Our First Amendment Freedoms</i> . The Dec. 4 group meeting featured a virtual discussion with Rosenberg.	Students	13	Sept. 25, Oct. 23, Nov. 13, and Dec. 4, 2023
UW-Eau Claire	MCCS, with co-sponsorship from the Tommy G. Thompson Center on Public Leadership, presented the Free Speech Week panel discussion “Civil Discourse and Depolarization on Campus” moderated by MCCS Director Dr. Eric Kasper. Panelists: Manu Meel, CEO of BridgeUSA; Matt Pollard, partnerships manager for Unify America; and Alex Tahk, director of the Thompson Center.	Students, Employees, and General Public	78	Oct. 16, 2023

UW-Eau Claire	MCCS Director Dr. Eric Kasper presented the public talk “Explicit Lyrics: The First Amendment Free Speech Rulings that Have Protected Against Music Censorship in the United States.”	Students, Employees, General Public	43	Oct. 18, 2023
UW-Eau Claire	MCCS, with co-sponsorship from the Menard Center for the Study of Institutions and Innovation at UW-Stout, presented a day-long Free Expression student workshop. Facilitators included UW-Stout’s Dr. Tim Schiell, UW-La Crosse’s Dr. James Szymalak, UW-Eau Claire’s Drs. Eric Kasper and Adam Kunz, and MCCS Program Coordinator Phil Reчек.	Students	26	Oct. 28, 2023
UW-Eau Claire	MCCS, Milwaukee-based organization The Community, and the UWEC Criminal Justice Association hosted a film viewing and panel discussion entitled “Correcting the Narrative” regarding formerly convicted individuals reentering society. Panelists included: moderator Shannon Ross, executive director of The Community; Kelli Thompson, former state public defender; Dave Riewestahl, Eau Claire County Sheriff; and David Carlson, co-owner of C.C. We Adapt.	Students, Employees, and General Public	102	Nov. 6, 2023
UW-Eau Claire	MCCS and the UWEC Pre-Law Club co-sponsored “Freedom of Speech and Misinformation in the Digital Age” featuring Jeff Kosseff, J.D., an author and associate professor of cybersecurity law at the United States Naval Academy.	Students, Employees, and General Public	41	Dec. 2, 2023
UW-Eau Claire	The Chancellor’s Office and UW-Eau Claire Foundation partnered with Dr. April Bleske-Reчек, professor of psychology, to explore the efficacy of Unify America’s <i>College Bowl</i> as an experiential learning opportunity for students. The study, entitled “Promoting Students’ Engagement in Civil Dialogue: A Pilot Study and Randomized Control Trial,” investigated whether participating in a guided political conversation could positively influence students’ attitudes toward politically different others.	Students	47	Feb. 5 – June 26, 2024

	<p>The pilot study followed a three-phase protocol approved by the UWEC IRB with communication support from the Chancellor’s Office and small incentives for research participants provided by the Foundation. The <i>College Bowl</i> pairs each participating college student with a conversation partner from a different U.S. university who holds differing political beliefs for a guided virtual conversation. Study results were promising and indicated larger-scale student participation in the <i>College Bowl</i> could help the student body develop greater comfort discussing potentially fraught topics. See “Description of Planned Activities” below for additional information.</p>			
UW-Eau Claire	<p>MCCS partnered with the UW-Eau Claire Student Senate and the Foundation for Individual Rights and Expression (FIRE) for an evening workshop entitled “Free Speech on Campus and the Role of Student Governments.” Open to members of the Student Senate and designed to help them protect the First Amendment rights of all students on campus, the workshop was presented by Alex Morey, J.D., vice president of campus advocacy for FIRE.</p>	Students	26	Feb. 6, 2024
UW-Eau Claire	<p>MCCS sponsored a student reading group for Erwin Chemerinsky and Howard Gillman’s book <i>Free Speech on Campus</i>.</p>	Students	13	Feb. 19, March 25, and April 22, 2024
UW-Eau Claire	<p>MCCS, joined by the UWEC Student Association for Computing Machinery and the UWEC Pre-Law Club sponsored the panel discussion “Exploring Free Speech and Artificial Intelligence.” Panelists included: moderator and MCCS Director Dr. Eric Kasper; Jacob Mchangama, research professor of political science at Vanderbilt University; Dr. Dominique Lazanski, research associate at the University of Pittsburgh; and Dr. Rahul Gomes, assistant professor of computer science at UWEC.</p>	Students, Employees, and General Public	65	Feb. 26, 2024

UW-Eau Claire	MCCS presented an in-person interactive student workshop entitled “Free Speech on Campus” to explore hypothetical examples of restricted expression at public universities. The workshop was facilitated by UWEC professors Dr. Eric Kasper and Dr. Adam Kunz.	Students	23	March 27, 2024
UW-Eau Claire	MCCS presented a speaker event entitled “Baseball and the Constitution” featuring Paul Finkelman, a distinguished historian and Marquette University’s Robert F. Boden Visiting Professor of Law, whose talk explored the intersections between the U.S. Constitution and the country’s beloved pastime.	Students, Employees, and General Public	56	April 1, 2024
UW-Eau Claire	MCCS, with co-sponsorship from Voices for Liberty (an initiative of the Liberty and Law Center at the Antonin Scalia Law School at George Mason University) and BridgeEauClaire, presented a conversation entitled “Building Bridges: Can We Improve Civil Discourse?” featuring John Wood, Jr., national ambassador for Braver Angels, in discussion with moderator Dr. Adam Kunz of UWEC.	Students, Employees, and General Public	78	April 10, 2024
UW-Eau Claire	MCCS, with co-sponsorship from the UWEC Pre-Law and Philosophy Clubs, presented “The Supreme Court and the Philosopher: How John Stuart Mill Shaped U.S. Free Speech Protections,” a speaker event from UW-Eau Claire professors Dr. Eric Kasper and Dr. Troy Kozma.	Students, Employees, and General Public	44	April 18, 2024
UW-Eau Claire	MCCS, with co-sponsorship from the UWEC Pre-Law and Chess Clubs, presented “Individual Rights and Democracy: A Conversation with Garry Kasparov” moderated by MCCS Director Dr. Eric Kasper.	Students, Employees, and General Public	597	May 1, 2024

INSTITUTION	DESCRIPTION OF ACTIVITY (ACTIVITY NAME, SPONSOR OF THE ACTIVITY, SUMMARY OF THE ACTIVITY)	INTENDED AUDIENCE	# OF STUDENTS/ EMPLOYEES IMPACTED	DATE(S) OF ACTIVITY
UW-Green Bay	Constitution Day; provided round tables and handouts advising on freedom of expression to all students.	Students	5,700	September 14, 2023
UW-Green Bay	Our Voices: LGBTQ+ Stories of Northeastern Wisconsin; Fort Howard Hall	Community	500	February 1, 2024
UW-Green Bay	Constitution Day; provided round tables and handouts advising on freedom of expression to all students.	Students	5,700	September 14, 2023
UW-Green Bay	Tommy Thompson Center on Public Leadership; Christopher Bedford, Common Sense Society, “Ideas that Transform”	Community	2,500	February 22, 2024
UW-Green Bay	Tommy Thompson Center on Public Leadership; Army Major General Marcia Anderson, “Unexpected Leadership”	Community	2,500	March 18, 2024

