**Contact: Jason Pontius**

## UPDATE ON UNIVERSITY FIRST AMENDMENT TRAINING

**Committee Action Requested:** None

**Executive Summary:** Every two years in accordance with Board Policy, the Free Speech and Student Affairs Committee is tasked with reviewing First Amendment training and all free speech policies and procedures to assure cross-institutional consistency and compliance with the law and identify areas for improvement. After last year's review, there was Board interest in making changes to the training and reporting back to Board after one year. These changes include:

a) updating the content and delivery of the First Amendment training module
b) focusing university training efforts on new students, faculty and staff while encouraging all students, faculty and staff to renew their training annually.

**Training content:**

Over the past six months, the Board office has worked with the University of Iowa Law School and the Office of General Counsel to develop new First Amendment training modules. The revised content will include a separate module for students and a separate module for faculty and staff. Content has been developed and reviewed, scripts have been developed and new interactive modules using those scripts will be developed by February of 2027. Unlike the current training module, the new modules are being built to be platform agnostic to ensure easy delivery by all university systems.

**Training counts:**

**New** Student & Staff Training FY 2026 (July 2025 - June 2026)

| | Iowa State | | U. of Iowa | | UNI | |
|---|---|---|---|---|---|---|
| | **N** | **%** | **N** | **%** | **N** | **%** |
| **Undergraduate students** | 7,472 | 99% | 5,527 | 100% | 702 | 21% |
| **Graduate/prof students** | 1,318 | 91% | * | | 200 | 26% |
| **Faculty** | 92 | 99% | * | | | |
| **Staff** | 630 | 96% | * | | | |

* UI undergraduate student data includes all first-time ful-time students. These students complete Free Speech Training as part of the required Success at Iow a course. We are not able to separate out data for new graduate/professional students or faculty/staff at this time.

ISU: Student employees and graduate assistants are grouped w ith UG and grad/professional students, respectively. Staff includes Merit staff, Professional and Scientific staff, and postdocs.

Total FY 2026 First Amendment training completions (July 2025 - June 2026)

| | Iowa State | | U. of Iowa | | UNI | |
|---|---|---|---|---|---|---|
| | **N** | **%** | **N** | **%** | **N** | **%** |
| **Undergraduate students** | 18,719 | 71% | 10,904 | 49% | 3,447 | 31% |
| **Graduate/prof students** | 3,303 | 69% | 3,636 | 58% | 475 | 22% |
| **Faculty** | 1,503 | 86% | 2,883 | 90% | 337 | 80% |
| **Staff** | 4,816 | 93% | 19,951 | 94% | 996 | 85% |

U. of Iowa faculty/staff data does not include those appointed in temporary status. U. of Iowa students include all full-time students who were enrolled in any session during FY2026

ISU: Student employees and graduate assistants are grouped with UG and grad/professional students, respectively. Staff includes Merit staff, Professional and Scientific staff, and postdocs.

**Presenters:**

**Tonya Uden-Holman** is the Associate Provost for Undergraduate Education, Dean of the University College at the University of Iowa

**Rob Schweers** is the Director of Communications for the Office of the Senior Vice President and Provost at Iowa State University

**Oksana Grybovych Hafermann** is the Chief of Staff in the Office of the President at the University of Northern Iowa