

**Black Hills State University**  
**Annual Report on Intellectual Diversity and Free Exchange of Ideas**  
**(November 1, 2022 – October 31, 2023)**

**Actions taken by the institution to promote and ensure intellectual diversity and the free exchange of ideas:**

- A comprehensive [BHSU Policy and Procedure website](#) is active. Of relevance to intellectual diversity:
  - [Freedom Of Expression Statement](#) was revised and added to policy web site
  - [3:2 Campus-Wide Posting](#)
  - [4:3 Equal Opportunity, Non Discrimination and Affirmative Action](#)
  - [4:8 Human Rights Complaints](#)
  - [9:3 Freedom of Speech and Use of Institutional Facilities and Grounds for Expression & Demonstration](#)
  - [2:12 Syllabus Policy](#) which describes the “Freedom in Learning” statement set forth in each course syllabus:

*“Under Board of Regents and University policy student academic performance may be evaluated solely on an academic basis, not on opinions or conduct in matters unrelated to academic standards. Students should be free to take reasoned exception to the data or views offered in any course of study and to reserve judgment about matters of opinion, but they are responsible for learning the content of any course of study for which they are enrolled. Students who believe that an academic evaluation reflects prejudiced or capricious consideration of student opinions or conduct unrelated to academic standards should contact the chair of the department in which the course is being taught to initiate a review of the evaluation.”*

- BHSU has a partnership with Lighthouse Services, Inc. to provide an anonymous ethics and compliance hotline for reporting possible ethics violations.
- The university conducts the National Survey of Student Engagement (NSSE) on a biannual basis. The survey was most recently conducted in 2022 and will be conducted again in 2024. Relevant survey results from 2022 were conveyed in last year’s report, but some highlights are:
  - When asked, “During the current school year, about how often have you included diverse perspectives (political, religious, racial/ethnic, gender, etc.) in course discussions or assignments?” 51% of first-year students and 53% of senior-level students responded: “often” or “very often.”
  - When asked, “During the current school year, about how often have you had discussions with people from the following groups: people with religious beliefs

other than your own?” 67% of first-year students and 57% of senior-level students responded “often” or “very often.”

- In response to the same prompt about “People with political views other than your own?” 67% of first-year students and 55% of senior-level students responded “often” or “very often.”
- BHSU hosted the We the People state competition event on January 17, 2023.
- Continued support and encouragement of student engagement with the democratic and political processes, including:
  - Student internships with U.S. Senator
  - Student internships with the South Dakota State Legislature
  - Participation in the Henry Clay Center College student congress
- BHSU received an [inaugural Gladys Pyle Award](#) from the South Dakota Secretary of State’s Office.
- Campus is a National Study of Learning, Voting, and Engagement (NSLVE) participating campus. NSLVE data is used to track student voter participation.
- The Chiesman Committee conducted a scholarship essay contest in Spring 2023. Three regional students were awarded scholarships for the upcoming fall semester.

#### **Events or occurrences that impeded intellectual diversity and the free exchange of ideas:**

Following a campus incident where BHSU’s policy governing the process for non-affiliated parties to engage in expressive activity on campus was misapplied by a staff member, BHSU worked with the Foundation for Individual Rights and Expression (FIRE) to develop and improve policy language to clarify the application of the policy, reducing the probability of misapplication by staff in the future.

**Dakota State University**  
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**Actions taken by the institution to promote and ensure intellectual diversity and the free exchange of ideas:**

- The Opportunity Center at Dakota State University focuses on the guidance and encouragement of all students as they work to attain their academic, personal, and career goals. The Center also provides an environment that contributes to a student's immediate and continued success. The Opportunity Center continues to grow and expand a focus not just on academic excellence but on continued success of all students as they navigate college and work to accomplish their academic, career, and personal goals. This Center also supports clubs and organizations, so they can connect with others and create lifelong friendships through activities that are based on common interests and skills.

Examples of club and organization events that took place in 2022-2023 include the 38+2 Memorial Ride, zoo curator Jim Lloyd who spoke to the biology society club, a film discussion and guest speaker.