INSTITUTION	DESCRIPTION OF ACTIVITY (ACTIVITY NAME, SPONSOR OF THE ACTIVITY, SUMMARY OF THE ACTIVITY)	INTENDED AUDIENCE	# OF STUDENTS/ EMPLOYEES IMPACTED	DATE(S) OF ACTIVITY
UW-La Crosse	Wisconsin Civil Dialogues Workshop. This event was sponsored by UW System's Civil Dialogues Project and the UWSA Office of Professional Instructional Development, in partnership with UWL Center for Advancing Teaching and Learning (CATL) and UWL Provost Office. This systemwide interactive workshop is designed to engage participants in concepts and approaches to creating space in your classrooms for rich, respectful, and substantive dialogue.	Faculty	~12	August 28, 2023
UW-La Crosse	Constitution Day Library Guide. Sponsored by UWL Academic Affairs, UWL Murphy Library. Murphy Library provided an online resource guide on the U.S. Constitution	Students, Faculty, Staff	Unknown	Ongoing
UW-La Crosse	Free Speech Week: Learn the Basics of Free Speech – Free Speech in Policy and Practice. Sponsored by Center for Transformative Justice, Joint Committee on Civil Dialogue. A 40-minute self-paced online workshop provides participants with knowledge on free speech, counter speech, and academic freedom to build an inclusive campus climate that promotes the free exchange of ideas.	Faculty, Staff	70	October 16-20, 2023
UW-La Crosse	Free Speech Week: Learn the Basics of Free Speech – Free Speech in Campus Discourse. Sponsored by Center for Transformative Justice, Joint Committee	Students	22	October 16-20, 2023

	<p>on Civil Dialogue. A 40-minute self-paced online workshop focused on the importance of free speech and academic freedom on a college campus; dispelling myths concerning what is protected speech (and what is not); and tips for managing prominent speakers, political protests, and hate speech.</p>			
UW-La Crosse	<p>Free Speech Week: Counter Speech Through Design. Sponsored by Center for Transformative Justice, Joint Committee on Civil Dialogue. Freedom of speech, among our other First Amendment rights, are guaranteed by the US Constitution. Posters have long been used as a tool in rallies, demonstrations, protests, and other events. Activists have used posters to provoke audiences and bring attention to a wide variety of issues over the course of history. As technology has advanced, many people have turned to social media posts with similar intentions.</p>	Faculty, Staff, Students	Unknown	October 16-20, 2023
UW-La Crosse	<p>Free Speech Week: Write a Letter to Your Legislator. Sponsored by Center for Transformative Justice, Joint Committee on Civil Dialogue. Write a meaningful letter to your representatives. You have the right to write! Letters may be formal, informal, typed, handwritten, sent in the mail, or sent electronically.</p>	Faculty, Staff, Students	Unknown	October 16-20, 2023
UW-La Crosse	<p>Free Speech Week: Display Your Protest Art. Sponsored by Center for Transformative Justice, Joint Committee on Civil Dialogue. Art has always been a powerful tool for social and political change. Throughout history, artists have used their creativity to provoke audiences, bring awareness to an issue, or show support for a particular cause. Protest art can take many forms, including paintings, sculptures, murals, performances, posters, and street art.</p>	Faculty, Staff, Students	Unknown	October 16-20, 2023

UW-La Crosse	Free Speech Week: Organize a Teach-In. Sponsored by Center for Transformative Justice, Joint Committee on Civil Dialogue. A teach-in is an opportunity for faculty, staff, and students to learn about a specific topic and discuss the issue(s) with other attendants. Teach-ins can empower students to explore an issue more in depth.	Faculty, Staff, Students	Unknown	October 16-20, 2023
UW-La Crosse	Presentation to Resident Assistants. Sponsored by Center for Transformative Justice. Reviewed Free Speech on Campus, protected speech and when to submit a bias report	RAs	60	October 18, 2023
UW-La Crosse	#SpeechMatters Viewing Party. Sponsored by Joint Committee on Civil Discourse.	Faculty, Staff, Students	12	April 18, 2024
UW-La Crosse	The Discussion Project. Sponsored by Center for Transformative Justice, Center for Advancing Teaching and Learning (CATL).	Faculty, Staff	32	May 20-22, 2024

INSTITUTION	DESCRIPTION OF ACTIVITY (ACTIVITY NAME, SPONSOR OF THE ACTIVITY, SUMMARY OF THE ACTIVITY)	INTENDED AUDIENCE	# OF STUDENTS/ EMPLOYEES IMPACTED	DATE(S) OF ACTIVITY
UW-Madison	<p>UW-Madison Deliberation Dinners (https://discussion.education.wisc.edu/deliberation-dinners/) A new project under The Discussion Project (https://discussion.education.wisc.edu/). The pilot project is designed to help undergraduate students learn how to talk about challenging public issues by bringing together ideologically diverse groups of 10 undergraduates for seven dinners and deliberations throughout the academic year that are facilitated by faculty from across campus who have participated in The Discussion Project. The pilot addresses feedback received from students that they recognize the importance of learning how to talk with peers who have a wide range of views about some of the most important public issues of our time.</p>	<p>12 groups of ten UW–Madison undergraduate students (a total of 120) for a series of seven, two-hour sessions throughout the 2023-24 academic year.</p>	<p>120 undergrad. students</p>	<p>October 23, 2023 November 20, 2023 December 11, 2023 January 29, 2024 February 12, 2024 March 4, 2024 April 8, 2024</p>
UW-Madison	<p>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.</p>	<p>Students</p>	<p>~30,000 members of over 1,000 registered student orgs.</p>	<p>7/1/23 6/30/24</p>
UW-Madison	<p>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.</p>	<p>Employees</p>	<p>15-20</p>	<p>training meetings throughout the year</p>

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.	Students and Employees	100%	3 meetings between 7/1/23 and 6/30/24
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.	First-year students	8300	8/1/23, 10/1/23
UW-Madison	Student Affairs offers “Perspectives” – an on-demand program from the Constructive Dialogue Institute to help students build a foundational mindset and skillset for learning, conversation, and participation in a diverse world. The program includes six 30-minute sessions that weave together the psychological concepts alongside practical skills to engage in constructive dialogue.	Open to all UW Madison undergraduate, graduate, and professional students	~150 students to date	Ongoing Updated 6/5/2024
UW-Madison	Various statements regarding incidents or issues affecting the campus as issued by the university and/or chancellor. The statements reference and offer additional information regarding the value of free expression and civil discourse. Distributed by email and/or social media.	Campus community	All students and employees	Nov. 2, 2023 April 26, 2024 May 1, 2024 May 6, 2024 May 10, 2024
UW-Madison	Derek Johnson, Department Chair, Communication Arts Faculty/Staff Training - Department of Communication Arts held a department mini-training on resources for supporting Jewish, Muslim, and other students/staff/faculty in the context of the Israel-Gaza conflict. As part of that session, the	Faculty and staff	50	12/7/2023

	<p>department shared the UW Center for Interfaith Dialogue's statement on respectful discourse about Israel-Palestine. Free speech was an important theme. The resources shared talked about respecting different opinions on this complex issue; these resources also discussed how to make our classrooms and other academic spaces welcoming for students/staff/faculty from all backgrounds.</p>			
UW-Madison	<p>Alan Rubel - Director, Professor Information School (CDIS) Intellectual Freedom - Information School Course for undergraduates and master's students dedicated to understanding intellectual (including academic) freedom in educational and information institutions</p>	Undergraduate and master's students	27	September - December 2023
UW-Madison	<p>Alan Rubel Director, Professor Information School (CDIS) 250 years of Phillis Wheatley - UW Libraries Special Collections and Center for History of Print and Digital Culture Special collections exhibit and programming dedicated to the legacy of Phillis Wheatley with an emphasis on Wheatley's legacy of intellectual freedom, specifically as example of excellence among Black people (particularly girls and women), and as an inspiration for artists and intellectuals, and as evidence in arguments against the degradations of slavery and racism.</p>	UW students, faculty, staff, general public, and scholars	Hundreds	August – December 2023
UW-Madison	<p>Political Science class PS 470 - First Amendment Department of Political Science. An examination of the basic principles, purposes, and assumptions of First Amendment cases and literature, with attention to both historical and contemporary controversies.</p>	Undergraduates and auditors	51	Spring 2024 Semester
UW-Madison	<p>Political Science Department - Center for the Study of Liberal Democracy (CSLD) Spring 2024.</p>	Open to students, faculty, employees,	25 undergraduates	2023-2024

