

Contact: Aimee Claeys

BOARD POLICY MANUAL REVISIONS

Action Requested: Approve, as a first and final reading, proposed revisions to Board of Regents Policy Manual Chapters 3.2 - Admission Requirements Common to the Three State Universities and 4.2 - Freedom of Expression.

Executive Summary: On March 14, 2023, Board of Regents President Michael Richards appointed a working group to conduct “a comprehensive study and review of all Diversity, Equity and Inclusion (DEI) programs and efforts at the University of Iowa, Iowa State University and the University of Northern Iowa.” On November 16, 2023, the working group presented their report and 10 recommendations for consideration by the Board. The Board approved the report and adopted the recommendations as [Board Directives](#), with one modification to recommendation #9.

To implement Board directives 4.a, 4.b, 5, 7 and 10 the Board office proposes the following revisions to Board Policy Manual Chapters 3.2 and 4.2.

3.2 Admission Requirements Common to the Three State Universities

C. Consistent with applicable law, the universities shall not use race or other federal- or state-protected class characteristics as a factor in admission decisions for undergraduate, graduate or professional programs.

4.2 Freedom of Expression

I. University Statements on Matters of Public Concern. The University’s proper role is in supporting and encouraging freedom of inquiry by fostering opportunities for the expression of differing views regarding many issues in multiple areas of study, research, and debate, including current political, social, and public policy issues. The Universities shall not take action in such a way as to require or unduly pressure members of the campus community, in their personal capacities, to express or adopt a particular viewpoint on a political, social or public policy matter. The University may speak, as an institution, on political, social, or public policy matters when such matters are central to the mission or critical operations of the University as reasonably determined by the University. In all instances, University statements on political, social, or public policy matters must be consistent with any stated position of the Board of Regents. Annually, the Board office shall send written notice to the universities regarding the requirements of this section 4.2.I.

L. The universities shall assure:

i. No employee, student, applicant, or campus visitor is required to submit a DEI statement or be evaluated based on participation in DEI initiatives, unless the position is required for DEI-related compliance or accreditation.

ii. No employee, student, applicant or campus visitor is compelled to disclose their pronouns.

M. The universities shall issue annual employee guidance regarding the separation of personal political advocacy from university business and employment activities. This annual employee guidance shall be reviewed by the Board Office prior to university issuance.