- DSU strives to inform students of its emphasis on freedom in learning, including a "Freedom in Learning" statement in its [student handbook](#):

*"Students are responsible for learning the content of any course of study in which they are enrolled. Under the Board of Regents and Dakota State University policy, student academic performance shall be evaluated solely on an academic basis and students should be free to take reasoned exceptions to the data or views offered in any course of study. Students who believe that an academic evaluation is unrelated to academic standards but is instead related to judgment of their opinion or conduct should contact the dean of the college which offers the class to initiate a review of the evaluation."*

A "Freedom in Learning" statement is also included in course syllabi in accordance with [DSU policy 1.9](#).

- DSU continues to focus on increasing the number of women in STEM fields enrolled at DSU. The CybHER® Security Institute has been working since 2013 to empower, educate, and change the perception of girls and women in cybersecurity by providing resources for girls from middle school to collegiate programs and into professional careers. This initiative has reached well over 44,000 students through events, camps and classroom visits intended to empower, motivate, and educate girls and boys in cybersecurity. On the first day of the 2023 camp, the girls were able to attend an event announcing an agreement between DSU and ArmyCyber. They heard from several speakers on the opportunities in the field, included Lt. General Maria Barrett, Commanding General of U.S. Cyber Command, Governor Kristi Noem, U.S. Senator Mike Rounds, and U.S. Representative Dusty Johnson. Other speakers during the week included Shurronne Davis (CIS Officer of Peraton), Paul Copioli (CEO of

Spheros), and Wendy Goucher (Cyber Consultant at Arcanum Cyber Security and Digital Forensics).

- DAKOTACON, an annual cyber security event on campus, brought in several speakers to discuss topics in cyber fields. DSU Entrepreneurship Day in March 2023 featured a variety of presenters who talked about ways to start businesses. DSU hosted the Midwest Forage Association meeting on campus, providing an opportunity for students to explore possible careers.
- The 2023 History and Ethics Forum, an event designed to bring prominent national thought leaders to campus, featured Dr. Clay Jenkinson, Director of the Dakota Institute. Dr. Jenkinson's address focused on expanding and enlightening society's understanding of all things cyber, through the context that history and ethics provide.
- The Beacom College of Computer and Cyber Sciences hosted Major General David Gaedecke, USAF (Retired), as the inaugural guest for the Beacom Dean's Distinguished Speaker Series. This series is created to inspire and educate students and faculty by introducing them to people who can share about the impact and challenges of careers in cyber-related fields.
- DSU Center for Teaching and Learning hosted Jane Thierfield Brown from the College Autism Spectrum to conduct a session for faculty and staff on neurodiversity and the college campus. This was one of the ongoing training sessions to equip faculty with new instructional strategies to improve outcomes for students with neurodiverse concerns.
- Dakota State University's Shared Governance Committee focused this year on defining the university committee's mission and expanding the representation of committee membership. Shared governance is a structure and process for partnership, equity, accountability, and ownership among employees. Shared leadership facilitates the decision-making process, information sharing, and transparency.
- The Dakota State Career Development office hosted several representatives from many fields of study to provide career exploration activities for students. Examples include: CAPITAL Services, Click Rain, Madison Central School District, and SDN Communications.
- Motivational speaker Holly Hoffman spoke with employees and students about her time on Survivor.
- For Women's History month, a panel discussion was held on domestic violence, to provide resources and explore ways to identify and deal with domestic violence.

**Events or occurrences that impeded intellectual diversity and the free exchange of ideas:**

We are not aware of any events or occurrences that impeded intellectual diversity and the free exchange of ideas.

**Northern State University**  
**Annual Report on Intellectual Diversity and Free Exchange of Ideas**  
**(November 1, 2022 – October 31, 2023)**

**Actions taken by the institution to promote and ensure intellectual diversity and the free exchange of ideas:**

- The Center for Public History and Civic Engagement, established in Fall 2021, continues to provide guest speakers to address topics in American Government, American History, Civic Engagement, and the US Constitution. The Center also provides programming for events such as Constitution Day (see below) and National History Day to engage students, faculty, staff, and community members, and recruits students for internships with the South Dakota State Legislature.

Constitution Day activities took place on September 18, 2023. Numerous events and media were developed and featured by faculty, local/state/national legislators, student and community organizations, and pocket Constitutions were purchased by the Center for Public History and Civic Engagement.