	Conservative Political Thought Public Lecture Series. The lecture series coincides with an upper-level seminar with 25 UW Madison undergraduates. Members of the public were welcome to attend the public lectures in person or follow along with the recordings they created.	and the general public	for seminar. Many more for public lectures and recordings	
UW-Madison	Department of Political Science Use of Discussion Principles in Courses. Principles are designed to make sure that students of a wide range of perspectives have the opportunity to share their ideas and are listened to by their peers. Sample courses are PS201, PS904, PS401, PS515.	Students in Political Science courses	Course numbers ranged from 21 to 300 students	2023-2024
UW-Madison	Center for Research on the Wisconsin Economy (CROWE) events during 2023-24: CROWE, Wisconsin Young American's for Freedom (YAF) - Talk by Art Laffer (Students, faculty, and general public, 120 9/27/2023; Challenges and Opportunities Facing Wisconsin Businesses CROWE, College of Letters & Science Panel featuring Barca, Bauer, Hutton, and Willis on what the state can do to support business creation and retention General public, 100, 10/16/2023; America's Looming Debt Crisis seminar featuring Brian Reidl, General public, 100, 3/5/2024; Presentation by Kim Ruhl (Co-Director of CROWE) on the US-China Trade War General public, 100, 4/24/2024; CROWE cosponsored a talk by Michael Knowles with Wisconsin YAF Mostly undergraduate students, 200, 3/13/2024.	Undergraduate and graduate students; members of public; faculty	~650	2023-2024 academic year
UW-Madison	Kathleen Bartzen Culver - Director and James E. Burgess Chair in Journalism Ethics School of Journalism and Mass Communication Fueling Discovery contribution - College of Letters &	Sunday audience. Intended for public to illuminate what is	50,000+	5/12/2024

	Science Kathleen Bartzen Culver authored a piece for the College of Letters & Science "Fueling Discovery" special section of the Wisconsin State Journal. Titled, "The Value of Uncomfortable Conversations," the essay argues that campus is a place for people to have courage in engaging with - and sometimes countering - ideas they oppose.	happening on campus.		
UW-Madison	Research - School of Journalism and Mass Communication Research in the School of Journalism and Mass Communication, Center for Communication and Civic Renewal and Center for Journalism Ethics regularly engaged with questions of freedom of expression and tolerance for opposing viewpoints.	UW students, faculty, staff, general public, and scholars	Unlimited	Ongoing
UW-Madison	1050 Bascom Podcast, "Free Speech Debates on College Campuses with Prof. Culver" Department of Political Science and School of Journalism and Mass Communication. Prof. Kathleen Bartzen Culver was a guest on the Department of Political Science's podcast discussing free speech on college campuses.	UW students, faculty, staff, general public, and scholars	Unlimited - Many	September 23, 2023
UW-Madison	Wisconsin Dialogues, Center for Teaching, Learning & Mentoring/UW System Office of Professional and Instructional Development, workshop on supporting classroom conversations on challenging topics	Faculty/Instructors	20	8/28/23
UW-Madison	Engaging Conflict Well in the Classroom, Center for Teaching, Learning & Mentoring, workshop on supporting classroom conversations on challenging topics	Faculty/Instructors	~70	5/16/2024 Updated 6/5/2024
UW-Madison	Freedom of expression and responsibilities/limits related to political expression as public employees -	Faculty, Instructors, Teaching Assistants	>1,000	1/26/2024

	email sent to all instructors from Senior Vice Provost and Vice Provost for Teaching and Learning			
UW-Madison	Dialogue Across Differences – United Through Engagement: Real Life Stories: panel discussion and special screening of “Stranger at the Gate” about how an act of compassion was able to stop an act of hate	Students/Faculty /Staff	25	3/20/2024
UW-Madison	Bridging the Divide: Forging the Ties Between Rural and Urban America Conference: Sent students and staff to 3-day conference at Univ. of Chicago exploring practical ways to find common ground among student leaders from urban and rural backgrounds. Students listened and learned from each other to try to break down geographical and ideological barriers	Students	12	4/10/24-4/12/24
UW-Madison	School of Human Ecology: Two Assistant Deans from the Undergraduate unit attended a training by the Office of Legal Affairs on “Social Media and the First Amendment” and shared key takeaways with the rest of the staff in Advising and Career Development and Academic Planning units. School of Human Ecology staff in advising and career development and academic planning units	Administration	2	
UW-Madison	School of Human Ecology: Human Ecology staff working prior to commencement, human ecology distributed the campus freedom of expression guidelines and protest guidelines to all staff who were working at human ecology celebration events and commencement celebration events	Staff	Numerous	Spring 2024

UW-Madison	School of Human Ecology: Distributed the campus freedom of expression and protest guidelines to the 20+ members of the school leadership team (includes dept chairs, center directors, associate deans)	School of Human Ecology leadership team	>20	2023-2024
UW-Madison	Big Ten Academic Alliance Academic Leadership Program presentation on academic freedom and freedom of speech.	Faculty, Staff of Big 10 universities	200	October 14, 2023
UW-Madison	LGBTQ +Law and the 1st Amendment – guest lecture	Law course 940 007	10	December 1, 2023
UW-Madison	Free Speech guest lecture	Legal Studies course 444		February 29, 2024
UW-Madison	“Future of American Democracy” lecture	National Taipei University undergraduate students		May 7, 2024
UW-Madison	Office of Human Resources shared UW-Madison's free expression website with their management team https://free-expression.wisc.edu/	OHR Management Team	15-20 employees	11/26/2023

INSTITUTION	DESCRIPTION OF ACTIVITY (ACTIVITY NAME, SPONSOR OF THE ACTIVITY, SUMMARY OF THE ACTIVITY)	INTENDED AUDIENCE	# OF STUDENTS/ EMPLOYEES IMPACTED	DATE(S) OF ACTIVITY
UW-Milwaukee	Courses. Several disciplines offer courses which address Freedom of Expression and 1 st amendment rights.	Students	<1,000	Ongoing
UW-Milwaukee	Many course syllabi include statements on class conduct such as this excerpt from the School of Education: “Discussions in this seminar include a broad range of topics. You may find at times that your opinions or values differ from those represented in the assigned readings or by others in the class. Throughout this course, it will be important to appreciate and respect the diversity of opinions and perspectives represented in the class. Everyone is encouraged to express their perspectives, but you are also expected to listen closely and openly to the contributions of others and to respond respectfully. Our working mantra will be: <i>Ideas, not individuals, are open to challenge.</i> ”	Students	~5,000	Ongoing
UW-Milwaukee	Employee Conduct and Workload. In addition to UWS and UWM employee code of conduct, the UWM Graduate School and many academic units have a handbook or code of conduct policy supporting freedom of expression. For example, the UWM Graduate Assistant Handbook contains guidelines on how to facilitate free discussion in courses and mutual respect between and among instructors and students.	Employees	~5,000	Ongoing

UW-Milwaukee	<p>Freedom in Research and Project topics. School and college leadership and individual instructors do not restrict research or project topics (apart from topics that are not germane to the coursework). To encourage free inquiry, many, if not all, units host regular research symposia, provide undergraduates and graduate students, outside speakers, and job candidates with opportunities to present. Examples:</p> <ul style="list-style-type: none"> ○ The Economics department hosted a research seminar series featuring 17 distinguished scholars from varied institutions, promoting free academic discourse and the exchange of ideas, a micro-lunch series focusing on early-stage research support, an undergraduate research presentation day, and end of year gathering. ○ Social Work frequently incorporates opportunities in courses for students to select topics of interest, to cultivate student autonomy, freedom of expression, and professional competency. The department hosted a series of 9 events, each upholding values of academic freedom and freedom of expression, including film screenings, a potluck, presentations, a museum field trip, and a caregiving symposium. 	UWM students and academic employees	~10,000	Ongoing
UW-Milwaukee	<p>Additional University-wide Actions and Events. Materials added to canvas course that is required officer training for all Registered Student Organization (RSO) officers.</p>	Student Organization officers	~1200 students	Began 8/1/23 and ongoing
UW-Milwaukee	<p><i>Courageous Conversations</i>: A monthly event series sponsored by Division of Student Affairs. with the intention to offer a brave space to UWM students to talk about relevant topics in our society today. Topics vary each month depending on current events. The purpose is to allow students to take the</p>	UWM Students	41	9/20/23 10/10/23 11/15/23 2/13/24 3/12/24 4/9/24

	conversation where they want it to go and explore each other's perspectives in a completely judgement-free zone. This allows students to learn from each other and see a different viewpoint from their own.			
UW-Milwaukee	Material added to fall edition of student organization newsletter.	RSO officers and Faculty/Staff Advisors	~1200 students, ~200 faculty/staff advisors	8/1/2023
UW-Milwaukee	A script using freedom of expression material was developed for use by Union Event Services staff and Student Involvement staff when working with student organizations planning events.	RSO officers planning events.	~110	Began 8/1/23 and ongoing
UW-Milwaukee	The Washington County community lecture series in Fall 2023 presented a series of weekly lectures on issues of freedom of expression on the Ukraine-Russia conflict.	The Washington County community	Attendance not taken	9/27 – 11/8/2023
UW-Milwaukee	<i>Capacity Building Circles</i> were developed to provide instructors and student support staff (e.g. academic advisors, success coaches, etc.) to gain strategies and skills to discuss contentious topics in and outside of the classroom.	Employees	30	11/28/23 and 12/4/23
UW-Milwaukee	<i>Conflict Transformation Circles</i> were offered to provide UWM faculty and staff space for dialogue, learning, and reflective practice. The Circles build participants' capacity to engage conflict constructively within and outside of the classroom.	Employees	42	2/7, 3/6 & 4/3/2024
UW-Milwaukee	"It's Just Coffee" round-table discussion to discuss the UWS Freedom of Expression Survey and how	Student organization leaders	~10 total	4/4/2023

	students perceive free speech on campus featuring UWS President Jay Rothman and Chancellor Mone.			
UW-Milwaukee	Lecture at UWM at Waukesha, sponsored by the Tommy Thompson Center on Public Leadership, Donna Brazile and Ana Navarro, “Elections and the American Presidency”.	The greater Waukesha community	Attendance not taken	4/9/2024
UW-Milwaukee	CGS regularly offers “Courageous conversations,” sponsored by the Waukesha Campus Climate committee. For example, two members of the Sisterhood of Salaam Shalom gave a presentation entitled “Friendship in the Face of Adversity.”	The greater Waukesha community	Attendance not taken	4/16/2024
UW-Milwaukee	UWM Distinguished Lecture Series featuring individuals on either side of the political spectrum, an important tool for modeling diversity of thought and freedom of expression on campus. Speaker: George Takei (see social media post here .)	Public and staff	19,601 social media impressions	4/18/2024
UW-Milwaukee	Hosted Tommy Thompson Center on Public Leadership event “Breaking the News: Understanding Media Bias,” featuring Greta Van Susteren, at UW-Waukesha.	Public and staff	~50 people; 291 social media impressions.	4/20/2024
UW-Milwaukee	“Fostering a Marketplace of Ideas”; hosted UWS panel on free speech at Waukesha Campus with UW System’s Wisconsin Institute for Citizenship and Civil Dialogue. President Jay Rothman moderated.	Admin./Faculty	~15 people. Also broadcast on WisEye	4/21/2024
UW-Oshkosh	Theater students from UWM’s Peck School of the Arts present a staged reading of the United States Constitution in commemoration of its signing on September 17, 1787.	UWM/Milwaukee communities	~125	9/22/2023

INSTITUTION	DESCRIPTION OF ACTIVITY (ACTIVITY NAME, SPONSOR OF THE ACTIVITY, SUMMARY OF THE ACTIVITY)	INTENDED AUDIENCE	# OF STUDENTS/ EMPLOYEES IMPACTED	DATE(S) OF ACTIVITY
UW-Oshkosh	Crisis of Engagement: Why we need more speech on campus. Center for Civic and Community Engagement. Program based on the results of the UW System survey about student views on freedom of speech. Using these as a starting point, our panel will discuss how we move forward with encouraging students to use their right to free speech, learn how to engage in difficult (and sometime controversial) conversations appropriately, and become more involved in campus and their community as a result.	students, faculty, and staff	125	9/27/23
UW-Oshkosh	Bridging the Divide Civil Liberties: 2/15/24 Border Protection & Refugee Crisis: 3/6/24 State and Local Issues: Housing and worker shortages: 4/4/24 Death Penalty and Climate Action: 4/15/24	students	55	2/15/24, 3/6/24, 4/4/24, 4/15/24
UW-Oshkosh	NEW COURSE (PUB ADMIN 102): Freedom of Expression in a Democratic Society (taught by Dr. Michael Ford, Public Administration)	students	21 students	Offered in fall 2023
UW-Oshkosh	Freedom of Speech in the United States (COMM 338); a 7-week, asynchronous online format taught by Dr. Tony Palmeri, Communications Studies	students	22 students	Offered in spring 2024
UW-Oshkosh	Participation in the “A Job for WICCD Good Partners: A Free Expression and Civil Dialogue Coalition” workshop in Wisconsin, Pyle Center, Madison, WI	UWO staff members	4 admin.	5/16/24, 5/17/24

INSTITUTION	DESCRIPTION OF ACTIVITY (ACTIVITY NAME, SPONSOR OF THE ACTIVITY, SUMMARY OF THE ACTIVITY)	INTENDED AUDIENCE	# OF STUDENTS/ EMPLOYEES IMPACTED	DATE(S) OF ACTIVITY
UW-Parkside	Bridging the Divide, sponsored by the Tommy Thompson Center for Public Leadership. Student Grant Pitts received a scholarship and training from the Tommy Thompson Center to plan, promote and implement these conversations.	Students	41	February 28th, March 13th, April 3rd, April 24th

INSTITUTION	DESCRIPTION OF ACTIVITY (ACTIVITY NAME, SPONSOR OF THE ACTIVITY, SUMMARY OF THE ACTIVITY)	INTENDED AUDIENCE	# OF STUDENTS/ EMPLOYEES IMPACTED	DATE(S) OF ACTIVITY
UW-Platteville	Democracy Wall sponsored by the Andrew Goodman Foundation Campus Ambassadors. This wall was a white board, located outside the library, that featured regularly changing questions to which students could respond and/or comment on other students' responses.	Students	Unknown	On-going