- NSU and its Student Government Association collaborated to recognize and celebrate the third annual “Free Speech Week” October 16-22, 2023. Free Speech Week encourages all students, faculty, staff and citizens of the City of Aberdeen and Brown County, South Dakota to participate in celebrating this fundamental freedom.
- NSU emphasizes the fundamental principles of free speech, scientific discovery, and academic freedom for students and employees. As an example, a “Freedom in Learning” statement is included in all course syllabi. The statement reads:

*“Under Board of Regents and University policy, student academic performance must be evaluated solely on an academic basis, not on opinions or conduct in matters unrelated to academic standards. Students should be free to take reasoned exception to the data or views offered in any course of study and to reserve judgment about matters of opinion, but they are responsible for learning the content of any course of study for which they are enrolled.”*

The NSU Student Handbook also includes a Freedom in Learning statement, reading:

*“To secure student freedom in learning, faculty members in the classroom and in seminar should encourage free and orderly discussion, inquiry and expression of the course subject matter. Student performance may be evaluated solely on an academic basis, not on opinions or conduct in matters unrelated to academic standards.”*

Students are further made aware of the academic grievance process. While students have appealed grades for other reasons and the academic deans and Provost have evidence of students following the “Student Academic Grievance Procedure” and the institution enforcing policies and procedures, the institution has encountered no instances in which student appeals

alleged an “academic evaluation was tainted by prejudiced or capricious consideration of student opinions.”

- NSU operates in compliance with SDBOR Policy 3.8.1 (Section 1.2 paraphrased) to ensure *Recognized student organizations are to exist independent of, and outside of the direct control of the institution . . . are not agents of the institution and are not to be endorsed or directed by the institution . . . to ensure recognized student organizations enjoy the necessary autonomy to protect their right to engage in expressive activity to fullest extent permitted by law, while also maintaining the applicable accountability and responsibility associated with their status.*

**Events or occurrences that impeded intellectual diversity and the free exchange of ideas:**

We are not aware of any events or occurrences that impeded intellectual diversity and the free exchange of ideas.

**South Dakota School of Mines and Technology**  
**Annual Report on Intellectual Diversity and Free Exchange of Ideas**  
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**Actions taken by the institution to promote and ensure intellectual diversity and the free exchange of ideas:**

- South Dakota School of Mines and Technology celebrated U.S. Constitution Day on September 18, 2023. Specific events included:
  - Social media campaigns were sent for the week and Constitution Day;
  - Distribution of free pocket Constitutions;
  - Students could compete in a Constitution quiz to win a prize;
  - Publication of voter registration information in and around high-traffic areas;
  - A Roamin' Boards event was held where students could draft and pin an amendment that they would like to be added to the United States Constitution. There were 6 boards traveling between the Surbeck Center, Devereaux Library, and the O'Harra Building
  - South Dakota Mines hosted Mr. Jason Salamun, mayor for Rapid City, SD. Mayor Salamun spoke about the Constitution and his vision for the City of Rapid City. He also took questions from employees and students.
- A special Voter Registration Drive was held on September 19, 2023, in partnership with the South Dakota Secretary of State's Office. Secretary Monae Johnson also presented South Dakota Mines with the Gladys Pyle Award. This award is presented to academic institutions within South Dakota that exemplify advocacy for voter registration amongst students.
- Voter Education Week was held October 2-6, 2023. A social media campaign was conducted and former Rapid City Councilwoman, Laura Armstrong, spoke to students on October 2, 2023.
- South Dakota Mines continues to include a "Freedom in Learning" statement on each course syllabus. The statement is:

*"Under Board of Regents and University policy, student academic performance may be evaluated solely on an academic basis, not on opinions or conduct in matters unrelated to academic standards. Students should be free to take reasoned exception to the data or views offered in any course of study and to reserve judgement about matters of opinion, but they are responsible for learning the content of any course of study for which they are enrolled. Students who believe that an academic evaluation reflects prejudiced or capricious consideration of student opinions or conduct unrelated to academic standards should contact the Provost and Vice President for Academic Affairs at [provost@sdsmt.edu](mailto:provost@sdsmt.edu) to initiate a review of the evaluation."*

Mines created the [provost@sdsmt.edu](mailto:provost@sdsmt.edu) email address three years ago to efficiently route freedom in learning complaints directly to the Provost's Office.