INSTITUTION	DESCRIPTION OF ACTIVITY (ACTIVITY NAME, SPONSOR OF THE ACTIVITY, SUMMARY OF THE ACTIVITY)	INTENDED AUDIENCE	# OF STUDENTS/ EMPLOYEES IMPACTED	DATE(S) OF ACTIVITY
UW-River Falls	Email from Chancellor & Provost to Faculty and Instructional Academic Staff regarding “Supporting your Academic Freedom in the Classroom”	Faculty & IAS	300-400	9/11/2023
UW-River Falls	National Voter Registration Day: A day to promote registering to vote, making a voting plan and answering voting related questions. Included two food trucks, a t-shirt giveaway, and voter registration support	Students	Unknown	9/17/2023
UW-River Falls	Open Session/Forum at UW-River Falls with Office of General Counsel attorney Jennifer Lattis: Q and A on Academic Freedom. UWRF report notes that the invite to this session was extended to all of the UWRF Campus staff and students on 2/2/23.	Faculty & IAS.	300-400	Email went out on 1/26 and event was 2/3/24
UW-River Falls	Workshop by Cyndi Kernahan focused on “Teaching about Difficult Topics given Academic Freedom concerns”	Faculty and IAS	300-400	Email Invite and on WRF Website

INSTITUTION	DESCRIPTION OF ACTIVITY (ACTIVITY NAME, SPONSOR OF THE ACTIVITY, SUMMARY OF THE ACTIVITY)	INTENDED AUDIENCE	# OF STUDENTS/ EMPLOYEES IMPACTED	DATE(S) OF ACTIVITY
UW-Stevens Point	Constitution Day: Sponsored by UWSP Political Science Department. Posted a detailed message in the UWSP Message of the Day e-mail blast to all students and faculty providing brief commentary on current constitutional topics and a list of resources that students and faculty could access.	Campus: enrolled students and faculty/staff	~7,500	September 17, 2023
UW-Stevens Point	Creation of Chancellor's Free Speech Commission, charged with developing programming on free speech and civil dialogue for the campus community	Faculty and Staff	12	September 2023
UW-Stevens Point	Nancy Thomas lecture, "Discourse, Speech, Inclusion and the Future of Our Democracy"	Campus and Community	150	February 21, 2024
UW-Stevens Point	Nancy Thomas meeting with students in scheduled classes. Discussions with students about freedom of expression and the university.	Campus	100	February 21-22, 2024
UW-Stevens Point	Dinner and Conversation on Free Speech and UW System Free Speech Survey	Enrolled students; faculty	30	April 8, 2024
UW-Stevens Point	Civil Dialogue: Unite/Dignity Index – Informational session focused on Students for Dignity, a national organization working to promote dignity, ease divisions and solve problems in the United States. Work grounded in The Dignity Index.	Campus: enrolled students and faculty/staff	20	March 7 and 8, 2024
UW-Stevens Point	Council for Foreign Relations, Meeting with Political Science and Natural Resource students on campus.	Students	30	April 24, 2024

INSTITUTION	DESCRIPTION OF ACTIVITY (ACTIVITY NAME, SPONSOR OF THE ACTIVITY, SUMMARY OF THE ACTIVITY)	INTENDED AUDIENCE	# OF STUDENTS/EMPLOYEES IMPACTED	DATE(S) OF ACTIVITY
UW-Stout	Campus Free Speech: You Decide sponsored by the Menard Center. 2-hour interactive workshop addressing free speech doctrines and cases at public universities.	students	9	Sept 26, 2023
UW-Stout	Appropriation Art sponsored by the Menard Center. 2-hour interactive workshop addressing free speech issues involving works of art that appropriate other works of art.	students	13	November 6, 2023
UW-Stout	Campus Free Speech: You Decide sponsored by Menard Center, Center for Applied Ethics, and EDI office. 2-hour interactive workshop addressing free speech doctrines and cases at public universities.	Students who identify as a member or ally of marginalized groups	15	November 16, 2023
UW-Stout	Banned Books Week featuring Professor Shannon Oltmann (University of Kentucky) and Joleen Sterk (Menomonie Public Library Director) sponsored by the Menard Center, university library, Honors College, Literature Committee, Center for Applied Ethics, and WGS Studies.	Open to public	35	October 4, 2023
UW-Stout	Confederate Monuments: National Debates About Memorials in Public Spaces sponsored by the Menard Center. 2 hour interactive workshop addressing expressive rights issues regarding the status of Confederate memorials.	students	13	February 20, 2024

UW-Stout	Campus Free Speech: You Decide sponsored by the Menard Center. 2 hour interactive workshop addressing free speech doctrines and cases at public universities.	students	11	March 25, 2024
UW-Stout	Free Speech, Citizenship, and Civil Dialogue sponsored by the Menard Center and Jack Miller Center. One day workshop for K-12 teachers addressing free speech rights and responsibilities and effective teaching techniques.	teachers	22	September 16, 2023
UW-Stout	Harvey Hall Wire Service: Local Journalism Engagement and Community Collaboration sponsored by the Menard Center. Faculty led internship for journalism students.	students	3	Academic year
UW-Stout	Freedom of Expression Steering Committee sponsored by Chancellor Frank. Meets monthly to coordinate events and activities, maintain website, review policy, address questions and issues on campus, coordinate with Demonstration Response Team and Bias Incident Response Team			Academic year
UW-Stout	Free Speech at UW-Stout sponsored by the Menard Center. Panel discussion on the UW-Stout results of the UW System Student Free Speech Survey including Wade Harrison (Office of General Counsel), Glendali Rodriguez (Provost), Sandi Scott (Dean of Students), Professor Matthew Ray, and Alex Clumpf (Stout Student Association President).	Open to public	30	October 16, 2023
UW-Stout	Philosophers' Cafe: Should We Still Listen to <i>Thriller</i> ? Community discussion of the relationship between an artwork/artist's ethical value and artistic value. How should we address morally compromised	Open to public	40	September 20, 2023

	artists and artworks? Sponsored by the Center for Applied Ethics.			
UW-Stout	Philosophers' Cafe: Appropriation Art: The Case Against Andy Warhol. Community discussion of the 2023 Supreme Court case against the Andy Warhol Foundation. Discussion was led by Dr. Cynthia Bland (UW-Stout) and Hon. Paul H. Anderson (retired Minnesota Supreme Court Justice). Sponsored by the Center for Applied Ethics.	Open to public	25	April 10, 2024
UW-Stout	Should We Remove Racist Monuments? A debate between Dr. Travis Timmerman (Seton Hall University) and Dr. Dan Demetriou (University of Minnesota, Morris), on whether we should remove racist monuments. Sponsored by the Center for Applied Ethics.	Open to public	42	November 30, 2023
UW-Stout	Social Media & the News: Is Traditional Journalism Dead? Community event led by a student (Eli Darnell) and faculty member (Dr. Kate Edenborg) on the effect of social media on traditional journalism. Sponsored by the Center for Applied Ethics.	Open to public	14	April 3, 2024
UW-Stout	Young Americans for Freedom Free Speech Ball	Open to the Public	Unknown	September 27, 2023

INSTITUTION	DESCRIPTION OF ACTIVITY (NAME, SPONSOR SUMMARY, AND SUMMARY OF THE ACTIVITY)	INTENDED AUDIENCE	# STUDENTS/EMPLOYEES IMPACTED	DATE(S) OF ACTIVITY
UW-Superior	60 Seconds of Civil Engagement: Banned Books Mobile Library.	Open to the Public	20	October 5, 2023
UW-Superior	Link Center/Jackets Vote hosted a tabling event on Constitution Day on September 18, 2023. Informational resources include Freedom of Speech Understanding Your Rights and Responsibilities, Student Expressions, etc.	Students, Staff, Faculty	9	September 18, 2023
UW-Superior	Link Center/Jackets Vote hosted a tabling event on National Voter Registration Day on September 19, 2023, to encourage students to get registered, get educated, and get out to vote.	Students, Staff, Faculty	19	September 19, 2023
UW-Superior	Link Center/Jackets Vote's Career and Civic Readiness Week during National Voter Education Week and included voter registration tabling, NVEW resources and activities to help engage students in civic life on campus and in their communities	Students, Staff, Faculty	151	October 2-6, 2023
UW-Superior	Link Center/Jackets Vote hosted a tabling event on Vote Early Day to encourage students to make a plan to vote in applicable elections.	Students, Staff, Faculty	7	October 26, 2023
UW-Superior	Link Center/Jackets Vote hosted an Election Day Celebration on November 7, 2023, to aid students, faculty, and staff in getting out to vote.	Students, Staff, Faculty	8	November 7, 2023
UW-Superior	Link Center/Jackets Vote hosted its second week-long Career and Civic Readiness Week Feb 12-16, 2024, with a Voting & Valentines event.	Students, Staff, Faculty	2	February 12-16, 2024
UW-Superior	Link Center/Jackets Vote hosted Election Day Celebration on April 2, 2024, to aid students, faculty, and staff in getting out to vote.	Students, Staff, Faculty	20	April 2, 2024

INSTITUTION	DESCRIPTION OF ACTIVITY (ACTIVITY NAME, SPONSOR OF THE ACTIVITY, SUMMARY OF THE ACTIVITY)	INTENDED AUDIENCE	# OF STUDENTS/ EMPLOYEES IMPACTED	DATE(S) OF ACTIVITY
UW-Whitewater	Academic Freedom and Responsible Pedagogy, workshop that explored mini- and live-cases from our campus and surrounding communities. This interactive workshop focused on the teaching approaches that promote academic freedom in our educational spaces.	Faculty and Staff	25	April 19, 2024
UW-Whitewater	Academic Freedom and Freedom of Speech, Panel discussion and follow-up Q&A that examined student and faculty legal rights and responsibilities regarding academic freedom and freedom of speech on college campuses.	Faculty and Staff	29	November 16, 2023
UW-Whitewater	Teaching to Transgress. Education as the practice of Freedom, LEARN Center Book club, Teaching students to "transgress" to achieve the gift of freedom is, for hooks, the teacher's most important goal.	Faculty and Staff	11	February- April 2024
UW-Whitewater	Safe Spaces, Brave Spaces, LEARN Center Book club, discussion on democratic values of diversity and free expression can, and should, coexist on campus	Faculty and Staff	15	February - May 2024
UW-Whitewater	UWW Faculty Respond to Hate, Faculty Forum that was organized in response to a hate demonstration on campus. The forum featured a panel of faculty members discussing various topics related to the incident, such as LGBTQ+ student belonging and safety, critical understandings of Latinx immigration	Faculty, Staff, and Students	50	February 8, 2024

	and racialization, free speech and hate speech on U.S. college campuses, Nazism in America, and resisting anti-Black narratives in literature and culture.			
UW-Whitewater	Student Organization Recognition, Annual online training of all recognized student organizations in regard to campus Assembly/Protest policy focusing on steps and concept of free speech protection	Students	360	April and May 2024
UW-Whitewater	National Constitution Day, Constitution training/activity during Whitewater Student Government (WSG) meeting.	Students	30	September 2023

Attachment A Section II: Notification Requirements
Notification to Students
Notification to Employees
New Student Orientation
RPD 4-21, “Commitment to Academic Freedom and Freedom of Expression”
July 1, 2023 to June 30, 2024

Institution	Description of Notification	Date of Notification	Target Audience
UW-Eau Claire	Incoming first-year and transfer students participate in summer orientation visits called “Blugold Experience Days.” All participants are informed of the Board of Regents commitment to free expression and academic freedom during a presentation, and given previews of upcoming First Amendment programming from the Menard Center for Constitutional Studies.	July 19, 20, 21, 26, 27, 28, and Aug. 2, 3, 4, 2023	Fall 2023 admitted first year/transfer students
UW-Eau Claire	Incoming first-year and transfer students participate in a winter orientation session called “Blugold Experience Days.” All participants are informed of the Board of Regents commitment to free expression and academic freedom during a presentation, and given previews of upcoming First Amendment programming from the Menard Center for Constitutional Studies.	January 16 and 26, 2024	Spring 2024 admitted first year/transfer students
UW-Eau Claire	E-mail from the Dean of Students (dos@uwec.edu) with subject line “Welcome! 2023-24 Annual Notification” to all students stated the vital importance of free speech and expression and linked to RPD 4-21	August 30, 2023, and January 31, 2024	Students
UW-Eau Claire	E-mail from the Chancellor (chancellor@uwec.edu) with subject line “Understanding your First Amendment rights and responsibilities” to all students shared links to the Menard Center for Constitutional Studies’ free expression video and the university’s FAQs on student expressive rights and responsibilities, both of which discuss RPD 4-21.	September 14, 2023	Students

Institution	Description of Notification	Date of Notification	Target Audience
UW-Green Bay	Emails to students Emails attached to UWGB RP 4-12 report for 2023-2024	June 11, 2023, September 25, 2023, February 15, 2024	6,500 Students
UW-Green Bay	Emails to employees Emails attached to UWGB RP 4-12 report for 2023-2024	September 15, 2023, March 8 2024	1000 employees
UW-Green Bay	New Student Orientation: UWGB report references attached documents, “See attached #6 & #7”	Multiple over Summer	New Students

Institution	Description of Notification	Date of Notification	Target Audience
UW-La Crosse	Email to Students; UWL report references attached document, Appendix M	October 6, 2023	All students
UW-La Crosse	Email to Students; UWL Crosse report references attached document, Appendix N	October 9, 2023	All students
UW-La Crosse	Email to Students; UWL report references attached document, Appendix O	October 18, 2023	All students
UW-La Crosse	Email to Students UWL report references attached document, Appendix P	October 30, 2023	All students
UW-La Crosse	Email to Employees; UWL report references attached document, Appendix M	October 6, 2023	All employees
UW-La Crosse	Email to Employees; UWL report references attached document, Appendix N	October 9, 2023	All employees
UW-La Crosse	Email to Employees; UWL report references attached document, Appendix O	October 18, 2023	All employees
UW-La Crosse	Email to Employees; UWL report references attached document, Appendix P	October 30, 2023	All employees
UW-La Crosse	New Student Orientation 2023; Students explored identity, inclusion, and free speech. The session emphasized recognition of both similarities and differences, discussions explore how these factors influence campus life. Resources on diversity and inclusion were highlighted to support student success. UW-La Crosse report references attached document, Appendix Q	September 4, 2023	1600 Incoming Freshmen/New Students (3 sessions)
UW-La Crosse	New/Transfer Student Welcome Email; The Center for Transformative Justice (CTJ) reached out to students via email to welcome, include key points and resources, and offer connection. UW-La Crosse report references attached document, Appendix R	January 19, 2024	88 Students new to campus semester 2