- Campus continued education and promotion of a platform where students, faculty, and staff can report complaints or file a grievance. The platform is called Advocate, which is also used to report and track student academic integrity and student conduct complaints.
- SDSM&T continued the NSF funded initiative to increase the enrollment of first-generation students. The grant provides scholarships to first-generation students. Campus also link those incoming students with mentors who are also first-generation.
- Beginning in August of 2023, the new Personal Development Promise Program has a learning outcome where students develop effective interactions with people of different backgrounds, along with the demonstration of an understanding and appreciation of human differences. Seminars held are:
  - Education Abroad – 8/31/2023
  - Local Government – 10/2/2023
  - Exploring Worldview – 10/17/2023
  - Civility and Civic Engagement – 10/31/2023
  - Community Service and Service Learning – 11/3/2023
  - South Dakota History and Roots – 11/7/2023
  - The Legacy and Value of Veterans – 11/8/2023
- Discussions regarding Intellectual Diversity continue to be included in freshman orientation sessions. These discussions include the description of freedom of expression and the need to include and accept varying perspectives.
- Other events of interest:
  - **Young Americans for Liberty (YAL) Events**
    - 1/26/2023 School Choice Week Tabling
    - 4/12/2023 Firearm Safety Presentation
    - 8/19/2023 Awareness and Recruitment Event at March/Dake Plaza
    - 8/28/2023 Awareness and Recruitment Event at March/Dake Plaza
    - 9/26/2023 Career Fair Awareness Event
    - 10/4/2023 Petitioning and Public Comments at South Dakota Board of Regents Meeting
    - Mondays at 7pm – Weekly Meetings Held for Membership
  - **Gideons International Organization Events**
    - 10/11/2023 Passing out Bibles

**Events or occurrences that impeded intellectual diversity and the free exchange of ideas:**

We are not aware of any events or occurrences that impeded intellectual diversity and the free exchange of ideas.



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- Review of Policies: New or Revised University Policies: SDSU's Office of General Counsel continues to review policies and procedures at SDSU to ensure alignment with all SDBOR Policies and applicable SD and federal laws. Policies are vetted through the shared governance structure and with the campus community prior to their adoption.
  - <https://www.sdstate.edu/policies-and-procedures>
  - Recently adopted:
    - Revised Policy 2:3 – Course Syllabus (Aug 2023)
  - Currently in Progress
    - Revised Policy 3:10 – Student Organizations
    - Student Organizations Fundraising
    - Other SDSU and departmental policies and procedures
- Campus Climate Assessment:
  - The University is committed to administering the Skyfactor Campus Climate, Safety, and Sexual Assault Assessment every two years to university employees and currently enrolled students. The assessment measures 15 dimensions of faculty, staff, and students' perceptions and satisfaction with the institution. SDSU administered the Campus Climate survey in 2017, 2019, 2020, and 2022. While proprietary information cannot be publicly available, annual summary reports are shared with the campus.
- SDSU has validated that it maintains reporting protocols for a variety of situations, depending on the concern raised. In addition, the process for investigation varies based upon employment relationship, conduct reported, and student status. Beginning in fall 2019, SDSU added "First Amendment/Intellectual Diversity" as a report/complaint category in its online reporting portal, Lighthouse, in which reports may be submitted anonymously.

*The Rabbit Report* is a weekly student publication sent to all students while classes are in session via the SDSU Students' Association. The Rabbit Report includes a reporting section with links to reporting procedures for a variety of concerns, including anonymous reporting options. In addition, the HR Newsletter sent electronically to all SDSU employees includes information on how to report concerns, including anonymous reporting options. Below, in the *Existing Resources & Policies* section, a comprehensive list of reporting protocols is provided.