Institution	Description of Notification	Date of Notification	Target Audience
UW-Madison	The campus protest guidelines were included in the student planner. Resident hall students received automatically. Transfers and non-housing freshmen invited to pick up a copy of the planner from the CFYE office.	August 2023	~8300 students living in residence halls plus nonhousing freshman and transfer students
UW-Madison	Campus protest guidelines appeared in Center for Leadership and Involvement's Buzz Newsletter (sent to all RSO primary contacts).	Each week from Sep.-Nov. and Feb-Apr	Approx 1,000 student leaders
UW-Madison	Center for Leadership and Involvement sent a message to the four primary contacts of all Registered Student Organizations (RSO) that included campus protest guidelines.	September 2023	2,963 students
UW-Madison	Campus freedom of expression guidelines shared in student newsletter (email). https://news.wisc.edu/guidelines-help-students-employees-exercise-right-to-free-speech/	September 2023	All students
UW-Madison	Protest guidelines published in The Weekly – an electronic publication sent to all UW-Madison students. The story referenced the guidelines and previous guidance published in the weekly in September 2023. https://news.wisc.edu/guidelines-help-students-employees-exercise-right-to-free-speech/?utm_medium=email&utm_source=wordpress_theweekly&utm_campaign=student_comms&utm_content=2024_03_06	November 1 2023 and March 6, 2024	All students
UW-Madison	Letter from University of Wisconsin Chief of Police and Dean of Students “Campus protests: Rights and Responsibilities.” https://news.wisc.edu/campus-protests-rights-and-responsibilities/	April 2024	All students
UW-Madison	The story published in The Weekly – an electronic publication sent to all UW Madison students - regarding the Chancellor's statement providing an	May 1, 2024	All students

	All students update on the Library Mall tent encampment. Story referenced the protest guidelines and a link to the previous guidance published in the weekly in September 2023. https://news.wisc.edu/chancellor-mnookin-update-on-library-mall-tent-encampment/?utm_medium=email&utm_source=wordpress_theweekly&utm_campaign=student_comms&utm_content=2024_05_01		
UW-Madison	Story published in The Weekly – electronic publication sent to all UW Madison students – provided an update on free expression and campus protests. https://stratcommunication.wisc.edu/free-expression-and-campus-protests/?utm_medium=email&utm_source=wordpress_theweekly&utm_campaign=student_comms&utm_content=2024_05_08	May 8, 2024	All students
UW-Madison	Campus freedom of expression guidelines shared in Inside UW newsletter (email)	September 2023	All employees
UW-Madison	Letter from University of Wisconsin Chief of Police and Dean of Students “Campus protests: Rights and Responsibilities” https://news.wisc.edu/campus-protests-rights-and-responsibilities/	April 2024	All employees
UW-Madison	The campus protest guidelines were included in the student planner. All students living in residence halls. Transfers and non-housing freshmen invited to pick up a copy of the planner from the Center for First Year Experience office.	7/1/23 to 6/30/24	All students living in residence halls (~8300) plus nonhousing freshman and transfer students
UW-Madison	The topic of free expression was addressed during the orientation session “Life in the Badger Community”. It was presented at every summer orientation.	7/1/23 to 6/30/24	All new students attending orientation (~8300)
UW-Madison	The topic of free expression was included the Vice Chancellor for Student Affairs session with student family members	6/1/24 to 6/30/24	Student family members

Institution	Description of Notification	Date of Notification	Target Audience
UW-Milwaukee	Added to Canvas course training required for all Student Organization Officers.	August 1, 2023 and on-going	Over the course of the academic year, approximately 1200 students complete the required course.
UW-Milwaukee	Published in student organization newsletter.	8/29/2023	The newsletter is emailed to all RSO officers and Faculty/Staff advisors. Potentially 1200 students.
UW-Milwaukee	Promotion of Constitution Day event in “UWM: In Session”; promo blurb in student newsletter https://t.e2ma.net/message/u5encj/y01g0x8	9/21/2023	Delivered to 23,520 recipients; 42% open rate, 8% click-to-open rate.
UW-Milwaukee	Email to Students from Chancellor Mark Mone: “Campus Update: Panther Family Values” with details on RPD 4-21. https://t.e2ma.net/webview/nrbryg/276eab0a53fd2934cb95b66159b1d686	9/26/2023	All UWM students, including branch campuses.
UW-Milwaukee	Email on political activities; Annual, required email to all students /faculty/staff with political activity guidance, including a focus on free speech and civic engagement. https://t.e2ma.net/message/k6j19tc/45o0qqk	11/17/2023 and 2/16/2024	2023: Delivered to 27,952 recipients; 39% open rate; 1.6% click-to-open rate. 2024: Delivered to 30,476 recipients; 38% open rate; 1.8% click-to-open rate.

UW-Milwaukee	Promotion of lecture on free speech law; Linked promotion in student newsletter (https://t.e2ma.net/message/27hp4j/y01g0x8) And short promo in Provost's Update newsletter on 3/15. (https://t.e2ma.net/webview/r4vmxi/26afe243f28f29a0e12dcf06b8c95804)	3/14/2024	Delivered to 26,623 recipients; 30% open rate; 1.8% click rate.
UW-Milwaukee	Campus protests: Rights & Responsibilities. Email to all faculty/staff/students w/ a focus on free speech/expression and resources, in light of campus protests. https://t.e2ma.net/message/bcrgsj/rwph1rl	4/29/2024	Delivered to 30,637 recipients consisting of All UWM employees and students at Milwaukee, Waukesha and Washington County campuses.
UW-Milwaukee	Published in student organization newsletter.	8/29/2023	The newsletter is emailed to all RSO officers and Faculty/Staff advisors. Potentially 200 staff advisors.
UW-Milwaukee	Email to Employees from Chancellor Mark Mone: "Campus Update: Panther Family Values" with details on RPD 4-21 sent by Office of the Chancellor. Link: https://t.e2ma.net/webview/3jcryg/57640fde409b82d199e04d9d5f8e2b41	9/26/2023	All UWM employees at Milwaukee, Waukesha and Washington County campuses.
UW-Milwaukee	The Chair of the Lubar College of Business distributes the University's Commitment to Academic Freedom and Freedom of Expression (Regent Policy Document 4-21 "Commitment to Academic Freedom and Freedom of Expression") to the faculty and staff.	Fall 2023	Faculty/Staff at Lubar College of Business.

UW-Milwaukee	Messaging toolkit for campus leaders sent by University Relations, Marketing & Communications. Email with resources for deans/division heads, with free expression/free speech as one part of its focus. https://t.e2ma.net/webview/vbgr7i/435a598bfc3c2e6ealb4461dc64e2f9e	11/6/2023	Delivered to 89 recipients; 62% open rate; 18% click-to-open rate.
UW-Milwaukee	Email on political activities; Annual, required email to all students/faculty/staff with political activity guidance, including a focus on free speech and civic engagement. https://t.e2ma.net/message/k6jl9tc/45o0qqk	11/17/2023 and 2/16/2024	2023: Delivered to 27,952 recipients; 39% open rate; 1.6% click-to-open rate. 2024: Delivered to 30,476 recipients; 38% open rate; 1.8% click-to-open rate.
UW-Milwaukee	Promotion of lecture on free speech law; Linked promotion in student newsletter (https://t.e2ma.net/message/27hp4j/y01g0x8) And short promo in Provost's Update newsletter on 3/15. (https://t.e2ma.net/webview/r4vmxi/26afe243f28f29a0e12dcf06b8c95804)	3/14/2024	Delivered to 26,623 recipients; 30% open rate; 1.8% click rate.
UW-Milwaukee	Campus protests: Rights & Responsibilities. Email to all faculty/staff/students with a focus on free speech/expression and resources, in light of campus protests. Sent by Dean of Students Office and UWM Police https://t.e2ma.net/message/bcrgsj/rwph1rl	4/29/2024	Delivered to 30,637 recipients consisting of All UWM employees and students at Milwaukee, Waukesha and Washington County campuses.