- Existing Resources and Policies:

- [SDSU Student Handbook](#) (Policies, Procedures, & Forms)
- [SDSU Housing & Residential Life Handbook](#) (Non-Discrimination; Reporting Concerns, pp. 44-45)
- [Office of the Dean of Students](#) (Concerns and Complaints)
- [Lighthouse Reporting](#) (Report an Incident)
- [Ombuds Office](#)
- [SDSU Policy 2:3 – Course Syllabus](#) (Freedom in Learning Statement)
- [SDSU Policy 4:3 – Equal Opportunity, Non-Discrimination, and Affirmative Action](#)
- [SDSU Policy 4:6 – Human Rights Complaints](#)
- [SDSU Policy 6:7 – Facilities and Grounds Use and Scheduling](#)
- [SDSU Policy 6:8 – Use of University Facilities and Grounds for Expressive Activity by Student Organizations, Students, Employees, and their Guests](#)
- [SDSU Policy 6:9 – Campus-Wide Posting](#)
- [OGC Freedom of Expression Webpage](#)

- Speakers and Events:

- SDSU implemented a university events calendar during this past year and promotes speakers open to the public through this tool. In addition, SDSU promotes student organization speakers and events through [Jacks Club Hub](#), an online tool designed for student organizations to promote their organization and their programming. Finally, events are promoted through an intranet portal, InsideState, to all SDSU employees.

South Dakota State University submits its speaker list to the Board of Regents monthly.

- Training Sessions for University Employees and Students

- The SDSU Office of General Counsel has maintained a link to a pre-recorded training presentation regarding the First Amendment on SDSU's business portal, InsideState. This training presentation was last updated on August 1, 2022 and is the basis for the training sessions conducted by the Office of General Counsel. OGC provided additional question and answer sessions and training to employees, including but not limited to new employee orientations and residence hall staff.

- Completed:

- August 15, 2023      New Faculty Orientation (45+ attendees)
    - August 16, 2023      Training for Community Assistants/Housing (100+ attendees)

- Additionally, SDSU made information available for new students entering the University, excluding dual credit students, via information sessions with Title IX/EO staff at New Student Orientation. All SDSU employees were mandated to

complete online Title IX training through Vector Solutions, in addition to optional “Active Shooter” training. In Fall 2022, the Title IX training had a completion rate of 99.7%. In addition, all new supervisors are required to complete online trainings, including Communication Styles and Skills, Discrimination Awareness in the Workplace, General Ethics in the Workplace, Retaliation Liability, Sensitivity Awareness, Conflict Management, and Workplace Violence.

The Title IX/EO office also works to offer trainings on topics relevant to Title IX/EO, such as bystander intervention, workplace conflict, and the ADA, on a frequent basis to both students and employees.

- Academic and Other Activities:

- Course syllabi are required by SDSU Course Syllabus Policy 2:3 to have the following statement included, and this was communicated during this period:

*“Freedom in Learning Statement: Under Board of Regents and Regental Institutions policy, student academic performance may be evaluated solely on an academic basis, not on opinions or conduct in matters unrelated to academic standards. Discussion and debate are critical to education and professional development. Students should be free to take reasoned exception to the data or views offered in any course of study and to reserve judgment about matters of opinion, but they are responsible for learning the content of any course of study for which they are enrolled. Students who believe that an academic evaluation reflects prejudiced or capricious consideration of student opinions or conduct unrelated to academic standards should contact their home institution to initiate a review of the evaluation.”*

SDSU validated that it offers the System General Education Requirements (SGRs) courses in communication, mathematics, and sciences. There is an array of elective courses within the requirements for Social Sciences and Arts and Humanities, which provide an awareness of the histories and psycho-social, economic, and political structures, as well as an understanding of the contributions of diverse cultures. Course offerings to meet the Social Sciences elective include, but are not limited to, American Indian Studies, Anthropology, Human Geography, United States History, American Government, American Political Issues, Political Ideologies, State and Local Government, and Sociology of Rural America. Course offerings to meet the Arts and Humanities elective include, but are not limited to, American Indian Studies, World Civilization, Western Civilization, and Lakota.

SDSU continues to drive student success at the Wintrobe Student Success and Opportunity Center events and programming, which has moved to Wagner Hall in the center of campus. More than 4,600 unique students participated in at least one Wintrobe Student Success and Opportunity Center program during the last academic year. Twelve percent of these participants were first-generation students.