<p>UW-Milwaukee</p>	<p>Orientation Course As part of UWM students’ onboarding and orientation experience, every new student completes a course designed to meet their needs based on their status as a first-year student, a transfer student, or a student at UWM’s branch campuses. These courses are delivered via Canvas.</p> <p>The online coursework contains a Health & Safety module. Included in that module is a “Freedom of Expression & FERPA” page where the link to Regent Policy 4-21 is listed (see below for content of page).</p> <p>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.</p> <p>Students must complete the entire program as part of their orientation experience. Students can access this course for the rest of the academic year.</p>	<p>Students entering UWM in Fall 2023 completed the course from March 1, 2023 to September 16, 2023</p> <p>Students entering UWM in Spring 2024 completed the course from October 1, 2023 to January 21, 2024</p> <p>Students entering UWM in Fall 2024 completed the course from March 1, 2024 to September 9, 2024</p>	<p>All new degree-seeking undergraduate students at any of UWM’s campuses</p> <p>Students entered in Fall 2023 (4992)</p> <p>Students entered in Spring 2024 (815)</p> <p>Students entering in Fall 2024, to date (2604)</p>
---------------------	---	--	--

Institution	Description of Notification	Date of Notification	Target Audience
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 2023	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 2023-2024.	All Incoming Students
UW Oshkosh	Email: “Annual Policy Notification - Office of Compliance Risk and Integrity” – all employees	Sept. 20, 2023	Approx. 1,300+ employees
UW Oshkosh	The Academic Freedom of Expression policy is printed in the UW Oshkosh 2023/24 New Student Guide. The Guide was given to all students at Titan Takeoff orientations (various dates over the summer of 2023). A PDF version of the guide was also made available on the New Student and Family Programs website. Online at: https://www.uwosh.edu/newstudents/wp-content/uploads/sites/91/2023/04/UWO-Guide-2023-web.pdf	Summer 2023 and ‘24 (various dates)	All incoming students
UW Oshkosh	The Academic Freedom of Expression policy is also printed in the 2023 Welcome Week Booklet. This guide was provided to all new students at move-in and sent to commuter students at their household.	September 2023	All incoming students

Institution	Description of Notification	Date of Notification	Target Audience
UW-Parkside	Ranger Welcome (weekly electronic newsletter); Face to Face	September 5 2023	100% New, First year students
UW-Parkside	New Student Orientation: Freedom of Expression Introduction	June: 14, 19, 21, 2024 July: 14, 29, 2023 August: 11, 25, 29, 2023 December: 15, 2023 January 23, 24 2024	100% New, First year students
UW-Parkside	Ranger Welcome: Freedom of Expression Overview	Sept 5, 2023	100% New, First year students
UW-Parkside	Online Orientation: Freedom of Expression Introductions	April 1 – September 1 & October 15, 2023 – February 1, 2024	New Transfer students

Institution	Description of Notification	Date of Notification	Target Audience
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	September 8, 2023	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 1st, 2023 – June 30, 2024	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 1st, 2023 – June 30, 2024	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	New employee orientation includes RPD 4-21. All new employees read and attest to having read the policy.	July 1st, 2023 – June 30, 2024	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 1st, 2023 – June 30, 2024	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 1st, 2023 – June 30, 2024	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	RPD 4-21 was announced during Sex Ed Bingo 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.	September 4, 2023	First year students

Institution	Description of Notification	Date of Notification	Target Audience
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	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	UW-River Falls Commitment to Academic Freedom and Freedom of Expression Email to Students – attached as Appendix A to the UWRF report	9/11/2023	100% of students
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” –attached as appendix B to the UWRF report.	9/11/2023	100% of Employees
UW-River Falls	Email to Faculty and IAS regarding Open Session with System General Counsel attorney Jennifer Lattis: Q and A on Academic Affairs – attached as Appendix C to the UWRF report.	1/26/2024	100% of Faculty and IAS
UW-River Falls	Student Handbook on www.uwrf.edu (Institutional Website) – contains specific reference to RPD 4-21	8/4/2023 9/1/2023 1/19/2023	All new students to UWRF

Institution	Description of Notification	Date of Notification	Target Audience
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	RPD 4-21 specific information added to Orientation guidebook (pg., 14).	Multiple dates June 2024	Students and parents/families
UW-Stevens Point	Message of the Day to Students (email)	Sept. 27, 2023	100% of students
UW-Stevens Point	Message of the Day to Employees (email)	Sept. 27, 2023	100% of employees notified

Institution	Description of Notification	Date of Notification	Target Audience
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	9/5/2023	100% New Students
UW-Stout	Campus Life Today Announcement to Students	10/2/2023	100% Returning Students
UW-Stout	Email sent by Chancellor Frank with the subject line “University Compliance Reminders”	Nov. 8, 2023	100% Employees
UW-Stout	Students received information on RPD 4-21, bias reporting, complaint reporting, resource information, and engaging in civil dialogue.	9/5/2023	All first year students

Institution	Description of Notification	Date of Notification	Target Audience
UW-Superior	Email from Chancellor Wachter. Subject: Guidance on Political Campaign Activity and Freedom of Expression – UW System Policies	9/6/2023	100% Students
UW-Superior	Email from Chancellor Wachter. Subject: Guidance on Political Campaign Activity and Freedom of Expression – UW System Policies	9/6/2023	100% Employees
UW-Superior	Academic Session which included information via Kahoot and a handout about Academic Freedom/Freedom of expression policy	Fall 2023: September 3, 2023 Spring 2024: January 23, 2024	New Freshmen (undergrad)
UW-Superior	Module on Academics including definition and Academic Freedom/Freedom of expression policy	Online Orientation assigned: Fall 2023 – Sept. 19th due Oct. 13th; Spring 2024 – Jan. 31st due March 1st	New freshmen who didn't attend required WoW (undergrad)
UW-Superior	Module on Academics including definition and Academic Freedom/Freedom of expression policy	Students are assigned as soon as they are matriculated.	New transfer students & new online students (undergrad)

Institution	Description of Notification	Date of Notification	Target Audience
UW-Whitewater	<p>The policy was made available online on the First Year Experience website beginning April 2019 to present. The most current orientation booklet is linked to our website. (See page 8 for the Board of Regents Policy 4-21.)</p> <p>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</p>	April 2019 - Present	Approximately 2100 students
UW-Whitewater	<p>The Dear World Workshop is offered twice during our Fall Warhawk Welcome orientation program. During the workshop, students 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.</p>	August 2022	All Incoming Students (new Freshmen & Transfer Students)
UW-Whitewater	<p>Broadcast email announcement, subject line: Academic Freedom and Freedom of Expression. Link: https://announcements.uww.edu/Announcement/Details/18180</p>	September 19, 2023	All students
UW-Whitewater	<p>Academic Freedom and Freedom of Expression website. Link: https://www.uww.edu/adminaffairs/compliance/freedom-of-expression</p>	Always available	Always available to students
UW-Whitewater	<p>For all current students, Academic Freedom and Freedom of Expression policy is published in the student handbook. Link: https://www.uww.edu/studenthandbook/academic-freedom</p>	Always available	Always available to students
UW-Whitewater	<p>Broadcast email announcement, subject line: Academic Freedom and Freedom of Expression. Link: https://announcements.uww.edu/Announcement/Details/18180</p>	September 19, 2023	All Employees
UW-Whitewater	<p>Academic Freedom and Freedom of Expression website. Link: https://www.uww.edu/adminaffairs/compliance/freedom-of-expression</p>	Always available	Always available to employees
UW-Whitewater	<p>All incoming students (fall 2023 & spring 2024) 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 checkin on their in-person SOAR program. See the SOAR Folder 2023-2024 PDF (page 8.)</p>	April 2023-January 2024	Approximately 2100 students