**Events or occurrences that impeded intellectual diversity and the free exchange of ideas:**

- Student submitted complaint that was referred to the EO/Title IX Office about retaliatory grading in MATH 401, Senior Capstone, stating that videos “*Quite obviously, the people advocating for Critical Race Theory and having pronouns in the email would seem to be adverse and unfair referees.*”. (8/4/23). The complaint was addressed in accordance with applicable BOR and SDSU policies.
- Student submitted anonymous complaint– “*There is a man (who is not a student) who has been standing outside of the student union with a sign yelling at people who have been passing by. He seems to be in his 40s or 50s and I believe he has a beard. His sign lists all the different categories of people who he says are going to hell - included on his sign are lesbians, Muslims, athiests [sic], and homosexuals...*” (9/27/23) SDSU UPD looked into the matter and found that the implicated individual followed proper campus procedures regarding expressive activities.
- Faculty reported a student notified her of “*antisemitic*” social media posts on another student’s private social media accounts – “*saying that Israel and the IDF and anyone who supports them is just as much of a terrorist group as Hamas.*” In the same report, the faculty stated that the student was told that her theater costume made her look like “*the boy in the striped pants*” and an unknown person drew a swastika on a prop the student was using. (10/23/23) SDSU looked into the complaint but, to the extent it occurred on a student’s private social media account, it was outside the jurisdiction of SDSU’s authority. However, as a result of the report, the Theater Department in the Performing Arts Center facilitated a dialogue with students around civility.

**University of South Dakota**  
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- USD continues its tradition of hosting a variety of speakers in both the classroom and for broad, campus-wide lectures and events.
  - The South Dakota Supreme Court held its October term at the Knudsen School of Law, providing an opportunity for students to see one of the three branches of government in action. Faculty encourage their students to attend the sessions when possible.
  - USD collaborated with the Chabad Jewish Center of South Dakota to host a 100-year-old Holocaust survivor as a speaker at the Sioux Falls Convention Center.
  - Several elected officials spoke to various classes on campus.
- The Opportunity Center is seeing success in efforts to support all students on USD's campus. Over the last year, the Opportunity Center had over 5000 student contacts on the Vermillion and Sioux Falls campuses. The Opportunity Center also individually counseled 157 students at the Vermillion campus and, of those long-term contacts, 89.9 percent were retained as students in Fall 2023 or graduated. One hundred percent of students who used services provided by the Opportunity Center stated they would use the services again.

The Opportunity Center also supports the campus community by bringing a variety of speakers to campus.

Over the last year, support was provided to the following campuses entities:

- Student Veterans Resource Center
- USD College Republicans
- English Department
- Modern Languages Department
- School of Health Sciences Cultural Respect Committee
- Native Student Services
- Office of Multicultural Affairs.

The Opportunity Center will continue to build out its support as campus becomes accustomed to the new resources available.

- USD takes steps to inform students of the university's position on Freedom in Learning. A statement is included in the [USD student handbook](#) and, per [USD Policy 1.018](#), on all course syllabi:

*“Under Board of Regents and University policy, student academic performance may be evaluated solely on an academic basis, not on opinions or conduct in matters unrelated to academic standards. Students should be free to take reasoned exception to the data or views*

*offered in any course of study and to reserve judgment about matters of opinion, but they are responsible for learning the content of any course of study for which they are enrolled. Students who believe that an academic evaluation reflects prejudiced or capricious consideration of student opinions or conduct unrelated to academic standards should contact the dean of the college or school that offers the class to initiate a review of the evaluation.”*

- USD strives to make outdoor spaces conducive to free expression for members of the campus community and outside parties. This year was typical in the variety of speakers engaging in use of outdoor campus space for expressive activities. Because the university does not require pre-approval or registration for individuals or small groups engaging in expressive activity outdoors, these groups may not have made our report.

One individual not associated with the University was given a warning for using sound amplification without permission, and quickly complied with the request to cease use of sound amplification.

#### **Events or occurrences that impeded intellectual diversity and the free exchange of ideas:**

The University received a request from the Foundation for Individual Rights and Expression (FIRE) to alter the University’s poster policy and create bulletin board(s) within university buildings open to any individual to post any content, not limited to registered student organization events. The University has explored this idea but is not planning on creating a new forum for this type of expressive activity at this time.